

Adecco Singapore

Adecco



Salary Guide 2025



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Making The Future Work For Everyone

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The job market in Singapore is in an ever-changing state, propelled by trends and opportunities. The rise of AI is also beginning to impact how business operations work, and the skills which people require to succeed in their role. The share of AI talent had an increase of 5-fold in the past 5 years, making Singapore one of the countries with the highest talent growth in the region^[1]. As the government and businesses begin to place more emphasis on AI Technology, we can expect to see continued expansion in this area. It is paramount that employers and jobseekers adapt to such changes by being flexible, to ensure business and individual success in the years ahead.

Our latest workforce research revealed that 67% of working professionals in Singapore cited career progression as one of the top motivators when changing jobs. Employers should look at placing a greater focus on offering fair opportunities to keep their employees motivated and valued. This could translate to job promotions and providing appropriate training courses to help employees improve on their skill sets.

The economy in Singapore is also forecasted to grow by “1.0 to 3.0 per cent” in 2025^[2], and key industries such as Electronics and Finance are expected to have a healthy expansion. Nevertheless, geopolitical conflicts, trade issues,

and financial uncertainties could pose potential threats to growth. Despite such challenges, Singapore remains in a strong position with its resilient sectors to navigate the evolving global landscape. Furthermore, our reputation and government policies position us as a magnet to attract top talent, helping us to stay competitive in a region of innovation and growth.

At Adecco, we understand that navigating this dynamic landscape often requires comprehensive insights. Our 2025 Salary Guide consists of detailed analysis of industry trends and salary benchmarks across key sectors, so as to better equip organizations and professionals with the necessary information to make informed decisions.

As we step into this exciting year of opportunities, we encourage you to leverage the insights in this guide to build a workforce prepared for tomorrow’s challenges.

Together, let us shape a future of growth, resilience, and innovation.

Cindy Lee

Country Manager
Adecco Singapore

^[1] Surge in artificial intelligence job growth and talent in Singapore: LinkedIn data

^[2] MTI Forecasts GDP Growth of “1.0 to 3.0 Per Cent” in 2025





APAC Labour Market Survey Analysis

About the research

The Adecco Group surveyed:

8,997 professionals including both employers and employees

Across APAC region

9 Countries - Australia, Hong Kong, India, New Zealand, Singapore, South Korea, Taiwan, Thailand, and Vietnam.

Working in 13 Industries

- Aerospace / Defense
- Automotive
- Consulting
- Financial services / Banking
- Government / Institution / Education
- Information / Digital Technology
- Legal
- Life sciences / Healthcare
- Logistics / Supply Chain / Transportation and Mobility
- Manufacturing / Engineering (Incl. Semi conductors)
- Property / Real Estate
- Public Relations / Media / Publishing
- Retail / Consumer goods (Including FMCG)



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Megatrends that have the most influence on work life

Across the APAC region, digitization and flexible working are the most influential megatrends, reflecting a paradigm shift toward digital workplaces and hybrid work models.

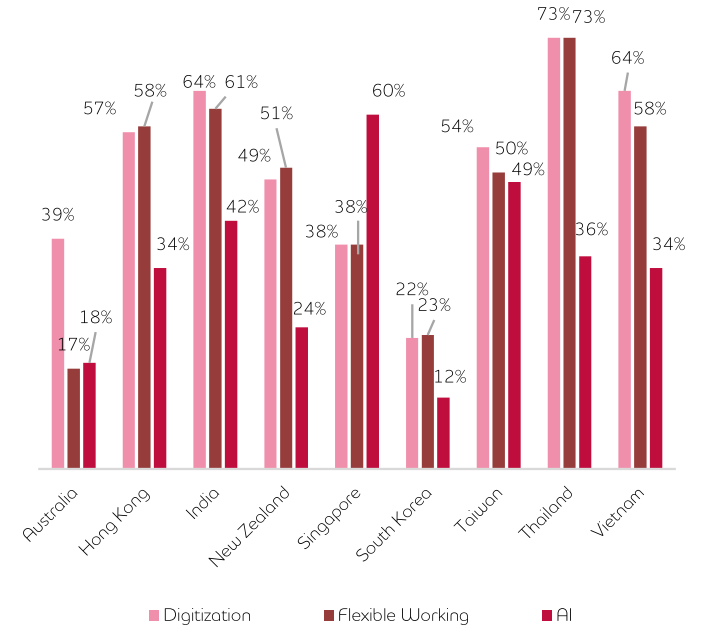
Digitization leads in Thailand (73%), India (64%), Vietnam (64%), and Taiwan (54%). Meanwhile, Flexible Working adoption is notably high in Thailand (73%), India (61%), Hong Kong (58%), and Vietnam (58%).

Artificial Intelligence (AI) is highly significant in forward nations like Singapore (60%), Taiwan (49%), and India (42%).

New Zealand shows moderate adoption across Digitization (49%) and Flexible Working (51%), suggesting a balanced approach to workplace transformation. In contrast, South Korea shows potential for growth.

Additionally, India stands out with a high focus on appraisals/ bonus payouts (32%) compared to the regional average of below 10%.

Top 3 megatrends influencing work life



Key Priorities for Employers

- Prioritise digitization and automation to maintain operational efficiency
- High demand for hybrid and gig-based models underscores the need for policy and infrastructure adjustments by employers.
- Embrace AI adoption to drive innovation and improve productivity





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Preferred Channels for New Opportunities for APAC region

APAC's job seekers primarily rely on recruitment agencies (56%), reflecting their strong role as the preferred job search channel across the region.

Recruitment agencies dominate job searches in Taiwan (80%), South Korea (78%), and Vietnam (77%), highlighting their critical role in connecting job seekers with opportunities efficiently across the APAC region particularly in Singapore (66%) and India (53%). Meanwhile, referrals through friends remain a popular channel, especially in Taiwan (61%) and Vietnam (60%), showcasing the importance of personal networks in job searches.

Key Priorities for Employers

- Use recruitment agencies and networks to source talent
- Strengthen employer branding online
- Align hiring strategies with local market conditions

Career Movements and Employer Implications

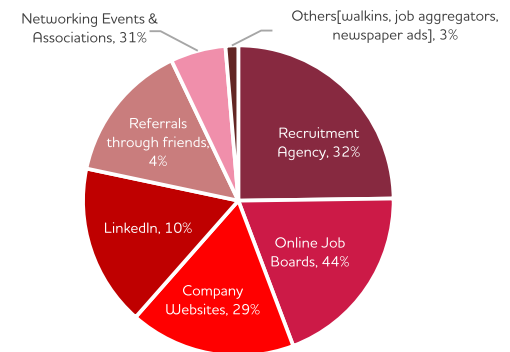
The region demonstrates high flexibility, with the majority being open to new opportunities (averaging 50%), but only a smaller segment actively searching (30-40%).

Australia leads job mobility with 62% of professionals actively seeking new roles. In contrast, Singapore shows stability, with only 23% actively looking for new opportunities. South Korea has 46% actively searching and 48% open to new options, indicating a mix of active and passive interest. Taiwan and New Zealand reflect stable workforces, with 30% and 23% actively looking, while 55% and 50% are seeking new roles. Hong Kong and Thailand exhibit moderate mobility at 33% and 41% actively looking. Overall, 42% of professionals are actively seeking opportunities, with 47% open to new roles but not currently searching, showcasing a dynamic job market with both challenges and opportunities for employers.

Retention Challenges: High job mobility in Australia, South Korea, and Thailand demands robust retention strategies.

Talent Acquisition: Stability in Singapore and moderate activity in Hong Kong allow employers to focus on nurturing internal talent pools.

Most Used Job Search Channels





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Tailored Initiatives: Employers in high-mobility markets must emphasize upskilling, career advancement opportunities, and competitive benefits to attract and retain employees.

Understanding the key priorities that influence job and company choices is essential. From insights on salary trends across various industries to shifts in consumer and employee behaviors, staying informed about the evolving labor market landscape can guide individuals toward making informed decisions. Resources like salary guides and megatrend reports provide valuable data to navigate these decisions effectively.

Key drivers across the region include Compensation and Benefits (77%), Work-Life Balance (48%), and Professional Development (44%). These preferences reflect a growing emphasis on both financial security and personal well-being, with significant regional variations that underline cultural and economic differences.

Compensation & Benefits: Thailand (92%), Taiwan (89%), India (71%), Hong Kong (64%), and Vietnam (60%) show a strong focus on financial rewards.

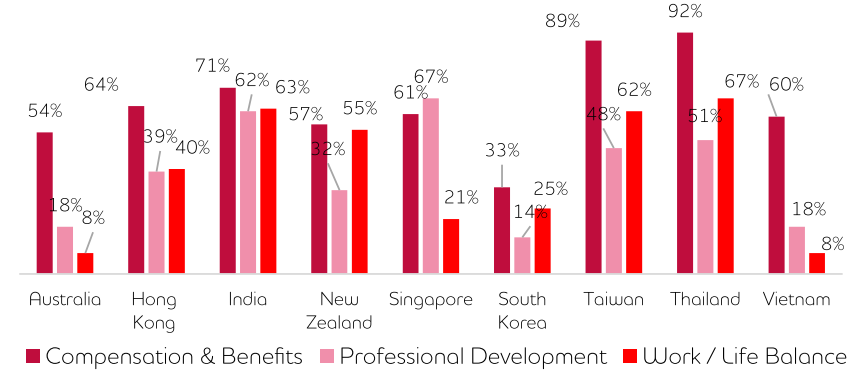
Work-Life Balance: Thailand (67%), India (63%), Taiwan (62%), and New Zealand (55%) place higher emphasis on maintaining work-life.

Professional Development: Singapore (67%) and India (62%) prioritize growth opportunities significantly above the regional average.

Employee Benefits and Perks

Across APAC, health/medical insurance and flexible working arrangements are the most provided non-financial benefits, reflecting a broader shift towards employee well-being and work-life balance. Learning and Development programs need to be more utilized, representing a missed opportunity to drive long-term growth and retention.

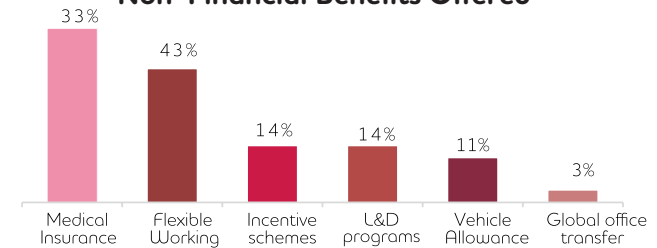
What Job Seekers Value Most



Key Priorities for Employers

- Offer competitive compensation and benefits.
- Foster a positive work-life balance culture.
- Strengthen employer brand to attract top talent.

