



VIETNAM 2016

SALARY GUIDE

FirstAlliances
vietnam's leading HR specialist

A MEMBER OF TS KELLY GROUP

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OVERVIEW

Welcome to **First Alliances' Salary Guide 2016**, a handy reference which provides an insight to various positions across 12 specializations & industries in Vietnam, including Accounting, Banking & Financial Services, Communications & Media, Construction & Real Estate, Consumer Goods, Healthcare, Hospitality, HR & Admin, Industrial, IT & Telecommunications, Supply Chain, and Japanese speaking positions.

This guide has been compiled using data from actual salary of our talent database comprising of more than 110,000 candidates and job listings from over 650 employers, both local and foreign of all sizes in Vietnam.

Vietnam achieved a GDP growth of 6.68% in 2015, its strongest in 7 years. The forecasted GDP growth is 6.7% for 2016 and 6.5% for 2017. In the first quarter of 2016, more than 322,000 jobs were created, 21.5% increase over the same period in 2015. Vietnam's strong economic growth and rising influx of foreign investments are all contributing to an even more acute shortage of talents in almost all job functions and across all industries. Consequently, employers across all industries are facing the rising challenge of attracting and retaining talents.

Vietnam experienced a record low inflation rate of 0.63% in 2015, but inflation is expected to rise above 5% in 2016. The average salary increase across all industries was over 9.5% in 2015 and is expected to exceed 10.2% in 2016.

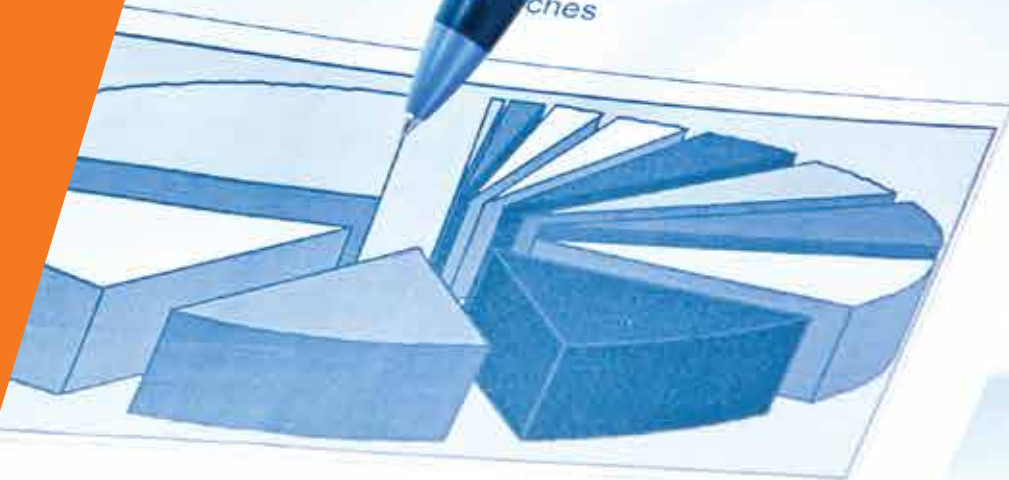
We hope this salary guide provides a useful tool to both job seekers seeking new employment opportunities and employers seeking to update their remuneration strategy to ensure they remain competitive in attracting and retaining talents. We are on hand to provide our clients with more specific data and insights for their specific industries as well as to support them in developing recruiting strategies to meet their talent needs. We also help job seekers in their next career move with updated salary range and positions.



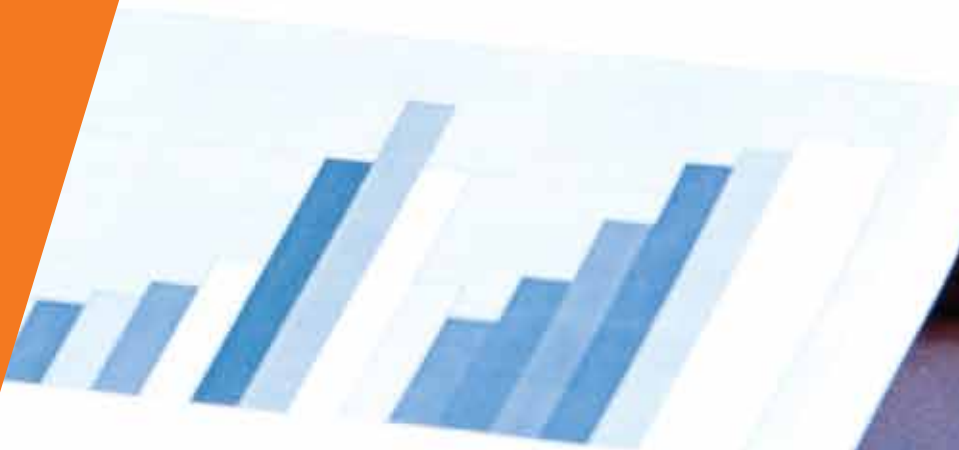
Cong Ong
General Director

ACCOUNTING

Capacity Planning
Techniques



Time
Long-term analysis



ACCOUNTING

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)	
		Ho Chi Minh City	Hanoi
Chief Financial Officer	12 – 20	7,000 – 10,000	7,000 – 10,000
Finance Director	12 – 20	5,000 – 8,000	5,000 – 8,000
Financial Controller	10 – 14	4,000 – 6,000	2,500 – 4,000
Senior Finance Manager	10 – 14	3,500 – 5,000	3,500 – 5,000
Finance Manager	8 – 12	3,000 – 4,000	3,000 – 4,000
Internal Audit Manager	7 – 10	2,000 – 5,000	2,000 – 5,000
Treasury Manager	6 – 8	1,500 – 2,500	1,500 – 2,500
Financial Analyst	2 – 6	1,300 – 2,000	1,300 – 2,000
Costing Manager	6 – 10	1,800 – 2,200	1,800 – 2,200
Chief Accountant/Accounting Manager	6 – 10	1,700 – 2,500	1,000 – 2,500
Deputy Chief Accountant/Accounting Manager	6 – 8	1,200 – 1,700	800 – 1,700
Accounting Executive	3 – 5	700 – 1,000	700 – 1,000
Management Accountant	2 – 5	1,200 – 1,700	1,000 – 1,500
Deputy Chief Accountant/ General Accountant	2 – 3	600 – 900	600 – 900
Account Receivable/Account Payable	2 – 4	500 – 700	300 – 500

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.



