

The Katowice Experience!

Technology sector in Katowice - analysis, challenges, and trends



KATOWICE
for a change



Work The Future



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About the report

The report **“The Katowice Experience!”** was prepared by the **Katowice City Hall** and the recruitment company Cpl Poland, in cooperation with Colliers. This is a unique initiative aimed at creating a full picture of the Katowice IT sector and its impact on the economic and social development of the region. Key partners such as the **Polish Investment and Trade Agency (PAIH)**, **Katowice Special Economic Zone (KSEZ)**, **Katowice Gaming and Technology Hub (project owned by Katowice City)** and **Pro Progressio** also participated in the project, whose expert knowledge and unique perspective contribute extremely valuable conclusions to the report.

We also invited selected IT companies operating in Katowice and their employees to cooperate, who, thanks to their participation in the surveys, shared their opinions and experiences. This allowed us to collect diverse but at the same time direct information from representatives of the sector, who face the challenges and opportunities characteristic of the region on a daily basis. The questionnaires of both surveys contained the following types of questions: closed, open and multiple-choice questions. The results of the study were analysed only in summary reports. The survey was conducted at the turn of the months: July - September 2024. We would like to thank all companies and employees who joined this project and took part in the survey.

The report “The Katowice Experience!” is a unique compilation of data, analyses and opinions that effectively present current trends and directions of development of the IT sector in Katowice - its dynamics and impact on the local economy. The publication is an excellent source of knowledge for investors, employers, local governments and all stakeholders looking for reliable information on current trends and challenges.

We encourage you to read the report, which will certainly prove to be an inspiring source of knowledge and a point of reference for future initiatives in the area of technology and innovation in Katowice.



**2,2 m inhabitants in
Katowice and
Metropolis**



**1,3 m of working
age population**



**140 business
services centres**



**106 destinations to
30 countries from
Katowice Airport**

Introduction from the Mayor of Katowice

Over the past decades, Katowice has undergone an extraordinary metamorphosis to leave behind its industrial past. Today, it is a city of modern technologies and a metropolitan centre with a population of over 2 million people. We believe that strong investor relations, business-focused care, and access to a broad talent pool provided by 19 universities in the Metropolis form a solid foundation for our brand.

Each year, the city is at the forefront of technological transformation and openness to change, making it a dream destination for international investors. Companies that have chosen Katowice consider it a green, vibrant metropolis with fascinating architecture - a modern organism built on a strong business ethos, integrity, and hospitality.

These are just a few of many reasons why global players establish their offices here, and why Katowice has become a home to companies in the business services sector. As a result, the city remains a leader among regions with a specialised focus on business services. Its position in highly specialised, knowledge-based services - largely centred on advanced technological and professional expertise in business processes - continues to strengthen.

In Katowice, we invest equally in new technologies and talent, which are the driving forces behind our transformation. That is why we are building the New Technologies District, the Katowice Gaming and Technology Hub, located on the premises of a former mine, where we are reviving the area of historical and emotional significance. This space will offer numerous opportunities for collaboration between local and global companies, as well as research and experimental facilities. I am certain that this project will mark another milestone in the history of Katowice. The goal of this monumental undertaking is not only to preserve our heritage but also to give it a new purpose, create a healthy urban fabric, and to foster a premier hub for technological innovation and digital creativity. We are committed to advancing knowledge, supporting community development, and offering an inspiring space for both work and education. By integrating local and global insights, we strive to promote the city and the Metropolis on the world stage, while cultivating an inclusive, forward-thinking ecosystem.

We believe that the steps we have taken will enable us to make further progress especially that the city is eager to partner with local and regional agencies. "Two heads are better than one" - this age-old wisdom inspires us to seek collaboration with a variety of agencies. Partnerships help bridge knowledge and skills gaps, with each partner contributing unique expertise and networks of contacts. The broader perspective and mutual understanding we share ensure that every project launches smoothly.

With this in mind, I invite you to read the report which should help you understand the phenomenon of our city.

Welcome to Katowice!



Marcin Krupa
Mayor of Katowice



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Katowice in numbers

Human potential:

2,1 m inhabitants

1,3 m of working age population

Most densely populated area in Poland

Scientific potential:

19 colleges and universities

91,000 students

34,000 graduates annually

Students/graduates of majors important for the business services sector:

- **Business and administration: 15,000**
- **Languages: 9,000**
- **ICT: 6,900**
- **Technical and Engineering: 8,400**

Logistics:

3 international airports in one-hour drive

5,6 m passengers served in 2023 at Katowice Airport

106 destinations to 30 countries from Katowice Airport

A1 and **A4** motorways, **E40** and **E75** expressways, **DW902/Silesian** Intercity Road, Express road **S1**, Express road **S86**, National roads **11, 40, 78, 79, 81, 86, 88, 94**



Katowice in numbers

Business sector environment

279,000 active business entities

600 entrepreneurs invested nearly USD 12 bn in Katowice Special Economic Zone creating 100,000 workplaces with approx. 1,000 projects

Katowice Gaming and Technology Hub (USD 248 m) to be opened in 2027

33,400 employees in business services sector (ITO, R&D, SSC/GBS, BPO)

140 business services centres

38 different foreign languages used in business

7th place in "Top 10 Large European Cities of the Future 2024 – fDi Strategy" by fDi Intelligence/Financial Times

Business events & meetings

Nearly 1 m participants of 428 events in International Congress Centre in Katowice and Spodek Arena

65,000 visitors to Intel Extreme Masters Katowice 2023 +710,000 viewers online

11,000 participants of European Economic Congress 2023

10,000 participants of World Urban Forum 2022 +7,000 viewers online

22,000 participants of COP24

Quality of life

Katowice – Polish Capital of Culture 2027

67,000 ha forests and 186 ha other green areas

727 km of bike lanes

19 huge festivals

182 parks

Message from Investors Assistance Department

Surrounded by several cities and towns, Katowice understands the meaning of partnership. After all, it is thanks to our joint efforts and unity that we have founded **Metropolis GZM***. Aware of a key role of collaboration the Investors Assistance Department (IAD) has built a network of contacts in various institutions, ranging from local agencies to governmental organisations. Their **assistance covers all the bases including incentives, tax reliefs, tax regulations interpretations, and legal advice**. It guarantees the best quality of support which can be offered to big, middle-sized and small investors.

We believe that a growing number of business service centres and their employees is the result of smooth cooperation between different entities which save time and provide in-depth analyses. Direct contact and a well-informed member of staff give investors a sense of commitment from the local authorities and often tip the scale in favour of our city.

Year	No. of BSS in Katowice & Metropolis	No. of employees in Katowice & Metropolis
2024	140	33,400
2023	135	31,957
2022	126	29,700
2020-2021	114	27,000

Based on: Business Services Sector in Poland 2024, ABSL report, 2024, p.97, Business Services Sector in Katowice, ABSL report, 2023, p. 19; Business Services Sector in Katowice, ABSL report, 2022, p. 17; Business Services Sector in Katowice, ABSL report, 2020-2021, p. 7.

Local vs regional ties

Katowice is the heart of the Silesian Region, the capital of the Silesian Province and the main hub of Metropolis GZM. Competing not only with Polish cities but also with European ones, we realised that **"strength lies in unity" and, together with other towns, lobbied for establishment of the Metropolis**. As part of a huge, **over 2 million people area**, it is easier to attract business if access to a talent pool is broader. Metropolis GZM, which is **in charge of public transport (buses, trams, trains and trolleybuses), organises a modern and round-the-clock transport network to connect its most distant members**. Its most recent project is a **metropolitan bike system** which presents sustainable solutions to those who prefer green means of transport.

Local vs regional relationship

With its offices located in the city centre, the Katowice Special Economic Zone (KSEZ) has the longest relation with Katowice, which spans several years. We directly influence each other and boost our development. **As the city provides a pool of skilled labour and office space, the Zone contributes financial solutions which follow the influx of companies**. Regardless of who an investor contacts first, the KSEZ or the city, we always team up to shed light on the intricacies of the local market.

Local vs central partnership

Solid partnership with the Polish Investment and Trade Agency (PAIH) was strengthened when PAIH has opened a branch office in Katowice. It offers a direct contact with the crucial government organ which promotes Poland and attracts business to the country. **If Katowice helps overcome administrative and legal obstacles, PAIH helps clarify regulations and presents tools from the PFR Group (Polish Development Fund Group), i.e. governmental grants for new investments or re-investments.**

Local vs governmental collaboration

A few years ago IAD reached out to Investor's Tax Service Centre launched by the Ministry of Finance. **The unit focuses solely on the Polish tax law and tailors information to the needs of a particular company.** Even though their prime target are investments worth PLN 50M and more, they are willing to lend a hand to smaller investors. Thanks to that collaboration businesses can receive comprehensive information on various taxes and related issues through a single point of contact as well as can apply for investment agreement – an agreement between an investor and the Minister of Finance regarding the tax implications of an investment project.

Local connections with educational sector

For many years now IAD has been working with all **19 public universities in the metropolitan area. With 89,907 students which graduate every year**, the city & Metropolis are aware of the impact young people make on the local labour market. It is their knowledge, creativity and skills which are sought after by investors. For this reason IAD holds **networking events where the private sector can present the opportunities and encourage graduates to seek employment in the local companies.** Aware of its influence, international business coordinates three IT courses: **FUJITSU-TECH, KYNDRYL FUTURE ACHIEVERS and Corporate Readiness Certificate (CRC).** The first programme is designed for secondary school students, aiming to adapt education and students to the new realities of the IT job market. Kyndryl's project, similar to FUJITSU-Tech, is intended for secondary school students and covers topics in IT, including artificial intelligence, mainframe systems, design thinking, project management, cloud computing, and mindfulness, along with a mentoring program. Meantime, CRC supervised & executed by Accenture, EY, ING Hubs Poland and Kyndryl, is a nationwide programme which focuses on IT sector and management systems. With help of those companies students and graduates gain extra skills and expertise which increase their chances of employment.

Cooperation builds trust, especially if a city is formally supported by reliable and independent organisations. Our presence would be less impactful and the outreach of lesser significance if we operated on our own. Moreover, with help of other institutions IAD offers complex care at every level, ranging from the local through the regional to the central one. It ensures the best results without the risk of cutting corners.



*Metropolis GZM (Górnośląsko-Zagłębiowska Metropolia) covers nearly one-third of the Silesian province, and half of its residents live within the boundaries of this area. The Metropolis is composed of 41 towns and municipalities: Będzin, Bieruń, Bobrowniki, Bojszowy, Bytom, Chełm Śląski, Chorzów, Czeladź, Dąbrowa Górnicza, Gierałtówice, Gliwice, Imielin, Katowice, Knurów, Kobiór, Łędziny, Łaziska Górne, Mierzęcice, Mikołów, Mysłowice, Ożarówice, Piekary Śląskie, Pilchowice, Psary, Pyskowice, Radzionków, Ruda Śląska, Rudziniec, Siemianowice Śląskie, Siewierz, Sławków, Sosnowiec, Sośnicowice, Świerklaniec, Świętochłowice, Tarnowskie Góry, Tychy, Wojkowice, Wry, Zabrze, and Zbroslawice.

"Development of Katowice and Metropolis GZM over the last decades has attracted companies from all over the world which then locate investments in the capital of the Silesian Province. Investors coming to our city confirm our strong location determinants, a business-oriented climate and our commitment. The most recent newcomers: BPiON, Danone, Hatch, L3Harris and Morgan Advanced Materials, attest to the authenticity of that claim. Our long-term strategy of attracting and serving investors is the result of balancing the push strategy: reaching out to a potential investor and creating their needs, and the pull strategy: meeting the needs of an investor who already has investment plans. However, even the best techniques will not capture anyone's attention if they are not validated by strong partners. Support they provide makes our offer stand out in the international arena."



Magdalena Kolka
Deputy Director
Investors Assistance Department
Katowice



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Katowice: IT Hub of Poland



Katowice: IT Hub of Poland

With introduction of AI, and its subsequent development, the situation at the IT market is rapidly changing. It is being closely monitored by HR sector as well as investors whose workflow depends on the performance of their IT teams.

Katowice, together with Cpl Poland, has decided to ask the chosen corporations to discuss the current situation on the market, their plans and factors which boost the development of IT sector.

Qualified IT workforce

The survey focused on local companies which employ up to 100, 101-500, 501-1,000 and over 1,000 employees. **Over 70% of the respondents work in a hybrid model** and none in a stationary model (5 days in the office) or fully remote. **70% of employees have an employment contract** while 30% are free to decide on the type of a contract. The most popular processes they focus on include help desk (90%), infrastructure management (80%), software development (80%), cloud services, AI and testing (70%) (it was possible to select more than one answer).

When asked about the development of the IT sector, most answers focused on the increased number of students and cooperation with the universities. **The more advanced projects corporations take on, the more unique skills they require.** It is a **huge talent pool with highly qualified employees which allows companies to compete in the international arena.** Partnerships with local schools help them direct students and graduates to prepare them for the challenges of the labour market. Currently, 90% of the respondents (they were free to choose more than one answer) handle programming/coding or project management software. 70% of employees focus on IT troubleshooting or data analysis and visualisation. Some companies provide services only in English, and several offer services in different languages: German – 60%, Spanish and French – 50%, Italian – 40%, Dutch, Portuguese and Ukrainian – 30%.

Unlimited business potential

With 19 universities in Katowice & the Metropolis and the title of the European City of Science 2024 the city offers a vast talent pool of specialists which becomes its strong suit. **Over 80% of answers pointed at the intellectual potential, access to the candidates and a strong academic centre as factors which determine their choice of business location.** The only more important factor was the economic potential of the city – 90% of respondents.

With development of the city often come changes which affect its functions or which disrupt life of the community. Despite the best laid plans some turn out to be disappointments while others are regarded as instant successes. Fortunately, the quality of life in Katowice was assessed positive (50% 'definitely improved' answers and 40% 'improved' answers) which is the result of intensive work the authorities have put into its transformation. **Restoration of urban tissue and sustainable trends were the key to betterment of the city and the quality of life it offers.** Consequently, 100% of respondents would recommend Katowice to other investors.

The future is here

Companies also emphasise the importance of engaging with the local community (DEI/CSR/ESG actions). Overall, 90% of companies take part in extra activities initiated or co-ordinated by the city, which have an environmental or a social impact. As more young people join their ranks, corporations commit themselves to social issues more often. Having greater sensitivity younger generations expect their employers to have the same attitude and use their resources and outreach to highlight crucial problems.

We hope that this report will show the shape of companies present in Katowice. Information obtained can be used to shape politics concerning education and promotion strategies. We encourage you to study our publication and if you have any questions concerning it or if you are interested in cooperation with Katowice City or Cpl Poland, feel free to contact us.

“I have been professionally connected with Katowice since the beginning of my career, and the city offers a wealth of advantages for businesses. Katowice boasts excellent partnerships with City Hall, numerous educational institutions across diverse fields, and access to a broad talent pool, including both students and graduates from Poland and abroad.

In recent years, Katowice has transformed from an industrial hub into a vibrant, modern, and well-connected city with a rich cultural scene. This dynamic environment makes it an appealing location for international businesses.

The primary challenge we face is the lengthy legalization process for our foreign candidates and employees. This can be a significant obstacle for businesses with a high demand for skilled language speakers, but I am hopeful that ongoing improvements will address this critical need.”



Patrycja Szwed
Senior HR Manager
Keywords Studios



IT companies' perspective

We invited selected IT companies operating in Katowice to cooperate and shared their opinions and experiences on the functioning of the IT sector

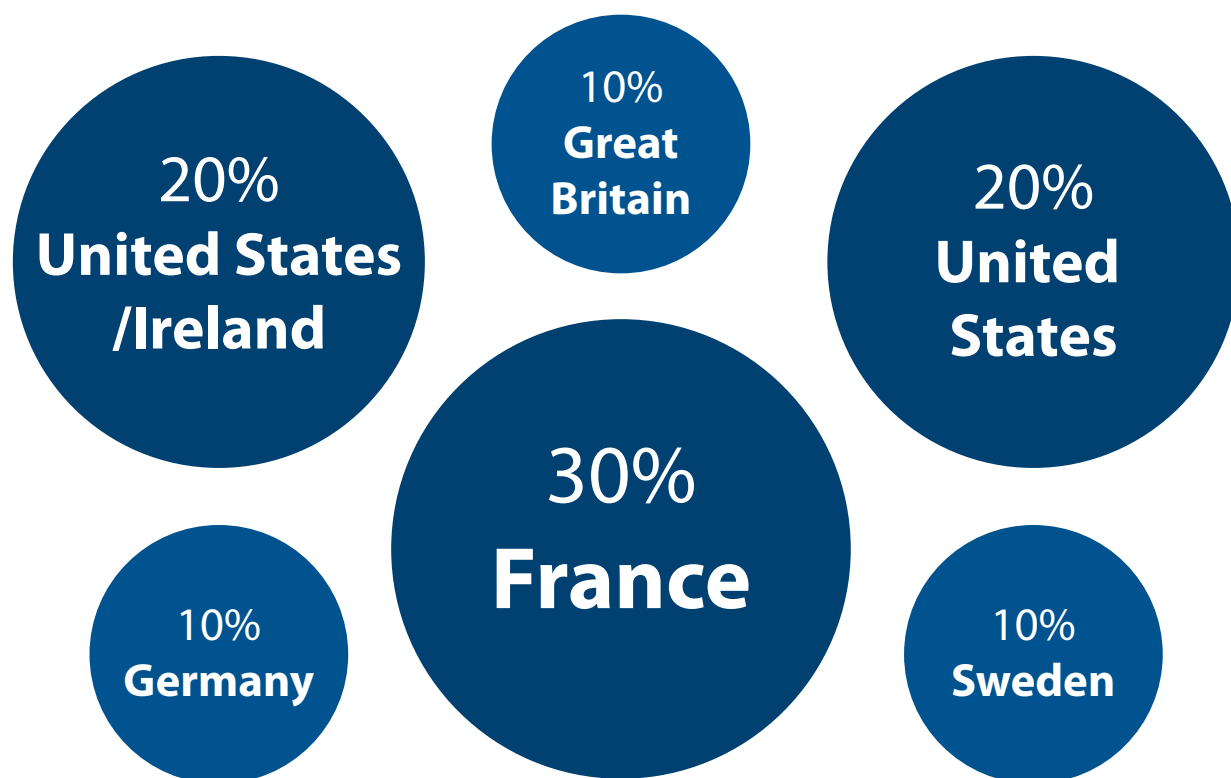


"At Sopra Steria, we have focused on providing added value to our clients by basing our services on new generation technologies, such as cloud, automation, artificial intelligence, and application modernization. For years, we have successfully carried out many advanced transformations of IT infrastructure and participated in the creation of software for large European players, mainly because we have access to excellent specialists. It is the region and Katowice itself that provide us with the necessary pool of IT experts, as well as talented and ambitious students. Thanks to our qualified and experienced teams, we have always been able to build business relationships with clients based on trust, the highest quality, and offering the best and most modern technological solutions."

