

SINGAPORE
2019
SALARY
GUIDE



Company Overview

ABOUT KELLY SERVICES

Kelly Services Singapore is a holistic workforce solutions provider, working with Singapore's leading companies to recruit the finest talent available. Complementing our general staffing capability, Kelly also offers great expertise in the sourcing of specialised professionals across technical disciplines such as Engineering, Technology and Science, as well as functional specialties for Finance, HR, Sales & Marketing, Procurement and Banking.

ABOUT CAPITA

Founded in 2007, Capita is a recruitment expert and premium staffing provider for international companies in Singapore and across Asia. Encompassing permanent placements, contract and temporary staffing and payroll services across all industry sectors, Capita's highly personalised services ensure that clients find the right talent to meet their needs.

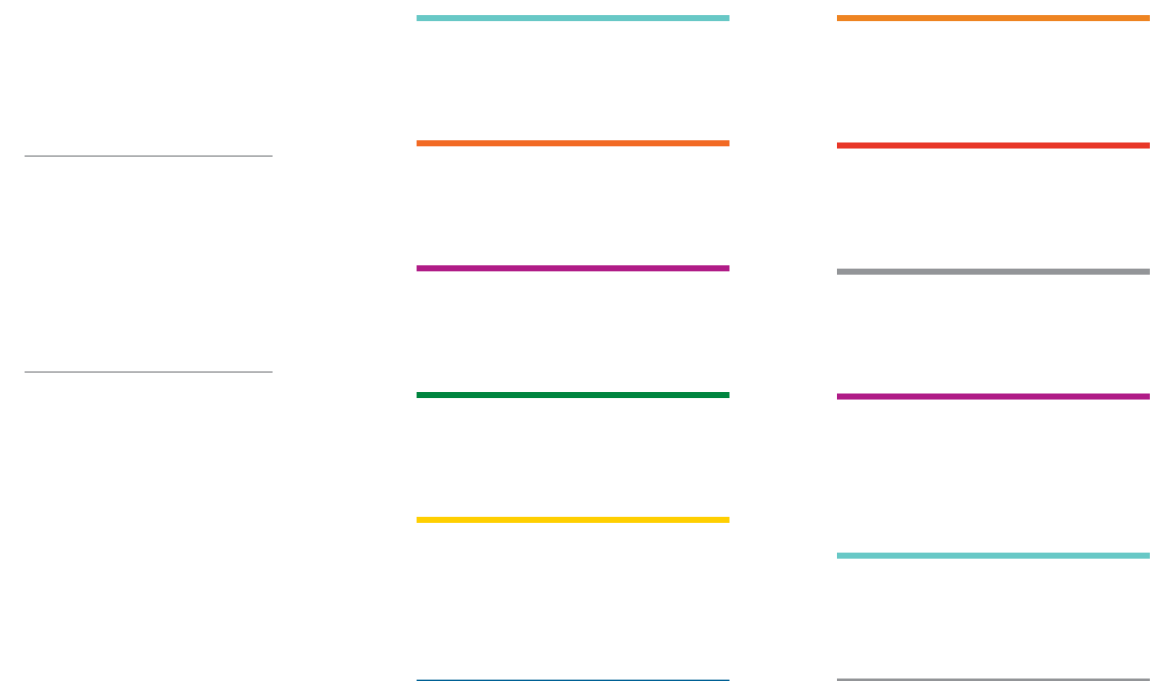
ABOUT PERSOL SINGAPORE

PERSOL Singapore, previously known as Intelligence Asia, is one of the fastest growing HR service providers in Singapore. PERSOL Singapore leverages on its strong database of Japanese and Japanese-speaking candidates to provide tailored workforce solutions primarily to Japanese companies in Singapore.

Kelly Services Singapore, Capita and PERSOL Singapore operate under the PERSOLKELLY company, a joint venture between PERSOL Holdings and Kelly Services, forming one of the largest HR Solutions companies in APAC with its headquarters in Singapore.

CONTENTS

SALARIES



Methodology: Salary figures included in the 2019 Singapore Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly, Capita and PERSOL Singapore network, as well as the latest job placement data recorded on the Kelly, Capita and PERSOL Singapore database.

EXECUTIVE OVERVIEW



Digital disruption is impacting all facets of Singapore's economy, and no industry is immune.

Singapore's economic growth dialled down a notch in 2018, growing by 3.2%. This marked a moderation from 3.9% in the previous year and was slightly below initial estimates of 3.3% for 2018.¹

While manufacturing remained the key growth driver – with a 7.2% expansion primarily supported by the electronics, transport engineering and biomedical manufacturing clusters – growth in 2018 was notably slower compared to the 10% growth in the previous year.²

Accounting for two-thirds of the economy, Singapore's services sector grew 3%, slightly slower than the 3.2% growth in 2017. Growth was mainly buffeted by the finance and insurance, business services and wholesale and retail trade sectors.³

Despite a marginal rise in private sector construction work, the construction sector

contracted 3.4% last year, weighed heavily by a decline in public sector construction work.⁴

In the year ahead, growth may however moderate in the face of heightened uncertainties and downside risks in the global economy, plagued by US-China trade tensions and the issue of Brexit.

Against this backdrop, Singapore's economic growth is expected to slow, yet there is one common thread running across all sectors that may pull the country back towards its pathway of growth.

Digital disruption is impacting all facets of Singapore's economy, and no industry is immune. As companies gear up for the future of work, digital

technology is beginning to be integrated across every aspect of the organisation, right down to the core – its workforce.

Support from the government, namely through a \$1 billion package announced at this year's Budget, will help Singapore companies transform, by providing greater access to assistance, capital and new markets.⁵ A reskilled and upskilled workforce will be key to driving this business transformation in Singapore.

Amid challenging labour market conditions and a volatile operating environment, our 2019 Singapore Salary Guide aims to help companies design and refresh their approach to attracting, retaining and developing talent. This guide provides a comprehensive compilation of salaries and job positions across key industries from actual transactions recorded on the databases of Kelly Services, Capita and PERSOL Singapore.

We supplement these salary trends with the latest data on key industries in Singapore, and curated insights into the challenges and opportunities facing business and HR leaders.

As your partner in today's transforming workforce, we endeavour to support you in developing recruitment strategies and solutions to suit the evolving talent management needs of your organisation.

Foo See Yang
Managing Director and Country Head

¹ Ministry of Trade and Industry

² Ministry of Trade and Industry

³ Ministry of Trade and Industry

⁴ Ministry of Trade and Industry

⁵ Ministry of Finance

OUR EXPERTISE

Kelly Services, Capita and PERSOL Singapore are total workforce solutions providers with in-depth experience across a broad range of industries.



