

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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On Cover:
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.

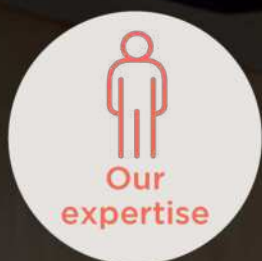
Our vision is to enrich society
so that all work leads to lives of happiness.



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



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

Executive Overview

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%.

5.05% 6.0%–6.5%

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.

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

INTERNAL ACCOUNTING & FINANCE

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 5,000 | 13,000 |
| 4,000 | 10,000 |
| 3,000 | 6,000 |
| 3,000 | 6,000 |
| 2,000 | 3,500 |
| 1,500 | 3,000 |
| 8,000 | 12,000 |
| 2,000 | 4,000 |
| N/A | |
| 2,000 | 4,000 |
| 1,500 | 3,500 |
| 1,000 | 2,000 |
| 500 | 1,000 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

EXTERNAL FINANCIAL SERVICES*

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

MANAGEMENT CONSULTING SERVICES

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 8,000 | 15,000 |
| 6,000 | 8,000 |
| 3,000 | 6,000 |
| 2,000 | 4,000 |
| 2,000 | 3,500 |
| 1,000 | 2,000 |

| | |
|--------|--------|
| 10,000 | 20,000 |
| 4,000 | 10,000 |
| 2,500 | 4,000 |
| 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

BANKING

BOARD OF MANAGEMENT

| Position | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|------------|--------------------|------------------|------------------|
| CEO | 15+ | 20,000 | 40,000 |
| Deputy CEO | 10+ | 14,000 | 25,000 |

FRONT OFFICE - RETAIL BANKING

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

FRONT OFFICE - CORPORATE BANKING

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

OPERATION DEPARTMENT

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



Hanoi

MIN

MAX

| | |
|--------|--------|
| 20,000 | 35,000 |
| 13,000 | 25,000 |
| 8,000 | 18,000 |
| 2,000 | 6,000 |
| 2,800 | 4,800 |
| 3,000 | 5,000 |
| 1,200 | 2,000 |
| 1,000 | 1,700 |
| 900 | 1,500 |
| 700 | 1,400 |
| 10,000 | 20,000 |
| 5,000 | 8,000 |
| 3,800 | 6,600 |
| 2,500 | 6,000 |
| 1,500 | 6,000 |
| 1,000 | 3,500 |
| 800 | 1,500 |
| 2,000 | 5,000 |
| 1,000 | 1,500 |
| 700 | 1,200 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

BANKING

CREDIT APPROVAL DEPARTMENT

| Position | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|------------------------------------|--------------------|------------------|------------------|
| Head of Credit Approval | 8+ | 3,500 | 6,500 |
| Credit Manager | 6+ | 2,500 | 3,500 |
| Senior Credit Officer / Specialist | 4-6 | 1,500 | 2,500 |
| Credit Approval Officer | 2-4 | 1,000 | 1,700 |

RISK MANAGEMENT DEPARTMENT

| | | | |
|--------------------------------|-----|-------|--------|
| Risk Management Director | 8+ | 6,000 | 12,000 |
| Risk Management Manager | 4-8 | 3,000 | 5,000 |
| Senior Risk Management Officer | 3-5 | 1,700 | 3,000 |
| Risk Management Officer | 2-4 | 800 | 1,500 |

INTERNAL AUDIT DEPARTMENT

| | | | |
|---------------------------|------|-------|-------|
| Internal Audit Director | 10+ | 4,000 | 7,000 |
| 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 | 3,500 | 6,500 |
| Collection Manager | 5-7 | 2,000 | 4,000 |
| Collection Specialist / Officer | 3-5 | 700 | 1,300 |

TREASURY DEPARTMENT

| | | | |
|-------------------------|------|--------|--------|
| Head of Treasury | 10+ | 10,000 | 20,000 |
| Deputy Head of Treasury | 8-10 | 6,000 | 10,000 |
| Senior Treasury Sales | 6-8 | 1,200 | 3,000 |
| Treasury Officer | 4-5 | 800 | 2,000 |

TRANSACTION BANKING DEPARTMENT

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



Hanoi

MIN

MAX

| | | |
|------------------------------------|-------|-------|
| Head of Credit Approval | 4,000 | 9,000 |
| Credit Manager | 2,500 | 5,000 |
| Senior Credit Officer / Specialist | 1,500 | 3,000 |
| Credit Approval Officer | 500 | 1,500 |

| | | |
|--------------------------------|-------|--------|
| Risk Management Director | 7,000 | 15,000 |
| Risk Management Manager | 2,000 | 5,000 |
| Senior Risk Management Officer | 1,500 | 2,500 |
| Risk Management Officer | 600 | 1,200 |

| | | |
|---------------------------|-------|-------|
| Internal Audit Director | 4,000 | 6,000 |
| Internal Audit Manager | 3,000 | 5,000 |
| Internal Audit Specialist | 1,300 | 2,500 |
| Internal Audit Officer | 600 | 1,300 |

| | | |
|---------------------------------|-------|-------|
| Head of Collection | 3,500 | 6,500 |
| Collection Manager | 2,000 | 4,000 |
| Collection Specialist / Officer | 700 | 1,300 |

| | | |
|-------------------------|-------|--------|
| Head of Treasury | 8,000 | 18,000 |
| Deputy Head of Treasury | 4,000 | 7,000 |
| Senior Treasury Sales | 1,200 | 3,000 |
| Treasury Officer | 1,000 | 2,000 |

| | | |
|-----------------------------|--------|--------|
| Head of Transaction Banking | 15,000 | 20,000 |
| Head of Transaction Banking | 10,000 | 15,000 |