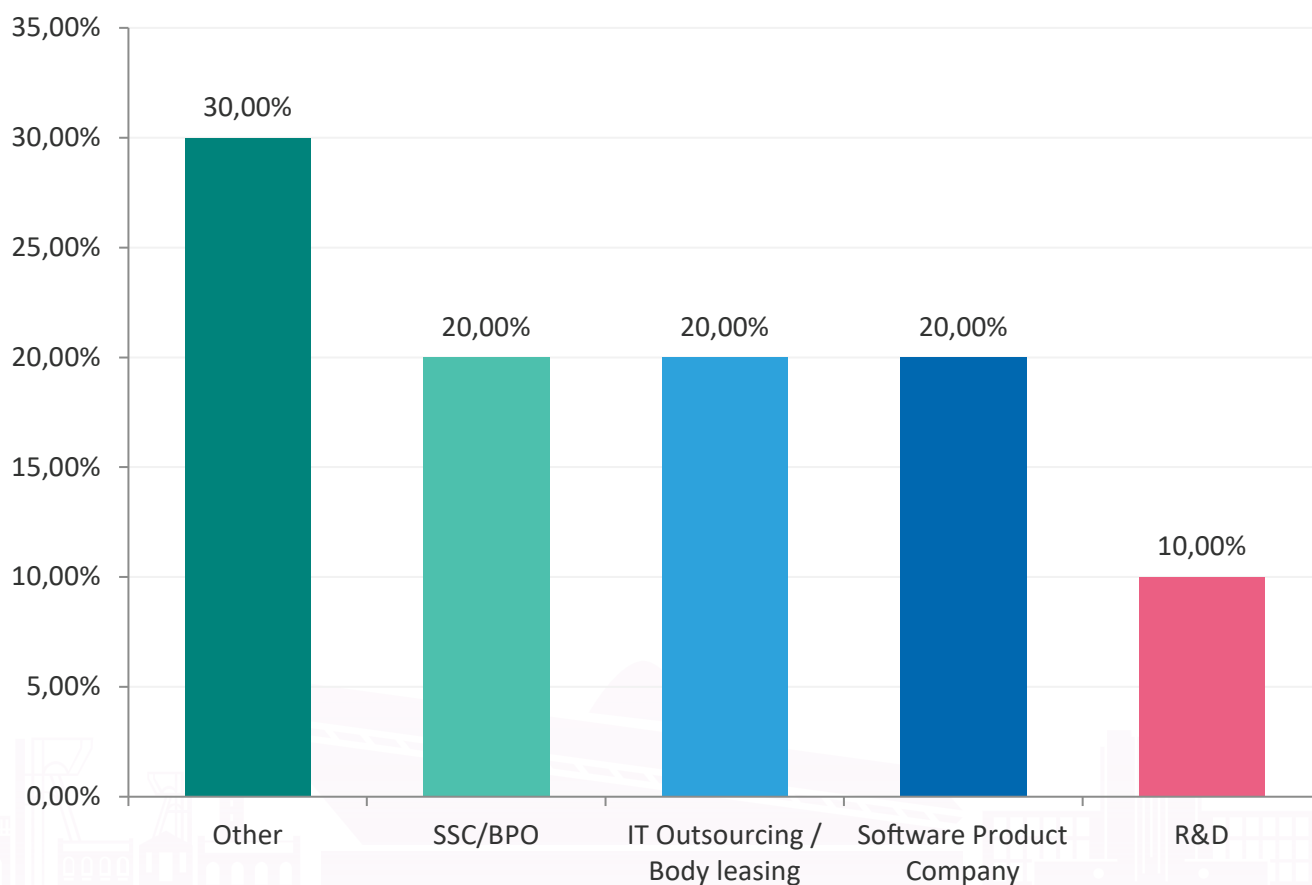


Marzena Rybicka-Szudera
CEO
Sopra Steria Polska

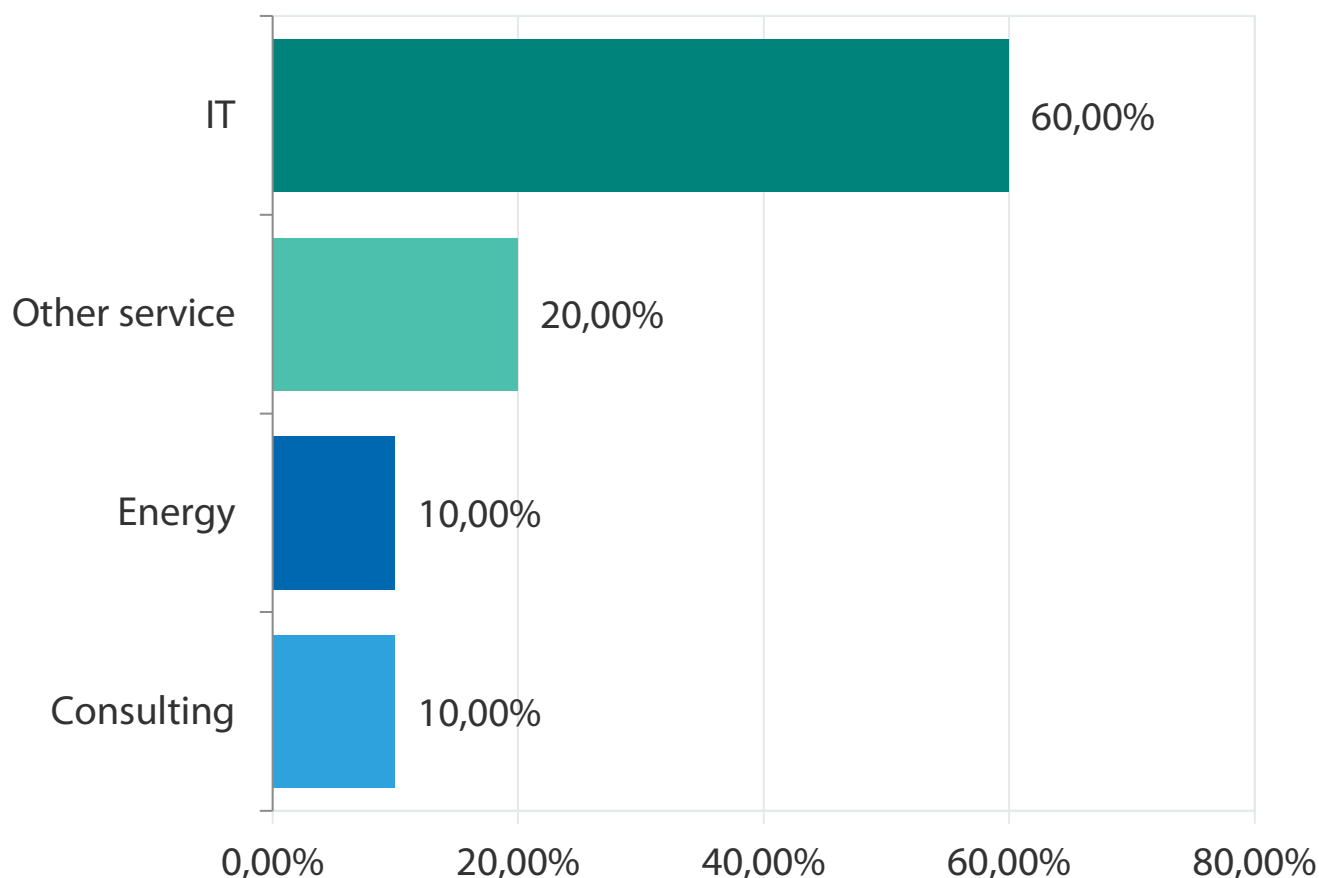
Country of origin of the company's capital:



Type of company activity:



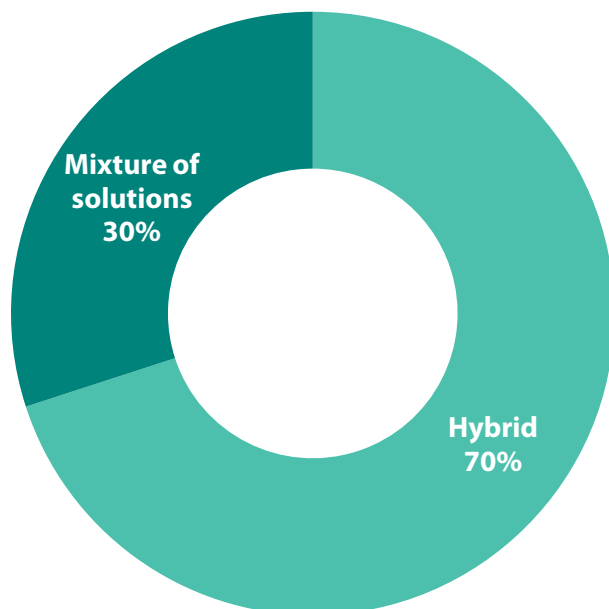
Industry sector of the parent company:



The number of people employed at the Katowice branch of the company:



The work model offered to IT employees by your company:



Projected headcount growth in the branch in Katowice in 2024:



The type of employment offered to IT employees by your company:



How many non-Polish nationals are employed in your company in 2024 (as a percentage of total employment)?



2%

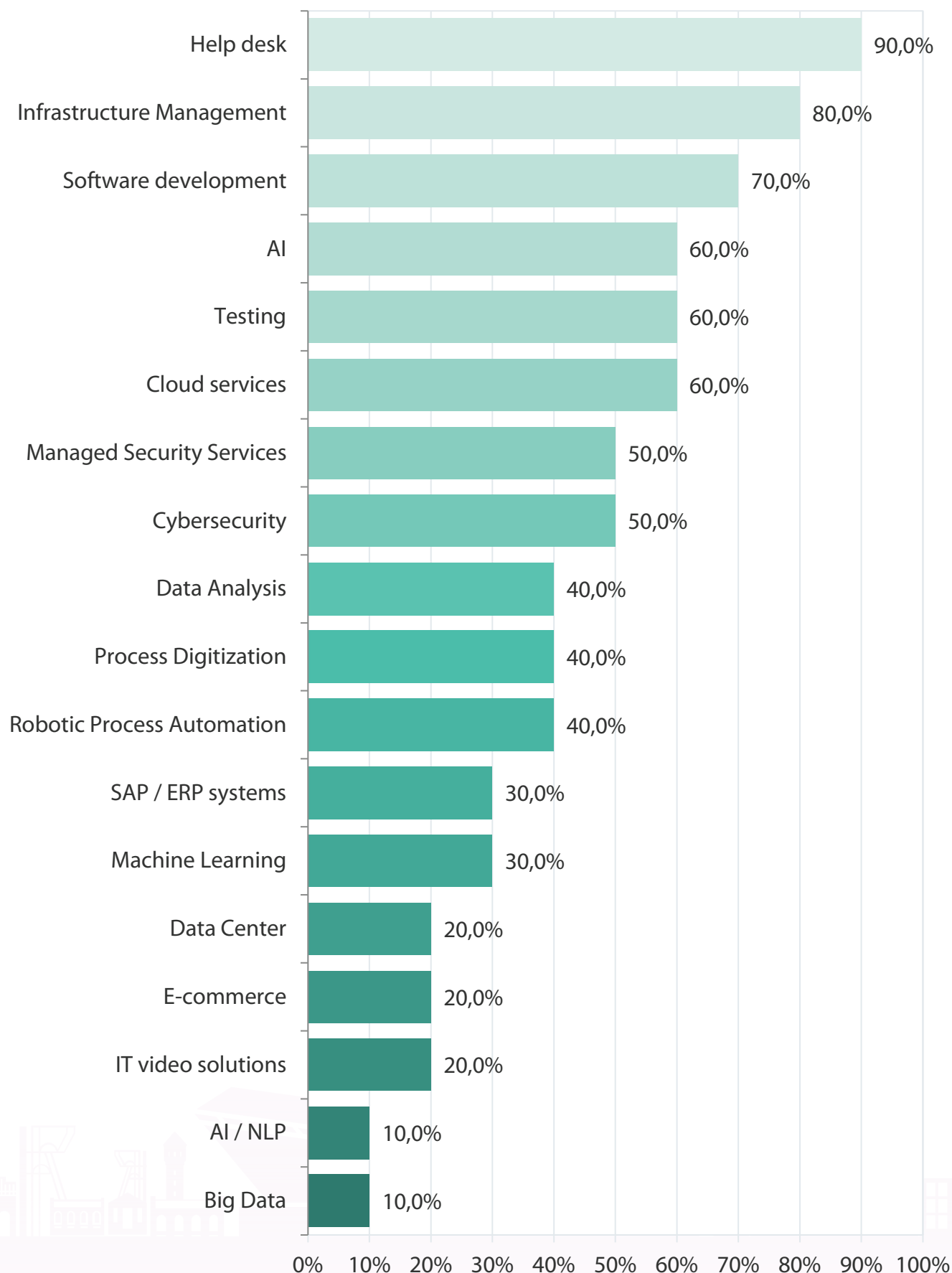


12,4%

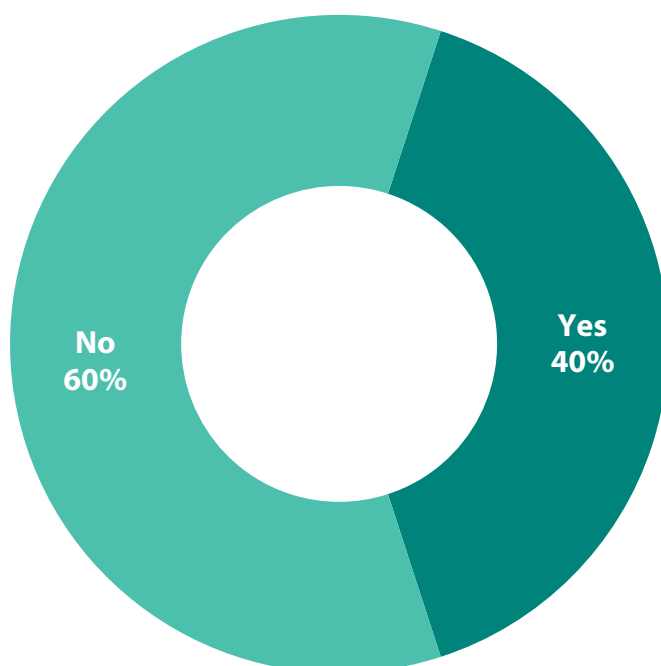


30%

The type of employment offered to IT employees by your company:

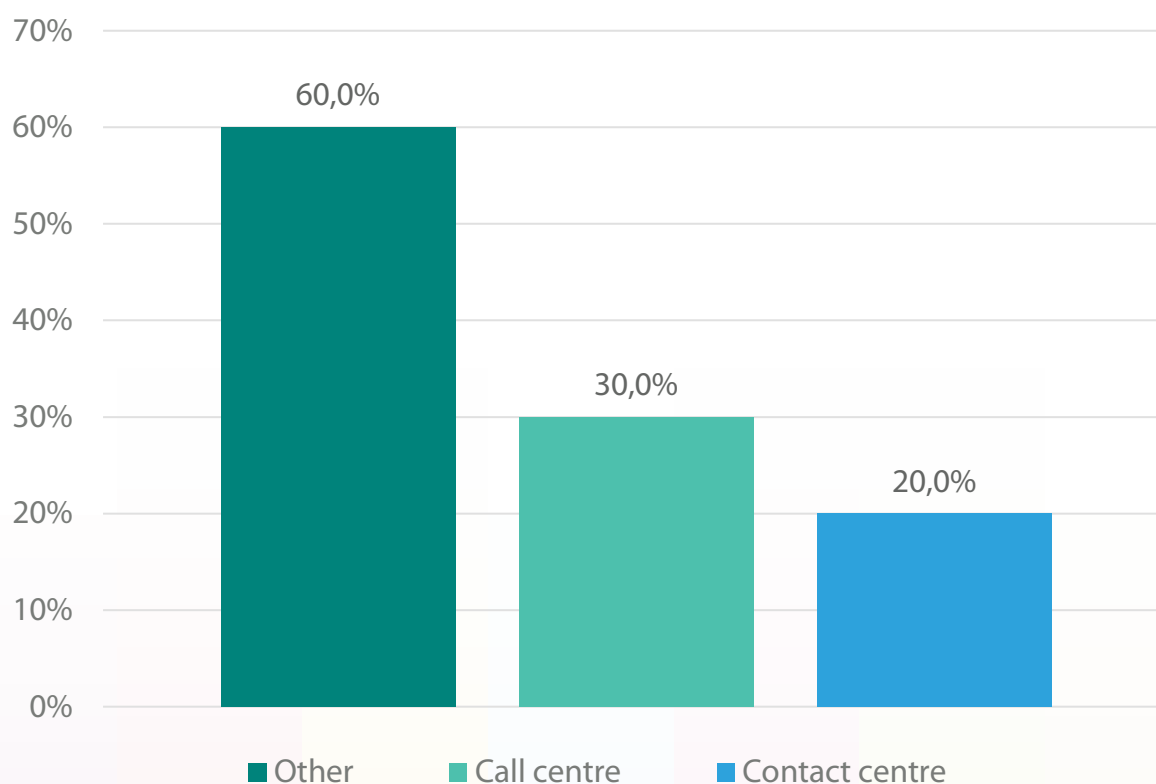


Does your company work in a shift system?



