



## Part 1: Introduction

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# Message from Country Director

After all these years of an economic downturn and a social mobility freeze due to the pandemic, 2022 was the year we started to see a gradual recovery in many business sectors. A lot of social activities happened around the country, leading to more spending of the consumers, and more jobs occurred in the market. Consequently, the employment market has become bustling, with more hiring demand in many key industries including IT, logistics, retail, as well as tourism and hospitality that has picked up since the country has opened for foreign travelers.

While we have seen a high number of jobs opening this year, we have also encountered a talent shortage where skill gap is an issue. There are needs for talent with expertise in specific skills, such as IT and digital marketing. Not to mention the soft skills like communications, resilience, and adaptability, which companies are also looking for in the candidate. Jobseekers who can equip themselves with such needed skills and have the growth mindset will stand a high chance of getting the right job they are looking for.

As much as the companies are looking for potential candidates, workers also start to be choosy on which company to work with, considering many aspects that will affect their career growth and life in general. My recommendation for companies to stand out in this candidate driven market is to start with the people first. Look into different angles that affects employees in their life at work, which includes, but not limited to **reasonable pay, a clear career path, a good wellbeing policy, and the inclusive culture**. These 4 elements are the topics workers have placed value on and will be the key differentiators for any company to successfully attract talents and retain top performers to stay and grow with the company.



Tidarat Kanchanawat  
Country Director - The Adecco Group Thailand

It is also significant that managers or team leaders need to be trained and coached on how to manage the team effectively amidst the hybrid working model and diverse people. Especially with Gen Z starting to enter in the workforce, it is vital that managers or leaders understand how to work with this special age group and make the most of their key strengths such as technological and digital savvy, quick adaptability, and fast learning.

**A company who put their employees at the heart of organization management will succeed in this competitive employment market and will lead to business success in return.**

2023 will be another year of challenges in terms of people management and talent acquisition. With this guide, you will find the report on APAC employment market, an article on how to effectively work with Gen Z, and the salary table that will give HR professionals and leaders a guideline on various job categories in 8 key industries. I hope this will help the organization prepare their HR and pay strategies, and for jobseekers to plan for their career.

**On behalf of Adecco Thailand, I'd like to thank our valued clients and candidates for your support and for placing your trust in us.**

**I wish you a year full of success in your business and career goal.**



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# Labor market across APAC Region

An Insight from Simon Lance,  
Senior Vice President, APAC  
Head of Permanent Recruitment





# 2023 Hiring & Recruiting Trends in APAC

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Labour markets across APAC continue to experience a shortage of key talent, particularly in STEM & Leadership job families, and 2023 is likely to continue to present employers with significant challenges for talent attraction, retention and management. In addition to the talent shortages, the uncertain macro-economic background and rapidly rising costs-of-living will continue to fuel the increasing expectations top candidates have for their future employers – especially for Salary, Benefits and Flexible Working arrangements.

As governments across the region continue to invest in improving the quality of life of their populations, sectors affiliated with Life Sciences, Healthcare & Biotechnology will continue their strong growth trajectories. The Green Economy continues to build momentum and should see some strong growth in sectors like Renewable Energy, and many corporations are investing heavily in their internal Environment, Sustainability and Governance capabilities. As economies and countries continue to open up after the Covid-19 disruptions, sectors such as Tourism, Travel, Hospitality & Logistics should all start to experience some positive growth.

**Simon Lance**

Senior Vice President, APAC  
Head of Permanent Recruitment





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# Talent Mobility across APAC – A challenge for employer and candidate alike

When it comes to international mobility & succession planning, the benefits of a diversity & inclusion are undeniable, but the medium- to long-term investment required to manage this effectively is a barrier that many organizations have not yet overcome. Many candidates transferring internationally report a lack of preparation and/or support for their assignments, which can lead to unnecessary turnover, poor operational outcomes and damaged career pathways. Preparation & planning is the critical, and employers and HR Professionals do have utilize many low-cost options at their disposal including: cross-cultural leadership & language training; participation in global/regional projects and working groups; cross-cultural mentoring (& reverse-mentoring); proactive internal & external networking; and executive coaching.

Employees interested in working outside their home country would be well advised to adopt a self-learning mindset, actively seeking out opportunities to invest in their own professional and personal development. Working with an executive coach, or undertaking a professional coaching course yourself, is an extremely effective way to build awareness of your own strength & weaknesses, and identify any behaviors that will prevent you reaching your full potential. Mentoring young talent, ideally with a cultural connection to your future international location, is also a fulfilling and effective way to start to bridge gaps in cultural awareness and soft skills. And finally, building up your own resilience and support networks is essential – international assignments & transfer are harder than most expected. and need a strong mindset to succeed. After the disruptions of the Covid-19 pandemic, many employers continue



to report challenges in getting their employees to return to the office, while employees are questioning whether they need to when many tasks and roles can be completely effectively working remotely. However, when faced with a talent shortage, a workforce that prefers remote working, and rising costs of labour in their home country – it's inevitable that employers will look closely into the pros- and cons- of offshoring or nearshoring suitable job functions. That will likely be a benefit for the outsourcing and shared service center sectors.



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It is critical that the HR function, and the professionals who lead it, has a strong & strategic influence at the very top of their organization. To navigate an increasingly challenging talent landscape, CEO's and HRO's will need to ensure that their People & Culture teams are effectively resourced, funded and recognized for the important work that they do. Organisations would also be well-advised to adopt an "ecosystem" approach, amplifying the impact of their talent strategy through a carefully curated network of vendors & partners who truly respect and align with the organisations values & vision. Exploring the diverse range of workforce solutions available through the Adecco Group would be a great start to find the right solution that match your corporate needs.



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# Welcoming the Future of Work with Gen Z





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# Generation change is coming!

In 2023, not only do we need to keep an eye on technology which will play a large role in our work, but also to keep track of 'Gen Z', the new generation who was born and grew up with technology that will change the way we work in several aspects and will become a big challenge that HR and organizations have to confront with.

If we define Gen Z as those who were born between 1996 - 2010 or are aged between 13-27, it means that nearly half of Gen Z (40%) will be in the labor market this year and will account for one fourth of the Thai job market in the next 5 years. In other words, the coming years will be the time when the new generation truly steps out into the business world.



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This is why organizations must realize an importance of this young generation. Instead of seeing them as ‘a problem’ to handle, organizations should treat them as **‘an opportunity’** for the company to get new fresh ideas or skills that can be mixed or shared with employees from other generations, in order to build the strengths and competitive advantages, and help business to easily transform into a more digital world. Understanding them and adjusting corporate culture, remuneration, or even structures to embrace these Gen Z will help leverage the organization’s employer branding to the next level, ready to attract the young talents to join the company.