Non-Financial Benefits Offered





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Insights on Gen AI

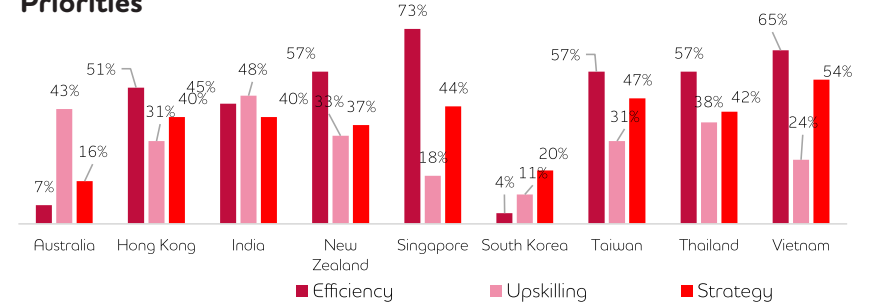
In today's rapidly evolving workforce, the role of Gen AI is becoming increasingly pivotal. It is not just a technological advancement—it's a game-changer that is redefining how businesses and employees interact, create, and innovate. From enhancing productivity to fostering new job roles, Gen AI is reshaping industries across the globe. Its ability to generate content, automate processes, and assist in decision-making is empowering companies to remain competitive while enabling workers to focus on higher-value tasks.

Across the region, Efficiency and Upskilling stand out, with Singapore and Vietnam leading in productivity, while Australia shows room for improvement. Upskilling remains a focus in India, Australia, reflecting the need to meet evolving market demands, while Taiwan and Hong Kong take a balanced approach.

Strategic Roles are prominent in Vietnam, Taiwan, Singapore, and Hong Kong, aligning leadership with long-term goals. India's strategy focuses on skill development, fostering sustainable growth. New Zealand balances efficiency, upskilling, and strategy, driving steady progress.

While priorities vary, tailored strategies and Gen AI adoption can enhance workforce capabilities, drive innovation, and unlock growth opportunities.

AI's Impact on Industry Skill Requirements: Key Trends and Priorities



Key Priorities for Employers

- Prioritise skills development in leadership, AI, cybersecurity, and ethical compliance to ensure a competitive workforce and meet evolving market demands.
- Invest in tailored training programs and reskilling initiatives to address dynamic workforce needs and support organizational growth.
- Focus on enhancing leadership and strategic thinking capabilities to foster innovation and drive long-term success.



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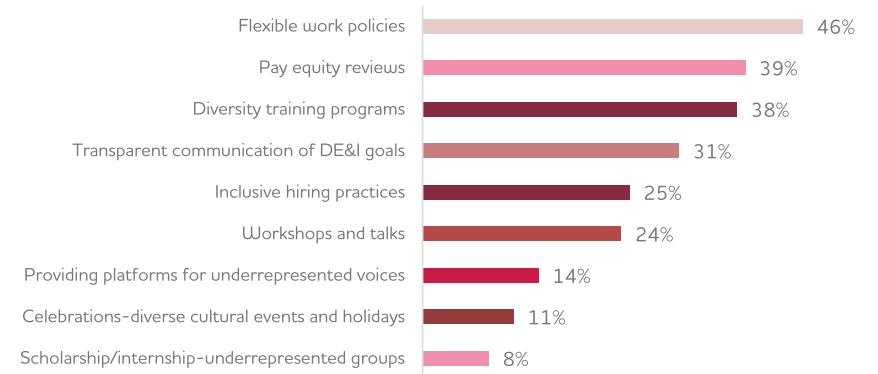
Insights on Diversity, Equity, and Inclusion

The emphasis on flexible work policies and pay equity reviews indicates that employees expect employers to create equitable and adaptable work environments. Diversity training programs highlight the need for raising awareness about unconscious biases, while transparent communication is crucial for building trust and accountability. Employers who invest in these initiatives are likely to see increased engagement, retention, and productivity.



The APAC region shows a robust inclination toward flexible work policies, followed by diversity training programs and pay equity reviews, reflecting a mix of priorities for work-life balance, education, and compensation equity.

DE&I Priorities Across APAC region



Key Priorities for Employers

- APAC employers should prioritize flexible work policies and pay equity reviews to foster inclusive and equitable workplaces.
- Boost employee engagement with training programs and transparent communication to build trust and accountability.
- Invest in inclusive hiring practices (25%) and workshops and talks (24%) to support diverse talent and development.
- Incorporate platforms for underrepresented voices (14%) and celebrations of events (11%) into DE&I strategies to reflect employees' needs for inclusion and cultural recognition.



About the salaries in this guide

The figures in this salary guide are based on data from Adecco Singapore’s clients and candidates. They reflect the typical salary for an individual’s job based on location, experience, education, qualifications, and other considerations. **The figures in our guide represent monthly base salary only. The years of experience represents the total years of working in the career.** Salaries for each position may be further influenced by company size, benefits offered, and local supply and demand trends.

The positions are divided into 10 market segments or industries.

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For more information on salaries in your job market, please contact your Adecco representative or send an email to webmaster@adecco.com.sg



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Key Trends

Evolving Market Dynamics

The banking industry is experiencing significant restructuring, with a focus on enhancing efficiency and reducing costs. This has led to a cautious hiring environment, particularly in mid and back-office roles, while front office positions remain in demand due to ongoing needs for client engagement and advisory services. The anticipated revival in advisory services, driven by stable market conditions and increased M&A activity, suggests a potential uptick in hiring within investment banking and related fields^[1].

Technological Advancements

The integration of technology continues to transform the financial landscape. The rise of Fintech, particularly in payment services and open banking, is reshaping how financial institutions operate and interact with customers. By 2025, we expect to see an increased emphasis on cybersecurity roles as banks prioritize data protection amidst growing digital threats^[2].

Additionally, the adoption of artificial intelligence and machine learning will enable more personalized financial services, creating new roles that blend traditional finance expertise with technological proficiency.

Regulatory Changes and Financial Inclusion

As regulatory frameworks evolve, particularly concerning open banking initiatives, financial institutions will need to adapt their strategies to remain competitive. This includes focusing on compliance roles to navigate the complexities of new regulations while also enhancing financial inclusion efforts to reach underserved populations.

Looking ahead, employers are likely to become more selective in their hiring processes, seeking candidates who closely match job requirements. This trend may lead to a more competitive job market where talent acquisition becomes increasingly challenging. However, as the industry rebounds from recent downturns, there may also be opportunities for growth in specific areas such as wealth management and financial advisory services^[3].

^[1]MAS Sets Up Review Group to Strengthen Equities Market Development

^[2]Banks in Singapore to Strengthen Resilience Against Phishing Scams

^[3]Building a Stronger Tomorrow: Family Offices in our Flourishing Wealth Management Landscape

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Banking Finance - Front Office

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Retail Banking					
Assistant Relationship Manager	4 - 7	Diploma/Degree	4,800	5,200	6,000
Relationship Manager (Senior)	4 - 7	Diploma/Degree	4,500	5,500	6,500
Relationship Manager (Junior)	1 - 3	Diploma/Degree	3,500	4,200	5,000
Corporate Banking					
Assistant Relationship Manager	4 - 7	Diploma/Degree	5,500	6,500	7,500
Relationship Manager (Senior)	4 - 7	Diploma/Degree	7,000	8,500	10,000
Relationship Manager (Junior)	1 - 3	Diploma/Degree	4,500	6,000	7,000
Investment Banking					
Director	10 - 15	Diploma/Degree	25,000	30,000	35,000
Associate Director	7 - 10	Diploma/Degree	15,000	19,000	23,000
Investment Associate	4 - 7	Diploma/Degree	11,000	13,000	15,000

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Banking Finance - Middle & Back Office

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Compliance					
Head of Compliance	10 - 15	Diploma/Degree	14,000	18,000	25,000
Compliance Manager	7 - 10	Diploma/Degree	7,000	9,000	12,000
Compliance Officer	3 - 7	Diploma/Degree	4,500	5,500	7,000
Compliance Analyst/Associate	1 - 3	Diploma/Degree	3,200	4,000	4,500
Risk					
Head of Risk	10 - 15	Diploma/Degree	15,000	18,000	25,000
Risk Manager	7 - 10	Diploma/Degree	8,000	11,000	14,000
Risk Officer/Assistant Manager	5 - 7	Diploma/Degree	7,000	8,500	10,000
Risk Analyst/Executive	1 - 5	Diploma/Degree	4,000	5,000	6,000
Operations					
KYC/AML Officer	4 - 7	Diploma/Degree	5,000	6,000	7,500
Corporate Actions/Settlements	4 - 7	Diploma/Degree	5,000	6,000	7,500
Trade & Sales Support	4 - 7	Diploma/Degree	5,000	6,000	7,500
Trade Finance Operations	4 - 7	Diploma/Degree	6,500	7,000	8,500

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Key Trends

Emphasis on Tech-Driven HR Operations

Organisations are prioritising tech-related talent acquisition as digital transformation accelerates across HR functions. Advanced systems such as payroll automation, HRMS (Human Resource Management Systems), and leave management platforms are becoming essential for streamlining operations and enhancing efficiency. This shift is driving demand for HR professionals skilled in system integration, workflow automation, and data analytics to optimise these digital solutions.

Upskilling for Workforce Adaptability

As organisations adopt new technologies, there is a strong emphasis on upskilling employees to bridge skill gaps and ensure seamless implementation of digital tools^[1]. Training initiatives are focusing on critical areas such as cybersecurity, data management, and AI-driven decision-making to empower teams in a technology-driven workplace. Companies that invest in continuous learning and development programmes will be better positioned to navigate industry shifts and remain competitive.

Specialisation in HR Functions to Drive Engagement and Retention

HR professionals are playing a more strategic role in workforce engagement and organisational development. Specialisations in Learning & Development, Compensation & Benefits, and Diversity & Inclusion are becoming critical to addressing evolving workplace needs. Companies are embedding hybrid work models, prioritising employee mental health, and customising rewards to attract and retain talent in a highly competitive job market^[2].

These trends highlight the evolving role of HR in driving digital transformation, enhancing workforce adaptability, and implementing strategic engagement initiatives. Organisations that proactively adopt these changes will strengthen their competitive edge and build a more resilient, future-ready workforce.

