



2021 THIRD QUARTER SALARY GUIDE 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.



METHODOLOGY

Gemini's Guide to Singapore market salaries is prepared from three main sources of information:

- An analysis of Gemini's database of vacancies and applicants
- Discussions and obtaining data with clients
- A review of positions advertised in the local media

This guide is intended to give approximate salary ranges for the positions as described and specific skills or experience requirements can mean that a premium may need to be paid. Salaries are based on a 13-month per year payment. Our consultants are always available to advice on categories not shown in this guide or on more detailed job descriptions.

This compilation of salaries and job titles was gathered as a result of specialist across various practice groups, Gemini Personnel Search is leading Asia talent Management Company having expertise in leadership recruitment and talent management across major sectors.

Each specialist is industry professionals' understanding the market shift to stay relevant to the business demand and the roles they seek for and experience are worth to date.

GEMINI PERSONNEL GROUP

Gemini Personnel Group is Singapore's leading Asia Recruitment Company with trained consultants handle a wide spectrum of hiring needs, including Executive Search, Selection, Outplacement Services, Career Coaching and Interim Management.

Our specializations in Property & Construction, Hospitalist, FMCG, Entertainment, Technology Start Up, Luxury Retail, Automotive Media/ Advertising, Light industries, Manufacturing, Private Investment Banking, Finance Technology and Gaming sectors

The company adheres to the same values as the rest of Gemini, and develops organically its own business services and solutions that meet the individual requirements of the clientele within the region.

BANKING/ FINANCE AND ACCOUNTING - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Management Accounting	72 – 105	120 – 160	200 – 340
Financial Planning	85-120	120 – 160	230 – 280
Trust Accounting	80- 120	160 – 210	210 -330
Internal Audit	80-140	160 – 180	220 – 350
Tax/ Advisory Compliance	90-140	220 – 240	220- 330
Treasury	90 -120	140 – 180	200- 310
Corporate Finance	120 – 140	140 – 180	220 and above

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RISK, COMPLIANCE MANAGEMENT AND OTHERS – ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
AML	120 – 160	170- 220	240 and above
KYC	90- 110	110-180	200 and above
Investigations	100- 160	170- 220	220 and above
Advisory Compliance	140 – 200	160 – 210	250 and above
Research	120 – 180	170 – 280	280 and above
Credit Risk Analyst	110 – 200	160- 220	230 and above
Market Risk Management	120 – 250	180 – 230	230 and above
Analyst	110- 200	180- 220	250 and above
Operations Risk	110 – 220	180 – 220	250 and above
Client Services	120 – 170	160- 200	230 and above
Trade Support	120 – 160	180 – 210	200 and above
Business Analyst/ Project	140 – 190	160 – 200	220 and above
Loans Administration	120 – 160	150 – 190	200 and above
Asset Servicing (Corporate)	120 – 160	170 – 200	220 and above
Trade Support (Derivatives)	130 – 170	160 – 200	220 and above
Accountant/ Operations Analyst	100- 140	150- 190	250 and above

IT – FINANCIAL SERVICES - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Service Desk	100- 130	140-170	190 and above
Network (Voice/ Data and Firewall)	110 – 130	140- 200	220 and above
Database	100 – 140	130 – 180	200 and above
Data Centre	100 – 160	120 – 200	220 and above
Infrastructure Project Management	130 – 170	160 – 200	200 and above
IT Audit Manager	120- 150	160-220	230 and above

IT Risk and Compliance	110 -160	150- 200	220 and above
Service Delivery Manager	120- 150	160-190	220 and above
Solution Architect	110 – 130	150- 200	210 and above
Chief Information Officer	N/A	N/A	270 – 310
IT Security	120 – 180	180 – 220	230 and above
Network Security	120 – 160	150- 220	240 and above
Business Development (OTE)	220- 300	320 – 400	420 and above
Bid Management	170 – 220	230 – 300	320 and above
Sales Operations	140 – 220	180 – 280	300 and above
Pre Sales (OTE)	180 – 220	250 – 300	350 and above