RECRUITMENT SOLUTIONS

- Temporary/Contract Placement
- Permanent Placement
- Executive Search



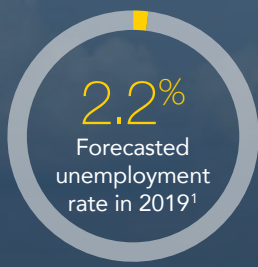
CONSULTING SOLUTIONS

- Payroll Services
- Contingent Workforce Operations
- Business Process Outsourcing
- HR Consulting

AREAS OF EXPERTISE

- Accounting
- Banking & Finance
- Customer Service
- Engineering and Technical
- Fast-Moving Consumer Goods (FMCG) & Retail
- Healthcare & Life Sciences
- Human Resources
- Information Technology
- Japan Desk
- Procurement, Supply Chain and Logistics
- Office Support
- Sales and Marketing

2019 SALARY & HIRING OUTLOOK



¹ Trading Economics
² Ministry of Trade and Industry
³ Ministry of Manpower

INDUSTRIES EXPECTING STRONG GROWTH IN 2019



Fintech



Construction



Retail & Food Services



Information & Communications



Healthcare

OUR ACCOLADES



2018
BRONZE
Best Recruitment Firm
– Non-management Roles

2016
GOLD
Best Recruitment Firm
– Mid-management Roles
(US\$4K – US\$10K Per Month)

BRONZE
Best Recruitment Firm
– Senior management Roles
(over US\$10K Per Month)

2017
GOLD
Best Recruitment Firm
– Mid-management Roles
(US\$4K – US\$10K Per Month)

2015
GOLD
Best Overall Recruitment Firm

BRONZE
Best Recruitment Firm
– Senior management roles

BRONZE
Best Recruitment Firm
– Mid-management roles



2018
SILVER
Best Recruitment Firm
– Mid-management Roles
(US\$4k – US\$10k Per Month)

2015
BRONZE
Best Recruitment Process
Outsourcing Partner

BRONZE
Best Outplacement
Consultant

SINGAPORE LABOUR MARKET OUTLOOK

The labour market improved in 2018, as total and local employment grew, while unemployment rates and retrenchments declined. However, due to underlying demographics of an ageing population and low birth rates, the labour growth outlook remains modest in the years ahead.

Annual average unemployment rates were lower than the year before, reflecting a general downtrend in unemployment since March 2017. There were also significantly fewer retrenchments throughout the year due to the economy's continued expansion.

Overall in 2018, total employment grew by 39,300, with growth among local employment standing at 28,400.⁴ Local employment growth was driven mainly by the services industries, such as community,

social and personal services, transportation and storage, financial and insurance services, information and communication, and professional services.

Singaporean workers continued to earn higher incomes over the last five years, with real median income of full-time employed locals increasing by 3.6% per year from 2013 to 2018.⁵ Fresh graduates also enjoyed higher starting salaries with a median of \$3,500 last year, up \$100 from the year before.⁶

Graduates in the fields of information technology, business and built environment held the highest full-time employment rates, while engineering graduates showed improvements in employment rates.

⁴ Ministry of Manpower
⁵ Ministry of Manpower
⁶ Ministry of Education

ACCOUNTING

Change is afoot within Singapore's accountancy sector, where the impact of technology on the workforce may be keenly felt within the next few years. There is an increasing urgency for firms to embrace these changes, both through the use of technology to transform their businesses to stay competitive and by upskilling their employees to take on future roles.

By all indications, the accounting sector remains primed for growth. From the support for accounting firms to adopt new technologies, to the creation of 2,000 new jobs by 2020, a government roadmap introduced in 2018 has paved a clear pathway for the sector's advancement.¹

Smaller accounting firms are benefitting from a leg up in their digital transformation journey through a \$2.4 million boost.² The Digital Transformation for Accountancy programme, a key initiative under this roadmap, empowers practices to adopt technology solutions with funding support.

Today, a clearer digital push is underway for the sector, where innovation has been notably lagging. Most recently, the government announced the expansion of the SMEs Go Digital Programme, where an Industry Digital Plan for accountancy will be rolled out to help smaller firms assess their digital readiness and explore opportunities to go digital.

In this digital age where change is a constant, good communication, analytical, digital and change management skills are also highly valued traits.

With traditional administrative and finance functions increasingly being automated, the accountant of the future will be expected to adapt to higher value work and take on more strategic roles, or risk displacement.

HOT JOBS FOR 2019

Accounts Assistant

Accountant/Senior Accountant

Finance Executive/Senior Finance Executive

Financial Analyst/Senior Financial Analyst

Finance Manager

Senior Manager/Manager, Financial Planning & Analysis

			Salary Range (per month)	
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
ACCOUNTING				
★ Accountant/Assistant Accountant	Diploma/Degree	1-3	2,500	4,500
★ Accounts Assistant	N'/'O' Levels/Diploma	1-3	2,500	4,500
Accounts Payable Executive	Diploma/Degree	1-4	2,500	5,000
Accounts Payable Officer/Assistant	N'/'O' Levels/Diploma	1-3	2,500	4,500
Accounts Receivable Executive	Diploma/Degree	1-4	2,500	4,500
Accounts Receivable Officer	N'/'O' Levels/Diploma	1-3	2,500	4,500
★ Senior Accountant	Degree	3-6	5,000	8,000
★ Senior Accounts Executive/ Accounts Executive	Diploma/Degree	1-4	2,800	5,000
Senior Accounts Manager/ Accounts Manager	Degree	3-5	4,000	8,500
Senior Accounts Officer/ Accounts Officer	Diploma/Degree	1-4	2,500	4,500
FINANCE				
Chief Financial Officer	Degree/Master	>15	20,000	25,000
★ Finance Assistant	Diploma	1-3	2,800	3,400
Finance Controller	Degree	10-15	10,000	18,000
Finance Director	Degree	>15	15,000	20,000
★ Finance Executive/ Senior Finance Executive	Degree	2-5	3,000	6,000
★ Finance Manager/ Assistant Finance Manager	Degree	5-8	7,000	9,000
★ Financial Analyst/ Senior Financial Analyst	Degree	3-7	3,000	8,000
Regional Finance Manager	Degree	5-8	8,000	10,000
★ Senior Manager/ Manager, Financial Planning & Analysis	Degree	7-12	8,000	11,000

			Salary Range (per month)			
			QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
INTERNAL AUDIT						
Audit Manager			Degree	5-8	8,000	12,000
Auditor			Degree	3-6	4,000	5,500
TAXATION						
Tax Associate			Degree	4-8	4,500	6,000
Tax Manager			Degree	8-12	8,000	10,000
TREASURY						
Senior Manager/Manager Treasury			Degree	5-8	7,500	14,000
★ Treasury Analyst/ Senior Treasury Analyst			Degree	3-6	5,000	8,000
Treasury Executive/Assistant			Diploma/Degree	2-5	3,500	5,000



2,000
new jobs will be created by 2020 as part of the government's roadmap introduced in 2018



SMEs will get a
\$2.4 million
boost in their digital transformation journey



Future accountants will be expected to adapt to higher value work and take on more strategic roles



BANKING & FINANCE

A huge skills push is underway for Singapore's financial sector. Amid concerns of job displacement arising from automation and digital technology, finance industry professionals must upgrade their skills to ready themselves for jobs of the future.

In financial services, the government has set a target of creating 3,000 jobs each year, with an additional 1,000 jobs per year expected to come from the thriving fintech sector.¹ In the past few years, job creation has been driven to a lesser extent by the banking industry, as compared to the insurance and fund management industries.

As new technologies are introduced into the sector, creating new jobs, transforming existing roles and displacing old ones, workers can expect a higher frequency of change in their job functions.

Transforming the financial industry and its workforce is high on the agenda for the Monetary Authority of Singapore (MAS), which is also banking on the adoption of technologies including blockchain and artificial intelligence (AI) to strengthen the country's digital transformation efforts. The country's blockchain friendly environment has also drawn numerous foreign startups to Singapore.

Building on its existing strength in financial services, Singapore's fintech industry has risen to become the third busiest fintech market in the region.² The market has been abuzz with activity and expansion in the past year, with investments in Singapore more than doubling from the previous year to hit \$492.3 million in 2018.³

While it remains to be seen if the local fintech sector can maintain its blistering pace of growth, it is undeniable that it still holds tremendous potential. Within this thriving fintech ecosystem, job seekers can keep a look out for potential openings in tech startups, banks and established financial institutions.

