

Salary Watch 2020:

Singapore

About this Report



RGF's Salary Watch: Singapore report has been conducted with the aim of better understanding the salary trends and data across all industries and job levels in Singapore.

This report is based on an RGF-owned candidate pool covering more than 200,000 candidates (collected from February 2019 to February 2020) in our Singapore database. The definition of annual basic salary used throughout this report does not include allowance, stock, bonus or any other additional benefits, and the salary exchange rate used is USD1 = SGD1.35.

Due to the real-time nature of some of this data, RGF encourages readers to use its insights at their discretion.





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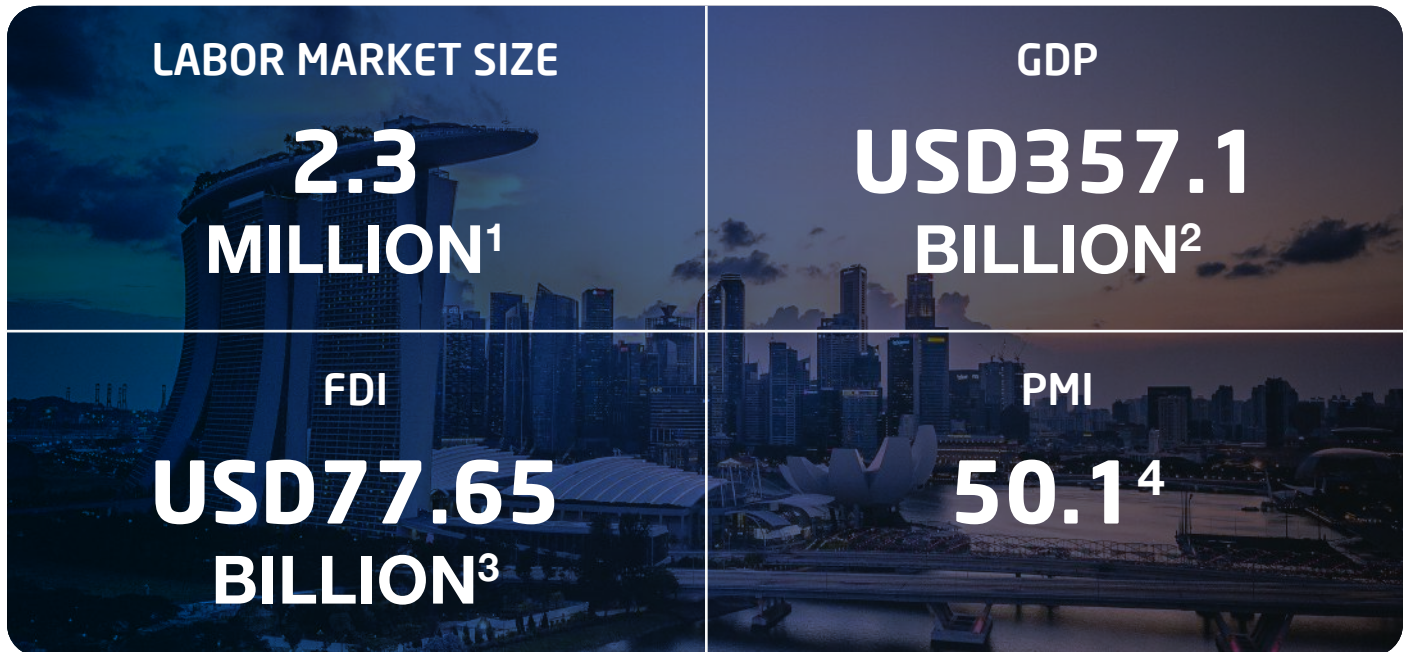
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Overview of Singapore

Embracing Digital Transformation



(Key Index)

With a stable economy, an established presence as a regional business hub for multinational corporations, and a rising reputation as a tech and startup incubator, Singapore is well-known as a cosmopolitan locale with business-friendly policies.

Though the economy was slow throughout 2019, Singapore was expected to experience slight growth in early 2020. However, with the outbreak of COVID-19, economic forecasts were downgraded in February as the nation prepared for a global slowdown in production⁵. Though some industries saw spikes in production due to shifts in global supply chain output⁶, as the pandemic persisted, the republic implemented a “circuit breaker” to slow the spread of the virus, mandating work-from-home measures during Q1 and Q2 for the majority of workers⁷, and requiring companies that hadn’t already set up flexible working arrangements to do so quickly.

Though a recession is expected⁸, the Singapore government has introduced support packages to stabilize the economy and help businesses not only retain local employees, but provide wage increases⁹ under the Wage Credit Scheme¹⁰. Even so, the Monetary Authority of Singapore found that wage cuts and reduction of hours were common businesses decisions being made in the wake of the coronavirus pandemic¹¹. Though hiring budgets and compensation packages will likely be revised based on reduced profits and revenue streams, talent with skills that suit fintech, ecommerce, digital marketing, and cloud computing will still be in demand and will likely be offered very competitive salaries.

Focusing on Tech Roles and Talent Retention



Prior to the COVID-19 pandemic, salaries in Singapore were projected to increase slightly up from 3.6% in 2019, and salaries in Singapore were expected to remain high, thanks to low inflation and a tight labor supply. However, because of the impact of the coronavirus on Singapore's economy, businesses are considering options such as cutting salaries, reducing salary increment budgets and implementing hiring freezes in an effort to cope with the economic downturn.

