

Adecco

Thailand's

SALARY GUIDE

2022

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2021 has been another tough year we've been through, with all these countless waves of the virus outbreak, and the economic and social turmoil. Almost two years we've been living with the pandemic, a tremendous change happened in all sectors, and affect almost every aspect of our lives; especially how we work, or how we feel towards work.

In a macro view, employability is still a big issue for Thailand as the businesses has not fully come back to normal, especially those in the travel and hospitality sectors. Although healthcare, digital, e-commerce, and its relevant supply chain are on a rise, it cannot cover the loss of Thailand's biggest business sectors both in terms of revenue and employability. Fresh graduates and those whose skills are outdated are still struggling to find a job in a situation where organizations freeze their headcount or demand those with direct experience or specific skills required. Upskilling and reskilling, hence, are the subject matter for both individual and organization level, to be able to get through these challenging circumstances.

Working from home or hybrid working is not just an option but has become a new norm for organizations. In fact, not having this flexible working in place could jeopardize the corporate's competitiveness to draw talent or candidate to work with the company, given that the situation is still unstable. So it's pretty much down to

the organization leaders and HR professionals as 'an enabler' to support this new norm to actually work, in terms of equipment provided, productivity and performance management, evaluation scheme, and so on, to make sure everyone can work effectively in this unpredictable and insecure context.

The fight against the virus has not yet over, but we have learned, adapted, and adjusted ourselves a lot to cope with the crisis in a way we could not imagine. And I believe with the growth mindset, empathy, resilience, and positive attitude, we all could get through this, and even surpass our previous success and rise again in this new working and business world.

On behalf of Adecco Thailand, I wish you, my business partners, and candidates alike, to be successful on any endeavors you are pursuing. Be courageous and be strong with a cheerful heart to achieve your personal and business growth in 2022 and beyond.

Tidarat K.

Tidarat Kanchanawat
Country Director - Thailand



Exploring the future of the HR landscape

Exclusive views and insights from Ashley Alcock,
Business Director & Head of Permanent Recruitment, Adecco Thailand

The Hybrid Working Is Here to Stay

Since the beginning of 2020, the forcefulness Covid-19 has imposed on organizations to pivot and adjust has triggered a mass labor experiment on a global scale. As a result, organizations and their respective CEOs have been forced to contemplate new working measures without leading research and support on the best means to remain productive and relevant amongst competitors. As a result, in 2021, new slogans have arisen in the business landscape, namely “The New Working Norm” and most recently, “The Great Resignation,” influenced predominately by employees becoming accustomed to remote working and the benefits remote working has generated.

Studies and data from abroad showed that more and more talents have started to look for a new job that can offer more flexible work-from-home options while some has already quitted their jobs when asked to return to the physical office. These left companies with no choice

but to accommodate hybrid working as one of strategy to attract and retain talents. And it's a trend that here to stay in 2022.

Ashley A.

Ashley Alcock

Business Director & Head of
Permanent Recruitment,
Adecco Thailand



How HR can improve talent management in 2022

With flexible working arrangements swiftly becoming the new working norm, especially amongst office-based jobs, organizations need to create efficient informal and formal communication cultures that collectively support both employees who prefer to work and select the office location and those who prefer to work remotely, or a combination of the two. A recent field study I conducted illustrates that productivity output remains high when empowering employees to self-select their working environment.

Organizations must support informal working arrangements to increase productivity, and should consider opting for a hybrid office model where workspace can be used as a community space for employees to communicate and network during the day they are in.



All in all, organizations should support the firm's overall growth by adapting to the changing environment, or else fail to attract and retain top performers.



How HR can improve talent management in 2022

Hiring hybrid talent will increase the business's overall productivity and talent options. Before the COVID-19 Pandemic, working mothers, disabled professionals, or employees who live far from city centers were often overlooked for office-based employment opportunities, especially those that were city-based, due to the location, work hours, commuting times, and access to the building and public transport options. With the new hybrid working model, organizations now have access to new talent pools of professional talent that traditionally may have been overlooked.



Finally, we recommend that organizations study their onboarding process to ascertain what outcome is required for an employee to be productive. We acknowledge the importance of on-the-floor learning and encircling newly onboarded employees with seasoned employees.

Maintaining the corporate culture is paramount. Not every industry is the same regarding the complexities and difficulties of onboarding, but with rapid increases in remote technology and interactive business tools, integrated onboarding programs will become essential in the future.

