



Work, and Smile

Indonesia
**SALARY
GUIDE**
2023



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Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since its inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed after they acquired Kelly Services in April 2020.

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Work, and Smile

Working life is a journey of growth and creation.

We all have big dreams, and there are many different paths to success.

Thus, we need to make our own choices

from a range of diversified work opportunities.

Our vision is to enrich society so that all work leads to lives of happiness.

SALARIES

 PERSOLKELLY

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Executive Overview



On the back of strong economic growth in 2022,¹ Indonesia's economy is expected to maintain resilience in 2023 in spite of global uncertainty.² Since its post-COVID-19 reopening, Indonesia's economy has remained stable amid global shocks.³

Bank Indonesia projects an optimistic growth outlook of 4.5-5.3% for the economy in 2023, and an acceleration of growth to 4.7-5.5% in 2024, fueled by private consumption, investment and positive export performance.⁴

Inflation is also expected to ease, with Consumer Price Index (CPI) inflation projected to track downwards to its 3.0% ± 1% target in 2023.⁵ Core inflation may return to this target in the first half of 2023, in line with the monetary policy to manage inflation and maintain a stable rupiah.⁶

In addition, the government is focusing on four other growth-oriented policies – namely macroprudential policy, payment system policy, money market deepening policy as well as inclusive and green economic-financial policy – that are expected to aid national economic recovery.⁷

Executive Overview

As Indonesia looks beyond COVID-19, synergy and innovation have been called out as key to the country's economic resilience and revival.⁸ Accelerating digital transformation will be critical for Indonesia's long-term development and ability to reach its potential in global competitiveness.⁹

To drive inclusive and sustainable economic transformation in Indonesia, the National Development Planning Ministry has unveiled the Indonesia Digital Industry Development Master Plan for 2023 to 2045.¹⁰

As part of this plan, the government is expected to embark on initiatives that will strengthen the support system for the digital industry's development, expand digital products and services in priority sectors, and bolster the digital industry's contribution to economic growth.¹¹

Given that infrastructure is the foundation of inclusive digital transformation, the government is furthermore expediting the development of information and communication technology infrastructure.¹² This move is expected to bring affordable and quality Internet connectivity to all regions in Indonesia.¹³



With these developments, Indonesia's workforce can look forward to fully benefiting from the digital economy, and gaining access to new job opportunities that emerge.

At PERSOLKELLY, our team takes pride in being a strategic recruitment partner to companies in Indonesia, both large and small.

In the coming year, employers and HR leaders will need to navigate a rapidly changing employment landscape and uncertain macroeconomic conditions. We hope that this guide will serve as a valuable resource to help companies adapt their approach to talent attraction, retention, and development, and build a future-proof workforce.

A handwritten signature in black ink, appearing to read 'Sonny Subhan'.

Sonny Subhan
Director, PERSOLKELLY Indonesia

Our Services



We are well-equipped to respond to your staffing needs.

With our extensive experience and innovative staffing solutions, we will prepare your business for tomorrow's workforce, today.

Reach out to us with your specific workforce needs on the right, or find out more about our areas of expertise.



Temporary Staffing

Whether you are looking for temporary manpower to cope with seasonal demand or employee shortages, you can count on us to provide only the highest quality temp staff in the quickest, most efficient manner.



Permanent Recruitment

Looking for talent to take your business to the next level? With our fully integrated recruitment and selection process, you can rely on us to source and shortlist candidates of the highest calibre for your organisation.



Contract Administration

Whether you are facing an increased workload or require more headcount for a major project, you can rely on us to manage and administer projects on your behalf, recruit staff on short-term contracts and oversee the admin and logistics throughout the agreed term, freeing you to focus on your core business.



HR Advisory

We help you craft a better experience, customise your approach and coach your team through change through our HR advisory and learning academy services.



Regional Talent Solutions

In meeting the Future of Work, we offer borderless solutions, leveraging our capabilities as Regional Specialist in End-to-End HR Solutions. We want to partner with you in your journey to build a workforce solution to meet your business needs.



Life Science

As part of government efforts to unlock Industry 4.0 growth, Indonesia's medical equipment and pharmaceutical industries have been designated priority sectors.¹⁴ The government seeks to increase these sectors' competitiveness by encouraging digital transformation.¹⁵

Due to Indonesia's high population density and increasing demand for pharmaceutical products, the pharmaceutical industry shows strong signs of promise.¹⁶ Today, there are already as many as 220 pharmaceutical companies in the country, majority of which are focused on the downstream production of medicine.¹⁷ The government's emphasis on reducing pharmaceutical imports will also bolster the standing of Indonesia's pharmaceutical industry products on the international market.¹⁸

Medical equipment production facilities are also on the rise in Indonesia, growing from 193 to 891 companies between 2015 to 2021.¹⁹ This burgeoning demand for advanced medical equipment can be attributed to heightened public awareness of the importance of healthcare, the expansion of hospitals, and the implementation of Indonesia's public health insurance system in 2014.²⁰

Life Science

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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PHARMACEUTICAL

Automation Engineer	S1	2-4	10,000,000	15,000,000
Clinical Specialist	S1	0-2	6,000,000	10,000,000
Documentation Officer	S1	0-2	5,000,000	7,000,000
Environmental Health & Safety Staff	S1	2-4	7,000,000	14,000,000
Environmental, Health, Safety & Sustainability Admin	S1	0-2	5,000,000	7,000,000
Equipment Qualification Coordinator	S1	2-6	10,000,000	23,000,000
Halal Quality Specialist	S1	0-2	6,000,000	10,000,000
IPV Case Management Specialist - Vaccine Vendor Oversight	S1	0-2	6,000,000	10,000,000
IPV Cross Sector Safety Associate	S1	0-2	6,000,000	10,000,000
Lab Support Specialist	S1	2-4	8,000,000	11,000,000
Lab Support Technician	S1	0-2	5,000,000	8,000,000
Packaging Engineer	S1	2-4	7,000,000	14,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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PHARMACEUTICAL