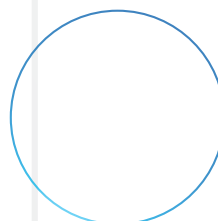
In addition to this, talent pools in Singapore continue to shrink due to increased competition and the government's stricter regulations regarding hiring foreign talent. However, **the main trend is a rise in specialized positions, such as data analytics specialists, cybersecurity specialists, and developers. For these types of roles, we see salaries increasing** because employers understand the need to offer above-average salaries and pay rises in order to secure and retain these hard-to-find candidates.

The other key trend we have seen emerge due to the tight talent pool is **companies focusing on staff retention** by offering retention bonuses and other time-based financial incentives. Another reason for this focus is the premium that companies generally have to pay for external candidates, which can range anywhere from 10-15% more from existing employees of the same level.

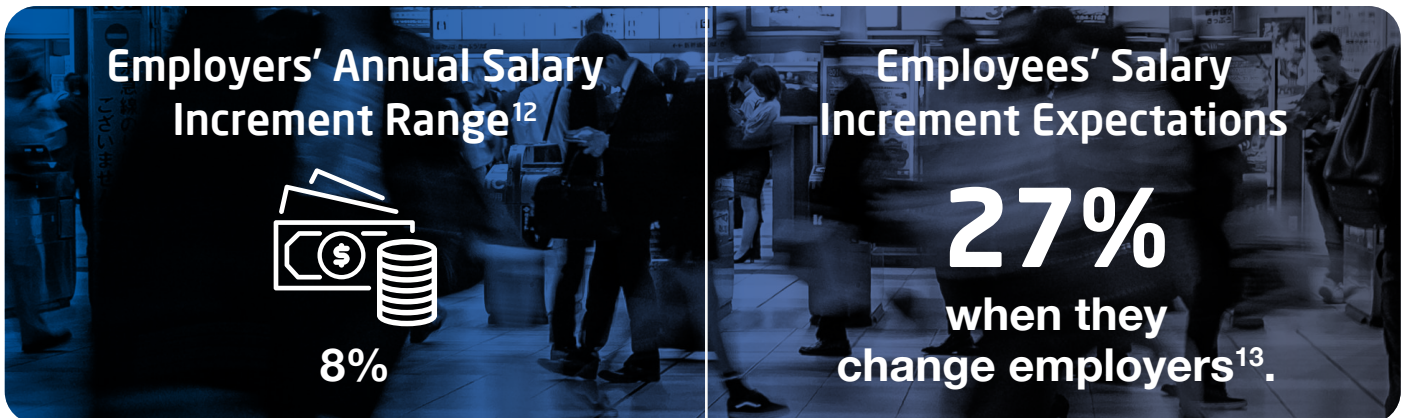


James Miles

Managing Director,
RGF Executive Search Singapore



Key Trends



(Data given was collected by RGF before February 2020)

Additional Benefits Employees Look for

Talent in Singapore look for more than just an annual salary, and prefer to work for companies that also provide the following benefits¹⁴:



Data Transforming Roles

As business processes across industries increasingly rely on data – be it from customers, Internet of Things products, or weather and traffic patterns – businesses increasingly need talent who can analyze and interpret the data they are receiving in order to make sense of it and create actionable insights. Because of this, more employers are seeking candidates who possess a fusion of skills – marketing and data analysis, for example, or business intelligence and sales.

As digital transformation continues, it is expected that this fusion of skills will become increasingly commonplace as companies introduce more artificial intelligence, machine learning, and other forms of automation to increase productivity and efficiency, allowing employees to focus their time and energy on more complex – and more valuable – work.



Job Market Trends

Talent Trends

For talent in Singapore, money matters – it's the number one consideration for job seekers when changing jobs, and another major factor in their decision-making is additional compensation, such as bonuses. However, salary and compensation is not the only factor Singaporean talent consider – they also look for roles where they can expand their knowledge and skills, take into account the title and responsibilities, and think about career advancement opportunities, leadership style, the company's reputation and the level of work-life balance they will be able to achieve¹⁶.



Job Market Trends

Expanding healthcare

As Singapore's population ages, the republic has taken action over the past decade to improve its healthcare services, from insurance plans to medical facilities to research and development. In 2020 alone, Singapore is adding four community hospitals and two general hospitals, as well as three community health centres to provide the population easy access to healthcare services.

With this expansion comes the need for additional medical personnel – and the government is focusing on recruiting local healthcare workers, as well as investing SGD50 million into clinical training¹⁶. As these initiatives take root, healthcare talent is still in demand in Singapore, and salary and compensation packages are attractive for roles across the entire industry.



Medical Directors with 15-20 years of experience earn up to USD185,000 annually in Singapore



R&D Managers with 5-8 years of experience earn up to USD104,000 annually in Singapore

eCommerce Driving Advances in Customer Service

Providing excellent customer service has been a focus for ecommerce companies for several years now. But as digital tools such as chatbots become easier to implement across social media and messaging platforms, ecommerce companies are looking to make their customer support more efficient through automation. This trend is driving the growth of increasingly technical roles, which require skills that are highly in demand across multiple industries and bring competitive compensation.



