



4th Quarter Salary Guide 2020 Singapore

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Gemini Personnel Leading Recruitment Across Asia

From its origins in Hong Kong Gemini has grown to a regional operation with a full service offering that includes permanent and temporary staffing solutions, executive search and selection, outplacement and career transition coaching and leadership development training. This allows Gemini to support clients across every element of their business in Asia.



About Gemini Personnel

Gemini is a leading Recruitment and Executive Search firm in Asia covering temporary, permanent and executive recruitment, Human Resources consulting and related services. Gemini was established in Hong Kong in 1983 and today has offices in Hong Kong, China, Singapore, Thailand and Vietnam. Gemini consultants are industry experts and able to support their clients in finding the right talent on each level in the organisation.

Gemini Singapore was established in 2010 and is headquartered in the hub of the business district at 137 Market Street. The company has a team of experienced Singaporean and expatriate consultants and is licensed by the Ministry of Labour. Gemini Personnel provides comprehensive assistance to companies seeking staff from Temporary placements through to Executive Search and Selection. Industry sectors that are supported include, but are not limited to, Manufacturing, Supply-Chain, Logistics, Retail, FMCG, Real Estate & Construction, Hospitality, Telecom, IT, Pharmaceutical and Banking & Finance.

Gemini provides clients with HR solutions in relation to the full employee life cycle, from attraction to retention, and from development to outplacement. We are able to give advice and assistance to clients on numerous aspects of human resources including payroll and outsourcing services, visa processing, Career Transition and Outplacement services, (psychometric) assessments, and employee training. Gemini produces regular salary surveys in Hong Kong, China, Thailand and Singapore which are available on the website.

Gemini Interim Management Solutions provides executive Interim Management services for organizations that need executives on a short or long term basis to strengthen their executive team, lead a project or programme, provide an injection of skills that are lacking, or to simply transform their business. From CEOs and Managing Directors through to an array of senior management functions – our extensive talent network includes the top interim managers and executives working in Asia today.

Gemini is a member of NPAWorldwide, linking over 450 recruitment firms worldwide with a strong presence in Asia, USA, Canada, Australia and Europe. Gemini is also a member of Career Star Group, a global network providing Outplacement and Career Transition services with over 800 offices in 75 countries. With becoming a partner of IXPA, a global network of Interim Management providers, Gemini is able to provide Interim Management solutions to clients globally.

Gemini's Salary Guide

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Monthly salary is based on a 12-month per year payment and is intended as a guide only. The salary guide is based on actual starting salaries of recent placement made by Gemini and analysis of Gemini's database of vacancies received from clients. Gemini consultants are always available to advise on categories not shown in this guide.

Salary surveys are also available for Hong Kong, China, and Thailand. If you are interested in our services, please submit your enquiry via our website www.gemini-global.com or email: gemhq@gemini.sg.



Banking / Financial and Accounting

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
Management Accounting	72-105	120-160	200-340
Financial Planning	85-120	120-160	230-280
Trust Accounting	80-120	160-210	210-310
Internal Audit	80-140	160-180	220-350
Tax/Advisory Compliance	90-140	220-240	220-330
Treasury	90-120	140-180	200-310
Corporate Finance	120-140	140-180	220 and above

Risk, Compliance Management and Others

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
AML	120-160	170-220	240 and above
KYC	90-100	110-180	200 and above
Investigations	100-160	170-220	220 and above
Advisory Compliance	140-200	160-210	250 and above
Research	120-180	170-280	280 and above
Credit Risk/Analyst	110-200	160-220	230 and above
Market Risk Management	120-250	180-230	230 and above
Analyst	110-200	180-220	250 and above

Risk, Compliance Management and Others

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
Operations Risk	110-220	180-220	250 and above
Client Services	120-170	160-200	230 and above
Trade Support	120-160	180-210	200 and above
Business Analyst/ Project	140-190	160-200	220 and above
Loans Administration	120-160	150-190	200 and above
Asset Servicing (Corporate)	120-160	170-200	220 and above
Trade Support (Derivatives)	130-170	160-200	220 and above
Accountant/ Operations Analyst	100-140	150-190	250 and above

