



1st QUARTER SALARY GUIDE 2025 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. 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 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 CareerStar 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 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





Asset Management/Hedge Fund/Private Equity

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Research/Investment Analyst	35-50	50-130	120+
Institutional Sales	30-55	55-130	100+
Portfolio/Fund Management	30-55	55-160	130+
Product Development	25-50	50-130	120+
Investor Relations/Fundraising	45-70	70-120	100+

Risk and Compliance - Banking and Finance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Market Risk	30-60	60-130	130+
Credit Risk	30-60	60-130	130+
Operational Risk	30-60	60-130	130+
Compliance/AML	45-90	90-200	180+



Front Office - Banking and Finance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Relationship Manager - Consumer Banking	20-65	55-120	100+
Relationship Manager - Corporate Banking	25-80	50-120	110+
Relationship Manager - Private Banking	25-65	60-120	100+
Structured Finance	35-70	50-120	150+
Trade Finance	35-70	50-120	120+
IBD (IPO, M&A, Corporate Finance)	35-100	70-180	150+
Equity Sales	30-60	50-170	150+
Fixed Income Sales	30-65	50-170	150+
Capital Markets - ECM & DCM	30-65	50-170	150+
Trading	30-65	50-170	150+

Middle and Back Office - Banking and Finance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Settlements	30-80	80-130	120+
Trade Support	30-80	80-130	120+
Internal Audit/Control	40-90	80-180	180+
Treasury	40-90	80-180	180+
Client Services	30-90	50-130	130+
Project Management	50-80	80-200	200+



Electronics

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Sales and Business Development	17-60	50-220	100-380
Electronic Engineering	20-65	55-180	150-280
Human Resources	15-65	40-200	100-400
Accounting and Finance	15-65	40-200	120-400
Information Technology	25-100	75-250	90-400

FMCG

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Manager E-Commerce/Digital Marketing	25-70	100-200	200-450
Key Account Manager		50-180	120-280
Marketing Manager		70-180	150-350
Sales Manager		90-180	150-360
Operations Manager		100-220	150-360
Trade Marketing Manager		100-250	120-360



Healthcare

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Clinical	25-60	45-80	70-180
Laboratory	25-60	45-80	70-150
Registered Nurse	25-60	45-80	70-120
Product Management	22-50	45-120	80-180
Medical Sales	25-75	70-180	120-200
Quality Assurance	25-60	60-200	150+

Hospitality

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Social Media/Advertising	25-75	60-150	80-220
F&B	15-60	30-120	60-250
Marketing Management	20-60	35-120	100-250
Human Resources Management	20-70	50-120	80-200
Corporate Development	20-60	45-120	100-200
Financial Management	20-70	40-150	100-200
Operations Management	15-70	50-120	100-200



Industrial Manufacturing

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Administration	15-45	35-85	60-150
Human Resources Management	25-50	35-120	100-380
Accounts	18-60	40-120	100-400
Sales	17-60	40-200	100-380
Engineering	25-60	40-180	120-350
Corporate Development	20-50	35-150	120-350

Insurance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Claims Administration	15-40	40-75	75-100
Underwriter	25-35	35-80	80-120
Customer Service	15-40	40-100	70-120
Actuarial Management	30-50	45-100	100+
Business Development	18-60	50-100	100+
Client Service Management	15-40	40-120	100+



Legal

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Legal Secretary	18-60	40-90	70-180
Paralegal	20-85	80-200	200-400
Litigation Clerk	18-45	40-70	120-200
Legal Counsel	20-60	70-200	200-450

Logistics

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Operations/Shipping	15-40	40-100	80-150
Logistics Manager		40-120	100+
Warehouse Manager		40-150	100+
Sales Executive	18-80	45-150	100-180
Sales Manager		50-120	100-280
Business Development Manager		50-120	100-280
Key Account Manager		50-120	100-280
Head of Sales		60-150	100-300
Head of Operations		120-200	150-350
General Manager		120-200	150-350

Merchandising

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Administration	15-38	45-100	85-150
Secretary/PA	25-70	50-80	80-120
Human Resources	15-50	60-180	120-480
Accounting	17-60	45-150	100-300
Quality Assurance	18-60	50-150	80-180
Production	25-80	50-180	100-350
Sourcing	18-60	50-150	80-180
Merchandiser / Senior Merchandiser	18-60	50-150	80-220
Senior Management		70-200	100-250
General Management		80-180	100-450
Divisional Manager		100-150	150-400
Merchandising Director		120-200	180-400



Pharmaceutical

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Business Development/Sales	30-60	50-120	70-280
Customer Service Manager	35-60	50-75	120-200
Registered Nurse	25-60	45-80	70-120
Laboratory Manager		45-120	70-150
Research and Development	25-70	60-150	100-200
Operations	18-50	45-120	100+
Product Management	22-50	45-120	80-180
Quality Assurance Manager		60-200	150+
Human Resources Management	20-70	50-120	80-200
Marketing Management	20-60	35-120	100-250
Financial Management	20-70	40-150	100-200
Regulatory Affairs Manager		80-150	100+
Regional Manager		100-180	150+
General Manager		100-180	150+



Property Management and Development

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Business Development/Sales	30-60	50-120	70-250
Loyalty and Subscription	17-50	50-100	100-150
Operations	18-30	40-150	100-280
Property Management	40-60	80-150	150-200
Corporate Responsibility	20-45	40-150	100-280
Human Resources Manager		50-150	100-400
Marketing Manager		80-150	120-350
Finance Manager		50-150	100-400
Senior Management			200+

Technology

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
DevOps Engineer	30-60	60-120	100-180
Architect (Applications, Solutions, Data, Systems)	50-80	70-150	100-200
Data Scientist/Quant Analyst	50-70	70-120	100-250
PMO	40-70	70-150	150-250
Project Manager/Project Director		70-150	150-300
Database Administrator Lead		70-100	120-180
Cyber Security Specialist	30-70	70-180	120-300
Full-Stack Developer	40-70	70-150	150-250
Back-end Developer	40-70	70-150	150-250
Front-end Developer	40-70	70-150	150-250
Cloud Engineer	50-100	80-170	120-300
UI/UX Designer	40-70	70-150	120-300
Quality Assurance/Testing	40-80	80-150	100-300
IT Auditor	50-100	80-150	100-300
Technology Risk	60-120	100-160	120-350
CTO/CIO		150-250	200-500



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