

SINGAPORE

2018 SALARY GUIDE



KELLY

Capita

COMPANY OVERVIEW

ABOUT KELLY SERVICES

Kelly Services Singapore operates from various strategic locations across the island and works with Singapore’s leading companies to recruit the finest talent available. Complementing our general staffing capability, Kelly also offers great expertise in the sourcing of specialised professionals across technical disciplines such as Engineering, Technology and Science, as well as functional specialties for Finance, HR, Sales & Marketing, Procurement and Banking.

ABOUT CAPITA

Founded in 2007, Capita is a recruitment expert and premium staffing provider for international companies in Singapore and across Asia. Encompassing permanent placements, contract and temporary staffing and payroll services across all industry sectors, Capita’s highly personalised services ensure that clients find the right talent to meet their needs.

Kelly Services Singapore, Capita and PERSOL Singapore operates under the PERSOLKELLY company, a joint venture between PERSOL Holdings and Kelly Services, forming one of the largest HR Solutions companies in APAC with its headquarters in Singapore.

CONTENTS

4	Executive Overview	SALARIES	22	Information Technology	
5	Our Expertise	8	Accounting	26	Legal
5	Our Accolades	10	Banking and Finance	27	Office Support
6	2018 Salary and Hiring Outlook	13	Customer Service	28	Procurement, Supply Chain and Logistics
7	Singapore Labour Market Outlook	14	Engineering and Technical	32	Sales and Marketing
		18	Healthcare and Life Sciences	36	Japan Desk
		20	Human Resources		

Methodology: Salary figures included in the 2018 Singapore Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly, Capita and PERSOL Singapore network, as well as the latest job placement data recorded on the Kelly, Capita and PERSOL Singapore database.

EXECUTIVE OVERVIEW



Last year Singapore saw strong GDP growth of 3.6 per cent, led by a good performance from the manufacturing sector, which grew 10.1 per cent driven by electronics and precision engineering. The services sector, which constitutes two-thirds of the economy also saw improved growth of 2.8 per cent from 1.6 per cent the previous year. This is largely supported by finance and insurance, wholesale and retail trade, transportation and storage. However, due to weakness in the private sector construction works, the construction industry declined 8.4 per cent. Labour productivity rose 4.5 per cent, the highest since 2010.

Amid robust global growth, improving consumer sentiment and an on-going recovery in the labour market, the pace of growth is expected to moderate but remain firm. Growth in 2018 is expected to be slightly above the middle of the forecast range of 1.5 to 3.5 per cent, according to official estimates.

Despite the positive outlook, technology disruption continues to impact all sectors, affecting different sets of workers differently. Some groups will benefit as demand for their skills, in areas such as data analysis and digital capabilities rise, while others may be badly affected, as their jobs become increasingly redundant as their industries transform. They may need to reskill, upskill, or undergo a professional conversion programme to find new horizons.

The 2018 Singapore Salary Guide aims to help companies design a more holistic approach to attract and retain talent. With a comprehensive compilation of salaries and job positions across key industries from actual transactions recorded on the databases of Kelly Services, Capita and PERSOL Singapore, we hope to deliver value and relevance to our clients and candidates. As your partner, we want to provide you current data and insights to the key industries as well as support you in developing recruitment strategies and solutions to suit your talent management needs.

Foo See Yang
Managing Director and Country Head

OUR EXPERTISE

Kelly Services, Capita and PERSOL Singapore are total workforce solutions providers with recruitment and human resource consultancy expertise, with in depth experiences across a broad range of industries.



RECRUITMENT SOLUTIONS

- Temporary/ Contract Placement
- Permanent Placement
- Executive Search



AREAS OF EXPERTISE

- Accounting
- Banking and Finance
- Customer Service
- Engineering and Technical
- Healthcare and Life Sciences
- Human Resources
- Information Technology
- Legal
- Japan Desk
- Office Support
- Procurement, Supply Chain and Logistics
- Sales and Marketing



CONSULTING SOLUTIONS

- Payroll Services
- Contingent Workforce Outsourcing (CWO)
- Business Process Outsourcing (BPO)
- HR Consulting

OUR ACCOLADES

KELLY SERVICES

– HR Vendors of the Year

2017

GOLD

Best Recruitment Firm
– Mid-management Roles
(US\$4K – US\$10K Per Month)

2016

GOLD

Best Recruitment Firm
– Mid-management Roles
(US\$4K – US\$10K Per Month)

BRONZE

Best Recruitment Firm
– Senior management Roles
(over US\$10K Per Month)

2015

GOLD

Best Overall Recruitment Firm

BRONZE

Best Recruitment Firm
– Senior management roles

BRONZE

Best Recruitment Firm
– Mid-management roles

CAPITA

– HR Vendors of the Year

2015

BRONZE

Best Recruitment Process
Outsourcing Partner

BRONZE

Best Outplacement
Consultant

2018 SALARY & HIRING OUTLOOK

INDUSTRIES EXPECTING STRONG GROWTH IN 2018



**Electronics
& Precision
Engineering**



**Finance &
Insurance**



Transportation



**Storage &
Wholesale
Trade**



**Retail
& Food
Services**

2.1%
Forecasted
unemployment
rate in 2018

2%
wage increase in
2017, monthly
median household
income rose to
\$9,023

1.5-3.5%
Expected GDP
Growth
in 2018

SINGAPORE LABOUR MARKET OUTLOOK

Unemployment continues to decline, with the latest estimates of the seasonally adjusted unemployment rate at 2.1 per cent in December 2017.

Salaries have risen, with the median rising 5.9 per cent last year to \$4,050 in June 2017. Recent university graduates also enjoyed higher starting salaries, with a median of \$3,400, up \$100 from 2016, with fresh graduates in business, economics and computing getting the highest pay jumps. 88.9 per cent of university graduates found jobs within six months of their final examinations.

Job vacancies continue to be available to jobseekers of all educational levels. 30 per cent of these vacancies last year required degree qualifications, followed by 16 per cent for diploma and professional qualifications, with 29 per cent requiring secondary lower secondary and post-secondary education. Vacancies which required little or no formal education made up the remaining 24 per cent, according to data from the Ministry of Manpower.

PMET job vacancies in 2017 came from public administration and education, financial services, professional services, and information and communications. Job roles include software, web and multimedia developers, teaching and training professionals, commercial and marketing sales executives, and management executives.

Non-PMET vacancies could be found in administrative and support services, food and beverage services, and retail trade. These include security guards, receptionists, customer service and information clerks, shop sales assistants, waiters, cleaners, and material and freight handlers.

We expect hiring activity to gather pace in the first half of 2018, especially within the temporary and contract space for engineering and information technology industries.

ACCOUNTING

Accountancy professionals form the backbone of corporate Singapore. Beyond traditional accounting work, they contribute to the corporate agenda by advising on strategy, finance, capital funding, performance improvement, governance and risk management. While accountants are among the best paid professionals, attrition rates are high, with a need to broaden the talent pool and enhance career prospects.

Singapore has over 630 public accounting entities, 90 per cent of which have five or fewer partners. Public accountancy entities employ more than 11,000 workers, of which many are professionals.

By 2020, accounting firms are expected to employ about 21,000 accountancy professionals, or about 5,500 PMETs a year. To support the sector's growth, the Skills Framework for Accountancy, launched in October 2017, allows individuals to explore career opportunities across or along six tracks — assurance, financial accounting, management accounting, internal audit, business valuation and tax. Emerging skills and competencies identified include data analytics, valuation research and analysis, and infocomm technology adoption and innovation.

