

Vietnam

Salary Guide 2024





About PERSOLKELLY Vietnam

PERSOLKELLY Vietnam, formerly known as First Alliances, is a leading HR agency in Vietnam with over 20 years of experience. Our team of over 200 professional recruiters and HR consultants in Ho Chi Minh City and Hanoi provides comprehensive Payroll Solutions, Staffing, and Recruitment Services across ten specialised industries and functions. We help our customers solve their workforce challenges to achieve more.

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Ms. Trinh My Thao Tien (Audrey)

Manager, Executive Search and Selection
Hospitality, Real Estate & Construction
Banking & Financial Services
Accounting & Corporate Finance

Methodology: Salary figures included in the 2024 Vietnam Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Vietnam network, as well as job placement data recorded on the PERSOLKELLY Vietnam database.

Global Reach

We are one of the leading staffing, recruitment and HR solutions providers in the Asia Pacific region. Built on a legacy of innovation that dates back to the start of the modern staffing industry, PERSOLKELLY have a depth and breadth of expertise across diverse industries.

Our team of specialists take a collaborative approach to understand your unique challenges, leading to better relationships and results.

And our dynamic, fresh-thinking is paired with a focus on quality, creating greater value for your business.

With PERSOLKELLY, you get the strength and support of an organisation that has successfully been delivering this value across the APAC region for decades.

Gain access to much more...



Database of over
650k
candidates



Regional and
global networks



40+ years
of experience in
APAC



**13 market coverage across
APAC, with 80+ offices**

Australia, China, Hong Kong, India, Indonesia, Korea, Malaysia, Philippines, New Zealand, Singapore, Taiwan, Thailand, Vietnam

To view our salary guides
across the APAC region visit
persolkelly.com/salary-guides



Work and Smile

Working life is a journey of growth and creation.

We all have big dreams,
and there are many different paths to success.

Thus, we need to make our own choices
from a range of diversified work opportunities.

Our vision is to enrich society
so that all work leads to lives of happiness.



Our Services

EXECUTIVE SEARCH AND SELECTION

As a leading HR agency in Vietnam, PERSOLKELLY is committed to providing suitable HR solutions to help our clients accelerate their business and operational activities by attracting high-quality talent. Our Executive Search and Selection Team comprises over 150 experienced recruitment consultants in our Hanoi and Ho Chi Minh offices. The team has in-depth industry knowledge and passionate managers and team leaders who are experienced in recruiting key senior and executive positions, including board management for companies of every size. We are also one of the first companies to establish a Japan Desk to provide a one-stop hiring solution for our Japanese clients.



Accounting

Banking and Finance

Construction and Real Estate

Consumer Goods

Healthcare

Hospitality

HR and Administration

IT and Telecommunications

Industrial

Logistics & Supply Chain

A photograph of five diverse professionals—three men and two women—sitting around a small round table in a modern office setting. They are all smiling and laughing together, creating a positive and collaborative atmosphere. The background features a red floral arrangement and some decorative lanterns.

Get in touch with us today



HR OUTSOURCING SOLUTIONS

Maximise your service capabilities and scale your business.



Staffing

We manage the entire hiring process, labour contracts, and payrolls for our clients to meet their workforce demands during peak seasons or for temporary hiring requirements.



Payroll Parking

After completing your recruitment process, we assist you in streamlining employee management and payroll procedures, enabling you to concentrate on your core business strategy.



Payroll Outsourcing

Processing for payroll is time-intensive regardless of the size of your company. We help eliminate your administrative burden with **end-to-end payroll management**.

An experienced professional team of over 50 strongly supports our clients with challenging and time-consuming tasks requiring a high accuracy rate. Our team works as an extension of our client's operations, operating similarly to an in-house HR department. We systematically and successfully process more than 3,000 contractors and 11,000 payees monthly and have completed over 2 million payroll transactions in the last 15 years of our operation.

Why PERSOLKELLY Vietnam



Flexibility & cost efficiency



Strict security to prevent data leaks



Performed by expertise team



Reduce business risk and liabilities

Contact our HR Outsourcing Solutions team today

Unlocking Vietnam's Labour Market Potential in 2024



ECONOMIC INSIGHTS: NAVIGATING TRANSFORMATION

In 2023, Vietnam's economy underwent a transformation, transitioning from an 8% growth rate in 2022 to a moderated 5.05% in 2023. This deceleration, as reported by the government's General Statistics Office (GSO), was influenced by weak global demand and a temporary pause in public investment, coinciding with an intensified anti-graft crackdown. The growth rate fell below the government's 6.5% target and the decade-long average of 5.87%.

Looking ahead, the government envisions an economic resurgence, setting ambitious targets of 6.0% to 6.5% GDP growth for 2024. These figures underscore Vietnam's potential for recovery and future growth.

5.05% 6.0%–6.5%

GDP growth rate in 2023

Forecasted GDP growth rate in 2024



Executive Overview



The shrinking workforce raised concerns about the future talent pool and career opportunities in garment & textile industry.

LABOUR MARKET TRENDS: INSIGHTS FROM 2023

Real Estate: The Vietnamese real estate market faced numerous challenges in 2023, including legal principles, funding sources, high inflation, and interest rates. Despite these obstacles, there was a glimmer of hope as the market experienced gradual signs of recovery starting in Q4 2023. The Government has made efforts to enhance legal clarity, promote social housing development, and implement multiple interest rate cuts to stabilise the real estate sector and the broader economy.

Garment & Textile: The first half of 2023 witnessed a significant drop in import-export volumes, driven by reduced orders that led companies to limit fabric imports. Fabric import turnover reached a five-year low. This trend has also affected garment production, especially

casual wear, with output declining substantially in H1 2023 compared to the previous year. Additionally, concerns have arisen about the shrinking workforce within the sector, including both high-skilled and blue-collar labour, raising concerns about the industry's future talent pool and career opportunities.

Tech Talent Shortage & AI Potential: Despite global layoffs by major tech companies, the demand for IT recruitment remains steady as many companies aim to expand their talent pool while becoming more selective in hiring. Furthermore, Vietnam has made significant strides in AI development, yet the supply of qualified AI professionals falls short. The domestic market's demand for AI professionals notably exceeds the available supply, with only 10% of the recruitment demand being met. This presents a unique opportunity for professionals in this field.

OUTLOOK FOR 2024: ANTICIPATING A YEAR OF OPPORTUNITIES IN EMERGING INDUSTRIES

As we look ahead to 2024, Vietnam's labour market prospects appear promising.

Semiconductor: The semiconductor sector is anticipated to continue its ascent as a key driver of employment growth, supported by major investments from industry leaders like Samsung and Intel, as well as the migration of key manufacturers from China. However, the current shortage of professionals and skilled labour presents an opportunity for Vietnam to enhance its semiconductor supply chain. The industry requires up to 10,000 engineers annually, but the current supply meets less than 20% of this demand.

AI & Technology: The rising importance of AI and technology will persist as Vietnam's tech ecosystem grows. Professionals with expertise in AI, software development, and emerging technologies will find abundant opportunities.

Healthcare & Pharmaceuticals: An ageing population, an emerging middle and affluent class, and an increasing burden of chronic diseases reflect demographic shifts and societal changes in

Vietnam relevant to the healthcare sector. These trends are driving up the demand for long-term care. The healthcare and pharmaceutical sector in Vietnam has witnessed significant development, calling for skilled doctors, nurses, researchers, and pharmaceutical experts to meet the population's healthcare needs.

At PERSOLKELLY, our passion is to place our clients at the forefront. We remain dedicated to providing industry-leading HR services and insights to empower our clients in navigating this evolving labour market.

We hope you find this information a valuable input into your business decisions in the coming year.

Work and Smile



CONG ONG

Head of Regional Business Group, PERSOLKELLY
Country Head, PERSOLKELLY Vietnam



The rising importance of AI and technology will persist as Vietnam's tech ecosystem grows.



Accounting

The accounting landscape in Vietnam is indeed undergoing a significant transformation, driven by various factors such as automation, cost management initiatives, and the resurgence of consulting firms. As a result, accounting professionals with the right skills and adaptability will remain in high demand in this dynamic market. In order to remain competitive in today's ever-changing landscape, it is imperative to keep abreast of industry developments and continuously improve your skillset.