# Characteristics of Gen Z

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Six notable characteristics are found in Gen Z, i.e., **1) High creativity:** they are highly creative and energetic when it comes to taking action; **2) Impactful:** Gen Z has a desire to take part in creating an impact in their organization and the society;

**3) Tech-savvy:** this young generation is capable of adapting to the new technology rapidly since they were born and grew up in the digital world; **4) Mobility:** they are flexible workers and good at working with different types of people;

**5) Entrepreneurship:** these Zoomers think like business owners: they constantly look for opportunities, dare to take risks, aspire for quick success, and dream of having their own business; **6) Self-development:** Gen Z likes to learn and develop themselves continuously.

Nevertheless, the above characteristics are a sum of how we view Gen Z in an overall picture. At the end of the day, Gen Z is still considered the generation with highest individuality (reference: The New York Times). Besides, no matter which generation we look at, each person has his own unique characteristics. Thus, HR should try to get to know Gen Z as individuals both during the job interview and after they are hired.



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# Which types of companies are right for Gen Z?

Each member of Gen Z prioritizes things in life differently. For this reason, we will mention the factors that tend to be desirable for most of them, and their needs may be similar or different from those of other generations.



## 1. Good remuneration

Due to social problems and economic fluctuation on a global scale, remuneration has become the factor that a large number of Gen Z prioritize. According to Deloitte's survey results overseas, it has been discovered that almost one third of Gen Z is worried about costs of living the most. Such finding is not surprising as a survey result in the US

has also revealed that the purchasing power of this generation is 86% lower than that of baby boomers at the same age. Good salary and welfare, therefore, are major factors which have an influence on Gen Z's job selection decision.

## 2. Flexibility

This factor must come hand-in-hand with good compensation because, no matter how attractive the remuneration is, it is hard for companies to appeal to Gen Z if they offer zero flexibility. In this context, flexibility should be in terms of both place and time. 'Work From Anywhere' policy should also include working from a cafe, by the beach, or on the mountain, and not limited to just at home. In the same manner, working hours should not be fixed at 9 am to 5 pm. As long as the staff can communicate with their team, work efficiently, and get the job successfully done, flexible working

schedule should be acceptable. If any company would like to highlight this factor as a unique selling point, try to adapt and apply the 'four-day workweek' policy which are already in practice in some countries. This could be another way to attract the new generation.





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### 3. Opportunities to acquire new skills and grow

This generation often asks themselves what they have learned from their work. In their point of view, a good job is the one that allows them to learn and grow. This desire to keep developing themselves may be attributable to their pressure to compete with other people in the same generation, or to get themselves prepared for job positions that will change in the future. Hence, whenever their job or organization no longer encourages skill development, there is a good chance that they may start looking for a new one.

As an HR, showcasing the corporate culture that encourages learning can be done at various stages, from the interview to the actual work period, e.g., by conducting a survey to learn about the staff's desire to develop their skills constantly, organizing online and/ or onsite trainings based on each employee's preference, focusing on the development of skills that the staff can build on in order to make progress at work, as well as discussing with them about their career path. All these activities should be carried out by companies and supervisors as they can help alleviate issues like quiet quitting or lack of enthusiasm at work which cause people to become bored and finally decide to quit.

In terms of career advancement, HR and supervisors should discuss about this with Gen-Z staff since the first day at work. Remember that, for these Zoomers who are still trying to discover themselves, sometimes the opportunity to grow is not only limited to getting promoted to a higher level, but it can also mean a chance to take a different position or move to another department.



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#### 4. Corporate culture which matches their beliefs

Gen Z is the first generation that expresses their desire to see their organization take part in social and environmental changes; something which has never been so evident in any other generation. Therefore, good corporate culture will become a major strength that makes a company a preferred choice for candidates.

Regarding social change, the topics that this generation is particularly interested in are diversity, equality, and inclusion. They would like to work in a company that embraces the differences of people in terms of gender, race, culture, belief, etc. As an HR or organization leader, showing an attention to these issues is necessary and can be done in several ways. One good example is the recruiting process where hiring managers are free of bias against candidates with different political opinions, not rushing to judge their abilities from university grades, not judging by look, nor discriminating people with disabilities. Most importantly, an awareness should be reflected in the company's policies, e.g., an equal welfare for staff of all genders, an inclusive dress code policy in the workplace, privacy for staff, inclusive office design, and so on.



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# Techniques for recruiting Gen Z

## 1. Adjust job description to suit entry level

One of the problems which causes headaches for first jobbers of all generations is to find out that the job description of a position which should be for new graduates somehow specifies some qualifications that impede them from getting hired, for instance, a new-grad job post which requires 1-3 years of experience.

To solve this, HR and supervisors should review job descriptions of entry-level positions in their company and cut off some qualifications that do not suit new graduates or are unnecessary and keep only the key requirements for such jobs. If this can be done, not only will recent graduates have a better chance to apply for more jobs as it should be, but the company will also get a great opportunity to meet a large candidate pool full of new, young talents in the market, which is definitely a win-win situation.

**“ When ‘entry-level’ is synonymous with ‘opportunity for all’, good things can happen ”**

- LinkedIn



## 2. Modify organizational structure to support gig workers

We may have heard of the term ‘gig economy’ before since this trend is becoming increasingly popular, especially among Gen Z and Gen Y. Gig economy is an economic system which supports temporary employments. We call employees in this system ‘gig workers.’

Based on Adecco’s survey results, the increasing number of gig workers creates worries among full-time staff. It has been discovered that 61% of full-time workers are concerned that gig workers may make it more difficult for them to find a job. Still, from organizations’ perspective, this is a good opportunity for companies to have more choices in their employment, especially for some positions which are not super busy all the time but are still needed. Hiring gig workers to fill those positions might be a better choice since it helps save cost as companies do not have to pay salaries during the period without work. Besides, it gives companies greater flexibility and better work quality as they can hire various talents in the labor market with no strings attached.



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### 3. Offer benefits that suit the needs of Gen Z

Improving remunerations, flexibility, career advancement, and corporate culture is one of the most vital things that companies should do in order to attract and retain the new generation. Also worth considering are other benefits which suit the needs and lifestyles of Gen-Z staff. These special benefits can be for their learning (scholarships, free online courses), their finance (provident fund, financial advisor for saving and investment), as well as their health and wellbeing (health insurance, fitness membership, free lunch, movie streaming service membership).



