

**NOTM
FLUFF
JOBS**



Job Market in Poland

Salaries and availability of jobs

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Ten years of No Fluff Jobs' journey.

Direction: growth



Magdalena Gawłowska-Bujok

COO

Tomasz Bujok

CEO

This year marks the 10th anniversary of No Fluff Jobs, and from the beginning we have continuously realised the mission of transparency in job advertisements and recruitment processes. We consistently promote the disclosure of salary ranges and job details in all the ads published on our job board. Openness and respect between employers and job seekers is what we believe in.

One might think that it is just on paper, but these values actually fuel our actions. We carried out a few awareness campaigns advocating for a transparent approach to recruitment. One of them included sending an open letter to the European Commission signed by thousands of people, in which we called for mandatory disclosure of salary ranges in job advertisements. A few months later, the European Union implemented the so-called pay transparency directive, which will come into force in 2026. We are proud to have had our contribution in promoting the cause.

We are convinced that open communication about pay and job details benefits both sides of the recruitment process: it reduces its time and cost and builds trust between employers and candidates.

This is true not only for the IT industry, which was our first area of operation but for every other sector, too. And it should be the norm for all of them.

Hence, after a decade of conducting business and observing how the job market is changing, we are still actively adapting to the needs and requirements of both employers and job candidates. Last year, we decided to transfer our approach and standards from the IT industry to other sectors as well, because the mission we are pursuing is needed just as much in other areas of the market.

As a result, No Fluff Jobs has become the only job board in Poland where employers have to state salary ranges in all job advertisements, regardless of the category. Our latest market report which you are now reading supports the mission that we will relentlessly pursue, but it also proves that we have grown and still are growing as a company. We are confident that good times are ahead, and we would be delighted to have you on board for the journey.



The state of the job market and job seekers' position

More than 60% of the currently employed are not afraid of losing their job. 37% would like to change it anyway

There were **27.6% fewer offers in the second quarter of the year**, compared to Q1. When we examine a longer period, it is evident that the job market is evolving. One quarter it is down, then up, then down again. Such a roller-coaster proves that candidates can have better or worse times to look for new jobs, depending on the market's state.

The availability of job offers is one thing, and people's intentions are another. As many as **37% of employees are planning on changing jobs** by the

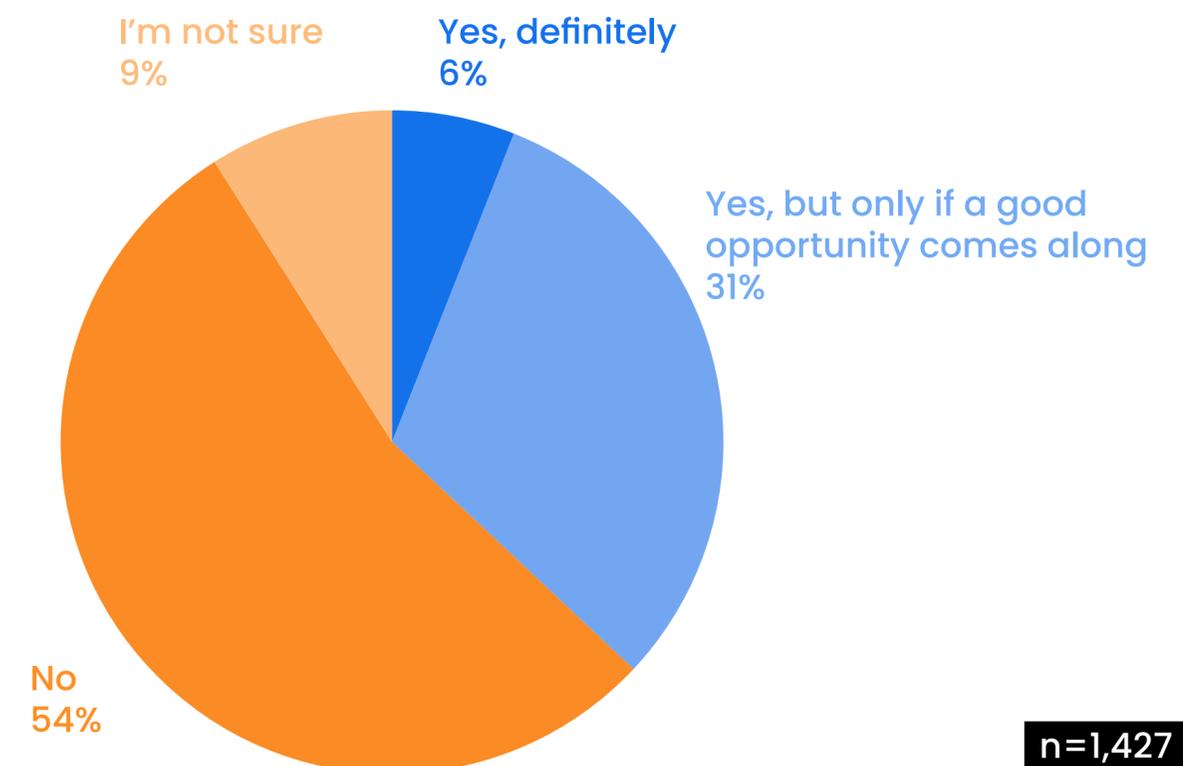
end of 2024. On the other hand, more than half would like to stay in their current job, and 9% are still undecided.

Plans and intentions aside, are people worried about being let go? Not really. According to our research, **62% of those who currently have a job are not afraid of losing it**. Fewer than 25% of the respondents admitted to such concerns.

These results are not surprising, since only 5% of economically active people in Poland do not currently have a job.

Changes in the availability of jobs	
Q4 2023	16.4% fewer job ads than in Q3 2023
Q1 2024	27.5% more job ads than in Q4 2023
Q2 2024	27.6% fewer job ads than in Q1 2024

Are you planning on changing jobs in 2024?



How much work is there in the job market? Are employees concerned?



Anna Gruca

Senior Talent Acquisition Partner

Schibsted Tech Polska

The job market is definitely no longer candidate-driven. Companies are becoming more careful about opening recruitment processes, while recruitment agencies are increasingly offering support in talent acquisition for their clients.

All this influences the employees' sense of safety. Many people are concerned about being let go, especially in industries that are prone to suffer from economic or technological changes. We observe that if someone decides to change jobs, they analyze the market more thoroughly, often looking for well-established companies with a solid reputation.

On the other hand, there is still great interest in job postings. The significant rise in the number of experienced job seekers is especially surprising. They are ready to switch jobs, having revised their financial expectations to more realistic levels.

To sum up, the situation in the job market is dynamic. My impression is that we are currently in an "observation" stage: companies have plans but are waiting for a better moment to put them into practice.

Job boards still the most effective way to find a job

We asked a representative group of economically active Poles about the best methods to look for and find a job. In both cases, **online job boards won hands down**. We do have **our favorite here**.

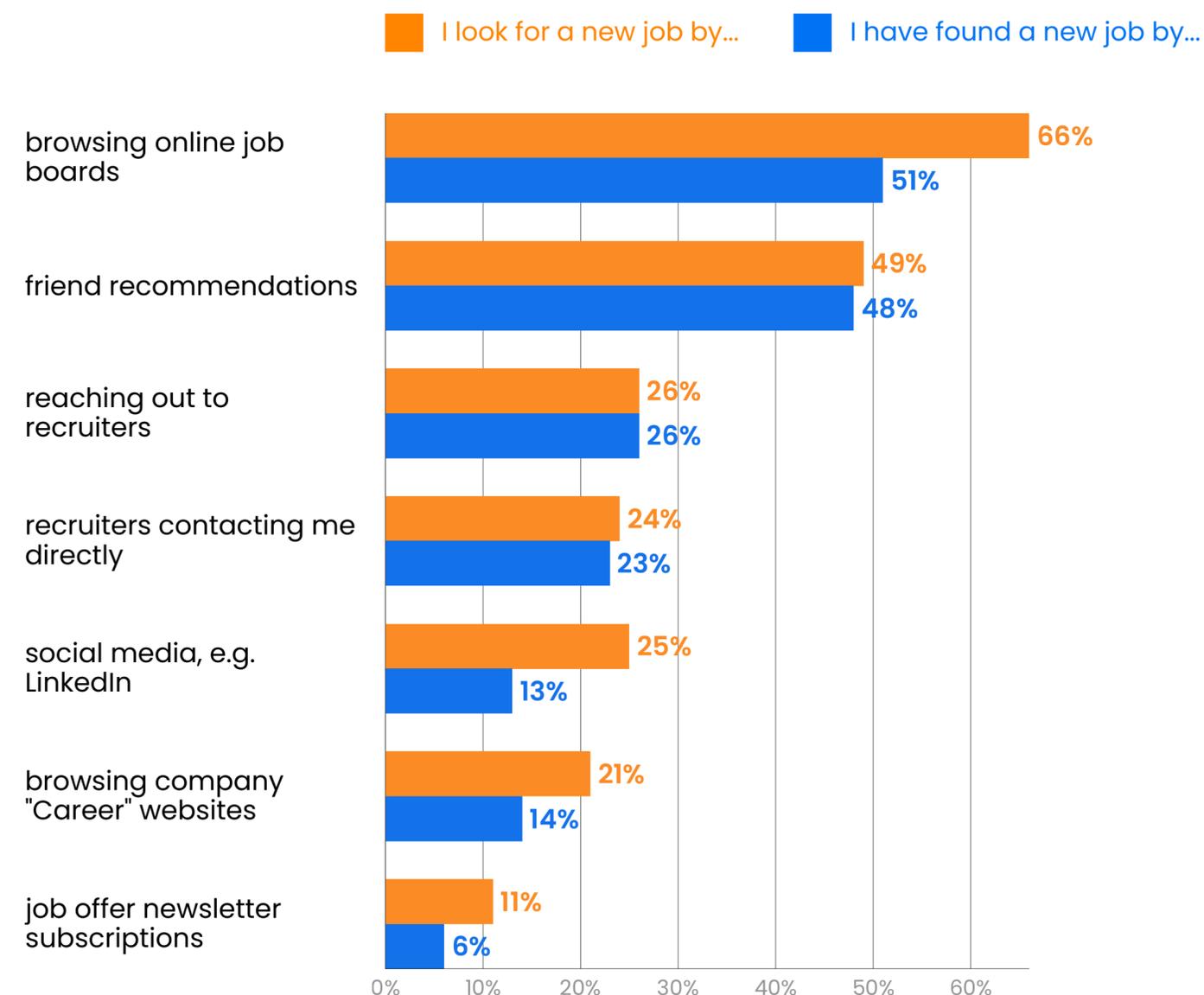
Almost **2/3** of the respondents use job boards, and **more than half** say that that is how they **actually have found a job**.

Friend recommendations seem to be equally effective. Although fewer people search for a job this way, as many as **48%** have found a job thanks to it.

What about other ways to hunt for a job? An interesting fact is that **1 in 4 people use social media** to do it (e.g. LinkedIn), but **only 13%** have actually found a job this way.

How do you usually look for a new job? for a new job?

(mark every option that applies to you)



n=1,427

Which job categories are in demand?

Top 10 categories with the biggest number of job ads on No Fluff Jobs

IT – Backend

IT – Fullstack

Sales

IT – Data & Business Intelligence

Marketing

Mechanics

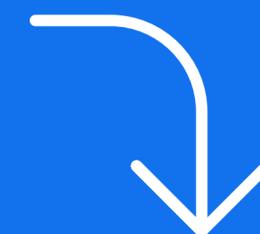
Finance

Automation

Electrical Engineering

IT – DevOps

Here you'll find job ads that match your financial expectations



nofluffjobs.com



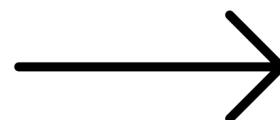
We're not really satisfied with salaries, but we rarely negotiate

Only **27%** of working people believe they are **earning an adequate salary** for their skills and experience in their current jobs. In contrast, **58% disagree**, and 15% are undecided on the matter.

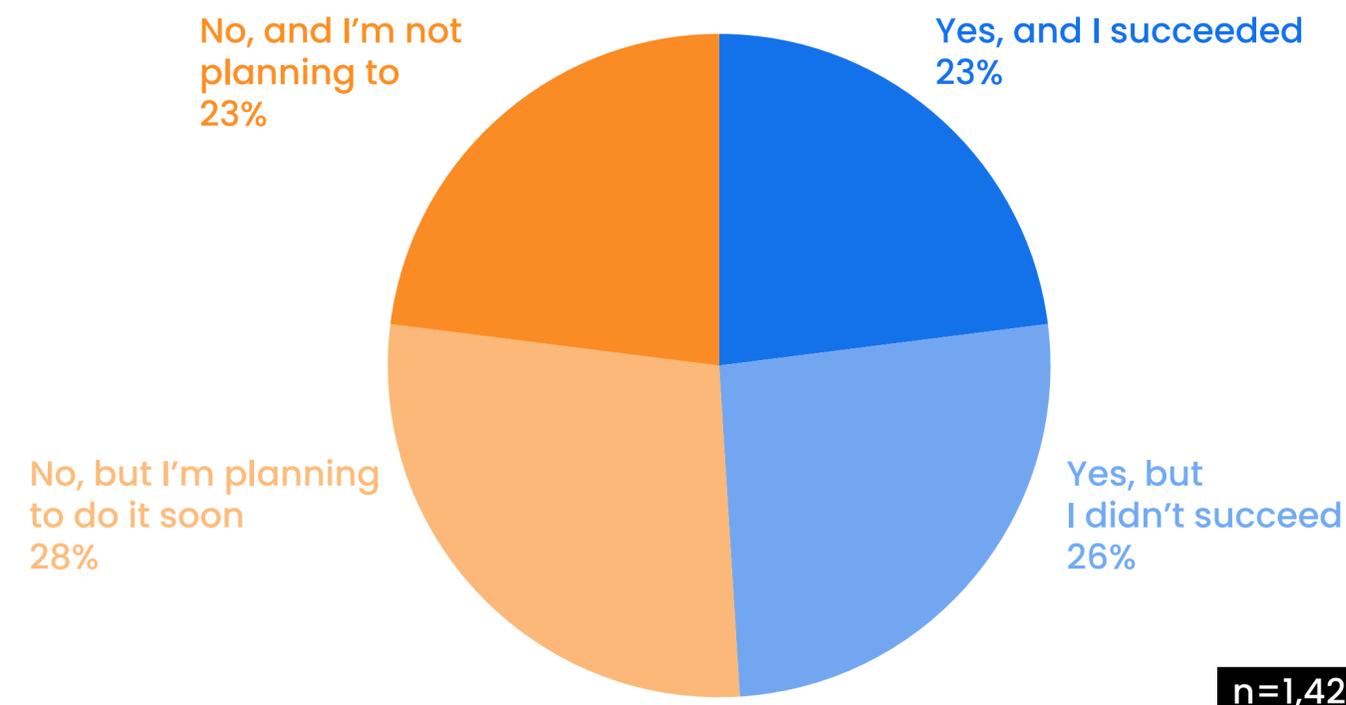
Salary is a key component of a job. We often look at it through the prism of one's education or years worked at a given place. **With these factors in mind, we assess** whether the current salary is adequate or not.

As it turns out, only half of us negotiate the salary, even if we think it is inadequate. This comes as no surprise because the data shows that some of us negotiate better, others worse. Of those surveyed, **23% successfully fought for a raise**, while 26% were not as lucky. A similar share of employees are planning to try, so we're keeping our fingers crossed for you!

Which professions are adequately remunerated in Poland? Find out here:



Did you negotiate your pay during the last 12 months?



Jobs ranking 2024



The state of the job market from the point of view of employers and employees



Cezary Maciołek

President of the Board, *Grupa Progres*

In recent years, we have seen the phenomenon of a candidate-driven market, where candidates have had an advantage over employers. This was due to several key factors, including the growing demand for highly skilled workers and the limited number of available specialists in certain industries.

Today, many companies still struggle to find suitable candidates, which can lead to delays in recruitment and higher hiring costs. Employers often need to offer more attractive compensation packages, additional benefits, and flexible work arrangements to attract and retain talent. The increased importance of remote work and flexible working hours is also affecting the way companies need to formulate their job offers.

On the other hand, candidates may face some challenges. Despite the growing number of offers, there is often uncertainty about job stability and working conditions. The high level of competition in some industries and the demands made by

employers can raise concerns about career opportunities and the adequacy of the compensation offered. There are also questions about long-term growth prospects and how the employer supports the employees in achieving their career goals.

Both sides, employers and candidates, need to align their expectations and strategies. Employers should focus on building a strong employer brand and offering added value that sets them apart from the competition. Candidates, on the other hand, need to be aware of the changing market and actively seek opportunities that match their ambitions and skills. In uncertain times, it is crucial for both sides to remain open to the new challenges and chances that today's job market brings.

What do... What DON'T employers offer?

This chart made us rather sad. We asked the respondents which of the options their company offers. **The most frequent answer (38%) was: none.**

The available options included development opportunities or flexibility to choose the place of work or the type of contract.