Packaging Specialist	S1	2-4	7,000,000	14,000,000
Partner Manager	S1	13	30,000,000	45,000,000
Private Health Insurance Project Officer	S1	4-6	10,000,000	15,000,000
Purchasing Manager	S1	11	18,000,000	20,000,000
QA Admin	S1	0-2	5,000,000	8,000,000
QC Analyst	S1	0-2	5,000,000	8,000,000
Qualification Officer	S1	2-4	7,000,000	14,000,000
Quality Administration System Staff	S1	0-2	5,000,000	8,000,000
Quality Assurance Associate	S1	4-6	15,000,000	23,000,000
Quality System Officer	S1	0-2	5,000,000	8,000,000
Regulatory Affairs Associate	S1	0-2	6,000,000	10,000,000
Regulatory Affairs Officer	S1	0-2	6,000,000	10,000,000

Life Science

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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PHARMACEUTICAL

Regulatory Affairs Specialist	S1	2-4	10,000,000	15,000,000
Regulatory Officer	S1	0-2	6,000,000	10,000,000
Sales Manager	S1	10	10,000,000	18,000,000
Senior Project Manager	S1	8-10	35,000,000	65,000,000
Supplier Quality Specialist	S1	2-6	10,000,000	23,000,000
TB Programme Officer	S1	2-4	7,000,000	10,000,000
TB Programme Officer Coordinator	S1	4-6	10,000,000	15,000,000
Technical Sales - Cosmetic Ingredients	S1	1	6,500,000	7,000,000

MEDICAL DEVICES

Material Delivery Control Staff	S1	2	5,000,000	7,000,000
Senior Product Specialist	S1	5	20,000,000	25,000,000
Technical in Charge Staff - PJT	S1	3	10,000,000	15,000,000
HOSPITAL & HEALTHCARE				
Digital Marketing Manager	S1	3	25,000,000	30,000,000
Marketing Manager	S1	3	20,000,000	25,000,000
Medical Coordinator	S1	3	10,000,000	15,000,000
Medical Rehabilitation Unit Head	S1	3	10,000,000	15,000,000
Recruitment Coordinator	S1	5	15,000,000	25,000,000



Engineering

Following Indonesia's post-pandemic recovery in 2022, the construction industry is expected to record an annual average growth of 5.8% until 2026, driven by the government's commitment to public infrastructure development and work on its Electricity Supply Business Plan.²¹

Indonesia's carbon neutrality ambitions are also expected to have a significant influence on sectors including oil and gas industry, energy, and more.

To realise Indonesia's key climate target of achieving net-zero emissions by 2060, 32 older-generation coal-fired power plants have been identified for possible closure.²² Indonesia also plans to establish a nuclear power plant in 2039 to provide new and renewable energy, and is seeking investors to finance the plant's construction.²³ Furthermore, Indonesia is building lithium and anode production facilities as it looks to become an Electric Vehicle production hub.²⁴

As oil companies seek to incorporate carbon reduction and renewable energy into their strategies, oil and gas investment is also set to increase.²⁵ An estimated US\$179 billion investment will be needed to meet the high demand for new and renewable energy.²⁶

Engineering

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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BUILDING, CONSTRUCTION & EPC

Accounting & Tax Staff	S1	2	5,000,000	7,000,000
Accounting Manager	S1	10	12,000,000	15,000,000
Area Sales Manager	S1	3	8,000,000	15,000,000
Business Analyst	S1	4	10,000,000	12,000,000
Business Development Manager	S1	5	30,000,000	70,000,000
Chief Operating Officer	S1	10	90,000,000	110,000,000
Civil Engineer - Project Supervisor	S1	3-5	15,000,000	25,000,000
Corporate Tax Manager	S1	5	20,000,000	30,000,000
Data Support Senior Staff	S1	6	10,000,000	13,000,000
Digital Marketing Manager	S1	5	20,000,000	30,000,000
Electrical Engineer	S1	2	7,500,000	10,000,000
Finance Manager	S1	5	20,000,000	25,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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BUILDING, CONSTRUCTION & EPC

Financial Analyst	S1	2	10,000,000	15,000,000
Former Engineer	S1	6	15,000,000	25,000,000
HR & Admin Manager	S1	5	20,000,000	23,000,000
HRGA Staff	S1	3	8,000,000	8,500,000
Investor Relation Manager	S1	5	30,000,000	70,000,000
IOS Developer	S1	1-3	9,000,000	12,000,000
Key Account Manager	S1	5	15,000,000	20,000,000
Legal Assistant	S1	3	8,500,000	9,000,000
Marketing Manager	S1	5	30,000,000	35,000,000
Mine Dispatch Foreman	S1	3	6,500,000	13,000,000
Personal Assistant for BoD	S1	5	20,000,000	25,000,000
President Director	S1	10	150,000,000	200,000,000

Engineering

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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BUILDING, CONSTRUCTION & EPC

Project General Manager	S1	10	30,000,000	35,000,000
Project Manager	S1	10	40,000,000	45,000,000
Civil Engineer Supervisor	S1	5	13,000,000	25,000,000
Sales Engineer - Japanese Speaker	S1	3-5	7,500,000	15,000,000
Sales Manager	S1	5	15,000,000	20,000,000
Sales Promotion Section Head	S1	3	10,000,000	15,000,000
Sales Trading	S1	5	7,500,000	8,000,000
Secretary to President Director - Japanese Speaker	S1	3-5	10,000,000	15,000,000
Site Inspector	D3	3	5,000,000	7,000,000
Site Manager	S1	3	9,000,000	11,000,000
Sr. Business Development Manager	S1	15	35,000,000	40,000,000
Web Developer	S1	1	9,000,000	12,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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POWER PLANT

