



Salary guide
2026
Hungary



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.



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.



Stay well informed

The data in this guide is based on salaries expected today. Use the information to guide your decisions and make informed choices on the salary you offer your team, or accept yourself.

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A landscape of resilience and transformation

Klára Pethő

Country Manager, Reed

 LinkedIn



Hungary is a landscape defined by duality: on one hand, there is a tangible sense of caution driven by lingering economic pressures and high interest rates. On the other, there is a powerful current of transformation fuelled by digital innovation and the country's solidified status as a European industrial hub.

For employers and professionals alike, understanding this complex terrain requires a deep appreciation of how demographic shifts, regulatory changes, and global technological trends are rewriting the rules of engagement.

Navigating economic headwinds with strategic agility

The narrative of 2026 is not one of unbridled expansion, but rather of strategic resilience. Economic pressures have forced organisations to mature their approach to talent acquisition: the focus is now on efficiency and critical capability. Organisations are scrutinising every headcount request, prioritising roles that directly contribute to revenue generation or operational continuity. In many cases, this has manifested as hiring freezes for non-essential positions, a cost-saving measure that reflects the broader caution in the market.

However, this caution should not be mistaken for inactivity. While volume hiring may have slowed in some areas, the mechanisms of recruitment are evolving rapidly. Digital transformation is reshaping how teams source talent. The adoption of AI-driven recruitment tools and digital hiring platforms is accelerating, enabling more efficient screening processes that save both time and money. Furthermore, employers are widening their nets. Recognising that local talent pools in major cities are increasingly tapped out, companies are leveraging both domestic and international recruitment networks to address persistent skills shortages.

Sectors leading the way

Despite the measured pace of the broader economy, specific industries in Hungary are experiencing robust demand. This growth is not accidental; it is structurally tied to Hungary's evolving role in the European economy.

• The technology ecosystem

Unsurprisingly, the IT and digital services sectors remain the primary engines of growth. As digitalisation permeates every facet of business, the hunger for digitally skilled talent is rife. We are seeing sustained demand for software development and cyber security professionals. This is driven not just by tech companies, but by traditional industries that are rapidly modernising their operations to remain competitive.

• The industrial powerhouse

Perhaps the most significant story of 2026 is the country's continued expansion in engineering and manufacturing. We've successfully positioned ourselves as a critical node in regional supply chains, particularly in the automotive and electric vehicle (EV) sectors. With major investments in battery manufacturing and energy storage, Hungary is projected to be among the EU's top battery hubs, alongside

Germany and Poland. This is driving a specific and intense demand for engineering talent capable of working with EV components, industrial automation, and green energy infrastructure.

• Shared services and finance

The shared services centre (SSC) and financial services sectors also continue to deepen their presence. Multinational companies are scaling their Hungarian hubs, drawn by a workforce that is both technically proficient and multilingual. However, the nature of these roles is shifting. As basic transactional tasks are automated or outsourced to lower-cost regions, Hungarian hubs are moving up the value chain, taking on more complex, analytical, and strategic functions.

The new deal on flexibility

The conversation around where and how people work has matured significantly. In 2026, hybrid working is no longer an emergency measure or a 'perk'; it is a standard operational model for many organisations, supported by a clear legal framework.

However, a disparity remains. While those in SSCs, IT, and finance enjoy high levels of flexibility, people working in manufacturing, healthcare, and retail face different realities. Bridging this gap remains a challenge, with some employers offering flexible scheduling or compressed workweeks to operational staff where remote work is impossible.

The rise of the interim professional

In sectors facing acute skill shortages or fluctuating project needs, employers are increasingly turning to temporary recruitment solutions.

This demand is strongest in IT, engineering, logistics, and healthcare. For many companies, hiring interim specialists offers a way to bypass the longer lead times associated with hiring permanent team members and allows them to inject critical skills into a project immediately.

Furthermore, economic uncertainty has made cost control a priority. Interim hiring aligns perfectly with this objective, converting fixed labour costs into variable ones. It allows organisations to remain agile, scaling their workforce up or down in response to market demand without the long-term commitment of permanent headcount. This shift suggests a structural change in the Hungarian labour market, moving towards a more fluid and project-based model of employment.

Compensation and benefits: Beyond the salary

One of the most friction-heavy areas of the market in 2026 is compensation. There is a notable gap between candidate expectations and what employers are prepared, or able, to offer.

Jobseekers are acutely aware of inflation and the scarcity of their skill sets and are pushing for higher salaries. Employers,

conversely, are grappling with high operational costs and are attempting to moderate pay growth. This mismatch is most evident in high-demand sectors like IT and engineering.

To bridge this gap, forward-thinking employers are looking beyond the base salary. The benefits landscape is becoming more personalised and sophisticated. We are seeing a move away from one-size-fits-all packages towards flexible perks that employees can tailor to their lifestyles.

Key developments include:

- **Health and wellbeing:** With long wait times in the public sector, private healthcare options have become a highly valued benefit.
- **Financial support:** Updated SZÉP card allowances and new tax-advantaged housing support options for young employees are providing meaningful financial relief.
- **Tech as a benefit:** In a hybrid world, the quality of digital tools matters. Companies that invest in modern collaboration platforms and reliable hardware are seen as more attractive, signalling that they value employee productivity and experience.
- **Learning and development:** Budgets for upskilling are increasingly viewed as a core benefit, appealing to professionals who want to futureproof their careers.



Demographic shifts and global mobility

Underpinning all these trends is a stark demographic reality: Hungary's workforce is ageing. The number of early-career entrants is shrinking, tightening the overall talent pipeline. Although workforce participation rates are rising, they are not increasing fast enough to counterbalance the retirement of older workers.

This demographic pressure is forcing employers to look beyond their borders. Global trends like remote work and international mobility are reshaping the local market. Employers are increasingly hiring across borders to fill critical gaps, particularly in the tech and SSC sectors. At the same time, remote work enables Hungarian talent to pursue international roles while remaining in the country, intensifying competition for local employers.

Regulation is playing a key role here. Stricter work visa eligibility rules for third-country nationals, introduced in early 2025, have added a layer of complexity to international hiring. Employers must now navigate tighter compliance requirements, balancing the need for imported talent with legal diligence. Additionally, significant tax amendments aimed at supporting families and young employees are influencing payroll planning, requiring HR teams to be more agile in their benefit strategies.

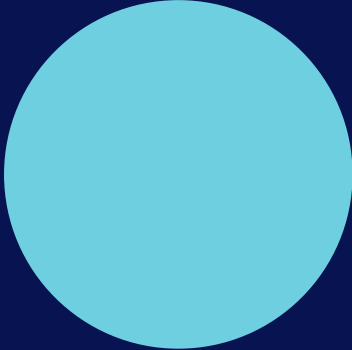
Looking forward

As we move further into 2026, we expect recruitment to be influenced by a stabilising macroeconomic environment. Inflation is projected to moderate further, which should help to steady salary expectations and improve hiring confidence. However, with interest rates likely to remain relatively high, employers will continue to be selective with workforce expansion.

This year, the sectors poised for the most significant growth are those aligned with the green transition. Battery manufacturing, energy storage, and industrial automation will continue to expand, solidifying Hungary's position in the European green energy landscape. This will create a sustained demand for technical skills that bridges the gap between traditional engineering and modern digital technology.

As AI continues to be embedded into everyday workflows and as routine tasks are automated, the responsibilities of professionals will continue to evolve. The role of the human worker will shift towards oversight, strategy, and ethics. This will require a workforce that is not only tech-savvy but also critical and creative.





The great Hungarian salary and benefits reveal: 500 voices

At the end of 2025, we asked 500 employed adults 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

A significant number (35%) of workers are unhappy with their pay. The primary reason for dissatisfaction is that it's not enough to live the lifestyle they want (46% of unhappy respondents). This is closely followed by pay not keeping pace with the cost of living (44%).

- **Declining affordability:** Over a quarter of the workforce (28%) feels they are earning less in terms of what they can afford compared to four years ago, before the cost-of-living crisis began.
- **Limited disposable income:** A significant portion of respondents have little left after covering essential bills. Sixty-five per cent have 60,000 Ft or less leftover each

month, with 14% stating their entire salary is used for **essentials**. This shows a widespread struggle to save or spend on non-essentials.

2. The growing 'comfort gap'

There is a notable **216,316.40 Ft gap** between what people are currently earning and what they believe they need to live comfortably each month.

- **Desired vs. current earnings:** Our research found the average current monthly salary is 622,584.14 Ft. However, the average income people feel they need to live comfortably is 838,900.54 Ft.

3. Salary remains the dominant job motivator

To consider switching jobs, professionals expect a substantial average monthly pay increase of 243,137.21 Ft. This is significantly more than the average pay rise that would satisfy them at their current employer (206,707.79 Ft), highlighting that a strong financial incentive is required to attract talent.

- **Increased importance:** A vast majority (76%) report that salary is more important now when looking for a new job than it was before the cost-of-living crisis started in 2021. For 55%, it is “significantly more important”.
- **Higher progression expectations:** Over half of professionals surveyed (57%) have increased their expectations for salary progression within their current role over the last four years.

4. Benefits take a backseat to salary

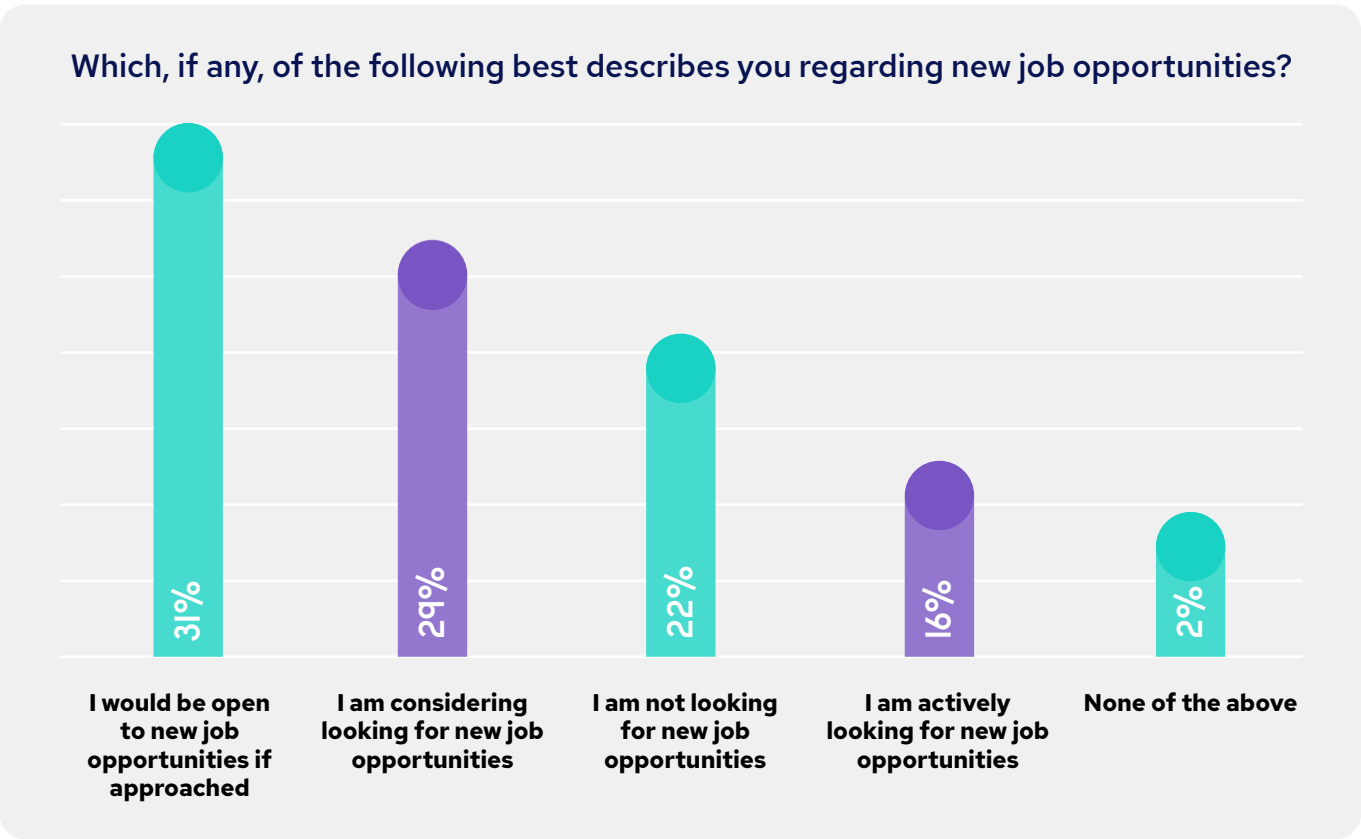
Many employees say they would trade certain benefits for a higher salary. While a SZÉP card is the most received benefit (provided to 37% of respondents) it is also the most unused benefit (seven per cent) and the most common benefit that people would sacrifice for higher pay (17%). Other popular benefits that people would trade for a higher wage are reimbursement of travel tickets and passes for commuting to work (eight per cent), on-site parking (eight per cent), and subsidised public transport (also eight per cent).

- **Underutilised benefits:** In addition to a SZÉP card, other underutilised benefits are subsidised public transport (four per cent), annual salary increment (four per cent) and life insurance (four per cent).
- **Prevalence of benefits:** The most common benefits offered include a SZÉP card (37%), annual salary increment (17%), Christmas shutdown (16%), on-site parking (15%), and flexi-time (15%). However, 21% of respondents say they receive no benefits at all.

5. A workforce ready to move

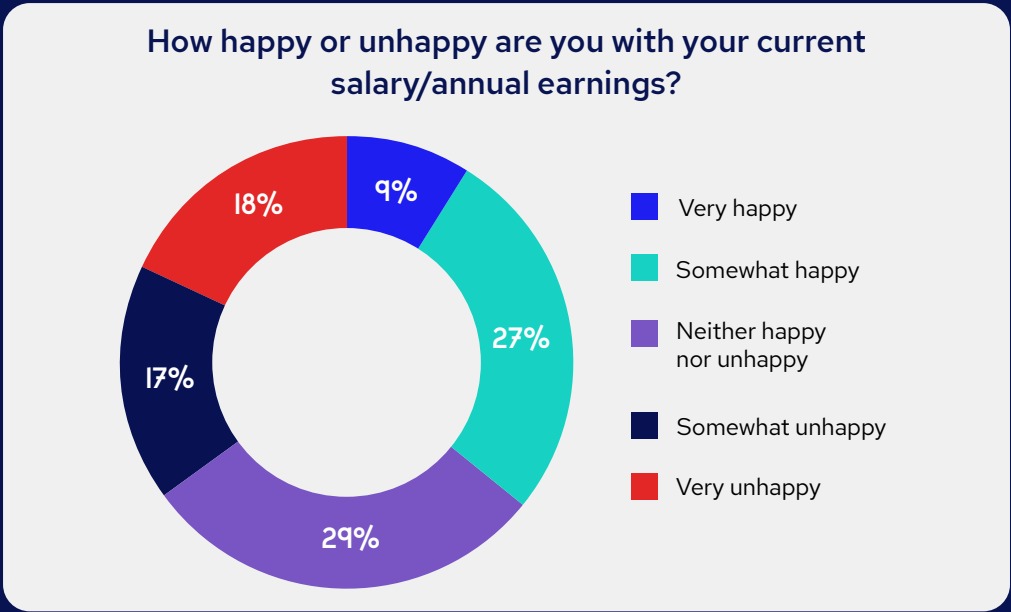
Despite an average tenure of 6.26 years, a large portion of the workforce is open to new opportunities. This suggests that even long-serving employees are considering their options in the current market.

