

Adecco



Adecco Singapore
Salary Guide 2024

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Making The Future Work For Everyone

The year 2023 has posed significant challenges for many industries due to the volatile global economic situation. Whilst 2024 is expected to present its own set of challenges, each challenge brings forth opportunities to innovate, progress and emerge even stronger.

One of the top key priorities which organizations should focus on is employee attraction and retention. Our survey reflects that 88% of respondents are actively and passively on a look out for new job opportunities, signifying a potential spike in competition within the same talent pool. To mitigate the risk of losing valuable and talented employees, organizations must go beyond just offering competitive compensation & benefits, and embrace holistic strategies involving professional development, wellness initiatives, hybrid work and more. The growing significance of diversity & inclusion is a contributing factor to workplace success. Organizations should look towards offering tailored leadership coaching for managers to cultivate behaviours and ways of work that will positively impact workplace culture.

As for job seekers, they must adopt a self-learning mindset, and actively seek out professional and personal growth opportunities that could enhance their employability. 'Pre-skilling' is gaining popularity and organizations are looking to hire candidates who have shown drive in wanting to acquire new skills. Conventional elements such as work experience and educational qualifications may no longer be the sole determining success factor in the hiring process. Organizations are increasingly placing emphasis on soft skills and alignment of personal values that resonate with corporate goals and values.

We trust that this salary guide will enable you in navigating the workforce landscape and provide you with valuable insights to help you strategically prepare yourself, both for your organization and your career.

Wishing you a year of success ahead!



Betul Genc
Senior Vice President &
Head of ASEAN

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Empowering Workforce Success

2024 marks a pivotal moment in the realm of workforce dynamics, and our commitment to providing valuable insights remains resolute. The job market continues to showcase resilience and adaptability, laying the foundation for a transformative future of work. At the forefront of Singapore's recruitment landscape, we take pride in anticipating trends and pioneering strategies that empower organizations and professionals in this dynamic environment.

Accelerated integration of Artificial Intelligence - The embrace of AI, machine learning, and data analytics is reshaping how we identify, engage, and retain top-tier talent. As industry leaders, we recognize the imperative of staying at the forefront of these technological advancements, ensuring that our clients are equipped with the latest tools to navigate this digital frontier.

Stronger emphasis on Diversity & Inclusion - Organizations are recognizing the invaluable contribution of diverse perspectives to innovation and overall success. These principles are not merely aspirational but are becoming integral components of recruitment strategies, impacting both employer branding and candidate expectations.

Spirit of continuous improvement - To sustain our position as a market leader, we must stay updated on trends, adopt a mindset of adaptability and growth, and continuously upskill ourselves. As industry leaders, we champion a culture of learning and development, within our organization and as a beacon for our clients and partners. In an era where skills become obsolete faster than ever, our shared commitment to ongoing education ensures that we navigate the waves of change with agility and resilience.

A guide for all - Our commitment to providing innovative solutions and staying at the forefront of industry trends reinforces our position as your strategic recruitment partner. This guide is hence a testament to our unwavering commitment to excellence in recruitment and we look forward to continuing our journey as the preferred recruitment partner for companies and professionals.



Justin Tan
Director
Permanent Division

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Navigating Talent Acquisition Dynamics

As someone deeply immersed in the field for over 13 years, my journey with The Adecco Group has been a rich tapestry of experiences, challenges, and triumphs. Throughout my tenure, I've had the privilege of steering both permanent and contingent recruitment solutions and aligning our strategies with the ever-evolving needs of our clients. Today, at the helm of a team with 25 dedicated recruiters, both onshore and offshore, I understand the intricate balance required to achieve success in the competitive world of talent acquisition.

In S.E.A, Singapore is a vibrant hub with a job market that exemplifies dynamism and competitiveness. Attracting and retaining top talent demands a strategic and nuanced approach to remuneration and overall compensation.

Prioritizing competitive pay scales is not just a means to secure the best candidates but to promote job satisfaction and commitment among team members. As the average unemployment rate hovers at 2% in Singapore, the challenge of enticing candidates for Flexible Placement roles is prominent, where stability ranks high among job seekers' concerns, followed by remuneration. The intricacies of the cost of living and inflation become pivotal factors, especially when shaping remuneration packages for talents in niche skills or technology space. A compensation package extends beyond financial considerations, emphasizing the significance of both physical and mental well-being. Robust healthcare plans are indispensable to promote holistic employee well-being. Companies are also offering flexible hours and alternative work arrangements to entice candidates, to empower individuals to optimize their time and enhance productivity to the evolving nature of work in Singapore's dynamic landscape.

I trust that this guide will serve as a valuable companion on your journey, providing insights and guidance to navigate the complex landscape of talent acquisition and retention within Singapore.



Summer Phua
Associate Director
Flexible Placement Division (Recruitment)

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Leading the Workforce Evolution

Throughout my 14 years in the workforce solutions industry, I have witnessed the dynamic evolution in the realm of flexible placements. It has been challenging, yet rewarding, to be on this exciting journey that started from just traditional hiring, to the diverse and technologically driven landscape that we see today. With the launch of our salary guide, I wish to share some insights that have marked this ongoing transformation.

The recent years have been pivotal for the general workforce. The pandemic and other economical events have propelled shifts in work patterns and an increase in market volatility. There is a greater need for companies to have workforce flexibility to adapt to the ever-changing landscape. As such, we are seeing an increased trend in contract staffing as it can effectively help companies to manage employment costs, and mitigate financial risks that are associated with the rapid market changes.

High inflation rate has become a key concern for both employees and companies. Employees continue to seek higher salaries to cope with the cost of living in Singapore. At least 50% of contract employees expect to receive an increment upon their contract renewal. While companies thread their ways through rising costs, it is important to balance both costs and people priorities as a strategic move. It not only retains talent, but to acknowledge their contributions and demonstrate the commitment in their overall well-being, which is an important factor to younger workers. In turn, companies will be reciprocated with indirect cost savings achieved through higher productivity and efficiencies within the business.

Our local landscape continues to face challenges due to the limited local talent pool for the tech industry. This further highlights the urgent need to upskill and reskill local talents to bridge the demand-supply gap and to catch up with the rapidly evolving needs of the tech sector.

By incorporating the above trends to be part of your workforce strategy, it will help to build towards a resilient and skilled workforce that can navigate challenges and opportunities of the modern landscape.



Luyi Koh
Associate Director
Flexible Placement Division (Accounts Servicing)

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Broadening Work Perspectives

As we navigate the intricacies of our professional journey, a recurring question demands our attention: Is salary the be-all and end-all when it comes to job choices? Or should we broaden our perspective, considering the diverse benefits a role or an employer offers beyond the paycheck? I urge you to adopt this nuanced outlook as you delve into the following pages.

In this guide, you'll discover more than just numbers on a pay scale. It serves as a compass, directing us not only toward compensation benchmarks but also guiding our personal and professional growth. It challenges us to break free from conventional thinking and explore roles that might not seem immediately comfortable – recognizing that the true value of a position goes well beyond its financial returns.

Think of this guide as more than a numerical reference; view it as a tool steering you towards a more enriching career. It invites you to embrace experiences that require stepping out of your comfort zone, acknowledging that the lessons learned in unfamiliar territory are invaluable. These experiences are not just checkpoints in your professional journey but pivotal moments shaping your character.

Building a fulfilling career extends beyond financial considerations; it's an investment in personal and professional development. As you navigate the opportunities outlined in this guide, challenge yourself to prioritize experiences that contribute to your skills, knowledge, and overall satisfaction. Adecco Singapore's Salary Guide transcends being a collection of figures; it stands as a valuable resource urging you to redefine success by recognizing the holistic value of your career path.



Jason Quay
Director
Outsourcing

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Adecco

We are a leading global workforce solutions provider active in 62 countries, with over 25,000 colleagues working for us.

Employer needs vary, so do jobseekers', especially in times of economic uncertainty. To meet those needs and expectations, we offer the full spectrum of workforce solutions: Temporary and permanent placement as well as outsourcing solutions to provide ultimate flexibility for both, companies and candidates; Trainings and apprenticeships to develop new skills, learn on the job and build employability, which is crucial for effective, but talent-scarce labour markets.

When it comes to recruiting talent, diversity and inclusion are binding principles for us. We see inclusion not only as a business model that addresses talent scarcity and brings long-term economic benefits, but also as a responsibility toward society.



At The Adecco Group, our purpose is to make the future work for everyone.

Through our three global business units – Adecco, Akkodis and LHH – we enable sustainable and lifelong employability for individuals, deliver digital and engineering solutions to power the Smart Industry transformation, and empower organisations to optimise their workforces.

The Adecco Group leads by example and is committed to creating an inclusive culture and supporting resilient economies and communities. Now more than ever, people are the most crucial asset to help solve the global challenges facing societies. That is why The Adecco Group is committed to enabling the talent and skills needed for a future where everyone can build a rewarding career. And this is what it means to be a purpose-driven organisation.



Permanent Recruitment

A service that covers the entire recruitment process from sourcing candidates, screening CVs, conducting interviews and assessments, and advising hiring managers to help their organizations secure the best talent.

Features



Attraction & Sourcing
of candidates via online and offline strategies.



Candidate Shortlisting
of possible future employees fitting the job role.



Contextual Analysis
of the current recruitment landscape for a balanced, competitive offer for every open position.



Group Assessment
for measuring the competencies of multiple candidates.



One-to-one Assessment
of candidates or employees.



Hard Skills Assessment
of employees' hard competencies.



Organizational Consultancy
to assess, organize, and restructure industries and offices.



Salary Negotiation
to ensure a mutually satisfactory compensation and benefits package.

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Flexible Placement

We place associates within organizations on a temporary basis, providing flexibility to employers through general and professional staffing. We manage the entire recruitment process, from candidate search and screening, through onboarding and training, to payroll and administration.

Features



Attraction & Sourcing
of candidates via online and offline strategies.



Training
to upskill and reskill candidates or employees.



Candidate Shortlisting
of possible future employees fitting the job role.



Legal Counsel
to comply with applicable employment regulations and legislation.



Interviewing
potential candidates to find the right match.



Onboarding
and induction process.



Organizational Consultancy
to assess, organize, and restructure industries and offices.



Payroll and Administration
managing and overseeing.

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Outsourcing

Responsible for delivering services and projects based on process management and improvement. Adecco Outsourcing helps clients focus on core activities while taking away the hassle of day-to-day operations. Right people, right resources: we provide both.

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Features



Diagnosis
project & Teams Setup.



Execution
final solution design and execution approval.



Closure
project closure sign-off.



Analysis and Design
solution design and project plan approval.



Control and Improvement
go live and operations commence.



APAC Outlook

Trends and Challenges for APAC region

Throughout 2023, employers in APAC have faced several unique challenges to effective Talent Attraction & Engagement, including:

- 1) Global macro-economic and geopolitical uncertainty
- 2) Ongoing shortage of leadership and executive talent
- 3) Rapidly evolving jobs and skills landscape

As overall business confidence has declined amid regional and global uncertainty, recruitment budgets have faced intense pressure, leading to extended hiring timelines. Internal HR and Talent Acquisition (TA) professionals have encountered mounting pressure to keep top talent engaged throughout lengthy interview processes while managing their salary expectations.

Candidates, too, have become more cautious, seeking assurance that potential new employers offer stability and secure career choices, looking for signs of continued investment in their people despite external challenges. Organizations demonstrating long-term commitment to developing and retaining their people amid difficulties have significantly strengthened their employer brands and reputations. This enhancement has elevated their status as 'Employers of Choice,' aiding talent attraction and retention efforts.

