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EXECUTIVE OVERVIEW

We are pleased to present the 2015 Kelly Singapore Salary Guide, a comprehensive reference tool which provides an insight to the latest salary ranges for various positions across industries in Singapore through a compilation of salaries and job titles recorded on the database of Kelly Services Singapore.

The growth of Singapore's economy moderated in 2014, growing by 2.9 per cent, a drop from 4.4 per cent in 2013. Growth was supported by manufacturing which expanded 2.6 per cent from 1.7 per cent the previous year. However, growth in construction slowed to 3 per cent from 6.3 per cent, with a decline in private sector construction activities.

Services industries grew 3.2 per cent, easing from 6.1 per cent in 2013. Growth was supported by the finance and insurance sector which grew 7.7 per cent and the business services sectors which grew 2.9 per cent. Wholesale and retail trade expanded 1.7 per cent, transportation and storage by 1.7 per cent and infocomms by 3.6 per cent.

For 2015, the Ministry of Trade and Industry is forecasting GDP to grow by 2 to 3 per cent. Despite these lukewarm economic growth figures, Singapore's labour market is expected to remain tight, as the government has measures in place to moderate the demand for foreign workers to ensure more jobs for Singaporeans.

Total employment growth in 2014 came in at 3.7 per cent, slightly lower than 2013's 4.2 per cent, due to a reduction in foreign labour hiring especially for domestic and blue-collared workers.

Local employment grew strongly, with 96,000 jobs or 4.4 per cent from 2013's 82,900 or 4 per cent. More women, older workers and permanent residents have joined the labour force, with 73.8 per cent of jobs created last year going to this group. Professionals, Managers, Executives and Technicians' (PMET) share of the resident workforce came in at 53 per cent last year, having risen 7 per cent in the last decade.

Singapore continues to enjoy low unemployment and rising job vacancy rates. It ranks high in Global Talent Competitiveness, an index by INSEAD Business School, coming in second among 100 countries after Switzerland.

According to the 2014 Kelly Global Workforce Index (KGWI) report, acquiring new skills is a priority for professionals in Singapore, with many placing more value on obtaining them than securing a pay rise or promotion. The report, which canvassed responses from 230,000 people across 31 countries, highlighted the figure was higher than in other countries across the region, including in Hong Kong (42%), Malaysia (43%) and Thailand (37%).

Over half (55%) of the 1,500 local workers polled stated they would be prepared to trade-off either or both for the chance to learn something new and meaningful. This is a long-term investment as many may use these training and development opportunities to further advance in their career. Besides salary, organizations are also looking at other benefits such as learning and development opportunities to help equip their talent with the right skill sets and competencies for continued organizational success.

This is very much in line with the direction of SkillsFuture, a new government initiative announced this year. To be implemented in 2016, SkillsFuture initiatives will help students and workers gain skills and sharpen them throughout their careers. It will give two million Singaporeans aged 25 and above an initial S\$500 credit for use on approved courses.

We trust you find this '2015 Singapore Salary Guide' resourceful to your business. We are always 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.



Mark Hall
Vice President and Managing Director, Kelly Singapore

^{*} Disclaimer: Monthly salary ranges are subject to economic fluctuations. Monthly salary ranges exclude other bonuses, allowances and Employer CPF contributions.



HOT JOBS FOR 2015

Financial Accountant \$4,500 - 9,500

FP&A Manager \$7,000 – 8,500

Compliance Manager \$10,000 - 12,500

Quality Assurance/ Control Engineer \$4,300 - 7,500

Regulatory Affairs Specialist \$3,600 - 5,300

Compensation & Benefits Manager \$6,500 - 8,000

Application Development Consultant \$5,000 - 7,000

Network/Systems Engineer \$4,000 - 7,000

Supply Chain Manager \$5,000 - 14,000

Sales Professional \$4,100 – 12,000



Forming the backbone of corporate Singapore, accountancy professionals are employed in accounting and audit firms, banks and financial institutions. Beyond traditional accounting roles, they play important roles in business, contributing in strategy, finance, capital funding, risk management, governance and performance improvement.

Professional accountants are found at every rung of the corporate ladder, bringing their valuable experience to management roles such as chief financial officer or as senior finance executives.

Singapore has over 630 public accounting entities, of which close to 90 per cent have five or fewer partners. Collectively, these firms employ more than 11,000 workers, most of them professionals. Singapore's tertiary academic system produce about 1,000 accountancy graduates every year. 60 per cent of these graduates join the Big Four (PwC, KPMG, Deloitte and EY) while the rest join financial institutions, smaller accounting firms and other corporations.