^[1]SkillsFuture Level Up Programme

^[2]Work-Life Programmes



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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
HR Generalist					
Chief HR Officer (CHRO)	15+	Degree/Masters	22,000	27,000	33,000
Head of HR	15+	Degree/Masters	13,000	18,000	25,000
HR Director	10+	Degree/Masters	10,000	15,000	20,000
Senior HRBP Manager	10+	Degree/Masters	8,500	11,000	13,500
Senior HR Manager	10+	Degree/Masters	8,500	11,000	13,500
HRBP	6+	Degree	7,000	9,000	10,500
HR Manager	6+	Degree	7,000	9,000	10,500
Assistant HR Manager	5 - 7	Diploma/Degree	6,500	7,000	8,500
Senior HR Executive	3 - 5	GCE 'O' Level/Diploma	5,500	5,000	6,500
HR Executive	1 - 3	GCE 'O' Level/Diploma	3,500	4,500	5,500
Talent Acquisition/Recruitment					
Talent Acquisition Director/ Head of TA	12+	Degree/Masters	15,000	18,500	21,000
Talent Acquisition Manager	10+	Degree/Masters	12,000	14,500	16,000
Talent Acquisition Assistant Manager	5 - 8	Diploma/Degree	7,500	8,500	10,500
Talent Acquisition Specialist	3 - 8	Diploma/Degree	4,000	6,500	8,500

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Compensation & Benefits/Total Rewards					
Head of C&B/Total Rewards	10+	Degree/Masters	15,000	20,500	25,000
C&B/Total Rewards Manager	8+	Degree/Masters	10,000	14,000	16,000
C&B/Total Rewards Specialist	3 - 8	Diploma/Degree	5,500	8,500	10,000
Rewards Manager	7+	Degree/Masters	8,000	10,000	12,000
Benefits Manager	7+	Degree/Masters	8,000	10,000	12,000
Payroll					
Payroll Manager	7+	Diploma/Degree	6,000	8,000	10,500
Payroll Executive/Specialist	2 - 6	GCE 'O' Level/Diploma	3,500	5,000	6,000

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Office Management					
Office Manager	5+	Diploma/Degree	5,000	6,500	8,000
Office Administrator	2+	NITEC/Diploma	3,500	4,500	5,000
Receptionist/Concierge	2+	NITEC/Diploma	3,000	4,500	6,500
Office Administrator	2+	NITEC/Diploma	3,500	4,500	5,000
Receptionist/Concierge	2+	NITEC/Diploma	3,000	4,500	6,500
Secretarial					
Head of Executive Assistant/Secretary	8+	Degree	8,500	10,500	12,500
Executive Assistant	6+	Diploma/Degree	5,500	8,500	12,000
Executive Assistant	2 - 5	NITEC/Diploma	3,800	4,500	5,500
Personal Assistant	2+	GCE 'O' Level & above	4,000	6,500	9,000
Secretary	2+	GCE 'O' Level & above	3,500	6,000	8,000

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Legal

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
In-House Legal					
Chief Legal Counsel/Head of Legal	15+ PQE	Degree	25,000	38,000	50,000
Head of Data Privacy	10+	Degree	18,500	25,000	30,000
General Counsel	11 - 13 PQE	Degree	16,000	18,000	25,000
Senior Legal Counsel	8 - 10 PQE	Degree	14,000	15,000	16,000
Legal Counsel	5 - 7 PQE	Degree	10,000	12,000	14,000
Legal Counsel	2 - 4 PQE	Degree	7,500	8,500	9,500
Paralegal					
Paralegal	5 - 7	Degree	6,500	7,500	8,500
Paralegal	1 - 5	Degree	3,500	5,500	6,500
Corporate Secretaries					
AVP/Director	12+	Degree	12,000	14,000	16,000
Senior Manager	8 - 12	Degree	9,000	10,500	12,000
Assistant Manager/Manager	5 - 8	Degree	6,500	7,500	9,000
Corporate Secretary Supervisor	3 - 5	Degree	5,500	6,000	7,000
Corporate Secretary	0 - 3	Degree	3,000	3,700	4,500

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Key Trends

Growing Demand for Future-Ready Skills

Employers are prioritising professionals skilled in data analytics, AI, ESG reporting, and regulatory compliance to adapt to evolving financial frameworks. Firms like KPMG and Deloitte are leveraging technology to enhance financial operations and streamline compliance. Certifications such as CPA, ACCA, and Accredited Tax Practitioner credentials remain highly valued, reinforcing the importance of continuous upskilling. The latest Singapore Financial Reporting Standards (SFRS(I))^[1] and OECD Pillar Two Model Rules are increasing demand for regulatory expertise.

Competitive Salary Adjustments in the Big 4

Deloitte and KPMG have raised first-year accountancy salaries to SGD 4,100 – 4,500, with further increments across associate to manager levels in audit, tax, and enterprise risk services. This has intensified competition for skilled professionals, making it harder for mid-tier firms and commercial companies to attract talent. Employers outside the Big 4 must offer holistic value propositions, such as better career progression, work-life balance, and meaningful work experiences.

Intensifying War for Talent

Rising salaries are fuelling a war for talent, requiring firms to rethink hiring and retention strategies. The Big 4 dominate with structured career development, while commercial companies must focus on flexible work arrangements, workplace culture, and wellness benefits. Demand for ESG reporting, digital finance, and financial modelling is creating opportunities for firms that invest in upskilling^[2]. As financial regulations grow more complex, modernising the workforce is key to long-term competitiveness.

With increasing salaries and evolving skill demands, firms must focus on technology, workforce development, and innovative retention strategies to secure top talent in a competitive finance and accounting landscape.

^[1]Singapore Financial Reporting Standards

^[2]Short industry-relevant training for emerging skills in economic growth pillars

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Accounting & Finance – Leadership and Analysis

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Chief Financial Officer	15 & above	Degree	20,000	35,000	50,000
Finance Director	12 & above	Degree	15,000	20,000	30,000
Finance Controller	10 & above	Degree	10,000	15,000	20,000
Regional Finance Manager	8 & above	Degree	8,000	12,000	15,000
Finance Transformation Lead	8 & above	Degree	8,000	12,000	15,000
Finance Manager	8 & above	Degree	7,000	9,000	13,000
Accounts Manager	8 & above	Degree	7,000	8,000	10,000
Financial/Business Analysis & Control					
FP&A Director	12 & above	Degree	15,000	20,000	25,000
FP&A/Commercial Manager	8 & above	Degree	10,000	14,000	20,000
Controller	8 & above	Degree	8,000	12,000	18,000
Finance Business Partner	8 & above	Degree	7,500	10,000	15,000
Commercial Analyst	3 - 8	Degree	5,500	8,500	12,000
Finance/FP&A Analyst	3 - 8	Degree	5,500	8,500	12,000
Pricing Analyst	3 - 8	Degree	5,000	8,000	10,000
Business Analyst	3 - 8	Degree	5,000	8,000	10,000

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Accounting & Finance - Audit, Compliance, Risk

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Internal Audit Director	10 & above	Degree	15,000	18,000	25,000
Internal Audit Senior/Manager	5 & above	Degree	8,000	10,000	15,000
Internal Auditor	3 - 8	Degree	6,000	7,500	9,000
Internal Audit Assistant/ Executive	0 - 5	Degree	3,500	4,500	6,000
Risk Director	10 & above	Degree	14,000	18,000	25,000
Risk Senior/Manager	5 & above	Degree	8,000	10,000	15,000
Senior Risk Analyst	3 - 8	Degree	6,000	7,500	9,000
Risk Analyst	0 - 5	Degree	3,500	4,500	6,000
Compliance Director	10 & above	Degree	15,000	18,000	25,000
Compliance Senior/Manager	5 & above	Degree	8,000	10,000	15,000
Senior Compliance Analyst	3 - 8	Degree	6,000	7,500	9,000
Compliance Analyst	0 - 5	Degree	3,500	4,500	6,000

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Accounting & Finance - Tax & Treasury

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Tax					
Tax Director	10 & above	Degree	15,000	20,000	30,000
Tax Senior/Manager	5 & above	Degree	8,000	10,000	15,000
Assistant Tax Manager	5 - 8	Degree	5,500	7,500	9,000
Tax Executive/Senior Analyst	0 - 5	Diploma/Degree	3,000	5,000	7,000
Treasury					
Treasury Director	10 & above	Degree	15,000	20,000	30,000
Treasury Senior/Manager	8 & above	Degree	8,000	10,000	15,000
Assistant Treasury Manager	5 - 8	Diploma/Degree	5,500	7,500	9,000
Treasury Senior/Executive	0 - 5	Diploma/Degree	3,000	5,000	7,000

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Accounting & Finance – Costing, Trade Finance and Corporate Accounting

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Plant Controller	8 & above	Degree	8,000	12,000	15,000
Costing Manager	8 & above	Degree	8,000	10,000	12,000
Project Accountant	3 - 8	Diploma/Degree	4,500	8,000	10,000
Cost Accountant/Analyst	3 - 8	Diploma/Degree	4,500	8,000	10,000
Costing Executive	0 - 5	Diploma/Degree	3,000	4,500	5,500
Trade Finance Manager	8 & above	Degree	8,000	12,000	15,000
Trade Finance Executive	3 - 8	Diploma/Degree	4,000	5,500	8,000
Assistant Finance Manager	5 & above	Degree	5,500	7,000	8,000
Assistant Accounts Manager	5 & above	Degree	5,500	7,000	8,000
Senior Accountant	3 - 8	Degree	5,000	6,500	8,000
Accountant	3 - 8	Diploma/Degree	4,000	5,000	6,000
Senior Finance Executive	3 - 8	Diploma/Degree	3,800	4,500	6,000
Finance Assistant/Executive	0 - 5	Diploma/Degree	2,800	3,500	4,500
Senior Accounts Executive	3 - 8	Diploma/Degree	3,800	4,500	5,000
Accounts Assistant/Executive	0 - 5	Diploma/Degree	2,800	3,500	4,500

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Key Trends

Enhanced Support for Special Education

The emphasis on inclusivity in education continues to grow. Recent announcements highlight improved support for special education (SPED) through increased salaries for SPED teachers and reduced fees for students. These initiatives are expected to attract more talent to the SPED sector, addressing teacher shortages while ensuring students with special needs receive enhanced care and instruction^[1].

Growth in Private Education

The private education sector in Singapore is undergoing strategic repositioning to address market competition and evolving learner expectations. Institutions are pivoting toward more flexible and innovative programmes, such as hybrid learning models and industry-aligned curricula, to cater to professionals and adult learners^[2]. In addition, the sector continues to show resilience, and revenue has consistently grown, reaching SGD 3.36 billion in 2023.

Advancing Education Excellence

The Ministry of Education's announcement of the Goh Keng Swee Centre for Education underscores Singapore's commitment to elevating the quality of teacher training and research in the education sector. With construction beginning in 2025, this centre will feature specialised academies and training centres focused on enhancing the professional growth of in-service teachers^[3].

These developments paint a picture of an education sector in transformation, where inclusivity, innovation, and quality training are key priorities. As Singapore positions itself as a hub for world-class education, institutions will face both challenges and opportunities in attracting talent, implementing cutting-edge pedagogies, and meeting the diverse needs of learners.