BANKING & FINANCIAL SERVICES



BANKING & FINANCIAL SERVICES

BANKING

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Board Of Management - Local & Foreign Bank		
CEO	10+	15,000 - 30,000
Deputy CEO	10+	7,000 - 15,000
Retail Banking - Front Office - Local Bank		
Deputy CEO cum Head of Retail	10+	7,000 - 15,000
Regional Director	8 - 10	2,500 - 3,500
Retail Manager	6 - 8	1,000 - 2,000
Retail team leader/ supervisor	5 - 7	600 - 1,000
Retail Senior RM	3 - 5	400 - 700
Retail RM	0 - 2	350 - 500
Corporate Banking - Front Office - Local & Foreign Bank		
Deputy CEO cum Head of Corporate (Local bank)	10+	10,000 - 15,000
Regional Director (Local bank)	8 - 10	2,500 - 5,000
Branch Director (Local bank)	6 - 8	1,500 - 2,000
Head of Sales (Foreign bank) Head of Division (Local bank)	7 - 10	4,000 - 7,000
Senior RM (Foreign bank) Manager/ Center Director (Local bank)	3 - 7	2,500 - 5,000
Corporate RM (Local + Foreign bank)	0 - 2	800 - 1,500
Operation Department - Foreign Bank		
Manager	7+	1,500 - 3,000
Senior Officer	3 - 5	800 - 1,200
Operation Officer	2 - 3	600 - 800
Credit Approval Department - Local & Foreign Bank		
Head of Credit Approval - Foreign bank	8+	3,000 - 5,000
Manager	6+	1,500 - 3,000
Senior Credit Officer/ Specialist	4 - 6	1,000 - 1,500
Credit Approval Officer	2 - 4	400 - 600

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

BANKING & FINANCIAL SERVICES

BANKING

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Risk Management Department - Local & Foreign bank		
Director	8+	4,500 – 7,000
Manager	4 – 8	1,500 – 3,000
Officer	2 – 4	500 – 1,000
Internal Audit Department - Local		
Director	10+	3,500 – 5,000
Manager	7 – 10	1,500 – 2,000
Specialist	5 – 7	800 – 1,200
Officer	2 – 5	400 – 800
Legal & Compliance Department - Local & Foreign bank		
Head of Legal (Local & Foreign bank)	10 – 15	7,000 – 10,000
Manager (Foreign bank)	6+	3,500 – 7,000
Manager (Local bank)	6+	2,000 – 5,000
Senior Officer (Foreign bank)	3 – 5	1,000 – 2,000
Collection Department - Local & Foreign bank		
Head of collection	6 – 10	2,500 – 5,000
Collection Manager	5 – 7	2,000 – 2,500
Specialist	3 – 5	600 – 1,500
Treasury Department - Local & Foreign bank		
Head of Treasury	10+	7,000 – 10,000
Deputy of Treasury Department	8 – 10	2,000 – 6,000
Treasury sales	4 – 8	700 – 4,000
Officer	2 – 4	400 – 600

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

BANKING & FINANCIAL SERVICES

FINANCIAL SERVICES

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
FINANCE COMPANY		
Sales Department		
Head of Regional Sales	8 – 10	5,000 – 7,000
Regional Sales Manager	5 – 7	3,000 – 4,000
District Sales Manager / Hub Manager	3 – 4	700 – 1,200
Risk and Collection Department		
Head of Collection	7 – 10	5,000 – 7,000
Security Manager	5 – 7	3,000 – 4,000
Field collection Manager	5 – 7	2,000 – 2,500
Underwriting Manager	5 – 7	2,000 – 2,500
Anti-Fraud Manager	5 – 7	2,000 – 2,500
Quality Assurance Department		
Head of Quality Assurance	8 – 10	5,000 – 7,000
Project Manager	5 – 7	2,000 – 3,000
Operation Department		
Head of Telesales	6 – 8	4,000 – 5,000
Operation Manager	5 – 7	3,000 – 3,500
Call Center Manager	5 – 7	2,500 – 3,000
Telesales Manager	4 – 6	2,000 – 2,500
Customer Service Manager	5 – 7	1,500 – 2,000
Legal & Compliance Department		
Chief Legal & Compliance Officer	7 – 10	5,000 – 7,000
Compliance Manager	5 – 7	3,000 – 3,500
SECURITIES - INVESTMENT FUND		
Investment Director	10 – 15	10,000 – 20,000
Senior Investment Manager	7 – 8	5,000 – 10,000
Investment Manager	5+	3,000 – 5,000
Investment Analyst	2 – 3	800 – 2,000
Senior Financial Analyst	4 – 6	1,500 – 2,000
Financial Analyst	2 – 3	1,000 – 1,500
Portfolio Manager	5 – 7	2,000 – 3,000
Investment Consultant	2 – 3	800 – 1500
Senior Investment Consultant	5 – 7	1,500 – 2,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

BANKING & FINANCIAL SERVICES

INSURANCE | LIFE INSURANCE

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Bancassurance		
Head of Bancassurance	10 – 15	5,000 – 7,000
Senior Manager	7 – 10	2,000 – 3,000
Relationship Manager	5 – 7	1,000 – 1,500
Bancassurance Officer	1 – 2	300 – 500
Agency		
Agency Director	10 – 15	4,000 – 5,000
Senior Manager	7 – 10	2,500 – 3,000
Manager	5 – 7	1,500 – 2,000
Insurance Specialist	1 – 2	500 – 700
Underwriting		
Head of Underwriting	10 – 15	2,000 – 3,000
Manager	7 – 10	1,500 – 2,000
Assistant Manager	5 – 7	1,000 – 1,200
Executive	3 – 5	800 – 1000
Claim		
Head of Claim	10 – 15	2,000 – 3,000
Senior Manager	7 – 10	1,500 – 2,000
Manager	5 – 7	1,000 – 1,200
Assistant Manager	2 – 3	800 – 1000
Actuarial		
Chief Actuary	10 – 15	8,000 – 10,000
Senior Manager	7 – 10	5,000 – 6,000
Manager	5 – 7	4,000 – 5,000
Actuary Officer	2 – 3	1,200 – 2,000
Legal & Compliance		
Head of Legal & Compliance	10 – 15	2,500 – 3,000
Accounting & Finance		
Chief Finance Officer	10 – 15	–
Finance Manager	7 – 10	–

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

BANKING & FINANCIAL SERVICES

INSURANCE | NON- LIFE INSURANCE

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Sale & Marketing		
Sale Director	10 – 15	2,500 – 3,000
Sale Manager	7 – 10	1,500 – 2,000
Deputy Sale Manager	7 – 10	1,200 – 1,500
Senior Sale Executive	3 – 5	700 – 1,000
Sale Executive	1 – 2	500 – 700
Underwriting		
Head of Underwriting	10 – 15	2,000 – 2,500
Underwriting Manager	7 – 10	1,500 – 2,000
Assistant Underwriting Manager	5 – 7	800 – 1,200
Underwriting Executive	1 – 2	600 – 800
Claim		
Head of Claim	10 – 15	2,000 – 2,500
Manager	7 – 10	1,500 – 2,000
Assistant Manager	5 – 7	800 – 1,200
Claim Executive	1 – 2	600 – 800
Legal & Compliance		
Head of Legal & Compliance	10 – 15	2,500 – 3,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.