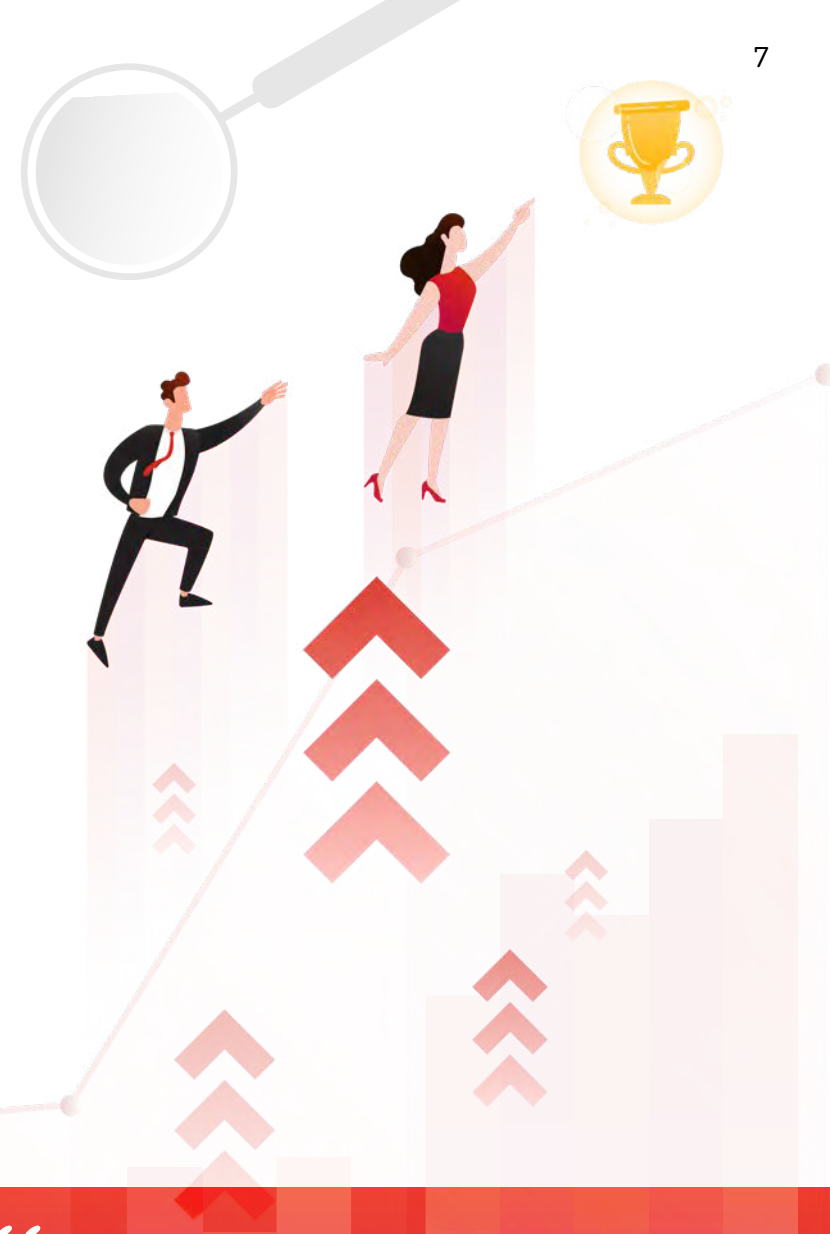
2022 labor market predictions

Future talent in Thailand needs to be aware of the hazard “The Great Resignation” poses to the market, as the war for talent could resemble a “labor market bubble”. The competition for talent pushed up the wages. Higher wages fueled more resignations as employees leave in the hope of securing preferred working conditions while also expecting continued wage growth, almost like in a financial bubble. However, unlike momentum traders who are willing to overpay for an asset the price of which keeps rising, organizations will not pay their employees more than their productivity is worth long term.

Furthermore, the border restrictions which have limited labor supply in countries like Thailand will eventually ease and the increased number of skilled workers will drive the newly offered wages back down. Some people who resigned might be in for an unpleasant surprise as they could get caught without a job or not get a wage they expected. This is a great opportunity for new graduates to enter the market.



“ My recommendation for job seekers would be to prioritize the opportunity to learn new skills over the compensation, get your foot in the door, take every opportunity to learn, adapt and thrive in this ever changing landscape. ”



HR Trends 2022

5 key trends that will shape the future of human resources

Explore the 5 emerging global HR trends that shaping our world of work. Get yourself an update from our summary to best prepare for your organization.



Virtual Workplace



With the pandemic last year, organizations were forced to change to a fully remote working model. And when the situation is getting better, they have adapted to a hybrid working model.

We could say that last year was like a massive work-from-home experiment for many organizations, whereas this year will mark a significant shift to a hybrid working model. The way of working 100% at the physical office is declining.

More and more companies are turning to hybrid working to offer greater flexibility, not to mention the up-and-coming metaverse workplace which could change the way we interact at work in the new future.



To avoid being left behind and losing a competitive edge in human resources, organizations should ensure not to neglect the virtual workplace. The key focus for organizations this year would be finding a balanced mix between remote work and in-office time that could benefit both organizations and employees.

Also, organizations should enhance employee experience in the virtual workplace by providing better access to devices and technology, revisiting results-based management, and improving employees' remote working skills in order to foster work productivity, team relationships, and company culture.



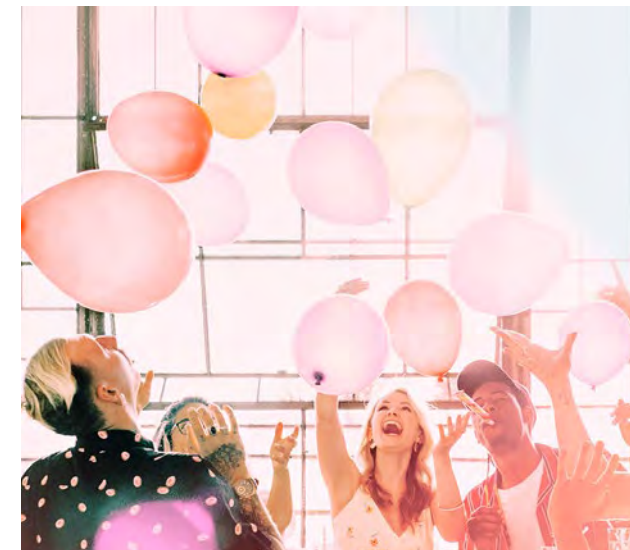
Personalization



It's time to say goodbye to the one-size-fits-all and embrace the personalization approach to achieve work flexibility and provide the best support to a diverse workforce.

This approach does not only fits small or medium-sized organizations but it can also be applied to large organizations by compromising some restricted rules and adjusting some aspects towards work. This is because large organizations have more resources and data so they could offer even more alternative choices and solutions when it comes to personalization.

A marketing mindset can be very useful in the implementation. For example, you can segment your people data and try to offer your employees their best match on job roles, working styles, training, as well as perks and benefits, based on their preferences, lifestyles, characteristics, or needs. This will help boost employee experience and candidate experience for your organizations in both short and long term.



This year could be the right time for HR professionals to start learning more about personalization, data analytics, taking the first step to conduct surveys or do some focus group analysis to gain more insights and data, and expand your t-shape skill on marketing and business acumen to leverage your performances.

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Out-of-Office Employee Experience



In 2022, HR needs to reimagine employee experience for a hybrid workforce.

Before the pandemic, we focused a lot on building great experience in the physical office. We offered facilities that could help employees feel comfortable, relaxed, and happy to spend time in the office, such as a recreation zone filled with ping-pong tables, video games, library, snacks, free meals, massage chairs, and hold many activities in the office. Now, on the contrary, the company will need to shift their focus to an out-of-office employee experience.

Surveys in the UK reveals that the perks and benefits that employees want have totally changed after the pandemic. Playing ping pong at the office or Friday beer party after work is not attractive anymore. They would prefer perks and benefits



that respond to their changing needs and lifestyles such as employee discounts, more holidays, being allowed to work from home, or Netflix membership for free entertainment at home.



Another challenge that shouldn't be overlooked is how to keep employees connected and maintain positive culture when teams are distributed or remote. Training leaders to have remote working skills, implementing a remote onboarding process to help new joiners settle into their roles, or conducting virtual activities to let employees chat and socialize with each other are what organizations should also revisit.

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Empathy Culture



The previous year was tough for many of us. Workers got a pay cut, many had to work in an environment that risked infection, and a lot had to face work overload while working parents had to raise their children while working.

Many got infected, had mental health issues, and even lost their family members. In these gloomy days, employees need someone who understands and the organizations could be that one by treating employees as human beings rather than human resources and showing them some empathy.

Empathy is about trying to understand others' feelings, emotions, thoughts and situations they are facing as if we were that person. If organizations or leaders have empathy, they could better understand the problems of employees and create a compassionate culture where stress and pain can be expressed in a healthy way to help them feel more secure and comfortable at work.



HR professionals could also use empathy as the key fundamental in recruitment, learning & development, retention, and transformation. By adopting empathy in our works, it could help us understand things from employees' perspectives and be more considerate to society rather than just focus on the company itself.

The role of HR that we expect to see this year is someone who stands for employees and supports them in every possible way to help them work happily and achieve career success which will eventually pave the way to company success.

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Empathy and HR: The Practical Guide



Recruitment

Empathy can be used to leverage candidate experience. By trying to understand more about each candidate, you will be able to attract and respond to candidates' needs better which could be fundamental in developing your employer's brand, writing attractive jobs announcement, improving interviewing process, and offering customized compensation and benefits packages to them.



