



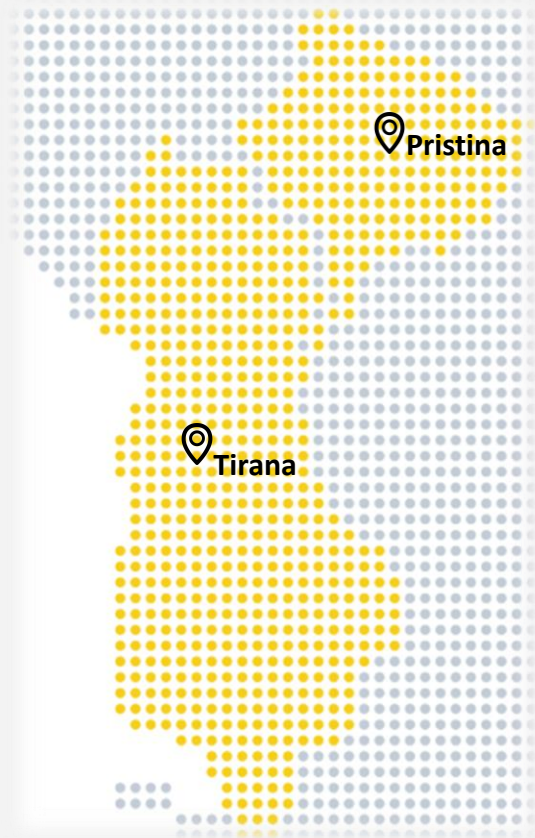
eppc

HUMAN RESOURCES TRAININGS STAFF LEASING

No. 1 HR Integrated Services in Albania
& Kosovo

PAY TABLE SALARY SURVEY 2020

ABOUT US



ep & partners consultancy (EPPC) ltd. was established on April 2009 in Tirana, Albania. EPPC was created to support the companies operating in Albania and Kosovo about staff development and to facilitate them on HR Services. We are now the leading staff development consultancy company in the region.

EPPC covers 4 main areas/is active in the fields of: trainings; recruitments; consultancy & salary surveys; staff leasing. With a solid structure of four departments (People Development; Solutions & Salary Survey; Recruitments; Finance & Staff Leasing), and a client centric approach EPPC consultants will deliver the most authentic solution within no time.