Accounting & Tax Staff	S1	3	6,000,000	8,000,000
Business Development Manager	S1	10	30,000,000	40,000,000
Contract Manager	S1	5	40,000,000	60,000,000
Electrical Instrument Engineer	S1	10	25,000,000	30,000,000
Field Calibration Engineer	S1	5	15,000,000	20,000,000
HSE Supervisor	S1	5	25,000,000	30,000,000
PPIC Engineer	S1	3	6,000,000	7,500,000
Process Engineer	S1	5	15,000,000	20,000,000
Project Control Manager	S1	15	45,000,000	55,000,000
QA / QC Supervisor	S1	5	25,000,000	30,000,000
Sr. Contract Engineer	S1	5-7	60,000,000	80,000,000
Sr. Mechanical Engineer	S1	5	25,000,000	30,000,000

Engineering

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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PETROCHEMICAL

HSE Permit Engineer	S1	10	15,000,000	20,000,000
Industrial Engineer	S1	2	8,000,000	12,000,000
Process Engineer	S1	10	15,000,000	20,000,000
Procurement Lead	S1	10	25,000,000	30,000,000
Safety Engineer	S1	10	15,000,000	20,000,000
Tax Specialist	S1	5	17,000,000	25,000,000
Technical Service Specialist	S1	5	20,000,000	25,000,000

OIL & GAS

Finance & Accounting Staff	S1	4	8,000,000	12,000,000
Financial Controller	S1	5	15,000,000	35,000,000
Power Plant Specialist	S1	15	45,000,000	50,000,000
Production Buying Staff	S1	3	6,000,000	7,000,000
Project Administrator	S1	15	15,000,000	25,000,000
Specialist Process Control Engineer	S1	7	25,000,000	34,000,000
Warehouse Supervisor	S1	3	6,000,000	7,000,000

MINING

Assistant VP	S1	15-20	100,000,000	150,000,000
Business Development Section Head	S1	2	17,000,000	22,000,000
Finance Consultant	S1	5	18,000,000	20,000,000
Head of Internal Audit	S1	15	30,000,000	40,000,000
HSE Manager	S1	10	30,000,000	35,000,000
Instrument Manager	S1	5	25,000,000	30,000,000
Personal Assistant	S1	5	20,000,000	25,000,000
Process Manager	S1	5	20,000,000	25,000,000
Production - Group Leader Foreman	D3	2-3	7,000,000	10,000,000
Project Lead - Professional Steel Structure	S1	7	30,000,000	35,000,000
Quarry Manager	S1	5	35,000,000	45,000,000
Recruitment Specialist	S1	3	10,000,000	15,000,000
Regional Head of Plant & Maintenance	S1	20	30,000,000	40,000,000
Site Project Manager	S1	10	35,000,000	45,000,000
Sr. HRBP	S1	10	50,000,000	55,000,000

Banking & Finance



Disruption has created opportunities and challenges for Indonesia's banking and finance players.²⁷ Although traditional banks remain consumers' preferred primary financial relationship, new digital banks are quickly gaining ground, driven by the fast-evolving financial services landscape.²⁸



The digital payment landscape is also becoming increasingly fragmented, with more than 48 licensed e-wallet platforms led by domestic players.²⁹

Over the past few years, Indonesia has seen double-digit growth in digital banking transactions.³⁰ In 2022, these transactions are set to grow 30% to 53,144 trillion rupiah.³¹ Bank Indonesia has also announced plans to introduce a digital rupiah currency that will use blockchain technology.³²

As new fintech and challenger players enter the market, consumers will benefit from new lending, investments and insurance products.³³ Neobanks may also become the primary financial relationship of previously underserved and unserved groups.³⁴

To grow sustainably into the future, traditional banking institutions will be expected to evolve to meet heightened customer and investor expectations, and reshape their operational and business models.³⁵

Banking & Finance

► Salary Range (per month) Unit: IDR				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
RETAIL & CORPORATE BANKING				
LENDING				
Relationship Manager	S1	5	25,000,000	30,000,000
IT				
Product Division Head	S1	20	40,000,000	60,000,000
FINTECH				
Head of HR	S1	12	30,000,000	40,000,000
Lead Software Quality Assurance	S1	7	15,000,000	25,000,000
Recruiter	S1	2	12,000,000	20,000,000
Recruitment Manager	S1	5	20,000,000	30,000,000
Risk Analyst Manager	S1	5	10,000,000	14,000,000
Senior Banking Business Development Manager	S1	10	25,000,000	40,000,000
Senior Product Owner	S1	7	15,000,000	25,000,000
UI / UX Designer	S1	7	10,000,000	15,000,000
INVESTMENT BANKING				
Investment Analyst	S1	4	20,000,000	37,750,000

► Salary Range (per month) Unit: IDR				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
INSURANCE				
Digital Sales Strategy	S1	3	10,000,000	15,000,000
Head of HR	S1	10	30,000,000	50,000,000
Head of Marketing Planning	S1	10	30,000,000	50,000,000
CREDIT AGENCY - LEASING				
Head of Fixed Income	S1	8	40,000,000	50,000,000
HR Manager	S1	12	30,000,000	40,000,000
HR Manager	S1	3	10,000,000	16,000,000
HR / GA Manager	S1	5	20,000,000	25,000,000
Japanese Interpreter	S1	2-3	10,000,000	25,000,000
Korean Interpreter	S1	2	9,000,000	16,000,000
Officer	S1	2	5,000,000	7,000,000

Consumer Goods & Services

Indonesia's fast moving consumer goods (FMCG) industry is exhibiting signs of optimism.³⁶ Today, FMCG sales have recovered above pre-pandemic levels.³⁷



While rising prices haven't heavily impacted consumer confidence yet, the majority of consumers are being cautious when it comes to spending – in terms of FMCG category growth, the value-for-money segment is growing faster than mainstream and premium segments.³⁸

Indonesia continues to see growth in e-commerce too, particularly due to upper and middle class consumers turning to online shopping to seek better value in their purchases.³⁹ More and more consumers are also displaying omnichannel shopping behaviours; as such, having a strong presence across both online and offline stores is now non-negotiable for FMCG companies.⁴⁰