With financial regulations and audit requirements tightening globally, jobseekers in tax, internal audit and financial planning and analysis (FP&A) are in demand. Offsetting this increase in demand is the offshoring of some key functions such as accounting, audit, shared services and treasury functions to lower cost locations.

ACCOUNTING

			SALARY RANGE (PER	R MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
ACCOUNTING				
Accounting Manager / Assistant Manager	Degree	7-8	6,500	8,000
Accounting Executive / Senior Executive	Diploma / Degree	3-6	2,800	4,500
Accounting Officer / Senior Accounting Officer	Diploma / Degree	3-6	2,800	4,000
Accounting Assistant / Senior Assistant	'N' / 'O' levels	1-3	2,500	3,500
Accounts Payable Executive / Supervisor	Diploma / Degree	3-6	3,000	5,000
Accounts Payable Assistant	Diploma / Degree	1-3	2,200	3,200
Accounts Receivable Executive	Degree	1-3	2,200	3,500
Assistant Accountant	Degree	4-6	3,500	5,000
Cost Accountant	Degree	5-7	5,000	7,000
Finance Manager / Assistant Manager	Degree	5-7	5,000	7,000
Shared Services Finance Manager	ACCA / Degree	8-10	7,000	10,000
Financial Accountant / Senior Financial Accountant	Degree	4-6	4,500	6,500
Financial Reporting Analyst	Degree	3-6	4,000	6,500
Group Accountant	Degree	4-6	4,800	7,000
Senior Accountant / Accountant	Degree	4-6	4,500	6,500
COMPLIANCE		1-3	4,000	6,500
Compliance Manager	Degree	5-12	7,500	15,000
INTERNAL AUDIT		4-5	3,500	6,500
Head of Internal Audit / Director	Degree / Master	12-15	11,000	16,000
Internal Audit Manager	Degree	6-8	6,500	8,500
Internal Auditor	Degree	4-6	4,500	6,500

ACCOUNTING

			SALARY RANGE	(PER MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MANAGEMENT	Diploma/Degree	4-6	10,000	
CFO	Degree / Master	14-18	15,000	30,000
Finance Director	Degree / Master	10-14	12,000	15,000
Financial Controller	Degree / Master	8-10	10,000	12,000
MANAGEMENT REPORTING / FP&A	Diploma/Degree	2-5	3,500	5,000
FP&A Senior Manager / Manager	Degree / Master	7-9	7,000	8,500
Finance Analyst / Senior Financial Analyst	Degree	3-6	4,800	7,000
Finance Executive / Specialist	Degree	2-4	3,000	4,500
Corporate Finance Executive	Degree	1-3	2,500	3,200
Finance Assistant	Diploma	1-3	2,200	3,200
TAXATION	SPM/Diploma/Degree	1-3	1,600	2,200
Head of Tax	Degree	12-15	18,000	20,000
Regional Tax Accountant	Degree	5-7	5,000	7,000
TREASURY	Diploma/Degree	1-3	1,800	2,500
Head of Treasury	Degree	12-15	15,000	18,000
Treasury Specialist	Degree	5-8	5,500	8,000



Singapore is among the top four financial centres in the world and the largest corporate banking centre in Asia. The country's over 700 financial institutions provide a broad range of financial services, including banking, investment banking, insurance and treasury services.

Singapore is fast emerging as the region's risk management centre and derivative trading hub. It is an internationally recognised fund management centre, with total assets of more than \$2.1 trillion under management. It is also an active foreign exchange trading centre and is Asia's international capital market for the listing and trading of bonds and equities.

Due to the malaise gripping the global economy in 2014, with slowdowns in China, India, Brazil, Russia, Australia, and continuing troubles in the Eurozone, the industry has slowed down. Major investment banks have moved their operations to lower cost locations.

However, changes in the financial regulatory environment have prompted banks and financial institutions to strengthen their compliance and risk management functions.

Talent in these domains are scarce and in high demand, giving rise to attractive salaries for those specialising in these areas. New players entering Singapore's banking sector have also resulted in an increased demand for relationship managers.