→ TOP 10 IN-DEMAND SKILLS



Management Accounting



Financial Reporting



Taxation



Internal Control



Tactical Planning



Data Analytics



Strategic Thinking



Business Acumen



Stakeholder Relation



Professional Ethics

Accounting

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

INTERNAL ACCOUNTING & FINANCE

Chief Financial Officer	12-20	7,000	17,000	5,000	13,000
Finance Director	12-20	4,000	10,000	4,000	10,000
Financial Controller	10-15	4,000	7,000	3,000	6,000
Senior Finance Manager	10-15	3,500	8,000	3,000	6,000
Finance Manager	8-12	3,000	6,500	2,000	3,500
Financial Analyst	2-6	1,200	2,500	1,500	3,000
Internal Audit Director	10-20	5,000	10,000	8,000	12,000
Internal Audit Manager	6-12	3,000	6,000	2,000	4,000
Treasury Manager	6-12	2,000	4,200		N/A
Tax Manager	6-12	2,000	4,500	2,000	4,000
Chief Accountant / Accounting Manager	6-12	2,000	4,500	1,500	3,500
Deputy Chief Accountant / General Accountant	5-8	1,000	2,000	1,000	2,000
Account Receivable / Account Payable / Accounting Executive	2-4	700	1,200	500	1,000

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

EXTERNAL FINANCIAL SERVICES*

Director Level (Expat)	10-15	10,000	14,000	8,000	15,000
Director Level (Local)	10-15	7,000	10,000	6,000	8,000
Manager Level (Expat)	8-10	4,500	7,000	3,000	6,000
Manager Level (Local)	8-10	2,000	4,000	2,000	4,000
Assistant Manager Level (Expat)	5-8	2,500	5,000	2,000	3,500
Assistant Manager Level (Local)	5-8	1,000	2,500	1,000	2,000

MANAGEMENT CONSULTING SERVICES

Director	15-20	10,000	20,000	10,000	20,000
Manager	10-15	5,000	10,000	4,000	10,000
Senior Consultant	6-10	3,000	5,000	2,500	4,000
Consultant	5-7	1,500	3,000	1,000	3,000

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



Banking & Finance

The banking and finance industry in Vietnam is projected to experience a notable recruitment demand in 2024. This demand is driven by the necessity for talent to execute new business strategies and navigate technological advancements. In the rapidly changing job market, professionals with the right skills and expertise are highly sought after. This is especially true for areas such as risk management, digital transformation, and specialised fields like AI and blockchain.



→ TOP 10 IN-DEMAND SKILLS



Investment Analysis



Sustainable Finance



Risk Management



Fintech Expertise



Digital Literacy



Data Analytics



Cybersecurity



Adaptability



Customer Relationship Management



Regulatory Compliance

Banking & Finance

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

BANKING

BOARD OF MANAGEMENT

CEO	15+	20,000	40,000
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Deputy CEO	10+	14,000	25,000
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FRONT OFFICE - RETAIL BANKING

Head of Retail Banking	10+	8,000	18,000
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Branch Director / Manager	6-8	3,000	7,000
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Transaction Manager	6-8	3,000	5,000
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Regional Sales Director / Manager	8-10	3,000	5,000
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(Provincial) Retail Sales Manager	6-8	1,500	2,500
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Retail Team Leader / Supervisor	5-7	1,000	2,000
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Retail Senior Relationship Manager	3-5	1,000	1,700
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Retail Relationship Manager	0-2	700	1,400
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FRONT OFFICE - CORPORATE BANKING

Head of Corporate Banking	10+	7,000	15,000
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Head of Sales	7-10	6,000	8,000
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Regional Sales Director	8-10	4,000	7,000
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Business Center Director	8-10	3,000	5,000
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Senior Relationship Manager	4-8	3,000	5,000
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Relationship Manager	2-5	1,500	3,000
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Assistant Relationship Manager	0-2	800	2,000
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OPERATION DEPARTMENT

Operations Manager	7+	2,000	4,000
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Senior Operations Officer	3-5	1,000	1,500
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Operations Officer	2-3	700	1,200
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Hanoi

MIN

MAX



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

BANKING

CREDIT APPROVAL DEPARTMENT

Head of Credit Approval	8+	3,500	6,500
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4,000	9,000
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Credit Manager	6+	2,500	3,500
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2,500	5,000
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Senior Credit Officer / Specialist	4-6	1,500	2,500
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1,500	3,000
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Credit Approval Officer	2-4	1,000	1,700
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500	1,500
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RISK MANAGEMENT DEPARTMENT

Risk Management Director	8+	6,000	12,000
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7,000	15,000
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Risk Management Manager	4-8	3,000	5,000
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2,000	5,000
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Senior Risk Management Officer	3-5	1,700	3,000
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1,500	2,500
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Risk Management Officer	2-4	800	1,500
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600	1,200
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INTERNAL AUDIT DEPARTMENT

Internal Audit Director	10+	4,000	7,000
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4,000	6,000
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Internal Audit Manager	7-10	3,000	5,000
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3,000	5,000
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Internal Audit Specialist	5-7	1,500	2,500
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1,300	2,500
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Internal Audit Officer	2-5	600	1,300
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600	1,300
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COLLECTION DEPARTMENT

Head of Collection	6-10	3,500	6,500
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3,500	6,500
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Collection Manager	5-7	2,000	4,000
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2,000	4,000
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Collection Specialist / Officer	3-5	700	1,300
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700	1,300
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TREASURY DEPARTMENT

Head of Treasury	10+	10,000	20,000
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8,000	18,000
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Deputy Head of Treasury	8-10	6,000	10,000
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4,000	7,000
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Senior Treasury Sales	6-8	1,200	3,000
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1,200	3,000
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Treasury Officer	4-5	800	2,000
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1,000	2,000
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TRANSACTION BANKING DEPARTMENT

Head of Transaction Banking	12-20	15,000	20,000
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15,000	20,000
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Head of Transaction Banking	8-12	10,000	15,000
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10,000	15,000
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Banking & Finance

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

CONSUMER FINANCE

SALES DEPARTMENT

National Sales Director	8-10	5,000	8,000	5,000	8,000
Regional Sales Manager	5-7	3,500	4,700	3,500	4,700
District Sales Manager / Hub Manager	3-4	900	2,000	900	1,800

RISK AND COLLECTION DEPARTMENT

Head of Collection	7-10	3,000	6,000	3,000	5,000
Security Manager	5-7	1,700	2,500	1,700	2,500
Field Collection Manager	5-7	1,700	3,000	1,700	2,500
Underwriting Manager	5-7	1,700	2,500	1,700	2,500
Anti - Fraud Manager	5-7	1,700	3,000	1,700	2,500

QUALITY ASSURANCE DEPARTMENT

Head of Quality Assurance	8-10	3,000	5,000	3,000	5,000
Project Manager	5-7	2,500	3,500	2,200	3,300

OPERATIONS DEPARTMENT

Head of Telesales	6-8	3,500	5,000	3,500	4,700
Operations Manager	5-7	2,500	3,500	2,200	3,300
Call Center Manager	5-7	2,000	3,500	2,000	3,500
Telesales Manager	4-6	2,000	3,500	2,000	3,300
Customer Service Manager	5-7	2,000	3,500	2,000	3,300



Ho Chi Minh City

EXPERIENCE (YEARS)

MIN

MAX



Hanoi

MIN

MAX

FUND MANAGEMENT

Investment Director	10-15	8,000	12,000	10,000	15,000
Senior Investment Manager	7-8	5,000	7,000	5,000	10,000
Investment Manager	5-7	3,000	5,000	3,000	5,000
Investment Officer	2-3	1,200	2,700	1,200	2,700
Investor Relation Officer	4-6	1,500	3,500	1,500	2,000
Head of Research	10-15	6,000	10,000	4,000	10,000
Senior Research Manager	5-8	3,500	8,000	2,500	5,000
Senior Research Analyst	3-5	2,000	3,000	1,000	2,500
Research Analyst	0-4	600	2,000	500	1,000
Trading Manager	4-8	1,800	2,500	1,800	2,500
Regulatory Affairs Specialist	5+	2,000	4,000	2,500	4,000

SECURITIES

Head of Research	10+	5,000	10,000	4,000	9,000
Senior Research Manager	5-10	2,000	4,000	1,500	4,000
Senior Research Analyst	4-8	1,000	2,000	1,000	2,300
Research Analyst	0-4	700	1,200	600	1,500
Trading Manager	4-8	2,000	3,000	1,800	2,500
Regulatory Affairs Specialist	10+	2,000	4,000	2,000	4,000
Senior Investment Banking Manager	7+	3,000	5,000	3,000	5,000
Brokerage Branch Director	10+	3,000	5,000	2,500	4,000
Brokerage Branch Deputy Director	10+	2,000	3,500	2,000	3,000

