

VIETNAM

2018 SALARY GUIDE

Company Overview

Established in 1998, First Alliances is one of the largest HR consultancies in Vietnam specialising in Executive Search & Selection, HR Outsourcing, which includes payroll, staffing, and RPO.

In 2016, First Alliances became a member of PERSOLKELLY – a joint venture between PERSOL Holdings (previously Temp Holdings) and Kelly Services, to provide end-to-end workforce recruitment services. It has nearly 1,800 employees in 42 offices spanning across 13 countries in Asia Pacific.

Combining the strengths of both PERSOL Holdings – Japan's second largest recruitment firm, and Kelly Services – a global leader in workforce solutions with a strong track record in Asia Pacific, we bring the best of both cultures and the full spectrum of our talent recruitment services, providing clients with seamless, cross-border HR solutions.

Our key expertise are in the fields of Accounting, Construction & Real Estate, Consumer Goods, Banking, Finance & Insurance, Healthcare, Hospitality, Industrial & Supply Chain, IT & Telecommunications, HR & Administration, Japanese and Korean specialisations – a one stop hiring solution for our clients.

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EXECUTIVE OVERVIEW

The 2018 Vietnam Salary Guide is a comprehensive reference tool which aims to provide insights into the latest average salaries of various professional and technical positions across key industries in Vietnam.

The data presented in this guide is based on the tabulation of salaries range across different job titles collected in the database of the First Alliances' Executive Search & Selection division. The key roles and industries represented are Accounting, Banking & Financial Services, Communications & Media, Construction & Real Estate, Consumer Goods, Healthcare, Hospitality, HR & Admin, Industrial, IT & Telecommunications, Supply Chain, and Japanese speaking positions.

In 2017, we witness a continuous surge in the Vietnam's economy with exports raising, resulting in trade surplus. Retail sales also saw a double-digit raise with the growth in private sector credit, which encouraged greater private consumption. Year-on-year, FDI rose by more than 10% from January to October period.

With the passing of the 2018 socio-economic development plan, it aims to achieve an annual growth of 6.5 – 6.7% by increasing exports and investment. This should seek to maintain economic stability and expansion at a steady and strong pace into 2018. It is forecast that economy will expand to 6.4% in 2018.

In 2017, we witness a continuous surge in the Vietnam's economy with exports raising, resulting in trade surplus.

It is recorded that the unemployment rate in Vietnam decreased to 2.09% in the first quarter of 2017 but rose back to 2.3% by the last quarter. This is still low compared to other Southeast Asia regions, whose unemployment is average between 0.2 – 6.3%.

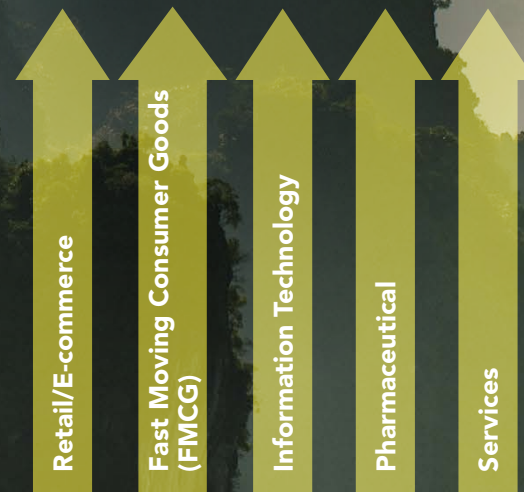
Vietnam is expected to show steady economic growth, and with the government's commitment to reform, the country is moving towards promoting skills development, particularly in modern industry and innovation, improving market institutions, and further infrastructure development. All these progress signal optimistic employment outlook and job opportunities.

With these exciting developments, we certainly look forward to continue being a valuable partner in helping our clients to achieve their business goals. We hope the data in this Salary Guide will serve as beneficial information to help you develop more strategic recruitment and retention plan for your potential talents and performing workers.

Cong Ong
General Director, First Alliances

2018 SALARY & HIRING OUTLOOK

INDUSTRIES EXPECTING STRONG GROWTH IN 2018



TOP 5 PAYING INDUSTRIES (PER MONTH)



CONSTRUCTION & REAL ESTATE

Project Director (Expat)
USD 10,000-15,000



ACCOUNTING

Chief Financial
Officer
USD 4,000-12,000



BANKING & FINANCE

Risk Management
Director (Local bank)
USD 7,000-10,000



HEALTHCARE

Head of Business Unit
USD 7,000-9,000



INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

CIO/CTO
USD 6,000-12,000

2.1%
Expected
unemployment
rate in 2018

2.5%
Expected
inflation in
2018

6.4–6.7%
Expected
GDP growth
in 2018



ACCOUNTING

ACCOUNTING



	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)		
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
HO CHI MINH CITY						
INTERNAL ACCOUNTING & FINANCE						
Chief Financial Officer	12-20	4,000	12,000	12-20	4,000	10,000
Finance Director	12-20	3,500	8,000	12-20	3,000	8,000
Financial Controller	10-15	3,500	6,000	10-14	3,000	5,000
Finance Manager	8-12	2,000	4,000	10-14	2,500	4,000
Financial Analyst	2-6	1,400	2,500	8-12	2,200	3,500
Internal Audit Manager	6-12	1,500	3,000	5-8	1,500	3,200
Treasury Manager	6-12	1,500	3,000	N/A	N/A	N/A
Tax Manager	6-12	1,500	3,500	N/A	N/A	N/A
Financial Analyst	N/A	N/A	N/A	2-6	800	2,000
Chief Accountant/Accounting Manager	6-12	1,800	3,500	5-8	800	1,800
Deputy Chief Accountant/ General Accountant	3-8	650	2,000	3-5	700	1,000
Account Receivable/Account Payable/ Accounting Executive	2-4	500	800	2-4	500	700
EXTERNAL FINANCIAL SERVICE*						
Director Level (Local & Expat)	10-15	5,000	10,000	8-12	5,000	10,000
Manager Level (Expat)	8-10	3,500	5,000	8-10	3,500	5,000
Manager Level (Local)	8-10	1,500	3,000	8-10	1,500	3,000
Assistant Manager Level (Expat)	5-8	2,500	3,500	5-8	2,500	3,500
Assistant Manager Level (Local)	5-8	1,000	1,500	5-8	1,000	3,500
MANAGEMENT CONSULTING SERVICE						
Director	15-20	8,000	20,000	15-20	8,000	20,000
Manager	10-15	4,000	10,000	10-15	4,000	10,000
Senior Consultant	7-10	2,000	8,000	7-10	2,000	8,000
Consultant	5-7	1,500	4,000	5-7	1,500	4,000

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



BANKING & FINANCE

BANKING & FINANCE

	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)		
	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
BANKING						
BOARD OF MANAGEMENT (LOCAL & FOREIGN BANK)						
CEO	10+	15,000	30,000	10+	15,000	30,000
Deputy CEO	10+	10,000	15,000	10+	10,000	15,000
FRONT OFFICE - RETAIL BANKING (LOCAL BANK)						
Deputy CEO cum Head of Retail	10+	10,000	15,000	10+	8,000	15,000
Branch Director/Manager	6-8	1,500	3,000	6-8	1,500	2,500
Transaction Manager	6-8	1,300	3,000	6-8	1,500	2,000
Regional Sales Director/Manager	10+	2,500	9,000	8-10	3,000	4,500
(Provincial) Retail Sales Manager	6-8	1,200	2,000	6-8	1,200	2,000
Retail Team Leader/ Supervisor	5-7	700	1,500	5-7	700	1,500
Retail Senior Relationship Manager	3-5	600	1,000	3-5	600	1,000
Retail Relationship Manager	0-2	500	800	0-2	500	800
FRONT OFFICE - CORPORATE BANKING (LOCAL & FOREIGN BANK)						
Deputy CEO cum Head of Corporate (Local Bank)	10+	10,000	15,000	10+	10,000	15,000
Head of Sales (Foreign Bank)/ Head of Division (Local Bank)	7-10	4,000	7,000	7-10	4,000	7,000
Regional Sales Director (Local Bank)	8-10	2,500	5,000	8-10	2,500	5,000
Business Center Director (Local Bank)	8-10	2,500	5,000	8-10	2,500	5,000
Senior Relationship Manager (Foreign Bank)	5-8	2,500	5,000	5-8	2,500	5,000
Senior Relationship Manager (Local Bank)	4+	2,000	3,000	4+	1,500	2,500
Relationship Manager (Foreign Bank)	3-5	1,500	2,000	3-5	1,500	2,000
Relationship Manager (Local Bank)	2-5	800	1,500	2-5	800	1,500
Assistant Relationship Manager (Foreign Bank)	0-2	600	800	0-2	600	800
OPERATIONS DEPARTMENT (LOCAL & FOREIGN BANK)						
Operations Manager (Local bank)	7+	3,000	6,000	7+	2,000	5,000
Operations Manager (Foreign bank)	7+	2,500	5,000	7+	2,500	5,000
Senior Operations Officer (Local bank)	3-5	1,000	1,500	3-5	1,000	1,500
Senior Operations Officer (Foreign bank)	3-5	1,000	1,500	3-5	1,000	1,500
Operation Officer (Local bank)	2-3	500	800	2-3	500	800
Operations Officer (Foreign bank)	2-3	600	1,000	2-3	600	1,000