Learning & development

Show your empathy to your employees by asking about their career aspirations to get to know what drives people, then aligning your learning and development plan to help them be their best at their careers. This will give them intrinsic motivation to develop themselves and grow together with the organization.



Retention

Empathy could help you understand employees' perspectives on their experiences at work, their obstacles, and their needs which will be a key in planning and designing a better employee engagement program that is suitable for employees' changing needs and expectations. Empathy can be used to improve your retention strategy in many areas such as providing the right compensation and benefits, offering flexible working, improving workplace culture to help them work happily and maintain good physical and mental health.



Organization transformation

Not only the employees, but you as an HR can also use empathy to figure out what your end customer needs from your business. Once you understand the business objective, you will be able to align your work plan and priority to support those of other departments in the company, in order to achieve the business goal. Seeing the same picture and working towards the same direction with the rest of the company will allow you to be able to convince the management and all employees to step out of their comfort zone and make positive changes to the organization and society alike.

Dynamic skills



In recruitment, we usually focus more on job positions and job descriptions. We often look for candidates who have experience doing the same job roles and responsibilities as the required positions. However, from now on we have to look deep into the smallest scales which are the hard skills and soft skills the candidates possess, as even for the same job position, different skills are required.

Plus, the roles and responsibilities provided in job descriptions can be changed from time to time to respond to the dynamic business environment. To get the right person who can work efficiently, you should revisit the same old competency model and analyze what skills needed to thrive in these job positions for now and in the future are, as well as pay more attention to candidates' skill assessments.



By using skills-based hiring, it will enable you to expand a larger candidate pool because many skills can be found in candidates that are not on your current target list.

Also, when you can define the right skills needed for each job position then you will be able to fill the skill gap correctly by upskilling and / or reskilling the current employees to be capable for the current jobs. This will add more well-rounded employees to the organization and increase flexibility in managing human resources in your company.



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About the salaries in this guide

The figures in this salary guide are based on data from Adecco Thailand's clients and candidates. They reflect the typical salary for an individual's job based on location, experience, education, qualifications, and other considerations. Salaries for each position may be further influenced by company size, benefits offered, and local supply and demand trends. The figures in our guide represent base salary only.

For more information on salaries in your job market, please contact your Adecco representative or send an email to webmaster@adecco.co.th



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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Admin / Secretarial						
Administrative Assistant	-	-	20,000	40,000	15,000	80,000
Administrative Manager	-	-	-	-	30,000	35,000
Administrative Officer / Staff	-	-	20,000	45,000	40,000	50,000
CRM Officer / Executive	-	-	-	-	50,000	65,000
Executive Driver	-	-	15,000	20,000	-	-
Executive Secretary / PA	-	-	40,000	45,000	40,000	60,000
Interpreter	25,000	30,000	30,000	35,000	-	-
Office Manager	-	-	-	-	50,000	100,000
Secretary	-	-	15,000	50,000	30,000	90,000
Senior Administrator	-	-	-	-	30,000	40,000
Customer Service / Call Centre / BPO						
Call Center	-	-	18,000	35,000	50,000	100,000
Customer Service Coordinator (Ground Staff)	-	-	-	-	35,000	40,000

*Based salary per month

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Customer Service Executive (Coordinator / Order Administrator)	18,000	21,000	18,000	51,000	20,000	55,000
Customer Service Manager	-	-	-	-	35,000	80,000
Customer Service Coordinator	-	-	-	-	35,000	40,000
Finance & Accounts						
Accounting & Finance Supervisor (CPA)	-	-	-	-	70,000	150,000
Accounting Analyst	-	-	20,000	50,000	40,000	150,000
Accounting Assistant	-	-	45,000	50,000	30,000	80,000
Accounting Director	-	-	-	-	150,000	200,000
Accounting Executive / Officer	18,000	19,000	20,000	45,000	60,000	95,000
Accounting Manager	-	-	-	-	80,000	150,000
Accounts Receivable Accountant	-	-	15,000	45,000	30,000	150,000
Assistant Account Manager	-	-	-	-	35,000	70,000
AVP - Accounting and Finance	-	-	-	-	180,000	250,000

*Based salary per month

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Cashier	-	-	-	-	25,000	45,000
Claim Officer	-	-	-	-	100,000	110,000
Collection Manager	-	-	-	-	40,000	150,000
Collection Supervisor	-	-	40,000	50,000	50,000	60,000
Corporate Finance Specialist	-	-	20,000	30,000	-	-
Costing Executive	-	-	-	-	35,000	120,000
Costing Manager	-	-	-	-	100,000	150,000
Credit Analyst	-	-	-	-	30,000	100,000
Finance & Accounting Manager	-	-	-	-	50,000	200,000
Finance Manager	-	-	-	-	50,000	250,000
Financial Administrator / Officer	-	-	-	-	30,000	40,000
Financial Analyst	-	-	30,000	80,000	40,000	250,000
Financial Controller	-	-	-	-	150,000	350,000
Head of Internal Audit	-	-	-	-	70,000	80,000
Internal Audit Manager	-	-	-	-	50,000	170,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Internal Auditor	-	-	-	-	40,000	50,000
Project Accountant	-	-	-	-	70,000	100,000
Relationship Manager	-	-	20,000	50,000	40,000	100,000
Risk Management Analyst	-	-	-	-	70,000	75,000
Risk Management Manager	-	-	-	-	55,000	150,000
Senior Accountant	-	-	-	-	40,000	60,000
Senior Credit Analyst	-	-	-	-	35,000	40,000
Senior Investment Analyst	-	-	-	-	65,000	70,000
Tax Consultant	-	-	-	-	30,000	250,000
Trade Finance Officer / Executive	-	-	20,000	25,000	-	-
Treasury	-	-	30,000	35,000	80,000	200,000
Hotels / restaurants						
Chef	-	-	-	-	30,000	35,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Assistant Human Resources Manager	-	-	45,000	55,000	40,000	60,000
AVP - Human Resources	-	-	-	-	100,000	220,000
Head of Human Resources	-	-	-	-	60,000	180,000
HR - Compensation & Benefit	-	-	30,000	50,000	90,000	120,000
HR / Administrative Officer	-	-	-	-	70,000	80,000
HR Generalist / HR Specialist	-	-	20,000	80,000	40,000	100,000
HRIS	-	-	-	-	60,000	80,000
HRD Manager (Regional)	-	-	-	-	70,000	170,000
HRM Manager	-	-	40,000	60,000	90,000	150,000
Human Resources Director / VP	-	-	-	-	100,000	400,000
Human Resources Executive / Officer / Staff	-	-	25,000	80,000	30,000	110,000
Human Resources Manager	-	-	70,000	80,000	50,000	300,000
Payroll Officer	-	-	20,000	30,000	-	-
Recruitment Officer	-	-	20,000	35,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Senior Human Resources Manager	-	-	-	-	150,000	230,000
Trainer	-	-	15,000	20,000		
Training Executive / Officer	-	-	20,000	50,000	55,000	60,000
Training Manager	-	-	-	-	70,000	100,000