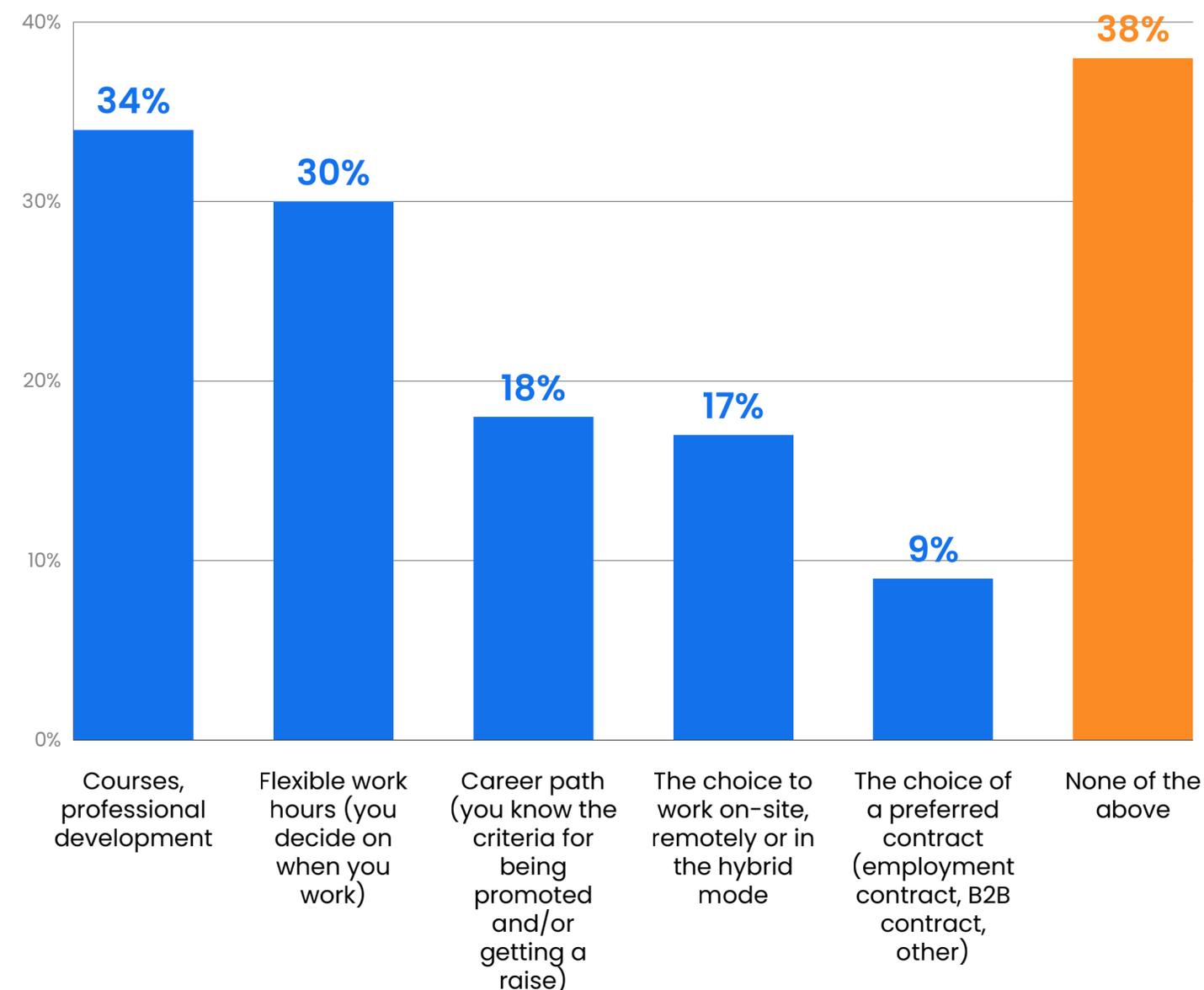
The results show that, unfortunately, these are not the standard. Only **a third of employers provide their teams with**

a training budget, and **30%** of them agree to flexible working hours. Only 1 in 11 companies allows employees to choose the contract type.

It appears that these factors constitute a space for employers to stand out among others as a good potential workplace in the eyes of job seekers.

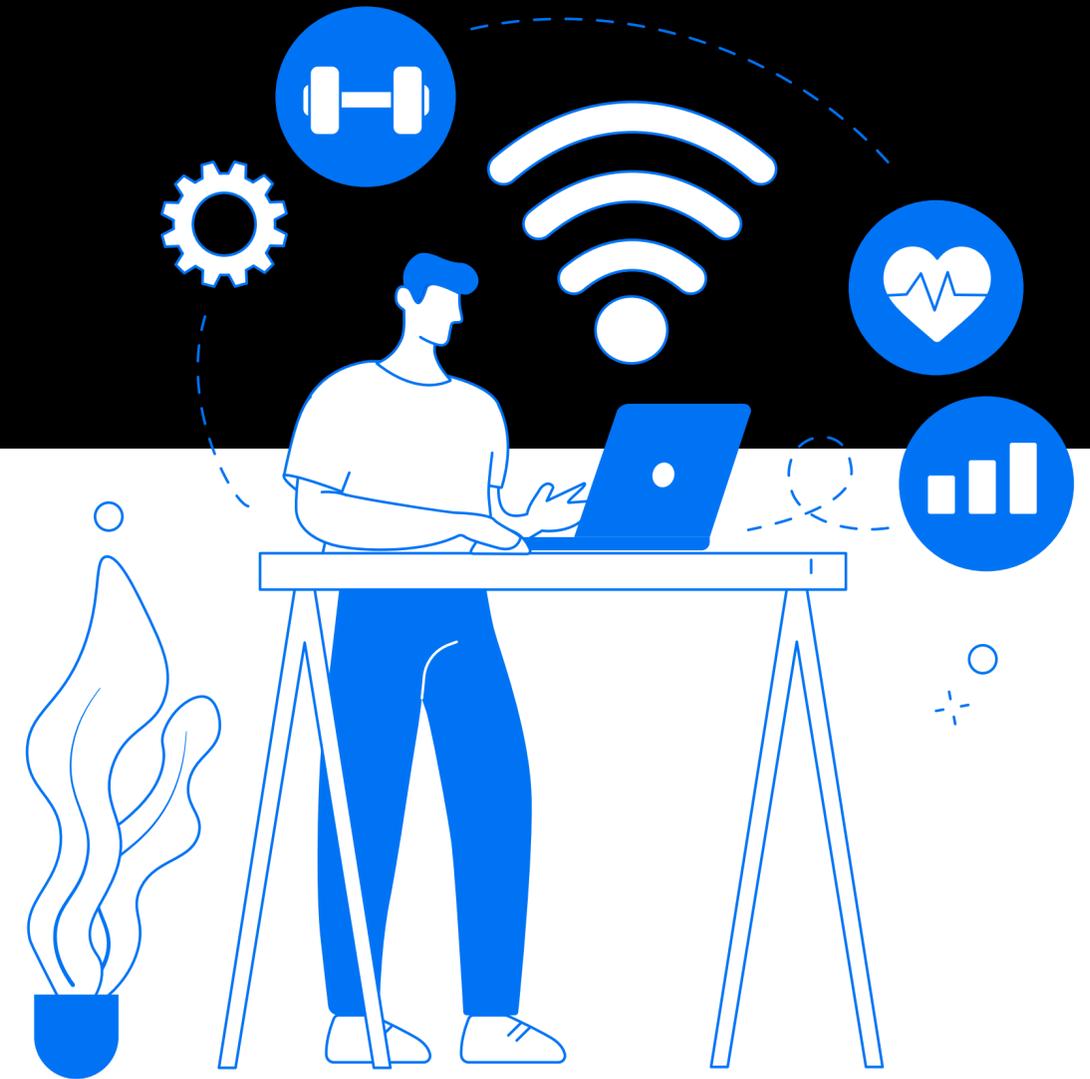
My current employer provides me with...

(mark all options that apply to you)



n=1,427

What do employers offer?



Top salaries: which category pays best?

We would all like to earn as much as possible. But salaries depend on the specifics of a given industry: the inflow of investments it receives, its potential, and its importance for the whole economy.

We prepared a brief **ranking of salaries** of 14 selected job categories present on No Fluff Jobs. We recognize that it presents a very generalized picture, though, and you can find detailed reviews of each category further in the report.

We assumed that **B2B contracts** provide the highest amounts, so we

considered the upper range medians offered for these contracts to create the ranking.

As expected, **IT** took first place, but the median for Automation and Telecommunication also reached PLN 25,000.

Looking at all 14 analyzed categories, **half of them** reached **at least PLN 20,000**. Of course, we are talking about salaries for experienced specialists, often managers. But on the other hand, it is a median, so half earns less, and half earns more than that.

The highest salary range medians for Seniors, B2B contracts



IT	27,300
Automation	26,200
Telecommunications	25,000
Mechanics	23,500
Law	23,000
Sales	22,000
Consulting	20,000
HR	19,000

Please note that only the 14 job categories reviewed in the report were taken into account.

Foreign companies are opening offices in Poland. What does that entail?



Michał Nowotka

Engineering Manager

Asana

Currently, many well-known foreign companies are opening their technological offices in Warsaw. For qualified specialists in the domain of software engineering, this is a great opportunity. After all, the cost of living compared to earnings in Warsaw is much more favorable than in Silicon Valley. Warsaw is therefore becoming a dream location for programmers.

However, this comes with some challenges. Product-based companies with foreign capital tend to have higher requirements for candidates, and a multi-stage recruitment process that, in addition to hard technical skills, also verifies the ability to communicate and work effectively in a team. This demanding recruitment process is rewarded with the opportunity to work with top-notch specialists and a broad range of benefits.

In January 2024, the first Polish office of Asana, an American company established by the co-founders of Facebook, opened in Warsaw. From the beginning, Asana has been on a mission to

enable project teams around the world to work together seamlessly, while maintaining transparency and accountability. Asana is a place with a mature culture, where comfort at work is an important value, as is a sense of belonging and the freedom to express oneself. The founders themselves are not paid for their work.

At the moment, we are actively recruiting for many positions, including software engineers, product managers, and designers. Joining the company at such an early stage brings many advantages in terms of growth and opportunities to influence key processes, combining the atmosphere of a startup with the security of a stable corporation.

The hybrid work model is becoming increasingly popular

Data on available work models screams one thing: employers are phasing out remote work. In some categories (like IT), this is happening through the “transition option,” which is **the hybrid model**. But in others, it’s almost immediately an invitation to the office, which cannot really be rejected. Of the categories in question, only the aforementioned **IT** can still boast a high share of ads offering remote work. Almost **every second job allows performing duties remotely**.

In some cases, due to the nature of some professions, working from the company’s headquarters is often **the only option**. Besides, it’s probably hard to imagine people employed in electrical engineering, mechanical engineering, or office administration working remotely. In 10 of the 14 categories analyzed in the report, in-office work appeared in **at least half of the job ads**, with some categories exceeding 90%.

Top 5 categories analyzed in the report with the highest share of job ads offering the given work model

IN-OFFICE/ON-SITE WORK

Electrical engineering 94%

Mechanics 93%

Automation 91%

Office administration 82%

Logistics 80%

HYBRID WORK

Consulting 39%

Finance 29%

Telecommunication 29%

Law 28%

Marketing 27%

REMOTE WORK

IT 48%

Telecommunication 29%

Marketing 26%

Sales 18%

Consulting 15%

Workplace flexibility: how to reconcile the needs of employees and the capabilities of employers?



Joanna Kwiatkowska

Deputy CEO

Kubota

Flexibility and the associated comfort of working remotely can go hand in hand with a frequent, cyclical presence in the office. Both the remote and in-office models have their advantages and respond to the different needs of team members, often resulting from factors such as the nature of their duties or work style.

And it's perfectly understandable that, for example, those involved in content marketing or content preparation are more effective working from the comfort of their homes, while for those responsible for logistics-related processes, being in the office is simply necessary.

The hybrid work model is the solution, provided it is carried out on a convenient, mutually agreed upon schedule. In Kubota's case, we managed to adapt this system to the needs of the entire team. People who work in Łódź come to the office at least twice a week, and to hold meetings efficiently or just drink coffee together, we have established one fixed mandatory in-office day.

This is an optimal mix that allows us to maintain regularity, and, at the same time, remains flexible enough that adhering to it is not a big challenge for employees.

Employment contract most popular in some categories

When it comes to the contracts offered in job ads, we can see clear differences between categories, too. **IT, Marketing, Sales, or Law** allow **B2B contracts** in many cases. At the same time, there are several specializations where **more than 90% of ads** offer an **employment contract**, such as Logistics, Electrical Engineering, HR, Finance, or Mechanics.

What about civil law contracts? Contracts of mandate are still common: 20–25% of ads in Customer Service and Sales offer them. On the other hand, specific-task contracts appear extremely rarely in the 14 analyzed categories: in a few percent of ads in Sales and Marketing. In other specializations, they constitute less than 1%.

Top 5 categories with the highest share of job ads offering the given type of contract

B2B CONTRACT	EMPLOYMENT CONTRACT	MANDATE CONTRACT
IT 69%	Logistics 94%	Customer service 25%
Marketing 64%	Electrical engineering 93%	Sales 20%
Sales 61%	HR 92%	Office administration 19%
Law 55%	Mechanics 91%	Marketing 18%
Telecommunication 44%	Finance 91%	Law 18%

Please note that it is possible for one job ad to allow different types of contract

How has the Polish job market changed in recent years?



Paweł Nowakowski

Labour Market Senior Associate

Invest in Pomerania

Recent years have brought many dynamic changes: remote work, flexible working hours, the introduction of salary ranges, and new EU directives. While IT job seekers were accustomed to a strong negotiating position in recruitment, many seeking employment in other sectors have never experienced it.

Hopes placed in generative artificial intelligence are now being verified in practice, which inhibits the accurate identification of competencies needed for the future. In some areas, this has resulted in new challenges instead of solutions to existing problems (e.g., in recruitment, when AI analyzes resumes generated by AI).

In parallel with the push for automation, the complexity of tasks is increasing. Engineers are expected to develop soft skills, while other employees are expected to master modern technological tools. There is demand for talent in

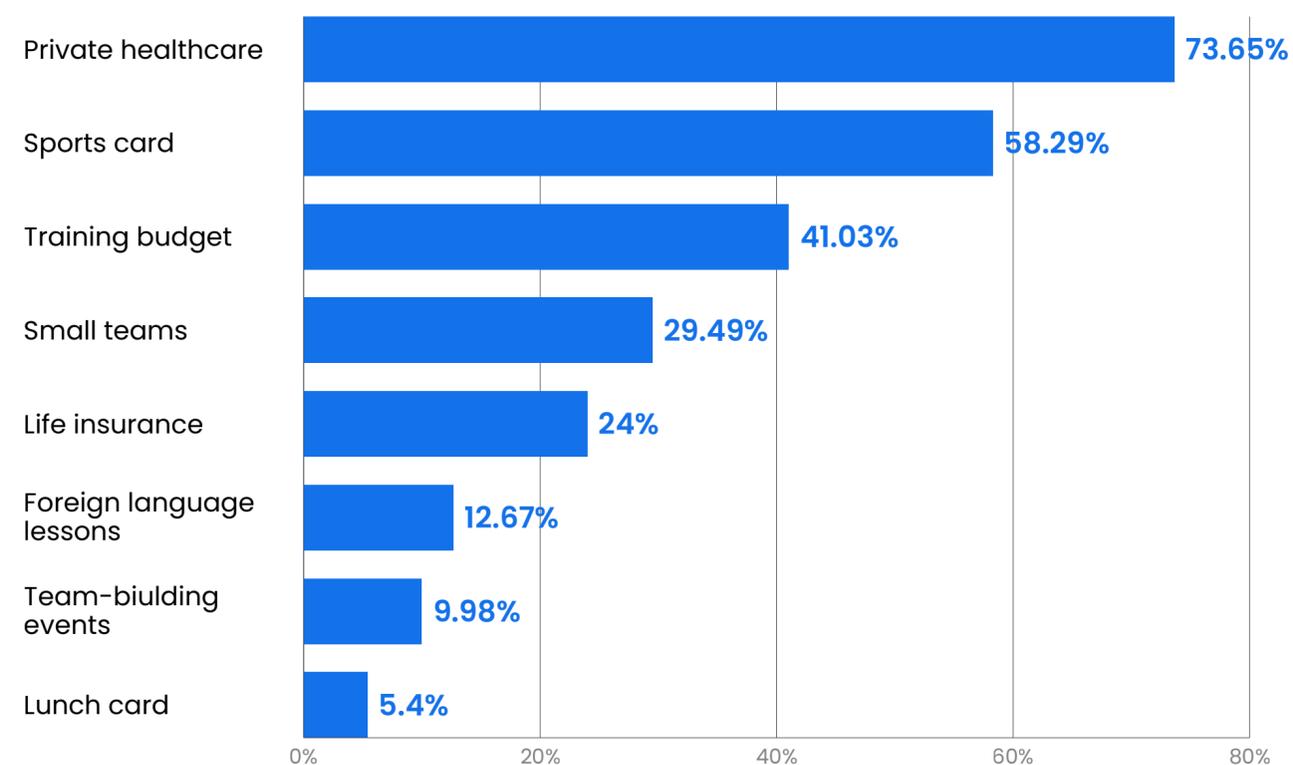
areas such as foreign languages (especially Germanic), cybersecurity, automation, and the energy sector (especially for electromobility and offshore). These competencies are important in light of investments in new technologies and large strategic projects in Pomerania, which is standing at the threshold of an energy revolution.

However, it is worth emphasizing that companies, while demanding flexibility from employees, must also demonstrate it themselves. For example, by realistically adapting their job postings and work culture to the needs of different groups: people living with disabilities, neurodiverse people, people aged 50 and over, and migrants. This allows to more fully utilize the potential of a given location. For example, in Pomerania, good practices are being introduced by Nordic companies, that are adapting their standards to attract and retain talent in the region.

