

VIETNAM

2018 SALARY GUIDE

FirstAlliances
vietnam's leading HR specialist

Company Overview

Established in 1998, First Alliances is one of the largest HR consultancies in Vietnam specialising in Executive Search & Selection, HR Outsourcing, which includes payroll, staffing, and RPO.

In 2016, First Alliances became a member of PERSOLKELLY – a joint venture between PERSOL Holdings (previously Temp Holdings) and Kelly Services, to provide end-to-end workforce recruitment services. It has nearly 1,800 employees in 42 offices spanning across 13 countries in Asia Pacific.

Combining the strengths of both PERSOL Holdings – Japan's second largest recruitment firm, and Kelly Services – a global leader in workforce solutions with a strong track record in Asia Pacific, we bring the best of both cultures and the full spectrum of our talent recruitment services, providing clients with seamless, cross-border HR solutions.

Our key expertise are in the fields of Accounting, Construction & Real Estate, Consumer Goods, Banking, Finance & Insurance, Healthcare, Hospitality, Industrial & Supply Chain, IT & Telecommunications, HR & Administration, Japanese and Korean specialisations – a one stop hiring solution for our clients.

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Contents

4	Executive Overview	SALARIES	34	Human Resources & Administration/ Legal/Education	
6	2018 Salary and Hiring Outlook	8	Accounting	38	Information Technology & Telecommunications
10		10	Banking and Finance	40	Manufacturing
18		18	Consumer Goods	50	Supply Chain
22		22	Construction & Real Estate	54	Japanese Speaking Jobs
26		26	Healthcare		
30		30	Hospitality		



EXECUTIVE OVERVIEW

The 2018 Vietnam Salary Guide is a comprehensive reference tool which aims to provide insights into the latest average salaries of various professional and technical positions across key industries in Vietnam.

The data presented in this guide is based on the tabulation of salaries range across different job titles collected in the database of the First Alliances' Executive Search & Selection division. The key roles and industries represented are Accounting, Banking & Financial Services, Communications & Media, Construction & Real Estate, Consumer Goods, Healthcare, Hospitality, HR & Admin, Industrial, IT & Telecommunications, Supply Chain, and Japanese speaking positions.

In 2017, we witness a continuous surge in the Vietnam's economy with exports raising, resulting in trade surplus. Retail sales also saw a double-digit raise with the growth in private sector credit, which encouraged greater private consumption. Year-on-year, FDI rose by more than 10% from January to October period.

With the passing of the 2018 socio-economic development plan, it aims to achieve an annual growth of 6.5 – 6.7% by increasing exports and investment. This should seek to maintain economic stability and expansion at a steady and strong pace into 2018. It is forecast that economy will expand to 6.4% in 2018.

In 2017, we witness a continuous surge in the Vietnam's economy with exports raising, resulting in trade surplus.

It is recorded that the unemployment rate in Vietnam decreased to 2.09% in the first quarter of 2017 but rose back to 2.3% by the last quarter. This is still low compared to other Southeast Asia regions, whose unemployment is average between 0.2 – 6.3%.

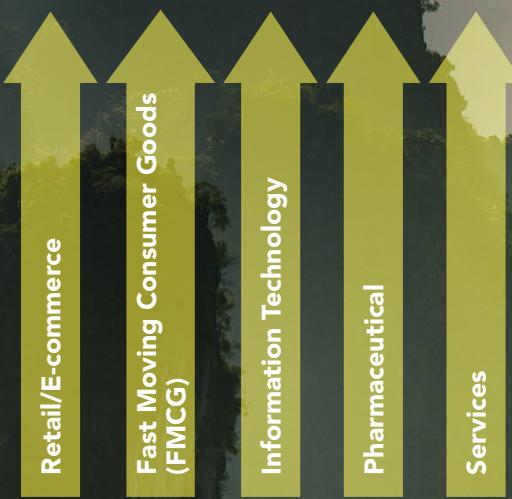
Vietnam is expected to show steady economic growth, and with the government's commitment to reform, the country is moving towards promoting skills development, particularly in modern industry and innovation, improving market institutions, and further infrastructure development. All these progress signal optimistic employment outlook and job opportunities.

With these exciting developments, we certainly look forward to continue being a valuable partner in helping our clients to achieve their business goals. We hope the data in this Salary Guide will serve as beneficial information to help you develop more strategic recruitment and retention plan for your potential talents and performing workers.

Cong Ong
General Director, First Alliances

2018 SALARY & HIRING OUTLOOK

INDUSTRIES EXPECTING STRONG GROWTH IN 2018



2.1%
Expected
unemployment
rate in 2018

2.5%
Expected
inflation in
2018

6.4–6.7%
Expected
GDP growth
in 2018

TOP 5 PAYING INDUSTRIES (PER MONTH)



Project Director (Expat)
USD 10,000-15,000



Chief Financial
Officer
USD 4,000-12,000



Risk Management
Director (Local bank)
USD 7,000-10,000



Head of Business Unit
USD 7,000-9,000



CIO/CTO
USD 6,000-12,000

ACCOUNTING



ACCOUNTING

SALARY RANGE (PER MONTH)		SALARY RANGE (PER MONTH)		
HO CHI MINH CITY		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
INTERNAL ACCOUNTING & FINANCE				
Chief Financial Officer	12-20	4,000	12,000	12-20 4,000 10,000
Finance Director	12-20	3,500	8,000	12-20 3,000 8,000
Financial Controller	10-15	3,500	6,000	10-14 3,000 5,000
Finance Manager	8-12	2,000	4,000	10-14 2,500 4,000
Financial Analyst	2-6	1,400	2,500	8-12 2,200 3,500
Internal Audit Manager	6-12	1,500	3,000	5-8 1,500 3,200
Treasury Manager	6-12	1,500	3,000	N/A N/A N/A
Tax Manager	6-12	1,500	3,500	N/A N/A N/A
Financial Analyst	N/A	N/A	N/A	2-6 800 2,000
Chief Accountant/Accounting Manager	6-12	1,800	3,500	5-8 800 1,800
Deputy Chief Accountant/ General Accountant	3-8	650	2,000	3-5 700 1,000
Account Receivable/Account Payable/ Accounting Executive	2-4	500	800	2-4 500 700
EXTERNAL FINANCIAL SERVICE*				
Director Level (Local & Expat)	10-15	5,000	10,000	8-12 5,000 10,000
Manager Level (Expat)	8-10	3,500	5,000	8-10 3,500 5,000
Manager Level (Local)	8-10	1,500	3,000	8-10 1,500 3,000
Assistant Manager Level (Expat)	5-8	2,500	3,500	5-8 2,500 3,500
Assistant Manager Level (Local)	5-8	1,000	1,500	5-8 1,000 3,500
MANAGEMENT CONSULTING SERVICE				
Director	15-20	8,000	20,000	15-20 8,000 20,000
Manager	10-15	4,000	10,000	10-15 4,000 10,000
Senior Consultant	7-10	2,000	8,000	7-10 2,000 8,000
Consultant	5-7	1,500	4,000	5-7 1,500 4,000

* Including Audit, Accounting, Tax, Forensic, Risk Management Advisory Services



BANKING & FINANCE

BANKING & FINANCE

SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)							
HO CHI MINH CITY		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		
BANKING											
BOARD OF MANAGEMENT (LOCAL & FOREIGN BANK)											
CEO	10+	15,000	30,000		10+	15,000	30,000				
Deputy CEO	10+	10,000	15,000		10+	10,000	15,000				
FRONT OFFICE - RETAIL BANKING (LOCAL BANK)											
Deputy CEO cum Head of Retail	10+	10,000	15,000		10+	8,000	15,000				
Branch Director/Manager	6-8	1,500	3,000		6-8	1,500	2,500				
Transaction Manager	6-8	1,300	3,000		6-8	1,500	2,000				
Regional Sales Director/Manager	10+	2,500	9,000		8-10	3,000	4,500				
(Provincial) Retail Sales Manager	6-8	1,200	2,000		6-8	1,200	2,000				
Retail Team Leader/ Supervisor	5-7	700	1,500		5-7	700	1,500				
Retail Senior Relationship Manager	3-5	600	1,000		3-5	600	1,000				
Retail Relationship Manager	0-2	500	800		0-2	500	800				
FRONT OFFICE - CORPORATE BANKING (LOCAL & FOREIGN BANK)											
Deputy CEO cum Head of Corporate (Local Bank)	10+	10,000	15,000		10+	10,000	15,000				
Head of Sales (Foreign Bank)/ Head of Division (Local Bank)	7-10	4,000	7,000		7-10	4,000	7,000				
Regional Sales Director (Local Bank)	8-10	2,500	5,000		8-10	2,500	5,000				
Business Center Director (Local Bank)	8-10	2,500	5,000		8-10	2,500	5,000				
Senior Relationship Manager (Foreign Bank)	5-8	2,500	5,000		5-8	2,500	5,000				
Senior Relationship Manager (Local Bank)	4+	2,000	3,000		4+	1,500	2,500				
Relationship Manager (Foreign Bank)	3-5	1,500	2,000		3-5	1,500	2,000				
Relationship Manager (Local Bank)	2-5	800	1,500		2-5	800	1,500				
Assistant Relationship Manager (Foreign Bank)	0-2	600	800		0-2	600	800				
OPERATIONS DEPARTMENT (LOCAL & FOREIGN BANK)											
Operations Manager (Local bank)	7+	3,000	6,000		7+	2,000	5,000				
Operations Manager (Foreign bank)	7+	2,500	5,000		7+	2,500	5,000				
Senior Operations Officer (Local bank)	3-5	1,000	1,500		3-5	1,000	1,500				
Senior Operations Officer (Foreign bank)	3-5	1,000	1,500		3-5	1,000	1,500				
Operation Officer (Local bank)	2-3	500	800		2-3	500	800				
Operations Officer (Foreign bank)	2-3	600	1,000		2-3	600	1,000				

