

VIETNAM SALARY GUIDE 2023



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About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills.

Our expert family of brands - Manpower, Experis and Talent Solutions - creates substantially more value for candidates and clients across 75 countries and territories and has done so for over 70 years. ManpowerGroup was listed one of Fortune's Most Admired Companies for the nineteenth year in 2021, and one of the World's Most Ethical Companies for the thirteenth year in 2022, confirming our position as the most trusted and admired brand in the industry.

Our Operation in Vietnam

ManpowerGroup is the largest global recruitment, staffing and outsourcing company in Vietnam. We are the first 100% foreign invested company licensed to provide recruitment, staffing and outsourcing services by the Ministry of Labor, Invalids and Social Affairs (MOLISA) since 2008.

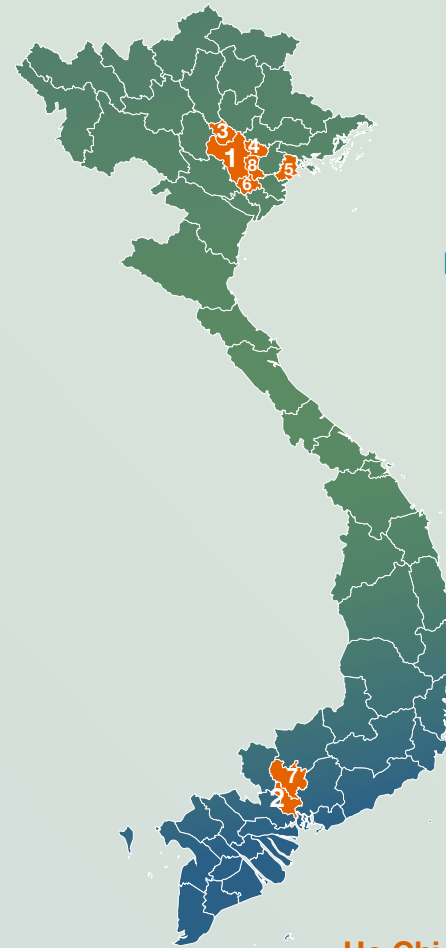
Manpower is part of ManpowerGroup - the world's leading workforce expert. Every day, all around the world, hundreds of thousands of people go to work because of Manpower; and hundreds of thousands of companies thrive because of the people we find for them.

With 120+ experienced consultants, our thorough understanding of staffing trends and highly qualified candidate pool, ManpowerGroup Vietnam can deliver the talent, matching the right individual to the right job - faster and with better business results.

Our Recognition



FTSE4Good



Bac Ninh

Hung Yen

Ha Nam

Hai Phong

Vinh Phuc

Binh Duong

Ho Chi Minh city

16th Floor, Sailing Tower
111A Pasteur Street,
Ben Nghe Ward, District 1

Hanoi

8th Floor, Capital Tower
109 Tran Hung Dao Street,
Cua Nam Ward,
Hoan Kiem District



Our Services

As the largest global recruitment, headhunting, staffing, payroll and outsourcing company in Vietnam, ManpowerGroup Vietnam helps our clients win in the ever changing world of work today. We leverage 15 years of HR knowledge in the market and our unmatched expertise in sourcing and managing talent to recruit, execute and deliver the results you need to win.

Why Us?



Function-based **strong team expertise**



120+ experienced consultants
nationwide specializing in diversified industries



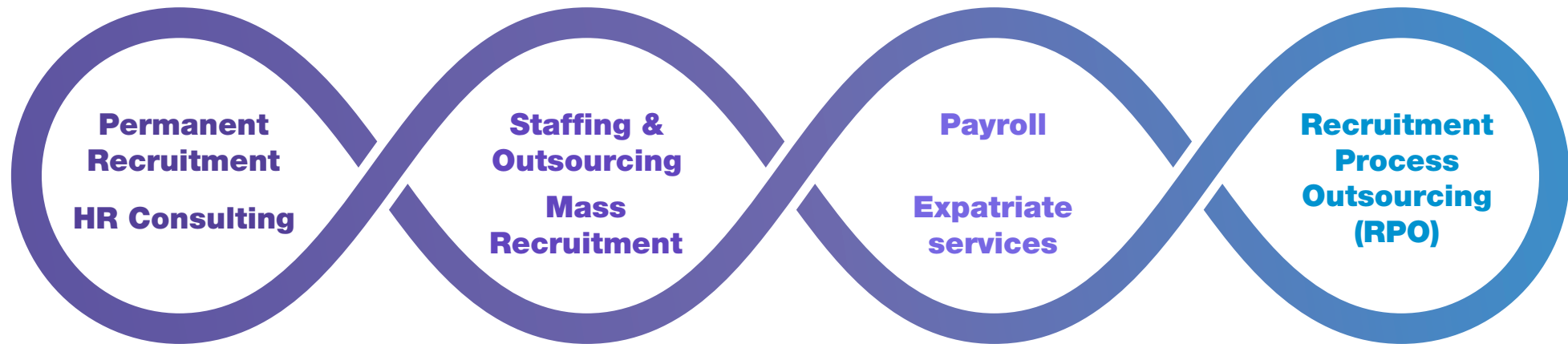
Maximizing results with technology



100k top-notch candidate database

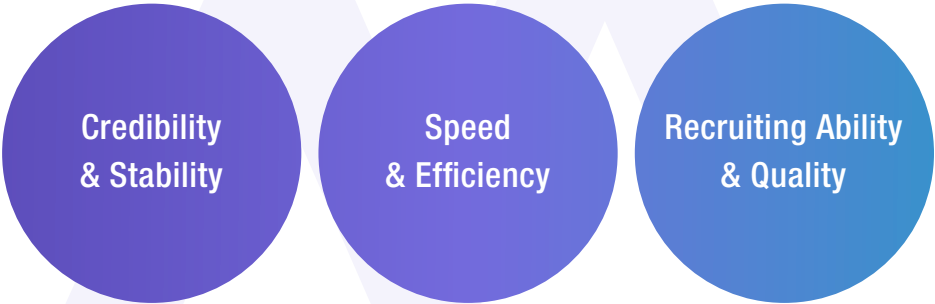
What We Offer?

As a one-stop HR solutions company, we provide innovative, flexible and effective Permanent Recruitment, Staffing, Payroll and Outsourcing services, apart from HR consulting services and others, to over 500 businesses in Vietnam.