Banking & Finance

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

LIFE INSURANCE

BANCASSURANCE

Head of Bancassurance	10-15	5,000	10,000
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

UNDERWRITING

Head of Underwriting	10-15	5,000	8,500
Manager	7-10	2,800	4,800
Assistant Manager	5-7	2,000	3,000
Executive	3-5	1,300	1,800

CLAIM

Head of Claim	10-15	2,500	3,500
Senior Manager	7-10	2,700	3,700
Manager	5-7	2,000	3,000
Assistant Manager	2-3	1,500	2,200

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

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

LIFE INSURANCE

PRODUCT	EXPERIENCE (YEARS)	MIN	MAX
Head of Product Management	10-15	6,000	10,000
Head of Product Solution	7-10	3,000	5,000

MIN	MAX
6,000	10,000
3,000	5,000

NON-LIFE INSURANCE

SALES & MARKETING	EXPERIENCE (YEARS)	MIN	MAX
Sales Director	10-15	2,500	4,000
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	EXPERIENCE (YEARS)	MIN	MAX
Head of Underwriting	10-15	2,500	4,000
Underwriting Manager	7-10	2,000	2,700
Assistant Underwriting Manager	5-7	1,500	2,500
Underwriting Executive	1-2	1,000	1,800
CLAIM	EXPERIENCE (YEARS)	MIN	MAX
Head of Claim	10-15	3,000	5,000
Manager	7-10	2,000	3,500
Assistant Manager	5-7	1,000	1,700
Claim Executive	1-2	800	1,000

MIN	MAX
2,500	5,000
1,500	2,500
1,000	1,700
800	1,500
500	800
MIN	MAX
2,500	4,000
2,000	2,700
1,000	1,600
600	1,000
MIN	MAX
2,500	4,000
2,000	2,500
800	1,200
500	800



Construction & Real Estate

The construction and real estate industries in Vietnam are poised for substantial growth and transformation in 2024. Sustainability, digitalisation, and customer-centricity take centre stage in these sectors, offering notable opportunities for professionals with the right skills and expertise. Whether in construction or real estate, staying updated with industry trends and continually developing relevant skills will be essential for success in these evolving fields.



→ TOP 10 IN-DEMAND SKILLS



Sustainable Development



Digital Marketing



PropTech (Property Technology)



Project Management



Market Research



Customer Experience



Digital Guest Services



Crisis Management



Sustainability Expertise



Health and Safety Management

Construction & Real Estate

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

REAL ESTATE DEVELOPMENT

EXECUTIVE

General Director (Expat)	15+	12,000	20,000
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General Director	15+	10,000	15,000
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Deputy General Director - Project Management (Expat)	10+	10,000	15,000
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Deputy General Director - Project Management	10+	8,000	10,000
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Deputy General Director - Investment	10+	8,000	10,000
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SALES & MARKETING

Head of Sales & Marketing	10+	6,000	8,000
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Sales Director	10+	4,000	6,000
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Sales Manager	5+	2,000	4,000
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Head of Commercial Leasing	10+	5,000	7,000
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Digital Marketing Manager	5+	2,000	3,000
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Retail Leasing Manager	5+	2,000	3,000
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Digital Marketing Director	10+	4,000	7,000
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Office Leasing Manager	5+	2,000	3,000
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Customer Service / After Sales Director	10+	3,500	5,000
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Customer Service / After Sales Manager	5+	2,000	3,000
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Marketing Director	10+	4,000	6,000
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Marketing Manager	5+	2,000	3,000
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PR and Communications Manager	5+	2,000	3,000
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Hanoi

MIN

MAX



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT

Position	Experience (Years)	Min (USD)	Max (USD)	Position	Min (USD)	Max (USD)
Project Director (Expat)	15+	8,000	12,000		6,000	10,000
Project Director	15+	4,000	7,000		3,000	7,000
Project Manager	10+	2,500	4,000		2,000	4,000
Government Affair Director	10+	7,000	12,000		5,000	10,000
General Affair Manager	10+	2,000	4,000		2,000	4,000
Project Development Director	10+	4,000	8,000		3,000	6,000
Project Development Manager	7+	3,000	4,000		2,000	3,500
Planning Manager	7+	2,500	4,000		2,000	3,000
Investment Director	10+	4,000	8,000		4,000	8,000
Investment Manager	7+	2,500	4,000		2,500	4,000
Investor Relations Manager	7+	2,500	4,000			N/A
Fund Management Director	10+	4,000	8,000			N/A
Capital Market Management	7+	2,500	4,000			N/A
Asset Director	10+	4,000	8,000		4,000	7,000
Asset Manager	7+	2,500	4,000		2,000	4,000
Business Development Manager	7+	3,000	4,000		2,000	3,500
Head of Property Management	10+	5,000	7,000		4,000	7,000
Township Manager	7+	2,000	3,000		2,000	3,000
Property Manager	5+	2,000	3,000		2,000	3,000
Project Legal Director	10+	5,000	7,000		3,000	7,000
Project Legal Manager	7+	2,000	3,000		2,000	4,000
Project Legal Executive	3+	1,000	1,500		1,000	2,000

Construction & Real Estate

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT			
Design Director (Expat)	12+	7,000	10,000
Design Director	10+	5,000	7,000
(Concept) Design Manager / Chief Architect	5+	4,000	5,000
Head of Landscape Design	10+	5,000	7,000
Landscape Manager	5+	2,000	3,000
Urban Planning Manager	10+	2,000	3,000
MEP Director	10+	3,000	5,000
MEP Design Manager	5+	2,000	3,000
MEP Manager	5+	2,000	3,000
Construction Manager	5+	2,000	3,000
QA/QC Manager	5+	2,000	3,000
HSE Manager	5+	2,000	3,000
Cost & Contract Director	10+	5,000	7,000
QS Manager	5+	2,000	3,000

INDUSTRIAL REAL ESTATE DEVELOPMENT

General Director (Expat)	10+	10,000	20,000	7,000	15,000
General Director	10+	8,000	15,000	4,000	10,000
Head of Industrial Leasing	10+	6,000	8,000	3,000	6,000
Industrial Leasing / Sales Manager	7+	3,000	5,000	2,000	3,500
Industrial Leasing / Sales Executive	3+	1,500	2,500	1,500	2,000
Bussiness Development Director	10+	7,000	10,000	3,500	6,000
Key Account Manager	5+	3,000	4,500	2,000	4,000
Business Development Manager	5+	3,000	4,500	2,000	4,000



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

REAL ESTATE SERVICES

REAL ESTATE & PROPERTY SERVICES

Associate Director - Sales	10+	4,000	5,000	2,500	5,000
Associate Director - Valuation & Advisory Services	10+	4,000	5,000	3,000	5,000
Associate Director - Research	10+	4,000	5,000	3,000	5,000
Head of Commercial	10+	4,000	5,000	3,000	6,000
Sales Manager	5+	2,000	3,000	1,500	2,500
Valuation & Advisory Service Manager	5+	2,000	4,000	1,500	2,500
Research Manager	5+	2,000	4,000	2,000	3,500
Leasing Manager	5+	2,000	3,000	1,500	3,000
Project Marketing Manager	5+	2,000	4,000	1,500	3,000
Marketing & Communications Manager	5+	2,000	4,000	1,500	2,500

PROJECT MANAGEMENT

Project Director	10+	5,000	8,000	3,000	6,000
Project Manager	7+	2,000	4,000	2,000	3,000
QA/QC Manager	5+	1,500	2,500	1,500	2,500
QS Manager	5+	1,500	3,000	1,500	2,500
HSE Manager	5+	1,500	3,000	1,500	2,500
MEP Manager	5+	1,500	3,000	1,500	2,500

Construction & Real Estate

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

REAL ESTATE SERVICES

CONSTRUCTION FIRM

		EXPERIENCE (YEARS)	MIN	MAX	
Head of Project Management / Project Director	15+		4,000	7,000	4,000 7,000
Business Development Director	10+		3,000	5,500	2,500 4,000
Cost & Contract Manager	7+		2,000	3,000	2,000 3,000
Project Manager	5+		3,000	5,000	2,000 3,000
Construction Manager	5+		2,000	3,000	1,500 2,500
QA/QC Manager	5+		2,000	3,000	1,500 2,000
QS Manager	5+		2,000	3,000	1,500 2,000
HSE Manager	5+		2,000	4,000	1,500 2,000
MEP Manager	5+		2,000	3,000	1,500 2,000
Site Manager	5+		1,500	2,000	1,500 2,000



