



FirstAlliances
vietnam's leading HR specialist

HO CHI MINH CITY OFFICE

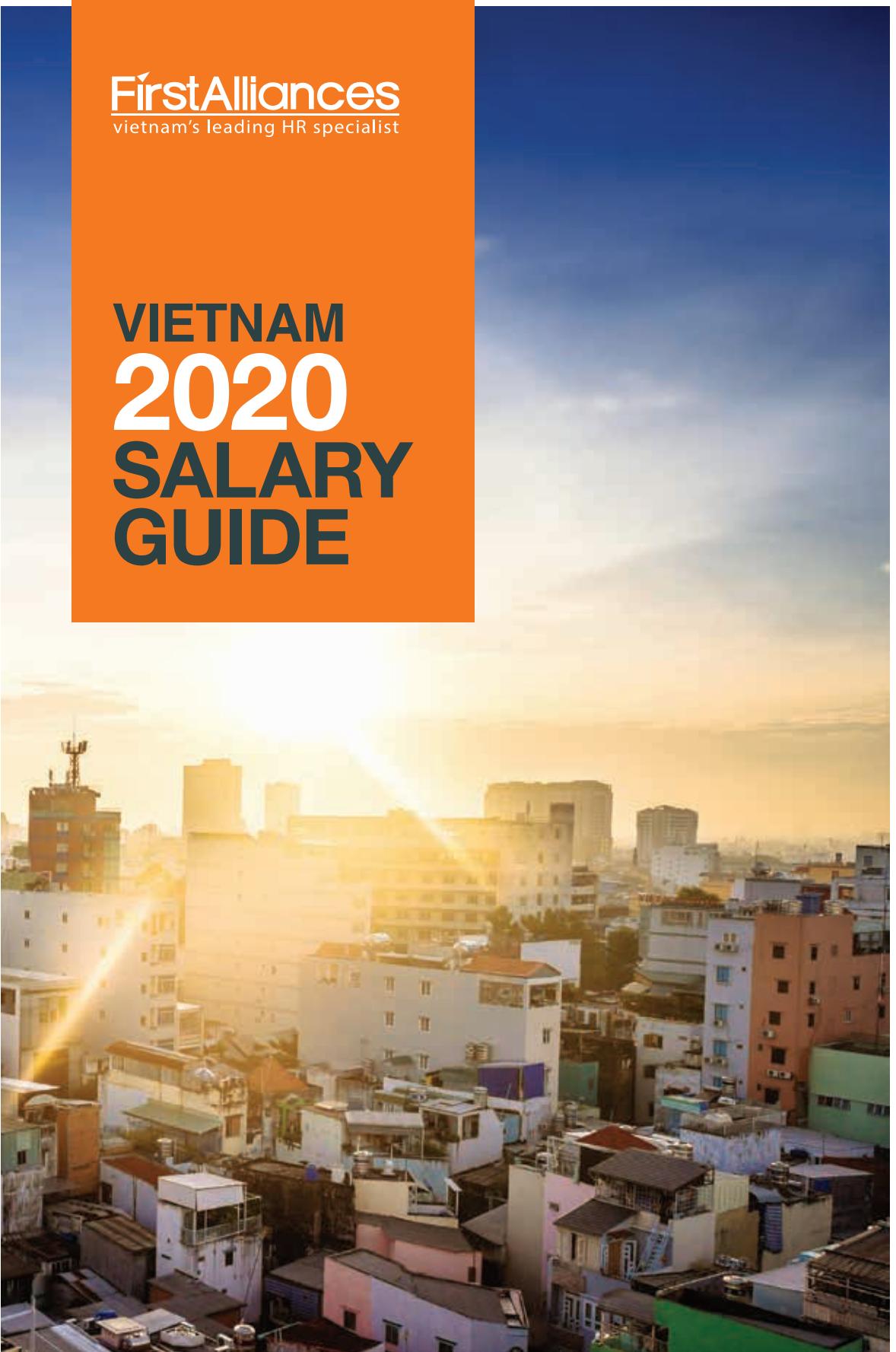
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FirstAlliances
vietnam's leading HR specialist