- **Open to new opportunities:** A remarkable 76% of the workforce is open to a new role. Thirty-one per cent would be open to opportunities if approached, 29% are considering looking, and 16% are actively looking for a new job. Only 22% of employees are not looking for a new job opportunity.



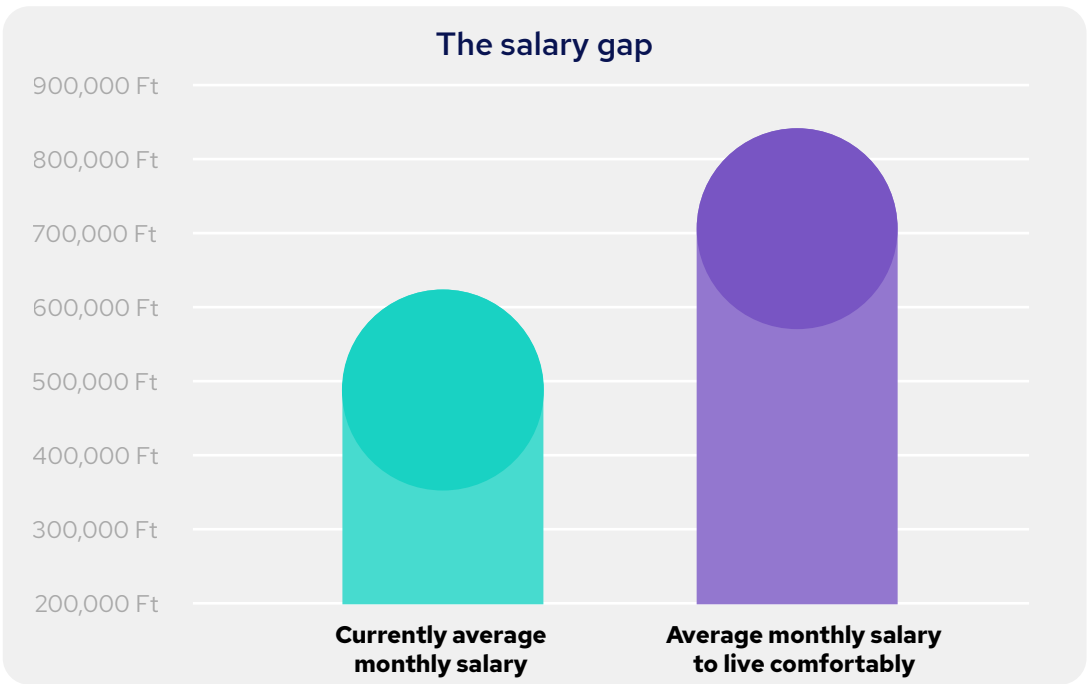
Money, money, money

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. Currently, only 36% of workers are happy with the pay they receive. This leaves 35% of professionals feeling unhappy and another 29% feeling neither happy nor unhappy.



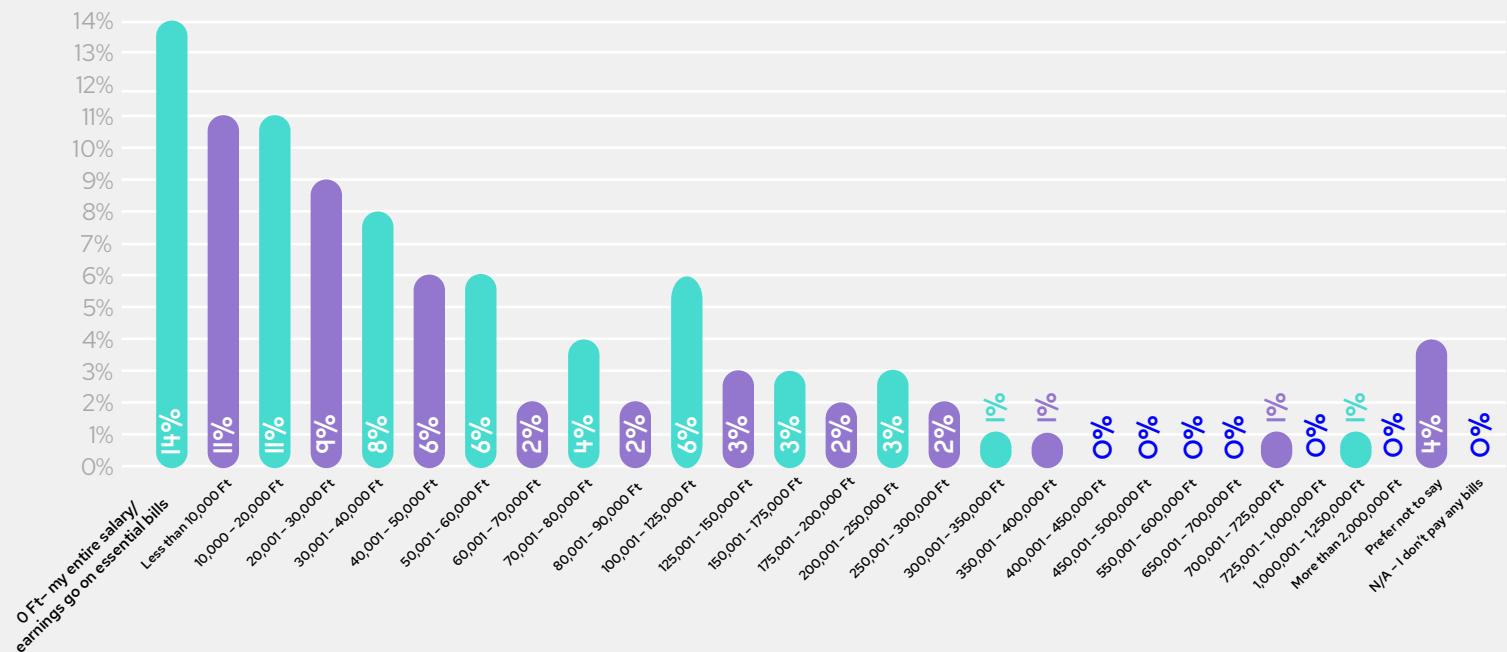
Of those who are unhappy, the leading reason is that their salary is not enough to live the lifestyle they want (46% of unhappy respondents). This is closely followed by pay not keeping pace with the cost of living (44%), unable to save enough to meet financial goals (37%), and the job and industry they work in isn't well paid (31%).

The disparity between the average current salary and the income people feel they need to live comfortably is significant. This year, the average current salary for survey respondents is 622,584.14 Ft a month. However, the average income people believe they need for a comfortable life is 838,900.54 Ft, creating a 'comfort gap' of 216,316.40 Ft. This highlights a widespread desire for higher earnings.



This financial strain is also visible in monthly disposable income. Fourteen per cent of respondents have no money left over each month after paying for essential bills. In fact, 65% of workers have 60,000 Ft or less remaining for non-essential spending, savings, or leisure.

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



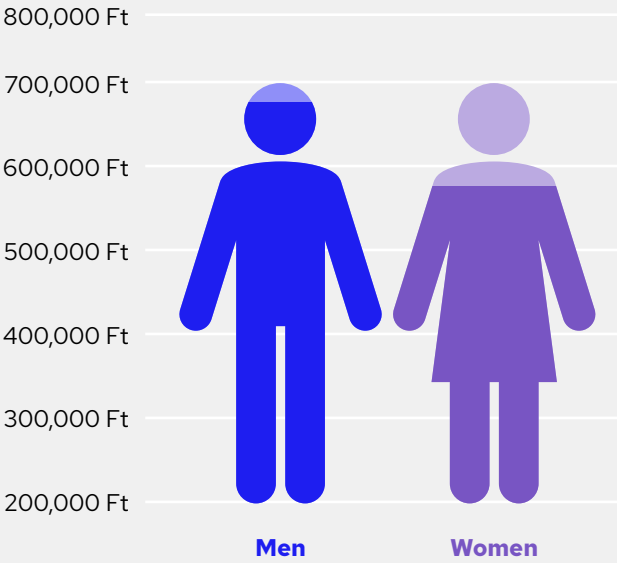
As a direct result of the financial climate, 76% of professionals state that salary is more important now than it was before 2021, with 55% saying it is “significantly more important.” Expectations for pay rises within the same role have also increased for 57% of workers. To be convinced to change jobs, individuals expect an average monthly salary increase of 243,137.21 Ft.

A deeper dive...

- **Gender pay gap:** There remains a notable gender pay gap among Hungary’s workforce. On average, men earn 674,091.07 Ft per month, while women earn 578,320.38 Ft - an **earnings difference of over 95,770.69 Ft**. However, when it comes to comfort, men believe they need 911,674.40 Ft for a comfortable monthly income, compared to 776,326.05 Ft for women, leading to a ‘comfort gap’ of 237,583.33 Ft for men and 198,005.67 Ft for women.
- **Disposable income gap:** Men have significantly more disposable income (more than double what women have left), with an average of 153,231.78 Ft left over monthly compared to 70,328.38 Ft for women. But both men and women are equally as likely to have no money left at the end of every month (both 14%).
- **Age and earnings:** Current salaries reach their highest levels among those aged 55 to 64 (661,538.57 Ft). When it comes to the monthly salary that people feel they would need to be financially comfortable, the number peaks in the younger age bracket (18-24) and averages 904,000.30 Ft.

Salary dissatisfaction is at its highest among those aged 55 to 64 with 46% of people being unhappy with their pay, and the age group that are happiest with their pay are those in the 25-34 bracket, with exactly half of respondents feeling happy.

Average salary - men vs women

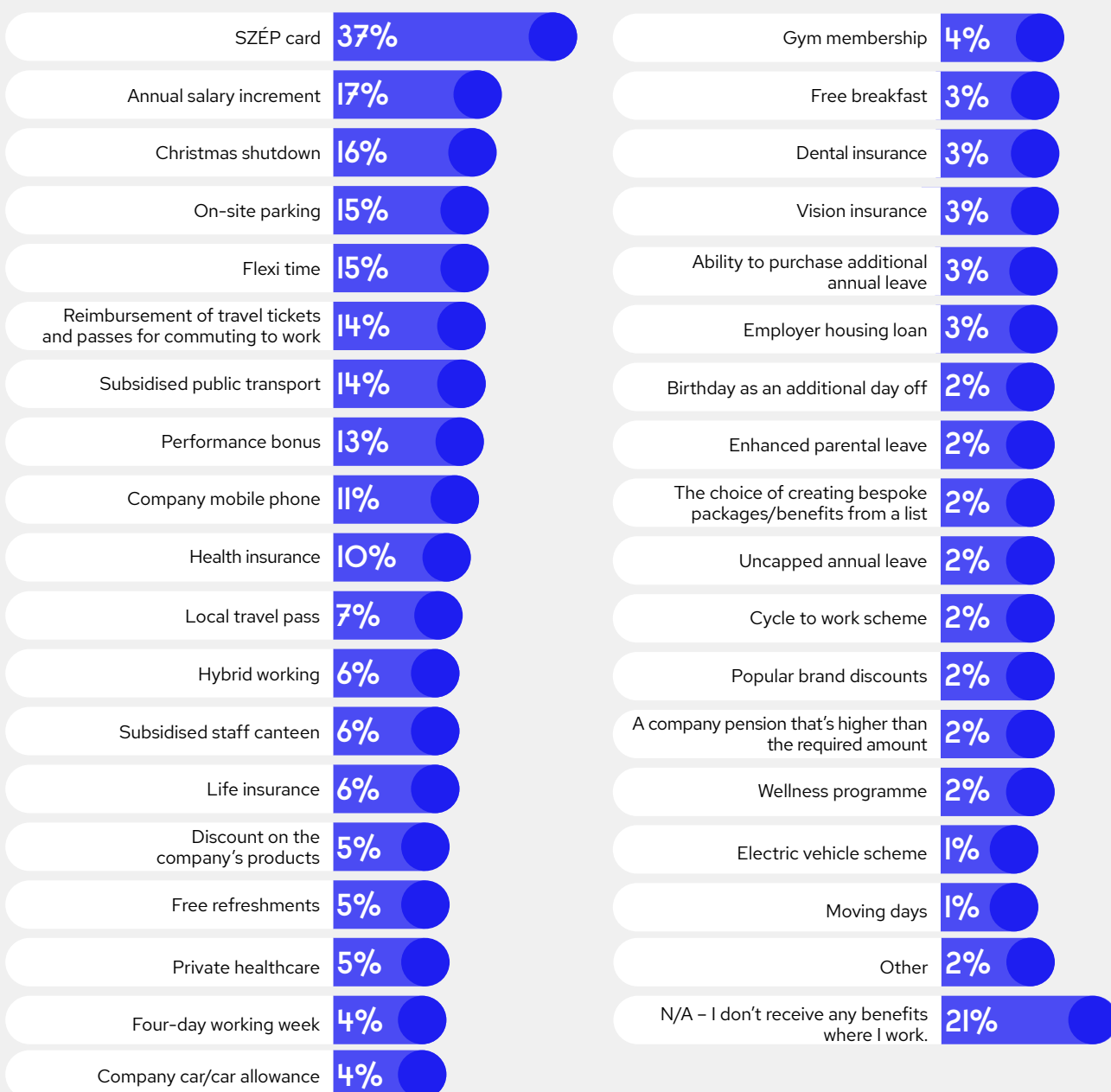


• **Job mobility:** Open-mindedness toward new job opportunities is high for both groups. Nineteen per cent of men and 14% of women are actively seeking a new role, and men are more frequently “open to new opportunities if approached” (33% vs. 29%). But women are more likely to not be open to new job opportunities (26% vs. 17%).

All about the benefits

While offering a competitive salary is the most effective way to attract and retain employees, a robust benefits package can also make a difference, particularly for businesses unable to compete on pay alone. Despite this, our survey shows that 21% of respondents currently receive no workplace benefits at all. The most offered benefits include a SZÉP card (37%), annual salary increment (17%), Christmas shutdown (16%), on-site parking (15%), and flexi-time (15%). Yet, there’s a noticeable gap between what’s offered and what employees actually use, with some popular benefits, like a SZÉP card, frequently going unused. Seven per cent of respondents have never used a SZÉP card, and although it seems a modest number, it’s the most underutilised benefit.