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

REAL ESTATE SERVICES

ARCHITECT / INTERIOR

Design Director / Head of Design	15+	5,000	6,000	4,000	6,000
Design Manager / Chief Architect	7+	3,000	4,000	2,000	3,500
Business Development Manager	7+	2,000	4,000	1,500	3,000
Business Development Executive	3+	1,500	2,500	1,000	1,500
Interior Design Manager	7+	2,000	4,000	1,500	2,500
Project Manager (Fit-out)	7+	2,000	4,000	1,500	2,500
Architect	3+	800	1,500	1,000	1,500
Interior Designer	3+	800	1,500	800	1,200
Drafter	2+	400	500	500	800
Revit Drafter	3+	450	1,000	600	1,300
BIM Manager	8+	2,000	3,500	2,000	3,500
BIM Coordinator	3+	1,000	1,500	1,000	1,500
OTHERS					
Site Expansion Manager	5+	2,000	3,000	1,500	2,500
Site Expansion Executive	3+	1,000	1,500	1,000	1,500



Consumer Goods

The consumer goods industry is in the midst of a transformative phase in 2024, driven by remarkable technological advancements and the aftermath of the COVID-19 pandemic, coupled with global economic shifts. These powerful forces have propelled the industry to unprecedented heights, infusing it with enhanced value, greater personalisation, heightened connectivity, and improved consumer responsiveness. Undoubtedly, technology serves as the cornerstone driving this unprecedented growth.



→ TOP 10 IN-DEMAND SKILLS



Market Research



Sales Planning



Digital Marketing



Sales / Business Development



Interpersonal /
Presentation



Negotiation



Leadership



Critical Thinking



Problem Solving /
Creative Thinking



Pressure /
Stress Handling

Consumer Goods

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

FAST-MOVING CONSUMER GOODS

SALES

Commercial Director	15-20	10,000	25,000	
Head of Sales	10-15	5,000	15,000	4,000 12,000
Regional Sales Manager	8-12	3,500	5,000	3,000 5,000
Area Sales Manager	3-7	1,500	2,500	1,500 2,500
Modern Trade Head	7-10	4,000	8,000	N/A
Key Account Manager	5-10	1,500	4,000	1,500 4,000
Sales Operation Manager	8+	3,000	6,000	2,000 4,000
Sales Capability / Training Manager	5+	2,500	4,000	1,500 3,000

TRADE MARKETING

Head of Trade Marketing	7-12	5,000	8,000	
Trade Marketing Manager	5-10	2,000	5,000	2,000 4,000

MARKETING

Chief Marketing Officer	10+	8,000	12,000	5,000 10,000
Marketing Director	8+	7,000	10,000	4,000 7,000
Marketing Manager / Category Lead	7+	3,000	5,000	2,500 4,000
Brand Manager	3-8	2,000	3,000	1,500 3,000
Assistant Brand Manager	1-3	1,500	2,000	1,200 1,700

RETAIL

Head Of Marketing	10+	4,000	6,000	3,500 6,000
Branch Manager	10-15		N/A	3,500 6,000
Operations Director	7-10	3,000	6,000	N/A
Operations Manager	5-7	2,000	3,500	2,000 3,500
Store Manager	5-10	1,500	3,000	1,500 3,000
Purchasing Director	7-10	2,500	5,000	2,500 5,000
Merchandise / Category Manager	5-7	2,000	3,500	1,200 2,500
Merchandiser / Buyer	1-3		N/A	800 1,200



Ho Chi Minh City

EXPERIENCE (YEARS)

MIN

MAX



Hanoi

MIN

MAX

FASHION & COSMETICS

Country Manager	8-10	6,000	10,000	N/A
Group Brand Manager	7+	4,000	6,000	4,000 6,000
Senior Brand Manager	7+	4,000	6,000	4,000 6,000
Brand Manager	5+	1,500	3,000	1,500 3,000
Assistant Brand Manager	2-5	1,000	1,500	1,000 1,500
Operations Manager	3-5	1,000	2,500	1,000 2,000
Merchandise Manager	3-5	1,200	1,500	1,200 2,000
Retail Manager	5-10		N/A	1,500 3,500
Store Manager	5+	1,500	3,000	1,000 2,000
Store Supervisor	2-4	800	1,200	800 1,200
Visual Merchandise Manager	5+	1,200	2,000	1,000 2,000
Training Manager	5+	1,200	2,000	1,000 2,000

COMMUNICATIONS & MEDIA

Managing Director	10+	6,000	10,000	N/A
Client Service Head / Group of Account	10+	5,000	7,000	3,000 6,000
Business Development Director	7+	3,000	5,000	N/A
Account Director	7+	3,000	5,000	3,000 5,000
Account Manager	3-7	2,000	3,000	1,000 3,000
Media Director	8+	2,000	5,000	2,000 5,000
Creative Director	8+	2,500	5,000	N/A
Art Director	3-8	2,000	5,000	N/A
Strategic Planning Director	8+	3,000	5,000	N/A
Copywriter	2-5		N/A	1,000 2,000
Graphic Designer	2-5		N/A	1,000 2,000
Senior Account Executive	2-5	1,000	1,500	1,000 2,000
Account Executive	1-3	500	1,000	800 1,000



Healthcare

The impact of the COVID-19 pandemic has reinforced health as a top priority for most Vietnamese citizens. Additionally, concerns regarding food safety, pollution, and substandard living and working conditions have heightened the willingness to invest in healthcare and pharmaceuticals. Vietnam strategically lays the groundwork for a smart healthcare industry, including disease prevention, medical examinations, treatment, and health management. These advancements offer promising opportunities for international investors to participate in Vietnam's digital health transformation.



→ TOP 10 IN-DEMAND SKILLS



Strategic
Planning



Time
Management



Analytical & Critical
Thinking



Negotiation &
Problem-solving



Leadership &
Presentation



Decision-making



Communication



Customer Service



Business Ethics



Computer
Literacy

Healthcare

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

PHARMACEUTICAL & MEDICAL NUTRITION

GENERAL MANAGEMENT				
General Manager	18+	15,000	30,000	N/A
Head of Business Unit	15+	7,000	15,000	5,000 12,000
MARKETING				
Head of Marketing	12+	4,000	8,000	N/A
Group Product Manager	10+	3,000	6,000	N/A
Senior Product Manager	6-10	2,500	5,000	N/A
Product Manager	5-12	2,000	3,500	2,000 3,500
Product Executive	3-6	800	1,500	1,000 1,500
SALES				
Head of Sales	15+	6,000	8,000	N/A
Second Line Manager	8+	3,000	5,000	3,000 5,000
First Line Manager	5-10	2,000	3,000	1,500 3,000
MARKET ACCESS				
Head of Market Access	12+	5,000	9,000	6,000 10,000
National Key Account Manager	10+	4,500	6,000	N/A
Regional Key Account Manager	7-10	3,500	4,000	N/A
Key Account Manager	3-7	2,000	3,500	2,000 4,000
Key Account Specialist	1-3	1,000	1,500	1,000 2,000
COMMERCIAL EXCELLENCE				
Head of Commercial Excellence	15+	5,000	8,000	N/A
SFE Manager	8+	2,500	4,500	N/A
Sales Force Training Manager	7+	2,000	4,000	N/A
MEDICAL AFFAIRS & CLINICAL RESEARCH				
Head of Medical Affairs	18+	6,000	10,000	N/A
Medical Affairs Manager / Advisor	7+	3,500	6,000	2,000 4,000
Medical Science Liaison	3+	1,000	2,000	1,500 3,000
Head of Clinical	10-15	4,500	6,000	4,000 6,000
Clinical Research Manager	5-10	2,000	4,000	2,000 4,000
Clinical Research Associate	3-5	1,500	2,500	1,000 2,200



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

PHARMACEUTICAL & MEDICAL NUTRITION

REGULATORY AFFAIRS & QUALITY ASSURANCE

Head of Regulatory Affairs	15+	4,500	7,000
Regulatory Affairs Manager	10+	2,200	4,000
Regulatory Affairs Executive	3-5	800	1,700
QA Manager	10+	2,500	4,500
QA Executive	5+	1,000	1,500

5,000	8,000
2,500	4,500
1,000	2,000
N/A	N/A

MEDICAL DEVICE | HOSPITAL | CLINIC

MEDICAL DEVICE

Product Manager	7+	2,500	3,500
Sales Manager	10+	2,000	4,000
Sales Executive	2-7	800	1,300
Service Manager	7+	2,000	3,500
Service Engineer	2-7	800	1,700
Application Specialist	2-7	800	1,500

2,000	3,000
2,500	4,000
800	1,500
1,500	3,000
1,000	2,000
800	1,500

HOSPITAL | CLINIC

Chief Operations Officer	15+	5,000	8,000
Operations Manager	7+	3,000	5,000
Head of Marketing	10+	N/A	
Doctor	5-10	2,000	4,000
Chief Nurse	10+	1,500	3,000
Nurse	2-5	800	1,200

4,000	7,000
2,500	4,000
3,000	5,000
2,000	6,000
2,000	3,500
800	1,500



HOSPITALITY

Vietnam's hospitality industry is expected to gradually recover in 2024, following a slowdown in domestic recreation in 2023 due to economic challenges. The country has continued to attract both international and domestic travellers. Eco-tourism and sustainability have gained momentum, with hotels embracing eco-friendly initiatives. International chains expand, and new casinos boost growth. Early to mid-2024 welcomes local brands, boutique hotels, and eco-resorts, driving demand for Directors and Managers, especially expatriate talent.



