

Tech Salary Insights

For Employers and Candidates
VIETNAM MARKET



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The State of Tech Employment.

In 2025, the tech industry is poised for new growth and opportunities for both IT professionals and employers. Following four years of significant fluctuations, 2024 re-established a more stable foundation, setting the stage for steady growth in tech employment and demand across Vietnam market.

Key trends like artificial intelligence, machine learning, and cloud computing are more than just industry buzzwords; they are reshaping the fabric of technology across sectors and bringing broader awareness to their potential, making specialized talent in these areas more sought after than ever.

For IT hiring managers and professionals alike, understanding the market value of tech roles is essential for navigating the evolving employment landscape. This report is designed to help you make informed decisions in a competitive market—whether benchmarking compensation, identifying in-demand skills, or planning strategically. Backed by our specialized recruiting teams, we're excited to support you with the real-time data and expertise you need to stay ahead in 2025.

Phong Le
CEO/ Founder





About Pegasi IT Recruitment Consultancy.



many years with in-depth Information Technology industry: **18+ years**



sustainable relationships with:
182+ Clients



318,000+ Talents in Technology Industry



90% successful candidates pass probation time with Clients



Expert/ Experienced IT Consultants:
16+



85% replacement successfully for hiring needs of Clients



Talent Interviews by us:
13,695+



Matching rate - recommendation power feature: **70%**



23+ Segment Jobs in Technology - Tech Jobs & Non-Tech Jobs



Success with:
65% Product Company
28% Outsourcing Company
07% Game Development



Big Cities in Vietnam Market: **03**
Global Reach



Security, Efficiency, Productivity, Accuracy and Quickly

OUR SERVICES IN IT INDUSTRY

Whether Recruiting, Payroll services, Pegasi ([#PegasiRecruiting](#) and [#PegasiPayroll](#)) can help you hire the best IT talents for your business.



Executive – Professional Search - Placement Service:

Our solutions help you find and manage the best talents for your organization. With our own research, quick and adaptable approach, and proven results, we can hire competent and seasoned leaders for both high-level and mid-to-senior roles, as well as technical specialists.



Payroll Service:

We offer payroll services to technology companies in Vietnam, helping them manage their payroll process efficiently and compliantly.

Overview of Technology Recruitment 2024 - 2025.



1. Emerging Markets and Regional Trends:

Regional talent hubs are emerging in various regions. In the Asia-Pacific, Vietnam, Indonesia, and India are growing as tech hubs due to young, skilled talent and cost advantages. In Europe, remote work is boosting demand for developers and cybersecurity experts from Eastern Europe. In the US and Western markets, there is high demand for AI, blockchain, and cloud leadership roles, but talent retention remains challenging. Tech expansion is also notable in non-tech sectors such as healthcare, manufacturing, and finance, which are investing heavily in technology for digital transformation, including IoT in manufacturing and data science in banking.

2. Recruitment Challenges:

Talent Shortages include gaps in roles like AI engineers, cybersecurity analysts, and cloud architects. Solutions involve upskilling employees, tapping into emerging markets, and utilizing vocational training. Retention Struggles arise as employees demand flexibility, career growth, and continuous learning. Strategies to address this include mentorship programs and using predictive analytics to reduce attrition

3. Salary and Compensation Trends:

Compensation inflation is driven by high salaries for roles in AI, machine learning, and cybersecurity. Non-monetary benefits such as equity and wellness programs are also gaining importance.

4. Remote Work Premiums:

Companies pay extra for remote roles to secure top talent (e.g., Eastern European engineers earning 30% more for international remote positions).

5. Tech Workforce Dynamics:

Workforce reskilling focuses on internal boot camps and partnerships with educational institutions. Generational shifts show that Gen Z values purpose-driven work, flexibility, and creativity.

6. Future of Work and Recruitment:

AI-Powered Recruitment: Tools like ChatGPT and LinkedIn AI streamline candidate screening and job descriptions. Prediction: 70% of companies to use AI tools by 2025.

7. Freelance Workforce:

Increased preference for freelance roles on platforms like Toptal and Fiverr. Companies adapting to efficiently manage gig workers.

8. Diversity and Global Inclusion:

Remote work opportunities through remote-first models provide access to underrepresented talent pools worldwide. Inclusion beyond hiring focuses on fostering inclusive environments for diverse talent.