BANKING & FINANCE

			SALARY RANGE	(PER MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
COMPLIANCE / RISK MANAGEMENT				
Compliance Manager	Degree	8-10	10,000	12,500
Compliance Officer	Degree	2-3	2,900	3,800
Business & Project Analyst	Degree	3	3,200	4,000
Risk Director	Degree / Master	>10	15,000	25,000
Risk Senior Manager / Manager	Degree / Master	8-10	12,500	14,000
Risk Modelling Analyst	Degree	2	3,500	3,800
Customer Due Diligence Analyst	Diploma / Degree	4	2,000	4,800
DOCUMENTATION	Degree	3-5	3,500	5,000
Senior Manager / Manager	Degree	>5	6,200	7,500
Senior Analyst	Diploma / Degree	3-5	4,200	6,000
INSURANCE (ACTUARIAL)	Diploma/ Degree/ACCA	2-4	3,000	4,500
Senior Manager / Manager	Degree	>5	8,000	15,000
INVESTMENT MANAGEMENT	PSC/Diploma	2-3	3,500	5,000
Vice President	Master	10	14,000	20,000
Analyst / Senior Analyst	Degree	0-5	4,000	11,700
Corporate Finance Manager / Assistant Manager	Degree	3	3,200	4,700
Service Relationship Manager	Degree	3	3,200	4,000
OPERATIONS	PSC	1-2	2,500	3,000
Manager / Assistant Manager	Degree	10	7,000	8,500
Banking Senior Officer / Officer	Diploma / Degree	5-10	3,000	6,000
Bank Teller / Service Executive	Diploma	2-4	1,900	2,200

BANKING & FINANCE

			SALARY RANGE	(PER MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
SALES				
Strategic Sales Manager	Degree	>10	12,000	15,000
Officer, Treasury Sales	Degree	0-1	3,200	3,500
Personal Banker	Diploma / Degree	0-1	2,500	3,500
SETTLEMENTS	Diploma Degree	3-6	6,000	7,500
Senior Manager / Manager	Degree	>15	6,000	7,500
TRANSACTION BANKING (CASH MANAGEMENT & TRADE FINANCE)	Degree	1-3	2,200	18,000
Vice President / Assistant Vice President, Structured Trade Sales	Degree / Master	15	22,000	34,000
Manager, Cash Management	Degree	3-5	4,900	7,000
Trade Finance Officer	Diploma	5	4,000	5,800
WEALTH MANAGEMENT	Degree	5-7	5,000	12,000
Relationship Manager / Team Lead	Degree	>10	7,500	18,000
Bancassurance Specialist	Degree	0-1	2,700	3,100



The call centre industry is predicted to grow 20 to 25 per cent a year across Asia. The outlook for Singapore's call centre market for 2015 is buoyant, with a growth in demand for talents with multi-lingual skills, particularly for Korean, Japanese and Bahasa Indonesia speakers. However, competition from neighbouring countries such as India, the Philippines and Malaysia remains fierce.

Call centres provide customer service, sales, market research, collections, help-desk and quality assurance services. Providing service over the phone can be intense, and those working in call centres have to be personable, patient and dependable.

Given the challenging nature of the job and increasingly demanding customers, call centres face a high 30 per cent attrition rate, making hiring and retaining call centre staff crucial to maintaining high productivity and keeping a competitive edge. Staff reward and incentive schemes, ranging from those chosen by managers to staff nominating coworkers for consideration, can make a big difference to staff morale.



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CALL CENTRE

	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Call Centre Team Manager	Degree	3	4,500	4,800
Customer Relationship Executive / Representative / Specialist	'N' / 'O' levels / Diploma	1	2,200	2,600
Customer Services Executive / Supervisor / Specialist - Inbound	Diploma/Degree	0-1	2,200	4,800
Customer Service Officer - Inbound	'N' / 'O' levels / Diploma	1	1,400	3,100
Service Delivery Manager (Regional)	Degree	5	12,500	18,000
Service Desk Officer	'N' / 'O' levels	1	1,800	1,900
Operations Assistant Manager / Manager	Degree	1	3,500	5,000
Sales Outbound / Telemarketer	Diploma	2	2,200	4,400
INDONESIAN	SPM/Diploma/Degree	0-5	1,400	3,000
Indonesia Customer Service Representative	Degree	3	3,500	4,500
JAPANESE	SPM/Diploma/Degree	1-3	1,600	2,200
Japanese Customer Service Representative	Degree	3	3,500	4,500
KOREAN	Diploma/Degree	2-5	3,000	4
Korean Customer Service Representative	Degree	3	3,500	4,500

SALARY RANGE (PER MONTH)

ENGINEERING & TECHNICAL OVERVIEW

Key engineering industry clusters include construction, chemicals, electronics, infocommunications and media, biomedical sciences, logistics and transport engineering, with new areas of growth such as clean energy, environment and water, and natural resources.

Manufacturing remains a key engine of Singapore's economy, accounting for 17.4 per cent of 2014's GDP. The industry employs 540,300 workers, or 15.5 per cent of all workers in 2013.

