Blend together strong will, energy, a willingness to learn, diligence and adjust them to modern trends and you get Ostrava. The city has been endowed with all of these qualities for the last two centuries. Without them Ostrava could not have become one of Europe’s leading industrial centers.

Ostrava can be confident thanks to its industrial tradition and potential, the technical and technological know how that has been passed down from generation to generation, its hardworking people and high quality academic background.

We understand what you need and what we can offer. The best proof is provided by the confidence of both domestic and foreign investors, as well as the renowned rating agencies.

Add a great cultural and sports background, with a proximity to the attractive Beskydy and Jeseníky Mountains and you have yet more very good reasons to come and get to know Ostrava better.

Tomáš Macura
Mayor of the City of Ostrava
LIVING THE HIGH LIFE IN THE CZECH REPUBLIC

The Czech Republic, also known as the Heart of Europe, is a country in Central Europe with one of the most developed economies and three major cities: Prague, Brno, and Ostrava.

According to the 2021 Expat Insider, one of the world’s largest and most comprehensive surveys on life abroad, the Czech Republic proves to be not only a family haven, but expats here also enjoy wonderful career prospects. 2021 Global Peace Index also ranks the Czech Republic among top countries in the world.

Source: 2021 Expat Insider, 2021 Global Peace Index

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10,680,000 inhabitants

16 Unesco World Heritage Sites

The 3rd best country in the world for working abroad

The 4th best connected transportation hub in the world

The 7th best country in the world in terms of quality of life

The 9th safest country in the world

Affordable medical care

Wonderful socializing and leisure activities

Source: 2021 Expat Insider, 2021 Global Peace Index
OSTRAVA IS A GREAT PLACE TO LIVE!

Ostrava is the second largest agglomeration in the Czech Republic and has undergone an exciting transformation. The city and its people are proud of Ostrava’s industrial history, but also of their ability to stay ahead.

The cost of living is very reasonable and it is a great place to start a career for those seeking a challenging opportunity.

The city has an excellent public transport system including trams and buses. Ostrava was only the second European city (after London) to introduce a contactless bank cards payment system.

There are a number of fast train services including the Pendolino, Regiojet and Leo Express. Ostrava is also easily accessible through the road network that leads towards Olomouc, Brno and Prague in the south and west, towards Katowice in Poland to the north and towards Žilina in Slovakia to the east. There is an international airport with flights to London and Warsaw as well.

Ostrava and its surroundings have approximately 29,000 students enrolled in 5 well respected universities, many of which excel in technical, IT and economic education.

The workforce is hard working and currently offers nearly 13,000 job seekers and a total workforce of more than 180,000 people.

With over 219,100 m² of existing office space, there is sufficient space and flexibility for existing companies to grow and for newcomers to set-up. Ostrava is already home to a number of national and international companies that rely on a stable connection to utilities, power and telecommunications infrastructure.
Ostrava is thriving and doing well – it is the least indebted big city of the Czech Republic. Thanks to excellent economic results, it has been possible to invest, for example, in improving safety and quality of the environment, modernizing urban public transport and city hospitals, beautifying public spaces, supporting cultural and sporting events.

Ostrava is investing in its future. It has ambitions and takes steps towards becoming a full-fledged metropolis. That means a modern, clean and safe city with first-class architecture, well-designed public space, a pleasant environment and good living conditions.
OSTRAVA AFTER WORK

Because work is not everything that matters, the city tries to make life colourful every single day and at any time of night. Irrespective of taste, preferences and interests, everyone can find something they like. Ostrava is a city full of charm and appeal. It astonishes visitors with its unique atmosphere, originality and creativity. Here you can find former industrial sites now brimming with life, interesting buildings from the old times, many sacral buildings and places for entertainment and relaxation.

Music, dance and performance all year round
Colours of Ostrava
You should visit one of our many cultural festivals; there’s always something happening here. Colours of Ostrava is a multi-genre festival, the biggest international music festival in the Czech Republic, one of the biggest music events in Central Europe. It is a regular nominee for the TOP 10 best music festival in Europe.