### 4. Communicate with Gen Z at the right place

Gen Z lives in the online world and uses social media as their sources of information in almost everything. Thus, it is important for organizations to know where to present themselves so that Gen Z will get to know and feel interested in joining them. To access Gen Z as much as possible, a few more things to consider are the channel of communication, the content, and the presentation which must be concise, precise, honest, and easy to understand. As an example, nowadays TikTok and YouTube are considered the social media that Gen Z heavily uses. So, a company can ask their staff from different departments to make a clip to review their work in one day so that Gen Z and other interested candidates can see an overall picture of how people work in this company. If what they see in the clip is actually what they are looking for, it should help to stimulate their interest to become part of the organization.



# 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. **The figures in our guide represent monthly base salary only. The years of experience represents the total years of working in the career.** Salaries for each position may be further influenced by company size, benefits offered, and local supply and demand trends.

The positions are divided in to 8 market segments or industries covering many types of businesses, including;

**Fast-Moving Consumer Goods (FMCG):**

Consumer Durables, Consumer Electronics, Fashion & Accessories, Food & Beverage, Luxury, Personal Care / Cosmetics, Retail, Sporting Goods

**Life Science and Medical:**

Hospitals / Nursing, Medical devices / equipment, OTC / Healthcare, Pharmaceutical

**Financial Services:**

Asset Management, Credit Cards / Services, Fintech, Insurance, Investment / Corporate Bank, Private Banking, Private Equity / Venture Capital, Rating / Consulting, Retail Banking

**Non-Profit Organization / Public Sector:**

Arts, Entertainment and ecreation, Education Consultancy, Government, Higher Education, International School, NPO / Charity

**Industrial and Manufacturing:**

Agriculture, Chemicals, Distribution Logistics, Diversified Manufacturing, Electronic Components /EMS / CMS, Energy / Power / Utilities, Heavy Industry / Equipment Manufacturers, Marine & Shipping, Metalwork, Railway & Transportation, Semiconductor

**Property / Construction:**

Architecture, Building Materials, Construction, Interior Design, Property Development, Real Estate Consultancy

**Information Technology:**

Hardware, Software, Cloud Computing, E-Commerce, Gaming, IT Consulting, Networks, Security, Sys Integrator / Service Provider, Telecom / Mobile

**Services / Consulting:**

Accommodation and food service activities, Accounting Services, Advertising / PR / Market Research, Airlines, BPO / Outsourcing, Call Centre, Engineering Consulting, Hospitality & Tourism, Law / Advisory, Management Consulting, Publishing

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

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# Fast-Moving Consumer Goods (FMCG)





# Fast - Moving Consumer Goods (FMCG)

| Job Position                         | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                      | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>          |           |        |           |         |                |         |
| Accounting Assistant                 | -         | -      | 25,000    | 60,000  | -              | -       |
| Accounting Executive / Officer       | 20,000    | 60,000 | 25,000    | 80,000  | -              | -       |
| Accounting Manager                   | 30,000    | 60,000 | 40,000    | 140,000 | 70,000         | 150,000 |
| Accounts Receivable Accountant       | -         | -      | 80,000    | 80,000  | -              | -       |
| Assistant Accounting Manager         | -         | -      | 40,000    | 45,000  | -              | -       |
| Chief Financial Officer (CFO)        | -         | -      | -         | -       | 150,000        | 500,000 |
| Costing Executive                    | 30,000    | 40,000 | -         | -       | 50,000         | 80,000  |
| Costing Manager                      | -         | -      | -         | -       | 80,000         | 100,000 |
| Finance and Accounting Manager       | -         | -      | -         | -       | 60,000         | 150,000 |
| Finance and Accounting Director / VP | -         | -      | -         | -       | 100,000        | 250,000 |
| Finance Manager                      | -         | -      | 40,000    | 100,000 | 60,000         | 200,000 |
| Financial Administrator / Officer    | -         | -      | 30,000    | 40,000  | -              | -       |
| Financial Analyst                    | -         | -      | 50,000    | 100,000 | 75,000         | 220,000 |
| Financial Controller                 | -         | -      | 50,000    | 60,000  | 100,000        | 170,000 |
| Junior Accountant                    | 30,000    | 30,000 | 40,000    | 45,000  | -              | -       |
| Senior Accountant                    | -         | -      | 45,000    | 80,000  | -              | -       |

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| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|--|-----------|--------|-----------|--------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>                                    |           |        |           |        |                |         |
| Senior Cost Accountant   | -         | -      | 30,000    | 50,000 | -              | -       |
| VP - Accounting and Finance                                    | -         | -      | -         | -      | 150,000        | 180,000 |
| <b>Administration / Secretarial</b>                            |           |        |           |        |                |         |
| Administrative Manager   | -         | -      | 45,000    | 80,000 | 70,000         | 80,000  |
| Administrative Officer / Staff                                 | 20,000    | 40,000 | -         | -      | -              | -       |
| Executive Secretary / PA                                       | -         | -      | 40,000    | 60,000 | -              | -       |
| Interpreter  | 30,000    | 40,000 | 40,000    | 60,000 | -              | -       |
| Interpreter (Japanese Nationality)                             | 30,000    | 45,000 | 50,000    | 60,000 | -              | -       |
| Secretary  | 25,000    | 30,000 | -         | -      | -              | -       |
| <b>Customer Service / Front office</b>                         |           |        |           |        |                |         |
| Call Center  | 25,000    | 30,000 | -         | -      | -              | -       |
| CRM Officer / Executive  | -         | -      | 45,000    | 60,000 | -              | -       |
| Customer Service Executive (Coordinator / Order Administrator) | 18,000    | 25,000 | 20,000    | 40,000 | -              | -       |

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| Job Position                                | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Customer Service / Front office</b>      |           |        |           |         |                |         |
| Customer Service Manager                    | 25,000    | 30,000 | 40,000    | 80,000  | 50,000         | 120,000 |
| Relationship Manager                        | -         | -      | -         | -       | 120,000        | 180,000 |
| <b>Human Resources</b>                      |           |        |           |         |                |         |
| HR Generalist / HR Specialist               | 30,000    | 35,000 | 30,000    | 90,000  | 75,000         | 100,000 |
| HRD Manager (Regional)                      | -         | -      | -         | -       | 180,000        | 200,000 |
| HRM Manager                                 | -         | -      | -         | -       | 90,000         | 150,000 |
| Human Resources Director / VP               | -         | -      | -         | -       | 100,000        | 200,000 |
| Human Resources Executive / Officer / Staff | 23,000    | 25,000 | 25,000    | 40,000  | -              | -       |
| Human Resources Manager                     | -         | -      | 50,000    | 120,000 | 70,000         | 200,000 |
| Payroll Officer                             | -         | -      | 40,000    | 50,000  | -              | -       |
| Recruitment Officer                         | -         | -      | 40,000    | 80,000  | 100,000        | 150,000 |
| Training Executive / Officer                | -         | -      | 35,000    | 50,000  | -              | -       |
| Training Manager                            | -         | -      | 40,000    | 80,000  | 80,000         | 120,000 |
| Training Manager (Technical)                | -         | -      | 40,000    | 80,000  | -              | -       |