^[1]A Boost for Special Education

^[2]Strategic Insights and Recommendations for Singapore's Private Education Sector

^[3]Goh Keng Swee Centre for Education to Begin Construction in 2025



Education

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Teaching Associates					
Professors/Head of Faculty	>5	PhD	10,000	15,000	>20,000
Vice Principal/Principal	>8	Degree/Masters	10,000	15,000	>20,000
Senior Lecture/Associate Professor	>5	PhD	7,000	11,000	15,000
Head of Department	>5	Degree/Masters/PhD	7,000	8,500	10,000
University Lecturer	1 - 3	Masters/PhD	5,500	6,000	10,000
Polytechnic/ITE Lecturer	3 - 5	Degree/Masters	6,000	8,200	9,000
Polytechnic/ITE Lecturer	1 - 3	Degree/Masters	4,500	5,200	6,500
Primary/Secondary Teacher (Gov)	3 - 5	Degree	4,500	5,200	6,500
Primary/Secondary Teacher (Gov)	1 - 3	Degree	3,500	4,200	5,000
Pre-school Teacher	1 - 3	Diploma/Degree	2,400	3,000	4,000
Teaching Support Admin					
School Administrator	1 - 2	Diploma	2,300	2,800	3,200
Operations Coordinator	1 - 2	Diploma/Degree	2,800	3,600	4,500
Curriculum Design	1 - 2	Diploma/Degree	3,500	4,200	5,000
Programme Executive	1 - 3	Diploma/Degree	2,500	3,800	4,200
Trainer	1 - 3	Diploma/Degree	3,000	4,200	5,500
Education Sales Consultant (Basic)	1 - 2	Diploma/Degree	3,200	3,600	4,000

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Engineering

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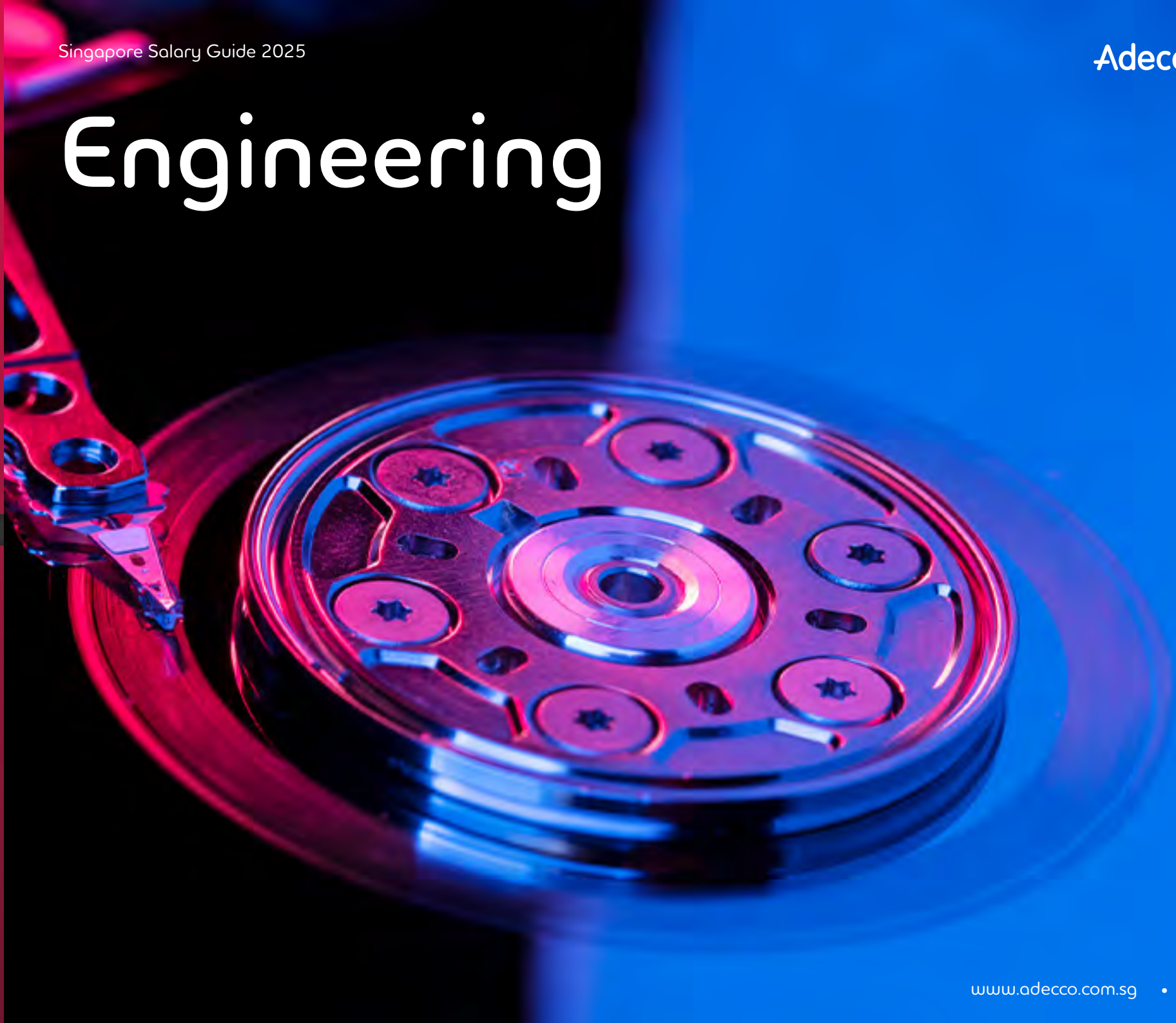
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Key Trends

Innovation in Healthcare

Biomedical engineering, particularly in oncology, is expected to receive heightened investment as Singapore continues to position itself as a leader in healthcare innovation^[1]. Efforts to strengthen cancer research and treatment technologies align with the nation's broader commitment to advancing medical sciences. This trend is anticipated to drive demand for highly skilled professionals and competitive salaries in the biomedical sector.

Sustained Growth in Advanced Manufacturing

The precision engineering sector is forecasted to grow steadily, fuelled by advancements in manufacturing technologies for industries like aerospace and medical devices. Singapore's industry transformation maps aim to add more jobs in advanced manufacturing by 2025^[2]. This highlights the nation's commitment to becoming a global hub for high-tech engineering and skilled talent development.

Infrastructure Expansion and Regional Integration

Singapore appeal as an investment destination stems from a combination of strategic location, business-friendly policies, skilled talent, and advanced infrastructure. The regional infrastructure expansion and collaboration projects in transportation, digital and connectivity infrastructure, railway and sustainable energy Infrastructure indicate a positive business outlook and create a need for skilled engineers both locally and abroad. Singapore, as a global hub for trade and innovation, has consistently invested in infrastructure expansion to strengthen its position on the world stage and deepen regional integration.

The engineering industry's growth in 2025 highlights Singapore's focus on innovation, workforce development, and regional influence. Professionals in biomedical, precision, and transport engineering can expect a dynamic landscape with opportunities for competitive salaries and meaningful contributions to the nation's economic success.

^[1]Pfizer expands manufacturing footprint in Singapore with new state-of-the-art facility

^[2]Singapore updates industry transformation plans to boost production, add 13,400 jobs by 2025

^[3]Singapore to import low-carbon electricity from Australia's Suncable mega solar project

Advanced Manufacturing

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Process, Equipment, Manufacturing, Automation, Application					
Engineering Director	15+	Degree/Masters	14,000	16,000	18,000
Engineering Manager	10+	Degree	8,000	10,000	12,000
Senior Engineer/Principal Engineer	5+	Degree	6,500	7,500	9,000
Engineer	1 - 5	Degree	3,500	4,000	6,500
Lean Management					
LEAN Specialist	5+	Degree	6,500	8,000	10,000
Design (Mechanical, Software, Electronics, IOT)					
Product Manager	8+	Degree	7,000	8,500	10,000
Senior/Principal Engineer	5+	Degree	7,000	8,500	10,000
Engineer	1 - 5	Degree	4,500	6,000	7,000
Optics					
Senior/Staff Engineer	5+	Degree/Masters	5,000	6,500	8,000
Engineer	2	PhD	6,000	6,500	7,000
Engineer	1 - 5	Degree	3,500	4,000	5,000
Production Management/Assembly Operation					
Production Manager	5+	Diploma/Degree	6,000	7,000	8,000
Assembly Technician	1+	Diploma	2,500	3,200	3,800
Production Operator	1+	Diploma	1,500	2,000	2,300

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Commercial					
Sales Manager	10+	Degree	8,000	9,000	10,000
Senior Sales Engineer	5+	Degree	5,500	7,000	8,000
Sales Engineer	1 - 5	Degree	3,500	4,500	5,500
Safety/Facility Management					
Manager	8+	Degree	8,000	9,000	10,000
Engineer/Senior Engineer	1 - 8	Degree	3,500	6,000	7,500
Quality					
Quality Director	15+	Degree	12,000	15,000	18,000
Quality Manager	7 - 10	Degree	6,000	8,000	10,000
Quality Engineer	0 - 7	Diploma/Degree	3,500	5,000	6,500
Service					
Service Manager	5 - 10	Degree	6,000	7,000	8,000
Service Engineer	0 - 5	Diploma/Degree	3,500	4,500	5,500

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O&G (Upstream), Energy and Marine Offshore

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Executive Level and above					
Chief Operating Officer	20+	Degree	20,000	25,000	30,000
Vice President (Operations/Engineering)	20+	Degree	20,000	25,000	30,000
Operations/Engineering Director	15+	Degree	12,000	14,000	16,000
Operations/Production/Yard Manager	10+	Diploma/Degree	10,000	11,000	12,000
Senior/Production Superintendent	8+	Diploma	6,000	7,000	8,000
Production Supervisor	5+	Diploma	5,500	6,250	7,000
Process Engineering Manager	8+	Degree	9,000	10,000	11,000
Senior Process Engineer	6+	Degree	7,000	8,000	9,000
Process Engineer	1 - 6	Degree	4,000	5,500	7,000
Mechanical Manager	8+	Degree	9,000	10,000	11,000
Senior Mechanical Engineer	6+	Degree	7,000	8,000	9,000
Mechanical Manager	1 - 6	Degree	4,000	5,500	7,000

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O&G (Upstream), Energy and Marine Offshore

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Executive Level and above					
E&IC Manager	8+	Degree	9,000	10,000	11,000
Senior E&IC Engineer	6+	Degree	7,000	8,000	9,000
E&IC Engineer	1 - 6	Degree	4,000	5,500	7,000
QA/QC Manager	8+	Degree	8,000	8,500	9,000
Senior QA/QC Engineer	6+	Degree	6,000	7,000	8,000
QA/QC Engineer	1 - 6	Degree	4,000	5,000	6,000
Senior/EHS Manager	8+	Degree	6,000	8,000	10,000
EHS Engineer	3+	Diploma	4,000	5,000	6,000
Project Director	10+	Degree	12,000	14,000	16,000
Senior Project Manager	8+	Degree	10,000	11,000	12,000
Project Manager	6+	Degree	9,000	10,000	11,000
Senior Project Engineer	6+	Degree	7,000	8,000	9,000
Project Engineer	1 - 6	Degree	4,000	5,500	7,000
Senior Testing & Commissioning Engineer	6+	Degree	8,000	9,000	10,000
Testing & Commissioning Engineer	1 - 6	Degree	4,000	6,000	8,000

