



Thailand

**Salary Guide
2021**



PERSOLKELLY is one of the largest recruitment companies in Asia Pacific that provides comprehensive end-to-end workforce solutions.

Headquartered in Singapore, PERSOLKELLY spans over 50 offices across 13 markets including: Australia, China, Hong Kong, India, Indonesia, Korea, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

PERSOLKELLY is a joint venture between PERSOL Holdings, one of the largest recruitment firms in Japan, and Kelly Services Inc., a global leader in workforce solutions.

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Methodology:

Salary Figures included in the 2021 Thailand Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within PERSOLKELLY Thailand, as well as the latest job placement data recorded on the PERSOLKELLY Thailand database.



Thailand's remarkable resilience in the face of the COVID-19 pandemic has received recognition from the World Health Organization, which lauded the country's response to the pandemic and its ability to curb infections.

Nevertheless, in this protracted battle against COVID-19, continued vigilance will be necessary for the country to return on track to full economic growth. After months of successful containment, Thailand is now contending with the resurgence of COVID-19, proving that the threat of COVID-19 remains ever imminent. Depending on the success of new measures to contain the virus and ease economic impact, Thailand's

economic recovery may continue to face challenges.

Following the first wave of infections, Thailand's economy was expected to have contracted 6-7 percent in 2020.¹ Last December, the Bank of Thailand (BOT) cut the country's 2021 growth forecast to 3.2 per cent² – a figure which may now be revised lower due to the latest outbreak.

COVID-19 has no doubt dealt a blow to Thailand's key industries. Tourism may only return to pre-COVID levels once the pandemic is over. This year, 5 million foreign tourists are expected to visit Thailand, down from 6.7 million in 2020.³ The new outbreak may pose further

challenges to tourism-related operators.

Thailand's exports contracted 7 percent in the first 10 months of 2020.⁴ However, exports are showing signs of gradual recovery, in line with global economic momentum.

While most industries may not recover to pre-COVID-19 levels yet, several sectors have continued to grow during the pandemic. The government has also made firm its commitment to investing in new industries to reduce reliance on export and tourism.

The manufacturing sector, while impacted by COVID-19 restrictions earlier last year,

saw its strongest rise in output in December 2020.

Manufacturers continue to be optimistic about output this year. Looking further afield, **manufacturing is also poised to remain an engine of growth for Thailand**, where increasing emphasis is being placed on higher productivity in the sector. The country has also strengthened its emphasis on skills development; it aims to reskill and upskill workers to meet an estimated future demand of 200,000 robotics-trained workers by 2024.⁵

Within the automotive industry, Electric Vehicles (EVs) have emerged as a silver lining despite a cloudy outlook for the sector. Car production fell sharply in the first half of 2020. A slew of **new government incentives promoting the EV industry, across all major aspects of the EV supply chain, may change that.**

The pandemic has had a profound impact on Thailand's economic outlook and labour market situation, leading companies to exercise greater caution in hiring, and slowing their recruitment cycles. However, the current market is in fact ripe with opportunities for employers, given the abundance of top talents readily available.

Amid the battle against COVID-19, companies may do well to remember that the competition for talent rages on. Firms that are able to expedite their time-to-hire may

emerge the biggest winners.

To employers and HR leaders, we hope our guide will serve as a useful roadmap for navigating today's rapidly evolving employment landscape, and help you refresh your approach to talent attraction, retention, and development.

As your strategic recruitment partner, we are here to help you meet your future workforce needs. We will walk with you through market changes and we will get through this period together.

A handwritten signature in black ink, appearing to be 'ZL' or similar initials, written in a cursive style.