Mountains within a reach
Beskydy
Ostrava is situated approximately 30 minutes from the Beskydy Mountains, which is an ideal place for summer and winter leisure time activities such as hiking, biking or skiing for example. On top of this, Beskydy is a great place for golf players and lovers.

Sports fantasy
Golden Spike
Ostrava regularly hosts a number of top sporting events. Golden Spike is the largest athletics meeting in Central Europe held in Ostrava as a part of the IAAF World Challenge Meetings.

Nightlife – not only
Stodolní Street
Ostrava has a very lively nightlife, with numerous bars, clubs and restaurants to help people unwind after a busy day or week at work.

Extensive Industrial Heritage
Lower Vítkovice
Former metallurgical works, mines and ironworks were largely redeveloped into tourist attractions and places of interest. It is the most visited tourist destination in the Moravian-Silesian Region, regularly ranking first in the national list of CzechTourism Agency.

Prestigious shows
NATO Days
NATO Days in Ostrava and Czech Air Force Days is the largest air, army and security show in Europe. NATO Days in Ostrava belongs to a “club of prestigious European shows” and is the most visited two-day family event in the Czech Republic.
Ostrava and its surroundings have approximately 28,500 students enrolled in three public and two private universities, which are renowned for the high quality of their education. Ostrava also provides great primary and secondary education. There are several foreign-language and foreigner-friendly schools. For example, The Ist International School and The Ostrava International School or The PORG Ostrava offer education from nursery through primary school to graduation from secondary school with International Baccalaureate accreditation.

<table>
<thead>
<tr>
<th>FIELD OF STUDY</th>
<th>STUDENTS</th>
<th>GRADUATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Administration</td>
<td>7,037</td>
<td>1,857</td>
</tr>
<tr>
<td>VŠB – Technical University of Ostrava,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Entrepreneurship and Law,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Silesian University of Opava</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Philology &amp; Pedagogy</td>
<td>6,008</td>
<td>1,147</td>
</tr>
<tr>
<td>University of Ostrava, Silesian University of Opava</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information and Communications Technology</td>
<td>2,464</td>
<td>429</td>
</tr>
<tr>
<td>VŠB - Technical University of Ostrava</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>13,074</td>
<td>2,505</td>
</tr>
<tr>
<td>VŠB – Technical University of Ostrava,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Entrepreneurship and Law,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Silesian University of Opava, University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>of Social Administration in Havířov</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>ca. 28,500</td>
<td>ca. 6,000</td>
</tr>
</tbody>
</table>
WHAT THE RECTORS SAY

VŠB – Technical University of Ostrava (VŠB-TUO) is a Czech public university with a long tradition in high-quality engineering education and research. These traditional core values have been continually updated to reflect current state-of-the-art technologies and the ever-evolving needs of industry.

VŠB-TUO has strong links to industry and thrives on applied research, in cooperation with companies and institutions worldwide, in finding innovative solutions to modern day issues. VŠB – Technical University of Ostrava is a national leader in high-performance computing and energy systems, with a 5G network connecting key infrastructure, the National Supercomputing Center IT4Innovations, a smart factory, an e-health system, a centre for additive manufacturing with 3D printers, as well as a vast sensor network to create a Live Industry 4.0 Laboratory.

Study at VŠB-TUO places an emphasis on practical training, whilst investigating real problems from today’s state-of-the-art industries, using the latest software and instruments. The University’s day-to-day activities and long-term strategy are intertwined with a commitment to social responsibility at all levels.

Prof. Václav Snášel
Rector of the VŠB – Technical University of Ostrava

The city of Ostrava has undergone a major transformation in recent years – the heavy industry city has become a citizen-friendly city of new technologies.

And I am very pleased that it is also thanks to the contribution of the University of Ostrava – we educate professionals in IT, foreign languages, medicine, pedagogy and social affairs, and produce graduates with media and HR experience. They contribute towards the city’s vision, but also to addressing specific situations in all of these areas. And finally, the University of Ostrava’s Faculty of Fine Arts contributes significantly to the city’s music and visual art events.

Another major step towards Ostrava as a student city is the new campus on Černá louka. Its facilities for health, sport, technology and art, including top scientific facilities, are intended not only for students but also for the public. The synergy between the city and the university is very strong in Ostrava and it benefits the city and the students.