In 2023, inflationary pressures may lead to further price increases, and Indonesian consumers' consumption habits and priorities will continue to evolve.⁴¹ It will be imperative for companies to fully understand these shifts in the retail landscape, and adapt their strategies to target and continuously drive value for consumers.⁴²

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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SERVICES

Productivity Business Development Manager	S1	10	85,000,000	100,000,000
Business Development Manager	S1	10	40,000,000	45,000,000
Commercial Legal Head	S1	10	30,000,000	35,000,000
IM Operation & Security Governance	S1	10	25,000,000	35,000,000
IT Digital & Enterprise Services	S1	10	20,000,000	25,000,000
Project Manager	S1	15	30,000,000	35,000,000
RPO Accreditation Manager	S1	10	20,000,000	30,000,000
Senior Sales	S1	5	15,000,000	20,000,000

LOGISTIC & WAREHOUSE

Area Sales Manager	S1	3	5,000,000	6,500,000
Branch Manager	S1	5	15,000,000	25,000,000
Commercial Analyst	S1	10	15,000,000	20,000,000
Export Documents Staff	S1	2	5,000,000	8,000,000
Export Import Staff - PIB PEB	S1	3	5,500,000	6,000,000
FCL Operations Manager	S1	5	15,000,000	25,000,000
Key Account Manager	S1	5	15,000,000	25,000,000
LCL Export & Document Staff	S1	2	5,000,000	8,000,000
LCL Sales Manager	S1	5	12,000,000	18,000,000
Project Investigator	S1	20	30,000,000	47,000,000
Sales FCL Executive	S1	2	8,000,000	15,000,000
Sales Manager - Contract Logistics	S1	7	30,000,000	40,000,000
Sales Manager - Freight Forwarding	S1	5	30,000,000	40,000,000
Senior Sales Executive	S1	2	8,000,000	15,000,000
Supply Chain Manager	S2	20	30,000,000	45,000,000
Warehouse Manager	S1	10	18,000,000	25,000,000
Warehouse Operation Manager	S1	5	30,000,000	47,000,000

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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TRADING

Account Manager	D3/S1	3-5	18,000,000	20,000,000
Accounting & Admin Staff	S1	2-3	6,000,000	8,000,000
Accounting Supervisor	S1	3	7,000,000	9,000,000
Admin Finance	S1	2	10,000,000	15,000,000
Area Sales Engineer	S1	10	25,000,000	32,000,000
Area Sales Manager	S1	10-15	25,000,000	50,000,000
Business Development Manager	S1	3-5	11,000,000	20,000,000
Business Development Supervisor	S1	3	15,000,000	20,000,000
Chief Credit Control	S1	3-5	9,000,000	15,000,000
Chief Property Supervisor	S1	3-5	9,000,000	15,000,000
Engineer - Japanese Speaker	S1	2	8,000,000	10,000,000
GA & Legal Staff	S1	3	5,000,000	7,000,000
General Affair Staff - Japanese Speaker	S1	3-5	7,500,000	10,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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TRADING

Heavy Equipment Sales Manager	S1	7	18,000,000	25,000,000
HR Manager	S1	5-7	25,000,000	30,000,000
Legal Supervisor	S1	4	7,000,000	10,000,000
Marketing Staff	S1	1	4,900,000	5,000,000
Sales - Coal	S1	2-4	10,000,000	15,000,000
Sales Admin	S1	2	5,000,000	6,000,000
Sales Engineer - Japanese Speaker	S1	3-5	10,000,000	17,000,000
Sales Engineer Staff	S1	2	5,000,000	7,000,000
Sales Staff	S1	2	5,000,000	7,000,000
Staff of Mineral Resources - Admin	S1	3-5	6,000,000	8,000,000
Technical Manager	S1	7	12,000,000	20,000,000
Warehouse Staff	S1	2	8,000,000	9,000,000

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

Accounting Asst. Manager	S1	5	18,000,000	20,000,000
Android Developer	S1	3	7,000,000	12,000,000
Area Sales Manager	S1	3	8,000,000	15,000,000
Area Sales Manager - Project	S1	3	8,500,000	15,000,000
Automation Mechanical Engineer - APAC	S1	3	12,000,000	15,000,000
Brand & Communication Marketing	S1	3	10,000,000	15,000,000
Brand Activation Senior Staff	S1	3-5	10,000,000	15,000,000
Brand Manager	S1	5	27,000,000	30,000,000
Business Analyst	S1	4	10,000,000	12,000,000
Corporate People Development Dept. Head	S1	5	25,000,000	30,000,000
Costing Engineer	S1	3	6,000,000	15,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

Data Analyst	S1	3	10,000,000	13,000,000
Demand Planning Dept. Head	S1	10	25,000,000	30,000,000
Demand Planning Manager	S1	5	22,000,000	30,000,000
Digital Marketing Manager	S1	7	15,000,000	20,000,000
Finance Controller	S1	5-7	30,000,000	40,000,000
Finance Manager	S1	5-11	21,000,000	35,000,000
Fitting Maintenance Dept Head	S1	5	25,000,000	30,000,000
General Manager - Expatriate	S1	10-15	150,000,000	250,000,000
General Manger Manufacturing	S1	15	35,000,000	40,000,000
Head of Finance	S1	12	20,000,000	25,000,000
HR Manager	S1	10	20,000,000	25,000,000

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

HSE Supervisor	S1	3-6	6,500,000	9,000,000
Industrial Engineer	D3	3	5,500,000	6,500,000
IRGA Dept. Head	S1	5	25,000,000	30,000,000
IT Staff	D3	5	7,000,000	8,500,000
Japanese Interpreter	S1	2	6,000,000	7,000,000
Legal Manager	S1	5	20,000,000	30,000,000
Logistic Deputy Manager	S1	5	20,000,000	25,000,000
Maintenance Engineer	S1	10	8,000,000	14,000,000
Maintenance Engineer	D3	3	5,500,000	6,000,000
Mandarin Speaker	S1	3	12,000,000	15,000,000
Market Researcher Senior Supervisor	S1	3	10,000,000	15,000,000
Marketing Manager	S1	5	15,000,000	18,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

