



2ND 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 NPA Worldwide, 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 Thailand. If you are interested in our services, please submit your enquiry via our website <https://gemini-global.com> or email: gemhq@gemini.sg





Front Office

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Relationship Manager - Consumer Banking	< 5	3.5 - 8
	6 - 10	8 - 12
	> 10	12+
Relationship Manager - Corporate Banking	< 5	4.5 - 7.5
	6 - 10	7.5 - 14
	> 10	14+
Relationship Manager - Private Banking	< 5	6 - 10.5
	6 - 10	10.5 - 17
	> 10	17+
Structured Finance	< 5	4.5 - 9
	6 - 10	9 - 15
	> 10	15+
Trade Finance	< 5	4.5 - 10
	6 - 10	10 - 15
	> 10	15+
IBD (IPO, M&A, Corporate Finance)	< 5	5 - 10
	6 - 10	10 - 18
	> 10	18+
Equity Sales	< 5	4.5 - 10.5
	6 - 10	10.5 - 18
	> 10	18+
Fixed Income Sales	< 5	4.5 - 9
	6 - 10	9 - 15.5
	> 10	15.5+
Capital Markets - ECM & DCM	< 5	4 - 7.5
	6 - 10	7.5 - 15.5
	> 10	15.5+
Trading	< 5	5 - 10
	6 - 10	10 - 18
	> 10	18+



Middle and Back Office

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Settlements	< 5	4.0 - 6.5
	6 - 10	6.5 - 9
	> 10	9+
Trade Support	< 5	4 - 7.5
	6 - 10	7.5 - 13
	> 10	13+
Internal Audit/Control	< 5	4 - 7.5
	6 - 10	7.5 - 13
	> 10	13+
Treasury	< 5	4.0 - 6.5
	6 - 10	6.5 - 12
	> 10	12+

Asset Management/Hedge Funds/PE

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Research/Investment Analyst	< 5	4.5 - 9.5
	6 - 10	9.5 - 18
	> 10	18+
Institutional Sales	< 5	4.5 - 10
	6 - 10	10 - 18
	> 10	18+
Portfolio/Fund Management	< 5	4.5 - 10
	6 - 10	10 - 22.5
	> 10	22.5+
Product Development	< 5	4.5 - 9.5
	6 - 10	9.5 - 18
	> 10	18+
Investor Relations/Fund Raising	< 5	5 - 8
	6 - 10	8 - 13.5
	> 10	13.5+



Risk and Compliance

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Market Risk	< 5	5 - 8.5
	6 - 10	8.5 - 18
	> 10	18+
Credit Risk	< 5	5 - 8.5
	6 - 10	8.5 - 16.5
	> 10	16.5+
Operational Risk	< 5	4 - 8.5
	6 - 10	8.5 - 16.5
	> 10	16.5+
Compliance/AML	< 5	4 - 8
	6 - 10	8 - 16
	> 10	16+

FMCG

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Area Manager	< 5	5 - 7
	6 - 10	7 - 9
	> 10	8 - 10
Product Marketing Manager	< 5	6 - 8
	6 - 10	8 - 10
	> 10	10 - 13
Sales & Marketing Manager	< 5	6 - 8
	6 - 10	8 - 10
	> 10	10 - 13
Account Manager	< 5	7 - 9
	6 - 10	9 - 12
	> 10	12 - 15
Business Development Manager	< 5	6 - 8
	6 - 10	7 - 9
	> 10	9 - 11
Export Manager	< 5	7 - 9
	6 - 10	9 - 12
	> 10	12 - 15
Supply Chain Manager	< 5	8 - 10
	6 - 10	10 - 13
	> 10	12 - 15
Head of Procurement	< 5	8 - 10
	6 - 10	10 - 13
	> 10	12 - 15
Director Procurement and Supply Chain	< 5	13 - 15
	6 - 10	15 - 18
	> 10	17 - 22
Logistics Director	< 5	15 - 19
	6 - 10	16 - 21
	> 10	18 - 23
Operations Director	< 5	15 - 21
	6 - 10	16 - 23
	> 10	18 - 25