Jan Lata
Rector of the University of Ostrava
WORKFORCE

With approximately 300,000 inhabitants, Ostrava is the third largest city in the Czech Republic and the second largest urban agglomeration after Prague.

Located close to the Polish border, it is also the administrative centre of the Moravian-Silesian Region.

Nowadays, rather than focusing only on new jobs, which used to be the priority when Ostrava was undergoing transformation, the city is now primarily trying to attract investors collaborating with the universities. The city therefore prefers companies whose R&D activities could be linked with academia.

<table>
<thead>
<tr>
<th>180,000</th>
<th>12,588</th>
<th>€14,437 *</th>
</tr>
</thead>
<tbody>
<tr>
<td>is number of inhabitants in working age with 12,000 people working in the modern business services sector in Ostrava.</td>
<td>is the current number of job seekers in Ostrava, which gives the city an unemployment rate of 6.2%. Overall, there are over 42,152 job seekers in the region.</td>
<td>is the median gross annual wage in Ostrava - a highly competitive rate which is equivalent to ca. CZK 361,932 or USD 16,459 per annum (2020 1 EUR = 26.444 CZK &amp; 1 USD = 23.196 CZK).</td>
</tr>
</tbody>
</table>

Knowledge of foreign languages

<table>
<thead>
<tr>
<th>57%</th>
<th>7%</th>
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</thead>
<tbody>
<tr>
<td>speak English at B2 level</td>
<td>speak German at B2 level</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>17%</th>
<th>3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>speak English at C1 level</td>
<td>speak German at C1 level</td>
</tr>
</tbody>
</table>

Other languages in Ostrava at B2 level or higher include Russian, French, Slovak, Spanish, Italian.**

* Data for 2020. Source: Trexima
** Percentage of language-educated candidates (university educated candidates - Bc.,Mgr, Ing.). Source: Grafton Recruitment - 2021

With approximately 300,000 inhabitants, Ostrava is the third largest city in the Czech Republic and the second largest urban agglomeration after Prague.
INDICATIVE SALARY COSTS

Jobs involving the active use of the German, Dutch, French and Scandinavian languages usually pay up to 7,000 CZK (288.8 EUR) more per month in addition to the above-listed figures, especially in junior positions. In more senior positions, foreign language proficiency plays a lesser role.

YEARLY SALARIES IN EUR INCLUDING SOCIAL AND HEALTH INSURANCE (34%)

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<thead>
<tr>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Agent</td>
<td>2-5</td>
<td>16,377 - 21,117</td>
<td></td>
<td>16,377 - 21,117</td>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Team Leader</td>
<td>5+</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>28,076</td>
<td>35,095</td>
<td>21,057</td>
<td>28,076</td>
</tr>
<tr>
<td>Management</td>
<td>5+</td>
<td>16,377 - 79,147</td>
<td>28,076</td>
<td>42,704</td>
<td>27,434</td>
<td>40,792</td>
<td>-</td>
<td>20,415</td>
<td>42,273</td>
</tr>
</tbody>
</table>

Source: Grafton Recruitment - 2022

TOP 10 MOST WANTED EMPLOYEE BENEFITS

- Bonuses
- Annual salary increase linked to inflation
- More than 4 weeks of vacation
- 13th or 14th salary
- Flexible working hours
- Health leave / Sick days
- Christmas bonuses (other than performance-based)
- Meal vouchers / Allowance
- Holiday allowance
- Educational courses, training (other than language courses)
The Moravian-Silesian Innovation Center Ostrava (MSIC) supports the creation of an innovative ecosystem that accelerates these trends and makes it easier for companies to achieve rapid growth through the introduction of innovative processes. It links entrepreneurs, organizations, academic and research sectors and, thanks to this functioning community of innovators, the Moravian-Silesian Region is the fastest growing region in terms of innovation.

One of the core activities of MSIC is providing personalized services for owners of small and medium-sized businesses that use coaching methods and are built on a network of certified experts from entrepreneurs, managers, investors and researchers. MSIC currently works with a portfolio of more than 300 companies.

