



**FirstAlliances**  
vietnam's leading HR specialist

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**FirstAlliances**  
vietnam's leading HR specialist

**VIETNAM  
2020  
SALARY  
GUIDE**



# COMPANY OVERVIEW

For over 20 years, First Alliances has connected over 250,000 candidates with thousands of companies across Vietnam.

Established in 1998, First Alliances is Vietnam's leading Recruitment & Staffing company, specialising in Executive Search & Selection and HR Outsourcing, which includes Payroll, Staffing and RPO.

Our key expertise is in the Accounting, Construction & Real Estate, Consumer Goods, Banking, Finance & Insurance, Healthcare, Hospitality, Industrial & Supply Chain, IT & Telecommunications, and HR & Administration industries. Together with our Japan and Korea desks, we seek to provide a one-stop hiring solution for our clients.

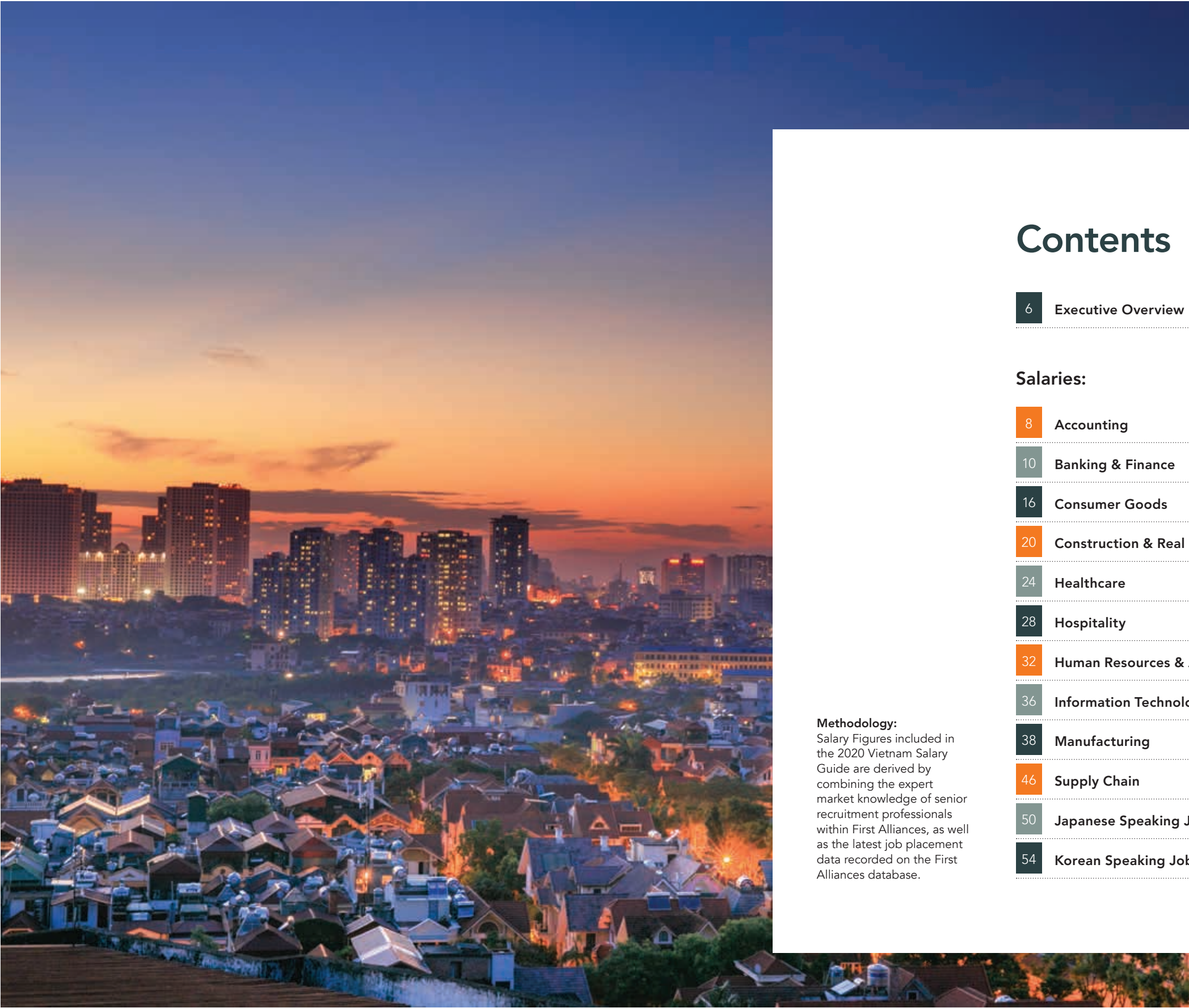
In 2016, First Alliances became an entity under PERSOLKELLY, a joint venture between PERSOL Holdings and Kelly Services, Inc., catering to rising workforce needs of the emerging Asia Pacific market.

PERSOLKELLY is currently one of the largest workforce solutions providers in the Asia Pacific region, spanning over 50 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

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**Methodology:**  
Salary Figures included in the 2020 Vietnam Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within First Alliances, as well as the latest job placement data recorded on the First Alliances database.



With the rising cost of doing business in China, there has been a shift of global manufacturing plants from China to Vietnam, which has been sped up by the escalating US-China trade war.

This has increased foreign direct investments (FDI) into Vietnam's manufacturing sector, leading to greater demand and rising prices for industrial land.

While this is positive for Vietnam's economy, we expect this shift will place even greater pressure on salary costs, especially for local middle to senior management positions, within our country's already small talent pool.

Vietnam continues to enjoy one of the most stable economic growth trends in the Asia Pacific region.

After achieving 7.08 percent GDP growth in 2018, Vietnam is expected to grow 6.9 percent in 2019, buoyed by a strong manufacturing sector supported by FDI.

According to Directive 16/CT-TTg on the building of socio-economic development plans and State budget estimates for 2020, Vietnam is targeting GDP growth of around 6.8 percent in 2020.

Digital innovation continues to impact Vietnam's workforce in 2020.

Sectors to watch in the region include E-commerce, Digital Entertainment, Online Travel, and Digital Financial Services.

Industry 4.0 and the influx of foreign companies into Vietnam will create a labour demand of up to 1.3 million vacancies. This has encouraged highly-educated youth to enter the high tech industry. This demographic change will contribute to the

1.3M

Up-to-1.3-million-vacancy labor demand with the influx of foreign companies entering the market in 2020

rise of a middle and upper class that will possess greater purchasing power.

However, according to the World Economic Forum, Vietnam is still to realise its potential within Industry 4.0. As Vietnam aims to break into the top 30 countries in the Global Innovation Index, the country will need to focus on improving education, labour rights, innovation and technology.

Despite Vietnam's efforts to keep up with global trends, the lack of experienced managers and established infrastructure in rural areas will hinder the implementation of advanced technologies. This will also limit

the adoption of digital networks that support and facilitate the adoption of new technology. Therefore, basic infrastructure is the prerequisite to the success of digital transformation.

Vietnam population will surpass 98 million in 2020. At 25.6 percent of the population, millennials will be one of Vietnam's greatest strength. They will lead Vietnam into Industry 4.0, creating more employment opportunities and higher value jobs for the rest of the workforce.

We hope the data in this Salary Guide provides relevant insights that help you develop more strategic and forward-looking recruitment and retention plans for your prospective employees and existing talents.