There is continued hiring in the construction and water sectors with several government projects underway fuelling construction demand. A new record of \$37.7 billion was set for total construction demand in 2014, reflecting the high volume of institutional and civil engineering projects such as the construction of the Thomson-East Coast MRT line and land preparation for the upcoming Changi Airport development.

Demand for mechanical and electronics engineers has also risen due to the growth of Singapore's aerospace industry and the development of R&D and innovation functions across many industries.

Reflecting global trends, there is a slowdown in hiring in the semiconductor and oil & gas sectors. Overall, the job market remains buoyant for engineers and technicians, as the local candidate pool is in short supply.



ENGINEERING & TECHNICAL

ADMINISTRATION & TECHNICAL SUPPORT Service Coordinator	QUALIFICATION Diploma / Degree	EXPERIENCE (YEARS)	MIN	MAX
	Diploma / Degree			
Sonica Coordinator	Diploma / Degree			
Service Coordinator		1-5	3,500	6,000
AUTOMOTIVE	Degree	6-8	8,000	11,000
Service Engineer	Diploma / Degree	1-5	2,300	6,000
CIVIL	Diploma	4-6	6,000	7,500
Civil & Structural Engineer	Diploma / Degree	1-5	3,200	5,000
Senior Principal Engineer	Degree	>5	8,000	9,800
ELECTRICAL	Diploma/Degree	3-5	3,500	5,000
Electrical Engineer	Degree	1-5	3,000	7,000
Electrical Technician	Diploma / Degree	1-5	2,500	5,000
Maintenance Licensed Electric Worker	Degree / Master	1-5	3,500	6,000
Technical Officer	NITEC	1-5	1,600	2,500
FACILITIES	Diploma/Degree	2-5	3,500	5,500
Contracts Manager	Degree / Master	>5	8,000	12,000
Facilities Maintenance Technician	Diploma / Degree	1-5	2,700	3,000
MAINTENANCE	Diploma/Degree	1-3	2,200	3,500
Technical Executive	Degree	1-5	4,000	6,000
MANUFACTURING	Diploma/Degree	2-3	2,200	3,500
Plant Manager	Degree / Master	>5	8,000	10,000
Packaging Supervisor	Diploma / Degree	1-5	3,000	3,500
MECHANICAL	Diploma/Degree	1-2	2,000	2,800
Mechantronic/Workshop Technician	Diploma / Degree	1-5	1,600	5,000
Technical Engineer	Diploma	1-5	2,800	4,000

ENGINEERING & TECHNICAL

			SALARY RANGE	(PER MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MEDICAL	Degree / Master	1-5	1,700	2,300
Field Equipment Specialist	Degree	1-5	3,600	5,500
PROCESS	'N' / 'O' levels	0-1	1,400	1,700
Process Engineer	Degree / Master	1-5	3,500	6,700
Process Technician I / II / III	Diploma / Degree	1-5	2,200	5,000
Senior Technical Project Lead Engineer	Degree	1-5	4,200	5,500
PRODUCTION	Degree / Master	8-10	8,000	14,000
Head of Production	Master	>5	8,000	12,000
Production Technician	'N' / 'O' levels	1-5	1,700	2,500
PROJECT MANAGMENT	Diploma	1-2	2,000	3,000
Project Manager	Degree	>5	6,500	12,000
Project Engineer	Degree	1-5	3,300	7,000
Project Coordinator	Diploma / Degree	1-5	2,500	3,000
QUALITY ASSURANCE / CONTROL	Degree	5-12	7,500	15,000
Quality Assurance & Control Engineer	Degree	1-5	4,300	7,500
Senior Quality Control Inspector	'N' / 'O' levels	1-5	1,800	2,000
R&D	Degree	4-8	7,500	13,000
R&D Software Engineer	Degree / Master	1-5	3,400	6,000
Industrial Designer	Degree / Master	1-5	3,000	6,800
Design Engineer	Degree	1-5	3,200	4,100
Draughtperson	Diploma / Degree	1-5	1,500	5,000
Engineering Assistant, CAD	Diploma / Degree	1-5	2,400	5,000
SALES & ACCOUNT MANAGEMENT	Degree	3-5	6,500	8,500
Sales Director (Regional)	Degree / Master	>6	8,000	12,000
Sales Manager	Degree	>5	7,000	8,000
Sales Engineer	Diploma / Degree / Master	1-5	3,500	6,500
Project Sales Executive	Diploma / Degree	1-5	4,500	6,000
Product Marketing Engineer	Degree	1-5	4,000	4,500



The rapid expansion of Asia's middle class and rapidly aging population has fuelled demand for affordable and quality healthcare solutions. The healthcare and life sciences industry in Singapore is thriving, continuing to expand year after year. The biopharmaceutical sector now contributes 4 to 5 per cent of Singapore's GDP.