**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.

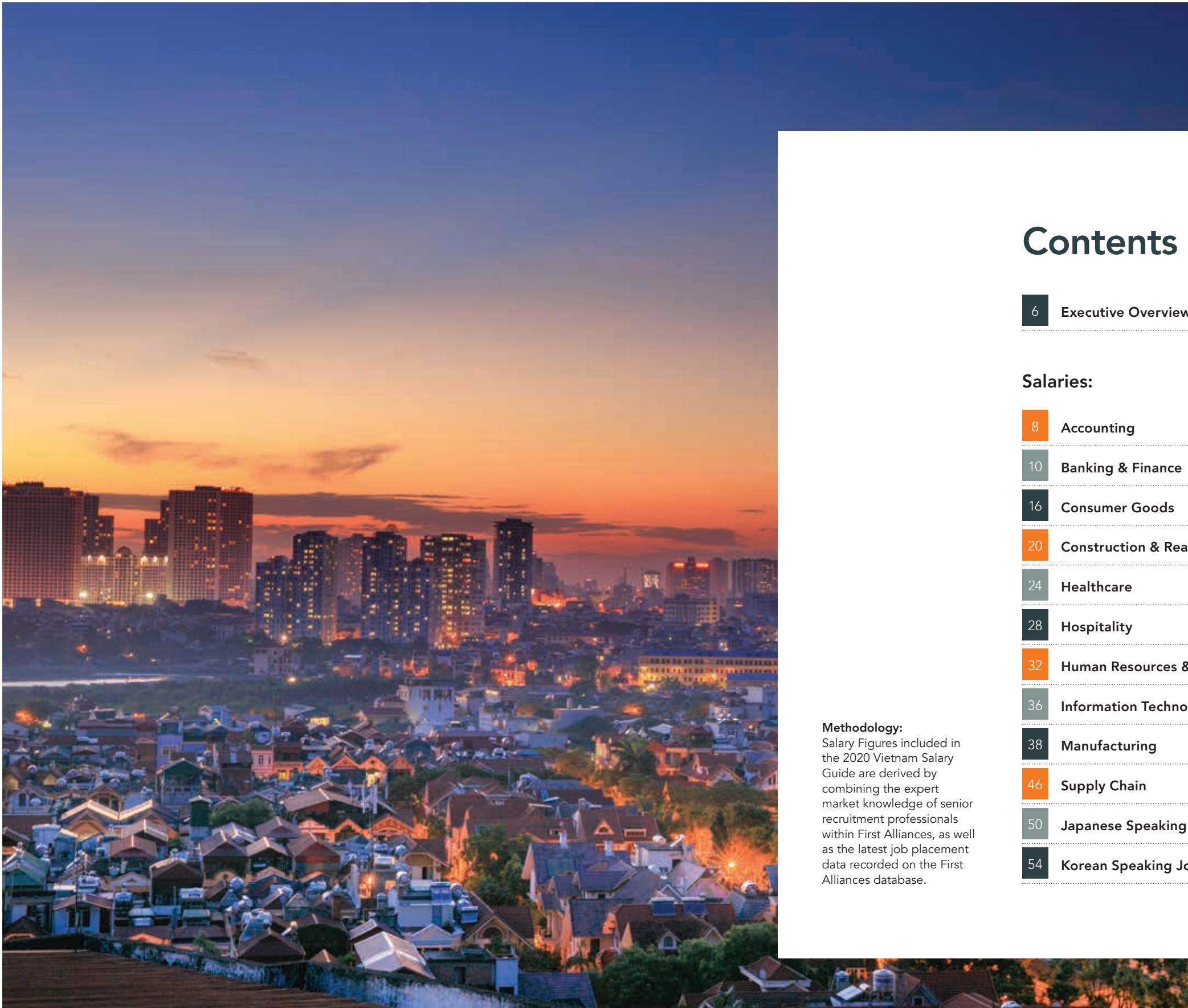
Our key expertise is in the Accounting, Construction & Real Estate, Consumer Goods, Banking, Finance & Insurance, Healthcare, Hospitality, Industrial & Supply Chain, IT & Telecommunications, and HR & Administration industries. Together with our Japan and Korea desks, we seek to provide a one-stop hiring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


