



Your **SUCCESS**
is our **ACHIEVEMENT!**

SALARY HANDBOOK 1st QUARTER 2009 SINGAPORE

A C H I E V E
G R O U P





Achieve Career Consultant Pte Ltd

Since its inception in Singapore in 1990, Achieve Career Consultant has successfully provided fully integrated temporary, contract and permanent recruitment solutions to multinational corporations and local conglomerates from different industries within the Asia Pacific region. It focuses on staffing for support and junior levels up to mid-management executives.



Achieve Technology Asia Pacific Pte Ltd

In 1997, Achieve Group encapsulated its strength in the specialised areas of engineering and information technology in a separate business entity, Achieve Technology Asia Pacific. This specialised manpower consultancy firm is now proudly recognised as providing the best engineering and IT human capital solutions from temporary staffing and contract assignments to outsourcing projects and permanent placement in the Asia Pacific region.



Achieve International Recruitment Pte Ltd

Achieve International Recruitment is a one-stop comprehensive foreign recruitment provider specialising in the placement of qualified, skilled, English-speaking workers from various countries including China, Myanmar, the Philippines and Vietnam – at no recruitment fee incurred to the employer. Industries serviced include food & beverage, retail & hospitality, healthcare, manufacturing, heavy engineering and industrial amongst others.



JCG Search International Pte Ltd

Set up to spearhead the Achieve Group's international growth, JCG Search International offers premium executive search through headhunting exceptional talents for senior management and specialised key positions. Its services include advertised selection, network search, database file search and systematic headhunting in the areas of high-tech manufacturing, semiconductor, information technology, logistics, legal and regulatory, telecommunications, heavy industrial, property and healthcare.

Achieve Career Consultant Pte Ltd

Achieve Technology Asia Pacific Pte Ltd

Tel: (65) 6323 0050 Fax: (65) 6323 3006

<http://www.achievecareer.com>

JCG Search International Pte Ltd

Achieve International Recruitment Pte Ltd

Tel: (65) 6323 7005 Fax: (65) 6824 9961

<http://www.jcgsearch.com>

CONTENTS

Accounting & Finance	4
Banking	4
Biotechnology & Pharmaceutical	5
Call Centre	5
Construction & Building	5
Engineering	6
Hospitality	7
Human Resource	7
Project Management	7
Information Technology	8
Insurance	9
Logistic & Warehousing	9
Merchandising	9
Operations	10
Purchasing & Procurement	10
Reception, Administration & Secretarial	10
Advertising and Media	11

* Please note that this survey was conducted end-2008 and maybe subject to the changes that reflect the fast changing economic situation in Asean.

Accounting & Finance

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Credit Control Clerk	1 - 2 years	18,000 - 21,600	2
Accounts Assistant	1 - 3 years	19,000 - 26,500	4
Credit Control Officer	3 - 4 years	24,000 - 36,000	3
Assistant Accountant	3 - 5 years	30,000 - 54,000	3
Accounts Supervisor	4 - 6 years	36,000 - 48,000	3
Accountant	3 - 5 years	36,000 - 54,000	4
Financial Analyst	3 - 5 years	36,000 - 54,000	4
Auditor	3 - 5 years	42,000 - 60,000	3
Tax Accountant	3 - 5 years	42,000 - 72,000	2
Credit Control Manager	5 - 7 years	48,000 - 72,000	3
Accounts Manager	5 - 7 years	48,000 - 72,000	3
Internal Audit Manager	5 - 10 years	60,000 - 120,000	2
Tax Manager	5 - 10 years	60,000 - 120,000	2
Finance Manager	6 - 8 years	70,000 - 95,000	4
Financial Controller	8 - 12 years	100,000 - 160,000	2
Tax Director	> 10 years	120,000 - 250,000	1
Finance Director	12 - 15 years	150,000 - 200,000	2
CFO	> 15 years	250,000 - 350,000	1

Banking

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Bank Teller	0 – 1 year	14,400 - 19,200	3
Customer Service Officer	1 year	16,800 - 26,400	4
Remittance/Settlement Clerk	1 - 2 years	19,200 - 24,000	3
Debt Collection/Recovery Officer	1 - 2 years	19,200 - 26,400	3
Mortgage Specialist	1 year	19,200 - 30,000	4
Bank Operations Officer	2 - 4 years	21,600 - 30,000	3
Financial Consultant	0 – 1 year	24,000 - 33,600	3
Administrator	2 - 4 years	24,000 - 42,000	3
Settlement Officer	3 - 5 years	26,400 - 38,400	2
Forex Dealer	2 - 5 years	30,000 - 54,000	2
Compliance Officer	2 - 4 years	33,600 - 42,000	2
Equities Dealer	2 - 5 years	36,000 - 66,000	1
Auditor	3 - 6 years	42,000 - 60,000	2