PAY TABLE SALARY SURVEY 2020





2020 Job Catalogue – Job Families

Administration

Communications

Finance

HR

Information
Technology

Contact Centre

Corporate Affairs

Legal

Marketing

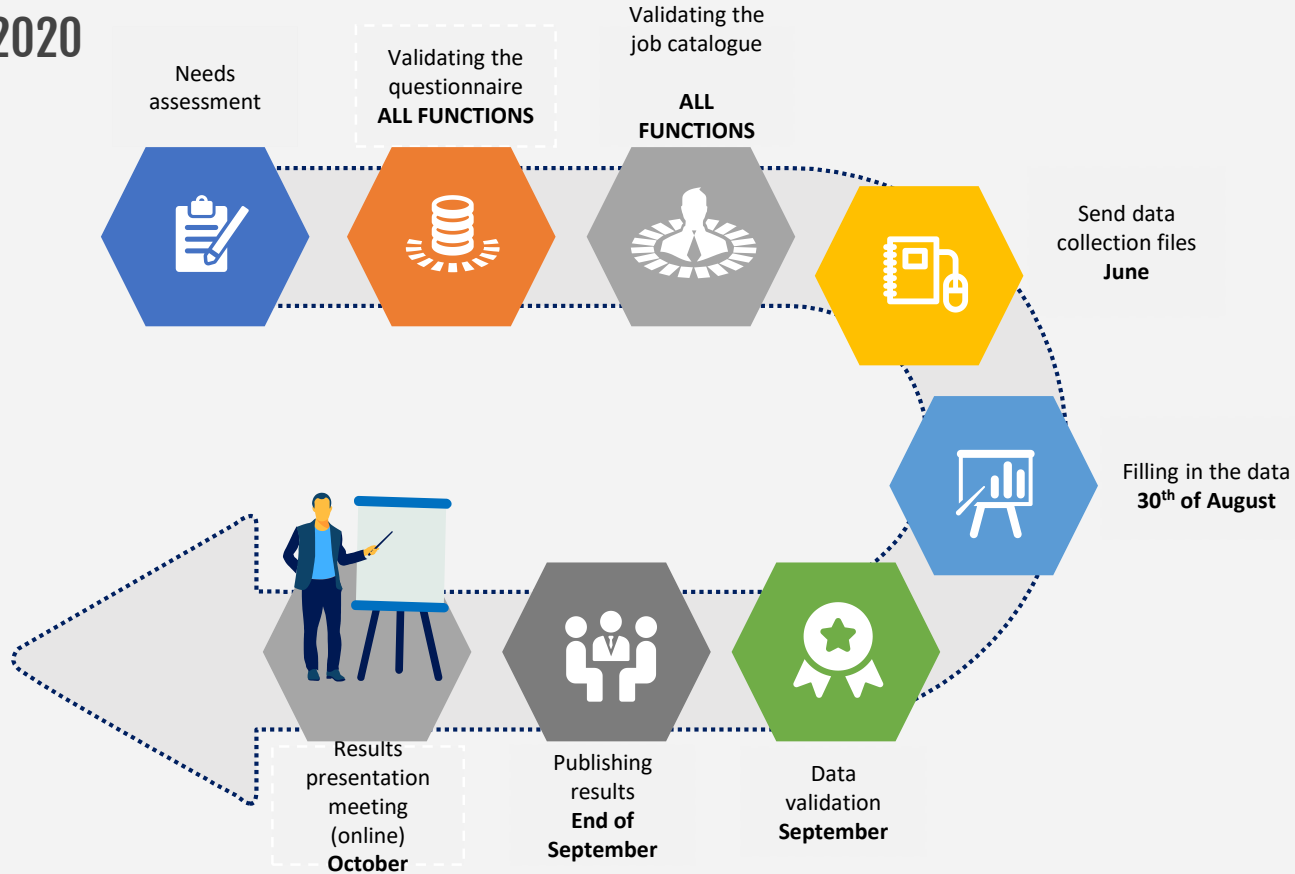
Manufacturing

Engineering

Supply Chain

Sales

PROCESS PAY TABLE 2020



Regional Coverage



Pay Table



Annual compensation



Partnership with participating companies



Compensation and Benefits



Gross salaries



Flexibility



Adapted to local markets

Pay Table 2020 Participants

23

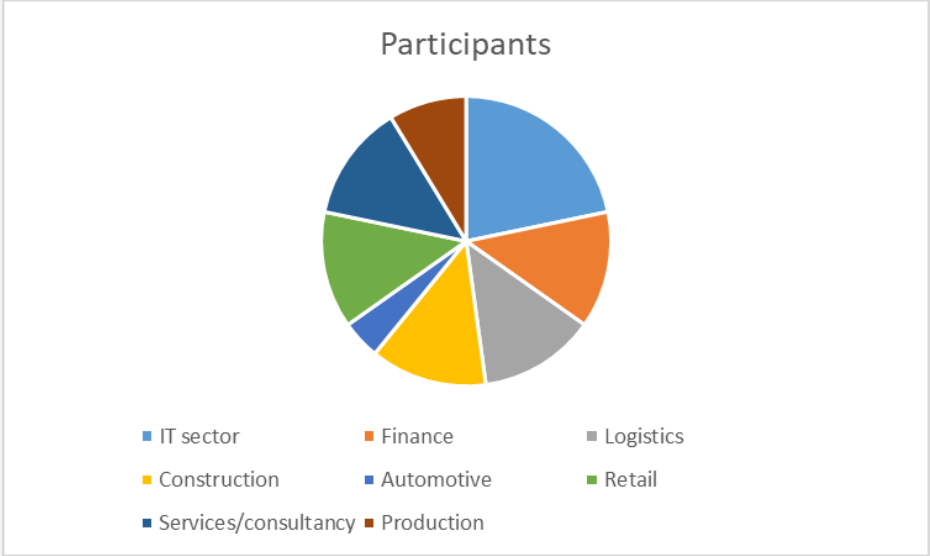
PARTICIPATING
COMPANIES

110

JOB
ANALYZED

2,254

DATA POINTS



Pay Table 2020

Participants Albania

Aiba Kompani Sh.a
ALBtelecom Sh.a.
Albanian Satellite Communications sh.p.k
A-Logistics Company
Comdata Albania
Crimson Finance Fund Albania
DHL International (Albania) sh.p.k
ECO Market Food Sh.pk
EPPC Albania sh.p.k
Eurolab Internacional Grup Shpk
Facilization Shpk