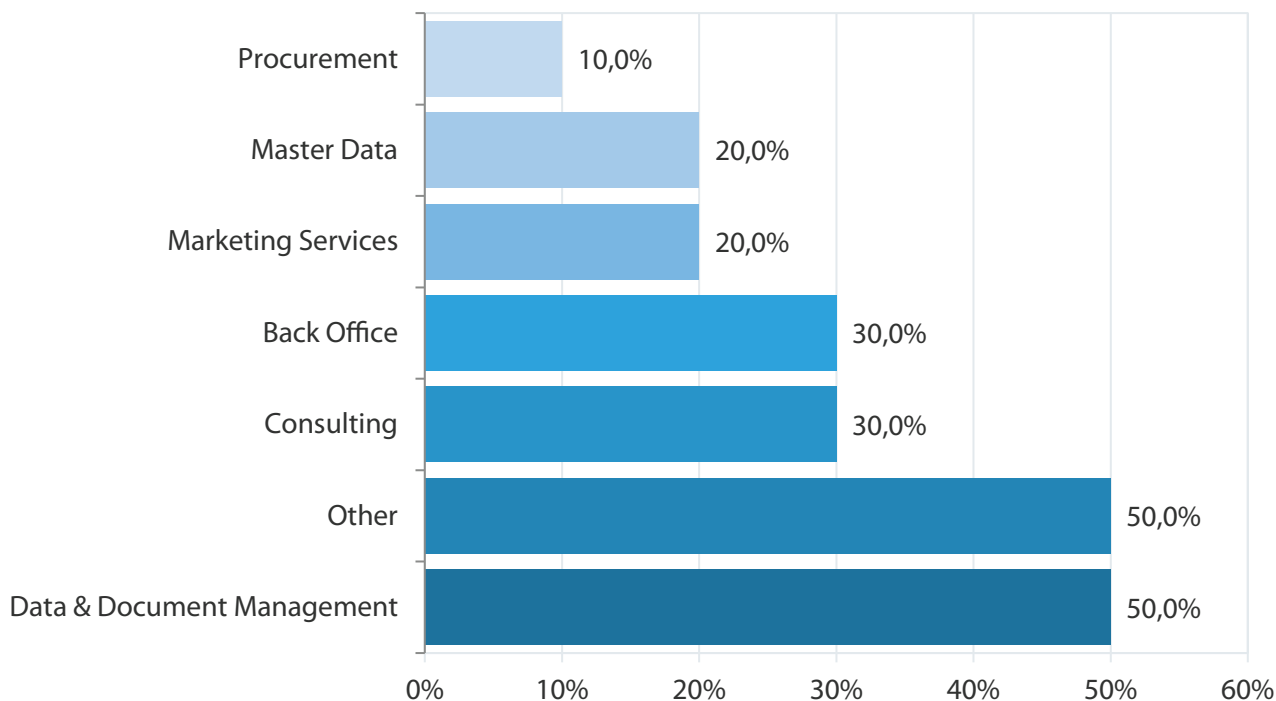
Processes overseen from Katowice:

- Customer Service**

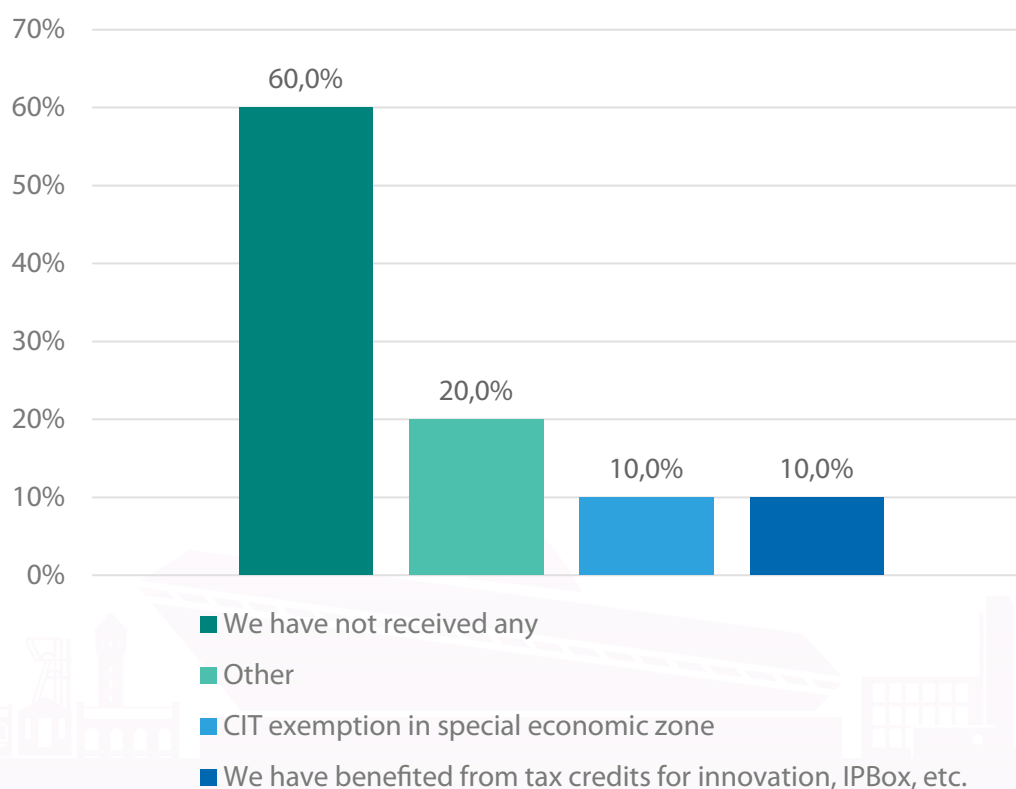


Processes overseen from Katowice:

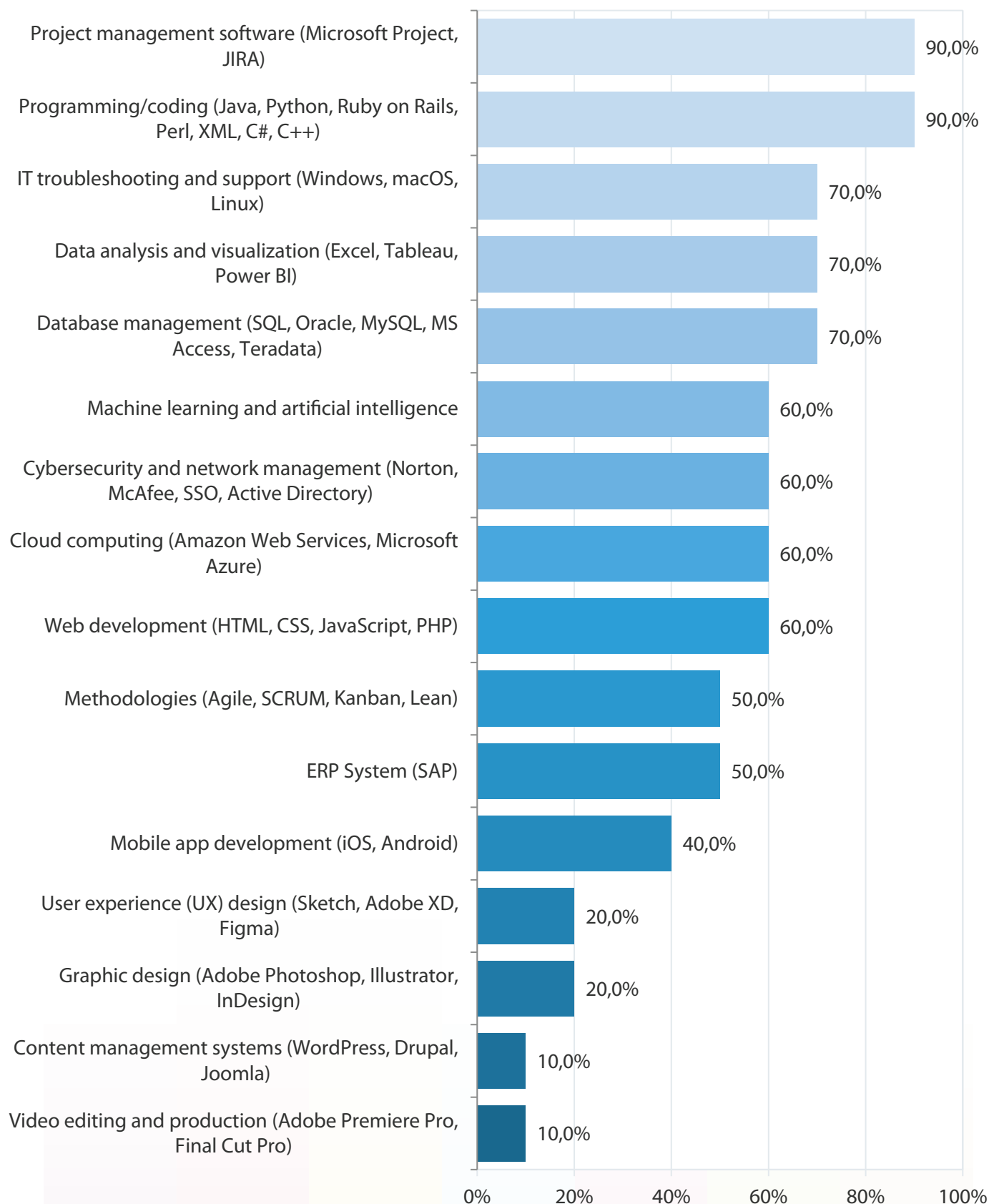
• Other



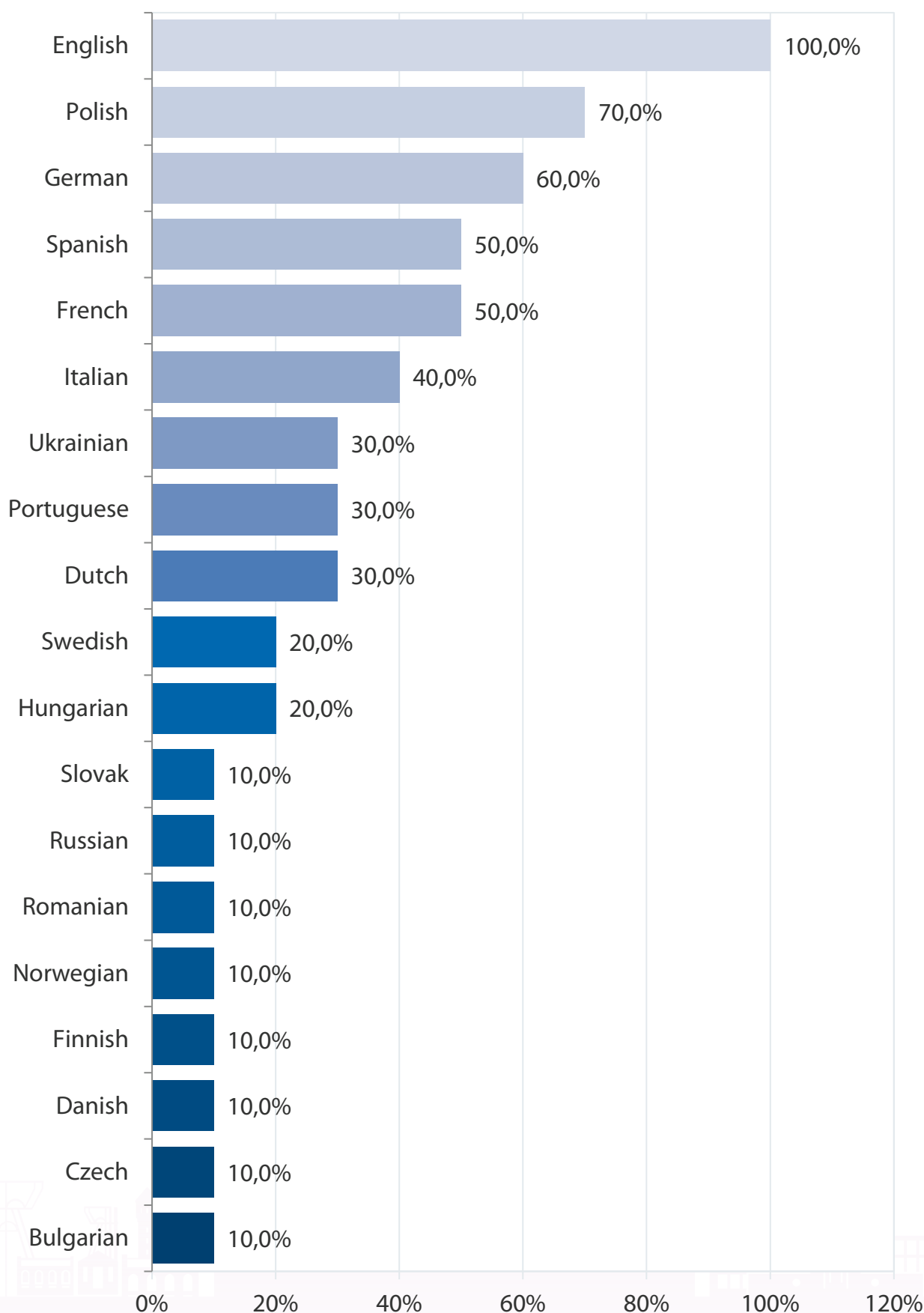
Has your company received financial support, e.g. a grant or tax relief?



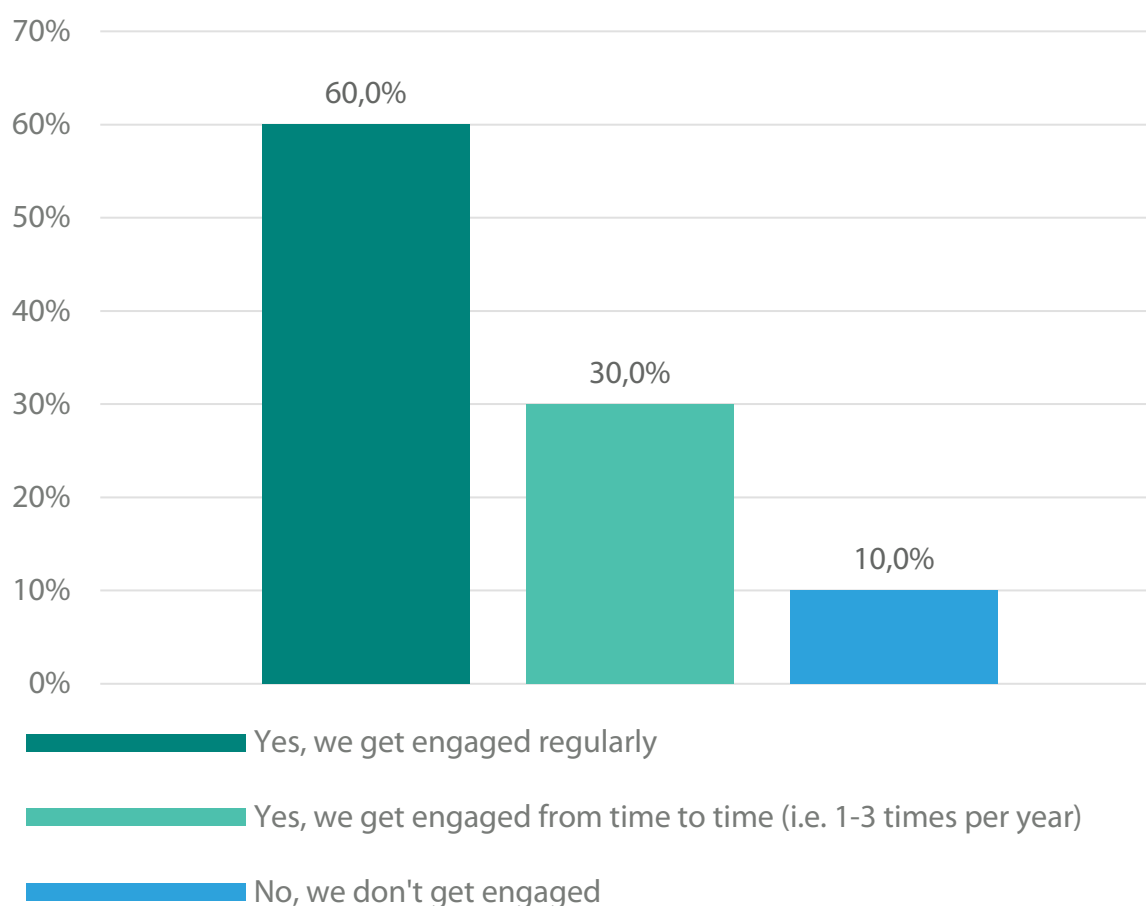
Technical skills presented by IT employees from your company:



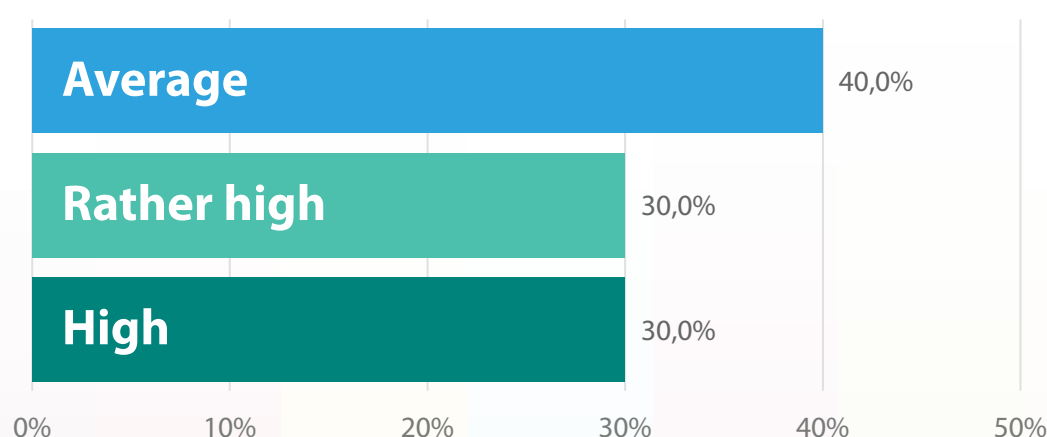
Foreign languages used to provide IT services in Katowice Branch (at least B1 level):



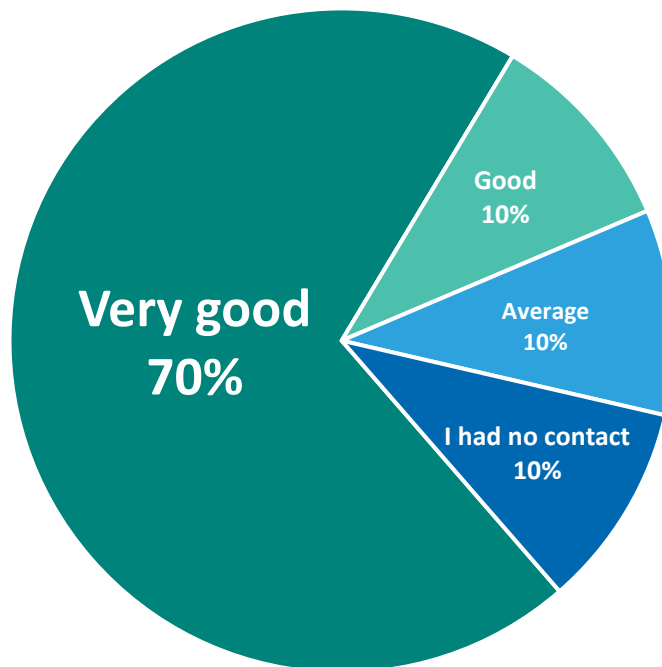
Is the company engaging with the local communities in the city of Katowice as a part of their DEI/CSR/ESG actions/strategy?