Pharmaceutical companies are building new-generation plants here, trying out new production methods and getting creative with their operations to meet the growing demand.

Leading pharmaceutical, biotechnology and medical technology companies operate over 50 commercial-scale manufacturing facilities in Singapore, to produce innovative medicines for the global market. Eight of the top 10 pharmaceutical companies and all top 10 medical technology companies host their regional headquarters in the country to drive business expansion in Asia.

Candidates with laboratory, regulatory affairs and technical sales expertise are especially in demand. To ease the biologics talent crunch, the Economic Development Board is working with the Singapore Workforce Development Agency to train people ahead of time under the Biologics Overseas Skill Training (BOOST) programme launched in February 2014.

HEALTHCARE & LIFE SCIENCES

			SALARY RANGE	(PER MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Clinical Assistant / Patient Service Associate	Diploma	1-2	1,700	2,300
Medical Scientific Liaison	Degree / Master	2-3	5,500	9,500
Pharmacy Storekeeper	'N' / 'O' levels	0-1	1,400	1,700
Program Manager, Clinical Development	Degree	7-9	7,000	12,000
Staff Nurse / Senior Staff Nurse	Diploma / Degree	2-3	2,300	4,400
Chemist	Degree	3-5	3,500	5,100
Food Safety Manager (Regional)	Degree / Master	8-10	8,000	14,000
Food Technologist	Diploma / Advanced Diploma / Degree	2-3	3,800	7,000
Laboratory Manager	Degree / Master	5-6	6,000	8,500
Laboratory Analyst / Technician	Diploma	1-2	2,000	3,000
Regulatory Affairs Specialist (Regional)	Degree	3-4	3,600	5,300
Product Manager	Degree	4-8	5,000	7,000
Product Specialist	Degree	3-5	3,000	4,500
Sales Manager / Senior Manager	Degree	5-12	7,500	15,000
Sales Executive / Specialist (Surgical)	Degree	2-3	4,000	6,000



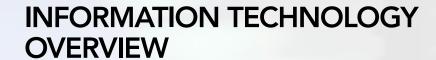
Unemployment remains low in Singapore, at 1.9 per cent, with real income continuing to rise by 0.7 per cent. Job openings have edged up to 60,700 vacancies while labour force participation has risen for the third successive year to 67 per cent, driven by increases in women and older residents joining the labour force.

Training participation also rose to an all-time high of 36 per cent in 2014, as outreach efforts and the promotion of lifelong learning made an impact, with the increase broadbased across most demographic groups.

Hiring in the HR sector is strongest at the junior to mid-levels. Niche roles in demand within HR are Talent Acquisition, Talent Management, Learning and Development, and Compensation and Benefits.

HUMAN RESOURCES

			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Compensation & Benefits Director	Degree / Master	>10	9,000	16,000
Compensation & Benefits Manager	Degree	5-8	6,500	8,000
Compensation & Benefits Specialist / Analyst	Diploma/Degree	3-5	2,700	6,000
HR Associate	Degree	3-8	3,700	8,000
HR Assistant / Senior Assistant	Diploma	1-3	2,000	2,500
HR Business Partner	Degree	3-6	4,300	7,000
HR Director (Local)	Degree / Master	>10	10,000	15,000
HR Generalist	Degree	3-7	3,700	7,000
HR Executive	Degree	3-5	2,800	4,500
HR Manager (Regional)	Diploma / Degree	5-10	9,000	19,000
HR Manager / Senior HR Manager (Local)	Diploma / Degree	>5	5,000	15,000
Learning & Development Director	Degree	>10	10,000	15,000
Learning & Development Manager	Diploma / Degree	3-7	3,500	6,000
Mobility Manager	Degree	5-8	6,500	10,000
Mobility Specialist	Diploma/Degree	3-5	4,500	7,000
Payroll Administrator / Senior Payroll Executive	Diploma	1-2	2,500	7,300
Recruiter / Senior Recruiter	Degree	2-6	2,500	6,300
Trainer	Degree	4-5	4,500	6,000
Training Assistant	Degree	1-3	2,200	3,700



Singapore ranks as the second most network-ready country in the world, according to the World Economic Forum's Global Information Technology Report 2014, behind Finland.