COMMUNICATIONS & MEDIA



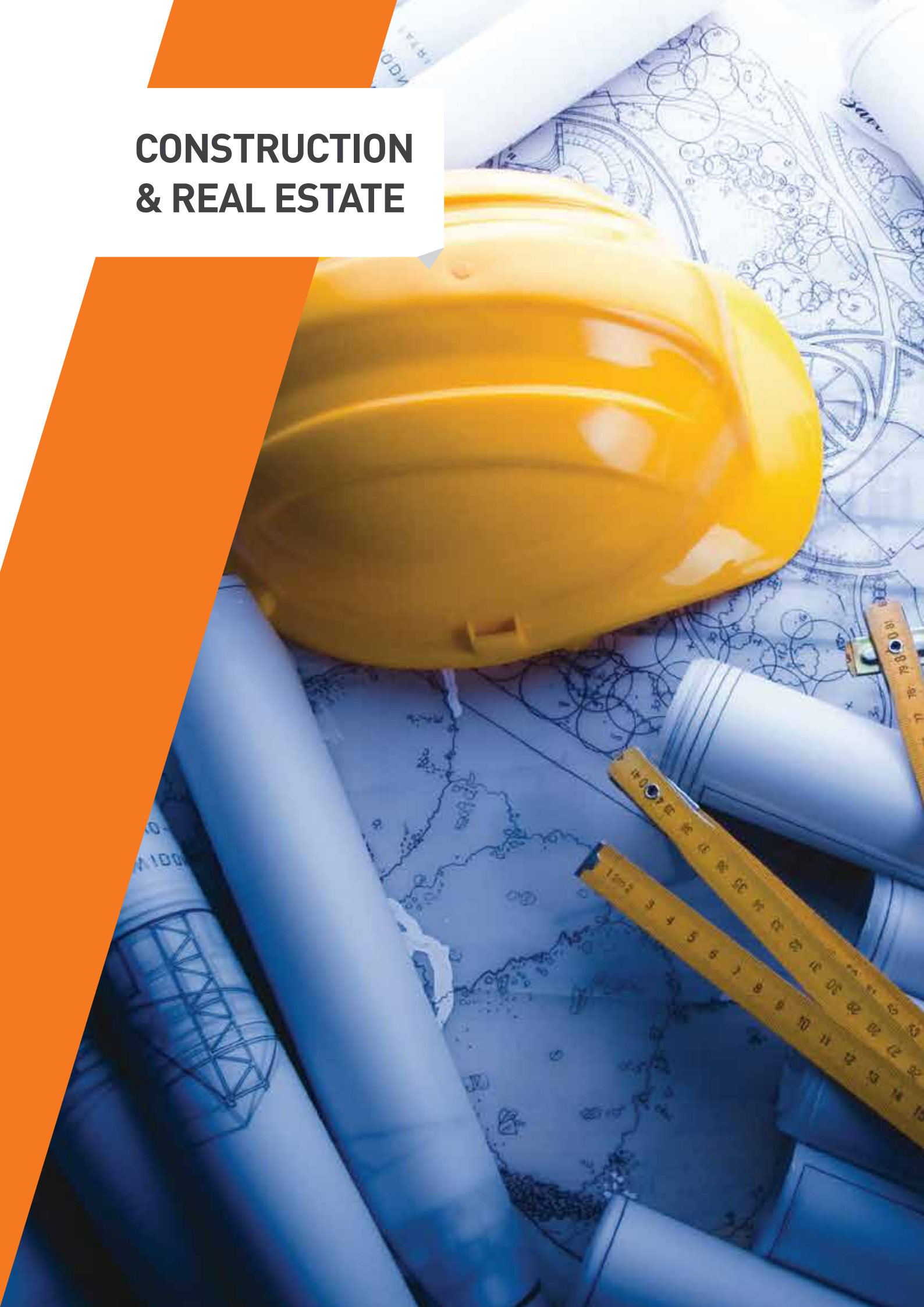
COMMUNICATIONS & MEDIA

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Market Research		
Account Director	10+	2,500 – 4,000
Account Manager	5 – 12	1,500 – 2,500
Digital Advertising Media Agency		
Customer Service Head/Group of Account	10+	3,000 – 5,000
Account Director	10+	2,000 – 3,000
Account Manager	5 – 12	1,000 – 2,000
Media Director	12+	2,000 – 3,000
Creative/Art Director	12+	2,000 – 6,000
Strategic Planning Director	12+	3,500 – 7,000
Traffic Manager (Account Coordinator)	3 – 5	1,000 – 1,500
Copywriter	2 – 8	500 – 2,000
Graphic Designer	2 – 8	500 – 2,000
Senior Account Executive	2 – 5	600 – 1,000
Account Executive	1 – 3	400 – 600

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.



CONSTRUCTION & REAL ESTATE



CONSTRUCTION & REAL ESTATE

REAL ESTATE DEVELOPMENT

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
LARGE ENTERPRISE (> 500 HEADCOUNTS)		
Sales & Marketing		
Head of Sales & Marketing	10+	4,000 – 5,000
Sales Director	8 – 10	3,000 – 4,000
Marketing Director	8 – 10	3,000 – 4,000
Sales Manager	6 – 8	1,500 – 2,500
Retail Leasing Manager	6 – 8	2,000 – 3,000
Marketing Manager	6 – 8	1,700 – 2,500
PR and Communications Manager	5 – 7	1,500 – 2,300
Customer Service / After Sales Manager	6 – 8	1,500 – 2,500
Project Management & Development		
Project Director (Expat)	15+	7,000 – 10,000
Project Director	10+	3,500 – 6,000
Project Manager	8 – 10	1,500 – 2,500
Project Development Manager	6 – 8	2,000 – 3,000
Planning Manager	6 – 8	2,000 – 3,000
Investment Director	8 – 10	2,500 – 3,500
Design Director	10+	3,000 – 4,000
(Concept) Design Manager / Chief Architect	8 – 10	1,500 – 2,500
MEP Design Manager	10 – 12	2,000 – 3,500
MEP Manager	7 – 10	1,500 – 2,300
Construction Manager	7 – 10	1,500 – 2,300
QA/QC Manager	7 – 10	1,500 – 2,300
HSE Manager	7 – 10	1,500 – 2,300
QS Manager	7 – 10	1,500 – 2,300
Executive		
Deputy General Director (Sales & Marketing & Customer Service)	10+	4,000 – 6,000
Deputy General Director - Project Management (Expat)	15+	10,000 – 15,000
Deputy General Director - Project Management	10+	4,000 – 6,000
Deputy General Director - Investment	10+	4,000 – 6,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

CONSTRUCTION & REAL ESTATE

REAL ESTATE SERVICES

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
MEDIUM ENTERPRISE (100 - 500 HEADCOUNTS)		
Real Estate & Property Services		
Associate Director - Sales	6 – 8	2,500 – 4,000
Associate Director - Valuation & Advisory Services	6 – 8	2,500 – 4,000
Associate Director - Research	6 – 8	2,500 – 4,000
Head of Commercial	6 – 8	2,500 – 4,000
Sales Manager	3 – 5	1,500 – 2,500
Valuation & Advisory Service Manager	3 – 5	1,700 – 2,500
Research Manager	3 – 5	1,700 – 2,500
Leasing Manager	3 – 5	1,000 – 2,000
Marketing Manager	3 – 5	1,000 – 2,000
Marketing & Communications Manager	3 – 5	1,000 – 2,000
Property Manager	3 – 5	2,000 – 3,500
Project Management		
Project Director	8 – 10+	3,000 – 5,000
Project Manager	5 – 7	1,500 – 3,000
QA/QC Manager	4 – 6	1,500 – 2,000
QS Manager	4 – 6	1,500 – 2,000
HSE Manager	4 – 6	1,500 – 2,000
MEP Manager	4 – 6	1,500 – 2,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.



