



Gemini Personnel Co., Ltd.

3rd Quarter 2017

About Gemini Personnel Co. Ltd.

Gemini Personnel Co. Ltd., affiliated with the Gemini Group of Hong Kong, provides Recruitment and HRM Services. Gemini Personnel Limited have developed a comprehensive regional recruitment network, with facilities located in different countries all across the region, putting us in perfect position to help companies connect with the most appropriate, best-equipped professionals to meet their needs.

We can help with connecting the most suitable professionals with temporary assignments in multinational companies. We are also able to perform contract hiring responsibilities for corporate purposes.

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Gemini's Guide to the Thailand market salaries is prepared from three main sources of information:

- An analysis of Gemini's database of vacancies and applicants
- Discussions with clients – mostly foreign invested companies.
- A review of positions advertised in the local media

This guide is intended to give approximate salary ranges for the positions as described. 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. Gemini consultants are always available to advice on categories not shown in this guide or on more detailed job descriptions.

This guide is updated quarterly and when significant changes are observed in the market place.

The guide is available through www.gemini-global.com.

Secretarial

Position	Experience (Years)	Monthly Salary Range THB ('000)
Junior Secretary	0-1	17-18.8
Secretary	1-2 2-4	18.8-26.8 26-37
Senior Secretary	5-8	46.6-56.9
Executive Secretary/PA	8+	56.7-72.1

Merchandising

Position	Experience (Years)	Monthly Salary Range THB ('000)
Merchandiser/Clerk	0-2	16.5-19.8
Assistant Merchandiser	1-3 (Production control or equivalent)	20.6-35.5
Merchandiser	3-5 (In major merchandise)	36.5-55.5
Senior Merchandiser	5+ (Some in particular field)	56-85

Accounting

Position	Experience (Years)	Monthly Salary Range THB ('000)
Accounting Clerk	0-2	16.5-18.8
Jr. Accountant	1-2	18.5-25.2
(Assistant) Accountant	2-3	26-35.9
Accountant (A/P,A/R,G/L)	3-5	36-45.4
(Chief) Accountant	5+	46-60
Accounting Manager	5-7 (In Auditing, Accounting & Management)	60.3-121
Financial Controller	8	120-220

Production

Position	Experience (Years)	Monthly Salary Range THB ('000)
Production/Manufacturing Supervisor, Production Engineer	2-4	23.2-51.9
Assistant Production Manager, Senior Production Engineer	5+	51.5-77.8
Factory Manager, Production Manager	5-10	75-150.5
Safety Supervisor, Maintenance Engineer	<5	25.8-51.5
Maintenance Section Head	5+	50-85
Maintenance Manager, EHS Manager	5-7	85-200

Quality Assurance/Quality Control

Position	Experience (Years)	Monthly Salary Range THB ('000)
QC/QA Officer/Engineer	1-2	18.5-26
QC/QA Supervisor, SQE	3-5	25-45.4
(Assistant) QA/QC Manager	5+	45.5-81
(Senior) QA/QC Manager	3-5	81-162

Supply Chain

Position	Experience (Years)	Monthly Salary Range THB ('000)
Purchasing/Logistics Staff	0-1	16.5-20
Logistics Engineer	2-3	23.2-40
Logistics Supervisor/Officer	4-5 (Partially in relevant field)	40-70
Logistics Management	5-10 (Min 3 yrs in Supply Chain Management)	70-180
Senior Logistics Management	10+ (Min 5-7yrs in SCM)	100-250+

Human Resources

Position	Experience (Years)	Monthly Salary Range THB ('000)
Junior HR Officer	0-2	17-19.5
HR Officer, HR Supervisor, HR Section Head, Training Officer	2-5+	18.5-40
HR & Admin Manager, Office Manager, Senior HR Specialist, Senior Training Officer	5-6	40-70
HR Manager, Training Manager, HRD Manager, HRM Manager	7-8	72-151
Senior HR Manager, HR Director	8-10+	105-255

Engineering

Position	Experience (Years)	Monthly Salary Range THB ('000)
Technician/Assistant Engineer	1-2	15.5-18.5
Engineer	0-2 2-5	23.2-30.9 36-51.5
Senior Engineer	5-8	51.5-82.4
Engineering Manager	8-10	85-200
Sales Engineer	1-3 3+	30.9-36.1+ commission 70-150+ commission

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