CRM Managers with 8-10 years of experience earn between USD74,000-USD104,000 annually at SMEs in Singapore



Digitalization Supervisors with 5-8 years of experience earn between USD59,000-USD83,000 annually at SMEs in Singapore

Combatting the Talent Crunch

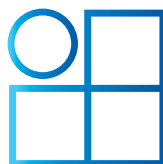
Though the Singapore government and businesses have been taking strides to upskill workforces and invest in talent development for several years through the SkillsFuture initiative¹⁷, employers still face a lack of experienced candidates when recruiting for new roles. As the job market becomes more competitive, there are measures businesses can take to ensure talent want to work for them, as well as retain current talent.

In addition to ensuring compensation packages are in line with market rates, companies might consider their talent strategy and if it needs to be updated or retooled to fit current talent trends, such as flexible working arrangements. Another way to narrow the talent gap is through retaining current staff members. By pivoting talent strategies to focus on employee value proposition and offering employees incentives such as bonuses referral, additional annual leave if they reach performance goals, and fun team outings to celebrate department achievements, companies will likely boost staff retention rates and, in turn, see an increase in employer brand.

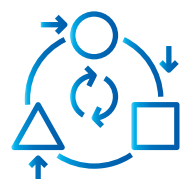
What employers are looking for in talent:



**RELEVANT KNOWLEDGE
AND EXPERIENCE¹⁸**



CULTURE FIT¹⁹



ADAPTABILITY

Hot Jobs



Industrial

Smart Manufacturing

- Application Engineering
- Manufacturing, Production & Operation
- Project Management
- Quality Management
- R&D
- Sales & Marketing
- Senior Management



Technology, Internet & Telecommunications

- Digital Marketing
- Digitalization Transformation
- Ecommerce Management
- Sales



Consumer Goods & Retail

- Business Strategy & Commercial
- CRM & Account Management
- Digitalization
- Ecommerce
- Marketing & Branding
- Sales & Business Development
- Supply Chain & Procurement



Financial Services

- Audit & Compliance
- Equity Research
- Fund Management
- FX/Commodities
- Internal IT
- Investment Banking
- Investment Portfolio Management
- Legal
- Private Equity
- Relationship Management
- Risk Management
- Treasury



Healthcare & Life science

- Medical
- R&D
- Senior Management



Corporate Services

- Finance & Accounting
- HR
- Legal & Compliance
- Supply Chain



Media, Advertising, and Entertainment


- Account Management & CRM
- Creativity & Content
- Marketing
- Media Planning
- PR & Advertising



Singapore Salary Data

Key Finding

“Bolstered by digital transformation, industries across Singapore will be looking to fill increasingly technical roles as cloud computing and software as a service are adopted, implemented, and require maintenance. Software engineers in Singapore could earn more than USD70,000 annually, back-end architects could earn over USD100,000 and cybersecurity directors could earn more than USD300,000.”



Industrial - Smart Manufacturing

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Senior Management	CEO/President	20+	Global MNC	259	466	350	630
			Large Local/Global MNC HQ	185	333	250	450
			SME	185	333	250	450
	GM	15-20	Global MNC	241	433	325	585
			Large Local/Global MNC HQ	185	333	250	450
			SME	148	266	200	360
	VP	10-15	Global MNC	192	346	260	468
			Large Local/Global MNC HQ	185	333	250	450
			SME	148	266	200	360
R&D	Director	15-20	Global MNC	111	200	150	270
			Large Local/Global MNC HQ	111	200	150	270
			SME	89	160	120	216
	Manager	10-15	Global MNC	77	108	104	146
			Large Local/Global MNC HQ	74	104	100	140
			SME	67	94	91	127
	Supervisor	5-8	Global MNC	58	77	78	104
			Large Local/Global MNC HQ	56	74	75	100
			SME	56	70	75	95
	Engineer	3-5	Global MNC	48	67	65	91
			Large Local/Global MNC HQ	48	67	65	91
			SME	44	62	60	84
Application Engineering	Director	10-15	Global MNC	111	167	150	225
			Large Local/Global MNC HQ	111	200	150	270
			SME	78	140	105	189
	Manager	8-10	Global MNC	56	74	75	100
			Large Local/Global MNC HQ	48	67	65	91
			SME	48	67	65	91
	Engineer	3-5	Global MNC	33	44	45	60
			Large Local/Global MNC HQ	33	44	45	60
			SME	30	44	40	60

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Manufacturing, Production & Operation	Director	10-15	Global MNC	144	260	195	351
			Large Local/ Global MNC HQ	133	240	180	324
			SME	111	200	150	270
	Manager	8-10	Global MNC	77	108	104	146
			Large Local/ Global MNC HQ	72	101	97.5	137
			SME	67	89	91	120
	Excellence Leader	8-10	Global MNC	63	88	84.5	118
			Large Local/ Global MNC HQ	63	88	84.5	118
			SME	63	88	84.5	118
	Supervisor	5-8	Global MNC	58	77	78	104
			Large Local/ Global MNC HQ	56	74	75	100
			SME	56	70	75	95
	Engineer	3-5	Global MNC	48	67	65	91
			Large Local/ Global MNC HQ	48	67	65	91
			SME	44	62	60	84
Quality Management	Director	10-15	Global MNC	63	107	84.5	144
			Large Local/ Global MNC HQ	63	107	84.5	144
			SME	63	113	84.5	152
	Manager	8-10	Global MNC	48	67	65	91
			Large Local/ Global MNC HQ	48	67	65	91
			SME	44	62	60	84
	Supervisor	5-8	Global MNC	56	78	75	105
			Large Local/ Global MNC HQ	48	67	65	91
			SME	48	67	65	91
	Engineer	3-5	Global MNC	33	44	45	60
			Large Local/ Global MNC HQ	33	44	45	60
			SME	30	41	40	56
Project Management	Director	10-15	Global MNC	107	192	144	259
			Large Local/ Global MNC HQ	107	192	144	259
			SME	107	192	144	259
	Manager	8-10	Global MNC	71	99	96	134
			Large Local/ Global MNC HQ	71	99	96	134
			SME	71	99	96	134
	Supervisor	5-8	Global MNC	58	81	78	109
			Large Local/ Global MNC HQ	58	81	78	109
			SME	58	81	78	109
	Engineer	3-5	Global MNC	53	75	72	101
			Large Local/ Global MNC HQ	53	75	72	101
			SME	53	75	72	101