CONSTRUCTION & REAL ESTATE

REAL ESTATE SERVICES

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
MEDIUM ENTERPRISE (100 - 500 HEADCOUNTS)		
Construction Firm		
Head of Project Management / Project Director	8 – 10+	3,000 – 5,000
Cost & Contract Manager	6 – 8	1,500 – 2,500
Project Manager	5 – 7	1,500 – 2,500
Construction Manager	4 – 6	1,300 – 2,000
QA/QC Manager	4 – 6	1,200 – 1,700
QS Manager	4 – 6	1,200 – 1,700
HSE Manager	4 – 6	1,200 – 1,700
MEP Manager	4 – 6	1,200 – 1,700
Site Manager	3 – 5	1,000 – 1,300
SMALL ENTERPRISE (<100 HEADCOUNTS)		
Design / Interior		
Design Director / Head of Design	10 – 15+	3,000 – 4,000
Design Manager / Chief Architect	7 – 9	1,500 – 3,000
Interior Design Manager	5 – 7	1,500 – 3,000
Project Manager (Fit-out)	7 – 9	1,500 – 2,500
Architect	2 – 5	1,000 – 1,800

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.



CONSUMER GOODS



CONSUMER GOODS

SALES | MARKETING

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)	
		Ho Chi Minh City	Hanoi
SALES			
Commercial Director	20+	5,000 – 15,000	5,000 – 15,000
Head of Sales / National Sales Director	20+	6,000 – 10,000	6,000 – 10,000
National Sales Manager	10 – 20	3,000 – 6,000	3,000 – 6,000
Modern Trade Manager	10+	2,000 – 5,000	2,000 – 5,000
Traditional Trade Manager	10+	2,000 – 5,000	2,000 – 5,000
Regional Sales Manager	6 – 10	1,700 – 3,500	1,900 – 3,500
Area Sales Manager	4 – 6	1,200 – 1,800	1,300 – 2,000
Sales Training Manager	4 – 10	1,700 – 4,000	1,600 – 4,000
MARKETING			
Head of Marketing/ Marketing Director	20+	5,000 – 12,000	5,000 – 12,000
Marketing Manager	10 – 20	3,000 – 6,000	3,000 – 6,000
Group Brand Manager	10 – 20	3,000 – 6,000	3,000 – 6,000
Brand Manager	4 – 6	1,500 – 2,500	1,800 – 2,700
Assistant Brand Manager	2 – 4	800 – 1,700	700 – 1,800

RETAIL

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Loyalty Director	5 – 8	1,000 – 1,500
Division Purchasing Director	5 – 10	3,000 – 5,000
Senior Merchandise Manager	8 – 10	3,000 – 5,000
Merchandise Manager	5 – 8	1,000 – 2,500
Merchandise Manager	3 – 5	500 – 1,000
Store Manager	5 – 8	1,500 – 3,000
Key In Manager	5 – 8	1,200 – 2,000
Key In Supervisor	3 – 6	800 – 1,200
Key In Senior Staff	3 – 6	400 – 700
Purchasing Supervisor	5 – 8	1,500 – 3,000
Merchandising / Assistant Buyer	2 – 4	400 – 800
Merchandising / Buyer	3 – 6	800 – 1,200

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

CONSUMER GOODS

TOBACCO & ALCOHOL

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
TOBACCO & ALCOHOL		
Head of Marketing/ Marketing Director	15+	8,000 – 12,000
Marketing Manager	8 – 12	4,000 – 8,000
Brand Manager	4 – 8	1,800 – 4,000
Assistant Brand Manager	2 – 4	800 – 1,700
Commercial Director	20+	8,000 – 15,000
Head of Sales / National Sales Director	15+	5,000 – 10,000
Regional Sales Manager	6 – 10	2,000 – 4,000
Area Sales Manager	4 – 6	1,200 – 1,800
Key Account Manager	4 – 8	2,000 – 3,000
Customer/Trade Marketing Director	10+	3,500 – 5,000
Customer/Trade Marketing Manager	6 – 10	2,000 – 3,500

LUXURY & COSMETICS

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Sales & Marketing Manager	10+	4,000 – 6,000
Business Development Manager	8+	3,000 – 5,000
Group Brand Manager	10+	4,000 – 6,000
Senior Brand Manager	8 – 10	3,000 – 5,000
Brand Manager	6 – 8	2,000 – 3,000
Assistant Brand Manager	3 – 6	1,200 – 2,000
Brand Executive	1 – 3	500 – 1,200
Operation Manager	4 – 8	1,000 – 2,000
Operation Executive	2 – 4	600 – 1,200
Retail Manager	6 – 8	2,000 – 3,500
Store Manager (Distributor)	4 – 6	500 – 1,200
Store Manager (Principal)	6 – 8	1,000 – 2,500
Store Supervisor	2 – 4	300 – 600
Visual Merchandise Manager	4 – 8	1,000 – 2,500
Training Manager	5 – 7	800 – 2,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

HEALTHCARE



POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
General Management		
General Manager	20+	8,000 – 20,000
Head of Business Unit	15 – 20	5,000 – 10,000
Marketing		
Head of Marketing	10 – 17	5,000 – 8,000
Group Product Manager	8 – 13	3,500 – 5,000
Product Manager	3 – 5	2,000 – 3,500
Product Executive	2 – 4	1,000 – 1,300
Sales		
Head of Sales	13 – 20	4,000 – 8,000
Second Line Manager	9 – 13	3,000 – 4,000
First Line Manager	3 – 9	1,500 – 2,500
Commercial Excellence		
Head of Commercial Excellence	15 – 20	7,000 – 10,000
SFE Manager	10 – 15	2,500 – 4,000
SF Training Manager	10 – 18	2,500 – 3,500
Medical Affairs & Clinical Research		
Head of Medical Affairs	15 – 20	5,000 – 9,000
Medical Affair Manager/Advisor	8 – 15	2,000 – 3,500
Head of Clinical	10 – 15	4,000 – 5,000
Clinical Research Manager	5 – 10	2,000 – 3,000
Clinical Research Associate	3 – 5	1,200 – 2,000
Regulatory Affairs		
Head of Regulatory	15+	4,000 – 5,500
Regulatory Manager	8 – 15	2,000 – 4,500
Regulatory Executive	3+	1,000 – 2,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Medical Device		
Product Manager	7 – 10	1,500 – 2,200
Sales Manager	10 – 20	2,000 – 3,000
Sales Executive	3 – 8	700 – 1,500
Service Engineer	3 – 8	700 – 1,200
Application	3 – 5	800 – 1,200
Hospital Clinic		
Chief Operation Officer	8 – 12	6,000 – 8,000
Operation Manager	7 – 12	1,500 – 2,500
Head of Marketing	10 – 15	5,000 – 7,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.