BANKING & FINANCE



SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
CREDIT APPROVAL DEPARTMENT (LOCAL & FOREIGN BANK)			
Head of Credit Approval (Local Bank)	8+	4,000	6,000
Head of Credit Approval (Foreign Bank)	8+	5,000	8,000
Credit Manager (Local Bank)	6+	2,500	3,500
Credit Manager (Foreign Bank)	6+	2,500	4,000
Senior Credit Officer/Specialist (Local Bank)	4-6	2,000	3,000
Senior Credit Officer/Specialist (Foreign Bank)	4-6	2,500	3,500
Credit Approval Officer (Local Bank)	2-4	500	800
Credit Approval Officer (Foreign Bank)	2-4	600	1,000
RISK MANAGEMENT DEPARTMENT (LOCAL & FOREIGN BANK)			
Risk Management Director (Local bank)	8+	7,000	10,000
Risk Management Director (Foreign bank)	8+	7,000	10,000
Risk Management Manager (Local Bank)	4-8	2,000	4,000
Risk Management Manager (Foreign Bank)	4-8	2,500	4,000
Senior Risk Management Officer (Local bank)	3-5	1,500	2,000
Senior Risk Management Officer (Foreign bank)	3-5	1,500	2,000
Risk Management Officer (Local bank)	2-4	600	1,000
Risk Management Officer (Foreign bank)	2-4	800	1,200
INTERNAL AUDIT DEPARTMENT (LOCAL & FOREIGN BANK)			
Internal Audit Director (Local bank)	10+	4,000	6,000
Internal Audit Director (Foreign bank)	10+	4,000	6,000
Internal Audit Manager (Local bank)	7-10	1,500	2,000
Internal Audit Manager (Foreign bank)	7-10	1,800	2,500
Internal Audit Specialist (Local bank)	5-7	1,000	1,500
Internal Audit Specialist (Foreign bank)	5-7	1,000	1,500
Internal Audit Officer (Local bank)	2-5	600	1,000
Internal Audit Officer (Foreign bank)	2-5	600	1,000
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+	3,000	5,000
Senior Officer/Officer (Foreign Bank)	3-5	1,200	2,000

SALARY RANGE (PER MONTH)		
HANOI		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
CREDIT APPROVAL DEPARTMENT (LOCAL & FOREIGN BANK)		
8+	4,000	6,000
8+	5,000	8,000
6+	2,500	3,500
6+	2,500	4,000
4-6	2,000	3,000
4-6	2,500	3,500
2-4	500	800
2-4	600	1,000
RISK MANAGEMENT DEPARTMENT (LOCAL & FOREIGN BANK)		
8+	7,000	10,000
8+	7,000	10,000
4-8	2,000	4,000
4-8	2,500	4,000
3-5	1,500	2,000
3-5	1,500	2,000
2-4	600	1,000
2-4	800	1,200
INTERNAL AUDIT DEPARTMENT (LOCAL & FOREIGN BANK)		
10+	4,000	6,000
10+	4,000	6,000
7-10	1,500	2,000
7-10	1,800	2,500
5-7	1,000	1,500
5-7	1,000	1,500
2-5	600	1,000
2-5	600	1,000
LEGAL & COMPLIANCE DEPARTMENT (LOCAL & FOREIGN BANK)		
10-15	7,000	10,000
6+	3,500	7,000
6+	3,000	5,000
3-5	1,200	2,000

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
COLLECTION DEPARTMENT (LOCAL & FOREIGN BANK)			
Head of Collection (Local bank)	6-10	4,000	8,000
Head of Collection (Foreign bank)	6-10	3,000	8,000
Collection Manager (Local bank)	5-7	2,000	3,000
Collection Manager (Foreign bank)	5-7	2,000	3,000
Collection Specialist/Officer (Local bank)	3-5	600	1,000
Collection Specialist/Officer (Foreign bank)	3-5	700	1,200
TREASURY DEPARTMENT (LOCAL & FOREIGN BANK)			
Head of Treasury (Local Bank)	10+	7,000	10,000
Head of Treasury (Foreign bank)	10+	7,000	10,000
Deputy Head of Treasury (Local bank)	8-10	3,000	6,000
Deputy Head of Treasury (Foreign bank)	8-10	4,000	6,000
Senior Treasury Sales (Local Bank)	6-8	1,200	2,500
Senior Treasury Sales (Foreign Bank)	6-8	1,500	3,000
Treasury Officer(Local bank)	4-5	1,000	2,000
Treasury Officer(Foreign bank)	4-5	1,000	2,000

SALARY RANGE (PER MONTH)		
HANOI		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
COLLECTION DEPARTMENT (LOCAL & FOREIGN BANK)		
6-10	4,000	8,000
6-10	3,000	8,000
5-7	2,000	3,000
5-7	2,000	3,000
3-5	600	1,000
3-5	700	1,200
TREASURY DEPARTMENT (LOCAL & FOREIGN BANK)		
10+	7,000	10,000
10+	7,000	10,000
8-10	3,000	6,000
8-10	4,000	6,000
6-8	1,200	2,500
6-8	1,500	3,000
4-5	1,000	2,000
4-5	1,000	2,000

BANKING & FINANCE



SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
FINANCIAL SERVICES			
CONSUMER FINANCE COMPANY			
Sales Department			
National Sales Director	8-10	5,500	7,700
Regional Sales Manager	5-7	3,300	4,400
District Sales Manager / Hub Manager	3-4	880	1,650
Risk and Collection Department			
Head of Collection	7-10	5,500	7,700
Security Manager	5-7	3,300	4,400
Field collection Manager	5-7	2,200	3,300
Underwriting Manager	5-7	2,200	3,300
Anti-Fraud Manager	5-7	2,200	3,300
Quality Assurance Department			
Head of Quality Assurance	8-10	5,500	7,700
Project Manager	5-7	2,200	3,300
Operations Department			
Head of Telesales	6-8	4,400	5,500
Operations Manager	5-7	3,300	3,850
Call Center Manager	5-7	2,750	3,300
Telesales Manager	4-6	2,200	3,300
Customer Service Manager	5-7	2,200	2,750
Legal & Compliance Department			
Chief Legal & Compliance Officer	7-10	5,500	7,700
Compliance Manager	5-7	3,300	3,850

SALARY RANGE (PER MONTH)			
HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
FINANCIAL SERVICES			
CONSUMER FINANCE COMPANY			
Sales Department			
National Sales Director	8-10	5,500	7,700
Regional Sales Manager	5-7	3,300	4,400
District Sales Manager / Hub Manager	3-4	880	1,650
Risk and Collection Department			
Head of Collection	7-10	5,500	7,700
Security Manager	5-7	3,300	4,400
Field collection Manager	5-7	2,200	3,300
Underwriting Manager	5-7	2,200	3,300
Anti-Fraud Manager	5-7	2,200	3,300
Quality Assurance Department			
Head of Quality Assurance	8-10	5,500	7,700
Project Manager	5-7	2,200	3,300
Operations Department			
Head of Telesales	6-8	4,400	5,500
Operations Manager	5-7	3,300	3,850
Call Center Manager	5-7	2,750	3,300
Telesales Manager	4-6	2,200	3,300
Customer Service Manager	5-7	2,200	2,750
Legal & Compliance Department			
Chief Legal & Compliance Officer	7-10	5,500	7,700
Compliance Manager	5-7	3,300	3,850

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
FUND MANAGEMENT			
Investment Director	10-15	10,000	15,000
Senior Investment Manager	7-8	5,000	10,000
Investment Manager	5-7	3,000	5,000
Investment Officer	2-3	1,500	3,000
Investor Relation Officer	4-6	1,500	2,000
Head of Research	2-3	3,500	8,000
Senior Research Manager	5-8	3,200	5,000
Senior Research Analyst	3-5	1,000	2,300
Research Analyst	0-4	600	1,000
Trading Manager	4-8	1,800	2,200
Regulatory Affairs person in charge	5+	2,000	2,500
SECURITIES			
Head of Research	10+	3,500	8,000
Senior Research Manager	5-10	3,200	5,000
Senior Research Analyst	4-8	1,000	2,300
Research Analyst	0-4	600	1,000
Trading Manager	4-8	1,800	2,200
Regulatory Affairs person in charge	10+	2,000	2,500
Senior Investment Banking Manager	7+	3,000	5,000
Brokerage Branch Director	10+	2,500	4,000
Brokerage Branch Deputy Director	10+	2,000	3,000

SALARY RANGE (PER MONTH)			
HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
FINANCIAL SERVICES			
CONSUMER FINANCE COMPANY			
Sales Department			
National Sales Director	8-10	5,500	7,700
Regional Sales Manager	5-7	3,300	4,400
District Sales Manager / Hub Manager	3-4	880	1,650
Risk and Collection Department			
Head of Collection	7-10	5,500	7,700
Security Manager	5-7	3,300	4,400
Field collection Manager	5-7	2,200	3,300
Underwriting Manager	5-7	2,200	3,300
Anti-Fraud Manager	5-7	2,200	3,300
Quality Assurance Department			
Head of Quality Assurance	8-10	5,500	7,700
Project Manager	5-7	2,200	3,300
Operations Department			
Head of Telesales	6-8	4,400	5,500
Operations Manager	5-7	3,300	3,850
Call Center Manager	5-7	2,750	3,300
Telesales Manager	4-6	2,200	3,300
Customer Service Manager	5-7	2,200	2,750
Legal & Compliance Department			
Chief Legal & Compliance Officer	7-10	5,500	7,700
Compliance Manager	5-7	3,300	3,850