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Sales & Marketing	Sales Director	10-15	Global MNC	107	192	144	259
			Large Local/ Global MNC HQ	107	192	144	259
			SME	89	160	120	216
	Sales Manager	8-10	Global MNC	71	99	96	134
			Large Local/ Global MNC HQ	62	87	84	118
			SME	53	67	72	91
	Business Development Manager	8-10	Global MNC	71	99	96	134
			Large Local/ Global MNC HQ	71	99	96	134
			SME	71	99	96	134
	Account Manager	5-8	Global MNC	71	99	96	134
			Large Local/ Global MNC HQ	62	87	84	118
			SME	53	75	72	101
	Marketing Director	10-15	Global MNC	107	192	144	259
			Large Local/ Global MNC HQ	107	192	144	259
			SME	89	160	120	216
	Marketing Manager	8-10	Global MNC	71	99	96	134
			Large Local/ Global MNC HQ	71	99	96	134
			SME	71	99	96	134

 = Hot jobs

- Definition of annual salary range refers to basic salary, not include allowance, stock, bonus or any other additional benefits.
- Exchange rate: USD1 = SGD1.35

Technology, Internet & Telecommunications

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Senior Management	CEO/President	20+	Global MNC	740	1110	1000	1500
			Large Local/Global MNC HQ	740	1110	1000	1500
			SME	518	932	700	1260
	GM	15-20	Global MNC	444	799	600	1080
			Large Local/Global MNC HQ	518	932	700	1260
			SME	370	666	500	900
	VP	15-20	Global MNC	444	799	600	1080
			Large Local/Global MNC HQ	444	799	600	1080
			SME	296	533	400	720
Mobile Development	Director	10-15	Global MNC	89	160	120	216
			Large Local/Global MNC HQ	89	124	120	168
			SME	74	104	100	140
	Manager/Architect	8-10	Global MNC	74	89	100	120
			Large Local/Global MNC HQ	74	89	100	120
			SME	59	74	80	100
	Engineer	3-5	Global MNC	44	59	60	80
			Large Local/Global MNC HQ	44	59	60	80
			SME	37	52	50	70
AI & Data Science	Director	10-15	Global MNC	185	259	250	350
			Large Local/Global MNC HQ	296	414	400	560
			SME	111	155	150	210
	Manager/Architect	8-10	Global MNC	111	155	150	210
			Large Local/Global MNC HQ	133	186	180	252
			SME	52	73	70	98
	Engineer	3-5	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	96	133	130	180
			SME	52	73	70	98
Front End & Back End Engineering	Director	10-15	Global MNC	111	155	150	210
			Large Local/Global MNC HQ	111	155	150	210
			SME	89	124	120	168
	Manager/Architect	8-10	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	89	124	120	168
			SME	70	89	95	120
	Engineer	3-5	Global MNC	44	62	60	84
			Large Local/Global MNC HQ	44	62	60	84
			SME	37	52	50	70

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Cybersecurity	Director	15-20	Global MNC	222	311	300	420
			Large Local/Global MNC HQ	259	363	350	490
			SME	148	207	200	280
	Manager/Architect	8-15	Global MNC	148	185	200	250
			Large Local/Global MNC HQ	148	185	200	250
			SME	89	124	120	168
	Engineer	3-5	Global MNC	71	99	96	134
			Large Local/Global MNC HQ	71	99	96	134
			SME	56	78	75	105
Big Data & Business Intelligence	Director	15-20	Global MNC	185	259	250	350
			Large Local/Global MNC HQ	185	259	250	350
			SME	111	155	150	210
	Manager/Architect	8-10	Global MNC	148	207	200	280
			Large Local/Global MNC HQ	107	149	144	202
			SME	90	111	121	150
	Engineer	3-5	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	67	81	90	110
			SME	52	73	70	98
Software & Hardware Development	Director	10-15	Global MNC	133	240	180	324
			Large Local/Global MNC HQ	133	240	180	324
			SME	89	133	120	180
	Manager/Architect	8-10	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	89	124	120	168
			SME	74	104	100	140
	Engineer	3-5	Global MNC	52	73	70	98
			Large Local/Global MNC HQ	52	73	70	98
			SME	37	52	50	70