HOSPITALITY



POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
LARGE ENTERPRISE (> 500 HEADCOUNTS)		
F&B and Kitchen		
Executive Chef (Expat)	10+	5,000 – 7,000
Executive Sous Chef	8 – 10	2,000 – 3,000
Director of Food and Beverage (Expat)	10 – 15	5,000 – 7,000
Director of Food and Beverage	10+	2,500 – 4,000
Food and Beverage Manager	7 – 9	1,500 – 2,500
Pastry Chef (Expat)	5 – 7	3,000 – 5,000
Pastry Chef	4 – 5	1,500 – 2,500
Executive		
General Manager (Expat)	15+	5,000 – 10,000
General Manager	10 – 15	3,000 – 4,000
Executive Assistant Manager	10 – 15	3,000 – 4,000
Sales & Marketing		
Group Director of Sales & Marketing (Expat)	15+	7,000 – 9,000
Director of Sales & Marketing (Expat)	10 – 15	4,000 – 6,000
Director of Sales & Marketing	8 – 10	3,000 – 4,000
Director of Sales	7 – 9	2,000 – 3,000
Sales Manager	4 – 6	1,000 – 1,500
Marketing Communication Manager	5 – 7	1,300 – 2,500
Digital Marketing Manager	4 – 6	1,000 – 1,500
Operation		
Executive Housekeeper	15+	2,000 – 3,000
Director of Rooms	8 – 10	2,500 – 3,500
Front Office Manager	3 – 5	1,500 – 2,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

F&B CHAINS & FRANCHISES

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
MEDIUM ENTERPRISE (100 - 500 HEADCOUNTS)		
General Manager	10 – 15+	3,500 – 5,000
Operation Director	10 – 15+	2,500 – 4,000
Operation Manager	7 – 9	2,000 – 3,000
Area Manager/ District Manager	6 – 8	1,500 – 2,500
Restaurant Manager / Store Manager	3 – 5	700 – 1,500
Marketing Manager / Brand Manager	4 – 7	1,000 – 2,500
R&D Chef	12 – 15+	2,000 – 4,000
Head Chef / Executive Chef	8 – 10+	2,000 – 3,500

RECREATION

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
SMALL ENTERPRISE (<100 HEADCOUNTS)		
Golf		
Director of Golf Membership	10+	1,500 – 3,000
Golf Sales Manager	5 – 8	1,000 – 2,000
Golf Club Manager	8 – 10	1,500 – 2,500
Gambling		
Operation Manager (Expat)	8 – 10	3,000 – 5,000
Premium Marketing Manager	5 – 7	2,000 – 3,000
Guest Service Manager	4 – 6	1,500 – 2,000
Spa & Fitness		
Fitness Club General Manager	7 – 10	2,500 – 4,000
Spa (Expat)	4 – 6	1,500 – 2,000
Fitness Manager (Expat)	4 – 6	1,500 – 2,000
Spa (Vietnamese)	4 – 6	1,000 – 1,500
Fitness Manager (Vietnamese)	4 – 6	1,000 – 1,500

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

HR & ADMIN



HUMAN RESOURCES & ADMIN

HR & ADMIN

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
HR Director	12+	3,000 – 7,000
Senior HR Manager	7 – 10	2,500 – 3,500
HR Manager	5 – 10	1,500 – 2,500
HR Deputy Manager/HR Assistant Manager/ HR Supervisor	3 – 5	1,000 – 1,700
HR Business Partner Manager	5+	2,000 – 3,000
HR Executive	3+	600 – 900
HR Officer	2 – 3	500 – 700
Talent Acquisition Manager	5+	1,800 – 2,500
Recruitment Manager	5+	1,500 – 2,500
Recruitment Supervisor	3 – 5	1,000 – 1,300
Recruitment Executive	1 – 5+	500 – 800
C&B Manager	5+	1,500 – 3,000
C&B Supervisor	3 – 5+	800 – 1,200
Learning & Development Manager (OD)	5+	1,700 – 3,000
Training Manager	5+	1,500 – 2,500
Training Supervisor	3 – 5	800 – 1,200
Admin Manager	5 – 10	1,000 – 1,500
Admin Supervisor	5+	800 – 1,000
Office Manager	5 – 10	1,000 – 1,500
Secretary	3+	600 – 1,200
Executive Secretary	10+	1,500 – 3,000
Personal Assistant	1 – 3	400 – 600
Receptionist	3+	700 – 1,500

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

HUMAN RESOURCES & ADMIN

LEGAL

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Legal Director	10 – 12	5,000 – 10,000
Legal Manager	7 – 10	3,500 – 4,000
Assistant Legal Manager	5 – 7	1,500 – 2,500
Legal Counsel	3 -5	1000 – 1,300
Managing Partner	15+	30,000 – 40,000
Partner	12 – 15	15,000 – 20,000
Legal Counsel	10 – 12	15,000 – 20,000
Senior Associate	10 – 12	7,000 – 12,000
Associate	5 – 9	3,000 – 5,000
Attorney	3 – 4	1,000 – 1,500
Paralegal	1 – 3	500 – 700

EDUCATION

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
General Manager/Managing Director	5+	2,500 – 5,000
Senior Consellor	3+	700 – 900
Brand Manager (Marketing)	4+	1,500 – 3,000
Native Teacher	2 – 3	1,000 – 2,000
Service Manager	3+	2,500 – 3,000
Head Of Sale	5+	4,000 – 5,000
Personal Assistant	2+	1,000 – 2,000
Personal Tutor	2+	400 – 500
Education Counsellor	2+	300 – 400

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

INDUSTRIAL



POSITION	EXPERIENCE (YEARS)	SALARY RANGE BASED ON COMPANY SIZE (USD)		
		0 - 100	101 - 1,000	> 1,000
Plant Engineering Director	10 – 15	2,000 – 2,500	2,500 – 3,000	3,000 – 5,000
Plant Engineering Manager	5 – 10	1,500 – 2,000	2,000 – 2,500	2,500 – 3,000
Manufacturing Director	10 – 15	2,000 – 2,500	2,500 – 3,000	3,000 – 4,000
Manufacturing Manager	5 – 10	1,500 – 2,000	2,000 – 2,500	2,500 – 3,000
Factory/Plant Director	15 – 20	2,500 – 3,000	3,000 – 5,000	5,000 – 7,000
Factory/ Plant Manager	10 – 15	2,000 – 2,500	2,500 – 3,000	3,000 – 5,000
Maintenance Manager	5 – 10	1,200 – 1,400	1,500 – 2,000	2,000 – 2,500
Maintenance Manager	3 - 5	1,000 – 1,200	1,200 – 1,400	1,500 – 1,700
Maintenance Supervisor	3 – 5	600 – 700	750 – 850	850 – 1,000
Technician	3 – 5	500 – 1,000+	500 – 1,000+	500 – 1,000+
Senior Technician	5+	1,000 – 2,000+	1,000 – 2,000+	1,000 – 2,000+
Technical Manager	3 – 5	1,200 – 2,000+	1,200 – 2,000+	1,200 – 2,000+
Senior Technical Manager	5+	2,000 – 2,500+	2,500 – 3,000+	3,000 – 3,500+
Facilities Manager	10 – 15	2,000 – 2,500	2,500 – 2,700	2,700 – 3,000
Facilities Manager	5 – 10	1,500 – 2,000	2,000 – 2,500	2,500 – 2,700
Continuous Improvement Manager	5 – 10	1,500 – 2,000	2,000 – 2,200	2,200 – 2,500
HSE Manager	10 – 15	1,500 – 2,000	2,000 – 2,500	2,500 – 3,000
HSE Supervisor	5 – 10	1,200 – 1,500	1,500 – 2,000	2,000 – 2,500
OHSE Logistics Coordinator	5 – 10	900 – 1,000	1,000 – 1,200	1,300 – 1,500
OHSE Manager	5 – 10	1,200 – 1,500	1,500 – 2,000	2,000 – 2,500
Environment Engineer	3 – 5	500 – 600	600 – 700	700 – 900
Process Manager	5 – 10	1,000 – 1,200	1,200 – 1,500	1,500 – 2,000
Process Engineer	2 – 5	500 – 600	600 – 700	700 – 1,000
Packaging Manager	5 – 10	1,000 – 1,200	1,300 – 1,500	1,500 – 2,000
Packaging Officer	2 – 5	300 – 500	500 – 600	600 – 900
General Manager (Factory)	10+	2,500 – 3,000	4,000 – 5,000	5,000 – 10,000
Production Director	10 – 15	2,000 – 2,500	2,300 – 2,500	3,000 – 4,000
Production Manager	5 – 10	1,200 – 1,600	1,700 – 2,000	2,000 – 3,000
Production Supervisor	3 – 5	1,000 – 1,200	1,200 – 1,500	1,500 – 2,000
Production Staff	3 – 5	250 – 400	350 – 500	-
Operation	5 – 10	250 – 400	300 – 500	-