HOT JOBS FOR 2018:

	SALARY RANGE (PER MONTH)	
	MIN	MAX
Senior Accountant	\$5,000	\$7,000
Finance Controller	\$8,500	\$15,000
Auditor, Internal Audit	\$3,300	\$4,500
Treasury Analyst / Senior Treasury Analyst	\$2,400	\$4,500

ACCOUNTING



			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
ACCOUNTING				
Senior Accounts Manager / Accounts Manager	Degree	3-5	\$5,000	\$9,000
Senior Accounts Executive / Accounts Executive	Diploma / Degree	3-5	\$3,000	\$5,500
Senior Accounts Officer/ Accounts Officer	Diploma / Degree	2-4	\$2,500	\$3,500
Senior Accountant 	Degree	3-6	\$5,000	\$7,000
Accountant / Assistant Accountant	Diploma / Degree	1-3	\$2,800	\$4,000
Accounts Payable Executive	Diploma / Degree	3-5	\$2,800	\$4,500
Accounts Payable Officer	N' / 'O' Levels / Diploma	1-3	\$2,300	\$3,400
Accounts Receivable Executive	Diploma / Degree	3-5	\$3,500	\$4,000
Accounts Receivable Officer	N' / 'O' Levels / Diploma	1-3	\$2,300	\$3,500
Accounts Assistant	N' / 'O' Levels / Diploma	1-3	\$2,100	\$3,000
FINANCE				
Chief Financial Officer	Degree / Master	15-20	\$20,000	\$25,000
Finance Director	Degree	15-20	\$15,000	\$20,000
Finance Controller 	Degree	10-15	\$8,500	\$15,000
Regional Finance Manager	Degree	5-8	\$7,000	\$12,000
Finance Manager / Assistant Finance Manager	Degree	5-8	\$6,000	\$10,000
Finance Executive / Senior Finance Executive	Degree	3-6	\$2,500	\$5,500
Finance Assistant	Diploma	1-3	\$2,500	\$3,000
Senior Manager / Manager, Financial Planning & Analysis	Degree	7-12	\$7,500	\$12,000
Financial Analyst / Senior Financial Analyst	Degree	4-8	\$3,100	\$9,900
INTERNAL AUDIT				
Audit Manager	Degree	5-8	\$6,000	\$9,000
Auditor 	Degree	3-6	\$3,300	\$4,500
TAXATION				
Tax Manager	Degree	10-12	\$7,000	\$9,000
Tax Associate	Degree	5-8	\$3,500	\$5,500
TREASURY				
Senior Manager / Manager Treasury	Degree	5-8	\$8,000	\$14,000
Treasury Analyst / Senior Treasury Analyst 	Degree	3-6	\$4,500	\$7,500
Treasury Executive / Assistant	Diploma/ Degree	3-5	\$2,000	\$4,000

BANKING & FINANCE

Among the top three financial centres in the world and the largest corporate banking centre in Asia, Singapore has over 1,200 financial institutions providing a wide array of services, including banking, insurance, investment banking and treasury services.

Singapore's deep and liquid capital markets make the country a preferred listing venue, with 753 companies listed on the Singapore Exchange in August 2017, with a market capitalisation of almost \$1 trillion. A global currency and derivative-trading hub, Singapore is also an international fund management centre, with \$2.7 trillion of assets under management.





The financial services Industry Transformation Map unveiled in October 2017 seeks to grow the sector's real value-add by 4.3 per cent and productivity by 2.4 per cent annually. Aiming to create 3,000 new jobs with a further 1,000 in financial technology, its growth strategies include developing Singapore as a centre of excellence for wealth management, anchoring deeper asset management capabilities here and creating a full-service Asian infrastructure financing hub. It intends to facilitate pervasive innovation and encourage adoption of technologies such as distributed ledgers.

★ HOT JOBS FOR 2018:



	SALARY RANGE (PER MONTH)	
	MIN	MAX
Senior Officer / Officer, Compliance	\$4,500	\$8,000
Underwriter, Insurance	\$5,000	\$7,000
Tax Manager, Taxation	\$7,000	\$9,000
Regional Director, Operations	\$14,000	\$19,000
Credit Analyst, Risk	\$2,400	\$4,500
Senior Manager / Manager, Trade Finance	\$5,000	\$12,000

BANKING & FINANCE

////////////////////

			SALARY RANGE (PER MONTH)		
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
COMPLIANCE					
Head of Compliance	Degree / Master	8-10	\$12,000	\$18,000	
Senior Officer / Officer, Compliance 	Diploma / Degree	4-7	\$4,500	\$8,000	
Senior Associate / Associate, Financial Controls	Degree	5-8	\$5,000	\$9,000	
FINANCE					
Chief Financial Officer	Degree / Master	15-20	\$15,000	\$25,000	
Finance Director	Degree	10-15	\$15,000	\$20,000	
Finance Controller	Degree	5-8	\$6,000	\$10,000	
INSURANCE					
Claims Executive	Degree	2-6	\$2,800	\$4,500	
Underwriter 	Degree	4-7	\$5,000	\$7,000	
Actuarial Executive	Degree	2-5	\$3,500	\$6,000	
TAXATION					
Tax Manager 	Degree	10-12	\$7,000	\$9,000	
Tax Associate	Degree	5-8	\$3,500	\$5,500	
OPERATIONS					
Regional Director 	Degree	>10	\$14,000	\$19,000	
Manger / Assistant Manager	Degree	10-12	\$8,000	\$13,000	
Branch Manager	Degree	6-8	\$6,000	\$7,000	
Banking Senior Officer / Officer	Diploma / Degree	5-10	\$4,000	\$6,000	
Bank Teller / Service Executive	Diploma	2-4	\$1,800	\$3,500	
Loans Operation	Diploma /Degree	3-6	\$3,500	\$6,000	

BANKING & FINANCE

SALARY RANGE (PER MONTH)					
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
RISK					
Vice President		Degree / Master	8-10	\$12,000	\$16,000
Senior Manager / Manager		Degree / Master	4-7	\$5,000	\$13,200
Credit Analyst 		Diploma / Degree	1-3	\$2,400	\$4,500
Credit Control Assistant/ Officer		Diploma / Degree	1-3	\$2,000	\$5,300
Risk Analyst (Market/Liquidity Risk)		Diploma / Degree	2-5	\$3,000	\$6,000
SALES					
Bancassurance		Diploma / Degree	1-5	\$2,800	\$5,000
Client Relationship Manager		Degree	8-16	\$3,500	\$8,500
Client Relationship Officer		Diploma / Degree	2-4	\$1,800	\$3,800
Financial Consultant		Diploma /Degree	1-5	\$2,800	\$4,500
SETTLEMENTS					
Senior Manager/ Manager		Degree	5-8	\$6,500	\$8,000
Officer		Diploma / Degree	2-4	\$2,100	\$3,000
TRADE FINANCE					
Vice President		Degree / Master	8-10	\$11,000	\$13,000
Senior Manager / Manager 		Degree / Master	4-7	\$5,000	\$12,000
Executive		Diploma / Degree	1-3	\$2,000	\$4,200
Senior Officer / Officer		Diploma / Degree	1-3	\$2,000	\$3,500






CUSTOMER SERVICE

Frontline staff from the hospitality, retail, restaurant and tourism sectors are the face of their organisations. With increasing demand for high service standards to meet growing expectations, customer service is critical to a broad span of industries.

In the high-tech space, the roles of customer service have evolved, with companies now tapping on technology to better service customers. The rise of mobile and online sales channels has seen customer service shift towards providing help through digital means, evident in industries as diverse as banking and airlines. Automation in the form of bots and automated replies has complemented manual handling of emails and calls, boosting the productivity of call-centre and customer-support workers.