BANKING & FINANCE

SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)																					
HO CHI MINH CITY				HANOI				HO CHI MINH CITY				HANOI																					
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)																		
CREDIT APPROVAL DEPARTMENT (LOCAL & FOREIGN BANK)																																	
Head of Credit Approval (Local Bank)	8+	4,000	6,000		8+	4,000	6,000		Head of Collection (Local bank)	6-10	4,000	8,000		6-10	4,000	8,000																	
Head of Credit Approval (Foreign Bank)	8+	5,000	8,000		8+	5,000	8,000		Head of Collection (Foreign bank)	6-10	3,000	8,000		6-10	3,000	8,000																	
Credit Manager (Local Bank)	6+	2,500	3,500		6+	2,500	3,500		Collection Manager (Local bank)	5-7	2,000	3,000		5-7	2,000	3,000																	
Credit Manager (Foreign Bank)	6+	2,500	4,000		6+	2,500	4,000		Collection Manager (Foreign bank)	5-7	2,000	3,000		5-7	2,000	3,000																	
Senior Credit Officer/Specialist (Local Bank)	4-6	2,000	3,000		4-6	2,000	3,000		Collection Specialist/Officer (Local bank)	3-5	600	1,000		3-5	600	1,000																	
Senior Credit Officer/Specialist (Foreign Bank)	4-6	2,500	3,500		4-6	2,500	3,500		Collection Specialist/Officer (Foreign bank)	3-5	700	1,200		3-5	700	1,200																	
Credit Approval Officer (Local Bank)	2-4	500	800		2-4	500	800		COLLECTION DEPARTMENT (LOCAL & FOREIGN BANK)																								
Credit Approval Officer (Foreign Bank)	2-4	600	1,000		2-4	600	1,000		Head of Treasury (Local Bank)	10+	7,000	10,000		10+	7,000	10,000		Head of Treasury (Foreign bank)	10+	7,000	10,000		10+	7,000	10,000								
RISK MANAGEMENT DEPARTMENT (LOCAL & FOREIGN BANK)																																	
Risk Management Director (Local bank)	8+	7,000	10,000		8+	7,000	10,000		Deputy Head of Treasury (Local bank)	8-10	3,000	6,000		8-10	3,000	6,000		Deputy Head of Treasury (Foreign bank)	8-10	4,000	6,000		8-10	4,000	6,000								
Risk Management Director (Foreign bank)	8+	7,000	10,000		8+	7,000	10,000		Senior Treasury Sales (Local Bank)	6-8	1,200	2,500		6-8	1,200	2,500		Senior Treasury Sales (Foreign Bank)	6-8	1,500	3,000		6-8	1,500	3,000								
Risk Management Manager (Local Bank)	4-8	2,000	4,000		4-8	2,000	4,000		Treasury Officer(Local bank)	4-5	1,000	2,000		4-5	1,000	2,000		Treasury Officer(Foreign bank)	4-5	1,000	2,000		4-5	1,000	2,000								
Risk Management Manager (Foreign Bank)	4-8	2,500	4,000		4-8	2,500	4,000		TREASURY DEPARTMENT (LOCAL & FOREIGN BANK)																								
Senior Risk Management Officer (Local bank)	3-5	1,500	2,000		3-5	1,500	2,000		Head of Internal Audit (Local bank)	10+	4,000	6,000		10+	4,000	6,000		Head of Internal Audit (Foreign bank)	10+	4,000	6,000		10+	4,000	6,000								
Senior Risk Management Officer (Foreign bank)	3-5	1,500	2,000		3-5	1,500	2,000		Deputy Head of Internal Audit (Local bank)	8-10	3,000	6,000		8-10	3,000	6,000		Deputy Head of Internal Audit (Foreign bank)	8-10	4,000	6,000		8-10	4,000	6,000								
Risk Management Officer (Local bank)	2-4	600	1,000		2-4	600	1,000		Senior Internal Audit Officer (Local bank)	6-8	1,200	2,500		6-8	1,200	2,500		Senior Internal Audit Officer (Foreign bank)	6-8	1,500	3,000		6-8	1,500	3,000								
Risk Management Officer (Foreign bank)	2-4	800	1,200		2-4	800	1,200		Internal Auditor (Local bank)	10+	4,000	6,000		10+	4,000	6,000		Internal Auditor (Foreign bank)	10+	4,000	6,000		10+	4,000	6,000								
INTERNAL AUDIT DEPARTMENT (LOCAL & FOREIGN BANK)																																	
Internal Audit Director (Local bank)	10+	4,000	6,000		10+	4,000	6,000		Head of Legal (Local & Foreign Bank)	10-15	7,000	10,000		10-15	7,000	10,000		Head of Legal (Foreign Bank)	10-15	7,000	10,000		10-15	7,000	10,000								
Internal Audit Director (Foreign bank)	10+	4,000	6,000		10+	4,000	6,000		Manager (Foreign Bank)	6+	3,500	7,000		6+	3,500	7,000		Manager (Local Bank)	6+	3,000	5,000		6+	3,000	5,000								
Internal Audit Manager (Local bank)	7-10	1,500	2,000		7-10	1,500	2,000		Senior Officer/Officer (Foreign Bank)	3-5	1,200	2,000		3-5	1,200	2,000		LEGAL & COMPLIANCE DEPARTMENT (LOCAL & FOREIGN BANK)															
Internal Audit Manager (Foreign bank)	7-10	1,800	2,500		7-10	1,800	2,500		INTERNAL AUDIT DEPARTMENT (LOCAL & FOREIGN BANK)																								
Internal Audit Specialist (Local bank)	5-7	1,000	1,500		5-7	1,000	1,500		Head of Legal (Local & Foreign Bank)	10-15	7,000	10,000		10-15	7,000	10,000		Head of Legal (Foreign Bank)	10-15	7,000	10,000		10-15	7,000	10,000								
Internal Audit Specialist (Foreign bank)	5-7	1,000	1,500		5-7	1,000	1,500		Manager (Foreign Bank)	6+	3,500	7,000		6+	3,500	7,000		Manager (Local Bank)	6+	3,000	5,000		6+	3,000	5,000								
Internal Audit Officer (Local bank)	2-5	600	1,000		2-5	600	1,000		Senior Officer/Officer (Foreign Bank)	3-5	1,200	2,000		3-5	1,200	2,000		LEGAL & COMPLIANCE DEPARTMENT (LOCAL & FOREIGN BANK)															
Internal Audit Officer (Foreign bank)	2-5	600	1,000		2-5	600	1,000		INTERNAL AUDIT DEPARTMENT (LOCAL & FOREIGN BANK)																								

BANKING & FINANCE

SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)			
HO CHI MINH CITY				HANOI				HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
FINANCIAL SERVICES															
CONSUMER FINANCE COMPANY															
Sales Department				HANOI				HO CHI MINH CITY				HANOI			
National Sales Director	8-10	5,500	7,700	8-10	5,500	7,700		Investment Director	10-15	10,000	15,000	10-15	10,000	15,000	
Regional Sales Manager	5-7	3,300	4,400	5-7	3,300	4,400		Senior Investment Manager	7-8	5,000	10,000	7-8	5,000	10,000	
District Sales Manager / Hub Manager	3-4	880	1,650	3-4	880	1,650		Investment Manager	5-7	3,000	5,000	5-7	3,000	5,000	
Risk and Collection Department				HANOI				Investment Officer	2-3	1,500	3,000	2-3	1,500	3,000	
Head of Collection	7-10	5,500	7,700	7-10	5,500	7,700		Investor Relation Officer	4-6	1,500	2,000	4-6	1,500	2,000	
Security Manager	5-7	3,300	4,400	5-7	3,300	4,400		Head of Research	2-3	3,500	8,000	2-3	3,500	8,000	
Field collection Manager	5-7	2,200	3,300	5-7	2,200	3,300		Senior Research Manager	5-8	3,200	5,000	5-8	3,200	5,000	
Underwriting Manager	5-7	2,200	3,300	5-7	2,200	3,300		Senior Research Analyst	3-5	1,000	2,300	3-5	1,000	2,300	
Anti-Fraud Manager	5-7	2,200	3,300	5-7	2,200	3,300		Research Analyst	0-4	600	1,000	0-4	600	1,000	
Quality Assurance Department				HANOI				Trading Manager	4-8	1,800	2,200	4-8	1,800	2,200	
Head of Quality Assurance	8-10	5,500	7,700	8-10	5,500	7,700		Regulatory Affairs person in charge	5+	2,000	2,500	5+	2,000	2,500	
Project Manager	5-7	2,200	3,300	5-7	2,200	3,300		SECURITIES				HANOI			
Operations Department				HANOI				Head of Research	10+	3,500	8,000	10+	3,500	8,000	
Head of Telesales	6-8	4,400	5,500	6-8	4,400	5,500		Senior Research Manager	5-10	3,200	5,000	5-10	3,200	5,000	
Operations Manager	5-7	3,300	3,850	5-7	3,300	3,850		Senior Research Analyst	4-8	1,000	2,300	4-8	1,000	2,300	
Call Center Manager	5-7	2,750	3,300	5-7	2,750	3,300		Research Analyst	0-4	600	1,000	0-4	600	1,000	
Telesales Manager	4-6	2,200	3,300	4-6	2,200	3,300		Trading Manager	4-8	1,800	2,200	4-8	1,800	2,200	
Customer Service Manager	5-7	2,200	2,750	5-7	2,200	2,750		Regulatory Affairs person in charge	10+	2,000	2,500	10+	2,000	2,500	
Legal & Compliance Department				HANOI				Senior Investment Banking Manager	7+	3,000	5,000	7+	3,000	5,000	
Chief Legal & Compliance Officer	7-10	5,500	7,700	7-10	5,500	7,700		Brokerage Branch Director	10+	2,500	4,000	10+	2,500	4,000	
Compliance Manager	5-7	3,300	3,850	5-7	3,300	3,850		Brokerage Branch Deputy Director	10+	2,000	3,000	10+	2,000	3,000	