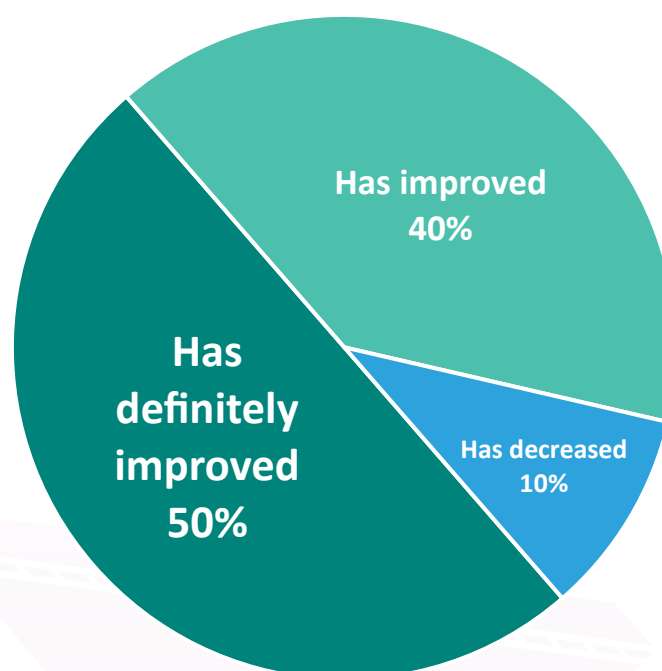
How do you rate the potential of Katowice for the development of IT Sector:



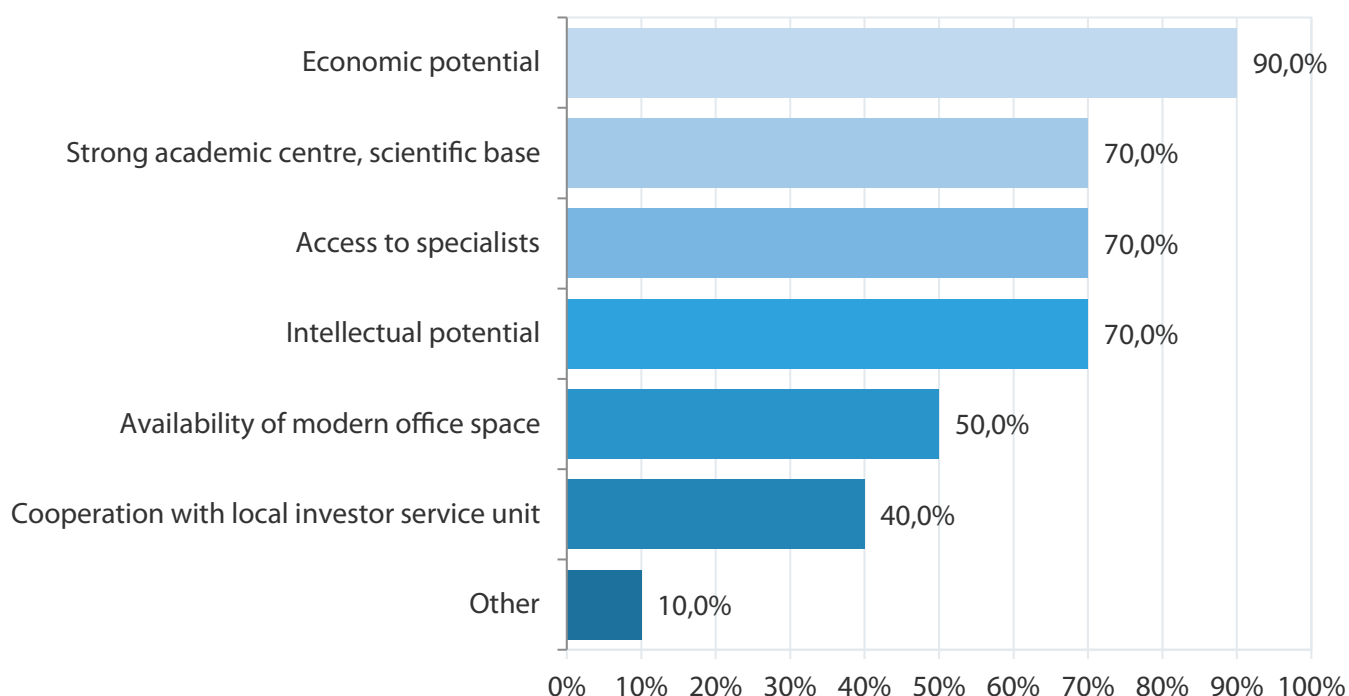
How do you rate the cooperation with the representatives of the city of Katowice?



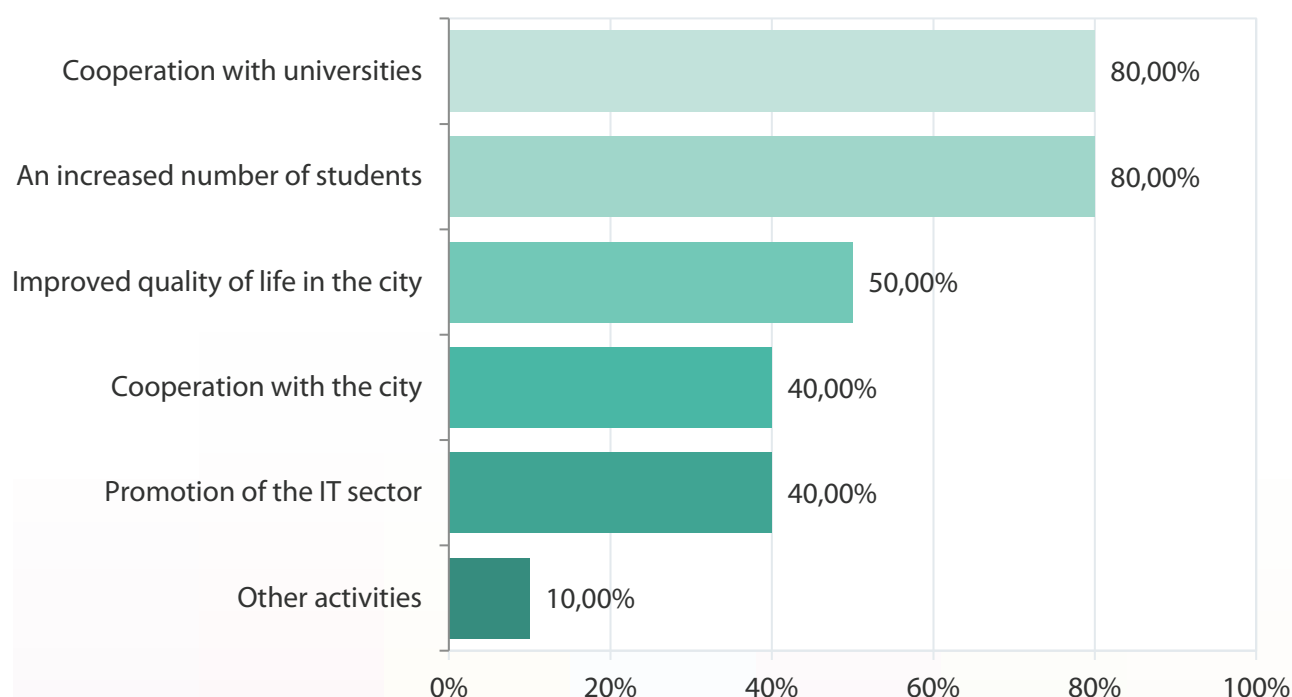
How do you rate the potential of Katowice for the development of IT Sector:



What factors determine your choice of Katowice as a business location:



What is the most important to support the development of the IT sector in Katowice:



Would you recommend Katowice to other investors?

Yes
100%

“According to Sii Polska, the key to success for IT companies is maintaining high flexibility and readiness to adapt to changes. This approach, combined with a simple, customer-oriented organizational structure based on the appropriate division of tasks and effective competence management, allows us to adapt services in response to new industry trends, regulations or customer needs. Thanks to high flexibility and attentiveness to market changes, we are able to quickly implement new offers, e.g. in the areas of artificial intelligence or cybersecurity, directly responding to emerging challenges faced by our customers. This approach not only affects their satisfaction, ultimately supporting long-term partnership and trust, but also increases the company's competitive advantage.”



Krzysztof Danilewicz
Regional Director Sii Katowice,
Country Business Lead Czech
Republic & Slovakia

“At Kyndryl, we deeply believe that our two flagship educational programs are an extremely important element of our company's responsible contribution to sustainable economic and social development.

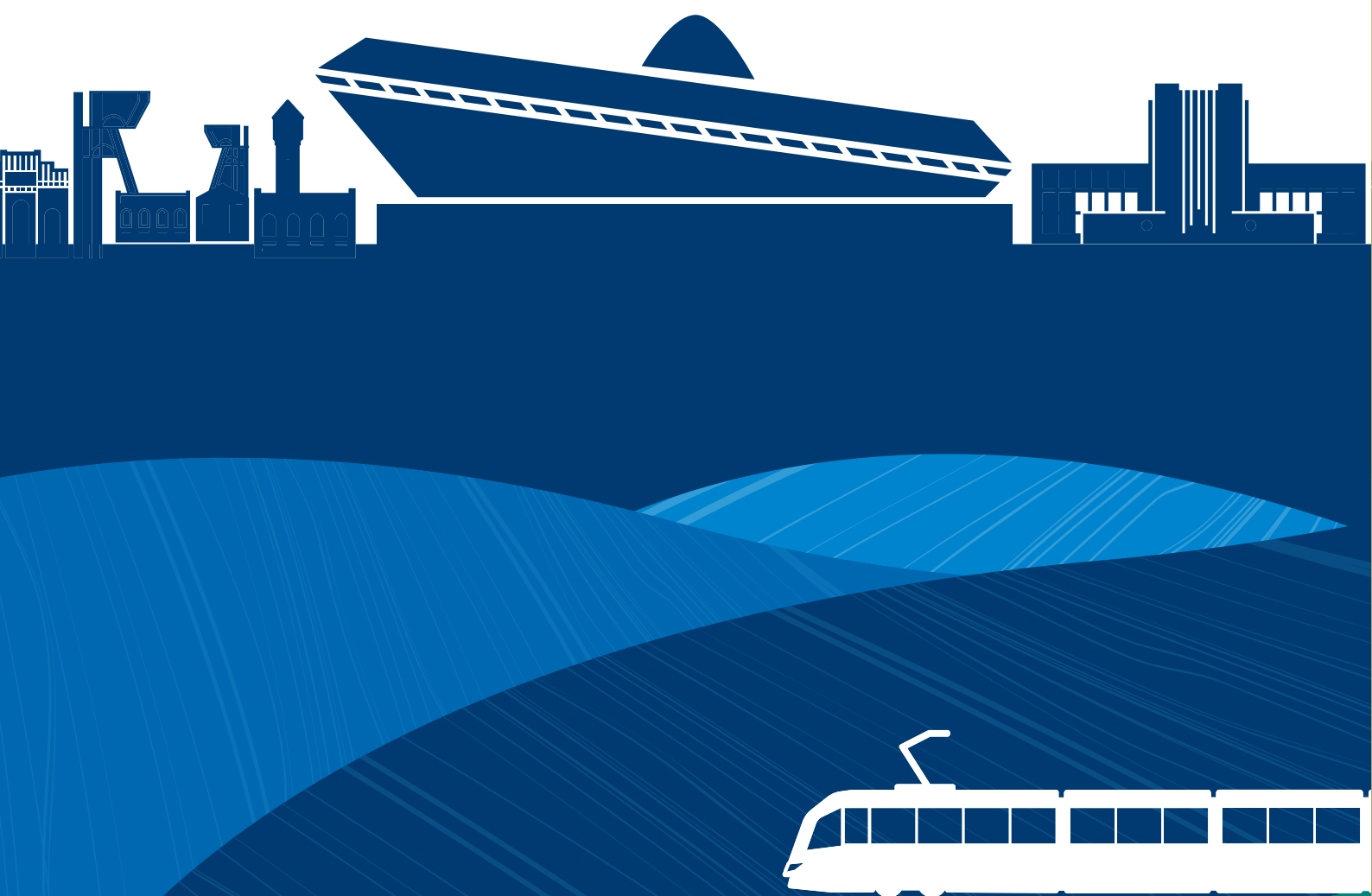
The Corporate Readiness Certificate program has been implemented for 11 years now. Thousands of active students, open to acquiring new knowledge and practical skills, have taken advantage of its rich offer. This year's edition of the CRC program was special because we invited the Polish National Radio Symphony Orchestra in Katowice to cooperate. Together, we organized a unique project, the aim of which was to search for innovative tools or solutions that would expand the accessibility of music to all interested parties, regardless of developmental challenges, movement, intellectual and sensory limitations.

At the same time, the Kyndryl Future Achievers program is an attractive proposition for high school students. As part of this project, cooperating for over five years with ZSTiO nr2 in Katowice, we organized dozens of hours of classes, lectures, workshops, professional internships and mentoring meetings.”



Roman Krzos
Senior Program Manager
University Relations Manager
Kyndryl

Potential of the Katowice labour market





Potential of the Katowice labour market

Katowice, a city located in the heart of the Silesian region of Poland, has undergone significant transformation over the past few decades. From its roots in heavy industry, it has evolved into a **vibrant urban centre with a well-developed talent pool and a high potential for growth in the Business Services Sector**. The city's stability in operational costs and balanced market saturation further consolidates the status of Katowice as an emerging hub for the business sector and a significant urban centre within the regional and national economic landscape.

Workforce migration and professional development

One of the key indicators of Katowice's market potential is its ability to attract a skilled workforce. Notably, 35% of the responders of our survey, moved to Katowice primarily for job opportunities. This influx of professionals indicates a thriving job market, further supported by the finding that 85% of respondents believe the job market in Katowice is attractive. **The key factors that specialists are focusing on while choosing the employer's offer are attractive salary (99%), work model (85%), workplace atmosphere (52%) and potential for career progression (48%), reflecting the city's commitment to fostering a conducive working environment.**

Quality of life

The quality of life in Katowice is another critical component of its market appeal. A substantial 70% of respondents rated the quality of life positively. Most of the responders consider Katowice as a safe urban centre with aesthetic public space and attractive public transportation. This favourable assessment enhances the city's attractiveness not only for professionals but also for families, students, and elderly residents, reinforcing Katowice reputation as a balanced urban environment.

Educational opportunities

Education plays a pivotal role in the development of any city, and Katowice is no exception. 72% of responders consider that Katowice has good educational opportunities. **The presence of 19 colleges and universities and hosting 91,000 students, underscores its status as a strong academic centre.** Approximately **34,000 students** in Katowice graduate each year, with significant representation in fields such as: business and administration (15,000), languages (9,000), ICT (8,000), technical and engineering: (6,000). The availability of diverse educational programs ensures a continuous supply of skilled graduates, further enriching the local job market.

Cultural and commercial offerings

The cultural, commercial, sports, and entertainment offerings in Katowice are also noteworthy. An impressive 79% of respondents believe the city boasts a rich array of such opportunities. This diversity enhances the lifestyle options available to residents, making Katowice an appealing choice for those seeking a vibrant urban experience. The growing interest in cultural and entertainment venues adds to the city's attractiveness, drawing both residents and visitors alike.



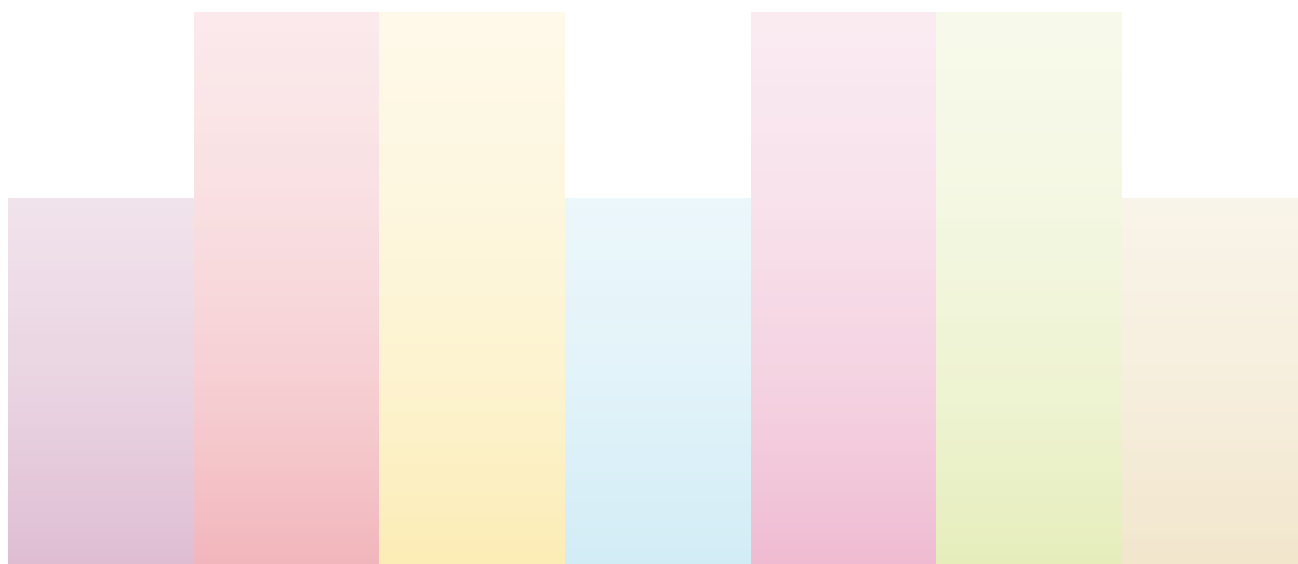
The place to be

Katowice is an emerging **IT hub of the Polish business landscape**, that according to 91% of responders and its citizens is a good place to work and develop professionally. **The IT job market in Katowice is thriving, with a significant demand for software developers skilled in popular programming languages such as Java, C#, Python, and JavaScript.** However, a distinctive feature of this region is the **abundance of opportunities in low-level programming (C and C++), as well as in engineering and automation fields, which sets it apart from the rest of Poland.**

Katowice's market potential is bolstered by a **combination of factors including a thriving job market, high quality of life, robust educational opportunities, and rich cultural offerings.** As the city continues to evolve, it is well-positioned to attract talent and investment, making it a compelling choice for individuals and businesses alike. **Katowice is known for its high quality of life, making it an appealing location for both employees and their families.** The well-developed infrastructure, including efficient transport links, facilitates smooth logistics and communication, which is crucial for business operations. Katowice has become an attractive destination for specialists from around the world, drawn by its thriving job market and vibrant professional landscape. The city hosts a diverse community of international talent, contributing to innovation and cross-cultural collaboration in various industries. With its strong academic foundation and growing sectors, Katowice is not only a city of the present but also one with promising prospects for the future. **The city has a vibrant tech community, with numerous startups, tech events, and networking opportunities. This ecosystem encourages collaboration and innovation. Additionally, universities in the area continue to graduate a significant number of IT professionals each year, further boosting the talent pool.** As a result, Katowice is increasingly recognized as a IT hub for global professionals seeking new opportunities and career advancement.