9. Technological Disruption in Recruitment:

Blockchain for credentialing accelerates and secures background checks, especially for certifications. Generative AI in assessments uses AI-driven coding challenges and real-world simulations for accurate talent evaluation.

2025 forecasts indicate a high demand for senior roles such as CTOs, Cloud Architects, Security experts, Data Scientists, and Semiconductor specialists, with sharp salary increases expected. Hybrid skillsets, where candidates blend multiple areas like DevOps and Security or Data and Business Analysis, will be highly sought after. Global talent competition will intensify as remote work adoption increases cross-border recruitment battles.



Nguyen Nguyen
Lead, Recruitment Consultant

The Methodology of Salary Insight.



Building on the success of 2024 and our extensive database (**318,000+ candidates**), our goal is to continually deepen our understanding and appreciation of one of the world's most valuable resources: human capital.

The Tech Salary Insights 2025 serves as a vital reference tool in human resources. The data in this insights reflects salary ranges across various job titles, collected from PEGASI's database between January 2024 and December 2024, and the experience of our IT Recruitment Consultants Expert. This report also includes data from all candidates in our Vietnam market database.

The salary levels in the IT industry in Hanoi and Da Nang are generally lower than in Ho Chi Minh City. The difference depends on various factors such as job position, experience, and company type (product, outsourcing, startup, or multinational corporations).

- Hanoi salaries are generally 10-15% lower than in Ho Chi Minh City.
- Da Nang salaries are typically 20-30% lower than in Ho Chi Minh City.

HCMC remains Vietnam's most vibrant IT market, with competitive salaries, especially for roles requiring advanced technologies or strong foreign language skills.

For reference, the exchange rate used is **1 USD = 25,000 VND**.

Detailed Comparison by Seniority Levels

Seniority Level	Hanoi vs. HCMC	Da Nang vs. HCMC
Fresher/Junior	5 - 10% lower	20 - 25% lower
Mid-level (2 - 5 years)	10 - 15% lower	25 - 30% lower
Senior (5+ years)	10 - 12% lower	20 - 25% lower
Manager/Lead	10% lower	20% lower

