

Latvia – smart investment

Latvijas Investīciju un attīstības aģentūra
Investment and Development Agency of Latvia



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Salary levels 2011

	Net wage monthly, EUR		Gross wage monthly, EUR (approximate calculations)		Total wage cost (Gross + 24% Social Security tax), EUR	
	From	To	From	To	From	To
Support functions						
Secretary	430	640	630	935	780	1160
Office administrator, Personal Assistant	570	850	830	1240	1035	1540
Accountant	850	1300	1240	1900	1540	2355
Chief Accountant	1100	1700	1605	2480	1995	3080
Finance Manager	1100	2150	1605	3140	1995	3895
Personnel specialist	570	850	830	1240	1035	1540
HR Manager	1140	1400	1665	2045	2065	2535
Lawyer	850	1150	1240	1680	1540	2085
Managing Director	2150	2800	3140	4090	3895	5075
Client support / service specialist	290	500	425	730	525	905
General manufacturing/production						
Production worker	290	500	425	730	525	905
Shift manager	380	600	555	875	690	1090
Workshop manager	590	830	860	1210	1070	1505
Technical Engineers (mechanical, electrical engineer)	480	790	700	1155	870	1430
Chief Engineer	780	1150	1140	1680	1415	2085
Quality Manager	1000	1400	1460	2045	1810	2535
Technical Director	1000	1300	1460	1900	1810	2355
Production manager / Director	1150	1400	1680	2045	2080	2535
Woodworking						
Woodworking technologist	570	850	830	1240	1035	1540
Purchase specialist, estimator	500	600	730	875	905	1090
Metal working, machine manufacturing						
Metal working technologist	640	850	935	1240	1160	1540
Production mechanic/ engineer	570	850	830	1240	1035	1540
Transportation, logistics						
Logistics specialist	570	920	830	1345	1035	1670
Forwarder	430	650	630	950	780	1180

Logistics manager	710	1000	1040	1460	1285	1810
IT						
IT support specialist	480	750	700	1095	870	1360
Systems Engineer	1000	1150	1460	1680	1812	2085
Systems administrator	700	1150	1020	1680	1270	2085
Programmer	700	1150	1020	1680	1270	2085
Systems Architect	1150	1400	1680	2045	2085	2535
Development Team Leader	1000	1400	1460	2045	1810	2535
Life Sciences						
Technologist, chemistry	640	900	935	1315	1160	1630
Technologist, food	640	850	935	1240	1160	1540
Biotechnology specialist	210+		310+		380+	
Scientific researcher	210	700	310	1020	380	1270
Pharmacist	430	780	630	1140	780	1415
Healthcare						
Nurse	210	640	310	935	380	1160
Social Care worker	210	385	310	560	380	700
Physician (doctor)	430	1400	630	2045	780	2535
Dentist	570	1000	830	1460	1035	1810
Green Technologies						
Environment engineer	355	850	520	1240	645	1540
Hydro-engineer	570	1150	830	1680	1035	2085
Geo-engineer	570	1150	830	1680	1035	2085

* Profile of surveyed companies: companies are in the medium enterprise category, 50 to 250 employees, with turnover of EUR 10 million to 50 million (healthcare and life sciences sectors are an exception in terms of size).

(Source: Liene Kublina, Business Manager - Senior Consultant, CVO Recruitment Latvia).

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