Marketing Staff	S1	2	6,500,000	7,000,000
Operation Manager	S1	12	25,000,000	30,000,000
Plant Division Head	S1	10	40,000,000	45,000,000
PPIC Manager	S1	5-7	10,000,000	13,000,000
Procurement & Packaging Manager	S1	5	22,000,000	30,000,000
Procurement Asst. Manager	S1	5	20,000,000	25,000,000
Procurement Manager	S1	5-7	15,000,000	30,000,000
Procurement Quality Control Assistant Manager	S1	10	15,000,000	25,000,000
Production Data Analyst	S1	4	7,000,000	8,000,000
Production Head	S1	15	12,000,000	15,000,000
Production Manager	S1	8	25,000,000	30,000,000
Production Supervisor	S1	2	6,000,000	8,000,000

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

Project Engineer	S1	15	15,000,000	35,000,000
Purchasing Asst. Manager	S1	5	20,000,000	25,000,000
Purchasing Coordinator	S1	3	13,000,000	15,000,000
Purchasing Manager	S1	5	15,000,000	18,000,000
Purchasing Supervisor	S1	4	6,000,000	8,000,000
QA Department Head	S1	10	25,000,000	30,000,000
Quality Assurance QA Advisor	S1	8	20,000,000	25,000,000
Quality Performance & Improvement	S1	5	22,000,000	30,000,000
R&D Supervisor	S1	3-5	14,000,000	16,000,000
Regional Quality Manager	S1	5	22,000,000	30,000,000
Research & Development Manager	S1	8	18,000,000	25,000,000
Research & Innovation Manager	S1	10	18,000,000	25,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

Sales Development Supervisor	S1	3-5	10,000,000	15,000,000
Sales Engineer - Representative Indonesia for Electrical & HVAC Manufacturing	S1	3-5	20,000,000	26,000,000
Sales Engineer - MV	S1	5	6,500,000	7,000,000
Sales Promotion Section Head	S1	3	8,500,000	15,000,000
Senior HR Specialist	S1	5	20,000,000	35,000,000
Senior Talent Acquisition & Employer Branding	S1	7	35,000,000	40,000,000
Supply Chain Analyst - Ausie	S1	5	15,000,000	17,000,000
Tender Support Engineer - MV	S1	5	10,000,000	11,000,000
TS Specifier	S1	3	8,500,000	15,000,000
UI / UX Designer	S1	3	8,000,000	13,000,000
Warehouse Staff	S1	3	6,200,000	7,000,000
Web Developer	S1	3	7,000,000	12,000,000

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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E-COMMERCE

Business Development Executive	S1	2	7,000,000	9,000,000
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HR Manager	S1	8	18,000,000	22,000,000
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Strategic Account Manager	S1	4	20,000,000	30,000,000
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NGO				
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Legal Assistant	S1	1	5,000,000	7,000,000
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Planing & Coordination Assistant	S1	1	5,000,000	7,000,000
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Research Assistant	S1	1	5,000,000	7,000,000
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RETAIL				
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Account Manager	S1	2-4	10,000,000	13,000,000
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AR & Tax Staff	S1	5	4,000,000	6,000,000
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Area Sales Manager	S1	5	8,000,000	12,000,000
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Brand Manager	S1	5-8	20,000,000	30,000,000
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Demand Planning Analyst	S1	1-2	6,000,000	15,000,000
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► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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RETAIL

Demand Planning Manager	S1	5	28,000,000	55,000,000
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Digital Marketing Staff	S1	5	8,000,000	9,000,000
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Energy Audit & Efficiency Expert	S2	15	35,000,000	50,000,000
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Export Import Staff	S1	5	6,000,000	7,000,000
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HR Manager	S1	5-7	23,000,000	27,000,000
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HR Senior Manager	S1	7	20,000,000	30,000,000
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Marketing Communication Supervisor	S1	3	15,000,000	20,000,000
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Project Sales Supervisor	S1	3	15,000,000	2,000,000
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Regional Asst.	S1	5	8,000,000	12,000,000
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Customer Service Manager	S1	3	15,000,000	20,000,000
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Senior Channel Marketing	S1	3	15,000,000	20,000,000
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Showroom Sales	S1	2	7,000,000	10,000,000
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Training Manager	S1	5	20,000,000	30,000,000
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Visual Merchandising Manager	S1	3	20,000,000	25,000,000
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Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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FMCG

Accounting Administration Assistant	S1	0-2	6,000,000	10,000,000
Accounts Receivable Coordinator	S1	4-6	19,000,000	25,000,000
Accounts Receivable Staff	S1	2-4	6,000,000	9,000,000
Admin & Secretary	S1	2-4	7,000,000	11,000,000
AR Controller - Distributor	S1	2-4	5,000,000	9,000,000
AR Controller - NKA	S1	0-2	5,000,000	6,000,000
AR Distributor Staff	S1	2-4	6,000,000	9,000,000
Area Sales Manager	S1	7	8,000,000	12,000,000
Associate Manager of Communication & Public Affairs	S1	4-6	20,000,000	30,000,000
Brand Manager	S1	3	20,000,000	27,000,000
Budgeting Admin	S1	2-4	9,000,000	13,000,000
Budgeting Analyst	S1	2-4	10,000,000	19,000,000
C & CD Claim Admin	S1	0-2	5,000,000	7,000,000
CA Admin Support	S1	4-6	5,000,000	7,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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FMCG