Yet, demand for customer service personnel remains high, with the hotel, food and beverage, and retail industry facing a manpower crunch and tighter foreign manpower restrictions. 49 per cent of non-PMET vacancies for service and sales workers went unfilled for at least six months in 2017, according to the Ministry of Manpower. Such vacancies were for security guards, receptionists, customer service and information clerks, shop sales assistants, material and freight handlers, waiters and cleaners. By sectors, these vacancies were in administrative and support services, food and beverage, retail and services.

SALARY RANGE (PER MONTH)					
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Head of Contact Centre		Degree	>5	\$5,000	\$7,000
Call Centre Team Manager		Degree	3-5	\$4,500	\$5,000
Customer Service Manager 		Degree	3-5	\$4,500	\$6,500
Customer Service Executive		N' / 'O' Levels / Diploma	3-8	\$2,300	\$4,500
Customer Service Assistant/ Officer		N' / 'O' Levels/ Diploma	1-5	\$1,600.	\$4,500
Customer Service Officer (Foreign Language Speaking) 		Degree	1-5	\$2,500	\$3,500
Concierge / Helpdesk Officer		Diploma	1-2	\$2,100	\$2,300
Guest Relation Officer 		Diploma	1-2	\$1,500	\$2,900
Telesales Executive		N' / 'O' Levels / Diploma	1-5	\$1,800	\$2,200
Customer Care Consultant		Diploma	1-5	\$2,500	\$3,600

ENGINEERING & TECHNICAL

The manufacturing sector grew 10 per cent last year, accelerating from 3.7 per cent in 2016, driven by the electronics and precision engineering clusters.

Sectors requiring engineering and technical personnel include electronics, chemicals, biomedical sciences, info-communications and media, logistics, and transport engineering, with new areas of growth such as clean energy, environment, water and natural resources.

To raise the professional standards of engineers and increase the flexibility of companies in hiring engineers, the Professional Engineers Bill was updated in September 2017. It paves the way for ASEAN countries to recognise Singapore's engineering certification, helping local companies expand abroad.

The Industry Transformation Map (ITM) for electronics manufacturing was launched the same month. It aims to create \$22.2 billion in value-add and 2,100

jobs for PMETs by 2020, while the ITM for the energy and chemicals sector aims to create \$12.7 billion in value-add and 1,400 new jobs by 2025. It plans to transform chemical manufacturing through adopting innovative technologies, diversifying into new markets and developing innovation capabilities.

The Building and Construction Authority (BCA) wants 80,000 personnel to be trained in construction technologies such as Design for Manufacturing and Assembly (DfMA), Integrated Digital Delivery and green building technologies by 2025, as part of the Construction Industry Transformation Map. There are currently 32,600 trained in those areas. BCA targets 40 per cent of all projects to adopt DfMA by 2020, up from 10 per cent now.

ENGINEERING & TECHNICAL

			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
ADMINISTRATION & SUPPORT				
Technical Services Manager	Diploma	4-5	\$6,500	\$9,500
Technical Executive	Diploma / Degree	4-6	\$3,500	\$5,500
Technical Officer	Diploma	1-2	\$2,400	\$3,000
Technical Sales Engineer	Diploma / Degree	4-5	\$3,600	\$6,500
Technical Support Engineer 	Diploma	1-2	\$3,600	\$5,000
Executive, Customer Relations	Diploma	2-3	\$3,700	\$4,200
HEALTHCARE & MEDICAL				
Field Service Engineer	Diploma / Degree	5-8	\$3,700	\$4,600
Application Specialist / Engineer	Diploma / Degree	4-7	\$3,500	\$5,000
Product Specialist (Medical / Scientific Equipment) 	Degree / Master	4-6	\$4,000	\$6,000
Customer Support Engineer	Diploma / Degree	1-4	\$3,000	\$4,000
Technical Sales Engineer	Diploma / Degree	2-5	\$3,200	\$4,500
MAINTENANCE				
Maintenance Engineer / Assistant Engineer	N' / 'O' Levels / Diploma	2-3	\$4,000	\$5,000
Maintenance Technician	N' / 'O' Levels / Diploma	2-3	\$2,000	\$3,000
Pump Mechanic	N' / 'O' Levels / Diploma	2-3	\$2,000	\$5,000
Machinist	N' / 'O' Levels / Diploma	2-3	\$2,200	\$3,000
MECHANICAL & ELECTRICAL				
Lead Design Engineer	Degree	3-5	\$5,000	\$7,700
Drafter	Diploma / Degree	2-5	\$3,000	\$5,000
Mechanical / Electrical Design Engineer	Diploma / Degree	2-5	\$3,000	\$5,000
Mechanical / Electrical Engineer 	Diploma / Degree	2-5	\$2,300	\$5,500
Mechanical / Electrical Technician	Diploma	1-2	\$3,000	\$5,000
Mechanical / Electrical Quantity Surveyor	Diploma / Degree	3-5	\$4,000	\$6,000
Layout Engineer	Degree	2-5	\$3,600	\$5,000
Senior / Telecommunications Engineer	Diploma / Degree	2-5	\$3,200	\$6,400
PROCESS				
Senior Process Engineer / Engineer 	Diploma / Degree	5-8	\$4,500	\$6,500
Research & Development Engineer	Diploma / Degree	3-5	\$3,400	\$5,000
Chemical Process Technician	Diploma	2-3	\$2,100	\$3,500
PRODUCTION				
Production Engineer	Diploma / Degree	3-5	\$2,100	\$4,000
Production Technician	N' / 'O' Levels	1-2	\$1,800	\$2,100

ENGINEERING & TECHNICAL



			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
CONSTRUCTION/ PROJECT MANAGEMENT				
Project Manager	Diploma / Degree	>5	\$7,000	\$12,000
Senior Project Engineer / Engineer	Diploma / Degree	4-6	\$3,300	\$6,000
Project Coordinator	Diploma	1-3	\$2,200	\$3,500
Service Engineer	Diploma / Degree	2-5	\$2,700	\$5,200
Product Support Engineer	Degree	3-5	\$3,500	\$6,500
Sales Engineer	Diploma / Degree	2-5	\$2,900	\$6,500
Facility Engineer	Diploma / Degree	3-5	\$4,200	\$5,500
Cost Engineer / Quantity Surveyor	Diploma / Degree	3-5	\$3,500	\$6,000
Senior Planning Engineer / Engineer	Diploma / Degree	2-8	\$3,800	\$7,500
Senior Civil Engineer / Engineer	Degree	3-8	\$3,500	\$8,000
Senior Architectural Engineer / Engineer	Degree	3-8	\$3,500	\$6,500
Senior Tunnel Engineer / Engineer	Degree	3-8	\$4,500	\$8,500
Senior Geotechnical Engineer / Engineer	Degree	3-8	\$3,800	\$7,000
QUALITY ASSURANCE/ CONTROL				
Senior QA Engineer / Engineer	Diploma / Degree	3-5	\$2,500	\$6,500
Senior Supplier Quality Engineer / Engineer	Diploma / Degree	2-4	\$3,000	\$5,500
Quality Control Technician	Diploma	2-3	\$3,000	\$4,500
Senior Product Quality Engineer / Engineer	Diploma / Degree	3-5	\$4,000	\$6,500
REAL ESTATE/ PROPERTY DEVELOPMENT				
Deputy Manager, Commercial	Degree	>8	\$5,200	\$13,000
Architect	Degree	>5	\$6,500	\$7,800
Estate / Condominium Manager	Diploma	3-5	\$3,500	\$5,000
Property Manager	Diploma / Degree	5-8	\$5,000	\$8,500
Senior Civil Design Engineer / Engineer	Degree	3-8	\$3,500	\$8,000
Property / Mall Executive	Diploma	1-2	\$1,500	\$3,000
Interior Design	Diploma / Degree	1-2	\$2,300	\$3,500
WORKPLACE/ ENVIRONMENT SAFETY & HEALTH				
Quality, Health and Environmental Safety Manager	Diploma / Degree	5-8	\$5,000	\$7,200
Senior Environment, Health & Safety Engineer / Engineer	Diploma / Degree	3-6	\$3,300	\$6,500
Security Engineer	Diploma	3-5	\$3,200	\$5,000


The Industry Transformation Map (ITM) for electronics manufacturing was launched in September 2017. It aims to create \$22.2 billion in value-add and 2,100 jobs for PMETs by 2020, while the ITM for the energy and chemicals sector aims to create \$12.7 billion in value-add and 1,400 new jobs by 2025. It plans to transform chemical manufacturing through adopting innovative technologies, diversifying into new markets and developing innovation capabilities.