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Digitalization Transformation	Director	10-15	Global MNC	185	296	250	400
			Large Local/Global MNC HQ	185	296	250	400
			SME	111	185	150	250
	Manager	8-10	Global MNC	133	185	180	250
			Large Local/Global MNC HQ	133	185	180	250
			SME	89	124	120	168
Application Management	Director	10-15	Global MNC	104	186	140	252
			Large Local/Global MNC HQ	104	186	140	252
			SME	89	160	120	216
	Manager	8-10	Global MNC	81	114	110	154
			Large Local/Global MNC HQ	81	114	110	154
			SME	67	89	90	120
	Associate	3-5	Global MNC	44	62	60	84
			Large Local/Global MNC HQ	44	62	60	84
			SME	37	52	50	70
Corporate IT Services	Director	20+	Global MNC	111	200	150	270
			Large Local/Global MNC HQ	118	213	160	288
			SME	89	160	120	216
	Manager	8-10	Global MNC	96	135	130	182
			Large Local/Global MNC HQ	96	135	130	182
			SME	37	52	50	70
	Associate	3-5	Global MNC	37	52	50	70
			Large Local/Global MNC HQ	37	52	50	70
			SME	30	41	40	56
Project Management	Director	10-15	Global MNC	111	185	150	250
			Large Local/Global MNC HQ	111	185	150	250
			SME	89	148	120	200
	Manager/Expert	8-10	Global MNC	74	104	100	140
			Large Local/Global MNC HQ	74	104	100	140
			SME	52	73	70	98
	Associate	5-8	Global MNC	56	78	75	105
			Large Local/Global MNC HQ	56	78	75	105
			SME	37	52	50	70
Domestic & cross-border e-commerce management	Director	10-15	Global MNC	148	266	200	360
			Large Local/Global MNC HQ	148	266	200	360
			SME	89	160	120	216
	Manager/Expert	8-10	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	111	155	150	210
			SME	74	104	100	140
	Associate	3-5	Global MNC	37	52	50	70
			Large Local/Global MNC HQ	37	52	50	70
			SME	37	52	50	70

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Digital marketing	Director	10-15	Global MNC	148	266	200	360
			Large Local/Global MNC HQ	148	266	200	360
			SME	89	133	120	180
	Manager/Expert	8-10	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	111	155	150	210
			SME	74	104	100	140
	Associate	3-5	Global MNC	37	52	50	70
			Large Local/Global MNC HQ	37	52	50	70
			SME	37	52	50	70
Account management & Customer Success	Director	15-20	Global MNC	259	466	350	630
			Large Local/Global MNC HQ	222	400	300	540
			SME	185	333	250	450
	Manager/Expert	10-15	Global MNC	185	259	250	350
			Large Local/Global MNC HQ	148	185	200	250
			SME	111	155	150	210
	Associate	5-8	Global MNC	74	104	100	140
			Large Local/Global MNC HQ	59	83	80	112
			SME	44	62	60	84
Sales	Director	15-20	Global MNC	296	533	400	720
			Large Local/Global MNC HQ	259	466	350	630
			SME	185	333	250	450
	Manager/Expert	10-15	Global MNC	185	259	250	350
			Large Local/Global MNC HQ	222	311	300	420
			SME	111	155	150	210
	Associate	5-8	Global MNC	96	135	130	182
			Large Local/Global MNC HQ	96	135	130	182
			SME	59	83	80	112
Pre-sales	Director	15-20	Global MNC	222	400	300	540
			Large Local/Global MNC HQ	259	466	350	630
			SME	148	266	200	360
	Manager	10-15	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	148	207	200	280
			SME	104	145	140	196
	Associate	5-8	Global MNC	74	104	100	140
			Large Local/Global MNC HQ	81	114	110	154
			SME	56	78	75	105

 = Hot jobs

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- Exchange rate: USD1 = SGD1.35

Financial Services (Front Office)

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Relationship Management	Managing Director	20+	Global MNC	296	444	400	600
	Director	15-20	Global MNC	222	333	300	450
	Associate	8-10	Global MNC	111	167	150	225
	Analyst	5-8	Global MNC	74	111	100	150
Transaction Banking Sales	Managing Director	20+	Global MNC	222	333	300	450
	Director	15-20	Global MNC	148	222	200	300
	Associate	5-8	Global MNC	111	167	150	225
	Analyst	3-5	Global MNC	74	111	100	150
Investment Portfolio Management	Managing Director	20+	Global MNC	296	444	400	600
	Director	15-20	Global MNC	222	333	300	450
	Associate	8-10	Global MNC	111	167	150	225
	Analyst	5-8	Global MNC	74	111	100	150
Fixed Income Sales	Managing Director	20+	Global MNC	296	444	400	600
	Director	15-20	Global MNC	222	333	300	450
	Associate	8-10	Global MNC	111	167	150	225
	Analyst	5-8	Global MNC	74	111	100	150
Fixed Income Trading	Managing Director	20+	Global MNC	296	444	400	600
	Director	15-20	Global MNC	222	333	300	450
	Associate	8-10	Global MNC	111	167	150	225
	Analyst	5-8	Global MNC	74	111	100	150
Investment Banking	Managing Director	15-20	Global MNC	222	333	300	450
	Director	10-15	Global MNC	148	222	200	300
	Associate	5-8	Global MNC	111	167	150	225
	Analyst	3-5	Global MNC	74	111	100	150
Equity Sales	Managing Director	15-20	Global MNC	222	333	300	450
	Director	10-15	Global MNC	148	222	200	300
	Associate	5-8	Global MNC	111	167	150	225
	Analyst	3-5	Global MNC	74	111	100	150
Equity Trading	Managing Director	15-20	Global MNC	222	333	300	450
	Director	10-15	Global MNC	148	222	200	300
	Associate	5-8	Global MNC	111	167	150	225
	Analyst	3-5	Global MNC	74	111	100	150
Equity Research	Managing Director	15-20	Global MNC	210	300	284	405
	Director	10-15	Global MNC	200	270	270	365
	Associate	8-10	Global MNC	74	111	100	150
	Analyst	3-5	Global MNC	59	89	80	120
Private Equity	Managing Director	15-20	Global MNC	222	333	300	450
	Director	10-15	Global MNC	148	222	200	300
	Associate	8-10	Global MNC	111	167	150	225
	Analyst	3-5	Global MNC	74	111	100	150

