

THAILAND SALARY GUIDE



4th Quarter 2016



About Gemini Recruitment Co., Ltd.

Gemini Recruitment Co., Ltd., affiliated with the Gemini Group of Hong Kong, provides Recruitment and HRM Services. Gemini Personnel Limited is Hong Kong's leading recruitment company with trained consultants. We specialize in professional search and selection services for middle to executive level positions across an international and local customer base. In addition, we have HR consulting services which will be tailored to your organization's need.



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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 the Gemini Internet pages.

Secretarial

Position	Experience (Years)	Monthly Salary Range THB ('000)
Junior Secretary	0-1	16.5-18.5
Secretary	1-2 2-4	18.5-26 31-36
Senior Secretary	5-8	46.5-57
Executive Secretary/PA	8+	56.5-72

Merchandising

Position	Experience (Years)	Monthly Salary Range THB ('000)
Merchandiser/Clerk	0-2	16.5-19
Assistant Merchandiser	1-3 (Production control or equivalent)	21-41.5
Merchandiser	3-5 (In major merchandise)	41-72.5
Senior Merchandiser	5+ (Some in particular field)	72-93

Accounting

Position	Experience (Years)	Monthly Salary Range THB ('000)
Accounting Clerk	0-2	16.5-18.5
Jr. Accountant	1-2	18.5-28
(Assistant) Accountant	2-3	31-41
Accountant (A/P,A/R,G/L)	3-5	41-62
(Chief) Accountant	5+	62-103
Accounting Manager	5-7 (In Auditing, Accounting & Management)	93-134
Financial Controller	8	154.5-206

Production

Position	Experience (Years)	Monthly Salary Range THB ('000)
Production/Manufacturing Supervisor, Production Engineer	2-4	23.5-51.5
Assistant Production Manager, Senior Production Engineer	5+	51.5-77.5
Factory Manager, Production Manager	5-10	123.5-180.5
Safety Supervisor, Maintenance Engineer	<5	26-51.5
Maintenance Section Head	5+	62-82.5
Maintenance Manager, EHS Manager	5-7	82.5-124

Quality Assurance/Quality Control

Position	Experience (Years)	Monthly Salary Range THB ('000)
QC/QA Officer/Engineer	1-2	18.5-25.8
QC/QA Supervisor, SQE	3-5	25.8-31
(Assistant) QA/QC Manager	5+	31-51.5
(Senior) QA/QC Manager	3-5	56.7-72

Supply Chain

Position	Experience (Years)	Monthly Salary Range THB ('000)
Purchasing/Logistics Staff	0-1	16.5-18.6
Logistics Engineer	2-3	23-36.5
Logistics Supervisor/Officer	4-5 (Partially in relevant field)	36-62
Logistics Management	5-10 (Min 3 yrs in Supply Chain Management)	72-124
Senior Logistics Management	10+ (Min 5-7yrs in SCM)	113.5-144+

Human Resources

Position	Experience (Years)	Monthly Salary Range THB ('000)
Junior HR Officer	0-2	23-51.5
HR Officer, HR Supervisor, HR Section Head, Training Officer	2-5+	51.5-77.5
HR & Admin Manager, Office Manager, Senior HR Specialist, Senior Training Officer	5-6	123.5-180.5
HR Manager, Training Manager, HRD Manager, HRM Manager	7-8	103-154.5
Senior HR Manager, HR Director	8-10+	154.5-206

Engineering

Position	Experience (Years)	Monthly Salary Range THB ('000)
Technician/Assistant Engineer	1-2	15.5-18.5
Engineer	0-2 2-5	23-31 36-51.5
Senior Engineer	5-8	51.5-82.5
Engineering Manager	8-10	93-144.5
Sales Engineer	1-3 3+	31-36+ commission 41.5-56.7+ commission