\*Based salary per month in Thai Baht

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| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>   |           |        |           |         |                |         |
| Chief Information Officer (CIO),<br>Chief Digital Information Officer (CDIO) | -         | -      | -         | -       | 350,000        | 500,000 |
| Chief Technology Officer (CTO)   | -         | -      | -         | -       | 400,000        | 500,000 |
| Data Analyst   | -         | -      | 45,000    | 45,000  | -              | -       |
| Data Center Manager / Infrastructure Manager                                 | -         | -      | 80,000    | 120,000 | -              | -       |
| ERP Consultant   | -         | -      | 90,000    | 90,000  | -              | -       |
| IT Director  | -         | -      | -         | -       | 200,000        | 250,000 |
| IT Manager   | -         | -      | 45,000    | 160,000 | 100,000        | 150,000 |
| IT Security Analyst / Engineer   | -         | -      | 65,000    | 100,000 | -              | -       |
| IT Support   | 30,000    | 38,000 | 40,000    | 50,000  | -              | -       |
| Programmer   | 30,000    | 60,000 | 60,000    | 100,000 | -              | -       |
| Senior Data Scientist / Data Engineer  | -         | -      | 70,000    | 70,000  | -              | -       |
| Software Engineer  | -         | -      | 50,000    | 100,000 | 60,000         | 130,000 |
| System Analyst / Business Analyst  | -         | -      | 60,000    | 90,000  | -              | -       |
| System Engineer  | -         | -      | 25,000    | 40,000  | -              | -       |

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|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Legal</b>   |           |        |           |         |                |         |
| Customs Officer  | 18,000    | 25,000 | 30,000    | 60,000  | -              | -       |
| Legal Consultant / Specialist                                | 20,000    | 30,000 | 40,000    | 50,000  | 100,000        | 120,000 |
| Legal Manager  | -         | -      | 45,000    | 150,000 | 70,000         | 200,000 |
| Legal Officer  | -         | -      | 30,000    | 40,000  | -              | -       |
| Regulatory Affairs Manager                                   | -         | -      | 40,000    | 120,000 | 70,000         | 150,000 |
| <b>Logistics / Supply Chain</b>                              |           |        |           |         |                |         |
| Export Manager   | -         | -      | 40,000    | 80,000  | -              | -       |
| Export Officer   | -         | -      | 40,000    | 50,000  | -              | -       |
| Import & Export Officer / Coordinator                        | 30,000    | 35,000 | -         | -       | -              | -       |
| Logistics / Supply Chain & Warehouse Manager (Manufacturing) | -         | -      | 40,000    | 120,000 | 60,000         | 150,000 |
| Logistics Engineer / Supervisor                              | -         | -      | -         | -       | 75,000         | 100,000 |
| Logistics Manager  | -         | -      | 50,000    | 120,000 | 80,000         | 150,000 |
| Logistics Officer  | -         | -      | 25,000    | 70,000  | 75,000         | 100,000 |
| Senior Supply Chain Manager                                  | -         | -      | 50,000    | 100,000 | 100,000        | 250,000 |

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| Job Position                                    | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Logistics / Supply Chain</b>                 |           |        |           |         |                |         |
| Supply Chain Director / VP                      | -         | -      | -         | -       | 300,000        | 400,000 |
| Supply Chain Manager                            | -         | -      | 50,000    | 100,000 | 100,000        | 200,000 |
| Supply Chain Supervisor                         | -         | -      | 30,000    | 90,000  | -              | -       |
| <b>Manufacturing / Engineering / R&amp;D</b>    |           |        |           |         |                |         |
| Chemical Analysis / Chemical Analyst            | 15,000    | 25,000 | -         | -       | -              | -       |
| Chief Operating Officer (COO)                   | -         | -      | -         | -       | 150,000        | 200,000 |
| Design Engineer                                 | 30,000    | 35,000 | 30,000    | 40,000  | -              | -       |
| Engineer  | 20,000    | 25,000 | 45,000    | 65,000  | -              | -       |
| Engineer (Mechanical / Chemical / QA / AC)      | 25,000    | 35,000 | 40,000    | 60,000  | -              | -       |
| Engineering / IE / Process Improvement Manager  | -         | -      | 40,000    | 80,000  | 100,000        | 180,000 |
| Engineering Manager                             | -         | -      | -         | -       | 150,000        | 180,000 |
| Facility Engineer                               | 28,000    | 30,000 | 45,000    | 90,000  | -              | -       |
| Factory Manager                                 | -         | -      | -         | -       | 70,000         | 150,000 |
| Head of Engineering / Engineering Director / VP | -         | -      | -         | -       | 100,000        | 200,000 |
| Head of Operation                               | -         | -      | -         | -       | 100,000        | 200,000 |

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|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>              |           |        |           |         |                |         |
| Interior Design / Architect                               | 20,000    | 30,000 | 50,000    | 80,000  | 100,000        | 120,000 |
| Laboratory Manager  | -         | -      | 25,000    | 45,000  | 60,000         | 90,000  |
| Maintenance Chief / Manager                               | -         | -      | -         | -       | 60,000         | 85,000  |
| Nutritionist  | 40,000    | 50,000 | -         | -       | -              | -       |
| Operation Control Center Manager                          | -         | -      | 35,000    | 45,000  | 80,000         | 120,000 |
| Operations Director / VP                                  | -         | -      | -         | -       | 50,000         | 300,000 |
| Operations Manager  | -         | -      | 70,000    | 160,000 | 200,000        | 260,000 |
| Planning Executive / Officer                              | -         | -      | 40,000    | 60,000  | -              | -       |
| Planning Manager  | -         | -      | -         | -       | 80,000         | 110,000 |
| Process Engineer  | -         | -      | -         | -       | 90,000         | 110,000 |
| Process Governance Manager - EH                           | -         | -      | 120,000   | 120,000 | -              | -       |
| Process Improvement Engineer                              | -         | -      | -         | -       | 250,000        | 300,000 |
| Product Development Manager                               | -         | -      | 45,000    | 100,000 | 60,000         | 120,000 |
| Product Development Officer / Staff                       | -         | -      | 40,000    | 50,000  | 50,000         | 65,000  |
| Product Executive / Manager (Technical Sales & Marketing) | -         | -      | 45,000    | 80,000  | -              | -       |