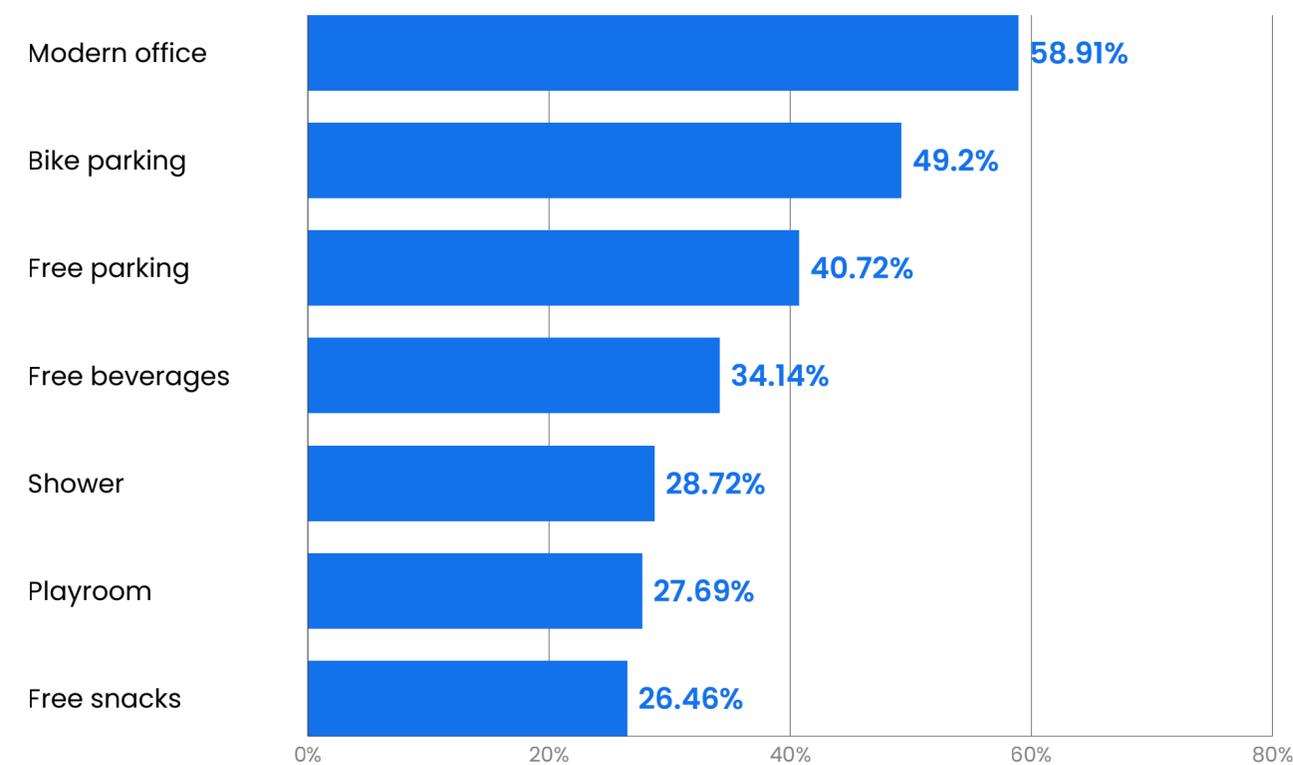
Two employee benefits are the norm. Only some of us are offered more

Private medical care is a benefit that has been **the standard** for years. More than **73%** of job advertisements offer it. This is no surprise, since **research by Enter the Code** (available only in Polish) shows that it is the most desired benefit in Poland. More than half of job ads also offer a **sports subscription program**, but looking at the market as a whole, **non-wage benefits are not that widespread**. It is worth mentioning, though, that in recent quarters more and more ads offer life insurance. Over the past nine months, the share of ads offering this benefit increased by **6 percentage points**.

The most popular employee benefits



The most popular perks



Employee benefits: what value do they really have?



Katarzyna Cal

PMO

Kubota

To answer this question, we should start by establishing what benefits really are, what role they are supposed to play, and, above all, agree on the basic point: we do not count coffee and sugar in the company kitchen cupboard as benefits 😊 Their primary function is to provide employees with additional value that makes their lives more comfortable, easier or allows some financial relief.

Taking this approach, the conclusion is obvious: benefits are not art for art's sake, but a real tool to make employees feel better about the organization. However, for this to be the case, the employer has to ensure that benefits are useful and really (and not just in theory) meet the needs of the team.

Pethelp, which is a pet health care package, is an example of such a thoughtful benefit at Kubota. Adequate medical treatment in case of illness is a considerable burden on the wallet (for which it is often impossible to prepare and plan within the household budget). Of course, the basics can't be forgotten in the benefit mix either: a good quality medical package for employees is an absolute must-have that should never be overlooked by employers.

Fold your collar! Or maybe you don't have to?

Work is supposed to bring us satisfaction. Many factors contribute to that, including work attire rules. We decided to verify how many employers require formal attire in the workplace.

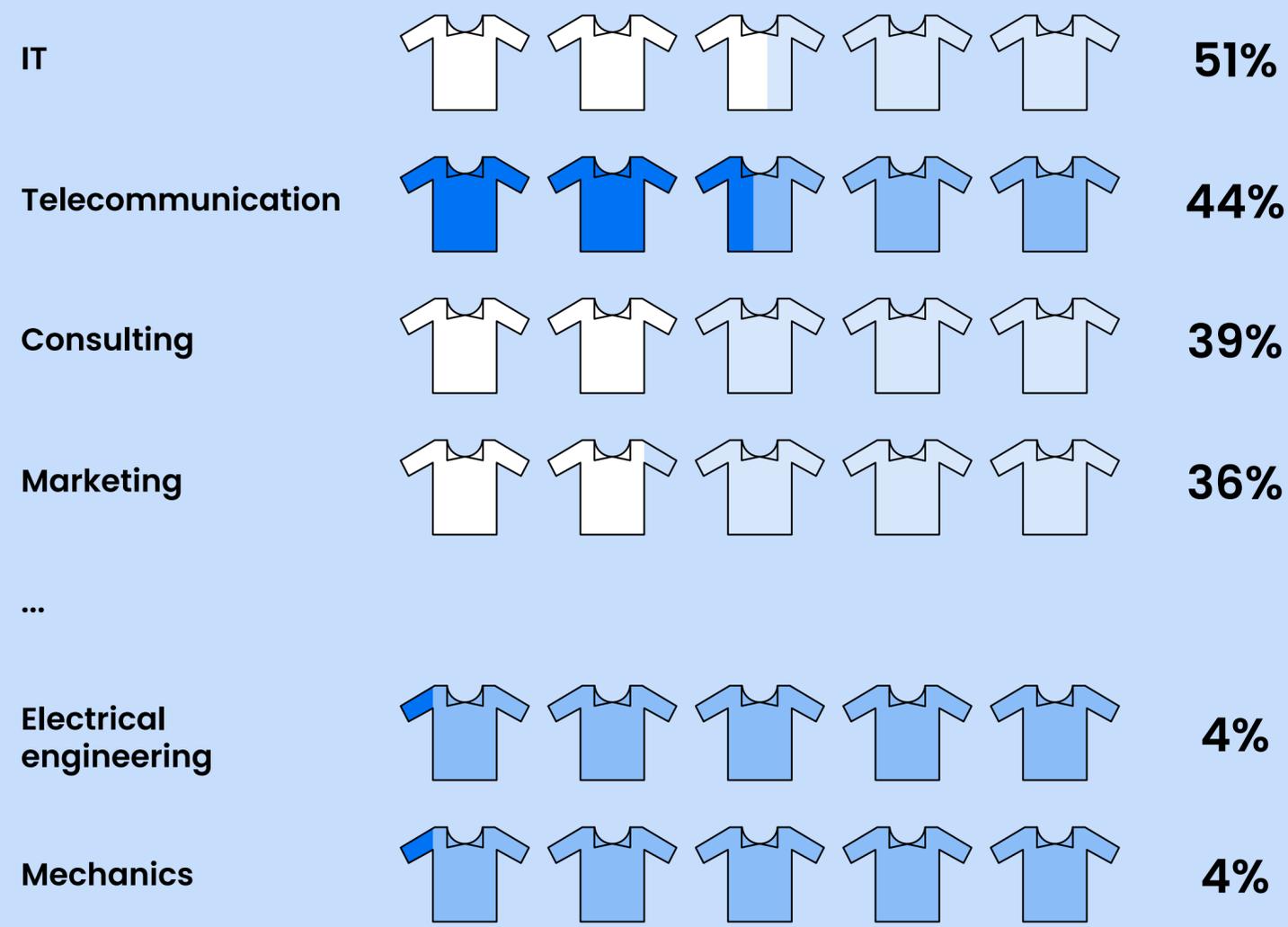
Although a no dress code policy is not exactly an employee benefit, it is still a good indicator of the company culture. Is there room for being casual? Or is it absolutely necessary to put on a suit and a serious face every day?

On one end of the spectrum, we have the **white-collar workers**, in such categories as IT, Consulting, Marketing,

HR or Customer Service. These have a high share of job ads that mention no dress code policy. Logistics has the smallest share of those (8%).

Job ads for **blue-collar workers** are entirely different in this respect. Only Telecommunications has a high share of ads informing about no dress code policy. In other categories in this group, they are a rare occurrence: around 4% in Electrical engineering and Mechanics, 6% in Electrical engineering, and 14% in Automation.

No
dress code



 White Collars
 Blue Collars

The share of "no dress code policy" job ads on No Fluff Jobs per category

How important is it for employees to feel comfortable in terms of work attire?



Alina Sztoch

CEO & Co-Foundress

Kubota

At Kubota, we enjoy a unique advantage when it comes to workplace comfort—slides are part of our organizational dress code. ;)

Fortunately, however, we are no exception, and for years there has been a growing trend of “loosening” the dress guidelines at work. The pandemic, paradoxically, played a huge role in this process. The comfort and convenience, also in the context of attire, to which we have become accustomed when working remotely, have become more important.

We firmly believe that people who feel safe, comfortable, and can express themselves in the workplace (through their style, among others) simply form stronger teams. They are more connected to the organization and, as a result, simply enjoy their work.

The professional reality continues to verify the illusory belief that a white shirt equals professionalism. Fortunately, there is a growing awareness among employers that the only factor that really guarantees professionalism is competence, nothing else.

However, this does not mean a complete negation of the dress code. In our approach, it is simply necessary to keep a middle ground and always match the outfit to the circumstances. Although at Kubota we favor the most comfortable styles, we still choose our attire with reason.

We respect all collars. Check out job ads with salary ranges



It doesn't matter if you work in a suit, a dress, or a t-shirt. No Fluff Jobs provides job opportunities in as many as 35+ job categories.

Each job ad allows you to check if the employer can match your financial expectations.

Find a new job with No Fluff Jobs

nofluffjobs.com



IT

Telecommunications

Sales

HR

Electronics

Customer service

Law

Automation

Consulting

Finance

Robotics

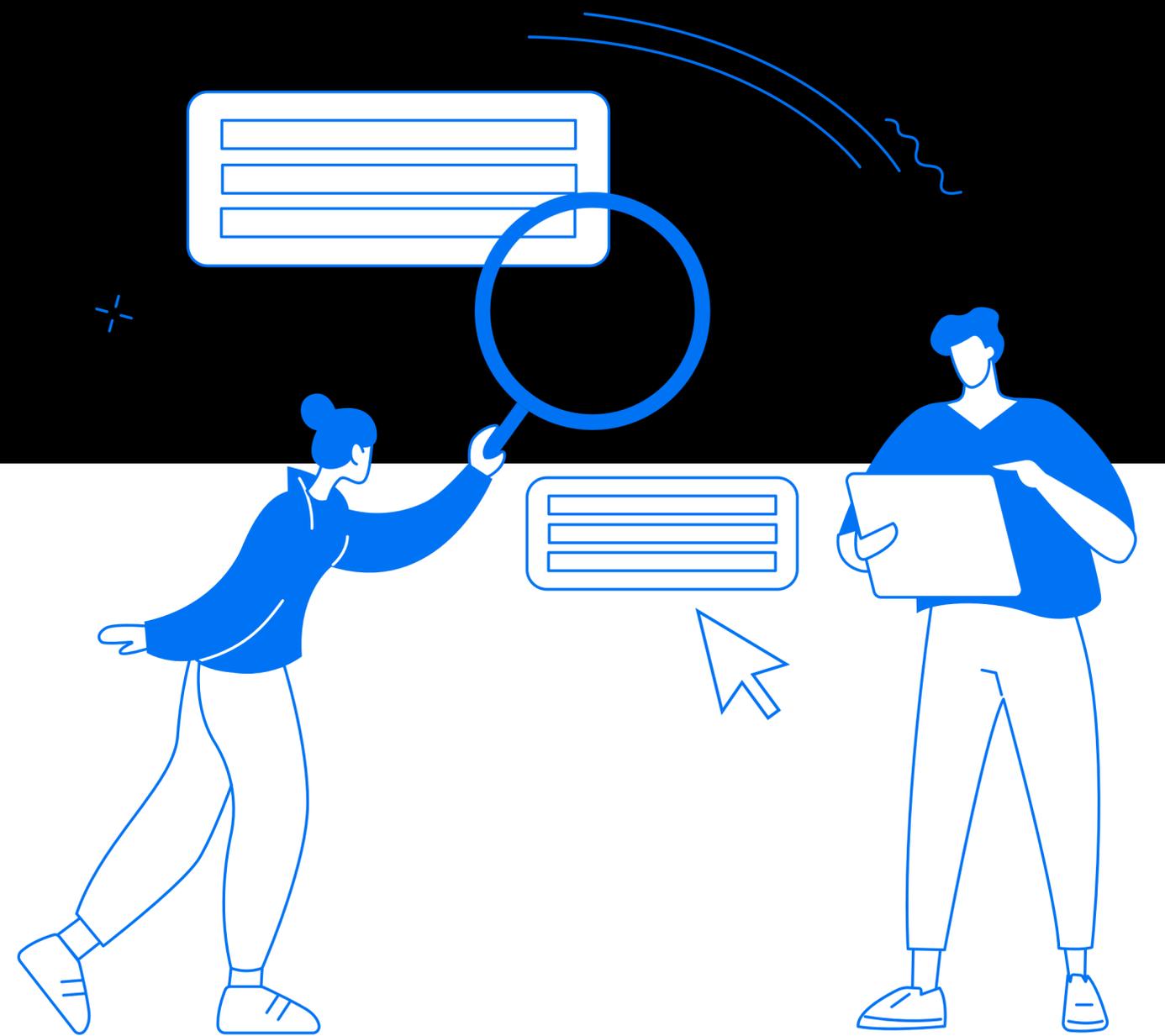
Marketing

Mechanics

Office administration

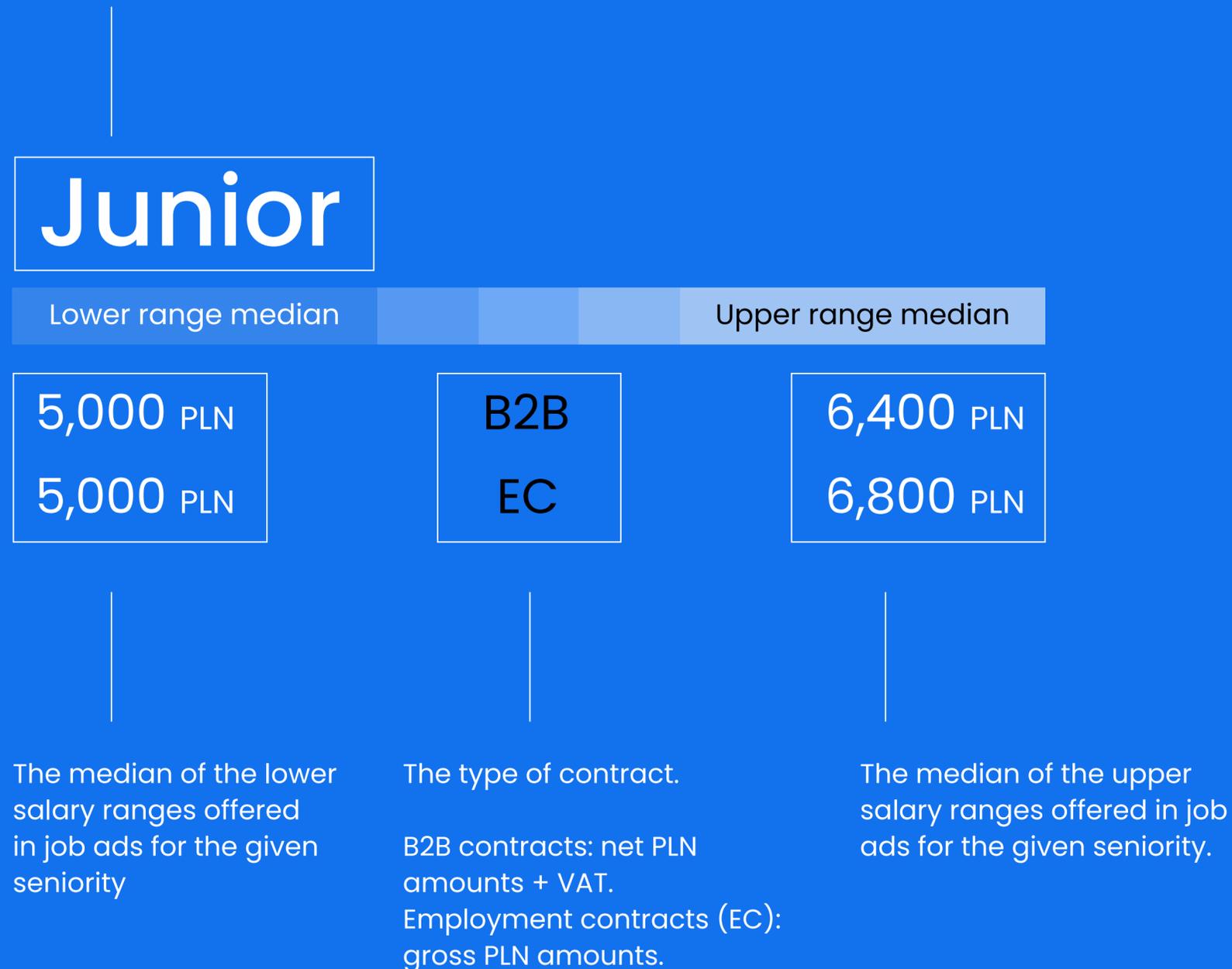
Logistics

A review of job categories



How to read the charts?