Permanent Recruitment - Executive Search - HR Consulting

By leveraging our extensive resources, tools, skills and experience, Manpower Vietnam Recruitment services provide your organization with:



Credibility & Stability

- 7500+ placements; 500+ clients
- 15 years of full service professional recruiting expertise in Vietnam

Speed & Efficiency

- In-depth local market knowledge and access to nationwide
- Well-connected and engaged in the community
- Strong sense of urgency from our experts

Recruiting Ability & Quality

- 120+ experienced consultants with focused sector experience
- Consultative approach supports lasting relationships with decision-makers
- Skill-specific recruiting capabilities
- Innovative tools and tailored approach to specific search assignments
- Knowledge of industry-specific skill sets and overall business trends



Speed



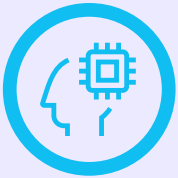
Efficiency



Credibility



Quality



Digitization



Andree Mangels

General Manager, ManpowerGroup Vietnam

General Manager's Message

2023: A challenging yet promising year for doing business in Vietnam

Dear readers,

I am pleased to introduce our ManpowerGroup Vietnam Salary Guide 2023.

After 8 years of living and working in Vietnam, I am happy to say that Vietnam is a great country for foreign investment thanks to its abundant hardworking, highly adaptable and eager-to-learn workforce. The country was ranked 7th in the list of 2022 Best Countries to Start a Business¹. Notably, the salary trends in Vietnam have witnessed significant evolution in recent years. Vietnamese white-collar workforce's salary has risen in the last few years, partly due to inflation, but also because the workers' skills have significantly improved over the years.

Remarkably, the bright recruitment landscape in Vietnam is reported in our latest Vietnam Employment Outlook Survey for the second half of 2022. Accordingly, up to 90% of the surveyed enterprises plan to increase or maintain their current headcounts. Strongest recruitment plans in the second half were reported in Manufacturing & Processing, Wholesale, Retail & Trading, Banking & Finance, Construction, Real Estate, etc. An increasingly fierce competition for talent with relevant skills that enable organizations to thrive is raging on.

Vietnam Salary Guide 2023 provides a comprehensive overview of salary for hundreds of roles, especially the latest labor trends in 12 key industries. It is packed with helpful information for hiring managers and candidates alike. The Guide serves as a reference for any businesses in Vietnam who want to develop an effective talent strategy to win in this changing world of work.

Let's conquer the uncertainty and win in Year of the Rabbit 2023!

Thank you.

¹ U.S. News & World Report

About ManpowerGroup Vietnam Salary Guide 2023

For the first time, ManpowerGroup Vietnam would like to share with our clients, partners and candidates our Vietnam Salary Guide 2023.

ManpowerGroup Vietnam Salary Guide 2023 is aimed at sharing the salary range of various positions with our candidates, employers, and any individuals and organizations who may refer to this guide as an updated reference to Vietnam's recruitment market in 2023.

Our Guide covers 12 industries and skillsets and the most common positions, from middle level, senior to C-suite level. The figures included in our Vietnam Salary Guide 2023 are the compilation of data retrieved from our candidates in Vietnam. It is not conclusive and not representative of all businesses in Vietnam.

The salary range given in the Guide is the base salary only and associated with locations, skills, work experience, education, and others. In fact, salaries for certain positions may be influenced by other factors like company size, benefits packages, employment trends, and labor supply and demand of specific industries. All salaries mentioned in ManpowerGroup Vietnam Salary Guide 2023 are gross monthly wages in Vietnamese dong (VND).

In case any organizations or individuals who may want to use part or all the information in this report for either personal or commercial purposes, please cite the source and mention in full its issuer's name, including but not limited to: "ManpowerGroup Vietnam Salary Guide 2023".

Thank you and Happy reading!



Chuong Nguyen

Country Manager, Permanent Recruitment
and HR Consulting services
ManpowerGroup Vietnam

MANPOWERGROUP VIETNAM SALARY GUIDE 2023

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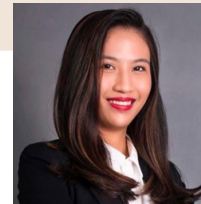
Human Resources & Administration



Labor market overview

Following the increasing FDI flow into Vietnam after the pandemic, the need for outstanding HR leaders is on the rise. In most industries, there has been a high demand for functional HR expertise such as HR Business Partner, Employer Branding, Internal Communication & Employee Engagement and Talent Development. The need for a highly skilled workforce is most visible in technology, manufacturing, and consumer sectors which are the key engines for economic recovery. International manufacturers have been shifting their supply chains to Vietnam thanks to the country's diverse favorable conditions for business. As a result, job opportunities in HR, administration and other back-office roles are growing.

The global health crisis has made people rethink about the definition of work and their top priorities when considering a job offer. Health and wellbeing, safety, skill development programs, recognition and rewards, especially flexible work (hybrid work) are now as important as salary. Therefore, employers who understand those needs and transform them into suitable recruitment and retention strategies would be able to attract the best talent. The increasing importance of the workforce management in the new normal also means HR experts with desired expertise in training & development and diversity & inclusion are most sought-after.



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Most frequently hired positions

-  Employer Branding Manager
-  Employee Engagement Manager
-  HRBP Manager
-  Learning & Development Manager
-  Total Rewards Manager
-  Talent Acquisition Manager

| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Chief People Officer | 160 - 200 | 200 - 400 |
| HR Director | 100 - 160 | 160 - 350 |
| HRBP Director | 100 - 130 | 130 - 160 |
| Head of Total Rewards | 90 - 110 | 110 - 130 |
| Head of Learning & Talent Development | 80 - 100 | 100 - 130 |
| Head of Talent Acquisition & Employer Branding | 80 - 100 | 100 - 120 |
| HR Manager | 60 - 80 | 80 - 100 |
| HRBP Manager | 50 - 75 | 75 - 90 |
| Talent Acquisition Manager | 50 - 60 | 60 - 80 |

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| Positions | Salary Range (VND Million) Per Month | |
|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Total Rewards Manager | 60 - 75 | 75 - 90 |
| L&D Manager | 50 - 70 | 70 - 80 |
| C&B Manager | 50 - 65 | 65 - 80 |
| Training Manager | 50 - 60 | 60 - 80 |
| Employer Branding Manager | 40 - 50 | 50 - 70 |
| Internal Communication & Employee Engagement Manager | 40 - 50 | 50 - 70 |
| Assistant HR Manager | 30 - 45 | 45 - 60 |
| Talent Acquisition Assistant Manager | 30 - 40 | 40 - 50 |
| Office/Admin Manager | 25 - 40 | 40 - 50 |
| Employer Branding Assistant Manager | 25 - 35 | 35 - 45 |

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Finance, Legal & Compliance



Labor market overview

With the strong growth in manufacturing, investment fund, real estate and fintech sectors, 2023 is forecasted to be a year for finance and accounting professionals. Frequently hired roles include Chief Finance Officer, Financial Planning & Analysis Manager, Investment Manager and Finance Business Partner. There is also a higher demand for senior finance professionals who master strategic leadership skills to cope with the challenges of the post pandemic economic situation. With that being said, the top tier Financial Planning & Analysis, Finance Business Partner and Tax Manager will be in high demand in 2023. Meanwhile, the rising economic uncertainties and digital acceleration have made companies realize the importance of matters like risk management and data privacy, which increases the need for Legal and Compliance professionals.