Logistics, Supply Chain and Procurement Industries

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
Logistics Officer		100-120	150 and above
Operations	100-120	130-150	160 and above
Procurement	90-120	100-140	150 and above
Supply Chain	90-120	100-150	160 and above

IT – Financial Services

<i>Roles Annual SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/VP</i>	<i>Senior VP and Director</i>
Service Desk	100-130	140-170	190 and above
Database	100-140	130-180	200 and above
Data Centre	100-160	120-200	220 and above
Network (Voice/Data and Firewall)	110-130	140-200	220 and above
IT Risk and Compliance	110-160	150-200	220 and above
Solution Architect	110-130	150-200	210 and above
IT Audit Manager	120-150	160-220	230 and above
Service Delivery Manager	120-150	160-190	220 and above
Chief Information Officer	120-180	180-220	270-310
IT Security	120-180	180-220	230 and above
Network Security	120-160	150-220	240 and above
Infrastructure Project Management	130-170	160-200	200 and above
Sales Operations	140-220	180-280	300 and above
Bid Management	170-220	230-300	320 and above
Pre Sales (OTE)	180-220	250-300	350 and above
Business Development (OTE)	220-300	320-400	420 and above

Human Resources (Industry and Services)

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
Learning and Development	100-130	140-180	200 and above
Compensation and Benefits	120-180	140-190	220 and above
Talent Management/ Recruiters/ Acquisitions	80-120	130-170	220 and above
HR (Generalist)	90-140	130-180	220 and above
HR (Employee Relations)	100-140	130-170	200 and above
HR (Operations)	60-110	130-170	150-190
HR (Organisation Development)	120-160	140-200	220 and above

Industrial Manufacturing

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
Production	85-110	120-160	220 and above
Product Engineering	110-130	140-170	190 and above
Quality Management	90-130	150-180	200 and above
Assistant President Director (Plant)		220-250	350 and above
Procurement	85-120	140-180	220 and above

Sales and Marketing (E-commerce, Digital and Agency)

<i>Roles</i> <i>Annum SGD ('000)</i>	<i>Manager Senior Manager/ Vice President Director/ Senior Vice</i>
Sales Director/ Senior VP	180-250
Business Development	160-220
Digital Marketing Director	180-250
E-commerce Director	160-250
Marketing Director (E-Commerce Retail)	180-230

FMCG

<i>Roles</i> <i>Annum SGD ('000)</i>	<i>(Senior) Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
VP Supply Chain and Operations	200-210	210-230
Director Procurement and Supply Chain	200-210	
Operations Director	180-200	210 and above
Logistics Director	140-150	160 and above
Head of Procurement	100-110	
Supply Chain Planning Manager	100-120	130 and above
Sales Manager	80-90	150 and above
Export Manager	75-85	
Business Development Manager	75-85	85 and above
Sales & Marketing Manager	60-70	
Account Manager	60-70	
Product Marketing Manager	60-70	70 and above
Area Manager	30-40	40 and above

Fintech and Gaming Technology

<i>Roles</i> <i>Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
CTO			230 and above
Program Director		100-150	
Producer		100-150	210 and above
Finance Controller		100-150	160 and above
Software Developer		100-110	
Marketing		100-120	130 and above
Project Management	100-120	130-140	150 and above
FinTech Developer	100-120	130-140	
Marketing		100-120	130 and above
Software Developer		100-110	
Blockchain Developer	80-110	120-140	
Operations		100-120	130 and above
Designer		100-120	130 and above

Pharmaceutical & Bio Medical

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
Head of Program Development			240 and above
Product	90-145	90-135	
Business Unit			120-180
Head of Human Resources			240-300
Procurement Manager	70-120	85-120	145 and above
Scientist	78-100		

Oil & Gas, Energy & Maritime Shipping

<i>Roles Annum SGD ('000)</i>	<i>Manager</i>	<i>Senior Manager/ Vice President</i>	<i>Director/ Senior Vice President and above</i>
Reservoir Engineers	120-150	150-180	220-350
Geologist	90-104	120-165	170 and above
Fleet	50-90	100-150	
Broker	50-90	100-120	
Claims	75-120	120 and above	
Chartering	90-110	120-170	180 and above

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