

# HAYS

## TALENT LOCATION STRATEGY SERVICE

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Executive Director CEE  
Talent Location Strategy

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## HAYS WORLDWIDE



**21**

Specialist areas



**33**

Countries covered



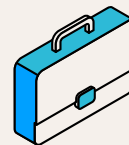
**50+**

Years of experience



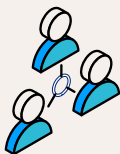
**250+**

Offices worldwide



**1,300**

Jobs filled every working day



**13,000**

Global employees



**76,800**

Permanent placements  
made last year



**245,000**

Temporary assignments  
last year



**17,600+**

Hays' employee  
volunteering hours



**8+M**

LinkedIn followers

# HAYS SERVICES



## HR SOLUTIONS



Selection & Development Tools



Market Research



Recruitment Advisory



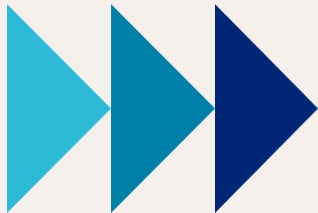
## RECRUITMENT



Permanent



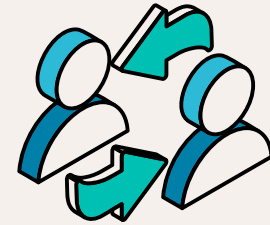
Temporary



**CONTRACTING & OUTSOURCING**

**MANAGED SERVICE PROGRAMS (MSP)**

**RECRUITMENT PROCESS OUTSOURCING (RPO)**



# HAYS POLAND

**6**

OFFICES IN  
MAJOR POLISH  
CITIES



**125 000**

CANDIDATES IN  
HAYS DATABASE



**280+**

CONSULTANTS



**9/10**

CLIENTS WOULD  
RECOMMEND  
HAYS SERVICES



**5 000**

RECRUITMENTS  
LAST YEAR



**1 457 000**

VISITORS AT  
HAYS.PL LAST  
YEAR



# SPECIALIST DIVISIONS TO ANSWER EACH OF YOUR **SPECIFIC** NEEDS

Accountancy  
& Finance

Business  
Services

Construction  