→ TOP 10 IN-DEMAND SKILLS



Operation Management



Sales and Marketing



Customer-focused Service



Productivity Improvement



Strategic Planning



Leadership



Personal Development



Problem-solving



Time Management



Presentation

Hospitality

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

HOTEL

EXECUTIVE

General Manager (Expat)	15+	9,000	15,000
General Manager	15+	5,000	7,000
Executive Assistant Manager	10+	2,500	5,000

6,000	10,000
3,500	6,000
2,000	4,000

F&B AND KITCHEN

Executive Chef (Expat)	15+	6,000	9,000
Executive Chef	15+	3,000	5,000
Executive Sous Chef	10+	2,000	3,000

4,000	8,000
2,000	3,000
2,000	3,000

Director of Food and Beverage (Expat)	10+	6,000	9,000
Director of Food and Beverage	10+	3,000	5,000
Food and Beverage Manager	7+	2,000	3,000

4,000	7,000
2,000	4,000
1,500	3,000

Pastry Chef (Expat)	7+	4,000	6,000
Pastry Chef	7+	1,500	3,000

3,000	5,000
1,000	2,000

SALES & MARKETING

Group Director of Sales & Marketing (Expat)	15+	8,000	11,000
Director of Sales & Marketing (Expat)	10+	5,000	7,000
Director of Sales & Marketing	10+	3,000	5,000

6,000	9,000
4,000	7,000
2,000	5,000

Director of Sales	7+	3,000	5,000
Sales Manager	5+	1,500	3,000
E-Commerce Manager	5+	1,000	2,000

1,500	3,500
1,000	2,000
1,500	2,500

Marketing Communications Manager	5+	2,000	3,000
Digital Marketing Manager	3+	2,000	3,000

1,500	2,500
1,500	2,500

Director of Rooms	10+	3,000	4,000
Executive Housekeeper	10+	1,500	2,000

2,000	4,000
1,500	2,000

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

F&B CHAINS

General Manager	10+	6,000	8,000	2,500	5,000
Operations Director	10+	3,000	5,000	2,000	3,500
Operations Manager	7+	2,000	3,500	1,500	3,000
Area Manager / District Manager	5+	1,000	2,000	1,000	2,000
Restaurant Manager / Store Manager	3+	1,000	1,500	1,000	1,500
Marketing Director	10+	3,000	6,000	2,000	4,000
Marketing Manager / Brand Manager	5+	2,000	3,000	1,500	2,500
QA Manager	10+	3,000	5,000	1,500	3,000
R&D Manager	7+	2,000	4,000	1,500	3,000
R&D Chef	10+	2,500	5,000	1,500	4,000
Head Chef / Executive Chef	10+	2,500	5,000	1,500	2,500

Hospitality

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

RECREATION

GOLF

Director of Golf Membership	10+	3,000	5,000
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2,000	4,000
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Golf Sales Manager	5+	1,000	2,000
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1,000	2,000
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Golf Club Manager	5+	1,500	2,500
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1,500	2,500
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GAMBLING

Operations Manager (Expat)	7+	5,000	7,000
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3,000	6,000
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Premium Marketing Manager	7+	3,000	5,000
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2,500	4,000
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Guest Services Manager	5+	1,500	2,500
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1,000	2,500
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SPA & FITNESS

Fitness Club General Manager	10+	2,500	5,000
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2,000	4,000
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Spa Therapist (Expat)	7+	2,000	3,000
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2,000	3,000
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Fitness Manager (Expat)	7+	3,000	4,000
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2,000	3,000
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Spa Therapist (Vietnamese)	7+	1,000	2,000
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1,000	2,000
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Fitness Manager (Vietnamese)	7+	1,500	2,500
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1,000	2,000
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► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

BPO SERVICES

Call Center Director	10+	3,000	5,000	2,000	3,000
Call Center Manager	7+	2,000	3,000	1,500	2,500
Customer Service Manager	7+	2,000	3,000	1,500	2,000
Customer Service Supervisor	7+	1,500	2,000	1,000	2,000
Data Analyst	7+	800	1,200	800	1,200
QA Lead	5+	1,200	1,500	800	1,000
Senior Operations Manager	10+	4,000	5,000	2,000	3,000
Operations Manager	7+	2,500	3,500	1,000	2,500



HR & Administration

In 2024, the HR landscape will evolve rapidly, demanding professionals to proactively embrace emerging trends for organisational success. Staying ahead involves leveraging technology and automation, prioritising employee well-being, adapting to remote and hybrid work models, championing diversity and inclusion, nurturing a culture of continuous learning, and harnessing data-driven insights. These strategies enhance employee satisfaction, attract and retain top talent, and contribute to long-term organisational prosperity. As we approach 2024, HR professionals must adapt to evolving trends, recognising that their greatest assets are their people.



→ TOP 10 IN-DEMAND SKILLS



Data Analysis &
Reporting



Talent
Development



Strategic
Workforce
Planning



Diversity, Equity
and Inclusion (DE&I)
Management



Emotional
Intelligence



Communication



Leadership



Decision-making



Business Acumen



Adaptability

HR & Administration

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

HR & ADMIN

Position	Experience (Years)	MIN	MAX	Position	MIN	MAX
HR Director / Head of HR	12+	6,000	12,000		4,000	10,000
HR Manager	7-10	3,000	6,000		2,000	5,000
HR Business Partner Manager	5-8	3,000	5,000		2,000	4,000
HR Deputy Manager / HR Assistant Manager	5-7	2,000	4,000		1,500	2,500
HR Supervisor	3-5	1,500	2,500		1,200	2,000
HR Executive	1-3	400	1,200		400	1,200
Talent Acquisition Manager	5-8	2,000	4,500		2,000	4,000
Recruitment Manager	4-6	1,500	3,000		1,500	3,000
Recruitment Supervisor	3-5	1,000	2,000		800	1,500
Recruitment Executive	1-3	400	1,200		400	1,000
Total Reward Manager	5-8	2,000	4,500		1,500	4,000
C&B Supervisor	3-5	1,000	2,500		900	2,000
Learning & Development Manager	5-8	2,000	5,000		1,500	4,000
Training Manager	4-6	2,000	4,500		1,500	3,500
Training Supervisor	3-5	1,000	2,500		800	1,500
Admin Manager	5-8	1,500	2,500		1,300	2,500
Admin Supervisor	4-6	400	1,500		800	1,200
Office Manager	4-6	1,500	2,500		1,000	2,000
Executive Secretary	4-6	1,200	2,500		1,200	3,000
Personal Assistant	2-4	800	1,500		800	1,500
Receptionist	0-2	400	1,000		400	700

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

IN-HOUSE LEGAL

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

6,000	14,000
3,000	6,000
1,500	3,000
800	1,500

LAW FIRM

Managing Partner	10+	8,000	15,000	
Partner / Legal Counsel	8-10	6,000	10,000	
Senior Associate	6-8	3,000	6,000	
Associate	4-6	2,000	4,000	
Paralegal	2-4	1,000	2,000	

10,000	15,000
6,000	10,000
3,000	6,000
2,000	4,000
800	1,200

COMPLIANCE

Compliance Director	12+	6,000	12,000	
Compliance Manager	8-10	4,500	6,000	
Assistant Compliance Manager	5-8	2,500	4,500	
Compliance Executive	2-6	800	2,500	

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

HR & Administration

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

EDUCATION

CEO	12+	5,000	12,000	4,000	9,000
Head of Sales	7-10	3,000	6,000	3,000	5,000
Head of Operations	7-10	3,000	6,000	3,000	4,000
Group Center Manager	10+	5,000	8,000	3,000	5,000
Center Manager	5+	2,000	4,500	1,500	3,000
Brand / Marketing Manager	5+	2,000	4,000	1,500	3,000
Education Counsellor	1-5	500	2,000	400	1,000
Academic Manager	6-10	2,000	4,000	2,000	4,000
Teacher / Academic Coordinator	3-5	500	1,500	1,000	1,500
Customer Service Supervisor	3-5	500	1,500	800	1,500
Front Office Supervisor	3-5	500	1,500	800	1,500
Native Teacher	1+	1,500	3,000	1,500	4,000

IMMIGRATION

Branch Manager	5+	2,000	5,000	1,500	3,500
Brand Manager	5+	2,000	4,000	2,000	4,500
Sales Manager	5+	2,000	4,000	1,500	3,000
Sales Consultant	1-4	500	1,500	400	1,000





Industrial

According to expert economic analysis, the Asian economy, including Vietnam, typically experiences economic crises and market downturns approximately one to two years after global trends. Consequently, there has been a notable influx of withdrawal investments and factory relocations into and out of Vietnam. While some may perceive this as a daunting challenge, others see it as an opportunity, embracing the mindset that 'When they give up, it's our chance to thrive'.