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|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b> |           |        |           |         |                |         |
| Product Manager                              | -         | -      | 45,000    | 90,000  | -              | -       |
| Production Engineer                          | -         | -      | -         | -       | 45,000         | 100,000 |
| Production Manager                           | -         | -      | 40,000    | 150,000 | 50,000         | 200,000 |
| Production Planner                           | -         | -      | 80,000    | 100,000 | -              | -       |
| Production Supervisor / Chief                | 50,000    | 50,000 | 40,000    | 65,000  | 45,000         | 70,000  |
| Project Manager                              | -         | -      | 80,000    | 140,000 | -              | -       |
| Project Manager – Manufacturing              | -         | -      | -         | -       | 150,000        | 180,000 |
| QA / QC Engineer                             | 20,000    | 45,000 | 30,000    | 65,000  | 60,000         | 80,000  |
| Quality Manager                              | -         | -      | -         | 65,000  | 50,000         | 120,000 |
| Research & Development Manager               | -         | -      | -         | -       | 50,000         | 250,000 |
| Research & Development Officer               | 20,000    | 38,000 | -         | -       | -              | -       |
| Safety Manager                               | -         | -      | -         | -       | 60,000         | 100,000 |
| Senior Product Manager                       | -         | -      | -         | -       | 100,000        | 150,000 |
| Senior Sales Engineer                        | -         | -      | 50,000    | 80,000  | -              | -       |
| Service Engineer / Technical Support         | 35,000    | 35,000 | 40,000    | 60,000  | -              | -       |
| Technical Consultant                         | -         | -      | -         | -       | 40,000         | 80,000  |

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|--|-----------|--------|-----------|--------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>                           |           |        |           |        |                |         |
| Technician   | 20,000    | 25,000 | 30,000    | 40,000 | -              | -       |
| Warehouse Manager  | -         | -      | 40,000    | 80,000 | 50,000         | 120,000 |
| <b>Marketing &amp; Communications</b>                                  |           |        |           |        |                |         |
| Assistant Marketing Manager  | 35,000    | 40,000 | 40,000    | 60,000 | 40,000         | 70,000  |
| Brand Manager  | -         | -      | 50,000    | 80,000 | 80,000         | 150,000 |
| Digital Content Editor / Content Creator / Social Media Content Editor | 20,000    | 35,000 | 35,000    | 60,000 | -              | -       |
| Digital Marketing Analyst  | 30,000    | 35,000 | 45,000    | 70,000 | -              | -       |
| Digital Marketing Manager  | -         | -      | 60,000    | 80,000 | 80,000         | 100,000 |
| Editor   | 18,000    | 35,000 | 35,000    | 40,000 | -              | -       |
| Graphic Designer   | 20,000    | 35,000 | 35,000    | 40,000 | -              | -       |
| Head of Digital / Digital Director / VP                                | -         | -      | -         | -      | 120,000        | 200,000 |
| Head of Marketing  | -         | -      | -         | -      | 200,000        | 250,000 |
| Head of Trade Marketing  | -         | -      | -         | -      | 150,000        | 180,000 |
| Marketing Administrator  | 25,000    | 35,000 | 35,000    | 45,000 | -              | -       |

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|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Marketing &amp; Communications</b>               |           |        |           |         |                |         |
| Marketing Coordinator / Assistant                   | 25,000    | 30,000 | 30,000    | 45,000  | -              | -       |
| Marketing Director / VP                             | -         | -      | -         | -       | 150,000        | 250,000 |
| Marketing Executive / Officer                       | 20,000    | 30,000 | 30,000    | 50,000  | -              | -       |
| Marketing Manager                                   | -         | -      | 50,000    | 100,000 | 100,000        | 150,000 |
| Marketing Researcher / Analyst                      | 28,000    | 35,000 | 45,000    | 80,000  | -              | -       |
| Public Relations / Corporate Communications Manager | -         | -      | 50,000    | 80,000  | 80,000         | 120,000 |
| Social Media Administrator                          | 18,000    | 25,000 | -         | -       | -              | -       |
| Trade Marketing Executive                           | -         | -      | 45,000    | 60,000  | -              | -       |
| Trade Marketing Manager                             | -         | -      | 70,000    | 120,000 | -              | -       |
| <b>Procurement / Purchasing</b>                     |           |        |           |         |                |         |
| Assistant Purchasing Manager                        | -         | -      | 30,000    | 50,000  | -              | -       |
| AVP - Purchasing/Procurement                        | -         | -      | -         | -       | 100,000        | 150,000 |
| Merchandiser  | -         | -      | -         | -       | 90,000         | 150,000 |
| Procurement Officer                                 | 20,000    | 40,000 | 40,000    | 60,000  | 45,000         | 70,000  |

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|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Procurement / Purchasing</b>           |           |        |           |         |                |         |
| Purchasing / Buyer / Procurement Engineer | -         | -      | 45,000    | 60,000  | 50,000         | 60,000  |
| Purchasing Director (MNC)                 | -         | -      | -         | -       | 130,000        | 280,000 |
| Purchasing Executive                      | -         | -      | 40,000    | 65,000  | -              | -       |
| Purchasing Manager / Plant Buyer          | -         | -      | 60,000    | 100,000 | 90,000         | 110,000 |
| Purchasing Officer                        | -         | -      | 30,000    | 50,000  | -              | -       |
| Senior Buyer                              | -         | -      | -         | -       | 130,000        | 150,000 |
| Senior Merchandiser                       | -         | -      | 80,000    | 120,000 | 150,000        | 200,000 |
| Senior Supplier Quality Engineer          | -         | -      | 35,000    | 55,000  | -              | -       |
| <b>Retail</b>                             |           |        |           |         |                |         |
| Assistant Branch Manager                  | -         | -      | 30,000    | 45,000  | -              | -       |
| Branch Manager                            | -         | -      | 50,000    | 70,000  | 70,000         | 100,000 |
| Category Manager                          | -         | -      | 80,000    | 120,000 | -              | -       |
| Leasing Manager                           | 25,000    | 30,000 | 30,000    | 45,000  | -              | -       |
| Retail Manager                            | -         | -      | 70,000    | 120,000 | 120,000        | 150,000 |
| Service Manager                           | -         | -      | 40,000    | 60,000  | -              | -       |