HOT JOBS FOR 2019

Senior Officer/Officer, Compliance

Business Analyst

Risk Analyst (Market/Liquidity Risk)

Client Relationship Manager

¹ Monetary Authority of Singapore

² Accenture

³ Accenture

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	--------------------	-----------	-----------

COMPLIANCE

★ Head of Compliance	Degree/Master	10-12	14,000	18,000
Senior Associate/ Associate, Financial Controls	Degree	4-8	5,000	8,500
★ Senior Officer/Officer, Compliance	Diploma/Degree	3-7	4,000	7,000

FINANCE

Associate Financial Analyst	Degree	2-3	4,000	5,500
★ Business Analyst	Degree	5-8	5,500	9,000
Chief Financial Officer	Degree/Master	>15	20,000	25,000
Finance Controller	Degree	10-15	10,000	18,000
Finance Director	Degree	>15	15,000	20,000
Financial Analyst	Degree	5-8	5,500	7,500

INSURANCE

Claims Executive	Degree	2-6	3,000	4,200
★ Underwriter	Degree	4-7	4,700	6,800

OPERATIONS

Bank Teller/Service Executive	Diploma	2-4	2,500	3,800
Banking Senior Officer/Officer	Diploma/Degree	3-5	4,000	5,500
Branch Manager	Degree	6-8	6,000	8,000
Loans Operation	Diploma/Degree	3-5	3,500	5,000
★ Manger/Assistant Manager	Degree	5-10	5,500	11,000
Regional Director	Degree	>10	15,000	20,000

RISK

★ Credit Analyst	Diploma/Degree	2-4	3,500	6,000
Credit Control Assistant/Officer	Diploma/Degree	1-3	2,500	4,500
★ Risk Analyst (Market/Liquidity Risk)	Diploma/Degree	4-7	5,000	9,000
★ Senior Manager/Manager	Degree/Master	4-7	6,300	11,100
Vice President	Degree/Master	8-10	11,000	17,000

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	--------------------	-----------	-----------

SALES

Bancassurance	Diploma/Degree	1-5	3,000	4,500
★ Client Relationship Manager	Degree	2-8	3,000	8,000
Client Relationship Officer	Diploma/Degree	2-4	1,800	3,400

SETTLEMENTS

Officer	N/'O' Levels/Diploma	2-4	2,700	3,400
Senior Manager/Manager	Degree	5-8	6,500	8,500

TRADE FINANCE

Executive	Diploma/Degree	1-3	2,700	4,500
Senior Manager/Manager	Degree/Master	4-7	6,700	12,000
Senior Officer/Officer	Diploma/Degree	1-3	2,100	3,400
★ Vice President	Degree/Master	8-10	9,000	12,000



Singapore's
blockchain friendly
environment has drawn numerous
foreign startups to Singapore



Singapore's **fintech**
industry has risen to become
the third busiest fintech
market in the region



1,000
new jobs is expected to
come from the fintech sector



CUSTOMER SERVICE

The pressure is on for the services sector to become more manpower-lean and improve its productivity and job quality. At Budget 2019, the government introduced several measures to reduce the sector's dependency on foreign manpower in the long run, including a reduction in the foreign worker quota to 35% by 2021.¹ This also serves as a stronger push for local workers to upgrade their skills and take on new and emerging services jobs.

While this could be a boost for local job seekers in the market, companies may be hard pressed by the upcoming tightening of foreign worker supply. It may be especially challenging for labour-intensive service segments such as food and beverage and retail, to hire local workers.

Forward-looking companies that are ready to adapt might not experience significant impact. Companies may take this opportunity to leverage technology to innovate and restructure, become more manpower-lean, or redesign jobs to make them more meaningful and attractive for local workers.

Even in an era of digitalisation, where robots are expected to swiftly replace humans in many sectors, jobs that require a human touch, such as customer service, should continue to see strong demand. Employees can expect to be retrained to take on higher value job functions and new roles arising from companies' digital transformation efforts.

However, for Singapore's services sector, the battle for manpower is not being waged on the frontlines of customer service alone, but also against society's common association of customer service as a labour-intensive job

with long hours. Until a mindset shift takes place, attracting local workers to customer services professions will continue to be a challenge for companies.

HOT JOBS FOR 2019

Concierge/Helpdesk Officer

Customer Care Consultant

Customer Service Assistant/Officer

Customer Service Executive

¹Ministry of Manpower

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
Call Centre Team Manager	Degree	3-5	4,300	5,500
★ Concierge/Helpdesk Officer	N/'O' Levels/Diploma	1-2	1,900	3,000
★ Customer Care Consultant	Diploma	1-5	2,400	3,500
★ Customer Service Assistant/ Officer	N/'O' Levels/Diploma	1-3	1,800	2,500
★ Customer Service Executive	N/'O' Levels/Diploma	1-3	1,800	3,500
Customer Service Manager	Degree	3-5	4,300	5,500
Customer Service Officer (Foreign Speaking)	Diploma	1-3	2,500	3,500
Guest Relation Officer	N/'O' Levels/Diploma	1-2	1,800	2,700
Head of Contact Centre	Degree	>5	5,500	7,000
Telesales Executive	N/'O' Levels/Diploma	1-3	1,700	2,300



Foreign worker quota in the services sector will be reduced to **35%** by 2021



Attracting **local workers** to labour-intensive service segments such as food and beverage and retail will remain a challenge



Jobs that require a human touch, such as **customer service**, should continue to see strong demand



ENGINEERING & TECHNICAL

Expanding 7.2% in 2018, manufacturing remained the key growth driver of Singapore's economy, primarily supported by the electronics, transport engineering and biomedical manufacturing sectors.¹ However, this growth figure marked a slowdown from the 10.4% growth in 2017.²

Amid protracted US-China trade tensions, a challenging year may lie ahead for manufacturing. The sector is projected to significantly moderate this year, with the electronics and precision engineering clusters likely to take the biggest hit due to weakening demand for semiconductors worldwide.

Skilled, quality engineers are required to maintain sustained and steady growth for the sector, yet many engineering vacancies today go unfulfilled, due to a shortfall in local workforce supply and engineers leaving the profession. As pressure for Singapore to rebuild its engineering workforce mounts, key initiatives have been introduced to recruit and develop the talent pool across various engineering domains.

To boost workforce training and development for the Built Environment (BE) sector, the government has committed \$72 million until 2020.³ The iBuildSG Tripartite Committee will also be set up to focus on building up the competencies of the workforce, by providing a Skills Framework to map out career pathways and identify emerging skill sets needed for engineers to stay relevant.