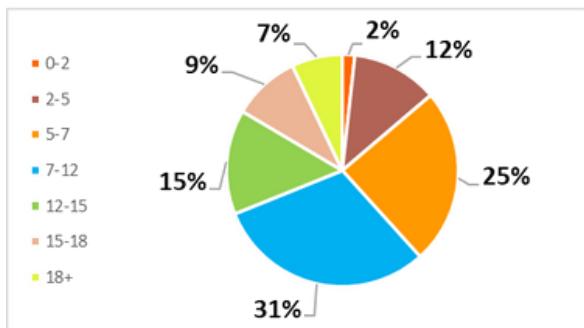
The salary increase rate

When reviewing for employees	from 7.5%	to 15%
When changing job	from 10%	to 20%

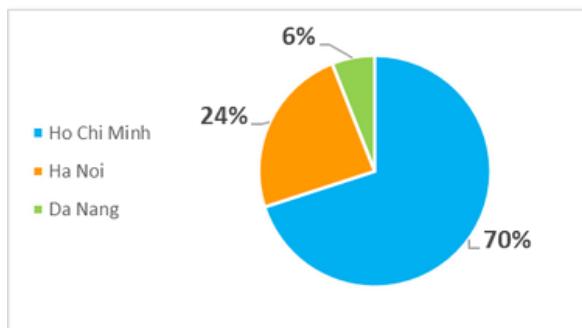
Tech Talents Database highlights



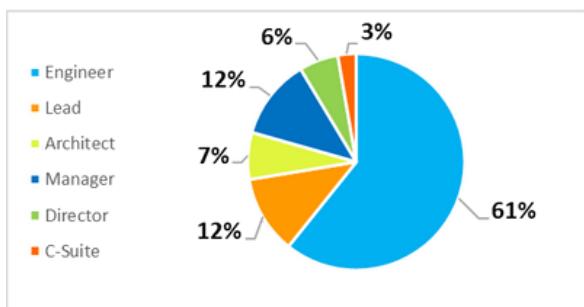
Years of experience



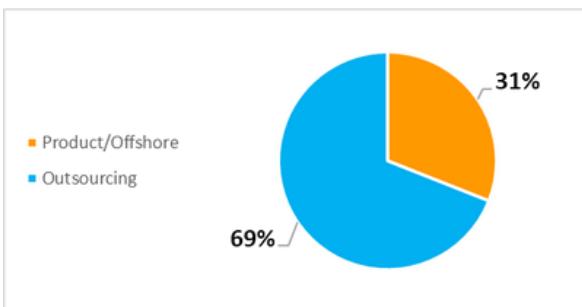
Location



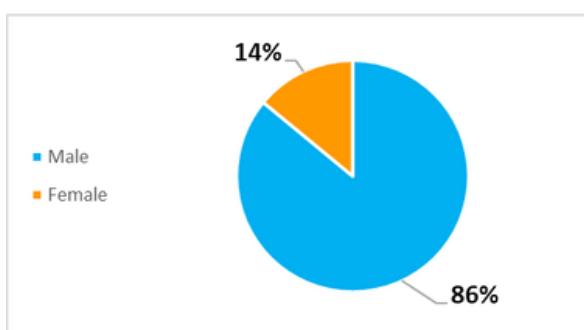
Job Type



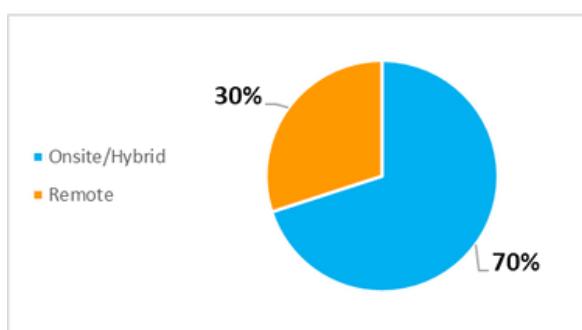
Company Type



Gender



Working Style - Preferred by candidates



Tech Salary Insight 2025.



Management & Executive

Level	Title	Min Gross (USD)	Max Gross (USD)	Years of Experience
Management	Chief Executive Officer	10,000	22,000	18+
	Chief Technology Officer	10,000	18,000	18+
	Chief Information Officer	8,000	12,000	12+
	Chief Security Officer	12,000	18,000	15+
	Chief Product Officer	10,000	18,000	15+
	VP of Engineering	8,000	12,000	15 - 18
	Director of Engineering	7,000	12,000	15 - 18
	Enterprise Architect	7,000	8,500	15 - 18
	Solution Architect	5,000	7,000	10 - 15
	Senior Engineering Manager	5,000	7,000	10 - 15
	Head of ERP/ SAP	4,500	7,000	14+



Tech position - Salary Insight



Position	Level	Min Gross (USD)	Max Gross (USD)	Years of Experience
Software Development				
Back-End	Technical Manager/Engineering Manager	4,500	7,000	10 - 15
	Principal/ Technical Lead/Technical Architect	4,000	5,000	7 - 12
	Senior	2,500	4,000	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
Front-End	Technical Manager/Engineering Manager	4,500	7,000	10 - 15
	Principal/ Technical Lead/Technical Architect	3,500	5,000	7 - 12
	Senior	2,500	3,500	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
Full-Stack	Technical Manager/Engineering Manager	5,000	7,000	10 - 15
	Principal/ Technical Lead/Technical Architect	4,000	6,000	7 - 12
	Senior	2,500	4,000	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
C/C++/ Embedded	Technical Manager/Engineering Manager	4,000	6,000	10 - 15
	Principal/ Technical Lead/Technical Architect	3,500	4,500	7 - 12
	Senior	2,200	3,500	5 - 7
	Middle	1,200	2,200	2 - 5
	Junior	700	1,200	0 - 2

Tech position - Salary Insights



Position	Level	Min Gross (USD)	Max Gross (USD)	Years of Experience
Mobile	Technical Manager/Engineering Manager	4,500	6,000	10 - 15
	Principal/ Technical Lead/Technical Architect	4,000	5,000	7 - 12
	Senior	2,500	4,000	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
ERP/SAP	Technical Architect/Solution Architect	3,500	4,000	10 - 14
	Technical Lead	2,500	3,500	7 - 10
	Senior	1,800	2,500	5 - 7
	Middle	1,200	1,800	3 - 5
Game/Unity	Lead/Manager	4,000	7,000	7 - 12
	Senior	2,500	4,000	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
Infrastructure + Security				
System/ DevOps	Technical Manager/Engineering Manager	5,000	7,000	10 - 15
	Principal/Technical Lead/Technical Architect	4,000	5,000	7 - 12
	Senior	2,500	4,000	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
Security	Technical/Solution Architect	4,000	7,000	7 - 12
	Lead/Manager	4,000	8,000	7 - 12