While companies strive to increase their investment in headcount and expertise, hybrid or flexible work is among highly desired benefits by workers of all levels in 2023. Therefore, organizations will likely have to spend more effort to attract talent by offering them flexible benefits, shortened interview processes and competitive packages.

Candidates with professional certificates like ACCA, CPA, CFA etc. are preferred by employers, in terms of professional knowledge requirements.



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Most frequently hired positions

 Financial Planning & Analysis Manager

 Management Accountant

 Finance Business Partner Manager

 Legal Manager

 Tax Manager

| Positions | Salary Range (VND Million) Per Month | |
|---------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| FINANCE | | |
| CFO | 200 - 250 | 250 - 400 |
| Finance Director | 150 - 180 | 180 - 250 |
| Head of Internal Audit | 110 - 140 | 140 - 200 |
| Head of Finance Business Partner | 120 - 150 | 150 - 180 |
| Head of Financial Planning & Analysis | 110 - 130 | 130 - 150 |
| Internal Audit Manager | 60 - 90 | 90 - 110 |
| Finance Controller | 60 - 85 | 80 - 150 |
| Finance Business Partner Manager | 60 - 80 | 80 - 130 |
| Finance Manager | 40 - 70 | 70 - 130 |



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| Positions | Salary Range (VND Million) Per Month | |
|---------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Financial Planning & Analysis Manager | 40 - 70 | 70 - 120 |
| Treasury Manager | 50 - 65 | 65 - 80 |
| Tax Manager | 50 - 65 | 65 - 80 |
| Chief Accountant | 40 - 60 | 60 - 80 |
| Management Accountant | 20 - 35 | 35 - 50 |
| LEGAL | | |
| Head of Legal/General Counsel | 150 - 250 | 250 - 400 |
| Legal Manager | 50 - 80 | 80 - 150 |
| Legal Counsel | 50 - 80 | 80 - 150 |
| COMPLIANCE | | |
| Head of Compliance | 120 - 150 | 150 - 230 |
| Compliance Manager | 70 - 100 | 100 - 120 |
| Assistant Compliance Manager | 40 - 55 | 55 - 70 |

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Procurement, Logistics & Supply Chain



Labor market overview

Supply chain and logistics are expected to remain the "bright spot" in the 2023 economic outlook. Enterprises are constantly expanding their service scope. In addition to the vibrant freight forwarding sector as a result of the fruitful development of e-commerce, many companies have increased their investment in warehousing and domestic delivery services. It is estimated that Vietnam's logistics market grows by over 5.5% per year during the 2022-2030 period.

The hiring trend continues with the significantly growing need for top tier professionals in sourcing, merchandising and procurement. Notably, international businesses are pouring investment into Vietnam, believing that the country is the next production and supply hub in Asia for DIY, electronics, tool and accessories product lines.

The development of supply chain and logistics has made sales and business development positions the most in-demand in 2022, a trend forecasted to continue next year. As regards to professional skills, data analysis and continuous improvement skills are seen as must-haves for workers in the industry. Candidates are also expected to own key soft skills like adaptability or problem-solving skills.

The above factors have contributed to making recruitment in this industry fiercer and more challenging than ever. In order to attract talent and retain long-term employees, employers need to pay more attention to the retention factors such as C&B, career development, working environment, training and so on. For strategic positions, it is important to implement an internal build strategy instead of focusing on the buy strategy only.



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Most frequently hired positions



Logistics Manager



Business Development Manager



Operation Manager



Material Project Manager



Supply Chain Manager

| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| SUPPLY CHAIN | | |
| Head of Supply Chain/Chief Supply Chain Officer | 100 - 150 | 125 - 325 |
| Head of Purchasing/Sourcing/Procurement | 100 - 150 | 150 - 200 |
| Supply Chain Manager | 60 - 85 | 85 - 125 |
| Transportation Manager | 60 - 75 | 75 - 125 |
| Logistics Manager | 60 - 85 | 85 - 100 |
| Fleet/Delivery Manager | 60 - 75 | 75 - 100 |
| Purchasing/Sourcing/Procurement Manager | 60 - 75 | 75 - 100 |
| Material Planning Manager/Material Project Manager | 50 - 75 | 60 - 125 |
| Inventory Manager | 50 - 60 | 60 - 100 |



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|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Supply Planning Manager/Global Supply Manager | 50 - 60 | 60 - 100 |
| Warehouse Manager | 50 - 60 | 60 - 75 |
| Demand Planning Manager | 50 - 60 | 60 - 75 |
| Purchasing/Sourcing/Procurement/Buyer Officer | 25 - 30 | 30 - 45 |
| LOGISTICS | | |
| Commercial Director | 75 - 100 | 100 - 300 |
| Operation Manager | 60 - 100 | 100 - 300 |
| Branch Manager | 60 - 125 | 100 - 175 |
| Sales/Business Development Manager | 50 - 75 | 75 - 125 |
| Airfreight/Seafreight Manager | 50 - 75 | 60 - 100 |
| Key Account Manager | 40 - 60 | 60 - 100 |
| Distribution Center Manager | 50 - 60 | 60 - 75 |
| Customer Service Manager | 45 - 60 | 60 - 75 |



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Digital, Media & Technology



Labor market overview

The Covid-19 pandemic has accelerated global digital transformation in many countries, including Vietnam. With great potential and strong economic growth, Vietnam's digital economy is expected to become one of the largest in South East Asia. Besides, given the support of the Vietnamese government, the high adoption rate of new technologies and the growing youth population, Vietnam has established itself as an ideal business destination attracting attention from businesses and investors all over the world. Therefore, the need for highly-skilled digital talent remains strong and competitive in 2023.

More and more organizations of all sizes and industries are looking for digital talent across all functions to drive business forward. However, the gap of digital skills in the local labor market remains high. To address the immediate skills gap and to remain competitive in the marketplace, beside holistic talent acquisition strategies, companies need to reskill and upskill their current workforce to meet their changing business and industry demands. Internal and external training at a company level plays a critical role in the workforce transformation journey. Given the skill mismatch in different labor markets, companies should look beyond boundaries in recruitment, in other words, to hire overseas Vietnamese or expatriates. This helps resolve the immediate talent shortage.

Most desired positions at senior and C-Suite positions are in Software, Outsourcing, Digital Platforms, Blockchain, SaaS, AI, Fintech, E-commerce, etc.



