



3rd QUARTER SALARYGUIDE 2024 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 Personnel is the flagship company of the group and has grown to become one of Hong Kong's largest recruitment companies with offices in the Central business district and Kowloon. Industry sectors that are supported include, but are not limited to, Manufacturing, Supply-Chain, Logistics, Retail, FMCG, Real Estate & 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 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 Thailand. If you are interested in our services, please submit your enquiry via our website www.gemini-global.com or email: gemhq@gemini.com.hk



Banking and Financial Services

Asset Management/Hedge Fund/Private Equity

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Research/Investment Analyst	< 5	35 - 50
	6 - 10	50 - 130
	> 10	120 - 250+
Institutional Sales	< 5	30 - 55
	6 - 10	55- 130
	> 10	100+
Portfolio/Fund Management	< 5	30 - 55
	6 - 10	55 - 160
	> 10	130+
Product Development	< 5	25 - 50
	6 - 10	50-130
	> 10	120+
Investor Relations/Fundraising	< 5	45 - 70
	6 - 10	70 - 120
	> 10	100+

Risk and Compliance

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Market Risk	< 5	30 - 60
	6 - 10	60 - 130
	> 10	130-350
Credit Risk	< 5	30 - 60
	6 - 10	60 - 130
	> 10	130-350
Operational Risk	< 5	30 - 60
	6 - 10	60 - 130
	> 10	130-350
Compliance/AML	< 5	45 - 90
	6 - 10	90 - 200
	> 10	180-350



Front Office

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Relationship Manager - Consumer Banking	< 5	20 - 65
	6 - 10	55 - 120
	> 10	100+
Relationship Manager - Corporate Banking	< 5	25 - 80
	6 - 10	50 - 120
	> 10	100+
Relationship Manager - Private Banking	< 5	25 - 65
	6 - 10	60 - 120
	> 10	100+
Structured Finance	< 5	35 - 70
	6 - 10	50 - 120
	> 10	150+
Trade Finance	< 5	35 - 70
	6 - 10	50 - 120
	> 10	150+
IBD (IPO, M&A, Corporate Finance)	< 5	35 - 100
	6 - 10	70 - 180
	> 10	150 - 300
Equity Sales	< 5	30 - 65
	6 - 10	50 - 170
	> 10	150-350
Fixed Income Sales	< 5	30 - 65
	6 - 10	50 - 170
	> 10	150-350
Capital Markets - ECM & DCM	< 5	30 - 65
	6 - 10	50 - 170
	> 10	150-350
Trading	< 5	30 - 65
	6 - 10	50 - 170
	> 10	150-400

Middle- and Back Office

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Settlements	< 5	30 - 80
	6 - 10	80 - 130
	> 10	120-250
Trade Support	< 5	30 - 80
	6 - 10	80 - 130
	> 10	120-250
Internal Audit/Control	< 5	40 - 90
	6 - 10	80 - 180
	> 10	180-300
Treasury	< 5	40 - 90
	6 - 10	80 - 180
	> 10	180-300
Client Services	< 5	30 - 90
	6 - 10	50 - 130
	> 10	130 - 250
Project Management	< 5	50 - 80
	6 - 10	80 - 200
	> 10	200 - 350

Electronics

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Sales and Business Development	< 5	17 - 60
	6 - 10	60 - 250
	> 10	100 - 380
Electronic Engineering	< 5	20 - 65
	6 - 10	55 - 180
	> 10	150 - 280
Human Resources	< 5	15 - 65
	6 - 10	40 - 200
	> 10	100 - 400
Accounting and Finance	< 5	15 - 65
	6 - 10	40 - 200
	> 10	120 - 380
Information Technology	< 5	25 - 100
	6 - 10	75 - 250
	> 10	90 - 400

FMCG

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
(Asst.) Manager E-Commerce/Digital Marketing	< 5	25 - 70
	6 - 10	100 - 200
	> 10	200-450
(Asst.) Key Account Manager	< 5	20 - 80
	6 - 10	50 - 150
	> 10	120-280
(Asst.) Marketing Manager	< 5	20 - 50
	6 - 10	70 - 150
	> 10	150-350
(Asst.) Sales Manager	< 5	70 - 150
	6 - 10	150 - 250
	> 10	150-360
(Asst.) Operations Manager	< 5	70 - 180
	6 - 10	180 - 250
	> 10	150-360
(Asst.) Trade Marketing Manager	< 5	75 - 250
	6 - 10	200 - 300
	> 10	150-360

Healthcare

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Clinical	< 5	25 - 60
	6 - 10	45 - 80
	> 10	70 - 180+
Laboratory	< 5	25 - 60
	6 - 10	45 - 80
	> 10	70 - 140+
Registered Nurse	< 5	25 - 60
	6 - 10	45 - 80
	> 10	70 - 100+
Product Management	< 5	22 - 50
	6 - 10	45 - 100
	> 10	75 - 150+
Medical Sales	< 5	22 - 50
	6 - 10	45 - 100
	> 10	75 - 150+
Quality Assurance	< 5	25 - 60
	6 - 10	45 - 80
	> 10	70 - 140+