Tech position - Salary Insights

Position	Level	Min Gross (USD)	Max Gross (USD)	Years of Experience
Security	Senior	2,500	4,000	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
Data				
Data Engineering	Technical Manager/Engineering Manager	5,000	7,000	10 - 15
	Principal/Technical Lead/Technical Architect	4,000	5,500	7 - 12
	Senior	2,500	4,000	5 - 7
	Middle	1,500	2,500	2 - 5
	Junior	700	1,500	0 - 2
Machine Learning/AI	Lead/Manager/Head	4,000	9,000	7 - 15
	Senior	3,000	4,000	5 - 7
	Middle	2,000	3,000	2 - 5
	Junior	1,000	2,000	0 - 2
Data Scientist	Lead/Manager/Head	5,000	10,000	7 - 15
	Senior	3,500	5,000	5 - 7
	Middle	2,000	3,500	2 - 5
	Junior	1,000	2,000	0 - 2
Product + UX, QA				
Product	Director/Head of Product	5,000	8,000	10+
	Senior Product Manager	3,000	5,000	6 - 10
	Product Manager	2,000	3,000	4 - 6



Tech position - Salary Insights

Position	Level	Min Gross (USD)	Max Gross (USD)	Years of Experience
UX Design	Product Owner	700	2,000	1 - 4
	Head	5,000	7,000	10+
	Manager	4,000	5,000	8 - 10
	Principal/Lead	3,500	4,500	6 - 8
	Senior	2,500	3,500	4 - 6
	Middle	1,500	2,500	2 - 4
	Junior	700	1,500	0 - 2
QA Automation	Technical Manager/Engineering Manager	4,000	5,000	10 - 15
	Principal/Technical Lead/Technical Architect	3,000	4,000	7 - 12
	Senior	2,000	3,000	5 - 7
	Middle	1,200	2,000	2 - 5
	Junior	700	1,200	0 - 2
QA Manual	Manager	3,500	4,500	10 - 15
	Lead	2,700	3,500	7 - 10
	Senior	2,000	2,700	5 - 7
	Middle	1,000	2,000	2 - 5
	Junior	600	1,000	0 - 2
Business Analyst	Principal/Lead/Manager	3,000	5,000	7+
	Senior	2,000	3,000	5 - 7
	Middle	1,500	2,000	3 - 5
	Junior	600	1,500	1 - 3

Tech position - Salary Insights



Position	Level	Min Gross (USD)	Max Gross (USD)	Years of Experience
Delivery + Agile/Scrum, Transformation				
Delivery	Delivery Manager/Director	4,500	8,000	14+
	Senior Project Manager/Program Manager	3,500	5,000	10 - 14
	Project Manager	2,500	3,500	7 - 10
	Junior Project Manager	1,500	2,500	5 - 7
Agile/Scrum	Agile Coach (Enterprise)	3,500	5,000	10+
	Scrum Master	2,000	3,500	7+
	RTE/ Release Train Engineer	3,500	4,000	10+
IT-Inhouse	Digital Transformation Director	6,000	8,000	10+
	IT Director	2,000	3,000	8 - 10
	IT Manager	1,500	2,500	8 - 10
Hardware + Semiconductor, Chip				
Hardware	Director of Hardware Engineering	6,000	10,000	15 - 25
	IC Manager	3,500	6,000	8 - 15
	DFT Manager	3,500	6,000	8 - 15
	Physical Design Manager	3,500	5,500	8 - 15
	Design Verification Engineer	1,500	3,500	4 - 8
	Senior RTL Design Engineer	1,500	3,500	4 - 8
	Hardware Layout Designer	1,500	3,500	4 - 8
	ASIC Layout Designer	1,500	3,500	4 - 8