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Most frequently hired positions

 Chief Technology Officer

 Head of PMO

 Head of Software Engineering

 Head of Growth

 Head of Sales/BD

| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| SOFTWARE | | |
| CEO | 180 - 230 | 250 - 400 |
| CTO | 160 - 230 | 230 - 400 |
| CIO | 160 - 230 | 230 - 400 |
| Technical Director/Head of Engineering | 140 - 180 | 180 - 230 |
| Head of Product | 120 - 150 | 150 - 200 |
| Software/Solution Architect | 80 - 120 | 120 - 160 |
| QA/QC Manager | 60 - 80 | 80 - 120 |
| Delivery Manager | 60 - 80 | 80 - 120 |
| Data Scientist | 50 - 80 | 80 - 120 |

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| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Presales Manager | 50 - 70 | 70 - 120 |
| DevOps | 50 - 70 | 70 - 120 |
| Software Engineer | 40 - 70 | 70 - 120 |
| Sales Manager/Business Development Manager | 40 - 70 | 70 - 120 |
| Project Manager | 50 - 70 | 70 - 100 |
| Data Engineer | 50 - 70 | 70 - 100 |
| Product Manager/Product Owner | 50 - 70 | 70 - 90 |
| UI/UX Designer | 30 - 60 | 60 - 90 |
| Business Analyst | 30 - 40 | 40 - 80 |
| QA/QC Engineer | 30 - 40 | 40 - 60 |
| System Engineer | 25 - 50 | 50 - 80 |
| E-COMMERCE | | |
| Head of E-commerce | 90 - 120 | 120 - 180 |

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| Positions | Salary Range (VND Million) Per Month | |
|--------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Head of Category | 90 - 120 | 120 - 180 |
| Head of Sales | 90 - 120 | 120 - 180 |
| Head of Marketing | 90 - 120 | 120 - 180 |
| Customer Success Manager | 50 - 60 | 70 - 80 |
| IT IN-HOUSE | | |
| IT Director | 100 - 150 | 150 - 250 |
| IT Manager | 60 - 80 | 80 - 100 |
| IT Support/Helpdesk | 25 - 35 | 35 - 50 |
| MEDIA | | |
| Head of Digital | 100 - 120 | 120 - 160 |
| Account Director | 100 - 120 | 120 - 140 |
| Creative Director | 70 - 100 | 100 - 130 |
| Art Director | 60 - 80 | 80 - 100 |



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Banking, Insurance & Financial Services



Labor market overview

Vietnam banking and financial services sector continues to embrace digital transformation as its long-term strategy in 2023. Most of the local banks and financial institutions have actively joined this journey and transformed their business operations with the aim to enhance customer experience, customer base, and efficiency in their full cycle of operation. Highest number of open vacancies include roles in IT, Data Analytics, Digital Marketing and R&D. Expatriate talent in these key positions is highly desired, too.

The pandemic seems to no longer have a significant impact on businesses in this sector. However, it still drives attention at top management level and results in newly created roles such as Head of Internal Communication, Culture & Well-being Manager, Internal Organization Psychologist, etc.

Thanks to the favorable economic conditions, foreign investment funds and securities firms are expanding their operations in Vietnam with high recruitment demand in Legal, HR, IT, and Finance roles at various levels.

2023 is expected to see more newborn digital-only models in financial services sector, which leads to the emerging demand for C-levels and positions in product, partnership, and digital marketing.



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Most frequently hired positions

-  Chief Data Officer
-  Head of Transformation
-  Head of Corporate Culture
-  Head of Data Governance
-  Head of Customer Experience
-  Head of Digital Marketing

| Positions | Salary Range (VND Million) Per Month | |
|------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| BANKING | | |
| CEO | 400 - 700 | 500 - 1,200 |
| Deputy CEO | 250 - 400 | 300 - 600 |
| Chief Data Officer | 200 - 400 | 250 - 600 |
| Head of Corporate Banking | 150 - 400 | 250 - 500 |
| Head of Transaction Banking | 160 - 300 | 250 - 400 |
| Head of Retail Banking | 160 - 350 | 200 - 550 |
| Head of Digital Channel | 100 - 180 | 120 - 300 |
| Head of Corporate Culture | 80 - 120 | 100 - 200 |
| Head of Health and Wellbeing | 80 - 120 | 100 - 200 |

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| Positions | Salary Range (VND Million) Per Month | |
|-----------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Organization Psychologist | 80 - 120 | 100 - 200 |
| Branch Director/Manager | 80 - 120 | 100 - 180 |
| Head of Customer Experience | 70 - 100 | 80 - 180 |
| FI/Corporate Relationship Manager | 50 - 80 | 70 - 150 |
| TRANSFORMATION | | |
| Head of Transformation | 160 - 300 | 230 - 450 |
| Head of Data Analytics | 120 - 230 | 160 - 350 |
| Data Scientist | 50 - 120 | 60 - 180 |
| Product Owner | 50 - 100 | 80 - 180 |
| Strategic Designer (UI/UX) | 40 - 100 | 50 - 150 |
| Data Engineer | 30 - 100 | 50 - 120 |
| Business Analyst | 30 - 80 | 50 - 100 |



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| Positions | Salary Range (VND Million) Per Month | |
|-----------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| RISK, TREASURY, COLLECTION | | |
| Head of Treasury | 200 - 400 | 250 - 500 |
| Chief Risk Officer | 130 - 300 | 150 - 450 |
| Head of Credit Risks | 70 - 100 | 80 - 150 |
| Head of Collection | 60 - 100 | 80 - 150 |
| Head of Quality Assurance | 60 - 100 | 80 - 150 |
| Internal Audit Director | 60 - 100 | 80 - 120 |
| Treasury Sales Specialist | 50 - 70 | 60 - 120 |
| Compliance Manager | 45 - 85 | 60 - 120 |
| Risk Modelling Expert | 50 - 80 | 65 - 100 |
| Underwriting Manager | 40 - 80 | 60 - 100 |
| Internal Audit Manager | 40 - 80 | 60 - 100 |



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| Positions | Salary Range (VND Million) Per Month | |
|----------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| SALES, MARKETING | | |
| Chief Marketing Officer | 100 - 250 | 150 - 400 |
| Head of Digital Marketing | 60 - 100 | 80 - 150 |
| Head of Martech | 60 - 100 | 80 - 150 |
| Marketing Manager | 40 - 80 | 50 - 120 |
| Communication Manager | 40 - 80 | 50 - 120 |
| Head of Telesales | 40 - 80 | 50 - 100 |
| Head of Contact Center | 40 - 80 | 50 - 100 |
| SECURITIES | | |
| Head of Research | 60 - 120 | 80 - 200 |
| Head of Investment Banking | 60 - 120 | 80 - 200 |
| Brokerage Director | 50 - 80 | 60 - 120 |



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| Positions | Salary Range (VND Million) Per Month | |
|-----------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| IT Manager | 40 - 80 | 50 - 120 |
| Trading Manager | 38 - 60 | 45 - 100 |
| LIFE INSURANCE | | |
| Chief Actuary Officer | 160 - 240 | 200 - 450 |
| Head of Agency Distribution | 120 - 230 | 160 - 400 |
| Head of Digital Channel | 120 - 220 | 160 - 250 |
| Head of Bancassurance | 80 - 120 | 100 - 200 |
| Actuary Specialist | 45 - 120 | 60 - 180 |
| FUND MANAGEMENT | | |
| Investment Director | 160 - 230 | 200 - 450 |
| Head of Investment Banking | 100 - 160 | 120 - 230 |
| Investor Relation Manager | 60 - 100 | 80 - 160 |