What company benefits, if any, do you receive where you work?



A deeper dive...

Sacrificing perks for pay: Many employees (78%) are willing to forego benefits in exchange for higher pay. The benefits most likely to be given up include a SZÉP card (17%), reimbursement of travel tickets and passes for commuting to work (eight per cent), on-site parking (eight per cent), and subsidised public transport (also eight per cent). This suggests that, in the current climate, businesses should regularly review and tailor their benefits offerings. It may be more effective to direct resources toward benefits that support financial wellbeing or to enhance direct pay, rather than maintaining a broad package of underused perks.

Age and benefits: Younger workers between 18 and 24 years old are most willing to sacrifice benefits for higher pay with 90% of professionals saying they would, while older workers (aged 45 to 54) are significantly less willing to do so (72%) suggesting they value their existing benefits more.

Gender benefit gap: Women are more likely to receive no benefits (23% vs. 18% for men) at all.

Key takeaways for businesses:

Over three quarters of professionals (76%) are currently looking 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.



Address the 'comfort gap': The 216,316.40 Ft gap between current salaries and the income needed for a comfortable life is a major source of employee dissatisfaction and a key driver of turnover. Competitive pay is essential for both attracting and retaining staff.



Recognise the power of a pay rise: Employees would need an average increase of over 243,137.21 Ft a month to move to a new company but would feel satisfied with a rise of just under 206,707.79 Ft from their current employer. This shows that proactive and meaningful pay reviews can be a powerful retention tool.



Strategic benefits offerings: While salary is king, benefits still matter. However, with 21% of employees receiving no benefits and many willing to sacrifice perks for pay, businesses should evaluate the real-world value of their packages. Resources might be better spent on benefits that offer direct financial support or reallocated towards increasing direct compensation.

The current economic climate has placed salary at the forefront of the conversation for Hungary's workforce. Businesses that do not adapt to these heightened financial expectations risk losing their best talent in an increasingly competitive and mobile job market.





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A **large** candidate database



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Accountancy & finance



Accountancy

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Chief Accountant	1,200,000 Ft	1,500,000 Ft ↗	1,800,000 Ft	1,450,000 Ft	1,350,000 Ft	1,125,000 Ft
Senior Accountant (5+ Years)	900,000 Ft	1,050,000 Ft ↗	1,200,000 Ft	950,000 Ft	925,000 Ft	690,000 Ft
Accountant (3-5 Years)	850,000 Ft	900,000 Ft ↗	950,000 Ft	775,000 Ft	750,000 Ft	N/A
Junior Accountant (0-2 Years)	650,000 Ft	725,000 Ft ↗	800,000 Ft	650,000 Ft	575,000 Ft	525,000 Ft

Tax

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Tax Manager	1,600,000 Ft	1,700,000 Ft -	1,800,000 Ft	1,700,000 Ft	1,300,000 Ft	1,150,000 Ft
Tax Expert (5+ Years)	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,100,000 Ft	1,000,000 Ft	850,000 Ft
Tax Advisor (3-5 Years)	950,000 Ft	1,075,000 Ft ↗	1,200,000 Ft	875,000 Ft	825,000 Ft	700,000 Ft
Tax Analyst (0-2 Years)	750,000 Ft	800,000 Ft ↗	850,000 Ft	675,000 Ft	625,000 Ft	550,000 Ft

Finance

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Finance Manager	1,700,000 Ft	1,950,000 Ft ↗	2,200,000 Ft	1,750,000 Ft	1,850,000 Ft	1,750,000 Ft
Financial Specialist	800,000 Ft	850,000 Ft ↗	900,000 Ft	825,000 Ft	N/A	N/A
Finance Assistant - Junior (0-2 Years)	650,000 Ft	700,000 Ft ↗	750,000 Ft	650,000 Ft	N/A	N/A

Controlling

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Controlling Manager	1,400,000 Ft	1,800,000 Ft ↗	2,200,000 Ft	1,600,000 Ft	1,400,000 Ft	1,350,000 Ft
Senior Controller (5+ Years)	1,000,000 Ft	1,150,000 Ft ↗	1,300,000 Ft	1,075,000 Ft	1,100,000 Ft	1,000,000 Ft
Controller (3-5 Years)	900,000 Ft	1,000,000 Ft ↗	1,100,000 Ft	850,000 Ft	925,000 Ft	800,000 Ft
Junior Controller (0-2 Years)	650,000 Ft	750,000 Ft ↗	850,000 Ft	650,000 Ft	665,000 Ft	550,000 Ft

Accountancy & finance



Audit

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Audit Manager	1,400,000 Ft	1,700,000 Ft ↗	2,000,000 Ft	1,600,000 Ft	1,600,000 Ft	1,300,000 Ft
Senior Auditor (5+ Years)	1,100,000 Ft	1,200,000 Ft ↗	1,300,000 Ft	1,075,000 Ft	1,200,000 Ft	1,075,000 Ft
Auditor (3-5 Years)	1,000,000 Ft	1,050,000 Ft ↗	1,100,000 Ft	900,000 Ft	1,000,000 Ft	825,000 Ft
Junior Auditor (0-2 Years)	650,000 Ft	750,000 Ft ↗	850,000 Ft	650,000 Ft	750,000 Ft	N/A

Financial analysis

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Senior Financial Analyst (3-5 Years)	950,000 Ft	1,025,000 Ft ↗	1,100,000 Ft	900,000 Ft	875,000 Ft	737,500 Ft
Financial Analyst (0-2 Years)	650,000 Ft	725,000 Ft ↗	800,000 Ft	675,000 Ft	650,000 Ft	537,500 Ft

Banking, finance institutions

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Risk Manager	1,500,000 Ft	1,900,000 Ft ↗	2,300,000 Ft	1,750,000 Ft	1,400,000 Ft	1,250,000 Ft
Senior Risk Analyst (3-5 Years)	950,000 Ft	1,075,000 Ft ↗	1,200,000 Ft	975,000 Ft	975,000 Ft	875,000 Ft
Risk Analyst (0-2 Years)	700,000 Ft	750,000 Ft ↗	800,000 Ft	675,000 Ft	665,000 Ft	590,000 Ft
KYC, EDD Analyst	700,000 Ft	750,000 Ft ↗	800,000 Ft	675,000 Ft	N/A	N/A
KYC, EDD Specialist	850,000 Ft	900,000 Ft →	950,000 Ft	900,000 Ft	N/A	N/A
Actuary Analyst	750,000 Ft	850,000 Ft ↘	950,000 Ft	875,000 Ft	N/A	N/A
Actuary Specialist (2-3 Years)	900,000 Ft	1,025,000 Ft ↗	1,150,000 Ft	1,000,000 Ft	N/A	N/A
Actuary Senior	1,200,000 Ft	1,350,000 Ft ↗	1,500,000 Ft	1,150,000 Ft	N/A	N/A
Actuary Manager	1,800,000 Ft	2,050,000 Ft ↗	2,300,000 Ft	1,900,000 Ft	N/A	N/A
Junior Finance Data Analyst (1-3 Years)	700,000 Ft	775,000 Ft ↗	850,000 Ft	675,000 Ft	640,000 Ft	575,000 Ft

Accountancy & finance



Banking, finance institutions (continued)

HUF / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Finance Data Analyst (3-5 Years)	850,000 Ft	875,000 Ft —	900,000 Ft	875,000 Ft	800,000 Ft	750,000 Ft
Senior Finance Data Analyst (5-8 Years)	950,000 Ft	1,025,000 Ft —	1,100,000 Ft	1,025,000 Ft	1,025,000 Ft	975,000 Ft
Reporting Manager	1,500,000 Ft	1,900,000 Ft ↗	2,300,000 Ft	1,450,000 Ft	1,375,000 Ft	1,250,000 Ft
Senior Reporting Analyst (3-5 Years)	1,000,000 Ft	1,100,000 Ft ↗	1,200,000 Ft	975,000 Ft	940,000 Ft	850,000 Ft
Reporting Analyst (0-3 Years)	650,000 Ft	825,000 Ft ↗	1,000,000 Ft	725,000 Ft	900,000 Ft	800,000 Ft
Compliance Manager	1,300,000 Ft	1,800,000 Ft ↗	2,300,000 Ft	1,450,000 Ft	1,250,000 Ft	N/A
Compliance Specialist (3-5 Years)	850,000 Ft	975,000 Ft ↗	1,100,000 Ft	850,000 Ft	825,000 Ft	750,000 Ft
Compliance Analyst (0-2 Years)	650,000 Ft	725,000 Ft ↗	800,000 Ft	675,000 Ft	600,000 Ft	525,000 Ft

Treasury

HUF / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Treasury Manager	1,400,000 Ft	1,850,000 Ft ↗	2,300,000 Ft	1,550,000 Ft	1,400,000 Ft	1,250,000 Ft
Senior Treasury Analyst (3-5 Years)	900,000 Ft	1,050,000 Ft ↗	1,200,000 Ft	1,000,000 Ft	940,000 Ft	850,000 Ft
Treasury Analyst (0-2 Years)	650,000 Ft	750,000 Ft ↗	850,000 Ft	675,000 Ft	625,000 Ft	550,000 Ft

Accountancy & finance insight

Dóra Varga

Recruitment Consultant, Reed

 LinkedIn



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The accountancy and finance sector continues to navigate a complex and candidate-driven market. Filling senior roles remains a significant hurdle for businesses, a trend that is expected to persist well into 2026. This difficulty stems not from a lack of jobs, but from a shortage of highly skilled professionals, coupled with escalating salary expectations and evolving employee demands.

Today, a competitive salary alone is no longer enough to secure the best people in the sector. The overall employee experience, including opportunities for career progression and professional development, has become just as crucial. Flexibility, in particular, has emerged as a non-negotiable factor for many looking for work in accountancy and finance.

One of the most pronounced skill gaps is the demand for multilingual professionals, especially those proficient in German, French, or Spanish. As businesses expand their international operations, people with these language skills are highly sought after and often receive multiple job offers. This intense competition is compounded by lengthy hiring processes, which can take up to two months, giving skilled individuals ample time to be snapped up by rivals. That's

why companies really do need to move fast when they find someone right for their role.

The availability of professionals has also shifted. A large portion of the accountancy and finance talent pool is passive, meaning they are not actively looking for new opportunities. To consider a move, these individuals require a compelling offer that many companies struggle to provide. As a result, sourcing professionals directly from databases and professional networks has become more critical than simply relying on job postings, which often attract unsuitable applications.

The rise of remote and hybrid working has reshaped the market. While many companies are encouraging a return to the office, those looking for work increasingly favour a hybrid model, typically three days remote and two in the office. Those who have relocated to rural areas may only be able to commute one or two days a week. Some organisations have adapted by allowing employees living more than 50 kilometres away to work fully remotely. This approach not only widens the talent pool to a national level but can also offer a cost advantage, as salary expectations outside of Budapest are often lower. //

Engineering



Engineering

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Plant Manager	3,000,000 Ft	3,600,000 Ft	↗	4,200,000 Ft	3,400,000 Ft	3,000,000 Ft	2,250,000 Ft
Production Manager	2,000,000 Ft	2,600,000 Ft	↗	3,200,000 Ft	2,500,000 Ft	2,150,000 Ft	1,750,000 Ft
Quality Manager	1,500,000 Ft	2,000,000 Ft	→	2,500,000 Ft	2,000,000 Ft	1,800,000 Ft	1,300,000 Ft
Project Manager	1,600,000 Ft	1,900,000 Ft	→	2,200,000 Ft	1,900,000 Ft	1,650,000 Ft	1,250,000 Ft
EHS Manager	1,500,000 Ft	1,850,000 Ft	↗	2,200,000 Ft	1,800,000 Ft	1,600,000 Ft	1,150,000 Ft
Automation/PLC Engineer	1,100,000 Ft	1,450,000 Ft	↗	1,800,000 Ft	1,400,000 Ft	1,300,000 Ft	1,050,000 Ft
Molding/Welding/CNC Engineer	1,200,000 Ft	1,500,000 Ft	↗	1,800,000 Ft	1,350,000 Ft	1,250,000 Ft	1,000,000 Ft
Electrical Engineer	1,000,000 Ft	1,350,000 Ft	↗	1,700,000 Ft	1,250,000 Ft	1,200,000 Ft	1,050,000 Ft
Supplier Development Engineer	1,100,000 Ft	1,400,000 Ft	↗	1,700,000 Ft	1,300,000 Ft	1,150,000 Ft	1,000,000 Ft
Product Development Engineer	1,000,000 Ft	1,350,000 Ft	↗	1,700,000 Ft	1,250,000 Ft	1,150,000 Ft	1,000,000 Ft
Service Engineer	900,000 Ft	1,300,000 Ft	↗	1,700,000 Ft	1,250,000 Ft	1,150,000 Ft	950,000 Ft
Tool Engineer	900,000 Ft	1,300,000 Ft	↗	1,700,000 Ft	1,250,000 Ft	1,150,000 Ft	850,000 Ft
Project Engineer	800,000 Ft	1,150,000 Ft	↗	1,500,000 Ft	1,125,000 Ft	1,100,000 Ft	900,000 Ft
Lean Engineer	950,000 Ft	1,325,000 Ft	↗	1,700,000 Ft	1,300,000 Ft	1,050,000 Ft	900,000 Ft
Test Engineer	900,000 Ft	1,300,000 Ft	↗	1,700,000 Ft	1,250,000 Ft	1,050,000 Ft	800,000 Ft
Electrical Maintenance Engineer	850,000 Ft	1,275,000 Ft	↗	1,700,000 Ft	1,250,000 Ft	1,000,000 Ft	850,000 Ft
Design Engineer	900,000 Ft	1,300,000 Ft	↗	1,700,000 Ft	1,250,000 Ft	1,000,000 Ft	800,000 Ft
Supplier Quality Engineer	1,000,000 Ft	1,150,000 Ft	↗	1,300,000 Ft	1,125,000 Ft	975,000 Ft	925,000 Ft
Sales Engineer	1,000,000 Ft	1,300,000 Ft	↗	1,600,000 Ft	1,100,000 Ft	975,000 Ft	875,000 Ft
Process Engineer	900,000 Ft	1,300,000 Ft	↗	1,700,000 Ft	1,200,000 Ft	925,000 Ft	800,000 Ft
EHS Engineer	900,000 Ft	1,150,000 Ft	↗	1,400,000 Ft	1,050,000 Ft	850,000 Ft	800,000 Ft
Maintenance Engineer	850,000 Ft	1,175,000 Ft	↗	1,500,000 Ft	1,150,000 Ft	850,000 Ft	775,000 Ft
Quality Engineer	850,000 Ft	1,175,000 Ft	↗	1,500,000 Ft	1,150,000 Ft	825,000 Ft	800,000 Ft

