



1ST QUARTER SALARY GUIDE 2021 THAILAND



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 IXP, 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 Singapore, China, and Hong Kong. If you are interested in our services, please submit your enquiry via our website <https://gemini-global.com> or email: info@geminis.co.th



Accounting

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Accounting Clerk	0 - 2	16 - 17
Junior Accountant	1 - 2	18 - 23
Accountant	< 3	26 - 33
	3 - 5	36 - 42
	> 5	46 - 55
Accounting Manager	> 5	60 - 100
Financial Controller	> 8	120 - 200

Engineering

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Technician	1 - 2	15 - 17
Engineer	< 2	33 - 46
	3 - 8	62 - 76
	> 8	95 - 135
Sales Engineer	< 3	30 - 50
Project Engineer	> 5	60 - 70
Project Planner	> 5	70 - 120
Project Manager	> 5	65 - 80

Human Resources

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
HR Assistant	0 - 2	16 - 18
HR Officer	2 - 5	20 - 35
Senior HR Officer	5 - 7	40 - 60
HR Manager	7 - 10	70 - 100
HR Director	> 10	110 - 200

Merchandising

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Merchandising Clerk	< 2	16 - 18
Assistant Merchandiser	< 3	20 - 35
Merchandiser	3 - 5	35 - 50
Senior Merchandiser	> 5	55 - 75

Production

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Production Supervisor	< 5	33 - 48
Assistant Production Manager	5 - 10	50 - 70
Production Manager	> 10	75 - 125
Maintenance Engineer	< 5	35 - 45
Maintenance Manager	5 - 10	50 - 75
Senior Maintenance Manager	> 10	90 - 140

Quality Assurance/Quality Control

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
QA/QC Officer	< 3	40 - 50
QA/QC Supervisor	3 - 5	50 - 60
QA/QC Manager	5 - 10	55 - 75
Senior QA/QC Manager	> 10	90 - 140

Secretarial

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB (‘000)
Junior Secretary	0 - 1	15 - 17
Secretary	1 - 2	18 - 25
Senior Secretary	5 - 8	46 - 52
Executive Secretary/PA	> 8	57 - 66

Supply Chain

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB (‘000)
Purchasing/Logistics staff	< 2	16 - 18
Logistics Engineer	< 3	25 - 35
Logistics Supervisor	< 5	40 - 65
Logistics Manager	5 - 10	70 - 120
Senior Logistics Manager	> 10	100 - 200



CONTACT US

Thailand

**Unit 6A05, 6th Floor, Harbor Mall Laem Chabang,
4/222 Moo 10 Sukhumvit Road,
Sriracha District, Chon Buri 20230,
Thailand
+66 033 146951
info@geminis.co.th**

Hong Kong

15/Floor, On Hing Building
No. 1 On Hing Terrace
Central, Hong Kong
+852 3552 9100
gemhq@gemini.com.hk

Singapore

Grace Global Raffles Building
137 Market Street, #04-01
Singapore, 048943
+65 6238 7069
gemhq@gemini.sg

Vietnam

Level 56 Bitexco Financial Tower,
2 Hai Trieu Street, District 1,
Ho Chi Minh City
+852 3552 9100
gemhq@gemini.com.hk

Shanghai

Suite 13G, Shanghai Industrial Investment Building,
18 Cao Xi Bei Road, Shanghai, China 200030
+86 21 64282460/61/67
enquiries@jmgemini.com

Beijing

Room 505, 5/F, Block A, Landgent Center,
No. 20 East Middle 3rd Ring Road, Chaoyang District,
Beijing, China, 100022
+86 10 5878 3036/37
enquiriesbj@jmgemini.com

Guangzhou

07, 18/F, YiAn Plaza, No. 33,
Jianshe Liu Road,
Guangzhou, China
+86 20 8363 3642/3249/4344
enquiriesgz@jmgemini.com

Shenzhen

Room 3380, Tower A Stars Plaza, No.38,
Hua Qiang Bei Rd, Futian District,
Shenzhen, 518048, China
+86 755 2390 5076
enquiriesz@jmgemini.com



GeminiHongKong



@geminipersonnel



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