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The role of managers and executives is swiftly evolving in tandem with technological transformations in the workplace. Leaders must exhibit confidence in steering organizations through significant changes while effectively inspiring and engaging their teams. Within APAC's cross-cultural leadership talent pool, these essential soft skills can be challenging to find, evaluate, and apply for new joiners adapting to a different corporate culture and way of work. Organizations are increasingly turning to onboarding coaching to enhance success rates for new hires, as well as organizational/executive coaching to expedite their journey to peak performance. There exists a strong correlation between these initiatives and talent retention and engagement. The adoption of digital coaching platforms and AI-assisted professional development plans has made this cost-effective and scalable for many companies.

Employers are rethinking their organizational structure and skills mix due to ongoing technological disruptions that both augment and replace traditional roles in the workplace. As organizations expect increasing ROI and value-adds from their recruitment and L&D vendors, Hiring managers must carefully balance the time needed to develop internal talent with the costs associated with onboarding external expert talent, all while maintaining stability in their organizational culture.

Impact of Remote Work towards the hiring trends in APAC

Remote & hybrid working arrangements are having a significant impact on talent attraction & management in APAC.

It's increasingly common for prospective new employees to complete the entire recruitment and onboarding process without physically meeting a colleague in person. The digital experience a potential new joiner undergoes during this remote interaction and an employer's ability to effectively assess a candidate's suitability without face-to-face interaction are both critical factors for a successful hire in this digital talent landscape.

Well-being takes precedence, with people-centric leaders acknowledging the challenges and pressures their staff face in an increasingly demanding market. These challenges are often compounded by the risk of professional and social isolation in a digital workplace.

Many employees have embraced remote work and are now questioning the shift in sentiment from employers, who are increasingly urging a return to physical office spaces. Organizations' remote working policies, plans, and online reviews are facing heightened scrutiny as top talent weighs these factors as part of their decision-making process.



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For the 2024 Adecco Salary Guide, we surveyed more than 6100 professionals, both employers and employees from Australia, Hong Kong SAR, New Zealand, Malaysia, Thailand, Vietnam, South Korea, India and Singapore for insights on how they are navigating the ever-changing work landscape as well as their career change plan for the year.

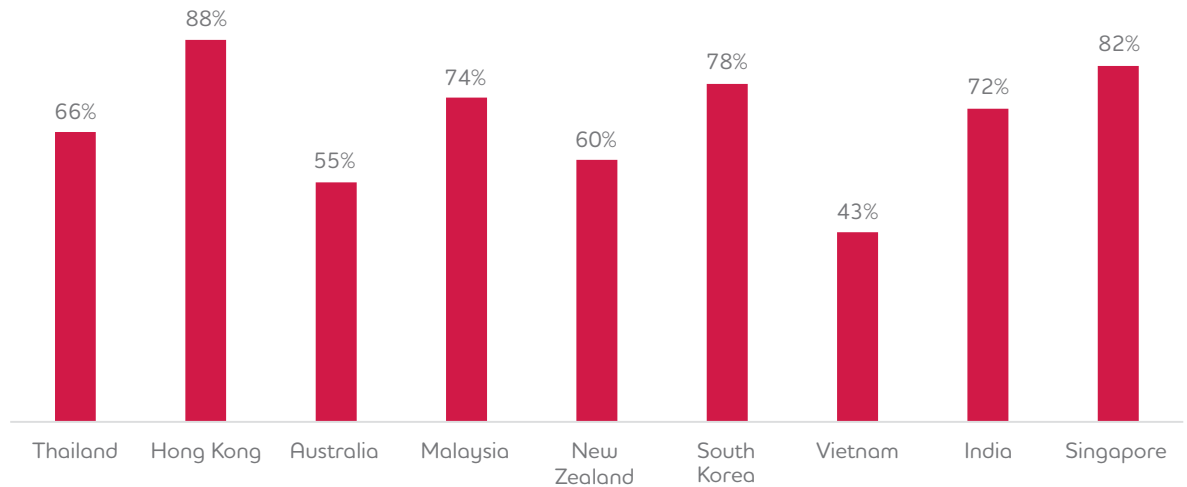
Insights on Talent Motivation

As 2024 brings upon a new wave of unprecedented challenges, intent to move remains high across APAC. 88% of respondents are either actively or passively searching for new opportunities across the region.

Top Motivator for Movement of Talent

While analysing the top motivators contributing to movement of talent across the region, compensation & benefits emerged as the highest influencing factor with 67% choosing it as their top factor to consider when moving roles. This is especially prominent in Hong Kong (88%) followed by Singapore (82%) & South Korea (78%). This could be due to the especially high cost of living in these countries, which calls for regular review and compensation adjustments specific to each country's economic conditions. Organisations will thus have to relook their Compensation & Benefit pay strategies to instill confidence in the candidates & to attract top talent and foster employee retention in line with the market conditions.

Top Motivator: Compensation & Benefit Packages





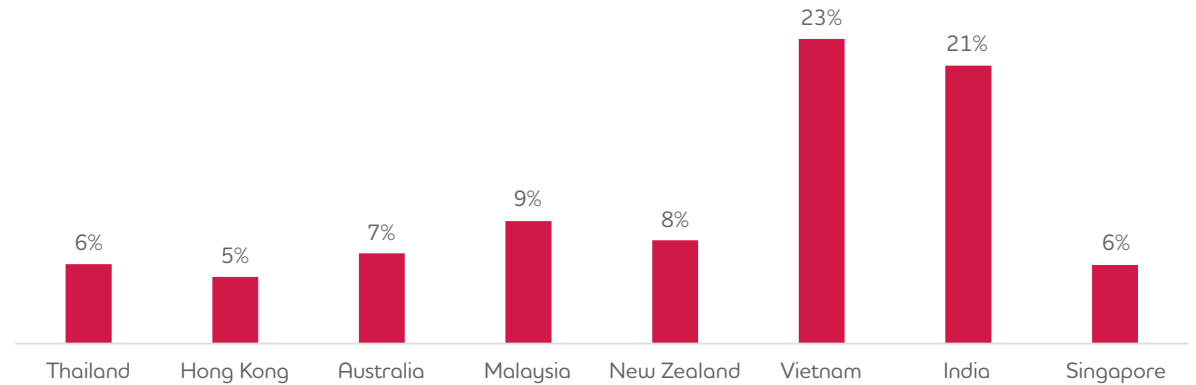
Insights on Salary Expectations

As each year brings with it unprecedented challenges, the impact on labour market tends to influence the organisation's financial outlook & pay strategies for the year.

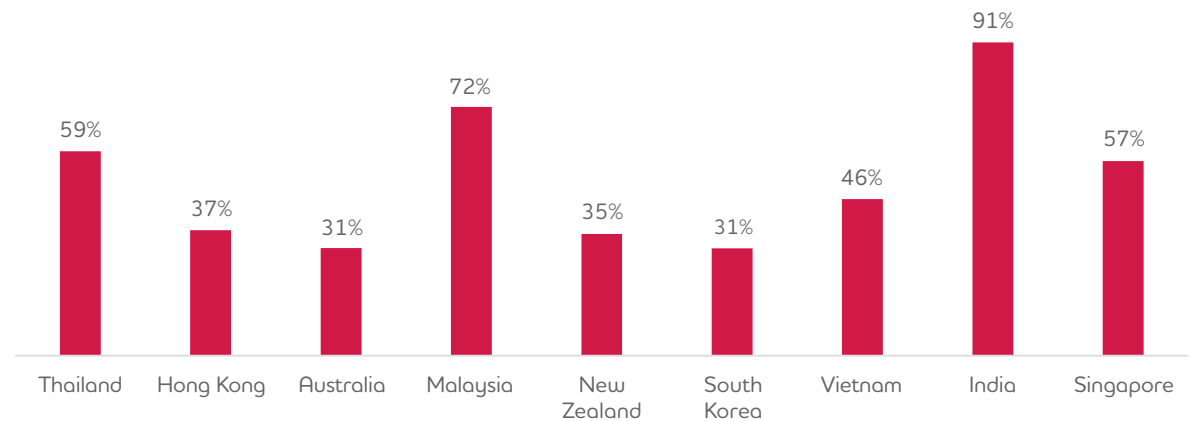
With Compensation & Benefits being the main priority for jobseekers to shift, salary expectations across APAC are high. In reality, Only 6% of respondents from Singapore received over 20% salary increase as part of their current role. In contrast, when changing employers, 57% of respondents from Singapore expect more than a 20% increase in base salary.

Analysing the high salary expectations that employees have, organisations especially need to adjust their pay strategies accordingly in 2024 for employees to be paid in line with the market demand, to attract & retain top talent. The following sections in the salary guide will be indicative of the pay range that is ideal for various job roles based on Adecco's expertise & experience.

Actual base salary increase from current employers



Expected base salary increase when changing employers



■ > 20% Salary Increase

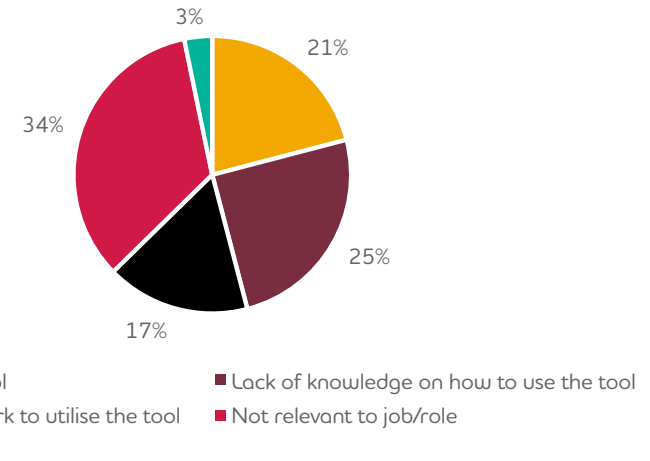
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Insights on Gen AI

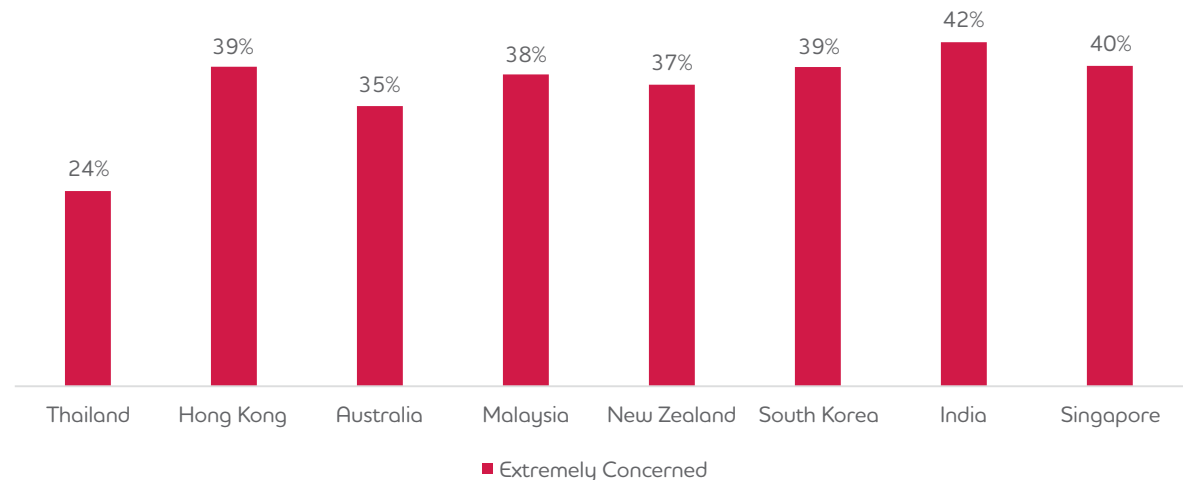
When understanding more about the specific concerns pertaining to adoption of AI at work across the region, the biggest concern is the use of AI being irrelevant to the job roles (34%), followed by the lack of knowledge on how to harness it (25%) and lastly, trust-related concerns when adopting this tool (21%).