First Investment Bank, Albania Sh.a
Gotech Electronics
Grant Thornton sh.p.k
IuteCredit Albania
Landmark Communication sh.p.k
Landmark Technologies
Martini sh.p.k
Moveo Albania Technology sh.p.k
Orion sh.p.k
Porsche Albania
Saint Gobain Albania sh.p.k
Univers Promotions & Safety



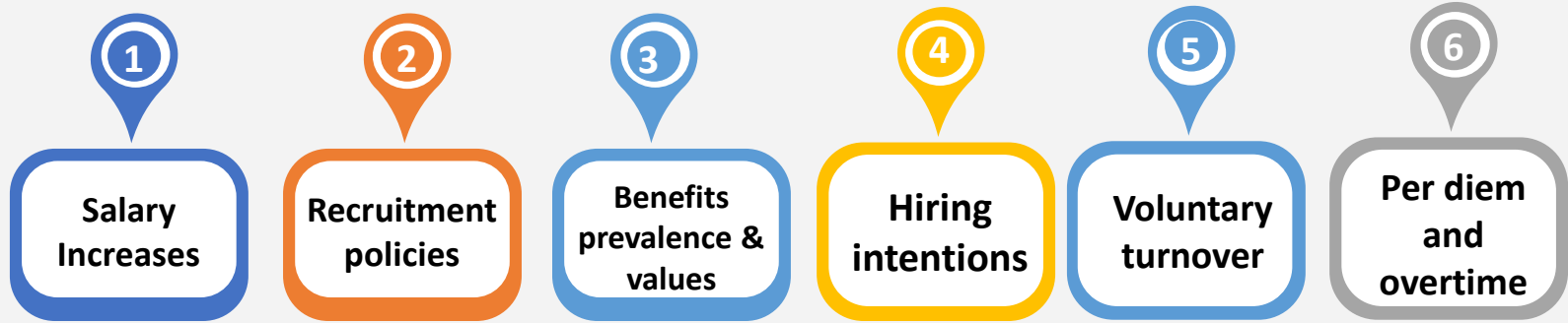
Pay Table 2020 Benefits Policies



WHAT ARE THE BENEFITS OF PARTICIPATION IN THE SURVEY?

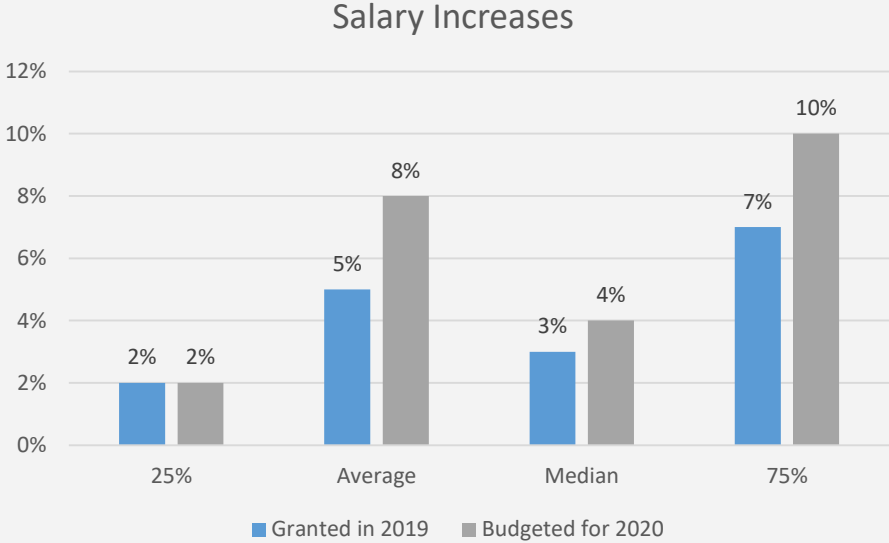


HR Policies and Benefits



Salary increases and employment intentions

(extracted from the report)