**Cong Ong**  
General Director  
First Alliances





HO CHI MINH CITY			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
INTERNAL ACCOUNTING & FINANCE			
Chief Financial Officer	12-20	5,000	14,000
Finance Director	12-20	4,000	8,000
Financial Controller	10-15	3,500	7,000
Senior Finance Manager	10-14	3,000	6,000
Finance Manager	8-12	2,500	5,000
Financial Analyst	2-6	1,000	2,500
Internal Audit Director	10- 20	4,500	8,000
Internal Audit Manager	6-12	2,500	4,000
Treasury Manager	6-12	1,500	4,000
Tax Manager	6-12	2,000	4,000
Chief Accountant/Accounting Manager	6-12	1,500	4,000
Deputy Chief Accountant/General Accountant	3-8	800	2,000
Accounts Receivable/Accounts Payable/Accounting Executive	2-4	500	1,000
EXTERNAL FINANCIAL SERVICE*			
Director Level (Local & Expat)	10-15	5,000	13,000
Director (Local)	N/A	N/A	N/A
Manager Level (Expat)	8-10	4,000	6,000
Manager Level (Local)	8-10	2,000	4,000
Assistant Manager Level (Expat)	5-8	2,500	3,500
Assistant Manager Level (Local)	5-8	1,500	2,000
MANAGEMENT CONSULTING SERVICE			
Director	15-20	8,000	20,000
Manager	10-15	4,000	10,000
Senior Consultant	7-10	2,000	8,000
Consultant	5-7	1,500	4,000

HANOI			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
INTERNAL ACCOUNTING & FINANCE			
Chief Financial Officer	12-20	4,000	10,000
Finance Director	12-20	3,000	8,000
Financial Controller	10-14	3,000	5,000
Senior Finance Manager	10-14	3,000	4,000
Finance Manager	8-12	2,000	3,500
Financial Analyst	2-6	1,000	2,000
Internal Audit Director	N/A	N/A	N/A
Internal Audit Manager	5-8	1,500	3,500
Treasury Manager	N/A	N/A	N/A
Tax Manager	N/A	N/A	N/A
Chief Accountant/Accounting Manager	5-8	1,100	2,200
Deputy Chief Accountant/General Accountant	3-5	700	1,500
Accounts Receivable/Accounts Payable/Accounting Executive	2-4	500	1,000
EXTERNAL FINANCIAL SERVICE*			
Director Level (Local & Expat)	8-12	5,000	12,000
Director (Local)	8-12	4,000	5,000
Manager Level (Expat)	8-10	2,000	5,000
Manager Level (Local)	8-10	1,500	3,500
Assistant Manager Level (Expat)	5-8	2,000	3,500
Assistant Manager Level (Local)	5-8	1,000	1,500
MANAGEMENT CONSULTING SERVICE			
Director	15-20	10,000	20,000
Manager	10-15	4,000	12,000
Senior Consultant	7-10	2,500	9,000
Consultant	5-7	1,500	4,000

\* Including Audit, Accounting, Tax, Forensic, Risk Management Advisory Services





HO CHI MINH CITY

Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
BANKING			
BOARD OF MANAGEMENT			
CEO	10+	15,000	30,000
Deputy CEO	10+	10,000	15,000
FRONT OFFICE – RETAIL BANKING			
Head of Retail Banking	10+	10,000	15,000
Branch Director/Manager	6-8	1,500	5,000
Transaction Manager	6-8	1,500	3,000
Regional Sales Director/Manager	10+	3,000	6,000
(Provincial) Retail Sales Manager	6-8	1,200	2,000
Retail Team Leader/Supervisor	5-7	700	1,500
Retail Senior Relationship Manager	3-5	600	1,000
Retail Relationship Manager	0-2	500	800
FRONT OFFICE – CORPORATE BANKING			
Head of Corporate Banking	10+	10,000	15,000
Head of Sales	7-10	4,000	7,000
Regional Sales Director	8-10	2,500	6,000
Business Center Director	8-10	2,500	6,000
Senior Relationship Manager	4-8	1,500	5,000
Relationship Manager	2-5	800	3,500
Assistant Relationship Manager	0-2	600	800
OPERATION DEPARTMENT			
Operations Manager	7+	3,000	6,000
Senior Operations Officer	3-5	1,000	1,500
Operations Officer	2-3	500	1,000
CREDIT APPROVAL DEPARTMENT			
Head of Credit Approval	8+	4,000	8,000
Credit Manager	6+	2,500	4,000
Senior Credit Officer/Specialist	4-6	1,500	2,500
Credit Approval Officer	2-4	500	1,000
RISK MANAGEMENT DEPARTMENT			
Risk Management Director	8+	7,000	15,000
Risk Management Manager	4-8	2,500	5,000
Senior Risk Management Officer	3-5	1,500	2,500
Risk Management Officer	2-4	600	1,200



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
BANKING		
10+	15,000	30,000
10+	10,000	15,000
10+	8,000	15,000
6-8	1,500	5,000
6-8	1,500	2,000
8-10	3,000	6,000
6-8	1,200	2,000
5-7	700	1,500
3-5	600	1,000
0-2	500	800
10+	10,000	15,000
7-10	4,000	7,000
8-10	2,500	6,000
8-10	2,500	6,000
4-8	1,500	5,000
2-5	800	3,500
0-2	600	800
7+	2,000	5,000
3-5	1,000	1,500
2-3	500	1,000
8+	4,000	8,000
6+	2,500	4,000
4-6	1,500	2,500
2-4	500	1,000
8+	7,000	10,000
4-8	2,000	4,000
3-5	1,500	2,500
2-4	600	1,200





HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
INTERNAL AUDIT DEPARTMENT			
Internal Audit Director	10+	4,000	6,000
Internal Audit Manager	7-10	3,000	5,000
Internal Audit Specialist	5-7	1,500	2,500
Internal Audit Officer	2-5	600	1,300
COLLECTION DEPARTMENT			
Head of Collection	6-10	4,000	8,000
Collection Manager	5-7	2,000	5,000
Collection Specialist/Officer	3-5	700	1,200
TREASURY DEPARTMENT			
Head of Treasury	10+	7,000	10,000
Deputy Head of Treasury	8-10	4,000	6,000
Senior Treasury Sales	6-8	1,200	3,000
Treasury Officer	4-5	1,000	2,000
TRANSACTION BANKING DEPARTMENT			
Head of Transaction Banking	8+	4,000	10,000
CONSUMER FINANCE			
SALES DEPARTMENT			
National Sales Director	8-10	5,000	8,000
Regional Sales Manager	5-7	3,500	4,700
District Sales Manager/Hub Manager	3-4	900	2,000
RISK AND COLLECTION DEPARTMENT			
Head of Collection	7-10	3,000	6,000
Security Manager	5-7	1,700	2,500
Field Collection Manager	5-7	1,700	3,000
Underwriting Manager	5-7	1,700	2,500
Anti-Fraud Manager	5-7	1,700	3,000
QUALITY ASSURANCE DEPARTMENT			
Head of Quality Assurance	8-10	3,000	5,000
Project Manager	5-7	2,500	3,500



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Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
10+	4,000	6,000
7-10	3,000	5,000
5-7	1,300	2,500
2-5	600	1,300
6-10	3,000	8,000
5-7	2,000	5,000
3-5	600	1,200
10+	7,000	10,000
8-10	3,000	6,000
6-8	1,200	3,000
4-5	1,000	2,000
N/A	N/A	N/A
8-10	5,000	8,000
5-7	3,500	4,700
3-4	900	1,800
7-10	3,000	5,000
5-7	1,700	2,500
5-7	1,700	2,500
5-7	1,700	2,500
5-7	1,700	2,500
8-10	3,000	5,000
5-7	2,200	3,300



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Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
OPERATION DEPARTMENT			
Head of Telesales	6-8	3,500	5,000
Operations Manager	5-7	2,500	3,500
Call Center Manager	5-7	2,000	3,500
Telesales Manager	5-7	2,000	3,500
Customer Service Manager	5-7	2,000	3,500
FUND MANAGEMENT			
Investment Director	10-15	10,000	15,000
Senior Investment Manager	7-8	5,000	10,000
Investment Manager	5-7	3,000	5,000
Investment Officer	2-3	1,500	3,000
Investor Relation Officer	4-6	1,500	2,000
Head of Research	10-15	6,000	15,000
Senior Research Manager	5-8	3,500	8,000
Senior Research Analyst	3-5	2,000	3,500
Research Analyst	0-4	800	2,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs person in charge	5+	2,000	4,000
SECURITIES			
Head of Research	10+	5,000	12,000
Senior Research Manager	5-10	2,000	6,000
Senior Research Analyst	4-8	1,000	3,000
Research Analyst	0-4	600	1,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Person in Charge	10+	2,000	4,000
Senior Investment Banking Manager	7+	3,000	7,500
Brokerage Branch Director	10+	2,500	4,000
Brokerage Branch Deputy Director	10+	2,000	3,000



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Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
6-8	3,500	4,700
5-7	2,200	3,300
5-7	2,750	3,500
4-6	2,200	3,300
5-7	2,200	3,300
10-15	9,000	14,000
7-8	5,000	10,000
5-7	3,000	5,000
2-3	1,200	2,700
4-6	1,500	2,000
10-15	3,500	7,000
5-8	3,000	5,000
3-5	1,000	2,500
0-4	500	1,000
4-8	1,800	2,500
5+	2,500	4,000
10+	2,000	5,000
5-10	1,500	4,000
4-8	1,000	2,300
0-4	600	1,000
4-8	1,800	2,500
10+	2,500	4,000
7+	3,000	5,000
10+	2,500	4,000
10+	2,000	3,000





HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
LIFE INSURANCE			
BANCASSURANCE			
Head of Bancassurance	10-15	5,000	7,000
Senior Manager	7-10	2,500	4,000
Relationship Manager	5-7	800	2,000
Relationship Officer	1-3	500	800
AGENCY			
Agency Director	10-15	4,500	10,000
Senior Manager	7-10	2,500	4,000
Manager	5-7	1,500	3,000
Insurance Specialist/Officer	1-2	500	800
UNDERWRITING			
Head of Underwriting	10-15	2,500	4,500
Manager	7-10	2,000	3,000
Assistant Manager	5-7	1,500	2,000
Executive	3-5	1,000	1,500
CLAIM			
Head of Claim	10-15	2,500	3,500
Senior Manager	7-10	2,000	2,500
Manager	5-7	1,500	2,000
Assistant Manager	2-3	1,000	1,500
ACTUARIAL			
Chief Actuary	10-15	10,000	20,000
Senior Manager	7-10	5,000	8,000
Manager	5-7	4,000	5,000
Actuary Officer	2-3	1,500	2,500
PRODUCT			
Head of Product Management	10-15	6,000	10,000
Head of Product Solution	7-10	3,000	5,000



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Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
10-15	4,500	7,000
7-10	2,500	4,000
5-7	800	2,000
1-3	500	800
10-15	4,500	10,000
7-10	2,500	4,000
5-7	1,500	3,000
1-2	500	800
10-15	2,500	4,500
7-10	2,000	3,000
5-7	1,500	2,000
3-5	1,000	1,500
10-15	2,500	3,500
7-10	2,000	2,500
5-7	1,300	1,700
2-3	1,000	1,500
10-15	10,000	20,000
7-10	5,000	8,000
5-7	4,000	5,000
2-3	1,500	2,500
N/A	N/A	N/A
N/A	N/A	N/A



HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
NON-LIFE INSURANCE			
SALES & MARKETING			
Sales Director	10-15	2,500	5,000
Sales Manager	7-10	1,500	2,500
Deputy Sales Manager	7-10	1,000	2,000
Senior Sales Executive	3-5	800	1,500
Sales Executive	1-2	500	800
UNDERWRITING			
Head of Underwriting	10-15	2,500	4,000
Underwriting Manager	7-10	2,000	2,500
Assistant Underwriting Manager	5-7	1,000	1,500
Underwriting Executive	1-2	600	1,000
CLAIM			
Head of Claim	10-15	2,500	5,000
Manager	7-10	2,000	2,500
Assistant Manager	5-7	800	1,200
Claim Executive	1-2	500	800



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
10-15	2,500	5,000
7-10	1,500	2,500
7-10	1,200	1,700
3-5	800	1,500
1-2	500	800
10-15	2,500	4,000
7-10	2,000	2,700
5-7	1,000	1,600
1-2	600	1,000
10-15	2,500	3,500
7-10	2,000	2,500
5-7	800	1,200
1-2	600	800





HO CHI MINH CITY

Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	

FAST MOVING CONSUMER GOODS

SALES				
Commercial Director	15-20	10,000	13,000	
Head of Sales	10-15	6,000	10,000	
Regional Sales Manager	8-12	3,500	5,000	
Area Sales Manager	3-7	1,500	3,000	
Modern Trade Head	7-10	4,000	7,000	
Key Account Manager	5-10	1,500	3,000	
Sales Operation Manager	8+	2,500	5,000	
Sales Capability/Training Manager	5+	2,500	4,000	

TRADE MARKETING				
Head of Trade Marketing	7-12	6,000	10,000	
Trade Marketing Manager	5-10	3,000	4,000	

MARKETING				
Chief Marketing Officer	N/A	N/A	N/A	
Marketing Director	6-10	7,000	10,000	
Marketing Manager/Category Lead	7+	4,000	6,000	
Brand Manager	3-8	2,000	3,500	
Assistant Brand Manager	N/A	N/A	N/A	

RETAIL

Operation Director	7-10	4,000	6,500	
Operation Manager	5-7	2,000	4,000	
Head Of Marketing	N/A	N/A	N/A	
Branch Manager	N/A	N/A	N/A	
Store General Manager	N/A	N/A	N/A	
Store Manager	5-10	1,500	2,500	
Purchasing Director	7-10	4,000	7,000	
Merchandise/Category Manager	5-7	2,000	3,000	
Merchandise/Buyer	N/A	N/A	N/A	



HANOI

Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	

N/A	N/A	N/A	
10-15	4,000	10,000	
10+	3,500	6,000	
3-10	1,500	3,000	
N/A	N/A	N/A	
5-10	1,500	3,000	
8+	2,500	4,000	
5+	2,000	3,500	

N/A	N/A	N/A	
5-10	2,000	4,000	


8-15	7,000	10,000	
10+	3,000	4,000	
7+	2,000	3,000	
3-8	1,200	2,000	
1-3	700	900	

N/A	N/A	N/A	
5-7	1,500	4,000	
10+	3,500	5,000	
10-15	3,000	5,000	
5-10	1,200	3,000	
N/A	N/A	N/A	
7-10	2,500	5,000	
5-7	1,500	3,000	
1-3	500	1000	






<div>HO CHI MINH CITY</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
FASHION & COSMETICS			
Country Manager	8-10	6,500	10,000
Group Brand Manager	7+	4,000	6,000
Senior Brand Manager	N/A	N/A	N/A
Brand Manager	5+	2,500	3,500
Assistant Brand Manager	2-5	1,000	1,500
Operation Manager	3-5	1,500	2,700
Merchandise Manager	3-5	1,300	2,500
Retail Manager	N/A	N/A	N/A
Store Manager	5+	1,000	2,000
Store Supervisor	2-4	700	1,200
Visual Merchandise Manager	3-5	1,200	2,000
Training Manager	5+	1,500	2,000

<div>HANOI</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	N/A	N/A	N/A
	N/A	N/A	N/A
	10+	3,000	5,000
	5-10	2,000	3,000
	5+	1,500	2,000
	5+	1,500	2,000
	5+	1,200	2,000
	5-10	1,500	3,000
	5+	1,000	2,000
	2-4	500	1,000
	5+	1,000	2,000
	5+	1,000	2,000

<div>HO CHI MINH CITY</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
COMMUNICATIONS & MEDIA			
Managing Director	10+	5,000	7,000
Client Service Head/Group of Account	10+	4,000	5,500
Business Development Director	7+	3,000	4,000
Account Director	7+	3,000	4,000
Account Manager	3-5	1,500	2,500
Media Director	8+	3,000	4,800
Creative Director	8+	3,500	5,000
Art Director	3-8	1,500	2,500
Strategic Planning Director	8+	4,000	6,000
Copywriter	N/A	N/A	N/A
Graphic Designer	N/A	N/A	N/A
Senior Account Executive	N/A	N/A	N/A
Account Executive	N/A	N/A	N/A

<div>HANOI</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	N/A	N/A	N/A
	10+	3,000	6,000
	N/A	N/A	N/A
	7+	3,000	5,000
	3-10	1,000	3,000
	8+	2,000	5,000
	8+	3,000	5,000
	3-8	1,500	3,000
	12+	2,500	5,000
	2-8	1,000	3,000
	2-8	1,000	3,000
	2-5	1,000	1,500
	1-3	500	1,000





HO CHI MINH CITY			
Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	

REAL ESTATE DEVELOPMENT

EXECUTIVE			
General Director	15+	8,000	17,000
Deputy General Director - Project Management (Expat)	10+	6,000	10,000
Deputy General Director - Project Management	10+	5,000	7,000
Deputy General Director - Investment	10+	5,000	7,000
SALES & MARKETING			
Head of Sales & Marketing	10+	5,000	8,000
Sales Director	10+	3,000	5,000
Sales Manager	5+	1,500	3,000
Head of Commercial Leasing	10+	3,500	6,500
Head of Industrial Leasing	10+	3,000	5,000
Retail Leasing Manager	5+	2,000	4,000
Industrial Leasing Manager	5+	1,500	2,500
Office Leasing Manager	5+	2,000	3,500
Customer Service/After Sales Manager	5+	2,500	3,500
Marketing Director	10+	3,000	5,000
Marketing Manager	5+	1,500	3,000
PR and Communications Manager	5+	1,500	3,000
PROJECT MANAGEMENT & DEVELOPMENT			
Project Director (Expat)	15+	15,000	20,000
Project Director	15+	5,000	10,000
Project Manager	10+	2,500	5,000
Government Affairs Director	10+	7,000	15,000
General Affairs Manager	N/A	N/A	N/A
Project Development Manager	7+	3,000	6,000
Planning Manager	7+	2,000	3,000
Investment Director	10+	4,000	7,000
Investment Manager	7+	2,000	4,000
Investor Relations Manager	7+	3,000	5,000
Asset Manager	7+	2,000	4,000
Business Development Manager	7+	2,500	5,000
Project Legal Director	10+	4,000	8,000
Project Legal Manager	5+	2,500	3,000