It has a wide array of IT companies, such as product developers, network equipment providers, telcos, data centres and application developers. These companies are engaged in a full suite of activities ranging from headquarters operations, R&D, industrial design, supply chain management, manufacturing, to test-bedding and application development.

Infocomm services companies are drawn to Singapore because of its excellent infrastructure, robust intellectual property protection regime, good physical and trade connectivity, and easy access to global talent.

Mid-level IT professionals continue to be in demand in banking and financial services, enduser commerce, IT and consulting sectors. Cybersecurity is a major concern in the banking and financial services industry, with banks recruiting more technology talent to strengthen their defences.

Technology related hiring has also benefited from the evolution of consumer banking technologies, in areas such as next-generation payment platforms. There is a rise in demand for contract positions relating to mobile application development, big data, data warehousing, business intelligence, Enterprise Resource Planning and cloud computing.

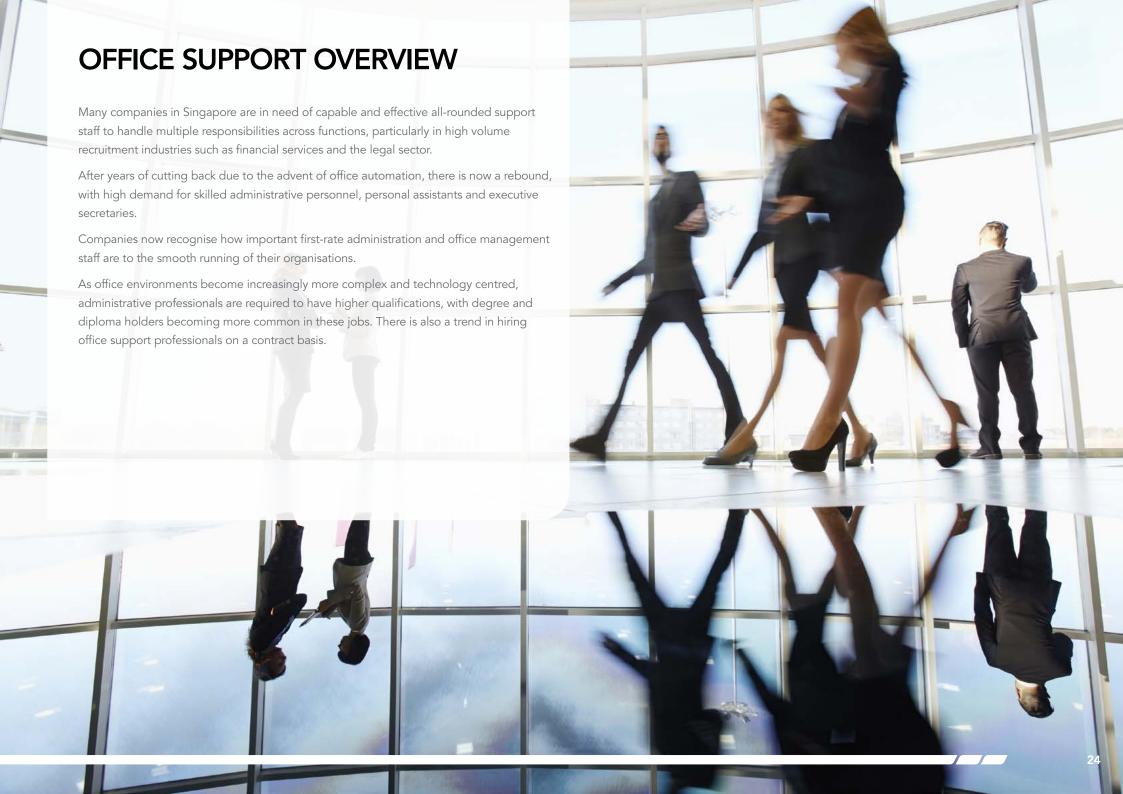


INFORMATION & TECHNOLOGY

			SALARY RANGE	(PER MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
ANALYSIS & PROJECT	Degree / Master	1-5	1,700	2,300
Business / Data Analyst	Master	5-10	6,000	8,000
APPLICATION DEVELOPMENT	'N' / 'O' levels	0-1	1,400	1,700
Application Support Vice President / Senior Manager	Degree	8-15	8,000	12,000
Application Support & Development Manager	Degree	7-10	8,000	9,000
Application Support & Development Analyst / Specialist	Degree	4-10	5,000	7,000
Application Development Consultant	Degree	4-10	5,000	7,000
Business Tester Lead / Test Manager	Master	6-10	7,000	10,000
Data Technical Specialist	Master	4-10	4,000	6,000
Field Application Engineer	Degree	4-10	4,000	6,000
Software Engineer	Master	4-10	4,800	6,000
Software Developer	Degree	4-10	4,500	6,000
Tibco Technical Lead	Master	6-10	7,000	9,000
VLE, VB.NET, C/C++ Developer	Degree	4-10	4,500	7,000
BUSINESS DEVELOPMENT	Degree	1-5	4,300	7,500
Markets Manager (Regional)	Degree	10-15	15,000	20,000
Commercial Manager	Degree	8-15	12,000	15,000
Business Senior Consultant / Consultant	Degree / Master	5-10	5,000	7,000
Sales Senior Associate / Associate	Degree	5-10	6,000	7,000
Channel Sales Executive	Diploma	5-10	4,000	6,000
Sales Operations and Contracts Specialist	 Diploma	5-10	4,000	6,000
INFRASTRUCTURE	Diploma / Degree	1-5	2,400	5,000
Change Management Infrastructure Lead	Degree	8-12	8,000	12,000
Messaging Expert	Master	5-10	8,000	10,000
Technical Manager (Regional)	Master	10-15	10,000	12,000