BANKING & FINANCE



SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)			
HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
INSURANCE / LIFE INSURANCE							
BANCASSURANCE							
Head of Bancassurance	10-15	5,000	7,000	10-15	5,000	7,000	
Senior Manager	7-10	2,500	4,000	7-10	2,500	4,000	
Relationship Manager	5-7	800	2,000	5-7	800	2,000	
Relationship Officer	1-3	500	800	1-3	500	800	
AGENCY							
Agency Director	10-15	4,000	6,000	10-15	4,000	6,000	
Senior Manager	7-10	2,500	3,000	7-10	2,500	3,000	
Manager	5-7	1,500	2,000	5-7	1,500	2,000	
Insurance Specialist/Officer	1-2	500	800	1-2	500	800	
UNDERWRITING							
Head of Underwriting	10-15	2,500	3,500	10-15	2,500	3,500	
Manager	7-10	2,000	2,500	7-10	2,000	2,500	
Assistant Manager	5-7	1,500	2,000	5-7	1,500	2,000	
Executive	3-5	1,000	1,200	3-5	1,000	1,200	
CLAIM							
Head of Claim	10-15	2,500	3,500	10-15	2,500	3,500	
Senior Manager	7-10	2,000	2,500	7-10	2,000	2,500	
Manager	5-7	1,500	2,000	5-7	1,500	2,000	
Assistant Manager	2-3	1,000	1,500	2-3	1,000	1,500	
ACTUARIAL							
Chief Actuary	10-15	10,000	20,000	10-15	10,000	20,000	
Senior Manager	7-10	5,000	8,000	7-10	5,000	8,000	
Manager	5-7	4,000	5,000	5-7	4,000	5,000	
Actuary Officer	2-3	1,500	2,500	2-3	1,500	2,500	
LEGAL & COMPLIANCE							
Head of Legal & Compliance	10-15	2,500	5,000	10-15	2,500	5,000	

SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)			
HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
INSURANCE / NON- LIFE INSURANCE							
SALES & MARKETING							
Sales Director	10-15	2,500	4,000	10-15	2,500	4,000	
Sales Manager	7-10	1,500	2,500	7-10	1,500	2,500	
Deputy Sales Manager	7-10	1,200	1,500	7-10	1,200	1,500	
Senior Sales Executive	3-5	800	1,000	3-5	800	1,000	
Sales Executive	1-2	500	800	1-2	500	800	
UNDERWRITING							
Head of Underwriting	10-15	2,500	3,500	10-15	2,500	3,500	
Underwriting Manager	7-10	2,000	2,500	7-10	2,000	2,500	
Assistant Underwriting Manager	5-7	1,000	1,500	5-7	1,000	1,500	
Underwriting Executive	1-2	600	800	1-2	600	800	
CLAIM							
Head of Claim	10-15	2,500	3,500	10-15	2,500	3,500	
Manager	7-10	2,000	2,500	7-10	2,000	2,500	
Assistant Manager	5-7	800	1,200	5-7	800	1,200	
Claim Executive	1-2	600	800	1-2	600	800	
LEGAL & COMPLIANCE							
Head of Legal & Compliance	10-15	2,500	3,500	10-15	2,500	3,500	



CONSUMER GOODS

CONSUMER GOODS



	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)				
	HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
SALES & MARKETING								
SALES								
Commercial Director	15-20	10,000	15,000	15-20	4,500	12,000		
Head of Sales	12-15	5,500	10,000	12-15	3,500	8,000		
General Trade Head	8-12	4,000	8,000	8-12	4,000	7,000		
Regional Sales Manager	5-9	2,500	5,000	5-9	2,000	4,500		
Area Sales Manager	3-5	1,500	2,500	3-5	1,500	2,200		
Modern Trade Head	7-10	4,000	7,000	7-12	4,000	7,000		
Key Account Manager	3-5	1,500	3,000	3-7	1,000	3,000		
Sales Operation Manager	4-8	2,500	5,000	4-8	2,500	5,000		
Sales Capability/Training Manager	4-6	2,500	4,000	4-6	1,500	3,000		
TRADE MARKETING								
Head of Trade Marketing	7-12	4,000	8,000	7-12	4,000	8,000		
Trade Marketing Manager	4-8	2,000	4,000	4-8	1,700	4,000		
MARKETING								
Chief Marketing Officer	8-15	7,000	15,000	8-15	7,000	10,000		
Marketing Director/Category Lead	6-10	5,000	10,000	10+	3,000	6,000		
Marketing Manager	5-7	3,500	5,000	7-10	1,500	3,000		
Brand Manager	3-5	1,500	4,000	3-7	1,500	2,500		
Assistant Brand Manager	1-3	700	1,500	1-3	700	1,300		
RETAIL								
Marketing Director	7-10	3,500	5,500	7-10	3,000	4,000		
Branch Manager	5-7	1,500	3,000	5-7	2,000	3,000		
Operation Manager	5-7	1,500	2,500	5-7	1,500	2,500		
Division Purchasing Director	7-10	2,500	4,000	7-10	2,500	4,000		
Senior Merchandise Manager	5+	1,500	2,500	5+	1,700	2,500		
Store General Manager	5-10	1,500	4,000	5-10	1,200	3,000		
Merchandise Manager	5-7	1,000	1,500	5-7	1,000	1,500		
Merchandiser/Buyer	1-3	500	800	1-3	500	800		
Purchasing Supervisor	5-8	1,500	3,000	5-8	1,500	2,500		
Merchandising/Assistant Buyer	1-3	300	600	1-3	400	600		

CONSUMER GOODS



SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
LUXURY & COSMETICS			
Sales & Marketing Manager	5-8	3,000	5,000
Group Brand Manager	7+	4,000	7,000
Senior Brand Manager	8+	3,000	5,000
Brand Manager	5+	2,000	3,000
Assistant Brand Manager	2-5	700	1,200
Brand Executive	1-3	500	700
Operation Manager	3-5	1,500	2,000
Operation Executive	1-3	600	1,000
Merchandise Manager	3-5	1,000	2,000
Retail Manager	5+	2,000	3,000
Store Manager (Distributor)	3-5	700	1,200
Store Manager (Principal)	5+	1,000	2,000
Store Supervisor	2-4	400	600
Visual Merchandise Manager	3-5	600	1,500
Training Manager	5+	1,000	2,000
COMMUNICATIONS & MEDIA			
MARKET RESEARCH			
Executive Director	10+	5,000	7,000
Director	10+	4,000	5,000
Associate Director	9+	3,500	4,500
Senior Manager	6-9	2,500	4,000
Manager	5-8	1,500	2,500
Senior Executive	3-5	700	1,500

SALARY RANGE (PER MONTH)		
HANOI		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
LUXURY & COSMETICS		
5-8	1,300	3,000
N/A	N/A	N/A
N/A	N/A	N/A
5+	1,300	2,500
2-5	700	1,300
1-3	400	700
5+	900	2,000
1-5	500	800
3-5	900	1,500
5+	1,500	3,000
3-5	700	1,200
5+	1,000	2,000
2-4	400	600
3-5	700	1,200
5+	1,000	2,000
COMMUNICATIONS & MEDIA		
MARKET RESEARCH		
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A

SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
DIGITAL/ADVERTISING/MEDIA AGENCY			
Managing Director	10+	5,000	7,000
Customer Service Head/Group of Account	10+	4,000	6,000
Business Development Director	7+	3,000	4,000
Account Director	7+	3,000	5,000
Account Manager	3-5	1,000	2,000
Media Director	8+	2,000	3,000
Creative Director	8+	5,000	7,000
Art Director	3-8	1,500	3,000
Strategic Planning Director	8+	3,500	6,000
Traffic Manager (Account Coordinator)	3-5	1,000	2,000
Copywriter	2-5	700	2,000
Graphic Designer	2-5	700	2,000
Senior Account Executive	2-5	600	900
Account Executive	1-3	400	600

SALARY RANGE (PER MONTH)		
HANOI		
EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
DIGITAL/ADVERTISING/MEDIA AGENCY		
N/A	N/A	N/A
10+	2,500	4,500
N/A	N/A	N/A
7+	1,800	4,000
3-10	800	2,000
8+	1,800	3,000
8+	1,800	5,000
7+	1,800	4,500
3-10	2,500	5,000
8+	900	1,300
8+	400	2,000
7-10	400	2,000
3-5	500	900
1-2	400	500