Zen Loh
Regional Business Director
Acting - Country Head, Thailand


¹Reuters
²Reuters
³Reuters

⁴Bangkok Post
⁵HRM Asia

Finance & Accounting



Salary Range (per month)
Unit: THB




EXPERIENCE (YEARS)

MIN MAX

ACCOUNTING			
Finance and Accounting Manager	>15	102,500	250,000
Accounting Manager	10 - 15	92,500	180,000
Costing Manager	10 - 15	82,500	160,000
Treasury Manager	10 - 15	82,500	150,000
Assistant Accounting Manager	8 - 10	51,500	110,000
Senior Accountant	5 - 10	41,500	80,000
Accountant	1 - 5	25,000	55,000
Accounts Payable / Accounts Receivable / Accounting Executive	0 - 5	12,500	45,000

Salary Range (per month)
Unit: THB




EXPERIENCE (YEARS)

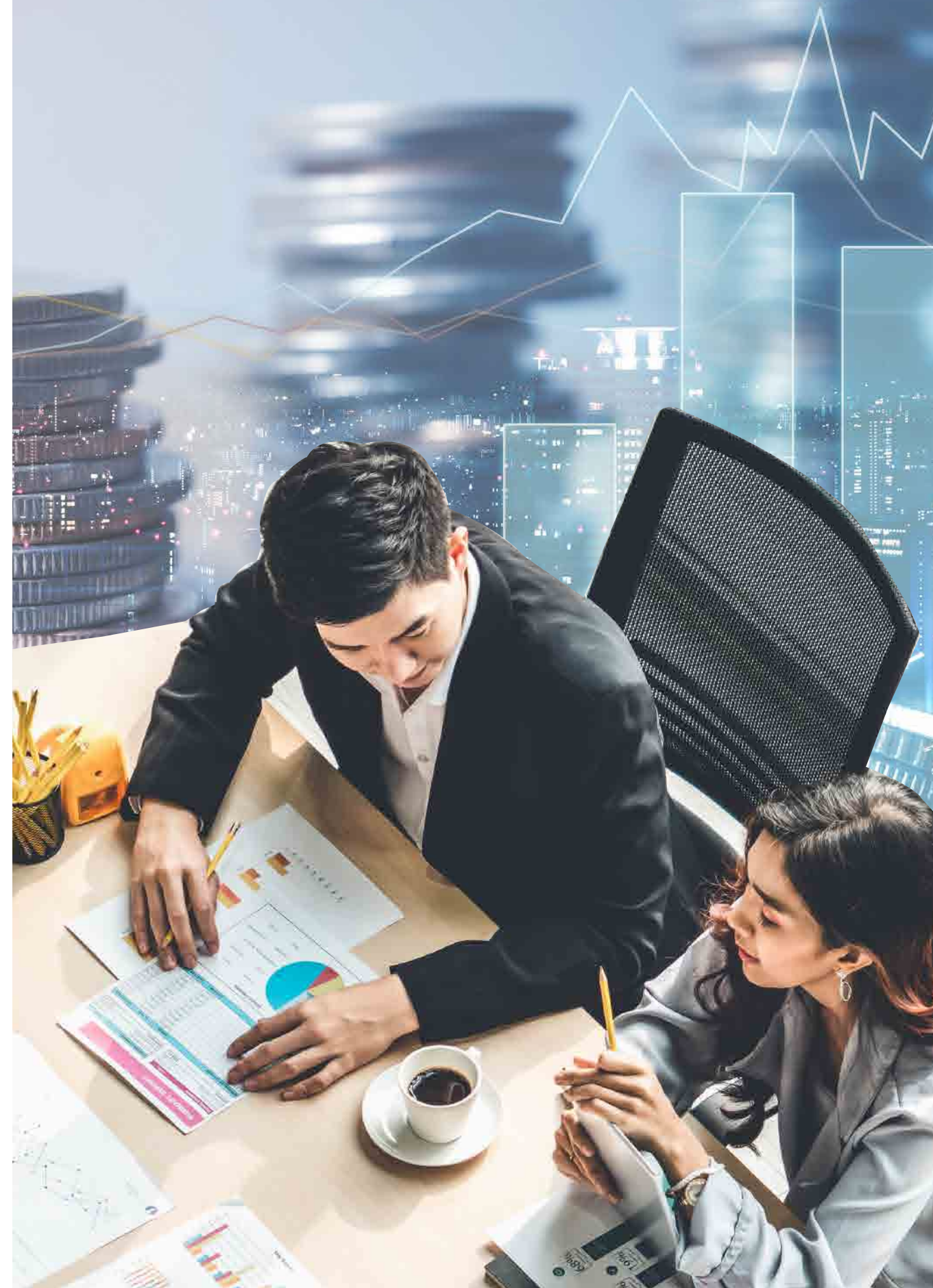
MIN MAX

FINANCE			
Chief Financial Officer	15 - 20	205,000	600,000
Finance Director	>15	155,000	400,000
Financial Controller	10 - 15	90,000	250,000
Finance Manager	10 - 15	80,000	200,000
Business Planning & Analysis Manager	8 - 15	90,000	180,000
Credit Control Manager	10 - 15	56,000	112,000
Assistant Finance Manager	8 - 10	50,000	120,000
Senior Finance Officer	5 - 8	45,000	80,000
Finance & Planning Analysis	5 - 10	56,000	90,000
Accounts Payable / Accounts Receivable / Accounting Executive	0 - 5	12,000	45,000

Salary Range (per month)
Unit: THB

 EXPERIENCE (YEARS) MIN MAX

AUDIT & COMPLIANCE			
Audit Director	>15	150,000	450,000
Audit Senior Manager	9 - 15	120,000	250,000
Audit Manager	8 - 12	92,500	200,000
Internal Audit Manager	5 - 10	82,500	135,000
Compliance Manager	5 - 10	82,500	135,000
Assistant Audit Manager	5 - 8	62,000	100,000
Senior Auditor	3 - 5	55,000	90,000
Auditor	1 - 3	23,500	55,000



Banking & Financial Services



Salary Range (per month)
Unit: THB

EXPERIENCE (YEARS) MIN MAX

FRONT OFFICE / SALES

Position	Experience (Years)	Min Salary (THB)	Max Salary (THB)