Engineering



Manufacturing, logistics & supply chain

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Global Category Manager	2,000,000 Ft	2,600,000 Ft ↗	3,200,000 Ft	2,500,000 Ft	2,250,000 Ft	2,100,000 Ft
Supply Chain Manager	2,000,000 Ft	2,600,000 Ft ↗	3,200,000 Ft	2,550,000 Ft	2,400,000 Ft	2,200,000 Ft
European Category Manager	1,800,000 Ft	2,050,000 Ft ↗	2,300,000 Ft	1,950,000 Ft	1,700,000 Ft	1,550,000 Ft
Lead Buyer	1,200,000 Ft	1,600,000 Ft ↗	2,000,000 Ft	1,500,000 Ft	1,250,000 Ft	1,200,000 Ft
Strategic Purchaser	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,225,000 Ft	1,200,000 Ft	900,000 Ft
Procurement Manager	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,275,000 Ft	1,150,000 Ft	1,050,000 Ft
Indirect Strategic Purchaser	1,100,000 Ft	1,200,000 Ft ↗	1,300,000 Ft	1,150,000 Ft	1,100,000 Ft	950,000 Ft
Project Purchaser	1,000,000 Ft	1,100,000 Ft ↗	1,200,000 Ft	1,050,000 Ft	1,000,000 Ft	850,000 Ft
Warehouse Manager	1,000,000 Ft	1,150,000 Ft ↗	1,300,000 Ft	1,000,000 Ft	975,000 Ft	950,000 Ft
Indirect Purchaser	950,000 Ft	1,025,000 Ft ↗	1,100,000 Ft	975,000 Ft	950,000 Ft	850,000 Ft
Material Planner	900,000 Ft	950,000 Ft ↗	1,000,000 Ft	900,000 Ft	850,000 Ft	800,000 Ft
Production Planner	900,000 Ft	1,050,000 Ft ↗	1,200,000 Ft	900,000 Ft	850,000 Ft	800,000 Ft
Operative Purchaser	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	825,000 Ft	800,000 Ft	750,000 Ft
Disponent	600,000 Ft	675,000 Ft ↗	750,000 Ft	625,000 Ft	625,000 Ft	575,000 Ft

Construction

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Construction Director	2,700,000 Ft	2,950,000 Ft ↗	3,200,000 Ft	2,850,000 Ft	2,750,000 Ft	2,650,000 Ft
Project Manager	1,600,000 Ft	1,750,000 Ft ↗	1,900,000 Ft	1,675,000 Ft	1,650,000 Ft	1,600,000 Ft
Site Manager	1,100,000 Ft	1,300,000 Ft ➡	1,500,000 Ft	1,300,000 Ft	1,300,000 Ft	1,200,000 Ft
Fit-Out Project Manager	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,200,000 Ft	1,150,000 Ft	1,100,000 Ft
Lead Designer	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	1,150,000 Ft	1,100,000 Ft	1,000,000 Ft
BIM Manager	1,300,000 Ft	1,450,000 Ft ↗	1,600,000 Ft	1,150,000 Ft	1,050,000 Ft	1,000,000 Ft
Designer	800,000 Ft	875,000 Ft ↗	950,000 Ft	850,000 Ft	850,000 Ft	800,000 Ft
Quantity Surveyor	850,000 Ft	975,000 Ft ↗	1,100,000 Ft	900,000 Ft	850,000 Ft	850,000 Ft
Architect	800,000 Ft	900,000 Ft ↗	1,000,000 Ft	825,000 Ft	775,000 Ft	750,000 Ft

Engineering



Building management

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Facility Director	1,600,000 Ft	1,900,000 Ft	↗	2,200,000 Ft	1,675,000 Ft	1,650,000 Ft	1,500,000 Ft
Property Director	1,700,000 Ft	2,050,000 Ft	↗	2,400,000 Ft	1,750,000 Ft	1,700,000 Ft	1,600,000 Ft
Property Manager	1,300,000 Ft	1,500,000 Ft	↗	1,700,000 Ft	1,350,000 Ft	1,350,000 Ft	1,200,000 Ft
Facility Manager	1,100,000 Ft	1,300,000 Ft	↗	1,500,000 Ft	1,250,000 Ft	1,250,000 Ft	1,200,000 Ft
Asset Manager	1,300,000 Ft	1,500,000 Ft	↗	1,700,000 Ft	1,275,000 Ft	1,250,000 Ft	1,200,000 Ft
Electrical Technician	850,000 Ft	925,000 Ft	↗	1,000,000 Ft	875,000 Ft	850,000 Ft	850,000 Ft
Facility Coordinator	800,000 Ft	900,000 Ft	↗	1,000,000 Ft	825,000 Ft	700,000 Ft	650,000 Ft
Property Assistant	700,000 Ft	750,000 Ft	↗	800,000 Ft	725,000 Ft	700,000 Ft	700,000 Ft
Mechanical Technician	650,000 Ft	700,000 Ft	↗	750,000 Ft	675,000 Ft	600,000 Ft	550,000 Ft



Engineering insight

Boglárka Barizs

Team Manager, Reed



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Our engineering sector is facing a demanding hiring landscape that is expected to continue throughout 2026. Employers are finding it increasingly difficult to fill roles, often because of a mismatch between their requirements and what the market can offer. Fewer positions are being opened, and when they are, the most suitable candidates have often accepted other opportunities, making targeted headhunting essential – that’s why using a recruiter in this sector is vital.

A significant challenge is the persistent shortage of specialised technical skills. Experts in automation and programmable logic controller, plastic injection moulding, and welding technologies are particularly scarce. Similarly, in quality assurance, there is a high demand for professionals with deep knowledge of international standards like IATF and ISO. This skills gap is present across various engineering disciplines, including electrical and construction, where expertise in building information modelling and sustainable practices is highly valued.

In response to these challenges, the expectations of those looking for a new role in the sector has evolved. While competitive salaries remain important, especially in Budapest and major industrial hubs like Győr and Debrecen,

they are no longer the sole deciding factor. Flexibility has become a key differentiator. For many office-based engineering roles, a hybrid model of two-to-three remote days per week is now a standard expectation. Companies unable to offer this flexibility find themselves at a distinct disadvantage. For onsite roles in manufacturing and production, employers are exploring alternative benefits like flexible hours or additional leave to remain competitive.

Candidate mobility is also reshaping the market. While some professionals are drawn to opportunities abroad, domestic mobility has increased, largely enabled by remote and hybrid work. This allows individuals in regional areas to access jobs in major cities without relocating. For roles requiring a physical presence, factors like transport, housing support, and childcare are becoming crucial in a professional’s decision-making process.

Looking ahead, the combination of skills shortages and rising salary pressure will define the market. To attract and retain the best people, companies must adopt a holistic approach. This means offering not just attractive financial packages but also clear career development paths, continuous training, and the flexibility that modern professionals demand. //

HR & admin



HR

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Regional HR Director	2,142,000 Ft	2,677,500 Ft ↗	3,213,000 Ft	2,550,000 Ft	2,600,000 Ft	N/A
HR Manager	1,218,000 Ft	1,522,500 Ft ↗	1,827,000 Ft	1,450,000 Ft	1,550,000 Ft	1,300,000 Ft
HR Business Partner	900,000 Ft	1,150,000 Ft ↗	1,400,000 Ft	1,050,000 Ft	1,025,000 Ft	950,000 Ft
HR Generalist	800,000 Ft	956,500 Ft ↗	1,113,000 Ft	875,000 Ft	725,000 Ft	725,000 Ft
HR Specialist (3-5 Years)	750,000 Ft	825,000 Ft ↗	900,000 Ft	775,000 Ft	625,000 Ft	575,000 Ft
HR Assistant (0-2 Years)	600,000 Ft	650,000 Ft ↗	700,000 Ft	550,000 Ft	500,000 Ft	450,000 Ft

Recruitment

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Recruitment Manager	1,200,000 Ft	1,450,500 Ft ↗	1,701,000 Ft	1,350,000 Ft	1,200,000 Ft	975,000 Ft
Recruitment Lead	1,000,000 Ft	1,200,000 Ft ↗	1,400,000 Ft	1,050,000 Ft	1,050,000 Ft	800,000 Ft
Senior Recruiter (3-5 Years) Corporate Side	800,000 Ft	950,000 Ft ↗	1,100,000 Ft	825,000 Ft	900,000 Ft	715,000 Ft
Recruiter (1-3 Years) Corporate Side	600,000 Ft	700,000 Ft ↗	800,000 Ft	625,000 Ft	675,000 Ft	590,000 Ft
Sourcing Specialist (0-2 Years) Corporate Side	550,000 Ft	650,000 Ft ↗	750,000 Ft	550,000 Ft	500,000 Ft	450,000 Ft

Compensation & benefits

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Compensation and Benefits Leader	1,300,000 Ft	1,532,000 Ft ↗	1,764,000 Ft	1,400,000 Ft	1,250,000 Ft	1,125,000 Ft
Compensation and Benefits SME (5+ Years)	900,000 Ft	1,102,000 Ft ↗	1,304,000 Ft	1,025,000 Ft	900,000 Ft	850,000 Ft
Compensation and Benefits Specialist (3-5 Years)	850,000 Ft	975,000 Ft ↗	1,100,000 Ft	800,000 Ft	675,000 Ft	650,000 Ft
Compensation and Benefits Analyst (0-2 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	600,000 Ft	500,000 Ft	467,500 Ft

HR & admin



Payroll

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Payroll Manager	1,400,000 Ft	1,650,000 Ft ↗	1,900,000 Ft	1,300,000 Ft	1,250,000 Ft	1,125,000 Ft
Payroll Team Leader	1,100,000 Ft	1,200,000 Ft ↗	1,300,000 Ft	1,025,000 Ft	925,000 Ft	850,000 Ft
Payroll SME (5+ Years)	1,100,000 Ft	1,200,000 Ft ↗	1,300,000 Ft	925,000 Ft	900,000 Ft	700,000 Ft
Payroll Specialist (3-5 Years)	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	725,000 Ft	825,000 Ft	600,000 Ft
Payroll Administrator (0-2 Years)	650,000 Ft	700,000 Ft ↗	750,000 Ft	585,000 Ft	525,000 Ft	500,000 Ft

Learning & development

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Learning & Development Manager	1,008,000 Ft	1,260,000 Ft ↗	1,512,000 Ft	1,200,000 Ft	975,000 Ft	900,000 Ft
Learning & Development Senior Specialist (3-5 Years)	800,000 Ft	924,500 Ft ↗	1,049,000 Ft	825,000 Ft	725,000 Ft	725,000 Ft
Learning & Development Specialist - Multilingual (1-2 Years)	650,000 Ft	754,500 Ft ↗	859,000 Ft	675,000 Ft	575,000 Ft	575,000 Ft
Learning & Development Specialist (1-2 Years)	650,000 Ft	690,500 Ft ↗	731,000 Ft	575,000 Ft	550,000 Ft	525,000 Ft

Employer branding

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Employer Branding Manager	936,000 Ft	1,170,000 Ft ↗	1,404,000 Ft	1,125,000 Ft	1,300,000 Ft	1,100,000 Ft
Senior Employer Branding Specialist (3-5 Years)	850,000 Ft	902,000 Ft ↗	954,000 Ft	750,000 Ft	700,000 Ft	575,000 Ft
Employer Branding Specialist (1-2 Years)	750,000 Ft	775,000 Ft ↗	800,000 Ft	550,000 Ft	550,000 Ft	475,000 Ft



Business/office support

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Executive Assistant	806,000 Ft	1,007,000 Ft	↗	1,208,000 Ft	950,000 Ft	600,000 Ft	550,000 Ft
Office Manager	700,000 Ft	822,500 Ft	↗	945,000 Ft	750,000 Ft	575,000 Ft	540,000 Ft
Senior Administrator	700,000 Ft	742,500 Ft	↗	785,000 Ft	600,000 Ft	550,000 Ft	530,000 Ft
Administrator	600,000 Ft	627,000 Ft	→	654,000 Ft	500,000 Ft	500,000 Ft	450,000 Ft
Receptionist	550,000 Ft	602,000 Ft	↗	654,000 Ft	500,000 Ft	460,000 Ft	450,000 Ft





HR & admin insight

Imre Kutasi

Recruitment Consultant, Reed



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The HR and administration labour market is entering a period of strategic recalibration in 2026. While economic uncertainty and salary pressures have fostered a degree of caution among jobseekers, the fundamental value of human resources has intensified. Companies are increasingly seeking 'true generalists' – professionals who possess comprehensive, end-to-end expertise and adaptable skill sets to navigate complex organisational changes.

A significant dichotomy has emerged in recruitment. While there is a surge in applications for junior positions, offering employers a chance to invest in fresh talent, those in senior roles are far less mobile, prioritising stability over new opportunities. This caution is compounded by a distinct skills gap. There is a noticeable shortage of professionals with strong digital capabilities, HR analytics expertise, and in-depth labour law knowledge. Consequently, filling technical roles, such as payroll specialists with English proficiency or those with deep technology experience, remains exceptionally challenging.

Flexibility continues to be the defining factor in successful recruitment strategies. The demand for hybrid working has solidified into a non-negotiable expectation for many on the job market. While administrative roles often enjoy

greater flexibility, there is a tension within the HR function itself; employers are increasingly requesting more office presence for HR professionals, yet employees – very aware of their market value – are scrutinising these policies closely. Those organisations insisting on full-time office attendance are finding it significantly harder to attract the best people compared to those maintaining hybrid models.

Looking ahead, the primary challenge will shift from recruitment to retention. As salary pressures mount and international companies exert a competitive pull, retaining experienced HR staff will become critical. Benchmarking data suggests that competitive salaries in Budapest are no longer sufficient on their own; regional employers, especially, are struggling to keep pace.

Furthermore, broader economic factors are influencing candidate availability. High rental costs and limited affordable housing in Budapest are restricting professional mobility, while commuting times and childcare availability remain pivotal concerns for working parents. To navigate these hurdles, forward-thinking employers are looking beyond basic compensation, focusing instead on career development, flexible benefits, and holistic support structures to secure the workforce they need for the future. //

Legal



Legal

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Head of Legal	1,700,000 Ft	2,050,000 Ft	↗	2,400,000 Ft	1,950,000 Ft	2,000,000 Ft	N/A
Senior In-house Lawyer	1,200,000 Ft	1,400,000 Ft	↗	1,600,000 Ft	1,300,000 Ft	1,325,000 Ft	N/A
In-house Lawyer	900,000 Ft	1,250,000 Ft	↗	1,600,000 Ft	1,125,000 Ft	1,100,000 Ft	N/A
Junior Lawyer	600,000 Ft	675,000 Ft	↗	750,000 Ft	650,000 Ft	650,000 Ft	N/A
Legal Assistant	650,000 Ft	700,000 Ft	↗	750,000 Ft	650,000 Ft	650,000 Ft	N/A



Legal insight

Erika Pusztai-Neméth

Business Manager, Reed



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This year, the legal sector continues to navigate one of its most transformative periods in decades. Far from the traditional image of rigid hierarchies and paper-heavy offices, the industry in 2026 is defined by flexibility, technological integration, and a distinct shift in the priorities of those looking for work. For law firms and in-house departments alike, the hiring climate has evolved; success now depends on adapting to these new realities rather than resisting them.