Top 2 concerns about using Gen AI at work



Overall, the countries are generally worried about the impact of Gen AI on employability given its versatile uses in the workplace.. This can be seen particularly in India (42%) & Singapore (40%) wherein the concern about AI's impact on employability is the highest. Thailand with 24% is the country with the lowest rate of concern.. Training on effective usage of AI and the aspects in which it can be utilized will help to develop a positive perspective in the minds of the employees towards adoption of the tool as part of their job roles. In line with this approach, Adecco's partnership with Microsoft aims to focus on development of Gen AI powered platform to support workers to maintain their skills currency, and employability in evolving labour market.

Impact of Gen AI on employability



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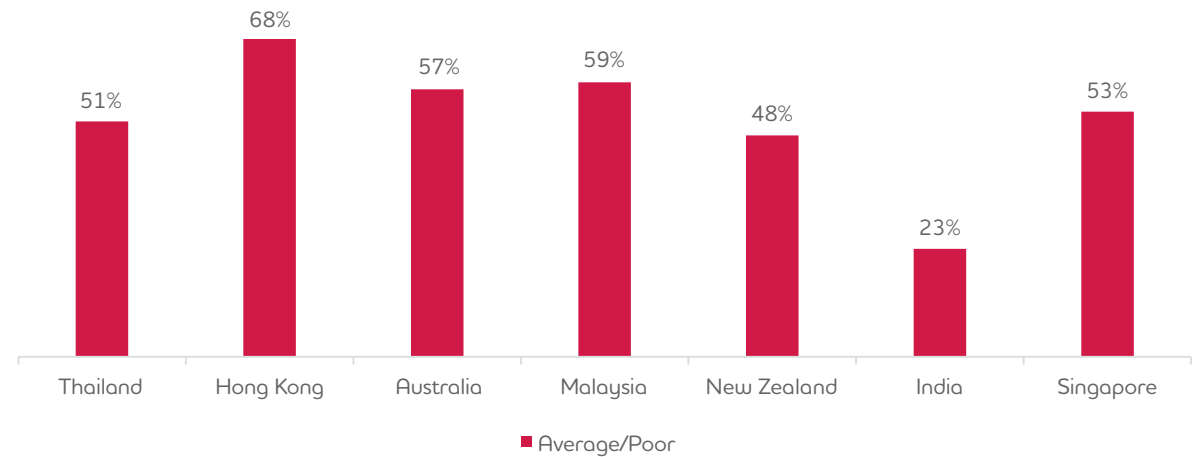
Insights on L&D

Learning & Development (L&D) is a key contributor that helps to accelerate employees' growth and nurtures their knowledge, skills & capabilities to drive greater business performance. Thus, the effectiveness of L&D efforts is key for an individual as well as an organisation's success.

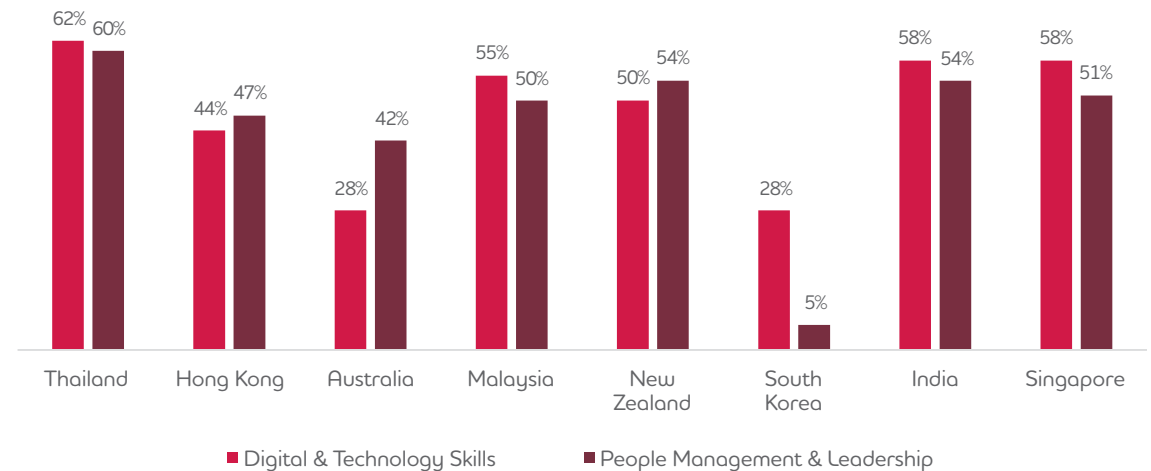
Hong Kong, Australia, Malaysia and Singapore have the highest percentage of respondents that indicate their company's approach to L&D and professional development is average/poor, highlighting their overall dissatisfaction in current L&D efforts. Organisations are as such recommended to invest more in providing learning & development growth opportunities to employees to improve the overall EVP, talent retention and strengthen the workforce to better tackle the unprecedented challenges in 2024.

Furthermore, countries consistently identified Digital & Technology skills and People Management & Leadership skills as the top 2 skills and competencies (except in South Korea) they would like to invest in for their own professional development. This is particularly observable in Thailand, Malaysia, India and Singapore where the percentages are the highest. This is indicative of the hard & soft skills trainings that organizations can consider providing to employees for the skills growth & development.

Organisation's efforts towards L&D



Top 2 skills and competencies for professional development



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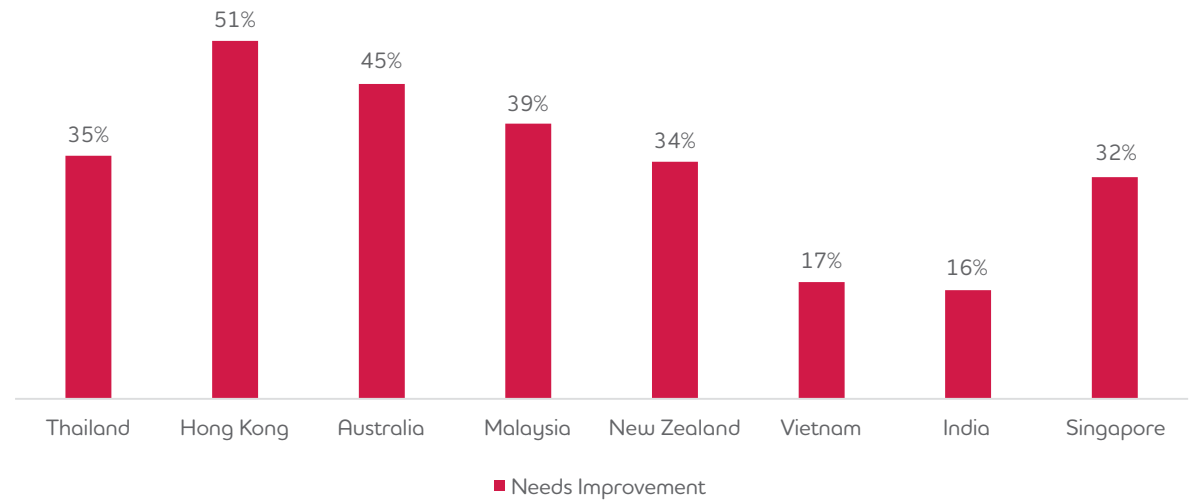


Insights on Workplace Culture

A thriving workplace culture based on common set of values & beliefs is key in positively impacting every aspect of the business. It fosters a sense of belonging and encourages employees to actively engage in their work. Companies in Hong Kong and Australia may need to take steps to better maintain a positive workplace culture as reflected by 51% and 45% of respondents respectively which indicated that their organization needs improvement in its workplace culture. A culture which celebrates open communication, diversity, recognizes achievements and breeds supportive and approachable leaders also sets the tone for a positive workplace culture.

Contrarily, in Vietnam and India, strong organisational culture is reflected with fewer respondents indicating requirement for improving their workplace culture. In summary, companies that prioritise cultivating a positive, inclusive and supportive culture are better positioned to not only attract top talent, but also retain employees who are in turn more motivated and committed to the organisational success.

Organisational culture on talent attraction & retention



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About The Guide

Adecco Singapore Salary Guide 2024 provides a comprehensive overview of salary information, APAC market insights and trends across industries. The salary information, commentary and market insights are based on data collated from Adecco Singapore's networks and our extensive research, as well as experience in the full spectrum of workforce solutions across industries.

Salaries for each role are denominated in Singapore dollars (SGD) and represent base salary only, reflecting the 25th, 50th and 75th percentiles. Years of experience and qualifications for each role, have been indicated as a generic guide.

Disclaimer:

Adecco Singapore Salary Guide 2024 serves as a value-added service for our networks. Whilst every effort was made to ensure data collection and compilation accuracy, this guide is intended to be interpretive and indicative, rather than definitive.

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Supply Chain & Logistics



Key Trends

Companies need to prioritize automation to improve speed and efficiency of goods flow.

As consumers increasingly expect fast and reliable delivery of goods, a key focus will be on improving speed and efficiency of goods flow. To meet these demands, companies are investing in technologies such as automated container terminals, improved data sharing, and advanced analytics to reduce port holdups and increase container and ocean freight availability.

As such, to remain competitive in the industry, companies will need to invest in automation and leverage on these technologies to improve performance and meet customer expectations.

The use of automation will help companies stay competitive in the industry, by increasing efficiency and reducing costs while improving performance and customer satisfaction.

To meet these expectations, companies are turning to the Internet of Things (IoT) to track their inventory and streamline their logistics processes.

By using sensors and RFID tags, companies can track their products in real-time, providing them with visibility to the location and status of their inventory. This enables them to quickly identify any delays or issues in the supply chain and make the necessary adjustments to ensure timely delivery.



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Supply Chain

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Shipping Assistant/Executive	1-3	GCE 'N'/'O' Level	2,800	3,500	4,000
Sales Coordinator	1-5	GCE 'N'/'O' Level	2,800	3,500	4,500
Customer Service Executive	1-5	GCE 'N'/'O' Level	3,300	4,000	4,700
Customer Service Manager	3-5+	GCE 'O' Level/Diploma	4,000	5,000	6,000
Parts Executive	1-5	GCE 'O' Level/Diploma	3,500	4,500	5,000
Parts Manager	3-5+	Diploma/Degree	4,500	5,500	7,000
Logistics Analyst	1-5	Diploma/Degree	3,000	4,500	5,000
Logistics Executive	2-5	Diploma/Degree	3,500	4,500	5,500
Logistics Manager	3-5+	Diploma/Degree	5,500	6,500	7,500
Pricing Executive/Analyst	1-5	Diploma/Degree	3,400	4,000	5,000
Planner	2-5+	Diploma/Degree	3,700	4,500	5,700
Supply Chain Manager	3-10+	Diploma/Degree	7,000	10,000	13,000

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Logistics

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Warehouse/Logistics Assistant	2-10+	GCE 'N' Level	2,000	2,600	3,300
Class 3/4 Driver	2-8	GCE 'N' Level	2,500	3,500	4,500
Personal Driver	5-10+	GCE 'N' Level	3,500	4,200	5,500
Warehouse Supervisor	6-10+	GCE 'O' Level/Diploma	3,000	4,000	5,000
Warehouse Manager	6-10+	Diploma/Degree	4,200	5,500	6,500
Operations Manager	6-10+	Diploma/Degree	6,200	8,000	10,000
Transportation Manager	5-7	Diploma/Degree	8,000	10,000	15,000
Business Development Manager	2-15+	Diploma/Degree	5,500	7,500	15,000
Key Account Manager	2-10+	Diploma/Degree	7,000	8,500	12,000

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Engineering



Key Trends

Precision engineering will be a key focus area for Singapore’s engineering sector in 2024.