INFORMATION & TECHNOLOGY

			SALARY RANGE	(PER MONTH)
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Technical Domain Architect	Master	7-12	8,000	12,000
Technical Solutions Architect	Degree	8-10	8,000	12,000
Database Administrator	Degree	5-10	5,000	8,000
Desktop Support Engineer	Degree	4-10	3,500	6,000
Helpdesk Support Analyst / Manager	Degree	4-10	3,500	7,000
Hub Data Lead	Degree	5-10	5,000	8,000
Implementation Consultant	Degree	5-10	5,000	8,000
Network / Systems Senior Engineer / Engineer	Degree	4-10	4,000	7,000
Security Technical Consultant	Degree	5-10	6,000	8,000
Systems Engineering Manager	Degree	7-12	7,000	9,000
Systems Consultant	Degree	4-10	4,500	7,000
Systems Developer / Lead	Degree	6-10	4,800	6,000
Systems Analyst	Degree	4-10	4,000	6,000
Systems Administrator	Degree	4-10	3,500	6,000
MANAGEMENT	PSC	1-2	2,500	3,000
IT Director	Degree	15-20	15,000	18,000
IT Project Manager (Regional)	Degree / Master	10-15	10,000	12,000
IT Project Manager (Local)	Degree	10-15	8,000	10,000
IT Assistant Manager / Manager	Degree	8-12	7,000	9,000
Program Manager	Degree	8-10	10,000	13,000
SUPPORT	SPM	1-2	1,500	1,600
Service Delivery Manager	Degree	8-15	7,000	9,000
IT Support Engineer	Degree	4-10	4,000	6,000
IT Senior Officer / Officer	Diploma	4-10	5,000	7,000
IT Administrator / Assistant	Diploma	4-10	3,500	6,000



OFFICE SUPPORT

	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Administration Manager	Diploma / Degree	3-5	3,500	6,500
Administrative Executive	Diploma	1-3	2,300	3,200
Administrative Assistant / Coordinator	'N' / 'O' levels	1-5	1,500	3,600
Executive Secretary / PA	PSC Diploma	2-7	2,000	7,000
Office Manager	Diploma / Degree	3-7	5,000	5,400
Office Administrator / Assistant	PSC / Diploma	1-5	2,400	4,500
Receptionist	'N' / 'O' levels	1-5	1,800	3,000
Secretary	PSC / Diploma	1-5	2,400	4,200

SALARY RANGE (PER MONTH)



million tonnes annually.

Procurement, supply chain and logistics functions are vital in the expansion of Singapore's trade volume. Twenty of the top 25 third-party logistics service providers have significant operations in Singapore, giving industries access to the best logistics and supply chain solutions.

This rich supply chain ecosystem is a key pillar supporting the economy and an enabler for the continued innovation of companies it serves.

Hiring activity and demand for experienced supply chain and procurement professionals remain strong with multinational and local companies expanding their supply chain and procurement operations in Singapore. Expertise in ensuring procurement processes are nimble to drive faster value to customers, as well as low-cost country sourcing, are highly sought after.



