

SINGAPORE

2017 SALARY GUIDE



KELLY

Capita

Company Overview

ABOUT KELLY SERVICES

For more than 35 years, Kelly in Singapore has been partnering the finest local companies, key government agencies as well as some of the world’s most respected multinational companies to deliver the best talent in the market. Kelly centralised recruitment hub makes nearly 8,000 placements in Singapore annually. 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 specialities for Finance, HR, Sales & Marketing, Procurement and Banking.

ABOUT CAPITA

Founded in 2007, Capita is a premium recruitment expert and 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 service ensures that clients find the right talent to meet their needs.

Kelly Services and Capita are now members of TS Kelly Asia Pacific, a joint venture between Temp Holdings Co., and Kelly Services formed in July 2016. It has nearly 1,800 employees in a total of 13 countries across Asia Pacific and seeks to provide end-to-end workforce recruitment services under-one-roof.

Combining the strengths of both Temp Holdings, one of Japan’s 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 talent recruitment services, providing clients with seamless, cross-border HR solutions.

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Methodology: Salary figures included in the 2017 Singapore Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly and Capita network, as well as the latest job placement data recorded on the Kelly and Capita database.



EXECUTIVE OVERVIEW

Kelly Services and Capita are pleased to present the 2017 Singapore Salary Guide. The Guide is a comprehensive reference tool, which provides insights to the latest salary ranges for various positions across industries in Singapore. The information provided is a collation of salaries and job titles recorded on the database of Kelly Services and Capita Singapore.

Singapore's economy expanded 2 per cent last year on the back of a turnaround in manufacturing. Manufacturing grew 3.6 per cent driven by electronics and biomedical manufacturing, a vast improvement from the 5.1 per cent decline in 2015. Construction remained flat increasing just 0.2 per cent, while services expanded 1 per cent.

Growth is expected the same this year, with official estimates between 1 to 3 per cent. The Ministry of Trade and Industry expects the global economy to improve with the United States and ASEAN experiencing stronger growth even as China slows. However, political risks globally and economic uncertainties especially in trade can derail global growth.

Pick-up in the manufacturing industry is likely to continue, supported by global demand for semiconductors. Marine and offshore, retail and food services will continue to be challenged.

According to a recent report from the Committee on the Future Economy, Singapore remains in a position of strength through innovating, upgrading and remaining relevant.

Part of a fast growing and dynamic region, the country must deepen and diversify its international connections. It recommends infrastructure investment for a vibrant connected city, and the adoption of Industry Transformation Maps to tackle the pain-points of each sector.

Six of these maps have already been launched with the remaining 17 expected to roll out this fiscal year.

The disruption as economic activities shift online has touched all sectors, impacting both employers and employees. Workers need to continually build new skills as their jobs change; while companies need to innovate and adapt to remain competitive. Building digital capabilities will become a priority for enterprises which have yet to do so.

Amid the slow but steady growth, local employment grew modestly while foreign employment contracted in 2016. Overall, unemployment rose to 2.1 per cent last year from 1.9 per cent in 2015. Total employment increased by 16,400 or 0.4 per cent, the lowest growth since 2003 which saw a contraction. Redundancies rose to 19,000, a figure that has been rising steadily since 2010. The median full-time employed Singaporean saw income growth of 0.7 per cent to \$3,823 in 2016.

Vacancies remain, with PMET (Professionals, Managers, Executives, and Technicians) positions forming almost half of all openings last year. Teaching and training professionals, management executives, digital developers, and nurses are in demand. For non-PMET occupations, service and sales workers have the highest vacancies.

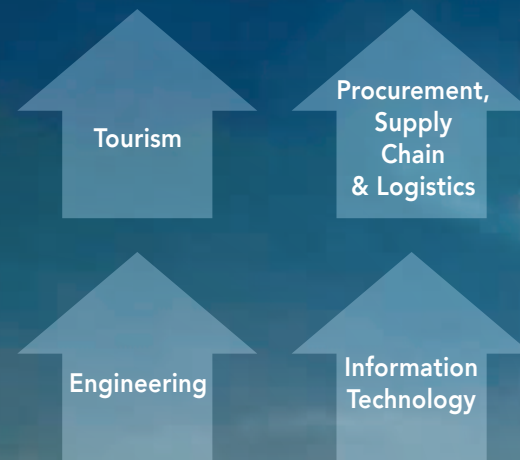
We trust you find the 2017 Singapore Salary Guide useful. We are on hand to provide you current data and insights to the various key industries as well as support you in developing recruiting strategies and programs to suit your talent solutions management needs.



Foo See Yang
Managing Director and Country Head

2017 SALARY & HIRING OUTLOOK

INDUSTRIES EXPECTING STRONG GROWTH IN 2017



0.5-1.5%
Expected
inflation in
2017

2.2%
Expected
unemployment
rate in 2017

2.6%
increase in 2016,
monthly median
household income
rose to
\$8,846

1-3%
Expected GDP
Growth
in 2017

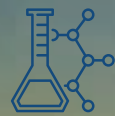
TOP 5 PAYING INDUSTRIES



Accounting



Banking &
Finance



Healthcare
& Life Sciences



Information
Technology



Legal

HOT JOBS FOR 2017

Financial Analyst / Senior Financial Analyst
\$5,500 – \$8,000

Senior Manager / Manager, Risk
\$5,000 – \$10,000

Facilities Manager
\$5,000 – \$6,500

Safety Officer
\$3,200 – \$5,000

Senior Staff Nurse / Staff Nurse
\$2,500 – \$5,500

Legal Counsel
\$10,000 – \$16,000

Trainer
\$4,000 – \$6,000

FinTech Developer
\$7,500 – \$12,000

Digital Content Manager
\$5,000 – \$8,000

Head of Sales / Business Development
\$15,000 – \$20,000

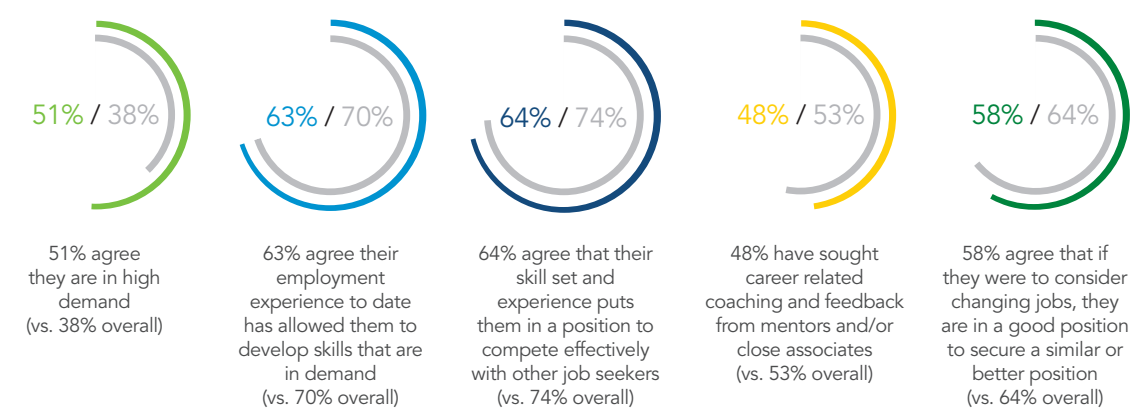
BUILDING A RESILIENT WORKFORCE

In today's uncertain job environment, global workers are seeking ways to be as resilient as possible. They are becoming adept at developing skills that enable them to thrive in any company utilizing available employer training, or actively seeking ways to further their skill sets, perhaps as free agents or freelancers.

As an organization, it's important to understand the implications of this shift to do-it-yourself (DIY) career resilience. The very workers that you want to hire—valuable employees proven to have higher loyalty, show greater effort and added value—may be increasingly harder to engage and retain.