To solidify its position, Singapore plans to invest \$3.3 billion into advanced manufacturing and engineering research and development. This is in line with the PE Industry Transformation Maps¹ (ITMs) 2025, which reflects the government’s focus on developing talent to grow new sub-sectors such as additive manufacturing, lasers and optics. With this new focus, emerging roles such as optics engineers will be needed.

Transport engineering will be another growth area for Singapore.

Given Singapore’s vision of developing an interconnected transport system, transport engineering is expected to be another growth area in 2024. Singapore’s Land Transport Authority² (LTA) plans to expand its rail network to 360 km by 2030, meaning that eight in ten households will be housed within 10 minutes of a train station. Roles such as systems design engineers will be needed to design and implement the complex systems necessary for the modernization and expansion of Singapore’s rail network.

¹ Land Transport Authority
² Ministry of Transport



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Semiconductor and EMC

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Process, Equipment, Manufacturing, Automation, Application					
Engineer	1-5	Degree	3,500	4,000	6,500
Senior Engineer/Principal Engineer	5+	Degree	6,500	7,500	9,000
Engineering Manager	10+	Degree	8,000	10,000	12,000
Lean Management					
LEAN Specialist	5+	Degree	6,500	8,000	10,000
Design (Mechanical, Software, Electronics, IOT)					
Engineer	1-5	Degree	4,500	6,000	7,000
Senior/Principal Engineer	5+	Degree	7,000	8,500	10,000
Optics					
Engineer	1-5	Degree	3,500	4,000	5,000
Engineer	2	PhD	6,000	6,500	7,000
Senior/Staff Engineer	5+	Degree/Masters	5,000	6,500	8,000
Production Management/Assembly Operation					
Production Operator	1+	Diploma	1,500	2,000	2,300
Assembly Technician	1+	Diploma	2,500	3,200	3,800
Production Supervisor	8+	Diploma	4,500	5,000	6,000
Production Manager	10+	Degree	6,000	7,500	8,500

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Semiconductor and EMC

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Commercial					
Sales Engineer	1-5	Degree	3,500	4,500	5,500
Senior Sales Engineer	5+	Degree	5,500	7,000	8,000
Sales Manager	10+	Degree	8,000	9,000	10,000
Safety/Facility Management					
Engineer/Senior Engineer	1-8	Degree	3,500	6,000	7,500
Manager	8+	Degree	8,000	9,000	10,000

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Upstream Oil & Gas

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Process, Electrical Design, Mechanical Design, Quality, Project					
Engineer	1-5	Degree	4,000	5,000	6,000
Senior Engineer	5+	Degree	6,000	6,500	7,000
Manager	10+	Degree	7,000	8,500	10,000
Process, Electrical, Mechanical					
Technician	1-8	Diploma	2,800	3,500	5,500
Senior Technician	8+	Diploma	5,500	6,000	6,500
Commercial					
Sales Executive	1-8	Degree	4,000	4,500	6,000
Sales Manager	8+	Degree	6,000	8,000	10,000

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Chemical, Downstream Oil and Gas

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Process, E&IC, Mechanical, Quality					
Engineer	1-5	Degree	4,000	5,000	6,000
Senior Engineer	8+	Degree	6,000	6,500	7,000
Manager	10+	Degree	7,000	10,000	12,000
Director	20+	Masters	12,000	13,000	16,000
Process, E&I, Mechanical					
Technician	1-8	Diploma	2,800	3,500	5,500
Senior Technician	8+	Diploma	5,500	6,000	6,500
Chemist					
Chemist	1-8	Degree	4,000	5,000	6,000
Senior Chemist	8+	Degree	6,000	6,500	7,000
QA & RA Executive	2+	Degree/Masters	4,500	6,500	8,000
QA & RA Manager	8+	Degree/Masters	6,500	8,000	10,000
Commercial					
Sales Executive	1-8	Degree	4,000	4,500	6,000
Sales Manager	8+	Degree	6,000	8,000	10,000
Safety/Facility Management					
Engineer/Senior Engineer	1-8	Degree	3,500	6,000	7,500
Manager	8+	Degree	8,000	9,000	10,000

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Property (Commercial)

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Facility, M&E					
Technician	1+	Nitec	2,300	2,500	2,800
Chiller, ACMV, HVAC (Specialist)					
Technician	1+	Nitec	2,300	3,500	5,000
Executive And Above					
Officer	1-3	Diploma	2,300	2,500	2,800
Senior Officer	3+	Diploma	2,800	3,300	3,500
Property Manager	1+	Degree	3,500	4,000	5,000
Property Manager	5+	Diploma	3,500	4,000	5,000
Facility/Senior Facility Manager	5+	Degree	5,500	6,000	6,500
General Manager	15+	Degree	8,000	10,000	12,000

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Construction

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Construction (Civil, Architecture)					
Technician	1+	Nitec	2,300	2,500	2,800
Engineer/Senior Engineer	1+	Degree	3,500	5,500	7,000
Manager	10+	Degree	7,000	11,000	15,000
Project/Site					
Engineer/Senior Engineer	1+	Degree	3,500	5,500	7,000
Manager	6+	Degree	5,500	7,700	10,000
Architecture					
Architect	1-5	Degree	4,000	5,500	7,000
Senior Architect	5+	Degree	7,000	8,000	12,000
Director	20+	Degree	12,000	14,000	15,000

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Engineering Consultancy

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Quantity Surveyor	1-3	Degree	4,000	5,000	6,000
Senior Quantity Surveyor	3-5	Degree	6,000	6,500	7,000
Project/ Site					
Process Engineer	1-3	Degree	4,000	5,000	6,000
Senior Process Engineer	3-5	Degree	6,000	7,000	7,500
Project Engineer	1-3	Degree	4,000	4,500	5,000
Senior Project Engineer	3-5	Degree	5,000	5,500	6,000
Project Manager	5+	Degree	6,000	7,000	8,000
Mechanical Engineer	1-3	Degree	4,000	5,000	6,000
Senior Mechanical Engineer	3-5	Degree	6,000	7,000	7,500
E&I Engineer	2-3	Degree	4,500	6,000	7,000
Construction Planner	3-5	Degree	5,000	6,000	7,000
HOD, Mechanical	10+	Degree	12,000	13,500	15,000
Architect	1-3	Degree	4,000	5,000	6,000
Senior Architect	3-5	Degree	6,000	7,000	8,000
Lead Architect	5+	Degree	8,000	10,000	12,000
HOD Architect	10+	Degree	18,000	19,000	20,000

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Marine & Heavy Machinery

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Process, Electrical Design, Mechanical Design, Quality, Project					
Engineer	1-5	Degree	4,000	5,000	6,000
Senior Engineer	5+	Degree	6,000	6,500	7,000
Manager	10+	Degree	7,000	8,500	10,000
Process, Electrical, Mechanical					
Technician	1-8	Diploma	2,800	3,500	5,500
Senior Technician	8+	Diploma	5,500	6,000	6,500
Commercial Role					
Sales Executive	1-8	Degree	4,000	4,500	6,000
Sales Manager	8+	Degree	6,000	8,000	10,000
Service, Commissioning & Installation					
Engineer	1+	Diploma	4,500	5,000	6,000
Superintendent	8+	Diploma	6,000	7,000	8,000
Manager	10+	Degree	8,000	10,000	12,000

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Key Trends

Integration of Industry 5.0, featuring advanced technologies such as robots and Artificial Intelligence (AI), is poised to revolutionize the automotive manufacturing industry, infusing a personal human touch into the pillars of automation and efficiency from Industry 4.0.

As Hyundai Group inaugurates its global innovation hub in Singapore¹, we anticipate the experimentation of cutting-edge technologies and processes, incorporating industry 5.0 principles. This endeavor aims to enhance productivity and efficiency through innovative testing and implementation.

Other trends

- 5G and the Internet of Things (IoT) - Vehicles are going to be more connected.
- Connected Car Services is the trend in EV and it will continue to gain popularity.
- The trend of online vehicle retail, fueled by digitalization and evolving consumer preferences, involves innovative approaches such as integrating AR and VR technologies for virtual test drives and customization visualization. The industry sees a rise in online auctions and marketplaces, providing a digital platform

for buyers and sellers of both new and used vehicles. Additionally, automotive brands and dealerships are enhancing accessibility and convenience by developing mobile applications that allow customers to browse and purchase vehicles directly through their smartphones.

- Environmental Sustainability: Increasing emphasis on environmental sustainability is driving the automotive industry to explore alternative power sources and materials. Advanced manufacturing processes play a crucial role in developing lightweight materials and energy-efficient components.
- The rising affluence of consumers and the growing appeal of premium features have led to a notable increase in luxury car sales.

¹ Singapore Business Review



Sales & Marketing

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Market Data Analyst	0-3	Diploma	2,700	3,300	3,800
Market Data Analyst	0-3	Degree	3,500	4,000	4,500
Brand Executive	0	Diploma/Degree	2,700	3,500	4,500
Digital Marketing Specialist/Sr. Specialist	3-7	Degree	4,500	5,500	6,500
Project Specialist/Assistant Manager	4-6	Degree	4,500	6,000	7,500
Sales/Business Development Manager	5-7	Degree	6,000	8,000	10,000
Senior Marketing Manager	5-7	Degree	7,000	8,500	10,000
Regional Marketing Manager	7-8	Degree	7,000	9,000	11,500
IT					
Project Specialist/Sr. Specialist	3-6	Degree	4,500	5,500	6,500
System/Sr. System Engineer	3-8	Degree	5,000	7,000	9,000
Software Technical Lead	5-8	Degree	7,000	8,500	10,000
Data Scientist (Optimization)	3-8	Degree	8,000	10,000	12,000
Admin & Support					
Technical Support Engineer	1-3	Diploma	3,000	3,500	4,000
Technical Support Engineer	1-3	Degree	4,000	5,000	5,500
Technical Executive	4-6	Degree	4,000	5,000	6,000

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Supply Chain, Logistics & Engineering

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Regional Manufacturing Specialist	2-5	Degree	4,000	5,000	6,000
Sr. Process Engineer/Process Engineer	5-8	Degree	4,500	6,000	7,500
Logistics Operations Manager	3-7	Degree	5,000	6,500	8,000
Logistics Manager/Assistant Manager	5-8	Degree	5,000	6,500	8,000
Solution Architect	6-10	Masters/PhD	9,000	11,000	13,000

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Life Sciences



Key Trends

As the biopharma sector undergoes a digital revolution, the pharmaceutical industry is poised to leverage the capabilities of cutting-edge technologies, particularly Artificial Intelligence (AI).

With an anticipated investment of \$4.5 billion in the digital transformation of manufacturing facilities by 2030¹ and a projected expenditure exceeding \$3 billion on AI by 2025², the pharmaceutical industry is gearing up to integrate technology for personalized treatment, streamlined data handling, and analytics to derive actionable insights, ultimately driving outcome-based care.

The implementation of AI technology aims to enhance and expedite clinical development, enabling quicker decisions on a drug's potential by predicting efficacy, potential side effects, and more. This approach reduces timeframes and improves success rates. Additionally, AI has the capacity to guide clinicians away from pursuing certain drugs, allowing resources to be redirected toward more promising projects, thereby enhancing long-term patient care.

From the discovery of life-saving drugs, manufacturing processes, and clinical trials to drug target identification, diagnostic assistance, and personalized treatment, the application of artificial intelligence in the pharmaceutical realm holds transformative potential. It is poised to revolutionize various facets of the industry, signifying a pivotal advancement with far-reaching implications.