→ TOP 10 IN-DEMAND SKILLS



Mechanical /
Electronics
Engineering



Automation &
Robotics



STEM



Computer &
System Literacy



Communication &
Teamwork



Leadership &
Presentation



Business Acumen



Strategic
Planning



Adaptability



International
Exposure

Industrial

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

ENGINEERING

SEMICONDUCTOR / CHIP DESIGN *

(All functions / roles from Front End, Middle End and Back End)

Manager	10+	3,000	5,000	3,000	5,000
Team Leader / Senior Engineer	8+	2,000	3,500	2,000	3,500
Engineer	3+	1,200	1,800	1,200	1,600
Junior Engineer	0-2	900	1,000	900	1,000

MECHANICAL ENGINEERING

Manager	10+	2,500	4,000	2,300	4,000
Team Leader / Senior Engineer	8+	1,500	3,000	1,300	3,000
Engineer	3+	1,000	1,300	1,000	1,300
Junior Engineer	0-2	700	1,000	700	1,000
ELECTRICAL ENGINEERING					
Manager	10+	2,500	5,000	2,300	4,500
Team Leader / Senior Engineer	8+	1,500	3,000	1,300	3,000
Engineer	3+	1,000	1,300	1,000	1,300
Junior Engineer	0-2	700	1,000	700	1,000

* Multi bonus will be offered to semiconductor / chip design function (stock bonus, sign-on bonus exclusive for Managerial levels, annual performance bonus, monthly allowances).



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

MANUFACTURING

ELECTRICAL / ELECTRONICS

Production Director	15+	3,000	5,000	3,000	5,000
Production Manager	10+	2,000	3,000	2,000	3,000
ME Manager (Mechanical Engineering Manager)	10+	2,000	3,000	2,000	3,000
EE Manager (Electrical Engineering Manager)	10+	2,000	3,000	2,000	3,000
TE Manager (Test Engineering Manager)	10+	2,500	3,500	2,500	3,500
TE Engineer (Test Engineering)	4-8	1,200	2,000	800	1,500
SMT Manager	10+	3,000	4,000	3,000	4,000
SMT Engineer	4-8	1,000	1,500	1,000	2,000
PE Manager (Process Engineering Manager)	10+	1,800	3,000	1,500	3,000
Process Engineer	4-8	1,000	1,500	800	1,500
QA/QC Manager	10+	2,000	3,000	2,000	3,500
QA/QC Engineer	3-5	800	1,200	800	1,200
Supplier Quality Manager	10+	2,500	3,500	2,500	3,500
Supplier Quality Engineer	4-8	1,200	2,000	1,200	2,000
Equipment / Maintenance Manager	10+	1,500	2,500	1,500	2,500
Equipment / Maintenance Engineer	3-5	800	1,200	800	1,200
Automation Manager	10+	2,000	3,000	2,000	3,000
Automation Engineer	10+	700	1,000	700	1,000
IE Manager	10+	2,000	3,000	2,000	3,000
IE Engineer	3-5	800	1,200	800	1,200

Industrial

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

MANUFACTURING

GARMENT

General Manager / Chief Representative / Operations Director	15+	5,000	10,000	5,000	9,000
Factory Manager (Director) / Production Director	15+	4,000	7,000	5,000	10,000
Production Manager	10+	2,500	4,000	2,500	5,000
Product Development Manager	10+	2,500	3,500	3,000	6,000
Product Developer	3-8	800	1,500	800	1,500
Merchandising Manager	10+	2,500	3,500	2,500	4,000
Senior Merchandiser	5-8	1,500	2,000	1,000	2,000
Merchandiser	3-6	800	1,200	800	1,500
Technical Manager	10+	3,500	5,000	4,000	6,000
Technical Designer	3-8	800	1,500	800	1,500
3D Design Manager	10+	3,000	5,000	4,000	6,000
Sourcing Manager	12+	3,000	5,000	3,000	5,000
Sample Manager / Sampling Manager	10+	2,000	4,000	2,000	3,000
Garment Technician	3-10	800	1,500	800	1,500
Planning Manager	10+	2,500	4,000	2,500	4,000
Pattern Manager	10+	2,000	3,500	2,000	3,500
Pattern Maker	3-8	800	1,300	800	1,500
Colourist	3-8	700	1,500	700	1,500
Cutting Manager	10+	2,000	3,000	2,000	3,000
Lab Manager	10+	2,500	4,000	2,500	4,000
Lab Technician	5-8	1,500	2,000	2,000	3,500
Dyeing Manager	10+	3,000	5,000	2,000	3,000
Finishing Manager	10+	1,500	2,500	1,500	2,500



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

MANUFACTURING

GARMENT

Sewing Manager	10+	1,500	2,500	1,500	2,500
CSR - Corporate Social Responsibility Manager	10+	2,000	3,500	2,000	3,500
Sustainability Manager	10+	3,000	5,000	3,000	5,000
QA/QC Manager	10+	2,000	3,500	2,000	3,500
QA/QC Inspector	5-10	800	1,500	800	1,500
Maintenance Manager	10-20	2,000	3,500	2,000	3,500
IE Manager	10+	2,500	3,500	2,000	3,000
Chief Mechanic	10+	2,500	4,000	2,500	4,000
Sales Manager / BDM	10+	2,000	3,000	2,000	3,000

FOOTWEAR

Chief Representative / General Manager / Operations Director	15+	8,000	12,000	8,000	11,000
Production Director	15+	6,000	8,000	6,000	8,000
Production Manager	10+	3,000	5,000	3,000	4,000
Senior Product Development Manager	12+	5,000	9,000	6,000	10,000
Product Development Manager / Expert	12+	4,000	5,000	4,000	6,000
Product Developer	4-8	1,500	3,000	1,000	2,200
Comercialization Manager / Expert	10+	4,000	5,000	3,500	5,500
Engineering / Technical Manager	10+	3,500	5,000	3,000	6,000
QA/QC Manager	10+	3,000	4,000	2,500	4,000
QA/QC Inspector	4-8	1,500	2,500	1,000	2,200
Senior Costing Manager	10+	5,000	7,000	5,000	7,000
Costing Manager	10+	4,000	5,000	3,500	4,500
Costing Specialist	4-8	1,500	2,500	1,200	2,200
Planning Manager	10+	2,500	3,500	2,200	3,000

Industrial

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

MANUFACTURING

FOOTWEAR

Supply Chain Manager	10+	4,000	5,000	3,500	5,000
Supply Chain Specialist	5-10	1,800	2,500	1,500	2,200
Lab Manager	10+	2,500	3,500	3,000	4,000
Lab Technician	3-5	1,300	2,000	1,300	2,000
Materials Manager	10+	3,500	4,500	2,500	3,500
Chemical Manager	10+	3,000	4,500	2,500	4,000
Tooling Manager	10+	4,000	5,000	3,500	4,500
Sustainability Manager / Senior Manager	10+	5,000	8,000	5,500	8,000
Sourcing Specialist	5-8	1,500	2,000	1,500	2,000