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O&G (Upstream), Energy and Marine Offshore

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Executive Level and above					
Service Manager	8+	Degree	8,000	9,000	10,000
Senior Service Engineer	6+	Diploma/Degree	7,000	8,000	9,000
Service Engineer	1 - 6	Diploma/Degree	4,000	5,500	7,000
Sales Director	10+	Degree	10,000	12,000	14,000
Senior/Sales Manager	5+	Degree	6,000	8,000	10,000
Sales Engineer	1 - 5	Degree	4,000	5,000	6,000
Product Manager	8+	Degree	8,000	9,000	10,000
Senior Product Marketing Specialist	5 - 8	Degree	6,000	7,000	8,000
Product Marketing Specialist	5+	Degree	4,000	5,500	6,000
Senior Application Engineer	5+	Degree	6,000	7,000	8,000
Application Engineer	1 - 5	Degree	4,000	5,000	6,000
Sustainability Consultant	3+	Degree	5,000	7,500	10,000

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O&G and Chemical (Downstream)

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Executive Level and above					
Chief Operating Officer/ Vice President	20+	Degree	20,000	25,000	30,000
General Manager	15+	Degree	15,000	16,500	18,000
Engineering Director	15+	Degree	12,000	14,000	16,000
Operation/Engineering Manager	10+	Degree	10,000	11,500	13,000
Production Manager	10+	Degree	7,000	8,500	10,000
Production Supervisor	5+	Diploma	5,500	6,250	7,000
Energy Manager	5+	Degree	6,000	7,500	9,000
Process Manager	8+	Degree	9,000	10,000	11,000
Senior Process Engineer	6+	Degree	7,000	8,000	9,000
Process Engineer	1 - 6	Degree	4,000	5,500	7,000
Senior Production Engineer	6+	Degree	6,000	7,000	8,000
Production Engineer	1 - 6	Degree	4,000	5,000	6,000
Mechanical Manager	8+	Degree	9,000	10,000	11,000
Senior Mechanical Engineer	6+	Degree	7,000	8,000	9,000
Mechanical Engineer	1 - 6	Degree	4,000	5,500	7,000

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O&G and Chemical (Downstream)

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Executive Level and above					
E&IC Manager	8+	Degree	9,000	10,000	11,000
Senior E&IC Engineer	6+	Degree	7,000	8,000	9,000
E&IC Engineer	1 - 6	Degree	4,000	5,500	7,000
Quality Manager	8+	Degree	8,000	8,500	9,000
Senior Quality Engineer	6+	Degree	6,000	7,000	8,000
Quality Engineer	1 - 6	Degree	4,000	5,000	6,000
Senior/EHS Manager	8+	Degree	6,000	8,000	10,000
EHS Engineer	3+	Diploma	4,000	5,000	6,000
Project Director	10+	Degree	12,000	14,000	16,000
Senior Project Manager	8+	Degree	10,000	11,000	12,000
Project Manager	6+	Degree	9,000	10,000	11,000
Senior Project Engineer	6+	Degree	7,000	8,000	9,000
Project Engineer	1 - 6	Degree	4,000	5,500	7,000
Senior Testing & Commissioning Engineer	6+	Degree	8,000	9,000	10,000
Testing & Commissioning Engineer	1 - 6	Degree	4,000	6,000	8,000
Technician	1 - 5	Nitec	3,000	4,000	5,000

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O&G and Chemical (Downstream)

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Executive Level and above					
Sales Director	10+	Degree	10,000	12,000	14,000
Sales Manager	5+	Degree	6,000	8,000	10,000
Sales Engineer/Executive	1 - 5	Degree	4,000	5,000	6,000
Product Manager	8+	Degree	8,000	9,000	10,000
Senior Product Marketing Specialist	5 - 8	Degree	6,000	7,000	8,000
Product Marketing Specialist	5+	Degree	4,000	5,500	6,000
Senior Application Engineer	5+	Degree	6,000	7,000	8,000
Application Engineer	1 - 5	Degree	4,000	5,000	6,000
Blue Collar Level					
Senior Technician	5+	Nitec/Diploma	5,000	5,500	6,000
Technician	1 - 5	Nitec	3,000	4,000	5,000

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Engineering and Design Specialization: Mechanical, Electrical and Civil					
Senior/Manager	8+	Degree	8,000	10,000	13,000
Senior Engineer	5+	Degree	6,000	7,000	8,000
Engineer	1 - 5	Degree	4,000	5,000	6,000
Senior Architect	5+	Degree	7,000	9,000	12,000
Architect	1 - 5	Degree	4,000	5,500	7,000
Project Management					
Manager	8+	Degree	6,000	8,000	10,000
Senior Engineer	5+	Diploma/Degree	5,500	6,750	8,000
Engineer	1 - 5	Diploma/Degree	3,000	4,500	5,500
Quantity Survey					
Contract Manager	8+	Degree	6,000	7,500	9,000
Senior/Quantity Surveyor	1+	Diploma/Degree	3,500	4,750	6,000
Health, Safety and Environment (HSE)					
Manager	8+	Degree	6,000	8,000	10,000
Senior/Executive	3 - 5	Diploma/Degree	3,500	4,750	6,000
Coordinator	1 - 3	Nitec	2,500	3,000	3,500

*Salaries are in SGD



Built Environment - Property Management and Leasing

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Specialist					
Chiller, ACMV, HVAC (Specialist/Manager)	1 - 10	Diploma/Degree	3,000	6,500	10,000
Green Building/Sustainability Specialist (Green Mark certified)	5+	Degree	6,000	7,000	8,000
Operation					
General Manager/Director	10+	Degree	8,000	9,500	11,000
Senior/Property Manager	5+	Diploma/Degree	5,500	7,750	10,000
Senior Property Officer	3+	Nitec	3,500	4,500	5,500
Property Officer	1 - 3	Nitec	2,800	3,150	3,500
Leasing					
Senior/Leasing Manager	5+	Diploma/Degree	5,000	8,750	12,000
Senior Leasing Executive	3 - 5	Diploma/Degree	4,200	4,850	5,500
Leasing Executive	1 - 3	Diploma/Degree	3,200	3,700	4,200
Senior/Leasing Admin Executive	3 - 5	Diploma/Degree	4,000	4,500	5,000
Leasing Executive	1 - 3	Diploma/Degree	3,000	3,500	4,000

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Engineering and Project Specialization: Mechanical, Electrical and Civil Structural					
Director	10+	Degree	14,000	15,000	16,000
Senior/Manager	8+	Degree	10,000	12,000	14,000
Principle Engineer	8+	Degree	8,000	9,500	11,000
Senior Engineer	5+	Degree	6,000	7,000	8,000
Engineer	1 - 5	Degree	4,000	5,000	6,000
Operation					
Director	10+	Degree	10,000	11,000	12,000
Senior/Facility Manager	8+	Degree	7,000	8,500	10,000
Senior Facility Engineer	5+	Diploma/Degree	5,500	6,250	7,000
Facility Engineer	1 - 4	Diploma/Degree	3,500	4,500	5,500
Technician	1 - 4	Nitec	3,000	3,250	3,500
Commercial					
Sales Director	10+	Degree	10,000	12,000	20,000
Sales Manager	5+	Degree	6,000	8,000	10,000
Sales Engineer	1 - 5	Degree	4,000	5,000	6,000

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ESG

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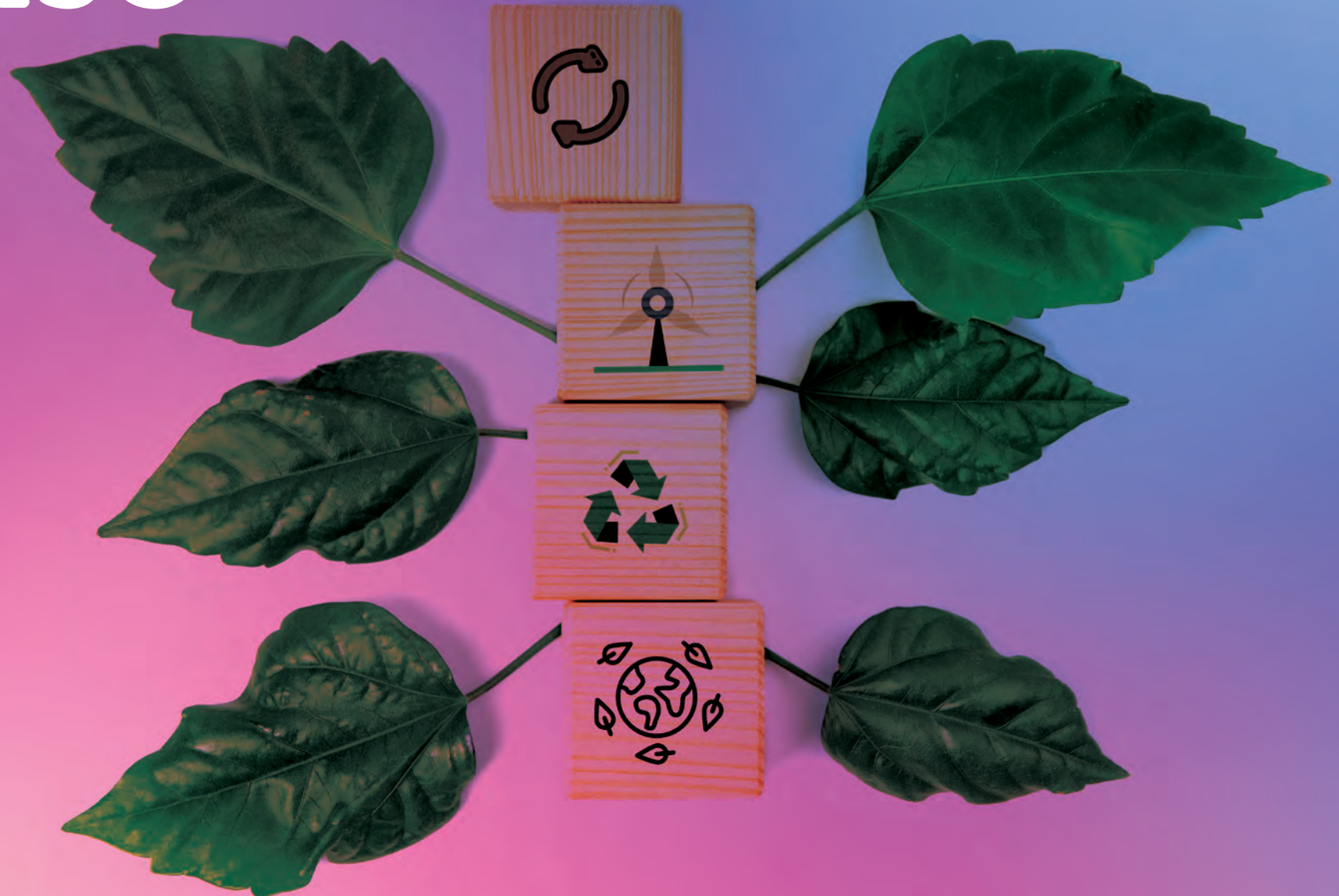
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Key Trends

Impact of Geo-Political Unrest

2024 has been the year of elections with people in over 60 countries headed to the polls. In 2025, these election outcomes will reshape the global landscape for sustainability, climate and energy transition.

