

**BULGARIA 2023**

# QUICK LOOK:

**MY SALARY & BENEFITS SNAPSHOT**

The provided information is based on Tack TMI  
annual COmpensation REsearch

core

# Market Benefits provided

Shows how many companies provide the respective benefit, in %



**ADDITIONAL PAID LEAVE DAYS**



**FOOD VOUCHERS**



**COMPANY CAR**



**RETIREMENT BENEFIT**



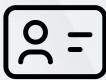
**LIFE AND DISABILITY INSURANCE**



**PRIVATE MEDICAL INSURANCE**



**CATERING IN THE OFFICE**



**MULTISPORT**



**MOBILE PHONES**



**OPPORTUNITY TO WORK FROM HOME**



**TEAMBUILDINGS AND PARTIES**



**MENTAL HEALTH CARE**

**AND OTHERS**

# Average 2023 actual increase by job roles:



25%ile    Median    Average    75%ile

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25%ile    Median    Average    75%ile

...	...	...	...
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25%ile    Median    Average    75%ile

...	...	...	...
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25%ile    Median    Average    75%ile

...	...	...	...
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# SALARY MARKET DATA

Orgs  
13

Ees  
33

## JOB ROLE: Junior Marketing Specialist

Manages the trade receivables and payables as well as general accounting. Takes care of recordings on the company's accounting books. Moreover, is in charge of all administrative accomplishments, specifically: records notes, bills and invoices, prepares the accounting scrapbook, takes care of VAT and direct taxes, prepares the financial entries and the parent company financial statements. Prepares monthly reports.

## Market Annual gross salary/BGN

25th %ile  
**20 640**

Median  
**24 000**

Average  
**26 016**

75th %ile  
**33 000**

90th %ile  
**34 240**

## Market Total Annual Guaranteed cash/BGN

25th %ile  
**20 640**

Median  
**25 200**

Average  
**26 800**

75th %ile  
**33 000**

90th %ile  
**35 300**

## Market Annual Total Cash/BGN

25th %ile  
**20 640**

Median  
**29 000**

Average  
**28 000**

75th %ile  
**34 450**

90th %ile  
**36 500**



## CONTACT US TO ORDER YOUR PERSONALIZED QUICK LOOK REPORT FOR ONLY €150.00.

### WE BELIEVE IT WILL EFFECTIVELY KEEP YOU INFORMED WITH UP-TO DATE MARKET DATA

Now, more than ever, having trustworthy compensation and benefits survey data is crucial. This data is the cornerstone of a consistent pay strategy that maintains competitiveness externally and equity internally. Our meticulous data collection and validation processes, in conjunction with our extensive database, assure the delivery of dependable, top-quality data.

Contact us and order more market data reports, like:

- ***Detailed Benefits Report - Bulgaria 2023, €470.00***
- ***Pulse Survey Market Report - November 2023, €240.00***
- ***Market Data for all Positions in your Industry - ask for an offer***
- ***Customized Market Salary Data - ask for an offer***

#### **Compensation Research Team**

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**We will be happy to discuss your company needs and get you  
on board for next year's COmpensation REsearch**