Banking & Finance

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

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 |

OPERATIONS 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 | 4-6 | 2,000 | 3,500 |
| Customer Service Manager | 5-7 | 2,000 | 3,500 |



Hanoi

MIN

MAX

5,000 8,000

3,500 4,700

900 1,800

3,000 5,000

1,700 2,500

1,700 2,500

1,700 2,500

1,700 2,500

3,000 5,000

2,200 3,300

3,500 4,700

2,200 3,300

2,000 3,500

2,000 3,300

2,000 3,300

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

FUND MANAGEMENT

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

SECURITIES

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



Hanoi

MIN

MAX

| | |
|--------|--------|
| 10,000 | 15,000 |
| 5,000 | 10,000 |
| 3,000 | 5,000 |
| 1,200 | 2,700 |
| 1,500 | 2,000 |
| 4,000 | 10,000 |
| 2,500 | 5,000 |
| 1,000 | 2,500 |
| 500 | 1,000 |
| 1,800 | 2,500 |
| 2,500 | 4,000 |

| | |
|-------|-------|
| 4,000 | 9,000 |
| 1,500 | 4,000 |
| 1,000 | 2,300 |
| 600 | 1,500 |
| 1,800 | 2,500 |
| 2,000 | 4,000 |
| 3,000 | 5,000 |
| 2,500 | 4,000 |
| 2,000 | 3,000 |

Banking & Finance

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

LIFE INSURANCE

BANCASSURANCE

| Position | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|-----------------------|--------------------|------------------|------------------|
| 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 | 1-2 | 500 | 800 |

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 |



Hanoi

MIN

MAX

| | | |
|-----------------------|-------|-------|
| Head of Bancassurance | 5,000 | 9,000 |
| Senior Manager | 2,500 | 4,000 |
| Relationship Manager | 800 | 2,000 |
| Relationship Officer | 500 | 800 |

| | | |
|--------------------------------|-------|-------|
| Agency Director | 5,000 | 9,500 |
| Senior Manager | 2,500 | 4,000 |
| Manager | 1,500 | 3,000 |
| Insurance Specialist / Officer | 500 | 800 |

| | | |
|----------------------|-------|-------|
| Head of Underwriting | 2,500 | 4,500 |
| Manager | 2,000 | 3,000 |
| Assistant Manager | 1,500 | 2,000 |
| Executive | 1,000 | 1,500 |

| | | |
|-------------------|-------|-------|
| Head of Claim | 2,500 | 3,500 |
| Senior Manager | 2,000 | 2,500 |
| Manager | 1,300 | 1,700 |
| Assistant Manager | 1,000 | 1,500 |

| | | |
|-----------------|--------|--------|
| Chief Actuary | 10,000 | 20,000 |
| Senior Manager | 5,000 | 8,000 |
| Manager | 4,000 | 5,000 |
| Actuary Officer | 1,500 | 2,500 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

LIFE INSURANCE

PRODUCT

| | | | |
|----------------------------|-------|-------|--------|
| Head of Product Management | 10-15 | 6,000 | 10,000 |
| Head of Product Solution | 7-10 | 3,000 | 5,000 |

NON-LIFE INSURANCE

SALES & MARKETING

| | | | |
|------------------------|-------|-------|-------|
| 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

| | | | |
|--------------------------------|-------|-------|-------|
| 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

| | | | |
|-------------------|-------|-------|-------|
| 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 |



Hanoi

MIN

MAX

| | |
|-------|--------|
| 6,000 | 10,000 |
|-------|--------|

| | |
|-------|-------|
| 3,000 | 5,000 |
|-------|-------|

| | |
|-------|-------|
| 2,500 | 5,000 |
|-------|-------|

| | |
|-------|-------|
| 1,500 | 2,500 |
|-------|-------|

| | |
|-------|-------|
| 1,000 | 1,700 |
|-------|-------|

| | |
|-----|-------|
| 800 | 1,500 |
|-----|-------|

| | |
|-----|-----|
| 500 | 800 |
|-----|-----|

| | |
|-------|-------|
| 2,500 | 4,000 |
|-------|-------|

| | |
|-------|-------|
| 2,000 | 2,700 |
|-------|-------|

| | |
|-------|-------|
| 1,000 | 1,600 |
|-------|-------|

| | |
|-----|-------|
| 600 | 1,000 |
|-----|-------|

| | |
|-------|-------|
| 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

REAL ESTATE DEVELOPMENT

EXECUTIVE

| Position | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|--|--------------------|------------------|------------------|
| General Director (Expat) | 15+ | 12,000 | 20,000 |
| General Director | 15+ | 10,000 | 15,000 |
| Deputy General Director - Project Management (Expat) | 10+ | 10,000 | 15,000 |
| Deputy General Director - Project Management | 10+ | 8,000 | 10,000 |
| Deputy General Director - Investment | 10+ | 8,000 | 10,000 |