HANOI

Salary Range (per month)

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
12-20	4,000	10,000
12-20	3,000	8,000
10-14	3,000	5,000
10-14	3,000	4,000
8-12	2,000	3,500
2-6	1,000	2,000
N/A	N/A	N/A
5-8	1,500	3,500
N/A	N/A	N/A
N/A	N/A	N/A
5-8	1,100	2,200
3-5	700	1,500
2-4	500	1,000

Salary Range (per month)

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
12-20	4,000	10,000
12-20	3,000	8,000
10-14	3,000	5,000
10-14	3,000	4,000
8-12	2,000	3,500
2-6	1,000	2,000
N/A	N/A	N/A
5-8	1,500	3,500
N/A	N/A	N/A
N/A	N/A	N/A
5-8	1,100	2,200
3-5	700	1,500
2-4	500	1,000

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

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





HO CHI MINH CITY



HANOI

BANKING

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
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

BOARD OF MANAGEMENT

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
CEO	10+	15,000
Deputy CEO	10+	10,000

FRONT OFFICE – RETAIL BANKING

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
Head of Retail Banking	10+	10,000
Branch Director/Manager	6-8	1,500
Transaction Manager	6-8	1,500
Regional Sales Director/Manager	10+	3,000
(Provincial) Retail Sales Manager	6-8	1,200
Retail Team Leader/Supervisor	5-7	700
Retail Senior Relationship Manager	3-5	600
Retail Relationship Manager	0-2	500

FRONT OFFICE – CORPORATE BANKING

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
Head of Corporate Banking	10+	10,000
Head of Sales	7-10	4,000
Regional Sales Director	8-10	2,500
Business Center Director	8-10	2,500
Senior Relationship Manager	4-8	1,500
Relationship Manager	2-5	800
Assistant Relationship Manager	0-2	600

OPERATION DEPARTMENT

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
Operations Manager	7+	3,000
Senior Operations Officer	3-5	1,000
Operations Officer	2-3	500

CREDIT APPROVAL DEPARTMENT

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
Head of Credit Approval	8+	4,000
Credit Manager	6+	2,500
Senior Credit Officer/Specialist	4-6	1,500
Credit Approval Officer	2-4	500

RISK MANAGEMENT DEPARTMENT

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
Risk Management Director	8+	7,000
Risk Management Manager	4-8	2,500
Senior Risk Management Officer	3-5	1,500
Risk Management Officer	2-4	600



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	



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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



HANOI

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)

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
Merchandiser/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
5-7	1,500	4,000
10+	3,500	5,000
10-15	3,000	5,000
5-10	1,200	3,000
1-3	700	900



HO CHI MINH CITY

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

FASHION & COSMETICS

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
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

HANOI

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

COMMUNICATIONS & MEDIA

EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
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
	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



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

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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	



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+	1,200	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


HANOI

Salary Range (per month)
Salary Range (per month)

EXPERIENCE (YEARS)
MIN (USD)
MAX (USD)
EXPERIENCE (YEARS)
MIN (USD)
MAX (USD)