AVP, Senior Project Management and Process Improvement Manager	>10	117,500	170,000
Senior Relationship Manager / Team Leader	8 - 15	82,500	150,000
Business Relationship Manager	5 - 10	51,500	110,000
Relationship Manager (Wholesale & Commercial Banking)	3 - 5	35,500	55,000
Assistant General Manager (Sales & Admin)	3 - 5	32,000	55,000
Sales Executive	1 - 3	25,000	35,000
Customer Service	0 - 3	15,000	36,000
Bank Branch Teller	0 - 3	12,500	32,000


Salary Range (per month)
Unit: THB

EXPERIENCE (YEARS) MIN MAX

OTHER BANKING OPERATIONS

Position	Experience (Years)	Min Salary (THB)	Max Salary (THB)
Vice President	>10	165,000	320,000
Managing Director	>10	145,000	265,000
Market Intelligence & Planning Manager	5 - 8	82,500	110,000
Market Analyst Planning Manager	5 - 8	57,500	100,000
Senior Credit and Corporate Business Analyst	>10	90,000	115,000
Trade Finance Specialist	3 - 5	32,500	55,000
Investor Relations Manager	5 - 7	68,000	105,000
Corporate Lending Manager	2 - 5	35,000	75,000
Foreign Exchange Officer	2 - 5	22,500	40,000
Corporate Action Proxy Staff	1 - 3	23,000	46,000
Senior Business Analyst	5 - 7	57,500	90,000
Credit Analyst	3 - 5	32,500	60,000
Business Analyst	2 - 5	41,500	68,000
Operations Staff	0 - 3	12,500	23,000

Salary Range (per month)
Unit: THB



EXPERIENCE
(YEARS)

MIN

MAX


INSURANCE / LEASING			
Cash Management Manager	5 - 7	70,000	100,000
Risk Management Manager	5 - 7	70,000	100,000
Claims Management Manager	>5	50,000	80,000
Pricing Actuary	3 - 5	50,000	70,000
Underwriter	3 - 5	45,000	75,000
Wealth Relationship Manager	>7	75,000	90,000
Financial Consultant	3 - 5	30,000	75,000
Collection & Litigation Manager	>7	80,000	150,000



Chemical Life Science



Salary Range (per month)
Unit: THB




EXPERIENCE
(YEARS)