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Intermediary Sales	Managing Director	10-15	Global MNC	350	480	473	648
	Director	8-10	Global MNC	250	350	338	473
	Associate	5-8	Global MNC	148	222	200	300
	Analyst	3-5	Global MNC	80	125	108	169
Derivative Structuring	Managing Director	15-20	Global MNC	350	550	473	743
	Director	10-15	Global MNC	200	350	270	473
	Associate	8-10	Global MNC	120	180	162	243
	Analyst	3-5	Global MNC	90	120	122	162
FX/Commodities	Managing Director	15-20	Global MNC	274	411	370	555
	Director	10-15	Global MNC	184	250	248	338
	Associate	8-10	Global MNC	100	180	135	243
	Analyst	3-5	Global MNC	80	100	108	135
Institutional Sales	Managing Director	10-15	Global MNC	350	550	473	743
	Director	8-10	Global MNC	200	320	270	432
	Associate	5-8	Global MNC	120	180	162	243
	Analyst	3-5	Global MNC	80	100	108	135
Fund Management	Managing Director	15-20	Global MNC	380	540	513	729
	Director	10-15	Global MNC	200	350	270	473
	Associate	8-10	Global MNC	150	180	203	243
	Analyst	3-5	Global MNC	90	120	122	162

 = Hot jobs

- Definition of annual salary range refers to basic salary, not include allowance, stock, bonus or any other additional benefits.
- Exchange rate: USD1 = SGD1.35

Financial Services (Middle Office)

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Risk management	Managing Director	15-20	Global MNC	148	178	200	240
	Director	10-15	Global MNC	111	133	150	180
	Associate	8-10	Global MNC	72	100	97	135
	Analyst	3-5	Global MNC	48	70	65	95
Product Management	Managing Director	15-20	Global MNC	222	266	300	360
	Director	10-15	Global MNC	148	178	200	240
	Associate	5-8	Global MNC	111	133	150	180
	Analyst	3-5	Global MNC	74	89	100	120
Product Development	Managing Director	10-15	Global MNC	222	266	300	360
	Director	8-10	Global MNC	148	178	200	240
	Associate	5-8	Global MNC	111	133	150	180
	Analyst	3-5	Global MNC	74	89	100	120
Treasury	Managing Director	15-20	Global MNC	148	178	200	240
	Director	10-15	Global MNC	111	133	150	180
	Associate	8-10	Global MNC	80	100	108	135
	Analyst	3-5	Global MNC	60	80	81	108
Operation	Managing Director	15-20	Global MNC	222	266	300	360
	Director	10-15	Global MNC	148	178	200	240
	Associate	5-8	Global MNC	111	133	150	180
	Analyst	3-5	Global MNC	74	89	100	120
Trade and Sales Support	Managing Director	10-15	Global MNC	148	178	200	240
			SME	111	133	150	180
	Director	8-10	SME	74	89	100	120
	Associate	5-8	SME	59	71	80	96

 = Hot jobs

- Definition of annual salary range refers to basic salary, not include allowance, stock, bonus or any other additional benefits.
- Exchange rate: USD1 = SGD1.35

Financial Services (Back Office)

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Audit & Compliance	Director	10-15	Global MNC	148	192	200	260
	Manager	8-10	Global MNC	111	144	150	195
	Non-management	5-8	Global MNC	74	96	100	130
Internal IT	Director	10-15	Global MNC	200	350	270	473
	Manager	8-10	Global MNC	120	180	162	243
	Non-management	5-8	Global MNC	80	100	108	135
IT Risk	Director	10-15	Global MNC	125	244	169	330
	Manager	8-10	Global MNC	75	126	101	170
	Non-management	5-8	Global MNC	60	75	81	101
Legal	Director	10-15	Global MNC	148	192	200	260
	Manager	8-10	Global MNC	111	144	150	195
	Non-management	5-8	Global MNC	74	96	100	130

 = Hot jobs

• Definition of annual salary range refers to basic salary, not include allowance, stock, bonus or any other additional benefits.
• Exchange rate: USD1 = SGD1.35

