



# 1<sup>ST</sup> QUARTER SALARY GUIDE 2021 SINGAPORE



## **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 Manpower. 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 and 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 NPWorldwide, 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.





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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 Thailand. If you are interested in our services, please submit your enquiry via our website <https://gemini-global.com> or email: [gemhq@gemini.sg](mailto:gemhq@gemini.sg)





## Banking/Financial and Accounting

<b>POSITION</b>	<b>EXPERIENCE (YEARS)</b>	<b>MONTHLY SALARY SGD ('000)</b>
<b>Management Accounting</b>	<b>Manager</b>	<b>6 - 9</b>
	<b>Sr Manager/VP</b>	<b>10 - 13</b>
	<b>Director/Senior VP</b>	<b>16 - 28</b>
<b>Financial Planning</b>	<b>Manager</b>	<b>7 - 10</b>
	<b>Sr Manager/VP</b>	<b>10 - 13</b>
	<b>Director/Senior VP</b>	<b>19 - 23</b>
<b>Trust Accounting</b>	<b>Manager</b>	<b>6 - 10</b>
	<b>Sr Manager/VP</b>	<b>13 - 17</b>
	<b>Director/Senior VP</b>	<b>18 - 26</b>
<b>Internal Audit</b>	<b>Manager</b>	<b>6 - 12</b>
	<b>Sr Manager/VP</b>	<b>13 - 15</b>
	<b>Director/Senior VP</b>	<b>18 - 29</b>
<b>Tax/Advisory Compliance</b>	<b>Manager</b>	<b>8 - 12</b>
	<b>Sr Manager/VP</b>	<b>18 - 20</b>
	<b>Director/Senior VP</b>	<b>18 - 28</b>
<b>Treasury</b>	<b>Manager</b>	<b>8 - 10</b>
	<b>Sr Manager/VP</b>	<b>12 - 15</b>
	<b>Director/Senior VP</b>	<b>17 - 26</b>
<b>Corporate Finance</b>	<b>Manager</b>	<b>10 - 12</b>
	<b>Sr Manager/VP</b>	<b>12 - 15</b>
	<b>Director/Senior VP</b>	<b>18+</b>



## Fintech and Gaming Technology

<b>POSITION</b>	<b>EXPERIENCE (YEARS)</b>	<b>MONTHLY SALARY SGD ('000)</b>
<b>Software Developer</b>	<b>Sr Manager/VP</b>	<b>8 - 9</b>
<b>Blockchain Developer</b>	<b>Manager Sr Manager/VP</b>	<b>7 - 9 10 - 12</b>
<b>FinTech Developer</b>	<b>Manager Sr Manager/VP</b>	<b>8 - 10 11 - 12</b>
<b>Designer</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>8 - 10 11+</b>
<b>Producer</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>8 - 13 18+</b>
<b>Operations</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>8 - 10 11+</b>
<b>Marketing</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>8 - 10 11+</b>
<b>Project Management</b>	<b>Manager Sr Manager/VP Director/Senior VP</b>	<b>8 - 10 11 - 12 13+</b>
<b>Programme Director</b>	<b>Sr Manager/VP</b>	<b>8 - 13</b>
<b>Finance Controller</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>8 - 13 13+</b>
<b>CTO</b>	<b>Director/Senior VP</b>	<b>19+</b>



## FMCG

<b>POSITION</b>	<b>EXPERIENCE (YEARS)</b>	<b>MONTHLY SALARY SGD ('000)</b>
<b>Area Manager</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>3 - 4 4+</b>
<b>Product Marketing Manager</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>5 - 6 6+</b>
<b>Sales &amp; Marketing Manager</b>	<b>Sr Manager/VP</b>	<b>5 - 6</b>
<b>Account Manager</b>	<b>Sr Manager/VP</b>	<b>5 - 6</b>
<b>Business Development Manager</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>6 - 7 7+</b>
<b>Sales Manager</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>7 - 8 13+</b>
<b>Export Manager</b>	<b>Sr Manager/VP</b>	<b>6 - 7</b>
<b>Supply Chain Manager</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>8 - 10 11+</b>
<b>Head of Procurement</b>	<b>Sr Manager/VP</b>	<b>8 - 9</b>
<b>Director Procurement and Supply Chain</b>	<b>Director/Senior VP</b>	<b>17 - 18</b>
<b>Logistics Director</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>12 - 13 13+</b>
<b>Operations Director</b>	<b>Sr Manager/VP Director/Senior VP</b>	<b>15 - 17 18+</b>



## Human Resources

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
HR Generalist	Manager	8 - 12
	Sr Manager/VP	11 - 15
	Director/Senior VP	18+
Employee Relations	Manager	8 - 12
	Sr Manager/VP	11 - 14
	Director/Senior VP	16+
Talent Acquisition	Manager	7 - 10
	Sr Manager/VP	11 - 14
	Director/Senior VP	18+
Compensation and Benefits	Manager	10 - 15
	Sr Manager/VP	12 - 16
	Director/Senior VP	18+
Learning and Development	Manager	8 - 11
	Sr Manager/VP	12 - 15
	Director/Senior VP	16+
Organisational Development	Manager	10 - 13
	Sr Manager/VP	12 - 16
	Director/Senior VP	18+