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|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Retail</b>                                |           |        |           |         |                |         |
| Store / Shop Manager                         | -         | -      | 50,000    | 80,000  | -              | -       |
| <b>Sales / Business Development</b>          |           |        |           |         |                |         |
| Account Executive                            | 20,000    | 35,000 | 30,000    | 50,000  | -              | -       |
| Account Manager                              | -         | -      | 40,000    | 100,000 | 60,000         | 200,000 |
| Assistant Account Manager                    | -         | -      | 35,000    | 90,000  | 50,000         | 150,000 |
| Business Development Executive / Officer     | 25,000    | 50,000 | -         | -       | -              | -       |
| Business Development Manager / Specialist    | -         | -      | 60,000    | 150,000 | 130,000        | 200,000 |
| Commercial Director / VP                     | -         | -      | -         | -       | 160,000        | 250,000 |
| E-Commerce Manager                           | -         | -      | 50,000    | 70,000  | 70,000         | 120,000 |
| Head of Commercial                           | -         | -      | -         | -       | 200,000        | 300,000 |
| Key Account Executive                        | 35,000    | 40,000 | 40,000    | 70,000  | -              | -       |
| Key Account Manager                          | -         | -      | 60,000    | 70,000  | 80,000         | 120,000 |
| Management Trainee                           | 30,000    | 35,000 | -         | -       | -              | -       |
| National Sales Manager / Sales Director / VP | -         | -      | -         | -       | 150,000        | 200,000 |
| Sales & Marketing Director / VP              | -         | -      | -         | -       | 150,000        | 250,000 |

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|---------------------------------------|-----------|--------|-----------|--------|----------------|---------|
|                                       | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b>   |           |        |           |        |                |         |
| Sales & Marketing Executive           | 25,000    | 35,000 | 40,000    | 50,000 | -              | -       |
| Sales & Marketing Manager             | -         | -      | 40,000    | 80,000 | 80,000         | 120,000 |
| Sales & Marketing Manager (Technical) | -         | -      | 55,000    | 70,000 | -              | -       |
| Sales Administrator / Sales Support   | 20,000    | 30,000 | 30,000    | 60,000 | -              | -       |
| Sales Coordinator (General)           | 20,000    | 30,000 | 30,000    | 45,000 | -              | -       |
| Sales Director                        | -         | -      | -         | -      | 100,000        | 150,000 |
| Sales Engineer                        | -         | -      | 40,000    | 80,000 | -              | -       |
| Sales Executive / Officer             | 20,000    | 30,000 | 30,000    | 70,000 | -              | -       |
| Sales Manager                         | -         | -      | 50,000    | 70,000 | 70,000         | 120,000 |
| Sales Operations Executive            | -         | -      | 50,000    | 70,000 | -              | -       |
| Sales Operations Manager              | -         | -      | -         | -      | 70,000         | 120,000 |
| VP - Sales & Marketing                | -         | -      | -         | -      | 200,000        | 250,000 |
| <b>Top Management</b>                 |           |        |           |        |                |         |
| Chief Executive Officer (CEO)         | -         | -      | -         | -      | 300,000        | 500,000 |
| General Manager                       | -         | -      | -         | -      | 150,000        | 200,000 |

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## Job Position

| Job Position          | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|-----------------------|-----------|--------|-----------|--------|----------------|---------|
|                       | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Top Management</b> |           |        |           |        |                |         |
| Managing Director     | -         | -      | -         | -      | 250,000        | 400,000 |

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## Job Position

| Job Position                      | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|-----------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>       |           |        |           |         |                |         |
| Accounting Analyst                | -         | -      | 40,000    | 65,000  | -              | -       |
| Accounting Assistant              | 30,000    | 35,000 | -         | -       | -              | -       |
| Accounting Executive / Officer    | 20,000    | 25,000 | 28,000    | 50,000  | 60,000         | 70,000  |
| Accounting Manager                | -         | -      | 60,000    | 100,000 | 70,000         | 150,000 |
| Actuarial manager                 | -         | -      | 120,000   | 200,000 | -              | -       |
| Chief Financial Officer (CFO)     | -         | -      | -         | -       | 150,000        | 300,000 |
| Claim Assessor (Nurse)            | 20,000    | 35,000 | 25,000    | 55,000  | -              | -       |
| Claim Manager                     | -         | -      | -         | -       | 150,000        | 200,000 |
| Collection Manager                | -         | -      | -         | -       | 120,000        | 180,000 |
| Costing Executive                 | -         | -      | -         | -       | 40,000         | 60,000  |
| Finance and Accounting Manager    | -         | -      | -         | -       | 70,000         | 150,000 |
| Financial Analyst                 | -         | -      | 70,000    | 100,000 | 65,000         | 170,000 |
| Head of Internal Audit            | -         | -      | -         | -       | 280,000        | 300,000 |
| Risk Management Analyst           | 20,000    | 40,000 | 30,000    | 70,000  | -              | -       |
| Risk Management Manager           | -         | -      | 55,000    | 70,000  | 70,000         | 150,000 |
| Trade Finance Officer / Executive | 25,000    | 30,000 | 70,000    | 80,000  | -              | -       |

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# Financial Services

## Job Position

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>                                    |           |        |           |         |                |         |
| Underwriting (Assistant Manager)                               | -         | -      | 60,000    | 100,000 | -              | -       |
| VP - Accounting and Finance                                    | -         | -      | -         | -       | 120,000        | 150,000 |
| <b>Administration / Secretarial</b>                            |           |        |           |         |                |         |
| Administrative Officer / Staff                                 | 18,000    | 30,000 | 25,000    | 40,000  | -              | -       |
| Executive Secretary / PA                                       | 28,000    | 38,000 | 50,000    | 70,000  | -              | -       |
| Interpreter  | 25,000    | 35,000 | 35,000    | 65,000  | -              | -       |
| Secretary  | -         | -      | 20,000    | 60,000  | 50,000         | 80,000  |
| <b>Customer Service / Front office</b>                         |           |        |           |         |                |         |
| Customer Service Executive (Coordinator / Order Administrator) | 18,000    | 30,000 | -         | -       | -              | -       |
| Customer Service Manager                                       | -         | -      | 40,000    | 70,000  | -              | -       |
| Relationship Manager   | 20,000    | 50,000 | 40,000    | 100,000 | -              | -       |

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## Job Position

| Job Position                                 | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Human Resources</b>                       |           |        |           |         |                |         |
| Head of Human Resources                      | -         | -      | 60,000    | 80,000  | 60,000         | 180,000 |
| HRD Manager (Regional)                       | -         | -      | 70,000    | 100,000 | 100,000        | 120,000 |
| Human Resources Executive / Officer / Staff  | -         | -      | 40,000    | 60,000  | -              | -       |
| Human Resources Manager                      | -         | -      | -         | -       | 100,000        | 150,000 |
| Recruitment Officer                          | 20,000    | 30,000 | -         | -       | -              | -       |
| Training Executive / Officer                 | -         | -      | 30,000    | 40,000  | -              | -       |
| <b>IT / Data</b>                             |           |        |           |         |                |         |
| Back End Developer                           | -         | -      | 40,000    | 120,000 | 120,000        | 250,000 |
| Data / Report Analyst                        | -         | -      | 50,000    | 120,000 | -              | -       |
| Data Center Manager / Infrastructure Manager | -         | -      | 70,000    | 150,000 | -              | -       |
| Data Scientist / Data Engineer               | -         | -      | 80,000    | 150,000 | -              | -       |
| Database Administrator                       | -         | -      | 70,000    | 80,000  | -              | -       |
| Front End Developer                          | -         | -      | 40,000    | 120,000 | -              | -       |
| Head of Information Technology               | -         | -      | 100,000   | 150,000 | -              | -       |
| IT Auditor                                   | -         | -      | 50,000    | 100,000 | -              | -       |