Logistics and Supply Chain

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
General Manager	< 5	13 - 15
	6 - 10	15 - 18
	> 10	17 - 22
Logistics Officer	< 5	8 - 10
	6 - 10	10 - 13
	> 10	12 - 15
Procurement Management	< 5	8 - 10
	6 - 10	10 - 13
	> 10	12 - 15
Supply Chain Management	< 5	7 - 9
	6 - 10	9 - 12
	> 10	12 - 15
Operations Management	< 5	6 - 8
	6 - 10	9 - 11
	> 10	11 - 14

Real Estate

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Facilities Management	< 5	4.5 - 6.5
	6 - 10	6.5 - 9
	> 10	9+
Project Management	< 5	4.5 - 6.5
	6 - 10	6.5 - 10.5
	> 10	10.5+
Leasing	< 5	4 - 6
	6 - 10	6 - 10
	> 10	10+
Asset Management	< 5	4.5 - 7
	6 - 10	7 - 12
	> 10	12+

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

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Business Development Director	< 5	13 - 18
	6 - 10	14.5 - 20
	> 10	15.5 - 22
Sales Director	< 5	15 - 21
	6 - 10	16.5 - 23
	> 10	18 - 25.5
Digital Marketing Director	< 5	15 - 21
	6 - 10	16.5 - 23
	> 10	18 - 25.5
E-Commerce Director	< 5	13 - 21
	6 - 10	14.5 - 21.5
	> 10	15.5 - 25.5
Marketing Director	< 5	15 - 19
	6 - 10	16.5 - 21
	> 10	18 - 23
Sales Manager	< 5	6 - 8
	6 - 10	8 - 10
	> 10	10 - 13
Brand Manager	< 5	7 - 10
	6 - 10	10 - 12
	> 10	11 - 15

Technology

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Software Engineer	< 5	3 - 4
	6 - 10	4.5 - 5.5
	> 10	6.5 - 7.5
Senior Software Engineer	< 5	5 - 6
	6 - 10	6 - 7
	> 10	7 - 8.5
Project Manager	< 5	5.5 - 6.5
	6 - 10	7 - 8
	> 10	8.5 - 9.5
Information Technology Consultant	< 5	5 - 6
	6 - 10	6 - 7
	> 10	7 - 9
Business Development Manager	< 5	5 - 6.5
	6 - 10	6.5 - 7.5
	> 10	7 - 8
Software Developer	< 5	3 - 4
	6 - 10	4.5 - 5.5
	> 10	6 - 7.5

Technology

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY SGD ('000)
Project Manager, Information Technology	< 5	6.5 - 7.5
	6 - 10	7.5 - 8.5
	> 10	8.5 - 9.5
Senior Software Engineer/Developer/Programmer	< 5	5.5 - 6.5
	6 - 10	6.5 - 7.5
	> 10	7.5 - 8.5
Business Analyst Information Technology	< 5	4.5 - 5.5
	6 - 10	5.5 - 6.5
	> 10	6.5 - 7.5
Data Analyst	< 5	4 - 5
	6 - 10	5 - 6.5
	> 10	6.5 - 7.5
Marketing Manager	< 5	5.5 - 6.5
	6 - 10	6.5 - 7.5
	> 10	7.5 - 9.5
Information Technology Director	< 5	10 - 11
	6 - 10	11 - 12
	> 10	12 - 15
Desktop Engineer	< 5	2.5 - 3.5
	6 - 10	3.5 - 4.5
	> 10	4.5 - 5.5
System Engineer	< 5	3 - 4
	6 - 10	4.5 - 5.5
	> 10	5.5 - 6.5
UX/UI Designer	< 5	5 - 6
	6 - 10	6 - 7
	> 10	7 - 8.5
Technical Support Engineer	< 5	5 - 6
	6 - 10	6 - 7
	> 10	7 - 8
Solutions Architect	< 5	7 - 8.5
	6 - 10	9 - 10.5
	> 10	11 - 12
Desktop Support Engineer	< 5	2.5 - 3.5
	6 - 10	4 - 5
	> 10	5 - 6.5
Service Delivery Manager	< 5	8 - 9.5
	6 - 10	9.5 - 10.5
	> 10	10.5 - 11.5
Technical Designer	< 5	4 - 5
	6 - 10	5 - 6
	> 10	6 - 8
Account Manager	< 5	7 - 8
	6 - 10	8.5 - 9.5
	> 10	9.5 - 10.5



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