CONSTRUCTION REAL ESTATE

CONSTRUCTION REAL ESTATE



	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)				
	HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
REAL ESTATE DEVELOPMENT								
SALES & MARKETING								
Head of Sales & Marketing	10+	5,000	8,000	10+	4,000	7,000		
Sales Director	10+	3,000	4,000	10+	3,000	4,000		
Sales Manager	5+	2,000	3,000	5+	2,000	3,000		
Head of Commercial Leasing	10+	3,000	6,000	10+	3,000	5,000		
Head of Industrial Leasing	10+	3,000	5,000	N/A	N/A	N/A		
Retail Leasing Manager	5+	3,000	4,000	5+	1,500	2,500		
Industrial Leasing Manager	5+	1,500	2,000	N/A	N/A	N/A		
Office Leasing Manager	5+	1,500	2,500	5+	1,500	2,500		
Customer Service / After Sales Manager	5+	1,500	2,500	5+	1,300	2,000		
Marketing Director	10+	3,000	5,000	10+	3,000	5,000		
Marketing Manager	5+	2,000	3,000	5+	2,000	3,000		
PR and Communications Manager	5+	2,000	3,000	5+	2,000	3,000		
PROJECT MANAGEMENT & DEVELOPMENT								
Project Director (Expat)	15+	10,000	15,000	15+	7,000	15,000		
Project Director	15+	5,000	10,000	15+	4,000	7,000		
Project Manager	10+	2,500	5,000	10+	2,000	4,000		
Project Development Manager	7+	2,500	3,500	7+	2,000	3,500		
Planning Manager	7+	2,000	3,000	7+	2,000	3,000		
Investment Director	10+	4,000	6,000	10+	3,500	6,000		
Design Director	10+	3,000	5,000	10+	3,000	5,000		
(Concept) Design Manager / Chief Architect	5+	2,500	3,500	5+	2,500	3,500		
MEP Design Manager	5+	2,500	3,500	5+	2,000	3,000		
MEP Manager	5+	2,500	3,500	5+	2,000	3,000		
Construction Manager	5+	1,500	2,500	5+	1,500	2,500		
QA/QC Manager	5+	1,500	2,500	5+	1,500	2,500		
HSE Manager	5+	1,500	3,000	5+	1,500	2,500		
QS Manager	5+	2,000	3,000	5+	1,500	3,000		
EXECUTIVE								
General Director	15+	6,000	15,000	15+	6,000	15,000		
Deputy General Director - Project Management (Expat)	10+	6,000	10,000	10+	6,000	10,000		
Deputy General Director - Project Management	10+	5,000	7,000	10+	5,000	7,000		
Deputy General Director - Investment	10+	5,000	7,000	10+	5,000	7,000		

CONSTRUCTION REAL ESTATE



SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)			
HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
REAL ESTATE SERVICES							
REAL ESTATE & PROPERTY SERVICES							
Associate Director - Sales	10+	3,000	5,000	10+	3,000	5,000	
Associate Director - Valuation & Advisory Services	10+	3,000	5,000	10+	2,500	4,500	
Associate Director - Reasearch	10+	3,000	5,000	10+	2,500	4,500	
Head of Commercial	10+	4,000	7,000	10+	3,500	6,000	
Sales Manager	5+	1,700	2,500	5+	1,700	2,500	
Valuation & Advisory Service Manager	5+	2,000	3,000	5+	2,000	3,000	
Research Manager	5+	2,000	3,000	5+	2,000	3,000	
Leasing Manager	5+	2,500	3,500	5+	1,500	3,000	
Project Marketing Manager	5+	2,000	3,000	5+	1,500	3,000	
Marketing & Communications Manager	5+	2,000	3,000	5+	1,500	3,000	
PROJECT MANAGEMENT							
Project Director	10+	5,000	10,000	10+	5,000	10,000	
Project Manager	7+	2,000	3,000	7+	2,000	3,000	
QA/QC Manager	5+	1,500	2,500	5+	1,500	2,500	
QS Manager	5+	1,500	2,500	5+	1,500	2,500	
HSE Manager	5+	1,500	3,000	5+	1,500	2,500	
MEP Manager	5+	1,500	2,500	5+	1,500	2,500	
CONSTRUCTION FIRM							
Head of Project Management / Project Director	15+	5,000	10,000	15+	5,000	8,000	
Cost & Contract Manager	7+	2,000	3,000	7+	2,000	3,000	
Project Manager	5+	2,000	3,000	5+	1,500	3,000	
Construction Manager	5+	1,200	2,200	5+	1,200	2,200	
QA/QC Manager	5+	1,500	2,500	5+	1,500	2,500	
QS Manager	5+	2,000	3,000	5+	1,500	3,000	
HSE Manager	5+	2,000	3,500	5+	1,500	3,000	
MEP Manager	5+	2,000	3,000	5+	1,500	3,000	
Site Manager	5+	1,000	2,000	5+	1,000	2,000	

SALARY RANGE (PER MONTH)				SALARY RANGE (PER MONTH)			
HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	
REAL ESTATE SERVICE							
ARCHITEC / INTERIOR							
Design Director/Head of Design	15+	3,000	5,000	15+	3,000	6,000	
Design Manager/Chief Architect	7+	2,000	4,000	7+	2,000	4,000	
Interior Design Manager	7+	2,000	3,000	7+	2,000	3,000	
Project Manager (Fit-out)	7+	2,000	3,000	7+	2,000	3,000	
Architect	3+	1,000	2,000	3+	1,000	2,000	
Interior Designer	3+	800	1,500	3+	800	1,500	
Drafter	2+	500	1,000	2+	500	1,000	
Revit Drafter	3+	700	1,200	N/A	N/A	N/A	
OTHERS							
Site Expansion Manager	5+	1,500	3,500	5+	1,500	3,500	
Site Expansion Executive	3+	500	700	3+	500	700	



HEALTHCARE

HEALTHCARE



	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)			
HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
PHARMACEUTICAL & MEDICAL NUTRITION							
GENERAL MANAGEMENT							
General Manager	18+	9,000	17,000	18+	7,000	10,000	
Head of Business Unit	15+	7,000	9,000	15+	4,500	8,000	
MARKETING							
Head of Marketing	12+	5,000	7,000	N/A	N/A	N/A	
Group Product Manager	10+	3,800	4,800	N/A	N/A	N/A	
Product Manager	6-10	1,800	3,600	5-12	1,300	2,500	
Product Executive	4-6	1,000	1,400	3 - 6	700	1,500	
SALES							
Head of Sales	15+	4,000	6,500	N/A	N/A	N/A	
Second Line Manager	8+	2,500	4,000	10+	2,200	4,000	
First Line Manager	5-10	1,300	2,500	5-10	1,200	3,200	
MARKET ACCESS							
Head of Market Access	12+	4,000	6,500	12+	3,500	5,500	
Key Account Manager	7+	1,300	3,500	7+	1,200	3,000	
Key Account Specialist	5-7	1,000	1,300	5-7	800	1,200	
COMMERCIAL EXCELLENCE							
Head of Commercial Excellence	15+	5,500	7,000	N/A	N/A	N/A	
SFE Manager	8+	2,200	5,000	N/A	N/A	N/A	
SF Training Manager	7+	2,400	3,500	N/A	N/A	N/A	
MEDICAL AFFAIRS & CLINICAL RESEARCH							
Head of Medical Affairs	18+	5,000	8,500	N/A	N/A	N/A	
Medical Affair Manager/Advisor	10+	2,500	4,500	N/A	N/A	N/A	
Medical Science Liaison	5+	1,500	2,200	3+	1,500	2,500	
Head of Clinical	10-15	3,500	5,000	10 -15	3,000	4,000	
Clinical Research Manager	5-10	1,800	3,000	5 - 10	1,800	3,000	
Clinical Research Associate	3-5	1,200	2,200	3 - 5	900	2,500	
REGULATORY AFFAIRS							
Head of Regulatory	15+	4,200	6,500	15+	4,000	7,000	
Regulatory Manager	10+	2,200	4,000	10+	2,000	4,500	
Regulatory Executive	3-5	800	1,700	3-5	800	1,800	

HEALTHCARE



SALARY RANGE (PER MONTH)