A cultural transformation is at the heart of this shift. The influence of the last few years has permanently altered the legal work culture. Flexibility is a baseline expectation and remote work has proven to be a strategic advantage, demonstrating that client service and collaboration can thrive in virtual environments. Consequently, lawyers have demonstrated that success does not depend on constant physical presence, and employers who fail to offer hybrid arrangements risk alienating a significant portion of the talent pool.

Technology has also become a critical differentiator. The digital revolution has swept through the sector, making tech fluency a non-negotiable skill. Artificial intelligence is now integral to research, drafting, and analytics, redefining expectations for legal professionals. Skills in AI-assisted document review, e-discovery, and data visualisation are becoming standard requirements. Organisations that leverage these advanced tools gain a clear advantage in recruitment, as surveys confirm

that tech affinity is now a decisive factor for those in the sector when choosing their next role.

However, recruitment standards have tightened. There is an increased demand for specialisation, particularly in areas like mergers and acquisitions, environmental, social, and governance, and international compliance. Senior experts in niche fields such as energy law enjoy strong bargaining power, while data protection remains an accessible entry point for junior lawyers. Despite this demand, the number of fresh entrants to the market has declined, intensifying competition for junior talent. Recent graduates are increasingly prioritising corporate legal roles over traditional law firm tracks, seeking the stability and specialisation that in-house positions often provide.

Looking ahead, the outlook for 2026 suggests that the sector will continue to be driven by these dual forces of flexibility and innovation. Although wage growth has slowed, a gap persists between what jobseekers want and what employers are offering, often prolonging hiring processes. To secure the best people for their business, employers must offer more than just a competitive salary; they need to provide clear career progression, cutting-edge resources, and a genuine commitment to work-life balance. Those who embrace these priorities will be best positioned to succeed in this evolving landscape. //



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Procurement & supply chain



Supply chain

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Supply Chain Manager	1,600,000 Ft	1,900,000 Ft ↗	2,200,000 Ft	1,850,000 Ft	1,850,000 Ft	1,800,000 Ft
Project Manager	1,300,000 Ft	1,500,000 Ft →	1,700,000 Ft	1,500,000 Ft	1,300,000 Ft	600,000 Ft
Logistics Manager	1,400,000 Ft	1,750,000 Ft ↗	2,100,000 Ft	1,650,000 Ft	1,250,000 Ft	575,000 Ft
Category Manager	950,000 Ft	1,275,000 Ft ↗	1,600,000 Ft	1,250,000 Ft	875,000 Ft	400,000 Ft
Junior Operational Buyer	650,000 Ft	700,000 Ft ↗	750,000 Ft	675,000 Ft	575,000 Ft	N/A
Senior Operational Buyer	750,000 Ft	800,000 Ft ↗	850,000 Ft	775,000 Ft	750,000 Ft	N/A
Strategic Buyer	850,000 Ft	1,025,000 Ft ↗	1,200,000 Ft	950,000 Ft	925,000 Ft	325,000 Ft
Strategic Sourcer (0-2 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	625,000 Ft	550,000 Ft	237,500 Ft

Demand & supply

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Demand & Supply Lead	950,000 Ft	1,175,000 Ft ↗	1,400,000 Ft	1,050,000 Ft	1,000,000 Ft	412,500 Ft
Demand & Supply Planner (3-5 Years)	850,000 Ft	925,000 Ft ↗	1,000,000 Ft	875,000 Ft	825,000 Ft	325,000 Ft
Demand & Supply Coordinator (3-5 Years)	800,000 Ft	850,000 Ft ↗	900,000 Ft	725,000 Ft	700,000 Ft	287,500 Ft
Logistics / Supply Chain Specialist (2- 4 Years)	700,000 Ft	750,000 Ft ↗	800,000 Ft	625,000 Ft	600,000 Ft	275,000 Ft
Logistics / Supply Chain Assistant (0-2 Years)	600,000 Ft	650,000 Ft ↗	700,000 Ft	550,000 Ft	500,000 Ft	245,000 Ft

Inventory

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Senior Inventory Specialist (3-5 Years)	850,000 Ft	900,000 Ft ↗	950,000 Ft	850,000 Ft	825,000 Ft	350,000 Ft
Inventory Specialist (2-3 Years)	750,000 Ft	800,000 Ft ↗	750,000 Ft	700,000 Ft	675,000 Ft	287,500 Ft
Inventory Analyst (0-2 Years)	600,000 Ft	675,000 Ft ↗	750,000 Ft	575,000 Ft	550,000 Ft	237,500 Ft

Procurement & supply chain insight

Anett Juhász

Business Manager, Reed



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Procurement and supply chain faces a year of continued adaptation in 2026, as we navigate a landscape shaped by persistent economic headwinds and rapid technological transformation. While the initial shocks of recent years have settled, the ripple effects of inflation, geopolitical tensions, and shifting consumer demands continue to influence hiring strategies.

Recruitment currently presents a mixed picture. There are fewer open positions compared to the height of the post-pandemic boom, yet filling specific roles remains exceptionally difficult. A structural labour shortage persists, particularly for physical roles like warehouse staff and drivers, where turnover is high and younger generations show less interest. Conversely, in the white-collar space, the challenge lies in finding professionals who possess the specialised digital and analytical skills now required to manage complex, data-driven supply networks.

This skills gap is driving a significant shift in what people looking for work in the sector want from a job. As companies accelerate their investment in automation, robotics, and artificial intelligence to mitigate workforce shortages, the demand for tech-savvy talent has surged. Employers are no longer looking for traditional logistics experience alone; they need demand planners, network analysts, and supply chain

managers who can leverage predictive analytics and optimise routes in real-time. Consequently, companies are investing heavily in upskilling their existing workforce, recognising that developing talent internally is a viable option for some roles.

Flexibility has emerged as a crucial differentiator in attracting and retaining talent. For office-based roles in planning and customer support, hybrid work models have significantly increased attractiveness, allowing companies to tap into talent pools outside of Budapest. However, for operational roles where remote work isn't feasible, employers are having to be more creative. Forward-thinking companies are improving retention by offering flexible shift patterns, better onsite facilities, and enhanced benefits such as travel allowances to offset rising living costs.

Looking ahead, the biggest challenge for 2026 will be balancing cost pressures with the need for resilience. Wage increases of five-to-10% have improved competitiveness but added to the financial burden on service providers. To thrive, organisations must focus on building agile, digital-first supply chains while offering clear career development paths. In this environment, the ability to combine competitive financial packages with genuine flexibility and opportunities for technological upskilling will define the winners in the race for talent. //

Sales & marketing



Corporate sales

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Sales Director	1,800,000 Ft	2,100,000 Ft	↗	2,400,000 Ft	2,050,000 Ft	1,800,000 Ft	1,700,000 Ft
Sales Manager	1,400,000 Ft	1,600,000 Ft	→	1,800,000 Ft	1,600,000 Ft	1,400,000 Ft	1,150,000 Ft
Key Account Manager	900,000 Ft	1,050,000 Ft	↗	1,200,000 Ft	950,000 Ft	825,000 Ft	775,000 Ft
Area Sales Manager	900,000 Ft	1,000,000 Ft	↗	1,100,000 Ft	950,000 Ft	700,000 Ft	650,000 Ft
Junior Key Account Manager	800,000 Ft	850,000 Ft	↗	900,000 Ft	750,000 Ft	675,000 Ft	600,000 Ft
Sales Representative	650,000 Ft	725,000 Ft	↗	800,000 Ft	625,000 Ft	675,000 Ft	500,000 Ft

Marketing

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Marketing Director	1,600,000 Ft	1,850,000 Ft	→	2,100,000 Ft	1,850,000 Ft	1,700,000 Ft	1,600,000 Ft
Online Marketing Manager	1,200,000 Ft	1,425,000 Ft	→	1,650,000 Ft	1,425,000 Ft	1,350,000 Ft	1,200,000 Ft
Marketing Manager	1,300,000 Ft	1,450,000 Ft	↗	1,600,000 Ft	1,400,000 Ft	1,350,000 Ft	1,150,000 Ft
Senior SEO Specialist	800,000 Ft	825,000 Ft	→	850,000 Ft	825,000 Ft	825,000 Ft	765,000 Ft
Marketing Automation Specialist	800,000 Ft	850,000 Ft	↗	900,000 Ft	775,000 Ft	700,000 Ft	600,000 Ft
Marketing Coordinator	700,000 Ft	750,000 Ft	↗	800,000 Ft	700,000 Ft	675,000 Ft	575,000 Ft
SEO Specialist	750,000 Ft	800,000 Ft	↗	850,000 Ft	775,000 Ft	650,000 Ft	615,000 Ft
Online Marketing Specialist	700,000 Ft	750,000 Ft	↗	800,000 Ft	725,000 Ft	600,000 Ft	535,000 Ft
Online Marketing Assistant	650,000 Ft	675,000 Ft	↗	700,000 Ft	650,000 Ft	550,000 Ft	475,000 Ft
Junior SEO Specialist	650,000 Ft	675,000 Ft	↗	700,000 Ft	650,000 Ft	550,000 Ft	475,000 Ft
Junior PPC Campaign Manager	650,000 Ft	700,000 Ft	→	750,000 Ft	700,000 Ft	550,000 Ft	475,000 Ft

Sales & marketing insight

Erika Pusztai-Neméth

Business Manager, Reed



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In 2026, the Hungarian marketing and sales sector finds itself at the intersection of specialised expertise and advanced technology. As businesses navigate ongoing economic complexities, the response has not been to retreat, but to sharpen their strategies. The market is increasingly data-driven, and companies are seeking professionals who can leverage this to create a competitive edge. Consequently, the demand for generalist skill sets is declining, replaced by a surge in interest for those who possess deep, industry-specific knowledge combined with digital fluency.

One of the most significant shifts in the hiring climate is the focus on specialisation. Employers are no longer satisfied with broad sales experience; they are actively hunting for 'hybrid' professionals, such as engineer-sales experts in the B2B and technology sectors. These professionals, who can bridge the gap between technical complexity and commercial strategy, are rare and extremely desirable. This trend has shifted recruitment priorities away from junior roles, with companies instead targeting mid-level and senior talent who bring proven networks and demonstrable business development achievements to the table.

Technological proficiency has graduated from a 'nice-to-have' to a fundamental requirement. Artificial intelligence is no longer a novelty but an integral part of daily operations. For marketing professionals, fluency in AI tools for campaign optimisation and content creation is essential. Similarly,

sales teams are expected to adopt a data-centric approach, utilising CRM systems and predictive analytics to personalise offers and drive revenue. Jobseekers who view AI as a strategic asset rather than a threat are finding themselves at a distinct advantage.

Flexibility and compensation remain critical battlegrounds for talent retention. While remote work continues to spark debate, a hybrid model of two-to-three office days per week has solidified as the market norm. Employers who resist this flexibility risk losing potential and existing employees to competitors who offer a better work-life balance. Furthermore, with salaries expected to rise by between six and 10% in 2026, financial packages must be robust. Beyond base pay, benefits such as company cars and comprehensive health insurance often act as the deciding factor for desirable professionals weighing multiple offers.

Looking ahead, the recruitment process itself is evolving. The job offer is no longer the finish line; it is merely the start of a delicate 'pre-onboarding' phase. Forward-thinking companies are now engaging new hires immediately after offer acceptance - through early access to resources or team integration - to mitigate the risk of dropouts in a highly competitive market. Success in 2026 will belong to organisations that dare to innovate, balancing high-tech recruitment with a genuine responsiveness to employee needs. //

SSC & BSC



General ledger

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Team Leader of GL	1,500,000 Ft	1,650,000 Ft	↗	1,800,000 Ft	1,300,000 Ft	1,100,000 Ft	1,000,000 Ft
Senior Multilingual General Ledger Accountant (3-5 Years)	950,000 Ft	1,025,000 Ft	↗	1,100,000 Ft	1,000,000 Ft	900,000 Ft	775,000 Ft
Senior General Ledger Accountant (3-5 Years)	900,000 Ft	1,000,000 Ft	↗	1,100,000 Ft	950,000 Ft	875,000 Ft	725,000 Ft
Junior Multilingual General Ledger Accountant (0-2 Years)	700,000 Ft	775,000 Ft	↗	850,000 Ft	700,000 Ft	640,000 Ft	565,000 Ft
Junior General Ledger Accountant (0-2 Years)	680,000 Ft	740,000 Ft	↗	800,000 Ft	650,000 Ft	615,000 Ft	537,500 Ft

Accounts payable

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Team Leader of AP	1,200,000 Ft	1,250,000 Ft	↗	1,300,000 Ft	1,100,000 Ft	950,000 Ft	900,000 Ft
Senior Multilingual Accounts Payable Accountant (3-5 Years)	800,000 Ft	875,000 Ft	↗	950,000 Ft	800,000 Ft	700,000 Ft	675,000 Ft
Senior Accounts Payable Accountant (3-5 Years)	750,000 Ft	800,000 Ft	↗	850,000 Ft	750,000 Ft	675,000 Ft	650,000 Ft
Junior Multilingual Accounts Payable Accountant (0-2 Years)	680,000 Ft	715,000 Ft	↗	750,000 Ft	625,000 Ft	600,000 Ft	535,000 Ft
Junior Accounts Payable Accountant (0-2 Years)	650,000 Ft	675,000 Ft	↗	700,000 Ft	600,000 Ft	525,000 Ft	510,000 Ft

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Accounts receivable

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Team Leader of AR	1,100,000 Ft	1,200,000 Ft	↗	1,300,000 Ft	1,100,000 Ft	900,000 Ft	850,000 Ft
Senior Accounts Receivable Accountant (3-5 Years)	750,000 Ft	800,000 Ft	↗	850,000 Ft	750,000 Ft	675,000 Ft	625,000 Ft
Senior Multilingual Accounts Receivable Accountant (3-5 Years)	800,000 Ft	850,000 Ft	↗	900,000 Ft	800,000 Ft	675,000 Ft	600,000 Ft
Junior Multilingual Accounts Receivable Accountant (0-2 Years)	680,000 Ft	715,000 Ft	↗	750,000 Ft	625,000 Ft	575,000 Ft	487,500 Ft
Junior Accounts Receivable Accountant (0-2 Years)	650,000 Ft	675,000 Ft	↗	700,000 Ft	615,000 Ft	500,000 Ft	475,000 Ft
Multilingual Billing Associate (0-2 Years)	600,000 Ft	650,000 Ft	↗	700,000 Ft	600,000 Ft	525,000 Ft	475,000 Ft
Billing Associate (0-2 Years)	600,000 Ft	625,000 Ft	↗	650,000 Ft	550,000 Ft	500,000 Ft	450,000 Ft

