



Gemini Personnel Pte. Ltd.

2017 Salary Guide Singapore

About Gemini Personnel

Gemini Personnel Group is Singapore's leading Asia Recruitment Company with trained consultants handling a wide spectrum of hiring needs, including Executive Search, General Recruitment and Interim Management. Our specializations include, but are not limited to, Property & Construction, Hotels & Resorts, FMCG, Entertainment, Sales & Marketing, Public Relations, Light industry, Manufacturing, Private Investment Banking, Finance Technology and Gaming.

The company adheres to the same values as the rest of Gemini, and organically develops its own business services and solutions that meet the individual requirements of the clientele within the region.

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Gemini’s Guide to Singapore market salaries is based on from three main sources of information:

- An analysis of Gemini’s database of vacancies and applicants
- Discussions with clients
- A review of positions advertised in the local media

This guide is intended to give approximate salary ranges for the positions as described and specific skills or experience requirements can mean that a premium may need to be paid. Salaries are based on a 13-month per year payment. Our consultants are always available to advice on categories not shown in this guide or on more detailed job descriptions.

This compilation of salaries and job titles was gathered as a result of input from specialist across various practice groups, Gemini Personnel Search is a leading Asia talent Management Company having expertise in leadership recruitment and talent management across major sectors.

Banking / Finance and Accounting

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Management Accounting	70-100	120-160	200-340
Financial Planning	80-110	120-160	230-280
Trust Accounting	80-120	160-210	210-330
Internal Audit	80-140	160-180	220-350
Tax / Advisory Compliance	80-140	220-240	220-330
Corporate Finance	100-130	140-180	220+
Treasury	90-120	140-180	200-310

Risk, Compliance Management

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
AML	120-160	170-220	240+
KYC	90-110	110-180	200+
Investigations	100-110	170-220	220+
Advisory Compliance	140-200	160-210	250+
Research	120-180	170-280	280+
Credit Risk Analyst	100-130	140-180	220+
Market Risk Management	120-250	180-230	230+
Analyst	110-200	180-220	250+
Operations Risk	110-120	180-220	250+
Client Services	120-170	160-200	230+
Trade Support	120-170	180-210	200+
Business Analyst/ Project	140-190	160-200	220+
Loans Administration	120-160	150-190	200+
Asset Servicing (Corporate)	120-160	170-200	220+
Accountant/ Operations Analyst	100-140	150-190	250+

IT – Financial Services

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Service Desk	100-130	140-170	190+
Network (Voice/ Data and Firewall)	80-110	140-200	220+
Database	100-140	130-180	200+
Data Centre	120-200	120-200	220+
Infrastructure Project Management	130-170	160-200	200+
IT Audit Manager	120-150	160-220	230+
IT Risk and Compliance	110-160	150-200	230+
Service Delivery Manager	120-150	160-190	220+
Solution Architect	110-130	150-200	210+
Chief Information Officer			270-310
IT Security	120-180	180-220	230+
Network Security	120-160	150-220	240+
Business Development (OTE)	220-300	320-400	420+
Bid Management	170-220	230-300	320+
Sales Operations	140-220	180-280	300+
Pre Sales (OTE)	180-220	250-300	350+

Human Resources

(Industry and Services)

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Learning and Development	100-130	140-180	200+
Financial Planning	120-160	140-190	220+
Talent Management/ Recruiters/Acquisitions	80-120	130-170	220+
HR (Generalist)	80-140	160-180	220+
HR (Employee Relations)	100-140	130-170	200+
HR (Operations)	60-110	130-170	150-190
HR (Organisation Development)	120-160	140-200	220+

Industrial Manufacturing

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Production	85-110	120-160	220+
Product Engineering	110-130	140-170	190+
Quality Management	90-130	150-180	200+
Assistant President Director (Plant)		220-250	350+
Procurement	85-120	130-170	200+

Logistics, Supply Chain and Procurement Industries

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Logistics Officer		100-120	150+
Operations	100-120	130-150	160+
Procurement	90-120	100-140	150+
Supply Chain	90-120	100-150	160+

Sales & Marketing E-Commerce, Digital and Agency)

Position	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)	
Sales Director/ Senior VP	180-250
Business Development	160-220
Digital Marketing Director	180-250
E-commerce Director	160-200
Marketing Director (E-Commerce Retail)	180-230

Food and Beverage, Hospitality, Retail Industries

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Logistics	50-70	100-120	130+
Merchandising	65-80	100-120	
Sales and Marketing		100-120	130+
Learning and Development	60-80	110-140	150+
Human Resources	75-90	110-140	150+
Procurement	60-80	100-120	130+
Marketing	80-120	140-180	200+
Operations	65-90	110-140	180+
Finance Controller		100-120	130+

Information and Gaming Technology

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
CTO			220+
Program Director		100-150	
Producer		100-150	210+
Finance Controller		100-150	160+
Project Management	100-120	130-140	150+
FinTech Developer	100-120	130-140	
Marketing		100-120	130+
Software Developer		110-140	
Operations		100-120	130+
Designer		100-120	130+
Consultant		100-120	180+
Business Analysis		100-120	

Oil & Gas, Energy & Maritime Shipping

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Reservoir Engineers	120-150	150-180	220-350
Geologist	190-104	120-165	170+
Fleet	50-90	100-150	
Broker	50-90	100-120	
Claims	75-120	120+	
Chartering	90-110	120-170	180+

Pharmaceutical & Bio Medical

Position	Manager	Vice Presidents / Senior Manager	Director / Senior Vice Presidents & above
Basic Salaries - SG\$ ANNUM ('000)			
Head of Program Development			240+
Product	90-145	90-135	
Business Unit			120-180
Head of Human Resources			240-300
Procurement Manager	70-120	85-120	145+
Scientist	78-100		

Contact Details - Singapore

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