Legal

Company Secretary	-	-	-	-	40,000	50,000
Compliance Manager	-	-	-	-	75,000	200,000
Compliance Officer	-	-	40,000	60,000	40,000	85,000
Lawyer (Attorney)	-	-	-	-	50,000	300,000
Legal Consultant / Specialist	-	-	25,000	80,000	30,000	230,000
Legal Manager	-	-	60,000	80,000	40,000	300,000
Legal Officer	20,000	25,000	20,000	95,000	50,000	100,000
Regulatory Affairs Manager	-	-	70,000	90,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing & Communications						
Art Director	-	-	-	-	40,000	50,000
Assistant Marketing Manager	-	-	-	-	40,000	65,000
Brand Manager	-	-	40,000	80,000	50,000	130,000
CRM Consultant	-	-	-	-	100,000	150,000
CRM Manager	-	-	40,000	50,000	100,000	150,000
Digital Content Editor / Content Creator / Social Media Content Editor	-	-	30,000	35,000	35,000	45,000
Digital Marketing Analyst	-	-	50,000	80,000	50,000	80,000
Digital Marketing Manager	-	-	-	-	60,000	250,000
Graphic Designer	-	-	20,000	35,000	-	-
Group Brand Manager	-	-	-	-	100,000	150,000
Head of Digital Marketing	-	-	-	-	150,000	250,000
Head of Marketing	-	-	-	-	200,000	250,000
Head of Operation	-	-	-	-	100,000	130,000

*Based salary per month

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing Executive / Officer	20,000	30,000	20,000	60,000	30,000	100,000
Marketing Manager	-	-	40,000	60,000	95,000	300,000
Marketing Researcher / Analyst	-	-	25,000	30,000	45,000	127,000
Public Relations / Corporate Communications Manager	-	-	-	-	60,000	120,000
Senior Marketing Officer	-	-	-	-	45,000	55,000
Trade Marketing Manager	-	-	-	-	100,000	250,000

