

SINGAPORE SALARY GUIDE



4th Quarter 2016



Gemini Personnel Pte. Ltd.

About Gemini Personnel

Gemini Personnel is a leading human resources company based in Singapore with qualified consultants who handle a wide spectrum of hiring needs, including Executive Search, General Recruitment and Interim Management.

Our specializations include, but are not limited to, Property & Construction, Hotel & Resorts, FMCG, Entertainment, Sales & Marketing, Public Relations, Light industry, Manufacturing, Technology and Investment Banking.

Outside of our recruitment services Gemini Personnel is a market leader, across the region, in Outplacement, Career Transition, Training and Assessments.



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Gemini's Guide to Singapore market salaries is prepared 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. Gemini 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 is updated 6-monthly to provide an insight to the latest salary ranges for various positions across industries in Singapore. The guide is available through the Gemini Internet pages.

Secretarial & Office Support

Position	Experience (Years)	Monthly Salary Range (SG\$)
Mail Room Assistant/ Messenger	1-2	1,130 – 1,550
Receptionist/ Front Office Assistant	1-3	1,240 – 2,060
Administrative Assistant/ Coordinator	1-3	1,340 – 2,060
Secretary	2-4	2,270 – 3,600
Executive Secretary/ PA	3-5	4,640 – 5,670
Administration Manager	4-6	4,640 – 6,200
Office Manager	4-6	4,100 – 6,200

Accounting & Finance

Position	Experience (Years)	Monthly Salary Range (SG\$)
Accounts Clerk	1-3	2,060 – 2,270
Accounts Assistant	1-3	1,860 – 2,270
Auditor	2-4	3,600 – 5,150
Accounts Supervisor	2-4	2,900 – 3,600
Financial Analyst	2-3	4,120 – 5,670
Accountant	4-5	4,640 – 6,700
Accounts Receivable Manager	5-6	2,890 – 4,120
Accounts Payable Manager	5-6	2,890 – 4,120
Treasury Manager	5-7	6,180 – 12,360
Internal Audit Manager	5-10	6,180 – 13,390
Head of Internal Audit	8+	10,300 – 20,600
Tax Accountant	3-5	4,640 – 9,270
Tax Manager	5-7	6,180 – 15,450
Tax Director/ Head	8+	12,360 – 25,750
Finance Manager	6-7	6,180 – 9,790
Financial Controller	10-12	10,300 – 22,660

Banking

Position	Experience (Years)	Monthly Salary Range (SG\$)
Bank Teller	1-3	1,140 – 1,960
Remittance/ Settlement/ Loan Clerk	1-2	1,550 – 2,060
Collection/ Debt Recovery Officer	1-3	1,650 – 2,270
Credit Control Clerk	1-2	1,650 – 2,060
Credit Control Officer	2-4	1,860 – 3,090
Trade Finance Clerk	2-3	1,960 – 2,680
Trade Finance Officer	1-2	2,270 – 3,090
Bank Operations Officer	0-1	1,860 – 2,680
Customer Service Officer	2-3	2,060 – 2,890
Mortgage Sales Specialist	2-3	2,060 – 3,090
Personal Financial Consultant/ Personal Banker	2-3	2,270 – 3,300
FX Dealer	2-3	2,580 – 5,150
Compliance Officer	2-3	2,890 – 3,700
Bank Auditor	2-3	2,890 – 3,900
Securities/ Equities Dealer	3-5	3,600 – 6,180
Settlement Officer	3-5	3,090 – 4,120

Banking

Position	Experience (Years)	Monthly Salary Range (SG\$)
Treasury Accountant	4-6	4,640 – 7,210
Treasury Manager	7-10	8,240 – 12,360
Senior Treasury Manager	10+	14,420 – 25,750
Assistant Audit Manager	3-5	4,120 – 5,870
Audit Manager	5-7	51,50 – 10,800
Senior Audit Manager	7-10	15,450 – 23,690
Finance Manager	6-8	6,180 – 11,330

Human Resources

Position	Experience (Years)	Monthly Salary Range (SG\$)
HR Assistant	1-2	1,440 – 2,060
Training Executive/ Senior Executive	2-5	2,580 – 4,640
HR Officer/ Executive/ Senior Executive	3-6	2,580 – 4,120
HR Assistant Manager	5-6	3,900 – 5,670
Training Manager	5-8	6,180 – 10,800
HR Generalist	5-10	5,670 – 8,240
HR Generalist	10+	8,240 – 12,360
HR Manager (Local)	5-10	6,180 – 10,300
HR Manager (Regional)	5-10	8,240 – 15,450
Recruiter	6-10	6,700 – 11,330
Recruitment Lead	8+	11,330 – 16,480
Compensation & Benefits Executive/ Analyst	3-5	5,150 – 6,180
Compensation & Benefits Manager	5-10	8,240 – 12,360
Compensation & Benefits Head	10+	14,420+
HR Director (Local)	10+	13,390+
HR Director (Regional)	10+	16,480+