MIN

MAX

SALES & MARKETING (CHEMICAL)				
Regional Sales Manager	>15	150,000	275,000	
Country Sales Manager	>10	150,000	250,000	
Upcountry Sales Manager	5 - 10	72,500	87,500	
Technical Sales Manager	5 - 7	115,000	150,000	
Technical Service Manager	7 - 10	92,500	140,000	
Sales Manager	7 - 10	92,500	170,000	
Sales Executive	4 - 6	35,000	57,500	
Sales Engineer	3 - 5	35,000	57,500	

Salary Range (per month)
Unit: THB



EXPERIENCE
(YEARS)

MIN

MAX

PLANT / PRODUCTION (CHEMICAL)				
Plant Manager	>10	150,000	280,000	
Production Manager	>8	100,000	170,000	
HSE Manager	8 - 10	90,000	180,000	
Safety Officer	2 - 5	22,500	55,000	
Quality Manager	8 - 10	75,000	160,000	
QA / QC Engineer	3 - 5	25,000	45,000	
Lab Chemist	2 - 3	35,000	50,000	
Service Engineer	0 - 2	25,000	35,000	


		Salary Range (per month)		
		Unit: THB		
		EXPERIENCE (YEARS)	MIN	MAX
LIFE SCIENCE / PHARMACEUTICAL / MEDICAL				
Sales Director	>10	150,000	280,000	
Key Account Manager	5 - 10	100,000	150,000	
Area Sales Manager	5 - 10	87,500	120,000	
Medical Sales Representative	0 - 5	25,000	70,000	
Quality Assurance Manager	>7	100,000	160,000	
Medical Affairs Manager	>10	140,000	300,000	
R&D Manager	>8	120,000	230,000	
Head of Regulatory Affairs & Compliance	>15	250,000	350,000	
Senior Supply Chain Manager	>10	180,000	250,000	
Marketing Manager	6 - 8	77,500	130,000	
Product Manager	8 - 10	100,000	150,000	
Product Specialist	5 - 8	50,000	70,000	
Technical Service Manager	7 - 10	90,000	160,000	
Technical Service Specialist	3 - 5	45,000	70,000	
Clinical Research Manager	>7	110,000	180,000	
Senior Clinical Research Executive	5 - 10	95,000	140,000	
Clinical Research Associate	2 - 5	67,500	85,000	
Sales Administration Staff	0 - 3	18,500	25,000	
Stock Controller	2- 5	28,000	35,000	
Customer Support	1 - 3	25,000	38,000	
Pharmacist	3 - 5	45,000	70,000	
Nurse	3 - 8	50,000	70,000	



Corporate Services




Salary Range (per month)
Unit: THB

 EXPERIENCE (YEARS) MIN MAX


SECRETARIAL			
Chief Executive Assistant	>10	65,000	100,000
Executive Assistant	5 - 8	50,000	67,500
Executive Secretary	0 - 5	22,500	55,000
Personal Secretary / Personal Assistant	2 - 5	35,000	60,000

Salary Range (per month)
Unit: THB

 EXPERIENCE (YEARS) MIN MAX

MARKETING			
Chief Marketing Officer	>10	150,000	400,000
Trade Marketing Manager	>7	112,500	225,000
Marketing Manager	8 - 15	95,000	225,000
Marketing Communication Manager	8 - 15	82,500	202,000
Digital Marketing Manager	5 - 10	90,000	200,000
Digital Marketing Executive	3 - 5	47,500	80,000
Digital Media Buyer	1 - 2	25,000	35,000
Senior Media Planner	4 - 6	55,000	85,000
Media Planner	1 - 2	30,000	42,000
SEO / SEM Specialist	1 - 3	27,500	70,000
PR Manager	8 - 15	85,000	200,000
PR Executive	6 - 8	35,000	100,000
Brand / Product Manager	5 - 15	60,000	160,000
Marketing Executive	2 - 3	30,000	50,000
Marketing Communication Executive	0 - 3	20,000	35,000


Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

LEGAL				
General Counsel	>10	150,000	450,000	
Legal Manager	10 - 15	100,000	280,000	
Assistant Legal Manager	7 - 10	80,000	160,000	
Senior Legal Executive	5 - 7	45,000	65,000	
Legal Executive	3 - 5	32,500	50,000	
Legal Assistant / Paralegal	0 - 3	19,000	35,000	

Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

OTHER SUPPORT FUNCTIONS				
Corporate Planning Specialist	3 - 5	40,000	65,000	
Purchasing Officer	0 - 3	26,500	45,000	
Interpreter	1 - 5	29,500	90,000	
Customer Service Officer	1 - 2	15,000	25,000	
Call Center Officer	5 - 10	15,000	30,000	
Data Entry Officer	0 - 3	12,500	20,000	




Engineering



		Salary Range (per month) Unit: THB		
		EXPERIENCE (YEARS)	MIN	MAX
CONSTRUCTION				
Civil & Structural Manager	>8	72,500	125,000	
Civil Engineer	3 - 5	31,000	45,000	
Architectural Manager	>7	62,500	125,000	
Architect	2 - 3	22,500	45,000	
Architectural Coordinator	2 - 3	25,000	42,000	
Draftsman (AutoCAD)	0 - 2	19,000	28,000	
BIM Manager	>7	82,500	150,000	
BIM Coordinator	2 - 3	32,500	50,000	
QA / QC Manager	>8	90,000	180,000	
Quality Assurance Engineer	2 - 3	25,000	40,000	
Commercial Contract Manager	>7	75,000	150,000	
Business Development Manager	5 - 7	65,000	120,000	
Procurement Manager	>7	70,000	120,000	
Quantity Surveyor Manager	>7	55,000	85,000	

		Salary Range (per month) Unit: THB		
		EXPERIENCE (YEARS)	MIN	MAX
CONSTRUCTION				
Quantity Surveyor (M&E)	3 - 5	31,000	40,000	
Quantity Surveyor (CSA)	2 - 3	29,000	35,000	
Cost Estimator	2 - 3	24,500	40,000	
Land Surveyor Manager	>7	80,000	120,000	
Land Surveyor	2 - 3	28,000	48,000	
Safety / HSE / EHS Manager	>8	90,000	150,000	
Safety Engineer	2 - 5	40,000	65,000	
Commissioning Engineer	>4	30,000	50,000	
M&E Manager	>5	55,000	125,000	
Mechanical Engineer	3 - 5	32,000	48,000	
Piping Engineer	3 - 5	42,000	70,000	
Electrical Engineer	3 - 5	31,000	48,000	
Utilities Engineer	3 - 5	31,000	48,000	
Project Engineer (Multi-Disciplined)	5 - 7	50,000	70,000	


Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS)
MIN
MAX

OIL & GAS / PETROCHEMICAL			
Business Head (Renewable Energy)	>15	180,000	400,000
Project Director / Program Director	>10	150,000	280,000
Project Sales & Business Development Manager	>10	100,000	150,000
Project Manager	>10	100,000	150,000
Project Control Manager	>10	100,000	150,000
Cost Controller	3 - 5	40,000	55,000
Lead Estimator (Pipeline / Oil & Gas)	5 - 7	50,000	70,000
Senior Estimator	3 - 5	35,000	50,000
Estimator	0 - 3	25,000	45,000
Buyer	0 - 3	20,000	45,000
Expeditor	0 - 3	20,000	45,000
Planner	0 - 3	30,000	55,000
Senior Planning Engineer (Primavera)	>7	70,000	100,000
Senior Civil & Structural Engineer	>7	40,000	70,000
Civil & Structural CAD Designer	5 - 7	25,000	40,000
Civil & Structural Engineer	0 - 5	20,000	50,000
Senior Mechanical Engineer	>7	40,000	70,000

Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS)
MIN
MAX

OIL & GAS / PETROCHEMICAL			
Mechanical Engineer	0 - 5	18,000	50,000
Piping Superintendent	8 - 12	50,000	70,000
Senior Piping Engineer (Conceptual / FEED / Detailed)	>7	40,000	70,000
Piping Design Engineer (Conceptual / FEED / Detailed)	5 - 7	30,000	55,000
Piping Engineer	0 - 5	18,000	40,000
Senior Electrical Engineer (Conceptual / FEED / Detailed)	>7	40,000	70,000
Electrical Design Engineer (Conceptual / FEED / Detailed)	5 - 7	30,000	55,000
Electrical Engineer	0 - 5	18,000	40,000
E&I Automation Engineer	0 - 5	18,000	40,000
Senior Instrument Engineer	>7	75,000	90,000
Instrument Engineer	5 - 7	55,000	75,000
Senior Process Engineer	>7	40,000	70,000
Process Engineer	0 - 5	18,000	50,000
Asset Integrity Engineer	3 - 5	30,000	50,000
Field Engineer	0 - 5	15,000	30,000
Field Technician	0 - 3	9,000	20,000