& Property

Engineering

IT & Telecoms

Life Sciences

Logistics &  
Procurement

HR &  
Legal &  
Office Support

Retail  
& Hospitality

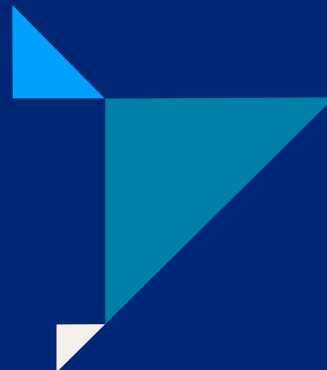
Sales  
& Marketing



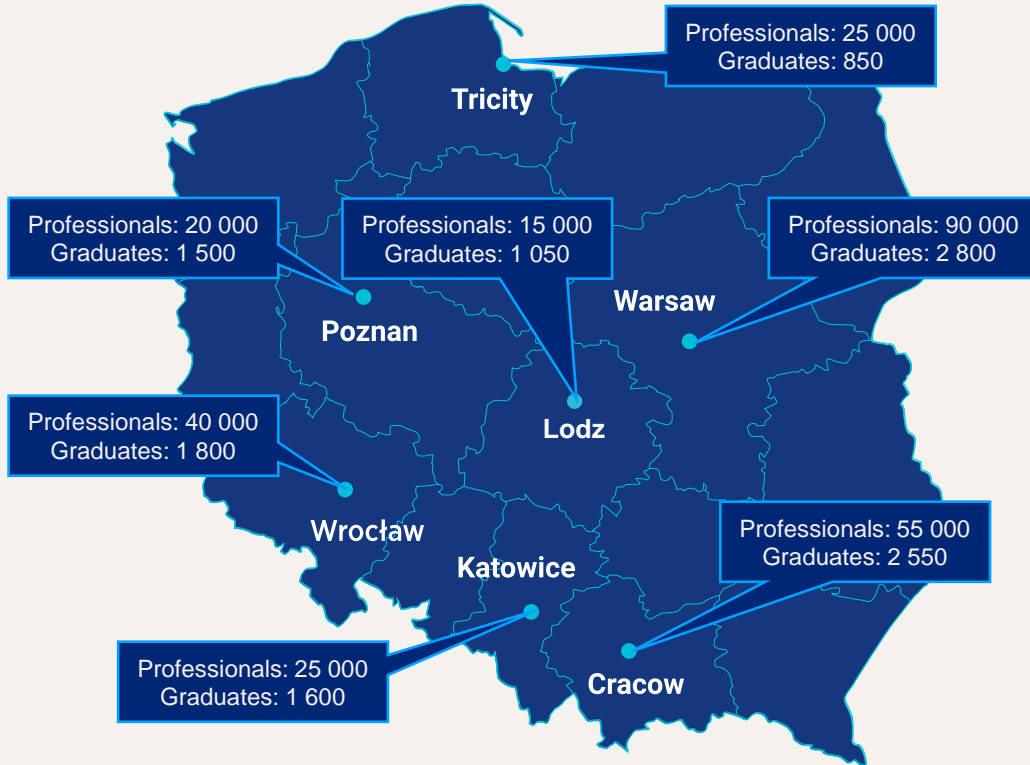


# IT MARKET IN POLAND

SECTOR OVERVIEW



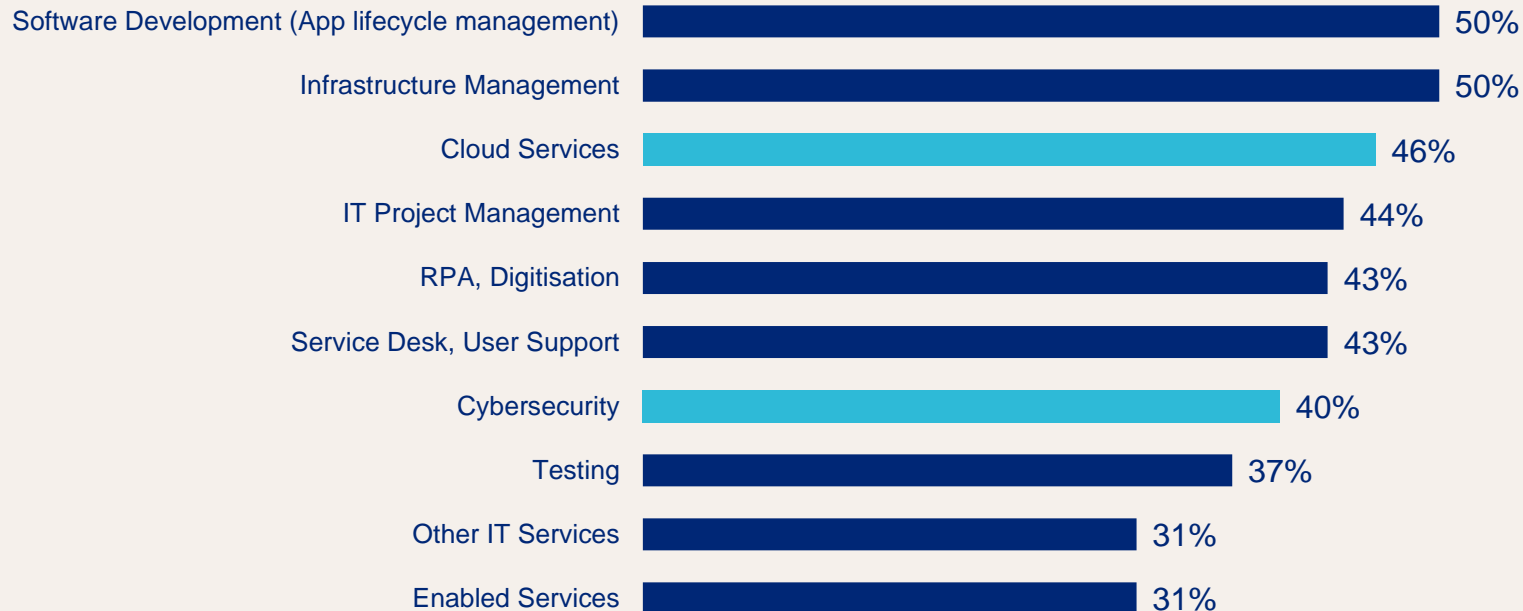
# IT SECTOR – PROFESSIONAL TALENT POOL VS GRADUATE TALENT POOL



Source: MOTIFE



# POPULAR IT PROCESSES BUSINESS SERVICES CENTRES IN POLAND



























# POLISH IT MARKET HAYS POLAND DATABASE OVERVIEW

	Warsaw	Cracow	Wroclaw	Poznan	Łódź	Tricity
Number of Centres	376	288	234	152	120	209
Total employment in Centres	101 000	101 000	66 200	28 200	29 600	40 500
Number of Centres with <b>IT Processes</b>	196	120	118	85	47	103
Employment in Centres with <b>IT Processes</b>	46 500	51 700	32 000	13 900	14 700	17 000























# POTENTIAL TALENT POOL IN CYBERSECURITY CRACOW

 3000 FTEs	 2600 FTEs	 2500 FTEs	 2000 FTEs	 1300 FTEs
 1200 FTEs	 1000 FTEs	 1000 FTEs	 900 FTEs	 800 FTEs
 700 FTEs	 700 FTEs	 600 FTEs	 500 FTEs	 450 FTEs
 400 FTEs	 200 FTEs	 270 FTEs	 250 FTEs	 200 FTEs



# POTENTIAL TALENT POOL IN CYBERSECURITY WARSAW

 4100 FTEs	 3000 FTEs	 1200 FTEs	 1000 FTEs	 820 FTEs
 800 FTEs	 800 FTEs	 800 FTEs	 700 FTEs	 650 FTEs
 640 FTEs	 550 FTEs	 500 FTEs	 500 FTEs	 500 FTEs
 500 FTEs	 500 FTEs	 500 FTEs	 400 FTEs	 300 FTEs



# SALARIES

EMPLOYER'S COSTS & BENEFITS