Professional/technical (PT) workers outscore the average on talent agility and confidence – making them highly resilient

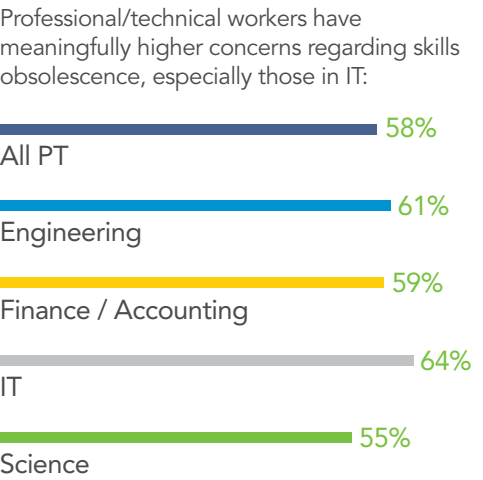
They are well aware of their market power, so if they are dissatisfied with an organization, they know they can find something better.



Employability versus employment

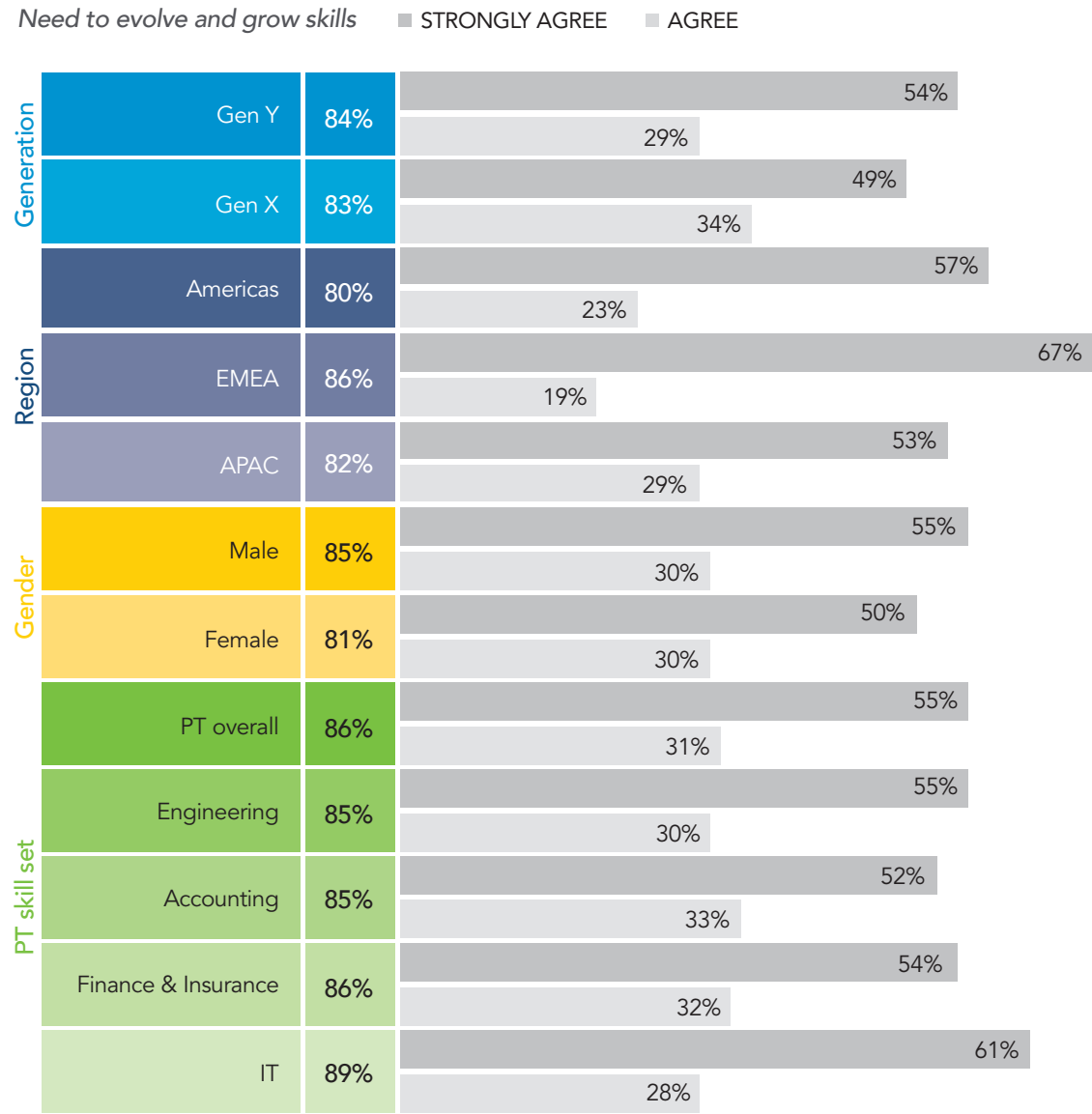
Overall, 72 percent of workers say they are more concerned about their knowledge/skills becoming obsolete or outdated than they are about a possible layoff – with concerns being greatest at opposite ends of the generational spectrum:

- OBSOLETE SKILLS/ KNOWLEDGE TOP CONCERN
- LAYOFFS TOP CONCERN



The majority of workers want to grow their skill sets

Learning opportunities make employers more attractive and are highly rated drivers for accepting one position over another. Overall, 83 percent of workers feel their skills/knowledge will need to evolve and grow. Here are the statistics for the subsets and outliers:



In addition to analyzing worker preferences and psychographic insights based on survey data from the Kelly Global Workforce Index™ (KGWI), this study pulls insights from Kelly® Free Agent Research survey data and other research sources.

ACCOUNTING

Accountancy professionals form the backbone of corporate Singapore. Beyond traditional accounting roles, they contribute to the corporate agenda, with business leaders looking to them to understand their business and advise on strategy, finance, capital funding, risk management, performance improvement and governance.

Singapore's tertiary academic system produces about 1,000 accountancy graduates every year, 60 per cent of whom join a Big Four firm (PwC, KPMG, Deloitte and EY), while the rest join financial institutions and other corporations.

The country has over 630 public accounting entities; about 90 per cent of which have five or fewer partners. Public accountancy entities alone employ more than 11,000 workers, majority of whom are professionals. By 2020, over 21,000 accountancy professionals are expected to be working in professional accountancy services, 15 per cent more than now.

The establishment of the ASEAN Economic Community last year is expected to generate demand for thousands of skilled finance professionals and accountants who can work across borders. More work is expected involving regional cross-border debt restructuring, complex projects which will require support from accountancy services including financial analysis, business valuation and tax advisory.

Even as rapid advances in technology such as fintech, robotics, artificial intelligence, cybersecurity and data analytics are reshaping the business environment, accounting professionals need to acquire new skillsets and update their knowledge to be able to add value to the business community.