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## Job Position

| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>  |           |        |           |         |                |         |
| IT Manager  | -         | -      | 60,000    | 120,000 | 80,000         | 150,000 |
| IT Security Analyst / Engineer                          | -         | -      | 80,000    | 100,000 | -              | -       |
| IT Security Manager                                     | -         | -      | -         | -       | 80,000         | 120,000 |
| IT Support  | 20,000    | 35,000 | -         | -       | -              | -       |
| Network Administrator                                   | -         | -      | -         | -       | 60,000         | 90,000  |
| Network Engineer  | -         | -      | 70,000    | 90,000  | -              | -       |
| Programmer  | -         | -      | 50,000    | 100,000 | -              | -       |
| Programmer / Software Developer (Mobile Applications)   | -         | -      | -         | -       | 120,000        | 160,000 |
| Programmer / Software Developer (Specific Applications) | 20,000    | 60,000 | -         | -       | -              | -       |
| Software / Solutions Architect                          | -         | -      | 50,000    | 140,000 | -              | -       |
| Software development and Software operation (Dev Opt)   | -         | -      | 50,000    | 100,000 | 100,000        | 130,000 |
| Software Engineer                                       | -         | -      | 50,000    | 100,000 | 150,000        | 180,000 |
| System Analyst / Business Analyst                       | -         | -      | 35,000    | 70,000  | 100,000        | 200,000 |

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## Job Position

| Job Position                                 | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>                             |           |        |           |         |                |         |
| System Engineer                              | -         | -      | 60,000    | 60,000  | -              | -       |
| UX / UI Designer                             | -         | -      | 60,000    | 100,000 | -              | -       |
| <b>Legal</b>                                 |           |        |           |         |                |         |
| Compliance Manager                           | -         | -      | 75,000    | 80,000  | -              | -       |
| Compliance Officer                           | -         | -      | 45,000    | 70,000  | -              | -       |
| Legal Manager                                | -         | -      | -         | -       | 150,000        | 200,000 |
| Legal Officer                                | -         | -      | 40,000    | 60,000  | -              | -       |
| <b>Manufacturing / Engineering / R&amp;D</b> |           |        |           |         |                |         |
| Chief Operating Officer (COO)                | -         | -      | -         | -       | 200,000        | 250,000 |
| Head of Operation                            | -         | -      | -         | -       | 70,000         | 200,000 |
| Operation Control Center Manager             | -         | -      | -         | -       | 150,000        | 250,000 |
| Operations Director / VP                     | -         | -      | -         | -       | 70,000         | 180,000 |
| Product Development Manager                  | -         | -      | 100,000   | 120,000 | -              | -       |

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## Job Position

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>                           |           |        |           |         |                |         |
| Product Development Officer / Staff                                    | -         | -      | 40,000    | 50,000  | -              | -       |
| Product Manager  | -         | -      | 100,000   | 180,000 | -              | -       |
| Project Coordinator (General)  | 35,000    | 42,000 | -         | -       | -              | -       |
| Project Coordinator (Technical)  | -         | -      | 45,000    | 80,000  | -              | -       |
| Project Manager  | -         | -      | 50,000    | 100,000 | -              | -       |
| Research & Development Officer   | 35,000    | 45,000 | -         | -       | -              | -       |
| Senior Product Manager   | -         | -      | 100,000   | 180,000 | 100,000        | 180,000 |
| Senior Project Manager   | -         | -      | 70,000    | 120,000 | -              | -       |
| Technical Service Manager  | -         | -      | 80,000    | 80,000  | -              | -       |
| <b>Marketing &amp; Communications</b>                                  |           |        |           |         |                |         |
| Digital Content Editor / Content Creator / Social Media Content Editor | 25,000    | 35,000 | -         | -       | -              | -       |
| Editor   | -         | -      | 30,000    | 35,000  | -              | -       |
| Marketing Director / VP  | -         | -      | -         | -       | 300,000        | 400,000 |

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## Job Position

| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Marketing &amp; Communications</b>                 |           |        |           |         |                |         |
| Marketing Executive / Officer                         | 20,000    | 30,000 | 35,000    | 60,000  | -              | -       |
| Marketing Manager                                     | -         | -      | 40,000    | 70,000  | 90,000         | 130,000 |
| Public Relations / Corporate Communications Manager   | -         | -      | 50,000    | 75,000  | -              | -       |
| SEO / SEM Specialist                                  | -         | -      | 40,000    | 50,000  | -              | -       |
| <b>Procurement / Purchasing</b>                       |           |        |           |         |                |         |
| Purchasing Director (MNC)                             | -         | -      | -         | -       | 120,000        | 150,000 |
| <b>Retail</b>   |           |        |           |         |                |         |
| Retail Manager  | -         | -      | 80,000    | 100,000 | -              | -       |
| <b>Sales / Business Development</b>                   |           |        |           |         |                |         |
| Assistant Account Manager                             | -         | -      | 40,000    | 70,000  | -              | -       |
| Business Development Manager / Specialist (Technical) | -         | -      | 70,000    | 150,000 | -              | -       |

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## Job Position

| Job Position                            | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b>     |           |        |           |         |                |         |
| Key Account Manager                     | -         | -      | -         | -       | 100,000        | 120,000 |
| Sales & Marketing Executive             | 25,000    | 32,000 | 32,000    | 50,000  | -              | -       |
| Sales & Marketing Manager               | -         | -      | 70,000    | 90,000  | 100,000        | 150,000 |
| Sales Admin / Sales Support (Technical) | 19,000    | 36,000 | -         | -       | -              | -       |
| Sales Coordinator (General)             | -         | -      | 50,000    | 70,000  | -              | -       |
| Sales Director                          | -         | -      | -         | -       | 150,000        | 200,000 |
| Sales Executive / Officer               | 23,000    | 30,000 | 30,000    | 60,000  | -              | -       |
| Sales Manager                           | -         | -      | 40,000    | 100,000 | -              | -       |
| Senior Sales Manager                    | -         | -      | 50,000    | 100,000 | -              | -       |
| VP - Sales & Marketing                  | -         | -      | -         | -       | 150,000        | 170,000 |
| <b>Top Management</b>                   |           |        |           |         |                |         |
| Chief Executive Officer (CEO)           | -         | -      | 35,000    | 38,000  | 200,000        | 250,000 |

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# Industrial and Manufacturing





