



# 2021 THIRD QUARTER SALARY GUIDE 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 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.





# GEMINI'S SALARY GUIDE

<b>TABLE OF CONTENT</b>	
<b>Automotive &amp; industrial manufacturing</b>	<b>4</b>
<b>Chemical</b>	<b>4</b>
<b>Electronics</b>	<b>5</b>
<b>FMCG</b>	<b>5</b>
<b>Hospitality</b>	<b>6</b>
<b>Logistics</b>	<b>6</b>
<b>Merchandising</b>	<b>7</b>
<b>Oil and Gas</b>	<b>7</b>
<b>Property Management and Development</b>	<b>8</b>
<b>Technology</b>	<b>8</b>
<b>Contact us</b>	<b>9</b>

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](mailto:info@geminis.co.th)





## Automotive and Industrial manufacturing

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Administration	< 5	20 - 38
	6 - 10	30 - 60
	> 10	45 - 75
Human Resources Management	< 5	25 - 50
	6 - 10	40 - 120
	> 10	55 - 240
Accounts Management	< 5	25 - 60
	6 - 10	50 - 120
	> 10	75 - 250
Engineering	< 5	28 - 55
	6 - 10	45 - 120
	> 10	70 - 180
Sales	< 5	28 - 50
	6 - 10	45 - 120
	> 10	70 - 220
Senior Management	< 5	N/A
	6 - 10	70 - 150
	> 10	100 - 300

## Chemical

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Administration	< 5	23 - 40
	6 - 10	35 - 70
	> 10	50 - 85
Human Resources Management	< 5	30 - 55
	6 - 10	40 - 120
	> 10	75 - 240
Accounts Management	< 5	25 - 60
	6 - 10	50 - 140
	> 10	75 - 250
Engineering	< 5	28 - 60
	6 - 10	45 - 130
	> 10	90 - 250
Sales	< 5	28 - 50
	6 - 10	45 - 120
	> 10	70 - 220
Senior Management	< 5	N/A
	6 - 10	70 - 150
	> 10	100 - 300

## Electronics

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Production Management	< 5	40 - 50
	6 - 10	50 - 80
	> 10	100 - 150
Maintenance Management	< 5	40 - 50
	6 - 10	50 - 80
	> 10	100 - 150
R&D Engineering	< 5	27 - 40
	6 - 10	40 - 50
	> 10	50 - 80
Quality Engineering	< 5	27 - 40
	6 - 10	40 - 60
	> 10	60 - 80

## FMCG

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Digital Marketing Management	< 5	50 - 70
	6 - 10	70 - 120
	> 10	120 - 180
Key Account Management	< 5	50 - 60
	6 - 10	60 - 90
	> 10	120 - 160
Sales Management	< 5	50 - 80
	6 - 10	90 - 160
	> 10	120 - 200
Marketing Management	< 5	50 - 70
	6 - 10	90 - 150
	> 10	120 - 200



## Hospitality

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Human Resources Management	< 5	18 - 22
	6 - 10	22 - 35
	> 10	35 - 50
Finance and Accounting	< 5	20 - 25
	6 - 10	25 - 40
	> 10	40 - 60
Sales and Marketing	< 5	22 - 27
	6 - 10	27 - 40
	> 10	40 - 60
Front Office Operations	< 5	18 - 22
	6 - 10	22 - 35
	> 10	35 - 50

## Logistics

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Import - Export Management	< 5	19 - 25
	6 - 10	27 - 35
	> 10	35 - 55
Warehouse Management	< 5	15 - 20
	6 - 10	30 - 35
	> 10	35 - 50
Customer Service/Sales Management	< 5	15 - 28
	6 - 10	20 - 40
	> 10	45 - 65
Operations/Shipping Management	< 5	20 - 25
	6 - 10	25 - 35
	> 10	40 - 50

## Merchandising

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Sourcing Specialist	< 5	20 - 40
	6 - 10	35 - 55
	> 10	50 - 60
Buying Specialist	< 5	35 - 45
	6 - 10	40 - 100
	> 10	95 - 130
Merchandiser	< 5	20 - 30
	6 - 10	35 - 75
	> 10	80 - 100
Merchandising Director	< 5	35 - 65
	6 - 10	70 - 80
	> 10	90 - 135

## Oil and Gas

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
HES Engineering	< 5	60 - 75
	6 - 10	75 - 90
	> 10	100 - 150
Government Representative	< 5	35 - 45
	6 - 10	60 - 85
	> 10	75 - 100
Industrial Engineering	< 5	50 - 55
	6 - 10	75 - 80
	> 10	90 - 95
Quarantine Inspection	< 5	65 - 70
	6 - 10	85 - 95
	> 10	135 - 150
Lead Project Administration	< 5	35 - 40
	6 - 10	50 - 70
	> 10	80 - 85
Logistics Engineering	< 5	50 - 60
	6 - 10	75 - 85
	> 10	100 - 120



## Property Management and Development

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Business Development/Sales/Marketing	< 5	25 - 50
	6 - 10	35 - 115
	> 10	70 - 130
Engineering	< 5	20 - 45
	6 - 10	35 - 100
	> 10	80 - 150
Project Management	< 5	35 - 65
	6 - 10	50 - 100
	> 10	75 - 200
Architecture/Interior Design	< 5	30 - 60
	6 - 10	40 - 100
	> 10	75 - 130

## Technology

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB ('000)
Full-Stack Developer	< 5	25 - 60
	6 - 10	40 - 98
	> 10	65 - 150
UI/UX Designer	< 5	20 - 45
	6 - 10	40 - 85
	> 10	50 - 100
Back-End Developer	< 5	30 - 75
	6 - 10	65 - 85
	> 10	75 - 155
Cloud Engineer	< 5	50 - 70
	6 - 10	65 - 150
	> 10	150 - 200
Software Engineer/Application Developer	< 5	35 - 65
	6 - 10	50 - 80
	> 10	70 - 130
CTO/CIO	< 5	120 - 160
	6 - 10	150 - 200
	> 10	225 - 750





# 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 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



Gemini Personnel



GeminiPersonnel