BANKING & FINANCE

SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				
HO CHI MINH CITY				HANOI				HO CHI MINH CITY				HANOI				
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
INSURANCE / LIFE INSURANCE																
BANCASSURANCE																
Head of Bancassurance	10-15	5,000	7,000		10-15	5,000	7,000		10-15	2,500	4,000		10-15	2,500	4,000	
Senior Manager	7-10	2,500	4,000		7-10	2,500	4,000		7-10	1,500	2,500		7-10	1,500	2,500	
Relationship Manager	5-7	800	2,000		5-7	800	2,000		Deputy Sales Manager	7-10	1,200	1,500		7-10	1,200	1,500
Relationship Officer	1-3	500	800		1-3	500	800		Senior Sales Executive	3-5	800	1,000		3-5	800	1,000
AGENCY																
Agency Director	10-15	4,000	6,000		10-15	4,000	6,000		Sales Executive	1-2	500	800		1-2	500	800
Senior Manager	7-10	2,500	3,000		7-10	2,500	3,000		UNDERWRITING				UNDERWRITING			
Manager	5-7	1,500	2,000		5-7	1,500	2,000		Head of Underwriting	10-15	2,500	3,500		10-15	2,500	3,500
Insurance Specialist/Officer	1-2	500	800		1-2	500	800		Underwriting Manager	7-10	2,000	2,500		7-10	2,000	2,500
UNDERWRITING																
Head of Underwriting	10-15	2,500	3,500		10-15	2,500	3,500		Assistant Underwriting Manager	5-7	1,000	1,500		5-7	1,000	1,500
Manager	7-10	2,000	2,500		7-10	2,000	2,500		Underwriting Executive	1-2	600	800		1-2	600	800
Assistant Manager	5-7	1,500	2,000		5-7	1,500	2,000		CLAIM				CLAIM			
Executive	3-5	1,000	1,200		3-5	1,000	1,200		Head of Claim	10-15	2,500	3,500		10-15	2,500	3,500
CLAIM																
Head of Claim	10-15	2,500	3,500		10-15	2,500	3,500		Manager	7-10	2,000	2,500		7-10	2,000	2,500
Senior Manager	7-10	2,000	2,500		7-10	2,000	2,500		Assistant Manager	5-7	800	1,200		5-7	800	1,200
Manager	5-7	1,500	2,000		5-7	1,500	2,000		Claim Executive	1-2	600	800		1-2	600	800
Assistant Manager	2-3	1,000	1,500		2-3	1,000	1,500		LEGAL & COMPLIANCE				LEGAL & COMPLIANCE			
Chief Actuary	10-15	10,000	20,000		10-15	10,000	20,000		Head of Legal & Compliance	10-15	2,500	3,500		10-15	2,500	3,500
Senior Manager	7-10	5,000	8,000		7-10	5,000	8,000									
Manager	5-7	4,000	5,000		5-7	4,000	5,000									
Actuary Officer	2-3	1,500	2,500		2-3	1,500	2,500									
LEGAL & COMPLIANCE																
Head of Legal & Compliance	10-15	2,500	5,000		10-15	2,500	5,000									

CONSUMER GOODS



CONSUMER GOODS

		SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)				
HO CHI MINH CITY		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI				
		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)					
SALES & MARKETING									
SALES									
Commercial Director	15-20	10,000	15,000		15-20	4,500	12,000		
Head of Sales	12-15	5,500	10,000		12-15	3,500	8,000		
General Trade Head	8-12	4,000	8,000		8-12	4,000	7,000		
Regional Sales Manager	5-9	2,500	5,000		5-9	2,000	4,500		
Area Sales Manager	3-5	1,500	2,500		3-5	1,500	2,200		
Modern Trade Head	7-10	4,000	7,000		7-12	4,000	7,000		
Key Account Manager	3-5	1,500	3,000		3-7	1,000	3,000		
Sales Operation Manager	4-8	2,500	5,000		4-8	2,500	5,000		
Sales Capability/Training Manager	4-6	2,500	4,000		4-6	1,500	3,000		
TRADE MARKETING									
Head of Trade Marketing	7-12	4,000	8,000		7-12	4,000	8,000		
Trade Marketing Manager	4-8	2,000	4,000		4-8	1,700	4,000		
MARKETING									
Chief Marketing Officer	8-15	7,000	15,000		8-15	7,000	10,000		
Marketing Director/Category Lead	6-10	5,000	10,000		10+	3,000	6,000		
Marketing Manager	5-7	3,500	5,000		7-10	1,500	3,000		
Brand Manager	3-5	1,500	4,000		3-7	1,500	2,500		
Assistant Brand Manager	1-3	700	1,500		1-3	700	1,300		
RETAIL									
Marketing Director	7-10	3,500	5,500		7-10	3,000	4,000		
Branch Manager	5-7	1,500	3,000		5-7	2,000	3,000		
Operation Manager	5-7	1,500	2,500		5-7	1,500	2,500		
Division Purchasing Director	7-10	2,500	4,000		7-10	2,500	4,000		
Senior Merchandise Manager	5+	1,500	2,500		5+	1,700	2,500		
Store General Manager	5-10	1,500	4,000		5-10	1,200	3,000		
Merchandise Manager	5-7	1,000	1,500		5-7	1,000	1,500		
Merchandiser/Buyer	1-3	500	800		1-3	500	800		
Purchasing Supervisor	5-8	1,500	3,000		5-8	1,500	2,500		
Merchandising/Assistant Buyer	1-3	300	600		1-3	400	600		

CONSUMER GOODS

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SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)				
HO CHI MINH CITY				HANOI				HO CHI MINH CITY				HANOI				
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
LUXURY & COSMETICS																
Sales & Marketing Manager	5-8	3,000	5,000		5-8	1,300	3,000		Managing Director	10+	5,000	7,000		N/A	N/A	N/A
Group Brand Manager	7+	4,000	7,000		N/A	N/A	N/A		Customer Service Head/Group of Account	10+	4,000	6,000		10+	2,500	4,500
Senior Brand Manager	8+	3,000	5,000		N/A	N/A	N/A		Business Development Director	7+	3,000	4,000		N/A	N/A	N/A
Brand Manager	5+	2,000	3,000		5+	1,300	2,500		Account Director	7+	3,000	5,000		7+	1,800	4,000
Assistant Brand Manager	2-5	700	1,200		2-5	700	1,300		Account Manager	3-5	1,000	2,000		3-10	800	2,000
Brand Executive	1-3	500	700		1-3	400	700		Media Director	8+	2,000	3,000		8+	1,800	3,000
Operation Manager	3-5	1,500	2,000		5+	900	2,000		Creative Director	8+	5,000	7,000		8+	1,800	5,000
Operation Executive	1-3	600	1,000		1-5	500	800		Art Director	3-8	1,500	3,000		7+	1,800	4,500
Merchandise Manager	3-5	1,000	2,000		3-5	900	1,500		Strategic Planning Director	8+	3,500	6,000		3-10	2,500	5,000
Retail Manager	5+	2,000	3,000		5+	1,500	3,000		Traffic Manager (Account Coordinator)	3-5	1,000	2,000		8+	900	1,300
Store Manager (Distributor)	3-5	700	1,200		3-5	700	1,200		Copywriter	2-5	700	2,000		8+	400	2,000
Store Manager (Principal)	5+	1,000	2,000		5+	1,000	2,000		Graphic Designer	2-5	700	2,000		7-10	400	2,000
Store Supervisor	2-4	400	600		2-4	400	600		Senior Account Executive	2-5	600	900		3-5	500	900
Visual Merchandise Manager	3-5	600	1,500		3-5	700	1,200		Account Executive	1-3	400	600		1-2	400	500
Training Manager	5+	1,000	2,000		5+	1,000	2,000									
COMMUNICATIONS & MEDIA																
MARKET RESEARCH																
Executive Director	10+	5,000	7,000		N/A	N/A	N/A									
Director	10+	4,000	5,000		N/A	N/A	N/A									
Associate Director	9+	3,500	4,500		N/A	N/A	N/A									
Senior Manager	6-9	2,500	4,000		N/A	N/A	N/A									
Manager	5-8	1,500	2,500		N/A	N/A	N/A									
Senior Executive	3-5	700	1,500		N/A	N/A	N/A									



