

M|S|B|U

TECH SALARY GUIDE

2024

FOR EMPLOYERS AND CANDIDATES

INDONESIA

MSBU which stands for Managed Service Business Unit was founded in 2019 in Indonesia. We deliver on-demand tech staffing services for the Future Scalable recruiting and managed solutions. Our competitive advantages of Committed SLA, Client & Talent Success orientation, and Crowdsourcing-based Recruitment model are proven through our exemplary track record in filling the most challenging IT positions for startup and enterprise clients alike.

Our expertise in tech recruiting within the area of Software, Mobile, Data, Infrastructure, Cybersecurity Product + UX, and Functional results in a high-satisfaction of consultative approach for both our clients and candidates.

We're also the proud creators of the Freelance Tech Recruiter Community (FRC), our crowdsourcing ecosystem that connects over 200 tech recruiters to meet, learn, and earn amazing rewards.

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1. EXECUTIVE OVERVIEW

2. TECH SALARY RANGES

- Management and Executive
- Software Development
- Product + UX
- QA, Mobile
- Functional
- Data
- Infrastructure
- Agile
- Governance, Risk, and Compliance
- Cyber, Security

3. DATA SOURCES

Welcome to the Indonesia Tech Salary Guide 2024, your indispensable resource for navigating the vibrant and dynamic tech market landscape in Indonesia.

In 2024, Indonesia's tech sector stands as a shining beacon of innovation and growth, showcasing remarkable resilience and adaptability.

Indonesia's tech ecosystem continues to evolve, driven by groundbreaking startups, robust investments, and a digitally savvy population.

As the country embraces digital transformation across various sectors, tech professionals are at the forefront of this exciting journey.

This guide explores the ever-evolving salary trends in the tech industry.

ERIC

Chief Executive Officer
PT MSBU Konsultan Indonesia

SALARY RANGE	MIN	MAX
Chief Technology Officer / Chief Information Officer / IT Director / Chief Security Officer	Rp150.000.000	Rp250.000.000
VP of IT	Rp125.000.000	Rp225.000.000
Head of IT	Rp100.000.000	Rp200.000.000
IT Manager	Rp45.000.000	Rp75.000.000
Head of Engineering	Rp90.000.000	Rp200.000.000
Engineering Manager	Rp55.000.000	Rp95.000.000
Head of Infrastructure	Rp45.000.000	Rp115.000.000
Infrastructure Manager	Rp45.000.000	Rp100.000.000
Head of Data	Rp80.0000.000	Rp215.000.000
Business Intelligence Manager	Rp55.000.000	Rp75.000.000

SALARY RANGE	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
Back End	Rp7.000.000	Rp18.000.000	Rp13.000.000	Rp28.000.000
.NET Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
Golang Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
Java Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
Node.js Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
PHP Developer	Rp7.000.000	Rp13.000.000	Rp13.000.000	Rp20.000.000
Python Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
Ruby on Rails Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000

SALARY RANGE	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
Front End	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
Angular Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
Javascript Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
React Developer	Rp9.000.000	Rp18.000.000	Rp18.000.000	Rp28.000.000
General	Rp7.000.000	Rp35.000.000	Rp10.000.000	Rp50.000.000
Full Stack Software Developer	Rp10.000.000	Rp17.000.000	Rp17.000.000	Rp28.000.000
Solutions Architect	Rp25.000.000	Rp35.000.000	Rp35.000.000	Rp50.000.000
Software Architect	Rp25.000.000	Rp35.000.000	Rp35.000.000	Rp50.000.000
SAP Developer	Rp13.000.000	Rp25.000.000	Rp25.000.000	Rp50.000.000
Technical Writer	Rp7.000.000	Rp10.000.000	Rp10.000.000	Rp15.000.000

SALARY RANGE	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
	Rp6.500.000	Rp20.000.000	Rp9.500.000	Rp35.000.000
Product & UX	Rp6.500.000	Rp9.500.000	Rp9.500.000	Rp15.000.000
Graphic Designer	Rp8.000.000	Rp18.000.000	Rp18.000.000	Rp25.000.000
UI/UX Designer	Rp14.000.000	Rp20.000.000	Rp20.000.000	Rp35.000.000
Product Manager	Rp8.000.000	Rp18.000.000	Rp18.000.000	Rp25.000.000
UI Developer	Rp7.500.000	Rp15.000.000	Rp13.000.000	Rp25.000.000
QA	Rp7.500.000	Rp13.000.000	Rp13.000.000	Rp18.000.000
QA Analyst	Rp8.500.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
QA Automation Engineer	Rp7.500.000	Rp13.000.000	Rp13.000.000	Rp18.000.000

SALARY RANGE	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
	Rp9.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
Mobile	Rp9.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
Android Developer	Rp9.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
iOS Developer	Rp9.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
React Native Developer	Rp9.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
Flutter Developer	Rp9.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
Functional	Rp8.000.000	Rp18.000.000	Rp18.000.000	Rp30.000.000
Business/System Analyst	Rp10.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
Product Owner	Rp10.000.000	Rp18.000.000	Rp18.000.000	Rp25.000.000
Project Manager	Rp8.000.000	Rp18.000.000	Rp18.000.000	Rp30.000.000