FURNITURE

Chief Representative / Country Manager / General Manager	15+	5,000	8,000	3,000	7,000
Sourcing Manager	10+	3,000	5,000	2,800	4,500
Sourcing Engineer	2-5	1,200	2,500	1,200	2,500
Merchandising Manager	10+	2,000	3,000	2,000	3,000
Senior Merchandiser	5-10	1,200	2,500	1,200	2,500
Merchandiser	2-5	800	1,200	800	1,200
Product Development Manager	10+	1,800	3,000	1,800	3,000
Product Developer	3-7	800	1,500	800	1,500
QA/QC Manager	10+	2,500	4,500	2,500	4,500
QA/QC Engineer / Inspector	2-5	1,000	1,500	1,000	1,500
Finishing Manager	10+	1,500	2,500	1,300	2,500
Finishing Supervisor	7+	1,200	1,500	800	1,200
Sales Manager	10+	1,800	3,000	1,500	3,000
Sales Executive	2-5	800	1,200	800	1,200



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

MANUFACTURING

OTHERS (GENERAL)

General Director / General Manager / Operations Director / Operation Manager	15+	7,000	15,000	7,000	15,000
Factory / Plant Manager	10+	4,000	6,000	4,000	6,000
Engineering Director	15+	5,000	10,000	5,000	10,000
Engineering Manager	10+	4,000	6,000	3,500	5,000
Technical Manager	10+	3,000	4,000	3,000	4,000
Production Manager	10+	2,000	3,500	2,000	4,000
Production Supervisor	7+	1,200	1,500	1,200	1,500
Production Engineer	2-5	700	1,300	700	1,300
Shift Leader	5+	900	1,000	900	1,200
Technician / Operator	2-5	400	800	400	800
Operational Excellence / Continuous Improvement Manager	10+	3,000	5,000	3,000	5,000
Process Manager	10+	1,800	3,500	1,800	3,500
Process Engineer	2-5	700	1,200	700	1,200
Project Manager	10+	3,000	5,000	3,000	4,500
Assistant Project Manager	8+	1,500	2,500	1,500	2,500
Facilities / Maintenance Manager	10+	2,500	3,000	2,500	3,000
Facilities / Maintenance Supervisor	7+	1,200	1,800	1,200	1,800
Facilities / Maintenance Engineer	2-5	800	1,000	800	1,000
HSE Manager	10+	3,500	4,500	3,500	4,500
HSE Supervisor	7+	1,400	2,600	1,400	2,600
HSE Executive	2-5	800	1,200	800	1,200
Industrial Engineering Manager (IE Manager)	10+	2,500	3,500	2,500	3,500
IE Engineer	2-5	800	1,500	800	1,500

Industrial

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

MANUFACTURING

OTHERS (GENERAL)		EXPERIENCE (YEARS)	MIN		MAX	
Role	Experience		Min	Max	Min	Max
R&D Manager	10+	2,500	4,000	2,500	4,000	2,500
R&D Supervisor	7+	1,500	2,200	1,500	2,200	1,500
R&D Engineer	2-5	1,000	1,400	1,000	1,400	1,000
QA / QC Manager	10+	1,500	3,000	1,500	3,000	1,500
QA / QC Supervisor	7+	1,100	1,400	1,100	1,400	1,100
QA / QC Engineer / Inspector	2-5	800	1,000	800	1,000	800

TECHNICAL TRADING (GENERAL)

Included B2B Trading: Commodity, Chemical/Plastics, Automotive, Machinery, E&E, etc

Chief Representative / Country Manager / General Manager	15+	7,000	10,000	7,000	10,000
Sales Director	15+	4,000	7,000	4,000	7,000
Sales Manager	10+	3,000	5,000	3,000	5,000
Sales Executive	2-5	800	1,600	800	1,600
Key Account Manager	8+	1,800	3,000	1,800	3,000
Marketing Director	15+	3,500	5,000	3,500	5,000
Marketing Manager	10+	2,500	3,500	2,500	3,500
Marketing Executive	2-5	800	1,300	800	1,300
Product Manager	10+	2,500	3,500	2,500	3,500
Service Manager	10+	2,000	3,500	2,000	3,500
Service Engineer	2-5	800	1,200	800	1,200
Application Engineer	2-5	1,000	1,500	1,000	1,500

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

HEAVY INDUSTRIES (INCL. ENERGY)

General Director	15+	7,000	10,000	7,000	10,000
Country Manager / General Manager	10+	5,000	7,000	5,000	7,000
Project Development Manager / Business Development Manager	10+	4,000	6,000	4,000	6,000
Project Development Executive / Business Development Executive	3-7	1,500	2,500	1,200	2,500
O&M Manager (Operation & Maintenance)	10+	3,500	4,500	3,500	4,500
Technical Manager	10+	2,500	5,000	2,500	5,000
Regional Sales Manager / Sales Manager	10+	4,000	8,000	4,000	6,000
Marketing Manager	10+	3,000	5,000	3,000	5,000
Project Manager	10+	3,500	6,000	3,500	6,000
Project Coordinator	3-5	1,500	2,500	1,500	2,500
Site Manager	10+	3,000	5,000	3,000	5,000
Site Engineer	3-7	1,200	2,000	1,200	2,000

EXPAT EMPLOYEE

Local Employee Salary + (30% - 60%)



IT & Telecommunications

In 2024, the world of technology is advancing at an unprecedented pace, with a wave of groundbreaking innovations that will reshape our lives profoundly. From the remarkable progress in Artificial Intelligence (AI) and robotics to the immersive era of autonomous vehicles, the tech landscape promises to be a game-changer. AI, driven by quantum computing breakthroughs, is poised to take significant leaps in revolutionising industries. Meanwhile, the rise of autonomous vehicles is on the horizon, promising transformative changes in transportation. Additionally, advancements in robotics will lead to smarter, more versatile machines, enhancing sectors ranging from healthcare to manufacturing.



→ TOP 10 IN-DEMAND SKILLS



Java



.NET



Golang



QA/QC
(Automation /
Manual)



Embedded



Python



JavaScript



Product / Project
Management



Mobile Development



Data Development

IT & Telecommunications

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

SOFTWARE COMPANY

Position	Experience (Years)	MIN	MAX	Position	MIN	MAX
CEO	10+	17,000	28,000		15,000	26,000
CIO / CTO	10-15+	10,000	18,000		8,500	16,000
Technical Director / Head of Engineering	10-15+	7,000	10,000		6,000	9,000
Solution Architect	10+	5,000	7,000		4,500	6,500
Technical Lead	5-10	3,500	5,500		3,000	5,000
Principal Developer	6-10	3,000	4,000		2,500	3,500
Senior Developer	3-7	2,500	3,200		2,000	3,000
Developer	0-3	600	1,500		550	1,500
Data Scientist	1-3	1,200	2,800		1,100	2,500
Data Engineer	1-3	1,000	2,200		1,000	2,000
Bridge System Engineer (BrSE)	3-5	1,500	2,000		1,300	2,000
Senior Bridge System Engineer (BrSE)	6-10	2,000	3,000		1,800	3,000
Delivery Manager / Program Manager	8+	3,000	4,000		2,500	3,500
Project Manager	5-10	2,500	3,500		2,200	3,500
Head of Product	8+	5,000	8,000		4,000	7,500
Product Manager / Product Owner	5-10	2,500	5,000		2,000	5,000
Business Analyst	2-8	1,500	3,000		1,000	2,500
QA/QC Manager	6+	2,000	3,500		1,500	3,000
QA/QC Engineer	1-6	800	2,000		700	1,800
Senior Tester / Test Lead	3-5	1,000	2,200		900	2,000
Sales Manager / Business Development Manager	5-10	2,000	4,000		1,800	4,000
Sales Executive / Account Manager	2-7	800	2,000		700	2,000
ERP / SAP Consultant Lead	5-10	2,000	4,000		1,800	3,500
ERP / SAP Consultant	2-5	1,000	2,000		900	1,800

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

IT IN-HOUSE

Head of IT / IT Director	10+	3,000	5,000	2,800	5,000
IT Manager	5-10	2,000	3,000	1,500	3,000
IT Infrastructure Support / Network / System / Help Desk Support	3-8	800	1,500	700	1,500



Logistics & Supply Chain

In response to recent global developments, Vietnam has witnessed a significant increase in investment, particularly from Japan. Recent discussions between President Joe Biden of the U.S.A. also highlighted the importance of elevating bilateral cooperation to a higher strategic level. Among the sectors benefiting from this surge in investment, the supply chain and logistics industry stands out. The growing emphasis on expedited land and sea shipments has led to increased demand for top-tier management within logistics companies.