HOT JOBS FOR 2019

Application Specialist/Engineer

Maintenance Technician

Research & Development Engineer

BIM Manager

Quality Control Technician

Senior Environment, Health & Safety Engineer/Engineer



Manufacturing
remained the key growth driver
of Singapore's economy



Many **engineering**
vacancies are unfulfilled, due
to a shortfall in local workforce
supply and engineers leaving
the profession



Singapore government
has committed
\$72 million
for the Built Environment sector

¹ Ministry of Trade and Industry

² Ministry of Trade and Industry

³ Ministry of National Development

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	-----------------------	--------------	--------------

ADMINISTRATION & SUPPORT

Executive, Customer Relations	Diploma	1-3	3,100	4,150
Technical Executive	Diploma/Degree	4-6	3,500	5,500
Technical Officer	Diploma	2-3	3,000	3,200
Technical Sales Engineer	Diploma/Degree	4-5	4,000	6,500
Technical Services Manager	Diploma	4-6	6,500	9,500
★ Technical Support Engineer	Diploma	1-3	3,600	5,200

HEALTHCARE & MEDICAL

★ Application Specialist/Engineer	Diploma/Degree	4-7	3,500	5,000
★ Customer Support Engineer	Diploma/Degree	1-4	3,000	4,000
★ Field Service Engineer	Diploma/Degree	5-8	3,700	4,600
★ Product Specialist (Medical/Scientific Equipment)	Degree/Master	4-6	4,000	6,000
Technical Sales Engineer	Diploma/Degree	2-5	3,200	4,500

MAINTENANCE

★ Machinist	'N'/'O' Levels/Diploma	1-3	2,200	3,000
Maintenance Engineer/Assistant Engineer	'N'/'O' Levels/Diploma	2-4	4,000	4,800
★ Maintenance Technician	'N'/'O' Levels/Diploma	2-5	2,400	3,900
Pump Mechanic	'N'/'O' Levels/Diploma	1-5	2,000	5,000

MECHANICAL & ELECTRICAL

★ Drafter	Diploma/Degree	2-4	3,300	4,500
Layout Engineer	Degree	1-3	3,200	4,200
Lead Design Engineer	Degree	3-5	4,000	6,300
★ Mechanical/Electrical Design Engineer	Degree	3-5	3,700	6,000
★ Mechanical/Electrical Engineer	Degree	2-3	3,500	6,000
★ Mechanical/Electrical Quantity Surveyor	Diploma/Degree	3-5	3,850	5,500
Mechanical/Electrical Technician	Diploma	1-2	2,000	3,100
Senior/Telecommunications Engineer	Diploma/Degree	1-6	3,300	8,200

PROCESS

★ Chemical Process Technician	Diploma	1-3	2,100	3,500
★ Research & Development Engineer	Diploma/Degree	3-5	3,400	5,000
★ Senior Process Engineer/Engineer	Diploma/Degree	5-8	4,500	6,500

PRODUCTION

Production Engineer	Diploma/Degree	1-3	2,300	3,000
Production Technician	'N'/'O' Levels	1-3	1,800	2,300

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	-----------------------	--------------	--------------

CONSTRUCTION/PROJECT MANAGEMENT

★ BIM Manager	Diploma/Degree	4-6	6,500	8,000
★ BIM Modeller	Diploma/Degree	3-5	4,000	5,500
Cost Engineer/Quantity Surveyor	Diploma/Degree	3-5	3,500	5,500
★ Facility Engineer	Diploma/Degree	2-5	3,800	5,500
Product Support Engineer	Degree	5-8	5,000	9,000
★ Project Coordinator	Diploma	1-3	2,200	4,000
★ Project Manager	Diploma/Degree	5-9	8,500	11,000
Sales Engineer	Diploma/Degree	2-5	2,400	5,500
Senior Architectural Engineer/Engineer	Degree	3-8	3,300	6,500
★ Senior Civil Engineer/Engineer	Degree	3-8	3,500	8,000
Senior Geotechnical Engineer/Engineer	Degree	3-8	3,800	7,000
Senior Planning Engineer/Engineer	Diploma/Degree	2-8	3,800	7,500
Senior Project Engineer/Engineer	Diploma/Degree	4-7	5,500	7,000
Senior Tunnel Engineer/Engineer	Degree	3-8	4,500	8,500
Service Engineer	Diploma/Degree	1-5	2,100	6,600

QUALITY ASSURANCE/CONTROL

★ Quality Control Technician	Diploma	1-4	2,200	4,800
Senior Product Quality Engineer/Engineer	Diploma/Degree	4-6	5,500	7,000
★ Senior QA Engineer/Engineer	Diploma/Degree	2-4	2,500	5,200
Senior Supplier Quality Engineer/Engineer	Diploma/Degree	2-4	3,000	4,800

REAL ESTATE/PROPERTY DEVELOPMENT

Architect	Degree	5-7	6,000	7,800
Deputy Manager, Commercial	Degree	>8	7,000	13,000
Estate/Condominium Manager	Diploma	3-5	3,500	5,000
Interior Design	Diploma/Degree	1-3	2,300	4,000
★ Property Manager	Diploma/Degree	5-7	4,700	8,000
Property/Mall Executive	Diploma	1-3	1,500	3,000
★ Senior Civil Design Engineer/Engineer	Degree	3-7	3,500	7,000

WORKPLACE/ENVIRONMENT SAFETY & HEALTH

★ Quality, Health, Safety, Environmental Manager	Diploma/Degree	4-8	5,000	8,000
Security Engineer	Diploma	1-4	2,200	4,200
★ Senior Environment, Health & Safety Engineer/Engineer	Diploma/Degree	3-6	3,400	6,100



FAST-MOVING CONSUMER GOODS (FMCG) & RETAIL

As consumer appetite for convenience grows, the FMCG industry's e-commerce revolution is gaining ground rapidly. In Singapore alone, online spending by omnichannel shoppers has grown significantly in the past year – 43% in 2018 compared to 25.1% in 2017 – in terms of wallet share.¹

However, barriers to e-commerce adoption remain, with concerns on product quality and accuracy of delivery. Companies must address these in order to better cater their omnichannel offerings to evolving consumer needs.

Technology has also levelled the field for smaller players. With lower barriers to entry into the industry, a growing pool of smaller upstarts have emerged and are making their mark in the space, jostling for market share with longstanding industry giants. These smaller, more agile brands are digitally native – connecting directly with potential customers online, bypassing physical retail channels.

Amid this intensifying competition, FMCG companies can no longer bank on brand loyalty to predict consumers' behaviour and spending patterns. Data analytics professionals will be in high demand, as companies increasingly look to data-driven insights to inform their e-commerce and omnichannel strategies.

The FMCG sector has been earmarked as a growth industry in Singapore. With the fast-growing expansion of omnichannel retail and burgeoning number of new entrants to the market, prospects for job seekers in the year to come are highly promising.

HOT JOBS FOR 2019

Promoter

Retail Associate/Senior Associate

Retail Executive

Store Manager

Store Support Assistant

¹ Nielsen Singapore

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
Area Manager	Diploma	4-6	3,800	4,000
Distribution Analyst	Degree	2-4	4,000	4,000
Merchandise	'N'/'O' Levels	1-4	2,100	2,600
★ Promoter	'N'/'O' Levels	1-2	1,800	2,000
★ Retail Associate/ Senior Associate	'N'/'O' Levels	1-7	1,500	2,500
★ Retail Executive	'N'/'O' Levels/Diploma	1-3	1,800	3,000
Retail Specialist	Diploma	1-2	1,400	1,650
Shop Manager/Supervisors	Diploma	2-5	1,850	3,600
★ Store Manager	Diploma	3-5	2,200	4,200
Store Specialist	'N'/'O' Levels	1-2	1,800	2,000
★ Store Support Assistant	'N'/'O' Levels	1-2	1,600	1,800



Prospects for job seekers
in the
FMCG
sector are highly promising



Data analytics
professionals
will be in high demand
as companies rely on
data-driven insights



Online spending by
omnichannel shoppers in
Singapore has grown to
43% in 2018





HEALTHCARE & LIFE SCIENCES

Singapore requires almost double its pool of existing long-term care workers by 2020 to care for its ageing population.¹ Despite this urgent need, it remains an uphill task, with challenges such as misaligned salary expectations and manpower shortage hindering efforts to meet this target.

Similarly, there are currently 8,300 direct care workers in Singapore, a number that requires a 45% increase by 2020 to meet growing demand.²

Furthermore, the healthcare sector is not immune to the effects of digitalisation. When medical records are fully digitised in the next

few years, healthcare workers and patient service associates may find themselves displaced by technology. As such, upskilling and reskilling remains imperative for this sector.