18+
7,000
10,000
18+
4,500
8,000

15+
N/A
N/A
N/A
N/A
N/A

12+
5,000
7,000
5-12
1,500
3,500

10+
3,500
5,000
3-6
800
1,400

6-10
1,500
3,500
N/A
N/A
N/A

4-6
1,000
1,500
10+
2,500
4,000

15+
4,000
6,000
5-10
1,200
2,300

8+
3,000
4,000
12+
4,000
6,000

5-10
1,500
2,500
7+
1,200
3,000

5-7
1,100
1,400
5-7
800
1,200

15+
5,000
7,000
N/A
N/A
N/A

8+
2,000
4,000
N/A
N/A
N/A

7+
2,000
3,000
N/A
N/A
N/A

18+
5,500
8,500
N/A
N/A
N/A

10+
2,500
4,500
3+
2,000
3,000

5+
1,500
2,500
3+
1,500
2,500

10-15
4,000
5,000
10-15
3,000
4,000

5-10
1,800
3,500
5-10
1,800
3,000

3-5
1,200
2,200
3-5
1,000
2,200

15+
4,500
6,500
15+
4,000
8,000

10+
2,200
4,000
10+
2,300
4,500

3-5
800
1,700
3-5
1,000
1,800

10+
2,200
4,500
N/A
N/A
N/A

5+
800
1,500
N/A
N/A
N/A

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

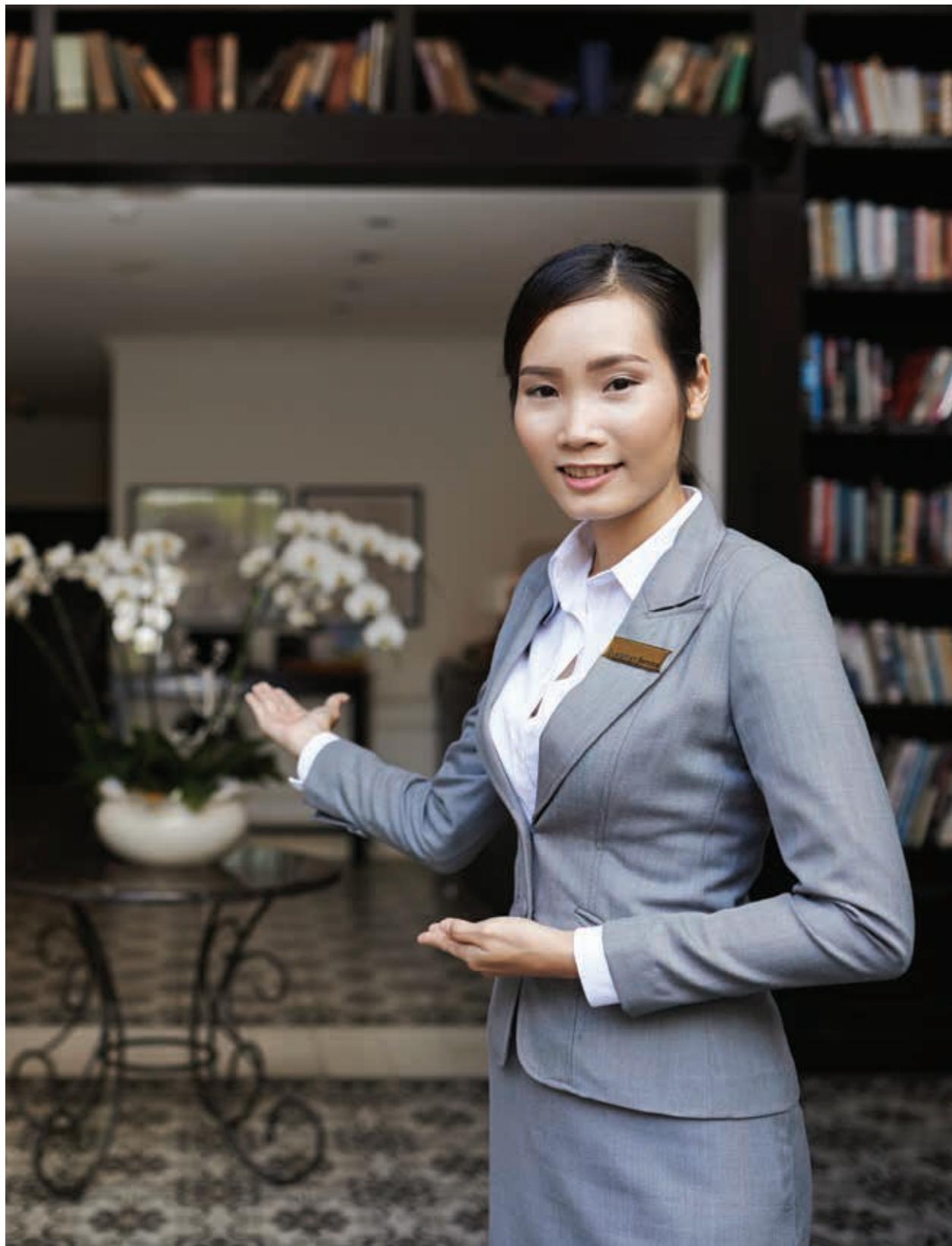


MEDICAL DEVICE HOSPITAL CLINIC			
MEDICAL DEVICE			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
Product Manager	10+	2,500	4,500
Sales Manager	10+	2,000	5,000
Sales Executive	2-5	700	1,500
Service Manager	10+	2,000	3,500
Service Engineer	2-7	700	1,300
Application Specialist	2-7	800	1,300

HANOI			
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

HO CHI MINH CITY			
HOSPITAL CLINIC			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
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

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



		HO CHI MINH CITY					HANOI				
		Salary Range (per month)					Salary Range (per month)				
		EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)			EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)		
HOTEL											
EXECUTIVE											
General Manager (Expat)	15+	6,000	10,000		15+	5,000	9,000				
General Manager	15+	4,000	6,000		15+	3,000	5,500				
Executive Assistant Manager	10+	2,500	5,000		10+	2,500	5,000				
F&B AND KITCHEN											
Executive Chef (Expat)	15+	4,000	8,000		15+	4,000	7,000				
Executive Chef	15+	3,000	5,000		15+	3,000	5,000				
Executive Sous Chef	10+	2,000	3,000		10+	2,000	3,000				
Director of Food and Beverage (Expat)	10+	5,000	8,000		10+	5,000	8,000				
Director of Food and Beverage	10+	3,000	5,000		10+	3,000	5,000				
Food and Beverage Manager	7+	2,000	3,000		7+	2,000	3,000				
Pastry Chef (Expat)	7+	3,000	5,000		7+	3,000	5,000				