SALES & MARKETING

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



Hanoi

MIN

MAX

| | | |
|--|--------|--------|
| General Director (Expat) | 10,000 | 18,000 |
| General Director | 6,000 | 12,000 |
| Deputy General Director - Project Management (Expat) | 6,000 | 10,000 |
| Deputy General Director - Project Management | 4,000 | 7,000 |
| Deputy General Director - Investment | 5,000 | 8,000 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT

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



Hanoi

MIN

MAX

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

Construction & Real Estate

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 5,000 | 10,000 |
| 3,000 | 5,000 |
| 3,000 | 4,000 |
| 3,000 | 4,000 |
| 1,500 | 2,500 |
| 1,500 | 2,500 |
| 3,000 | 5,000 |
| 1,500 | 2,500 |
| 1,500 | 2,500 |
| 1,500 | 2,500 |
| 1,500 | 2,500 |
| 1,500 | 3,000 |
| 2,500 | 4,500 |
| 2,000 | 3,000 |

| | |
|-------|--------|
| 7,000 | 15,000 |
| 4,000 | 10,000 |
| 3,000 | 6,000 |
| 2,000 | 3,500 |
| 1,500 | 2,000 |
| 3,500 | 6,000 |
| 2,000 | 4,000 |
| 2,000 | 4,000 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

REAL ESTATE & PROPERTY SERVICES

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

PROJECT MANAGEMENT

| | | | |
|------------------|-----|-------|-------|
| Project Director | 10+ | 5,000 | 8,000 |
| 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 |



Hanoi

MIN

MAX

2,500 5,000

3,000 5,000

3,000 5,000

3,000 6,000

1,500 2,500

1,500 2,500

2,000 3,500

1,500 3,000

1,500 3,000

1,500 2,500

3,000 6,000

2,000 3,000

1,500 2,500

1,500 2,500

1,500 2,500

1,500 2,500

Construction & Real Estate

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

CONSTRUCTION FIRM

| | | | |
|---|-----|-------|-------|
| Head of Project Management / Project Director | 15+ | 4,000 | 7,000 |
| Business Development Director | 10+ | 3,000 | 5,500 |
| Cost & Contract Manager | 7+ | 2,000 | 3,000 |
| Project Manager | 5+ | 3,000 | 5,000 |
| Construction Manager | 5+ | 2,000 | 3,000 |
| QA/QC Manager | 5+ | 2,000 | 3,000 |
| QS Manager | 5+ | 2,000 | 3,000 |
| HSE Manager | 5+ | 2,000 | 4,000 |
| MEP Manager | 5+ | 2,000 | 3,000 |
| Site Manager | 5+ | 1,500 | 2,000 |



Hanoi

MIN

MAX

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



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

ARCHITECT / INTERIOR

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

OTHERS

| | | | |
|--------------------------|----|-------|-------|
| Site Expansion Manager | 5+ | 2,000 | 3,000 |
| Site Expansion Executive | 3+ | 1,000 | 1,500 |



Hanoi

MIN

MAX

| | |
|-------|-------|
| 4,000 | 6,000 |
| 2,000 | 3,500 |
| 1,500 | 3,000 |
| 1,000 | 1,500 |
| 1,500 | 2,500 |
| 1,500 | 2,500 |
| 1,000 | 1,500 |
| 800 | 1,200 |
| 500 | 800 |
| 600 | 1,300 |
| 2,000 | 3,500 |
| 1,000 | 1,500 |
| 1,500 | 2,500 |
| 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

FAST-MOVING CONSUMER GOODS

SALES

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

TRADE MARKETING

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

MARKETING

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

RETAIL

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



Hanoi

MIN

MAX

N/A

4,000 12,000

3,000 5,000

1,500 2,500

N/A

1,500 4,000

2,000 4,000

1,500 3,000

N/A

2,000 4,000

5,000 10,000

4,000 7,000

2,500 4,000

1,500 3,000

1,200 1,700

3,500 6,000

3,500 6,000

N/A

2,000 3,500

1,500 3,000

2,500 5,000

1,200 2,500

800 1,200



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

FASHION & COSMETICS

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

COMMUNICATIONS & MEDIA

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



Hanoi

MIN

MAX

N/A

4,000 6,000

4,000 6,000

1,500 3,000

1,000 1,500

1,000 2,000

1,200 2,000

1,500 3,500

1,000 2,000

800 1,200

1,000 2,000

1,000 2,000

N/A

3,000 6,000

N/A

3,000 5,000

1,000 3,000

2,000 5,000

N/A

N/A

N/A

1,000 2,000

1,000 2,000

1,000 2,000

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

PHARMACEUTICAL & MEDICAL NUTRITION

GENERAL MANAGEMENT

| Position | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|-----------------------|--------------------|------------------|------------------|
| General Manager | 18+ | 15,000 | 30,000 |
| Head of Business Unit | 15+ | 7,000 | 15,000 |