Sales / Business Development

Account Director	-	-	-	-	100,000	200,000
Account Executive	20,000	22,000	25,000	60,000	50,000	90,000
Account Manager	-	-	-	-	40,000	150,000
Account Manager (Technical)	-	-	-	-	30,000	250,000
Assistant Sales Manager	-	-	-	-	60,000	80,000
Branch Manager	-	-	-	-	30,000	100,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Business Development Manager	-	-	-	-	50,000	180,000
Business Development Manager (Finance)	-	-	-	-	60,000	80,000
Business Development Manager / Specialist	-	-	-	-	25,000	120,000
Business Development Manager / Specialist (Technical)	-	-	-	-	80,000	250,000
€ - Commerce Manager	-	-	-	-	100,000	350,000
Group Key Account Manager	-	-	-	-	100,000	250,000
Head of Commercial	-	-	-	-	150,000	250,000
Key Account Executive	-	-	-	-	50,000	80,000
Key Account Manager	-	-	-	-	50,000	200,000
Leasing Manager	-	-	-	-	100,000	120,000
Merchandiser	-	-	-	-	110,000	130,000
National Sales Manager / Sales Director / VP	-	-	-	-	200,000	350,000
Operation Control Center Manager	-	-	-	-	25,000	100,000
Operations Manager	-	-	-	-	50,000	90,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Product Development Manager	-	-	-	-	80,000	150,000
Product Executive / Manager (Technical Sales & Marketing)	20,000	25,000	30,000	50,000	70,000	150,000
Project Manager	-	-	-	-	50,000	100,000
Regional Sales Manager	-	-	-	-	120,000	220,000
Sales & Marketing Executive	-	-	20,000	50,000	-	-
Sales & Marketing Manager	-	-	40,000	50,000	50,000	250,000
Sales & Marketing Manager (Technical)	-	-	-	-	40,000	150,000
Sales Administrative Assistant	-	-	25,000	30,000	-	-
Sales Administrator / Sales Support	20,000	35,000	25,000	45,000	40,000	150,000
Sales Administrator / Sales Support (Technical)	-	-	20,000	35,000	-	-
Sales Coordinator (General)	-	-	-	-	25,000	33,000
Sales Director	-	-	-	-	100,000	350,000
Sales Engineer	20,000	25,000	20,000	70,000	30,000	100,000
Sales Executive / Officer	20,000	25,000	30,000	60,000	45,000	70,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales Executive / Officer (Technical)	25,000	35,000	30,000	60,000	-	-
Sales Manager	-	-	-	-	50,000	180,000
Sales Manager (IT)	-	-	-	-	40,000	70,000
Sales Manager (Technical)	-	-	-	-	70,000	250,000
Sales Operations Executive	-	-	-	-	90,000	120,000
Sales Operations Manager	-	-	-	-	35,000	150,000
Senior Sales Executive	-	-	-	-	30,000	80,000
Senior Sales Manager	-	-	-	-	150,000	250,000
Store / Shop Manager	-	-	-	-	35,000	50,000
Store / Shop Staff	-	-	-	-	25,000	29,000
Telesales / Telemarketers	10,000	12,000	20,000	40,000	25,000	200,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
IT						
Application Engineer	-	-	-	-	100,000	120,000
Back End Developer	-	-	-	-	40,000	150,000
Data / Report Analyst	-	-	50,000	60,000	50,000	80,000
Data Analyst	-	-	40,000	50,000	80,000	120,000
Data Center Manager / Infrastructure Manager	-	-	-	-	70,000	150,000
Data Entry	-	-	-	-	30,000	40,000
Data Governance	-	-	-	-	120,000	250,000
Data Migration / Data Analyst (ETL)	-	-	-	-	80,000	250,000
Data Scientist / Data Engineer	-	-	35,000	40,000	80,000	150,000
Data Warehouse Consultant	-	-	-	-	80,000	150,000
Database Administrator	-	-	30,000	35,000	60,000	120,000
Digital Marketing Analyst	-	-	50,000	80,000	50,000	80,000
Digital Marketing Manager	-	-	-	-	60,000	250,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
ERP Consultant	-	-	25,000	47,000	60,000	180,000
Full Stack Developer	-	-	-	-	60,000	120,000
Head of Information Technology	-	-	-	-	200,000	400,000
IT Application Support	-	-	30,000	80,000	-	-
IT Auditor	-	-	-	-	120,000	200,000
IT Director	-	-	-	-	200,000	350,000
IT Manager	-	-	-	-	120,000	250,000
IT Security Analyst / Engineer	-	-	55,000	70,000	80,000	150,000
IT Security Manager	-	-	-	-	80,000	250,000
IT Support	15,000	25,000	20,000	90,000	50,000	100,000
Key Account Manager	-	-	-	-	120,000	200,000
Network Administrator	-	-	50,000	70,000	60,000	80,000
Network Engineer	-	-	-	-	80,000	90,000
Operations Manager	-	-	-	-	80,000	120,000
Pre-Sales Consultant	-	-	-	-	70,000	250,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Procurement Officer	-	-	35,000	40,000	-	-
Product Development Manager	-	-	-	-	120,000	200,000
Product Manager (IT)	-	-	-	-	80,000	200,000
Programmer	25,000	50,000	25,000	70,000	50,000	180,000
Programmer / Software Developer (.NET)	-	-	-	-	80,000	100,000
Programmer / Software Developer (C, C++)	-	-	30,000	40,000	-	-
Programmer / Software Developer (JAVA)	-	-	-	-	50,000	120,000
Programmer / Software Developer (Mobile Applications)	-	-	-	-	50,000	140,000
Programmer / Software Developer (ORACLE PL/SQL)	-	-	-	-	80,000	120,000
Programmer / Software Developer (PHP)	-	-	50,000	80,000	-	-
Programmer / Software Developer (Specific Applications)	-	-	50,000	80,000	50,000	180,000
Project Manager	-	-	-	-	80,000	350,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
QA Engineer / Software Tester	-	-	35,000	70,000	70,000	200,000
Risk Management Manager	-	-	-	-	100,000	150,000
SAP Consultant	-	-	-	-	100,000	200,000
Software / Solutions Architect	-	-	50,000	70,000	120,000	250,000
Software development and Software operation (Dev Opt)	-	-	30,000	90,000	60,000	150,000
Software Engineer	25,000	35,000	25,000	83,000	50,000	270,000
Software Quality Assurance Manager	-	-	-	-	70,000	120,000
System Analyst / Business Analyst	-	-	25,000	100,000	60,000	150,000
System Consultant Manager	-	-	-	-	80,000	100,000
System Engineer	-	-	25,000	80,000	50,000	140,000
Technical Consultant	-	-	-	-	50,000	100,000
UX/UI Designer	-	-	30,000	120,000	120,000	220,000
VP - Information Technology	-	-	-	-	200,000	250,000
Web Designer	-	-	-	-	60,000	80,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Design Engineer	-	-	25,000	70,000	50,000	100,000
Interior Design / Architect	-	-	-	-	50,000	80,000
Project Coordinator (Technical)	-	-	50,000	80,000	-	-
Digital Content Editor / Content Creator / Social Media Content Editor	-	-	30,000	35,000	35,000	50,000
Graphic Designer	-	-	20,000	35,000	-	-
Medical/Science						
Laboratory Manager	-	-	-	-	50,000	70,000
Medical Director	-	-	-	-	180,000	400,000
Medical Product Specialist / Expert	25,000	32,000	-	-	60,000	100,000
Nutritionist	-	-	100,000	100,000	-	-
Regulatory Affairs Manager	-	-	40,000	70,000	70,000	120,000
Regulatory Affairs Officer	-	-	30,000	35,000	-	-
Technical Consultant	-	-	-	-	120,000	200,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Technical Service Manager	-	-	-	-	150,000	200,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Manufacturing / Engineering / R&D						
Application Engineer	-	-	25,000	55,000	40,000	70,000
Interior Design / Architect	-	-	50,000	80,000	100,000	120,000
Assistant Sales Manager (Technical)	-	-	50,000	60,000	70,000	85,000
Business Development Manager / Specialist (Technical)	30,000	45,000	35,000	50,000	70,000	200,000
Chief Engineer	-	-	25,000	80,000	80,000	95,000
Construction Engineer	-	-	-	-	50,000	110,000
Construction Manager	-	-	-	-	80,000	300,000
Contract Administrator	-	-	30,000	45,000	-	-
Costing Executive	-	-	30,000	70,000	-	-
Costing Manager	-	-	-	-	100,000	140,000
Customer Service Manager (Manufacturing)	-	-	40,000	50,000	80,000	300,000
Design Engineer	-	-	20,000	60,000	35,000	200,000
Draftsman	-	-	20,000	30,000	35,000	50,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Electrical Engineer	-	-	22,000	40,000	35,000	80,000
Engineer	-	-	30,000	45,000	40,000	60,000
Engineer (Mechanical / Chemical / QA / AC)	20,000	25,000	18,000	50,000	45,000	90,000
Engineering / IE	-	-	25,000	35,000	-	-
Engineering / IE / Process Improvement Manager	15,000	18,000	25,000	70,000	30,000	400,000
Engineering Manager	-	-	-	-	70,000	150,000
Environmental Engineer	-	-	35,000	45,000	-	-
Facility Engineer	-	-	-	-	45,000	90,000
Factory Manager	-	-	-	-	70,000	200,000
Field Operator	-	-	-	-	80,000	110,000
Head of Operation	-	-	-	-	150,000	180,000
Industrial Business Analyst	-	-	-	-	100,000	180,000
Laboratory Manager	-	-	40,000	50,000	150,000	200,000
Maintenance Chief / Manager	-	-	-	-	35,000	160,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Maintenance Engineer	-	-	25,000	55,000	45,000	80,000
Manufacturing Engineer	-	-	30,000	35,000	-	-
Mechanical Engineer	-	-	22,000	45,000	50,000	100,000
Operation Control Center Manager	-	-	-	-	70,000	200,000
Operations Manager	-	-	-	-	80,000	180,000
Order Management Executive (SEA)	-	-	-	-	60,000	80,000
Packaging Manager	-	-	-	-	70,000	120,000
Planning Executive / Officer	-	-	30,000	50,000	-	-
Planning Manager	-	-	-	-	65,000	120,000
Plant Manager	-	-	-	-	150,000	180,000
Process Engineer	-	-	25,000	65,000	45,000	120,000
Process Improvement Engineer	-	-	30,000	100,000	50,000	80,000
Product Development Manager	-	-	-	-	80,000	250,000
Product Development Officer / Staff	-	-	40,000	50,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Product Executive / Manager (Technical Sales & Marketing)	-	-	-	-	50,000	90,000
Product Manager	-	-	-	-	100,000	150,000
Product Planning	-	-	40,000	50,000	-	-
Production Engineer	20,000	25,000	40,000	50,000	45,000	60,000
Production Manager	-	-	-	-	80,000	230,000
Production Planner	-	-	65,000	75,000	80,000	120,000
Production Supervisor / Chief	-	-	45,000	65,000	45,000	70,000
Project / Construction Manager	-	-	25,000	35,000	80,000	200,000
Project Engineer	-	-	30,000	85,000	40,000	100,000
Project Engineer - Manufacturing	-	-	-	-	60,000	100,000
Project Manager	-	-	-	-	40,000	200,000
Purchasing Officer	-	-	25,000	30,000	40,000	60,000
QA / QC Engineer	20,000	25,000	20,000	60,000	50,000	130,000
Quality Manager	-	-	-	-	50,000	150,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Regulatory Affairs Manager	-	-	-	-	70,000	150,000
Regulatory Affairs Officer	-	-	50,000	70,000	-	-
Research & Development Engineer	-	-	-	-	45,000	80,000
Research & Development Manager	-	-	-	-	70,000	150,000
Research & Development Officer	-	-	30,000	45,000	70,000	90,000
Research & Development Specialist	-	-	-	-	50,000	230,000
Safety Engineer / Officer	-	-	30,000	50,000	40,000	150,000
Safety Manager	-	-	-	-	70,000	150,000
Safety Officer	-	-	25,000	50,000	25,000	80,000
Sales Engineer	20,000	25,000	20,000	70,000	30,000	100,000
Sales Manager (Technical)	-	-	-	-	70,000	250,000
Senior Pipeline Engineer	-	-	-	-	80,000	120,000
Senior Process Engineer	-	-	-	-	80,000	100,000
Senior Procurement Officer	-	-	-	-	50,000	70,000
Senior Project Engineer	-	-	-	-	100,000	120,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Senior Supplier Quality Engineer	-	-	30,000	45,000	50,000	80,000
Service Engineer / Technical Support	-	-	15,000	85,000	40,000	120,000
Service Manager	-	-	-	-	50,000	150,000
Structural Engineer	-	-	30,000	45,000	-	-
Supplier Development Engineer	-	-	-	-	45,000	150,000
System Engineer	-	-	-	-	50,000	60,000
Technical Consultant	-	-	30,000	40,000	40,000	50,000
Technical Service Manager	-	-	-	-	60,000	120,000
Technician	15,000	22,000	12,000	30,000	-	-