Mikołaj Jaśkiewicz
Division Manager
Cpl Poland



Overview of the IT labour market in Katowice

We invited employees from selected IT companies operating in Katowice who shared their opinions and experiences about work in the IT sector.



“Katowice is still a great place to locate and develop a business in the IT sector. Capgemini Polska has been developing its Center here for over 20 years, taking advantage of access to qualified specialists and a strong academic center and scientific base. The city has not only excellent human resources, but also economic resources, which makes it attractive to investors. It is important for Capgemini to focus on building strong relationships with local authorities, universities and invest in talent development. In 2025, new opportunities open up before us. We are planning recruitment in the area of cybersecurity, cloud solutions, ServiceNow. We will also be looking for specialists in the field of networks, databases and virtualization, with knowledge of French, which will further strengthen Katowice's position as a center of innovation and technology.”

Aleksander Dajka
Operations Director
Capgemini Polska



“Vattenfall has been present in Silesia since the late 1990s, so we have witnessed and participated in the transformation that the region has undergone. Although Vattenfall withdrew from the energy market in 2011, the IT department with offices in Gliwice and Katowice remained. Even then, we noticed the potential of the high-class specialists here. Despite the changes taking place on the labor market, they are still available, and their level of knowledge, proactivity and commitment is appreciated throughout the Vattenfall group. We started with 70 employees, today we have almost 450 and we plan to grow by another 10-15% per year, including in the areas of HR and Finance. This is the best proof that the potential noticed years ago is still here.”

Mariola Penno-Szypowska
Vice President of the Management Board
Vattenfall IT Services Poland



Name your place of residence:



**Silesian
Metropolis**
56,13%

What is your current mode of work?



Hybrid 76,27%

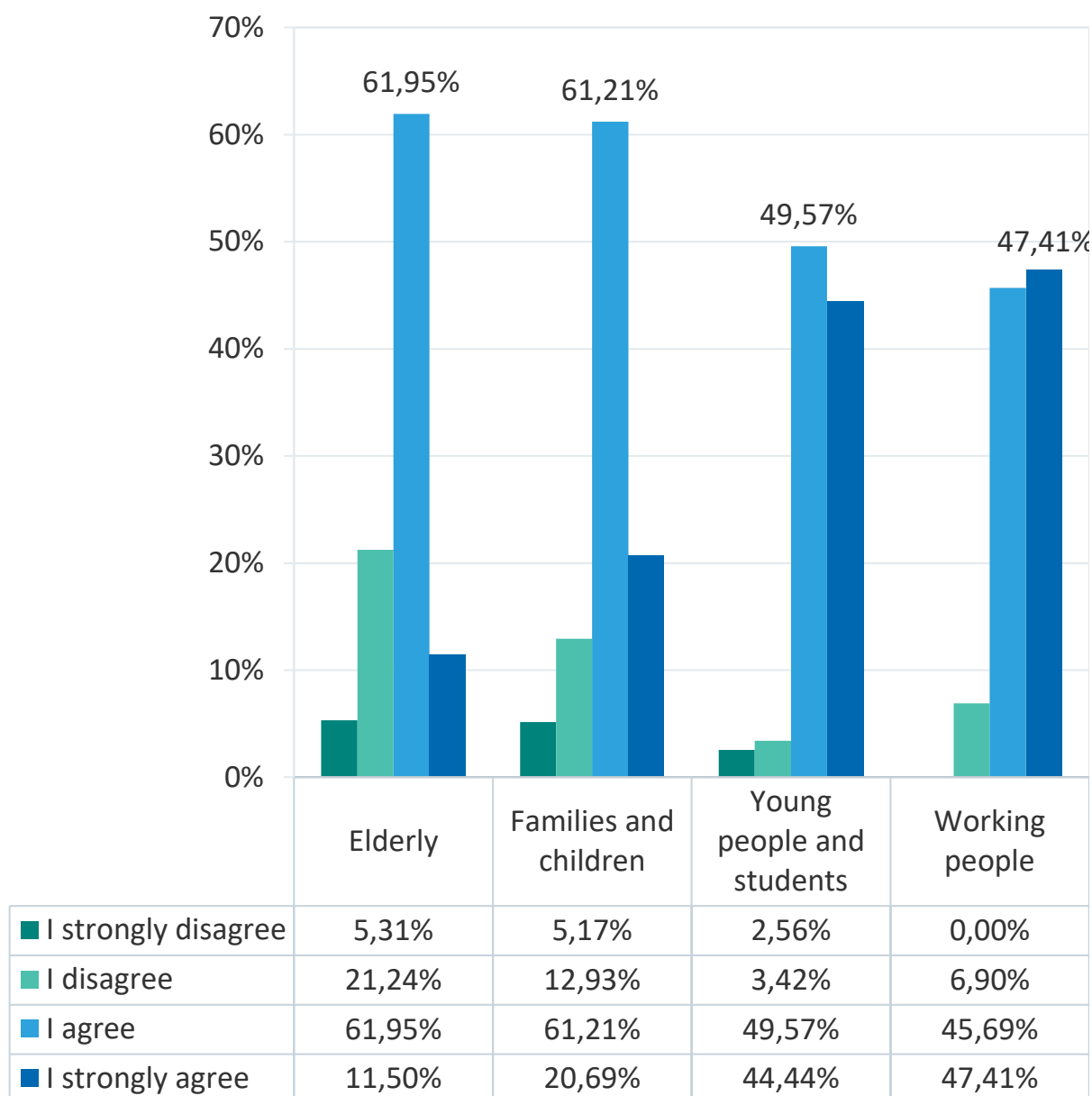


Remote 20,34%



Office 3,39%

Katowice is a good place to live for:



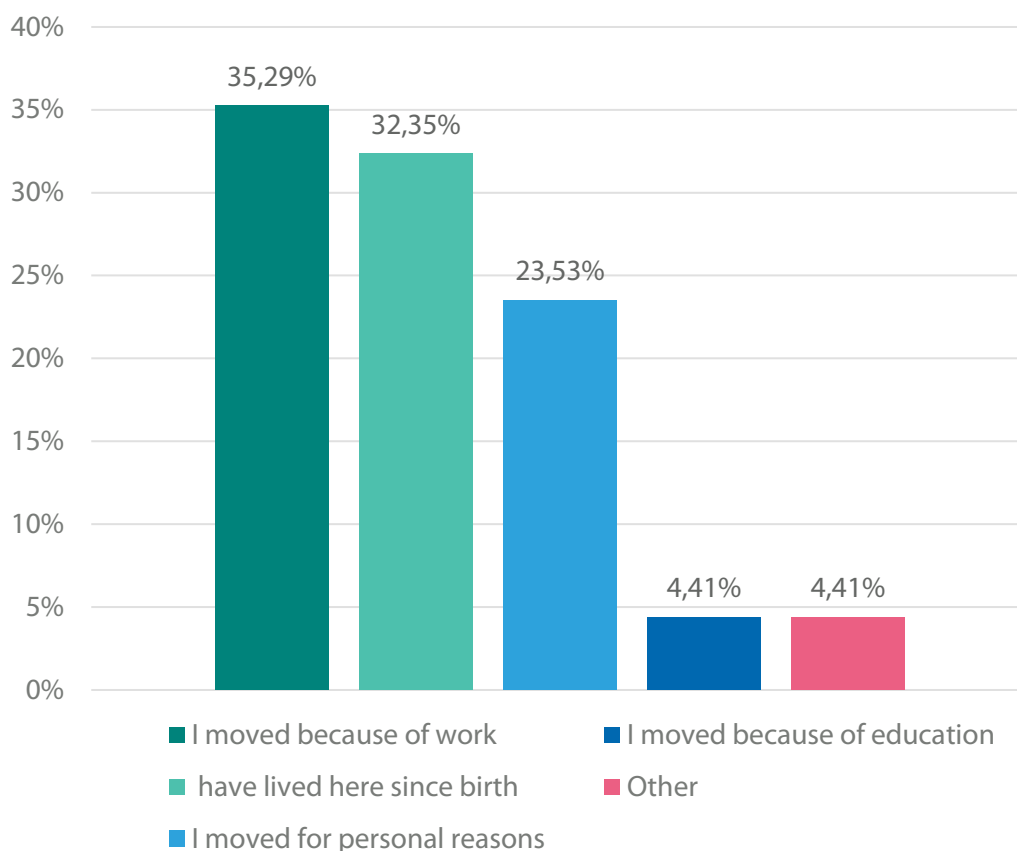
Are you employed based on:

An employment contract
97,48%

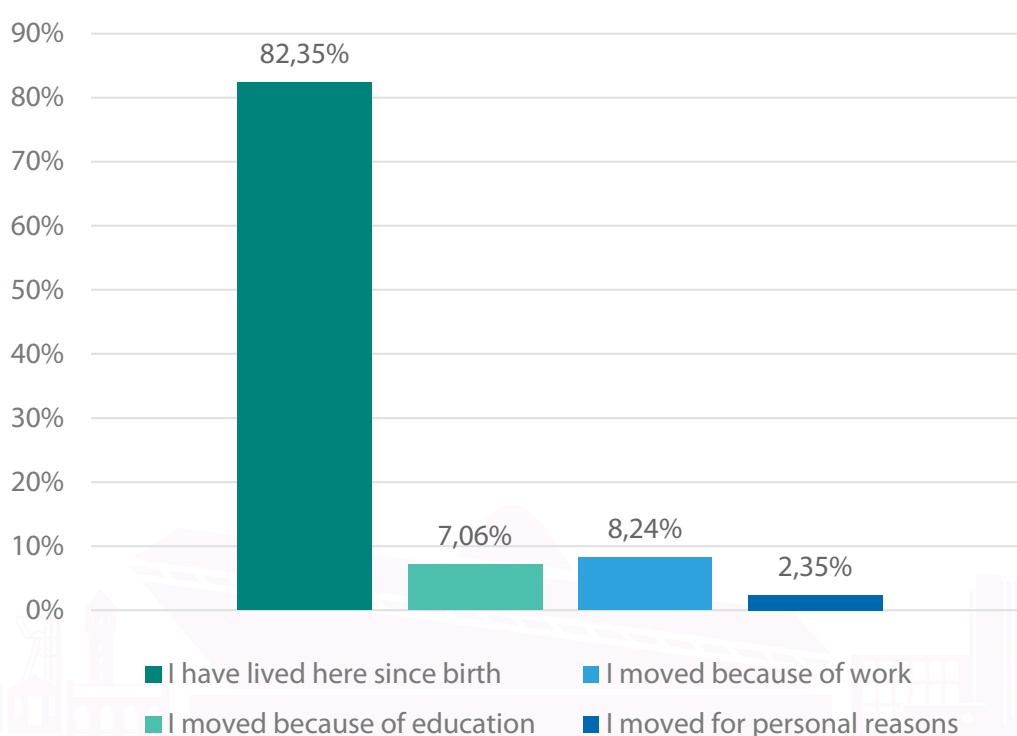
Other type of contract
0,84%

B2B
1,68%

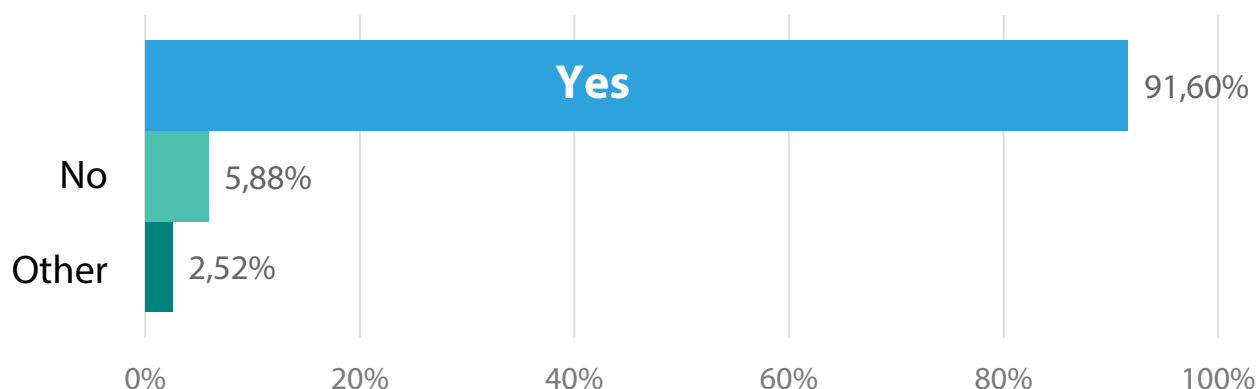
What made you decide to live in Katowice:



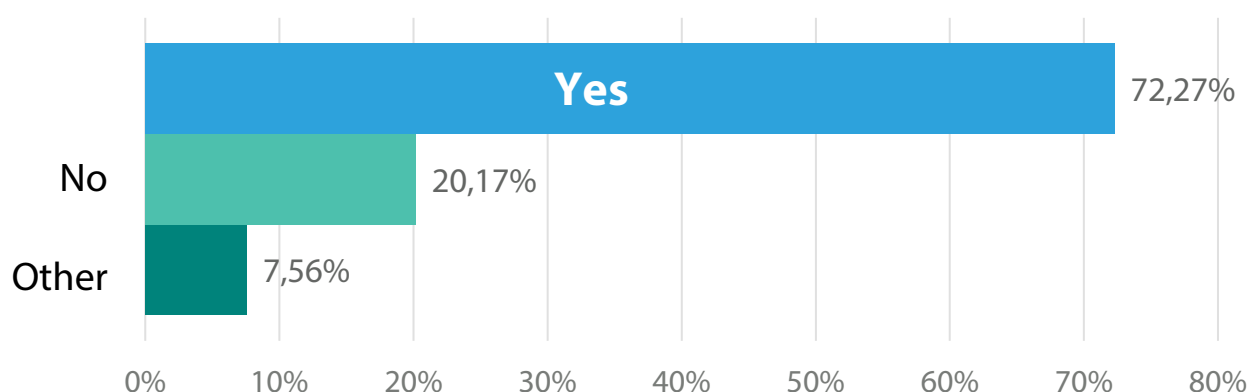
What made you decide to live in Silesian Metropolis:



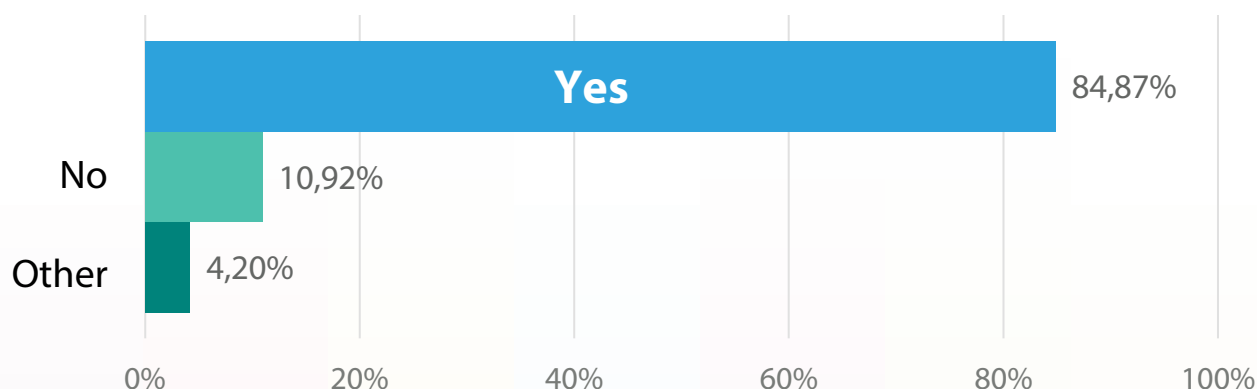
Is Katowice a good place to work and develop professionally?