Non-Tech position - Salary Insights



Position	Level	Min Gross (USD)	Max Gross (USD)	Years of Experience
BSE/IT Comtor	Lead	3,000	4,500	6 - 10
	Senior	1,500	3,000	3 - 6
	Middle	1,000	1,500	2 - 3
	Junior	600	1,000	0 - 2
Pre-sales	Manager	3,000	4,000	7+
	Lead	2,000	3,000	7+
	Senior	1,600	2,000	3 - 5
	Middle	1,200	1,600	2 - 3
	Engineer	600	1,200	0 - 2
Customer Success/ Account Management	Business Unit Director	8,000	12,000	15+
	Sales Director	7,200	10,000	12+
	Sales Manager	4,800	6,000	10+
	Senior Key Account Manager	2,000	3,400	5 - 10
	Key Account Manager	1,600	2,800	4 - 8
Human Resource	HR Director	6,000	13,600	10+
	Senior HR Manager	2,200	5,600	10+
	HR Manager	2,000	4,600	7 - 10
	Recruitment Manager/TA Manager	1,800	3,200	5 - 10
	Recruitment Leader/TA Leader	1,200	2,500	4 - 7
	Recruiter/Talent Acquisition	600	1,200	2 - 4

Non-Tech position - Salary Insights



Position	Level	Min Gross (USD)	Max Gross (USD)	Years of Experience
Finance/ Accounting	Finance Director	6,400	8,400	12+
	Finance Controller	3,200	4,800	5+
	Finance Analysis Manager	3,200	4,800	5+
	Chief Accountant	1,800	2,800	5+
	Accounting Manager	2,600	3,200	5+
Office/ Operations	Manager/Director	2,000	3,000	7+
	Senior	1,400	2,000	5 - 8
	Middle	1,200	1,500	3 - 5
	Junior	480	1,300	1 - 3

Overview of Labor Market 2025.

Vietnam's IT labor market in 2025 is thriving, driven by digital transformation and increased foreign direct investment (FDI). The IT sector plays a pivotal role in the country's economic growth, with a significant demand for skilled professionals in software development, AI, data analysis, and cybersecurity. **Vietnam's 52.4 million-strong workforce**, 27.8% of whom hold degrees or certificates, provides a solid foundation for growth, further bolstered by government policies supporting digital transformation.

Vietnam is becoming a hotspot for tech startups, with a growing number of incubators and accelerators. Vietnam continues to be an ideal destination for IT outsourcing companies, thanks to its competitive costs and skilled workforce. Moreover, Vietnam has unveiled a national strategy aimed at developing a robust semiconductor sector by 2030, and become a key player in the global semiconductor value chain.

Despite its rapid expansion, the sector faces challenges. The fast pace of technological advancements, especially in AI and machine learning, has created a skills gap as educational institutions struggle to keep curricula aligned with industry needs. Moreover, global competition for IT talent intensifies the difficulty of attracting and retaining skilled professionals.

AI integration is reshaping the job market, automating routine tasks but creating opportunities in AI development and data science. Projections indicate that **up to 40% of IT jobs** could be automated by 2030, emphasizing the need for workforce reskilling. The developers are expected to possess a diverse set of skills to meet the demands of rapidly evolving tech industry.

To address these challenges, government initiatives focus on workforce upskilling and attracting high-tech investments. Partnerships with companies like Nvidia are expected to generate high-skilled job opportunities, positioning Vietnam as a competitive global IT hub. Collaborative efforts remain key to sustaining growth and innovation.

Overall, the IT market in Vietnam in 2025 looks extremely promising with strong growth potential and increasing global footprint.



Chi Nguyen
Senior Executive, Recruitment Consultant



Tuyet Nguyen
Business Development Manager



Overview of Insight Candidates 2024 - 2025.

As we step into 2025, the priorities and expectations of IT professionals are evolving, shaped by recent global trends and their desire for impactful careers. Here's what candidates are looking for:

Hybrid Work and Dynamic Collaboration: The hybrid work model continues to be a preferred choice, blending the efficiency of remote work with the collaborative benefits of onsite interaction. Candidates are drawn to workplaces where flexibility is valued and teamwork thrives. They seek environments where ideas flow freely, challenges are openly shared, and personal and professional growth is actively supported.

Challenging Projects with Growth Potential: Candidates are drawn to projects or products where they can contribute to the full life cycle within their domain of expertise, especially those built from the ground up. There is a growing interest in hot trends like AI/ML for digital transformation and blockchain technology, as these fields represent significant growth areas.

Stability with a Long-Term Vision: Having experienced economic volatility, layoffs, and the impact of the COVID-19 pandemic, candidates prioritize products with a clear and sustainable vision. They seek companies with long-term development plans and stability, offering them confidence in the future.

These insights reflect a shifting mindset among IT professionals in 2025—one where meaningful work, innovative challenges, and stability are the cornerstones of their ideal roles.



Dinh Ho
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Contact us for your demands.



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