CONSTRUCTION REAL ESTATE

CONSTRUCTION REAL ESTATE



		SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)		
HO CHI MINH CITY		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI		
					EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
REAL ESTATE DEVELOPMENT							
SALES & MARKETING							
Head of Sales & Marketing	10+	5,000	8,000		10+	4,000	7,000
Sales Director	10+	3,000	4,000		10+	3,000	4,000
Sales Manager	5+	2,000	3,000		5+	2,000	3,000
Head of Commercial Leasing	10+	3,000	6,000		10+	3,000	5,000
Head of Industrial Leasing	10+	3,000	5,000		N/A	N/A	N/A
Retail Leasing Manager	5+	3,000	4,000		5+	1,500	2,500
Industrial Leasing Manager	5+	1,500	2,000		N/A	N/A	N/A
Office Leasing Manager	5+	1,500	2,500		5+	1,500	2,500
Customer Service / After Sales Manager	5+	1,500	2,500		5+	1,300	2,000
Marketing Director	10+	3,000	5,000		10+	3,000	5,000
Marketing Manager	5+	2,000	3,000		5+	2,000	3,000
PR and Communications Manager	5+	2,000	3,000		5+	2,000	3,000
PROJECT MANAGEMENT & DEVELOPMENT							
Project Director (Expat)	15+	10,000	15,000		15+	7,000	15,000
Project Director	15+	5,000	10,000		15+	4,000	7,000
Project Manager	10+	2,500	5,000		10+	2,000	4,000
Project Development Manager	7+	2,500	3,500		7+	2,000	3,500
Planning Manager	7+	2,000	3,000		7+	2,000	3,000
Investment Director	10+	4,000	6,000		10+	3,500	6,000
Design Director	10+	3,000	5,000		10+	3,000	5,000
(Concept) Design Manager / Chief Architect	5+	2,500	3,500		5+	2,500	3,500
MEP Design Manager	5+	2,500	3,500		5+	2,000	3,000
MEP Manager	5+	2,500	3,500		5+	2,000	3,000
Construction Manager	5+	1,500	2,500		5+	1,500	2,500
QA/QC Manager	5+	1,500	2,500		5+	1,500	2,500
HSE Manager	5+	1,500	3,000		5+	1,500	2,500
QS Manager	5+	2,000	3,000		5+	1,500	3,000
EXECUTIVE							
General Director	15+	6,000	15,000		15+	6,000	15,000
Deputy General Director - Project Management (Expat)	10+	6,000	10,000		10+	6,000	10,000
Deputy General Director - Project Management	10+	5,000	7,000		10+	5,000	7,000
Deputy General Director - Investment	10+	5,000	7,000		10+	5,000	7,000

CONSTRUCTION REAL ESTATE

Real Estate Services

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
REAL ESTATE SERVICES			
REAL ESTATE & PROPERTY SERVICES			
Associate Director - Sales	10+	3,000	5,000
Associate Director - Valuation & Advisory Services	10+	3,000	5,000
Associate Director - Research	10+	3,000	5,000
Head of Commercial	10+	4,000	7,000
Sales Manager	5+	1,700	2,500
Valuation & Advisory Service Manager	5+	2,000	3,000
Research Manager	5+	2,000	3,000
Leasing Manager	5+	2,500	3,500
Project Marketing Manager	5+	2,000	3,000
Marketing & Communications Manager	5+	2,000	3,000
PROJECT MANAGEMENT			
Project Director	10+	5,000	10,000
Project Manager	7+	2,000	3,000
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	2,500
HSE Manager	5+	1,500	3,000
MEP Manager	5+	1,500	2,500
CONSTRUCTION FIRM			
Head of Project Management / Project Director	15+	5,000	10,000
Cost & Contract Manager	7+	2,000	3,000
Project Manager	5+	2,000	3,000
Construction Manager	5+	1,200	2,200
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	2,000	3,000
HSE Manager	5+	2,000	3,500
MEP Manager	5+	2,000	3,000
Site Manager	5+	1,000	2,000

SALARY RANGE (PER MONTH)

SALARY RANGE (PER MONTH)			
HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
REAL ESTATE SERVICES			
REAL ESTATE & PROPERTY SERVICES			
Associate Director - Sales	10+	3,000	5,000
Associate Director - Valuation & Advisory Services	10+	2,500	4,500
Associate Director - Research	10+	2,500	4,500
Head of Commercial	10+	3,500	6,000
Sales Manager	5+	1,700	2,500
Valuation & Advisory Service Manager	5+	2,000	3,000
Research Manager	5+	2,000	3,000
Leasing Manager	5+	1,500	3,000
Project Marketing Manager	5+	1,500	3,000
Marketing & Communications Manager	5+	1,500	3,000
PROJECT MANAGEMENT			
Project Director	10+	5,000	10,000
Project Manager	7+	2,000	3,000
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	2,500
HSE Manager	5+	1,500	2,500
MEP Manager	5+	1,500	2,500
CONSTRUCTION FIRM			
Head of Project Management / Project Director	15+	5,000	8,000
Cost & Contract Manager	7+	2,000	3,000
Project Manager	5+	1,500	3,000
Construction Manager	5+	1,200	2,200
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	3,000
HSE Manager	5+	1,500	3,000
MEP Manager	5+	1,500	3,000
Site Manager	5+	1,000	2,000

HO CHI MINH CITY

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
REAL ESTATE SERVICE			
ARCHITEC / INTERIOR			
Design Director/Head of Design	15+	3,000	5,000
Design Manager/Chief Architect	7+	2,000	4,000
Interior Design Manager	7+	2,000	3,000
Project Manager (Fit-out)	7+	2,000	3,000
Architect	3+	1,000	2,000
Interior Designer	3+	800	1,500
Drafter	2+	500	1,000
Revit Drafter	3+	700	1,200
OTHERS			
Site Expansion Manager	5+	1,500	3,500
Site Expansion Executive	3+	500	700

SALARY RANGE (PER MONTH)

SALARY RANGE (PER MONTH)			
HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
REAL ESTATE SERVICE			
ARCHITEC / INTERIOR			
Design Director/Head of Design	15+	3,000	6,000
Design Manager/Chief Architect	7+	2,000	4,000
Interior Design Manager	7+	2,000	3,000
Project Manager (Fit-out)	7+	2,000	3,000
Architect	3+	1,000	2,000
Interior Designer	3+	800	1,500
Drafter	2+	500	1,000
Revit Drafter	3+	700	1,200
OTHERS			
Site Expansion Manager	5+	1,500	3,500
Site Expansion Executive	3+	500	700

HEALTHCARE



HEALTHCARE

		SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)		
HO CHI MINH CITY		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI		
					EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
PHARMACEUTICAL & MEDICAL NUTRITION							
GENERAL MANAGEMENT							
General Manager	18+	9,000	17,000		18+	7,000	10,000
Head of Business Unit	15+	7,000	9,000		15+	4,500	8,000
MARKETING							
Head of Marketing	12+	5,000	7,000		N/A	N/A	N/A
Group Product Manager	10+	3,800	4,800		N/A	N/A	N/A
Product Manager	6-10	1,800	3,600		5-12	1,300	2,500
Product Executive	4-6	1,000	1,400		3 - 6	700	1,500
SALES							
Head of Sales	15+	4,000	6,500		N/A	N/A	N/A
Second Line Manager	8+	2,500	4,000		10+	2,200	4,000
First Line Manager	5-10	1,300	2,500		5-10	1,200	3,200
MARKET ACCESS							
Head of Market Access	12+	4,000	6,500		12+	3,500	5,500
Key Account Manager	7+	1,300	3,500		7+	1,200	3,000
Key Account Specialist	5-7	1,000	1,300		5-7	800	1,200
COMMERCIAL EXCELLENCE							
Head of Commercial Excellence	15+	5,500	7,000		N/A	N/A	N/A
SFE Manager	8+	2,200	5,000		N/A	N/A	N/A
SF Training Manager	7+	2,400	3,500		N/A	N/A	N/A
MEDICAL AFFAIRS & CLINICAL RESEARCH							
Head of Medical Affairs	18+	5,000	8,500		N/A	N/A	N/A
Medical Affair Manager/Advisor	10+	2,500	4,500		N/A	N/A	N/A
Medical Science Liaison	5+	1,500	2,200		3+	1,500	2,500
Head of Clinical	10-15	3,500	5,000		10 - 15	3,000	4,000
Clinical Research Manager	5-10	1,800	3,000		5 - 10	1,800	3,000
Clinical Research Associate	3-5	1,200	2,200		3 - 5	900	2,500
REGULATORY AFFAIRS							
Head of Regulatory	15+	4,200	6,500		15+	4,000	7,000
Regulatory Manager	10+	2,200	4,000		10+	2,000	4,500
Regulatory Executive	3-5	800	1,700		3-5	800	1,800

HEALTHCARE

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
MEDICAL DEVICE / HOSPITAL / CLINIC			
MEDICAL DEVICE			
Product Manager	10+	1,500	2,500
Sales Manager	10+	2,500	3,500
Sales Executive	2-5	700	1,200
Service Manager	10+	2,000	2,500
Service Engineer	2-7	600	1,200
Application Specialist	2-7	1,000	1,500
HOSPITAL / CLINIC			
Chief Operation Officer	15+	5,000	7,000
Operation Manager	10+	2,000	3,500
Head of Marketing	10+	3,500	6,000
Doctor	5 -10	1,800	2,500
Chief Nurse	10+	1,200	1,500
Nurse	2-5	600	1,200

SALARY RANGE (PER MONTH)			
HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
7+	1,000	2,400	
10+	2,000	3,500	
3-7	700	1,200	
10+	2,000	3,000	
3-7	500	1,800	
2-7	700	1,300	
15+	4,000	6,000	
7+	1,700	3,500	
10+	3,500	5,000	
5-10	1,500	2,500	
10+	1,000	1,500	
2-5	600	1,000	