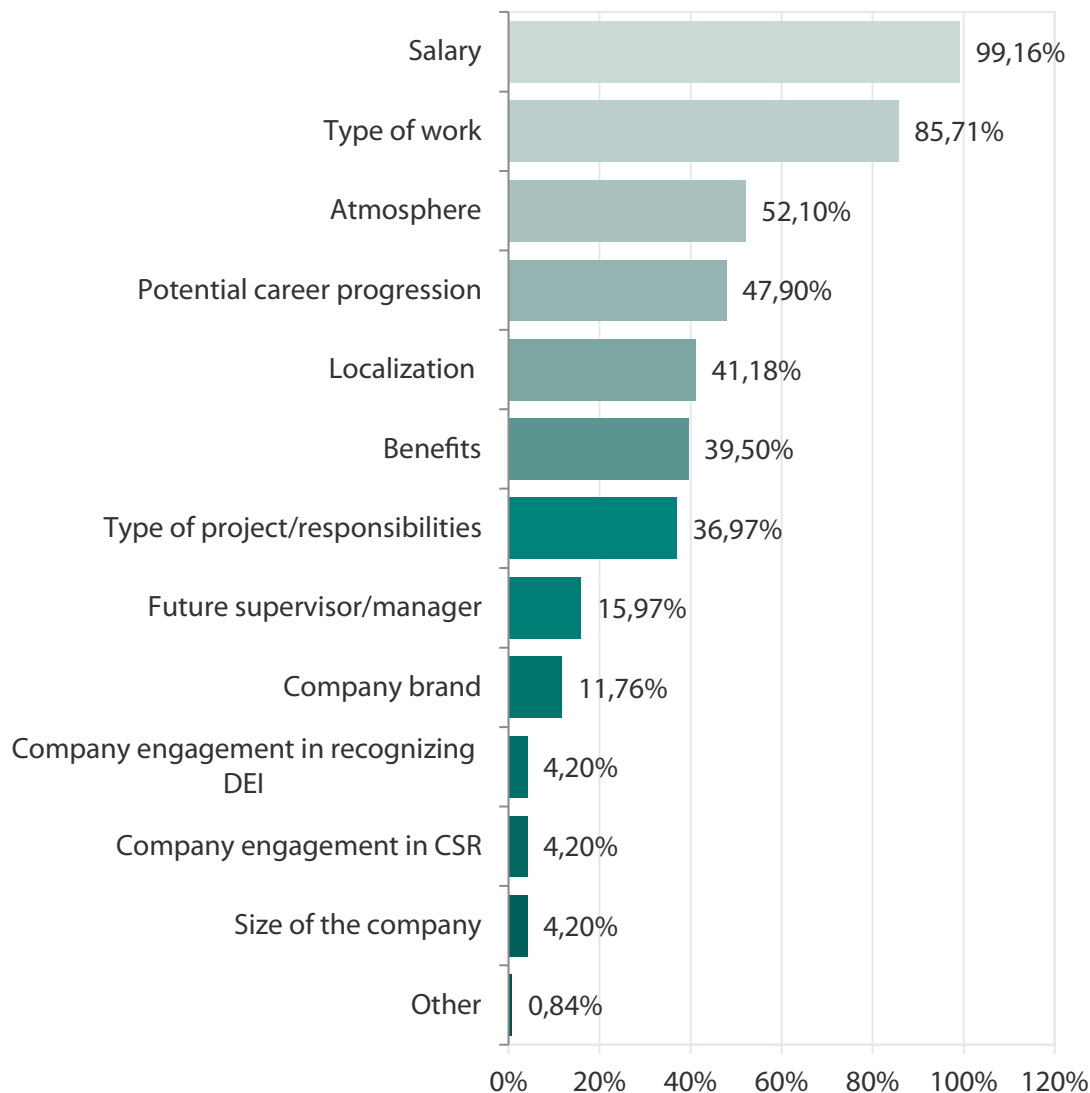
Do you think that Katowice has a good range of educational opportunities?



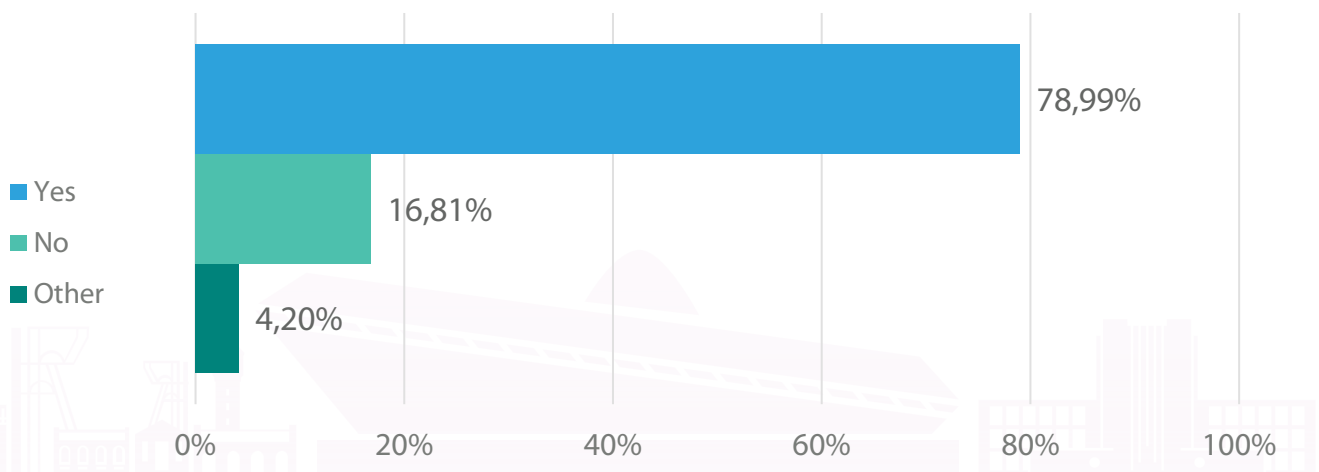
Is the job market in Katowice attractive?



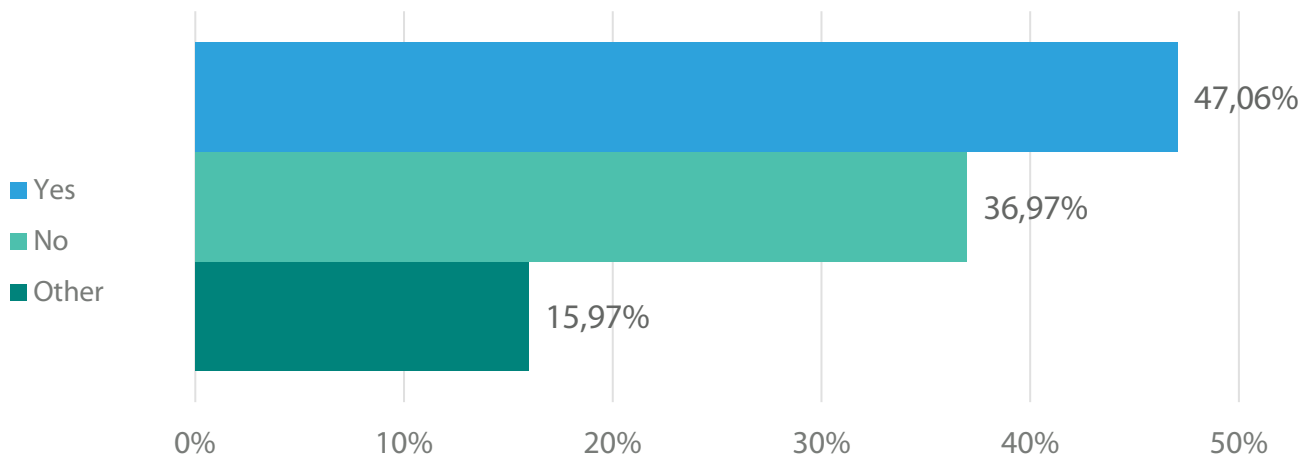
What made you decide to live in Katowice:



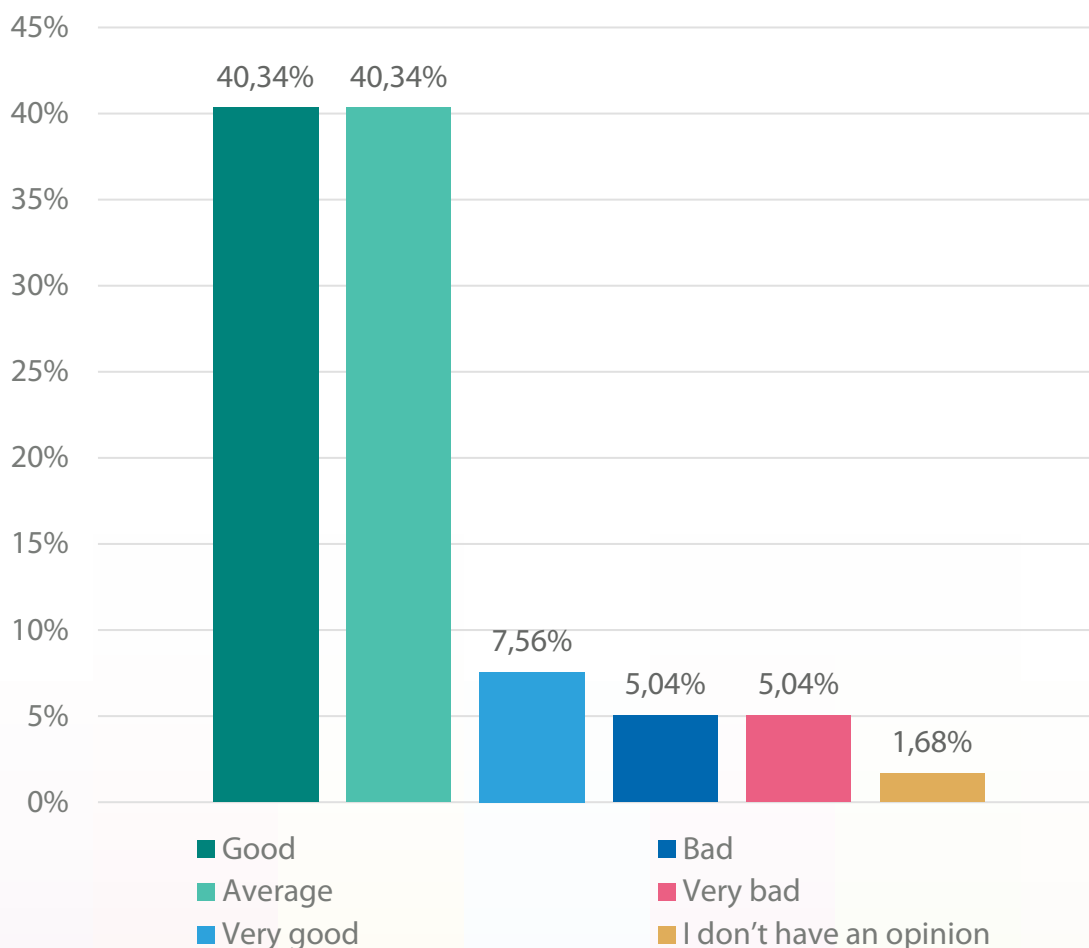
Do you believe that Katowice has a rich commercial/cultural/sports/entertainment offer?



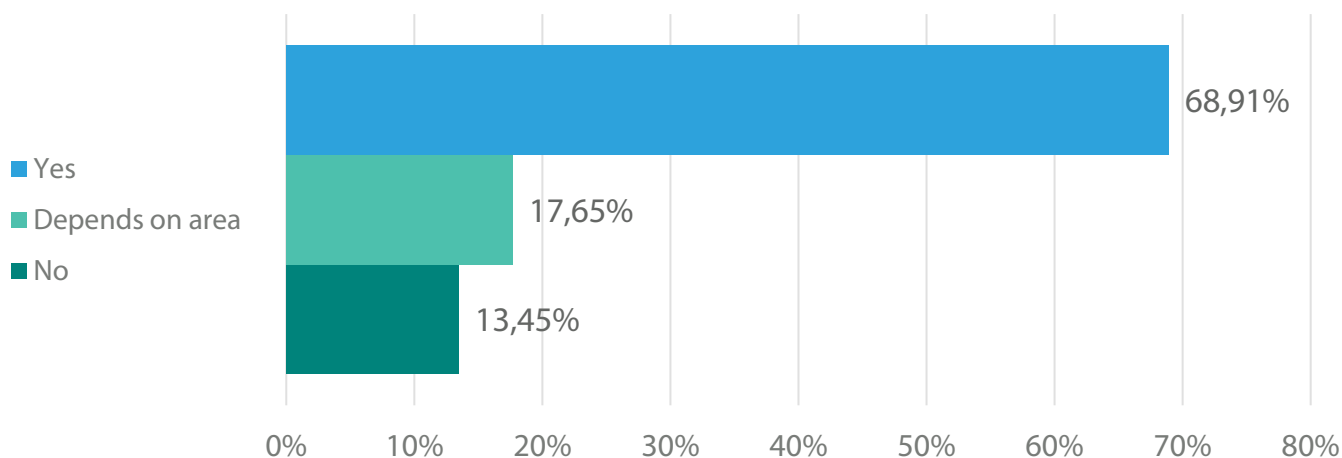
Do you find public transportation in and around Katowice to be attractive?



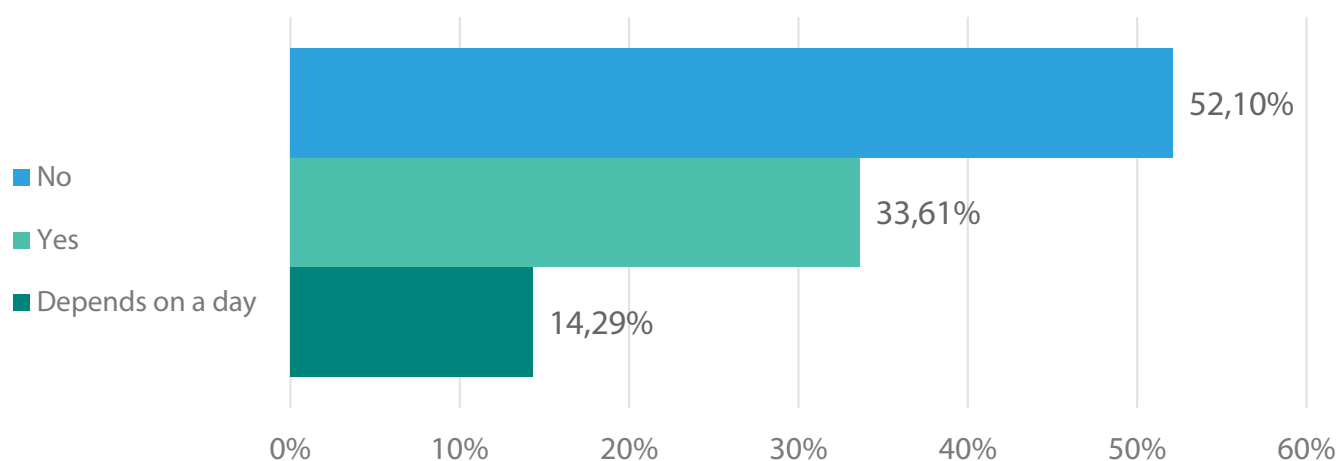
How would you rate the public space and aesthetics of the city of Katowice?



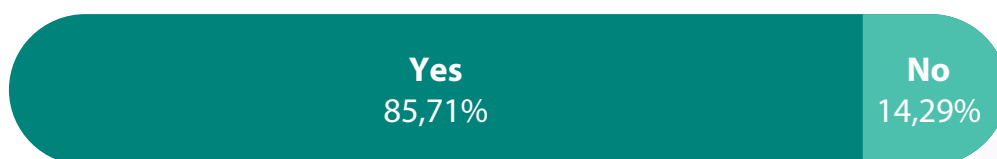
Is Katowice safe?



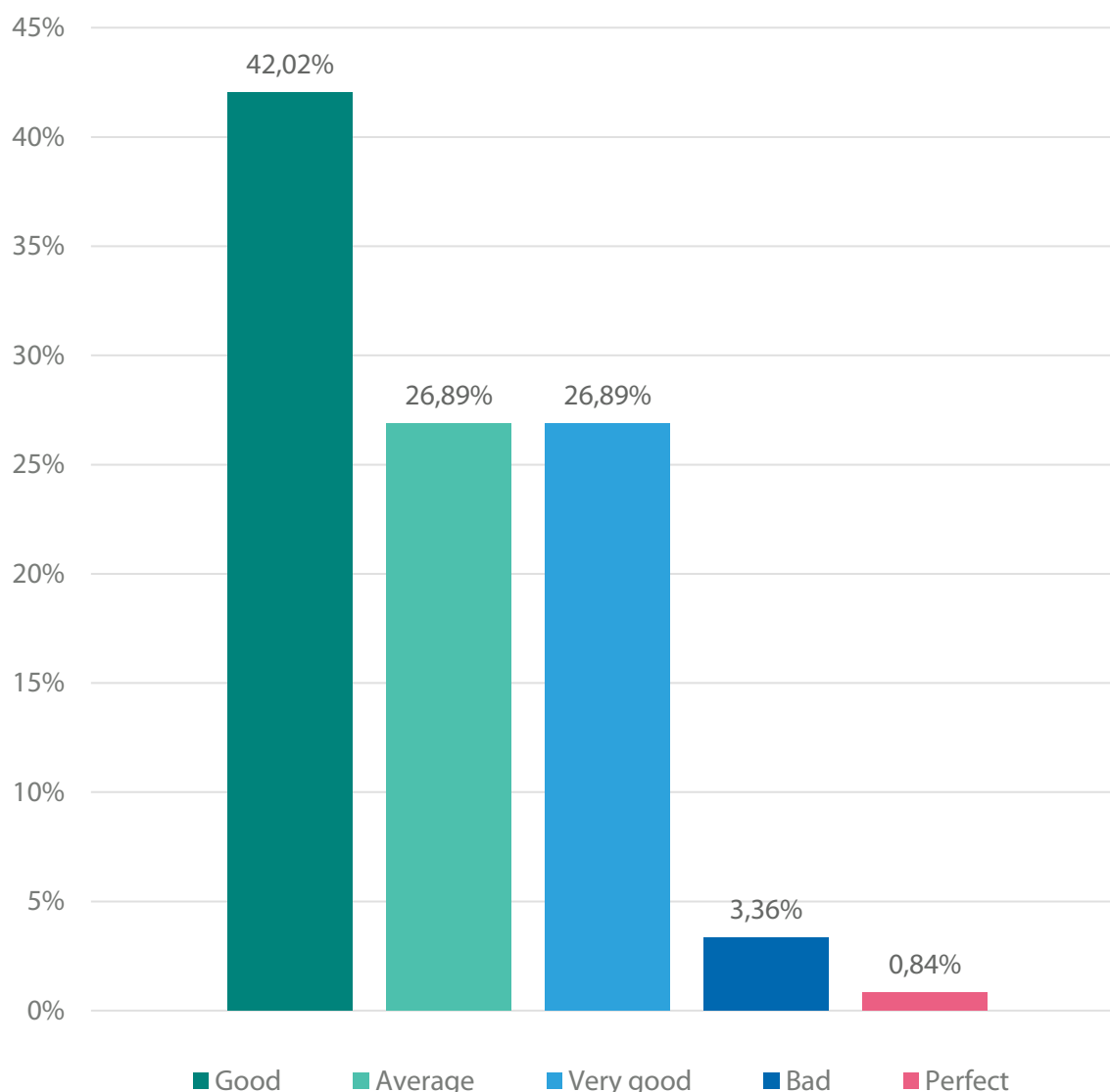
Do you find the quality of air in Katowice good?