FMCG, Retail & Services



Salary Range (per month)
Unit: THB

EXPERIENCE (YEARS) MIN MAX

SALES				
Job Title	Experience (Years)	Min Salary (THB)	Max Salary (THB)	
Head of Sales & Marketing	8 - 15	180,000	400,000	
National Sales Manager	8 - 15	170,000	300,000	
Key Account Manager	7 - 15	90,000	180,000	
Area Sales Manager	8 - 15	100,000	230,000	
Modern Trade Manager	7 - 10	145,000	220,000	
Traditional Trade Manager	7 - 10	140,000	200,000	
E-Commerce Manager	8 - 15	120,000	250,000	
Channel Sales Manager	8 - 15	110,000	220,000	
Senior Sales Executive	5 - 7	45,000	70,000	
Sales Executive	2 - 5	25,000	60,000	
Key Account Executive	3 - 5	45,000	65,000	
Telemarketing Officer	0 - 2	18,000	25,000	




Salary Range (per month)
Unit: THB

EXPERIENCE (YEARS) MIN MAX

OPERATIONS				
Job Title	Experience (Years)	Min Salary (THB)	Max Salary (THB)	
Senior Supplies and Planning Manager	10 - 12	125,000	185,000	
Material Warehouse, Premix & Logistics Manager	7 - 9	65,000	120,000	
Import & Export Officer	1 - 3	22,000	38,000	
Sale Coordinator	1 - 3	22,000	35,000	
Production Planner	3 - 5	35,000	50,000	


Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

RETAIL				
Area Manager	7 - 15	80,000	180,000	
Merchandising Manager	8 - 15	90,000	135,000	
Visual Merchandising Manager	5 - 10	90,000	200,000	
Customer Service Manager	7 - 10	80,000	125,000	
Retail Operations Manager	8 - 15	70,000	180,000	
E-commerce Product Manager	>8	90,000	180,000	
Store Manager	8 - 15	50,000	120,000	
Assistant Store Manager	5 - 10	45,000	120,000	


Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

EDUCATION				
Branch Manager	5 - 10	65,000	120,000	
Educational Sales Manager	5 - 7	65,000	95,000	
Account Manager	5 - 7	35,000	65,000	


Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

EVENTS				
Director of Events	5 - 8	65,000	120,000	
Business Development Manager	>10	85,000	125,000	
Conference Manager	3 - 6	55,000	135,000	
Assistant Key Account Manager	2 - 5	50,000	65,000	
Marketing Communication Controller	2 - 5	30,000	65,000	
Events Specialist	1 - 3	25,000	40,000	

Salary Range (per month)
Unit: THB




EXPERIENCE (YEARS) MIN MAX

HOSPITALITY AND F&B				
F&B Director	>10	100,000	200,000	
Restaurant Manager	5 - 7	40,000	80,000	
Facility Management	5 - 7	45,000	65,000	

Information Technology




Salary Range (per month)
Unit: THB

 EXPERIENCE (YEARS) MIN MAX


IT SALES / PROJECT MANAGEMENT			
Account Director (Technical / Presales)	>10	155,000	260,000
Sales Manager (Technical / Presales)	>10	105,000	210,000
Senior Account Manager	7 - 10	85,000	160,000
Account Manager	3 - 5	37,500	65,000
Business Analyst	2 - 5	37,500	85,000
Project Manager	5 - 8	95,000	160,000
Project Coordinator	3 - 5	32,500	52,000