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| Positions | Salary Range (VND Million) Per Month | |
|-----------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| FINTECH | | |
| Chief Commercial Officer | 160 - 350 | 250 - 500 |
| Chief Strategy Officer | 100 - 230 | 160 - 400 |
| Chief Operation Officer | 100 - 230 | 160 - 400 |
| Chief Product Officer | 100 - 230 | 145 - 250 |
| Head of Growth | 80 - 180 | 120 - 230 |
| Head of Partnership/Bancassurance | 80 - 160 | 120 - 230 |
| Product Manager | 60 - 100 | 70 - 120 |
| Business Development Manager | 40 - 100 | 60 - 120 |

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FMCG & Retail



Labor market overview

As one of the key drivers of the national economic recovery, the consumer goods industry in Vietnam, especially through e-commerce and modern trade channels, has grown substantially throughout 2022. The number of retailers, including well-known international brands newly entering Vietnam, has been increasing gradually in key cities and reaching further into provinces nationwide. With big international retail brand names like Uniqlo entering the market, the retail industry has recovered significantly post the pandemic. Therefore, the rising demand in recruitment has been significant in the retail and consumer market in the areas of retail development, revenue growth management and commerce.

As digital society and media have blurred the borders in consumers' purchasing habits, urban and rural consumer groups are getting even closer. We can foresee continued demand for top-tier talent in sales roles, marketing director, digital and e-commerce head as well as senior modern trade professionals.

In 2023, many retailers have put forward their ambitious growth plans with new openings of supermarkets, distribution systems and new retail models. With Vietnamese national financial health on its way to recovery, the consumer goods and retail industries are expected to continue their growth momentum next year. So does the demand for store operations, category and merchandising talent.



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Most frequently hired positions

 Sales Director
 Category Head

 Head of Retail
 Head of Marketing

 Head of Merchandise
 Head of E-commerce

| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| General Manager/Country Manager | 250 - 350 | 350 - 500 |
| Country Manager (Retail) | 180 - 280 | 280 - 380 |
| Commercial Director/Sales & Marketing Director | 200 - 250 | 250 - 350 |
| Sales Director | 150 - 200 | 250 - 350 |
| Marketing Director | 120 - 160 | 180 - 350 |
| Head of Modern Trade | 90 - 150 | 150 - 200 |
| National Sales Manager | 90 - 150 | 150 - 200 |
| Regional Sales Manager | 70 - 120 | 130 - 150 |
| Head of Operations | 80 - 100 | 100 - 140 |



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- Healthcare & Life Sciences
- Manufacturing & Engineering
- Energy/Oil & Mining
- Industrial & Trading
- Real Estate & Construction
- Consulting & Professional Services



| Positions | Salary Range (VND Million) Per Month | |
|---------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| E-commerce Manager | 60 - 80 | 80 - 120 |
| Sales Capability Manager | 50 - 60 | 60 - 80 |
| Brand/Product Manager | 40 - 50 | 50 - 80 |
| Trade Marketing Manager | 35 - 60 | 60 - 90 |
| Customer Insight Manager | 35 - 50 | 50 - 80 |
| Route To Market Manager | 35 - 50 | 50 - 75 |
| Digital Marketing Manager | 30 - 60 | 60 - 80 |
| PR & Communications Manager | 30 - 50 | 50 - 90 |
| Key Account Manager | 30 - 50 | 50 - 70 |
| Area Sales Manager | 30 - 45 | 45 - 55 |
| Assistant Brand/Product Manager | 20 - 35 | 30 - 45 |

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| Positions | Salary Range (VND Million) Per Month | |
|---------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Head of Retail | 70 - 100 | 100 - 160 |
| Marketing Manager | 70 - 100 | 100 - 150 |
| Head of Online Sales/E-commerce | 70 - 90 | 90 - 120 |
| Marketing Manager | 60 - 90 | 90 - 110 |
| Senior Brand manager | 60 - 90 | 90 - 130 |
| Category/Merchandise Manager | 45 - 60 | 60 - 80 |
| Store Manager | 25 - 40 | 40 - 60 |



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Healthcare & Life Sciences



Labor market overview

As for the public healthcare sector, the rise of middle income families has led to an increased demand for greater healthcare services. This has boosted the demand for top skilled clinical operations professionals as well as doctors.

Another impact is the pandemic under which pharmaceutical and medical device companies across Vietnam continue to have strong recruitment demand. There is a need for experienced technical healthcare professionals to strengthen brand development in the competitive market. Frequent demand for Business Unit Heads, Medical Affairs and Market Access Managers are also seen in both pharmaceutical and medical device enterprises. Among regular positions in the healthcare industry, a number of new management roles have arisen such as Chief Transformation Officer, Business Transformation Manager, Digital Transformation Manager and Business Development Manager.

In 2023, as the need for talent continues within healthcare organizations coming along the digitization, opportunities arise for talents with good digital adaptability to embrace new positions. This will enable developing new areas of expertise that the market has never had. Therefore, it can be foreseen that the hiring need for professionals in the healthcare industry with digitally adopted skills would significantly increase.



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Consulting
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Most frequently hired positions



 **Business Unit Head**

 **Head of Regulatory Affairs**

 **Medical Advisor Manager**

 **Product Manager**

 **Medical Affairs Manager**

 **Market Access Manager**

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| Positions | Salary Range (VND Million) Per Month | |
|------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| General Manager/Country Manager | 300 - 400 | 400 - 600 |
| Head of Business Unit | 150 - 250 | 250 - 400 |
| Chief Operation Officer (Hospital) | 100 - 150 | 150 - 180 |
| Marketing Manager | 80 - 120 | 120 - 160 |
| Head of Commercial Excellence | 80 - 120 | 120 - 150 |
| Head of Marketing (Hospital) | 80 - 100 | 100 - 150 |
| Operation Manager (Hospital) | 60 - 80 | 80 - 100 |
| Medical Affairs Manager | 50 - 80 | 70 - 110 |
| Product Manager | 45 - 65 | 65 - 85 |

| Positions | Salary Range (VND Million) Per Month | |
|-----------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Sales Force Effectiveness Manager | 45 - 65 | 60 - 80 |
| Sales Manager (Devices) | 45 - 65 | 60 - 80 |
| Market Access Manager | 45 - 60 | 60 - 80 |
| Regulatory Affairs Manager | 40 - 60 | 60 - 80 |
| Service Manager (Devices) | 35 - 55 | 55 - 75 |
| Service Engineer (Devices) | 15 - 30 | 30 - 40 |
| Application Specialist (Devices) | 15 - 20 | 20 - 35 |



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Manufacturing & Engineering



Labor market overview

Post the pandemic, the manufacturing sector continued to play its key role in the development of Vietnam's economy in 2022. More and more investors have considered Vietnam, which is one of the fastest growing economies in Asia, as a top choice destination for their expansion plan. In addition, as global manufacturers are shifting away from China, Vietnam has risen as a viable option for contract manufacturing with a number of newly setup factories nationwide in 2022 and is expecting more in 2023.