SALARY RANGE	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
AI/Machine Learning Engineer	Rp15.000.000	Rp25.000.000	Rp25.000.000	Rp35.000.000
Business Intelligence Developer	Rp18.000.000	Rp25.000.000	Rp25.000.000	Rp30.000.000
Data Architect	Rp18.000.000	Rp28.000.000	Rp28.000.000	Rp35.000.000
Data Analyst	Rp13.000.000	Rp20.000.000	Rp20.000.000	Rp30.000.000
Data Engineer	Rp15.000.000	Rp25.000.000	Rp25.000.000	Rp35.000.000
Data Scientist	Rp13.000.000	Rp20.000.000	Rp20.000.000	Rp30.000.000
Database Engineer	Rp13.000.000	Rp20.000.000	Rp20.000.000	Rp25.000.000
SQL Developer	Rp13.000.000	Rp18.000.000	Rp18.000.000	Rp25.000.000
Data Warehouse Analyst	Rp15.000.000	Rp23.000.000	Rp23.000.000	Rp30.000.000
Data Warehouse Developer	Rp18.000.000	Rp28.000.000	Rp28.000.000	Rp35.000.000
Database Administrator	Rp8.000.000	Rp14.000.000	Rp14.000.000	Rp20.000.000

ROLES	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
SALARY RANGE				
Cloud Architect	Rp20.000.000	Rp30.000.000	Rp30.000.000	Rp50.000.000
Cloud Engineer	Rp15.000.000	Rp23.000.000	Rp23.000.000	Rp30.000.000
DevSecOps Engineer	Rp15.000.000	Rp23.000.000	Rp23.000.000	Rp30.000.000
Technical Support Analyst	Rp8.000.000	Rp14.000.000	Rp14.000.000	Rp18.000.000
Helpdesk Support	Rp8.000.000	Rp14.000.000	Rp14.000.000	Rp18.000.000
Infrastructure Architect	Rp20.000.000	Rp35.000.000	Rp35.000.000	Rp50.000.00
Infrastructure Engineer	Rp15.000.000	Rp23.000.000	Rp23.000.000	Rp30.000.000
Network Architect	Rp18.000.000	Rp35.000.000	Rp35.000.000	Rp50.000.000

ROLES	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
SALARY RANGE				
Network Administrator	Rp8.000.000	Rp15.000.000	Rp15.000.000	Rp25.000.000
Network Engineer	Rp15.000.000	Rp25.000.000	Rp25.000.000	Rp35.000.000
Site Reliability Engineer	Rp15.000.000	Rp20.000.000	Rp20.000.000	Rp25.000.000
Support Engineer	Rp8.000.000	Rp15.000.000	Rp15.000.000	Rp20.000.000
Systems Architect	Rp20.000.000	Rp35.000.000	Rp35.000.000	Rp50.000.00
Systems Administrator	Rp8.000.000	Rp15.000.000	Rp15.000.000	Rp20.000.000
Systems Engineer	Rp13.000.000	Rp18.000.000	Rp18.000.000	Rp25.000.000

ROLES	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
SALARY RANGE				
Agile Coach (Enterprise)	Rp15.000.000	Rp25.000.000	Rp25.000.000	Rp35.000.000
RTE/Release Train Engineer	Rp15.000.000	Rp25.000.000	Rp25.000.000	Rp35.000.000
Scrum Master	Rp15.000.000	Rp25.000.000	Rp25.000.000	Rp35.000.000

SALARY RANGE	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
IT Governance, Risk, and Compliance	Rp8.000.000	Rp15.000.000	Rp15.000.000	Rp20.000.000

SALARY RANGE	MID LEVEL		SENIOR LEVEL	
	LOW	HIGH	LOW	HIGH
(Cyber)Security Engineer	Rp13.000.000	Rp20.000.000	Rp20.000.000	Rp35.000.000
Application Security Engineer	Rp13.000.000	Rp18.000.000	Rp18.000.000	Rp25.000.000
Information Security Analyst	Rp15.000.000	Rp20.000.000	Rp20.000.000	Rp25.000.000
Information Security Engineer	Rp15.000.000	Rp23.000.000	Rp23.000.000	Rp30.000.000
Network Security Engineer	Rp10.000.000	Rp18.000.000	Rp18.000.000	Rp25.000.000
Security Architect	Rp20.000.000	Rp35.000.000	Rp35.000.000	Rp50.000.000
Security Analyst	Rp15.000.000	Rp20.000.000	Rp20.000.000	Rp25.000.000

The data in this salary guide represents real market compensation ranges derived from 4 major cities in Indonesia: Jakarta, Bandung, Surabaya, and Bali.

The base salary ranges are divided between Mid-level (2-5 years) and Senior-level experience levels (5+ years). Role ranges may vary by company size, industry and organization structure.

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