HO CHI MINH CITY

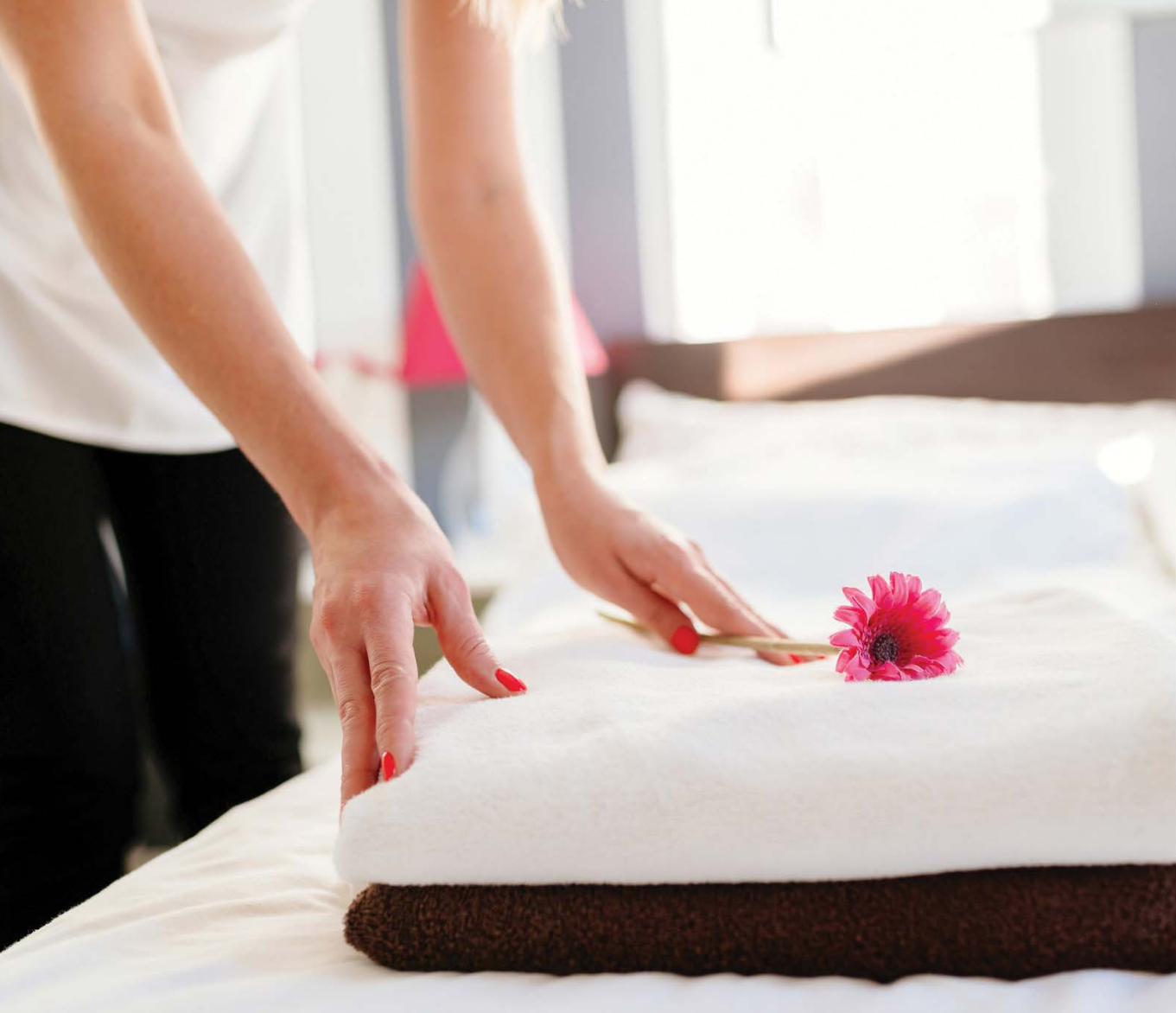
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
MEDICAL DEVICE / HOSPITAL / CLINIC			
MEDICAL DEVICE			
Product Manager	10+	1,500	2,500
Sales Manager	10+	2,500	3,500
Sales Executive	2-5	700	1,200
Service Manager	10+	2,000	2,500
Service Engineer	2-7	600	1,200
Application Specialist	2-7	1,000	1,500
HOSPITAL / CLINIC			
Chief Operation Officer	15+	5,000	7,000
Operation Manager	10+	2,000	3,500
Head of Marketing	10+	3,500	6,000
Doctor	5-10	1,800	2,500
Chief Nurse	10+	1,200	1,500
Nurse	2-5	600	1,200

SALARY RANGE (PER MONTH)

HANOI

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
MEDICAL DEVICE / HOSPITAL / CLINIC			
MEDICAL DEVICE			
Product Manager	7+	1,000	2,400
Sales Manager	10+	2,000	3,500
Sales Executive	3-7	700	1,200
Service Manager	10+	2,000	3,000
Service Engineer	3-7	500	1,800
Application Specialist	2-7	700	1,300
HOSPITAL / CLINIC			
Chief Operation Officer	15+	4,000	6,000
Operation Manager	7+	1,700	3,500
Head of Marketing	10+	3,500	5,000
Doctor	5-10	1,500	2,500
Chief Nurse	10+	1,000	1,500
Nurse	2-5	600	1,000





HOSPITALITY

HOSPITALITY



	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)			
HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
HOTEL							
F&B AND KITCHEN							
Executive Chef (Expat)	15+	5,000	7,000		15+	4,500	7,000
Executive Chef	15+	3,000	5,000		15+	3,000	5,000
Executive Sous Chef	10+	2,000	3,000		10+	2,000	3,000
Director of Food and Beverage (Expat)	10+	5,000	7,000		10+	4,500	7,000
Director of Food and Beverage	10+	3,000	5,000		10+	2,500	4,500
Food and Beverage Manager	7+	1,500	2,500		7+	1,500	2,500
Pastry Chef (Expat)	7+	3,000	5,000		7+	3,000	5,000
Pastry Chef	7+	1,500	3,000		7+	1,500	3,000
EXECUTIVE							
General Manager (Expat)	15+	6,000	10,000		15+	5,000	10,000
General Manager	15+	4,000	5,000		15+	3,500	5,000
Executive Assistant Manager	10+	2,500	5,000		10+	2,500	4,000
SALES & MARKETING							
Group Director of Sales & Marketing (Expat)	15+	6,000	9,000		15+	6,000	8,000
Director of Sales & Marketing (Expat)	10+	4,000	6,000		10+	4,000	6,000
Director of Sales & Marketing	10+	3,000	4,000		10+	3,000	4,000
Director of Sales	7+	2,500	3,500		7+	2,500	3,500
Sales Manager	5+	1,000	2,000		5+	1,000	2,000
Marketing Communication Manager	5+	2,000	2,500		5+	1,500	2,500
Digital Marketing Manager	3+	1,500	2,000		3+	1,300	2,000
OPERATION							
Executive Housekeeper	10+	1,500	2,000		10+	1,300	2,000
Director of Rooms	10+	3,000	4,000		10+	2,500	3,500

HOSPITALITY



SALARY RANGE (PER MONTH)

SALARY RANGE (PER MONTH)

HO CHI MINH CITY

HANOI

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
F&B CHAINS			
General Manager	10+	4,000	7,000
Operation Director	10+	2,500	4,000
Operation Manager	7+	1,500	2,500
Area Manager/District Manager	5+	1,000	2,000
Restaurant Manager/Store Manager	3+	500	1,500
Marketing Manager/Brand Manager	5+	1,500	3,000
R&D Chef	10+	2,000	3,000
Head Chef/Executive Chef	10+	2,000	3,000
RECREATION			
GOLF			
Director of Golf Membership	10+	3,000	5,000
Golf Sales Manager	5+	1,000	2,000
Golf Club Manager	5+	1,500	2,500
GAMBLING			
Operation Manager (Expat)	7+	5,000	7,000
Premium Marketing Manager	7+	3,000	5,000
Guest Service Manager	5+	1,500	2,500
SPA & FITNESS			
Fitness Club General Manager	10+	2,500	5,000
Spa Therapist (Expat)	7+	2,000	3,000
Fitness Manager (Expat)	7+	3,000	4,000
Spa Therapist (Vietnamese)	7+	1,000	2,000
Fitness Manager (Vietnamese)	7+	1,500	2,500

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
HANOI			
	10+	3,000	6,000
	10+	2,500	4,000
	7+	1,500	2,500
	5+	1,000	2,000
	3+	500	1,400
	5+	1,500	2,500
	10+	1,500	3,000
	10+	1,500	3,000
HANOI			
	10+	3,000	5,000
	5+	1,000	2,000
	5+	1,500	2,500
HANOI			
	7+	5,000	7,000
	7+	2,500	4,000
	5+	1,500	2,500
HANOI			
	10+	2,500	5,000
	7+	2,000	3,000
	7+	3,000	4,000
	7+	1,000	2,000
	7+	1,300	2,500





HUMAN RESOURCES & ADMINISTRATION/ LEGAL/EDUCATION

HUMAN RESOURCES & ADMINISTRATION/ LEGAL/EDUCATION



	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)		
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
HO CHI MINH CITY						
HUMAN RESOURCES & ADMINISTRATION						
HR Director/Head of HR	12+	3,500	7,000	12+	4,000	10,000
Senior HR Manager	8-10	3,000	5,000	8-10	3,000	5,000
HR Manager	7-9	1,500	3,000	7-9	1,500	3,000
HR Business Partner Manager	5-8	2,000	3,000	5-8	1,500	3,000
HR Deputy Manager/HR Assistant Manager	5-7	1,000	1,500	5-7	1,000	2,000
HR Supervisor	3-5	1,000	1,200	3-5	800	1,200
HR Executive	1-3	600	800	1-3	500	800
HR Officer	0-1	300	500	0-1	300	500
Talent Acquisition Manager	5-8	1,500	2,000	5-8	1,500	2,500
Recruitment Manager	4-6	1,000	1,500	4-6	1,000	1,500
Recruitment Supervisor	3-5	800	1,000	3-5	800	1,000
Recruitment Executive	1-3	400	600	1-3	400	600
Total Reward Manager	6-8	2,000	3,500	6-8	2,000	3,000
C&B Manager	4-6	1,500	3,000	4-6	1,500	3,000
C&B Supervisor	3-5	800	1,000	3-5	800	1,200
Learning & Development Manager (OD)	6-8	2,000	3,000	6-8	2,000	3,000
Training Manager	4-6	1,500	2,500	4-6	1,500	3,000
Training Supervisor	3-5	800	1,200	3-5	800	1,200
Admin Manager	5-8	1,000	2,000	5-8	1,000	1,800
Admin Supervisor	4-6	800	1,200	4-6	700	1,000
Office Manager	4-6	1,000	2,000	4-6	1,000	2,000
Executive Secretary	4-6	1,000	1,500	4-6	1,000	1,500
Secretary	2-4	600	1,000	2-4	500	800
Personal Assistant	2-4	400	600	2-4	400	600
Receptionist	0-2	300	500	0-2	250	400