HANOI			
Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	

15+	6,000	15,000
10+	6,000	10,000
10+	5,000	7,000
10+	5,000	7,000
10+	3,500	7,000
10+	2,500	4,000
5+	1,500	3,000
10+	2,500	5,000
N/A	N/A	N/A
5+	1,500	2,500
3+	1,000	2,300
5+	1,500	2,500
5+	1,300	2,000
10+	4,000	7,000
5+	2,000	3,000
5+	1,500	3,000
15+	7,000	15,000
15+	4,000	8,000
10+	2,500	4,000
N/A	N/A	N/A
10+	2,500	5,000
7+	2,000	3,500
7+	2,000	3,000
10+	3,500	8,000
7+	2,000	4,000
N/A	N/A	N/A
7+	2,000	4,500
5+	1,500	3,500
N/A	N/A	N/A
7+	1,500	2,000





HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
Project Legal Executive	3+	800	1,500
Design Director (Expat)	12+	7,000	10,000
Design Director	10+	4,000	8,000
(Concept) Design Manager/Chief Architect	5+	2,000	4,000
Head of Landscape Design	10+	3,000	5,000
Landscape Manager	5+	1,500	3,000
Urban Planning Manager	5+	1,500	3,000
MEP Director	10+	3,000	5,000
MEP Design Manager	5+	2,500	3,500
MEP Manager	5+	2,500	3,500
Construction Manager	5+	1,500	3,000
QA/QC Manager	5+	1,500	2,500
HSE Manager	5+	2,000	3,000
QS Director	10+	3,000	5,000
Cost & Contract Manager	N/A	N/A	N/A
QS Manager	5+	2,000	3,000

REAL ESTATE SERVICES

REAL ESTATE & PROPERTY SERVICES

Associate Director - Sales	10+	3,000	5,000
Associate Director - Valuation & Advisory Services	10+	3,000	5,000
Associate Director - Research	N/A	N/A	N/A
Head of Commercial	10+	4,000	7,000
Sales Manager	5+	2,000	3,000
Valuation & Advisory Service Manager	5+	2,000	3,000
Research Manager	5+	2,000	3,000
Leasing Manager	5+	2,500	3,500
Project Marketing Manager	5+	2,000	3,000
Marketing & Communications Manager	5+	2,000	3,000



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
N/A	N/A	N/A
12+	6,000	9,000
10+	3,000	6,000
5+	2,000	3,000
N/A	N/A	N/A
5+	1,500	3,000
10+	2,500	5,000
N/A	N/A	N/A
5+	1,500	4,000
5+	1,500	4,000
5+	1,500	2,500
5+	1,500	2,500
5+	1,500	3,000
N/A	N/A	N/A
10+	2,500	5,000
5+	2,000	3,000

10+	3,000	6,000
10+	3,000	5,000
10+	3,000	4,500
10+	3,000	6,000
5+	1,500	2,500
5+	2,000	3,000
5+	2,000	4,000
5+	1,500	3,000
5+	1,200	3,000
5+	1,700	3,000



HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
PROJECT MANAGEMENT			
Project Director	10+	5,000	10,000
Project Manager	7+	2,000	4,000
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	3,000
HSE Manager	5+	1,500	3,000
MEP Manager	5+	1,500	3,000
CONSTRUCTION FIRM			
Head of Project Management / Project Director	15+	5,000	10,000
Cost & Contract Manager	7+	2,000	3,000
Project Manager	5+	2,000	3,000
Construction Manager	5+	1,500	2,500
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	2,000	3,000
HSE Manager	5+	2,000	4,000
MEP Manager	5+	2,000	3,000
Site Manager	5+	1,000	2,000

REAL ESTATE SERVICES

ARCHITECT /INTERIOR

Design Director/Head of Design	15+	3,000	5,000
Design Manager/Chief Architect	7+	2,000	4,000
Interior Design Manager	7+	2,000	3,000
Project Manager (Fit-out)	7+	2,000	3,000
Architect	3+	1,000	2,000
Interior Designer	3+	800	1,500
Drafter	2+	500	1,000
Revit Drafter	3+	700	1,500
BIM Manager	8+	1,300	2,000
BIM Coordinator	3+	500	1,300

OTHERS

Site Expansion Manager	5+	1,500	3,500
Site Expansion Executive	3+	500	700



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
10+	5,000	10,000
7+	2,000	3,000
5+	1,500	2,500
5+	1,500	2,500
5+	1,500	2,500
5+	1,200	2,500
15+	5,000	8,000
7+	2,000	3,500
5+	2,000	3,000
5+	1,200	2,000
5+	1,500	2,500
5+	1,700	3,000
5+	1,500	3,000
5+	1,500	2,500
5+	1,000	2,000

15+	4,000	7,000
7+	2,000	4,000
7+	1,700	3,000
7+	2,000	3,000
3+	800	1,800
3+	800	1,500
2+	500	1,000
3+	700	1,500
N/A	N/A	N/A
N/A	N/A	N/A

5+	1,500	3,500
3+	500	1,000





HO CHI MINH CITY

Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
PHARMACEUTICAL & MEDICAL NUTRITION			
GENERAL MANAGEMENT			
General Manager	18+	12,000	18,000
Head of Business Unit	15+	5,500	10,000
MARKETING			
Head of Marketing	12+	5,000	7,000
Group Product Manager	10+	3,500	5,000
Product Manager/ Senior Product Manager	6-10	1,500	3,500
Product Executive	4-6	1,000	1,500
SALES			
Head of Sales	15+	4,000	6,000
Second Line Manager	8+	3,000	4,000
First Line Manager	5-10	1,500	2,500
MARKET ACCESS			
Head of Market Access	12+	4,000	7,500
Key Account Manager	7+	1,500	3,500
Key Account Specialist	5-7	1,100	1,400
COMMERCIAL EXCELLENCE			
Head of Commercial Excellence	15+	5,000	7,000
SFE Manager	8+	2,000	4,000
Sales Force Training Manager	7+	2,000	3,000
MEDICAL AFFAIRS & CLINICAL RESEARCH			
Head of Medical Affairs	18+	5,500	8,500
Medical Affairs Manager/Advisor	10+	2,500	4,500
Medical Science Liaison	5+	1,500	2,500
Head of Clinical	10-15	4,000	5,000
Clinical Research Manager	5-10	1,800	3,500
Clinical Research Associate	3-5	1,200	2,200
REGULATORY AFFAIRS & QUALITY ASSURANCE			
Head of Regulatory Affairs	15+	4,500	6,500
Regulatory Affairs Manager	10+	2,200	4,000
Regulatory Affairs Executive	3-5	800	1,700
QA Manager	10+	2,200	4,500
QA Executive	5+	800	1,500




HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
PHARMACEUTICAL & MEDICAL NUTRITION		
GENERAL MANAGEMENT		
18+	7,000	10,000
15+	4,500	8,000
MARKETING		
N/A	N/A	N/A
N/A	N/A	N/A
5-12	1,500	3,500
3-6	800	1,400
SALES		
N/A	N/A	N/A
10+	2,500	4,000
5-10	1,200	2,300
MARKET ACCESS		
12+	4,000	6,000
7+	1,200	3,000
5-7	800	1,200
COMMERCIAL EXCELLENCE		
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
MEDICAL AFFAIRS & CLINICAL RESEARCH		
N/A	N/A	N/A
3+	2,000	3,000
3+	1,500	2,500
10-15	3,000	4,000
5-10	1,800	3,000
3-5	1,000	2,200
REGULATORY AFFAIRS & QUALITY ASSURANCE		
15+	4,000	8,000
10+	2,300	4,500
3-5	1,000	1,800
N/A	N/A	N/A
N/A	N/A	N/A







HO CHI MINH CITY

Salary Range (per month)				
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
MEDICAL DEVICE   HOSPITAL   CLINIC				
MEDICAL DEVICE				
	Product Manager	10+	2,500	4,500
	Sales Manager	10+	2,000	5,000
	Sales Executive	2-5	700	1,500
	Service Manager	10+	2,000	3,500
	Service Engineer	2-7	700	1,300
	Application Specialist	2-7	800	1,300