Purchase / Logistics / Supply Chain

Customs Clearance Manager	-	-	-	-	90,000	150,000
Export Manager	-	-	-	-	30,000	50,000
Export Officer	-	-	20,000	35,000	35,000	50,000
Import & Export Manager	-	-	-	-	40,000	150,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Import & Export Officer / Coordinator	-	-	28,000	35,000	40,000	50,000
Logistic / Supply Chain & Warehouse Manager (Manufacturing)	-	-	-	-	50,000	120,000
Logistic Engineer / Supervisor	-	-	30,000	70,000	40,000	70,000
Logistic Manager	-	-	-	-	50,000	150,000
Logistic Officer	-	-	20,000	70,000	40,000	60,000
Logistic Supervisor	-	-	-	-	40,000	70,000
Material Engineer	-	-	-	-	50,000	150,000
Merchandiser	-	-	50,000	70,000	100,000	130,000
Planning Executive / Officer	-	-	54,000	96,000	-	-
Planning Manager	-	-	-	-	80,000	100,000
Procurement Analyst	-	-	-	-	130,000	180,000
Procurement Officer	20,000	30,000	25,000	50,000	35,000	100,000
Purchasing / Buyer / Procurement Engineer	-	-	20,000	60,000	45,000	120,000
Purchasing Executive	-	-	-	-	40,000	80,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Purchasing Manager (Engineer)	-	-	-	-	40,000	120,000
Purchasing Manager (MNC)	-	-	-	-	40,000	120,000
Purchasing Manager / Plant Buyer	-	-	-	-	70,000	120,000
Purchasing Officer	-	-	20,000	45,000	-	-
Sales Coordinator (Technical)	-	-	25,000	30,000	-	-
Supply Chain Engineer	-	-	70,000	75,000	80,000	120,000
Supply Chain Manager	-	-	-	-	50,000	200,000
Supply Chain Officer / Executive	-	-	20,000	25,000	-	-
Supply Chain Supervisor	-	-	-	-	40,000	80,000
Warehouse Manager	-	-	-	-	40,000	120,000

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Job Position	Top Management	
	min(฿)	max(฿)
AVP - Human Resources	100,000	120,000
AVP - Information Technology	200,000	250,000
Chief Commercial Officer (CCO)	200,000	500,000
Chief Executive Officer (CEO)	200,000	700,000
Chief Financial Officer (CFO)	100,000	500,000
Chief Human Resources Officer	100,000	300,000
Chief Marketing Officer (CMO)	150,000	200,000
Chief Operating Officer (COO)	100,000	400,000
Chief Sales Officer (CSO)	200,000	220,000
Chief Technology Officer (CTO)	250,000	600,000
Commercial Director / VP	100,000	300,000
Country Manager	200,000	400,000
Director / General Manager	150,000	500,000
Director / General Manager (Technical)	180,000	500,000
Finance and Accounting Director / VP	100,000	350,000
General Manager	200,000	500,000

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Job Position	Top Management	
	min(฿)	max(฿)
Head of Information Technology	250,000	400,000
Head of Commercial	150,000	200,000
Head of Digital / Digital Director / VP	200,000	350,000
Head of Marketing	200,000	250,000
Head of Operation	150,000	250,000
Human Resources Director / VP	100,000	400,000
IT Director	200,000	400,000
Managing Director	250,000	700,000
Marketing Director / VP	120,000	400,000
Operations Director / VP	150,000	300,000
Sales & Marketing Director / VP	100,000	300,000
Sales Director	100,000	350,000
VP - Accounting and Finance	200,000	300,000
VP - Information Technology	200,000	350,000
VP - Sales & Marketing	200,000	350,000
VP - Technical	200,000	300,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Admin / Secretarial						
Administrative Assistant	20,000	25,000	25,000	40,000	50,000	70,000
Administrative Manager	-	-	-	-	45,000	70,000
Administrative Officer / Staff	20,000	30,000	25,000	40,000	30,000	45,000
Assistant Branch Manager	-	-	30,000	45,000	-	-
Editor	17,000	25,000	25,000	40,000	35,000	60,000
Executive Secretary / PA	-	-	35,000	60,000	50,000	70,000
Interpreter	20,000	40,000	25,000	65,000	45,000	100,000
Interpreter (Japanese Nationality)	-	-	50,000	55,000	-	-
Operation Executive	22,000	30,000	30,000	50,000	-	-
Secretary	-	-	35,000	50,000	40,000	65,000