Credit & collection

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Team Leader of Credit & Collection	1,000,000 Ft	1,100,000 Ft	→	1,200,000 Ft	1,100,000 Ft	1,050,000 Ft	975,000 Ft
Multilingual Credit & Collection Specialist (3-5 Years)	750,000 Ft	800,000 Ft	↗	850,000 Ft	760,000 Ft	700,000 Ft	600,000 Ft
Credit & Collection Specialist (3-5 Years)	750,000 Ft	785,000 Ft	↗	820,000 Ft	750,000 Ft	650,000 Ft	587,500 Ft
Multilingual Credit & Collection Analyst (0-2 Years)	650,000 Ft	685,000 Ft	↗	720,000 Ft	615,000 Ft	547,500 Ft	500,000 Ft
Credit & Collection Analyst (0-2 Years)	600,000 Ft	650,000 Ft	↗	700,000 Ft	575,000 Ft	525,000 Ft	472,500 Ft

Financial planning & analysis (FP&A)

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
FP&A Manager	1,400,000 Ft	1,500,000 Ft	↗	1,600,000 Ft	1,450,000 Ft	1,350,000 Ft	1,300,000 Ft
FP&A Specialist (5+ Years)	1,200,000 Ft	1,300,000 Ft	↗	1,400,000 Ft	1,150,000 Ft	1,100,000 Ft	1,000,000 Ft
FP&A (3-5 Years)	1,000,000 Ft	1,100,000 Ft	↗	1,200,000 Ft	950,000 Ft	925,000 Ft	800,000 Ft

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IT support

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Service Delivery Manager	1,365,000 Ft	1,680,000 Ft	↗	1,995,000 Ft	1,400,000 Ft	1,250,000 Ft	1,125,000 Ft
IT Help Desk Operator L3 (Multilingual)	1,155,000 Ft	1,365,000 Ft	↗	1,575,000 Ft	957,500 Ft	950,000 Ft	900,000 Ft
IT Help Desk Operator L3 (English)	872,000 Ft	1,035,500 Ft	↗	1,199,000 Ft	955,000 Ft	950,000 Ft	900,000 Ft
IT Help Desk Team Leader	941,000 Ft	1,118,000 Ft	↗	1,295,000 Ft	1,025,000 Ft	900,000 Ft	840,000 Ft
IT Help Desk Operator L2 (Multilingual)	654,000 Ft	763,000 Ft	↗	872,000 Ft	755,000 Ft	750,000 Ft	675,000 Ft
IT Help Desk Operator L2 (English)	707,000 Ft	824,000 Ft	↗	941,000 Ft	715,000 Ft	700,000 Ft	625,000 Ft
IT Help Desk Operator L1 (Multilingual)	550,000 Ft	700,000 Ft	↗	850,000 Ft	635,000 Ft	600,000 Ft	550,000 Ft
It Help Desk Operator L1 (English)	530,000 Ft	650,000 Ft	↗	770,000 Ft	615,000 Ft	575,000 Ft	500,000 Ft

Master data management

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Database Manager	1,260,000 Ft	1,530,000 Ft	↗	1,800,000 Ft	915,000 Ft	875,000 Ft	790,000 Ft
Senior Master Data Analyst (3-5 years)	740,000 Ft	895,000 Ft	↗	1,050,000 Ft	725,000 Ft	675,000 Ft	600,000 Ft
Master Data Analyst (0-2 Years)	540,000 Ft	660,000 Ft	↗	780,000 Ft	640,000 Ft	575,000 Ft	500,000 Ft

HR support

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Multilingual HR Services Specialist	650,000 Ft	875,000 Ft	↗	1,100,000 Ft	775,000 Ft	615,000 Ft	550,000 Ft
HR Services Specialist	650,000 Ft	800,000 Ft	↗	950,000 Ft	775,000 Ft	540,000 Ft	500,000 Ft
Junior Payroll Associate	700,000 Ft	775,000 Ft	↗	850,000 Ft	775,000 Ft	550,000 Ft	N/A
Payroll Specialist	800,000 Ft	950,000 Ft	↗	1,100,000 Ft	850,000 Ft	625,000 Ft	N/A
Compensation & Benefit Specialist	750,000 Ft	975,000 Ft	↗	1,200,000 Ft	850,000 Ft	625,000 Ft	N/A

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Order management

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Multilingual Order Management (0-2 Years)	650,000 Ft	705,000 Ft	↗	760,000 Ft	675,000 Ft	550,000 Ft	515,000 Ft
Order Management (0-2 Years)	630,000 Ft	675,000 Ft	↗	720,000 Ft	650,000 Ft	500,000 Ft	237,500 Ft
Junior Operational Buyer	690,000 Ft	835,000 Ft	↗	980,000 Ft	750,000 Ft	500,000 Ft	N/A
Senior Operational Buyer	960,000 Ft	1,157,500 Ft	↗	1,355,000 Ft	850,000 Ft	600,000 Ft	N/A
Strategic Buyer	1,260,000 Ft	1,530,000 Ft	↗	1,800,000 Ft	925,000 Ft	725,000 Ft	N/A
Team Leader	1,050,000 Ft	1,260,000 Ft	↗	1,470,000 Ft	925,000 Ft	850,000 Ft	N/A

Customer support

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Customer Service Manager	1,200,000 Ft	1,400,000 Ft	↘	1,600,000 Ft	1,400,000 Ft	1,100,000 Ft	815,000 Ft
Customer Service Team Leader (Multilingual)	900,000 Ft	1,050,000 Ft	↗	1,200,000 Ft	975,000 Ft	900,000 Ft	775,000 Ft
Customer Service Team Leader (English)	960,000 Ft	1,125,000 Ft	↗	1,290,000 Ft	900,000 Ft	775,000 Ft	725,000 Ft
Senior Customer Service Representative (Multilingual)	680,000 Ft	830,000 Ft	↗	980,000 Ft	825,000 Ft	650,000 Ft	650,000 Ft
Senior Customer Service Representative (English)	650,000 Ft	785,000 Ft	↗	920,000 Ft	775,000 Ft	625,000 Ft	600,000 Ft
Customer Service Representative (Multilingual)	560,000 Ft	680,000 Ft	↗	800,000 Ft	675,000 Ft	550,000 Ft	550,000 Ft
Customer Service Representative (English)	520,000 Ft	640,000 Ft	↗	520,000 Ft	625,000 Ft	525,000 Ft	500,000 Ft

Sales support

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Inside Sales Manager	1,200,000 Ft	1,500,000 Ft	↗	1,800,000 Ft	1,250,000 Ft	1,150,000 Ft	1,150,000 Ft
Bid Manager	1,100,000 Ft	1,350,000 Ft	↗	1,600,000 Ft	925,000 Ft	900,000 Ft	800,000 Ft
Sales Support Specialist	680,000 Ft	790,000 Ft	↗	900,000 Ft	775,000 Ft	625,000 Ft	625,000 Ft
Inside Sales Representative	720,000 Ft	885,000 Ft	↗	1,050,000 Ft	700,000 Ft	550,000 Ft	500,000 Ft
Sales Support Analyst	720,000 Ft	885,000 Ft	↗	1,050,000 Ft	700,000 Ft	550,000 Ft	525,000 Ft

SSC & BSC insight

Imre Kutasi

Recruitment Consultant, Reed



LinkedIn



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After years of rapid expansion, the market has matured, leading to a more challenging and competitive environment. The hiring climate has cooled, with several companies implementing layoffs or hiring freezes in 2025. This shift was partly due to lower-skilled, transactional functions being outsourced from Hungary to other global locations, such as India or the Philippines, a trend that underscores the increasing cost-consciousness within the industry.

As a result, the competition is now primarily among job hunters rather than employers. The few open positions that remain are highly sought after, and companies have raised their level of expectation accordingly, seeking only the best applicants. The most pressing challenge for employers looking to hire is the persistent shortage of qualified, multilingual professionals. While fluency in English remains a baseline requirement, demand is exceptionally high for those fluent in other European languages like French, German, Spanish, or Dutch, particularly for roles in customer service, order management, and finance. This linguistic skills gap, combined with high salary expectations, makes filling senior finance, accounting, and IT roles particularly difficult.

Flexibility and compensation have become central to attracting talented people to the sector. While the widespread availability of fully remote work has decreased, hybrid models remain a powerful motivator. Professionals currently enjoying remote work are hesitant to move unless a new opportunity offers a significant improvement in salary or benefits.

Some companies are adapting by offering fully remote work to employees living more than 50 kilometres from the office, thereby expanding their talent search nationwide. Beyond salary, those looking for work are prioritising work-life balance, career development opportunities, and comprehensive benefits packages, with health insurance being a particularly popular perk.

Looking ahead, the primary workforce challenge for SSCs will be retention. The climate of downsizing and relocations can create job insecurity, making it difficult to keep talented employees engaged. To navigate this, employers must focus on fostering a supportive culture and offer competitive compensation. For those looking for work in the sector, the message is clear: specialised skills and multilingual abilities are more valuable than ever in a market where only the most qualified will secure the best opportunities.

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Software development

HUF / Month		2026			2025	2024	2023
Role	Min	Average		Max	Average	Average	Average
Junior Java Developer (0-3 Years)	800,000 Ft	950,000 Ft	↗	1,100,000 Ft	825,000 Ft	800,000 Ft	775,000 Ft
Medior Java Developer (3-5 Years)	1,100,000 Ft	1,350,000 Ft	↗	1,600,000 Ft	1,200,000 Ft	1,150,000 Ft	1,150,000 Ft
Senior Java Developer (5+ Years)	1,600,000 Ft	1,900,000 Ft	↗	2,200,000 Ft	1,700,000 Ft	1,700,000 Ft	1,500,000 Ft
Architect/Team Lead	1,800,000 Ft	2,150,000 Ft	↘	2,500,000 Ft	2,150,000 Ft	2,000,000 Ft	N/A
Junior .Net Developer (0-3 Years)	750,000 Ft	875,000 Ft	↗	1,000,000 Ft	800,000 Ft	800,000 Ft	675,000 Ft
Medior .Net Developer (3-5 Years)	1,000,000 Ft	1,200,000 Ft	↗	1,400,000 Ft	1,050,000 Ft	1,050,000 Ft	975,000 Ft
Senior .Net Developer (5+ Years)	1,500,000 Ft	1,700,000 Ft	↗	1,900,000 Ft	1,525,000 Ft	1,525,000 Ft	1,250,000 Ft
Architect/Team Lead	1,900,000 Ft	2,050,000 Ft	↗	2,200,000 Ft	1,850,000 Ft	1,850,000 Ft	N/A
Junior C/C++ Developer (0-3 Years)	750,000 Ft	875,000 Ft	↗	1,000,000 Ft	825,000 Ft	800,000 Ft	675,000 Ft
Medior C/C++ Developer (3-5 Years)	1,100,000 Ft	1,250,000 Ft	↗	1,400,000 Ft	1,200,000 Ft	1,100,000 Ft	1,025,000 Ft
Senior C/C++ Developer (5+ Years)	1,500,000 Ft	1,700,000 Ft	↗	1,900,000 Ft	1,600,000 Ft	1,600,000 Ft	1,450,000 Ft
Architect/Team Lead	1,900,000 Ft	2,050,000 Ft	↗	2,200,000 Ft	2,000,000 Ft	1,900,000 Ft	N/A
Junior Python Developer (0-3 Years)	800,000 Ft	1,050,000 Ft	↗	1,300,000 Ft	800,000 Ft	800,000 Ft	775,000 Ft
Medior Python Developer (3-5 Years)	1,300,000 Ft	1,450,000 Ft	↗	1,600,000 Ft	1,150,000 Ft	1,150,000 Ft	1,150,000 Ft
Senior Python Developer (5+ Years)	1,600,000 Ft	1,750,000 Ft	↗	1,900,000 Ft	1,575,000 Ft	1,575,000 Ft	1,500,000 Ft
Architect/Team Lead	1,800,000 Ft	2,000,000 Ft	↗	2,200,000 Ft	1,900,000 Ft	1,850,000 Ft	N/A
Junior PHP Developer (0-3 Years)	700,000 Ft	800,000 Ft	↘	900,000 Ft	800,000 Ft	800,000 Ft	675,000 Ft
Medior PHP Developer (3-5 Years)	1,000,000 Ft	1,200,000 Ft	↗	1,400,000 Ft	1,100,000 Ft	1,050,000 Ft	975,000 Ft
Senior PHP Developer (5+ Years)	1,400,000 Ft	1,550,000 Ft	↗	1,700,000 Ft	1,450,000 Ft	1,350,000 Ft	1,350,000 Ft
Architect/Team Lead	1,700,000 Ft	1,850,000 Ft	↘	2,000,000 Ft	1,850,000 Ft	1,850,000 Ft	N/A
Junior Embedded Developer (0-3 Years)	750,000 Ft	925,000 Ft	↗	1,100,000 Ft	825,000 Ft	800,000 Ft	725,000 Ft
Medior Embedded Developer (3-5 Years)	1,200,000 Ft	1,400,000 Ft	↗	1,600,000 Ft	1,150,000 Ft	1,050,000 Ft	1,025,000 Ft
Senior Embedded Developer (5+ Years)	1,600,000 Ft	1,750,000 Ft	↗	1,900,000 Ft	1,500,000 Ft	1,500,000 Ft	1,500,000 Ft
Architect/Team Lead	1,900,000 Ft	2,000,000 Ft	↗	2,100,000 Ft	1,950,000 Ft	1,950,000 Ft	N/A
Junior Front-End Developer (0-3 Years)	900,000 Ft	1,100,000 Ft	↗	1,300,000 Ft	850,000 Ft	850,000 Ft	725,000 Ft
Medior Front-End Developer (3-5 Years)	1,200,000 Ft	1,350,000 Ft	↗	1,500,000 Ft	1,150,000 Ft	1,075,000 Ft	1,000,000 Ft



Software development (continued)

HUF / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Senior Front-End Developer (5+ Years)	1,600,000 Ft	1,800,000 Ft ↗	2,000,000 Ft	1,550,000 Ft	1,500,000 Ft	1,350,000 Ft
Architect/Team Lead	1,900,000 Ft	2,150,000 Ft →	2,400,000 Ft	2,150,000 Ft	1,850,000 Ft	N/A
Junior Full-Stack Developer (0-3 Years)	800,000 Ft	1,000,000 Ft ↗	1,200,000 Ft	900,000 Ft	875,000 Ft	775,000 Ft
Medior Full-Stack Developer (3-5 Years)	1,200,000 Ft	1,450,000 Ft ↗	1,700,000 Ft	1,200,000 Ft	1,200,000 Ft	1,150,000 Ft
Senior Full-Stack Developer (5+ Years)	1,700,000 Ft	1,950,000 Ft ↗	2,200,000 Ft	1,700,000 Ft	1,650,000 Ft	1,500,000 Ft
Architect/Team Lead	1,900,000 Ft	2,200,000 Ft ↗	2,500,000 Ft	2,150,000 Ft	2,000,000 Ft	N/A