In addition to highly specialized consulting, MSIC is involved in creating shared laboratories for experimental development and application of new technologies.

In the year 2020, the Moravian-Silesian Innovation Centre together with IT4Innovations National Supercomputing Center, a research institute of VŠB – Technical University of Ostrava, decided to share their know-how through the setting up of the Digital Innovation Hub Ostrava. The Hub helps companies primarily based in the Moravian-Silesian Region to identify and potentially even meet their needs in the field of digitalization.
ATTRACTING FOREIGN TALENTS

Ostrava region houses currently more than 11,372 expats. Therefore, the city felt the need to create infrastructure to meet the needs of new inhabitants. In 2020 the Ostrava Expat Centre (OEC) opened its doors to serve the foreign community.

We make life easier for the internationals and their families who come to live and work in Ostrava

11,372 expats in Ostrava region

60+ companies hiring expats in Ostrava region

1st relocation app.
1st and only one in the country!!!

50+ business/local partners

Relocation app
It is a revolutionary solution for all who are considering moving to Ostrava for employment, business, or any other reason.

One - Stop - Shop
The office opens its doors 4 days a week or by appointment. The expats can stop by for general advice or with a specific problem.

Buddy Service
This service offers a possibility to assist expats during official appointments in city offices or other places where it is necessary to speak only Czech.

Career Consultancy
In case the expats lose their job or decide to find a new one, our experts will give them individual career advice.

Events
OEC offers regular events for the expat community, business-related workshops, and community events to promote socialization and connections between expats.

News and Community Management
Ostrava Expat Centre is present on social media and every month the OEC’s team creates a carefully curated selection of relevant information for the expats, which is sent via the Newsletter.

BUSINESS IN OSTRAVA!!!

A Guide for the Business Services Sector
Technology is transforming the world around us. It’s already clear that we will see growing demand for data analysts and experts in artificial intelligence (AI), and that digital literacy will form an essential part of a basic education for every person.

Men make up around 90 percent of all IT experts in the Czech Republic, but there is no reason why women should lag behind. Women can make a valuable contribution to technological developments, and they also make working teams more diverse, which in turn boosts performance and stimulates innovation. So why not utilize the potential that women offer?

Czechitas is a non-profit organization that was set up in 2014 with the aim of inspiring, motivating and educating women and girls in the field of IT.

It is also active in Ostrava, where it has organized over 100 educational events since it was established eight years ago. More than 3,600 women have participated in events of this type in Ostrava, gaining valuable information on careers development and education in the IT and digital technology sector.

“We are delighted that here in the Czech Republic we can contribute to some amazing personal stories by helping women to change their professional direction and drive their careers forward. For many years the most popular IT positions among women have been testers, web developers and data analysts. In the past two years alone there has been a 100% increase in the number of women graduates qualified for junior positions.”

Ondřej Čejka
Czechitas Director

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**THE IMPORTANCE OF WOMEN IN INFORMATION TECHNOLOGIES**

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Ondřej Čejka
Czechitas Director

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**Czechitas branches**

- 8 Czechitas branches in the Czech Republic
- 3,621 women who have participated in Czechitas educational activities in Ostrava
- 41,948 women who have participated in Czechitas educational activities in the Czech Republic
- 1,000+ graduates of long-term Czechitas courses in the Czech Republic who have found jobs in the sector
REAL ESTATE

The office market in Ostrava is the third largest in the Czech Republic. It is a well-established office market comprised of mainly modern A-class buildings, which account for 74% of the total stock.

Over the years, Ostrava has attracted many international companies, such as Moneta Money Bank, Česká spořitelna, Siemens and TietoEVRY, among others, which have chosen the city as their regional seat. In addition to modern office premises available at very competitive costs, when compared to Prague or Brno, Ostrava also offers a highly educated and motivated workforce.

Over the past three years, demand for offices was driven mainly by the IT, Manufacturing and Professional Services sectors, which accounted for almost 70% of total gross demand.

219,100 m²
is the current total modern office stock in Ostrava. Approximately 74% of the stock meets the requirements for A-class office space.