MARKETING

| | | | |
|------------------------|------|-------|-------|
| Head of Marketing | 12+ | 4,000 | 8,000 |
| Group Product Manager | 10+ | 3,000 | 6,000 |
| Senior Product Manager | 6-10 | 2,500 | 5,000 |
| Product Manager | 5-12 | 2,000 | 3,500 |
| Product Executive | 3-6 | 800 | 1,500 |

SALES

| | | | |
|---------------------|------|-------|-------|
| Head of Sales | 15+ | 6,000 | 8,000 |
| Second Line Manager | 8+ | 3,000 | 5,000 |
| First Line Manager | 5-10 | 2,000 | 3,000 |

MARKET ACCESS

| | | | |
|------------------------------|------|-------|-------|
| Head of Market Access | 12+ | 5,000 | 9,000 |
| National Key Account Manager | 10+ | 4,500 | 6,000 |
| Regional Key Account Manager | 7-10 | 3,500 | 4,000 |
| Key Account Manager | 3-7 | 2,000 | 3,500 |
| Key Account Specialist | 1-3 | 1,000 | 1,500 |

COMMERCIAL EXCELLENCE

| | | | |
|-------------------------------|-----|-------|-------|
| Head of Commercial Excellence | 15+ | 5,000 | 8,000 |
| SFE Manager | 8+ | 2,500 | 4,500 |
| Sales Force Training Manager | 7+ | 2,000 | 4,000 |

MEDICAL AFFAIRS & CLINICAL RESEARCH

| | | | |
|-----------------------------------|-------|-------|--------|
| Head of Medical Affairs | 18+ | 6,000 | 10,000 |
| Medical Affairs Manager / Advisor | 7+ | 3,500 | 6,000 |
| Medical Science Liaison | 3+ | 1,000 | 2,000 |
| Head of Clinical | 10-15 | 4,500 | 6,000 |
| Clinical Research Manager | 5-10 | 2,000 | 4,000 |
| Clinical Research Associate | 3-5 | 1,500 | 2,500 |



Hanoi

MIN

MAX

N/A

5,000 12,000

N/A

N/A

N/A

2,000 3,500

1,000 1,500

N/A

3,000 5,000

1,500 3,000

6,000 10,000

N/A

N/A

2,000 4,000

1,000 2,000

N/A

N/A

N/A

N/A

2,000 4,000

1,500 3,000

4,000 6,000

2,000 4,000

1,000 2,200



Ho Chi Minh City

EXPERIENCE
(YEARS)

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 |

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 |

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 |



Hanoi

MIN

MAX

5,000 8,000

2,500 4,500

1,000 2,000

N/A

N/A

2,000 3,000

2,500 4,000

800 1,500

1,500 3,000

1,000 2,000

800 1,500

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

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 |

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

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

OPERATION

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 6,000 | 10,000 |
|-------|--------|

| | |
|-------|-------|
| 3,500 | 6,000 |
|-------|-------|

| | |
|-------|-------|
| 2,000 | 4,000 |
|-------|-------|

| | |
|-------|-------|
| 4,000 | 8,000 |
|-------|-------|

| | |
|-------|-------|
| 2,000 | 3,000 |
|-------|-------|

| | |
|-------|-------|
| 2,000 | 3,000 |
|-------|-------|

| | |
|-------|-------|
| 4,000 | 7,000 |
|-------|-------|

| | |
|-------|-------|
| 2,000 | 4,000 |
|-------|-------|

| | |
|-------|-------|
| 1,500 | 3,000 |
|-------|-------|

| | |
|-------|-------|
| 3,000 | 5,000 |
|-------|-------|

| | |
|-------|-------|
| 1,000 | 2,000 |
|-------|-------|

| | |
|-------|-------|
| 6,000 | 9,000 |
|-------|-------|

| | |
|-------|-------|
| 4,000 | 7,000 |
|-------|-------|

| | |
|-------|-------|
| 2,000 | 5,000 |
|-------|-------|

| | |
|-------|-------|
| 1,500 | 3,500 |
|-------|-------|

| | |
|-------|-------|
| 1,000 | 2,500 |
|-------|-------|

| | |
|-------|-------|
| 1,000 | 2,000 |
|-------|-------|

| | |
|-------|-------|
| 1,500 | 2,500 |
|-------|-------|

| | |
|-------|-------|
| 1,500 | 2,500 |
|-------|-------|

| | |
|-------|-------|
| 2,000 | 4,000 |
|-------|-------|

| | |
|-------|-------|
| 1,500 | 2,000 |
|-------|-------|



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

F&B CHAINS

| | | | |
|------------------------------------|-----|-------|-------|
| General Manager | 10+ | 6,000 | 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+ | 1,000 | 1,500 |
| Marketing Director | 10+ | 3,000 | 6,000 |
| Marketing Manager / Brand Manager | 5+ | 2,000 | 3,000 |
| QA Manager | 10+ | 3,000 | 5,000 |
| R&D Manager | 7+ | 2,000 | 4,000 |
| R&D Chef | 10+ | 2,500 | 5,000 |
| Head Chef / Executive Chef | 10+ | 2,500 | 5,000 |