90%
OF THE PUBLIC
ACCOUNTING
ENTITIES HAVE
≤5 PARTNERS



ACCOUNTANCY PROFESSIONALS
TO INCREASE BY 15% TO
21,000
BY 2020



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		Degree / Diploma	3-5	3,500	4,500
Senior Accounts Officer / Accounts Officer		Diploma / Degree	2-4	2,500	3,500
Senior Accountant		Degree	3-6	5,000	7,500
Accountant / Assistant Accountant		Degree / Diploma	3-6	3,800	5,500
Accounts Payable Executive		Degree / Diploma	3-5	2,800	3,800
Accounts Payable Officer / Assistant		'N' / 'O' Levels / Diploma	1-3	2,000	2,800
Accounts Receivable Executive		Degree / Diploma	3-5	2,800	3,800
Accounts Receivable Officer / Assistant		'N' / 'O' Levels / Diploma	1-3	2,000	2,800
Accounts Assistant		'N' / 'O' Levels / Diploma	1-3	1,800	2,500
FINANCE					
Chief Financial Officer		Degree / Master	15-20	15,000	25,000
Finance Director		Degree	15-20	10,000	15,000
Finance Controller		Degree	10-15	8,000	16,000
Regional Finance Manager		Degree	5-8	7,000	10,000
Finance Manager / Assistant Finance Manager		Degree	5-8	5,500	9,000
Finance Executive / Senior Finance Executive		Degree	3-6	3,000	4,500
Finance Assistant		Diploma	1-3	2,200	2,800
Senior Manager / Manager, Financial Planning & Analysis		Degree	7-12	7,000	11,000
Financial Analyst / Senior Financial Analyst		Degree	4-8	5,500	8,000

ACCOUNTING

SALARY RANGE (PER MONTH)					
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
INTERNAL AUDIT					
Audit Director		Degree	12-15	8,000	15,000
Audit Manager		Degree	5-8	5,500	8,500
Auditor		Degree	3-6	4,000	5,500
TAXATION					
Head of Tax		Degree	12-15	18,000	20,000
Tax Manager		Degree	5-8	8,000	10,000
Tax Associate		Degree	3-5	3,500	6,000
TREASURY					
Head of Treasury		Degree	12-15	15,000	18,000
Senior Manager / Manager, Treasury		Degree	5-8	8,000	14,000
Treasury Analyst / Senior Treasury Analyst		Degree	3-6	4,000	7,500
Treasury Executive / Assistant		Degree / Diploma	3-5	2,500	3,500

BANKING & FINANCE

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

Singapore's banks were negatively affected by their exposure to the troubled oil and gas sector, reporting lower profits for 2016. With the recovery of oil prices, the outlook has improved though it remains modest in the face of slow growth and economic uncertainty.

Some important regulatory changes for the sector include the relaxation of rules governing finance companies, which will in future be able to offer current account, cheque services and uncollateralised loans up to 25 per cent of their capital, thus creating new revenue streams.

To attract more venture capitalists (VC), the Monetary Authority of Singapore is relaxing regulations for VCs and simplifying the authorisation process. The changes include lower requirements for VC funding and faster approvals, thus promoting financing for enterprise development.

Fintech is a fast developing area. The government has introduced initiatives such as the development of a regulatory sandbox for fintech companies and a fund to support its growth. 210 fintech companies have started operating in Singapore just over the last two years and banks are getting involved with collaborations, technology adoptions and their own innovation laboratories.

INDUSTRY OUTLOOK: NEGATIVE



BANKING & FINANCE

SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
COMPLIANCE					
	Head of Compliance	Degree / Master	8-10	10,000	18,000
	Senior Officer / Officer, Compliance	Diploma / Degree	4-7	3,500	4,500
	Senior Associate / Associate, Financial Controls	Degree	5-8	4,400	6,000
FINANCE					
	Financial Analyst	Degree	5-8	5,500	8,000
	Associate Financial Analyst	Degree	2-3	3,500	4,500
	Business Analyst	Degree	5-8	6,000	9,000
INSURANCE					
	Underwriter	Degree	4-7	5,000	7,500
OPERATIONS					
	Manager / Assistant Manager	Degree	10-12	7,000	8,500
	Banking Senior Officer / Officer	Diploma / Degree	5-10	4,000	6,500
	Bank Teller / Service Executive	Diploma	2-4	2,300	3,200
	Senior Officer / Officer, Loan Operations & Planning	Diploma / Degree	4-7	4,500	6,200
RISK					
	Vice President	Degree / Master	8-10	10,000	17,000
	Senior Manager / Manager	Degree / Master	4-7	5,000	10,000
	Credit Analyst	Diploma / Degree	1-3	3,700	4,000
	Credit Control Assistant / Officer	Diploma / Degree	1-3	2,000	3,300
	Risk Analyst	Diploma / Degree	1-3	3,000	5,000

BANKING & FINANCE

SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
SALES					
	Bancassurance	Diploma / Degree	1-5	2,800	5,000
	Relationship Manager	Degree	8-16	3,500	8,500
	Client Relationship Officer	Diploma / Degree	2-4	2,300	3,800
SETTLEMENTS					
	Senior Manager / Manager	Degree	5-8	6,500	8,000
	Officer	Degree / Diploma	2-4	2,800	3,000
TRADE FINANCE					
	Vice President	Degree / Master	8-10	12,000	15,000
	Senior Manager / Manager	Degree / Master	4-7	6,000	10,000
	Executive	Diploma / Degree	1-3	3,200	4,500
	Senior Officer / Officer	Diploma / Degree	1-3	3,500	4,000

CUSTOMER SERVICE

Customer service is critical to a broad span of industries. Frontline staff from the hospitality, retail, restaurant and tourism sectors are the face of the company, with high service standards required to meet high expectations from customers.

Customer service makes a difference, with research from Accenture showing that over two-thirds of Singapore consumers have switched service providers due to poor customer service. Affected industries include retailers, banks and internet service providers.

Service also includes back-office jobs like call centres and digital support services such as email or online chat. Automation in the form of bots and automated replies has complemented manual handling of emails and calls, while a bid to keep manpower costs low has driven the business offshore to low-cost centres.

While the call centre sector in Singapore is on the mature end of the growth curve, demand for customer service personnel in other sectors is high, with the hotel, food and beverage, and retail industry facing a manpower crunch.



8% GROWTH IN STAFFING LEVELS
IN THE SERVICE SECTOR

FORECASTED **NET WEIGHTED**
BALANCE FROM JAN TO JUN:



-14%

2%
YOY INCREASE IN
RETAIL SALES



CUSTOMER SERVICE

		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	5,500
Customer Service Manager	Degree	3-5	4,600	5,500
Customer Service Executive ✱	'N' / 'O' Levels / Diploma	3-8	3,000	4,500
Customer Service Assistant / Officer	'N' / 'O' Levels / Diploma	1-5	2,000	2,500
Customer Service Officer (Foreign Speaking)	Degree	3-5	3,800	5,500
Frontline Officer	Diploma	1-2	2,200	3,000
Guest Relation Officer	Diploma	1-2	1,900	3,000
Reservations Sales Executive	Diploma / Degree	1-5	2,200	3,300
Telesales Executive	'N' / 'O' Levels / Diploma	1-5	2,000	3,500
Customer Care Consultant	Diploma	1-5	2,200	3,500
Cable Car Crew	'N' / 'O' Levels	1-2	1,800	2,500



ENGINEERING & TECHNICAL

Manufacturing grew 3.6 per cent in 2016, improving from a 5.1 per cent decline in the preceding year. The performance was brought up by an 11.5 per cent increase in the fourth quarter, driven by robust growth in electronics and biomedical manufacturing.

Electronics manufacturing was supported by a recovery in global semiconductor demand, while biomedical manufacturing saw growth in pharmaceuticals and medical technology. However, transport engineering and general manufacturing continue to contract.

Construction was flat, expanding 0.2 per cent, down from the 3.9 per cent growth in 2015, weighed down by sluggish private sector construction activities.

The Ministry of Trade and Industry expects momentum in manufacturing to be sustained in 2017, supported by global demand for semiconductors and its related equipment. For construction, the outlook is weak as there had been a drop in contracts awarded in the last two years reflecting poorer private sector demand.

Workplace safety and health (WSH) continues to be a priority for companies especially in construction. The Ministry of Manpower has introduced tougher penalties for companies that flout WSH rules, raising the minimum length of stop-work orders from two to three weeks. Companies may also be barred from hiring new foreign workers until safety issues are resolved.

Singapore has over 4,000 registered WSH officers, with an expectation that more qualified and responsible safety officers will be required, though a slowdown in construction may be a headwind.