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand

Biotechnology & Pharmaceutical

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Analytical Chemist	2 - 4 years	33,000 - 40,000	2
Quality Auditor	1 - 3 years	35,000 - 42,000	2
Clinical Affairs Staff	3 - 8 years	40,000 - 120,000	2
Clinical Data Manager	3 - 8 years	40,000 - 120,000	2
Product Manager	3 - 5 years	40,000 - 50,000	3
Sales Account Manager	3 - 5 years	45,000 - 50,000	3
Technical Sales Support	3 - 5 years	45,000 - 55,000	3
Regulatory Affairs Manager	2 - 6 years	50,000 - 130,000	2

Call Centre

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Telemarketer (Inbound)	1 - 2 years	16,800 - 21,600	4
Telemarketer (Outbound)	1 - 2 years	18,000 - 26,400	4
Customer Service Officer	1 - 2 years	18,000 - 24,000	4
Call Centre Officer	3 - 5 years	26,400 - 36,000	4
Call Centre Team Leader	2 - 4 years	33,600 - 42,000	3
Call Centre Manager	5 - 8 years	48,000 - 84,000	3

Construction & Building

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Leasing & Valuations Analyst	2 - 5 years	36,000 - 60,000	2
Engineer	2 - 5 years	36,000 - 55,000	3
Property Manager	3 - 8 years	42,000 - 72,000	3
Security Manager	3 - 8 years	48,000 - 72,000	2
Facilities Manager	3 - 8 years	54,000 - 78,000	3
Building Manager	3 - 8 years	60,000 - 96,000	2
Construction Manager	3 - 8 years	60,000 - 96,000	3
Senior Engineer	5 - 10 years	55,000 - 80,000	3
General Manager (Property Management)	12-15 years	115,000 - 130,000	2

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand

Engineering

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Piping Design Engineer	3 - 5 years	42,000 - 60,000	3
Service Engineer	1 - 2 years	30,000 - 36,000	4
	3 - 5 years	36,000 - 48,000	4
QA/QC Engineer	1 - 2 years	32,000 - 42,000	3
	3 - 5 years	42,000 - 50,000	3
Electrical Engineer	1 - 2 years	30,000 - 35,000	4
	3 - 5 years	35,000 - 45,000	4
Mechanical Engineer	1 - 2 years	30,000 - 35,000	3
	3 - 5 years	35,000 - 45,000	3
Project Engineer	1 - 2 years	30,000 - 36,000	4
	3 - 5 years	36,000 - 48,000	4
Equipment Engineer	1 - 2 years	32,000 - 38,000	3
	3 - 5 years	38,000 - 48,000	3
Production Engineer	1 - 2 years	32,000 - 38,000	3
Software Engineer	1 - 2 years	30,000 - 36,000	4
	3 - 5 years	36,000 - 50,000	4
R&D Engineer	1 - 2 years	33,000 - 40,000	3
	3 - 5 years	40,000 - 60,000	3
Process Engineer	1 - 2 years	30,000 - 36,000	1
	3 - 5 years	36,000 - 38,000	1
Mechanical Design Engineer	1 - 2 years	34,000 - 40,000	3
	3 - 5 years	40,000 - 50,000	3
Electrical Design Engineer	1 - 2 years	30,000 - 35,000	3
	3 - 5 years	35,000 - 45,000	3
Field Application Engineer	1 - 2 years	30,000 - 36,000	3
	3 - 5 years	36,000 - 48,000	3
Machinery Design Engineer	1 - 2 years	30,000 - 35,000	1
	3 - 5 years	35,000 - 45,000	1
Production Supervisor	3 - 5 years	38,000 - 48,000	3
Production Manager	5 - 7 years	48,000 - 60,000	3
Planning Manager	5 - 7 years	54,000 - 66,000	2
Project Manager	5 - 7 years	54,000 - 78,000	3
Material Manager	5 - 7 years	54,000 - 66,000	3
Regional Sales & Marketing Manager	8 years	80,000 - 95,000	4
Engineering Manager	10 years	90,000 - 95,000	3
Engineering Director	15 years	100,000 - 160,000	4