Hospitality

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Social Media/Advertising	< 5	25 - 70
	6 - 10	60 - 150
	>10	80 - 220
F&B	< 5	15 - 60
	6 - 10	30 - 100
	> 10	60 - 250+
Marketing Management	< 5	20 - 55
	6 - 10	30 - 120
	> 10	80 - 250+
Human Resources Management	< 5	20 - 70
	6 - 10	40 - 120
	> 10	80 - 200+
Corporate Development	< 5	20 - 60
	6 - 10	35 - 120
	> 10	50 - 200+
Financial Management	< 5	20 - 70
	6 - 10	40 - 120
	> 10	80 - 200+
Operations Management	< 5	17 - 70
	6 - 10	40 - 120
	> 10	80 - 200+

Industrial Manufacturing

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Administration	< 5	15 - 45
	6 - 10	35 - 85
	>10	60 -150
Human Resources Management	< 5	25 - 50
	6 - 10	35 - 120
	> 10	100 - 380
Accounts	< 5	18 - 60
	6 - 10	40 - 120
	> 10	100 -400
Sales	< 5	17 - 60
	6 - 10	40 - 200
	> 10	100 - 380
Engineering	< 5	25 - 60
	6 - 10	40 - 180
	> 10	70 - 350
Corporate Development	< 5	20 - 50
	6 - 10	35 - 150
	> 10	80 - 380

Insurance

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Claims Administration	< 5	15 - 40
	6 - 10	30 - 70
	>10	45 - 80
Underwriter	< 5	25 - 35
	6 - 10	35 - 70
	> 10	50 - 85
Customer Service	< 5	15 - 40
	6 - 10	30 - 70
	> 10	45 - 80
Actuarial Management	< 5	30 - 50
	6 - 10	40 - 80
	> 10	80 - 130
Business Development	< 5	18 - 60
	6 - 10	50 - 120
	> 10	70 - 200
Client Service Management	< 5	15 - 40
	6 - 10	30 - 85
	> 10	50 - 150

Legal

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Legal Secretary	< 5	18 - 60
	6 - 10	40 - 90
	> 10	70 - 180
Paralegal	< 5	20 - 85
	6 - 10	80 - 200
	> 10	200-400
Litigation Clerk	< 5	18 - 45
	6 - 10	40 - 70
	> 10	120 - 200
Legal Counsel	< 5	20 - 60
	6 - 10	70 - 200
	> 10	200-450
Senior Legal Counsel	< 5	25 - 90
	6 - 10	80 - 200
	> 10	200-480
General Counsel	< 5	20 - 60
	6 - 10	40 - 200
	> 10	200-480

Logistics

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Operations/Shipping Clerk	< 5	15 - 40
	6 - 10	25 - 80
	> 10	45 - 80
Operations/Shipping Manager	< 5	35 - 70
	6 - 10	50 - 150
	> 10	100 - 280
Logistics Manager	< 5	35 - 70
	6 - 10	50 - 150
	> 10	100 - 280
Warehouse Manager	< 5	35 - 70
	6 - 10	50 - 150
	> 10	100 - 280
Sales Executive	< 5	18 - 80
	6 - 10	45 - 150
	> 10	100 - 180
Sales Manager	< 5	30 - 60
	6 - 10	50 - 120
	> 10	70 - 280
Business Development Manager	< 5	30 - 60
	6 - 10	50 - 120
	> 10	70 - 280
Key Account Manager	< 5	30 - 60
	6 - 10	50 - 120
	> 10	70 - 280
Senior Sales Manager	< 5	45 - 90
	6 - 10	75 - 120
	> 10	10 - 300
Head of Sales	< 5	80 - 150
	6 - 10	120 - 200
	> 10	150 - 350
Head of Operations	< 5	80 - 150
	6 - 10	120 - 200
	> 10	150 - 350
General Manager	< 5	80 - 150
	6 - 10	120 - 200
	> 10	150 - 350

Merchandising

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Administration	< 5	15 - 38
	6 - 10	25 - 70
	> 10	60 - 150
Secretary/PA	< 5	25 - 50
	6 - 10	50 - 80
	> 10	80 - 120
Human Resources	< 5	15 - 50
	6 - 10	60 - 180
	> 10	120 - 480
Accounting	< 5	17 - 60
	6 - 10	45 - 150
	> 10	80 - 300
Quality Assurance	< 5	18 - 60
	6 - 10	50 - 150
	> 10	80 - 180
Production	< 5	25 - 80
	6 - 10	50 - 180
	> 10	100 - 350
Sourcing	< 5	18 - 60
	6 - 10	50 - 150
	> 10	80 - 180
Merchandiser	< 5	18 - 60
	6 - 10	50 - 150
	> 10	80 - 220
Senior Management	< 5	50 - 100
	6 - 10	70 - 200
	> 10	100 - 450
General Management	< 5	50 - 100
	6 - 10	80 - 180
	> 10	120 - 450
Divisional	< 5	30 - 50
	6 - 10	100 - 150
	> 10	150 - 400
Merchandising Director	< 5	100 - 150
	6 - 10	120 - 200
	> 10	180 - 400