Singapore's life sciences sector thrives due to robust government support, infrastructure development, and increasing healthcare demands. Competitive salaries, benefits, and workplace flexibility are crucial for attracting and retaining top talent in the industry. Companies aiming to recruit and keep professionals must offer compensation packages that meet or exceed market expectations. The industry's success is evident in the remarkable growth, considering Singapore lacked a biopharmaceutical manufacturing site before 2000.

¹ Thepharmaletter
² GlobalData



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Pharmaceutical

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Chemist					
Chemist	1-8	Degree	4,000	5,000	6,000
Senior Chemist	8+	Degree	6,000	6,500	7,000
Scientist					
Scientist	1+	PhD	6,000	7,000	8,000
Quality Assurance & Regulatory Affairs					
Executive	4+	Degree/Masters	4,500	6,500	8,000
Manager	8+	Degree/Masters	6,500	8,000	10,000
Safety/Facility Management					
Engineer/Senior Engineer	1-8	Degree	3,500	6,000	7,500
Manager	8+	Degree	8,000	9,000	10,000
Process, E&IC, Mechanical, Quality					
Engineer	1-5	Degree	4,000	5,000	6,000
Senior Engineer	8+	Degree	6,000	6,500	7,000
Manager	10+	Degree	7,000	10,000	12,000
Director	20+	Masters	12,000	13,000	16,000
Process, E&I, Mechanical					
Technician	1-8	Diploma	2,800	3,500	5,500
Senior Technician	8+	Diploma	5,500	6,000	6,500

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Administration



Key Trends

Demand for administrative roles in family offices has been on the rise, especially during the setup phase prior to move-in.

The increasing prevalence of family offices as well as their growing complexity and diversity of tasks have created an increased need for specialized administrative professionals to support their operations.

During the setup phase, administrative professionals are particularly in demand to help organize the office space, establish procedures, and hire employees. The trend is evidenced by the fact that as of 2021, there are 700 family offices¹ established in Singapore alone, and the number of super-rich families (Ultra High Net Worth) setting up offices in the country has nearly doubled from two years ago.

This growing demand presents an opportunity for professionals seeking positions in this field, particularly those with experience in office management.

As offices seek to optimize resources and cut costs, the trend of combining the duties of an office manager with those of a general HR representative is becoming increasingly prevalent. Sometimes, it involves taking up accounting and finance duties.

This approach is observed in both large and small offices which allows for better coordination of tasks and more efficient use of internal personnel. This has significant implications for professionals seeking administrative roles, as they may need to broaden their skill sets to include HR-related tasks in order to remain competitive in the job market. Thus, professionals seeking to succeed in Singapore's administrative landscape need to stay updated with such trends and acquire the necessary skills to meet the evolving demands of the role.

This is not just limited to family offices. More companies are setting up their Singapore branch offices here, requiring experienced individuals to share or guide them on the set up, processes, policies and the differences of the working culture in Singapore and their home countries.

¹ Channel News Asia



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Administration

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Admin					
Admin Assistant/Executive	0 -5	GCE 'O' Level/NITEC/Diploma	2,000	3,000	4,000
Team Admin	0-5	GCE 'O' Level/NITEC/Diploma	2,500	3,800	4,500
Office Admin	0-5	GCE 'O' Level/NITEC/Diploma	2,500	4,500	5,000
Admin Executive (Supporting Senior Management)	3+	NITEC and above	3,500	4,500	5,000
Project Admin	1+	NITEC and above	2,800	4,000	5,500
Secretarial					
Executive Assistant	2-5	NITEC/Diploma	3,800	4,500	5,500
Executive Assistant	5+	Diploma/Degree	5,500	8,000	11,000
Personal Assistant/Secretary	1-10	GCE 'O' Level and above	4,000	5,500	7,000
Department Secretary	1-8	GCE 'O' Level and above	4,000	4,500	5,500
Head of Executive Assistant/Secretary	8+	Degree	8,500	10,000	12,000
Office					
Office Manager (w Facilities)	5+	Diploma/Degree	5,500	7,000	8,000
Office Manager (w/o Facilities)	5+	Diploma/Degree	5,000	6,000	7,000
Other Functions					
Receptionist/Concierge	1+	GCE 'O' Level and above	2,200	3,300	4,500
Concierge Manager	5+	GCE 'O' Level and above	4,500	5,500	6,500

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Legal



Key Trends

The growing popularity of in-house legal roles is led by its attractiveness to younger professionals who prefer them for their improved work schedules.

These roles typically offer more predictable hours and greater flexibility compared to traditional law firm roles. In 2021, the Law Society¹ saw a record high of 538 exits – an over 30% spike from exit numbers recorded in 2021. As a result, many younger professionals are opting for in-house roles to improve their work-life balance.

Talent war for a limited pool of lawyers has resulted in salary competition between law firms and in-house legal teams.

Singapore’s legal industry is experiencing a shortage of legal talent, leading to significant competition for a limited pool of lawyers. Law firms² are now offering up to S\$10,000 in pay to snare new, junior lawyers. This has implications for law firms and legal departments, as they need to be prepared to offer competitive salaries and benefits packages to attract and retain top legal talent.

The growth of investment in Singapore has led to an increase in demand for commercial law and M&A services.

Singapore has become a hub for investment in recent years, attracting companies from around the world to invest in the city-state.

As more companies look to invest in Singapore, legal professionals with expertise in commercial law and M&A will be in high demand. In 2022, the Singapore Economic Development Board³ (EDB) attracted S\$22.5 billion in Fixed Asset Investment (FAI) commitments.

For law firms and legal departments with expertise in commercial law and M&A, they need to be prepared to meet the increasing demand for their services, while legal professionals with these skill sets can expect to see opportunities for career advancement.

¹ Today Online
² Business Times
³ Economic Development Board

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Legal

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
In-House Legal (Commercial)					
Legal Counsel	2-4 PQE	Degree	7,000	8,000	9,000
Legal Counsel	5-7 PQE	Degree	10,000	12,000	14,000
Senior Legal Counsel	8-10 PQE	Degree	14,000	15,000	16,000
General Counsel/Head of Legal	11-13 PQE	Degree	16,000	18,000	25,000
Chief Legal Counsel/ Head of Legal	15+ PQE	Degree	25,000	30,000	35,000
Head of Data Privacy	10+	Degree	18,000	25,000	30,000

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Legal

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Risk & Compliance (Commercial)					
Compliance Officer	1-3	Degree	3000	3700	4500
Compliance Senior Officer	3-5	Degree	4500	5200	6000
Compliance Assistant Manager/Supervisor	5-7	Degree	6000	7500	9000
Compliance Manager/VP	7-10	Degree	9,000	10,500	12,000
Head of Compliance/ Director	10+	Degree	18,000	21,500	25,000
Paralegal					
Paralegal	1-3	Degree	3,000	3,700	5000
Paralegal	3-5	Degree	5000	5500	6000
Paralegal	5-7	Degree	6000	7000	8000
Corporate Secretaries					
Corporate Secretary	0-3	Degree	3000	3700	4500
Corporate Secretary Executive/Supervisor	3-5	Degree	5000	5500	6000
Assistant Manager/Manager	5-8	Degree	6,000	7500	9000
Senior Manager	8-12	Degree	9,000	10500	12000
AVP/ Director	12+	Degree	12,000	14,000	16,000

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Legal

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
In-House (Finance/Banking/Asset Management/Insurance)					
Associate	1-3	Degree	6,000	8,000	10,000
Associate/Senior Associate	3-5	Degree	10,000	11,000	12,000
Manager/ AVP	5-7	Degree	13,000	14,500	16,000
VP/SVP	7-9	Degree	16,000	18,000	20,000
SVP/Director	10-15+	Degree	20,000	22,000	24,000
Compliance (Finance/Banking/Asset Management/Insurance)					
Compliance Officer	1-3	Degree	3,000	3,700	4,500
Compliance Senior Officer	3-5	Degree	4,500	5,200	6,000
Compliance Assistant Manager/Supervisor	5-7	Degree	6,000	7,500	9,000
Compliance Manager	7-10	Degree	9,000	12,000	16,000
Head of Compliance	10+	Degree	18,000	20,000	22,000
Risk (Finance/Banking/Asset Management/Insurance)					
Risk Analyst/Officer	1-3	Degree	3,500	4,200	5,000
Senior Risk Officer	3-6	Degree	5,000	6,500	8,000
Risk Manager	6-10	Degree	8,000	9,000	10,000
Head of Risk/ Director	10+	Degree	20,000	25,000	30,000

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Human Resources



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Key Trends

The demand for the learning and development function is growing in larger organizations with the capability and resources to invest in it.

As organizations in Singapore see the need for reskilling and upskilling as part of their retention and engagement strategy in this competitive talent market, as well as create a future-ready workforce, they are increasingly investing in learning and development which creates growth opportunities for HR professionals with expertise in this area to advance their careers.

Companies are streamlining HR processes through digitalization and outsourcing.

More firms are adopting technology to automate HR processes and outsourcing of HR functions. Functions such as payroll processing & recruitment, have become more common. The trend seems to be shifting to bringing payroll processing back in-house. This is because while the function can be outsourced, there is still a need for verifications. Hence, it led to a rise in requiring individuals with full payroll processing skills to come on board.

The trend towards digitalization and outsourcing in HR will lead to changes in the roles and responsibilities of HR professionals in Singapore. HR professionals will need to develop new skills in areas such as data analysis and project management to effectively manage HR technology implementations and outsourcing arrangements – this is still prevalent today.

HR has shifted from a support role to a more influential role in determining company direction.

Companies are recognizing that people are the key asset of any organization, and they are looking to HR professionals to provide insights into how to attract, retain, and develop talent to achieve the company's strategic goals.

This has resulted in the creation of new managerial positions, such as HR Business Partners, who are responsible for aligning the company's HR strategy with its overall business strategy.

The industry itself is rebranding HR name, role and purpose initiatives in line with "people operations," the new name for HR. Recently, we've seen a shift from titles like HR Manager to creative versions like Chief Happiness Officer and Head of Talent.¹

The increasing influence of HR in organizations will create opportunities for HR professionals to take on more strategic roles and advance their careers. However, it could also place greater pressure on HR professionals to demonstrate their value to the organization and to develop new skills in areas such as business strategy and leadership.

Sustainability in HR is largely discussed with the upcoming requirements for HR sustainability and ESG reporting. HR plays a pivotal role in nudging business leaders and stakeholders to practice more sustainable practices, to be a more inclusive workforce – this leads to good corporate social responsibility.

¹ Trinet

Human Resources

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
HR Generalist/HRBP					
HR Administrative Assistant	0-2	GCE 'O' Level/Diploma	2,200	2,600	3,000
HR Assistant	1-4	GCE 'O' Level/Diploma	2,800	3,500	4,800
HR Executive	1-3	Diploma	3,000	4,500	5,000
Senior HR Executive	3-5	Diploma/Degree	4,500	5,300	6,000
HRBP (Senior Executive - Manager)	5+	GCE 'O' Level/Diploma/Degree	5,000	8,500	11,000
Assistant HR Manager	5-7	Diploma/Degree	6,000	7,500	8,500
HR Manager	7-10	Diploma/Degree	8,500	9,500	11,500
HR Director	10+	Degree/Masters	10,000	15,000	20,000
Head of HR	15+	Degree/Masters	12,000	17,000	25,000
Chief HR Officer (CHRO)	15+	Degree/Masters	20,000	25,000	30,000
Recruitment/Talent Acquisition					
Talent Acquisition Coordinator	1-3	GCE 'O' Level/Diploma	3,000	3,800	4,500
Talent Acquisition Specialist	2-8	Diploma/Degree	3,000	5,500	7,500
Talent Acquisition Assistant Manager	5-8	Diploma/Degree	7,500	8,200	9,000
Talent Acquisition Manager/Head of TA	10+	Diploma/Degree	9,000	13,000	18,000

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Human Resources

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Payroll and Compensation & Benefits/Total Rewards					
Payroll Admin	0-2	GCE 'O' Level/Diploma	3,000	3,500	4,000
Payroll Executive/Specialist	2-5	Diploma/Degree	4,000	6,500	9,000
Payroll Manager	5+	Diploma/Degree	7,000	9,500	11,000
Head of Payroll	10+	Degree	10,000	13,500	15,000
C&B/Total Rewards Executive	1-4	Diploma/Degree	4,000	5,000	6,000
C&B/Total Rewards AM/M	4+	Degree	6,000	8,000	10,000
Head of C&B/Total Rewards	8+	Degree	10,000	15,000	20,000
Learning/Training & Development/Talent Development					
L&D Coordinator	1-3	GCE 'O' Level/Diploma	2,500	2,800	3,500
L&D Executive	1-5	Diploma/Degree	3,000	3,500	4,000
L&D Specialist	3-7	Diploma/Degree	5,000	6,000	8,000
L&D Manager	8+	Diploma/Degree/Masters	8,000	9,000	12,000
D&I/Wellbeing Manager	8+	Degree	10,000	12,500	15,000

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Corporate Finance & Accounting



Key Trends

Navigating Singapore's Corporate Finance Landscape: Recruitment Trends and Career Insights

Singapore's corporate finance arena stands as a dynamic and pivotal realm within the financial sector, continuously evolving to meet the demands of an ever-changing global economy.