Channel & Capability Analyst	S1	2-4	8,000,000	12,000,000
Channel Admin	S1	4-6	5,000,000	7,000,000
Claim Controller Staff	S1	2-4	6,000,000	9,000,000
Claim Supervisor	S1	2-4	6,000,000	9,000,000
Compliance Analyst	S1	2-4	10,000,000	19,000,000
Custom Executive	S1	5	8,000,000	12,000,000
Customer SC Analyst	S1	2-4	5,000,000	12,000,000
Customer Service	S1	4-6	12,000,000	17,000,000
Digital Marketing Junior Manager	S1	7	15,000,000	19,500,000
Executive Secretary	S1	2-6	7,000,000	14,000,000
Export Import Planning Staff	S1	0-2	7,000,000	9,000,000
Finance Admin	S1	0-4	6,000,000	10,000,000
Finance Executive	S1	7	8,000,000	15,000,000
General Sales Administration	S1	0-2	14,000,000	17,000,000

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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FMCG

IM Administrator	S1	0-2	6,000,000	8,000,000
Import Executive	S1	5	8,000,000	12,000,000
In House Designer & POSM Technical Advisor	S1	4-6	20,000,000	30,000,000
Internal Designer	S1	0-2	6,000,000	13,000,000
IT Administrator	S1	0-2	6,000,000	8,000,000
IT Application Development	S1	0-2	5,000,000	8,000,000
IT Business Analyst	S1	2-4	8,000,000	12,000,000
IT Project Manager	S1	4-6	12,000,000	17,000,000
Junior Collector	S1	0-4	5,000,000	9,000,000
Junior Sales Data Analyst	S1	0-2	6,000,000	8,000,000
Logistic Admin	S1	2-4	7,000,000	11,000,000
Logistic Staff	S1	2-4	7,000,000	12,000,000
Mailing Room Officer	S1	0-2	5,000,000	6,000,000
Management Testing Business Process	S1	2-4	9,000,000	13,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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FMCG

Marketing Admin	S1	2-4	9,000,000	13,000,000
Marketing Admin & Data Analyst	S1	4-6	12,000,000	17,000,000
Marketing Administrative Assistant	S1	2-4	8,000,000	12,000,000
Marketing and Interpreter - Japanese Speaker	S1	1	5,000,000	6,000,000
Marketing Asst Manager	S1	5	10,000,000	17,000,000
Marketing Executive	S1	0-2	6,000,000	13,000,000
Medical Admin	S1	0-4	7,000,000	13,000,000
Medical Channel Activation Support	S1	2-4	9,000,000	13,000,000
Merchandiser	S1	2-4	7,000,000	9,000,000
MT Channel Analyst	S1	4-6	12,000,000	17,000,000
NKA Admin	S1	0-2	7,000,000	9,000,000
NKA Hyper / Super Admin & Analyst	S1	2-4	8,000,000	12,000,000
Payroll Analyst	S1	2-4	14,000,000	25,000,000
PIC Claim	S1	0-2	5,000,000	6,000,000

Consumer Goods & Services

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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FMCG

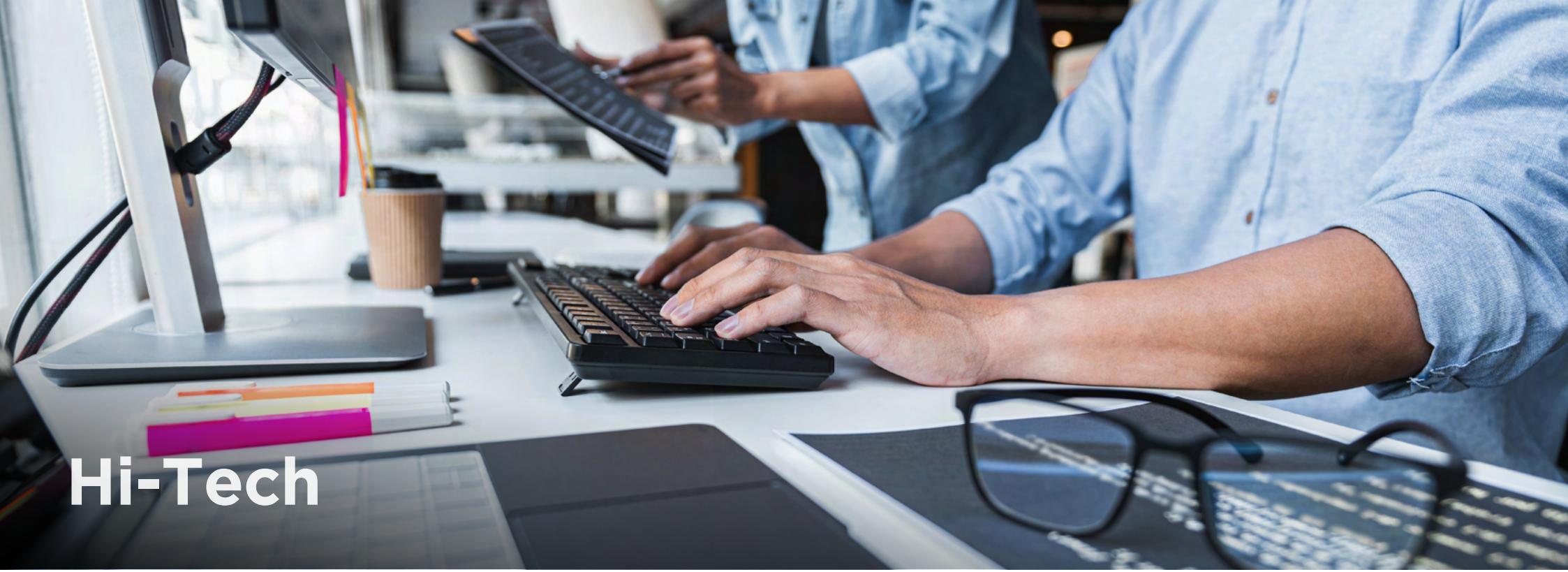
Procurement Associate	S1	0-2	6,000,000	9,000,000
Procurement Contract Specialist	S1	0-2	10,000,000	17,000,000
Programme Administrator	S1	0-4	5,000,000	11,000,000
Project Manager	S1	10-11	90,500,000	120,500,000
Purchasing Executive	S1	5	8,000,000	12,000,000
R2P AP - Central Archiving Unit	S1	0-2	5,000,000	6,000,000
Recruiter	S1	2-4	9,000,000	15,000,000
Sales Admin	S1	2-6	5,000,000	13,000,000
Sales Admin Supervisor	S1	0-2	14,000,000	17,000,000
Sales & Marketing Administration	S1	0-2	7,000,000	9,000,000
Sales Data Analyst	S1	0-4	5,000,000	12,000,000
Sales Data Analyst / Dashboard Specialist	S1	4-6	12,000,000	17,000,000
Sales Data Processing	S1	2-4	8,000,000	12,000,000
Sales Engineer	S1	0-4	5,000,000	8,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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FMCG