# SELECTED ROLES IN POLAND

## EXPECTED GROSS MONTHLY SALARIES IN PLN & EUR

PLN	Cracow			Warsaw			Katowice			Tricity		
	Min	Opt	Max	Min	Opt	Max	Min	Opt	Max	Min	Opt	Max
Cloud Specialist	16 000	18 000	20 000	16 000	18 000	20 000	15 000	18 000	20 000	14 000	17 000	20 000
Cloud Engineer	18 000	20 000	21 000	16 000	19 000	21 000	17 000	19 000	21 000	16 000	19 000	21 000
Cloud Architect	30 000	34 000	40 000	28 000	32 000	36 000	28 000	33 000	38 000	28 000	33 000	38 000
Cyber Security Analyst	12 000	14 000	17 000	11 000	14 000	17 000	12 000	14 000	17 000	14 000	16 000	20 000
Cyber Security Engineer	18 000	21 000	23 000	18 000	20 000	22 000	18 000	21 000	23 000	18 000	20 000	24 000
Cyber Security Manager	30 000	36 000	42 000	29 000	33 000	37 000	30 000	35 000	40 000	29 000	34 000	40 000

EUR (4,29 PLN)	Cracow			Warsaw			Katowice			Tricity		
	Min	Opt	Max	Min	Opt	Max	Min	Opt	Max	Min	Opt	Max
Cloud Specialist	3 750	4 200	4 650	3 750	4 200	4 650	3 500	4 200	4 650	3 250	3 950	4 650
Cloud Engineer	4 200	4 650	4 900	3 750	4 450	4 900	3 950	4 450	4 900	3 750	4 450	4 900
Cloud Architect	7 000	7 950	9 300	6 550	7 450	8 400	6 550	7 700	8 850	6 550	7 700	8 850
Cyber Security Analyst	2 800	3 250	3 950	2 550	3 250	3 950	2 800	3 250	3 950	3 250	3 750	4 650
Cyber Security Engineer	4 200	4 900	5 350	4 200	4 650	5 150	4 200	4 900	5 350	4 200	4 650	5 600
Cyber Security Manager	7 000	8 400	9 800	6 750	7 700	8 600	7 000	8 150	9 300	6 750	7 950	9 300