Hanoi

MIN

MAX

| | |
|-------|-------|
| 2,500 | 5,000 |
| 2,000 | 3,500 |
| 1,500 | 3,000 |
| 1,000 | 2,000 |
| 1,000 | 1,500 |
| 2,000 | 4,000 |
| 1,500 | 2,500 |
| 1,500 | 3,000 |
| 1,500 | 3,000 |
| 1,500 | 4,000 |
| 1,500 | 2,500 |

Hospitality

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

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 Services 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

MIN

MAX

2,000 4,000

1,000 2,000

1,500 2,500

3,000 6,000

2,500 4,000

1,000 2,500

2,000 4,000

2,000 3,000

2,000 3,000

1,000 2,000

1,000 2,000



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

BPO SERVICES

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



Hanoi

MIN

MAX

| | |
|-------|-------|
| 2,000 | 3,000 |
| 1,500 | 2,500 |
| 1,500 | 2,000 |
| 1,000 | 2,000 |
| 800 | 1,200 |
| 800 | 1,000 |
| 2,000 | 3,000 |
| 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

HR & ADMIN

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 4,000 | 10,000 |
| 2,000 | 5,000 |
| 2,000 | 4,000 |
| 1,500 | 2,500 |
| 1,200 | 2,000 |
| 400 | 1,200 |
| 2,000 | 4,000 |
| 1,500 | 3,000 |
| 800 | 1,500 |
| 400 | 1,000 |
| 1,500 | 4,000 |
| 900 | 2,000 |
| 1,500 | 4,000 |
| 1,500 | 3,500 |
| 800 | 1,500 |
| 1,300 | 2,500 |
| 800 | 1,200 |
| 1,000 | 2,000 |
| 1,200 | 3,000 |
| 800 | 1,500 |
| 400 | 700 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

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 |

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 |

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 |



Hanoi

MIN

MAX

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

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

| | |
|-------|--------|
| 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

EDUCATION

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

IMMIGRATION

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



Hanoi

MIN

MAX

| | |
|-------|-------|
| 4,000 | 9,000 |
| 3,000 | 5,000 |
| 3,000 | 4,000 |
| 3,000 | 5,000 |
| 1,500 | 3,000 |
| 1,500 | 3,000 |
| 400 | 1,000 |
| 2,000 | 4,000 |
| 1,000 | 1,500 |
| 800 | 1,500 |
| 800 | 1,500 |
| 1,500 | 4,000 |

| | |
|-------|-------|
| 1,500 | 3,500 |
| 2,000 | 4,500 |
| 1,500 | 3,000 |
| 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



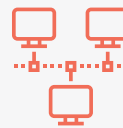
Mechanical /
Electronics
Engineering



Automation &
Robotics



STEM



Computer &
System Literacy



Communication
& Teamwork



Leadership &
Presentation



Business Acumen



Strategic
Planning



Adaptability



International
Exposure



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 |
| Team Leader / Senior Engineer | 8+ | 2,000 | 3,500 |
| Engineer | 3+ | 1,200 | 1,800 |
| Junior Engineer | 0-2 | 900 | 1,000 |

| | |
|-------|-------|
| 3,000 | 5,000 |
| 2,000 | 3,500 |
| 1,200 | 1,600 |
| 900 | 1,000 |

MECHANICAL ENGINEERING

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

| | |
|-------|-------|
| 2,300 | 4,000 |
| 1,300 | 3,000 |
| 1,000 | 1,300 |
| 700 | 1,000 |

ELECTRICAL ENGINEERING

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

| | |
|-------|-------|
| 2,300 | 4,500 |
| 1,300 | 3,000 |
| 1,000 | 1,300 |
| 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

MANUFACTURING

ELECTRICAL / ELECTRONICS

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



Hanoi

MIN

MAX

| | |
|-------|-------|
| 3,000 | 5,000 |
| 2,000 | 3,000 |
| 2,000 | 3,000 |
| 2,000 | 3,000 |
| 2,500 | 3,500 |
| 800 | 1,500 |
| 3,000 | 4,000 |
| 1,000 | 2,000 |
| 1,500 | 3,000 |
| 800 | 1,500 |
| 2,000 | 3,500 |
| 800 | 1,200 |
| 2,500 | 3,500 |
| 1,200 | 2,000 |
| 1,500 | 2,500 |
| 800 | 1,200 |
| 2,000 | 3,000 |
| 700 | 1,000 |
| 2,000 | 3,000 |
| 800 | 1,200 |