→ TOP 10 IN-DEMAND SKILLS



Analytical &
Critical Thinking



Operation /
Project / System
Management



Regulatory
Compliance



Risk Management



Financial
Acumen



Stakeholder
Management



Innovation &
Adaptability



Strategic Planning



Interpersonal



Leadership

Logistics & Supply Chain

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

FUNCTIONAL

CUSTOMER SERVICE LOGISTICS

Order Process Management / Customer Service Logistics Manager	10+	1,500	4,000
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Order Process Management / Customer Service Logistics Officer	3-5	800	1,500
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PURCHASING

Purchasing / Sourcing / Procurement / Buyer Manager	10+	2,000	5,000
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(Senior) Purchasing / Sourcing / Procurement / Buyer Officer	3-8	600	2,000
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SYSTEM

ERP / SAP Implementation Leader	5-10	1,200	3,500
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PLANNING

Supply Planning / Production Planning Manager	5-10	2,000	4,000
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Supply Planning / Production Planning Officer	2-5	700	1,500
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Demand Planning Manager	5-10	2,500	7,000
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Demand Planning Officer	2-5	700	2,000
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Logistics Planning Manager	5-10	1,500	3,500
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Logistics Planning Officer	2-5	700	2,000
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Material Planning Manager	5-10	1,200	3,000
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LOGISTICS

Logistics Manager	5-10	1,500	4,000
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Logistics Officer	2-5	600	1,500
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SUPPLY CHAIN

Supply Chain Manager	5-15	2,000	8,000
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Supply Chain Officer	2-5	800	1,500
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WAREHOUSE

Warehouse Manager	5-15	1,200	3,500
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Warehouse Officer	2-5	700	1,500
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Inventory Manager	5-10	1,200	3,000
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Inventory Officer	2-5	700	1,300
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Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

FUNCTIONAL

WAREHOUSE & LOGISTICS

Warehouse & Logistics Manager	5-10	1,200	3,000
Warehouse & Logistics Officer	2-5	700	1,500

TRANSPORTATION

Transportation Manager	5-10	1,500	3,000
Transportation Officer	2-5	600	1,200

DISTRIBUTION

Distribution Center Manager	5-15	1,300	3,500
Distribution Center Officer	2-5	800	1,200

CONSULTING

Supply Chain Managing Consultant	7-10	2,500	7,000
Supply Chain Consultant	2-5	1,200	2,500

Customs & International Trade Managing Consultant	5-10	2,000	6,000
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Customs & International Trade Consultant	2-5	1,000	2,000
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IMPORT EXPORT / CUSTOMS

Import Export Manager / Customs Manager	5-10	1,200	3,000
Import Export Officer / Customs Officer	2-5	700	1,500

1,200	3,000
500	1,200
1,500	3,000
500	1,000
1,300	3,500
500	1,000
N/A	N/A
1,500	4,000
1,000	2,000
1,200	3,200
500	1,200

Logistics & Supply Chain

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

LOGISTICS SERVICES

LOGISTICS

Logistics Manager	5-10	1,500	3,500
Logistics Officer	2-5	600	1,500

WAREHOUSE

Warehouse Manager	5-10	1,500	3,000
Warehouse Officer	2-5	600	1,500

Contract Logistics Operations Manager	5-10	2,000	4,000
Solution Manager	5-10	2,000	5,000

TRANSPORTATION

Transportation / Delivery Manager	5-10	1,300	2,800
Transportation / Delivery Officer	2-5	700	1,200

ROUTE DESIGN MANAGER

Route Design Manager	10+	1,500	3,000
Customer Service Manager	10+	1,500	3,000

CUSTOM SERVICE LOGISTICS

Customer Service Officer	2-5	700	1,500
Customer Service Manager	10+	1,500	3,000

CUSTOMS

Customs Manager	10+	1,300	3,500
Customs Officer	2-5	700	1,300

Cross Border Manager	10+	1,300	4,000
Air / Sea Freight / International Freight Forwarding Manager	10+	2,000	4,000

Air / Sea Freight / International Freight Forwarding Officer	2-5	700	1,300
70	500	1,100	



Hanoi

MIN

MAX

LOGISTICS SERVICES

Logistics Manager	5-10	1,500	3,500
Logistics Officer	2-5	600	1,500

Warehouse Manager	5-10	1,500	3,000
Warehouse Officer	2-5	600	1,500

Contract Logistics Operations Manager	5-10	2,000	4,000
Solution Manager	5-10	2,000	5,000

Transportation / Delivery Manager	5-10	1,300	2,800
Transportation / Delivery Officer	2-5	700	1,200

Route Design Manager	10+	1,500	3,000
Customer Service Manager	10+	1,500	3,000

Customer Service Officer	2-5	700	1,500
Customer Service Manager	10+	1,500	3,000

Customs Manager	10+	1,300	3,500
Customs Officer	2-5	700	1,300

Cross Border Manager	10+	1,300	4,000
Air / Sea Freight / International Freight Forwarding Manager	10+	2,000	4,000

Air / Sea Freight / International Freight Forwarding Officer	2-5	700	1,300
70	500	1,100	

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

LOGISTICS SERVICES

OPERATIONS

Operations Manager	10+	1,800	3,500
Operations Officer	2-5	700	1,500

IMPROVEMENT

Process Innovation / Excellence / Improvement Manager	10+	1,500	2,500
Process Innovation / Excellence / Improvement Officer	2-5	800	1,300

SALES

Sales / Commercial Director	15+	4,000	7,000
Sales / Business Development Manager	8+	2,000	3,500
Sales / Business Development Officer	3-5	700	1,300
Key Account Manager	5-10	2,000	3,000

BRANCH

Branch Manager	12+	4,000	7,000

DISTRIBUTION CENTER / HUBS

Distribution Center Manager	10+	1,500	3,000
Distribution Center Officer	2-5	700	1,500

1,200	3,000
500	1,000

N/A
N/A

2,000	4,500
2,000	3,000

800	1,200
1,300	3,000

2,000	5,000
1,300	3,000

500	1,000



Japanese Speaking

Japan-Vietnam relations have strengthened significantly over the years, yielding crucial mutual benefits in the realms of economics, politics, and culture. This enduring partnership is expected to witness a surge in the number of Japanese companies expanding their presence in Vietnam. The demand for professionals proficient in the Japanese language, well-versed in Japanese market intricacies, and culturally attuned to Japan is expected to grow. These skills are pivotal in fostering and expanding the Japanese business footprint across Vietnam.



TOP 5 IN-DEMAND SKILLS



Punctuality



Cooperativeness



Process-oriented



“Ho-Ren-So”
(Inform, Contact,
Discuss)



Respect
Seniority

Japanese Speaking

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

MANUFACTURING

Technical Staff	1-3	700	1,300
Technical Manager	5-10	1,500	3,000
QA/QC Staff	1-3	700	1,300
QA/QC Manager	5-10	2,000	3,000
Production Manager	5-10	2,000	3,000
Assistant Production Manager	3-5	1,200	2,000
Equipment Maintenance Staff	1-3	700	1,300

600	1,200
1,500	3,000
600	1,200
1,500	3,000
1,500	3,000
1,200	2,000
600	1,200

INFORMATION TECHNOLOGY

Programmer Leader	3-5	2,300	4,500
Programmer Manager	5-10	2,800	5,000
Mobile Team Leader	3-5	2,300	4,500
Engineering	1-3	1,200	3,000
Operator	1-3	1,200	2,000
Communicator	1-3	1,000	2,000

2,000	4,000
2,500	5,000
2,000	4,000
1,000	2,500
1,000	2,000
1,000	2,000

TRADING

Sales Manager	3-10	2,500	4,000
Sales Staff	1-3	600	1,500
Market Research Staff	1-3	600	1,500
Logistics Staff	1-3	600	1,200

1,500	3,000
600	1,500
600	1,500
600	1,200



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX



Hanoi

MIN

MAX

GENERAL AFFAIRS POSITIONS

General Affairs Staff	1-3	600	1,500
General Affairs Manager	3-10	1,500	3,000
Assistant to Manager	1-5	1,000	2,000
Interpreter / Translator	1-5	600	1,500
Interpreter to Production Manager	1-5	600	1,500

600	1,500
1,200	3,000
700	1,500
600	1,500
600	1,500

NATIVE JAPANESE POSITIONS

SALES POSITIONS			
Staff	0-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	5,000
PRODUCTION CONTROL / QC POSITIONS			
Staff	0-3	2,000	2,500
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	6,000
IT / WEB POSITIONS			
Staff	1-3	2,000	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

1,500	2,500
2,000	3,000
2,500	5,000
2,000	2,500
2,500	3,500
3,000	6,000
2,000	3,000
2,500	3,500
3,000	5,000
2,000	3,000
2,500	3,500
3,000	5,000
3,000	5,000
3,000	5,000
1,500	2,500

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