In recent times, the recruitment landscape for corporate finance roles in Singapore has witnessed a transformation shaped by several key trends:

Data-driven decision-making takes center stage

The demand for professionals adept in quantitative analysis, financial modeling, and data interpretation has surged. Mastery of financial software and analytical tools has become a prerequisite for making informed strategic decisions.

Strategic finance expertise in high demand

Employers increasingly seek candidates capable of strategic financial planning, risk management, and spotting growth opportunities. A strong business acumen and the ability to understand market trends play

a pivotal role in guiding effective financial strategies.

Emphasis on Regulatory Compliance and Risk Management

With the evolving regulatory landscape, candidates well-versed in local and international financial regulations are highly sought after. Proficiency in assessing and managing financial risks across diverse portfolios or projects is crucial. We have seen companies with increasing demand for finance professionals who are well-versed with various financial regulations such as IFRS, SFRS, US GAAP, SEC, SFC, JSOX, et cetera.

Integrating ESG and Sustainability into Finance

The rising importance of Environmental, Social, and Governance (ESG) factors is reshaping corporate finance. Professionals with expertise in analyzing the financial implications of ESG initiatives and integrating them into business strategies are increasingly valued.

Soft skills and adaptability

Stakeholder management and effective communication skills, both internally and externally, have become essential. Adaptability to market shifts,

regulatory changes, and flexibility with work setups (fully in-office/hybrid) are highly valued.

Technology's role in finance

Familiarity with emerging financial technologies like blockchain, AI, and machine learning has become a significant asset. The ability to leverage technology for process optimization and automation is increasingly sought after.

Navigating a career in corporate finance in Singapore

For professionals aspiring to excel in corporate finance roles in Singapore, a blend of technical prowess, strategic insight, regulatory comprehension, and interpersonal finesse is crucial. Staying updated with industry trends, continuous learning, and honing a diverse skill set will be instrumental in thriving within this dynamic landscape.

Singapore's corporate finance sector is undergoing a paradigm shift, demanding a new breed of professionals equipped with a spectrum of skills and adaptability. This guide aims to provide insights into the evolving trends and career expectations, empowering individuals to navigate their career paths effectively within Singapore's vibrant corporate finance domain.

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Corporate Finance - Tax & Treasury

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Accounts Assistant/Executive	0-5	Diploma/Degree	2,800	3,500	4,000
Senior Accounts Executive	3-8	Diploma/Degree	3,500	4,000	4,500
Finance Assistant/Executive	0-5	Diploma/Degree	2,800	3,500	4,000
Senior Finance Executive	3-8	Diploma/Degree	3,500	4,500	5,000
Trade Finance Executive	0-5	Diploma/Degree	3,300	4,500	6,500
Trade Finance Manager	3-8	Diploma/Degree	7,500	9,000	11,000
Costing Executive	0-5	Diploma/Degree	3,300	4,500	5,500
Cost Accountant/Analyst	3-8	Diploma/Degree	4,200	7,000	10,000
Project Accountant	3-8	Diploma/Degree	4,500	6,000	10,000
Accountant	3-8	Diploma/Degree	4,000	5,000	6,000
Senior Accountant	3-8	Degree	5,000	6,500	8,000
Assistant/Accounts Manager	3-8	Degree	5,500	7,000	8,500
Assistant/Finance Manager	5+	Degree	6,000	8,000	10,000
Regional Finance Manager	5+	Degree	6,500	9,000	12,000
Financial Controller	5+	Degree	8,000	15,000	25,000
Finance Director	8+	Degree	12,000	20,000	28,000
Chief Financial Officer	8+	Degree	25,000	30,000	40,000

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Corporate Finance - Analysis, Audit, Compliance, Risk

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Financial/Business Analysis & Control					
Business Analyst	3-8	Degree	4,500	8,000	12,000
Pricing Analyst	3-8	Degree	4,500	8,000	12,000
Financial/FP&A Analyst	3-8	Degree	4,500	8,000	12,000
Commercial Analyst	3-8	Degree	4,500	8,000	12,000
Finance Business Partner	3-8	Degree	5,500	10,000	15,000
Controller	5+	Degree	7,500	11,000	18,000
FP&A Manager	5+	Degree	10,000	14,000	20,000
FP&A Director	8+	Degree	15,000	20,000	25,000
Internal Audit/Compliance/Risk					
Internal Audit Assistant/Executive	0-5	Diploma/Degree	3,300	3,800	4,500
Internal Auditor	3-8	Degree	4,500	6,500	8,000
Internal Audit Manager	5+	Degree	8,000	10,000	13,000
Internal Audit Director	8+	Degree	14,000	18,000	25,000
Risk Analyst	0-5	Diploma/Degree	3,000	3,500	5,000
Senior Risk Analyst	3-8	Degree	3,800	6,000	8,000
Risk Manager	5+	Degree	6,500	10,000	16,000
Risk Director	8+	Degree	15,000	18,000	23,000
Compliance Analyst	0-5	Diploma/Degree	3,000	3,800	5,000
Senior Compliance Analyst	3-8	Degree	4,000	6,000	7,500
Compliance Manager	5+	Degree	7,500	10,000	15,000
Compliance Director	8+	Degree	15,000	18,000	25,000

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Corporate Finance - Tax & Treasury

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Tax					
Tax Executive/Analyst	0-5	Diploma/Degree	3,500	4,500	6,000
Tax Specialist/Accountant	3-8	Degree	5,000	7,000	8,500
Assistant/Tax Manager	5+	Degree	6,500	10,000	15,000
Tax Director	8+	Degree	14,000	18,000	25,000
Treasury					
Treasury Analyst/Executive	0-5	Diploma/Degree	3,500	4,500	6,500
Treasury Manager	5+	Degree	7,500	12,000	15,000
Treasury Director	8+	Degree	15,000	18,000	25,000

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Banking, Financial Services & Insurance



Key Trends

Navigating Opportunities in Singapore’s Thriving BFSI Sector:

Amidst Singapore’s diverse economic landscape, the Banking, Financial Services & Insurance (BFSI) sector has emerged as a powerhouse.

In recent times, the recruitment landscape for corporate finance roles in Singapore has witnessed a transformation shaped by several key trends:

Banking: Stability, Innovation, and Talent Acquisition

Singapore’s banking sector, governed by the vigilant Monetary Authority of Singapore (MAS), stands as a beacon of stability. Its robust regulatory framework attracts global banks and institutions, drawn by Singapore’s strategic location and unparalleled in-frastructure. The sector’s emphasis on wealth management continues to entice high-net-worth individuals and businesses, contributing to its global financial hub status.

In recruitment, the banking sector actively seeks talent equipped with innovative mindsets and a strong grasp of regulatory compliance, driving a demand for professionals adept in wealth management and financial advisory services.

Financial Services: Fintech Adoption and Talent Evolution

As a leading fintech hub, Singapore champions innovation through initiatives like the Financial Sector Technology & Innovation (FSTI) scheme. This ecosystem fosters digital payment solutions, propelling the nation towards a cashless economy. Recruitment trends reflect a growing demand for professionals skilled in fintech, data analytics, and cybersecurity to fuel this digital transformation.

The integration of technology in financial services drives the demand for candidates proficient in technology implementation, customer experience enhancement, and operational efficiency.

Insurance: Market Diversity and Talent Specialization

Singapore’s insurance sector mirrors the nation’s diversity, offering an extensive range of products and services. It serves as a regional reinsurance hub, attracting global players seeking stability and a conducive regulatory environment. Recruitment efforts in this sector are inclined towards specialists in risk management, actuarial science, and product development, catering to the diverse insurance landscape.

Trends in BFSI Recruitment

The BFSI sector’s recruitment landscape is evolving in tandem with industry trends. Employers seek professionals skilled in digitalization, data analytics, and cybersecurity. Furthermore, there’s an increasing emphasis on candidates with expertise in ESG factors and sustainable finance.

Recruitment firms in Singapore’s BFSI sector are actively partnering with institutions to identify and develop talent aligned with the industry’s transformative needs. There’s a notable surge in demand for versatile professionals capable of adapting to technological advancements and regulatory changes.

Navigating Careers in Singapore’s BFSI Sector

Singapore’s BFSI sector presents a myriad of opportunities for career growth. The industry’s evolution necessitates a dynamic workforce equipped with skills spanning technology, compliance, and innovation. As recruitment trends align with the industry’s trajectory, professionals aspiring to join this sector should focus on honing digital skills, embracing innovation, and cultivating expertise in specialized domains to thrive in Singapore’s BFSI landscape.

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Banking Finance - Compliance, RM, Risk

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Compliance					
Compliance Analyst/Associate	1-3	Degree	3,500	4,000	4,500
Compliance Officer	3-7	Degree	4,500	5,500	7,000
Compliance Manager	7-10	Degree/Post-Graduate	7,000	9,000	12,000
Head of Compliance	10-15	Degree/Post-Graduate	13,000	18,000	25,000
Relationship Management					
Relationship Officer	3-7	Degree	4,000	5,000	6,000
Client Services Officer	3-5	Diploma/Degree	5,000	6,000	7,000
Relationship Manager	0-3	Diploma/Degree	3,000	4,000	5,000
Senior Relationship Manager	4-10	Diploma/Degree	5,000	7,500	10,000
Risk					
Risk Analyst/Executive	1-5	Diploma/Degree	4,000	5,000	6,000
Risk Officer/Assistant Manager	5-7	Diploma/Degree	7,000	8,500	10,000
Risk Manager	7-10	Degree/Post-Graduate	8,000	11,000	15,000
Head of Risk	10-20	Degree/Post-Graduate	15,000	20,000	25,000

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Banking Finance - Operations, Support

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Operations					
Branch Teller	0-3	Diploma	3,000	4,000	5,000
Branch Executive	4-7	Diploma/Degree	4,000	5,000	6,000
Branch Operations Manager	7-10	Diploma/Degree	6,000	7,000	8,000
Payment Operations Officer	0-5	Diploma	3,000	4,000	5,000
Settlements Officer	0-5	Diploma	3,000	4,500	6,000
Settlements Operations Manager	5-10	Diploma/Degree	6,000	7,000	8,000
Trade Finance Officer	0-5	Diploma/Degree	4,000	5,000	6,000
Trade Finance Manager	5-10	Diploma/Degree	6,000	7,500	9,000
Support					
Finance Executive	1-5	Diploma/Degree	4,500	6,000	7,500
Financial Control Officer	1-5	Diploma/Degree	6,000	7,000	8,000
Financial Control Manager	5-10	Diploma/Degree	8,000	10,000	12,000
Regulatory Reporting Manager	5-10	Diploma/Degree	8,000	10,000	12,000

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Sales & Marketing



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Key Trends

Demand for sales professionals in the technology sector.