Salary Range (per month)
Unit: THB

 EXPERIENCE (YEARS) MIN MAX


IT DEVELOPER / ENGINEER			
Data Scientist	2 - 5	50,000	155,000
Data Analyst	1 - 3	32,500	85,000
Data Engineer	0 - 3	27,000	62,000

Salary Range (per month)
Unit: THB

 EXPERIENCE (YEARS) MIN MAX

IT DEVELOPER / ENGINEER			
System Engineer	3 - 5	55,000	80,000
System Analyst	2 - 3	32,500	65,000
Product Manager	5 - 7	62,500	105,000
ERP Consultant (SAP, Oracle, Microsoft Dynamics, Salesforce)	5 - 8	85,000	200,000
Cloud Consultant	5 - 8	65,000	150,000
QA Engineer	>4	50,000	150,000
UI / UX Designer	2 - 5	35,000	85,000
Senior Full Stack Developer	>5	65,000	150,000
Junior Full Stack Developer	0 - 5	35,000	60,000
Senior Back End Developer	>5	65,000	155,000
Junior Back End Developer	0 - 5	32,500	75,000
Senior Front End Developer	>5	60,000	125,000
Junior Front End Developer	0 - 5	35,000	60,000
Senior Mobile Application Developer (iOS, Android)	>4	55,000	85,000
Junior Mobile Application Developer (iOS, Android)	0 - 4	35,000	65,000

Salary Range (per month)
Unit: THB




EXPERIENCE
(YEARS)

MIN

MAX

IT SECURITY / AUDIT				
IT Security Manager	5 - 10	125,000	185,000	
IT Security Analyst	2 - 5	75,000	145,000	
IT Auditor	5 - 10	82,500	200,000	
Data Governance Manager	>8	120,000	250,000	
Data Governance Specialist	3 - 7	55,000	100,000	
IT Compliance Manager	3 - 5	65,000	100,000	
Information Security & Compliance Section Head	>7	90,000	180,000	
Security Consultant	3 - 5	60,000	90,000	
Cybersecurity Engineer	3 - 5	60,000	130,000	
Penetration Tester	>5	85,000	300,000	

Salary Range (per month)
Unit: THB



EXPERIENCE
(YEARS)

MIN

MAX

IT NETWORK / INFRASTRUCTURE				
IT Infrastructure Manager	>7	82,500	180,000	
IT Infrastructure Specialist	3 - 5	62,500	100,000	
Network Engineer Manager	>5	85,000	150,000	
Network Engineer	1 - 5	42,500	68,000	
Server Engineer Manager	>7	80,000	150,000	
Server Engineer	1 - 5	30,000	60,000	

Salary Range (per month)
Unit: THB



EXPERIENCE
(YEARS)

MIN

MAX

IT (CORPORATE SERVICES)				
Chief Technology Officer	>10	225,000	750,000	
IT Director	>10	185,000	300,000	
Head of Information Technology	>10	150,000	350,000	
Enterprise Innovation Manager	5 - 8	125,000	200,000	
Change Manager	5 - 8	75,000	180,000	
IT Manager	7 - 10	75,000	150,000	
Desktop Support Analyst	3 - 5	40,000	100,000	
IT Support	1 - 3	30,000	40,000	

Manufacturing



Salary Range (per month)
Unit: THB

EXPERIENCE (YEARS) MIN MAX

SALES & MARKETING

Job Title	EXPERIENCE (YEARS)	MIN	MAX
Country Sales Manager	>10	120,000	180,000
Overseas Sales Manager	>7	80,000	120,000
After Sales Manager	>10	80,000	150,000
After Sales Specialist	3 - 5	35,000	75,000
Dealer Development Manager / Partner Management Manager	5 - 7	65,000	120,000
Dealer Development Specialist	3 - 5	35,000	60,000
Product and Sales Trainer	3 - 5	35,000	60,000
Sales Engineer	3 - 5	35,000	56,000
Sales Executive	3 - 5	34,000	56,000
Customer Service	0 - 2	14,000	29,000



Salary Range (per month)
Unit: THB

EXPERIENCE (YEARS) MIN MAX

PRODUCTION (GENERAL)