In the States, Donald Trump has promised a slate of deregulatory actions to dismantle laws and regulations supporting climate change mitigation and environmental protection. However, there could be a phenomenon of state and local policy strengthening alongside industry-led sustainability and climate initiatives.

Momentum Gain of Carbon Markets

International carbon trading will be boosted by agreements on the Paris Agreement's Article 6 arrived at COP29 after many years of negotiations. This will offer clear rules in the market clearer and open doors for a mobilization of investments in carbon markets globally. These will also provide countries with mechanisms to cooperate to reduce carbon emissions to help achieve Nationally Determined Contribution goals.

Urgency of Balancing AI's energy use versus its use as a climate tool

AI has the potential to radically improve energy efficiency and resource use, and it has become a key tool in emissions and land-use measurement and climate scenario analysis. However, datacenter infrastructure that AI computing workloads rely on are an already-large and rapidly increasing source of electricity demand, and much of that power comes from fossil fuel-burning power plants. With companies, scientists and policymakers explore how to use AI for climate goals progression, not balancing it could cause more emissions instead.

Geopolitical shifts, carbon market advancements, and AI's role in climate action will shape sustainability efforts in 2025. Businesses must adapt to evolving regulations while balancing AI's potential benefits with its rising energy demands. Navigating these complexities will be key to driving impactful and resilient climate strategies.

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Role	Qualifications	Junior*	Mid*	Senior*
Chief Sustainability Officer/Head of Sustainability	Diploma/Degree	10,000	15,000	20,000
Sustainability Director	Diploma/Degree	8,000	12,000	15,000
Sustainability Manager	Diploma/Degree	7,000	9,000	12,000
Sustainability Consultant/Analyst	Diploma/Degree	6,000	8,000	11,000
ESG Specialist/Associate	Diploma/Degree	5,000	7,000	9,000

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Key Trends

Demand for High-Skilled Talent in Biopharmaceutical Manufacturing

With major investments like Novartis' US\$256 million expansion in biopharmaceutical manufacturing facilities, there will be a growing demand for high-skilled talent proficient in digital and automation technologies^[1]. This reflects a shift towards advanced manufacturing, creating opportunities for Singaporean professionals in engineering, process optimisation, and data analytics.

Increased Educational Intake to Meet Growing Pharmaceutical Demands

The growing demand for skilled professionals in Singapore's pharmaceutical sector has driven educational institutions to expand their programmes. The Singapore Institute of Technology (SIT) has notably increased its intake for the Pharmaceutical Engineering degree to address industry needs^[2]. This aligns with the rising demand for expertise in drug manufacturing, quality assurance, and process optimisation.

Global Supply Chain Management Talent in MedTech

Singapore's strategic location and robust infrastructure continue to solidify its role in global supply chains, as evidenced by Edwards Lifesciences' operations in the MedTech sector^[3]. This creates opportunities for professionals skilled in logistics, supply chain management, and regional market strategy. Companies will need to focus on talent acquisition and retention in these areas to maintain their competitive edge and ensure seamless operations across the region.

These trends underscore the importance of building a highly skilled and adaptive workforce in the Life Sciences and Pharmaceutical sector. Companies must prioritise workforce development and strategic partnerships to stay competitive in a rapidly evolving global landscape.

^[1]Novartis expands its biopharmaceutical manufacturing site in Singapore

^[2]From Lab to Medicine Cabinet

^[3]For Edwards Lifesciences, Singapore is integral to its global supply chain strategy

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Country Director	12 - 15+	Degree/Masters	23,000	25,000	27,000
Country Manager	12 - 15+	Degree/Masters	18,000	20,000	22,000
Head of Marketing	8 - 10+	Degree/Masters	13,000	15,000	17,000
Head of Business Development	8 - 10+	Degree/Masters	13,000	15,000	17,000
Commercial Head	8 - 10+	Degree/Masters	13,000	15,000	17,000
Business Director	8 - 10+	Degree/Masters	13,000	15,000	17,000
Business Manager/Market Access Manager	8 - 10+	Degree	12,000	13,500	15,000
Product Manager	6 - 8+	Degree	10,000	11,500	13,500
Senior Key Account Manager	6 - 8+	Degree	10,000	11,500	13,500
Sales & Marketing Manager	5 - 7	Degree	7,000	8,500	10,000
Business Development Manager	5 - 7	Degree	6,000	7,500	9,000
Key Account Manager	3 - 5	Degree	5,000	7,000	8,500
Senior Product Specialist	3 - 5	Degree	4,500	6,000	7,000
Key Account Executive	0 - 3	Degree	3,500	4,500	5,500
Product Specialist	0 - 3	Degree	3,500	4,500	5,500

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Service, Engineering & Operations

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Engineering & Operations					
Plant Manager	10+	Degree	18,000	20,000	22,000
Head of Manufacturing	10+	Degree	18,000	20,000	22,000
Operations Manager	6 - 10	Degree	8,000	10,000	12,000
Manufacturing Manager	6 - 10	Diploma/Degree	8,000	10,000	12,000
Process Manager	5 - 8	Diploma/Degree	7,000	9,000	11,000
Manufacturing Engineer	2 - 5	Diploma/Degree	4,500	6,000	7,500
Process Engineer	2 - 5	Diploma/Degree	4,500	6,000	7,500
Technical Service					
Technical Service Manager	>5	Degree	6,000	8,000	10,000
Field Service Engineer	1 - 8	Diploma/Degree	4,500	6,000	7,500
Lab Operations					
Laboratory Manager	5+	Degree	6,000	7,500	9,000
Lab Operations Specialist	2 - 5	Diploma/Degree	4,000	5,000	6,000

*Salaries are in SGD



Quality, Medical & Regulatory Affairs

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Quality					
Quality Director	12 - 15	Degree/Masters	19,500	21,000	22,500
Senior Quality Manager	7 - 10	Degree/Masters	10,000	13,000	16,000
Quality Manager	5 - 8	Degree	6,000	8,000	10,000
Senior Quality Specialist	3 - 6	Degree	4,500	5,500	7,000
Quality Specialist	0 - 4	Degree	3,500	5,000	6,500
Quality Chemist	0 - 4	Degree	3,500	5,000	6,500
Medical & Regulatory Affairs					
Regulatory Affairs Director	10 - 15	Degree/Masters	19,500	21,000	22,500
Medical Affairs Director	10 - 15	Degree/Masters	19,500	21,000	22,500
Regulatory Affairs Manager	8 - 10	Degree	12,500	14,000	15,500
Medical Affairs Manager	8 - 10	Degree	12,500	14,000	15,500
Senior Specialist	5 - 8	Degree	6,000	7,500	9,000
Specialist	2 - 5	Degree	4,000	5,500	7,000

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Scientist					
Senior Scientist	5+	PhD	7,000	9,000	11,000
Scientist	2 - 5	PhD	6,000	7,000	8,000
Biotechnologist	2 - 5	Degree	5,500	6,500	7,500
Research Fellow	2 - 5	Degree	4,500	6,000	7,500
Microbiologist	1 - 8	Degree	3,500	5,000	6,500
Chemist					
Senior Chemist	8+	Degree	5,500	6,500	7,500
Chemist	1 - 8	Degree	4,000	5,500	6,500

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Sales & Marketing



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Key Trends

Digital Marketing and Automation

Businesses are increasingly adopting digital marketing tools and automation to enhance processes and improve lead generation. Data-driven strategies enable effective analysis of consumer behavior, optimizing campaigns and engagement. The Singapore Digital Economy Report 2024 highlights that 82% of SMEs have used at least one digital solution to enhance general business functions, with digital marketing emerging as one of the most widely implemented areas to optimise business operations^[1].

Retail Sector Recovery Post-COVID-19

The retail sector is experiencing a resurgence as consumer spending rebounds post-pandemic. Government and private sector efforts are driving sector rejuvenation and vibrancy, positioning the retail sector for further growth and transformation. The Retail Industry Transformation Map 2025 outlines strategies to develop Singapore into a global retail hub, anchored with new experiential concepts and innovative products^[2].

Growth in Hospitality and Tourism

With the resumption of travel and increased consumer confidence, the hospitality and tourism sectors are poised for significant growth. Events and exhibitions are contributing positively to sectors like Meetings, Incentives, Conferences, and Exhibitions (MICE) and Food & Beverage (F&B). The Singapore Tourism Board's initiatives aim to revitalize the tourism sector, creating opportunities for sales and marketing professionals^[3].

These trends underscore the dynamic nature of Singapore's sales and marketing landscape, highlighting the importance of digital proficiency, adaptability to consumer behavior shifts, and sector-specific knowledge for professionals in 2025.