Job seniority



The median of the lower salary ranges offered in job ads for the given seniority

The type of contract.
B2B contracts: net PLN amounts + VAT.
Employment contracts (EC): gross PLN amounts.

The median of the upper salary ranges offered in job ads for the given seniority.

How do we know the salaries?

The data presented here comes from Insights360, our proprietary tool that aggregates salaries offered in job ads on major Polish job boards. The primary reference is nofluffjobs.com, the only one of all those platforms where employers always have to include salary ranges while publishing a job ad.

The data was collected during the second quarter of 2024. The first figure represents the median of the lower salary ranges, and the second one is the median of the upper salary ranges published in job ads. For B2B contracts, the amounts are in PLN (net) + VAT. For employment contracts (EC) the amounts are in PLN gross.

Office administration

Salary ranges



Check out new job ads in
Office administration →

nofluffjobs.com



The data is sourced from Insights360, a tool that aggregates salary information from job ads posted on major Polish job boards. It reflects data from the second quarter of 2024. The first figure represents the median of the lower salary ranges, while the second represents the median of the upper salary ranges listed in job ads. For B2B contracts, amounts are provided in PLN (net) + VAT, while for employment contracts (EC), amounts are shown in PLN (gross).

Junior

Lower range median

Upper range median

PLN 4,800

B2B

PLN 6,500

PLN 4,500

EC

PLN 5,800

Mid

Lower range median

Upper range median

PLN 5,800

B2B

PLN 9,000

PLN 5,000

EC

PLN 7,000

Senior

Lower range median

Upper range median

PLN 10,500

B2B

PLN 15,500

PLN 7,500

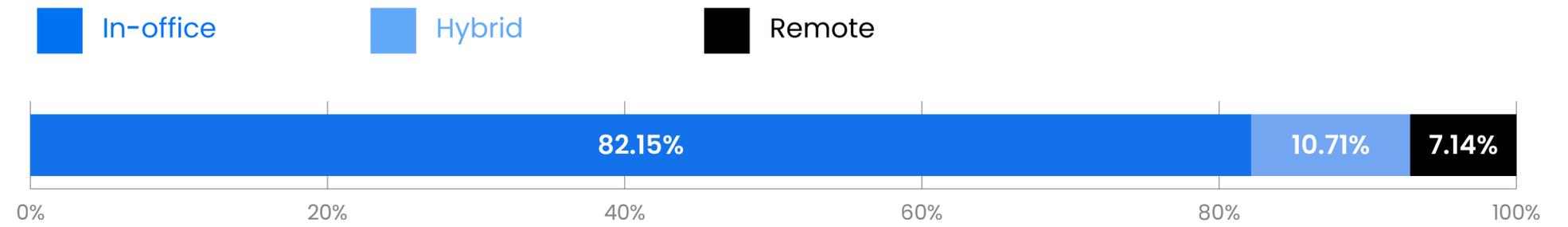
EC

PLN 12,000

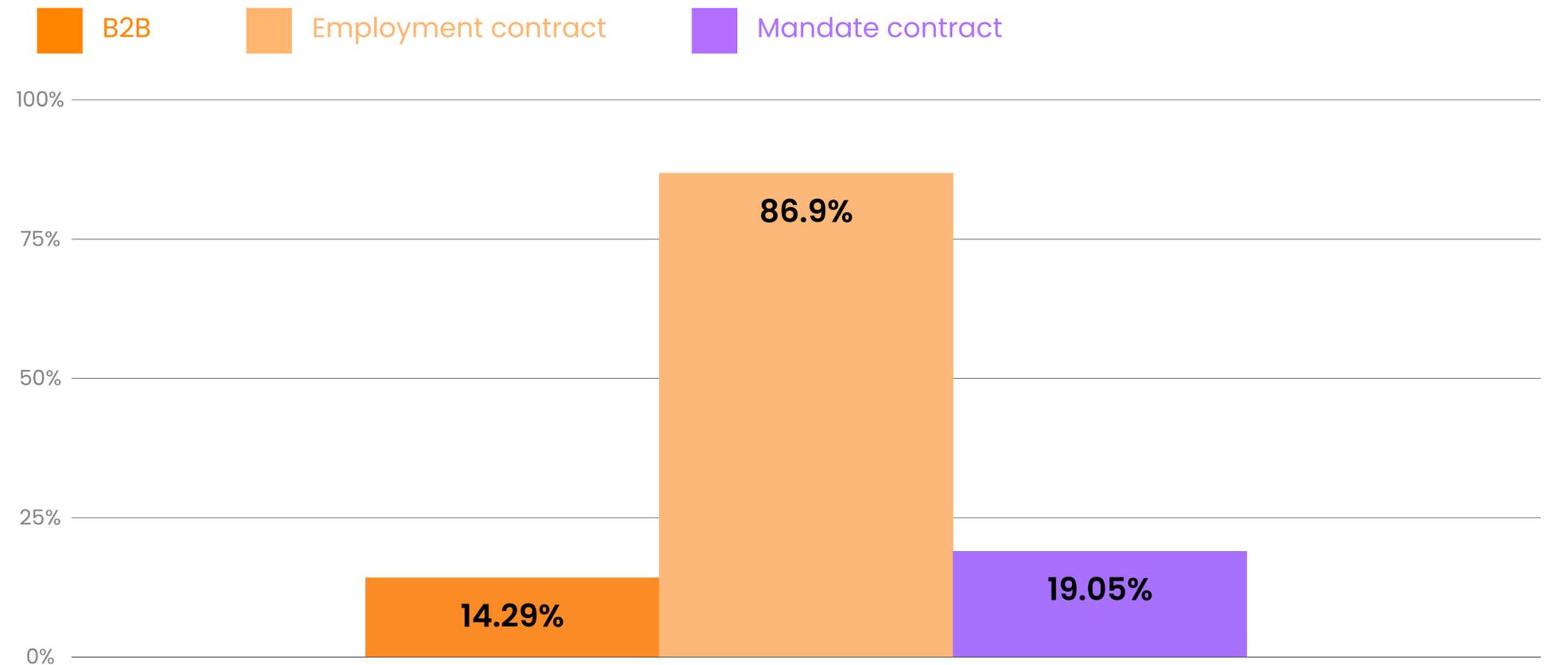
Office administration

Terms of employment

Work models offered in job ads



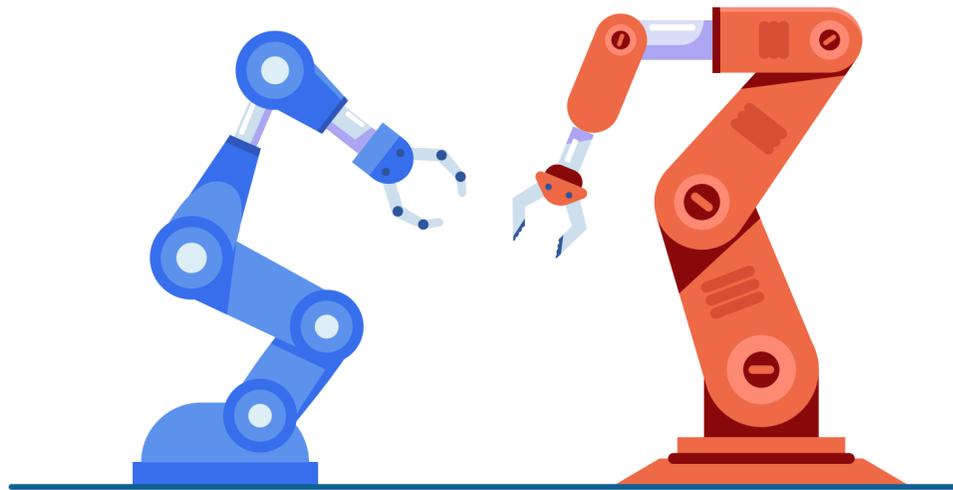
Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

Automation

Salary ranges



Check out new job ads in
Automation →

nofluffjobs.com



The data is sourced from Insights360, a tool that aggregates salary information from job ads posted on major Polish job boards. It reflects data from the second quarter of 2024. The first figure represents the median of the lower salary ranges, while the second represents the median of the upper salary ranges listed in job ads. For B2B contracts, amounts are provided in PLN (net) + VAT, while for employment contracts (EC), amounts are shown in PLN (gross).

Junior

Lower range median

Upper range median

PLN 9,000

B2B

PLN 12,000

PLN 5,000

EC

PLN 8,000

Mid

Lower range median

Upper range median

PLN 8,800

B2B

PLN 14,000

PLN 7,000

EC

PLN 12,000

Senior

Lower range median

Upper range median

PLN 20,000

B2B

PLN 26,200

PLN 12,000

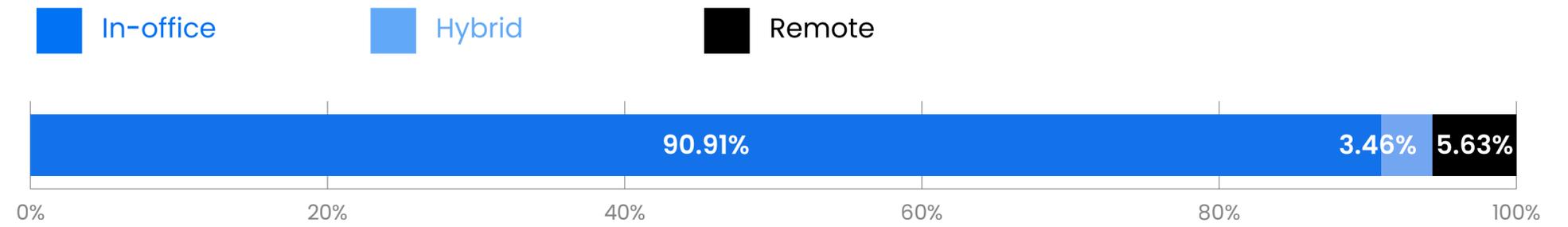
EC

PLN 16,500

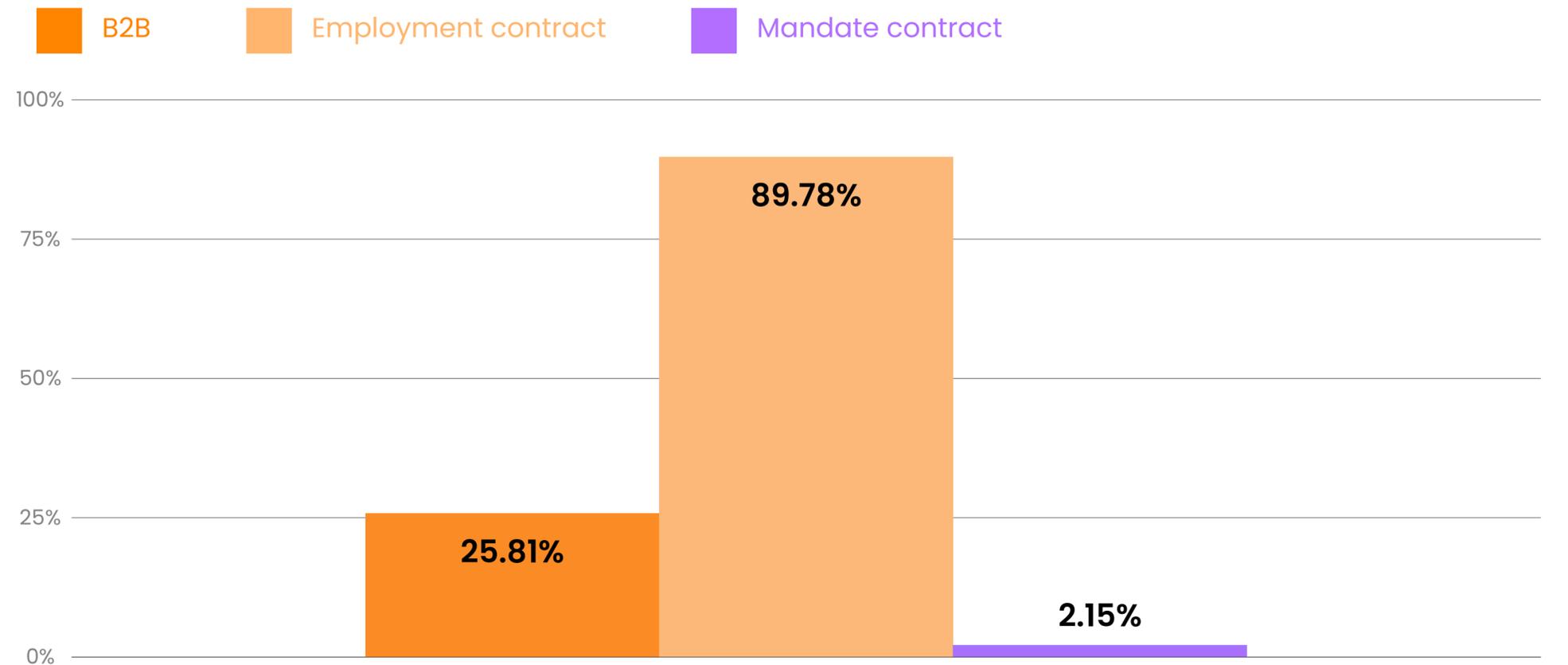
Automation

Terms of employment

Work models offered in job ads



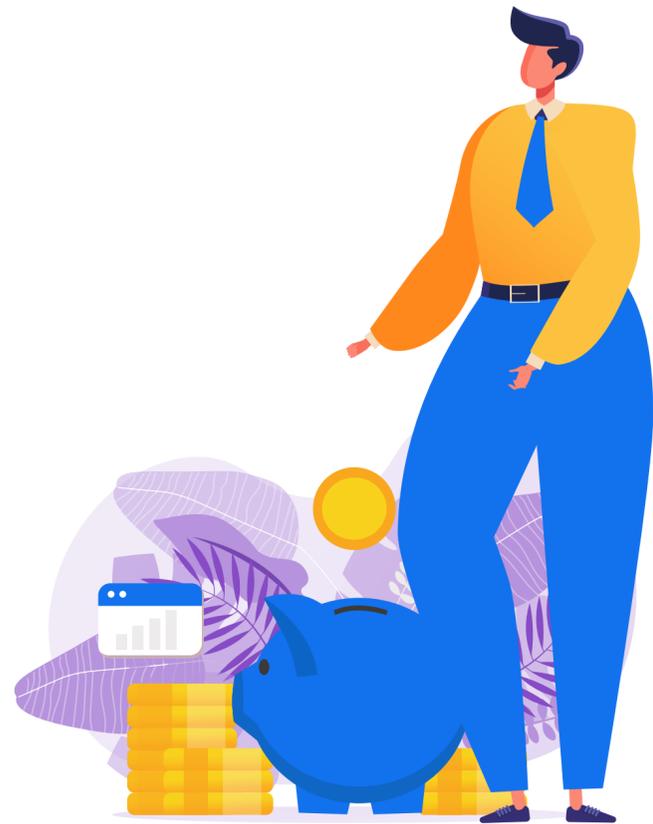
Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

Finance

Salary ranges



Check out new job ads in
Finance →

nofluffjobs.com



The data is sourced from Insights360, a tool that aggregates salary information from job ads posted on major Polish job boards. It reflects data from the second quarter of 2024. The first figure represents the median of the lower salary ranges, while the second represents the median of the upper salary ranges listed in job ads. For B2B contracts, amounts are provided in PLN (net) + VAT, while for employment contracts (EC), amounts are shown in PLN (gross).