Meanwhile, the adoption of automation, robotics and advanced technology into production has impacted the structure and distribution of labor in manufacturing. The demand for skilled labor is rising and talent shortage becomes a huge challenge across most manufacturing companies. The issue is particularly visible when it comes to highly skilled positions such as quality management, product technical management, operation project management & automation, and technology engineering. The most outstanding reason for hiring difficulty in the industry comes from skill shortages, as reported in a ManpowerGroup Vietnam's survey with the Ministry of Labor, Invalids and Social Affairs. FDI employers say that some soft skills like discipline compliance, time management, teamwork, adaptability, initiative-taking, and foreign language as well as professional/technical skills are in serious shortage.

To deal with difficulties in recruitment, employers need to focus on internal training programs and employee retention strategy as a priority. They should also consider borrowing strategy - to cultivate communities of talent beyond their organizations via staffing service companies, thus being able to approach a wider range of talent pool.



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Most frequently hired positions



Engineering Manager



Supplier Quality Manager



Manufacturing Automation Engineer



Technical Program Manager



Operation Project Manager

| Positions | Salary Range (VND Million) Per Month | |
|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Operation Director/Plant Director/ Factory Manager/General Manager | 90 - 150 | 125 - 375 |
| Engineering Director/Head of Engineering | 90 - 100 | 100 - 175 |
| Continuous Improvement Manager | 75 - 100 | 100 - 175 |
| Sustainability Director/Head of Sustainability | 75 - 100 | 100 - 175 |
| QA/QC Director | 75 - 90 | 90 - 175 |
| Merchandising Head | 75 - 90 | 90 - 175 |
| Lean Manager | 60 - 75 | 75 - 125 |
| Commercialization & Development Manager | 60 - 75 | 75 - 125 |



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| Positions | Salary Range (VND Million) Per Month | |
|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Head of HSE/HSE Manager | 50 - 75 | 75 - 175 |
| Head of Production/Production Manager | 50 - 75 | 75 - 125 |
| Tooling Manager | 60 - 75 | 75 - 100 |
| Engineering/Industrial Engineer Manager/ Process Engineer Manager Technical Program Manager | 50 - 75 | 75 - 125 |
| QA/QC Manager/Supplier Quality Manager | 50 - 75 | 75 - 125 |
| R&D Manager | 50 - 75 | 75 - 125 |
| Production Planning Manager | 50 - 75 | 60 - 125 |
| Product Development Manager | 50 - 75 | 60 - 125 |
| Manufacturing Automation Engineer | 20 - 40 | 35 - 70 |

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| Positions | Salary Range (VND Million) Per Month | |
|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Project Manager/NPI Manager | 40 - 75 | 60 - 125 |
| CSR Manager | 50 - 75 | 60 - 100 |
| Merchandise Manager | 50 - 75 | 60 - 100 |
| Maintenance/Facility Manager | 50 - 75 | 60 - 75 |
| Production Assistant Manager/Supervisor | 30 - 40 | 40 - 50 |
| QA/QC Supervisor | 25 - 30 | 30 - 45 |
| Electrical/Mechanical/Chemical Engineer | 20 - 40 | 30 - 50 |
| Industrial Engineer/Process Engineer/ Process Improvement Engineer | 20 - 40 | 30 - 50 |

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Energy/Oil & Mining



Labor market overview

In recent years, more and more global businesses have aimed for a common goal in reducing emissions - Net Zero, which also means more growth space is available for renewable energy.

2022 witnessed the emerging trend of global businesses proactively exploring clean energy solutions to step up ESG efforts. Yet, it is expected that during 2023 there will be more new project development within the renewable sector in an attempt of Vietnamese government to promote sustainable economic development.

One most explicit evidence is the Lego project, where Danish toymaker announced a 1-billion-USD greenfield investment in Vietnam. This is its sixth factory worldwide yet the first carbon neutral one to be powered entirely by solar energy with Manpower Vietnam immensely delighted to be appointed as the pioneer hiring partner for the project. This is a milestone as to Vietnam's continuously improving competitiveness as an investment destination for global corporations in terms of the ability to provide clean energy.

With the purpose of supporting the maturity of the renewable sector in particular and the energy industry in general, the utmost priority now and in upcoming years is to build the capabilities and upskill in project development, construction and operations. It is also advised to incorporate green energy innovations into the employer brands to attract new talent into the industry.



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Most frequently hired positions

 Commercial Manager

 Operation Manager

 Business Development Manager

 Business Development Director

 Project Manager

| Positions | Salary Range (VND Million) Per Month | |
|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| PLANNING (PRODUCTION, SUPPLY PERFORMANCE, PROJECT MANAGEMENT) | | |
| Director | 125 - 175 | 175 - 225 |
| Manager | 60 - 90 | 90 - 125 |
| Supervisor/Leader | 40 - 60 | 50 - 75 |
| COMMERCIAL/SALES | | |
| Manager | 75 - 100 | 100 - 150 |
| Supervisor/Leader | 40 - 55 | 55 - 75 |



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| Positions | Salary Range (VND Million) Per Month | |
|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| CUSTOMER SERVICES | | |
| Manager | 40 - 50 | 50 - 75 |
| Supervisor/Leader | 30 - 40 | 40 - 50 |
| HEALTH & SAFETY/ENVIRONMENT/ FIREFIGHTING/SECURITY | | |
| Director | 100 - 150 | 150 - 225 |
| Manager | 50 - 90 | 90 - 150 |
| Supervisor/Leader | 40 - 50 | 50 - 90 |
| MAINTENANCE | | |
| Expert/Specialist Individual Contributor/Chief Engineer | 125 - 250 | 200 - 375 |
| Director | 100 - 200 | 150 - 325 |
| Manager | 45 - 75 | 75 - 150 |
| Supervisor/Leader | 30 - 45 | 45 - 75 |

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| Positions | Salary Range (VND Million) Per Month | |
|-------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| OPERATION | | |
| Director | 125 - 250 | 200 - 375 |
| Manager | 55 - 125 | 100 - 250 |
| Deputy Manager | 45 - 90 | 75 - 200 |
| Shift Supervisor/Shift Leader | 40 - 60 | 60 - 100 |
| Unit Supervisor | 30 - 40 | 40 - 50 |
| LAB & QA/PROCESS CONTROL | | |
| Director | 100 - 175 | 175 - 250 |
| Manager | 55 - 90 | 90 - 125 |
| Supervisor/Leader | 30 - 45 | 45 - 55 |

