

# 2024: CONSULTING MARKET STATISTICS BRIEF

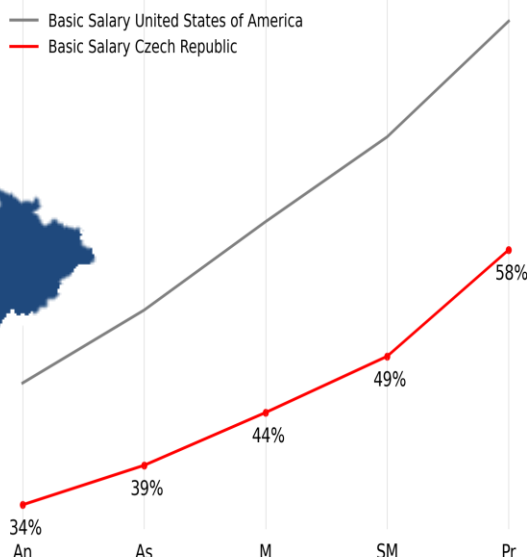
## CZECH REPUBLIC



Firms in analysis: 13

Lines of Business (LoBs) in analysis:  
up to 40, excluding Pure Strategy  
Consulting.

Consulting Salaries in Czech Republic (comparison with USD in %)



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Year-on-year market headcount change (2023 to 2024)

+4%

### Lines of Business

1<sup>st</sup>

2<sup>nd</sup>

3<sup>rd</sup>

Top 3 highest paying LoBs (excluding Pure Strategy)	IT Infrastructure Consulting	Actuarial Consulting Services	IT Risk & Cybersecurity Consulting
Top 3 LoBs by headcount	IT Implementation Consulting	Operations-Based Management Consulting	Big Data and Analytics
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Energy, Environment, Sustainability Consulting	Restructuring & Turnaround Management Services	Risk Advisory Services

### Consultant Career

Starting salary with BA in 2024*	25 <sup>th</sup> percentile	CZK 575k	75 <sup>th</sup> percentile	CZK 691k
Starting salary with MA in 2024*	25 <sup>th</sup> percentile	CZK 686k	75 <sup>th</sup> percentile	CZK 788k
Average time from Analyst to Partner	27.5 years			

### Market Pay Level

Median Analyst salary vs. USA*	34%
Median Associate salary vs. USA*	39%
Median Manager salary vs. USA*	44%
Median Senior Mgr salary vs. USA*	49%
Median Principal salary vs. USA*	58%

**Avg. Median Bonus across all LoBs and levels**  
(achieved bonus as percentage of fixed salary)

13%

\*Note: Salary data, including starting salaries, range widely across lines of business; these figures should not be taken as indicative in relation to a specific benchmarking report. Current 2025 figures, differentiated by LoB are available from Vencon Research.

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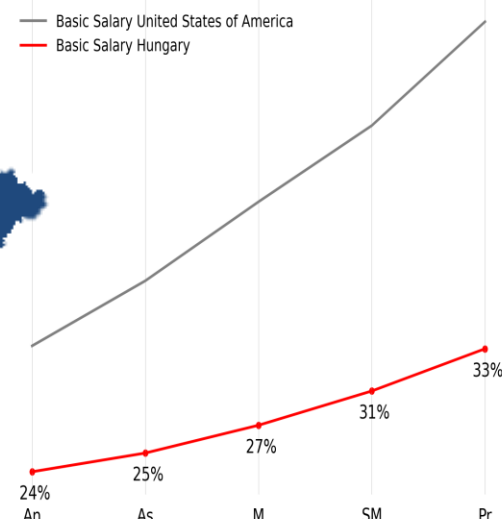
## HUNGARY



Firms in analysis: 14

Lines of Business (LoBs) in analysis:  
up to 40, excluding Pure Strategy  
Consulting.

Consulting Salaries in Hungary (comparison with USD in %)



Year-on-year market headcount change (2023 to 2024)

+1%

### Lines of Business

1<sup>st</sup>

2<sup>nd</sup>

3<sup>rd</sup>

Top 3 highest paying LoBs (excluding Pure Strategy)	Strategy-Oriented Management Consulting	IT Infrastructure Consulting	IT Enterprise Software Implementation
Top 3 LoBs by headcount	Audit Services	Strategy-Oriented Management Consulting	Tax Advisory Services
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Audit Services	Strategy-Oriented Management Consulting	Tax Advisory Services

### Consultant Career

Starting salary with BA in 2024*	25 <sup>th</sup> percentile	HUF 6.61m	75 <sup>th</sup> percentile	HUF 7.61m
Starting salary with MA in 2024*	25 <sup>th</sup> percentile	HUF 7.45m	75 <sup>th</sup> percentile	HUF 8.56m
Average time from Analyst to Partner	26 years			

### Market Pay Level

Median Analyst salary vs. USA*	24%
Median Associate salary vs. USA*	25%
Median Manager salary vs. USA*	27%
Median Senior Mgr salary vs. USA*	31%
Median Principal salary vs. USA*	33%