# CONTRACT OF EMPLOYMENT – STATUTORY EMPLOYER’S COSTS

	GROSS ANNUAL SALARY UP TO 142 950 PLN	GROSS ANNUAL SALARY OVER 142 950 PLN
STATUTORY EMPLOYER’S COSTS	19,21% - 22,41% of annual salary	19,21% - 22,41% of 142 950 PLN + 2,95% – 6,15% of annual salary over 142 950 PLN





## COSTS OF POPULAR BONUSES & BENEFITS MONTHLY AMOUNT IN PLN

Sodexo (Canteen)	160
Life Insurance	50
Private medical care	200
Sports Card	110
Mobile phone	30
Pension Fund	160

GIFTS & BONUSES	
Christmas Package	500
Gifts for special events	200
Financial bonus	1 MTHLY SALARY
Company laptop	2500

Please note these are just examples of benefits offered by different companies. Very few, if any, companies offer all of these bonuses & benefits to all employees. Also the cost will vary depending on the size of the organisation.

# GAME-CHANGERS IN IT RECRUITMENT

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**B2B** option (long-term, exclusive) next to, or instead of, Contract of Employment

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**Copyright/tax-deductible costs** on CoE (higher nett salary for candidates – more competitive salaries)

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Remote work possibilities in different locations across Poland

Short and fast recruitment process – our recommendation:

- Hiring Manager is **available for intake call within 2 (two) Working Days**
- Feedback on CVs **submitted within 2 (two) Working Days**
- Hiring manager **availability for interview within 3 (three) Working Days**
- Feedback on each interviewed candidate **within 1 (one) Working Day**
- Offer approval **within 1 (one) Working Days**







# INNOVATIVE NON-SALARY BENEFITS IN POLAND

## HAYS POLAND RESEARCH

PARENTS & FAMILY BENEFITS	PERSONAL LIFE BENEFITS	DEVELOPMENT BENEFITS
Fertility and growing family support	Free dry cleaning pickup and drop off	Possibility of development in foreign branches of the company
Bring-your-kid-to-work day	Corporate car sharing app	Possibility of developing the employee's own projects during work
Flexible forms of work for mothers coming back from parental leave	Financing of employee weddings	Free e-readers
HEALTH & WELLBEING BENEFITS	OFFICE BENEFITS	FINANCIAL BENEFITS
Medical advocacy program for transgender employees	Massage chairs	1-on-1 financial coaching
Free vaccines and preventive examinations	On-site acupuncture	Annual amount to be used for clothes and beauty treatments
Access to mental health apps	Game rooms	Gifts card for streaming media services (music, movies, etc.)



# BASIC LABOUR LAW



# BASIC LABOUR LAW POLAND

## WORKING TIME

- **Max. 40 hours** per **1 week** and **max. 8 hours** per **1 day**
- **Min. 11 hours** undisturbed rest **per 1 day** and **min. 35 hours** per **1 week**

## HOLIDAY

- **20 days annually** if time of employment < **10 years**
- **26 days annually** if time of employment > **10 years**
- **13 public holidays** each year

## NOTICE PERIOD

- **2 weeks** if time of employment < **6 months**
- **1 month** if time of employment > **or = 6 months**
- **3 months** if time of employment **at least 3 years**
- **3 business days** if probation period < **2 weeks**
- **1 week** if probation period > **or = 2 weeks**
- **2 weeks** if probation period = **3 months**



# OUR EXPERIENCE



# RECRUITMENT FOR DIGITAL HUB WARSAW BAYER



+888

Candidates  
presented



## Background

**Bayer** group is a global life science company with headquarters in Leverkusen, Germany.

Digital Hub Warsaw at Bayer, established in 2021, in 2022 started cooperation with Hays as exclusive partner for Software Engineering recruitment, in 2023 expanding cooperation to RPO and full scope of IT positions.

612

Candidates  
invited for an  
interview



## Project scope

**Digital Hub Warsaw at Bayer** planned to hire around 400 IT and Data specialists. The roles include: Senior Fullstack Software Engineers (JavaScript/Node.js, .NET), Data Scientists, Machine Learning Engineers, Data Engineers, Cloud Engineers, IT Architects, Agile Coaches, Product Managers, Cyber Security roles, etc.

167

Offers for Hays  
candidates



## Challenges

Volume recruitment of Senior Software Engineers on contract of employment, on a competitive market with strong preference for B2B.