PROCUREMENT, SUPPLY CHAIN & LOGISTICS

			SALARY RANGE (PER MONTH)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
LOGISTICS / WAREHOUSE	Degree / Master	1-5	1,700	2,300
Logistics Manager	Degree	6-8	5,000	8,000
Logistics Executive	Diploma	2-4	2,600	4,000
Logistics Officer	Diploma	1-3	1,800	2,400
Warehouse Manager	Diploma / Degree	6-8	5,000	8,000
Warehouse Supervisor	Diploma / Degree	2-4	2,500	3,500
Warehouse Assistant / Operator	'N' / 'O' levels	1-3	1,600	2,400
Driver	'N' / 'O' levels	1-3	2,000	2,800
OPERATIONS / SHIPPING	'N' / 'O' levels	1-5	1,700	2,500
Commercial Director	Degree / Master	8-10	8,000	12,000
Operations Coordinator / Associate	'N' / 'O' levels	1-3	1,800	2,500
Operations Director	Degree	8-10	8,000	12,000
Operations Executive	Diploma	3-5	3,000	4,500
Operations Assistant Manager / Manager	Degree	6-8	3,800	6,000
Documentation Coordinator	'N' / 'O' levels	1-3	1,800	3,700
PROCUREMENT / PURCHASING	'N' / 'O' levels	1-5	1,800	2,000
Procurement Manager	Degree	6-8	6,500	8,000
Procurement Executive	Diploma / Degree	3-5	3,200	4,000
Procurement Officer	Diploma / Degree	2-4	2,600	3,000
Purchasing Administrator	Diploma	2-4	2,200	3,500
Senior Buyer / Buyer	Diploma / Degree	3-5	3,000	5,500
Strategic Sourcing Manager (indirect)	Degree	6-8	7,500	10,000
SUPPLY CHAIN	Degree	3-5	6,500	8,500
Customer Service Manager	Degree	6-8	6,000	8,000
Customer Service Executive / Specialist	Diploma	3-5	2,800	4,700
Order Management Executive	Diploma	3-5	2,500	5,000
Planner	Diploma	3-5	2,800	6,000
Supply Chain Manager	Degree	6-8	5,000	14,000
Supply Chain Executive / Executive / Specialist	Diploma / Degree	3-5	3,300	5,500

SALARY RANGE (PER MONTH)



By 2018, it is estimated that one in three dollars spent on advertising globally will be spent in digital spaces. As advertising revenues continue to shift from print to digital and social media channels, jobseekers in sales, marketing and advertising with expertise in digital marketing, and regional market experience will be highly sought after across many industries.

Sales and marketing professionals with skills in account management and a successful track record of business growth across corporate and consumer segments are in demand for their revenue generating capabilities.

Brand managers, public relations and corporate communications professionals are needed for their expertise and reach within local media, especially in the consumer goods, luxury, fashion and retail sectors.

A. ASIA

B. INDIA



SALES, MARKETING & ADVERTISING

			SALARY RANGE (PER MONTH)		
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
Account Manager	Degree	5	3,000	7,300	
Account Executive	Diploma / Degree	2	2,500	3,400	
Advertising & PR Executive	Degree	2	3,000	3,500	
Brand Senior Manager / Manager (Regional)	Degree	8	8,000	10,000	
Catering Sales Assistant Manager	Degree	1	2,200	3,000	
Conference Senior Manager / Manager	Degree	6	5,600	7,000	
Corporate & Marketing Communications Officer	Diploma	1	2,300	2,500	
Corporate Communications Advisor	Degree	7	6,000	7,000	
Customer Relationship Executive	Degree	1	2,100	2,500	
Customer Service Representative	Diploma	2	3,300	3,500	
Graphic Designer	Degree	2	3,000	3,500	
Marketing Manager / Assistant Manager (Local)	Degree	5	4,000	5,500	
Marketing Assistant / Administrator	'N' / 'O' levels	2	2,100	2,400	
Marketing Director (Regional)	Degree / Masters	15	15,000	20,000	
Marketing Manager (Regional)	Degree	10	10,000	12,000	
Marketing Executive	Degree	3	3,000	4,100	
Merchandiser	Degree	3	2,800	3,000	
Project Executive	Diploma	1	1,700	2,000	
Sales & Marketing Director	Degree	10	8,000	10,000	
Sales & Marketing Executive	Degree	3	3,200	3,500	
Sales Director (Regional)	Degree	15	12,500	15,000	
Sales Director (Local)	Degree	12	10,000	13,000	
Sales Manager (Local)	Degree	8	4,100	12,000	
Sales Administrative Executive	'A' levels	2	2,500	2,700	
Sales Administrative Officer / Coordinator	'N' / 'O' levels	2	2,200	2,500	
Sales Manager / Assistant Manager (Regional)	Degree	7	5,000	6,000	
Sales Officer / Executive	'N' / 'O' levels	5	2,000	6,000	

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