

Recruiting in Poland

This is a report targeted towards international companies coming to recruit in Poland for the first time.

The minimum wage in Poland is fairly low compared to some other EU countries however this can be a deceptive indicator. Certain in-demand roles like bi-lingual sales managers, engineers and software developers are often earning salaries close to those being paid in Germany, the UK etc.

The main job boards are, starting with the most popular - pracuj.pl; praca.pl; jobs.pl; gazetapraca.pl and infopraca.pl. LinkedIn is now very popular and there is a homegrown equivalent goldenline.pl.

The recruiting process is generally the same as in any country with a few minor exceptions.

TALENT ATTRACTION

There is a shortage of candidates in many sectors e.g. IT, construction, and engineering. Job boards may work for roles requiring little experience or hard skills. It is good to have an advert but their effectiveness for in-demand roles such as software developers and high level sales people, for example, is very limited.

Company Brand Awareness

Many international companies coming to the Polish market may have a good reputation in their own country and be long established which helps recruitment but in Poland they may be relatively unknown and in a way they will be treated as a start-up with all the inherent risks for the candidate. Getting recruitment marketing materials in the local language will help increase interest in your company. The following may be useful to have - a recruitment video introducing the benefits of working for your company; website pages in Polish; adverts in Polish; and a local recruiter.

Social Media

An effective search strategy on social media is essential. Making direct contact with candidates through social media e.g. on LinkedIn will reap results. A local facebook page could also be very useful.

Events

Job fairs are popular and if you're recruiting graduates getting involved with the local university's career centre is a good idea. It is best to make personal contact with them and a Polish speaker will help greatly in utilising their resources. University job fairs are a popular

method of recruiting. The start-up sector is growing quickly and there are many open events where it may be possible to present and meet potential candidates. Google has a campus in Warsaw and other start-up centres are Hub Hub,

Interviews

The personal touch is highly regarded by Polish candidates. Therefore being in the location to meet candidates at interview is strongly recommended.

Employment Contracts

A written contract given at the offer stage is demanded by most Polish candidates. Poles often will not treat an offer seriously until they see and sign a detailed contract and it needs to be drawn up according to the Polish law.

B2B Agreements / Self-employed contracts.

A self-employed model is fairly popular in Poland compared to the UK, for example. Many candidates may prefer such an agreement. Senior software developers and sales people tend to be the most keen on self-employment. More junior candidates may prefer the security of an employment contract.

Notice Period

In Poland the official notice period for people on permanent contracts is one month if they have worked for their present employer under 3 years and when it is over three years it is three months. Often the notice period is calculated as a calendar month beginning on the first of the month for example a one month notice period giving on the 2nd February would be calculated from the 1 March and would end on the 31st March.

Disclaimer - The above information does not constitute legal advice and any prospective employer is advised to consult an employment lawyer specialising in Polish law before they engage someone.