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

POSITION	EXPERIENCE (YEARS)	SALARY RANGE BASED ON COMPANY SIZE (USD)		
		100	101 – 1,000	> 1,000
CHEMICAL				
Sales Director	5 – 10	4,000 – 5,000	-	-
Sales Manager	5 – 10	3,000 – 4,000	-	-
Key Account Manager	5 – 10	1,500 – 2,000	-	-
Senior Sales Executive	3 – 5	1,000 – 1,500	-	-
Sales Executive	1 – 3	300 – 800	-	-
R&D Manager	5 – 10	1,500 – 3000	-	-
R&D Supervisor	3 – 5	800 – 1,000	1,000 – 1,500	-
R&D Staff	1 – 3	500 – 700	500 – 700	-
Lab Manager	5 – 10	2,000 – 2,500	2,500 – 3,000	-
Lab Supervisor	3 – 5	900 – 1,200	1,000 – 1,500	-
QA/QC Manager	5 – 10	1,500 – 2,000	2,000 – 2,500	-
QA/QC Supervisor	3 – 5	900 – 1,200	1,000 – 1,500	-
QA/QC Staff	1 – 3	300 – 600	500 – 700	-
AGRICULTURE				
Sales Director	5 – 10	2,500 – 5,000	-	-
Sales Manager	5 – 10	2,000 – 3,000	-	-
Key Account Manager	5 – 10	1,000 – 2,000	-	-
Sales Executive	1 – 5	500 – 800	-	-
R&D Manager	5 – 10	1,500 – 2,000	2,000 – 3,000	-
R&D Supervisor	3 – 5	800 – 1,000	1,000 – 1,200	-
R&D Staff	1 – 3	500 – 700	600 – 800	-
Lab Manager	5 – 10	2,000 – 2,500	2,500 – 3,000	-
Lab Supervisor	3 – 5	900 – 1,200	1,000 – 1,500	-
QA/QC Manager	5 – 10	1,500 – 2,000	2,000 – 2,500	-
QA/QC Supervisor	3 – 5	1000 – 1,200	1,000 – 1,500	-
QA/QC Staff	1 – 3	500 – 700	600 – 800	-

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

POSITION	EXPERIENCE (YEARS)	SALARY RANGE BASED ON COMPANY SIZE (USD)		
		100	101 – 1,000	> 1,000
Machinery/ Automotive / Heavy Industrial				
Sales Engineer	1 – 3	500 – 1,000+	500 – 1,000+	500 – 1,000+
Sales Supervisor/ Marketing Supervisor/ Senior Sales Engineer	3 – 5	1,000 – 1,500+	1,000 – 1,500+	1,000 – 1,500+
Area Sales Manager	1 – 3	500 – 1,000+	500 – 1,000+	500 – 1,000+
Area Sales Manager	3 – 5	1,000 – 2,000+	1,000 – 2,000+	1,000 – 2,000+
Sales Manager/ Marketing Manager/ Business Development Manager	3 – 5	1,500 – 3,000+	1,500 – 3,000+	1,500 – 3,000+
Senior Sales Manager/ Senior Marketing Manager (Director)	5 – 10+	3,000 – 6,000+	3,000 – 10,000	3,000 – 10,000
Senior Site Engineer/ Senior Field Service Engineer	5+	1,500 – 2,500+	2,000 – 2,500+	2,000 – 2,500+
Site Manager/ Field Service Manager	3 – 5	1,500 – 2,500+	2,000 – 2,500+	2,000 – 2,500+
Technician	1 – 5	500 – 1,000+	500 – 1,000+	500 – 1,000+
Senior Technician	5+	1,000 – 2,000+	1,000 – 2,000+	1,000 – 2,000+
Technical Manager	3 – 5	1,200 – 2,000+	1,200 – 2,000+	1,200 – 2,000+
Senior Technical Manager	5+	2,000 – 2,500+	2,500 – 3,000+	3,000 – 3,500+

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.



POSITION	EXPERIENCE (YEARS)	SALARY RANGE BASED ON COMPANY SIZE (USD)		
		100	101 – 1,000	> 1,000
After Sales Service				
CS Staff/ After-Sales Engineer	1 – 3	500 – 1,000+	500 – 1,000+	500 – 1,000+
CS Supervisor/ After-Sales Supervisor	3 – 5	1,000 – 1,500+	1,000 – 1,500+	1,000 – 1,500+
CS Manager/ After-Sales Manager	3 – 5	1,500 – 2,000+	1,500 – 2,000+	1,500 – 2,000+
Senior CS Manager/ Senior After-Sales Manager (Director)	5 – 10+	2,500 – 3,000+	3,000 – 6,000+	4,000 – 10,000
Site Engineer/ Field Service Engineer	1 – 3	500 – 1,000+	500 – 1,000+	500 – 1,000+
Site Engineer/ Field Service Engineer	3 – 5	800 – 1,500+	800 – 1,500+	800 – 1,500+
Senior Site Engineer/ Senior Field Service Engineer	5+	1,500 – 2,500+	2,000 – 2,500+	2,000 – 2,500+
Electrical/ Electronic				
Country Manager/General Manager	5 – 10	3,000 – 10,000	3,000 – 10,000	-
Technical Sales & Marketing Director	5 – 10	3,000 – 10,000	3,000 – 10,000	-
Technical Sales & Marketing Manager	5 – 10	2,000 – 3,500	-	-
Technical Sales Director	5 – 10	3,000 – 5,000	-	-
Technical Senior Sales Manager	5 – 10	2,500 – 3,500	-	-
Technical Sales Manager	5 – 10	1,500 – 2,500	-	-
Technical Sales Executive	2 – 5	600 – 1,500	-	-
Field Sales Manager	5 – 10	1,200 – 1,500	1,500 – 2,000	-
Field Sales Executive	2 – 5	600 – 800	600 – 800	-
Service/Maintenance Supervisor	5 – 10	700 – 1,500	1,000 – 2,000	-
Service/Maintenance Engineer	2 – 5	500 – 700	600 – 1,000	-