HUMAN RESOURCES (INDUSTRY AND SERVICES) - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Learning and Development	100 – 130	140 – 180	200 and above
Compensation and Benefits	120 – 160	140 – 190	220 and above
Talent Management/ Recruiters/ Acquisitions	80 – 120	130 – 170	220 and above
HR (Generalist)	90- 140	130 – 180	220 and above
HR (Employee Relations)	100 – 140	130 – 170	200 and above
HR (Operations)	60 – 110	130 – 170	150 – 190
HR (Organisation Development)	120 -160	140 – 200	220 and above

INDUSTRIAL MANUFACTURING - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Production	85 - 110	120 - 160	220 and above
Product Engineering	110 - 130	140 - 170	190 and above
Quality Management	90 - 130	150 - 180	200 and above
Assistant President Director (Plant)		220 - 250	350 and above
Procurement	85 - 120	140 - 180	220 and above

SALES & MARKETING (E -COMMENCE, DIGITAL AND AGENCY) - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Sales Director/ Senior VP	N/A	N/A	180 - 250
Business Development	N/A	N/A	160- 220
Digital Marketing Director	N/A	N/A	180 - 250
E-commerce Director	N/A	N/A	160 - 200
Marketing Director (E- Commence Retail)	N/A	N/A	180 - 230

FOOD AND BEVERAGE, HOSPITALITY, RETAIL INDUSTRIES - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Logistics	50 - 70	100 - 120	130 and above
Merchandising	65- 80	100 - 120	130 and above
Operations	60 - 85	100 - 120	130 and above
Sales and Marketing		100 - 120	130 and above
Learning and Development	60 - 80	110 - 140	150 and above
Human Resource	75- 90	110 - 140	150 and above
Procurement	60 -80	100 - 120	130 and above
Marketing	80 - 120	140 - 180	200 and above

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Operations	65- 90	110 – 140	180 and above
Finance Controller		100 - 120	130 and above

Fintech and Gaming Technology - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
CTO	N/A	N/A	230 and above
Program Director	N/A	100 – 150	
Producer	N/A	100 – 150	210 and above
Finance Controller	N/A	100 - 150	160 and above
Software Developer	N/A	100 - 110	
Marketing	N/A	100 - 120	130 and above
Project Management	100 - 120	130 -140	150 and above
FinTech Developer	100 - 120	130 – 140	
Marketing	N/A	100 - 120	130 and above
Software Developer	N/A	100 - 110	N/A
Blockchain Developer	80-110	120 - 140	N/A
Operations	N/A	100 - 120	130 and above
Designer	N/A	100 - 120	130 and above
Consultant	N/A	100 - 120	180 and above
Business Analysis	N/A	100 - 120	N/A

Logistics, Supply Chain and Procurement Industries - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Logistics Officer	N/A	100 – 120	150 and above
Operations	100 - 120	130 - 150	160 and above
Procurement	90 - 120	100 – 140	150 and above
Supply Chain	90 - 120	100 - 150	160 and above

Oil & Gas, Energy & Maritime Shipping - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Reservoir Engineers	120 – 150	150-180	220 – 350
Geologist	90 – 104	120 – 165	170 and above
Fleet	50 - 90	100 - 150	N/A
Broker	50 – 90	100 - 120	N/A
Claims	75 – 120	120 and above	N/A
Chartering	90 – 110	120-170	180 and above

Pharmaceutical & Bio Medical - ANNUM ('000)

Roles	Manager	Senior Manager/ Vice President	Director/ Senior Vice President and above
Head of Program Development	N/A	N/A	240 and above
Product	90 – 145	90 – 135	N/A
Business Unit	N/A	N/A	120 – 180
Head of Human Resources	N/A	N/A	240 - 300
Procurement Manager	70 – 120	85 – 120	145 and above
Scientist	78 - 100	N/A	N/A

Visit the Gemini Personnel Web Site at www.gemini-global.com

Email: sgreruit@gemini.sg

Tel: (65) 6238 7069

Singapore Office:

137 Market Street, #04-01 Grace Global Raffles

Singapore 04894



CONTACT US

Singapore

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

Hong Kong

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

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

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



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