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Job Position	New Entry		Junior		Senior	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Customer Service / Call Centre / BPO						
Call Center	-	-	25,000	35,000	-	-
Customer Service Executive (Coordinator / Order Administrator)	20,000	30,000	25,000	40,000	35,000	55,000
Customer Service Manager	-	-	-	-	70,000	95,000
Operation Control Center Manager	-	-	-	-	65,000	75,000
Finance & Accounts						
Accounting & Finance Supervisor (CPA)	-	-	-	-	45,000	90,000
Accounting Analyst	-	-	35,000	40,000	40,000	55,000
Accounting Assistant	-	-	-	-	30,000	90,000
Accounting Director	-	-	-	-	100,000	250,000
Accounting Executive / Officer	13,000	20,000	25,000	50,000	45,000	80,000
Accounting Manager	-	-	-	-	50,000	120,000
Accounts Receivable Accountant	-	-	-	-	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Assistant Account Manager	-	-	-	-	35,000	55,000
Assistant Accounting Manager	-	-	-	-	30,000	50,000
Costing Executive	-	-	-	-	40,000	50,000
CRM Manager	-	-	-	-	180,000	200,000
Finance & Accounting Manager	-	-	60,000	70,000	80,000	150,000
Finance Manager	-	-	-	-	60,000	100,000
Financial Administrator / Officer	20,000	30,000	35,000	50,000	45,000	60,000
Financial Analyst	-	-	30,000	35,000	45,000	70,000
Financial Controller	35,000	45,000	-	-	-	-
Head of Finance and Accounting	-	-	-	-	90,000	150,000
Internal Auditor	18,000	22,000	35,000	50,000	-	-
Project Accountant	-	-	-	-	-	-
Risk Management Analyst	-	-	30,000	40,000	50,000	70,000
Senior Accountant	-	-	-	-	45,000	60,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Senior Investment Analyst	-	-	-	-	50,000	80,000
Hotels / restaurants						
Service Manager	-	-	-	-	60,000	80,000
Human Resources						
HR Generalist / HR Specialist	20,000	25,000	30,000	45,000	45,000	70,000
Human Resources Executive / Officer / Staff	20,000	25,000	30,000	45,000	45,000	55,000
Human Resources Manager	-	-	-	-	50,000	100,000
Trainer	-	-	-	-	-	-
Training Executive / Officer	-	-	30,000	40,000	-	-
IT						
Assistant IT Manager	-	-	-	-	35,000	50,000
Data / Report Analyst	-	-	30,000	50,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
ERP Consultant	-	-	-	-	60,000	90,000
IT Security Manager	-	-	-	-	80,000	90,000
IT Support	-	-	25,000	45,000	30,000	45,000
Programmer	-	-	30,000	45,000	45,000	80,000
Programmer / Software Developer (.NET)	-	-	-	-	-	-
Programmer / Software Developer (JAVA)	-	-	-	-	70,000	100,000
Programmer / Software Developer (Specific Applications)	-	-	35,000	50,000	-	-
Project Coordinator (General)	-	-	-	-	50,000	60,000
Software development and Software operation (Dev Opt)	-	-	-	-	60,000	85,000
Software Engineer	-	-	25,000	40,000	50,000	80,000
System Analyst / Business Analyst	-	-	40,000	50,000	-	-
Technical Consultant	-	-	-	-	80,000	100,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal						
Compliance Officer	-	-	27,000	35,000	35,000	45,000
Head of Internal Audit	-	-	-	-	55,000	70,000
Lawyer (Attorney)	-	-	-	-	-	-
Legal Manager	-	-	-	-	60,000	100,000
Legal Officer	-	-	15,000	20,000	40,000	80,000
Manufacturing / Engineering / R&D						
Construction Engineer	-	-	30,000	50,000	-	-
Construction Manager	-	-	-	-	60,000	75,000
Design Engineer	-	-	30,000	40,000	40,000	60,000
Electrical Engineer	-	-	-	-	40,000	60,000
Engineer (Mechanical / Chemical / QA / AC)	-	-	30,000	40,000	40,000	80,000
Engineering / IE / Process Improvement Manager	-	-	-	-	50,000	100,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering Manager	-	-	-	-	-	-
Facility Engineer	-	-	-	-	-	-
Maintenance Chief / Manager	-	-	-	-	65,000	75,000
Maintenance Engineer	-	-	20,000	40,000	-	-
Mechanical Engineer	-	-	-	-	50,000	60,000
Planning Executive / Officer	-	-	20,000	35,000	-	-
Planning Manager	-	-	-	-	50,000	60,000
Process Engineer	-	-	-	-	40,000	90,000
Product Development Manager	-	-	-	-	37,000	40,000
Production Engineer	22,000	30,000	30,000	40,000	30,000	50,000
Production Manager	-	-	-	-	50,000	70,000
Production Supervisor / Chief	-	-	-	-	35,000	50,000
Project Coordinator (General)	25,000	35,000	30,000	35,000	-	-
Project Engineer	-	-	40,000	55,000	-	-
Project Manager	-	-	-	-	45,000	90,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
QA / QC Engineer	22,000	30,000	30,000	40,000	45,000	70,000
Quality Manager	-	-	-	-	50,000	60,000
Research & Development Manager	-	-	-	-	-	90,000
Research & Development Specialist	-	-	40,000	60,000	70,000	120,000
Safety Engineer / Officer	-	-	-	-	40,000	50,000
Safety Manager	-	-	-	-	-	-
Safety Officer	-	-	-	-	-	-
Sales Engineer	18,000	25,000	23,000	35,000	40,000	70,000
Senior Project Engineer	-	-	-	-	40,000	60,000
Service Engineer / Technical Support	-	-	25,000	55,000	40,000	70,000
Structural Engineer	-	-	-	-	40,000	50,000
Marketing & Communications						
Brand Manager	-	-	-	-	50,000	100,000
CRM Manager	-	-	60,000	75,000	70,000	90,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Digital Content Editor / Content Creator / Social Media Content Editor	-	-	-	-	50,000	60,000
Digital Marketing Analyst	-	-	25,000	40,000	35,000	70,000
Digital Marketing Manager	-	-	50,000	80,000	70,000	90,000
Graphic Designer	-	-	25,000	40,000	50,000	60,000
Marketing Coordinator / Assistant	28,000	30,000	-	-	-	-
Marketing Executive / Officer	35,000	45,000	30,000	35,000	30,000	100,000
Marketing Manager	-	-	-	-	50,000	95,000
Marketing Researcher / Analyst	-	-	15,000	30,000	40,000	80,000
Product Manager	-	-	-	-	45,000	60,000
Project Manager	50,000	60,000	-	-	50,000	60,000
Public Relations / Corporate Communications Manager	-	-	-	-	40,000	90,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Trade Marketing Manager	-	-	-	-	90,000	120,000
Medical & Science						
Laboratory Manager	-	-	20,000	25,000	60,000	80,000
Research & Development Officer	-	-	-	-	50,000	60,000
Purchase / Logistics / Supply Chain						
Assistant Purchasing Manager	-	-	-	-	50,000	60,000
Customs Officer	-	-	25,000	35,000	50,000	60,000
Export Officer	-	-	25,000	30,000	-	-
Import & Export Officer / Coordinator	20,000	25,000	17,000	35,000	-	-
Logistic Engineer / Supervisor	-	-	-	-	30,000	34,000
Logistic Manager	-	-	-	-	80,000	90,000
Logistic Officer	16,500	29,000	25,000	30,000	30,000	40,000
Procurement Officer	20,000	24,000	18,000	25,000	30,000	50,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Purchasing Executive	-	-	30,000	45,000	40,000	55,000
Purchasing Manager / Plant Buyer	-	-	-	-	60,000	90,000
Purchasing Officer	20,000	30,000	30,000	35,000	-	-
Senior Import & Export Officer	-	-	-	-	30,000	45,000
Senior Supply Chain Manager	-	-	-	-	-	-
Supply Chain Manager	-	-	-	-	-	-
Warehouse Manager	-	-	-	-	-	-