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| Positions | Salary Range (VND million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| BUSINESS DEVELOPMENT & COMMERCIAL | | |
| Commercial Director | 100 - 150 | 150 - 225 |
| Business Development Director | 90 - 150 | 150 - 200 |
| Business Development Manager | 60 - 90 | 90 - 150 |
| Commercial Manager | 60 - 75 | 75 - 150 |
| Assistant Commercial Manager | 25 - 40 | 40 - 60 |
| Business Development Specialist/Executive | 25 - 40 | 40 - 60 |
| PROJECT MANAGEMENT | | |
| Project Director | 125 - 200 | 200 - 375 |
| Country Manager | 125 - 200 | 200 - 300 |
| Project Manager | 60 - 90 | 90 - 125 |
| Land Acquisition Manager | 40 - 60 | 60 - 75 |

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| Positions | Salary Range (VND Million) Per Month | |
|---------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| ENGINEERING & CONSTRUCTION | | |
| Director | 125 - 175 | 175 - 250 |
| Construction Manager | 75 - 125 | 125 - 175 |
| Manager | 60 - 90 | 90 - 125 |
| Safety Manager | 50 - 60 | 60 - 90 |
| OPERATIONS & MAINTENANCE | | |
| Plant Manager | 75 - 125 | 125 - 175 |
| Senior Marketing Manager | 50 - 60 | 60 - 110 |
| Supervisor/Leader | 40 - 50 | 50 - 60 |
| Admin cum Procurement Manager | 25 - 50 | 50 - 65 |

Note: • Renewable: Solar, Wind

• Non-Renewable: Refinery, Petrochemical, Natural Gas, Fertilizer, Power (Thermal, Combined-cycle, Incineration)

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Industrial & Trading



Labor market overview

Foreign trade and export of electronics and components, machinery appliances, textiles/garments, footwear, etc. accounted for 63.9% of the country's total exports in 2022, and are forecasted to have significant growth in the coming years.

The labor demand in these sectors has increased significantly this year and will most likely continue to keep its momentum in 2023. Vietnam has benefited greatly from China's manufacturing exodus and FTAs with the EU, Japan, and South Korea. Recently, the US - China trade tension and Russia - Ukraine war have made firms diversify their supply chains. Against this background, Vietnam is considered a potential destination for foreign direct investment in the industries.

As demand for highly skilled professionals continues in production management, quality assurance and engineering functions, it has also deepened existing skills shortages in this sector. Besides, the search for talent in sourcing, trading, and sales is very competitive as there is an abundance of job opportunities in the market.

Apart from technical skills, the most sought-after soft skills include accountability, reliability and discipline, resilience, stress tolerance and adaptability, initiative-taking, reasoning and problem-solving.

In terms of C-suite positions, leadership and social influence are the most important differentiators of successful senior level candidates.



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Most frequently hired positions



Sales Manager



Business Development Manager



Service Engineer



Key Account Manager



Sales Engineer

| Positions | Salary Range (VND Million) Per Month | |
|--------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| General Manager/Managing Director | 150 - 300 | 200 - 500 |
| Marketing Head | 100 - 175 | 175 - 375 |
| Chief Representative | 100 - 150 | 150 - 250 |
| Sales Director/Country Sales Manager | 100 - 150 | 150 - 200 |
| Sourcing Head/Regional Sourcing | 90 - 100 | 100 - 250 |
| Country Service Leader/Head | 90 - 100 | 100 - 200 |
| Regional Sales Manager | 75 - 100 | 90 - 110 |
| Marketing Manager | 60 - 90 | 90 - 110 |
| Sourcing Manager | 60 - 75 | 75 - 100 |
| Key Account Manager | 50 - 75 | 60 - 100 |



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| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Business Development Manager | 50 - 75 | 75 - 100 |
| Technical Service Manager | 50 - 60 | 60 - 75 |
| After Sales Manager | 50 - 60 | 60 - 90 |
| Area Sales Manager | 40 - 45 | 45 - 50 |
| Sales Engineer | 25 - 40 | 40 - 60 |
| Service Engineer | 25 - 40 | 40 - 50 |
| Sourcing Specialist | 25 - 30 | 30 - 40 |
| Key Account Executive | 22 - 30 | 30 - 45 |
| Sales Supervisor | 20 - 30 | 30 - 45 |
| Customer Service/After Sales Executive | 20 - 25 | 25 - 30 |

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Real Estate & Construction



Labor market overview

Vietnam is a “rare bright spot” in attracting the world's real estate capital inflows with more and more open FDI policies. In the first half of 2022, real estate was the second largest FDI attraction, with a total investment of USD 3.15 billion, accounting for 22.5% of total registered investment capital.

With a population of nearly 100 million people, Vietnam is facing a housing shortage, creating strong growth opportunities for this market. Particularly, in order to narrow the gap between supply and demand and make the dream of home ownership more feasible for the majority of people, social housing construction projects are booming, with many preferential policies from the government. By end of 2022, there were 300 projects of social housing completed, and 400 other projects being on the way.

Global social and economic uncertainties made corporations diversify their production locations. Thanks to its stable political and social situation and favorable geographical position, Vietnam emerged as a bright star and benefited from this wave of displacement. This has resulted in the increasing demand for industrial real estate. New factories being under construction are expected to create thousands of jobs for local workers.

Other outstanding trends in construction and real estate such as strong investment waves in satellite urban areas, and the rising preference for smart homes, smart cities promise to generate great job opportunities in these areas.



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Most frequently hired positions



Sales & Marketing Director



Investment Director



Legal Director



Project Director



Finance Director

| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| EXECUTIVE | | |
| General Director (Expatriate) | 230 - 350 | 350 - 575 |
| General Director | 180 - 230 | 230 - 350 |
| Chief Operations Officer | 135 - 185 | 185 - 250 |
| Deputy General Director - Group PMO | 135 - 185 | 185 - 250 |
| Deputy General Director - Finance, Investment, Legal | 135 - 185 | 185 - 250 |
| SALES & MARKETING | | |
| Sales Director | 80 - 120 | 120 - 230 |
| Head of Sales & Marketing | 80 - 120 | 120 - 230 |



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| Positions | Salary Range (VND Million) Per Month | |
|---|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Marketing Director | 80 - 120 | 120 - 230 |
| PR and Communications Manager | 60 - 80 | 90 - 100 |
| Retail Leasing Manager | 46 - 70 | 70 - 92 |
| Industrial Leasing Manager | 46 - 70 | 70 - 92 |
| Office Leasing Manager | 46 - 70 | 70 - 92 |
| Sales Manager | 46 - 70 | 70 - 92 |
| PROJECT MANAGEMENT & DEVELOPMENT | | |
| Legal Director | 115 - 160 | 185 - 280 |
| Investment Director | 115 - 140 | 140 - 180 |
| MEP Director | 115 - 140 | 140 - 160 |
| Project Director | 92 - 120 | 120 - 160 |