Junior

Lower range median

Upper range median

PLN 5,500

B2B

PLN 8,000

PLN 6,000

EC

PLN 7,000

Mid

Lower range median

Upper range median

PLN 8,000

B2B

PLN 11,500

PLN 7,000

EC

PLN 9,000

Senior

Lower range median

Upper range median

PLN 12,600

B2B

PLN 16,800

PLN 11,000

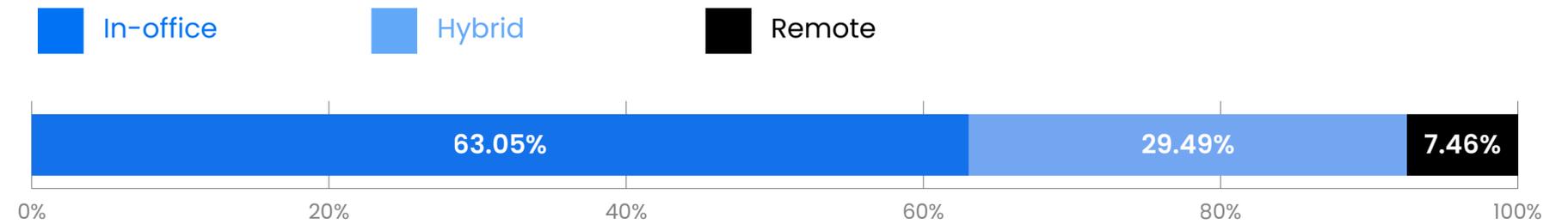
EC

PLN 15,000

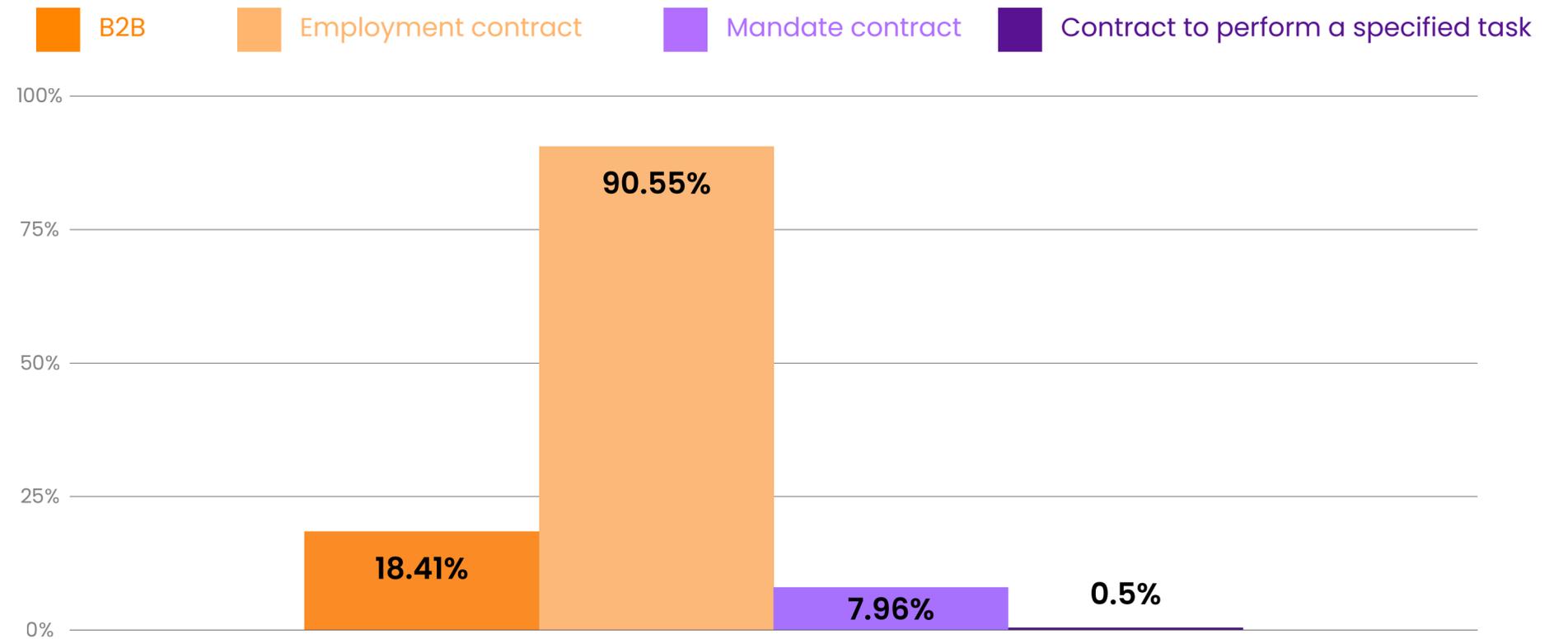
Finance

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

Insights360

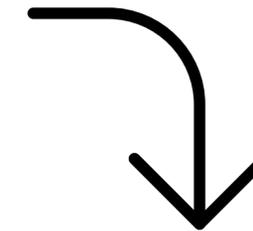
A quick and easy analysis of job ads in various industries and professions.

A summary of salaries and trends in one place.

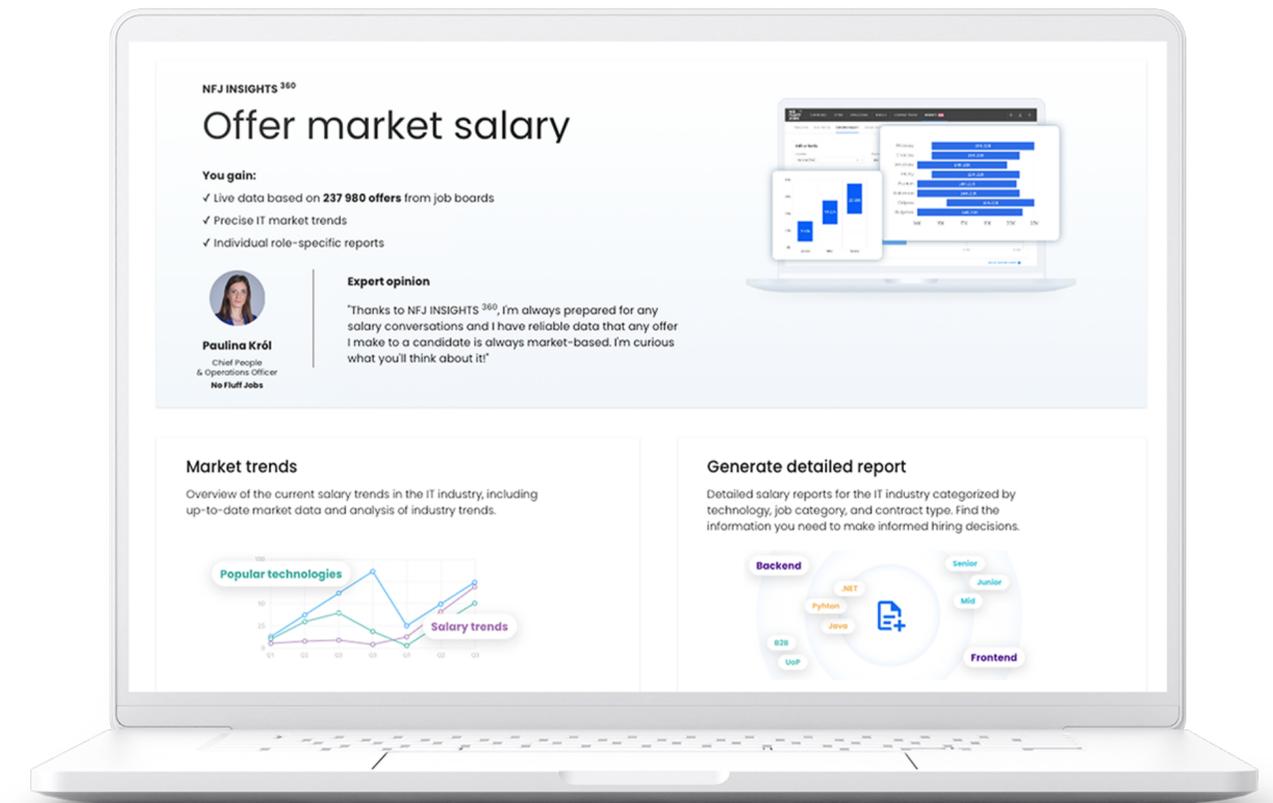
You choose the data. We generate it.

Live access to information from ads on various job portals.

One report.
All the answers.



Check out Insights360



HR

Salary ranges



Check out new job ads in
HR →

nofluffjobs.com



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Junior

Lower range median

Upper range median

PLN 5,900

B2B

PLN 7,700

PLN 5,000

EC

PLN 6,500

Mid

Lower range median

Upper range median

PLN 6,500

B2B

PLN 9,300

PLN 6,500

EC

PLN 8,500

Senior

Lower range median

Upper range median

PLN 15,000

B2B

PLN 19,000

PLN 12,000

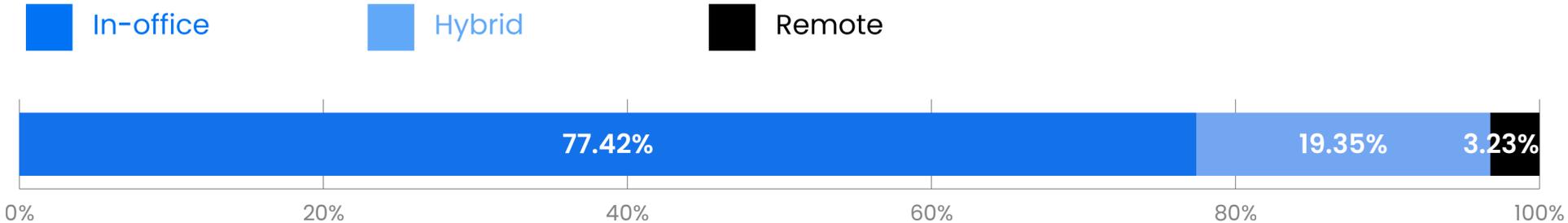
EC

PLN 15,000

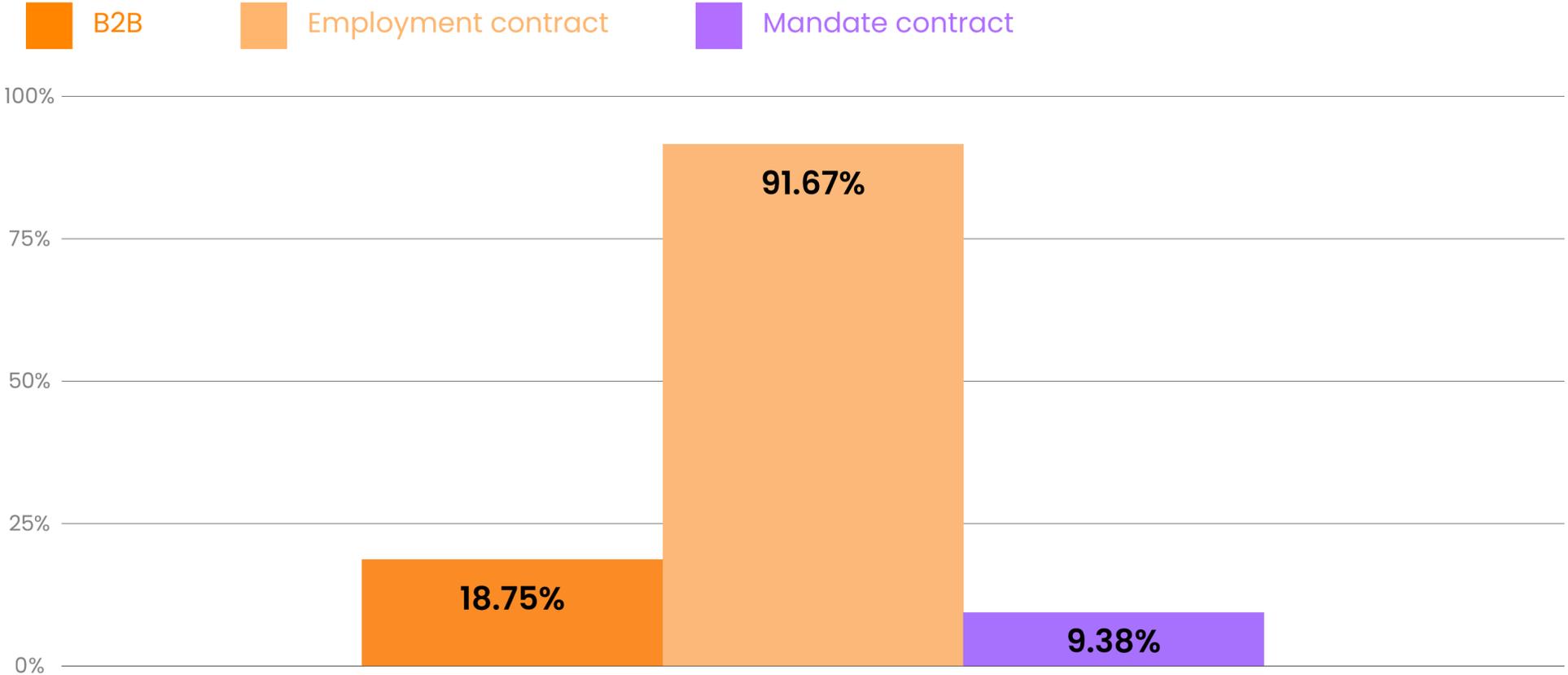
HR

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



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Electrical engineering

Salary ranges



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Junior

Lower range median

Upper range median

PLN 4,000

B2B

PLN 8,000

PLN 5,500

EC

PLN 7,300

Mid

Lower range median

Upper range median

PLN 6,000

B2B

PLN 8,300

PLN 6,000

EC

PLN 8,500

Senior

Lower range median

Upper range median

PLN 8,000

B2B

PLN 15,000

PLN 7,000

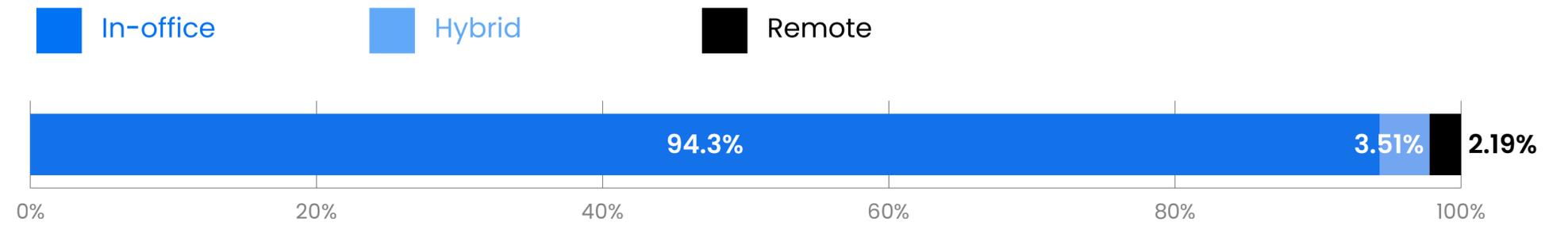
EC

PLN 13,000

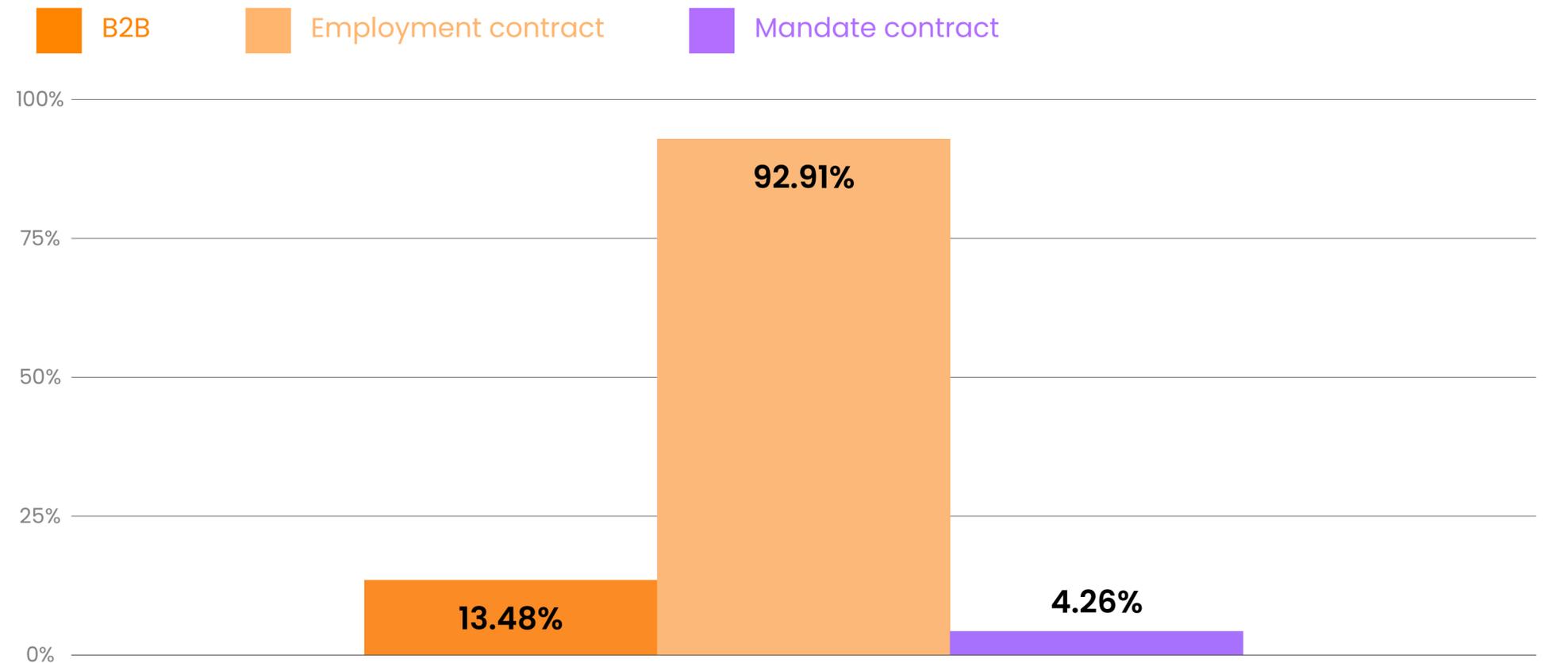
Electrical engineering

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

IT

Salary ranges



Check out new job ads in IT →

nofluffjobs.com

CLICK!

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Want to know how much you can earn in specific areas within IT?
Check out this report: [Jobs crisis in IT](#)



CLICK!