Sales / Business Development

Account Executive	16,000	30,000	30,000	40,000	50,000	70,000
Account Manager	-	-	-	-	50,000	70,000
Account Manager (Technical)	-	-	-	-	70,000	80,000
Assistant Sales Manager (Technical)	-	-	-	-	50,000	60,000
Business Development Manager / Specialist	-	-	35,000	45,000	50,000	80,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Business Development Manager / Specialist (Technical)	-	-	30,000	55,000	35,000	150,000
CRM Consultant	-	-	-	-	50,000	60,000
Key Account Manager	-	-	-	-	80,000	110,000
Management Trainee	-	-	20,000	25,000	-	-
Pre-Sales Consultant	-	-	-	-	70,000	150,000
Product Executive / Manager (Technical Sales & Marketing)	-	-	-	-	70,000	75,000
Project Coordinator (General)	30,000	35,000	-	-	-	-
Research & Development Officer	-	-	30,000	45,000	70,000	100,000
Sales & Marketing Executive	-	-	25,000	45,000	45,000	55,000
Sales & Marketing Manager	-	-	-	-	50,000	100,000
Sales Administrator / Sales Support	18,000	35,000	20,000	40,000	-	-
Sales Administrator / Sales Support (Technical)	-	-	20,000	40,000	-	-
Sales Coordinator (General)	20,000	25,000	20,000	35,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales Director	-	-	-	-	-	-
Sales Engineer	15,000	25,000	25,000	40,000	35,000	80,000
Sales Executive / Officer	15,000	25,000	25,000	40,000	35,000	80,000
Sales Manager	-	-	50,000	70,000	55,000	150,000
Sales Manager (Subscription)	-	-	-	-	-	-
Sales Manager (Technical)	-	-	-	-	70,000	80,000
Sales Operations Manager	-	-	-	-	40,000	60,000
Senior Sales Manager	-	-	-	-	-	-
Telesales / Telemarketers	-	-	25,000	40,000	-	-
Top Management						
Chief Financial Officer (CFO)	-	-	-	-	200,000	400,000
General Manager	-	-	-	-	100,000	200,000
Sales & Marketing Director / VP	-	-	-	-	150,000	200,000

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Adecco Thailand is the world's leading HR solutions company. With over 30 years of experience in Thailand, we have developed the network and expertise to assist companies in building successful teams. We operate eight business units and connect over 18,000 associates each day through Adecco's network of over 300 employees.

Adecco's business in Thailand has grown through its ability to fully understand its clients' human resources requirements and to help organizations recruit the right staff at the right time. We offer a variety of services to a cross-section of industries and professions ranging from recruitment, staffing, and service outsourcing to upskilling and development.

The Adecco Group is the world's leading HR solutions company. We believe in making the future work for everyone, and every day enable more than 3.5 million careers.

We skill, develop, and hire talent in over 60 countries, enabling organisations to embrace the future of work. As a Fortune Global 500 company, we lead by example, creating shared value that fuels economies and builds better societies.

Our culture of inclusivity, entrepreneurship and teamwork empowers our 35,000 employees. **We are proud to have been consistently ranked one of the 'World's Best Workplaces' by Great Place to Work®.**

The Adecco Group AG is headquartered in Zurich, Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN). The Group is powered by three global business units: Adecco, LHH and Modis.

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(Thai native speaker)

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Adecco Office in Thailand



Corporate Office

♥ Adecco Consulting Limited

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Tel: 02-832-3399 Fax: 02-832-3300

Talent Recruitment Center

Bangkok hub

♥ Adecco Recruitment

388 S.P. Building, 11th Floor, Zone A,
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Tel: 02-121-3555 Fax: 02-121-3544

Industrial hub

♥ Adecco Eastern Seaboard Recruitment Limited

190/25 Harbor Pattaya Building, Unit 10R09,
10th Floor, Moo 9, Tambol Nongprue,
Amphur Banglamung, Chonburi 20150
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Employment Staffing

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388 S.P. Building, 11th Floor, Zone A,
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♥ Adecco New Petchburi Recruitment Limited

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New Petchburi Road, Bangkok
Huay Kwang, Bangkok 10310
Tel: 02-716-1818 Fax: 02-716-1234

♥ Adecco Praram 4 Recruitment Limited

990 Abdulrahim Place, 9th Floor, Unit 904,
Rama IV Road, Silom, Bangrak, Bangkok 10500
Tel: 02-636-1950 Fax: 02-636-1949

♥ Adecco Bangna Limited

909 Ample Tower, 4th Floor, Room no. 4/6,
Debaratna Road (Bangna-Trad KM.4),
Bangna, Bangkok 10260
Tel: 02-348-3888 Fax: 02-348-3880

Adecco Group in Thailand

Explore and benefit from the whole breadth of expertise that Adecco Group Thailand could support you. With our **360° HR Ecosystem**, we create unique, dynamic and efficient solutions to tackle the challenge of your organization.

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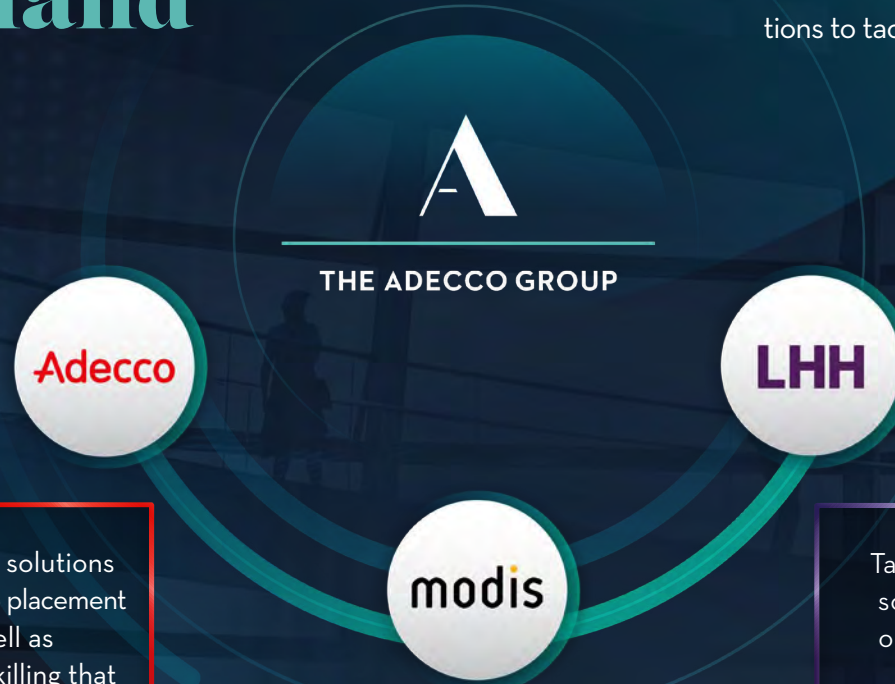
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About Adecco



Flexible and agile workforce solutions offering permanent and flexible placement across all sectors, as well as consulting, training, and upskilling that enhances individual employability

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