14,200 m²
is the currently available office space in Ostrava, which gives a city level vacancy rate of 6.5%.

20,600 m²
of office space is under construction with scheduled completion in 2023.

€ 12/m²
per month is the prime headline office rental cost in Ostrava.
As our sector grows in size, maturity and impact every year, so does the importance of our contribution and voice in the future of the Czech Republic. We have hundreds of international companies that have made this country their global hub for business services, and they have become true experts in it.

Ostrava city with its strong coal mining and engineering tradition and history, continues to be perceived as a modern hub for business services, with over 35 global companies choosing the city as the ideal location for their international services centres, providing the highest level of IT, financial and customer care services in over 30 different languages to their clients worldwide.

Business services in Ostrava employ over 12,000 people, 15% of which are foreigners, making Ostrava a true cultural melting pot with lively cultural life that attracts young talent and professionals from the Czech Republic and from abroad. Ostrava remains to be on the list of most popular locations in the Czech Republic for business services, representing over 10% of the sector after Prague and Brno Clusters.

Nevertheless the pandemic – Ostrava still attracts some of the world’s biggest service centres to become established here and help shape the success of business services in the Czech Republic.

Jonathan Appleton
Managing Director
ABSL
RANKING OF BUSINESS SERVICES LOCATIONS

Prague scored the highest in majority of the assessed factors. However, Ostrava was evaluated the best in terms of cooperation with local authorities and the competition on the local market.

In general, the labour market in the Czech Republic keeps being significantly affected by the uncertainty caused by the pandemic. The Business Services sector has been one of the few sectors that did not suspend their recruitment activities during the past year. Most centers were looking for new employees even at the time of the lockdown.

In the Moravian-Silesian Region, especially in the city of Ostrava, the sector is dynamically growing too. This region has become the third most important location for the sector in the Czech Republic. The expansion of existing centres continues, the most quickly growing fields have been IT, Finance and Customer Services. The wide range of vacancies in the Business Services sector attracts job seekers from the local market as well as from abroad. The proximity of the Polish border is a great advantage of Ostrava, as the companies can also recruit Polish employees, especially when they extend their business to the Polish market.

MARTIN MALO
Managing Director
Grafton Recruitment and Gi Group

OVERVIEW OF BUSINESS SERVICE CENTRES IN OSTRAVA

1 PORUBA
Name Type
IE TECH R&D
IT4 Innovations R&D

2 PUSTKOVEC
Name Type
CGI ITO
Railsformers ITO

3 MORAVSKÁ OSTRAVA A PRÍVOZ
Name Type
ABB R&D
AutoCont CZ ITO
AXA Assistance SSC
Canon ITO
Comdata BPO
ČEZ korporátní služby
DHL Express SSC
EmbedIT ITO
IBM Česká Republika ITO
Innopvy SSC
K2 AtmItec ITO
K2 Capital SE ITO
NESS ITO
NetDirect ITO
OKIN BPS BPO
Siemens SSC
Siemens R&D
Store Envoy SSC
TietoEVRY ITO
Veronius Communications ITO
Vítkovice IT Solutions ITO
U & Sluho

Source: ABSL Report 2022 and own processing

4 MARÍÁNSKÉ HORY A HULVÁKY
Name Type
Krados ITO
O2 SSC
ED system ITO
E Linkx ITO

5 VÍTKOVICE
Name Type
První Vítkovická Personální SSC
VÍTKOVICE ACCOUNTING SSC
Vítkovická doprava, a.s. SSC

6 HRABOVÁ
Name Type
IBA CZ ITO
Moneta Money Bank SSC

7 MOŠNOV
Name Type
DSV Road SSC

8 SLEZSKÁ OSTRAVA
Name Type
AT Computers ITO
Tietoevry Czech: Ostrava in a Northern Style

“When the Finnish IT company Tieto decided to expand into the Czech Republic, probably only a few expected the boom that would follow. Over fifteen years we have managed to build a stable and prospering company, which started with twenty employees and now totals around 2,700 staff based both in Ostrava and Brno. Tietoevry is the biggest IT company in the Moravia-Silesian region and one of the largest in the Czech Republic.