HUMAN RESOURCES & ADMINISTRATION/ LEGAL/EDUCATION



SALARY RANGE (PER MONTH)			
HO CHI MINH CITY			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
LEGAL (IN-HOUSE AND LAW FIRM)			
Legal Director	12+	7,000	10,000
Senior Legal Manager/Legal Manager	8-10	5,000	7,000
Assistant Legal Manager/Deputy Legal Manager	7-9	3,000	5,000
Legal Counsel	5-7	1,500	3,000
Legal Officer/Legal Executive	2-5	800	1,500
Managing Partner	10+	10,000	12,000
Partner/Legal Counsel	8-10	6,000	10,000
Senior Associate/Senior Attorney	6-8	3,000	6,000
Associate/Attorney	4-6	1,500	3,000
Paralegal	2-4	800	1,500
Business Development Manager/Sales Manager	5+	1,500	3,000
Business Development Executive/Sales Executive	2-5	900	1,500
EDUCATION			
Center Director/Center Manager/Branch Manager	5+	2,000	3,000
Brand Manager (Marketing)	5+	2,000	3,000
Service Manager/Academic Manager	5+	2,000	3,000
Head Of Sale	7-10	3,000	4,000
Sale Manager	5+	1,000	2,500
Senior Consellor	3-5	800	1,500
Education Counsellor	1-3	300	800
Native Teacher	3+	1,200	2,000
Personal Assistant	2-3	500	1,000
Personal Tutor	1-3	300	500

SALARY RANGE (PER MONTH)			
HANOI			
	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	12+	6,000	10,000
	8-10	4,000	6,000
	7-9	2,500	4,000
	5-7	1,500	3,000
	2-5	800	1,500
	10+	10,000	15,000
	8-10	6,000	10,000
	6-8	3,000	6,000
	4-6	1,500	3,000
	2-4	800	1,500
	5+	1,500	3,000
	2-5	900	1,500
	5+	2,000	5,000
	5+	1,500	3,000
	5+	1,500	2,500
	7-10	2,500	4,000
	5+	1,000	2,000
	3-5	700	1,200
	1-3	300	700
	3+	1,200	2,000
	2-3	500	1,000
	1-3	300	500





MANUFACTURING

MANUFACTURING

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HO CHI MINH CITY					
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
1. MANUFACTURING					
Operator	5-10	250 - 400	300 - 500	N/A	
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+	1,500 - 2,000+	1,500 - 2,500+	
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	
Production Staff	3-5	400 - 700	700 - 800	N/A	
Production Supervisor	3-5	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000	
Production Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,000 - 3,000	
Production Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Process Engineer	2-5	600 - 800	800 - 1,000	1,000 - 1,200	
Process Manager	5-10	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500	
Packaging Officer	2-5	400 - 700	700 - 800	750 - 850	
Packaging Manager	5-10	1,000 - 1,500	1,500 - 1,700	1,700 - 2,000	
Environment Engineer	3-5	500 - 700	700 - 1,000	1,000 - 1,200	
Continuous Improvement Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	
Facilities Director	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	
OHSE Logistics Coordinator	5-10	900 - 1,000	1,000 - 1,200	1,300 - 1,500	
HSE Supervisor	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500	
HSE Manager	10-15	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	
OHSE Manager	5-10	1,500 - 2,200	2,200 - 2,700	2,700 - 3,000	
Maintenance Supervisor	3-5	700 - 1,000	1,000 - 1,200	1,200 - 1,500	
Maintenance Manager	5-10	1,500 - 2,000	2,000 - 2,200	2,200 - 3,000	
Manufacturing Manager	5-10	1,700 - 2,200	2,200 - 2,700	2,700 - 3,500	
Manufacturing Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Plant Engineering Manager	5-10	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	
Plant Engineering Director	10-15	2,200 - 2,500	2,500 - 3,000	3,000 - 5,000	
Factory/Plant Manager	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000	
Factory/Plant Director	15-20	2,500 - 3,000	3,000 - 5,000	5,000 - 7,000	
General Manager / COO (Factory)	10+	3,000 - 5,000	5,000 - 9,000	5,000 - 10,000	

MANUFACTURING



SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HO CHI MINH CITY				
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
2. TRADING				
2.1. AGRICULTURE				
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A
QA/QC Staff	1-3	500 - 700	600 - 800	N/A
QA/QC Supervisor	3-5	1,000 - 1,200	1,000 - 1,500	N/A
QA/QC Manager	5-10	1,700 - 2,000	2,000 - 2,500	N/A
R&D Staff	1-3	600 - 900	700 - 1000	N/A
R&D Supervisor	3-5	900 - 1,000	1,000 - 1,200	N/A
R&D Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A
Key Account Manager	5-10	1,500 - 2,500	1,500 - 2,500	N/A
Sales Executive	1-5	600 - 1,000	700 - 1,200	N/A
Sales Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A
Sales Director	5-10	3,000 - 5,000	3,500 - 5,000	N/A
2.2. CHEMICAL				
R&D Staff	1-3	600 - 800	600 - 800	N/A
R&D Supervisor	3-5	1,000 - 1,800	1,200 - 2,000	N/A
R&D Manager	5-10	2,000 - 3,000	2,200 - 3,500	N/A
QA/QC Staff	1-3	400 - 700	500 - 800	N/A
QA/QC Supervisor	3-5	900 - 1,200	1,500 - 2,000	N/A
QA/QC Manager	5-10	2,000 - 2,500	2,500 - 3,500	N/A
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A
Technical Service Manager	7-10	2,000 - 3,500	2,000 - 3,500	N/A
Key Account Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A
Sales Executive	1-3	800 - 1,000	800 - 1,200	N/A
Senior Sales Executive	3-5	1,200 - 1,800	1,500 - 2,000	N/A
Sales Manager	5-7	3,000 - 4,000	3,000 - 5,000	N/A
Sales Director	7-10	4,500 - 6,000	5,000 - 7,000	N/A
Chief Representative/Country Manager	7-10	4,000 - 6,000	N/A	N/A

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HO CHI MINH CITY				
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
2.3. ELECTRICAL/ELECTRONIC				
Field Sales Executive	2-5	600 - 800	600 - 800	N/A
Field Sales Manager	5-10	1,200 - 1,500	1,500 - 2,000	N/A
Service/Maintenance Engineer	2-5	500 - 700	600 - 1,000	N/A
Service/Maintenance Supervisor	5-10	700 - 1,500	1,000 - 2,000	N/A
Technical Sales & Marketing Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A
Technical Sales & Marketing Director	5-10	3,000 - 10,000	3,000 - 10,000	N/A
Technical Sales Executive	2-5	600 - 1,500	N/A	N/A
Technical Sales Manager	5-10	1,500 - 2,500	N/A	N/A
Technical Senior Sales Manager	5-10	2,500 - 3,500	N/A	N/A
Technical Sales Director	5-10	3,000 - 5,000	N/A	N/A
Country Manager/General Manager	5-10	3,000 - 10,000	3,000 - 10,000	N/A
2.4. MACHINERY/AUTOMOTIVE/HEAVY INDUSTRIAL				
Sales Engineer/Sales Executive	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+
Area Sales Manager/Account Manager	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+
Area Sales Manager/Account Manager	3-5	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+
Sales Supervisor/ Marketing Supervisor/ Senior Sales Engineer	3-5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+
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+	3,500 - 10,000	3,500 - 10,000
2.4.1. AFTER SALES SERVICE				
CS Staff/After-Sales Engineer	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+
CS Supervisor/ After-Sales Supervisor (Team Leader)	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+	2,500 - 4,000+	2,500 - 4,000+
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+
Site Manager/Field Service Manager	3-5	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+
2.4.2. TECHNICIAN				
Technician	1-5	500 - 1,000+	500 - 1,000+	500 - 1,000+
Senior Technician	2-3	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+

MANUFACTURING



SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HO CHI MINH CITY					
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS	
3. SPECIAL SECTORS					
3.1. FURNITURE					
Finishing Supervisor	3-5	500 - 600	600 - 1000	N/A	
Finishing Manager	5-10+	1,000 - 1,200	1,300 - 1,500	N/A	
Packaging Manager	5-10+	600 - 900	900 - 1,500	N/A	
QA/QC Supervisor	3-5	500 - 600	1000 - 1500	N/A	
QA/QC Manager	5-10+	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000	
Sales Manager	10-15	1,000 - 1,500	1,500 - 2,000	2,000 ++	
Sourcing Manager	5-10	1,800 - 2,000	2,000 - 3,000	N/A	
Chief Representative	10-15	3,000 - 5,000	N/A	N/A	
3.2. GARMENT/FOOTWEAR					
3.2.1. LOCAL EMPLOYEE					
Inspector	5+	700 - 1,000	1,000 - 1,500	1,500+	
Inspector Manager	5-10	1,000+	1,000 - 2,000	2,000+	
Leather Commercialisation	5-10	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Mechandizer Staff	3-5	500 - 1,000+	500 - 1,000+	500 - 1,000+	
Mechandizer Supervisor	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	
Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	
Senior Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	2,500 +	
Pattern Maker	5+	700 - 1,000	1,000 - 1,500	1,500+	
Pattern Maker Manager	5-10	1,000+	1,000 - 2,000	2,000+	
Planning Manager	5-10	700 - 1,000	1,000 - 2,000	2,000+	
QA/QC Staff	1-3	300 - 500	400 - 600	N/A	
QA/QC Supervisor	3-5	600 - 800	800 - 1,000	1,500 - 2,000	
QA/QC Manager	5-10	1,200 - 1,500	1,500 - 3,000	2,000 - 4,000	
Sourcing Manager	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 4,000	
Tailor	5-10	500 - 1,000	N/A	N/A	
Technician Manager	5-10	700 - 1,000	1,000 - 1,500	1,500+	
BDM/Marketing Manager	5+	1,200 - 3,000	1,200 - 3,000	1,200 - 2,000+	
3.2.2. EXPAT EMPLOYEE		Local Employee Salary + (20%-50%)			