<div>HANOI</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	7+	1,200	2,200
	10+	1,700	3,200
	3-7	1,000	1,100
	5+	2,000	2,200
	3-7	800	1,400
	2-7	900	1,300

<div>HO CHI MINH CITY</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
HOSPITAL   CLINIC			
	Chief Operation Officer	15+	5,000 7,000
	Operation Manager	10+	2,500 5,000
	Head of Marketing	N/A	N/A N/A
	Doctor	5-10	2,000 3,500
	Chief Nurse	10+	1,500 2,500
	Nurse	2-5	600 1,200

<div>HANOI</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	15+	4,000	6,000
	7+	1,700	3,500
	10+	3,500	5,000
	5-10	2,000	5,000
	10+	1,000	1,500
	2-5	600	1,000





HO CHI MINH CITY			
Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	

HOTEL

EXECUTIVE			
General Manager (Expat)	15+	6,000	10,000
General Manager	15+	4,000	6,000
Executive Assistant Manager	10+	2,500	5,000
F&B AND KITCHEN			
Executive Chef (Expat)	15+	4,000	8,000
Executive Chef	15+	3,000	5,000
Executive Sous Chef	10+	2,000	3,000
Director of Food and Beverage (Expat)	10+	5,000	8,000
Director of Food and Beverage	10+	3,000	5,000
Food and Beverage Manager	7+	2,000	3,000
Pastry Chef (Expat)	7+	3,000	5,000
Pastry Chef	7+	1,500	3,000
SALES & MARKETING			
Group Director of Sales & Marketing (Expat)	15+	6,000	10,000
Director of Sales & Marketing (Expat)	10+	4,000	6,000
Director of Sales & Marketing	10+	3,000	5,000
Director of Sales	7+	2,500	4,000
Sales Manager	5+	1,500	3,000
E-Commerce Manager	5+	1,000	2,000
Marketing Communications Manager	5+	1,500	2,500
Digital Marketing Manager	3+	1,500	2,000
OPERATION			
Director of Rooms	10+	3,000	4,000
Executive Housekeeper	10+	1,500	2,000

HANOI			
Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	

15+	5,000	9,000
15+	3,000	5,500
10+	2,500	5,000
15+	4,000	7,000
15+	3,000	5,000
10+	2,000	3,000
10+	5,000	8,000
10+	3,000	5,000
7+	2,000	3,000
7+	3,000	5,000
7+	1,500	3,000
15+	5,000	10,000
10+	4,000	6,000
10+	2,000	5,000
7+	2,000	4,000
5+	1,000	3,000
N/A	N/A	N/A
5+	1,500	2,500
3+	1,500	2,000
10+	3,000	4,000
10+	1,000	2,000





HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
F&B CHAINS			
General Manager	10+	5,000	8,000
Operations Director	10+	3,000	5,000
Operations Manager	7+	2,000	3,500
Area Manager/District Manager	5+	1,000	2,000
Restaurant Manager /Store Manager	3+	800	1,300
Marketing Director	10+	3,000	6,000
Marketing Manager/Brand Manager	5+	1,500	3,000
QA Manager	10+	2,000	5,000
R&D Manager	7+	1,500	2,000
R&D Chef	10+	2,500	5,000
Head Chef/Executive Chef	10+	2,500	5,000



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
10+	4,000	7,000
10+	2,500	5,000
7+	1,500	3,000
5+	1,000	2,000
3+	800	1,500
10+	2,500	5,000
5+	1,000	2,500
10+	2,000	5,000
7+	1,000	2,000
10+	2,500	4,000
10+	2,000	4,000



HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
RECREATION			
GOLF			
Director of Golf Membership	10+	3,000	5,000
Golf Sales Manager	5+	1,000	2,000
Golf Club Manager	5+	1,500	2,500
GAMBLING			
Operations Manager (Expat)	7+	5,000	7,000
Premium Marketing Manager	7+	3,000	5,000
Guest Service Manager	5+	1,500	2,500
SPA & FITNESS			
Fitness Club General Manager	10+	2,500	5,000
Spa Therapist (Expat)	7+	2,000	3,000
Fitness Manager (Expat)	7+	3,000	4,000
Spa Therapist (Vietnamese)	7+	1,000	2,000
Fitness Manager (Vietnamese)	7+	1,500	2,500



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
10+	4,000	8,000
5+	1,000	2,000
5+	1,500	2,500
7+	4,000	7,000
7+	2,500	5,000
5+	1,000	2,500
10+	1,500	3,500
7+	2,000	3,000
7+	3,000	4,000
7+	800	2,000
7+	1,500	2,500





HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
HR & ADMIN			
HR Director/Head of HR	12+	4,000	10,000
HR Manager	7-10	2,500	6,000
HR Business Partner Manager	5-8	2,000	4,500
HR Deputy Manager/HR Assistant Manager	5-7	1,500	3,000
HR Supervisor	3-5	1,000	2,000
HR Executive	0-3	400	1,000
Talent Acquisition Manager	4-8	2,000	4,500
Recruitment Manager	4-6	1,500	3,000
Recruitment Supervisor	3-5	1,000	2,000
Recruitment Executive	0-3	400	1,000
Total Reward Manager	5-8	1,500	3,000
C&B Supervisor	3-5	1,000	2,000
Learning & Development Manager	5-8	1,500	3,000
Training Manager	4-6	1,500	3,000
Training Supervisor	3-5	1,000	2,000
Admin Manager	5-8	1,000	2,500
Admin Supervisor	0-5	400	1,500
Office Manager	4-6	1,500	3,000
Executive Secretary	4-6	1,000	2,500
Personal Assistant	2-4	1,000	2,000
Receptionist	0-2	400	700



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
12+	4,000	9,000
7-10	2,000	5,000
5-8	2,000	5,000
5-7	1,500	2,500
3-5	1,000	1,500
1-3	400	1,000
5-8	2,000	4,000
4-6	1,500	3,000
3-5	800	1,500
1-3	400	1,000
6-8	2,000	4,000
3-5	1,000	2,000
6-8	2,000	4,000
4-6	1,500	3,000
3-5	800	1,500
5-8	1,500	3,000
4-6	800	1,200
4-6	1,500	3,000
4-6	1,000	2,000
2-4	1,000	1,500
0-2	400	700





HO CHI MINH CITY

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
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IN-HOUSE LEGAL

Legal Director	12+	7,000	12,000
Legal Manager	8-10	4,000	7,000
Assistant Legal Manager	7-9	2,000	4,000
Legal Executive	2-6	800	2,000

LAW FIRM

Managing Partner	10+	10,000	13,000
Partner/Legal Counsel	8-10	6,000	10,000
Senior Associate	6-8	3,000	6,000
Associate	4-6	1,500	3,000
Paralegal	2-4	800	1,500

EDUCATION

CEO	12+	5,000	10,000
Head Of Sales	7-10	3,000	6,000
Head of Operations	7-10	3,000	6,000
Group Center Manager	10+	3,000	5,000
Center Manager	5+	2,000	4,000
Brand Manager	5+	1,500	3,000
Education Counsellor	1-5	400	1,000
Academic Manager	6-10	3,000	4,000
Teacher Coordinator	3-5	1,500	3,000
Customer Service Supervisor	3-5	800	1,500
Front Office Supervisor	3-5	800	1,500
Native Teacher	1+	2,000	5,000

IMMIGRATION

Branch Manager	5+	3,000	6,000
Brand Manager	5+	1,500	3,000
Sales Manager	5+	1,500	3,000
Sales Consultant	1-4	400	1,500



HANOI

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
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IN-HOUSE LEGAL

Legal Director	12+	6,000	15,000
Legal Manager	8-10	3,000	6,000
Assistant Legal Manager/ Deputy Legal Manager	7-9	2,500	4,000
Legal Executive	2-5	800	1,500

LAW FIRM

Managing Partner	10+	15,000	20,000
Partner	8-10	10,000	15,000
Senior Associate	6-8	4,000	10,000
Associate	4-6	2,000	4,000
Paralegal	2-4	800	1,200

EDUCATION

CEO	12+	6,000	12,000
Head Of Sales	7-10	3,000	6,000
Head of Operations	7-10	3,000	6,000
Group Center Manager	10+	3,000	5,000
Center Manager	5+	1,500	3,000
Marketing Manager	5+	1,500	3,000
Education Counsellor	1-5	400	1,000
Academic Manager	6-10	3,000	5,000
Academic Coordinator	3-5	1,500	2,000
Customer Service Supervisor	3-5	800	1,500
Front Office Supervisor	3-5	800	1,500
Native Teacher	1+	1,500	4,000