Healthcare & Life Science

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Senior management/ General Management	CXO	20+	Global MNC	444	592	600	800
	CEO/President	15-20	Global MNC	370	444	500	600
	GM	15-20	Global MNC	259	296	350	400
	VP	15-20	Global MNC	185	241	250	325
	BU Head	10-15	Global MNC	185	233	250	315
R&D	Director	10-15	Global MNC	148	259	200	350
	Manager	5-8	Global MNC	96	104	130	140
	Researcher	3-5	Global MNC	63	67	85	90
Medical	Director	15-20	Global MNC	148	185	200	250
	Doctor	10-15	Global MNC	133	148	180	200
	Manager	5-8	Global MNC	89	104	120	140
	Researcher	3-5	Global MNC	65	70	88	95
Production & Operations	Director	15-20	Global MNC	148	185	200	250
	Manager	5-8	Global MNC	74	89	100	120
	Non-management	3-5	Global MNC	52	59	70	80
Quality	Director	15-20	Global MNC	222	296	300	400
	Manager	8-10	Global MNC	111	126	150	170
	Supervisor	3-5	Global MNC	52	67	70	90
Regulatory Affairs	Director	15-20	Global MNC	222	296	300	400
	Manager	8-10	Global MNC	118	141	160	190
	Non-management	3-5	Global MNC	74	89	100	120
Sales & Marketing	Director	15-20	Global MNC	222	296	300	400
	Manager	5-8	Global MNC	133	167	180	225
	Non-management	5-8	Global MNC	74	89	100	120
Healthcare Service & Management	Director	20+	Global MNC	148	185	200	250
	Manager	10-15	Global MNC	118	133	160	180
	Non-management	5-8	Global MNC	89	111	120	150
Hospital management	Hospital Dean	20+	Global MNC	148	167	200	225
	Director	15-20	Global MNC	133	148	180	200
	Manager	8-10	Global MNC	89	118	120	160
IT	Director	15-20	Global MNC	148	185	200	250
	Manager	10-15	Global MNC	111	141	150	190
	Non-management	5-8	Global MNC	59	74	80	100

 = Hot jobs

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- Exchange rate: USD1 = SGD1.35

Consumer & Retail

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Senior Management	CEO/President	20+	Global MNC	999	1798	1350	2430
			Large Local/Global MNC HQ	503	906	680	1224
			SME	100	180	135	243
	GM/BU Head	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	81	147	110	198
	VP	20+	Global MNC	740	999	1000	1350
			Large Local/Global MNC HQ	370	666	500	900
			SME	222	444	300	600
	COO	20+	Global MNC	999	1798	1350	2430
			Large Local/Global MNC HQ	503	906	680	1224
			SME	100	180	135	243
Sales & Business Development	Head	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	81	147	110	198
	Manager/Senior Manager	10-15	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	89	124	120	168
	Supervisor	5-8	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	74	104	100	140
			SME	52	73	70	98
Business Strategy & Commercial	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
E-commerce	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112
CRM & Account Management	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112
Digitalization	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Marketing & Branding	Director	15-20	Global MNC	400	719	540	972
			Large Local/Global MNC HQ	252	453	340	612
			SME	118	213	160	288
	Manager	8-10	Global MNC	148	207	200	280
			Large Local/Global MNC HQ	111	155	150	210
			SME	59	83	80	112
	Supervisor	5-8	Global MNC	89	124	120	168
			Large Local/Global MNC HQ	74	104	100	140
			SME	44	62	60	84
PR & Communication	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112
Supply Chain/ Procurement	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Product/Category Management (Trade Marketing)	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112
Visual Merchandising	Director	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	89	160	120	216
	Manager	8-10	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	118	166	160	224
			SME	74	104	100	140
	Supervisor	5-8	Global MNC	104	145	140	196
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112

 = Hot jobs

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- Exchange rate: USD1 = SGD1.35

Corporate Services

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
HR	CHRO	15-20	Global MNC	133	237	180	320
			Large Local/Global MNC HQ	129	229	174	310
			SME	118	215	160	290
	Director	10-15	Global MNC	124	222	168	300
			Large Local/Global MNC HQ	89	163	120	220
			SME	80	141	108	190
	Manager	5-8	Global MNC	61	89	82	120
			Large Local/Global MNC HQ	67	100	90	135
			SME	44	67	60	90
	Supervisor	3-5	Global MNC	38	59	51	80
			Large Local/Global MNC HQ	41	59	56	80
			SME	28	44	37.5	60
	Non-management	1-3	Global MNC	22	33	30	45
			Large Local/Global MNC HQ	26	41	35	55
			SME	16	26	22	35
Finance & Accounting	CFO	15-20	Global MNC	178	318	240	430
			Large Local/Global MNC HQ	133	237	180	320
			SME	107	192	144	260
	Director	10-15	Global MNC	133	237	180	320
			Large Local/Global MNC HQ	89	163	120	220
			SME	62	111	84	150
	Manager	5-8	Global MNC	71	107	96	144
			Large Local/Global MNC HQ	44	67	60	90
			SME	36	53	48	72
	Supervisor	3-5	Global MNC	53	80	72	108
			Large Local/Global MNC HQ	44	67	60	90
			SME	36	53	48	72
	Non-management	1-3	Global MNC	28	42	38	57
			Large Local/Global MNC HQ	22	33	30	45
			SME	18	27	24	36

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Legal & Compliance	General Counsel	15-20	Global MNC	148	266	200	360
			Large Local/Global MNC HQ	148	266	200	360
			SME	126	226	170	306
	Director	10-15	Global MNC	126	226	170	306
			Large Local/Global MNC HQ	126	226	170	306
			SME	111	200	150	270
	Manager	5-8	Global MNC	74	111	100	150
			Large Local/Global MNC HQ	74	111	100	150
			SME	67	100	90	135
	Supervisor	3-5	Global MNC	59	89	80	120
			Large Local/Global MNC HQ	59	89	80	120
			SME	52	78	70	105
	Non-management	1-3	Global MNC	52	78	70	105
			Large Local/Global MNC HQ	52	78	70	105
			SME	44	67	60	90
General Affairs, Admin & Secretary	Director	10-15	Global MNC	71	128	96	173
			Large Local/Global MNC HQ	84	152	114	205
			SME	49	88	66	119
	Manager	8-10	Global MNC	44	67	60	90
			Large Local/Global MNC HQ	53	80	72	108
			SME	40	60	54	81
	Supervisor	5-8	Global MNC	38	57	51	77
			Large Local/Global MNC HQ	38	57	51	77
			SME	33	50	45	68