A new Healthcare Academy, the largest training initiative to be launched in the sector, will play a role in training these workers to take on new roles. There will also be an increasing focus on training workers for roles such as community nursing and case management, in light of the growing need for such skills in tandem with rising demand for healthcare services in Singapore.

Pharmaceutical manufacturing could be an exciting growth area to watch. A \$34 million consortium agreement inked between A*Star and industry players last year aims

to drive the transformation of the local pharmaceutical manufacturing industry, raise the bar for sustainable processes, and quicken production.³

HOT JOBS FOR 2019

- Laboratory Technician
- Medical Sales Representative
- Patient Service Associate
- Radiographer
- Sales Manager (Pharmaceutical/Medical Devices)
- Staff Nurse

¹ Lien Foundation
² Lien Foundation
³ A*STAR

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
Dental Surgery Assistant	N/ 'O' Levels	1-4	1,800	2,600
Enrolled Nurse	Nitec	2-6	1,750	2,900
Laboratory Manager	Diploma/Degree	6-10	5,000	7,800
★ Laboratory Technician	N/ 'O' Levels/Diploma	1-3	2,300	2,700
★ Medical Sales Representative	Diploma/Degree	1-5	3,150	4,500
Medical Social Worker/ Social Worker	Degree	2-5	3,350	4,500
Medical Technologist	Diploma	1-5	1,700	3,800
Nurse Clinician/ Nurse Manager	Degree	8-13	4,300	7,200
Occupational Therapist	Degree	1-5	3,400	4,800
Operations Executive	Diploma/Degree	1-4	2,400	3,500
Operations Manager	Diploma/Degree	6-10	4,000	6,300
★ Patient Service Associate/ Clinic Assistant	N/ 'O' Levels	1-4	1,800	2,700
Pharmacist	Degree	2-4	3,000	4,500
Pharmacy Technician	Diploma	1-4	2,000	3,000
Phelebotomist	N/ 'O' Levels	1-4	1,600	2,600
Physiotherapist	Degree	1-5	3,400	4,800
★ Radiographer	Degree	2-7	3,200	7,000
Research Fellow	Degree	1-5	3,000	4,500
★ Sales Manager (Pharmaceutical/Medical Devices)	Diploma/Degree	6-10	5,500	8,000
★ Staff Nurse	Diploma	1-4	2,100	4,300



Number of direct care workers
need to increase by
45% by 2020
to cater for Singapore's
ageing population



There will be
an increasing focus on
training workers
for roles such as community
nursing and case management



A **\$34 million**
consortium agreement was
inked to drive the transformation
of the local pharmaceutical
manufacturing industry



HUMAN RESOURCES

Companies are expected to increase their hiring activities this year, especially in sectors such as fintech and healthcare. Those in manufacturing and trade, however, may face greater uncertainty in their job prospects. Despite these plentiful job opportunities, job seekers are said to lack skills, especially in areas such as cyber security and robotics.

Skills mismatch has also been found to have the largest impact on job application outcomes in Singapore. This ranks highest out of six possible mismatches studied, including differences in industries and salary expectations.¹

Yet, solving the skills mismatch remains a challenge for two main reasons – training not being able to keep pace with industry needs, and skillsets becoming deeper and more difficult to pick up.

Expectations will weigh heavily on HR professionals to aid and advise employees in identifying relevant and in-demand skillsets, and providing the means for employees to acquire them.

HR professionals will benefit from the SHRI-Sage HR Technology Lab, launched by the Singapore Human Resources Institute (SHRI),

the first such lab dedicated to enhancing the digital capabilities of the HR workforce in Singapore and the region.

With the world of work in a constant state of flux, especially in this age of digitalisation, it is essential for HR professionals to evolve their skillsets too, and effectively create the adaptive workforce of the future.

HOT JOBS FOR 2019

HR Business Partner

HR Generalist/ Specialist

Manager, Talent Acquisition

Senior Payroll Executive/Payroll Executive

¹ Ministry of Trade and Industry

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
★ HR Assistant/Officer	Diploma/Degree	1-4	2,200	3,500
★ HR Associate	Diploma/Degree	2-5	2,800	4,300
★ HR Business Partner	Degree	3-7	4,000	11,500
HR Director/ Assistant Director	Degree/Master	>10	10,400	15,000
★ HR Generalist/Specialist	Diploma/Degree	2-5	2,700	4,700
HR Manager/ Assistant Manager	Diploma/Degree	3-7	3,500	9,000
★ HR Senior Executive/ Executive	Diploma/Degree	1-4	2,000	5,500
Learning & Development Administrator	Diploma/Degree	1-2	2,400	2,800
Learning & Development Senior Executive/ Executive	Diploma/Degree	3-5	3,650	4,000
Manager, Compensation & Benefits	Degree	5-8	6,500	9,000
★ Manager, Talent Acquisition	Degree	3-5	4,500	7,000
Manager/ Assistant Manager, Learning & Development	Degree	4-7	4,300	7,800
Manager/Assistant Manager, Payroll	Degree	4-7	4,000	6,800
Payroll Officer/Assistant	Diploma	1-3	2,500	3,500
★ Recruiter/Senior Recruiter	Degree	2-10	3,500	9,000
Regional HR Director	Degree	>10	10,000	18,000
Regional HR Manager	Degree	5-10	6,500	10,000
Senior Employee Relations Consultant	Degree	5-10	8,500	11,000
★ Senior Payroll Executive/ Payroll Executive	Diploma/Degree	2-5	2,900	5,500
Trainer	Degree	3-5	3,200	6,000
Training Coordinator	Diploma/Degree	2-3	3,500	4,000
Training Manager/ Assistant Manager	Degree	3-7	3,800	6,800



Companies are expected to increase hiring activities in 2019, especially in sectors such as
fintech and healthcare



Skills mismatch has the largest impact on job application outcomes in Singapore



It is essential for **HR professionals** to evolve their skillsets in the age of digitalisation



INFORMATION TECHNOLOGY

With recent government initiatives set to open more doors for workers than before, abundant employment opportunities await job seekers in the information and communication technology (ICT) sector.

Last year, the Info-communications Media Development Authority (IMDA) introduced Services 4.0, a framework for action to develop Singapore's digital economy. This set the stage for plans to boost ICT adoption, including equipping small and medium-sized enterprises (SMEs) with digital capabilities to unlock the benefits of cloud computing.

A new Scale-up SG programme launched by Enterprise Singapore will help startups and smaller companies innovate and commercialise technology.

Signs remain highly promising for professionals in the sector. As companies make headway in their digitalisation journey, they will increasingly need skilled ICT manpower to propel their growth.

As of mid-2018, the ICT sector increased its total employment by 7,500 compared to a year ago.¹ IT jobs are attracting not only younger professionals, but mid-career professionals looking to grow their skills and make a transition as well.

In the wake of data breaches across critical services sectors in the past couple of years, demand for skilled cybersecurity professionals will continue to be on the rise.