MANUFACTURING:
3.6%
GROWTH
IN 2016



CONSTRUCTION:
0.2%
EXPANSION



UP TO
\$30 MILLION IN
CREDIT
FACILITIES
TO SUPPORT OVERSEAS
EXPANSION



ENGINEERING & TECHNICAL

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SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
ADMINISTRATION & SUPPORT					
Technical Services Manager	Diploma	4-5	7,000	9,500	
Technical Specialist	Diploma / Degree	4-6	4,200	5,000	
Technical Officer	Diploma	1-2	2,400	2,700	
Technical Sales Engineer	Diploma / Degree	4-5	4,000	6,900	
Technical Support Engineer	Diploma	1-2	1,600	2,500	
Executive, Customer Relations	Diploma	2-3	3,000	3,800	
HEALTHCARE & MEDICAL					
Biomedical Engineer	Diploma / Degree	4-5	3,500	5,000	
Field Service Engineer	Diploma / Degree	5-8	4,000	6,500	
MAINTENANCE					
Maintenance Electrician	'N' / 'O' Levels / Diploma	2-3	1,800	2,500	
Maintenance Technician	'N' / 'O' Levels / Diploma	2-3	1,700	2,200	
Plumber	'N' / 'O' Levels / Diploma	2-5	2,800	5,000	
MECHANICAL & ELECTRICAL					
Drafter	Diploma / Degree	2-5	4,000	5,000	
Mechanical Design Engineer	Diploma / Degree	2-5	2,800	4,000	
Mechanical Technician	Diploma	1-2	2,100	2,400	
Electrical Engineer	Diploma / Degree	2-5	2,300	4,300	
Electrical Technician	Diploma	1-2	3,000	5,000	
Senior Mechanical & Electrical Engineer / Engineer	Diploma / Degree	2-5	6,000	7,100	
Mechanical & Electrical Operator / Coordinator	Diploma	2-5	3,000	4,000	
PROCESS					
Process Engineering Manager	Diploma / Degree		6,000	9,000	
Senior Process Engineer / Engineer	Diploma / Degree	5-8	4,500	6,500	
Chemical Process Technician	Diploma	2-3	1,800	3,000	
PRODUCTION					
Production Administrator	Diploma	2-3	2,700	3,500	
Production Operator	'N' / 'O' Levels	1-2	1,800	2,100	

ENGINEERING & TECHNICAL

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SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
PROJECT MANAGEMENT					
Project Manager	Diploma / Degree	>5	7,000	10,000	
Senior Project Engineer / Engineer	Diploma / Degree	4-6	3,800	5,600	
Facilities Manager	Diploma / Degree	4-6	5,000	6,500	
Facilities Engineer	Diploma / Degree	3-5	3,800	5,000	
Executive, Facilities	Diploma / Degree	2-4	3,200	4,000	
QUALITY ASSURANCE / CONTROL					
Senior QA Engineer / Engineer	Diploma / Degree	3-5	3,100	5,500	
Senior Supplier Quality Engineer / Engineer	Diploma / Degree	2-4	2,500	3,800	
Quality Control Technician	Diploma	2-3	3,500	4,500	
Senior Product Quality Engineer / Engineer	Diploma / Degree	3-5	4,000	6,300	
Supplier Quality Engineer	Diploma	3-5	3,500	3,800	
REAL ESTATE / PROPERTY DEVELOPMENT					
Architect	Degree	>5	6,000	8,500	
Estate / Condominium Manager	Diploma	3-5	3,000	4,500	
Building Manager, Commercial Property	Diploma	3-5	5,000	6,500	
Property Manager	Diploma / Degree	5-8	5,000	8,500	
Property / Mall Executive	Diploma	1-2	1,600	2,800	
WORKPLACE / ENVIRONMENT SAFETY & HEALTH					
Senior Fire Safety Manager / Manager	Diploma / Degree	5-8	3,300	5,200	
Safety Officer	Diploma	3-5	3,200	5,000	
Workplace Safety & Health Coordinator	'N' / 'O' Levels / Diploma	1-2	1,800	2,500	
Environment Safety & Health Engineer	Diploma	3-5	2,600	3,600	

HEALTHCARE & LIFE SCIENCES

The Healthcare Manpower Plan 2020 sees the Ministry of Health expanding and improving existing polyclinics and family medicine clinics. They will build more community hospitals, nursing homes and senior care centres, and make home care more accessible and affordable. By 2020, 30,000 healthcare workers will be needed. 10,000 will be required for the eldercare sector alone, with more than one-third of these jobs for doctors, nurses, facility managers and administrative staff.

Big Pharma has been restructuring their research worldwide in the face of declining R&D productivity. Singapore has felt the impact with a spate of research facility closures in recent years, even as other major firms have expanded or opened new centres here.

However, the plan to continually strengthen Singapore's integrated life sciences ecosystem remains unabated. Last year, the government unveiled a \$19 billion Research Innovation Enterprise 2020 plan, of which the health and biomedical sciences sector will get the largest share of 21 per cent or \$4 billion.

The country serves as a key home base to over 30 of the world's leading biomedical sciences companies. More than 50 companies are carrying out biomedical R&D including drug discovery, translational and clinical research.

As a leading location for medical technology, all top 10 medical technology companies have regional headquarters here to drive business expansion in Asia. In 2015, Singapore's medical technology sector contributed about \$10 billion in output and 16,000 jobs across manufacturing, R&D and HQ functions.



30,000

HEALTHCARE WORKERS
NEEDED IN 2020



\$4 BILLION

DEVELOPMENT
FUNDS

INJECTED INTO HEALTH &
BIOMEDICAL SCIENCES SECTOR



16,000

JOBS IN 2015



HEALTHCARE & LIFE SCIENCES



SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Senior Chemist / Chemist	Diploma / Degree	3-5	4,200	6,500
Laboratory Manager	Degree / Master	5-6	6,000	8,500
Laboratory Analyst / Technician	Diploma	1-2	2,000	3,000
Laboratory Technologist	Diploma / Advanced Diploma / Degree	3-5	3,000	4,500
Medical Technologist	Diploma / Advanced Diploma / Degree	3-5	3,000	4,500
Chiropractic Assistant	Diploma / Advanced Diploma	1-2	1,800	2,000
Clinic Assistant	'N' / 'O' levels	1-2	1,600	3,000
Dental Assistant	'N' / 'O' levels	1-2	1,600	2,500
Therapy Assistant	Diploma / Advanced Diploma	1-2	1,500	2,000
Customer Care Officer	'N' / 'O' levels	1-2	2,000	2,500
Food Hygiene Manager	Diploma / Degree	3-5	4,500	6,500
Head Chef, Healthcare Services	Diploma / Degree	3-5	4,600	5,000
Manager, Service Caregiver Delivery	Diploma / Degree	3-5	5,000	7,000
Director, Nursing	Diploma / Degree	8-10	8,000	11,000
Nurse Clinician / Manager	Diploma / Degree	3-5	5,000	8,000
Nurse Executive	Diploma / Degree	2-3	2,800	4,000
Senior Staff Nurse / Staff Nurse	Diploma / Degree	2-3	2,500	5,500
Social Worker	Diploma / Degree	2-3	3,300	4,600
Operations Assistant	'N' / 'O' levels	1-2	2,200	2,400
Paramedic	'N' / 'O' levels	2-3	1,700	2,500
Driver, Ambulance	'N' / 'O' levels	2-3	1,600	1,800
Care Facilitator	Diploma / Advanced Diploma	1-2	2,500	2,800

HEALTHCARE & LIFE SCIENCES



SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Patient Care Associate	Diploma / Advanced Diploma	1-2	1,600	2,000
Pharmacy Manager	Diploma / Degree	5-6	5,000	5,500
Senior Pharmacist / Pharmacist	Diploma / Degree	3-5	4,500	6,500
Pharmacy Assistant	Diploma	1-2	2,100	2,800
Pharmacy Technician	Diploma	2-3	2,400	3,300
Phlebotomist	Diploma / Degree	2-3	2,000	3,000
Physiotherapist	Diploma / Degree	2-3	3,000	4,000
Product Manager	Degree	4-8	5,000	7,000
Product Specialist	Degree	3-5	3,500	4,500
Senior Sales Manager / Sales Manager	Degree	5-12	7,500	15,000
Sales Executive / Specialist	Degree	2-3	4,000	6,000

HUMAN RESOURCES

With the economy expected to grow between 1 to 3 per cent in 2017, experienced HR professionals can expect to remain in demand as the labour market remains stable. The drive for productivity and digital disruption across industries will require HR to step up its game to find the right personnel to help companies grow.