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand

Hospitality

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Housekeeper	3 - 5 years	32,500 - 52,000	3
Housekeeping Manager	5 - 8 years	52,000 - 96,000	2
Front Desk Officer	3 - 5 years	39,000 - 48,000	3
Front Desk Manager	5 - 8 years	48,000 - 65,000	2
Restaurant Manager	5 - 8 years	48,000 - 78,000	3
General Manager - Hotel Operations	8 - 10 years	110,000 - 150,000	3

Human Resources

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
HR Assistant	0 - 2 years	18,000 - 24,000	3
HR Executive	2 - 4 years	24,000 - 36,000	3
Training Executive	3 - 5 years	36,000 - 48,000	2
Compensation & Benefits Specialist	3 - 5 years	42,000 - 60,000	3
Assistant HR Manager	4 - 6 years	42,000 - 60,000	3
Training Manager	5 - 7 years	60,000 - 96,000	2
Compensation & Benefits Manager	5 - 7 years	60,000 - 96,000	2
HR Manager	5 - 7 years	60,000 - 96,000	3
Training Director	>12 years	150,000 - 250,000	2
Compensation & Benefits Director	>12 years	150,000 - 250,000	1
HR Director	>12 years	200,000 - 300,000	1

Project Management

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Project Coordinator	2 - 3 years	26,000 - 35,000	3
Project Supervisor	3 - 5 years	35,000 - 55,000	2
Project Administrator	5 - 7 years	55,000 - 70,000	3
Project Manager	7 - 10 years	70,000 - 100,000	3

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand

Information Technology

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Senior Project Manager	9 – 10 years	91,000 - 110,000	2
Project Manager	7 – 8 years	80,000 - 91,000	3
Senior Solutions Architect	7 – 10 years	84,000 - 105,000	2
Solutions Architect	5 – 6 years	66,000 - 84,000	2
Systems Analyst	5 – 7 years	52,000 - 58,500	2
Data Warehouse Specialist	4– 6 years	65,000 - 71,500	2
	7 – 10 years	71,500 - 84,500	2
Software Engineer	1 – 3 years	32,500 - 39,000	4
	4 – 6 years	39,000 - 45,500	4
Web Designer	1 – 3 years	26,000 - 32,500	2
	4 - 6 years	32,500 - 39,000	2
Multimedia Graphics Designer	1 – 3 years	32,500 - 39,000	1
	4 - 6 years	39,000 - 45,500	1
Senior SAP Consultant	4 - 6 years	65,000 - 78,000	3
	7 - 10 years	78,000 - 91,000	3
SAP Consultant	1 – 3 years	52,000 - 58,500	3
Senior Database Administrator	5 – 6 years	58,500 - 71,500	2
	7 - 8 years	71,500 - 78,000	2
Database Administrator	3 – 4 years	45,500 - 52,000	2
Senior Systems / Network Engineer	5 – 6 years	45,500 - 52,000	3
	7 - 8 years	52,000 - 58,500	3
Systems / Network Engineer	1 – 2 years	32,500 - 39,000	4
	3 - 4 years	39,000 - 45,500	4
Desktop Specialist (Senior Desktop Engineer)	4 – 5 years	32,500 - 39,000	4
	6 - 8 years	39,000 - 45,500	4
Desktop Engineer	1 – 2 years	21,000 - 26,000	4
	3 - 4 years	26,000 - 32,500	4
Data Centre Operator	1 - 2 years	20,800 - 25,000	3
	3 - 4 years	25,000 - 32,500	3
Helpdesk (IT)	1 - 2 years	20,000 - 25,000	3
	3 - 5 years	25,000 - 36,000	3
Regional Sales Manager	10 - 15 years	150,000 - 250,000 OTE	2
Regional Sales Director	> 15 years	200,000 - 300,000 OTE	2

* OTE - On Target Earnings

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand

Insurance

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Claims Officer	1 - 2 years	18,000 - 22,000	4
Operations Executive	1 - 2 years	22,000 - 28,000	3
Policy Services Executive	2 - 3 years	24,000 - 30,000	3
Junior Underwriter	2 - 4 years	27,000 - 35,000	3
Senior Underwriter	5 - 7 years	75,000 - 85,000	3
Business Development Manager	5 - 10 years	60,000 - 110,000	4
Agency Development Manager	5 - 10 years	60,000 - 110,000	3