HOSPITALITY

HOSPITALITY



HO CHI MINH CITY		SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)		
		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
HOTEL							
F&B AND KITCHEN							
Executive Chef (Expat)	15+	5,000	7,000		15+	4,500	7,000
Executive Chef	15+	3,000	5,000		15+	3,000	5,000
Executive Sous Chef	10+	2,000	3,000		10+	2,000	3,000
Director of Food and Beverage (Expat)	10+	5,000	7,000		10+	4,500	7,000
Director of Food and Beverage	10+	3,000	5,000		10+	2,500	4,500
Food and Beverage Manager	7+	1,500	2,500		7+	1,500	2,500
Pastry Chef (Expat)	7+	3,000	5,000		7+	3,000	5,000
Pastry Chef	7+	1,500	3,000		7+	1,500	3,000
EXECUTIVE							
General Manager (Expat)	15+	6,000	10,000		15+	5,000	10,000
General Manager	15+	4,000	5,000		15+	3,500	5,000
Executive Assistant Manager	10+	2,500	5,000		10+	2,500	4,000
SALES & MARKETING							
Group Director of Sales & Marketing (Expat)	15+	6,000	9,000		15+	6,000	8,000
Director of Sales & Marketing (Expat)	10+	4,000	6,000		10+	4,000	6,000
Director of Sales & Marketing	10+	3,000	4,000		10+	3,000	4,000
Director of Sales	7+	2,500	3,500		7+	2,500	3,500
Sales Manager	5+	1,000	2,000		5+	1,000	2,000
Marketing Communication Manager	5+	2,000	2,500		5+	1,500	2,500
Digital Marketing Manager	3+	1,500	2,000		3+	1,300	2,000
OPERATION							
Executive Housekeeper	10+	1,500	2,000		10+	1,300	2,000
Director of Rooms	10+	3,000	4,000		10+	2,500	3,500

HOSPITALITY

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
F&B CHAINS			
General Manager	10+	4,000	7,000
Operation Director	10+	2,500	4,000
Operation Manager	7+	1,500	2,500
Area Manager/District Manager	5+	1,000	2,000
Restaurant Manager/Store Manager	3+	500	1,500
Marketing Manager/Brand Manager	5+	1,500	3,000
R&D Chef	10+	2,000	3,000
Head Chef/Executive Chef	10+	2,000	3,000
RECREATION			
GOLF			
Director of Golf Membership	10+	3,000	5,000
Golf Sales Manager	5+	1,000	2,000
Golf Club Manager	5+	1,500	2,500
GAMBLING			
Operation Manager (Expat)	7+	5,000	7,000
Premium Marketing Manager	7+	3,000	5,000
Guest Service Manager	5+	1,500	2,500
SPA & FITNESS			
Fitness Club General Manager	10+	2,500	5,000
Spa Therapist (Expat)	7+	2,000	3,000
Fitness Manager (Expat)	7+	3,000	4,000
Spa Therapist (Vietnamese)	7+	1,000	2,000
Fitness Manager (Vietnamese)	7+	1,500	2,500

SALARY RANGE (PER MONTH)			
HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	10+	3,000	6,000
	10+	2,500	4,000
	7+	1,500	2,500
	5+	1,000	2,000
	3+	500	1,400
	5+	1,500	2,500
	10+	1,500	3,000
	10+	1,500	3,000
	10+	3,000	5,000
	5+	1,000	2,000
	5+	1,500	2,500
	7+	5,000	7,000
	7+	2,500	4,000
	5+	1,500	2,500
	10+	2,500	5,000
	7+	2,000	3,000
	7+	3,000	4,000
	7+	1,000	2,000
	7+	1,300	2,500





HUMAN RESOURCES & ADMINISTRATION/ LEGAL/EDUCATION

HUMAN RESOURCES & ADMINISTRATION/ LEGAL/EDUCATION

HO CHI MINH CITY		SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)			
		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)				
HUMAN RESOURCES & ADMINISTRATION								
	HR Director/Head of HR	12+	3,500	7,000		12+	4,000	10,000
	Senior HR Manager	8-10	3,000	5,000		8-10	3,000	5,000
	HR Manager	7-9	1,500	3,000		7-9	1,500	3,000
	HR Business Partner Manager	5-8	2,000	3,000		5-8	1,500	3,000
	HR Deputy Manager/HR Assistant Manager	5-7	1,000	1,500		5-7	1,000	2,000
	HR Supervisor	3-5	1,000	1,200		3-5	800	1,200
	HR Executive	1-3	600	800		1-3	500	800
	HR Officer	0-1	300	500		0-1	300	500
	Talent Acquisition Manager	5-8	1,500	2,000		5-8	1,500	2,500
	Recruitment Manager	4-6	1,000	1,500		4-6	1,000	1,500
	Recruitment Supervisor	3-5	800	1,000		3-5	800	1,000
	Recruitment Executive	1-3	400	600		1-3	400	600
	Total Reward Manager	6-8	2,000	3,500		6-8	2,000	3,000
	C&B Manager	4-6	1,500	3,000		4-6	1,500	3,000
	C&B Supervisor	3-5	800	1,000		3-5	800	1,200
	Learning & Development Manager (OD)	6-8	2,000	3,000		6-8	2,000	3,000
	Training Manager	4-6	1,500	2,500		4-6	1,500	3,000
	Training Supervisor	3-5	800	1,200		3-5	800	1,200
	Admin Manager	5-8	1,000	2,000		5-8	1,000	1,800
	Admin Supervisor	4-6	800	1,200		4-6	700	1,000
	Office Manager	4-6	1,000	2,000		4-6	1,000	2,000
	Executive Secretary	4-6	1,000	1,500		4-6	1,000	1,500
	Secretary	2-4	600	1,000		2-4	500	800
	Personal Assistant	2-4	400	600		2-4	400	600
	Receptionist	0-2	300	500		0-2	250	400

HUMAN RESOURCES & ADMINISTRATION/ LEGAL/EDUCATION

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
LEGAL (IN-HOUSE AND LAW FIRM)			
Legal Director	12+	7,000	10,000
Senior Legal Manager/Legal Manager	8-10	5,000	7,000
Assistant Legal Manager/Deputy Legal Manager	7-9	3,000	5,000
Legal Counsel	5-7	1,500	3,000
Legal Officer/Legal Executive	2-5	800	1,500
Managing Partner	10+	10,000	12,000
Partner/Legal Counsel	8-10	6,000	10,000
Senior Associate/Senior Attorney	6-8	3,000	6,000
Associate/Attorney	4-6	1,500	3,000
Paralegal	2-4	800	1,500
Business Development Manager/Sales Manager	5+	1,500	3,000
Business Development Executive/Sales Executive	2-5	900	1,500
EDUCATION			
Center Director/Center Manager/Branch Manager	5+	2,000	3,000
Brand Manager (Marketing)	5+	2,000	3,000
Service Manager/Academic Manager	5+	2,000	3,000
Head Of Sale	7-10	3,000	4,000
Sale Manager	5+	1,000	2,500
Senior Counsellor	3-5	800	1,500
Education Counsellor	1-3	300	800
Native Teacher	3+	1,200	2,000
Personal Assistant	2-3	500	1,000
Personal Tutor	1-3	300	500

SALARY RANGE (PER MONTH)			
HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	12+	6,000	10,000
	8-10	4,000	6,000
	7-9	2,500	4,000
	5-7	1,500	3,000
	2-5	800	1,500
	10+	10,000	15,000
	8-10	6,000	10,000
	6-8	3,000	6,000
	4-6	1,500	3,000
	2-4	800	1,500
	5+	1,500	3,000
	2-5	900	1,500
	5+	2,000	5,000
	5+	1,500	3,000
	5+	1,500	2,500
	7-10	2,500	4,000
	5+	1,000	2,000
	3-5	700	1,200
	1-3	300	700
	3+	1,200	2,000
	2-3	500	1,000
	1-3	300	500





INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

		SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)				
		HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
SOFTWARE COMPANY									
	CEO	>10	10,000	18,000		N/A	N/A	N/A	
	CIO/CTO	>15	6,000	12,000		>15	5,000	12,000	
	Technical Director/Head of Engineering	>12	4,000	8,000		>15	3,500	5,000	
	Solution Architect	>10	3,500	5,000		>10	2,500	5,000	
	Technical Architect	9-10	2,500	3,500		8-12	2,000	3,500	
	Principal Developer	6-9	2,000	3,000		7-10	2,000	3,000	
	Senior Developer	3-6	1,000	2,000		3-7	1,000	2,000	
	Developer	0-3	500	1,000		1-3	450	1,500	
	Data Scientist	1-5	1,500	5,000		1-5	1,500	6,500	
	Senior Bridge System Engineer (BSE)*	6-10	2,000	3,000		5-10	1,300	2,500	
	Bridge System Engineer (BSE)*	3-5	1,200	2,000		2-5	700	1,300	
	Delivery Manager/Program Manager	>8	2,500	4,000		>12	3,500	5,000	
	Project Manager	5-10	1,500	2,500		5-12	1,500	3,000	
	Product Manager/Product Owner	5-10	2,000	3,500		5-10	1,500	5,000	
	Business Analyst	3-8	1,200	2,000		2-5	700	2,000	
	QA/QC Manager	>6	1,500	3,000		1-7	1,200	2,500	
	QA/QC Engineer	1-6	500	1,500		1-7	400	1,500	
	Sales Manager/ Business Development Manager	>7	1,500	3,000		>7	1,500	3,000	
	Sales Executive/Account Manager	2-7	500	1,200		2-7	600	1,500	
	ERP/SAP Consultant Lead	5-10	2,000	3,000		5-10	2,000	3,000	
	ERP/SAP Consultant	2-5	900	2,000		2-5	800	2,000	
IT IN-HOUSE									
	Head of IT/IT Director	>10	3,500	5,000		>10	3,000	5,000	
	IT Manager	8-10	2,500	3,000		5-10	1,200	3,000	
	IT Infrastructure Support/Network/ System/Help desk Support	3-8	800	1,500		2-5	400	1,200	

