

Salary Survey Retail Sector 2008



Michael Germershausen
Deputy Managing Director
Antal International Russia



Top Management

Job title	Average base month salary RUR	Target bonus
Managing Director	1 050 000	100 -200%
Commercial Director	650 000	30-100%
Director of Operations	520 000	50-80%
CFO	600 000	50-200%
HR Director	320 000	30-60%
Real estate / Development Director	400 000	20-100%
District Manager, Operations	280 000	30-100%
Internal Audit, Audit Manager	405 000	20-100%



Middle-Management

Job title	Average base month salary RUR	Target bonus
Financial Controller	270 000	20-40%
Head of Purchase Division	220 000	27-40%
Head of Logistics	200 000	15-27%
Head of Marketing	180 000	20-30%
Information Systems Division, Director	235 000	20-30%
PR Manager	160 000	20-30%
Legal Counsel	240 000	15-30%
<i>Store manager</i>	125 000	15-25%
Senior Buyer	135 000	30-60%
Training Manager	75 000	15-20%
Comp & Ben Manager	122 000	15-30%
HR Specialist	75 000	15-20%
Buyer	70 000	20-40%



- **Bonus mania stopped**
- **“Offizialisation” process continues**
- **Regional staff shortage**
- **Several more big players join the Russian market**
- **Rationalization/consolidations process continues**
- **Several private equity based start ups did not work out**
- **Due to staff shortage and competition - language skills less important**
- **Local chains are starting to price/delivery ratio**
- **Most demanded roles expansion managers and experienced category managers**
- **Increase in demand of supermarket and discount experts**
- **Less development of food hypermarkets**
- **Convenience and fresh food divisions hire more experts**



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+7 495 935 86 06
mg@antalrussia.com

www.antalrussia.com