Would you recommend Katowice to others as a place to work?



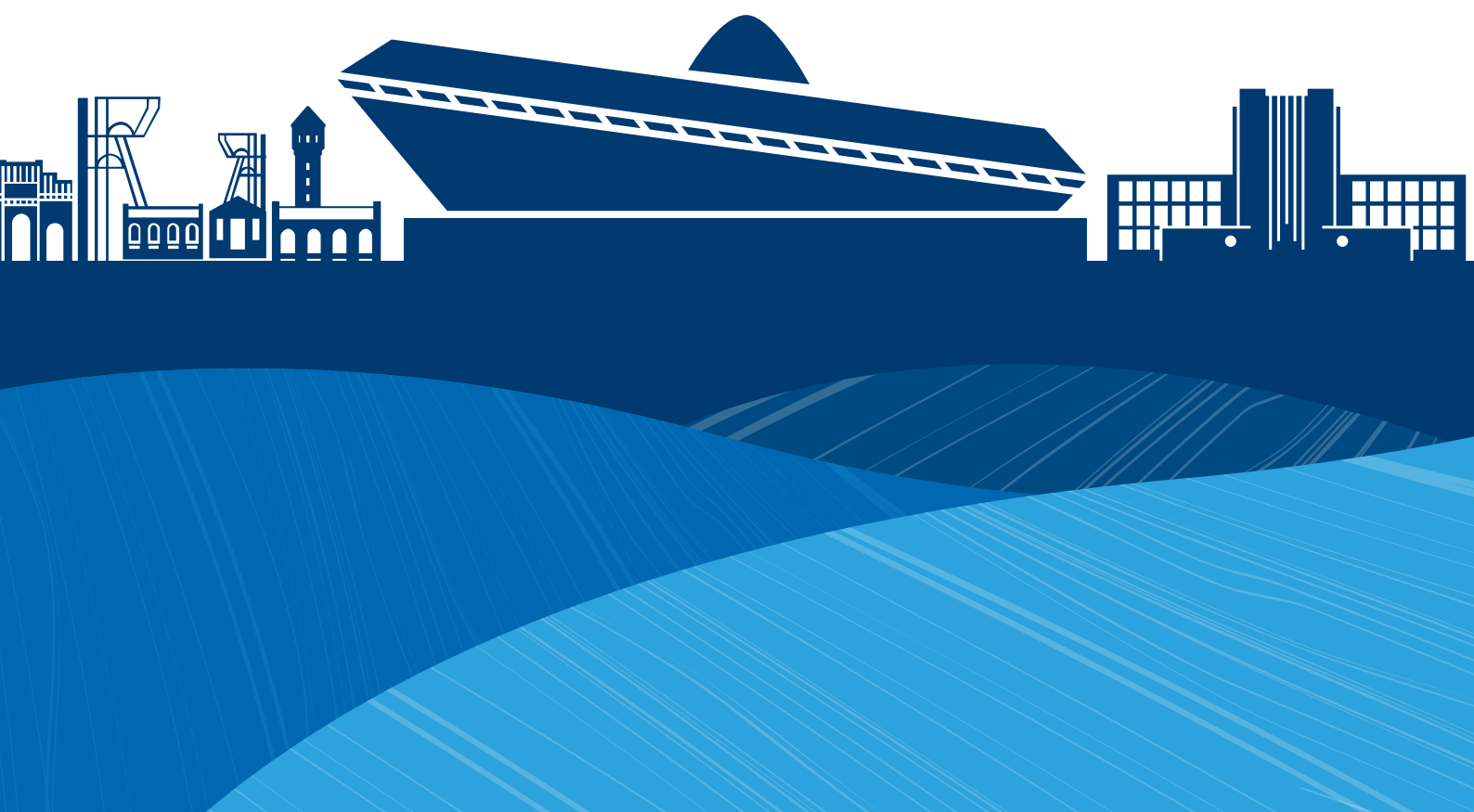
How would you rate the quality of life in Katowice?



Would you recommend Katowice to others as a place to live?



Salary guide in IT sector



IT and Technology

Software Development	MIN PLN	AVG PLN	MAX PLN
Senior .Net, Developer	19,000	22,500	26,000
Junior Python Developer	9,000	11,500	14,000
Python Developer	14,000	17,000	20,000
Senior Python Developer	20,000	22,500	25,000
Junior PHP Developer	7,000	8,500	10,000
PHP Developer	10,000	13,000	16,000
Senior PHP Developer	16,000	17,500	19,000
Junior Ruby on Rails Developer	8,000	11,000	14,000
Ruby on Rails Developer	14,000	17,500	21,000
Senior Ruby on Rails Developer	21,000	24,000	27,000
Junior Angular Developer	7,000	8,500	10,000
Angular Developer	10,000	14,000	18,000
Senior Angular Developer	18,000	21,000	24,000
Junior React Developer	8,000	10,500	13,000
React Developer	13,000	16,000	19,000
Senior React Developer	19,000	22,000	25,000
Junior Node.js Developer	9,000	11,000	13,000
Node.js Developer	13,000	16,000	19,000
Senior Node.js Developer	19,000	22,500	26,000
Junior React Native	7,000	10,000	13,000
Mid React Native	13,000	15,500	18,000
Senior React Native	18,000	21,500	25,000
Mobile Developer (iOS / Android)	14,000	16,500	19,000
Junior Manual Tester	6,000	7,000	8,000
Manual Tester	8,000	10,500	13,000
Senior Manual Tester	13,000	14,000	15,000
Junior Automation Test Engineer	10,000	11,000	12,000
Automation Test Engineer	12,000	14,000	16,000
Senior Automation Test Engineer	16,000	17,500	19,000
Test Manager	23,000	25,500	28,000
Software Architect	24,000	27,500	31,000
System Analyst	14,000	16,000	18,000

Experience in IT: junior: 1-2 years; regular: 3-5 years; senior: 6+ years

IT and Technology

Software Development	MIN PLN	AVG PLN	MAX PLN
IT Director	35,000	40,000	45,000
Software Development Manager	30,000	33,000	36,000
Team Lead Software Developer	24,000	27,000	30,000
Junior Software Developer C/C++	9,000	11,500	14,000
Software Developer C/C++	14,000	17,500	21,000
Senior Software Developer C/C++	21,000	24,000	27,000
Junior Software Developer Java	10,000	12,500	15,000
Software Developer Java	15,000	18,500	22,000
Senior Software Developer Java	22,000	26,000	30,000
Junior .Net, Developer	8,000	11,000	14,000
.Net, Developer	13,000	16,000	19,000
Business Analyst	13,000	15,000	17,000
IT Project Manager	13,000	16,500	20,000
IT Product Owner	17,000	20,000	23,000
Scrum Master	14,000	17,500	21,000
UX/UI Designer	16,000	18,500	21,000

IT Technical Support		MIN PLN	AVG PLN	MAX PLN
1st Line Technical Support	Language group I	5,500	6,500	7,500
	Language group II, III	8,000	10,000	12,000
	Language group IV	10,000	11,500	13,000
2nd Line Technical Support	Language group I	8,000	10,000	12,000
	Language group II, III	11,000	12,500	14,000
	Language group IV	13,000	14,500	16,000
3rd Line Technical Support	Language group I	12,000	15,000	18,000
	Language group II, III	14,000	16,000	18,000
	Language group IV	16,000	17,500	19,000
IT Service Desk Team Leader		15,000	17,000	19,000
IT Service Desk Manager		19,000	22,000	26,000

Administration	MIN PLN	AVG PLN	MAX PLN
Network Administrator	16,500	19,000	23,000
Windows Administrator	15,500	18,000	21,000
Linux / Unix Administrator	15,500	18,000	21,000
Applications Administrator	13,000	17,500	22,500

Database	MIN PLN	AVG PLN	MAX PLN
Oracle Administrator	16,200	19,000	21,500
MSSQL Database Administrator	16,500	19,000	22,000
Database Developer	16,000	18,000	21,000

Business Intelligence	MIN PLN	AVG PLN	MAX PLN
Junior Business Intelligence Developer	12,000	13,000	14,000
Business Intelligence Developer	14,000	16,000	18,000
Senior Business Intelligence Developer	18,000	21,000	24,000
Big Data Engineer	22,000	27,500	33,000
RPA Developer	16,000	19,000	22,000

Cloud Computing	MIN PLN	AVG PLN	MAX PLN
Junior DevOps Engineer	14,000	16,000	18,000
DevOps Engineer	18,000	21,000	24,000
Senior DevOps Engineer	24,000	27,000	30,000
Cloud Engineer	22,000	25,000	28,000
Cloud Architect	28,000	32,000	36,000

IT Security	MIN PLN	AVG PLN	MAX PLN
Identity and Access Management Engineer	19,000	23,000	30,000
SOC Analyst	14,000	18,000	22,000
Security Application Engineer	16,500	21,000	26,000
Security Engineer	16,500	21,000	26,000
Security Manager	24,000	34,000	35,000

SAP	MIN PLN	AVG PLN	MAX PLN
SAP Implementation Consultant	22,000	23,500	25,000
SAP Support Specialist	17,000	18,500	20,000
SAP ABAP Developer	21,000	23,000	25,000

Artificial Intelligence	MIN PLN	AVG PLN	MAX PLN
Data Scientist	19,000	23,500	28,000
Machine Learning Engineer	18,000	20,500	23,000
AI Engineer	22,000	25,000	28,000
AI Architect	25,000	28,500	32,000
AI Prompt Engineer	14,000	19,000	24,000

Future of the IT sector in Katowice





Katowice

Gaming & Technology Hub



Pic. Design by Pracownia AMC, Andrzej M. Chóldzyński

Katowice, a city long associated with its industrial roots, is undergoing a significant transformation. Through a series of strategic initiatives, the city is not only redefining its image but also positioning itself as a major player in the technology and gaming industries. The Katowice Gaming and Technology Hub is at the heart of this change, promising to bring substantial benefits to both the local community and the global business sector. This ambitious project is set to make Katowice a central point on the technological map of Poland and an important actor on the international stage.

A City on the Rise

In recent years, Katowice has steadily become more attractive to tourists and potential employees from across Poland and beyond. Its growing appeal is driven by its dynamic business tourism sector, supported by global conferences and trade fairs hosted at the International Congress Centre. These events draw an increasing number of visitors to Katowice, creating a unique atmosphere that fosters new investments and innovations. Among these is the Katowice Gaming and Technology Hub, an initiative that will further enhance the city's profile and contribute to its evolution as a modern, vibrant urban centre.

Benefits for the Community and Businesses

The Katowice Gaming and Technology Hub is designed to offer a wide range of benefits to the local community and businesses alike. For residents, the Hub will provide opportunities to engage with cutting-edge technologies through meetings, modern training sessions, and technology-related events. This will allow the local community to stay informed about the latest developments in technology and prepare for future opportunities in the rapidly evolving digital landscape. For businesses, the Hub will serve as a platform for knowledge exchange and collaboration between global companies, their local counterparts and start-ups in Katowice. This interaction is expected to spur innovation and to increase the competitiveness of companies in the region. Additionally, the presence of such a forward-thinking investment will make the capital of Upper Silesia an even more attractive place to live and work, drawing top talent from across Poland and abroad.

The Four Pillars of the Hub

The foundation underpinning the Katowice Gaming and Technology Hub rests on four key pillars, each aimed at fostering growth and innovation in different areas:

1. **Gaming and E-Sports:** The Hub will create a unique space dedicated to the development and competition in e-sports. This will not only enhance the efficiency of gaming sector companies but also promote the retraining of employees using methodologies supported by gaming models.
2. **AI Knowledge Exchange:** The Hub will facilitate the exchange of knowledge about the latest technologies, encouraging collaboration between universities, educational platforms, global tech companies, and local innovators. This will ensure that Katowice remains at the forefront of technological advancements.
3. **Digital Bridge:** By supporting the development of knowledge in the most sought-after technological areas, the Digital Bridge pillar will strengthen the impact of digital technology on business. This will be achieved through cooperation across various sectors of the economy, ensuring that digital transformation benefits all.
4. **Network Accelerator:** The Hub will build and strengthen the community and platforms for the "Golden Triangle" of business, education, and administration. It will support start-ups, research and development laboratories, and foster the growth of innovation and entrepreneurship in the region.

A Vision for the Future

The core mission of the Katowice Gaming and Technology Hub is to create value through platform building. The Hub aims to support the evolution of Katowice into a world-class centre for gaming, digital, and technological innovation. By advancing knowledge, fostering community engagement, and providing an inspiring environment for both work and education, the Hub will integrate local and global insights to promote the city and the wider region on the world stage. The goal is to create an inclusive, forward-thinking ecosystem that benefits everyone.

Infrastructure and Funding

The development of the Katowice Gaming and Technology Hub is backed by a solid vision and strategy. Nearly EUR 100 m in European funds have already been secured for the first stage, with additional funding from Katowice set to double this amount. A key infrastructural goal is the restoration of the Wieczorek coal mine facilities, transforming them into a state-of-the-art space for the gaming and technology sectors. This post-industrial area will be repurposed to host virtual reality R&D laboratories, recording and TV production studios, training facilities, and e-sports competitions.

As the city continues to invest in its future, the Katowice Gaming and Technology Hub stands out as a flagship project that will drive its transformation. By creating a space that fosters innovation, knowledge exchange, and community engagement, the Hub will play a crucial role in making the capital of Upper Silesia a leading centre for technology and gaming on both a national and international scale. The future of Katowice is bright, and the Gaming and Technology Hub is poised to be at the forefront of this exciting journey.



Marcin Nowak
Vice President
Katowice Gaming and Technology Hub
Kato.Hub



KATOWICE
for a change

Katowice in the spotlight of the IT sector in Poland

Katowice, the central city of Metropolis GZM, is a place with a rich industrial history, which in recent years has become one of the most important technological hubs in Poland. When we look at the map of the country, we will see that it is playing an increasingly important role not only as a regional centre, but also as one of the key places for the development of the IT industry and technological services in Poland while being recognisable all over the CEE region.

For decades, the city was a symbol of heavy industry, but in the 21st century it underwent a dynamic transformation. This change not only allowed for its revival of economic potential, but also for strengthening its position as an innovative city that attracts new investments and talents from the technological sector. Today, it is a place where modern technologies meet industrial tradition, creating a unique ecosystem conducive to the development of innovation.

Katowice & Metropolis GZM, has become an attractive place for companies from the IT sector and a beneficial location for companies developing impactful emerging technologies. The city attracts both international corporations and dynamically developing startups. It is worth mentioning companies such as Kyndryl Customer Innovation Center (IBM spin-off), Fujitsu Technology Solutions, Sopra Steria and many other which decided to locate their operational centres in the heart of Upper Silesia.

One of the key elements of Katowice's success as a technology centre is education. The city, which is home to renowned universities such as the University of Silesia, the Silesian University of Technology (headquartered in Gliwice, operating also in Katowice) and the University of Economics in Katowice, offers a wide range of courses related to IT and new technologies. High-quality education and cooperation with business make the graduates ready to take up work in the most demanding technological projects.

It is also worth emphasising the importance of initiatives such as hackathons and meetups, which connect students, IT employees and entrepreneurs, creating an atmosphere of cooperation conducive to innovation.

The city supports the development of innovation, both within large enterprises and young technology companies. Startups in Katowice have access to incubators and acceleration programmes that help them implement ambitious projects. The city also hosts industry events, conferences and fairs that attract IT experts and enthusiasts from all over Poland and the UE.

Its location in the centre of Europe, excellent transport infrastructure and proximity to Katowice Airport make it attractive to international investors. It is worth emphasising that Katowice is perfectly connected to other large urban centres, such as Warsaw, Kraków and Wrocław.

Katowice is attracting more and more companies from the IT, software development and R&D sectors that see the potential of this region. In addition to the previously mentioned investors, other well-known technology companies also operate in Katowice. Examples include Accenture Advanced Technology Center, Diebold Nixdorf, EPAM Systems, Honeywell, ING Hubs, Keywords Studios, Rockwell Automation, Siemens, and Vaillant.

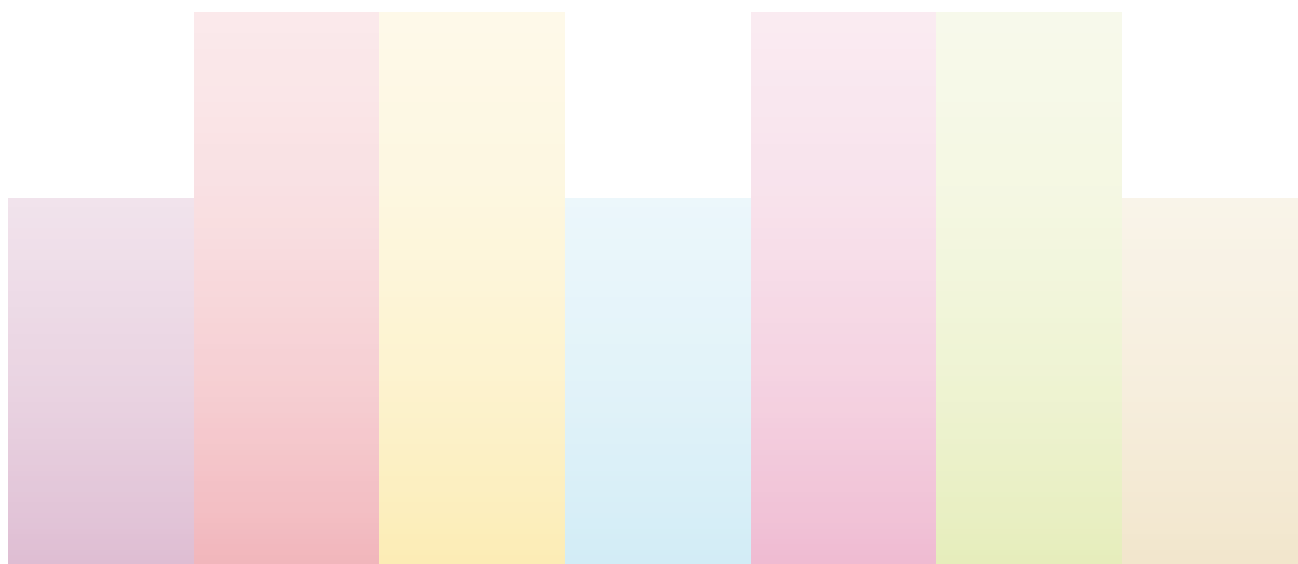


Presence of these companies confirms that the city is not only becoming, but already is one of the most important IT and R&D centres in Poland, offering both local and international companies' excellent conditions for development and innovation.