Sales professionals in the technology sector, particularly those with expertise in SaaS and fintech, are in high demand due to the increasing adoption of new technologies by companies. According to the 2023 LinkedIn latest jobs on the rise list¹, sales roles in the technology sector were part of LinkedIn's 15 fastest growing jobs in Singapore.

Increased focus on corporate sustainability.

As companies become more aware of their impact on the environment, the importance of green energy and corporate sustainability is becoming one of the key focuses of businesses. Sales and marketing professionals with knowledge of sustainable practices and green energy solutions are in high demand.

Growth in performance marketing, digital marketing and digital analytics.

Performance marketing, digital marketing, and digital analytics are key growth areas in marketing roles, as companies look to improve their brand and online presence, enhance the user experience, as well as expand their customer base.

Retailers in Singapore are embracing omni-channel retailing by blending their physical and online channels to offer customers a seamless shopping experience.

This includes in-store and curb-side pickup for online orders and the option to return online purchases at physical stores.

This approach allows customers to shop using their preferred channels, whether online or in-store, and provides them with more flexibility and convenience in the shopping process.

¹ LinkedIn



Tech Sales

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Sales/Account Manager/Business Development Executive	0	Diploma	2,800	2,900	3,000
Sales/Account Manager/Business Development Executive	0	Degree	3,000	3,500	4,000
Sales/Account Manager/Business Development Executive	1-2	Diploma	3,000	3,500	4,000
Sales/Account Manager/Business Development Executive	1-2	Degree	3,500	4,000	4,500
Senior Sales Executive	2-3	Diploma	4,000	4,500	5,000
Senior Sales Executive	2-3	Degree	4,500	5,000	5,500
Sales Development Representative	0	Diploma/Degree	3,500	4,000	5,000
Product Sales Executive	1-5	Diploma/Degree	3,000	4,500	5,500
Product Sales Manager	5-8	Diploma/Degree	5,500	7,000	8,000
Sales Manager/Business Development Manager	4-5	Diploma/Degree	5,000	6,000	7,000
Senior Sales Manager/Senior Business Development Manager	5+	Diploma/Degree	6,500	8,500	10,500
Key Account Manager/Account Director	5+	Diploma/Degree	7,000	9,000	12,000
Regional Sales/Business Development Manager	6-10	Diploma/Degree	8,000	10,000	13,000

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Marketing

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Marketing Executive (360 Marketing)	0	Diploma	2,800	3,000	3,200
Marketing Executive (360 Marketing)	0	Degree	3,000	3,200	3,500
Marketing Executive (360 Marketing)	1-2	Diploma/Degree	3,300	3,600	4,000
Senior Marketing Executive/Specialist (360 Marketing)	2-3	Diploma/Degree	4,200	4,500	5,000
Assistant Marketing Manager (360 Marketing)	3-4	Diploma/Degree	5,000	5,400	6,000
Marketing Manager (360 Marketing)	5+	Diploma/Degree	6,000	7,500	9,000
Digital Marketing Executive	0	Diploma	2,800	3,000	3,200
Digital Marketing Executive	0	Degree	3,200	3,400	3,600
Digital Marketing Executive	1-2	Diploma/Degree	3,500	3,800	4,200
Senior Digital Marketing Executive/Specialist	2-3	Diploma/Degree	4,200	4,600	5,000
Digital Marketing Assistant Manager	3-4	Diploma/Degree	5,000	5,800	6,500
Digital Marketing Manager	5+	Diploma/Degree	6,500	9,300	12,000
Product Marketing Executive	0	Diploma	2,500	2,800	3,000
Product Marketing Executive	0	Degree	3,000	3,200	3,500
Product Marketing Executive	1-2	Diploma/Degree	3,200	3,600	4,000
Senior Product Marketing Executive	2-3	Diploma/Degree	4,200	4,500	5,000
Assistant Product Marketing Manager	3-4	Diploma/Degree	5,000	5,500	6,000
Product Marketing Manager	5+	Diploma/Degree	6,000	7,500	9,000

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Marketing

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Brand Executive	0	Diploma	2,800	3,000	3,200
Brand Executive	0	Degree	3,000	3,200	3,500
Brand Executive	1-2	Diploma/Degree	3,300	3,600	4,000
Senior Brand Executive	2-3	Diploma/Degree	4,000	4,500	5,000
Assistant Brand Manager	3-4	Diploma/Degree	5,000	5,500	6,000
Brand Manager	5+	Diploma/Degree	6,000	7,500	9,000
Marketing Communications Executive	0	Diploma	2,800	3,000	3,200
Marketing Communications Executive	0	Degree	3,000	3,200	3,500
Marketing Communications Executive	1-2	Diploma/Degree	3,300	3,600	4,000
Senior Marketing Communications Executive	2-3	Diploma/Degree	4,000	4,500	5,000
Assistant Marketing Communications Manager	3-4	Diploma/Degree	5,000	5,500	6,000
Marketing Communication Manager	5+	Diploma/Degree	6,000	8,000	10,000

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Corporate Communications

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Corporate Communications Executive	0	Diploma	2,800	3,000	3,200
Corporate Communications Executive	0	Degree	3,000	3,200	3,500
Corporate Communications Executive	1-2	Diploma/Degree	3,300	3,600	4,000
Senior Corporate Communications Executive	2-3	Diploma/Degree	4,000	4,500	5,000
Assistant Corporate Communications Manager	3-4	Diploma/Degree	5,000	5,500	6,000
Corporate Communications Manager	5+	Diploma/Degree	6,000	8,000	10,000
Public Relations Executive	0	Diploma/Degree	3,000	3,200	3,500
Public Relations Executive	1-2	Diploma/Degree	3,300	3,600	4,200
Senior Public Relations Executive	2-3	Diploma/Degree	4,200	5,000	5,500
Assistant PR Manager	3-4	Diploma/Degree	5,500	6,000	6,500
PR Manager	5+	Diploma/Degree	6,500	8,000	12,000

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Events, B2B Sales

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Events					
Event Executive	0	Diploma/Degree	2,800	3,000	3,200
Event Executive	1-2	Diploma/Degree	3,200	3,600	3,800
Senior Event Executive/Specialist	2-3	Diploma/Degree	3,800	4,000	4,200
Assistant Event Manager	3-4	Diploma/Degree	4,200	4,400	4,600
Event Manager	5+	Diploma/Degree	4,600	5,500	6,500
Corporate B2B Sales Positions					
Sales/Account Manager/Business Development Executive	0	Diploma/Degree	2,800	3,000	3,300
Sales/Account Manager/Business Development Executive	1-2	Diploma/Degree	3,300	3,600	4,000
Senior Sales/Business Development Executive	2-3	Diploma/Degree	4,000	4,500	5,000
Assistant Sales Manager	3-4	Diploma/Degree	5,000	6,000	8,000
Sales Manager	5+	Diploma/Degree	8,000	10,000	12,000

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Creative/Production

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Assistant/Associate Producer	0	Diploma/Degree	2,500	2,650	2,800
Assistant/Associate Producer	1-2	Diploma/Degree	2,800	3,150	3,500
Producer	2-3	Diploma/Degree	3,500	3,750	4,000
Executive/Producer	3-4	Diploma/Degree	4,000	4,500	5,000
Executive/Producer	5+	Diploma/Degree	5,000	5,500	7,000
Graphic Designer	0	Diploma/Degree	2,800	3,000	3,200
Graphic Designer	1-2	Diploma/Degree	3,200	3,400	3,600
Senior Graphic Designer	2-3	Diploma/Degree	3,600	4,300	5,000
Art Director	4+	Diploma/Degree	5,000	6,500	8,000
Visual Merchandiser	0	Diploma/Degree	2,500	2,800	3,000
Visual Merchandiser	1-2	Diploma/Degree	3,000	3,300	3,500
Senior Visual Merchandiser	2-3	Diploma/Degree	3,500	3,800	4,200
Assistant Visual Merchandising Manager	3-4	Diploma/Degree	4,200	4,800	5,500
Visual Merchandising Manager	5+	Diploma/Degree	5,500	7,000	8,000

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Retail, Operations, Customer Service & Training

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Retail/ Sales/Store Associate	0	GCE 'N'/'O' Level	2,000	2,300	2,500
Retail/Sales/Store Associate	1-3	GCE 'N'/'O' Level	2,500	3,000	3,500
Store Supervisor	2-3	GCE 'N'/'O' Level/Diploma	3,000	3,300	3,500
Store Supervisor	3-5	Diploma/Degree	3,200	3,600	4,000
Store Manager	3-5	GCE 'N'/'O' Level/Diploma/Degree	4,000	4,500	5,000
Store Manager	5-10	GCE 'N'/'O' Level/Diploma/Degree	5,000	6,500	8,000
District Leader	3-5	Diploma/Degree	4,000	4,800	5,500
District Manager	5-10	Diploma/Degree	5,500	6,500	7,500
Retail Manager	3-5	Diploma/Degree	4,000	5,000	6,000
Retail Manager	5-10	GCE 'N'/'O' Level	6,000	8,000	10,000
Operations Manager	3-5	Degree	5,000	6,000	7,000
Operations Manager	5-10	Degree	6,000	8,000	10,000
Customer Service/Call Center	2-3	Diploma/Degree	2,600	2,900	3,200
Customer Service/Call Center	3-5	Diploma/Degree	3,200	3,800	4,500
Training Executive	3-5	Diploma/Degree	4,000	4,800	5,500
Training Manager	5-10	Diploma/Degree	5,000	6,000	7,000

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Leasing

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Leasing Admin Executive	1-3	Diploma/Degree	2,800	3,300	3,800
Senior Leasing Admin Executive	3-5	Diploma/Degree	3,800	4,400	5,000
Leasing Executive	1-3	Diploma/Degree	3,200	3,500	4,200
Senior Leasing Executive	3-5	Diploma/Degree	4,200	4,800	5,500
Assistant Leasing Manager	4-5	Diploma/Degree	5,000	6,000	7,000
Leasing Manager	5-7	Diploma/Degree	6,500	7,250	8,000
Senior Leasing Manager	7-10	Diploma/Degree	8,000	10,000	12,000

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Generative AI breaks barriers: Democratization unleashes creative power

In a groundbreaking shift, the tech industry witnesses the democratization of generative AI, breaking down traditional barriers and making advanced capabilities accessible to a wider audience. This transformative trend is fueled by user-friendly platforms, cloud services, and APIs, enabling not just large corporations but also smaller businesses and individuals to harness the creative potential of generative AI. The resulting democratization fosters inclusivity, sparks innovation across diverse sectors, and propels the tech landscape into a new era of accessibility and creativity.

Rise of Low-code and No-code development

A prominent trend reshaping the landscape of software development in the tech industry is the growing adoption of low-code and no-code development platforms. These solutions empower developers and non-developers alike to create applications with minimal hand-coding, relying on visual interfaces and pre-built components. This trend addresses the increasing demand for faster development cycles and more efficient utilization of resources. Low-code and no-code platforms enable teams to rapidly

prototype, iterate, and deploy software, fostering a collaborative approach between business users and developers. As organizations prioritize agility and innovation, the rise of these user-friendly development tools signals a transformative shift towards democratizing the software development process, making it more accessible and efficient across skill levels.