HR professionals should continue to equip themselves with skills such as strategic workforce planning and data analytics to better support their clients' strategic business imperatives. As outsourcing, contract and freelance professionals become a norm, HR professionals must also adapt to handle the administrative and search requirements of matching such workers with the competencies needed by the line divisions.



SECTOR WITH STRONGEST HIRING SENTIMENT:

FINANCE, INSURANCE & REAL ESTATE



HR PROFESSIONALS

IN DEMAND



STRONG
RECRUITMENT
DEMAND

IN TALENT MANAGEMENT
AND DEVELOPMENT



HUMAN RESOURCES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Head of Compensation & Benefits	Degree / Master	8-12	7,000	10,000
Manager, Compensation & Benefits	Degree	5-8	6,500	8,500
Compensation & Benefits Specialist / Analyst	Diploma / Degree	3-5	4,000	6,000
Regional HR Director	Degree / Master	>10	10,000	18,000
Regional HR Manager	Degree	5-10	6,500	10,000
HR Director	Degree / Master	>10	10,000	15,000
HR Business Partner ✚	Degree	3-6	7,000	10,000
HR Manager / Assistant Manager ✚	Degree / Diploma	5-8	4,700	9,000
HR Generalist / Specialist	Degree / Diploma	3-5	3,000	4,500
HR Associate	Degree / Diploma	3-5	3,200	5,000
HR Senior Executive / Executive ✚	Degree / Diploma	3-5	3,300	4,500
HR Assistant / Officer	Degree / Diploma	1-2	2,000	3,000
Manager / Assistant Manager, Learning & Development	Degree	5-8	5,000	8,000
Learning & Development Senior Executive / Executive	Degree / Diploma	3-5	3,500	5,000
Learning & Development Administrator	Degree / Diploma	1-2	2,200	2,500
Payroll Manager	Degree	5-8	5,800	7,000
Senior Payroll Executive / Payroll Executive	Degree / Diploma	3-5	3,500	5,000
Payroll Officer / Assistant	Diploma	1-2	1,800	2,200
Manager, Talent Acquisition	Degree	3-5	5,000	8,500
Recruiter	Degree / Diploma	2-6	2,800	5,000
Training Manager / Assistant Manager	Degree	3-5	4,500	6,000
Trainer ✚	Degree	4-5	4,000	6,000
Training Coordinator	Degree / Diploma	1-2	2,500	3,500
Mobility Manager	Degree	5-8	6,500	10,000
Mobility Specialist	Degree / Diploma	3-5	4,000	7,000
Corporate Social Responsibility Manager	Degree	4-6	4,500	7,000



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 ranging from headquarters operations, research and development, industrial design, supply chain management, manufacturing, to test-bedding and application development. The world's top 15 software companies have their regional headquarters here.

Revenue growth for the infocomm industry continues to be rapid, more than doubling from \$82.8 billion in 2010 to \$189.6 billion in 2015. Hardware constitutes 73 per cent of this revenue, while software and IT services contributes 10 per cent and 8 per cent respectively. Telecommunications and content services forms the remaining 9 per cent. In 2015, 172,800 people worked in the sector, with 13 per cent holding a diploma and 74 per cent having at least a bachelor's degree.

Official projections forecast that by 2017, the infocomm technology industry will require 15,000 more workers, particularly in the areas of cyber security, data analytics and development and network infrastructure. This number could rise to 30,000 by 2020.



IN DEMAND:

E-COMMERCE,
UX/UI DESIGNERS &
CYBER SECURITY,
DATA ANALYTICS



STEADY HIRING OUTLOOK

FOR THE INDUSTRY

TOP 15
SOFTWARE
COMPANIES
HEADQUARTERED IN SINGAPORE



INFORMATION TECHNOLOGY

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SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
ANALYSIS & PROJECT				
Senior Analyst Programmer / Analyst Programmer	Degree	2-4	3,000	4,800
Senior Analyst / Analyst, IT Security	Degree	2-4	3,900	4,800
Business & Technology Delivery Analyst	Degree	2-4	3,800	4,500
Senior Business System Analyst / Analyst ✖	Degree	3-6	3,800	7,700
Data Analyst ✖	Degree	3-6	5,000	6,000
Technology Architecture Analyst ✖	Degree	2-4	3,800	4,500
Project Manager / Assistant Project Manager	Degree	3-5	5,000	6,500
Senior Project Executive / Project Executive	Diploma / Degree	2-4	3,000	4,500
Project Administrator	Diploma / Degree	1-2	2,500	3,000
APPLICATION DEVELOPMENT				
Senior Application Development Consultant / Consultant	Degree	2-6	4,700	5,700
Application Development Manager	Degree	5-7	6,000	7,000
Application Developer	Degree	3-6	4,000	4,500
Application Engineer	Degree	2-4	4,500	5,000
Application Support Analyst / Executive	Degree	2-3	3,100	3,800
Application Support Programmer	Degree	2-3	2,000	3,000
Web Application Support Engineer	Degree	4-6	5,000	6,000
BI/Big Data	Degree	2-3	3,500	5,000
Java Developer	Degree	5-8	5,500	6,500
Java Programmer	Degree	2-3	2,200	3,500
Java/J2EE Software Engineer ✖	Degree	3-5	3,800	6,100
C++/11 Embedded Engineer ✖	Degree	3-5	5,500	6,500
Senior Software Engineer / Engineer	Degree	4-6	3,000	5,800
Software Architect	Degree	4-6	3,800	6,500
Software Quality Assurance Engineer	Degree	4-6	4,200	6,000
Interactive / Web Developer ✖	Degree	3-5	2,800	4,700
Mobile Developer ✖	Degree	3-6	4,500	6,500
Game Producer	Degree	3-5	4,500	5,500
SAP Basis Administrator	Degree	1-2	2,200	2,600

INFORMATION TECHNOLOGY

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SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
BUSINESS DEVELOPMENT				
IT Account Manager	Diploma / Degree	5-10	4,000	6,000
IT Pre-sales / Sales Manager	Diploma / Degree	5-10	6,000	12,000
Product Manager	Diploma / Degree	5-8	4,500	6,000
Senior Product Marketing Executive / Executive	Diploma / Degree	2-3	3,000	4,500
Sales Engineer	Diploma / Degree	3-5	4,500	5,500
Lead Consultant / Consultant, Project IT Risk	Degree	3-5	5,000	7,800
Lead Consultant / Consultant, Software Testing	Degree	3-5	5,000	5,600
Senior Consultant / Consultant, Network	Degree	5-8	5,000	6,400
Digital Marketing Consultant ✖	Degree	3-6	4,500	8,000
Online Community Manager ✖	Diploma / Degree	2-5	3,000	6,000
FINANCE IT				
Banking Business Analyst ✖	Degree	4-8	5,000	7,800
Application Developer	Degree	5-10	5,500	8,500
RAD Developer	Degree	5-12	7,300	11,000
Project Manager	Degree	10-15	8,000	12,000
Murex / Sophis / Calypso Developer ✖	Degree	2-7	7,000	12,000
Senior Business Analyst / Analyst ✖	Degree	5-10	8,000	12,000
Front Office IT Support	Degree	6-10	9,800	14,400
Program Manager	Degree	12-15	11,000	15,000
Director, Technology	Degree	15-20	13,000	20,000
FinTech Developer ✖	Degree	5-10	7,500	12,000