MANUFACTURING



SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HANOI				
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
1. MANUFACTURING				
Operator	5-10	250 - 400	300 - 500	N/A
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+	1,500 - 2,000+	1,500 - 2,500+
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+
Production Staff	3-5	400 - 700	700 - 800	N/A
Production Supervisor	3-5	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000
Production Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,000 - 3,000
Production Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000
Process Engineer	2-5	600-800	800-1,000	1,000 - 1,200
Process Manager	5-10	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500
Packaging Officer	2-5	400 - 700	700 - 800	750 - 850
Packaging Manager	5-10	1,000 - 1,500	1,500 - 1,700	1,700 - 2,000
Environment Engineer	3-5	500 - 700	700 - 1,000	1,000 - 1,200
Continuous Improvement Manager	5-10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000
Facilities Director	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
OHSE Logistics Coordinator	5-10	900 - 1,000	1,000 - 1,200	1,300 - 1,500
HSE Supervisor	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500
HSE Manager	10-15	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000
OHSE Manager	5-10	1,500 - 2,200	2,200 - 2,700	2,700 - 3,000
Maintenance Supervisor	3-5	700 - 1,000	1,000 - 1,200	1,200 - 1,500
Maintenance Manager	5-10	1,500 - 2,000	2,000 - 2,200	2,200 - 3,000
Manufacturing Manager	5-10	1,700 - 2,200	2,200 - 2,700	2,700 - 3,500
Manufacturing Director	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000
Plant Engineering Manager	5-10	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000
Plant Engineering Director	10-15	2,200 - 2,500	2,500 - 3,000	3,000 - 5,000
Factory/ Plant Manager	10-15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000
Factory/Plant Director	15-20	2,500 - 3,000	3,000 - 5,000	5,000 - 7,000
General Manager/COO (Factory)	10+	3,000 - 5,000	5,000 - 9,000	5,000 - 10,000

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HANOI				
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
2. TRADING				
2.1. AGRICULTURE				
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A
QA/QC Staff	1-3	500 - 700	600 - 800	N/A
QA/QC Supervisor	3-5	1,000 - 1,200	1,000 - 1,500	N/A
QA/QC Manager	5-10	1,700 - 2,000	2,000 - 2,500	N/A
R&D Staff	1-3	600 - 900	700 - 1000	N/A
R&D Supervisor	3-5	900 - 1,000	1,000 - 1,200	N/A
R&D Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A
Key Account Manager	5-10	1,500 - 2,500	1,500 - 2,500	N/A
Sales Executive	1-5	600 - 1,000	700 - 1,200	N/A
Sales Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A
Sales Director	5-10	3,000 - 5,000	3,500 - 5,000	N/A
2.2. CHEMICAL				
R&D Staff	1-3	600 - 800	600 - 800	N/A
R&D Supervisor	3-5	1,000 - 1,800	1,200 - 2,000	N/A
R&D Manager	5-10	2,000 - 3,000	2,200 - 3,500	N/A
QA/QC Staff	1-3	400 - 700	500 - 800	N/A
QA/QC Supervisor	3-5	900 - 1,200	1,500 - 2,000	N/A
QA/QC Manager	5-10	2,000 - 2,500	2,500 - 3,500	N/A
Lab Supervisor	3-5	900 - 1,200	1,000 - 1,500	N/A
Lab Manager	5-10	2,000 - 2,500	2,500 - 3,000	N/A
Technical Service Manager	7-10	2,000 - 3,500	2,000 - 3,500	N/A
Key Account Manager	5-10	1,800 - 2,500	2,000 - 3,000	N/A
Sales Executive	1-3	800 - 1,000	800 - 1,200	N/A
Senior Sales Executive	3-5	1,200 - 1,800	1,500 - 2,000	N/A
Sales Manager	5-7	3,000 - 4,000	3,000 - 5,000	N/A
Sales Director	7-10	4,500 - 6,000	5,000 - 7,000	N/A
Chief Representative / Country Manager	7-10	4,000 - 6,000	N/A	N/A

MANUFACTURING



SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HANOI				
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
2.3. ELECTRICAL/ELECTRONIC				
Field Sales Executive	2-5	600 - 800	600 - 800	N/A
Field Sales Manager	5-10	1,200 - 1,500	1,500 - 2,000	N/A
Service/Maintenance Engineer	2-5	500 - 700	600 - 1,000	N/A
Service/Maintenance Supervisor	5-10	700 - 1,500	1,000 - 2,000	N/A
Technical Sales & Marketing Manager	5-10	2,000 - 3,500	2,500 - 3,500	N/A
Technical Sales & Marketing Director	5-10	3,000 - 10,000	3,000 - 10,000	N/A
Technical Sales Executive	2-5	600 - 1,500	N/A	N/A
Technical Sales Manager	5-10	1,500 - 2,500	N/A	N/A
Technical Senior Sales Manager	5-10	2,500 - 3,500	N/A	N/A
Technical Sales Director	5-10	3,000 - 5,000	N/A	N/A
Country Manager/General Manager	5-10	3,000 - 10,000	3,000 - 10,000	N/A
2.4. MACHINERY/AUTOMOTIVE/HEAVY INDUSTRIAL				
Sales Engineer/Sales Executive	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+
Area Sales Manager/Account Manager	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+
Area Sales Manager/Account Manager	3-5	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+
Sales Supervisor/ Marketing Supervisor/ Senior Sales Engineer	3-5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+
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+	3,500 - 10,000	3,500 - 10,000
2.4.1. AFTER SALES SERVICE				
CS Staff/After-Sales Engineer	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+
CS Supervisor/ After-Sales Supervisor (Team Leader)	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+	2,500 - 4,000+	2,500 - 4,000+
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+
Site Manager/Field Service Manager	3-5	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+

SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE

HANOI				
	EXPERIENCE (YEARS)	0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
2.4.2. TECHNICIAN				
Technician	1-5	500 - 1,000+	500 - 1,000+	500 - 1,000+
Senior Technician	2-3	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+
3. SPECIAL SECTORS				
3.1. FURNITURE				
Finishing Supervisor	3-5	500 - 600	600 - 1000	N/A
Finishing Manager	5-10+	1,000 - 1,200	1,300 - 1,500	N/A
Packaging Manager	5-10+	600 - 900	900 - 1,500	N/A
QA/QC Supervisor	3-5	500 - 600	1000 - 1500	N/A
QA/QC Manager	5-10+	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
Sales Manager	10-15	1,000 - 1,500	1,500 - 2,000	2,000 ++
Sourcing Manager	5-10	1,800 - 2,000	2,000 - 3,000	N/A
Chief Representative	10-15	3,000 - 5,000	N/A	N/A
3.2. GARMENT/FOOTWEAR				
3.2.1. LOCAL EMPLOYEE				
Inspector	5+	700 - 1,000	1,000 - 1,500	1,500+
Inspector Manager	5-10	1,000+	1,000 - 2,000	2,000+
Leather Commercialisation	5-10	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+
Mechandizer Staff	3-5	500 - 1,000+	500 - 1,000+	500 - 1,000+
Mechandizer Supervisor	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+
Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+
Senior Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	2,500 +
Pattern Maker	5+	700 - 1,000	1,000 - 1,500	1,500+
Pattern Maker Manager	5-10	1,000+	1,000 - 2,000	2,000+
Planning Manager	5-10	700 - 1,000	1,000 - 2,000	2,000+
QA/QC Staff	1-3	300 - 500	400 - 600	N/A
QA/QC Supervisor	3-5	600 - 800	800 - 1,000	1,500 - 2,000
QA/QC Manager	5-10	1,200 - 1,500	1,500 - 3,000	2,000 - 4,000
Sourcing Manager	5-10	1,200 - 1,500	1,500 - 2,000	2,000 - 4,000
Tailor	5-10	500 - 1,000	N/A	N/A
Technician Manager	5-10	700 - 1,000	1,000 - 1,500	1,500+
BDM/Marketing Manager	5+	1,200 - 3,000	1,200 - 3,000	1,200 - 2,000+
3.2.2. EXPAT EMPLOYEE				
Local Employee Salary + (20%-50%)				