Sales Secretary	S1	2-4	20,000,000	30,000,000
SAP Assistant Manager	S1	7	15,000,000	35,000,000
Secretary & PA	S1	4-6	20,000,000	30,000,000
Secretary Executive	S1	0-2	14,000,000	17,000,000
Senior Admin Assistant	S1	4-6	25,000,000	30,000,000
Senior Brand Manager	S1	7	30,000,000	45,000,000
Senior Collector	S1	4-6	9,000,000	12,000,000
SFE & Capability Development Staff	S1	0-2	6,000,000	8,000,000
SFE Analyst	S1	0-2	6,000,000	8,000,000
Strategy & Deployment Administrative Assistant	S1	0-4	5,000,000	12,000,000
Supply Chain Admin Staff	S1	2-4	7,000,000	11,000,000
Supply Chain Analyst	S1	2-4	7,000,000	11,000,000
Tax Staff	S1	0-2	6,000,000	10,000,000



Hi-Tech

Indonesia's digital industry grew rapidly during the COVID-19 pandemic, from US\$41 billion in 2019 to US\$77 billion in 2022.⁴³ The industry continues to hold significant growth potential, with growth expected to increase to US\$130 billion by 2025.⁴⁴

In addition, Indonesia's Ministry of Finance and the Asian Development Bank predict that the economy could gain \$2.8 trillion by 2040 through technology adoption, adding 0.55 percentage points to GDP growth annually between 2020 and 2040.⁴⁵

Technology trends such as clean tech, the future of connectivity integrating 5G and the Internet of Things, distributed infrastructure such as cloud and edge computing, and next-level process automation, could be key drivers of growth for Indonesia's economy.⁴⁶

Technology adoption is expected to have a profound impact across sectors, though specific implications can vary widely from sector to sector. A tech savvy workforce will be vital to unlock this growth, so that companies and workers can take full advantage of the opportunities offered by new technologies.⁴⁷

Hi-Tech

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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INFORMATION TECHNOLOGY

Account Manager	S1	3	7,000,000	10,000,000
Android Mobile Developer	S1	2	10,000,000	18,000,000
Angular Developer	S1	2-3	11,000,000	27,000,000
App Support Section Head	S1	3	8,500,000	15,000,000
App / Cloud Support Senior Analyst - SAP MM	S1	4	20,000,000	30,000,000
Backend Developer	S1	2-4	8,000,000	12,000,000
Business Analyst	S1	5	6,000,000	10,000,000
Business Development Manager	S1	5-7	20,000,000	25,000,000
Content Marketing Senior Manager	S1	4	35,000,000	50,000,000
Customer Success Lead	S1	3-5	15,000,000	20,000,000
Data Analyst	S1	3	8,500,000	15,000,000
Data Centre Site Operations Lead	S1	5	15,000,000	30,000,000
Data Engineer	S1	3	8,500,000	15,000,000
Engineer Manager	S1	3-5	20,000,000	25,000,000
Firmware Engineer	S1	5	15,000,000	18,000,000
Growth Marketing Manager	S1	3	25,000,000	35,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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INFORMATION TECHNOLOGY

IT Manager	S1	7	20,000,000	30,000,000
IT Support Engineer	S1	2	8,000,000	10,000,000
Java Developer	S1	4	12,000,000	15,000,000
Junior Project Manager	S1	3	7,000,000	10,000,000
Key Account Officer	S1	3	7,000,000	10,000,000
Odoo Developer	S1	5	6,000,000	10,000,000
Oracle Database Administrator	S1	3	10,000,000	14,000,000
Performance Management Senior Staff	S1	3	7,000,000	10,000,000
Presales Officer	S1	3	7,000,000	10,000,000
Product Owner	S1	3	8,500,000	15,000,000
Promotion Analyst	S1	3	8,500,000	15,000,000
QA Automation Manager	S1	8	28,000,000	30,000,000
React.js Developer	S1	2-4	11,000,000	30,000,000
Research Associate Director	S1	5-7	35,000,000	45,000,000
Risk & Compliance Staff	S1	2	6,000,000	8,000,000
Front End Development Senior Analyst	S1	2	12,000,000	25,000,000

Hi-Tech

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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INFORMATION TECHNOLOGY

Sales Lead	S1	5	20,000,000	30,000,000
Sales Manager	S1	5	12,000,000	15,000,000
SAP Plant Maintenance Supevisor	S1	4	25,000,000	35,000,000
Senior Account Manager	S1	13	15,000,000	34,000,000
Senior Java Developer	S1	12	35,000,000	40,000,000
Senior Manager Business Development	S1	7-10	30,000,000	40,000,000
Senior Sales Engineer - Robotic	S1	4	10,000,000	18,000,000
Software Architect	S1	7	10,000,000	25,000,000
Software Engineer	S1	2-3	7,000,000	12,000,000
Solution Architect	S1	3	7,000,000	10,000,000
Spring Boot Developer	S1	6	11,000,000	30,000,000
Squad Lead	S1	5	15,000,000	30,000,000
Sr. Sales Manager	S1	8	50,000,000	75,000,000
System Analyst	S1	2	6,000,000	8,000,000
Talent & Organisation Consultant	S1	4	25,000,000	35,000,000
Tech Lead	S1	3-5	20,000,000	25,000,000
Technical Account Manager	S1	3	7,000,000	10,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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AUTOMOTIVE