INFORMATION TECHNOLOGY

SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
INFRASTRUCTURE				
Technical Service Engineer	Degree	3-5	4,000	5,000
Senior Network Engineer / Engineer	Degree	3-5	4,500	5,200
Consultant, Network	Degree	5-10	3,400	8,800
Senior System Analyst / Analyst	Degree	5-8	3,400	6,500
Linux System Administrator	Degree	4-6	5,300	6,000
MIS Engineer	Degree	3-5	3,500	5,000
System Engineer	Degree	3-5	3,000	5,300
Network Engineer / Specialist	Degree	3-5	3,600	5,000
Network Security Consultant	Degree	3-5	4,600	5,500
Presales Engineer, Network Infrastructure	Degree	3-5	3,600	5,500
Senior Security Engineer / Engineer	Degree	4-6	5,000	6,000
Infrastructure Manager	Degree	6-8	6,000	7,500
Infrastructure Consultant / Executive	Degree	5-10	4,600	7,000
IT Support Analyst / Executive	Diploma / Degree	2-3	3,000	4,100
IT Support Engineer	Degree	1-2	2,200	2,800
Senior Specialist / Specialist, IT Security Services	Degree	3-5	5,000	6,500
Senior / Lead Consultant, IT Security	Degree	5-10	5,000	8,000
Head, Cyber Security	Degree	8-10	10,000	12,000
Solution Architect	Degree	3-6	3,700	6,000
Database Management Executive	Diploma / Degree	2-3	3,000	4,000

INFORMATION TECHNOLOGY

SALARY RANGE (PER MONTH)				
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MANAGEMENT				
IT Director	Degree	15-20	15,000	18,000
Regional IT Manager	Degree / Master	10-15	10,000	12,000
IT Manager / Assistant Manager	Degree	3-6	7,000	9,000
IT Specialist / Executive	Diploma / Degree	2-4	3,000	4,700
SUPPORT				
Customer Service Executive / Officer	Diploma	1-4	2,000	3,500
IT Helpdesk Agent & Analyst	Diploma / Degree	1-4	2,600	4,500
Helpdesk Technician	Diploma	1-2	2,200	2,500
Desksite Support Engineer	Diploma / Degree	2-3	2,500	3,500
Engineer, Local Roaming Support	Diploma / Degree	2-4	3,800	4,200
Dot Net Production Support / Maintenance	Degree	2-4	3,500	4,500
IT Onsite Engineer	Degree	2-4	4,000	4,500
Service and Support Administrator	Diploma / Degree	2-3	2,800	4,500

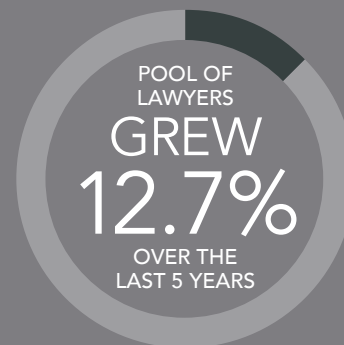
LEGAL

Singapore's role as an important regional commercial and financial centre nourishes Singapore's strong legal system. 40 of the top 100 law firms globally by revenue are in Singapore.

The country is fast becoming a global arbitration centre with 271 filings in 2015, a 22 per cent increase from the previous year. More than 40 per cent of these cases have no connection with Singapore.

The number of lawyers has grown 12.7 per cent in the past five years, from 4,334 in 2012 to 4,885 in 2016. Over half of them have experience exceeding 12 years. Most firms are small, with 75 per cent of Singapore law firms having one to five lawyers, while only 2.4 per cent or 21 firms have over 31 lawyers.

An oversupply of fresh law graduates meant around 100 out of 650 did not receive training contracts in 2015, with some firms retaining only a third or half of their intake of trainees.



LEGAL

		SALARY RANGE (PER MONTH)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
General Counsel	✱	Degree	10-15	15,000	20,000
Legal Counsel	✱	Degree	5-8	10,000	16,000
Senior Legal Officer / Officer		Degree	3-6	5,000	7,000
Legal Executive		Diploma / Degree	3-5	3,000	5,000
Legal Secretary	✱	Diploma / Degree	3-8	3,800	6,000
Paralegal		Diploma / Degree	3-5	4,000	5,000
Corporate Secretarial Manager / Assistant Manager	✱	Degree	3-5	5,000	8,000
Corporate Secretarial Executive		Diploma / Degree	1-3	3,500	5,000
Corporate Secretarial Assistant		Diploma	1-2	2,100	3,000



OFFICE SUPPORT

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

While the numbers of such personnel are proportionately lesser compared to 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 utilizing Microsoft Office tools such as Word and Excel, as well as Outlook.