*Required N2-N1 of JLPT Japanese-Language Proficiency Test

**Required N3 of JLPT Japanese-Language Proficiency Test



MANUFACTURING

MANUFACTURING

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE					
HO CHI MINH CITY	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
1. MANUFACTURING					
Operator	5-10	250 - 400	300 - 500	N/A	
Technician	3-5	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Senior Technician	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Technical Manager	3-5	1,200 - 2,000+	1,500 - 2,000+	1,500 - 2,500+	
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	
Production Staff	3-5	400 - 700	700 - 800	N/A	
Production Supervisor	3-5	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000	
Production Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,000 - 3,000	
Production Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Process Engineer	2-5	600 - 800	800 - 1,000	1,000 - 1,200	
Process Manager	5-10	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500	
Packaging Officer	2-5	400 - 700	700 - 800	750 - 850	
Packaging Manager	5-10	1,000 - 1,500	1,500 - 1,700	1,700 - 2,000	
Environment Engineer	3-5	500 - 700	700 - 1,000	1,000 - 1,200	
Continuous Improvement Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	
Facilities Director	10-15	2,000 - 2,500	2,500 - 2,700	2,700 - 3,000	
Facilities Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,500 - 2,700	
OHSE Logistics Coordinator	5-10	900 - 1,000	1,000 - 1,200	1,300 - 1,500	
HSE Supervisor	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500	
HSE Manager	10-15	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	
OHSE Manager	5-10	1,500 - 2,200	2,200 - 2,700	2,700 - 3,000	
Maintenance Supervisor	3-5	700 - 1,000	1,000 - 1,200	1,200 - 1,500	
Maintenance Manager	5-10	1,500 - 2,000	2,000 - 2,200	2,200 - 3,000	
Manufacturing Manager	5-10	1,700 - 2,200	2,200 - 2,700	2,700 - 3,500	
Manufacturing Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Plant Engineering Manager	5-10	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Plant Engineering Director	10-15	2,200 - 2,500	2,500 - 3,000	3,000 - 5,000	
Factory/Plant Manager	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000	
Factory/Plant Director	15-20	2,500 - 3,000	3,000 - 5,000	5,000 - 7,000	
General Manager / COO (Factory)	10+	3,000 - 5,000	5,000 - 9,000	5,000 - 10,000	

MANUFACTURING

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE					
HO CHI MINH CITY	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
2. TRADING					
2.1. AGRICULTURE					
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A	
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A	
QA/QC Staff	1-3	500 - 700	600 - 800	N/A	
QA/QC Supervisor	3-5	1,000 - 1,200	1,000 - 1,500	N/A	
QA/QC Manager	5-10	1,700 - 2,000	2,000 - 2,500	N/A	
R&D Staff	1-3	600 - 900	700 - 1,000	N/A	
R&D Supervisor	3-5	900 - 1,000	1,000 - 1,200	N/A	
R&D Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A	
Key Account Manager	5-10	1,500 - 2,500	1,500 - 2,500	N/A	
Sales Executive	1-5	600 - 1,000	700 - 1,200	N/A	
Sales Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A	
Sales Director	5-10	3,000 - 5,000	3,500 - 5,000	N/A	
2.2. CHEMICAL					
R&D Staff	1-3	600 - 800	600 - 800	N/A	
R&D Supervisor	3-5	1,000 - 1,800	1,200 - 2,000	N/A	
R&D Manager	5-10	2,000 - 3,000	2,200 - 3,500	N/A	
QA/QC Staff	1-3	400 - 700	500 - 800	N/A	
QA/QC Supervisor	3-5	900 - 1,200	1,500 - 2,000	N/A	
QA/QC Manager	5-10	2,000 - 2,500	2,500 - 3,500	N/A	
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A	
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A	
Technical Service Manager	7-10	2,000 - 3,500	2,000 - 3,500	N/A	
Key Account Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A	
Sales Executive	1-3	800 - 1,000	800 - 1,200	N/A	
Senior Sales Executive	3-5	1,200 - 1,800	1,500 - 2,000	N/A	
Sales Manager	5-7	3,000 - 4,000	3,000 - 5,000	N/A	
Sales Director	7-10	4,500 - 6,000	5,000 - 7,000	N/A	
Chief Representative/Country Manager	7-10	4,000 - 6,000	N/A	N/A	

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE					
HO CHI MINH CITY	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
2.3. ELECTRICAL/ELECTRONIC					
Field Sales Executive	2-5	600 - 800	600 - 800	N/A	
Field Sales Manager	5-10	1,200 - 1,500	1,500 - 2,000	N/A	
Service/Maintenance Engineer	2-5	500 - 700	600 - 1,000	N/A	
Service/Maintenance Supervisor	5-10	700 - 1,500	1,000 - 2,000	N/A	
Technical Sales & Marketing Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A	
Technical Sales & Marketing Director	5-10	3,000 - 10,000	3,000 - 10,000	N/A	
Technical Sales Executive	2-5	600 - 1,500	N/A	N/A	
Technical Sales Manager	5-10	1,500 - 2,500	N/A	N/A	
Technical Senior Sales Manager	5-10	2,500 - 3,500	N/A	N/A	
Technical Sales Director	5-10	3,000 - 5,000	N/A	N/A	
Country Manager/General Manager	5-10	3,000 - 10,000	3,000 - 10,000	N/A	
2.4. MACHINERY/AUTOMOTIVE/HEAVY INDUSTRIAL					
Sales Engineer/Sales Executive	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Area Sales Manager/Account Manager	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Area Sales Manager/Account Manager	3-5	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Sales Supervisor/ Marketing Supervisor/ Senior Sales Engineer	3-5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+	
Sales Manager/ Marketing Manager/ Business Development Manager	3-5	1,500 - 3,000+	1,500 - 3,000+	1,500 - 3,000+	
Senior Sales Manager/ Senior Marketing Manager (Director)	5-10+	3,000 - 6,000+	3,500 - 10,000	3,500 - 10,000	
2.4.1. AFTER SALES SERVICE					
CS Staff/After-Sales Engineer	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
CS Supervisor/ After-Sales Supervisor (Team Leader)	3-5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+	
CS Manager/After-Sales Manager	3-5	1,500 - 2,000+	2,500 - 4,000+	2,500 - 4,000+	
Senior CS Manager/ Senior After-Sales Manager (Director)	5-10+	2,500 - 3,000+	3,000 - 6,000+	4,000 - 10,000	
Site Engineer/Field Service Engineer	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Site Engineer/Field Service Engineer	3-5	800 - 1,500+	800 - 1,500+	800 - 1,500+	
Senior Site Engineer/ Senior Field Service Engineer	5+	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+	
Site Manager/Field Service Manager	3-5	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+	
2.4.2. TECHNICIAN					
Technician	1-5	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Senior Technician	2-3	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Technical Manager	3-5	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	

MANUFACTURING

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE					
HO CHI MINH CITY	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
3. SPECIAL SECTORS					
3.1. FURNITURE					
Finishing Supervisor	3-5	500 - 600	600 - 1000	N/A	
Finishing Manager	5-10+	1,000 - 1,200	1,300 - 1,500	N/A	
Packaging Manager	5-10+	600 - 900	900 - 1,500	N/A	
QA/QC Supervisor	3-5	500 - 600	1000 - 1500	N/A	
QA/QC Manager	5-10+	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000	
Sales Manager	10-15	1,000 - 1,500	1,500 - 2,000	2,000 ++	
Sourcing Manager	5-10	1,800 - 2,000	2,000 - 3,000	N/A	
Chief Representative	10-15	3,000 - 5,000	N/A	N/A	
3.2. GARMENT/FOOTWEAR					
3.2.1. LOCAL EMPLOYEE					
Inspector	5+	700 - 1,000	1,000 - 1,500	1,500+	
Inspector Manager	5-10	1,000+	1,000 - 2,000	2,000+	
Leather Commercialisation	5-10	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Mechandizer Staff	3-5	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Mechandizer Supervisor	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Senior Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	2,500 +	
Pattern Maker	5+	700 - 1,000	1,000 - 1,500	1,500+	
Pattern Maker Manager	5-10	1,000+	1,000 - 2,000	2,000+	
Planning Manager	5-10	700 - 1,000	1,000 - 2,000	2,000+	
QA/QC Staff	1-3	300 - 500	400 - 600	N/A	
QA/QC Supervisor	3-5	600 - 800	800 - 1,000	1,500 - 2,000	
QA/QC Manager	5-10	1,200 - 1,500	1,500 - 3,000	2,000 - 4,000	
Sourcing Manager	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 4,000	
Tailor	5-10	500 - 1,000	N/A	N/A	
Technician Manager	5-10	700 - 1,000	1,000 - 1,500	1,500+	
BDM/Marketing Manager	5+	1,200 - 3,000	1,200 - 3,000	1,200 - 2,000+	
3.2.2. EXPAT EMPLOYEE					
Local Employee Salary + (20%-50%)					



