



4th Quarter Salary Guide 2020 Thailand

<https://gemini-global.com>

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's consultants, experienced in both Thai and international business practices, handle assignments for Specialist, Managerial or Executive positions in a variety of industries, and have solid experience in the major manufacturing sectors. Gemini has had a presence in Thailand since 2004 and set up Gemini Personnel Recruitment Co., Ltd. in 2016 based in the industrial centre of Laem Chabang. The company is licensed by the Ministry of Labour of Thailand.

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 placements 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 Singapore. If you are interested in our services, please submit your enquiry via our website www.gemini-global.com or email: info@geminis.co.th



Secretarial

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
Junior Secretary	0-1	15,750 - 17,750
Secretary	1-2	18,750 - 25,250
Senior Secretary	5-8	47,500 - 53,750
Executive Secretary/PA	8+	59,000 - 68,000

Merchandising

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
Merchandiser/Clerk	0-2	17,000 - 18,750
Assistant Merchandiser	1-3	21,500 - 33,500
Merchandiser	3-5	38,250 - 52,500
Senior Merchandiser	5+	59,000 - 80,000

Quality Assurance/Quality Control

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
QC/QA Officer/Engineer	1-2	44,500 - 51,500
QC/QA Supervisor, SQE	3-5	56,250 - 61,000
Assistant QA/QC Manager	5+	57,750 - 76,500
Senior QA/QC Manager	3-5	90,000 - 170,000

Accounting

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
Accounting Clerk	0-2	17,000 - 18,000
Junior Accountant	1-2	19,500 - 24,000
Assistant Accountant	2-3	27,000 - 34,000
Accountant (A/P,A/R,G/L)	3-5	38,000 - 43,000
Chief Accountant	5+	48,000 - 56,500
Accounting Manager In Auditing, Accounting & Management	5-7	63,000 - 127,000
Financial Controller	8	126,000 - 231,000

Production

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
Production/Manufacturing Supervisor, Production Engineer		34,500 - 49,000
Assistant Production Manager, Senior Production Engineer	5+	54,000 - 73,500
Factory Manager, Production Manager	5-10	78,750 - 158,000
Safety Supervisor, Maintenance Engineer	Less than 5	37,000 - 48,000
Maintenance Section Head	5+	52,500 - 80,000
Maintenance Manager, EHS Manager	5-7	89,250 - 210,000

Supply Chain

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
Purchasing/Logistics Staff	0-1	17,000 - 19,000
Logistics Engineer	2-3	24,500 - 38,000
Logistics Supervisor/Officer	4-5	42,000 - 66,000
Logistics Management	5-10	73,500 - 189,000
Senior Logistics Management	10+	105,000 - 265,000

Human Resources

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
Junior HR Officer	0-2	17,000 - 18,500
HR Officer, HR Supervisor, HR Section Head, Training Officer	2-5	20,000 - 37,000
HR & Admin Manager, Office Manager, Senior HR Specialist, Senior Training Officer	5-6	42,000 - 66,500
HR Manager, Training Manager, HRD Manager, HRM Manager	7-8	75,000 - 140,000
Senior HR Manager, HR Director	8-10+	110,000 - 240,000

Engineering

<i>Roles</i>	<i>Experience (years)</i>	<i>Monthly Salary Range THB</i>
Technician/Assistant Engineer	0-2	16,250 - 17,500
Engineer	2-5	34,500 - 47,000
Senior Engineer	5-6	65,000 - 78,000
Engineering Manager	7-8	100,000 - 190,000
Sales Engineer	1-3	30,000 - 50,000
	3+	60,000 - 72,000

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