MANUFACTURING:
**10%
GROWTH**
IN 2017



GROWTH DRIVERS:
**ELECTRONICS
& PRECISION
ENGINEERING**



2,100
**ELECTRONICS
MANUFACTURING
PMETs JOBS**
BY 2020



40%
**OF ALL PROJECTS TO
ADOPT DfMA**
BY 2020

HEALTHCARE & LIFE SCIENCES

To cater to the ageing population, 30,000 more healthcare workers are needed by 2020. In 2018, Sengkang General and Community Hospital will open and five new polyclinics will be added-on in the next three years. These new facilities will need 9,000 more workers, with half of the positions suitable for PMETs.

Demand for nurses continues to be high. In response, the National University of Singapore Alice Lee Centre for Nursing Studies increased its intake over 50 per cent to 235 students in 2017, with further foreseeable increases to 300 over the next few years. Singapore Institute of Technology offers a two-year degree in nursing with the University of Glasgow, aimed

at polytechnic nursing diploma holders. It is also increasing its intake from 55 in 2016 to 64 in 2017, and expects higher intake growth in 2018.

Singapore is a leading regional biomedical sciences hub with best-in-class manufacturing plants and an extensive research ecosystem. Eight of the top ten pharmaceutical firms have facilities here. Over 6,000 skilled workers are employed in the biopharmaceutical industry, more than double the number in the early 2,000s. The sector's manufacturing output has tripled in that time, producing over \$16 billion of products for global markets.

★ HOT JOBS FOR 2018:

	SALARY RANGE (PER MONTH)	
	MIN	MAX
Staff Nurse	\$2,200	\$3,500
Medical Social Worker / Social Worker	\$3,000	\$4,500
Patient Service Associate / Clinic Assistant	\$1,600	\$2,000
Medical Technologist	\$2,200	\$3,500

HEALTHCARE & LIFE SCIENCES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Staff Nurse ★	Diploma	1-4	\$2,200	\$3,500
Nurse Clinician / Nurse Manager	Degree	8-13	\$5,000	\$7,000
Enrolled Nurse	Nitec	3-5	\$1,800	\$2,300
Pharmacy Technician	Diploma	1-4	\$2,200	\$2,600
Pharmacist	Degree	1-5	\$3,000	\$4,500
Physiotherapist	Degree	1-5	\$3,000	\$4,500
Occupational Therapist	Degree	1-5	\$3,000	\$4,500
Radiographer	Degree	1-5	\$3,000	\$4,500
Medical Social Worker / Social Worker ★	Degree	1-5	\$3,000	\$4,500
Phelebotomist	N' / 'O' Levels	1-4	\$1,600	\$2,000
Patient Service Associate / Clinic Assistant ★	N' / 'O' Levels	1-4	\$1,600	\$2,000
Dental Surgery Assistant	N' / 'O' Levels	1-4	\$1,800	\$2,200
Operations Executive	Diploma / Degree	1-5	\$2,400	\$3,500
Operations Manager	Diploma / Degree	8-12	\$5,000	\$7,000
Medical Sales Representative	Diploma / Degree	1-5	\$3,000	\$4,500
Sales Manager (Pharmaceutical / Medical Devices)	Diploma / Degree	8-12	\$5,500	\$8,000
Research Fellow	Degree	1-5	\$3,000	\$4,500
Medical Technologist ★	Diploma	1-5	\$2,200	\$3,500
Laboratory Technician	N' / 'O' Levels / Diploma	1-4	\$2,000	\$2,600
Laboratory Manager	Diploma / Degree	8-12	\$5,000	\$8,000

HUMAN RESOURCES

With economic growth forecasted to remain stable after a strong 2017, hiring in 2018 is expected to be strong. Employers filled job vacancies faster last year compared to 2016, but non-PMET vacancies were harder to fill with 49 per cent unfilled after six months, particularly among service and sales workers, according to the Ministry of Manpower. For PMETs openings, 16 per cent went unfilled for at least six months. These include openings for software, web and multimedia developers, which employers attribute to candidates lacking the necessary experience and skills.

The local workforce, comprising Singaporeans and permanent residents, is about 2.3 million people, with another 1.4 million foreigners adding to the labour force. This balance of two locals to one foreigner looks set to remain at least in 2018, according to comments by government officials. The pool of local labour has

been shrinking due to the ageing population, even as more women and older workers enter the job market. Last year, it grew an estimated 0.9 per cent, compared to 0.5 per cent the previous year. Tighter foreign labour policy and slowdowns in industries such as construction and marine saw the growth of the foreign workforce to be slow, with estimates for last year showing a decline.

With a stable to strong hiring outlook and a tighter labour market, HR professionals will remain busy. As with the many industries they support, disruption may come to the manpower industry, with automation opportunities for many HR tasks in the form of digital solutions. HR professionals need to keep up, and leverage on these to help them improve their recruitment processes and for HR consultants, provide the right advice for firms looking to automate.

HUMAN RESOURCES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Manager, Compensation & Benefits	Degree	5-8	\$6,500	\$8,000
Senior Employee Relations Consultant	Degree	5-10	\$7,000	\$12,000
Regional HR Director	Degree	>10	\$10,000	\$18,000
Regional HR Manager	Degree	5-10	\$6,400	\$10,000
HR Director / Assistant Director	Degree / Master	>10	\$8,500	\$15,000
HR Business Partner ✱	Degree	3-6	\$7,000	\$12,000
HR Manager / Assistant Manager	Diploma / Degree	5-8	\$4,000	\$8,000
HR Generalist / Specialist	Diploma / Degree	3-5	\$3,000	\$4,500
HR Associate	Diploma / Degree	3-5	\$3,000	\$5,000
HR Senior Executive / Executive	Diploma / Degree	3-5	\$2,600	\$5,700
HR Assistant/ Officer	Diploma / Degree	1-2	\$1,900	\$3,600
Manager/ Assistant Manager, Learning & Development ✱	Degree	5-8	\$5,000	\$8,000
Learning & Development Senior Executive / Executive ✱	Diploma / Degree	3-5	\$3,200	\$5,000
Learning & Development Administrator	Diploma / Degree	1-2	\$2,200	\$2,800
Payroll Manager	Degree	5-8	\$5,000	\$8,000
Senior Payroll Executive / Payroll Executive	Diploma / Degree	3-5	\$3,700	\$5,000
Payroll Officer/ Assistant	Diploma	1-2	\$1,600	\$3,300
Manager, Talent Acquisition ✱	Degree	5-10	\$6,000	\$8,000
Recruiter / Senior Recruiter	Degree	2-5	\$4,000	\$5,000
Training Manager / Assistant Manager ✱	Degree	3-5	\$3,000	\$5,000
Trainer	Degree	4-5	\$3,000	\$6,000
Training Coordinator	Diploma / Degree	1-2	\$2,500	\$3,500

INFORMATION TECHNOLOGY

Singapore is home to a wide array of IT companies, from product developers and network equipment providers to telcos, data centres and application developers. These companies are engaged in a full suite of activities including headquarter operations, research and development, industrial design, supply chain management, manufacturing, test-bedding and application development.