CHALLENGES:
**OFFICE
AUTOMATON**





TURNOVER RATE
**REMAINS
LOW**

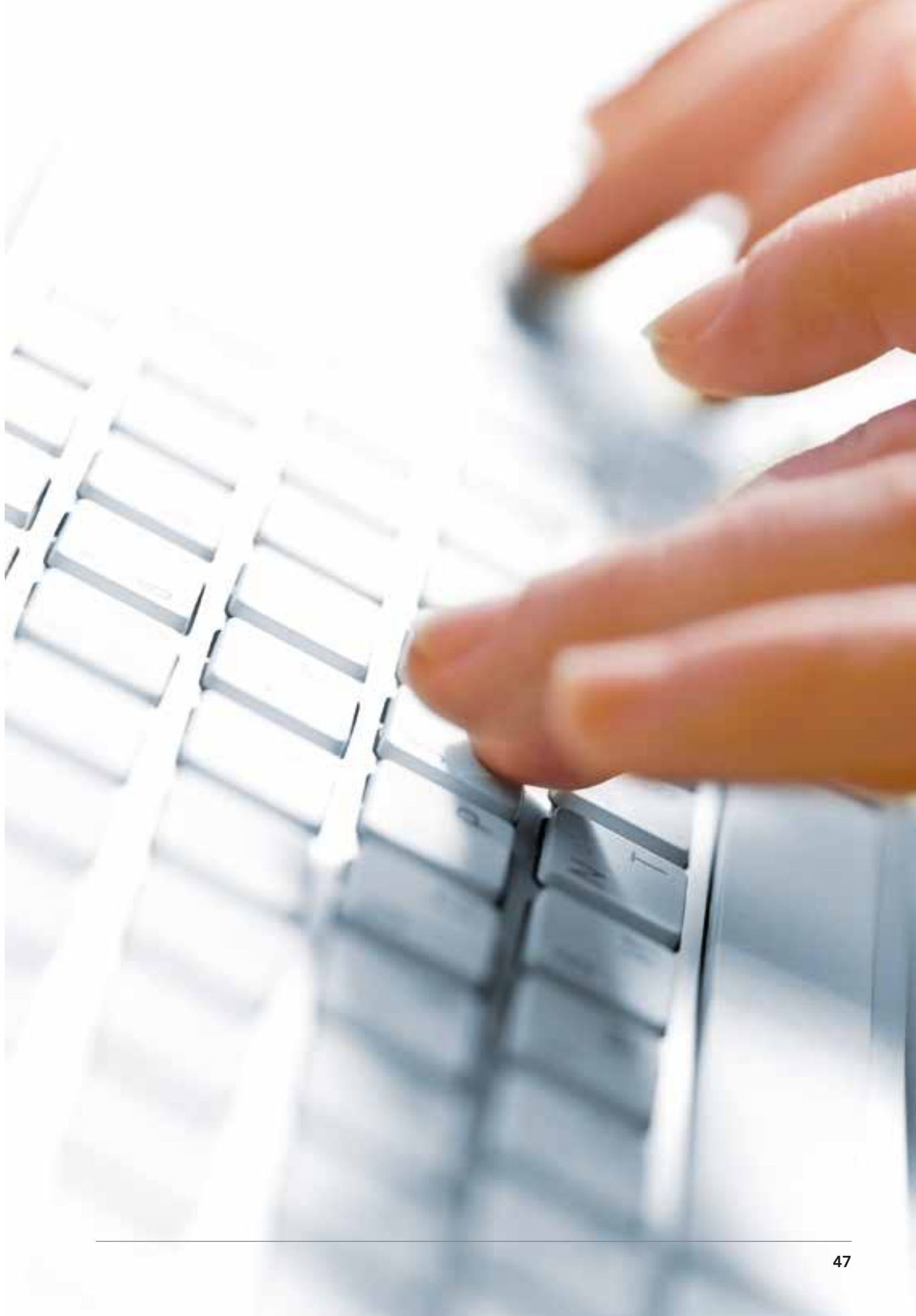


**SLUGGISH
HIRING**
IN 2017



OFFICE SUPPORT

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Administration Manager	Diploma / Degree	3-5	4,500	7,000
Administrative Executive	Diploma	1-3	2,300	3,500
Administrative Assistant / Coordinator	'N' / 'O' levels	1-5	1,500	3,500
Customer Service Co-ordinator / Executive	Diploma / Degree	1-8	2,500	4,500
Facilities Coordinator / Executive	Diploma / Degree	1-5	2,500	4,500
Executive Secretary / PA 	PSC / Diploma	3-7	4,000	7,000
Office Manager	Diploma / Degree	3-8	5,000	8,000
Office Administrator / Assistant	PSC / Diploma	1-5	2,400	4,500
Business Coordinator	Diploma / Degree	1-5	2,400	3,500
Receptionist	'N' / 'O' levels	1-5	1,800	3,500
Secretary 	PSC / Diploma	1-5	2,500	5,000
Translator	Degree	2-5	4,500	6,000
Library Officer	'N' / 'O' levels	1-5	2,500	3,600
Cleaner	'N' / 'O' levels	1-5	1,200	1,600



PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Singapore's strategic location at the nexus of major shipping lanes has made the country an important logistics hub for the region and the world. A critical link in global supply chains, the country's air and sea port are world-class and continue to be upgraded and expanded.

Pasir Panjang Terminal Phases 3 and 4 will be fully operational by end 2017, enabling Singapore to handle 50 million twenty-foot equivalent units (TEU) of cargo annually. The future Tuas mega port will be developed in four phases over 30 years with its first phase completed by the early 2020s. The completed terminal will be able to handle 65 million TEUs of cargo annually.

Twenty of the top 25 global logistics players operate in Singapore, giving industries access to the best logistics and supply chain solutions. DHL opened a \$140 million round-the-clock automated facility spanning 23,600 square meters at the Changi Airfreight Centre in October 2016.

The Industry Transformation Programme for logistics was unveiled in November 2016, and aims for Singapore to be operationally excellent, to be a leader in innovation, and to build a strong core of local talent and firms. The transformation is expected to add \$8.3 billion to the sector and create 2,000 PMET jobs by 2020.

A place-and-train programme is also in place to help PMETs from other industries join the logistics industry. 150 positions are available through the Logistics Professional Conversion Programme over the next two years in areas such as freight forwarding, fleet operations management, supply chain operations, warehousing and storage.



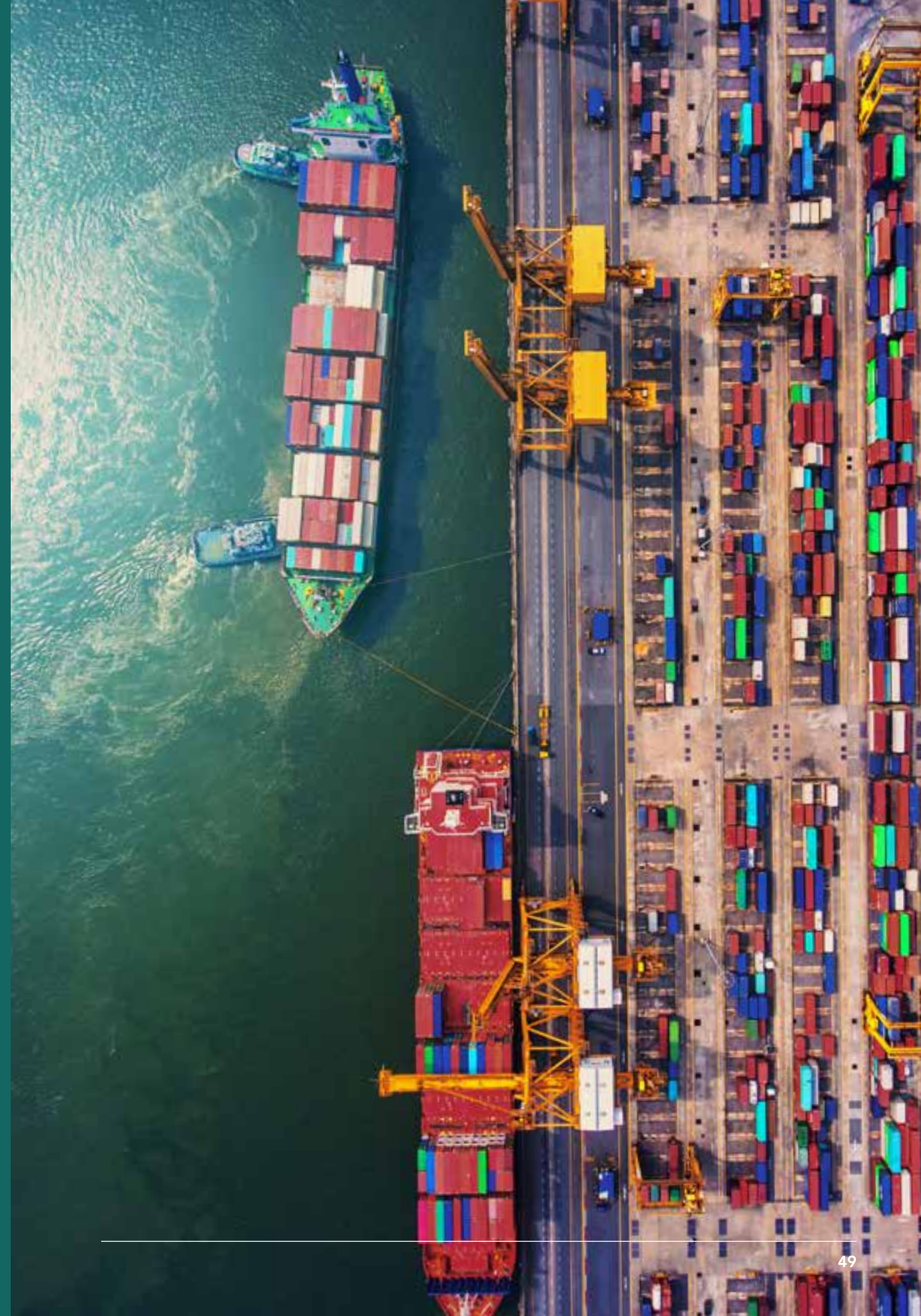
20 OF TOP 25

GLOBAL
LOGISTICS
PLAYERS
IN SINGAPORE



\$8.3 BILLION
ADDED TO
THE SECTOR
BY 2020

2,000 
PMET JOBS
ADDED BY 2020



★ Hot Job | Figures are base salary not including superannuation. 51

RETAIL

The retail sector is an important component of Singapore's economy, accounting for 1.4 per cent of the GDP and employing about 3 per cent of the workforce. Made up of 21,000 establishments, it includes supermarkets, convenience stores, fashion, sporting goods, consumer electronics, department stores, jewellery, timepieces, furniture and household products.