Accounting & Tax Staff	S1	1	6,000,000	7,500,000
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Accounting & Tax Supervisor	S1	2	8,000,000	10,000,000
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Personnel & GA Staff	S1	2	5,000,000	7,000,000
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TELECOMMUNICATION

Channel Account Manager	S1	3	6,000,000	9,000,000
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Digital Marketing Supervisor	S1	3	10,000,000	15,000,000
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Marketing Manager	S1	5	10,000,000	15,000,000
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Procurement Manager	S1	8	25,000,000	35,000,000
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Product Manager	S1	4	8,000,000	12,000,000
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Sales Engineer	S1	12	15,000,000	25,000,000
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Storage Product Manager	S1	10	42,000,000	48,000,000
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Native Japanese

Over the past few years, Japan has been a significant source of foreign direct investments in Indonesia, consistently ranking among the country's top ten largest investors each year.

Japanese companies invested \$1.75 billion in 2,821 projects in the first half of 2022 – the fourth largest investment in Indonesia from a single country or special region.⁴⁸

More recently, ten Japanese companies pledged a total of \$5.2 billion in July 2022 for the development of electric vehicles, basic materials, and other industries in Indonesia over the next few years.⁴⁹

To allow Japanese investors to stay longer in Indonesia and contribute positively to the economy, the Indonesian government has also enhanced its immigration policy by introducing a second home visa.⁵⁰ As Japan-Indonesia relations strengthen, and Japanese companies deepen their investments in Indonesia, professionals with Japanese language skills and familiarity with Japanese work culture will benefit from new career opportunities that will emerge.

Native Japanese

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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INSURANCE

Business Analyst	S1	10+	40,000,000	45,000,000
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EDUCATION

Manager	S1	5	25,000,000	35,000,000
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Tutor	S1	3	20,000,000	30,000,000
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SERVICES

Advisor	S1	3	25,000,000	30,000,000
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Assistant Manager	S1	5	38,000,000	46,000,000
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Coordinator	S1	5	20,000,000	35,000,000
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CPA / Tax Accountant	S1	5	45,000,000	70,000,000
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CPA / Tax Accountant	S1	10+	80,000,000	150,000,000
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Customer Relation	S1	2-3	21,000,000	30,000,000
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Guest Relation	S1	5	18,000,000	23,000,000
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IT Manager	S1	5	30,000,000	35,000,000
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Japan Desk Support	S1	5	20,000,000	25,000,000
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Sales	S1	2-3	21,000,000	30,000,000
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Technical Manager	D3	5	25,000,000	40,000,000
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► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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LOGISTIC & WAREHOUSE

Logistics Manager	S1	10	50,000,000	80,000,000
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Sales Manager	S1	3	25,000,000	40,000,000
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TRADING

Finance & Accounting	S1	5	30,000,000	40,000,000
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Marketing & Planning	S1	5	20,000,000	25,000,000
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Marketing Advisor	S1	1	20,000,000	30,000,000
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Marketing Manager	S1	5	30,000,000	40,000,000
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Sales	S1	3-5	25,000,000	45,000,000
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Sales Support Staff	S1	2	15,000,000	25,000,000
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Native Japanese

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

Accounting Manager	S1	5	20,000,000	35,000,000
Advisor	S1	10	20,000,000	35,000,000
Business Development & Marketing Planner	S1	5	30,000,000	50,000,000
Business Management Deputy Director	S1	5	25,000,000	30,000,000
Deputy Factory Manager	D3	10+	40,000,000	50,000,000
Facility Engineer	S1	5	40,000,000	70,000,000
Factory Manager	S1	10	30,000,000	50,000,000
Finance Manager	S1	10	35,000,000	45,000,000
General Manager	S1	10	40,000,000	50,000,000
IT Manager	S1	5	30,000,000	45,000,000

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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ENGINEERING & TECHNICAL (MANUFACTURING)

Manager	S1	10	35,000,000	40,000,000
Mechanical Designer	D3	5	30,000,000	35,000,000
Mold & Technology Manager	D3	5	30,000,000	50,000,000
Press Technical Instructor	D3	10	30,000,000	35,000,000
Purchasing Manager	S1	10	50,000,000	70,000,000
QC Manager	S1	10	30,000,000	40,000,000
Quality Manger	S1	5	35,000,000	40,000,000
Sales	S1	3	20,000,000	40,000,000
Sales Advisor	S1	2	20,000,000	25,000,000
Technical Engineer	S1	3	25,000,000	30,000,000

Native Japanese

► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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BUILDING, CONSTRUCTION & EPC

Accounting Manager	S1	5	30,000,000	35,000,000
Civil Engineering Construction Management Engineer	S1	10	50,000,000	80,000,000
Construction Management	S1	10	50,000,000	70,000,000
Data Center Construction Management Engineer	S1	5	35,000,000	50,000,000
Engineering Manager	S1	10	40,000,000	70,000,000
Finance Manager	S1	10	40,000,000	60,000,000
Marketing Manager	S1	5	20,000,000	30,000,000
MEP Engineer	D3	10	50,000,000	62,000,000
Plant Installation Engineer Manager	S1	5	30,000,000	40,000,000
Sales	S1	5	30,000,000	35,000,000

PETROCHEMICAL

GA Manager	S1	5	20,000,000	30,000,000
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► Salary Range (per month) | Unit: IDR

QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
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INFORMATION TECHNOLOGY

Admin Manager	S1	3	25,000,000	35,000,000
IT Consultant	S1	3-5	20,000,000	45,000,000

AUTOMOTIVE

Manager Engineering Division	S1	5	30,000,000	40,000,000
Mold Engineer - Resin	S1	10	40,000,000	50,000,000
QC QA Advisor	S1	5	25,000,000	40,000,000
QC QA Manager	S1	5	23,000,000	30,000,000
Sales & Procurement Advisor	S1	5	25,000,000	30,000,000
Technical Advisor	S1	5	30,000,000	35,000,000

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