Industrial

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

MANUFACTURING

GARMENT

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 5,000 | 9,000 |
| 5,000 | 10,000 |
| 2,500 | 5,000 |
| 3,000 | 6,000 |
| 800 | 1,500 |
| 2,500 | 4,000 |
| 1,000 | 2,000 |
| 800 | 1,500 |
| 4,000 | 6,000 |
| 800 | 1,500 |
| 4,000 | 6,000 |
| 3,000 | 5,000 |
| 2,000 | 3,000 |
| 800 | 1,500 |
| 2,500 | 4,000 |
| 2,000 | 3,500 |
| 800 | 1,500 |
| 700 | 1,500 |
| 2,000 | 3,000 |
| 2,500 | 4,000 |
| 2,000 | 3,500 |
| 2,000 | 3,000 |
| 1,500 | 2,500 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

MANUFACTURING

GARMENT

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

FOOTWEAR

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



Hanoi

MIN

MAX

1,500 2,500

2,000 3,500

3,000 5,000

2,000 3,500

800 1,500

2,000 3,500

2,000 3,000

2,500 4,000

2,000 3,000

8,000 11,000

6,000 8,000

3,000 4,000

6,000 10,000

4,000 6,000

1,000 2,200

3,500 5,500

3,000 6,000

2,500 4,000

1,000 2,200

5,000 7,000

3,500 4,500

1,200 2,200

2,200 3,000



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

MANUFACTURING

FOOTWEAR

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

FURNITURE

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



Hanoi

MIN

MAX

3,500 5,000

1,500 2,200

3,000 4,000

1,300 2,000

2,500 3,500

2,500 4,000

3,500 4,500

5,500 8,000

1,500 2,000

3,000 7,000

2,800 4,500

1,200 2,500

2,000 3,000

1,200 2,500

800 1,200

1,800 3,000

800 1,500

2,500 4,500

1,000 1,500

1,300 2,500

800 1,200

1,500 3,000

800 1,200



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

MANUFACTURING

OTHERS (GENERAL)

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 7,000 | 15,000 |
| 4,000 | 6,000 |
| 5,000 | 10,000 |
| 3,500 | 5,000 |
| 3,000 | 4,000 |
| 2,000 | 4,000 |
| 1,200 | 1,500 |
| 700 | 1,300 |
| 900 | 1,200 |
| 400 | 800 |
| 3,000 | 5,000 |
| 1,800 | 3,500 |
| 700 | 1,200 |
| 3,000 | 4,500 |
| 1,500 | 2,500 |
| 2,500 | 3,000 |
| 1,200 | 1,800 |
| 800 | 1,000 |
| 3,500 | 4,500 |
| 1,400 | 2,600 |
| 800 | 1,200 |
| 2,500 | 3,500 |
| 800 | 1,500 |

Industrial

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

MANUFACTURING

OTHERS (GENERAL)

| | | | |
|------------------------------|-----|-------|-------|
| R&D Manager | 10+ | 2,500 | 4,000 |
| R&D Supervisor | 7+ | 1,500 | 2,200 |
| R&D Engineer | 2-5 | 1,000 | 1,400 |
| QA / QC Manager | 10+ | 1,500 | 3,000 |
| QA / QC Supervisor | 7+ | 1,100 | 1,400 |
| QA / QC Engineer / Inspector | 2-5 | 800 | 1,000 |

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



Hanoi

MIN

MAX

| | |
|-------|-------|
| 2,500 | 4,000 |
| 1,500 | 2,200 |
| 1,000 | 1,400 |
| 1,500 | 3,000 |
| 1,100 | 1,400 |
| 800 | 1,000 |

| | |
|-------|--------|
| 7,000 | 10,000 |
| 4,000 | 7,000 |
| 3,000 | 5,000 |
| 800 | 1,600 |
| 1,800 | 3,000 |
| 3,500 | 5,000 |
| 2,500 | 3,500 |
| 800 | 1,300 |
| 2,500 | 3,500 |
| 2,000 | 3,500 |
| 800 | 1,200 |
| 1,000 | 1,500 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

HEAVY INDUSTRIES (INCL. ENERGY)

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



Hanoi

MIN

MAX

| | |
|-------|--------|
| 7,000 | 10,000 |
| 5,000 | 7,000 |
| 4,000 | 6,000 |
| 1,200 | 2,500 |
| 3,500 | 4,500 |
| 2,500 | 5,000 |
| 4,000 | 6,000 |
| 3,000 | 5,000 |
| 3,500 | 6,000 |
| 1,500 | 2,500 |
| 3,000 | 5,000 |
| 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

SOFTWARE COMPANY

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



Hanoi

MIN

MAX

| | |
|--------|--------|
| 15,000 | 26,000 |
| 8,500 | 16,000 |
| 6,000 | 9,000 |
| 4,500 | 6,500 |
| 3,000 | 5,000 |
| 2,500 | 3,500 |
| 2,000 | 3,000 |
| 550 | 1,500 |
| 1,100 | 2,500 |
| 1,000 | 2,000 |
| 1,300 | 2,000 |
| 1,800 | 3,000 |
| 2,500 | 3,500 |
| 2,200 | 3,500 |
| 4,000 | 7,500 |
| 2,000 | 5,000 |
| 1,000 | 2,500 |
| 1,500 | 3,000 |
| 700 | 1,800 |
| 900 | 2,000 |
| 1,800 | 4,000 |
| 700 | 2,000 |
| 1,800 | 3,500 |
| 900 | 1,800 |