Pastry Chef	7+	1,500	3,000		7+	1,500	3,000				
SALES & MARKETING											
Group Director of Sales & Marketing (Expat)	15+	6,000	10,000		15+	5,000	10,000				
Director of Sales & Marketing (Expat)	10+	4,000	6,000		10+	4,000	6,000				
Director of Sales & Marketing	10+	3,000	5,000		10+	2,000	5,000				
Director of Sales	7+	2,500	4,000		7+	2,000	4,000				
Sales Manager	5+	1,500	3,000		5+	1,000	3,000				
E-Commerce Manager	5+	1,000	2,000		N/A	N/A	N/A				
Marketing Communications Manager	5+	1,500	2,500		5+	1,500	2,500				
Digital Marketing Manager	3+	1,500	2,000		3+	1,500	2,000				
OPERATION											
Director of Rooms	10+	3,000	4,000		10+	3,000	4,000				
Executive Housekeeper	10+	1,500	2,000		10+	1,000	2,000				



HO CHI MINH CITY

	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

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
F&B CHAINS			
	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

	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

	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	



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

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



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

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

INFORMATION TECHNOLOGY & TELECOMMUNICATIONS



HO CHI MINH CITY

Salary Range (per month)		
EXPERIENCE (YEARS)	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



HANOI

Salary Range (per month)		
EXPERIENCE (YEARS)	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

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



HO CHI MINH CITY

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)
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TRADING

AGRICULTURE

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

CHEMICAL

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)
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ELECTRICAL/ELECTRONIC

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

MACHINERY/ AUTOMOTIVE/HEAVY INDUSTRIAL

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

AFTER SALES SERVICE

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



HANOI

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
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TRADING