Work from Home

(extracted from the report)

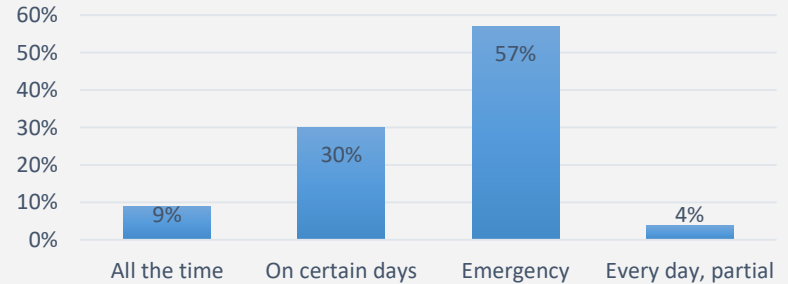
April 2020



July 2020

65% of companies have a work from home policy

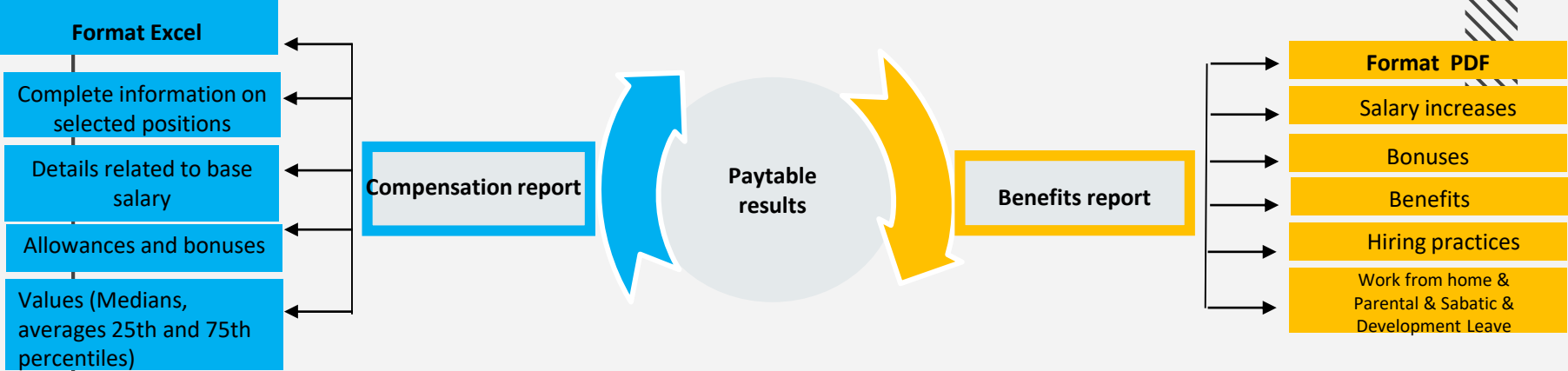
When are employees working from home?



Job Catalogue

Catalogue Code	Position Title	Job Family Name	Job Sub-family Name	Career Stream	Career Level	Common Duties and Responsibilities	Typical Education	Typical Relevant Experience
100.330.210	Chief Information Officer (CIO)	Information Technology	IT	Management	Manager	Creates business value through technology. In charge of strategic planning of business growth objectives. Ensures the tech systems and procedures lead to outcomes in line with business goals. The CIO must set objectives and strategies for the IT department. Selects and implements suitable technology to streamline all internal operations and help optimize their strategic benefits. Designs and customizes technological systems and platforms to improve customer experience	University (Degree)	10+
100.340.210	Chief Technology Officer (CTO)	Information Technology	IT	Management	Manager	Responsible for the long-range direction of an organization's technology function. Directs the strategic design, acquisition, management, and implementation of an enterprise-wide technology infrastructure. Maintains technology standards for the organization. Directs the activities necessary to keep the technology infrastructure running seamlessly, efficiently, and effectively while ensuring compliance with established standards and policies. May require an advanced degree in a related area with at least 15 years of experience in the information technology field. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others.	University (Degree)	10+

PayTable 2020 Result Packages



Payroll

RESULTS PACKAGES

Results for up to
5 positions

Results for up to
10 positions

Results for all
positions

Contact Us for further information regarding results packages fee.