MANUFACTURING

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE					
HANOI	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
1. MANUFACTURING					
Operator	5-10	250 - 400	300 - 500	N/A	
Technician	3-5	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Senior Technician	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Technical Manager	3-5	1,200 - 2,000+	1,500 - 2,000+	1,500 - 2,500+	
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	
Production Staff	3-5	400 - 700	700 - 800	N/A	
Production Supervisor	3-5	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000	
Production Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,000 - 3,000	
Production Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Process Engineer	2-5	600-800	800-1,000	1,000 - 1,200	
Process Manager	5-10	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500	
Packaging Officer	2-5	400 - 700	700 - 800	750 - 850	
Packaging Manager	5-10	1,000 - 1,500	1,500 - 1,700	1,700 - 2,000	
Environment Engineer	3-5	500 - 700	700 - 1,000	1,000 - 1,200	
Continuous Improvement Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	
Facilities Director	10-15	2,000 - 2,500	2,500 - 2,700	2,700 - 3,000	
Facilities Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,500 - 2,700	
OHSE Logistics Coordinator	5-10	900 - 1,000	1,000 - 1,200	1,300 - 1,500	
HSE Supervisor	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500	
HSE Manager	10-15	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	
OHSE Manager	5-10	1,500 - 2,200	2,200 - 2,700	2,700 - 3,000	
Maintenance Supervisor	3-5	700 - 1,000	1,000 - 1,200	1,200 - 1,500	
Maintenance Manager	5-10	1,500 - 2,000	2,000 - 2,200	2,200 - 3,000	
Manufacturing Manager	5-10	1,700 - 2,200	2,200 - 2,700	2,700 - 3,500	
Manufacturing Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Plant Engineering Manager	5-10	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Plant Engineering Director	10-15	2,200 - 2,500	2,500 - 3,000	3,000 - 5,000	
Factory/ Plant Manager	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000	
Factory/Plant Director	15-20	2,500 - 3,000	3,000 - 5,000	5,000 - 7,000	
General Manager/COO (Factory)	10+	3,000 - 5,000	5,000 - 9,000	5,000 - 10,000	

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE					
HANOI	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
2. TRADING					
2.1. AGRICULTURE					
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A	
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A	
QA/QC Staff	1-3	500 - 700	600 - 800	N/A	
QA/QC Supervisor	3-5	1,000 - 1,200	1,000 - 1,500	N/A	
QA/QC Manager	5-10	1,700 - 2,000	2,000 - 2,500	N/A	
R&D Staff	1-3	600 - 900	700 - 1,000	N/A	
R&D Supervisor	3-5	900 - 1,000	1,000 - 1,200	N/A	
R&D Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A	
Key Account Manager	5-10	1,500 - 2,500	1,500 - 2,500	N/A	
Sales Executive	1-5	600 - 1,000	700 - 1,200	N/A	
Sales Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A	
Sales Director	5-10	3,000 - 5,000	3,500 - 5,000	N/A	
2.2. CHEMICAL					
R&D Staff	1-3	600 - 800	600 - 800	N/A	
R&D Supervisor	3-5	1,000 - 1,800	1,200 - 2,000	N/A	
R&D Manager	5-10	2,000 - 3,000	2,200 - 3,500	N/A	
QA/QC Staff	1-3	400 - 700	500 - 800	N/A	
QA/QC Supervisor	3-5	900 - 1,200	1,500 - 2,000	N/A	
QA/QC Manager	5-10	2,000 - 2,500	2,500 - 3,500	N/A	
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A	
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A	
Technical Service Manager	7-10	2,000 - 3,500	2,000 - 3,500	N/A	
Key Account Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A	
Sales Executive	1-3	800 - 1,000	800 - 1,200	N/A	
Senior Sales Executive	3-5	1,200 - 1,800	1,500 - 2,000	N/A	
Sales Manager	5-7	3,000 - 4,000	3,000 - 5,000	N/A	
Sales Director	7-10	4,500 - 6,000	5,000 - 7,000	N/A	
Chief Representative / Country Manager	7-10	4,000 - 6,000	N/A	N/A	

MANUFACTURING



SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HANOI		EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
2.3. ELECTRICAL/ELECTRONIC					
Field Sales Executive	2-5	600 - 800	600 - 800	N/A	
Field Sales Manager	5-10	1,200 - 1,500	1,500 - 2,000	N/A	
Service/Maintenance Engineer	2-5	500 - 700	600 - 1,000	N/A	
Service/Maintenance Supervisor	5-10	700 - 1,500	1,000 - 2,000	N/A	
Technical Sales & Marketing Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A	
Technical Sales & Marketing Director	5-10	3,000 - 10,000	3,000 - 10,000	N/A	
Technical Sales Executive	2-5	600 - 1,500	N/A	N/A	
Technical Sales Manager	5-10	1,500 - 2,500	N/A	N/A	
Technical Senior Sales Manager	5-10	2,500 - 3,500	N/A	N/A	
Technical Sales Director	5-10	3,000 - 5,000	N/A	N/A	
Country Manager/General Manager	5-10	3,000 - 10,000	3,000 - 10,000	N/A	
2.4. MACHINERY/AUTOMOTIVE/HEAVY INDUSTRIAL					
Sales Engineer/Sales Executive	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Area Sales Manager/Account Manager	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Area Sales Manager/Account Manager	3-5	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Sales Supervisor/ Marketing Supervisor/ Senior Sales Engineer	3-5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+	
Sales Manager/ Marketing Manager/ Business Development Manager	3-5	1,500 - 3,000+	1,500 - 3,000+	1,500 - 3,000+	
Senior Sales Manager/ Senior Marketing Manager (Director)	5-10+	3,000 - 6,000+	3,500 - 10,000	3,500 - 10,000	
2.4.1. AFTER SALES SERVICE					
CS Staff/After-Sales Engineer	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
CS Supervisor/ After-Sales Supervisor (Team Leader)	3-5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+	
CS Manager/After-Sales Manager	3-5	1,500 - 2,000+	2,500 - 4,000+	2,500 - 4,000+	
Senior CS Manager/ Senior After-Sales Manager (Director)	5-10+	2,500 - 3,000+	3,000 - 6,000+	4,000 - 10,000	
Site Engineer/Field Service Engineer	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Site Engineer/Field Service Engineer	3-5	800 - 1,500+	800 - 1,500+	800 - 1,500+	
Senior Site Engineer/ Senior Field Service Engineer	5+	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+	
Site Manager/Field Service Manager	3-5	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+	

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HANOI		EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
2.4.2. TECHNICIAN					
Technician	1-5	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Senior Technician	2-3	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Technical Manager	3-5	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	
3. SPECIAL SECTORS					
3.1. FURNITURE					
Finishing Supervisor	3-5	500 - 600	600 - 1,000	N/A	
Finishing Manager	5-10+	1,000 - 1,200	1,300 - 1,500	N/A	
Packaging Manager	5-10+	600 - 900	900 - 1,500	N/A	
QA/QC Supervisor	3-5	500 - 600	1,000 - 1,500	N/A	
QA/QC Manager	5-10+	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000	
Sales Manager	10-15	1,000 - 1,500	1,500 - 2,000	2,000 ++	
Sourcing Manager	5-10	1,800 - 2,000	2,000 - 3,000	N/A	
Chief Representative	10-15	3,000 - 5,000	N/A	N/A	
3.2. GARMENT/FOOTWEAR					
3.2.1. LOCAL EMPLOYEE					
Inspector	5+	700 - 1,000	1,000 - 1,500	1,500+	
Inspector Manager	5-10	1,000+	1,000 - 2,000	2,000+	
Leather Commercialisation	5-10	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Mechandizer Staff	3-5	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Mechandizer Supervisor	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Senior Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	2,500 +	
Pattern Maker	5+	700 - 1,000	1,000 - 1,500	1,500+	
Pattern Maker Manager	5-10	1,000+	1,000 - 2,000	2,000+	
Planning Manager	5-10	700 - 1,000	1,000 - 2,000	2,000+	
QA/QC Staff	1-3	300 - 500	400 - 600	N/A	
QA/QC Supervisor	3-5	600 - 800	800 - 1,000	1,500 - 2,000	
QA/QC Manager	5-10	1,200 - 1,500	1,500 - 3,000	2,000 - 4,000	
Sourcing Manager	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 4,000	
Tailor	5-10	500 - 1,000	N/A	N/A	
Technician Manager	5-10	700 - 1,000	1,000 - 1,500	1,500+	
BDM/Marketing Manager	5+	1,200 - 3,000	1,200 - 3,000	1,200 - 2,000+	
3.2.2. EXPAT EMPLOYEE					
Local Employee Salary + (20%-50%)					