HO CHI MINH CITY

EXPERIENCE (YEARS)	Salary Range (per month)	
	MIN (USD)	MAX (USD)

SOFTWARE COMPANY

CEO (Expat)	N/A	N/A	N/A
CEO	10+	15,000	25,000
CIO/CTO	15+	9,000	17,000
Technical Director/Head of Engineering	12+	6,000	10,000
Solution Architect	10+	5,000	6,000
Technical Architect	9-10	4,000	5,000
Principal Developer	6-9	2,500	4,000
Senior Developer	3-6	1,500	2,500
Developer	0-3	600	1,500
Data Scientist	1-5	1,500	5,000
Senior Bridge System Engineer (BSE)	6-10	2,000	3,000
Bridge System Engineer (BSE)	3-5	1,500	2,000
Data Engineer	1-3	800	1,500
Delivery Manager/ Program Manager	8+	2,500	4,500
Project Manager	5-10	2,000	3,500
Product Manager/Product Owner	5-10	2,500	5,000
Business Analyst	3-8	1,500	2,500
QA/QC Manager	6+	2,000	3,000
QA/QC Engineer	1-6	600	2,000
Sales Manager/Business Development Manager	7+	2,000	3,000
Sales Executive/Account Manager	2-7	600	1,500
Senior Tester/ Test Lead	3-5	700	1,800
Sales Manager	5-10	1,500	3,000
Sales Executive	2-5+	600	1,500
ERP/SAP Consultant Lead	5-10	2,500	5,000
ERP/SAP Consultant	2-5	1,000	2,500

IT IN-HOUSE

Head of IT/IT Director	10+	4,000	6,000
IT Manager	8-10	3,000	4,000
IT Infrastructure Support/Network/System/Help Desk Support	3-8	800	1,500

\*Required N2-N1 of JLPT Japanese-Language Proficiency Test  
\*\*Required N3 of JLPT Japanese-Language Proficiency Test



HANOI

EXPERIENCE (YEARS)	Salary Range (per month)	
	MIN (USD)	MAX (USD)

10+	15,000	25,000
10+	10,000	22,000
10+	8,000	15,000
10-15	4,000	8,000
5-10	2,000	5,000
5-10	1,500	4,000
7-10	2,000	3,500
3-7	1,200	2,000
1-3	600	1,200
1-5	1,500	5,000
N/A	N/A	N/A
N/A	N/A	N/A
1-3	1,500	5,000
8-12	2,000	4,000
5-12	1,500	3,500
5-10	2,000	4,000
2-5	1,000	2,000
6+	1,500	2,500
1-6	500	1,500
N/A	N/A	N/A
N/A	N/A	N/A
3-5	700	1,500
5-10	1,500	3,500
2-7	500	1,500
5-10	1,500	4,000
2-5	800	2,000

10+	3,000	5,000
5-10	2,000	4,000
2-5	800	1,500





Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
MANUFACTURING			
Senior Technical Manager	5+	2,000	3,500
Technical Manager	3-5	1,200	2,500
Senior Technician	5+	1,000	2,000
Technician/Mechanical	3-5	500	1,000
Operator	5-10	300	500
Production Director	10-15	2,000	4,000
Production Manager	5-10	1,500	3,000
Production Supervisor	3-5	1,000	2,000
Production Staff	3-5	500	800
Process Manager	5-10	1,000	2,500
Process Engineer	2-5	500	1,200
Packaging Manager	5-10	1,000	2,000
Packaging Officer	2-5	400	800
Continuous Improvement Manager	5-10	1,500	3,000
Environment Engineer	3-5	500	1,200
Facilities Director	10-15	2,000	3,000
Facilities Manager	5-10	1,500	2,700
OHSE Manager	5-10	1,500	3,000
HSE Manager	10-15	1,500	3,000
HSE Supervisor	5-10	1,200	2,500
OHSE Logistics Coordinator	5-10	900	1,500
Manufacturing Director	10-15	2,000	4,000
Manufacturing Manager	5-10	1,700	3,500
Maintenance Manager	5-10	1,500	3,000
Maintenance Supervisor	3-5	700	1,500
General Manager/COO (Factory)	10+	3,000	10,000
Factory/Plant Director	15-20	2,500	7,000
Factory/ Plant Manager	10-15	2,000	5,000
Plant Engineering Director	10-15	2,200	5,000
Plant Engineering Manager	5-10	2,000	4,000
Design Manager	5-15	1,000	3,000
Design Engineer	3-5	800	1,500
Industrial Engineer Lead	2-5	1,000	1,500
Industrial Engineer	1-3	350	600





HO CHI MINH CITY

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
<b>TRADING</b>			
<b>AGRICULTURE</b>			
Sales Director	5-10	3,000	5,000
Sales Manager	5-10	2,000	3,500
Marketing Director	5-10	4,000	7,000
Marketing Manager	5-10	2,500	5,000
Product Manager	3-5	1,500	3,000
Product Staff	3-5	600	800
Key Account Manager	5-10	1,500	2,500
Sales Executive	1-5	350	1,200
R&D Manager	5-10	1,800	3,000
R&D Supervisor	3-5	900	1,200
R&D Staff	1-3	350	700
QA/QC Manager	5-10	1,700	2,500
QA/QC Supervisor	3-5	1,000	1,500
QA/QC Staff	1-3	350	800
Lab Manager	5-10	2,000	3,000
Lab Supervisor	3-5	900	1,500
<b>CHEMICAL</b>			
Chief Representative/Country Manager	7-10	5,000	7,000
Technical Sales Director	7-10	4,500	7,000
Technical Sales Manager	5-7	2,000	5,000
Senior Technical Sales Executive	3-5	1,200	2,000
Technical Sales Executive	1-3	350	1,200
Key Account Manager	5-10	2,000	3,000
Technical Service Manager	7-10	2,000	3,500
Lab Manager	5-10	2,000	4,000
Lab Supervisor	3-5	900	1,500
QA/QC Manager	5-10	2,000	3,500
QA/QC Supervisor	3-5	900	1,500
QA/QC Staff	1-3	350	600
R&D Manager	5-10	2,000	3,500
R&D Supervisor	3-5	1,000	2,000
R&D Staff	1-3	350	600



HO CHI MINH CITY

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
<b>ELECTRICAL/ELECTRONIC</b>			
Country Manager/General Manager	5-10	3,000	10,000
Technical Sales & Marketing Director	5-10	3,000	10,000
Technical Sales & Marketing Manager	5-10	2,000	3,500
Technical Sales Director	5-10	3,000	5,000
Technical Senior Sales Manager	5-10	2,500	3,500
Technical Sales Manager	5-10	1,500	2,500
Technical Sales Executive	2-5	600	1,500
Field Sales Manager	5-10	1,200	2,000
Field Sales Executive	2-5	600	800
Service/Maintenance Supervisor	5-10	700	2,000
Service/Maintenance Engineer	2-5	500	1,000
Test Quality Manager	1-3	1,000	1,200
Test Quality Leader	2-5	500	1,200
Test Quality Engineer	1-3	350	600
<b>MACHINERY/ AUTOMOTIVE/HEAVY INDUSTRIAL</b>			
Senior Sales Manager/ Senior Marketing Manager (Director)	5-10	3,000	10,000
Sales Manager/Marketing Manager/ Business Development Manager	3-5	1,500	3,000
Sales Supervisor/ Marketing Supervisor/ Senior Sales Engineer	3-5	1,000	1,500
Area Sales Manager/Account Manager	3-5	1,000	2,000
Area Sales Manager/Account Manager	1-3	500	1,000
Application Engineer	1-3	350	1,000
Sales Engineer/Sales Executive	1-3	350	1,000
<b>AFTER SALES SERVICE</b>			
Senior CS Manager/ Senior After-Sales Manager (Director)	5-10+	2,500	10,000
CS Manager/After-Sales Manager	3-5	1,500	4,000
CS Supervisor/After-Sales Supervisor (Team Leader)	3-5	1,000	1,500
CS Staff/After-Sales Engineer	1-3	500	1,000
Site Manager/Field Service Manager	3-5	1,500	2,500
Senior Site Engineer/Senior Field Service Engineer	5+	1,500	2,500
Site Engineer/Field Service Engineer	3-5	800	1,500
Site Engineer/Field Service Engineer	1-3	500	1,000





HO CHI MINH CITY

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
TECHNICIAN			
Senior Technical Manager	5+	2,000	3,500
Technical Manager	3-5	1,200	2,000
Senior Technician	2-3	1,000	2,000
Technician	1-5	500	1,000