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

POSITION	EXPERIENCE (YEARS)	SALARY RANGE BASED ON COMPANY SIZE (USD)		
		100	101 – 1,000	> 1,000
GARMENT/FOOTWEAR				
Local Employee				
Mechandizer Manager	5+	1,200 – 2,000+	1,200 – 2,000+	1,200 – 2,000+
Senior Mechandizer Manager	5+	700 – 1,000	1,000 – 1,500	1,500+
Mechandizer supervisor	5+	1,000 – 2,000+	1,000 – 2,000+	1,000 – 2,000+
Mechandizer staff	3 – 5	500 – 1,000+	500 – 1,000+	500 – 1,000+
QA/QC Manager	5 – 10	1,200 – 1,500	1,500 – 3,000	2,000 – 4,000
QA/QC Supervisor	3 – 5	600 – 800	800 – 1,000	1,500 – 2,000
QA/QC Staff	1 – 3	300 – 500	400 – 600	-
Technician Manager	5 – 10	700 – 1,000	1,000 – 1,500	1,500+
Leather Commercialisation	5 – 10	1,200 – 2,000+	1,200 – 2,000+	1,200 – 2,000+
Business Development Manager	5+	1,200 – 2,000+	1,200 – 2,000+	1,200 – 2,000+
Planning Manager	5 – 10	700 – 1,000	1,000 – 2,000	2,000+
Sourcing Manager	5 – 10	1,200 – 1,500	1,500 – 2,000	2,000 – 4,000
Inspector Manager	5 – 10	1,000+	1,000 – 2,000	2,000+
Inspector	5+	700 – 1,000	1,000 – 1,500	1,500+
Pattern Maker Manager	5 – 10	1,000+	1,000 – 2,000	2,000+
Pattern Maker	5+	500 – 1,000	1,000 – 1,500	1,500+
Tailor	5 – 10	500 – 1,000	-	-
Local Expat/Expat Employee		Local+{20%-50%}	Local+{20%-50%}	Local+{20%-50%}
Furniture				
Chief Representative	10 – 15	3,000 – 5,000	-	-
Sales Manager	10 – 15	1,000 – 1,500	1,500 – 2,000	2,000 +
Finishing Manager	5 – 10+	1,000 – 1,200	1,300 – 1,500	-
Finishing Supervisor	3 – 5	500 – 600	600 – 1000	-
Packaging Manager	5 – 10+	600 – 900	900 – 1,500	-
QA/QC Manager	5 – 10+	1,000 – 1,500	1,500 – 2,000	2,000 – 3,000
QA/QC Supervisor	3 – 5	500 – 600	1000 – 1500	-
Souring Manager	5 – 10	1,800 – 2,000	2,000 – 3,000	-

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

IT & TELECOM



POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)	
		Ho Chi Minh City	Hanoi
BUSINESS			
IT Head/CIO/CTO	10 – 15	5,000 – 8,000	5000 – 10000
Sales Manager, Account Manager, Business Development Manager (BDM)	3 – 5	1,300 – 2,200	1,000 – 2,000
Delivery Manager/Project Director/Software Manager/Program Manager	5 – 10	2,200 – 3,500	2,000 – 3,500
Product Manager	5 – 8	1,800 – 2,300	1,500 – 2,500
Technical Product Manager	6 – 8	2,000 – 2,500	2,000 – 2,500
IT Manager	8 – 10	2,000 – 2,500	2,000 – 3,000
Senior Business Analyst	4 – 8	1,200 – 1,500	1,000 – 1,500
Technical Leader	6 – 10	1,500 – 2,500	1,500 – 2,500
SOFTWARE DEVELOPER/PROGRAMMER			
.Net/Front End/PHP/Java/Sharepoint/Ruby on Rail	3 – 5	600 – 1,500	600 – 1,800
iOS/Android	3 – 6	800 – 2,200	800 – 2,200
Embedded (Linux,C++)	2 – 5	600 – 1,000	600 – 1,200
Senior QC/QA/Tester Engineer	4 – 8	1,000 – 1,500	1,000 – 1,500
Data Science/Big Data	3 – 6	1,200 – 5,000	1,200 – 5,000
Designer (UI/UX)	3 – 5	450 – 1,500	450 – 1,500
IT ARCHITECTURE/INFRASTRUCTURE			
ERP/Data/SAP Consultant	2 – 6	500 – 2,500	600 – 3,500
Network/System Admin/IT Help Desk	2 – 5	500 – 1,000	500 – 1,000
IT Security Engineer	2 – 5	600 – 1,200	800 – 1,500
IT Security Manager	5 – 10	1,200 – 2,000	1,200 – 2,000
Senior System Engineer	3 – 6	800 – 1,200	800 – 1,500
Senior Database Engineer	4 – 8	1,200 – 1,500	1,200 – 1,500

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

SUPPLY CHAIN



POSITION	EXPERIENCE (YEARS)	SALARY RANGE BASED ON COMPANY SIZE (USD)		
		0 - 100	101 - 1,000	> 1,000
FUNCTIONAL				
Supply Chain Manager	5 – 10	1,000 – 2,000	1,500 – 2,500	1,500 – 3,000
	10 – 20	1,500 – 2,500	2,000 – 5,000	3,000 – 7,000
Supply Chain Assistant	5 – 10	500 – 1,000	700 – 1,500	1,000 – 2,000
	10 – 20	700 – 1,500	1,000 – 2,000	1,500 – 2,500
Logistics Manager	5 – 10	600 – 1,000	1,000 – 2,500	2,000 – 4,000
	10 – 20	1,000 – 1,500	1,500 – 3,000	2,500 – 5,000
Store Manager	5 – 10	1,000 – 1,500	1,500 – 3,000	2,500 – 5,000
Inventory Manager	5 – 10	1,000 – 1,500	1,500 – 3,000	2,500 – 5,000
Customer Service Logistic Manager	5 – 10	1,000 – 1,500	1,500 – 3,000	2,500 – 4,000
	10 – 20	1,500 – 2,000	1,500 – 3,500	2,500 – 4,500
Customer Service Logistic Officer	5 – 10	500 – 800	700 – 1,200	1,000 – 1,500
	10 – 20	700 – 1,000	1,000 – 1,500	1,000 – 2,000
Procurement/ Purchasing Manager	5 – 10	1,000 – 1,500	1,000 – 2,500	2,000 – 3,000
	10 – 20	1,500 – 2,500	2,000 – 4,000	2,500 – 5,000
Procurement/ Purchasing Officer	5 – 10	500 – 800	600 – 1,500	800 – 2,000
	10 – 20	600 – 1,000	800 – 2,000	1,000 – 2,500
Technical Purchasing Manager	5 – 15	1,500 – 3,000	1,500 – 5,000	2,000 – 5,500
Technical Purchasing Officer	2 – 7	600 – 1,000	600 – 2,000	1,000 – 2,500
Demand/Supply Planning Officer	5 – 10	1,000 – 1,500	1,000 – 2,500	1,500 – 2,500
	10 – 20	1,500 – 2,000	1,500 – 3,000	1,700 – 3,500
Demand/Supply Planning Manager	5 – 10	500 – 800	600 – 1,200	800 – 2,000
	10 – 20	700 – 1,000	800 – 1,500	1,000 – 2,500