^[1]Annual Report and Singapore Digital Economy Report 2024

^[2]Retail Industry Transformation Map 2025 to develop global Singapore brands, accelerate innovation and internationalization

^[3]Singapore to pump S\$300 million into tourism as part of broader economic plan

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Regional Marketing Manager (360 Marketing)	8+	Diploma/Degree	8,000	10,000	12,000
Marketing Manager (360 Marketing)	5+	Diploma/Degree	6,000	8,000	10,000
Assistant Marketing Manager (360 Marketing)	3 - 4	Diploma/Degree	5,200	5,700	6,200
Senior Marketing Executive/ Specialist (360 Marketing)	2 - 3	Diploma/Degree	4,200	4,600	5,000
Marketing Executive (360 Marketing)	1 - 2	Diploma/Degree	3,400	3,700	4,200
Marketing Executive (360 Marketing)	0	Degree	3,200	3,400	3,600
Marketing Executive (360 Marketing)	0	Diploma	2,800	3,000	3,200

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Regional Digital Marketing Manager	8+	Diploma/Degree	10,000	12,000	15,000
Digital Marketing Manager	5+	Diploma/Degree	6,500	9,300	12,000
Digital Marketing Assistant Manager	3 - 4	Diploma/Degree	5,200	5,800	6,500
Senior Digital Marketing Executive/Specialist	2 - 3	Diploma/Degree	4,300	4,800	5,200
Digital Marketing Executive	1 - 2	Diploma/Degree	3,500	3,800	4,300
Digital Marketing Executive	0	Degree	3,300	3,500	3,800
Digital Marketing Executive	0	Diploma	2,800	3,000	3,200
Product Marketing Manager	5 - 10	Diploma/Degree	6,000	8,000	10,000
Assistant Product Marketing Manager	3 - 5	Diploma/Degree	5,200	5,800	6,500
Senior Product Marketing Executive	2 - 3	Diploma/Degree	4,200	4,500	5,000
Product Marketing Executive	1 - 2	Diploma/Degree	3,200	3,600	4,000
Product Marketing Executive	0	Degree	3,000	3,200	3,500
Product Marketing Executive	0	Diploma	2,800	3,000	3,200

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Regional Brand Manager	8+	Diploma/Degree	8,000	10,000	12,000
Brand Manager	5+	Diploma/Degree	6,000	8,000	10,000
Assistant Brand Manager	3 - 4	Diploma/Degree	5,200	5,700	6,200
Senior Brand Executive	2 - 3	Diploma/Degree	4,200	4,600	5,000
Brand Executive	1 - 2	Diploma/Degree	3,400	3,700	4,200
Brand Executive	0	Degree	3,200	3,400	3,600
Brand Executive	0	Diploma	2,800	3,000	3,200

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Regional Marketing Communications Manager	8+	Diploma/Degree	8,000	10,000	12,000
Marketing Communications Manager	5+	Diploma/Degree	6,000	8,000	10,000
Assistant Marketing Communications Manager	3 - 4	Diploma/Degree	5,200	5,700	6,200
Senior Marketing Communications Executive	2 - 3	Diploma/Degree	4,200	4,600	5,000
Marketing Communications Executive	1 - 2	Diploma/Degree	3,400	3,700	4,200
Marketing Communications Executive	0	Degree	3,200	3,400	3,600
Marketing Communications Executive	0	Diploma	2,800	3,000	3,200

*Salaries are in SGD



Corporate Communications

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Regional Corporate Communications Manager	8+	Diploma/Degree	8,000	10,000	12,000
Corporate Communications Manager	5+	Diploma/Degree	6,000	8,000	10,000
Assistant Corporate Communications Manager	3 - 4	Diploma/Degree	5,200	5,700	6,200
Senior Corporate Communications Executive	2 - 3	Diploma/Degree	4,200	4,600	5,200
Corporate Communications Executive	1 - 2	Diploma/Degree	3,400	3,700	4,200
Corporate Communications Executive	0	Degree	3,200	3,400	3,600
Corporate Communications Executive	0	Diploma	2,800	3,000	3,200
Regional PR Manager	8+	Diploma/Degree	8,500	10,000	12,000
PR Manager	5+	Diploma/Degree	6,500	8,000	10,000
Assistant PR Manager	3 - 4	Diploma/Degree	5,500	6,000	6,500
Senior Public Relations Executive	2 - 3	Diploma/Degree	4,200	5,000	5,500
Public Relations Executive	1 - 2	Diploma/Degree	3,300	3,600	4,200
Public Relations Executive	0	Diploma/Degree	3,000	3,200	3,500

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Events, B2B Sales

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Events					
Event Manager	5+	Diploma/Degree	4,600	5,500	6,500
Assistant Event Manager	3 - 4	Diploma/Degree	4,200	4,400	4,600
Senior Event Executive/ Specialist	2 - 3	Diploma/Degree	3,800	4,000	4,200
Event Executive	1 - 2	Diploma/Degree	3,200	3,600	3,800
Event Executive	0	Diploma/Degree	2,800	3,000	3,200
Corporate B2B Sales					
Regional Sales Manager	8+	Diploma/Degree	10,000	12,000	15,000
Sales Manager	5+	Diploma/Degree	8,000	10,000	12,000
Assistant Sales Manager	3 - 4	Diploma/Degree	5,000	6,000	8,000
Senior Sales/Business Development Executive	2 - 3	Diploma/Degree	4,000	4,500	5,000
Sales/Account Manager/ Business Development Executive	1 - 2	Diploma/Degree	3,300	3,600	4,000
Sales/Account Manager/ Business Development Executive	0	Diploma/Degree	2,800	3,000	3,300

*Salaries are in SGD



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	5+	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	2,200	2,300	2,500
Retail/Sales/Store Senior/ Associate	1 - 3	GCE 'N'/'O' Level	2,500	3,000	3,500
Store Supervisor	1 - 3	GCE 'N'/'O' Level/ Diploma	3,000	3,500	4,000
Store Supervisor	3 - 5	GCE 'N'/'O' Level/ Diploma/Degree	3,500	4,000	4,500
Assistant Store Manager	1 - 3	GCE 'N'/'O' Level/ Diploma/Degree	4,000	4,500	5,000
Assistant Store Manager	3 - 5	GCE 'N'/'O' Level/ Diploma/Degree	5,000	5,500	6,000
Store Manager	3 - 5	GCE 'N'/'O' Level/ Diploma/Degree	4,500	5,300	5,800
Store Manager	5 - 10	GCE 'N'/'O' Level/ Diploma/Degree	6,000	8,000	10,000

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Retail, Operations, Customer Service & Training

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
District Leader	3 - 5	Diploma/Degree	4,500	5,000	5,500
District/Area Manager	5 - 10	Diploma/Degree	5,500	6,500	7,500
Retail Manager	3 - 5	GCE 'N'/'O' Level	5,000	6,000	7,000
Retail Manager	5 - 10	Diploma/Degree	7,000	9,000	11,000
Regional Retail Manager	8+	Diploma/Degree	8,000	10,000	12,000
Retail Operation Executive	1 - 2	GCE 'N'/'O' Level/ Diploma/Degree	3,500	4,000	4,500
Senior Retail Operation Executive	2 - 3	GCE 'N'/'O' Level/ Diploma/Degree	4,000	4,500	5,000
Retail Operations Manager	3 - 5	Degree	5,000	6,000	7,000
Regional Operations Manager	5 - 10	Degree	7,000	9,000	12,000
Retail Training Senior/Executive	3 - 5	Diploma/Degree	4,500	5,000	5,500
Training Manager	5 - 10	Diploma/Degree	6,000	7,000	8,000
Regional Training Manager	8+	Diploma/Degree	7,000	8,000	9,000

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Supply Chain

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Key Trends

Digitalisation and Technological Integration

The adoption of advanced technologies, including artificial intelligence (AI) and data analytics, is enhancing operational efficiency and decision-making within the logistics sector. Initiatives like the Singapore Trade Data Exchange (SGTraDex) facilitate secure data sharing among supply chain partners, improving visibility and coordination^[1].

Emphasis on Sustainability

There is a growing focus on sustainable practices within the logistics industry. The Singapore Logistics Association's Vision 2027 encourages companies to appoint sustainability officers and adopt green solutions, aligning with global environmental standards and meeting consumer demand for eco-friendly operations^[2].

Geopolitical Factors

Geopolitical tensions, such as the recent Red Sea attacks, have disrupted global shipping routes, increasing costs and operational risks. Companies are now re-evaluating routes and investing in more resilient supply chain frameworks to mitigate these impacts. Singapore, as a global trade hub, is strengthening its supply chain resilience through initiatives like national stockpiles and domestic production capabilities. Additionally, Singapore has partnered with 14 Indo-Pacific countries under the IPEF Supply Chain Agreement to enhance connectivity and reduce vulnerabilities. These measures aim to ensure efficient trade flows despite global uncertainties^[3].

These developments underscore the dynamic evolution of Singapore's logistics sector, highlighting the importance of technological adoption, sustainability, and workforce upskilling in maintaining its status as a leading global logistics hub.

^[1]Singapore Trade Data Exchange (SGTraDex)

^[2]New road map to boost sustainability digitalisation for Singapore logistics firms

^[3]Indo-Pacific partners ink clean economy deal with new programme on nuclear energy

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FMCG & Luxury Retail

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Supply Chain Director	12 - 15+	Degree/Masters	15,000	20,000	30,000
Supply Chain Manager	6 - 10+	Diploma/Degree	7,000	10,000	13,000
Procurement Manager	6 - 10+	Degree	7,000	9,000	11,000
Merchandising Manager	6 - 10+	Diploma/Degree	7,000	8,000	9,000
Logistics Manager	6 - 10+	Diploma/Degree	6,000	7,500	9,000
Customer Service Manager	3 - 5+	Diploma/Degree	5,000	6,000	7,000
Planner	3 - 5+	Diploma/Degree	4,500	5,500	6,500
Buyer/Merchandiser	3 - 5+	Diploma/Degree	3,500	4,500	5,500
Supply Chain Analyst	3 - 5+	Diploma/Degree	4,500	5,500	6,500
Logistics Executive	2 - 5+	Diploma/Degree	4,000	4,800	5,500
Customer Service Executive	1 - 5+	Diploma/Degree	3,500	4,000	4,700
Inventory/Stock Admin	1 - 5	GCE 'O' Level/ Diploma	3,000	3,500	4,500

*Salaries are in SGD

Industrial & Manufacturing

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Supply Chain Director	12 - 15+	Degree/Masters	15,000	20,000	30,000
Strategic Sourcing/Commodity Manager	8 - 12+	Degree	9,000	11,000	13,000
Supply Chain Manager	6 - 10+	Degree	7,000	10,000	13,000
Procurement Manager	6 - 10+	Degree	7,000	8,000	9,000
Logistics Manager	6 - 10+	Degree	6,000	7,500	9,000
Customer Service Manager	5 - 8+	Degree	5,000	6,000	7,000
Parts Manager	3 - 5+	Diploma/Degree	5,000	6,000	7,000
Sourcing/Procurement Engineer	3 - 5+	Degree	4,500	5,500	6,500
Planner	3 - 5+	Diploma/Degree	4,500	5,500	6,500
Buyer	2 - 5+	Diploma/Degree	4,000	5,000	6,000
Pricing Executive/Analyst	2 - 5+	Diploma/Degree	3,500	4,500	5,500
Logistics Executive	2 - 5+	Diploma/Degree	4,000	4,800	5,500
Logistics Analyst	1 - 5	Diploma/Degree	3,500	4,500	5,000
Customer Service Executive	1 - 5	Diploma	3,500	4,000	4,700
Sales Coordinator	1 - 5	GCE 'O' Level	2,800	3,500	4,500

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Freight Forwarding & Transportation

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Sales Director	8 - 15+	Degree	10,000	12,000	15,000
Transportation Manager	5 - 7	Diploma/Degree	8,000	10,000	15,000
Business Development Manager	5 - 8+	Diploma/Degree	5,500	7,500	15,000
Freight Procurement Manager	5 - 8+	Diploma/Degree	6,000	8,000	10,000
Key Account Manager	5 - 8+	Diploma/Degree	7,000	8,500	12,000
Operations Manager	6 - 10+	Diploma/Degree	6,200	8,000	10,000
Trade Lane Manager	5 - 8+	Diploma/Degree	6,000	7,000	8,000
Warehouse Manager	6 - 10+	Diploma/Degree	4,500	5,500	6,500
Warehouse Supervisor	5 - 8+	Diploma	3,000	4,000	5,000
Customer Service/ Operations Executive	2 - 10+	Diploma/Degree	3,000	4,000	5,000
Import/Export Coordinator	2 - 10+	Diploma	3,000	3,800	4,500
Personal Driver	5 - 10+	GCE 'N' Level	3,500	4,200	5,500
Class 3/4 Driver	2 - 8	GCE 'N' Level	2,500	3,500	4,500
Warehouse/Logistics Assistant	2 - 10+	GCE 'N' Level	2,000	2,600	3,300

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Key Trends

Growth in High-Demand Fields

Cybersecurity, Artificial Intelligence (AI), Data Science, and Enterprise Resource Planning (ERP) are driving growth as businesses prioritise expertise in these areas. Singapore has experienced a significant rise in AI talent, a 565% increase in AI talent between 2016 and 2022^[1]. The sector is poised for continued expansion through initiatives under the National AI Strategy^[2].