SPECIAL SECTORS

FURNITURE			
Chief Representative	10-15	3,000	5,000
Sourcing Manager	5-10	1,800	3,000
Sales Manager	10-15	1,000	2,000
QA/QC Manager	5-10+	1,000	3,000
QA/QC Supervisor	3-5	500	1,500
Packaging Manager	5-10+	600	1,500
Finishing Manager	5-10+	1,000	1,500
Finishing Supervisor	3-5	500	1,000

GARMENT/FOOTWEAR			
LOCAL EMPLOYEE			
BDM/Marketing Manager	5+	1,200	3,000
Technician Manager	5-10	700	1,500
Sourcing Manager	5-10	1,200	4,000
QA/QC Manager	5-10	1,200	4,000
QA/QC Supervisor	3-5	600	2,000
QA/QC Staff	1-3	350	600
Planning Manager	5-10	700	2,000
Pattern Maker Manager	5-10	1,000	2,000
Pattern Maker	5+	700	1,500
Senior Merchandiser Manager	5+	1,200	2,500
Merchandiser Manager	5+	1,200	2,000
Merchandiser Supervisor	5+	1,000	2,000
Merchandiser Staff	3-5	500	1,000
Leather Commercialisation	5-10	1,200	2,000
Inspector Manager	5-10	1,000	2,000
Inspector	5+	700	1,500
Tailor	5-10	500	1,000

EXPAT EMPLOYEE Local Employee Salary + (20%- 50%)



HANOI

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
MANUFACTURING			
Factory/Plant Director (Expat)	10+	5,000	12,000
Factory/Plant Director	15-20	2,500	10,000
Factory/Plant Manager	10-15	2,000	5,000
Plant Engineering Director	10-15	2,200	5,000
Plant Engineering Manager	5-10	2,000	4,000
Project Manager (Expat)	7-10+	5,000	10,000
Project Manager	7-10+	2,500	4,000
Assistant Project Manager	3-5	1,000	2,000
Operational Excellence/ Continuous Improvement Manager	5-10	2,000	3,500
HSE Manager	10-15	1,500	3,000
HSE Supervisor	5-10	1,200	2,500
QA/QC Manager	5-10	2,000	3,500
QA/QC Supervisor	3-5	900	1,700
QA/QC Staff	1-3	500	800
Maintenance Manager	5-10	1,500	3,000
Facilities Manager	5-10	1,500	3,000
Process Manager	5-10	1,500	3,000
Process Engineer	2-5	600	1,200
Production Director (Expat)	5-10+	3,500	10,000
Production Director	10-15	2,000	4,000
Production Manager	5-10	1,500	3,000
Production Supervisor	3-5	1,000	2,000
Production Staff	3-5	500	700
Senior Technical Manager	5+	2,000	3,500
Technical Manager	3-5	1,200	2,500
Shift Leader / Senior Technician	5+	1,000	2,000
Technician	3-5	500	1,000
Operator	5-10	350	500





Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
<b>TRADING</b>			
<b>CHEMICAL / PLASTIC</b>			
Country Manager (Expat)	5-10	5,000	10,000
Country Manager	7-10	4,500	7,000
Sales Director	7-10	4,500	7,000
Sales Manager	5-7	3,000	4,500
Sales Executive	1-5	1,000	2,000
Key Account Manager	5-10	1,800	2,500
Technical Service Manager	7-10	2,500	4,500
Lab Manager	5-10	2,000	3,000
Lab Supervisor	3-5	900	1,700
R&D Manager	5-10	2,000	3,500
R&D Supervisor	3-5	1,000	2,000
R&D Staff	1-3	600	1,000
<b>ELECTRICAL/ELECTRONIC</b>			
Country Manager (Expat)	5-10	5,000	10,000
Country Manager	5-10	3,000	6,000
Sales Director	5-10	3,000	10,000
Sales Manager	5-10	1,500	3,500
Sales Executive	2-5	800	2,000
Service/Maintenance Supervisor	5-10	1,000	2,500
Service/Maintenance Engineer	2-5	700	1,500
Field Sales Manager	5-10	1,200	3,000
Field Sales Executive	2-5	700	1,000



Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
<b>MACHINERY/AUTOMOTIVE</b>			
Country Manager (Expat)	5-10	5,000	10,000
Country Manager	5-10	3,000	6,000
Technical Manager	3-10	1,500	3,000
Technician	2-3	800	1,500
Field Service Manager	3-10	1,500	3,000
Senior Field Service Engineer	5-10	1,500	2,500
Field Service Engineer	2-5	800	1,500
After-Sales Director	5-10	2,500	6,000
After-Sales Manager	3-5	1,500	4,000
After-Sales Supervisor	3-5	1,200	2,000
After-Sales Engineer	1-3	700	1,200
Sales Director	5-10	3,000	10,000
Sales Manager	3-5	2,000	4,000
Sales Supervisor	3-5	1,000	2,000
Sales Executive	1-3	800	1,200
<b>ENERGY/HEAVY INDUSTRIAL</b>			
General Director	10+	5,000	10,000
Project Development Manager	5-10+	2,500	6,000
Project Development Associate	3-5	1,000	2,000
Technical Manager	5-10+	2,000	4,000
Project Manager	5-10+	2,000	4,000
Site Manager	5-10+	2,000	4,000
Site Engineer	3-5	1,000	1,500
Plant Operations Manager	5-10+	2,500	5,000
Procurement Manager	5-10+	1,500	3,500
Procurement Staff	3-5	800	1,500
Business Support	2-5	700	1,500





HO CHI MINH CITY

		Salary Range (per month)	
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
FUNCTIONAL			
CUSTOMER SERVICE LOGISTICS			
Order Process Management/ Customer Service Logistics Officer	3-6	500	1,500
Order Process Management/ Customer Service Logistics Manager	5-10+	1,000	4,000
PURCHASING			
Purchasing/Sourcing/Procurement/ Buyer Officer	2-5	400	1,500
Purchasing/Sourcing/Procurement/ Buyer Manager	5-10	1,000	5,000
SYSTEM			
ERP/SAP Implementation Leader	2-10	1,000	3,500
PLANNING			
Supply Planning/Production Planning Officer	1-5	500	1,500
Supply Planning/Production Planning Manager	5-15	1,500	5,000
Demand Planning Officer	1-5	500	2,000
Demand Planning Manager	5-10	1,000	5,000
Logistics Planning Officer	2-5	500	2,000
Logistics Planning Manager	5-15	1,000	3,500
Material Planning Manager	5-12	1,000	4,500
Supply Chain Planning Officer	3-5	800	2,000
Supply Chain Planning Manager	5-15	2,000	10,000
LOGISTICS			
Logistics Officer	2-5	500	1,500
Logistics Manager	5-10	1,000	4,000
SUPPLY CHAIN			
Supply Chain Officer	2-5	600	1,500
Supply Chain Manager	5-15	1,000	6,000
WAREHOUSE			
Warehouse Officer	2- 5	500	1,500
Warehouse Manager	5-15	1,000	3,000
Inventory Officer	1-5	300	1,000
Inventory Manager	5-10	1,000	2,000



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
3-6	650	1,500
5-10+	1,500	4,000
2-5	600	1,500
5-10	1,200	3,000
2-10	1,500	3,500
1-5	700	2,000
5-15	1,200	3,500
1-5	500	2,500
5-10	1,200	4,000
2-5	700	2,000
5-15	1,200	3,500
5-12	1,200	4,500
3-5	1,000	3,000
5-15	2,000	6,000
2-5	600	1,500
5-10	1,200	4,000
2-5	700	1,500
5-15	1,300	6,000
2-5	500	1,000
5-15	1,300	3,000
1-5	500	1,000
5-10	800	2,000





HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
WAREHOUSE & LOGISTICS			
Warehouse & Logistics Officer	2-5	700	1,500
Warehouse & Logistics Manager	5-10	900	3,000
TRANSPORTATION			
Transportation Officer	2-5	400	1,200
Transportation Manager	5-10	1,000	2,500
Fleet/Delivery Officer	1-5	300	1,000
Fleet/Delivery Manager	5-10	800	2,500
DISTRIBUTION			
Distribution Center Officer	2-5	400	1,000
Distribution Center Manager	5-15	1,000	3,500
CONSULTING			
Supply Chain Consultant	2-5	1,000	3,000
Supply Chain Managing Consultant	5-10	1,500	6,000
Customs & International Trade Consultant	3-5	1,000	2,000
Customs & International Trade Managing Consultant	5-10	1,500	5,000
IMPORT EXPORT/ CUSTOMS			
Import Export Officer/Customs Officer	2-5	400	1,500
Import Export Manager/Customs Manager	5-10	1,000	3,000
LOGISTICS SERVICES			
LOGISTICS			
Logistics Officer	2-5	500	1,500
Logistics Manager	3-15	1,000	4,000
WAREHOUSE			
Warehouse Officer	2-5	400	1,500
Warehouse Manager	5-10	1,000	3,000
Outbound/ Inbound Officer	2-5	400	1,000
Outbound/ Inbound Manager	5-10	1,000	2,500
Inventory Officer	2-5	400	1,000
Inventory Manager	5-10	1,000	2,500