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

POSITION	EXPERIENCE (YEARS)	SALARY RANGE BASED ON COMPANY SIZE (USD)		
		0 - 100	101 - 1,000	> 1,000
FUNCTIONAL				
Branch Manager/ Chief Rep	5 – 10	1,000 – 2,500	1,500 – 3,000	2,000 – 5,000
	10 – 20	1,500 – 3,000	2,000 – 5,000	3,500 – 8,000
Sales / Business Development Manager	5 – 10	1,000 – 2,000	1,200 – 4,000	2,000 – 5,000
	10 – 20	1,200 – 2,500	2,000 – 5,000	3,000 – 7,000
Sales / Business Development Assistant	5 – 10	500 – 800	700 – 1,500	1,000 – 2,000
	10 – 20	700 – 1,000	1,000 – 2,000	1,200 – 3,000
Key Account Manager	5 – 10	500 – 800	700 – 1,500	1,000 – 2,000
Operation Excellent Manager	5 – 10	1,500 – 3,000	1,500 – 3,000	1,500 – 3,000
Operation Manager	5 – 10	700 – 1,500	1,000 – 2,000	1,500 – 3,000
	10 – 20	1,000 – 1,700	1,200 – 2,500	2,000 – 4,000
Cargo Manager	5 – 10	1,000 – 2,000	–	-
Customer Service Manager	5 – 10	700 – 1,500	1,000 – 2,000	1,500 – 3,000
	10 – 20	1,000 – 1,700	1,200 – 2,500	2,000 – 4,000
Supply Chain Manager	5 – 10	1,000 – 2,000	2,000 – 4,000	-
Supply Chain Supervisor	5 – 10	800 – 1,000	1,000 – 2,000	-
Distribution Center Managager	5 – 10	–	1,000 – 2,000	1,200 – 3,500
	10 – 20	–	1,500 – 3,000	2,000 – 5,000
Warehouse Manager	5 – 10	700 – 1,000	700 – 1,500	1,000 – 2,500
	10 – 20	800 – 1,200	1,000 – 2,500	1,500 – 4,000
	10 – 20	700 – 1,000	1,000 – 2,000	–
Transportation Manager/Fleet Manager	5 – 10	1,000 – 1,300	1,500 – 2,200	2,000 – 3,000
	10 – 20	1,200 – 2,000	1,500 – 3,500	3,000 – 5,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

JAPAN JOBS



JAPAN JOBS | 日本の求人

MANUFACTURING | 製造業

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Technical Staff (技術スタッフ)	0 – 2	400 – 600
Technical Manager (技術マネジャー)	2 – 5	600 – 800
QA-QC Staff (品質管理スタッフ)	0 – 2	500 – 700
QA-QC Manager (品質管理マネジャー)	2 – 5	700 – 1,000
Production Manager (工場マネジャー)	5 – 10	800 – 1,500
Assistant Production Manager (工場アシスタントマネジャー)	2 – 4	600 – 800
Equipment Maintenance Staff (設備メンテナンススタッフ)	1 – 3	500 – 800

INFORMATION TECHNOLOGY | 情報技術

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Programmer Leader (プログラマーリーダー)	3 – 5	1,000 – 2,000
Programmer Manager (プログラマーマネージャー)	5 – 10	2,000 – 3,000
Mobile Team Leader (開発チームリーダー)	3 – 5	800 – 1,000
Engineering (技術者)	3 – 5	1,000 – 1,200
Operator (オペレーター)	2 – 5	600 – 800
Communicator (技術通訳者)	1 – 5	500 – 800

TRADING | トレーディング

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Support Project Manager (プロジェクトマネジャー)	1 – 5	500 – 1,000
Sale Manager (営業マネジャー)	3 – 5	800 – 1,500
Sale Staff (営業スタッフ)	0 – 3	400 – 900
Market Research Staff (市場調査)	1 – 5	500 – 1,500
Logistics Staff (物流スタッフ)	0 – 3	400 – 800

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

JAPAN JOBS | 日本の求人

GENERAL AFFAIRS POSITIONS | 総務ポジション

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
General Affairs Staff (総務スタッフ)	0 – 3	500 – 800
General Affairs Manager (総務マネジャー)	3 – 5	800 – 1,500
Assistant to Manager (マネジャーのアシスタント)	0 – 2	350 – 600
Interpreter - Translator (通訳者)	0 – 3	350 – 800
Interpreter to Production Manager (工場マネジャーの通訳)	0 – 2	400 – 600

NATIVE JAPANESE POSITIONS | 日本人ポジション

POSITION	EXPERIENCE (YEARS)	SALARY RANGE (USD)
Sales Positions (営業)		
Staff	1 – 3	1,500 – 2,000
Assistant Manager	3 – 5	2,000 – 3,000
Manager	5 – 10	3,000+
Production Control/ QC Positions (生産管理/品質管理)		
Staff	1 – 3	-
Assistant Manager	3 – 5	1,500 – 2,500
Manager	5 – 10	2,500+
IT/web Positions		
Staff	1 – 3	1,500 – 2,000
Assistant Manager	3 – 5	1,500 – 2,500
Manager	5 – 10	2,500+
Finance (金融・保険)		
Staff	1 – 3	1,500 – 2,500
Assistant Manager	3 – 5	2,000 – 3,500
Manager	5 – 10	3,500+
Others (その他)		
Accounting Manager	10	3,000+
Customer Service	1 – 5	1,500 – 2,000

*Note : Salary figures including monthly gross salaries and excluding bonuses, incentive schemes or stock options.

ABOUT US

Founded in 1998, **First Alliances**, one of the largest HR agencies in Vietnam, is now a member of Temp Group (Japan), one of the top 12 global HR agencies with more than 26,000 employees in over 35 countries, with over USD 5 billion in annual revenue.

Our Executive Search & Selection division comprises of 10 specialized teams :

- Accounting
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- Construction & Real Estate
- Consumer Goods
- Healthcare
- Hospitality
- HR & Admin
- Industrial & Supply Chain
- IT & Telecom
- Japan Desk

Our Japan Desk provides one-stop solution for the hiring needs of our Japanese clients.

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CONTACT US

HO CHI MINH CITY

Suite 1211, Saigon Trade Center
37 Ton Duc Thang Street
District 1, Ho Chi Minh City
Vietnam
Tel: +84 8 3910 2080
Email: info@fa.net.vn

HANOI

10th Floor, Lotte Center Hanoi
54 Lieu Giai Street
Ba Dinh District, Hanoi
Vietnam
Tel: +84 4 3538 1996
Email: info@fa.net.vn

www.fa.net.vn