AI-Driven cybersecurity defenses against evolving threats

A pivotal trend in the tech industry's cybersecurity landscape is the widespread integration of Artificial Intelligence (AI) to fortify defenses against continually evolving cyber threats. As cyberattacks become more sophisticated, organizations are increasingly leveraging AI-powered solutions for threat detection, response, and prevention. Machine learning algorithms analyze vast datasets to identify anomalous patterns, predict potential risks, and autonomously adapt security measures in real-time. This proactive approach not only enhances the speed and accuracy of threat detection but also provides a dynamic defense mechanism capable of learning and adapting to new cyber threats. The integration of AI in cybersecurity signifies a strategic shift towards more robust, adaptive, and intelligent protection mechanisms in the face of an ever-changing digital threat landscape.

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Leadership Role

Role	Experience (Years)	Qualifications	Basic Annual Package
Chief Technology Officer (CTO), Singapore	10+	Degree	200,000 – 500,000
Chief Technology Officer (CTO), Regional	10+	Degree	200,000 – 600,000
Chief Information Officer (CIO), Singapore	10+	Degree	200,000 – 400,000
Chief Information Officer (CIO), Regional	10+	Degree	200,000 – 600,000
Chief Executive Officer (CEO), Singapore	10+	Degree	300,000 – 600,000
Chief Executive Officer (CEO), Regional	10+	Degree	350,000 – 700,000
Chief Operating Officer (COO), Singapore	10+	Degree	250,000 – 400,000
Chief Operating Officer (COO), Regional	10+	Degree	300,000 – 600,000
Chief Commercial Officer (CCO), Singapore	10+	Degree	250,000 – 400,000
Chief Commercial Officer (CCO), Regional	10+	Degree	350,000 – 600,000
Chief Data Officer (CDO), Singapore	10+	Degree	200,000 – 500,000
Chief Data Officer (CDO), Regional	10+	Degree	250,000 – 600,000
Chief Product Officer (CPO), Singapore	10+	Degree	200,000 – 400,000
Chief Product Officer (CPO), Regional	10+	Degree	250,000 – 500,000
Chief Architect	10+	Degree	200,000 – 400,000
Chief Marketing Officer (CMO), Singapore	10+	Degree	250,000 – 400,000
Chief Marketing Officer (CMO), Regional	10+	Degree	350,000 – 600,000
Chief Information Security Officer (CISO)	10+	Degree	150,000 – 350,000

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Infrastructure

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Systems Engineer	0-2	Degree	3,000	4,000	5,000
Systems Engineer	3-5	Degree	5,000	6,000	7,000
Network Engineer	0-2	Degree	3,000	4,000	5,000
Network Engineer	3-5	Degree	5,000	6,000	7,000
Management Information System	0-2	Degree	3,000	4,000	5,000
Management Information System	3-5	Degree	5,000	6,000	7,000
Business Analyst	0-2	Degree	3,000	4,000	5,000
Business Analyst	3-5	Degree	5,000	6,000	7,000
Pre Sales Engineer	0-2	Degree	3,000	4,000	5,000
Pre Sales Engineer	3-5	Degree	5,000	6,000	7,000
IT Service Management and System Solution Architect	0-2	Degree	6,000	7,000	8,000
IT Service Management and System Solution Architect	3-5	Degree	8,000	10,000	12,000
Project Manager	0-2	Degree	5,000	6,000	7,000
Project Manager	3-5	Degree	7,000	8,500	10,000
Team Lead	0-2	Degree	5,000	6,000	7,000
Team Lead	3-5	Degree	7,000	8,500	10,000
IT Manager	0-2	Degree	5,000	6,000	7,000
IT Manager	3-5	Degree	7,000	8,500	10,000
IT Director	0-6+	Degree	Above 150,000 per Annum		
IT Head	0-6+	Degree	Above 200,000 per Annum		

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Data Science, Software

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Data Science					
Data Scientist	0-2	Degree	6,000	7,500	9,000
Data Scientist	3-5	Degree	8,000	9,000	10,000
Data Analyst	0-2	Degree	3,000	4,000	5,000
Data Analyst	3-5	Degree	5,000	6,000	7,000
Machine Learning Engineer	0-2	Degree	5,000	6,000	7,000
Machine Learning Engineer	3-5	Degree	7,000	8,500	10,000
AI Engineer	0-2	Degree	5,000	6,000	7,000
AI Engineer	3-5	Degree	7,000	8,500	10,000
Statistician	0-6	Degree	Above 150,000 per Annum		
Software					
Software Solution Architect	0-2	Degree	6,000	7,000	8,000
Software Solution Architect	3-5	Degree	8,000	10,000	12,000
Software Manager	0-2	Degree	5,000	6,000	7,000
Software Manager	3-5	Degree	7,000	8,500	10,000
DevOps Engineer	0-2	Degree	4,000	5,000	6,000
DevOps Engineer	3-5	Degree	6,000	7,000	8,000
Software Engineer	0-2	Degree	3,000	4,000	5,000
Software Engineer	3-5	Degree	5,000	6,000	7,000
Full Stack Developer	0-2	Degree	4,000	5,000	6,000
Full Stack Developer	3-5	Degree	6,000	7,000	8,000

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Big Data, Cybersecurity

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Big Data					
Data Architect	0-2	Degree	6,000	7,500	9,000
Data Architect	3-5	Degree	8,000	9,000	10,000
Big Data Engineer	0-2	Degree	4,500	5,250	6,000
Big Data Engineer	3-5	Degree	6,000	7,000	8,000
Cloud Computing	0-2	Degree	4,000	5,000	6,000
Cloud Computing	3-5	Degree	5,000	6,500	8,000
Database Engineer	0-2	Degree	3,500	4,250	5,000
Database Engineer	3-5	Degree	5,000	6,500	8,000
Cybersecurity					
IT Auditor	0-2	Degree	4,000	5,000	6,000
IT Auditor	3-5	Degree	5,000	6,500	8,000
Security Engineer	0-2	Degree	3,500	4,250	5,000
Security Engineer	3-5	Degree	4,500	5,750	7,000
Security Manager	0-2	Degree	6,000	7,000	8,000
Security Manager	3-5	Degree	8,000	9,500	11,000
Penetration Tester	0-2	Degree	5,000	6,000	7,000
Penetration Tester	3-5	Degree	7,000	8,500	10,000

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Key Trends

Sustainability & ESG sector continue to boom in 2024

With over 60% of the world's population in the APAC region¹, many organizations are increasingly putting a high priority on building their ESG capabilities in this region to align with Global ESG ambitions.

Employers are increasingly creating positions and hiring for ESG talents to assist the organization in identifying and addressing key Sustainability & ESG issues as well as to keep abreast of key regulatory frameworks and guidelines.

Singapore as a strategic regional hub for Sustainability & ESG Development

Multiple MNCs have also launched their APAC Sustainability Centers in Singapore as a base to drive for Sustainability development across the region. Singapore is also the only finance hub in this region to have set up a comprehensive sustainable finance ecosystem.

As such, Singapore is poised and in a good position to achieve Net Zero 2050 amongst other countries in APAC.

Singapore's job landscape in this sector

In the past 4 years, jobs in Singapore's ESG sector have grown significantly by close to 300%, partially boosted by the launch of Singapore's Green Plan, the ISSB reporting standards and the cruciality in companies' core business agenda.²

Green-Skilled Talent Demand-Supply Challenge

According to LinkedIn's Global Green Skills Report 2024³, the annual demand for green-skilled talents has outpaced the supply of such talents by 2%.

This is a gap that is predicted to widen further unless the existing workforce has been reskilled/upskilled.

Mid-career talents are also increasingly looking for courses to upskill and switch into an ESG-related role for their next job. There is an increasing trend of fresh talents taking on Sustainability-related educational pathways to enter the sector.

Talent Status and Flow in APAC:

Within APAC, different countries and regions have relatively different types of ESG talent

readiness. Singapore sees more strategic level ESG leadership in MNC, especially in Banking & Financial Services, Retail, FMCG and Technology industry. There are also more ESG Technology start-ups, which brings more entrepreneurs in this space. Malaysia, Thailand and Vietnam have more ESG experts in Renewable Energy, Manufacturing, and Industrial industries. Indonesia and Philippines, have stronger talent pools in energy, and ESG consulting firms.

Across APAC, there is an increased willingness of an increased willingness of Sustainability professionals to relocate to Singapore to take on a new career challenge in this field.

Singapore's ESG Sector Salary Trends

Due to the competitiveness and importance of ESG talents to organizations, we have seen a variance in salary being offered to such talents. The salary offered to candidates across different industries, business sizes (SME, MNC, Startups) varies according to strategic level and investment levels that the organization places in their business plans.

¹ United Nations Population Fund

² Singapore Green Plan

³ LinkedIn

⁴ Singapore Business Review

Sustainability & ESG

Role	Qualification	Junior	Mid	Senior
Chief Sustainability Officer	Diploma/Degree	8,000	12,000	15,000
Sustainability Director	Diploma/Degree	8,000	11,000	14,000
Sustainability Manager	Diploma/Degree	6,000	9,000	12,000
Sustainability Consultant/Analyst	Diploma/Degree	5,000	8,000	11,000
ESG Specialist/Associate	Diploma/Degree	5,000	7,000	9,000

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Flexible Placement



Key Trends

The gig or freelance economy has been escalated in recent years due to the pandemic.

It has also become more common for organizations or individuals to hire and work on a temporary, contract, or freelance basis, rather than traditional full-time employees as it allows flexibility in workforce augmentation and adaptability to business requirements.

There is a misconception that such temporary or contract roles are usually junior roles, however it is common to hire senior level talent who have got specific skill set that can immediately be put to play within organizations for projects such as merger and acquisition, project management and rebranding. It is also common for certain sectors such as technology to hire contract employees rather than full-timers.

The rise of the gig economy is largely due to advances in technology and the internet, which have made it easier for individuals to connect with potential employers. Additionally, many workers today prioritize flexibility and work-life balance, which flexible placement can provide.

Flexible placements provide the opportunity to explore new skills, work industries and acquire valuable soft skills which can only be developed with experience working with different teams.

Retail and Customer Service roles

Retail jobs often offer flexibility in terms of scheduling, which can be attractive for individuals who have other commitments. Many customer-facing jobs look for employees with prior retail or customer service experience as they possess the required communication skill, understand sales strategies, are able to problem solve and have excellent teamwork.

Corporate Support roles

Corporate support roles, such as administrative assistants and personal assistants provide individuals with a variety of transferable skills such as organization, communication and problem-solving skills. Additionally, with digitalization, there are opportunities for corporate support roles to learn new technology and upskill themselves into other functions such as HR executive and HR administrator.

Warehouse and Logistics roles

Warehouses and logistics have evolved across the years in the use of advanced technology to increase productivity and reduce manual processes such as stock take, inventory management, picking and packing. Employees get to reskill and upskill, providing more career advancement opportunities within this sector.

Conclusion

The flexible placement trend is expected to continue growing in the coming years, as more individuals seek flexible work arrangements and companies increasingly rely on temporary and contract workers. The following page is a base salary table for junior flexible roles, not inclusive of commission or other benefits, and not taking into consideration exact experience required, it is an estimated gauge which will help you in salary negotiations.

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Role	Hourly Salary Range
Retail Associate	\$12.00 - \$15.00
Retail Promoter	\$12.00 - \$15.00
Event Crew (B2B)	\$12.00 - \$15.00
Event Crew (B2C)	\$10.00 - \$13.00
Surveyor	\$12.00 - \$15.00
Telemarketer/Telesales	\$14.00 - \$18.00
Administration and Corporate Support	\$12.00 - \$18.00
Customer Service Officer	\$15.00 - \$18.00
Call Centre Officer	\$15.00 - \$18.00
Secretary / Personal Assistant	\$15.00 - \$25.00
Warehouse Assistants/Packer	\$12.00 - \$15.00

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