And, last but not least, the Katowice Gaming and Technology Hub project, the only initiative of its kind in Poland, will strengthen the image of Katowice as a significant technological location in Poland, Europe and the world. The employees of the Investors Assistance Department of the Katowice City Hall closely observe global trends in the technology sectors and work with local entrepreneurs, as well as new investors, which translates into the continued development of the IT industry in the capital of Upper Silesia.



Wiktor Doktor
CEO
Pro Progressio



Katowice office market potential

Katowice is located in the heart of Central Europe and is the core of Metropolis GZM one of the most densely populated urban areas in the European Union, comprising 41 cities and municipalities and inhabited by 2.2 million residents. It is situated at the intersection of trans-European transport routes. Direct access to two motorways, expressways, and major European road and rail routes provides Katowice with excellent locational conditions. Focus on improvement of railway infrastructure in Katowice and the surrounding areas, as well as the construction of new routes aims at reducing travel times and increasing the number of connections between cities within the region and to other parts of Poland. This will allow Katowice and the Silesia region to gain importance as a key transportation hub.

Modern office supply

The availability of modern office space is one of the most important factors determining the location of an investment in each city. Demand for modern office space is generated primarily by companies in the modern business services sector. Over the past few years, Katowice has become an important centre for shared service centres, continuously strengthening its position in this sector. According to ABSL data, in 2024 almost 33,400 people were employed in this sector and the city has become a significant hub IT services with a focus on software development, cybersecurity, data analysis, and artificial intelligence operations.

Katowice boasts strong assets such as economic stability, robust support from city authorities for investors, cost competitiveness, and a large pool of graduates from higher education institutions in Katowice. These factors attract both international tenants and investors to the city. Given the growing interest in Katowice for both investment as well as business and leisure tourism, the city for years attracted investors from the hospitality industry and office as well as residential developers. The most attractive areas for constructing offices, hotels, and residential projects are located in the city centre. Existing office buildings are clustered around the main traffic arteries, such as Chorzowska, Korfantego avenue and Murckowska streets and Górniośląska and Rożdzieńskiego avenues.

The Katowice office market is highly dynamic. Developers in past years have accelerated new constructions to meet tenants' increasing demand and investors' rising interest in the increasingly prominent Katowice market. The total office stock in Katowice at the end of Q3 2024 amounted to 752,000 sq m. Growth in supply in the local market is cyclical. After a few years abundant in new openings, the market records a gradual decrease in the developers' activity allowing the absorption of existing office space.

In the past 2 year, developers delivered 27,000 sq m of new space within a single project - Craft, delivered to the market by Ghelamco. Projects completed in the last five years constitute 32% of the existing resources.

At the beginning of Q3 2024, around 54,000 sq m of office space was at the construction stage with a scheduled completion date by the end of 2026. International and local developers such as Cavatina, GPP, or Opal Maximum continue their projects, which will be delivered gradually in the coming years. Some of the planned office projects have either been cancelled or converted to other functions. That indicates that the market has reached a peak in the supply of modern office spaces, which will now experience gradual absorption in the coming years.

The supply of flexible office space in Katowice is dynamically growing. The market operates about 20,000 sq m of coworking space, with both foreign and Polish operators present, such as City Space, DL Space, Loftmill, Regus, Quickwork.



Demand for modern office space

Katowice offers several strategic benefits that make it a compelling market for office leases. The city boasts a highly skilled workforce, particularly in technology, finance, and engineering, alongside a well-developed infrastructure that provides strong regional and international connectivity. As one of the regional key business hubs, Katowice presents lower operational costs compared to other major cities, adding to its appeal for firms seeking cost-effective yet modern office solutions.

Companies are gradually scaling back the number of remote workdays offered to employees within hybrid models, and they are finalising reviews of their office space needs in response to post-pandemic work patterns. This recalibration signals an upcoming steady increase in demand. In the period of Q1-Q3 2024, total demand in Katowice reached the level of 35,000 sq m. The largest share of the market was attributable to renewals with 45% of semi-annual demand, new agreements constituted 41%, expansions 7% and owner occupiers deals also 7% of the total lease volume. The average transaction size was 560 sq m, compared to 920 sq m in 2023.

Among the largest deals signed in 2024 notable are the renewal of the lease agreement signed by Vattenfall in Francuska Office Centre A (3,600 sq m), and the renewal of Teleperformance in Silesia Business Park D (2,100 sq m). No transactions exceeding 10,000 sq m were recorded.

The vacancy rate at the end of H1 2024 was 20.5% and noted a drop of 3 p.p. compared to the peak reached during 2023. Over 150,000 sq m of space is available for rent on the market. The ongoing absorption process, supported by the city's economic dynamism and strategic location, is expected to gradually reduce the vacancy rate. This is an advantageous opportunity for tenants to negotiate favourable lease terms, as new developments are currently on hold.

Rental rates in the prime buildings in the city range from EUR 13.00 to 16.95 sq m/month in central zones and from EUR 10.00 to 12.50 sq m/month in non-central zones.

Katowice's business-friendly environment, affordable office space, and increasing demand suggest that the market is well-positioned for sustainable growth in the upcoming quarters.

Office Market Indicators	Q3 2024	Forecast for 12 months
Total modern supply (sq m)	752,000	Up
New supply (sq m)	0	Up
Vacancy rate (%)	20.5	Up
Office demand (sq m)	35,000	Up
Flex space supply	20,000	Up
Office space under construction (sq m)	54,000	Down
Prime asking rents (EUR/sq m/month)	13.00 – 16.95	Stable



Olga Drela
Associate Director
Colliers



Initiatives supporting investors

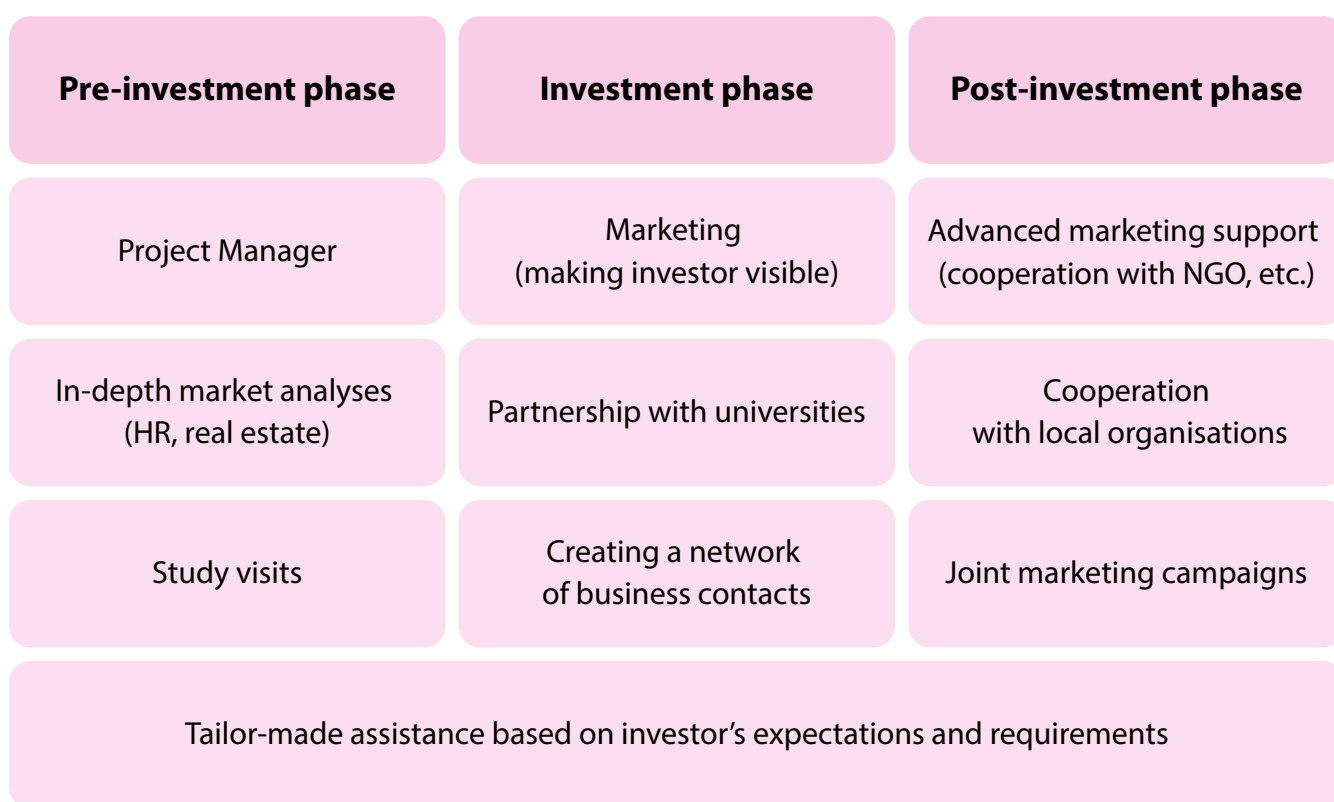




Investors Assistance Department in a nutshell

The Investors Assistance Department (IAD) is a unit dedicated to the investors. Aware of various expectations and requirements, the city has established a team with specialised expertise and backed by local and regional agencies. Together, they provide the companies with detailed accounts of local incentives and opportunities while, at the same time, preparing their soft-landing at the local market.

As different companies require different approaches or answers, the Department is divided into three business lines which focus on key aspects: business services sector, SMEs (startups included) and investment plots. Presence of the small and big companies' fuels development of the local community and diversifies its economy to make it more resilient to any shakeups.



Magdalena Kolka
Deputy Director
Investors Assistance Department
Katowice



Website



LinkedIn



The Polish Investment and Trade Agency (PAIH) supports both the foreign expansion of Polish businesses and the inflow of FDI to Poland

The Polish Investment and Trade Agency's mission is to increase the inflow of direct investments into the country and to support the expansion of business activity in Poland, to boost the dynamics of Polish enterprises going global, and to promote the brand of the Polish economy. The Agency operates in Poland in its headquarters in Warsaw, and through its Regional Trade Offices as well as through over sixty Foreign Trade Offices around the world. We are a one-stop shop for exporters and investors around the world. We provide free-of-charge business consulting in order to grow and promote Polish businesses.

The department responsible for supporting the inflow of direct investments to Poland and also for offering effective services to new investors is the Investment Support Department. Assistance offered by us as part of our comprehensive range of services is free-of-charge and includes:

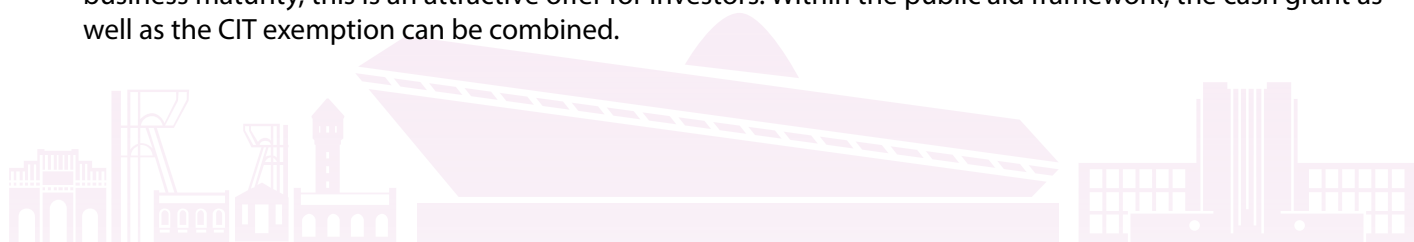
- location advisory
- organisation of investment site visits
- facilitating contacts with Central and Local Government
- preparation of information packs
- information and advice on investment incentives

In response to the growing interest in the Silesian region, the Agency opened its regional office in Katowice. It facilitates cooperation between investors who want to invest in the local market, and the authorities. Thanks to its relations with the Investors Assistance Department of Katowice City Hall, PAIH is better equipped to handle inquiries and give advice.

The most significant role of the Investment Support Department is acting as an operator of the *Programme for supporting investments of major importance to the Polish economy for the years 2011-2030*, which supports investments in manufacturing, R&D and modern Business Services with help of cash grants.

An investor from the Business Services sector can receive up to 15,000 PLN in cash per newly created job. Similarly, an investor from the R&D sector can apply for up to 40,000 PLN per new place of employment. To prove eligible for such grants, investors must meet certain qualitative and quantitative criteria. Those who decide to launch their business in Katowice or the Silesian region can take advantage of the above incentives.

The intensity of public aid in Katowice amounts to 40%. Given the urban area's economic potential and business maturity, this is an attractive offer for investors. Within the public aid framework, the cash grant as well as the CIT exemption can be combined.



Eligibility criteria for large companies from the Business Services/R&D sector

Type of investment	Min eligible costs (PLN m)	Min new employment	Type of processes	Max support (per each new job created/ PLN)
Business Service Centre	1	100	Intermediate and Advanced (e.g., IT)	up to 15,000
R&D	1	10	R&D services	up to 40,000

The above values are applicable solely for large companies. For medium, small and micro companies, the criteria are respectively lower. The final amount of the grant depends on the degree to which the quantitative and qualitative conditions are met.

Support is granted in the form of a subsidy based on a bilateral agreement concluded between the Minister of Development and Technology and the Investor. The cash grant is part of a broader investment incentives offer, including CIT exemption, R&D tax incentives as well as EU funds.

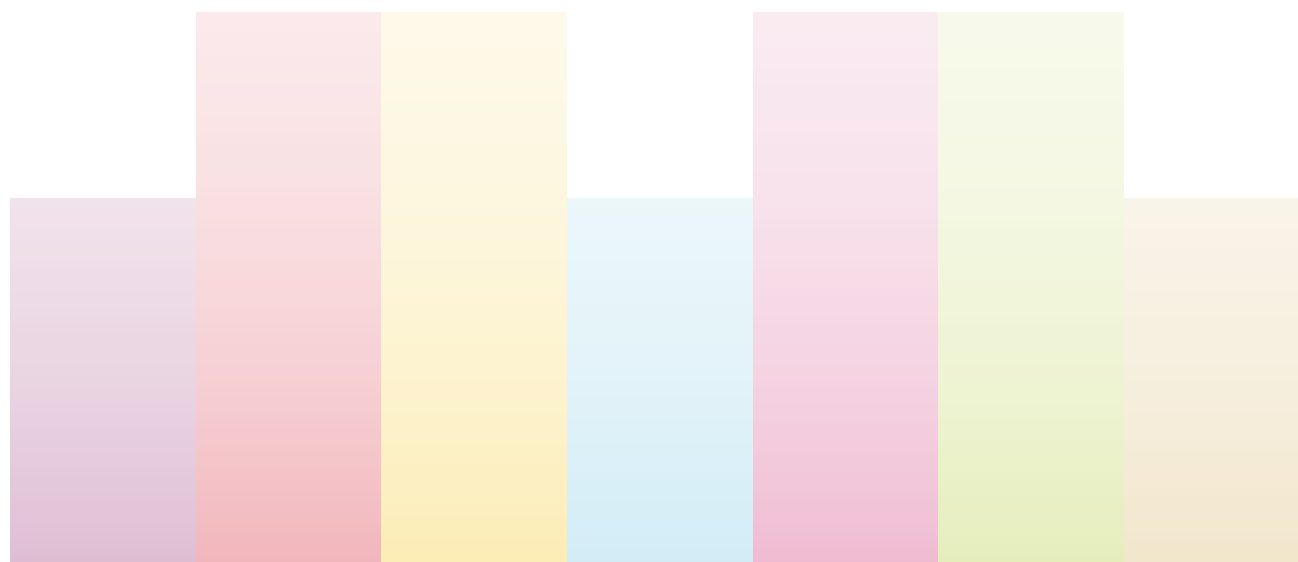
For more information, visit PAIH's website or contact the Investment Support Department through the form available at www.paih.gov.pl.



Radosław Pituch
Manager Head of BSS
& Tech Investments Practice
The Polish Investment and Trade Agency



Polish Investment
& Trade Agency
PFR Group



Katowice Special Economy Zone

Katowice Special Economy Zone (KSEZ) is the leader among Polish special economic zones (SEZs) and was recognised as the best zone in Europe in 2015-2017, 2019 and 2021-2024 in the rankings of fDi Intelligence from the Financial Times group. There are currently over 800 enterprises operating in the zone and the total level of investment reached over EUR 12 bn, while creating over 100,000 jobs in the area. It is located strategically in the centre of Europe which makes it significantly attractive from a logistics and infrastructural perspective.

Katowice Special Economic Zone in numbers:

- over 800 companies
- over EUR 12 bn invested capital
- over 100k newly created workplaces
- over 1,000 investments projects

KSEZ provides public aid to companies in the form of a tax exemption which is based on incurred investment expenditures or 2-year labour costs of newly created jobs. The latter one is the most attractive option to companies developing IT or R&D centres. Public aid's intensity under which tax reliefs are granted to investors within the KSEZ area is one of the highest in the European Union.

Calculations For Tax Exemptions Based On Two-Year Labour Costs:

The total amount of the tax relief for large companies may amount to 40% of the two-year labour costs related to the newly created jobs.

For medium-sized, small and micro enterprises, the tax relief is 10 and 20 percent higher, respectively.

Large company investing in Katowice:

Monthly labour costs	EUR 1,500
New jobs	150
Labour costs (24 months)	EUR 5,400,000
Tax relief calculation	5,400,000 x 40%
Total amount of tax relief	EUR 2,160,000



Medium company investing in Katowice:

Monthly labour costs	EUR 1,500
New jobs	150
Labour costs (24 months)	EUR 5,400,000
Tax relief calculation	5,400,000 x 50%
Total amount of tax relief	EUR 2,700,000

Small and micro company investing in Katowice:

Monthly labour costs	EUR 1,500
New jobs	150
Labour costs (24 months)	EUR 5,400,000
Tax relief calculation	5,400,000 x 60%
Total amount of tax relief	EUR 3,240,000

KSEZ has been, for years, collaborating with Katowice, an administrative hub of the region, as their goals and strategies align. They create investor-friendly solutions and work on joint projects to deliver best results to investors and the economy. This cooperation allowed them to attract many big, international companies thanks to very good investment conditions, including preferential tax incentives, access to highly skilled professionals, and state-of-the-art office space.

For more information, please visit KSEZ's website at www.ksse.com.pl.



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