CHEMICAL / PLASTIC

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

ELECTRICAL/ELECTRONIC

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



HANOI

Salary Range (per month)

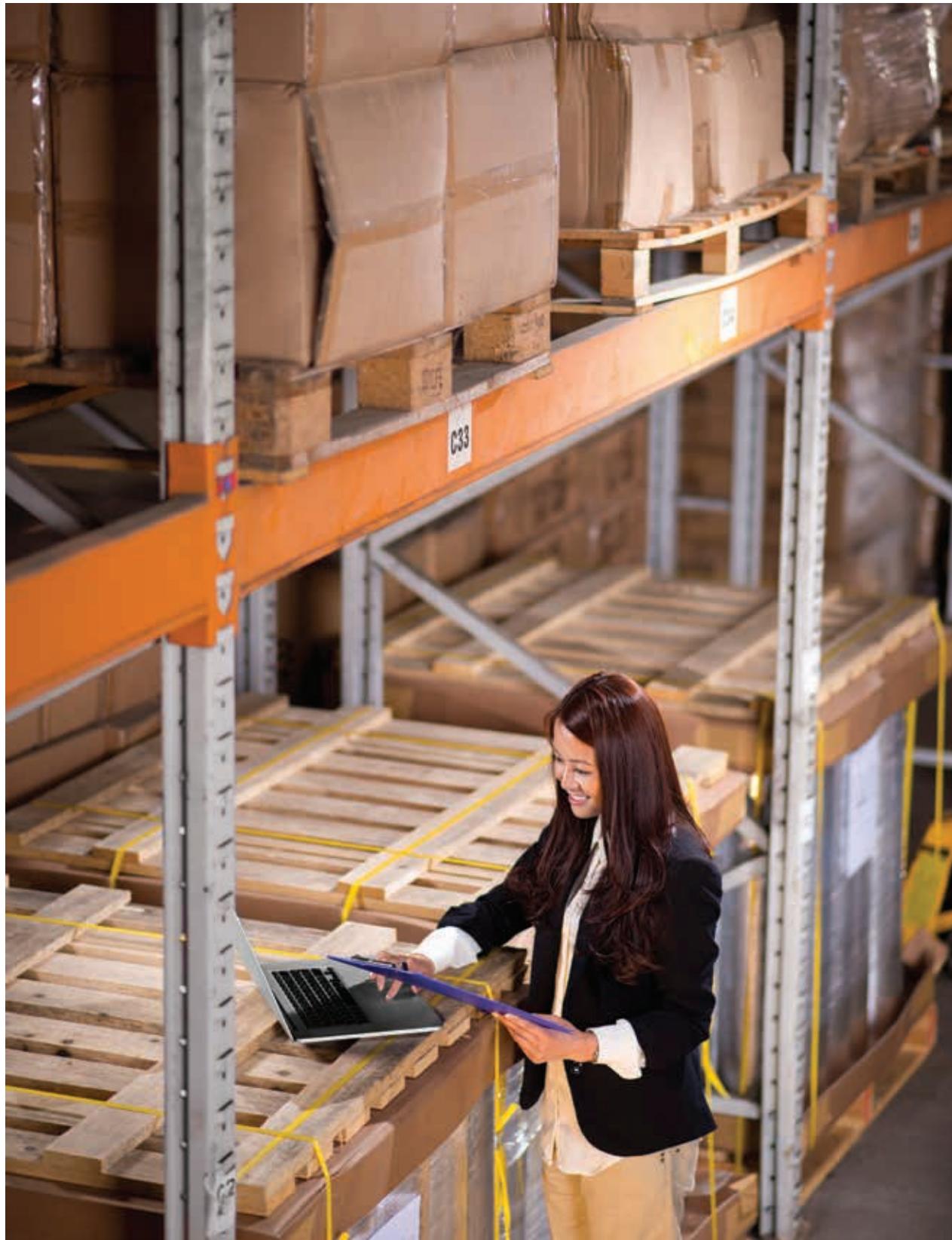
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
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MACHINERY/AUTOMOTIVE