## Industrial Manufacturing

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Production	Manager	7 - 9
	Sr Manager/VP	10 - 13
	Director/Senior VP	18+
Product Engineering	Manager	9 - 11
	Sr Manager/VP	12 - 14
	Director/Senior VP	16+
Quality Management	Manager	8 - 11
	Sr Manager/VP	13 - 15
	Director/Senior VP	16+
Procurement	Manager	7 - 10
	Sr Manager/VP	12 - 15
	Director/Senior VP	18+
Plant Management	Sr Manager/VP	18 - 21
	Director/Senior VP	29+

## Logistics and Supply Chain

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Logistics Officer	Sr Manager/VP Director/Senior VP	8 - 10 13+
Procurement	Manager Sr Manager/VP Director/Senior VP	8 - 10 8 - 12 13+
Supply Chain	Manager Sr Manager/VP Director/Senior VP	8 - 10 11 - 13 13+
Operations	Manager Sr Manager/VP Director/Senior VP	8 - 10 11 - 13 13+

## Oil, Gas and Energy

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Reservoir Engineer	Manager Sr Manager/VP Director/Senior VP	10 - 13 13 - 15 18 - 29
Geologist	Manager Sr Manager/VP Director/Senior VP	8 - 12 10 - 14 14+
Fleet	Manager Sr Manager/VP	4 - 7 8 - 13
Broker	Manager Sr Manager/VP	4 - 7 8 - 10
Claims	Manager Sr Manager/VP	6 - 10 10+
Chartering	Manager Sr Manager/VP Director/Senior VP	7 - 9 10 - 14 15+

## Pharmaceutical

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Product Management	Manager	10 - 13
	Sr Manager/VP	13 - 15
	Director/Senior VP	18 - 29
Scientist	Manager	8 - 12
	Sr Manager/VP	10 - 14
	Director/Senior VP	14+
Procurement	Manager	4 - 7
	Sr Manager/VP	8 - 13
Human Resources	Manager	4 - 7
	Sr Manager/VP	8 - 10
Programme Development	Manager	6 - 10
	Sr Manager/VP	10+

## Sales and Marketing (E-Commerce, Digital and Agency)

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Business Development Director	Director/Senior VP	13 - 18
Sales Director	Director/Senior VP	15 - 21
Digital Marketing Director	Director/Senior VP	15 - 21
E-Commerce Director	Director/Senior VP	13 - 21
Marketing Director	Director/Senior VP	15 - 19



## Risk and Compliance

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
AML	Manager	10 - 13
	Sr Manager/VP	14 - 18
	Director/Senior VP	20+
KYC	Manager	8 - 9
	Sr Manager/VP	9 - 15
	Director/Senior VP	16+
Investigations	Manager	8 - 13
	Sr Manager/VP	14 - 18
	Director/Senior VP	18+
Advisory Compliance	Manager	12 - 16
	Sr Manager/VP	13 - 17
	Director/Senior VP	21+
Research	Manager	10 - 15
	Sr Manager/VP	14 - 23
	Director/Senior VP	23+
Credit Risk	Manager	9 - 16
	Sr Manager/VP	13 - 18
	Director/Senior VP	19+
Market Risk	Manager	10 - 21
	Sr Manager/VP	15 - 19
	Director/Senior VP	19+
Operations Risk	Manager	9 - 18
	Sr Manager/VP	15 - 18
	Director/Senior VP	21+
Trade Support	Manager	10 - 13
	Sr Manager/VP	14 - 16
	Director/Senior VP	16+
Asset Servicing (Corporate)	Manager	10 - 13
	Sr Manager/VP	14 - 16
	Director/Senior VP	18+



## Technology

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Service Desk	Manager	8 - 11
	Sr Manager/VP	12 - 14
	Director/Senior VP	15+
Database	Manager	8 - 12
	Sr Manager/VP	11 - 15
	Director/Senior VP	16+
Data Centre	Manager	8 - 13
	Sr Manager/VP	10 - 16
	Director/Senior VP	18+
Network	Manager	9 - 11
	Sr Manager/VP	12 - 16
	Director/Senior VP	18+
Solution Architect	Manager	9 - 11
	Sr Manager/VP	12 - 16
	Director/Senior VP	17+
Service Delivery Manager	Manager	10 - 12
	Sr Manager/VP	13 - 15
	Director/Senior VP	18+
Infrastructure Project Management	Manager	11 - 14
	Sr Manager/VP	13 - 16
	Director/Senior VP	16+
Operations Risk	Manager	10 - 12
	Sr Manager/VP	12 - 15
	Director/Senior VP	18+
Pre Sales	Manager	15 - 18
	Sr Manager/VP	21 - 25
	Director/Senior VP	29+
Business Development	Manager	18 - 25
	Sr Manager/VP	27 - 33
	Director/Senior VP	35+



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