► Salary Range (per month) | Unit: USD



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

IT IN-HOUSE

Head of IT / IT Director

10+

3,000

5,000

IT Manager

5-10

2,000

3,000

IT Infrastructure Support / Network / System /
Help Desk Support

3-8

800

1,500



Hanoi

MIN

MAX

2,800

5,000

1,500

3,000

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

FUNCTIONAL

CUSTOMER SERVICE LOGISTICS

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|---|--------------------|------------------|------------------|
| Order Process Management / Customer Service Logistics Manager | 10+ | 1,500 | 4,000 |
| Order Process Management / Customer Service Logistics Officer | 3-5 | 800 | 1,500 |

PURCHASING

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|--|--------------------|------------------|------------------|
| Purchasing / Sourcing / Procurement / Buyer Manager | 10+ | 2,000 | 5,000 |
| (Senior) Purchasing / Sourcing / Procurement / Buyer Officer | 3-8 | 600 | 2,000 |

SYSTEM

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|---------------------------------|--------------------|------------------|------------------|
| ERP / SAP Implementation Leader | 5-10 | 1,200 | 3,500 |

PLANNING

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|---|--------------------|------------------|------------------|
| Supply Planning / Production Planning Manager | 5-10 | 2,000 | 4,000 |
| Supply Planning / Production Planning Officer | 2-5 | 700 | 1,500 |
| Demand Planning Manager | 5-10 | 2,500 | 7,000 |
| Demand Planning Officer | 2-5 | 700 | 2,000 |
| Logistics Planning Manager | 5-10 | 1,500 | 3,500 |
| Logistics Planning Officer | 2-5 | 700 | 2,000 |
| Material Planning Manager | 5-10 | 1,200 | 3,000 |

LOGISTICS

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|-------------------|--------------------|------------------|------------------|
| Logistics Manager | 5-10 | 1,500 | 4,000 |
| Logistics Officer | 2-5 | 600 | 1,500 |

SUPPLY CHAIN

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|----------------------|--------------------|------------------|------------------|
| Supply Chain Manager | 5-15 | 2,000 | 8,000 |
| Supply Chain Officer | 2-5 | 800 | 1,500 |

WAREHOUSE

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|-------------------|--------------------|------------------|------------------|
| Warehouse Manager | 5-15 | 1,200 | 3,500 |
| Warehouse Officer | 2-5 | 700 | 1,500 |
| Inventory Manager | 5-10 | 1,200 | 3,000 |
| Inventory Officer | 2-5 | 700 | 1,300 |



Hanoi

MIN

MAX

| Job Title | Min Salary (USD) | Max Salary (USD) |
|---|------------------|------------------|
| Order Process Management / Customer Service Logistics Manager | 1,300 | 3,000 |
| Order Process Management / Customer Service Logistics Officer | 600 | 1,500 |
| Purchasing / Sourcing / Procurement / Buyer Manager | 1,500 | 5,000 |
| (Senior) Purchasing / Sourcing / Procurement / Buyer Officer | 500 | 1,500 |
| ERP / SAP Implementation Leader | N/A | N/A |
| Supply Planning / Production Planning Manager | 1,500 | 4,000 |
| Supply Planning / Production Planning Officer | 500 | 1,500 |
| Demand Planning Manager | 1,500 | 4,000 |
| Demand Planning Officer | 500 | 1,500 |
| Logistics Planning Manager | 1,500 | 3,000 |
| Logistics Planning Officer | 500 | 1,300 |
| Material Planning Manager | 1,300 | 3,500 |
| Logistics Manager | 1,300 | 3,500 |
| Logistics Officer | 500 | 1,300 |
| Supply Chain Manager | 1,500 | 6,000 |
| Supply Chain Officer | 600 | 1,500 |
| Warehouse Manager | 1,200 | 3,000 |
| Warehouse Officer | 500 | 1,200 |
| Inventory Manager | 1,200 | 3,000 |
| Inventory Officer | 500 | 1,200 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

FUNCTIONAL

WAREHOUSE & LOGISTICS

| Position | Experience (Years) | Min | Max |
|-------------------------------|--------------------|-------|-------|
| 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 |
| Customs & International Trade Consultant | 2-5 | 1,000 | 2,000 |

IMPORT EXPORT / CUSTOMS

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



Hanoi

MIN

MAX

| | |
|-------|-------|
| 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

LOGISTICS SERVICES

LOGISTICS

| Job Title | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|-------------------|--------------------|------------------|------------------|
| 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 | 10+ | 1,500 | 3,000 |
|----------------------|-----|-------|-------|

CUSTOMER SERVICE LOGISTICS

| | | | |
|--------------------------|-----|-------|-------|
| Customer Service Manager | 10+ | 1,500 | 3,000 |
|--------------------------|-----|-------|-------|

| | | | |
|--------------------------|-----|-----|-------|
| Customer Service Officer | 2-5 | 700 | 1,500 |
|--------------------------|-----|-----|-------|