According to the Infocomm Media Industry Transformation Map, the sector, which currently employs 194,000 people, will have another 16,000 jobs by 2020, of which 13,000 are expected to be PMETs. The value-add of the sector is expected to grow 6 per cent a year, twice the speed of the overall economy.

Start-ups also play a role in this dynamic sector. 100 private equity and venture capital deals worth \$3.5 billion were made in Singapore's infocomm technology industry in 2016, accounting for over 40 per cent of the start-up deal flow in the region.

Recognising the need to build cyber security expertise, the Cyber Security Agency, part of the Prime Minister's Office, is setting up its first academy to boost skills of cyber security professionals working in government and critical sectors such as energy, healthcare and transport. The Ministry of Defence will also train full-time national servicemen with an aptitude for cyber security to become cyber defenders with a new short-term contract scheme.

INFORMATION TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		
			MIN	MAX	
ANALYSIS & PROJECT					
Senior Analyst Programmer / Analyst Programmer	Degree	2-4	\$4,200	\$6,800	
Senior IT Analyst / IT Analyst	Degree	2-4	\$3,500	\$5,500	
Business & Technology Delivery Analyst ⚠	Degree	2-4	\$3,300	\$5,500	
Senior Business System Analyst / Analyst	Degree	3-6	\$3,800	\$7,700	
Data Analyst ⚠	Degree	3-6	\$4,800	\$6,300	
Senior Software Analyst/ Software Analyst	Degree	3-6	\$4,000	\$5,500	
Project Manager / Assistant Project Manager	Degree	3-5	\$5,000	\$6,500	
Senior Project Executive / Project Executive	Diploma / Degree	2-4	\$3,000	\$4,000	
Project Administrator	Diploma / Degree	1-2	\$2,800	\$4,500	
APPLICATION DEVELOPMENT					
Application Architect ⚠	Degree	6-10	\$8,000	\$11,000	
Application Development Lead ⚠	Degree	5-8	\$5,800	\$8,000	
Senior Application Developer / Application Developer	Degree	3-10	\$6,500	\$12,000	
Application Engineer	Degree	2-4	\$3,500	\$5,700	
Application Support Executive	Degree	1-3	\$3,100	\$3,800	
Web Application Support	Degree	4-6	\$4,500	\$6,000	
Big Data Analyst	Degree	2-3	\$5,500	\$7,800	
Senior Java Developer / Java Developer	Degree	5-8	\$5,300	\$7,800	
Java / J2EE Software Engineer	Degree	3-5	\$3,500	\$6,500	
Senior Software Engineer / Software Engineer	Degree	3-6	\$5,000	\$7,500	
Software Developer	Degree	4-7	\$5,200	\$8,000	
Interactive / Web Developer	Degree	3-5	\$3,000	\$5,000	
Mobile Application Developer ⚠	Degree	3-6	\$3,300	\$4,700	
Senior Design Engineer	Degree	3-6	\$4,500	\$6,000	
BUSINESS DEVELOPMENT					
IT Account Manager/ Assistant Manager	Diploma / Degree	5-10	\$4,000	\$6,300	
IT Pre-sales/ Sales Manager	Diploma / Degree	5-10	\$7,000	\$15,000	
Product Manager	Diploma / Degree	5-8	\$4,500	\$6,000	
Senior Product Marketing Executive/ Executive	Diploma / Degree	2-5	\$4,000	\$5,300	
Sales Engineer	Diploma / Degree	3-5	\$3,800	\$5,000	
Senior Consultant/ Consultant	Degree	5-8	\$4,200	\$8,000	
Digital Manager	Degree	3-6	\$4,500	\$6,500	

* Hot Job | Figures are base salary not including superannuation.

INFORMATION TECHNOLOGY



			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
FINANCE IT				
Project Manager	Degree	10-15	\$8,100	\$12,000
Application Developer	Degree	5-10	\$5,500	\$8,000
Payment System Business Analyst 	Degree	4-8	\$5,300	\$8,000
Fintech Strategist	Degree	5-10	\$7,100	\$12,000
INFRASTRUCTURE				
Technical Lead	Degree	5-8	\$8,000	\$8,500
Technical Service Engineer	Degree	3-5	\$4,500	\$6,200
Senior Network Engineer / Engineer 	Degree	3-5	\$4,300	\$5,700
Linux Systems Administrator	Degree	4-6	\$4,500	\$5,500
Network Engineer	Degree	3-5	\$3,500	\$5,800
Network Security Engineer	Degree	3-5	\$5,000	\$7,500
System Engineer	Degree	3-5	\$3,800	\$6,500
System Specialist	Degree	3-5	\$3,500	\$5,100
Senior Test Engineer	Degree	6-8	\$6,500	\$10,000
Test Engineer	Degree	2-5	\$3,200	\$6,300
Infrastructure Manager 	Degree	6-8	\$6,500	\$8,800
Infrastructure Consultant	Degree	5-10	\$4,500	\$6,500
IT Security Manager	Degree	8-10	\$9,000	\$12,000
IT Support Consultant	Diploma / Degree	2-4	\$2,800	\$4,500
IT Support Engineer	Degree	1-2	\$2,500	\$3,200
Verification Engineer	Degree	3-5	\$5,500	\$5,800
Solutions Consultant	Degree	3-6	\$4,000	\$8,000
MANAGEMENT				
Chief Technology Officer	Degree / Masters	15-20	\$13,000	\$21,000
IT Director 	Degree	10-15	\$12,000	\$15,000
IT Senior Manager	Degree	6-10	\$10,000	\$12,000
IT Manager / Assistant Manager	Degree	3-6	\$5,000	\$9,000
IT Executive	Diploma / Degree	2-4	\$3,200	\$5,500
SUPPORT				
Customer Service Executive	Diploma	1-4	\$2,600	\$4,000
Helpdesk Support	Diploma	1-2	\$2,500	\$3,900
Service Desk Engineer	Diploma / Degree	2-3	\$2,800	\$3,500
Support Engineer	Degree	1-2	\$2,400	\$3,500

According to the Infocomm Media Industry Transformation Map, the sector, which currently employs 194,000 people, will have another 16,000 jobs by 2020, of which 13,000 are expected to be PMETs. The value-add of the sector is expected to grow 6 per cent a year, twice the speed of the overall economy.



16,000
JOBS TO BE
CREATED
BY 2020



UP & COMING
CYBER
SECURITY



194,000
WORKERS EMPLOYED IN
IT



16,000
MORE IT
JOBS
BY 2020

LEGAL

Singapore's role as a regional commercial and financial centre nourishes the country's legal system. The number of practitioners grew 16 per cent in the past five years to 5,191 in 2017. 45 per cent have experience exceeding 15 years. 82 per cent of law firms have one to five lawyers, while 2.4 per cent or 21 firms have over 31 lawyers.

Arbitration is becoming increasingly significant, with changes to the law in January 2017 allowing businesses involved in international commercial arbitration cases

here to get funding from third parties. The Singapore International Arbitration Centre registered 343 cases in 2016, with the sum for new cases amounting to a record \$17.13 billion.

To help the industry leverage technology to enhance their practice, the Singapore Academy of Law launched its Future Law Innovation Programme in September 2017. It features a co-working space, a virtual community platform and a start-up accelerator.

SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Senior Legal Counsel / Legal Counsel	Degree	5-10	\$10,000	\$27,000
Senior Legal Officer / Legal Officer	Degree	3-6	\$5,500	\$8,000
Legal Executive	Diploma / Degree	3-5	\$3,000	\$5,000
Legal Secretary	Diploma / Degree	3-8	\$3,500	\$6,000
Corporate Secretarial Manager / Assistant Manager	Degree	3-5	\$5,000	\$8,000
Corporate Secretarial Senior Executive / Executive	Diploma / Degree	1-3	\$3,000	\$5,500
Corporate Secretarial Assistant	Diploma	1-3	\$2,600	\$3,500

OFFICE SUPPORT

Office automation has long posed a challenge to the roles of administrators and support staff. However, capable office support staff remain invaluable to any organisation.

While the numbers of such personnel are proportionately less compared with the past, managers and company leadership still rely on them to organise their schedules,

coordinate events, handle department welfare matters and facilitate meetings, in addition to administrative tasks.

For most administrative positions, jobseekers will need to be conversant with MS Office tools such as Word, Excel, PowerPoint, as well as email.

SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Administrative Manager *	Diploma / Degree	3-5	\$4,000	\$7,000
Administrative Executive	Diploma	1-3	\$1,800	\$2,500
Admin Executive (Foreign Language Speaking)	Diploma	1-3	\$2,500	\$3,500
Administrative Assistant / Coordinator	N' / 'O' Levels	1-5	\$1,500	\$4,500
Customer Service Coordinator / Executive	Diploma / Degree	1-8	\$2,200	\$4,500
Ethics and Compliance Specialist *	Diploma / Degree	3-5	\$3,500	\$4,500
Facilities Coordinator / Executive *	Diploma / Degree	1-5	\$3,200	\$4,500
Executive Secretary / PA	PSC / Diploma	3-7	\$3,000	\$7,000
Office Manager	Diploma / Degree	3-8	\$4,000	\$7,500
Office Administrator / Assistant *	PSC / Diploma	1-5	\$2,400	\$4,500
Utilities Maintenance Manager	Diploma / Degree	3-7	\$4,500	\$6,500
Business Coordinator	Diploma / Degree	1-5	\$2,100	\$3,500
Receptionist	N' / 'O' Levels	1-5	\$1,500	\$4,400
Secretary	PSC / Diploma	1-5	\$2,400	\$5,000
Data Entry	N' / 'O' Levels	1-3	\$1,500	\$2,200
Librarian	N' / 'O' Levels	1-5	\$2,500	\$4,500
Driver	N' / 'O' Levels	1-5	\$1,700	\$3,000
Mailroom Officer	N' / 'O' Levels	1-5	\$1,400	\$2,500

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Logistics contributes over 7 per cent of Singapore's GDP, employing more than 200,000 workers in 2016. Twenty of the top 25 global logistics players operate in Singapore, giving industries access to the best supply chain solutions.

At the nexus of major shipping lanes, Singapore is a critical link in global supply chains. The country's air and sea ports are world-class and continue to be upgraded and expanded. The Tuas port currently being built will be twice the size of Ang Mo Kio town and will open progressively from 2021, with full completion by 2040.





It will be able to handle up to 65 million twenty-foot equivalent units of cargo a year, and house operations currently at Pasir Panjang, Tanjong Pagar, Keppel and Brani container terminals.

The industry is expected to add 2,000 new PMETs jobs by 2020 according to the Logistics Industry Transformation Map launched in 2016. A Professional Conversion Programme for e-commerce supply chain professionals will train up to 60 mid-career individuals to acquire new skills in merchandising and account management in the e-commerce supply chain.

🔥 HOT JOBS FOR 2018:





	SALARY RANGE (PER MONTH)	
	MIN	MAX
Senior Logistics Executive / Executive, Logistics Warehouse	\$2,500	\$5,200
Warehouse Supervisor, Logistics Warehouse	\$3,500	\$4,800
Operations Manager, Operations / Shipping	\$4,500	\$6,000
Senior Operations Executive / Executive, Operations / Shipping	\$4,300	\$4,700
Senior Buyer / Buyer, Procurement / Purchasing	\$3,000	\$5,500
Procurement Manager, Procurement / Purchasing	\$5,200	\$5,300
Supply Chain Manager / Assistant Manager, Supply Chain	\$4,200	\$8,000
Quality Assurance Inspector, Supply Chain	\$1,700	\$3,500

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
LOGISTICS / WAREHOUSE				
Logistics Manager	Degree	6-8	\$5,000	\$10,000
Senior Logistics Executive / Executive 	A' Levels / Diploma / Degree	3-5	\$2,500	\$5,200
Logistics Assistant / Coordinator	Diploma	1-2	\$2,000	\$3,600
Warehouse Manager	Diploma / Degree	6-8	\$4,500	\$5,500
Warehouse Supervisor 	Diploma / Degree	3-5	\$3,500	\$4,800
Warehouse Officer	Diploma	1-2	\$1,400	\$2,200
Warehouse Assistant	N' / 'O' Levels	1-2	\$1,500	\$2,400
Store Manager	Diploma	3-5	\$3,000	\$4,000
Store Specialist / Associate	N' / 'O' Levels	1-2	\$1,800	\$2,700
Storekeeper	N' / 'O' Levels	1-2	\$1,500	\$2,500
Forklift Driver	N' / 'O' Levels	2-5	\$1,400	\$2,000
Packer	N' / 'O' Levels	1-5	\$1,000	\$1,500
OPERATIONS / SHIPPING				
Operations Manager 	Degree	3-6	\$4,500	\$6,000
Senior Operations Executive / Executive 	Diploma	3-5	\$4,300	\$4,700
Operations Assistant / Officer	N' / 'O' Levels / Diploma	1-2	\$2,300	\$3,600
Shipping Administrator / Coordinator	N' / 'O' Levels / Diploma	1-2	\$3,600	\$4,700
Fleet Management Specialist	N' / 'O' Levels / Diploma	1-5	\$2,800	\$3,500
Documentation Coordinator	N' / 'O' Levels	2-5	\$2,000	\$3,500

PROCUREMENT, SUPPLY CHAIN & LOGISTICS



			SALARY RANGE (PER MONTH)		
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
PROCUREMENT / PURCHASING					
	Senior Buyer / Buyer 	Diploma / Degree	3-5	\$3,000	\$5,500
	Junior / Assistant Buyer	Diploma / Degree	1-3	\$1,900	\$2,500
	Procurement Manager 	Degree	8-10	\$5,200	\$5,300
	Procurement Executive	Diploma / Degree	2-5	\$2,800	\$4,000
	Senior Purchasing Executive / Executive	Diploma / Degree	3-5	\$2,500	\$4,000
	Export Manager / Assistant Manager	Diploma / Degree	3-5	\$5,500	\$5,600
	Export Executive	Diploma	2-4	\$2,000	\$3,500
SUPPLY CHAIN					
	Supply Chain Manager / Assistant Manager 	Diploma / Degree	5-10	\$4,200	\$8,000
	Supply Chain Executive	Diploma / Degree	3-5	\$2,500	\$4,500
	Supply Chain Coordinator	Diploma	1-3	\$1,800	\$3,500
	Specialist Manufacturing	Degree	3-5	\$4,300	\$4,700
	Planner	Diploma / Degree	3-5	\$2,800	\$4,400
	Quality Assurance Inspector 	N' / 'O' Levels / Diploma	1-3	\$1,700	\$3,500
	Customer Service Officer / Representative	Diploma / Degree	1-2	\$2,000	\$3,200
	Order Entry Support / Analyst	N' / 'O' Levels / Diploma	1-3	\$2,500	\$3,400

The industry is expected to add 2,000 new PMETs jobs by 2020 according to the Logistics Industry Transformation Map launched in 2016. A Professional Conversion Programme for e-commerce supply chain professionals will train up to 60 mid-career individuals to acquire new skills in merchandising and account management in the e-commerce supply chain.