Before the decision was taken to establish a Czech branch, a detailed analysis of the Czech business market had been done. Ostrava won as a place with the potential of exceptionally educated, skilled and innovative people who are loyal to their employer. The closeness with Poland and Slovakia, connection to highways and an airport was another plus for the logistic requirements of the company, its customers and partners.

Tietoevry meets today’s requirements of employees, who mostly appreciate their work tasks and company environment. They can work in a number of professions, being technical experts as well as managers who head environmental. They can work in a number of professions, who mostly appreciate their work tasks and company environment. They can work in a number of professions, being technical experts as well as managers who head environmental.

Josef Večerka
Managing Director
Tietoevry Czech

Whatever it is – we make it possible.

“We are a dynamic, global, and diverse multicultural company with teams of professionals active around the world empowering entrepreneurs and organizations to continuously increase their efficiency and quality. We design, innovate, and efficiently operate business services for Siemens organizations worldwide as well as external customers.

With our extensive portfolio of competitive, innovative, and reliable end-to-end services, we help our customers discover a market full of possibilities. It comprises both expertise-driven services as well as transactional – with a strong focus on optimizing business processes and increasingly on value-added digital services in areas such as business administration, human resources, supply chain management, sales, marketing, and engineering.

In the Czech Republic we have two operation hubs in Ostrava and Prague employing over 2,000 people from around the world. Marking our footprint in Ostrava since 2007, today we are recognized as an attractive and reliable company rapidly expanding its services, customers’ solutions and career opportunities. From our Czech hubs we also intensively cooperate on developing new digital and automation solutions to increase customers’ effectiveness and productivity. We continuously bring new customer and employee opportunities which assure our competitive advantage.”

Josef Večerka
Location Manager
Siemens Global Business Services Czech Republic

OSTRAVA: the city to work and live in

“Every region and every city is suitable for different types of business activities depending on local circumstances, infrastructure and the qualifications of its population. Ostrava is no exception – but Ostrava is more than suitable, in fact it is an ideal location for the business services sector. Not only thanks to the local conditions it offers, but also thanks to its strategic location and above all the highly supportive approach of local government bodies and expert organizations.

Ostrava has always been a visionary leader. People here have always known how to look after themselves – and those qualities (which absolutely cannot be taken for granted) make the city a highly attractive destination for new investments and business ventures, not only in the Czech Republic but also on the international stage.

Ostrava is a very valuable location for CzechInvest in our efforts to support the growth of the knowledge economy. It’s one of the places which we most frequently recommend to potential investors.”

Patrik Reichl
Managing Director
CzechInvest

Comdata made a good decision to choose Ostrava

Comdata Czech a.s. was established as a subsidiary of the very successful Italian company Comdata SPA seven years ago. After considering all possibilities within the Czech Republic, we selected Ostrava. We found an ideal space for a call centre for 100 working places in the new complex “The Orchard”. It is located in the centre of Ostrava, which makes it easier for employees to get to work. Its atmosphere has also a very good impact on interviewing new employees, who find this area very attractive.

Currently, Comdata Czech a.s. has 11 branches with more than 1,400 employees all over the Czech Republic. We offer comprehensive services – we handle client phone calls, we also focus on interviewing new employees, who find this area very attractive.

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Ostrava is a very valuable location for CzechInvest in our efforts to support the growth of the knowledge economy. It’s one of the places which we most frequently recommend to potential investors.”

Patrik Reichl
Managing Director
CzechInvest

Comdata made a good decision to choose Ostrava

Comdata Czech a.s. was established as a subsidiary of the very successful Italian company Comdata SPA seven years ago. After considering all possibilities within the Czech Republic, we selected Ostrava. We found an ideal space for a call centre for 100 working places in the new complex “The Orchard”. It is located in the centre of Ostrava, which makes it easier for employees to get to work. Its atmosphere has also a very good impact on interviewing new employees, who find this area very attractive.

Currently, Comdata Czech a.s. has 11 branches with more than 1,400 employees all over the Czech Republic. We offer comprehensive services – we handle client phone calls, we also focus on interviewing new employees, who find this area very attractive.

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