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| Positions | Salary range (VND Million) per month | |
|------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Government Affair Director | 92 - 120 | 120 - 160 |
| Project Development Director | 92 - 120 | 120 - 160 |
| Design Director | 92 - 115 | 115 - 140 |
| Head of Property Management | 70 - 92 | 115 - 160 |
| Cost & Contract Director | 70 - 92 | 92 - 140 |
| Legal Manager | 70 - 92 | 92 - 115 |
| Investment Manager | 60 - 80 | 92 - 120 |
| Investor Relations Manager | 50 - 70 | 70 - 92 |
| Property Manager | 50 - 70 | 70 - 92 |
| Design Manager | 50 - 70 | 70 - 92 |
| Landscape Manager | 50 - 70 | 70 - 92 |
| Project Manager | 50 - 70 | 70 - 92 |



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| Positions | Salary Range (VND Million) Per Month | |
|----------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Urban Planning Manager | 50 - 70 | 70 - 92 |
| MEP Design Manager | 50 - 70 | 70 - 92 |
| QA/QC Manager | 50 - 70 | 70 - 92 |
| Construction Manager | 50 - 60 | 60 - 70 |
| Planning Manager | 45 - 70 | 70 - 92 |
| INDUSTRIAL REAL ESTATE | | |
| General Director | 185 - 230 | 230 - 575 |
| Head of Leasing | 80 - 115 | 115 - 140 |
| Industrial Leasing/Sales Manager | 50 - 70 | 70 - 92 |
| Key Account Manager | 50 - 70 | 70 - 92 |
| Business Development Manager | 50 - 70 | 70 - 92 |

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| Positions | Salary Range (VND Million) Per Month | |
|--|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| REAL ESTATE & PROPERTY SERVICES | | |
| Head of Commercial | 80 - 120 | 120 - 180 |
| Associate Director - Sales | 70 - 92 | 92 - 120 |
| Associate Director - Valuation & Advisory Services | 70 - 92 | 92 - 120 |
| Associate Director - Research | 70 - 92 | 92 - 120 |
| Sales Manager | 50 - 70 | 70 - 92 |
| Valuation & Advisory Services Manager | 50 - 70 | 70 - 92 |
| Research Manager | 50 - 70 | 70 - 92 |
| Leasing Manager | 50 - 70 | 70 - 92 |
| Project Marketing Manager | 50 - 70 | 70 - 92 |
| Marketing & Communication Manager | 50 - 70 | 70 - 92 |



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| Positions | Salary Range (VND Million) Per Month | |
|----------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| CONSTRUCTION | | |
| Head of Project/Project Director | 100 - 150 | 150 - 375 |
| Business Development Director | 75 - 100 | 100 - 150 |
| Project Manager | 60 - 90 | 90 - 110 |
| Construction Manager | 60 - 75 | 75 - 110 |
| Cost & Contract Manager | 50 - 75 | 75 - 100 |
| QS Manager | 50 - 75 | 75 - 100 |
| HSE Manager | 50 - 60 | 60 - 100 |
| MEP Manager | 50 - 60 | 60 - 100 |



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| Positions | Salary Range (VND Million) Per Month | |
|--------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Design Director/Head of Design | 75 - 110 | 110 - 185 |
| Head of Structural Department | 75 - 90 | 90 - 125 |
| Site Manager | 50 - 60 | 60 - 100 |
| Business Development Manager | 60 - 75 | 75 - 90 |
| Design Manager/Chief Architect | 50 - 60 | 60 - 90 |
| Firefighting Project Manager | 50 - 60 | 60 - 75 |



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Consulting & Professional Services



Labor market overview

Given that Vietnam's GDP in the second quarter of 2022 increased by 7.72% over the same period last year, it is foreseen that the consulting and services sectors will revive in 2023. This was reflected in the strong need to recruit professionals across education, business process outsourcing, management consulting and hospitality industries.

Despite consulting firms did suffer during Covid-19 as they reported slow revenue growth, all largest firms reported revenue growth above the pre-pandemic level in 2022. Most critical hires are from digital and implementation, people and organizations, as well as transformation. In 2023, continuing with the strong comeback for the hospitality and F&B industry, the demand would be seen rapidly for Sales & Marketing, Customer Experience, and Revenue Manager, etc. However, even top organizations are tackling the talent shortage as the service industry which requires full attendance would no longer be a great choice of work application. Exploring all the possibilities of flexible working will be a smart choice for organizations in this sector.

As for the business services sector, 2022 was a year of transforming traditional business services to the new inclusion of digital services with hybrid work model, advanced analytics, artificial intelligence and automated services delivered via the cloud. Thus, 2023 will continue the trend of technology integrators to advance to all-round service provider with a wide portfolio of service offerings across the industries. Roles with strong demand will still be Call Center Manager, Operation Manager and Project Manager.



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Most frequently hired positions



Consulting Manager



Sales & Marketing Manager



Operations Manager



Senior Consultant



Revenue Manager

| Positions | Salary Range (VND Million) Per Month | |
|------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| MANAGEMENT CONSULTING | | |
| Senior Manager/Director | 150 - 200 | 200 - 250 |
| Manager/Engagement Manager | 100 - 150 | 125 - 175 |
| Principal/Senior Consultant | 75 - 100 | 90 - 110 |
| Consultant | 50 - 60 | 60 - 90 |
| Associate/Analyst/BA | 25 - 30 | 30 - 40 |
| BUSINESS CONSULTING | | |
| Transformation & Change Consultant | 110 - 150 | 125 - 200 |
| Manager, Strategy & Transformation | 110 - 150 | 125 - 175 |



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| Positions | Salary Range (VND Million) Per Month | |
|------------------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Manager, Deals, Strategy & Finance | 110 - 150 | 125 - 175 |
| Manager, People & Organization | 100 - 150 | 125 - 175 |
| Manager, Legal Services | 100 - 150 | 125 - 160 |
| Manager, Assurance Services | 100 - 150 | 125 - 150 |
| SERVICES | | |
| General Manager | 150 - 200 | 150 - 250 |
| Operations Manager | 100 - 150 | 125 - 200 |
| Sales & Marketing Manager | 100 - 125 | 125 - 150 |

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| Positions | Salary Range (VND Million) Per Month | |
|-----------------------------|--------------------------------------|---------------|
| | 1 - 5 Yrs of Exp | 5+ Yrs of Exp |
| Customer Experience Manager | 75 - 110 | 110 - 135 |
| Marketing Manager | 75 - 100 | 100 - 125 |
| Revenue Manager | 75 - 100 | 100 - 125 |
| PR Manager | 75 - 100 | 90 - 110 |
| Call Center Manager | 60 - 90 | 75 - 100 |
| F&B Manager | 60 - 75 | 75 - 100 |



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