20 OF TOP 25
GLOBAL
LOGISTICS
PLAYERS IN
SINGAPORE



2,000
PMET JOBS
ADDED BY 2020



TUAS
PORT
FULL COMPLETION
BY 2040



MORE THAN
200,000
LOGISTIC WORKERS
IN 2016

SALES & MARKETING

With many channels now to carry their messages, marketers need to consider how to direct their marketing spend for best results. An accompanying trend now for marketers is to turn marketing efforts into revenue generating businesses, rather than remaining a cost centre. Digital channels such as apps, search, web and mobile have grown significantly in importance, while traditional channels such as print, outdoor, TV and radio remain effective to reach mass audiences.

Social media has become an important component in the digital space, with consumers taking to social networks to praise companies and products they like and slam the ones deemed to have fallen short. Online reviews can make or break a hospitality establishment, while a nasty video gone viral can damage a company's reputation.

Marketers more than ever need to understand who their target audiences are, leverage on Big Data to more effectively reach them, and develop creative material to capture attention in a noisy world. Retailers will have to continue to meet their customers wherever they want to shop, be it in a brick-and-mortar shop or through the web. With price and product comparisons easily available online, sales specialists need to be on top of the latest trends and deliver good customer service to keep people coming back.

One of the important driver of sales in Singapore is Tourism. Growth in this sector remains healthy between 2016 to 2017. International visitor arrivals grew 8 per cent in 2016 to 16.4 million and tourism receipts increased 13 per cent to \$24.6 billion, both record highs. The momentum continued in the first half of 2017, with arrivals growing 4 per cent to 8.5 million and tourism receipts increasing 10 per cent to \$12.7 billion.

SALES & MARKETING

				SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)		MIN	MAX
CREATIVE					
Creative Director	Degree	5-8		\$10,000	\$12,000
Creative Manager	Degree	4-6		\$6,000	\$8,000
Senior Design Consultant	Diploma / Degree	4-6		\$4,000	\$6,000
Graphics Designer *	Diploma / Degree	2-5		\$3,600	\$6,000
Web Designer	Diploma / Degree	2-5		\$2,200	\$5,000
CAD Designer	Diploma / Degree	2-5		\$3,500	\$5,000
UX Designer *	Diploma / Degree	2-5		\$3,500	\$5,000
EVENTS					
Conference Manager	Degree	5-8		\$6,500	\$8,500
Events Manager	Degree	5-8		\$2,500	\$4,500
Events Executive	Diploma / Degree	2-3		\$2,100	\$2,600
MARKETING					
Regional Marketing Director	Degree / Masters	>10		\$13,000	\$18,000
Regional Marketing Manager	Degree	6-10		\$8,000	\$12,000
Regional Marketing Executive *	Degree	3-5		\$2,500	\$5,000
Senior Marketing Manager	Diploma / Degree	6-10		\$8,000	\$12,000
Marketing Manager / Assistant Manager	Diploma / Degree	5-7		\$4,000	\$9,000
Senior Marketing Executive / Executive	Diploma / Degree	3-5		\$3,000	\$7,000
Marketing Assistant	Diploma	1-2		\$2,300	\$2,800
Digital Marketing Manager	Degree	3-5		\$6,000	\$11,000
Digital Marketing Specialist *	Degree	2-3		\$4,500	\$6,000
Digital Marketing Executive	Degree	2-3		\$2,500	\$5,500
SEM Strategist	Degree	3-5		\$3,500	\$5,500
Campaign Manager	Degree	3-5		\$4,500	\$6,500
Brand Manager / Assistant Manager *	Degree	3-5		\$4,500	\$6,500
Brand Executive	Diploma / Degree	2-3		\$2,500	\$4,200
Market Research Manager	Degree	6-10		\$6,000	\$8,500
Market Research Associate	Degree	3-5		\$2,500	\$4,500
Market Data Analyst *	Diploma / Degree	3-5		\$3,300	\$5,500

SALES & MARKETING



			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
PUBLIC RELATIONS & COMMUNICATIONS				
Director of Corporate Communications	Degree / Masters	>10	\$11,000	\$15,000
Corporate Communications Manager / Assistant Manager	Degree	3-5	\$4,500	\$5,500
Corporate Communications Senior Executive / Executive	Diploma / Degree	2-3	\$2,500	\$4,500
Public Relations Manager/ Assistant Manager	Degree	3-5	\$3,500	\$6,000
Public Relations Senior Executive/ Executive	Diploma / Degree	1-2	\$3,000	\$4,000
Manager/ Assistant Manager, Communications & Engagement	Degree	3-5	\$4,500	\$8,000
Communications Specialist	Degree	3-5	\$3,500	\$5,000
Copywriter	Diploma / Degree	3-5	\$3,300	\$5,000
PROJECT MANAGEMENT				
Project Manager / Assistant Manager	Degree	3-5	\$4,000	\$7,600
Project Specialist	Diploma / Degree	2-3	\$3,500	\$5,000
Project Administrator	Diploma / Degree	1-2	\$1,800	\$2,500
SALES & BUSINESS DEVELOPMENT				
General Manager / Head of Sales / Business Development Head	Degree	12-15	\$15,000	\$20,000
Regional Sales / Business Development Director	Degree	6-10	\$12,000	\$20,000
Regional Sales / Business Development Manager	Degree	6-10	\$6,000	\$12,000
Sales / Business Development Director	Degree	6-10	\$10,000	\$18,000
Sales / Business Development Manager	Degree	4-6	\$6,000	\$12,000
Sales / Business Development Manager (Foreign Speaking)	Degree	3-5	\$6,500	\$12,000
Sales / Business Development Executive	Diploma / Degree	3-5	\$3,200	\$6,000
Sales Officer	N' / 'O' Levels / Diploma	1-3	\$1,600	\$3,400
Account Manager	Diploma / Degree	3-5	\$4,000	\$7,000
Corporate Sales Manger / Assistant Manager	Diploma / Degree	2-3	\$4,000	\$6,000
Senior Sales Executive / Executive	Diploma / Degree	2-3	\$2,500	\$5,000
Senior Sales Coordinator / Coordinator	Diploma / Degree	1-2	\$1,600	\$4,000
Sales Coordinator	N' / 'O' levels / Diploma	3-5	\$1,500	\$3,500
Sales Territory Manager	Diploma / Degree	5-8	\$4,500	\$7,500
Merchandiser	N' / 'O' Levels / Diploma	1-5	\$2,000	\$2,800
Retail Sales Associate / Assistant	N' / 'O' Levels	1-5	\$1,700	\$2,800
Driver	N' / 'O' Levels	1-5	\$1,600	\$2,500

Marketers more than ever need to understand who their target audiences are, leverage on Big Data to more effectively reach them, and develop creative material to capture attention in a noisy world. Retailers will have to continue to meet their customers wherever they want to shop, be it in a brick-and-mortar shop or through the web.



**TREND SHIFT:
GROWING
IMPORTANCE OF
DIGITAL
CHANNELS**



**CHALLENGES:
RISE OF
ONLINE
RETAILS**



**8.5 MIL
INTERNATIONAL
VISITORS IN 2017:
A KEY SALES DRIVER**



**12.7 BIL
IN TOURISM
RECEIPTS
IN 2017H1**

JAPAN DESK

Our team of Japanese consultants in PERSOL Singapore work together to provide the best workforce solutions to companies in need. These solutions include Permanent Placement (both local and Japanese), Recruitment Process Outsourcing (RPO), Business Consulting Advisory, Temporary & Contract Staffing and Payroll Outsourcing Services.