At the same time, Singapore is arming itself with a new generation of cybersecurity professionals to counter these rising threats. Over the next half decade, Singapore will invest \$30 million into the ASEAN-Singapore Cybersecurity Centre of Excellence to deepen the region's cyber capabilities through the training of national emergency response teams.²

To overcome the current shortage of cybersecurity experts, the Ministry of Defence has also introduced a scheme to recruit 300 cybersecurity professionals to take up roles to shore up the nation's cyber defences.³

HOT JOBS FOR 2019

Senior Business System Analyst/ Analyst

Big Data Analyst

Senior Application Developer/ Application Developer

UI/UX Designer

Infrastructure Manager

Network Security Engineer

Mobile Application Developer

¹Ministry of Manpower
²Ministry of Communications and Information
³MINDEF

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	-----------------------	--------------	--------------

ANALYSIS & PROJECT

Business & Technology Delivery Analyst	Degree	2-6	3,300	7,300
★ Data Analyst	Degree	2-6	3,300	6,300
Project Administrator	Diploma/Degree	2-4	2,800	4,500
Project Manager/Assistant Project Manager	Degree	3-7	4,200	8,000
Senior Analyst Programmer/Analyst Programmer	Degree	1-5	2,600	6,800
★ Senior Business System Analyst/Analyst	Degree	3-5	4,600	6,200
★ Senior IT Analyst/ IT Analyst	Degree	1-6	2,800	7,500
Senior Project Executive/ Project Executive	Diploma/Degree	1-4	2,600	4,200
★ Senior Software Analyst/ Software Analyst	Degree	2-7	2,800	8,000

APPLICATION DEVELOPMENT

★ Application Architect	Degree	6-10	8,000	10,500
★ Application Development Lead	Degree	5-8	6,000	8,000
Application Engineer	Degree	2-6	3,300	7,000
Application Support Executive	Degree	1-3	2,600	3,200
★ Big Data Analyst	Degree	3-7	6,000	9,000
★ Interactive/Web Developer	Degree	1-3	2,000	4,000
★ Java/J2EE Software Engineer	Degree	3-5	4,000	6,000
★ Mobile Application Developer	Degree	3-6	3,000	5,700
★ Senior Application Developer/Application Developer	Degree	3-7	4,000	7,500
Senior Design Engineer	Degree	3-6	4,000	7,200
★ Senior Java Developer/Java Developer	Degree	4-8	4,000	8,000
★ Senior Software Engineer/Software Engineer	Degree	3-6	4,000	8,000
★ Software Developer	Degree	1-7	2,600	8,500
★ Solutions Consultant	Degree	2-5	3,600	6,500
★ UI/UX Designer	Degree	3-5	4,000	6,500
★ UI/UX Lead	Degree	6-10	7,000	12,000
Web Application Support	Degree	4-6	4,500	6,500

BUSINESS DEVELOPMENT

★ Digital Manager/Assistant Manager	Degree	3-6	4,200	7,000
IT Account Manager/Assistant Manager	Diploma/Degree	6-10	4,700	6,900
★ IT Pre-sales/Sales Manager	Diploma/Degree	5-10	5,000	14,000
Product Manager	Diploma/Degree	5-8	4,500	6,000
Sales Engineer	Diploma/Degree	3-5	3,800	5,000
★ Senior Consultant/Consultant	Degree	5-8	4,000	7,500
Senior Product Marketing Executive/Executive	Diploma/Degree	3-5	4,000	5,320

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	-----------------------	--------------	--------------

FINANCE IT

Application Developer	Degree	5-10	5,500	8,000
Fintech Strategist	Degree	5-10	7,100	12,600
Payment System Business Analyst	Degree	4-8	5,000	7,800
Project Manager	Degree	10-15	8,000	11,600

IT INFRASTRUCTURE

Infrastructure Consultant	Degree	3-7	3,000	6,500
★ Infrastructure Manager	Degree	6-8	6,500	8,750
IT Security Manager	Degree	8-10	9,200	12,000
IT Support Consultant	Diploma/Degree	2-4	2,700	4,400
IT Support Engineer	Degree	1-2	2,700	3,200
Linux Systems Administrator	Degree	4-6	4,500	5,500
★ Network Engineer	Degree	3-5	3,800	6,000
★ Network Security Engineer	Degree	3-7	4,000	9,000
★ Senior Network Engineer/Engineer	Degree	5-7	6,000	7,500
★ Senior Test Engineer	Degree	6-8	6,500	10,200
★ Solutions Consultant	Degree	3-6	4,000	8,000
System Engineer	Degree	3-5	4,000	6,500
System Specialist	Degree	2-5	2,500	5,200
★ Technical Lead	Degree	5-8	8,000	8,500
Technical Service Engineer	Degree	3-5	4,200	6,500
Test Engineer	Degree	2-5	3,200	5,500
Verification Engineer	Degree	3-5	5,500	5,800

MANAGEMENT

★ Chief Technology Officer	Degree/Masters	>15	14,000	20,000
IT Director	Degree	>12	11,000	15,000
IT Executive	Diploma/Degree	2-5	3,000	6,200
IT Manager/Assistant Manager	Degree	3-6	4,200	8,750
IT Senior Manager	Degree	6-11	10,000	13,000

SUPPORT

Customer Service Executive	Diploma	1-4	2,700	4,000
★ Helpdesk Support	Diploma	1-2	2,000	2,600
Service Desk Engineer	Diploma/Degree	1-3	2,150	3,500
Support Engineer	Degree	1-3	2,200	3,000

OFFICE SUPPORT

Digitalisation is transforming the world of work, and at the same time, the inner workings of the workplace.

Administrative job functions in the workplace have been affected by automation, with some processes already fully digitalised.

While this certainly has a hand to play in the fewer job vacancies for office support staff now than in the past, reliable staff and administrators are still integral to keeping any organisation running on a day-to-day basis.

Office administrators provide a human touch that computers lack. Experienced and intuitive staff are well attuned to the workplace needs of company leaders and managers, acting as their right hand.

Adept multi-taskers and careful coordinators ensure that executives' schedules are kept in order, attend to administrative tasks swiftly and organise meetings and events efficiently.

Office support staff are expected to be well versed in Microsoft Office functions such as Word, PowerPoint, Excel and email. As the nature of work changes, administrative staff may also find themselves assuming hybrid roles across different functions.

HOT JOBS FOR 2019

Administrative Assistant/Coordinator

Customer Service Coordinator/Executive

Data Entry

Executive Secretary/Personal Assistant



As the nature of work changes,
administrative staff may assume
hybrid roles
across different functions



Administrative job functions in the
workplace have been affected by
automation,
with some processes
fully digitalised



Reliable staff and
administrators
are still integral to keeping
any organisation running
on a daily basis

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
Admin Executive (Foreign Speaking)	Diploma	1-3	2,500	3,500
★ Administrative Assistant/Coordinator	N/'O' Levels	1-5	1,500	4,500
Administrative Executive	Diploma	1-3	1,800	2,700
Business Coordinator	Diploma/Degree	1-4	2,100	3,500
★ Customer Service Coordinator/Executive	Diploma/Degree	1-7	2,200	4,000
★ Data Entry	N/'O' Levels	1-3	1,500	2,200
Driver	N/'O' Levels	1-5	1,700	3,000
Ethics and Compliance Specialist	Diploma/Degree	3-5	3,500	4,500
★ Executive Secretary/Personal Assistant	N/'O' Levels/Diploma	3-7	3,000	7,000
Facilities Coordinator/Executive	Diploma/Degree	1-5	3,200	4,500
Librarian	N/'O' Levels	1-5	2,500	4,500
Mailroom Officer	N/'O' Levels	1-5	1,400	2,500
Office Administrator/Assistant	N/'O' Levels/Diploma	1-5	2,400	4,400
Office Manager	Diploma/Degree	3-8	4,000	7,000
Receptionist	N/'O' Levels	1-5	1,500	4,400
Secretary	N/'O' Levels/Diploma	1-5	2,400	5,000
Utilities Maintenance Manager	Diploma/Degree	3-7	4,500	6,500

★ Hot Job | Figures are base salary not including superannuation.





PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Emerging business and technology trends such as big-data, 3D printing and digitalisation are creating new growth opportunities in the logistics sector. Companies must be agile enough to leverage them.

To accelerate the scale of the sector's transformation, a three-year roadmap has been rolled out, outlining ways for stakeholders to strengthen collaborations between companies, globalise, provide support and advice to firms as well as better attract talent.

The logistics workforce will soon be given more opportunities to gain new skills and expertise to stay in sync with industry changes. Some of these opportunities will be made available through technology courses, specialist certificates and higher education programmes.

Workforce Singapore has also added another 200 places to its Professional Conversion Programmes for logistics officers and executives, encouraging more professionals to join the ranks of over 450 professionals, managers and executives that have entered the industry through such programmes since 2017.¹

The manpower crunch experienced by logistics providers may also be alleviated by the rise of the sharing economy, through access to freelancers, flexible and project-based workers. For instance, companies can engage a readily available pool of couriers to fulfil last mile delivery needs.

The call for companies and workers to adapt and keep pace with industry changes is stronger than ever. Managers of supply chains must start future-proofing their operations by exploring new business models, solutions and technologies to outpace rising costs and increase productivity.

HOT JOBS FOR 2019

Store Specialist/Associate

Warehouse Assistant

Customer Service Officer/Representative

Supply Chain Coordinator

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	-----------------------	--------------	--------------

LOGISTICS/WAREHOUSE

Director/Assistant Director, Logistics	Degree	10-16	10,600	18,000
Forklift Driver	N'/ 'O' Levels	1-5	1,400	2,400
Logistics Assistant/Coordinator	Diploma	1-3	1,400	3,100
Manager/Assistant Manager, Logistics	Degree	5-8	4,500	8,000
Packer	N'/ 'O' Levels	1-5	1,000	1,500
Senior Logistics Executive/Executive	A' Levels/Diploma/ Degree	1-5	2,200	5,000
Store Manager	Diploma	2-5	3,000	4,000
★ Store Specialist/Associate	N'/ 'O' Levels	1-2	2,000	2,500
★ Storekeeper	N'/ 'O' Levels	1-3	1,600	2,700
★ Warehouse Assistant	N'/ 'O' Levels	1-2	1,500	2,000
Warehouse Manager	Diploma/Degree	3-8	3,200	6,200
Warehouse Officer	Diploma	2-3	1,900	2,200
Warehouse Supervisor	Diploma/Degree	3-5	2,600	4,500

OPERATIONS/SHIPPING

★ Documentation Coordinator	N'/ 'O' Levels	2-5	2,000	3,500
Fleet Management Specialist	N'/ 'O' Levels/Diploma	2-5	2,800	3,500
Operations Assistant/Officer	N'/ 'O' Levels/Diploma	1-3	2,400	3,600
Operations Manager	Degree	3-7	4,000	7,800
Senior Operations Executive/Executive	Diploma	3-5	3,900	4,700
Shipping Administrator/Coordinator	N'/ 'O' Levels/Diploma	1-3	2,500	3,300

PROCUREMENT/PURCHASING

Export Executive	Diploma	1-4	2,000	3,200
Junior/Assistant Buyer	Diploma/Degree	1-3	2,100	3,400
Senior Purchasing Executive/Executive	Diploma/Degree	3-5	2,500	3,700
Procurement Executive	Diploma/Degree	2-5	2,900	4,500
Procurement Manager	Degree	6-8	4,500	5,200
Export Manager/Assistant Manager	Diploma/Degree	3-5	4,500	5,600
Senior Buyer/Buyer	Diploma/Degree	4-6	4,000	6,500

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	-----------------------	--------------	--------------

SUPPLY CHAIN

★ Customer Service Officer/Representative	N'/ 'O' Levels/Diploma	1-3	1,200	3,200
Order Entry Support/Analyst	N'/ 'O' Levels/Diploma	1-3	2,500	3,000
★ Planner	Diploma/Degree	3-5	3,800	5,600
Quality Assurance Inspector	N'/ 'O' Levels/Diploma	1-3	1,700	3,500
Senior Supply Chain Executive/Executive	Diploma/Degree	1-5	2,200	4,600
Specialist Manufacturing	Degree	2-5	3,500	4,500
★ Supply Chain Coordinator	Diploma	1-3	2,300	3,200
Supply Chain Manager/Assistant Manager	Diploma/Degree	5-10	4,500	9,800



The logistics
workforce will be given more
opportunities to gain new skills
and expertise to stay in sync
with industry changes



Workforce Singapore has
added another
200
places to its Professional
Conversion Programmes for
logistics officers and executives



Supply chain managers need
to explore ways to outpace
rising costs and
**increase
productivity**

SALES & MARKETING

Omnichannel marketing is the latest buzzword at the tip of any marketing professional's tongue. Brands must be involved at every touch point of the consumer's journey, but more than that, must marry all marketing and sales channels – whether via a mobile app, website or physical store – into a seamless and integrated shopping experience for consumers.

Sales and marketing professionals who keep their finger on the pulse of industry developments, are quick to learn and adapt, and can implement holistic strategies across these marketing channels, will be highly valued assets to any organisation.

In the digital space, two key trends – social media and influencer marketing – have come

to the fore. Social media is endlessly evolving, from the rise of ephemeral content such as Instagram stories, to completely new social media platforms emerging almost as rapidly as others have faded into the background.

Singapore's influencer marketing landscape has also become far more sophisticated. The rise of influencer marketing has been nothing short of remarkable, yet it is now nearing a saturation point with scores of influencers and influencer marketing agencies entering the scene, and an array of branded content flooding social media feeds.

Creative content will be the key ingredient to cut through this clutter. Brands and marketers must explore new ways to engage influencers in order to effectively leverage their influence.

HOT JOBS FOR 2019

Digital Marketing Specialist

Market Data Analyst

Regional Marketing Manager

Corporate Communications Manager/Assistant Manager



Omnichannel
marketing is the latest buzzword at the tip of any marketing professional's tongue.



Social media
and influencer marketing have come to the fore in the digital space



Creative content
will be the key ingredient to cut through the clutter of social media feeds

Salary Range (per month)					
		QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
CREATIVE					
	CAD Designer	Diploma/Degree	2-5	3,500	5,000
	Creative Director	Degree	6-9	10,000	12,000
	Creative Manager	Degree	4-7	6,000	9,200
	Graphics Designer	Diploma/Degree	2-5	3,500	5,500
	Senior Design Consultant	Diploma/Degree	4-6	4,100	6,100
	UX Designer	Diploma/Degree	2-5	3,500	5,000
	Web Designer	Diploma/Degree	1-5	2,300	4,000
EVENTS					
	Conference Manager	Degree	5-8	6,000	8,000
	★ Events Executive	Diploma/Degree	1-3	1,800	2,600
	Events Manager	Degree	3-6	2,500	4,500
MARKETING					
	Brand Executive	Diploma/Degree	1-3	2,500	4,400
	Brand Manager/Assistant Manager	Degree	5-7	4,500	6,000
	Campaign Manager	Degree	4-6	4,500	6,200
	Digital Marketing Executive	Degree	1-5	2,500	5,000
	Digital Marketing Manager	Degree	3-7	5,800	11,000
	★ Digital Marketing Specialist	Degree	3-5	4,500	6,000
	★ Market Data Analyst	Diploma/Degree	3-6	3,300	5,700
	Market Research Associate	Degree	2-5	2,500	4,600
	Market Research Manager	Degree	5-9	6,000	8,300
	Marketing Assistant/Coordinator/Officer	Diploma	1-3	1,600	3,000
	Marketing Manager/Assistant Manager	Diploma/Degree	4-6	3,200	6,000
	Regional Marketing Director	Degree/Masters	>10	13,000	18,000
	Regional Marketing Executive	Degree	4-5	3,800	5,000
	★ Regional Marketing Manager	Degree	6-10	8,500	10,000
	SEM Strategist	Degree	3-5	3,500	5,000
	Senior Marketing Executive/Executive	Diploma/Degree	1-7	2,200	6,800
	Senior Marketing Manager	Diploma/Degree	5-7	6,000	8,500