Quality-Focused Talent Acquisition

Companies are emphasising quality over quantity in hiring, focusing on high-level roles while sourcing junior talent from neighbouring countries. Professionals in cybersecurity and data science can command salary increments of 15%–30%, reflecting their high demand. However, enterprises tend to be more conservative in their hiring practices.

Strategic Investments in Innovation Centre for AI:

In April 2024, NVIDIA and the Singapore Institute of Technology (SIT) announced the establishment of a new Centre for AI. This initiative aims to bolster AI adoption across industries and develop a robust AI talent pipeline, contributing to Singapore's goal of tripling the number of AI practitioners within the next five years^[3].

These trends highlight the importance of digital proficiency, strategic talent development, and innovation in maintaining Singapore's IT leadership globally.

^[1]Surge in artificial intelligence job growth and talent in Singapore: LinkedIn Data

^[2]Smart Nation 2.0: A Refreshed Vision

^[3]Partnerships with Institutes of Higher Learning and Research Institutes



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

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Leadership Role

Role	Experience (Years)	Qualifications	Basic Annual Package*
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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Commercial for Tech

Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Regional Sales/Business Development Director	8+	Diploma/Degree	15,000	20,000	25,000
Sales/Business Development Director	8+	Diploma/Degree	10,000	15,000	20,000
Account Director	8+	Diploma/Degree	10,000	12,000	15,000
Regional Sales/Business Development Manager	5+	Diploma/Degree	9,000	12,000	15,000
Sales/Business Development/Account Manager	5+	Diploma/Degree	8,000	10,000	12,000
Product Manager (Sales)	5 - 8	Diploma/Degree	5,000	6,500	7,000
Senior Sales Executive	3 - 5	Diploma/Degree	5,500	7,000	7,500
Product Executive (Sales)	1 - 5	Diploma/Degree	3,500	4,500	5,500
Sales/Account Manager/Business Development Exec	1 - 2	Diploma/Degree	3,500	4,500	5,000
Sales/Account Manager/Business Development Exec	0	Diploma	2,800	2,900	3,000
Sales/Account Manager/Business Development Exec	0	Degree	4,000	4,200	4,500
Sales/Business Development Representative (SDR/BDR)	0 - 2	Diploma/Degree	4,000	4,500	5,000

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Data Science					
Data Scientist	0 - 2	Degree	7,000	8,000	9,000
Data Scientist	3 - 5	Degree	9,000	10,000	12,000
Data Analyst	0 - 2	Degree	3,500	4,500	5,000
Data Analyst	3 - 5	Degree	5,000	6,000	7,000
Machine Learning Engineer	0 - 2	Degree	6,000	7,000	8,000
Machine Learning Engineer	3 - 5	Degree	8,000	9,500	11,000
AI Engineer	0 - 2	Degree	6,000	7,000	8,000
AI Engineer	3 - 5	Degree	8,000	9,500	11,000
Statistician	0 - 6	Degree	Above 150,000 per Annum		

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Data & AI

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	5,000	6,000	7,000
Big Data Engineer	3 - 5	Degree	7,000	8,000	9,000
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

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Cybersecurity & Software Engineering

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

*Salaries are in SGD



Cybersecurity & Software Engineering

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Software					
Software Solution Architect	3 - 5	Degree	8,500	10,500	12,500
Software Solution Architect	0 - 2	Degree	6,500	7,500	8,500
Software Manager	3 - 5	Degree	7,500	9,000	10,500
Software Manager	0 - 2	Degree	5,500	6,500	7,500
DevOps Engineer	3 - 5	Degree	6,500	7,500	8,500
DevOps Engineer	0 - 2	Degree	4,500	5,500	6,500
Software Engineer	3 - 5	Degree	5,500	6,500	7,500
Software Engineer	0 - 2	Degree	3,500	4,500	5,500
Full Stack Developer	3 - 5	Degree	6,500	7,500	8,500
Full Stack Developer	0 - 2	Degree	4,500	5,500	6,500

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Infrastructure

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Role	Experience (Years)	Qualifications	25th Percentile*	50th Percentile*	75th Percentile*
Systems Engineer	0 - 2	Degree	3,000	4,500	5,000
Systems Engineer	3 - 5	Degree	5,000	6,000	7,000
Network Engineer	0 - 2	Degree	3,000	4,000	5,500
Network Engineer	3 - 5	Degree	5,000	6,000	7,500
Network Architect	0 - 2	Degree	6,000	7,000	8,000
Network Architect	3 - 5	Degree	8,000	9,000	10,000
Cloud Engineer	0 - 2	Degree	4,000	5,000	6,000
Cloud Engineer	3 - 5	Degree	7,000	8,000	9,000
Cloud Architect	0 - 2	Degree	6,000	7,000	8,000
Cloud Architect	3 - 5	Degree	8,000	9,000	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 - 2	Degree	8,000	9,000	10,000
IT Director	3 - 5	Degree	11,000	13,000	15,000

*Salaries are in SGD



About Adecco

Adecco is a leading global workforce solutions provider active in 62 countries, with 25.000 colleagues working for us. We are currently providing jobs for over 600,000 people daily and want to bring this number to 850.000 people in the next few years.

Employer and job seekers' needs vary, 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.

At the Adecco Group, our purpose – making the future work for everyone – inspires and connects us all. Through our three global business units (GBU) – Adecco, Akkodis and LHH – we deliver expertise in talent and technology, enabling organisations to succeed and people to thrive.

As one of the world's largest employers, we are committed to ensuring people everywhere are prepared, skilled, and enabled to reach their full potential and can contribute meaning fully in an ever-evolving world of work.



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Celebrating 40 Years of Excellence with Adecco Singapore

Since 1985, Adecco Singapore has been at the forefront of shaping careers and driving business success, connecting thousands of job seekers with opportunities and empowering companies with workforce solutions. As we celebrate 40 years of excellence in 2025, this milestone is a testament to our commitment to talent development, innovation, and adaptability in Singapore’s evolving job market.

Our Impact at a Glance

- 2,500+** associates deployed at any given time
- 1,500+** placements per year
- 3,000+** part-timers engaged per year
- 500+** clients partnered with us per year
- 400+** SMEs supported across industries
- 190+** dedicated employees driving success



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Permanent Recruitment

Permanent Recruitment is our tailored approach to help businesses identify, attract, and recruit the best talent for long-term success. We partner with leading organizations to build highly talented and specialized teams, and we take care of the entire process: from initial sessions and candidate/client meetings, to placement and post-placement care.

Our Services

Junior-Mid Professional Search

We help organisations find skilled talent for critical roles across various job levels, ensuring the right fit for your business culture and objectives.

Mass Recruitment

For organizations that require high-volume hires quickly, we efficiently source, screen, and place top talent without compromising on quality.

Recruitment Process Outsourcing

A comprehensive solution where we manage your entire recruitment process, offering scalability, efficiency, and access to best-in-class tools and expertise.

Executive Search

Specialised recruitment for senior-level leadership roles. Our executive consultants leverage on their wide networks and market insights to identify leaders who align with your strategic goals.

Industry Expertise



Banking



Corporate Functions



Engineering



Supply Chain



Technology



Education



Sales & Marketing



Pharmaceutical & Life Sciences



ESG



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Flexible Placement

Flexible Placement allows businesses to meet dynamic workforce demands while offering candidates meaningful opportunities on a temporary basis. Associates are employed by Adecco during assignments, ensuring seamless workforce flexibility. These placements can evolve into ongoing opportunities, offering businesses and talent the flexibility to grow and succeed.

Our Services

Contract Staffing

Flexible, short-term staffing solutions that provide quick access to skilled talent, allowing organisations to scale their workforce as needed without long-term commitments.

Master Vendor Program

A centralised workforce solution that simplifies supplier management, enhances efficiency, and ensures consistent delivery of quality talent.

Payroll

End-to-end payroll management, covering salary disbursement, tax compliance, and statutory contributions to ensure accuracy and timeliness.

Industry Expertise



Banking



Corporate Functions



Engineering



Supply Chain



Technology



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Outsourcing

Outsourcing enables businesses to focus on their core activities while we manage non-core functions. By delegating your people, competencies, technologies, and processes, we help you streamline operations, reduce costs, and main compliance. From auxiliary processes to complex projects, we ensure quality and efficiency, so you can focus on what matters most.

Our Services

Business Process Outsourcing

Management of end-to-end business functions, ensuring adherence to performance metrics and delivering efficiency through shared service centres, back-end support, and business centres.

Field Sales & Marketing

Customised solutions to drive retail excellence, optimise sales performance, and enhance customer engagement through merchandising, mystery shopping, and impactful in-store activations.

Logistics & Supply Chain

Streamlined operations supported by precise rostering, scheduling, associate management, and continuous process reviews to maintain efficiency across the supply chain.

Visitor Experience

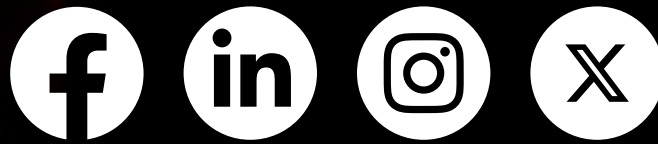
Professional management of customer care platforms, concierge services, reception desks, and ticketing offices to deliver exceptional visitor satisfaction and smooth daily operations.

Human Resources

Comprehensive HR support, including payroll and benefits administration, incentive computations, recruitment services, and work pass applications, ensuring efficient talent acquisition and management.

Connect with us

[adecco.com.sg](https://www.adecco.com.sg)



@AdeccoSingapore

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