Logistics & Warehousing

Position	Experience (Years)	Monthly Salary Range (SG\$)
Warehouse/ Store Assistant/ Operations Assistant	1-3	1,130 – 1,750
Shipping Assistant	1-3	1,340 – 2,270
Warehouse Supervisor	3-5	1,650 – 2,580
Operations Executive	2-3	2,370 – 3,090
Demand Planner	2-4	2,580 – 5,150
Supply Planner	2-4	2,580 – 5,150
Material Planner	2-4	2,580 – 5,150
Logistics Specialist	2-4	2,580 – 4,120
Logistics Analyst	3-5	3,090 – 4,640
Shipping Supervisor	4-5	1,860 – 2,890
Warehouse Manager	4-5	3,600 – 6,180
Customer Service Manager	5-8	4,640 – 6,700
Sales & Order Management Manager	5-8	4,640 – 6,700
Distribution Manager	6-7	4,640 – 6,700
Operations Manager	6-8	6,180 – 10,300
Shipping Manager	6-8	6,180 – 10,300
Supply Chain Manager	6-10	4,640 – 7,730

Logistics & Warehousing

Position	Experience (Years)	Monthly Salary Range (SG\$)
Inventory Manager	6-10	4,640 – 7,730
Logistics Manager	6-10	4,640 – 7,730
Procurement/ Purchasing Manager/Director	10-12	10,300 - 18,540

Information Technology

Position	Experience (Years)	Monthly Salary Range (SG\$)
Helpdesk Analyst	1-3	2,580 – 3,600
Analyst Programmer/ Software Engineer	2-5	3,600 – 5,150
Systems/ Network Administrator	2-5	3,090 – 5,670
Business/ System Analyst	3-5	4,640 – 6,180
Technical Consultant	3-6	4,120 – 7,210
Technical Support/ Presales/ Consultant	3-5	4,120 – 6,700
Post-sales Consultant	3-5	5,150 – 8,240
Web Server Administrator	3-6	3,600 – 6,180
Database Administrator	4-7	4,640 – 6,700

Sales, Marketing & Advertising

Position	Experience (Years)	Monthly Salary Range (SG\$)
Promoter/ Retail assistant	1-2	1,130 – 1,650
Sales Coordinator	2-3	1,550 – 2,270
Sales Executive	1-3	2,060 – 3,500
PR Executive	1-3	2,200 – 3,600
Customer Service Executive	2-3	1,860 – 3,090
Market Researcher	2-4	2,060 – 2,370
Marketing Executive/ Senior Executive	2-5	2,580 – 4,120
Marketing Assistant/ Manager	4-5	4,330 – 7,210
Advertising Manager	4-5	3,600 – 5,360
PR Manager	3-6	4,120 – 6,180
Product Manager	3-7	5,150 – 8,450
Brand Manager	4-8	6,180 – 10,300
Sales Manager	5-7	3,600 – 7,210
Sales/ Key Account Manager	5-10	6,180 – 12,900
Marketing Manager	5+	7,210 – 10,300
Marketing Director	10+	10,300 – 22,660
Sales Director	10+	12,360 – 20,600+
General Manager	12+	15,450 – 30,900+

Engineering & Technical

Position	Experience (Years)	Monthly Salary Range (SG\$)
Development Engineer	3-5	3,090 – 5,150
Electrical Engineer	3-5	3,090 – 5,150
Equipment Engineer	3-5	3,090 – 4,640
Manufacturing Supervisor	3-5	3,600 – 5,150
Mechanical Engineer	3-5	3,090 – 4,640
Planner	3-5	3,090 – 5,150
Process Engineer	3-5	3,090 – 5,150
Production Engineer	3-5	3,090 – 5,150
QA Engineer	3-5	3,090 – 5,150
Sales Engineer	3-5	3,090 – 5,150
Service Engineer	3-5	3,090 – 5,150
Systems Design Engineer	3-5	3,090 – 5,150
Project Engineer	3-5	4,120 – 7,210
Program Manager	5-8	4,640 – 9,270
Project Manager	5-8	6,700 – 9,270
Planning Manager	3-5	6,180 – 9,270
Material Manager	5-8	6,180 – 10,300
Procurement Manager	8+	6,180 – 8,240
Engineering Manager	10+	7,210 – 10,300

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