Junior

Lower range median

Upper range median

PLN 7,000

B2B

PLN 10,500

PLN 6,000

EC

PLN 8,900

Mid

Lower range median

Upper range median

PLN 15,000

B2B

PLN 20,200

PLN 12,200

EC

PLN 17,500

Senior

Lower range median

Upper range median

PLN 20,100

B2B

PLN 27,300

PLN 17,300

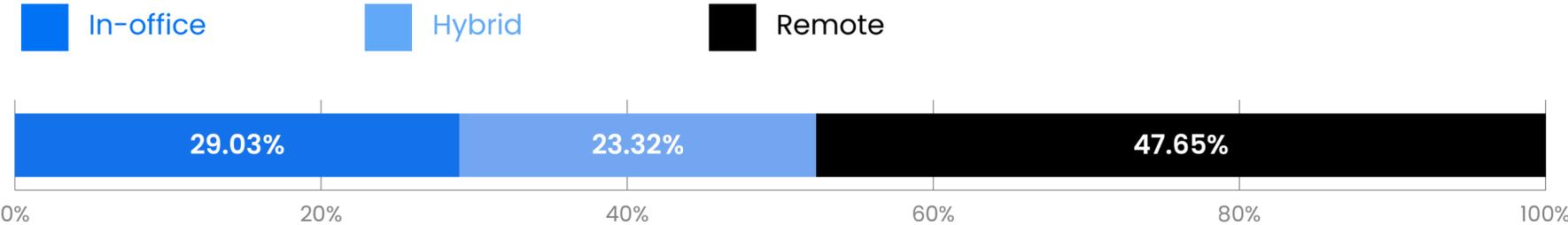
EC

PLN 23,800

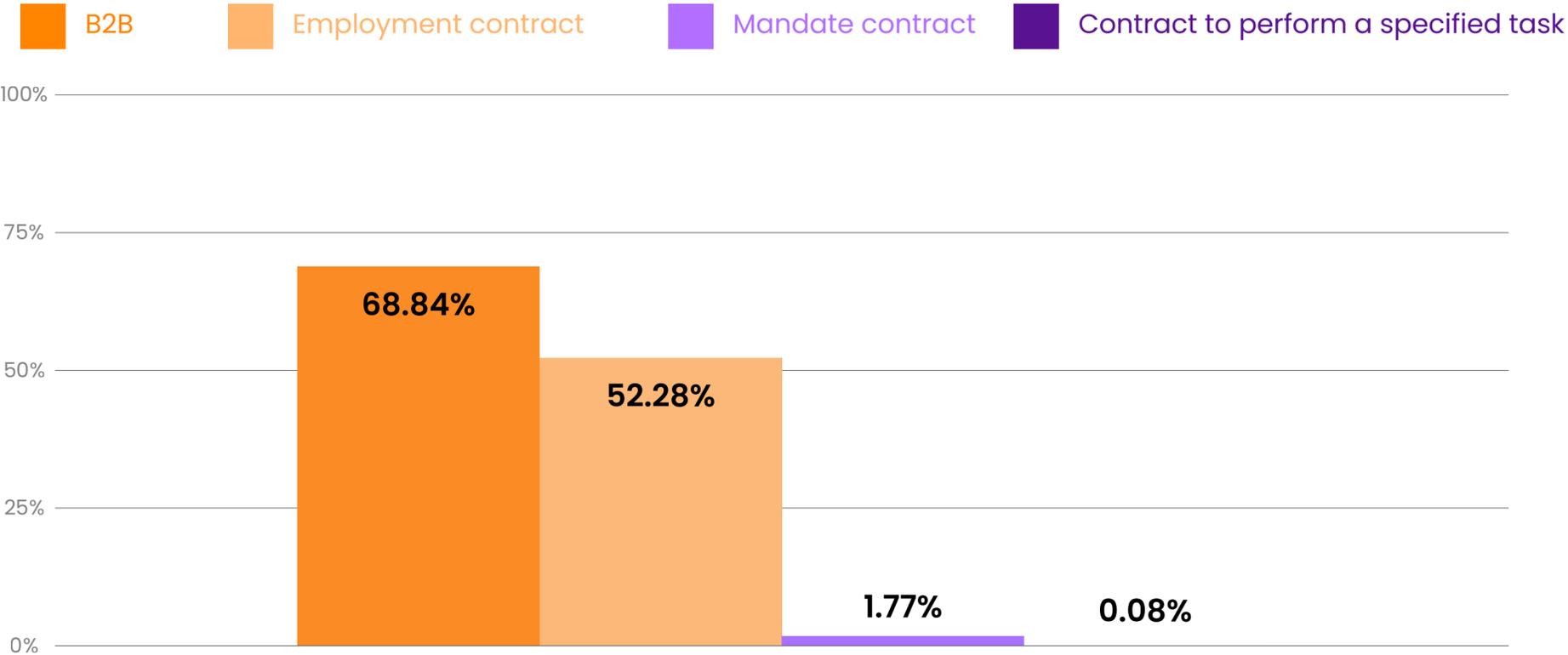
IT

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

What competencies are currently highly valued?



Aleksandra Czetwertyńska

Deputy Director, 42 Warsaw

With the rapid changes in the IT industry, traditional approaches to education are becoming inadequate. Technologies evolve so quickly that the key question is: how do we prepare for professions that don't yet exist?

42 Warsaw is a campus belonging to 42 Network, an international network of programming academies, which is ranked 6th in the World's Most Innovative Universities (WURI) ranking for the second year in a row. WURI recognizes institutions that effectively respond to changes in the economy and society.

We believe that the future belongs to motivated and empathetic professionals who understand not only the technology, but also the people around them. Soft skills are increasingly important in the job market. Today's candidates are expected not only to have strong program-

ming competencies, but also to work well in a team, come up with creative solutions, and, most importantly, adapt quickly to new technologies and programming languages.

With the growing popularity of agile project management methods, such as SCRUM, employers require efficient communication skills. They also appreciate employees who are resilient and persistent. We can see that practical tasks and internships in companies prepare our students for professional challenges the best. From their observations, learning by doing gives them the opportunity to become accustomed to uncertainty and chaos. They find out that mistakes are inevitable and, as a result, are no longer afraid to make them.

Consulting

Salary ranges



Check out new job ads in
Consulting →

nofluffjobs.com



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Junior

Lower range median

Upper range median

PLN 9,100

B2B

PLN 14,500

PLN 7,200

EC

PLN 11,900

Mid

Lower range median

Upper range median

PLN 12,000

B2B

PLN 18,000

PLN 8,500

EC

PLN 12,000

Senior

Lower range median

Upper range median

PLN 18,000

B2B

PLN 20,000

PLN 12,000

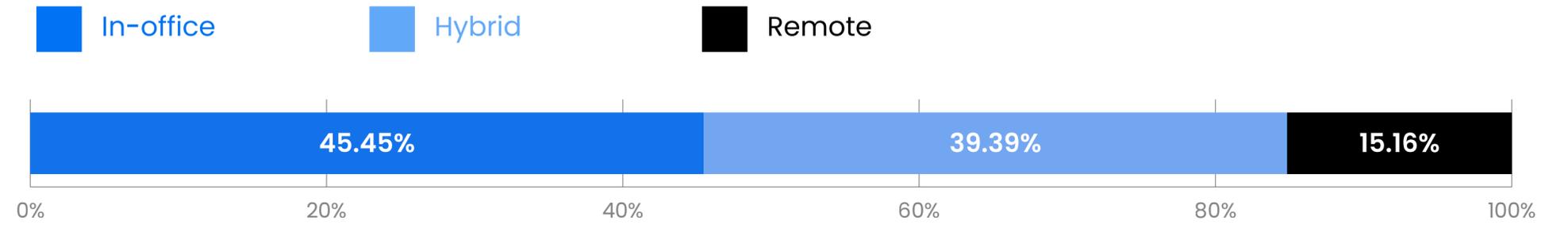
EC

PLN 21,000

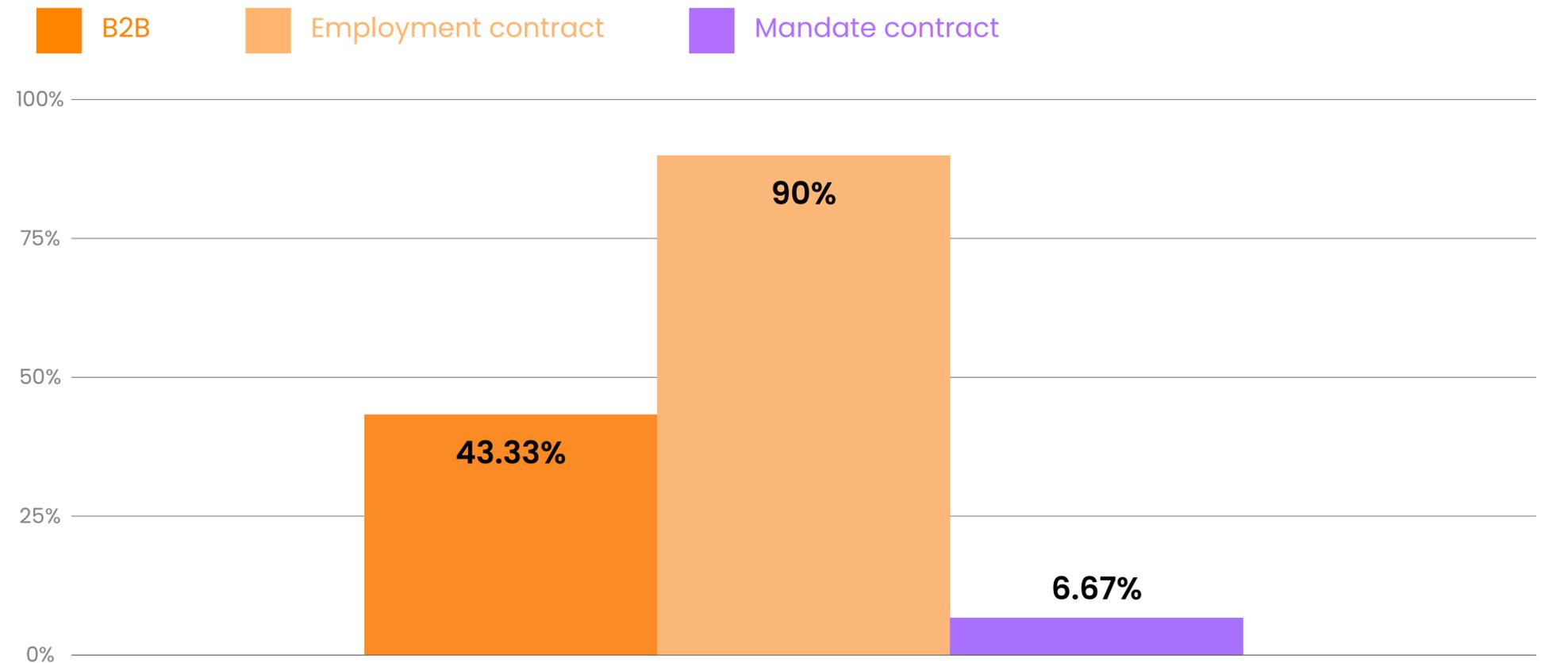
Consulting

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

Logistics

Salary ranges



Check out new job ads in
Logistics →

nopluffjobs.com



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Junior

Lower range median

Upper range median

PLN 5,000

B2B

PLN 10,000

PLN 6,000

EC

PLN 8,000

Mid

Lower range median

Upper range median

PLN 7,600

B2B

PLN 10,900

PLN 5,400

EC

PLN 8,600

Senior

Lower range median

Upper range median

Insufficient data*

B2B

Insufficient data*

PLN 9,000

EC

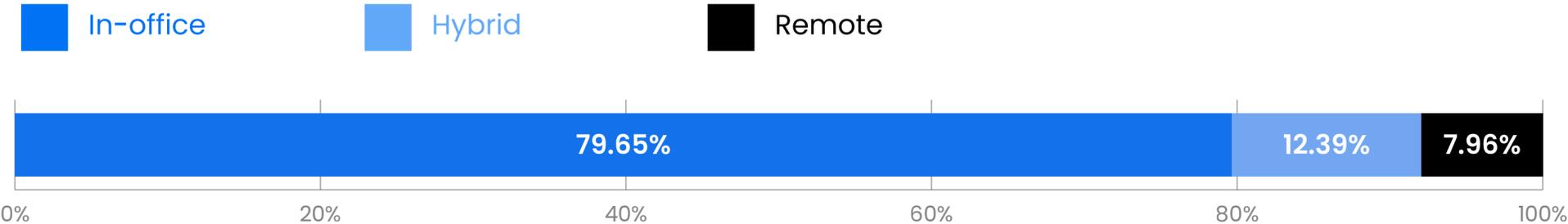
PLN 12,000

*There were too few job advertisements in the analyzed period of time for the given type of contract and level of seniority for a representative sample.