Pharmaceutical

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Business Development/Sales	< 5	30 - 60
	6 - 10	50 - 120
	> 10	70 - 280
Customer Service Manager	< 5	35 - 60
	6 - 10	50 - 75
	> 10	120 - 200
Registered Nurse	< 5	25 - 60
	6 - 10	45 - 80
	> 10	70 - 100+
Laboratory Manager	< 5	45 - 60
	6 - 10	60 - 120
	> 10	70 - 150+
Research and Development	< 5	25 - 70
	6 - 10	60 - 150
	> 10	80 - 180
Operations	< 5	18 - 45
	6 - 10	40 - 100
	> 10	100 - 300
Product Management	< 5	22 - 50
	6 - 10	45 - 100
	> 10	75 - 150+
Quality Assurance Manager	< 5	45 - 70
	6 - 10	50 - 150
	> 10	100 - 350
Human Resources Manager	< 5	45 - 80
	6 - 10	50 - 150
	> 10	100 - 400
Marketing Manager	< 5	50 - 80
	6 - 10	80 - 150
	> 10	150 - 400
Finance Manager	< 5	45 - 80
	6 - 10	50 - 150
	> 10	100 - 400
Regulatory Affairs Manager	< 5	45 - 80
	6 - 10	50 - 150
	> 10	100 - 400
Regional Manager	< 5	80 - 100
	6 - 10	100 - 200
	> 10	150 - 400
General Manager	< 5	80 - 120
	6 - 10	100 - 220
	> 10	150 - 400

Property Management and Development

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
Business Development/Sales	< 5	30 - 60
	6 - 10	50 - 120
	> 10	70 - 250
Loyalty and Subscription	< 5	17 - 50
	6 - 10	50 - 100
	> 10	100 - 150
Operations	< 5	18 - 30
	6 - 10	40 - 150
	> 10	100 -280
Property Management	< 5	40 - 60
	6 - 10	80 - 150
	> 10	150 - 200
Corporate Responsibility	< 5	20 - 45
	6 - 10	40 - 150
	> 10	100 -280
Human Resources Manager	< 5	45 - 80
	6 - 10	50 - 150
	> 10	100 - 400
Marketing Manager	< 5	50 - 80
	6 - 10	80 - 150
	> 10	120 - 350
Finance Manager	< 5	45 - 80
	6 - 10	50 - 150
	> 10	100 - 400
Senior Management	< 5	70 - 120
	6 - 10	100 - 200
	> 10	120 -400

Technology

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY THB. ('000)
DevOps Engineer	< 5	30 - 60
	6 - 10	60 - 120
	>10	100 - 180
Architect (Applications, Solutions, Data, Systems)	< 5	50 - 80
	6 - 10	70 - 150
	> 10	100 - 200
Data Scientist/Quant Analyst	< 5	50 - 70
	6 - 10	70 - 120
	> 10	100 - 220

Technology

PMO	< 5 6 - 10 > 10	40 - 70 70 - 150 150 - 250
Project Manager	< 5 6 - 10 > 10	40 - 70 70 - 150 150 - 300
Programme Manager	< 5 6 - 10 > 10	70 - 100 90 - 150 150 - 250
Database Administrator Lead/Development Lead	< 5 6 - 10 > 10	30 - 70 70 - 180 120 - 300
Trade Floor Support	< 5 6 - 10 > 10	40 - 70 70 - 150 150 - 250
Cyber Security Specialist	< 5 6 - 10 > 10	40 - 70 60 - 150 150 - 300
Full-Stack Developer	< 5 6 - 10 > 10	40 - 80 70 - 150 120 - 280
Back-end Developer	< 5 6 - 10 > 10	40 - 80 70 - 150 120 - 300
Front-end Developer	< 5 6 - 10 > 10	40 - 70 70 - 150 150 - 300
Cloud Engineer	< 5 6 - 10 > 10	50 - 80 70 - 150 120 - 300
UI/UX Designer	< 5 6 - 10 > 10	40 - 70 70 - 150 120 - 300
Quality Assurance/Testing	< 5 6 - 10 > 10	40 - 80 80 - 150 100 - 300
IT Auditor	< 5 6 - 10 > 10	50 - 100 80 - 150 100 - 300
Technology Risk	< 5 6 - 10 > 10	60 - 120 100 - 150 150 - 35
CTO/CIO	6 - 10 > 10	- 180 - 250 200 - 500



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