Infrastructure, support & security

HUF / Month

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Systems Administrator (Windows, Linux) 3-5 Years	1,200,000 Ft	1,300,000 Ft ↗	1,400,000 Ft	950,000 Ft	925,000 Ft	925,000 Ft
Technical Support	800,000 Ft	1,000,000 Ft ↗	1,200,000 Ft	875,000 Ft	850,000 Ft	625,000 Ft
System Engineer	1,300,000 Ft	1,550,000 Ft ↗	1,800,000 Ft	1,200,000 Ft	N/A	N/A
Network Engineer 3-5 Years	1,500,000 Ft	1,700,000 Ft ↗	1,900,000 Ft	1,250,000 Ft	1,150,000 Ft	1,125,000 Ft
Network Architect	1,800,000 Ft	2,000,000 Ft ↗	2,200,000 Ft	1,600,000 Ft	1,400,000 Ft	1,300,000 Ft
Junior Devops Engineer (0-3 Years)	1,000,000 Ft	1,150,000 Ft N/A	1,300,000 Ft	N/A	1,500,000 Ft	1,375,000 Ft
Medior Devops Engineer (3-5 Years)	1,300,000 Ft	1,500,000 Ft N/A	1,700,000 Ft	N/A	1,500,000 Ft	1,375,000 Ft
Senior Devops Engineer (5+ Years)	1,700,000 Ft	1,950,000 Ft N/A	2,200,000 Ft	N/A	1,500,000 Ft	1,375,000 Ft
Junior Cloud Engineer (0-3 Years)	900,000 Ft	1,050,000 Ft N/A	1,200,000 Ft	N/A	1,600,000 Ft	1,200,000 Ft
Medior Cloud Engineer (3-5 Years)	1,200,000 Ft	1,350,000 Ft N/A	1,500,000 Ft	N/A	1,600,000 Ft	1,200,000 Ft
Senior Cloud Engineer (5+ Years)	1,500,000 Ft	1,700,000 Ft N/A	1,900,000 Ft	N/A	1,600,000 Ft	1,200,000 Ft
IT Security Expert (5+ Years)	1,800,000 Ft	2,150,000 Ft ↗	2,500,000 Ft	1,750,000 Ft	1,250,000 Ft	1,225,000 Ft
AI Developer	1,600,000 Ft	1,950,000 Ft ↗	2,300,000 Ft	1,850,000 Ft	N/A	N/A
Infrastructure/IT Manager	2,000,000 Ft	2,250,000 Ft ↗	2,500,000 Ft	2,000,000 Ft	1,925,000 Ft	1,850,000 Ft

Technology



Agile & project management

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
IT Project Manager	1,700,000 Ft	1,850,000 Ft	↗	2,000,000 Ft	1,400,000 Ft	1,400,000 Ft	1,350,000 Ft
Agile Delivery Manager	1,700,000 Ft	1,800,000 Ft	↗	1,900,000 Ft	1,300,000 Ft	1,300,000 Ft	1,100,000 Ft
Business Analyst	1,500,000 Ft	1,650,000 Ft	↗	1,800,000 Ft	1,375,000 Ft	1,300,000 Ft	925,000 Ft
System Analyst	1,600,000 Ft	1,750,000 Ft	↗	1,900,000 Ft	1,250,004 Ft	1,100,000 Ft	925,000 Ft
Product Owner	1,700,000 Ft	1,850,000 Ft	↗	2,000,000 Ft	1,350,000 Ft	1,250,000 Ft	1,100,000 Ft
Scrum Master	1,700,000 Ft	1,850,000 Ft	↗	2,000,000 Ft	1,250,000 Ft	1,100,000 Ft	925,000 Ft
Solutions Architect	1,800,000 Ft	2,000,000 Ft	↗	2,200,000 Ft	1,900,000 Ft	N/A	N/A

Data & database development

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Junior Data Analyst (0-3 Years)	900,000 Ft	1,000,000 Ft	N/A	1,100,000 Ft	N/A	N/A	N/A
Medior Data Analyst (3-5 Years)	1,100,000 Ft	1,300,000 Ft	N/A	1,500,000 Ft	N/A	N/A	N/A
Senior Data Analyst (5+ Years)	1,500,000 Ft	1,600,000 Ft	N/A	1,700,000 Ft	N/A	N/A	N/A
Junior Data Engineer (0-3 Years)	950,000 Ft	1,150,000 Ft	N/A	1,350,000 Ft	N/A	1,050,000 Ft	1,025,000 Ft
Medior Data Engineer (3-5 Years)	1,400,000 Ft	1,550,000 Ft	N/A	1,700,000 Ft	N/A	1,050,000 Ft	1,025,000 Ft
Senior Data Engineer (5+ Years)	1,700,000 Ft	1,950,000 Ft	N/A	2,200,000 Ft	N/A	1,050,000 Ft	1,025,000 Ft
Junior Data Scientist (0-3 Years)	900,000 Ft	1,000,000 Ft	N/A	1,100,000 Ft	N/A	N/A	N/A
Medior Data Scientist (3-5 Years)	1,100,000 Ft	1,300,000 Ft	N/A	1,500,000 Ft	N/A	N/A	N/A
Senior Data Scientist (5+ Years)	1,500,000 Ft	1,600,000 Ft	N/A	1,700,000 Ft	N/A	N/A	N/A
BI Expert (5+ Years)	1,500,000 Ft	1,700,000 Ft	↗	1,900,000 Ft	1,500,000 Ft	1,200,000 Ft	1,150,000 Ft
Sharepoint Developer (5+ Years)	1,700,000 Ft	1,950,000 Ft	↗	2,200,000 Ft	1,450,000 Ft	1,100,000 Ft	1,075,000 Ft
SAP Specialist (5+ Years)	1,500,000 Ft	1,900,000 Ft	↗	2,300,000 Ft	1,325,000 Ft	1,025,000 Ft	975,000 Ft
ServiceNow Specialist (5+ Years)	1,600,000 Ft	1,850,000 Ft	↗	2,100,000 Ft	1,450,000 Ft	N/A	N/A
Database Administrator	1,100,000 Ft	1,450,000 Ft	↗	1,800,000 Ft	975,000 Ft	950,000 Ft	925,000 Ft
Database Developer	1,200,000 Ft	1,600,000 Ft	↗	2,000,000 Ft	1,100,000 Ft	975,000 Ft	975,000 Ft

Technology



Testing & mobile development

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Manual Software Tester	900,000 Ft	1,300,000 Ft	↗	1,700,000 Ft	1,150,000 Ft	1,100,000 Ft	875,000 Ft
Automated Software Tester	1,200,000 Ft	1,550,000 Ft	↗	1,900,000 Ft	1,325,000 Ft	1,300,000 Ft	1,050,000 Ft
QA Engineer	1,300,000 Ft	1,550,000 Ft	↗	1,800,000 Ft	1,500,000 Ft	1,400,000 Ft	N/A
Test Manager	1,800,000 Ft	1,900,000 Ft	↗	2,000,000 Ft	1,600,000 Ft	1,400,000 Ft	N/A
Junior Android Developer	1,200,000 Ft	1,350,000 Ft	N/A	1,500,000 Ft	N/A	1,500,000 Ft	N/A
Medior Android Developer	1,300,000 Ft	1,450,000 Ft	N/A	1,600,000 Ft	N/A	1,500,000 Ft	N/A
Senior Android Developer	1,700,000 Ft	1,950,000 Ft	N/A	2,200,000 Ft	N/A	1,500,000 Ft	N/A
Junior iOS Developer	1,100,000 Ft	1,250,000 Ft	N/A	1,400,000 Ft	N/A	1,500,000 Ft	N/A
Medior iOS Developer	1,500,000 Ft	1,650,000 Ft	N/A	1,800,000 Ft	N/A	1,500,000 Ft	N/A
Senior iOS Developer	1,800,000 Ft	2,000,000 Ft	N/A	2,200,000 Ft	N/A	1,500,000 Ft	N/A

Design

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
UX/UI Designer	800,000 Ft	1,300,000 Ft	↗	1,800,000 Ft	1,150,000 Ft	1,000,000 Ft	900,000 Ft

Technology insight

Dalma Géczi

Business Manager, Reed



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The technology sector has reached a pivotal moment, shaped by a convergence of economic caution and rapid technological advancement. While digital transformation – specifically cloud migration and automation – remains a non-negotiable priority for businesses, the hiring climate has shifted from the aggressive expansion of previous years to a more measured, strategic approach. Companies are now focusing on critical roles, often favouring project-based solutions over large-scale in-house expansion.

Recruitment in 2026 is defined by a mismatch between available talent and evolving requirements. The most significant skill gaps lie in cloud-native technologies (AWS, Azure, Kubernetes), DevOps, and artificial intelligence. There is a pressing demand for professionals who possess not just theoretical knowledge, but hands-on experience in production environments. Cyber security has also moved to the forefront; as threats become more complex, the need for security engineers and DevSecOps specialists has surged. However, the supply of senior talent in these niche areas is critically low, exacerbated by the fact that many experienced professionals are being drawn to international opportunities that offer higher compensation.

The mobility of those working in the sector is heavily influenced by the desire for stability and flexibility. Most professionals are hesitant to change jobs without a compelling offer, prioritising security in an uncertain economic climate. When they do move, remote work options are often the deciding factor. While some employers are attempting to enforce a return to the office, professionals, especially in software development and data roles, view hybrid or fully remote working models as standard. Companies that insist on full-time office presence are finding themselves at a disadvantage, struggling to attract the best talent who now have access to global remote roles.

Looking ahead, the market is expected to see moderate growth in the second half of 2026. The competition for talent will remain fierce, particularly for those with expertise in AI, data engineering, and cyber security. To succeed in this environment, employers must look beyond traditional salary packages. Offering genuine flexibility, clear paths for professional development, and opportunities to work with cutting-edge technologies will be essential for retaining the skilled workforce needed to drive Hungary's digital future. //

IT contracting



Software development

HUF / Hour

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Junior Java Developer (1-3 Years)	8,000 Ft	9,000 Ft	↗	10,000 Ft	8,750 Ft	8,500 Ft	N/A
Medior Java Developer (3-5 Years)	9,500 Ft	11,750 Ft	↘	14,000 Ft	11,750 Ft	11,000 Ft	N/A
Senior Java Developer (5+ Years)	13,000 Ft	17,500 Ft	↗	22,000 Ft	16,750 Ft	16,000 Ft	N/A
Architect/Team Lead	17,000 Ft	24,500 Ft	↗	32,000 Ft	24,000 Ft	24,000 Ft	N/A
Junior .Net Developer (1-3 Years)	7,500 Ft	8,250 Ft	↘	9,000 Ft	8,250 Ft	8,000 Ft	N/A
Medior .Net Developer (3-5 Years)	9,000 Ft	11,750 Ft	↗	14,500 Ft	11,000 Ft	10,000 Ft	N/A
Senior .Net Developer (5+ Years)	12,000 Ft	15,500 Ft	↘	19,000 Ft	15,500 Ft	15,000 Ft	N/A
Architect/Team Lead	18,000 Ft	23,000 Ft	↘	28,000 Ft	23,000 Ft	22,000 Ft	N/A
Junior C/C++ Developer (1-3 Years)	7,000 Ft	8,250 Ft	↘	9,500 Ft	8,250 Ft	8,000 Ft	N/A
Medior C/C++ Developer (3-5 Years)	9,500 Ft	11,500 Ft	↗	13,500 Ft	11,000 Ft	10,000 Ft	N/A
Senior C/C++ Developer (5+ Years)	11,500 Ft	15,750 Ft	↗	20,000 Ft	15,500 Ft	14,000 Ft	N/A
Architect/Team Lead	18,000 Ft	23,000 Ft	↘	28,000 Ft	23,000 Ft	23,000 Ft	N/A
Junior Python Developer (1-3 Years)	7,500 Ft	8,500 Ft	↘	9,500 Ft	8,500 Ft	8,500 Ft	N/A
Medior Python Developer (3-5 Years)	9,000 Ft	11,750 Ft	↗	14,500 Ft	11,000 Ft	11,000 Ft	N/A
Senior Python Developer (5+ Years)	12,500 Ft	16,500 Ft	↗	20,500 Ft	15,500 Ft	15,000 Ft	N/A
Architect/Team Lead	19,000 Ft	24,000 Ft	↗	29,000 Ft	23,000 Ft	22,000 Ft	N/A
Junior PHP Developer (1-3 Years)	7,000 Ft	8,000 Ft	↘	9,000 Ft	8,000 Ft	8,000 Ft	N/A
Medior PHP Developer (3-5 Years)	9,000 Ft	10,000 Ft	↘	11,000 Ft	10,000 Ft	9,500 Ft	N/A
Senior PHP Developer (5+ Years)	12,000 Ft	13,500 Ft	↘	15,000 Ft	13,500 Ft	13,000 Ft	N/A
Architect/Team Lead	18,000 Ft	20,500 Ft	↘	23,000 Ft	20,500 Ft	20,500 Ft	N/A
Junior Embedded Developer (1-3 Years)	7,000 Ft	8,500 Ft	↘	10,000 Ft	8,500 Ft	8,000 Ft	N/A
Medior Embedded Developer (3-5 Years)	9,000 Ft	11,000 Ft	↘	13,000 Ft	11,000 Ft	9,500 Ft	N/A
Senior Embedded Developer (5+ Years)	13,000 Ft	15,500 Ft	↘	18,000 Ft	15,500 Ft	13,000 Ft	N/A
Architect/Team Lead	20,000 Ft	23,000 Ft	↘	26,000 Ft	23,000 Ft	23,000 Ft	N/A
Junior Front-End Developer (1-3 Years)	8,000 Ft	9,500 Ft	↗	11,000 Ft	8,500 Ft	7,750 Ft	N/A
Medior Front-End Developer (3-5 Years)	11,000 Ft	13,000 Ft	↗	15,000 Ft	12,000 Ft	10,500 Ft	N/A

IT contracting



Software development (continued)

HUF / Hour

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Senior Front-End Developer (5+ Years)	16,000 Ft	18,000 Ft ↗	20,000 Ft	17,000 Ft	16,000 Ft	N/A
Architect/Team Lead	23,000 Ft	25,000 Ft ↗	27,000 Ft	24,000 Ft	24,000 Ft	N/A
Junior Full-Stack Developer (0-3 Years)	10,000 Ft	11,500 Ft ↗	13,000 Ft	10,500 Ft	9,500 Ft	N/A
Medior Full-Stack Developer (3-5 Years)	13,000 Ft	15,000 Ft ↗	17,000 Ft	14,000 Ft	12,000 Ft	N/A
Senior Full-Stack Developer (5+ Years)	17,000 Ft	19,000 Ft ↗	21,000 Ft	18,000 Ft	16,500 Ft	N/A
Architect/Team Lead	24,000 Ft	26,000 Ft ↗	28,000 Ft	25,000 Ft	24,000 Ft	N/A