However, the shift away from brick-and-mortar to online channels has posed a challenge to traditional retailers, with some choosing to adopt an omni-channel strategy. This will lead to an increased demand for specialists in digital marketing, e-commerce and data analytics.

Malls are also transforming to meet the changing demands of consumers. The proportion of food and beverage (F&B) businesses has grown, and the tenant mix includes more services that cannot be obtained online, such as fitness centres, beauty parlours, childcare and education services.



CONTRIBUTES TO
1.4%
OF GDP



EMPLOYS
3%
OF THE ENTIRE WORKFORCE



21,000
RETAIL
ESTABLISHMENTS
ADDED BY 2020



RETAIL

SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
FOOD & BEVERAGE					
General Manager	Degree	10	10,000	13,000	
Outlet Manager	Diploma	2-3	2,600	3,000	
Restaurant Cashier	'N' / 'O' levels	1-2	1,500	2,000	
Restaurant Manager / Assistant Manager	'N' / 'O' levels	2-3	3,000	5,000	
Cook / Chef	'N' / 'O' levels	2-3	1,800	2,800	
Service Ambassador / Crew	'N' / 'O' levels	2-3	1,400	2,000	
Service Supervisor	'N' / 'O' levels	1-2	2,000	2,500	
Kitchen Assistant / Coordinator	'N' / 'O' levels	1-2	1,500	2,000	
Senior Trade Marketing Executive / Executive	Diploma / Degree	2-4	3,400	4,000	
Senior Key Account Executive / Executive	Diploma / Degree	2-4	4,000	5,000	Hot Job
LIFESTYLE					
Swim Coach	Diploma / Degree	2-3	2,500	3,000	
Dating Consultant	Diploma / Degree	2-3	2,800	3,300	
Dating Coordinator	Diploma	1-2	2,000	2,500	
General Manager, Club	Diploma / Degree	2-3	4,000	5,000	
Dealer	Diploma	1-2	1,800	2,600	

RETAIL

SALARY RANGE (PER MONTH)					
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
SPECIALTY RETAILING					
Field Force Operations	Diploma / Degree	8	5,000	6,000	
Key Account Manager	Degree	6-10	5,000	9,000	Hot Job
Merchandising Manager	Diploma / Degree	>5	4,500	6,300	Hot Job
Merchandising Executive / Assistant	Diploma	1-2	2,000	2,800	
Department Sales Manager / Assistant Manager	'N' / 'O' levels / Diploma	2-3	3,300	3,500	
Senior Sales Advisor / Advisor	'N' / 'O' levels / Diploma	2-3	2,800	3,100	
Retail Manager / Assistant Manager	Diploma	2-3	2,200	3,200	
Retail Associate / Assistant	'N' / 'O' levels	1-2	1,700	2,500	Hot Job
Retail Cashier	'N' / 'O' levels	1-2	1,300	1,500	
Retail Support Executive, Operations	'N' / 'O' levels / Diploma	2-3	2,400	2,700	
Stockroom Associate	'N' / 'O' levels	1-2	1,300	1,700	
Branch Manager	Diploma	3-5	2,500	3,000	
Boutique Manager	Diploma	3-5	5,000	8,500	
Beautician	'N' / 'O' levels / Diploma	2-3	1,600	2,000	
Beauty Advisor / Sales Consultant	'N' / 'O' levels / Diploma	1-2	1,400	2,000	
Senior Stylist / Stylist	'N' / 'O' levels	3-5	1,800	4,000	
Packer	'N' / 'O' levels	1-2	1,100	1,400	

SALES & MARKETING

A slow economy may exert pressure on marketing budgets, even as the number of channels continues to increase, splitting the advertising dollar. Digital channels such as social media, search, web and mobile have grown in importance, while traditional channels such as print media, TV and radio remain effective to reach audiences.

To optimise their marketing dollar, marketers need to be conversant with where various target groups are and direct their budgets accordingly, delivering compelling messages to capture mindshare and sales. They will need to leverage on data to make these decisions, and hence require proficiency with data analysis tools.

With the retail landscape evolving to become more omni-channel, consumers now leverage a variety of digital platforms for product and price comparisons before stepping into shops. As a result, sales specialists need step up their game – they must not only have deep knowledge about their products, they also need to know the competitors' offerings, have the ability to extend their reach through marketing messages, and leverage on digital platforms to facilitate sales and provide customer service.



IN DEMAND: DIGITAL MARKETER



SKILLS REQUIRED: CRM, APPLIED ANALYTICS, CUSTOMER JOURNEY MAPPING



TREND SHIFT TO DIGITAL CHANNELS



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	8,500
	Graphics Designer	Diploma / Degree	2-5	3,500	6,500
	3D Animator	Diploma / Degree	2-5	3,500	5,000
EVENTS					
	Director of Events	Degree	5-8	10,000	13,000
	Conference Manager	Degree	3-6	6,500	8,500
	Events Specialist	Degree	2-3	3,500	6,500
MARKETING					
	Regional Marketing Director	Degree / Masters	>10	13,000	19,000
	Regional Marketing Manager	Degree	6-10	8,000	12,000
	Regional Marketing Executive	Degree	3-5	3,200	5,000
	Marketing Manager / Assistant Manager	Diploma / Degree	5-7	4,000	8,000
	Senior Marketing Executive / Executive	Diploma / Degree	3-5	3,300	5,000
	Marketing Assistant	Diploma	1-2	2,500	2,800
	Digital Marketing Manager	Degree	3-5	6,000	10,000
	Digital Marketing Specialist	Degree	2-3	4,500	6,500
	Digital Marketing Executive	Degree	2-3	3,000	4,200
	Digital Content Manager	Degree	3-5	5,000	8,000
	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	2,600	3,900
	Head of Market Research	Degree	>10	10,000	15,000
	Market Research Manager	Degree	6-10	6,000	8,500
	Marketing Planning Manager	Degree	6-10	5,000	8,000
	Market Data Analyst	Diploma / Degree	3-5	3,700	4,500

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	4,500
	Corporate Communications Executive	Diploma / Degree	2-3	3,000	4,000
	Public Relations Manager	Degree	3-5	6,000	9,000
	Public Relations Executive	Diploma / Degree	1-2	3,000	3,500
	Public Relations and Social Media Lead	Degree	3-5	5,000	8,500
	Manager / Assistant Manager, Communication & Engagement	Degree	3-5	4,500	8,000
	Senior Executive / Executive, Communication & Engagement	Diploma / Degree	2-3	3,200	5,300
	Communication Specialist	Degree	3-5	3,300	4,500
PROJECT MANAGEMENT					
	Project Manager / Assistant Manager	Degree	3-5	4,000	6,500
	Project Specialist	Diploma / Degree	2-3	3,300	4,500
	Project Administrator	Diploma / Degree	1-2	1,800	2,500
SALES & BUSINESS DEVELOPMENT					
	General Manager / Head of Sales / Business Development	Degree	12-15	15,000	20,000
	Regional Sales / Business Development Director	Degree	6-10	12,000	20,000
	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	4-6	6,500	12,000
	Account Manager	Diploma / Degree	3-5	5,500	8,500
	Manager, Media Sales	Diploma / Degree	3-5	4,500	8,000
	Corporate Sales Manager / Assistant Manager	Diploma / Degree	3-5	4,000	6,000
	Senior Sales Executive / Executive	Diploma / Degree	2-3	2,800	4,500
	Senior Sales Coordinator / Coordinator	Diploma / Degree	2-3	1,500	4,000
	Sales Coordinator	'N' / 'O' levels / Diploma	1-2	1,500	3,000
	Fund Raising Manager	Degree	3-5	5,000	6,500
	Membership Services Executive	Diploma	1-2	3,000	3,600



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