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 |
|--|-----|-----|-------|



Hanoi

MIN

MAX

| | | |
|-------------------|-------|-------|
| Logistics Manager | 1,300 | 3,000 |
|-------------------|-------|-------|

| | | |
|-------------------|-----|-------|
| Logistics Officer | 500 | 1,000 |
|-------------------|-----|-------|

| | | |
|-------------------|-------|-------|
| Warehouse Manager | 1,000 | 3,000 |
|-------------------|-------|-------|

| | | |
|-------------------|-----|-------|
| Warehouse Officer | 500 | 1,000 |
|-------------------|-----|-------|

| | | |
|---------------------------------------|-------|-------|
| Contract Logistics Operations Manager | 1,500 | 3,500 |
|---------------------------------------|-------|-------|

| | | |
|------------------|-------|-------|
| Solution Manager | 2,000 | 3,500 |
|------------------|-------|-------|

| | | |
|-----------------------------------|-------|-------|
| Transportation / Delivery Manager | 1,300 | 2,800 |
|-----------------------------------|-------|-------|

| | | |
|-----------------------------------|-----|-------|
| Transportation / Delivery Officer | 500 | 1,100 |
|-----------------------------------|-----|-------|

| | | |
|----------------------|-------|-------|
| Route Design Manager | 1,500 | 3,500 |
|----------------------|-------|-------|

| | | |
|--------------------------|-------|-------|
| Customer Service Manager | 1,300 | 2,500 |
|--------------------------|-------|-------|

| | | |
|--------------------------|-----|-------|
| Customer Service Officer | 500 | 1,000 |
|--------------------------|-----|-------|

| | | |
|-----------------|-------|-------|
| Customs Manager | 1,200 | 3,000 |
|-----------------|-------|-------|

| | | |
|-----------------|-----|-------|
| Customs Officer | 500 | 1,000 |
|-----------------|-----|-------|

| | | |
|----------------------|-------|-------|
| Cross Border Manager | 1,500 | 3,000 |
|----------------------|-------|-------|

| | | |
|--|-------|-------|
| Air / Sea Freight / International Freight Forwarding Manager | 1,200 | 3,000 |
|--|-------|-------|

| | | |
|--|-----|-------|
| Air / Sea Freight / International Freight Forwarding Officer | 500 | 1,100 |
|--|-----|-------|



Ho Chi Minh City

EXPERIENCE
(YEARS)

MIN

MAX

LOGISTICS SERVICES

OPERATIONS

| Position | Experience (Years) | Min Salary (USD) | Max Salary (USD) |
|--------------------|--------------------|------------------|------------------|
| 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 |
|-----------------------------|-----|-----|-------|



Hanoi

MIN

MAX

| | | |
|--------------------|-------|-------|
| Operations Manager | 1,200 | 3,000 |
|--------------------|-------|-------|

| | | |
|--------------------|-----|-------|
| Operations Officer | 500 | 1,000 |
|--------------------|-----|-------|

N/A

N/A

| | | |
|-----------------------------|-------|-------|
| Sales / Commercial Director | 2,000 | 4,500 |
|-----------------------------|-------|-------|

| | | |
|--------------------------------------|-------|-------|
| Sales / Business Development Manager | 2,000 | 3,000 |
|--------------------------------------|-------|-------|

| | | |
|--------------------------------------|-----|-------|
| Sales / Business Development Officer | 800 | 1,200 |
|--------------------------------------|-----|-------|

| | | |
|---------------------|-------|-------|
| Key Account Manager | 1,300 | 3,000 |
|---------------------|-------|-------|

| | | |
|----------------|-------|-------|
| Branch Manager | 2,000 | 5,000 |
|----------------|-------|-------|

| | | |
|-----------------------------|-------|-------|
| Distribution Center Manager | 1,300 | 3,000 |
|-----------------------------|-------|-------|

| | | |
|-----------------------------|-----|-------|
| Distribution Center Officer | 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

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 |

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 |

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 |



Hanoi

MIN

MAX

| | |
|-------|-------|
| 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 |

| | |
|-------|-------|
| 2,000 | 4,000 |
| 2,500 | 5,000 |
| 2,000 | 4,000 |
| 1,000 | 2,500 |
| 1,000 | 2,000 |
| 1,000 | 2,000 |

| | |
|-------|-------|
| 1,500 | 3,000 |
| 600 | 1,500 |
| 600 | 1,500 |
| 600 | 1,200 |



Ho Chi Minh City

EXPERIENCE
(YEARS)

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 |

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 |



Hanoi

MIN

MAX

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

| | |
|-------|-------|
| 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 |
| 1,500 | 2,500 |

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Unlocking Vietnam's Labour Market Potential in 2024

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HO CHI MINH CITY

18th floor, SONATUS,
15 Le Thanh Ton Street, District 1
Ho Chi Minh City, Vietnam
Tel: +84 28 7303 9100
Fax: +84 28 3910 2079
Email: hcmc@persolkelly.com

HANOI

10th Floor, Lotte Center Hanoi,
54 Lieu Giai Street, Ba Dinh District
Hanoi, Vietnam
Tel: +84 24 3538 1996
Fax: +84 24 3538 1995
Email: hn@persolkelly.com

persolkelly.com.vn