## Solution

Dedicated **HAYS** team used the following recruitment tools: direct search, internal and external database search, advertising on social media, referrals.

No B2B, only Contract of Employment, but:

- Tax deductible costs for software engineers implemented
- Flexible hybrid work policy: possibility of remote work with regular visits in the Warsaw office
- Market salary ranges and attractive yearly bonus
- Training budget
- Home Office Setup & Maintenance allowance
- Support of relocation experts (work permits)
- Very fast recruitment and decision making process

## Result

**Between April 2022 and November 2023 Hays offered 167 IT candidates, out of which 106 offers were accepted.**



# RECRUITMENT FOR NEW GLOBAL IT SITE VAILLANT GROUP

832

Candidates  
presented



## Background

**The Vaillant Group** is an internationally active company based in Remscheid, Germany, which operates in the fields of heating, ventilation and air-conditioning technology.

In November 2022 Vaillant, in partnership with Hays as an exclusive recruitment partner, launched the project aiming at establishing new Global IT Hub in Katowice.

491

Candidates  
invited for an  
interview



## Project scope

**The Vaillant Group** plans to hire around 200 IT and Data specialists. The roles include: SAP Team Leaders, SAP Consultants, ABAP Developers, Salesforce Team Leaders, Salesforce Consultants, Salesforce Developers, Data Scientists, Data Engineers, DevOps Engineers Machine Learning, SAP BI/BW Consultants, Software Team Leaders, Software Engineers (Java, Front-end), Agile Coaches etc.

## Challenges

Recruiting Senior SAP Consultant profiles with specific SAP modules (FI, CO, PP, PM, eWM, MM, QM, SD, LE) with broad scope of experience (E2E, project work) to reduce amount of External Consultants and replace them with Inhouse Consultants.

132

Offers for Hays  
candidates



## Solution

**HAYS** is supporting Vaillant since the early stages of investment, sharing knowledge and expertise, advising on the IT market overview, recruitment process, advising on salary ranges etc.

**HAYS** used the following recruitment tools: internal and external database search, advertising on Internet media, referral, direct search.

**HAYS** is involved in all stages of the recruitment processes starting from sourcing candidates, conducting 1st HR interviews, attending interviews with Hiring Managers, processing candidates in Vaillant's internal database (Success Factors), advising Hiring Managers on the profiles as well offering selected candidates. HAYS is also preparing relevant reports for Vaillant Group supporting the progress of recruitment.

## Result

**132 Hays candidates have received job offer** from Vaillant since November 2022.



# RPO FOR LOGISTICS AND IT ROLES HAPAG-LLOYD



50

Logistics  
experts hired  
within 2 months

## Background

In August 2019 onsite recruitment team was established, to support Hapag-Lloyd AG in building their Knowledge Centre in Gdansk. As a shipping company, Hapag-Lloyd was not recognisable brand by experts from IT and accountancy fields.

## Project scope

Hays task was to recruit **50 experts** from logistics and accountancy field in the first 2 months as well as **202 IT experts** within 2 years.

## Challenge

The biggest challenge was to hire large number of IT experts in times of COVID-19 and with limited salary brackets.

## Solution

Together with the Client we started working on building their employer branding on the market, by setting up microsite as well as creating campaign on LinkedIn. Moreover, based on constant monitoring of the market we established attractive benefit package and started discussions on aligning salary levels to make the offer more competitive. Together we decided to be more transparent on the subject of financial

213

IT experts hired  
within 2 years

1028

CVs presented  
within 2 years

stability of the company during all the interviews and talks with potential candidates.

## Result

Together with the Client we made evaluation of the recruitment plan to adjust timelines to this uncertain times and to be as cost effective as possible. At the same time we added additional resources to the team to ensure that all the positions will be filled on time. Among positions recruited there were: Java Developer, Cloud Engineer, Data Scientist, RPA Developer, Fullstack Developer, Frontend Developer, IT Directors, SQL Experts etc.

### KPIs improvements:

- offer acceptance ratio increased from 50% to 75% within 6 months
- Number of filled vacancies per month increased from 10 to 17 within 4 months
- Average time to offer reduced to 37 versus 41 last Quarter (working days)



# CONTACT US

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