 = Hot jobs

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- Exchange rate: USD1 = SGD1.35

Media, Advertising, and Entertainment

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Senior Management	CEO/President	20+	Global MNC	999	1798	1350	2430
			Large Local/Global MNC HQ	503	906	680	1224
			SME	100	180	135	243
	GM	15-20	Global MNC	300	539	405	729
			Large Local/Global MNC HQ	200	360	270	486
			SME	81	147	110	198
	VP	20+	Global MNC	740	999	1000	1350
			Large Local/Global MNC HQ	370	666	500	900
			SME	222	444	300	600
	CFO	20+	Global MNC	999	1798	1350	2430
			Large Local/Global MNC HQ	503	906	680	1224
			SME	100	180	135	243
Creativity & Content	Director/Head	15-20	Global MNC	185	333	250	450
			Large Local/Global MNC HQ	133	240	180	324
			SME	89	160	120	216
	Deputy Director	15-20	Global MNC	148	266	200	360
			Large Local/Global MNC HQ	111	200	150	270
			SME	74	133	100	180
	Manager	5-8	Global MNC	133	186	180	252
			Large Local/Global MNC HQ	89	124	120	168
			SME	59	83	80	112
	Chief editor	15-20	Global MNC	259	466	350	630
			Large Local/Global MNC HQ	185	333	250	450
			SME	111	200	150	270
	Editor	15-20	Global MNC	148	207	200	280
			Large Local/Global MNC HQ	89	124	120	168
			SME	52	73	70	98
	Non-management	5-8	Global MNC	44	62	60	84
			Large Local/Global MNC HQ	74	104	100	140
			SME	59	83	80	112

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Media Planning	Director/Head	15-20	Global MNC	259	466	350	630
			Large Local/ Global MNC HQ	185	333	250	450
			SME	111	200	150	270
	Deputy Director	15-20	Global MNC	148	207	200	280
			Large Local/ Global MNC HQ	89	124	120	168
			SME	52	73	70	98
	Manager	5-8	Global MNC	74	104	100	140
			Large Local/ Global MNC HQ	59	83	80	112
			SME	44	62	60	84
	Non-management	5-8	Global MNC	74	104	100	140
			Large Local/ Global MNC HQ	59	83	80	112
			SME	44	62	60	84
PR & Advertising	Director/Head	15-20	Global MNC	259	466	350	630
			Large Local/ Global MNC HQ	185	333	250	450
			SME	111	200	150	270
	Manager	15-20	Global MNC	148	207	200	280
			Large Local/ Global MNC HQ	89	124	120	168
			SME	52	73	70	98
	Non-management	5-8	Global MNC	74	104	100	140
			Large Local/ Global MNC HQ	59	83	80	112
			SME	44	62	60	84
Marketing	Director/Head	15-20	Global MNC	259	466	350	630
			Large Local/ Global MNC HQ	185	333	250	450
			SME	111	200	150	270
	Manager	10-15	Global MNC	148	207	200	280
			Large Local/ Global MNC HQ	89	124	120	168
			SME	52	73	70	98
	Non-management	5-8	Global MNC	74	104	100	140
			Large Local/ Global MNC HQ	59	83	80	112
			SME	44	62	60	84

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN SGD)	
				MIN	MAX	MIN	MAX
Account management & CRM	Director/Head	15-20	Global MNC	259	466	350	630
			Large Local/ Global MNC HQ	185	333	250	450
			SME	111	200	150	270
	Manager	15-20	Global MNC	148	207	200	280
			Large Local/ Global MNC HQ	89	124	120	168
			SME	52	73	70	98
	Non-management	5-8	Global MNC	74	104	100	140
			Large Local/ Global MNC HQ	59	83	80	112
			SME	44	62	60	84
Production /Publishing	Director/Head	15-20	Global MNC	259	466	350	630
			Large Local/ Global MNC HQ	185	333	250	450
			SME	111	200	150	270
	Manager	15-20	Global MNC	148	207	200	280
			Large Local/ Global MNC HQ	89	124	120	168
			SME	52	73	70	98
	Non-management	5-8	Global MNC	74	104	100	140
			Large Local/ Global MNC HQ	59	83	80	112
			SME	44	62	60	84
Operation Management	Director/Head	15-20	Global MNC	259	466	350	630
			Large Local/ Global MNC HQ	185	333	250	450
			SME	111	200	150	270
	Manager	15-20	Global MNC	148	207	200	280
			Large Local/ Global MNC HQ	89	124	120	168
			SME	52	73	70	98
	Non-management	5-8	Global MNC	74	104	100	140
			Large Local/ Global MNC HQ	59	83	80	112
			SME	44	62	60	84

 = Hot jobs

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- Exchange rate: USD1 = SGD1.35

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About RGF

RGF (Recruit Global Family) is the global brand of Recruit Group, which is the fourth largest recruitment and information service company globally. Founded in 1960, the Recruit Group creates and provides platforms that connect companies and consumers by offering Opportunities for Life. RGF International Recruitment, under the Recruit Group, provides a wide range of recruitment solutions in 11 countries and markets across Asia. We deliver optimal, cross-border recruitment solutions at all levels and across all industries and functions, transcending national and city boundaries through our three service brands, with the aim of unleashing the potential of individual talents and employers in Asia.

Brand and Services