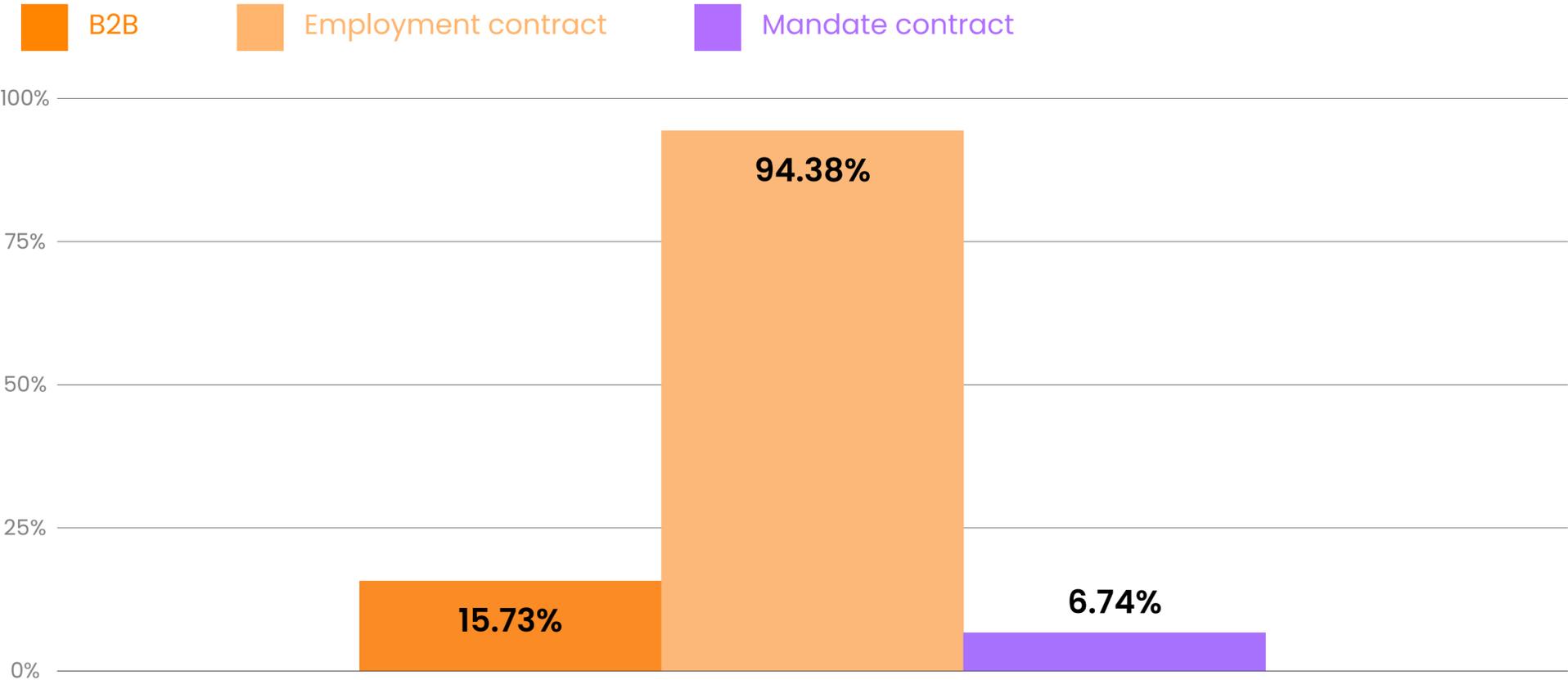
Logistics

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

Marketing

Salary ranges



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Junior

Lower range median

Upper range median

PLN 5,000

B2B

PLN 6,500

PLN 4,500

EC

PLN 6,100

Mid

Lower range median

Upper range median

PLN 6,700

B2B

PLN 9,800

PLN 6,000

EC

PLN 9,000

Senior

Lower range median

Upper range median

PLN 11,000

B2B

PLN 15,000

PLN 10,000

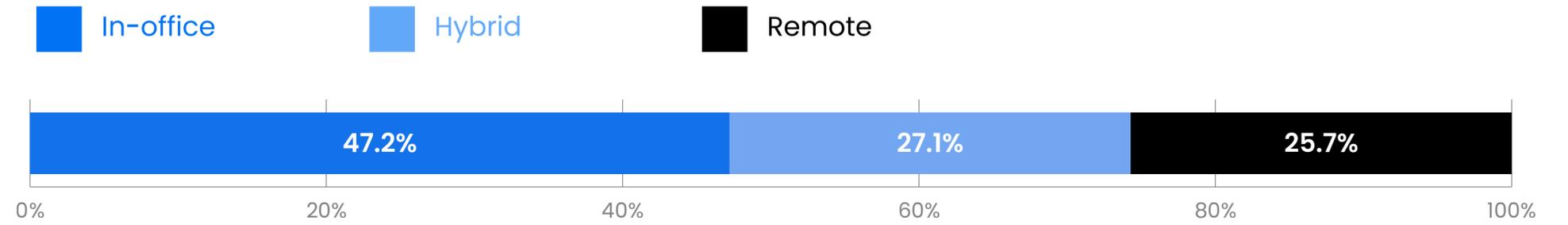
EC

PLN 12,400

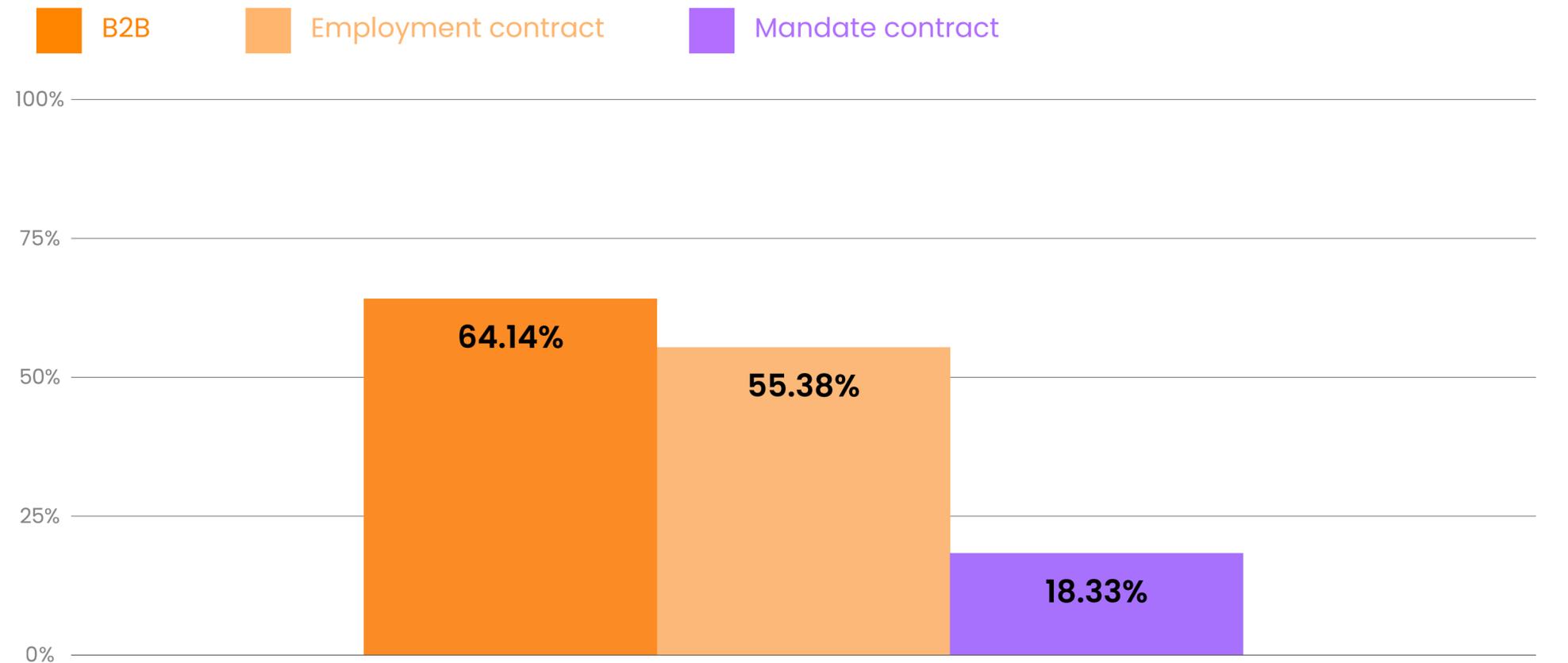
Marketing

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

Are the actual salaries in Marketing different than those offered in job ads?



Marta Macke

CEO Shortlist Consulting

videopodcastu creator, REKLAMIARA.pl

According to Statistics Poland, there are over 66,000 companies operating in the marketing industry in Poland. Over 99% of them are small companies employing fewer than 10 employees, characterized by high flexibility, agility, and creativity.

The data in this report covers a broader part of the market, including marketers working in organizations from different industries, e.g., manufacturing, retail, or technology. All of these need marketing, after all.

Research done by Shortlist allows us to verify the data from this report and draw the following conclusions:

→ The average salaries in leading marketing companies are around 5% higher for juniors and around 20% higher for mids and seniors.

→ The salary gap between juniors/mids and seniors is greater than reported in this study.

→ The hybrid work model in marketing is more popular than this report states. In the case of corporations (client companies), in-office work is more commonly the norm.

In a study by Shortlist Consulting in collaboration with DELab UW, half of the respondents reported salary reductions during the COVID-19 pandemic (with agencies experiencing cuts almost twice as frequently as client companies). Moreover, 31% of respondents faced pay cuts of 10–20%, and 20% experienced reductions of 20–30%. It can be assumed that, in most cases, these salary cuts were not reverted to pre-pandemic levels.

Mechanics

Salary ranges



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Junior

Lower range median

Upper range median

PLN 5,500

B2B

PLN 7,500

PLN 6,000

EC

PLN 7,000

Mid

Lower range median

Upper range median

PLN 8,000

B2B

PLN 14,000

PLN 7,000

EC

PLN 10,000

Senior

Lower range median

Upper range median

PLN 16,800

B2B

PLN 23,500

PLN 9,000

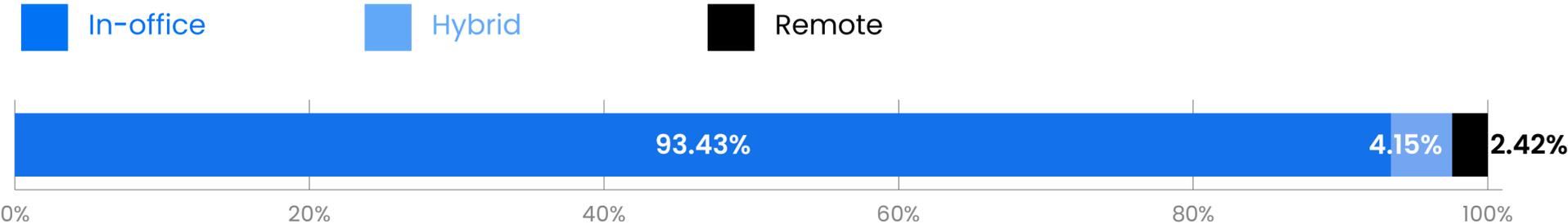
EC

PLN 11,000

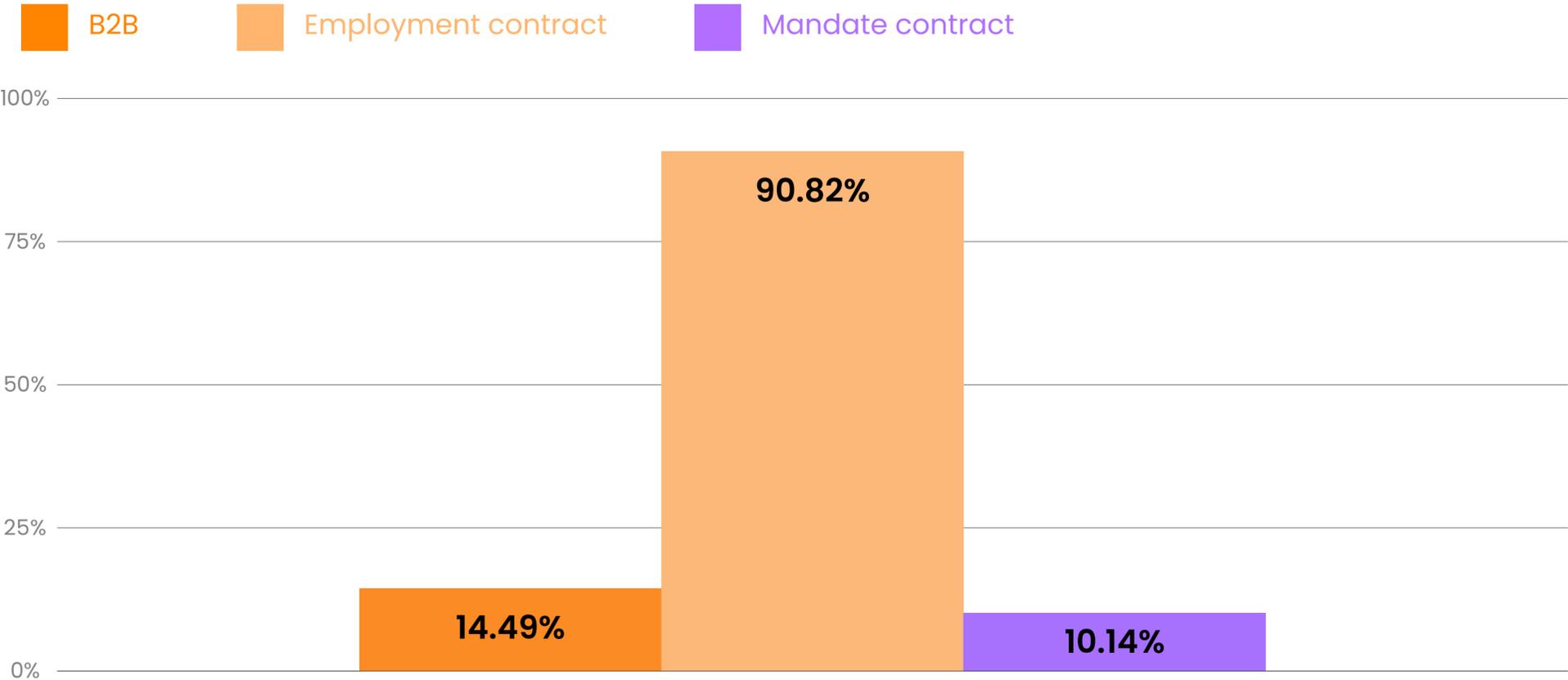
Mechanics

Terms of employment

Work models offered in job ads



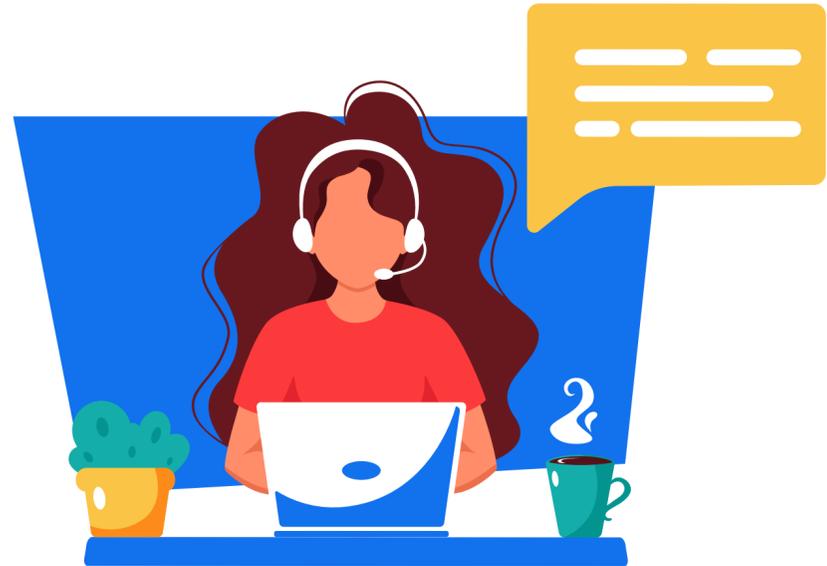
Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