Infrastructure, support & security

HUF / Hour

Role	2026			2025	2024	2023
	Min	Average	Max	Average	Average	Average
Systems Administrator (Windows, Linux)	8,000 Ft	9,500 Ft ↗	11,000 Ft	9,000 Ft	8,000 Ft	N/A
System Engineer	11,000 Ft	12,500 Ft ↗	14,000 Ft	12,000 Ft	N/A	N/A
Network Engineer	12,000 Ft	14,000 Ft ↗	16,000 Ft	13,000 Ft	12,500 Ft	N/A
Network Architect	15,000 Ft	18,500 Ft ↗	22,000 Ft	18,000 Ft	17,500 Ft	N/A
Junior DevOps Engineer	10,000 Ft	11,500 Ft NEW	13,000 Ft	N/A	N/A	N/A
Medior DevOps Engineer	13,000 Ft	14,500 Ft NEW	16,000 Ft	N/A	N/A	N/A
Senior DevOps Engineer	16,000 Ft	18,500 Ft NEW	21,000 Ft	N/A	N/A	N/A
Junior Cloud Engineer	10,000 Ft	11,500 Ft NEW	13,000 Ft	N/A	N/A	N/A
Medior Cloud Engineer	13,000 Ft	14,500 Ft NEW	16,000 Ft	N/A	N/A	N/A
Senior Cloud Engineer	16,000 Ft	18,750 Ft NEW	21,500 Ft	N/A	N/A	N/A
IT Security Expert	14,000 Ft	17,000 Ft ↗	20,000 Ft	15,500 Ft	14,500 Ft	N/A
AI Developer	16,000 Ft	18,500 Ft ↗	21,000 Ft	17,000 Ft	N/A	N/A
Infrastructure/IT Manager	18,000 Ft	21,500 Ft ↗	25,000 Ft	21,000 Ft	20,000 Ft	N/A

IT contracting



Agile & project management

HUF / Hour

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
IT Project Manager	14,000 Ft	16,000 Ft	↗	18,000 Ft	15,500 Ft	15,500 Ft	N/A
Agile Delivery Manager	16,000 Ft	17,000 Ft	—	18,000 Ft	17,000 Ft	17,000 Ft	N/A
Business Analyst	13,000 Ft	16,000 Ft	—	19,000 Ft	16,000 Ft	16,000 Ft	N/A
System Analyst	13,000 Ft	16,000 Ft	—	19,000 Ft	16,000 Ft	16,000 Ft	N/A
Product Owner	13,000 Ft	16,000 Ft	—	19,000 Ft	16,000 Ft	16,000 Ft	N/A
Scrum Master	13,000 Ft	15,500 Ft	—	18,000 Ft	15,500 Ft	14,000 Ft	N/A
Solutions Architect	16,000 Ft	18,500 Ft	—	21,000 Ft	18,500 Ft	N/A	N/A

Data & database development

HUF / Hour

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Junior Data Analyst	9,000 Ft	10,500 Ft	NEW	12,000 Ft	N/A	N/A	N/A
Medior Data Analyst	10,000 Ft	12,500 Ft	NEW	15,000 Ft	N/A	N/A	N/A
Senior Data Analyst	14,000 Ft	16,000 Ft	NEW	18,000 Ft	N/A	N/A	N/A
Junior Data Engineer	9,000 Ft	11,000 Ft	NEW	13,000 Ft	N/A	N/A	N/A
Medior Data Engineer	13,000 Ft	14,500 Ft	NEW	16,000 Ft	N/A	N/A	N/A
Senior Data Engineer	15,000 Ft	16,500 Ft	NEW	18,000 Ft	N/A	N/A	N/A
Junior Data Scientist	9,000 Ft	11,000 Ft	NEW	13,000 Ft	N/A	N/A	N/A
Medior Data Scientist	11,000 Ft	13,000 Ft	NEW	15,000 Ft	N/A	N/A	N/A
Senior Data Scientist	13,000 Ft	15,500 Ft	NEW	18,000 Ft	N/A	N/A	N/A
BI Expert	13,000 Ft	15,500 Ft	—	18,000 Ft	15,500 Ft	14,000 Ft	N/A
SharePoint Developer	12,000 Ft	14,000 Ft	—	16,000 Ft	14,000 Ft	12,500 Ft	N/A
SAP Specialist	15,000 Ft	17,000 Ft	—	19,000 Ft	17,000 Ft	16,500 Ft	N/A
ServiceNow Specialist	12,000 Ft	14,000 Ft	—	16,000 Ft	14,000 Ft	N/A	N/A
Database Developer	9,000 Ft	11,500 Ft	—	14,000 Ft	11,500 Ft	11,500 Ft	N/A

IT contracting



Testing & mobile development

HUF / Hour

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Junior Manual Software Tester	8,000 Ft	9,000 Ft	—	10,000 Ft	9,000 Ft	9,000 Ft	N/A
Medior Manual Software Tester	10,000 Ft	12,000 Ft	NEW	14,000 Ft	N/A	N/A	N/A
Senior Manual Software Tester	12,000 Ft	14,000 Ft	NEW	16,000 Ft	N/A	N/A	N/A
Junior Automated Software Tester	9,000 Ft	10,500 Ft	NEW	12,000 Ft	N/A	N/A	N/A
Medior Automated Software Tester	10,000 Ft	12,500 Ft	NEW	15,000 Ft	N/A	N/A	N/A
Senior Automated Software Tester	15,000 Ft	16,500 Ft	NEW	18,000 Ft	N/A	N/A	N/A
QA Engineer	12,000 Ft	15,500 Ft	↗	19,000 Ft	14,500 Ft	N/A	N/A
Test Manager	14,000 Ft	16,500 Ft	—	19,000 Ft	16,500 Ft	16,500 Ft	N/A
Junior Android Developer	10,000 Ft	11,500 Ft	NEW	13,000 Ft	N/A	N/A	N/A
Medior Android Developer	13,000 Ft	14,500 Ft	NEW	16,000 Ft	N/A	N/A	N/A
Senior Android Developer	16,000 Ft	17,000 Ft	NEW	18,000 Ft	N/A	N/A	N/A
Junior iOS Developer	11,000 Ft	12,500 Ft	NEW	14,000 Ft	N/A	N/A	N/A
Medior iOS Developer	13,000 Ft	14,500 Ft	NEW	16,000 Ft	N/A	N/A	N/A
Senior iOS Developer	16,000 Ft	17,500 Ft	NEW	19,000 Ft	N/A	N/A	N/A

Design

HUF / Hour

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
UX/UI Designer	10,000 Ft	11,500 Ft	—	13,000 Ft	11,500 Ft	11,000 Ft	N/A

IT contracting insight

Dóra Anna Kós-Pataki

Recruitment Consultant, Hungary

 LinkedIn



“ The market for IT contracting is becoming increasingly vital. Economic caution and the need for agility have led many organisations to shift away from large-scale permanent hiring, instead favouring flexible, project-based solutions. For businesses, contracting offers a way to access high-level expertise without the long-term commitment of permanent headcount, particularly when navigating uncertain economic waters or fluctuating project demands.

For contractors, this shift presents significant opportunities, though the bar for entry remains high. The market is particularly hungry for niche expertise that can deliver immediate impact. As companies struggle to define precise competency needs amid rapidly changing technologies, they are turning to contractors who can hit the ground running in complex environments.

The most acute demand is found in specialised fields such as cloud-native technologies (AWS, Azure, Kubernetes), DevOps, and artificial intelligence. Contractors who possess not just theoretical knowledge but practical, production-level experience in these areas are commanding premium rates. Cyber security is another critical growth area; with digital threats becoming more sophisticated, organisations are

urgently seeking interim experts to bolster their defences and ensure compliance.

Mobility and flexibility are defining features of the 2026 contracting market. Contractors, by nature, value autonomy and efficiency. Consequently, they are often the most resistant to return-to-office mandates. Commute times are a major filter for accepting roles; many contractors will reject positions requiring more than two onsite days per week, especially if the location is inconvenient. They prioritise hybrid or fully remote arrangements that allow them to focus on delivery rather than travel.

This year, the IT contracting market is expected to see steady growth, however challenges persist. While rates for senior, specialised roles remain competitive – often driven by international standards – generalist contractors may face pressure as companies scrutinise costs. To thrive in this environment, contractors must continuously upskill, aligning their portfolios with high-demand areas like AI and data engineering. For employers, the message is clear: to secure the best contractors, offering genuine remote work options and streamlined onboarding processes is just as important as competitive daily rates. ”

Temporary staffing



Without language skills

Customer support

HUF / Month

2026				2025	2024	2023
Role	Min	Average	Max	Average	Average	Average
Customer Service Representative (1-3 Years)	470,000 Ft	500,000 Ft ↗	530,000 Ft	480,000 Ft	460,000 Ft	425,000 Ft
Junior Customer Service Representative (0-1 Year)	400,000 Ft	430,000 Ft ↘	460,000 Ft	430,000 Ft	405,000 Ft	365,000 Ft

Finance & administration

HUF / Month

2026				2025	2024	2023
Role	Min	Average	Max	Average	Average	Average
Financial Assistant (0-2 Years)	400,000 Ft	495,000 Ft ↗	590,000 Ft	485,000 Ft	455,000 Ft	425,000 Ft
Administrator (1-3 Years)	400,000 Ft	475,000 Ft ↗	550,000 Ft	470,000 Ft	445,000 Ft	420,000 Ft
Junior Administrator (0-1 Year)	400,000 Ft	430,000 Ft ↗	460,000 Ft	420,000 Ft	405,000 Ft	340,000 Ft

With language skills

Accountancy

HUF / Month

2026				2025	2024	2023
Role	Min	Average	Max	Average	Average	Average
Senior Accountant (3-5 Years)	800,000 Ft	950,000 Ft ↗	1,100,000 Ft	775,000 Ft	750,000 Ft	N/A
Accountant (0-2 Years)	600,000 Ft	700,000 Ft ↗	800,000 Ft	650,000 Ft	575,000 Ft	525,000 Ft

Temporary staffing



Customer support

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Customer Service Representative (1+ Years)	550,000 Ft	660,000 Ft	—	770,000 Ft	660,000 Ft	550,000 Ft	550,000 Ft
Order Management Specialist	600,000 Ft	650,000 Ft	↗	700,000 Ft	630,000 Ft	500,000 Ft	475,000 Ft
Customer Service Representative (0-1 Year)	500,000 Ft	600,000 Ft	↗	700,000 Ft	595,000 Ft	525,000 Ft	500,000 Ft

Business support

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
Executive Assistant	610,000 Ft	680,000 Ft	↗	750,000 Ft	675,000 Ft	600,000 Ft	550,000 Ft
Office Manager	610,000 Ft	680,000 Ft	↗	750,000 Ft	675,000 Ft	575,000 Ft	540,000 Ft
Senior Administrator	500,000 Ft	590,000 Ft	↘	680,000 Ft	600,000 Ft	550,000 Ft	530,000 Ft
Receptionist	450,000 Ft	500,000 Ft	—	550,000 Ft	500,000 Ft	460,000 Ft	450,000 Ft
Administrator	450,000 Ft	500,000 Ft	—	550,000 Ft	500,000 Ft	500,000 Ft	450,000 Ft

Human resources

HUF / Month

Role	Min	2026			2025	2024	2023
		Average		Max	Average	Average	Average
HR Generalist	750,000 Ft	875,000 Ft	↗	1,000,000 Ft	850,000 Ft	725,000 Ft	725,000 Ft
HR Coordinator (3-5 Years)	650,000 Ft	675,000 Ft	—	700,000 Ft	675,000 Ft	625,000 Ft	550,000 Ft
HR Assistant (0-2 Years)	470,000 Ft	535,000 Ft	↘	600,000 Ft	550,000 Ft	500,000 Ft	450,000 Ft

Temporary staffing



Supply chain/procurement

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Buyer	620,000 Ft	725,000 Ft	830,000 Ft	725,000 Ft	925,000 Ft	650,000 Ft
Logistics / Supply Chain Assistant (0-2 Years)	550,000 Ft	600,000 Ft	650,000 Ft	550,000 Ft	500,000 Ft	490,000 Ft

Sales & marketing

HUF / Month

Role	Min	2026		2025	2024	2023
		Average	Max	Average	Average	Average
Sales Representative	550,000 Ft	600,000 Ft	650,000 Ft	625,000 Ft	675,000 Ft	500,000 Ft
Online Marketing Assistant	500,000 Ft	650,000 Ft	800,000 Ft	590,000 Ft	550,000 Ft	475,000 Ft

Temporary staffing insight

Flóra Filkóházi

Business Manager, Reed



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While there has been a moderate uplift in the pool of applicants for entry-level positions, the sector is challenged by a persistent shortage of experienced, skilled professionals. This duality means that while roles requiring less experience are filling more readily, employers still face significant competition when recruiting for positions that demand specialised expertise, several years of practice, and proficiency in languages or technical skills.

A particularly tough challenge is sourcing talent for roles that require strong sector knowledge or advanced language abilities. Many of those best qualified are increasingly selective about making a job move. They may only consider leaving their current employer for a markedly better salary, enhanced benefits, or a clearly superior working environment. This has pushed employers to adapt, making headhunting, targeted networking, and direct sourcing more central to achieving hiring goals, especially for mid- and senior-level temporary roles.

Skill gaps remain a critical constraint, the most notable of which are in technical industries, IT, finance, and positions requiring advanced digital skills or multi-language proficiency.

Flexibility has become one of the main engines for attracting and retaining temporary professionals. Roles that offer remote or hybrid options continue to appeal to those looking for temporary work – an especially important consideration in

the white-collar segment. However, for positions that require physical onsite presence, such as those in manufacturing or logistics, other motivators play a stronger role. Access to convenient and affordable transport, support with commuting (such as company shuttle services), and flexible shift patterns are often as influential as salary in persuading professionals to accept a role.

Candidate mobility in 2026 is shaped by several factors: job stability, earning potential, commuting distance, and the prospects for professional growth. Most temporary employees prefer positions within easy reach of their residence, with relocation seen as less desirable unless the employer offers substantial incentives. Temporary recruitment faces a further challenge as inflation and rising living costs push people to demand higher wages. This, in turn, compels employers to continually review and update their compensation strategies.

Looking forward, success in the Hungarian temporary recruitment sector will hinge on the ability of employers to provide competitive salaries, invest in onboarding and training, and adapt swiftly to ever-evolving workforce expectations. Companies that prioritise clear communication, professional development, and genuine flexibility will be best positioned to attract and retain people to their temporary jobs in 2026. //



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