Job Title	EXPERIENCE (YEARS)	MIN	MAX
Plant Manager	>10	170,000	250,000
Production Manager	>7	140,000	180,000
Procurement Manager	>7	100,000	250,000
Quality Manager	>7	75,000	150,000
HSE Manager / Safety Manager	7 - 10	80,000	170,000
Maintenance Manager	7 - 10	80,000	120,000
Logistic Manager	7 - 10	100,000	120,000
Senior Logistic Supervisor	5 - 7	45,000	70,000
Engineering Manager (SMT)	7 - 12	65,000	130,000
Senior Engineer (Mechanical / Electrical)	5 - 7	50,000	70,000
Engineer (Mechanical / Electrical)	3 - 5	35,000	50,000
Field Service Engineer	3 - 5	35,000	55,000
R&D Engineer	3 - 5	42,500	65,000
Design Engineer	3 - 5	35,000	50,000
Supply Chain Executive	1 - 2	23,000	34,000
Technical Engineer	3 - 5	21,000	40,000
QA / QC Engineer	3 - 5	35,000	50,000

Manufacturing

		Salary Range (per month)		
		Unit: THB		
		EXPERIENCE (YEARS)	MIN	MAX
PRODUCTION (AUTOMOTIVE)				
Engineering Manager	7 - 12	65,000	125,000	
Project Manager	7 - 12	65,000	125,000	
Project Management Officer	1 - 3	35,000	45,000	
Die Casting Mold Manager	8 - 10	70,000	120,000	
Tooling & Facility Manager	8 - 10	70,000	120,000	
Automotive Test Engineer	2 - 5	30,000	50,000	
Car Designer	2 - 5	30,000	65,000	
Digital Modeler	2 - 5	30,000	65,000	
Clay Modeler	2 - 5	30,000	65,000	
Color and Material Designer	2 - 5	30,000	65,000	
Senior Product Planner	5 - 7	40,000	75,000	
Product Planner	2 - 5	35,000	45,000	
Senior Engineering Design	3 - 5	45,000	60,000	
Engineering Design	0 - 3	25,000	45,000	
Steering System Engineer	2 - 5	30,000	65,000	
Facility Engineer	1 - 3	25,000	40,000	
License Engineer	3 - 5	40,000	70,000	
Service Engineer	2 - 3	30,000	50,000	
Service Technician	0 - 3	15,000	28,000	



Logistics



Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

SALES			
Sales Manager (Air Freight / Sea Freight / Land / Warehouse)	>7	65,000	150,000
Sales Executive (Air Freight / Sea Freight / Land / Warehouse)	1 - 3	32,500	45,000
Sales Coordinator	0 - 3	19,000	30,000
BOI Coordinator	0 - 3	19,000	35,000
Customer Support	0 - 2	18,000	28,000

Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

LOGISTICS & SUPPLY CHAIN			
Procurement Manager	>7	100,000	250,000
Supply Chain Manager	>10	120,000	250,000
Logistics Manager	7 - 10	82,500	125,000
Logistics Planner	3 - 5	42,500	60,000
Demand & Supply Manager	>7	100,000	250,000
Logistics & Supply Chain Manager	>7	100,000	250,000

Salary Range (per month)
Unit: THB



EXPERIENCE (YEARS) MIN MAX

LOGISTICS & SUPPLY CHAIN			
Facility Management Manager	3 - 5	70,000	100,000
Supply Chain Manager	7 - 10	120,000	200,000
Inventory Manager	>7	100,000	160,000
Warehouse Manager	7 - 10	82,500	200,000
Warehouse Officer	2 - 5	25,000	50,000
Import / Export Manager	7 - 10	82,500	150,000
Import / Export Supervisor	3 - 5	40,000	70,000
Import / Export Officer	0 - 2	19,000	25,000
Reservation Officer	0 - 2	12,500	20,000
Shipping Coordinator	0 - 2	19,000	25,000
Custom Clearance Manager	>7	75,000	120,000
Custom Clearance Officer	1 - 3	28,000	45,000
Cargo Operation Manager	>7	40,000	80,000
Fleet Manager	7 - 10	120,000	180,000
Fleet Supervisor	3 - 5	40,000	70,000
Safety Manager	>7	65,000	100,000



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