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
PUBLIC RELATIONS & COMMUNICATIONS				
Communications Specialist	Degree	3-5	3,500	5,000
Copywriter	Diploma/Degree	3-5	3,600	4,700
★ Corporate Communications Manager/ Assistant Manager	Degree	3-5	4,800	6,000
★ Corporate Communications Senior Executive/ Executive	Diploma/Degree	1-3	2,300	4,800
Director of Corporate Communications	Degree/Masters	>10	11,000	16,000
Manager/ Assistant Manager, Communications & Engagement	Degree	4-7	4,500	7,000
Public Relations Manager/Assistant Manager	Degree	3-5	4,800	7,000
Public Relations Senior Executive/Executive	Diploma/Degree	2-3	3,000	4,000
PROJECT MANAGEMENT				
★ Project Administrator	Diploma/Degree	1-2	1,800	2,500
Project Manager/Assistant Manager	Degree	3-5	4,000	7,600
Project Specialist	Diploma/Degree	2-4	2,600	5,000
SALES & BUSINESS DEVELOPMENT				
Account Manager	Diploma/Degree	3-5	4,000	7,000
Corporate Sales Manger/Assistant Manager	Diploma/Degree	2-3	4,000	6,000
General Manager/Head of Sales/ Business Development Head	Degree	>12	15,000	20,000
Regional Sales/Business Development Director	Degree	8-12	13,500	15,000
Regional Sales/Business Development Manager	Degree	6-10	7,000	11,000
Sales Officer	N/'O' Levels/Diploma	1-3	2,000	3,400
Sales/Business Development Director	Degree	8-12	8,000	14,000
Sales/Business Development Executive	Diploma/Degree	3-5	3,200	6,000
Sales/Business Development Manager	Degree	6-10	6,000	10,000
Sales/Business Development Manager (Foreign Speaking)	Degree	3-5	6,500	10,000
Senior Sales Coordinator/Coordinator	Diploma/Degree	1-3	2,000	3,500
Senior Sales Executive/Executive	Diploma/Degree	2-3	2,500	5,000
RETAIL				
Driver	N/'O' Levels	1-5	2,800	3,500
Merchandise	N/'O' Levels/Diploma	1-5	1,800	2,800
Retail Sales Associate/Assistant	N/'O' Levels	1-5	1,600	2,800
Sales Territory Manager	Diploma/Degree	5-8	4,500	7,500

★ Hot Job | Figures are base salary not including superannuation.



JAPAN DESK

After Japanese firms in Singapore divested close to US\$19 billion in 2016, Japan's investments in Singapore are on the rebound – close to US\$10 billion in 2017, according to latest data released by the Japan External Trade Organisation (JETRO).¹

Just last year, Singapore's Economic Development Board (EDB) and Enterprise Singapore inked an agreement with JETRO, further boosting support for startups and businesses based in Japan and Singapore.

Creating valuable opportunities for Singapore and Japanese companies to connect, partner and co-create solutions, the partnership will also enable high potential Japanese startups to enter the ASEAN market through Singapore, and for Singapore startups to tap on Japan's strong innovation ecosystem.

Already, the deepening ties between Singapore and Japan are bearing fruit for companies and startups across a variety of sectors, such as energy, beauty and retail, ramping up investment and hiring efforts in Singapore.

Furthermore, as Japan refines its policies to become increasingly business-friendly, we expect higher demand for native Japanese and Japanese-speaking professionals. Both Japanese and non-Japanese firms will seek

out such professionals with an in-depth understanding of the Japanese landscape and cultural nuances to facilitate business and knowledge exchanges.

HOT JOBS FOR 2019

Admin Executive

Customer Service Executive

Sales Coordinator

Secretary

¹ Japan External Trade Organisation

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	--------------------	-----------	-----------

JAPANESE SPEAKING (INCLUDING NATIVE JAPANESE) JOBS

General Affairs & Office Support

★ Admin Executive	Diploma/Degree	1-3	3,000	4,000
Admin Manager	Diploma/Degree	3-5	4,500	6,500
★ Customer Service Executive	Diploma/Degree	1-5	3,300	4,500
Customer Service Manager	Diploma/Degree	5-10	5,000	7,500
★ Sales Coordinator	Diploma/Degree	1-5	3,000	4,500
★ Secretary	Diploma/Degree	3-5	3,800	5,500
Translator/Interpreter	Diploma/Degree	2-6	3,500	6,000

Sales & Marketing

PR/Marketing Executive	Diploma/Degree	2-5	3,300	4,000
PR/Marketing Manager	Degree	5-7	4,500	6,500
★ Regional/Sales Executive	Diploma/Degree	3-5	3,800	5,500
Regional/Sales Manager	Degree	5-8	6,000	10,000

Accounting

Accountant	Degree	5-8	5,500	8,000
Accounts/Finance Manager	Degree	6-8	8,000	12,000
Accounts Assistant/Executive	Diploma/Degree	3-5	3,500	5,000
Financial Controller	Degree	8-15	10,000	15,000

Human Resources

HR Executive	Diploma/Degree	1-5	3,500	4,500
HR Manager	Degree	8-10	6,000	10,000
Regional HR Manager	Degree	8-15	7,000	12,000
Senior HR Executive	Diploma/Degree	5-7	4,500	5,500

IT

Account Manger	Diploma/Degree	3-5	4,000	6,000
Business Analyst	Degree	5-8	7,000	10,000
Pre-Sales Executive	Diploma/Degree	3-6	5,000	6,500
Project Manager	Degree	5-8	7,000	12,000

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (SGD)	MAX (SGD)
----------------	--------------------	-----------	-----------

Engineering

Field Service Engineer	Diploma/Degree	2-5	3,500	6,500
Project Engineer	Diploma/Degree	3-5	4,500	6,000
Project Manager	Degree	6-10	7,000	15,000
QA QC Engineer	Diploma/Degree	3-6	4,000	5,500
Technical Sales Engineer	Diploma/Degree	2-6	4,000	6,500

Banking & Finance

Credit Control	Diploma/Degree	1-5	4,000	6,000
Relationship Manager	Diploma/Degree	2-5	4,500	6,500
Researcher	Diploma/Degree	1-4	4,500	6,500



Japan's investments in Singapore are on the rebound - close to
US\$10 billion
in 2017



The **deepening ties** between Singapore and Japan are ramping up investment and hiring efforts in Singapore



As Japan refines its policies to become increasingly business-friendly, higher demand for **Japan desk** is expected

Kelly Services (S) Pte Ltd
(A PERSOLKELLY Company)

8 Marina View,
#11-01 Asia Square Tower 1,
Singapore 018960
Phone: (65) 6709 3388
kellyservices.com.sg

EA License No. 01C4394 | RCB No. 200007268E

Capita Pte Ltd
(A PERSOLKELLY Company)

8 Marina View,
#11-01 Asia Square Tower 1,
Singapore 018960
Phone: (65) 6709 3388
capitasingapore.com

EA License No. 08C2893 | RCB No. 200701282M