SUPPLY CHAIN

SUPPLY CHAIN

SALARY RANGE (PER MONTH) IN USD / YEARS OF EXPERIENCE

HO CHI MINH CITY		3 - 5 YEARS OF EXPERIENCE	5 - 10 YEARS OF EXPERIENCE	> 10 YEARS OF EXPERIENCE
FUNCTIONAL				
Customer Service Logistics	Order Process Management/ Customer Service Logistics Officer	500 - 1,000	700 - 1,500	700 - 1,500
	Order Process Management/ Customer Service Logistics Manager	1,000 - 2,000	2,000 - 3,000	3,000 - 4,000
Purchasing				
Purchasing	Purchasing/Sourcing/Procurement/ Buyer Officer	400 - 1,000	900 - 1,500	900 - 1,500
	Purchasing/Sourcing/Procurement/ Buyer Manager	1,000 - 2,000	2,000 - 3,000	2,500 - 3,500
System				
System	ERP/ SAP Implementation Leader	1,000 - 2,000	1,500 - 3,000	2,000 - 3,500
	Supply Planning/Production Planning Officer	500 - 1,500	1,000 - 2,500	1,000 - 2,500
Planning				
Planning	Supply Planning/ Production Planning Manager	1,000 - 2,500	1,500 - 3,000	2,500 - 3,500
	Demand Planning Officer	500 - 1,500	1,000 - 2,500	1,000 - 2,500
Logistics				
Logistics	Demand Planning Manager	1,000 - 2,500	1,500 - 3,000	2,500 - 3,500
	Logistics Planning Officer	500 - 1,500	1,000 - 2,000	1,000 - 2,000
Supply Chain				
Supply Chain	Logistics Planning Manager	1,000 - 1,500	1,500 - 3,000	2,000 - 3,500
	Material Planning Manager	1,000 - 2,500	1,200 - 3,500	1,500 - 4,500
Warehouse				
Warehouse	Supply Chain Planning Officer	800 - 1,500	1,000 - 2,500	1,000 - 2,500
	Supply Chain Planning Manager	1,500 - 3,000	2,000 - 3,500	2,500 - 5,000
Warehousing & Logistics				
Warehousing & Logistics	Logistics Officer	500 - 800	800 - 1,500	800 - 1,500
	Logistics Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
Transportation				
Transportation	Supply Chain Officer	600 - 1,000	1,000 - 1,500	1,000 - 1,500
	Supply Chain Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 4,000
Inventory				
Inventory	Warehouse Officer	500 - 700	700 - 1,000	700 - 1,000
	Warehouse Manager	1,000 - 1,500	1,500 - 2,500	1,500 - 3,000
Inventory Management				
Inventory Management	Inventory Officer	300 - 700	500 - 1,000	500 - 1,000
	Inventory Manager	700 - 1,200	1,000 - 1,500	1,200 - 2,000
Warehousing & Logistics				
Warehousing & Logistics	Warehouse & Logistics Officer	700 - 1,000	900 - 1,500	900 - 1,500
	Warehouse & Logistics Manager	900 - 1,500	1,000 - 2,500	1,200 - 3,000
Transportation				
Transportation	Transportation Officer	300 - 700	500 - 1,000	500 - 1,000
	Transportation Manager	1,000 - 1,500	1,500 - 2,500	1,700 - 2,500
Fleet/Delivery				
Fleet/Delivery	Fleet/Delivery Officer	300 - 700	500 - 1,000	500 - 1,000
	Fleet/Delivery Manager	800 - 1,000	1,000 - 1,500	1,500 - 2,000
Distribution Center				
Distribution Center	Distribution Center Officer	300 - 700	500 - 1,000	500 - 1,000
	Distribution Center Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500

SUPPLY CHAIN

		SALARY RANGE (PER MONTH) IN USD / YEARS OF EXPERIENCE		
HO CHI MINH CITY		3 - 5 YEARS OF EXPERIENCE	5 - 10 YEARS OF EXPERIENCE	> 10 YEARS OF EXPERIENCE
Consulting	Supply Chain Consultant	1,000 - 2,400	1,500 - 3,300	1,500 - 3,300
	Supply Chain Managing Consultant	1,500 - 2,500	2,500 - 3,500	2,500 - 5,000
Consulting	Customs & International Trade Consultant	1,000 - 1,500	1,200 - 2,000	1,200 - 2,000
	Customs & International Trade Managing Consultant	1,500 - 2,500	2,500 - 3,500	2,500 - 5,000
Import Export	Import Export Officer/Customs Officer	300 - 700	500 - 1,000	500 - 1,000
	Import Export Manager/Customs Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500
LOGISTICS SERVICES				
Logistics	Logistics Officer	500 - 800	800 - 1,200	800 - 1,200
	Logistics Manager	1,000 - 2,000	1,500 - 2,500	1,700 - 3,000
Warehouse	Warehouse Officer	300 - 700	500 - 1,500	500 - 1,500
	Warehouse Manager	1,000 - 2,000	1,500 - 2,500	2,500 - 3,500
	Outbound/Inbound Officer	300 - 500	500 - 1,000	500 - 1,000
	Outbound/Inbound Manager	800 - 1,500	1,500 - 2,500	2,500 - 3,000
	Inventory Officer	300 - 700	500 - 1,000	500 - 1,000
	Inventory Manager	800 - 1,500	1,500 - 2,500	2,500 - 3,000
Transportation	Distribution Center Officer	500 - 1,000	1,000 - 1,500	1,000 - 1,500
	Distribution Center Manager	1,000 - 1,500	1,500 - 2,500	2,000 - 3,000
	Transportation/Delivery Officer	500 - 1,000	1,000 - 1,500	1,000 - 1,500
	Transportation/Delivery Manager	1,000 - 1,500	1,500 - 2,500	2,000 - 3,000
	Route Design Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
Customer Service Logistics	Customer Service Officer	500 - 800	800 - 1,500	800 - 1,500
	Customer Service Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 4,000
Customs	Customs Officer	300 - 500	500 - 1,000	500 - 1,000
	Customs Manager	800 - 1,500	1,000 - 2,500	2,500 - 3,000
	Cross Border Manager	1,000 - 2,000	1,500 - 3,000	3,000 - 5,000
	Air/Sea Freight/International Freight Forwarding Officer	300 - 500	500 - 1,000	500 - 1,000
	Air/Sea Freight/International Freight Forwarding Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
Operation	Operation Officer	300 - 500	500 - 1,000	500 - 1,000
	Operation Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000

		SALARY RANGE (PER MONTH) IN USD / YEARS OF EXPERIENCE		
HO CHI MINH CITY		3 - 5 YEARS OF EXPERIENCE	5 - 10 YEARS OF EXPERIENCE	> 10 YEARS OF EXPERIENCE
Improvement	Process Innovation/Excellence/Improvement Officer	800 - 1,000	1,000 - 1,500	1,000 - 1,500
	Process Innovation/Excellence/Improvement Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500
Sales	Sales/Business Development Officer	300 - 500	500 - 900	500 - 900
	Sales/Business Development Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
	Key Account Manager	800 - 1,000	1,000 - 2,500	1,000 - 2,500
Branch	Commercial Director	1,500 - 2,000	2,000 - 3,000	3,000 - 5,000
	Branch Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 3,000
Service Point/Hub/Network	Service Point/Hub/Network Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 3,000
Shipping	Shipping Manager	800 - 1,000	1,000 - 1,500	1,500 - 2,000



JAPANESE SPEAKING JOBS

JAPANESE SPEAKING JOBS

HO CHI MINH CITY		SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)			
		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
MANUFACTURING								
	Technical Staff	1-3	400	800		1-3	400	750
	Technical Manager	5-10	1,000	1,800		5-10	800	1,800
	QA-QC Staff	1-3	400	1,000		1-3	400	1,000
	QA-QC Manager	5-10	1,000	1,800		5-10	800	1,600
	Production Manager	5-10	1,200	2,000		5-10	1,000	2,000
	Assistant Production Manager	3-5	800	1,200		3-5	600	1,200
	Equipment Maintenance Staff	1-3	400	800		1-3	400	800
INFORMATION TECHNOLOGY								
	Programmer Leader	3-5	1,500	2,500		3-5	1000	2,500
	Programmer Manager	5-10	1,500	3,500		5-10	1200	3,500
	Mobile Team Leader	3-5	1,500	2,500		3-5	1000	2,500
	Engineering	1-3	600	2,500		1-3	500	2,500
	Operator	1-3	800	1,500		1-3	500	1,500
	Communicator	1-3	600	1,500		1-3	500	1,500
TRADING								
	Support Project Manager	1-3	800	1,500		N/A	N/A	N/A
	Sale Manager	3-10	1,200	3,000		3-10	800	3,000
	Sale Staff	1-3	500	1,200		1-3	400	1,100
	Market Research Staff	1-3	600	1,300		1-3	600	1,300
	Logistics Staff	1-3	500	1,000		1-3	400	1,000
GENERAL AFFAIRS POSITIONS								
	General Affairs Staff	1-3	400	900		1-3	400	1,000
	General Affairs Manager	3-10	1,000	2,200		3-10	1,000	2,000
	Assistant to Manager	1-5	500	1,500		1-5	400	1,200
	Interpreter - Translator	1-5	450	1,500		1-5	400	1,200
	Interpreter to Production Manager	1-5	400	1,100		1-5	400	1,000

JAPANESE SPEAKING JOBS

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
NATIVE JAPANESE POSITIONS			
SALES POSITIONS			
Staff	0-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	4,000
PRODUCTION CONTROL/QC POSITIONS			
Staff	1-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	6,000
IT/WEB POSITIONS			
Staff	1-3	1,800	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
FINANCE			
Staff	1-3	2,000	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
OTHERS			
Accounting Manager	5+	3,000	5,000
Customer Service	0-3	1,500	2,500

SALARY RANGE (PER MONTH)			
HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
0-3	1,500	2,500	
3-5	2,000	3,000	
5+	2,500	4,000	
1-3	1,500	2,500	
3-5	2,000	3,000	
5+	2,500	6,000	
1-3	1,800	3,000	
3-5	2,500	3,500	
5+	3,000	5,000	
1-3	2,000	3,000	
3-5	2,500	3,500	
5+	3,000	5,000	
5+	3,000	5,000	
0-3	1,500	2,500	



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