Customer service

Salary ranges



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Customer service →

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Junior

Lower range median

Upper range median

PLN 4,400

B2B

PLN 6,800

PLN 4,400

EC

PLN 6,000

Mid

Lower range median

Upper range median

PLN 6,500

B2B

PLN 9,500

PLN 6,100

EC

PLN 8,200

Senior

Lower range median

Upper range median

PLN 7,000

B2B

PLN 11,800

PLN 7,500

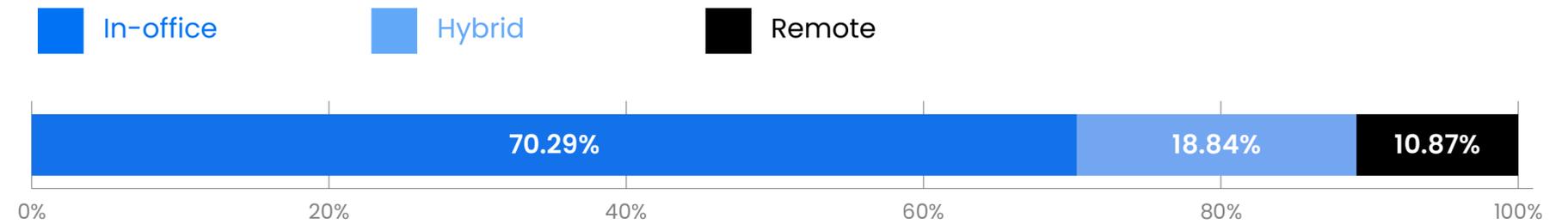
EC

PLN 10,000

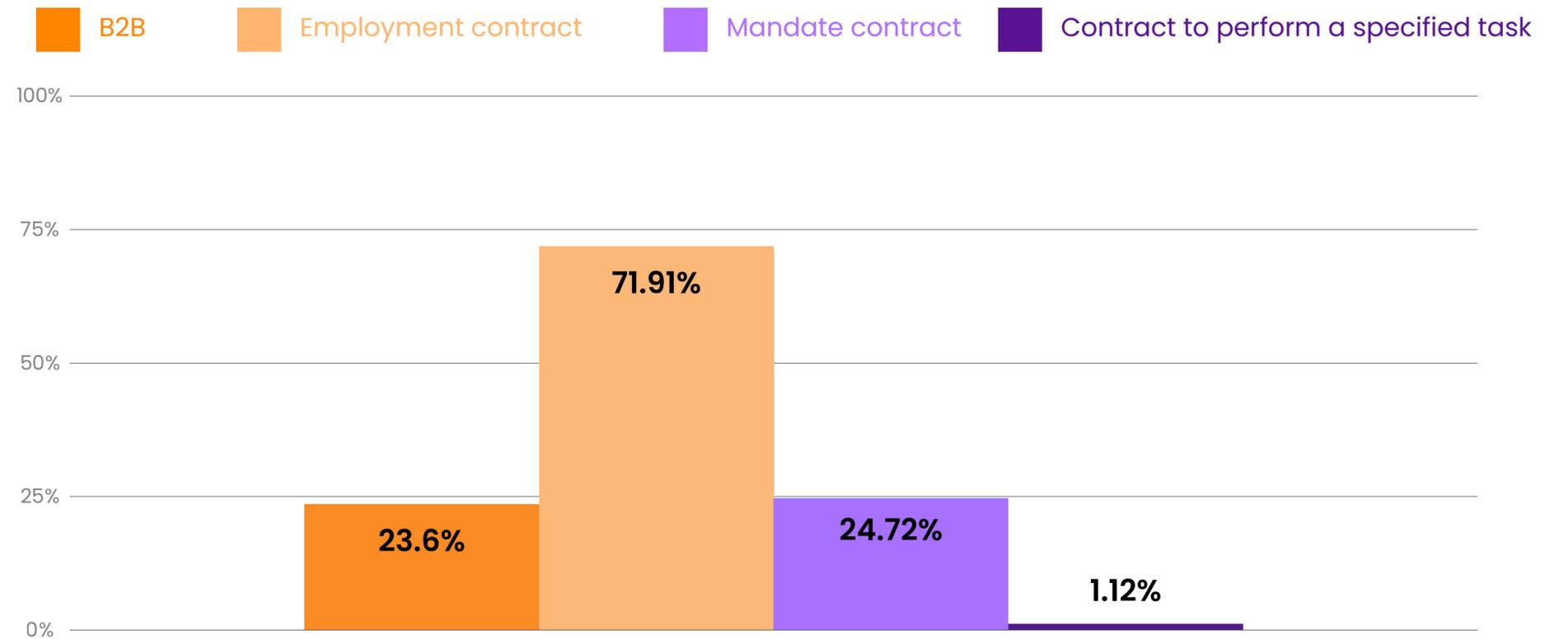
Customer service

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



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Law

Salary ranges



Check out new job ads in
Law →

nofluffjobs.com



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Junior

Lower range median

Upper range median

PLN 5,000

B2B

PLN 8,000

PLN 4,500

EC

PLN 8,000

Mid

Lower range median

Upper range median

PLN 9,000

B2B

PLN 15,000

PLN 9,000

EC

PLN 13,000

Senior

Lower range median

Upper range median

PLN 18,000

B2B

PLN 23,000

PLN 17,000

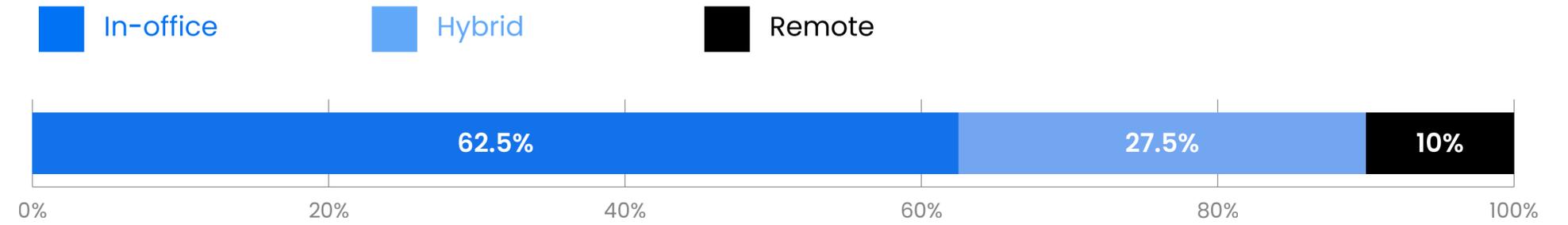
EC

PLN 21,000

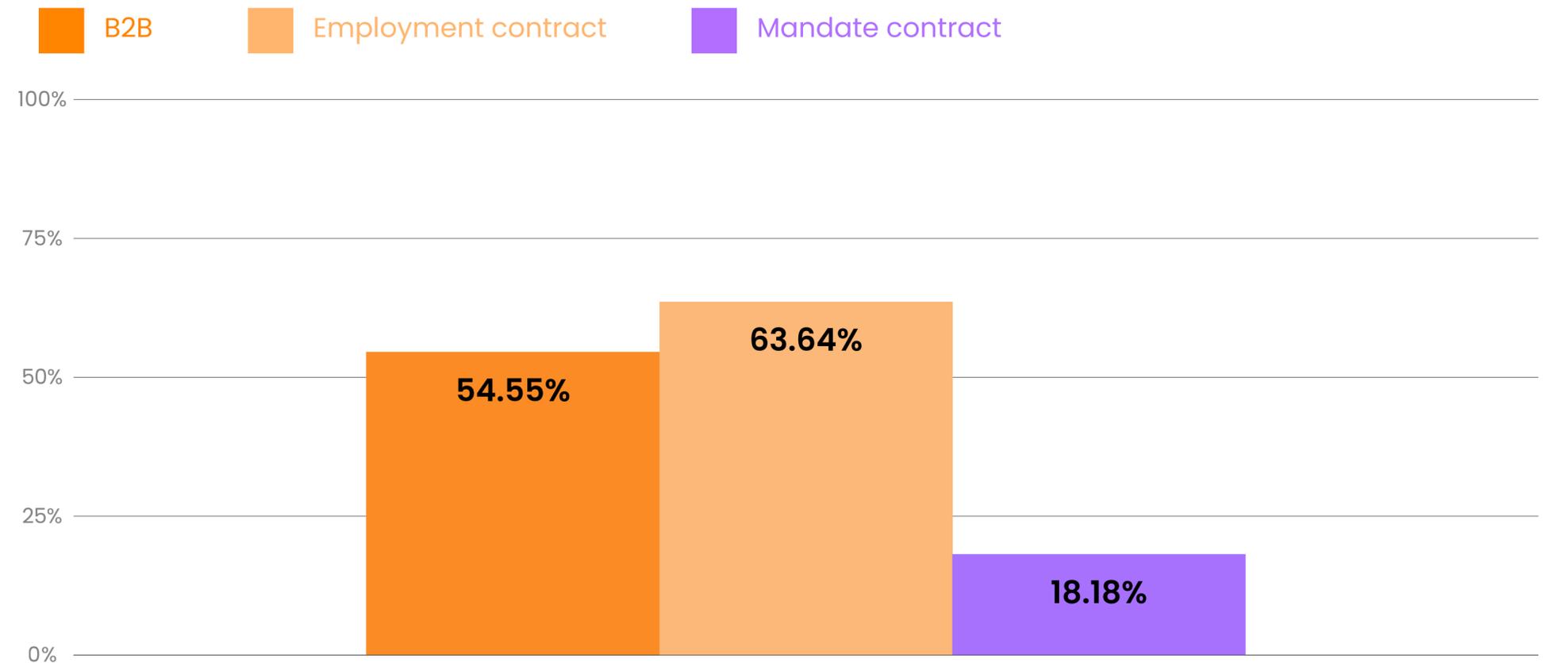
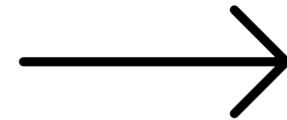
Law

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



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You don't want to miss the best ones, but you're pressed for time?

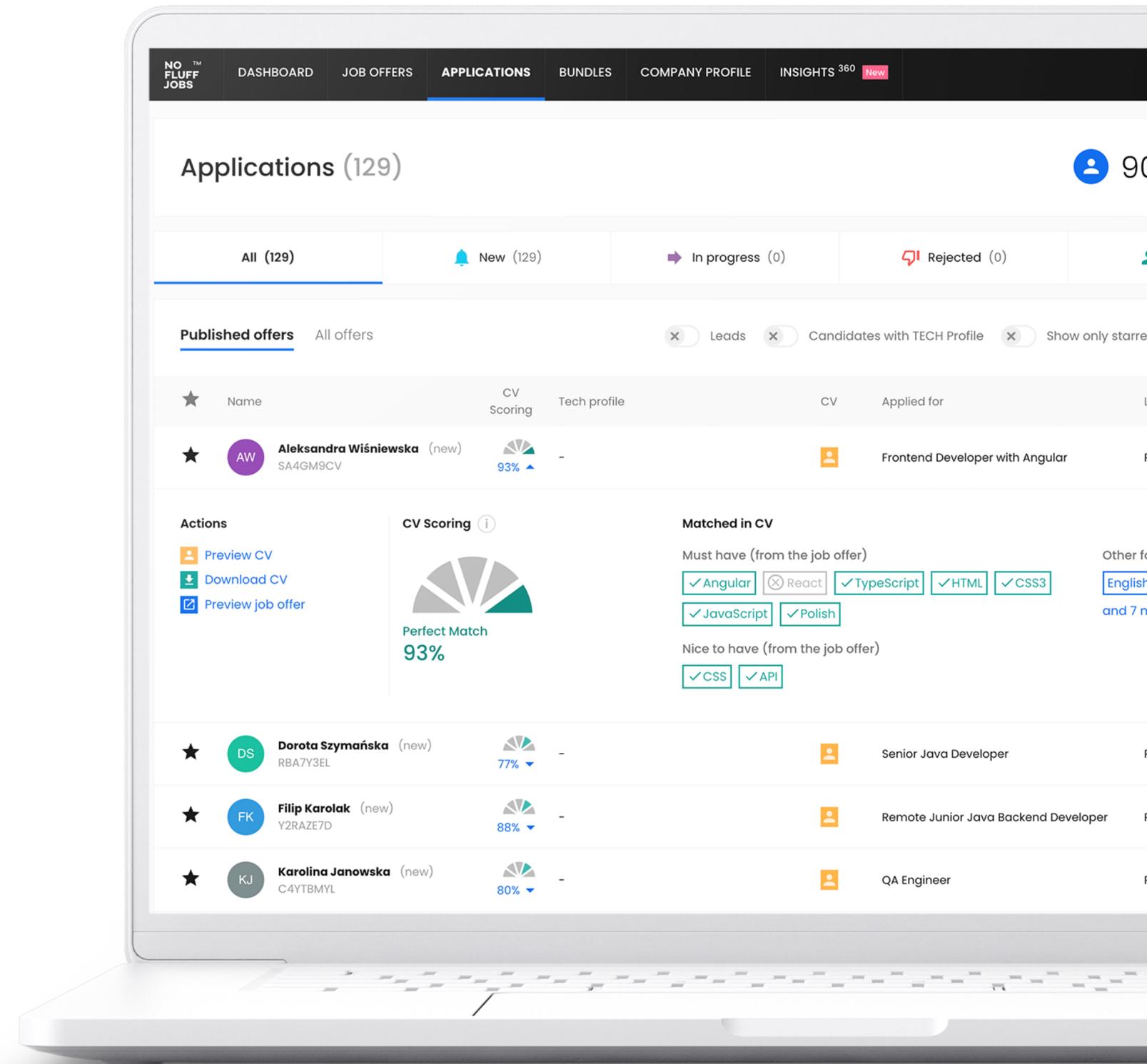
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Sales

Salary ranges



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Sales →

nofluffjobs.com



CLICK!

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Junior

Lower range median

Upper range median

PLN 6,000

B2B

PLN 9,600

PLN 5,000

EC

PLN 7,000

Mid

Lower range median

Upper range median

PLN 8,500

B2B

PLN 14,000

PLN 7,000

EC

PLN 10,000

Senior

Lower range median

Upper range median

PLN 14,500

B2B

PLN 22,000

PLN 6,000

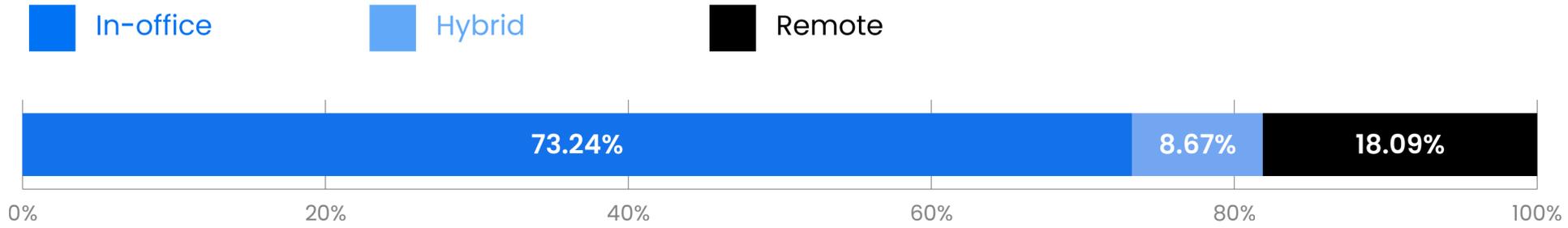
EC

PLN 12,000

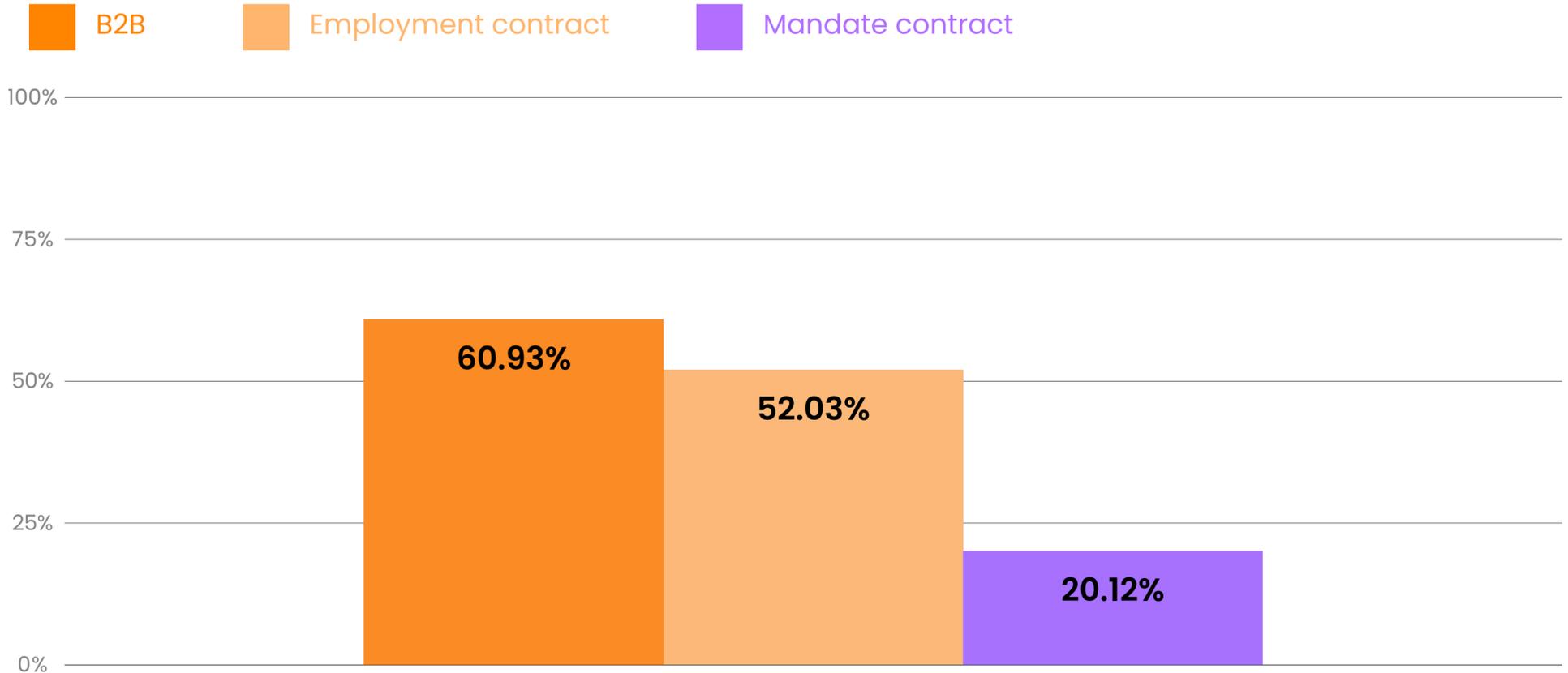
Sales

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



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Telecommunication

Salary ranges



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Junior

Lower range median		Upper range median
PLN 8,400	B2B	PLN 12,000
PLN 5,000	EC	PLN 7,000

Mid

Lower range median		Upper range median
PLN 13,000	B2B	PLN 18,000
PLN 10,000	EC	PLN 17,000

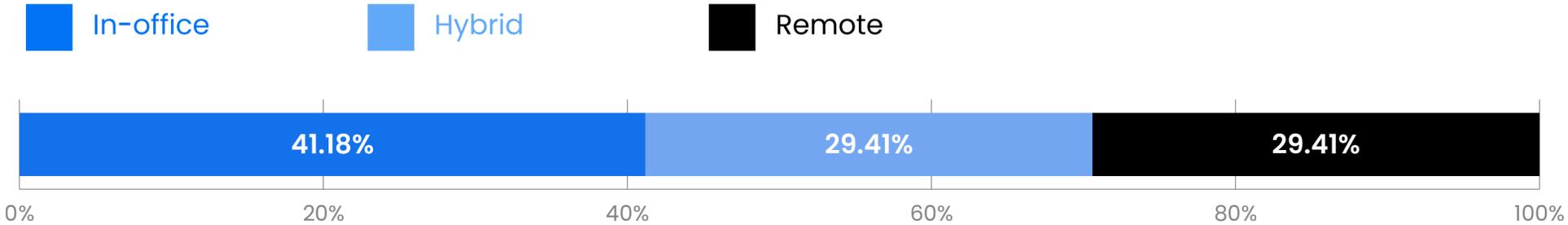
Senior

Lower range median		Upper range median
PLN 20,000	B2B	PLN 25,000
PLN 11,000	EC	PLN 17,600

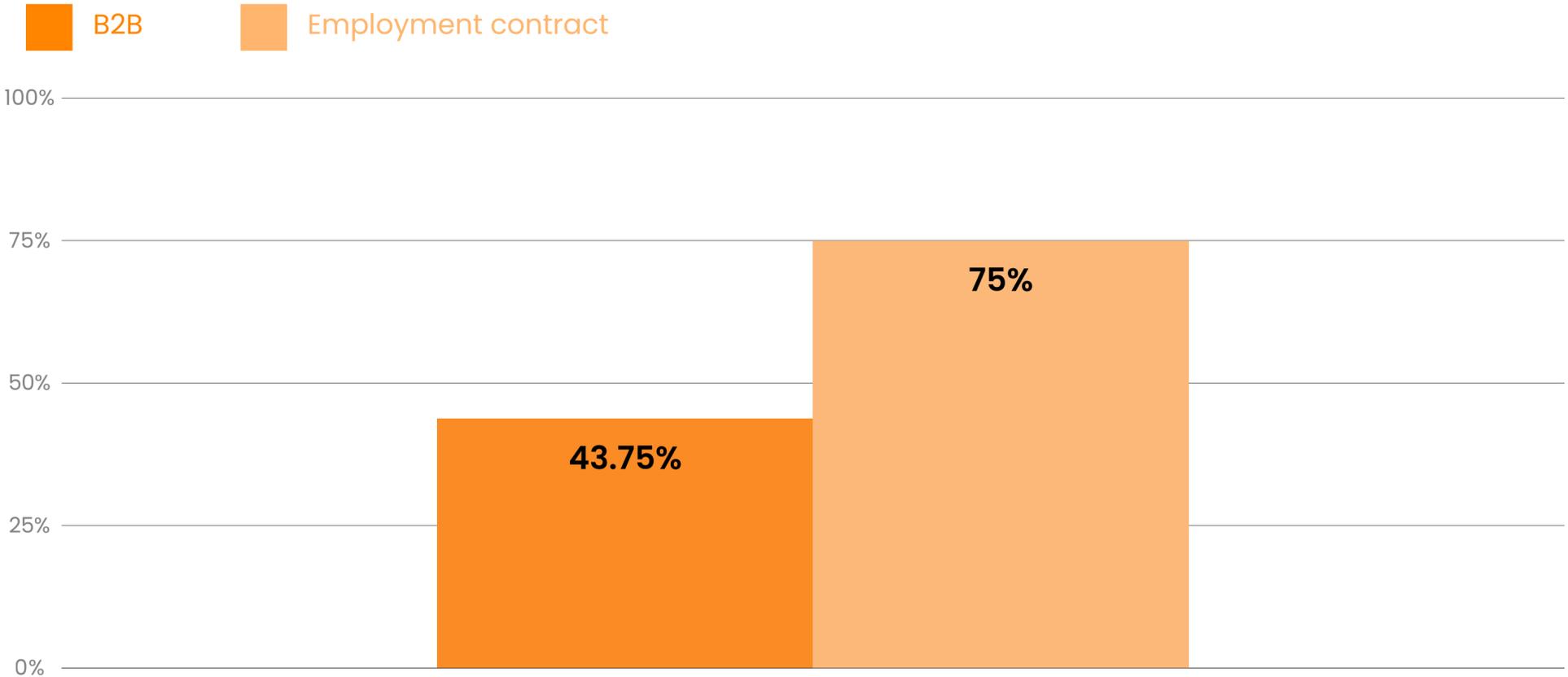
Telecommunication

Terms of employment

Work models offered in job ads



Types of contracts offered in job ads*



* Types of contracts do not add up to 100% because one job ad can include more than one type of contract.

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marketing@nofluffjobs.com



About the study

Pages 5, 6, 8, and 9 of the report are based on the “Situation of economically active people in the job market” DIY survey conducted on the Omnisurv by IQS platform (8–11 August 2024).

Sample: 1,500 economically active people in Poland, 18–64 years old.

The structure of the sample was representative of the official data from Statistics Poland.

Most responses in the survey questions were randomized. Some of the questions allowed multiple choice.

Other data

If not specified otherwise, any other data used in the report comes from nofluffjobs.com.

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