Permanent Placement (Local & Japanese)

Leveraging on its large database of native Japanese and Japanese speaking candidates to provide suitable workforce solutions to Japanese companies looking to expand in Singapore.

Consulting Services

Our experienced consultants are able to provide HR consulting services such as advisory on human resources policies, development of employment handbooks, work pass and visa applications as well as outplacement.

Payroll Services

From small start-up initiatives to large multinational corporations, we handle the payroll function of our clients, from monthly remuneration to commission schemes, allowing our clients to focus on their core business without having to worry about payroll administration.

Temporary and Contract Staffing

With a ready network of temporary and contract staff, we ensure that we provide the perfect solution to our clients' workforce needs in the rising gig economy.

JAPAN DESK



			SALARY RANGE (PER MONTH)		
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
JAPANESE SPEAKING JOBS					
GENERAL AFFAIRS & OFFICE SUPPORT					
	Admin Executive	Degree / Diploma	1-3*	\$3,000	\$4,000
	Admin Manager	Degree / Diploma	3-5	\$4,500	\$6,500
	Secretary / PA	Degree / Diploma	1-3*	\$3,000	\$4,500
	Executive Secretary	Degree / Diploma	5-7	\$4,500	\$5,500
	Translator / Interpreter	Degree / Diploma	3-8	\$5,000	\$6,500
	Sales Coordinator	Degree / Diploma	1-3*	\$3,000	\$3,800
	Senior Sales Coordinator	Degree / Diploma	5-7	\$4,000	\$4,500
	Customer Service Executive	Degree / Diploma	1-5*	\$3,300	\$4,500
	Customer Service Manager	Degree / Diploma	5-10	\$4,800	\$6,500
SALES & MARKETING					
	PR / Marketing Executive	Degree / Diploma	2-5*	\$3,300	\$4,000
	PR / Marketing Manager	Degree / Diploma	5-7	\$4,500	\$6,500
	Regional / Sales Executive	Degree / Diploma	3-5*	\$3,800	\$5,500
	Regional / Sales Manager	Degree / Diploma	5-8	\$6,000	\$10,000
ACCOUNTING					
	Accounts Assistant / Executive	Degree / Diploma	3-5	\$3,500	\$5,200
	Accountant	Degree	5-8	\$5,500	\$7,800
	Financial Planning & Analysis Manager	Degree	6-10	\$8,000	\$12,000
HUMAN RESOURCES					
	HR Executive	Degree / Diploma	1-5*	\$3,500	\$4,500
	Senior HR Executive	Degree / Diploma	5-8	\$4,500	\$5,500
	HR Manager	Degree	8-10	\$5,000	\$8,000
IT					
	Account Manager	Degree / Diploma	3-5	\$4,000	\$6,500
	Project Manager	Degree	4-8	\$6,500	\$8,500
	System Engineer	Degree / Diploma	3-5	\$4,800	\$5,500
	Application Engineer	Degree / Diploma	3-5	\$5,500	\$6,000
	IT Cyber Security	Degree	3-8	\$5,000	\$12,000
ENGINEERING					
	Technical Sales Engineer	Degree / Diploma	2-6	\$4,500	\$6,500
	Project Manager	Degree	6-10	\$8,000	\$12,000
	Field Service Engineer	Degree / Diploma	2-5	\$3,800	\$5,000
	QA QC Engineer	Degree / Diploma	2-5	\$4,000	\$5,500

SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
SENIOR MANAGEMENT					
	General Manager	Degree / Master	>10	\$10,000	\$12,000
BANKING & FINANCE					
	Relationship Manager	Degree / Diploma	1-5*	\$3,800	\$6,500
	Trade Finance	Degree / Diploma	1-3*	\$3,800	\$5,500
	Loan Operations & Planning	Degree / Diploma	3-5	\$4,000	\$6,000
	Credit Control	Degree / Diploma	1-3*	\$3,500	\$4,200
	Settlements	Degree / Diploma	1-3*	\$3,300	\$3,800
	Risk Manager	Degree	5-8	\$7,000	\$12,000
	Internal Audit Manager/VP/SVP	Degree	5-8	\$7,000	\$12,000
	Compliance Manager	Degree	5-8	\$7,000	\$12,000
NATIVE JAPANESE POSITIONS					
GENERAL AFFAIRS & OFFICE SUPPORT					
	Admin Executive	Degree / Diploma	1-3*	\$3,000	\$4,000
	Admin Manager	Degree / Diploma	3-5	\$4,500	\$6,500
	Secretary / PA	Degree / Diploma	1-3*	\$3,000	\$4,500
	Executive Secretary	Degree / Diploma	5-7	\$4,500	\$5,500
	Translator / Interpreter	Degree / Diploma	3-8	\$5,000	\$6,500
	Sales Coordinator	Degree / Diploma	1-3*	\$3,000	\$3,800
	Senior Sales Coordinator	Degree / Diploma	5-7	\$4,000	\$4,500
	Customer Service Executive	Degree / Diploma	1-5*	\$3,300	\$4,500
	Customer Service Manager	Degree / Diploma	5-10	\$4,800	\$6,500
SALES & MARKETING					
	PR / Marketing Executive	Degree / Diploma	2-5*	\$3,300	\$4,000
	PR / Marketing Manager	Degree / Diploma	5-7	\$4,500	\$6,500
	Regional / Sales Executive	Degree / Diploma	3-5*	\$3,800	\$5,500
	Regional / Sales Manager	Degree / Diploma	5-8	\$6,000	\$10,000
ACCOUNTING					
	Accounts Assistant / Executive	Degree / Diploma	3-5	\$3,500	\$5,200
	Accountant	Degree	5-8	\$5,500	\$7,800
	Financial Planning & Analysis Manager	Degree	6-10	\$8,000	\$12,000

SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
HUMAN RESOURCES					
	HR Executive	Degree / Diploma	1-5*	\$3,500	\$4,500
	Senior HR Executive	Degree / Diploma	5-8	\$4,500	\$5,500
	HR Manager	Degree	8-10	\$5,000	\$8,000
IT					
	Account Manager	Degree / Diploma	3-5	\$4,000	\$6,500
	Project Manager	Degree	4-8	\$6,500	\$8,500
	System Engineer	Degree / Diploma	3-5	\$4,800	\$5,500
	Application Engineer	Degree / Diploma	3-5	\$5,500	\$6,000
	IT Cyber Security	Degree	3-8	\$5,000	\$12,000
ENGINEERING					
	Technical Sales Engineer	Degree / Diploma	2-6	\$4,500	\$6,500
	Project Manager	Degree	6-10	\$8,000	\$12,000
	Field Service Engineer	Degree / Diploma	2-5	\$3,800	\$5,000
	QA/QC Engineer	Degree / Diploma	2-5	\$4,000	\$5,500
BANKING & FINANCE					
	Relationship Manager	Degree / Diploma	1-5*	\$3,800	\$6,500
	Trade Finance	Degree / Diploma	1-3*	\$3,800	\$5,500

* - salary data includes candidate without relevant function experience

Kelly Services (S) Pte Ltd
8 Marina View,
#11-01 Asia Square Tower 1,
Singapore 018960.
Tel: (65) 6709 3388
kellyservices.com.sg

EA License No. 01C4394 | RCB No. 200007268E

Capita Pte Ltd
8 Marina View,
#11-01 Asia Square Tower 1,
Singapore 018960.
Phone: (65) 6709 3388
capitagrp.com

EA License No. 08C2893 | RCB No. 200701282M