HANOI

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	2-5	700	1,500
	5-10	1,200	3,000
	2-5	500	1,200
	5-10	1,500	3,000
	1-5	N/A	N/A
	5-10	N/A	N/A
	2-5	600	1,000
	5-15	1,300	4,000
	2-5	N/A	N/A
	5-10	N/A	N/A
	3-5	N/A	N/A
	5-10	N/A	N/A
	2-5	500	1,300
	5-10	1,000	3,000
	2-5	700	1,500
	3-15	1,500	4,000
	2-5	600	1,500
	5-10	1,500	3,500
	2-5	500	1,000
	5-10	1,000	2,500
	2-5	500	1,000
	5-10	1,000	2,500



HO CHI MINH CITY

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
TRANSPORTATION			
Transportation/Delivery Officer	2-5	500	1,500
Transportation/Delivery Manager	5-10	1,000	3,000
Route Design Manager	5-12	1,000	3,000
CUSTOMER SERVICE LOGISTICS			
Customer Service Officer	2-5	500	1,500
Customer Service Manager	5-12	1,000	4,000
CUSTOMS			
Customs Officer	2-5	400	1,100
Customs Manager	5-10	800	3,500
Cross Border Manager	5-15	1,000	5,000
Air/Sea Freight/International Freight Forwarding Officer	2-5	400	1,100
Air/Sea Freight/International Freight Forwarding Manager	5-10	1,000	3,000
OPERATION			
Operation Officer	2-5	400	1,100
Operation Manager	5-10	1,000	3,000
IMPROVEMENT			
Process Innovation/Excellence/Improvement Officer	2-5	800	1,500
Process Innovation/Excellence/Improvement Manager	5-10	1,000	2,500
SALES			
Sales/Business Development Officer	3-5	400	1,200
Sales/Business Development Manager	5-10	1,000	3,000
Key Account Manager	5-10	1,000	3,000
Commercial Director	5-15	1,500	5,000
BRANCH			
Branch Manager	5-10	1,000	3,000
DISTRIBUTION CENTER/ HUBS			
Distribution Center Officer	2-5	500	1,500
Distribution Center Manager	5-10	1,000	3,000
SHIPPING			
Shipping Manager	5-10	1,000	2,000



HANOI

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	2-5	600	1,500
	5-10	1,300	3,000
	5-12	1,300	3,000
	2-5	600	1,500
	5-12	1,300	4,000
	2-5	500	1,100
	5-10	1,000	3,500
	5-15	N/A	N/A
	2-5	500	1,100
	5-10	1,000	3,500
	2-5	500	1,100
	5-10	1,000	3,000
	2-5	N/A	N/A
	5-10	N/A	N/A
	3-5	600	1,200
	5-10	1,500	3,000
	5-10	1,200	2,500
	5-15	1,500	5,000
	5-10	2,000	4,000
	2-5	600	1,500
	5-10	1,400	4,000
	5-10	1,000	2,500





HO CHI MINH CITY

Salary Range (per month)			
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	

MANUFACTURING

Technical Staff	1-3	500	800
Technical Manager	5-10	1,300	2,000
QA/QC Staff	1-3	500	1,000
QA/QC Manager	5-10	1,500	2,300
Production Manager	5-10	1,500	2,300
Assistant Production Manager	3-5	1,000	1,500
Equipment Maintenance Staff	1-3	500	1,000

INFORMATION TECHNOLOGY

Programmer Leader	3-5	1,800	4,000
Programmer Manager	5-10	2,000	4,000
Mobile Team Leader	3-5	2,000	4,000
Engineering	1-3	1,000	2,500
Operator	1-3	1,000	1,500
Communicator	1-3	1,000	1,500

TRADING

Support Project Manager	1-3	1,200	2,500
Sale Manager	3-10	1,500	3,500
Sale Staff	1-3	500	1,200
Market Research Staff	1-3	600	1,200
Logistics Staff	1-3	600	1,200

GENERAL AFFAIRS POSITIONS

General Affairs Staff	1-3	500	1,000
General Affairs Manager	3-10	1,500	2,500
Assistant to Manager	1-5	800	1,500
Interpreter/Translator	1-5	500	1,500
Interpreter to Production Manager	1-5	500	1,500



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)

1-3	550	800
5-10	1,000	1,800
1-3	550	1,000
5-10	1,000	2,000
5-10	1,000	2,000
3-5	800	1,300
1-3	550	800

3-5	1000	2,500
5-10	1,500	3,500
3-5	1,200	2,500
1-3	600	2,000
1-3	600	1,500
1-3	600	1,200

N/A	N/A	N/A
3-10	1,100	3,000
1-3	600	1,200
1-3	600	1,200
1-3	600	1,000

1-3	600	1,000
3-10	1,000	2,000
1-5	700	1,500
1-5	600	1,500
1-5	600	1,500






<div>HO CHI MINH CITY</div>				
Salary Range (per month)				
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
NATIVE JAPANESE POSITIONS				
SALES POSITIONS				
	Staff	0-3	1,500	2,500
	Assistant Manager	3-5	2,000	3,000
	Manager	5+	2,500	4,000
PRODUCTION CONTROL/QC POSITIONS				
	Staff	0-3	1,800	2,500
	Assistant Manager	3-5	2,000	3,000
	Manager	5+	2,500	6,000

<div>HANOI</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	0-3	1,600	2,500
	3-5	2,000	3,000
	5+	2,500	4,000
	0-3	1,800	2,500
	3-5	2,000	3,000
	5+	2,500	6,000

<div>HO CHI MINH CITY</div>				
Salary Range (per month)				
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
IT/WEB POSITIONS				
	Staff	1-3	1,800	3,000
	Assistant Manager	3-5	2,500	3,500
	Manager	5+	3,000	5,000
FINANCE				
	Staff	1-3	2,000	3,000
	Assistant Manager	3-5	2,500	3,500
	Manager	5+	3,000	5,000
OTHERS				
	Accounting Manager	5+	3,000	5,000
	Customer Service	0-3	1,500	2,500

<div>HANOI</div>			
Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	1-3	1,800	3,000
	3-5	2,500	3,500
	5+	3,000	5,000
	1-3	2,000	3,000
	3-5	2,500	3,500
	5+	3,000	5,000
	5+	3,000	5,000
	0-3	1,500	2,500





HO CHI MINH CITY & HANOI

Salary Range (per month)			
EXPERIENCE (YEARS)		MIN (USD)	MAX (USD)
NATIVE KOREAN POSITIONS (KOREAN & FOREIGN COMPANY)			
FINANCE & ACCOUNTING			
Business Development Director		10+	5,5007,000
Business Development Manager		5-7	3,5005,000
Senior Associate		2-4	3,0003,500
MANUFACTURING			
Senior Production Manager		10-15	5,0007,000
Mechanical Engineering Manager		10+	5,0006,000
Key Account Manager/Business Development Manager		3-7	3,5004,500
Technical Sales Assistant Manager		1-3	2,5003,500
HR & GA Director		10+	5,0007,000
HR & GA Assistant Manager		2-5	3,0004,500
IT			
Business Development Manager		7+	4,0005,000
Sales Executive		3-5	2,5003,500
HOSPITALITY			
F&B Supervisor		2-3	1,5002,000
Business Development Manager		3-5	3,5004,000
Operation Manager		5-10	3,5005,000
Franchise Director		10-15	4,0006,000
CONSTRUCTION & REAL ESTATE			
Construction Manager		7-10	4,0006,000
Business Development Manager		7-10	4,5006,000
Sales Executive		1-2	2,5003,000
SUPPLY CHAIN			
Business Development Manager		3-5	3,0004,000
Country Sales Manager		10+	5,0007,000
KOREAN SPEAKING VIETNAMESE			
HR & GA Manager		7-15	1,5002,500
Chief Accountant cum Office Manager		7-15	1,5002,500
Interpreter - Translator		1-3	7001,000
Interpreter cum Admin		3-5	1,0001,500