Logistics & Warehousing

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Warehouse Assistant	0 - 2 years	15,600 - 19,200	4
Logistics Assistant	0 - 2 years	15,600 - 19,200	4
Warehouse Supervisor	3 - 5 years	21,600 - 30,000	3
Logistics Supervisor	3 - 5 years	21,600 - 30,000	3
Operations Executive	2 - 4 years	30,000 - 42,000	3
Warehouse / Logistics Manager	4 - 6 years	48,000 - 60,000	2
Operations Manager	4 - 6 years	48,000 - 72,000	2
Supply Chain Manager	4 - 6 years	48,000 - 84,000	3
Supply Chain Director	15 years	115,000 - 150,000	1

Merchandising

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Merchandising Executive	1- 3 years	30,000 - 38,400	2
Merchandising Designer	1 - 3 years	30,000 - 42,000	2
Merchandising Planner	2 - 4 years	36,000 - 42,000	2
Merchandising Manager	3 - 6 years	42,000 - 66,000	2
Merchandising Director	5 - 10 years	66,000 - 120,000	1

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand

Operations

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Operations Assistant	1 - 2 years	16,900 - 24,000	2
Operations Supervisor	2 - 4 years	24,000 - 36,000	2
Operations Analyst	4 - 5 years	36,000 - 45,000	2
Operations Support Executive	5 - 6 years	45,000 - 52,000	2
Operations Controller	6 - 8 years	52,000 - 100,000	1
Business Operations Manager	8 - 12 years	100,000 - 180,000	1

Purchasing & Procurement

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Purchasing / Sourcing Executive	1 - 3 years	24,000 - 38,400	3
Procurement Analyst	2 - 4 years	36,000 - 48,000	2
Procurement Engineer	2 - 5 years	42,000 - 48,000	3
Procurement Manager	4 - 6 years	48,000 - 84,000	3

Reception, Administration & Secretarial

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Data Entry Clerk	1 - 3 years	14,400 - 21,600	3
Front Office Assistant / Receptionist	1 - 3 years	14,400 - 26,400	4
Administrator	2 - 4 years	21,600 - 30,000	3
Secretary	2 - 5 years	24,000 - 36,000	3
Executive Secretary	3 - 6 years	36,000 - 60,000	3
Administration / Office Manager	4 - 7 years	48,000 - 72,000	2

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand

Advertising and Media

Job Title	Years of Experience	Annual Salary (S\$)	Market Demand
Promoter	1 - 3 years	11,400 - 14,400	5
Sales Coordinator	1 - 3 years	19,200 - 36,000	3
Events Coordinator	1 - 3 years	24,000 - 36,000	2
Media Planner	1 - 3 years	24,000 - 36,000	2
Marketing Executive	1 - 3 years	24,000 - 36,000	3
Events Executive	1 - 3 years	24,000 - 36,000	2
PR Executive	1 - 3 years	24,000 - 36,000	2
Market researcher	2 - 4 years	26,400 - 42,000	2
Key Account Executive	2 - 4 years	30,000 - 38,400	3
Sales Executive	2 - 4 years	30,000 - 42,000	4
Copywriter	2 - 3 years	30,000 - 42,000	2
Account Manager	3 - 5 years	36,000 - 60,000	3
PR Manager	4 - 6 years	36,000 - 60,000	2
Sales Manager	3 - 5 years	36,000 - 69,600	3
Events Manager	3 - 5 years	38,400 - 60,000	2
Marketing Manager	3 - 5 years	38,400 - 60,000	3
Corporate Communications Manager	3 - 5 years	38,400 - 60,000	3
Product / Brand Manager	3 - 5 years	38,400 - 72,000	3
Advertising Manager	3 - 5 years	42,000 - 78,000	2
Account Director	5 - 8 years	72,000 - 96,000	2
Art Director	5 - 8 years	72,000 - 108,000	1
Media Director	5 - 8 years	72,000 - 108,000	1
Creative Director	5 - 8 years	72,000 - 120,000	1
Corporate Communications Director	5 - 8 years	72,000 - 150,000	1
Marketing Director	5 - 8 years	72,000 - 150,000	2
Sales Director	5 - 8 years	72,000 - 150,000	2

* Market Demand: 1 - Lowest Demand; 5 - Highest Demand