**Avg. Median Bonus across all LoBs and levels**  
(achieved bonus as percentage of fixed salary)

10%

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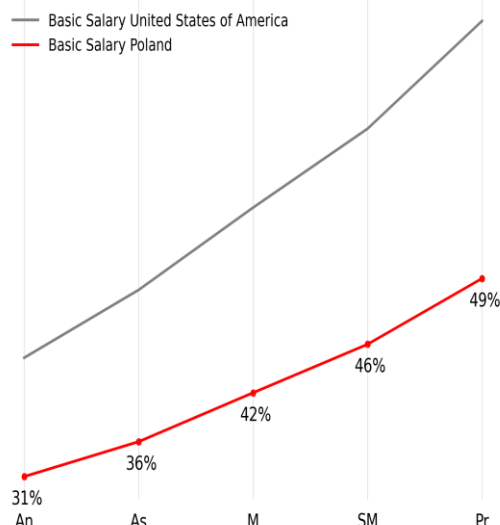
## POLAND



Firms in analysis: 22

Lines of Business (LoBs) in analysis:  
up to 40, excluding Pure Strategy  
Consulting.

Consulting Salaries in Poland (comparison with USD in %)



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RESEARCH INTERNATIONAL

Year-on-year market headcount change (2023 to 2024)

+2%

### Lines of Business

1<sup>st</sup>

2<sup>nd</sup>

3<sup>rd</sup>

Top 3 highest paying LoBs (excluding Pure Strategy)	Big Data and Analytics	IT Infrastructure Consulting	Strategy-Oriented Management Consulting
Top 3 LoBs by headcount	Operations-Based Management Consulting	IT Implementation Consulting	Strategy-Oriented Management Consulting
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Operations-Based Management Consulting	Strategy-Oriented Management Consulting	IT Implementation Consulting

### Consultant Career

Starting salary with BA in 2024*	25 <sup>th</sup> percentile	PLN 86k	75 <sup>th</sup> percentile	PLN 107k
Starting salary with MA in 2024*	25 <sup>th</sup> percentile	PLN 101k	75 <sup>th</sup> percentile	PLN 118k
Average time from Analyst to Partner	25 years			

### Market Pay Level

Median Analyst salary vs. USA*	31%
Median Associate salary vs. USA*	36%
Median Manager salary vs. USA*	42%
Median Senior Mgr salary vs. USA*	46%
Median Principal salary vs. USA*	49%

**Avg. Median Bonus across all LoBs and levels**  
(achieved bonus as percentage of fixed salary)

11%

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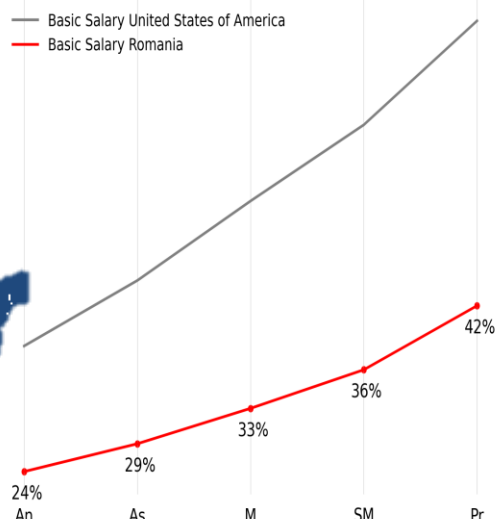
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# 2024: CONSULTING MARKET STATISTICS BRIEF

## ROMANIA



Consulting Salaries in Romania (comparison with USD in %)



Firms in analysis: 19

Lines of Business (LoBs) in analysis:  
up to 40, excluding Pure Strategy  
Consulting.

Year-on-year market headcount change (2023 to 2024)

+1%

### Lines of Business

1<sup>st</sup>

2<sup>nd</sup>

3<sup>rd</sup>

Top 3 highest paying LoBs (excluding Pure Strategy)	IT Implementation Consulting	Big Data and Analytics	Strategy-Oriented Management Consulting
Top 3 LoBs by headcount	IT Implementation Consulting	Operations-Based Management Consulting	Audit Services
Top 3 LoBs by year-on-year headcount growth (2023 to 2024)	Big Data and Analytics	Audit Services	Corporate Finance and Advisory

### Consultant Career

Starting salary with BA in 2024*	25 <sup>th</sup> percentile	RON 83k	75 <sup>th</sup> percentile	RON 105k
Starting salary with MA in 2024*	25 <sup>th</sup> percentile	RON 120k	75 <sup>th</sup> percentile	RON 162k
Average time from Analyst to Partner	27 years			

### Market Pay Level

Median Analyst salary vs. USA*	24%
Median Associate salary vs. USA*	29%
Median Manager salary vs. USA*	33%
Median Senior Mgr salary vs. USA*	36%
Median Principal salary vs. USA*	42%

**Avg. Median Bonus across all LoBs and levels**  
(achieved bonus as percentage of fixed salary)

11%

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