SUPPLY CHAIN

SUPPLY CHAIN



SALARY RANGE (PER MONTH) IN USD / YEARS OF EXPERIENCE

HO CHI MINH CITY		3 - 5 YEARS OF EXPERIENCE	5 - 10 YEARS OF EXPERIENCE	> 10 YEARS OF EXPERIENCE
FUNCTIONAL				
Customer Service Logistics	Order Process Management/ Customer Service Logistics Officer	500 - 1,000	700 - 1,500	700 - 1,500
	Order Process Management/ Customer Service Logistics Manager	1,000 - 2,000	2,000 - 3,000	3,000 - 4,000
Purchasing	Purchasing/Sourcing/Procurement/ Buyer Officer	400 - 1,000	900 - 1,500	900 - 1,500
	Purchasing/Sourcing/Procurement/ Buyer Manager	1,000 - 2,000	2,000 - 3,000	2,500 - 3,500
System	ERP/ SAP Implementation Leader	1,000 - 2,000	1,500 - 3,000	2,000 - 3,500
Planning	Supply Planning/Production Planning Officer	500 - 1,500	1,000 - 2,500	1,000 - 2,500
	Supply Planning/ Production Planning Manager	1,000 - 2,500	1,500 - 3,000	2,500 - 3,500
	Demand Planning Officer	500 - 1,500	1,000 - 2,500	1,000 - 2,500
	Demand Planning Manager	1,000 - 2,500	1,500 - 3,000	2,500 - 3,500
	Logistics Planning Officer	500 - 1,500	1,000 - 2,000	1,000 - 2,000
	Logistics Planning Manager	1,000 - 1,500	1,500 - 3,000	2,000 - 3,500
	Material Planning Manager	1,000 - 2,500	1,200 - 3,500	1,500 - 4,500
	Supply Chain Planning Officer	800 - 1,500	1,000 - 2,500	1,000 - 2,500
Logistics	Supply Chain Planning Manager	1,500 - 3,000	2,000 - 3,500	2,500 - 5,000
	Logistics Officer	500 - 800	800 - 1,500	800 - 1,500
Supply Chain	Logistics Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
	Supply Chain Officer	600 - 1,000	1,000 - 1,500	1,000 - 1,500
Warehouse	Supply Chain Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 4,000
	Warehouse Officer	500 - 700	700 - 1,000	700 - 1,000
	Warehouse Manager	1,000 - 1,500	1,500 - 2,500	1,500 - 3,000
	Inventory Officer	300 - 700	500 - 1,000	500 - 1,000
Warehouse & Logistics	Inventory Manager	700 -1,200	1,000 - 1,500	1,200 - 2,000
	Warehouse & Logistics Officer	700 - 1,000	900 - 1,500	900 - 1,500
Transportation	Warehouse & Logistics Manager	900 - 1,500	1,000 - 2,500	1,200 - 3,000
	Transportation Officer	300 - 700	500 - 1,000	500 - 1,000
	Transportation Manager	1,000 - 1,500	1,500 - 2,500	1700 - 2500
	Fleet/Delivery Officer	300 - 700	500 - 1,000	500 - 1,000
	Fleet/Delivery Manager	800 - 1,000	1,000 - 1,500	1,500 - 2,000
	Distribution Center Officer	300 - 700	500 - 1,000	500 - 1,000
	Distribution Center Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500

SUPPLY CHAIN



SALARY RANGE (PER MONTH) IN USD / YEARS OF EXPERIENCE

HO CHI MINH CITY		3 - 5 YEARS OF EXPERIENCE	5 - 10 YEARS OF EXPERIENCE	> 10 YEARS OF EXPERIENCE
Consulting	Supply Chain Consultant	1,000 - 2,400	1,500 - 3,300	1,500 - 3,300
	Supply Chain Managing Consultant	1,500 - 2,500	2,500 - 3,500	2,500 - 5,000
Consulting	Customs & International Trade Consultant	1,000 - 1,500	1,200 - 2,000	1,200 - 2,000
	Customs & International Trade Managing Consultant	1,500 - 2,500	2,500 - 3,500	2,500 - 5,000
Import Export	Import Export Officer/ Customs Officer	300 - 700	500 - 1,000	500 - 1,000
	Import Export Manager/ Customs Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500
LOGISTICS SERVICES				
Logistics	Logistics Officer	500 - 800	800 - 1,200	800 - 1,200
	Logistics Manager	1,000 - 2,000	1,500 - 2,500	1,700 - 3,000
Warehouse	Warehouse Officer	300 - 700	500 - 1,500	500 - 1,500
	Warehouse Manager	1,000 - 2,000	1,500 - 2,500	2,500 - 3,500
	Outbound/Inbound Officer	300 - 500	500 - 1,000	500 - 1,000
	Outbound/Inbound Manager	800 - 1,500	1,500 - 2,500	2,500 - 3,000
	Inventory Officer	300 - 700	500 - 1,000	500 - 1,000
Transportation	Inventory Manager	800 - 1,500	1,500 - 2,500	2,500 - 3,000
	Distribution Center Officer	500 - 1,000	1,000 - 1,500	1,000 - 1,500
	Distribution Center Manager	1,000 - 1,500	1,500 - 2,500	2,000 - 3,000
	Transportation/Delivery Officer	500 - 1,000	1,000 - 1,500	1,000 - 1,500
	Transportation/Delivery Manager	1,000 - 1,500	1,500 - 2,500	2,000 - 3,000
Customer Service Logistics	Route Design Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
	Customer Service Officer	500 - 800	800 - 1,500	800 - 1,500
Customs	Customer Service Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 4,000
	Customs Officer	300 - 500	500 - 1,000	500 - 1,000
	Customs Manager	800 - 1,500	1,000 - 2,500	2,500 - 3,000
	Cross Border Manager	1,000 - 2,000	1,500 - 3,000	3,000 - 5,000
	Air/Sea Freight/International Freight Forwarding Officer	300 - 500	500 - 1,000	500 - 1,000
Operation	Air/Sea Freight/International Freight Forwarding Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
	Operation Officer	300 - 500	500 - 1,000	500 - 1,000
	Operation Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000

SALARY RANGE (PER MONTH) IN USD / YEARS OF EXPERIENCE

HO CHI MINH CITY		3 - 5 YEARS OF EXPERIENCE	5 - 10 YEARS OF EXPERIENCE	> 10 YEARS OF EXPERIENCE
Improvement	Process Innovation/Excellence/ Improvement Officer	800 - 1,000	1,000 - 1,500	1,000 - 1,500
	Process Innovation/Excellence/ Improvement Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500
Sales	Sales/Business Development Officer	300 - 500	500 - 900	500 - 900
	Sales/Business Development Manager	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
	Key Account Manager	800 - 1,000	1,000 - 2,500	1,000 - 2,500
Branch	Commercial Director	1,500 - 2,000	2,000 - 3,000	3,000 - 5,000
	Branch Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 3,000
Service Point/Hub/ Network	Service Point/Hub/ Network Manager	1,000 - 1,500	1,500 - 2,500	2,500 - 3,000
Shipping	Shipping Manager	800 - 1,000	1,000 - 1,500	1,500 - 2,000



JAPANESE SPEAKING JOBS

JAPANESE SPEAKING JOBS



	SALARY RANGE (PER MONTH)			SALARY RANGE (PER MONTH)			
HO CHI MINH CITY	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)	HANOI	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
MANUFACTURING							
Technical Staff	1-3	400	800		1-3	400	750
Technical Manager	5-10	1,000	1,800		5-10	800	1,800
QA-QC Staff	1-3	400	1,000		1-3	400	1,000
QA-QC Manager	5-10	1,000	1,800		5-10	800	1,600
Production Manager	5-10	1,200	2,000		5-10	1,000	2,000
Assistant Production Manager	3-5	800	1,200		3-5	600	1,200
Equipment Maintenance Staff	1-3	400	800		1-3	400	800
INFORMATION TECHNOLOGY							
Programer Leader	3-5	1,500	2,500		3-5	1000	2,500
Programer Manager	5-10	1,500	3,500		5-10	1200	3,500
Mobile Team Leader	3-5	1,500	2,500		3-5	1000	2,500
Engineering	1-3	600	2,500		1-3	500	2,500
Operator	1-3	800	1,500		1-3	500	1,500
Communicator	1-3	600	1,500		1-3	500	1,500
TRADING							
Support Project Manager	1-3	800	1,500		N/A	N/A	N/A
Sale Manager	3-10	1,200	3,000		3-10	800	3,000
Sale Staff	1-3	500	1,200		1-3	400	1,100
Market Research Staff	1-3	600	1,300		1-3	600	1,300
Logictics Staff	1-3	500	1,000		1-3	400	1,000
GENERAL AFFAIRS POSITIONS							
General Affairs Staff	1-3	400	900		1-3	400	1,000
General Affairs Manager	3-10	1,000	2,200		3-10	1,000	2,000
Assistant to Manager	1-5	500	1,500		1-5	400	1,200
Interpreter - Translator	1-5	450	1,500		1-5	400	1,200
Interpreter to Production Manager	1-5	400	1,100		1-5	400	1,000

JAPANESE SPEAKING JOBS



SALARY RANGE (PER MONTH)

HO CHI MINH CITY

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
NATIVE JAPANESE POSITIONS			
SALES POSITIONS			
Staff	0-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	4,000
PRODUCTION CONTROL/QC POSITIONS			
Staff	1-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	6,000
IT/WEB POSITIONS			
Staff	1-3	1,800	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
FINANCE			
Staff	1-3	2,000	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
OTHERS			
Accounting Manager	5+	3,000	5,000
Customer Service	0-3	1,500	2,500

SALARY RANGE (PER MONTH)

HANOI

	EXPERIENCE (YEARS)	MIN (USD)	MAX (USD)
	0-3	1,500	2,500
	3-5	2,000	3,000
	5+	2,500	4,000
	1-3	1,500	2,500
	3-5	2,000	3,000
	5+	2,500	6,000
	1-3	1,800	3,000
	3-5	2,500	3,500
	5+	3,000	5,000
	1-3	2,000	3,000
	3-5	2,500	3,500
	5+	3,000	5,000
	5+	3,000	5,000
	0-3	1,500	2,500



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which includes payroll



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