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

ENERGY/HEAVY INDUSTRIAL

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


HANOI

Salary Range (per month)

Salary Range (per month)

EXPERIENCE (YEARS)

MIN (USD)

MAX (USD)

EXPERIENCE (YEARS)

MIN (USD)

MAX (USD)

FUNCTIONAL

FUNCTIONAL

CUSTOMER SERVICE LOGISTICS

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

Purchasing/Sourcing/Procurement/
Buyer Officer

2-5

400

1,500

Purchasing/Sourcing/Procurement/
Buyer Manager

5-10

1,000

5,000

SYSTEM

SYSTEM

ERP/SAP Implementation Leader

2-10

1,000

3,500

2-10

1,500

3,500

PLANNING

PLANNING

Supply Planning/Production Planning
Officer

1-5

500

1,500

1-5

700

2,000

Supply Planning/Production Planning
Manager

5-15

1,500

5,000

5-15

1,200

3,500

Demand Planning Officer

1-5

500

2,000

1-5

500

2,500

Demand Planning Manager

5-10

1,000

5,000

5-10

1,200

4,000

Logistics Planning Officer

2-5

500

2,000

2-5

700

2,000

Logistics Planning Manager

5-15

1,000

3,500

5-15

1,200

3,500

Material Planning Manager

5-12

1,000

4,500

5-12

1,200

4,500

Supply Chain Planning Officer

3-5

800

2,000

3-5

1,000

3,000

Supply Chain Planning Manager

5-15

2,000

10,000

5-15

2,000

6,000

LOGISTICS

LOGISTICS

Logistics Officer

2-5

500

1,500

2-5

600

1,500

Logistics Manager

5-10

1,000

4,000

5-10

1,200

4,000

SUPPLY CHAIN

SUPPLY CHAIN

Supply Chain Officer

2-5

600

1,500

2-5

700

1,500

Supply Chain Manager

5-15

1,000

6,000

5-15

1,300

6,000

WAREHOUSE

WAREHOUSE

Warehouse Officer

2-5

500

1,500

2-5

500

1,000

Warehouse Manager

5-15

1,000

3,000

5-15

1,300

3,000

Inventory Officer

1-5

300

1,000

1-5

500

1,000

Inventory Manager

5-10

1,000

2,000

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	
2-5	500	1,300	
5-10	1,000	3,000	

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



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

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

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

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

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

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

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

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



HO CHI MINH CITY

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



HANOI

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



HO CHI MINH CITY

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



HANOI

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

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+	5,500	7,000
Business Development Manager	5-7	3,500	5,000
Senior Associate	2-4	3,000	3,500
MANUFACTURING			
Senior Production Manager	10-15	5,000	7,000
Mechanical Engineering Manager	10+	5,000	6,000
Key Account Manager/Business Development Manager	3-7	3,500	4,500
Technical Sales Assistant Manager	1-3	2,500	3,500
HR & GA Director	10+	5,000	7,000
HR & GA Assistant Manager	2-5	3,000	4,500
IT			
Business Development Manager	7+	4,000	5,000
Sales Executive	3-5	2,500	3,500
HOSPITALITY			
F&B Supervisor	2-3	1,500	2,000
Business Development Manager	3-5	3,500	4,000
Operation Manager	5-10	3,500	5,000
Franchise Director	10-15	4,000	6,000
CONSTRUCTION & REAL ESTATE			
Construction Manager	7-10	4,000	6,000
Business Development Manager	7-10	4,500	6,000
Sales Executive	1-2	2,500	3,000
SUPPLY CHAIN			
Business Development Manager	3-5	3,000	4,000
Country Sales Manager	10+	5,000	7,000
KOREAN SPEAKING VIETNAMESE			
HR & GA Manager	7-15	1,500	2,500
Chief Accountant cum Office Manager	7-15	1,500	2,500
Interpreter - Translator	1-3	700	1,000
Interpreter cum Admin	3-5	1,000	1,500