# Industrial and Manufacturing

| Job Position                          | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                       | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>           |           |        |           |         |                |         |
| Accounting & Finance Supervisor (CPA) | 16,000    | 50,000 | 50,000    | 70,000  | 60,000         | 120,000 |
| Accounting Analyst                    | 30,000    | 40,000 | 30,000    | 65,000  | -              | -       |
| Accounting Assistant                  | 20,000    | 75,000 | 25,000    | 95,000  | 50,000         | 70,000  |
| Accounting Executive / Officer        | 15,000    | 40,000 | 25,000    | 70,000  | 45,000         | 100,000 |
| Accounting Manager                    | 30,000    | 40,000 | 40,000    | 110,000 | 50,000         | 200,000 |
| Accounts Receivable Accountant        | 18,000    | 40,000 | -         | -       | -              | -       |
| Assistant Accounting Manager          | -         | -      | 60,000    | 67,000  | -              | -       |
| Chief Financial Officer (CFO)         | -         | -      | -         | -       | 150,000        | 400,000 |
| Collection Supervisor                 | -         | -      | -         | -       | 50,000         | 90,000  |
| Corporate Finance Specialist          | -         | -      | 60,000    | 120,000 | -              | -       |
| Costing Executive                     | -         | -      | 35,000    | 70,000  | 70,000         | 100,000 |
| Costing Manager                       | -         | -      | -         | -       | 100,000        | 120,000 |
| Credit Analyst                        | 30,000    | 50,000 | -         | -       | -              | -       |
| Finance and Accounting Manager        | -         | -      | 50,000    | 100,000 | 50,000         | 180,000 |
| Finance and Accounting Director / VP  | -         | -      | -         | -       | 200,000        | 300,000 |
| Finance Manager                       | -         | -      | 50,000    | 100,000 | 50,000         | 200,000 |

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# Industrial and Manufacturing

## Job Position

| Job Position                        | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|-------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                     | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>         |           |        |           |         |                |         |
| Financial Analyst                   | -         | -      | 40,000    | 100,000 | 50,000         | 120,000 |
| Financial Controller                | 25,000    | 30,000 | 40,000    | 170,000 | 90,000         | 230,000 |
| Head of Finance and Accounting      | -         | -      | 60,000    | 100,000 | 100,000        | 150,000 |
| Internal Audit Manager              | -         | -      | -         | -       | 100,000        | 250,000 |
| Internal Auditor                    | -         | -      | 70,000    | 100,000 | 100,000        | 150,000 |
| Project Accountant                  | 30,000    | 45,000 | -         | -       | -              | -       |
| Risk Management Analyst             | -         | -      | 60,000    | 75,000  | -              | -       |
| Risk Management Manager             | -         | -      | 150,000   | 160,000 | -              | -       |
| Senior Accountant                   | -         | -      | 40,000    | 70,000  | -              | -       |
| Tax Consultant                      | -         | -      | 60,000    | 80,000  | 90,000         | 250,000 |
| Treasury                            | -         | -      | 35,000    | 45,000  | 50,000         | 80,000  |
| Wealth Management                   | -         | -      | -         | -       | 130,000        | 150,000 |
| <b>Administration / Secretarial</b> |           |        |           |         |                |         |
| Administrative Manager              | -         | -      | 45,000    | 50,000  | -              | -       |
| Administrative Officer / Staff      | 15,000    | 45,000 | 25,000    | 50,000  | 30,000         | 70,000  |

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## Job Position

| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Administration / Secretarial</b>                               |           |        |           |         |                |         |
| Call Center   | 15,000    | 25,000 | -         | -       | -              | -       |
| Executive Secretary / PA  | 25,000    | 30,000 | 30,000    | 90,000  | -              | -       |
| Interpreter   | 25,000    | 60,000 | 30,000    | 80,000  | -              | -       |
| Interpreter (Japanese Nationality)                                | -         | -      | 60,000    | 70,000  | -              | -       |
| Office Manager  | -         | -      | 50,000    | 70,000  | -              | -       |
| Personal Assistant to the CEO                                     | -         | -      | -         | -       | 50,000         | 80,000  |
| Secretary   | -         | -      | 30,000    | 55,000  | -              | -       |
| <b>Customer Service / Front office</b>                            |           |        |           |         |                |         |
| CRM Manager   | -         | -      | 40,000    | 150,000 | -              | -       |
| Customer Service Executive<br>(Coordinator / Order Administrator) | 20,000    | 50,000 | 30,000    | 60,000  | -              | -       |
| Customer Service Manager  | -         | -      | 45,000    | 80,000  | 50,000         | 130,000 |
| Senior Relation Manager   | -         | -      | 40,000    | 50,000  | -              | -       |

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| Job Position                                | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Human Resources</b>                      |           |        |           |         |                |         |
| Assistant Human Resources Manager           | -         | -      | 60,000    | 70,000  | 70,000         | 150,000 |
| HR / Administrative Officer                 | 20,000    | 25,000 | -         | -       | -              | -       |
| HR Generalist / HR Specialist               | 20,000    | 40,000 | 40,000    | 90,000  | -              | -       |
| HRD Manager (Regional)                      | -         | -      | -         | -       | 200,000        | 250,000 |
| Human Resources Director / VP               | -         | -      | 90,000    | 110,000 | 150,000        | 400,000 |
| Human Resources Executive / Officer / Staff | 20,000    | 35,000 | 30,000    | 50,000  | 60,000         | 90,000  |
| Human Resources Manager                     | -         | -      | 40,000    | 150,000 | 80,000         | 300,000 |
| Payroll Officer                             | 20,000    | 30,000 | 30,000    | 35,000  | -              | -       |
| Recruitment Officer                         | -         | -      | 40,000    | 50,000  | -              | -       |
| Senior Human Resources Executive / Officer  | -         | -      | 40,000    | 70,000  | -              | -       |
| <b>IT / Data</b>                            |           |        |           |         |                |         |
| Data / Report Analyst                       | -         | -      | 30,000    | 70,000  | -              | -       |
| Data Entry                                  | 15,000    | 20,000 | -         | -       | -              | -       |
| Data Governance                             | -         | -      | 70,000    | 120,000 | -              | -       |
| Data Scientist / Data Engineer              | 30,000    | 50,000 | 70,000    | 120,000 | -              | -       |

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| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>                                      |           |        |           |         |                |         |
| Database Administrator                                | 20,000    | 35,000 | -         | -       | -              | -       |
| ERP Consultant  | 30,000    | 70,000 | 80,000    | 150,000 | -              | -       |
| Front End Developer                                   | -         | -      | 40,000    | 120,000 | -              | -       |
| Full Stack Developer                                  | -         | -      | 70,000    | 140,000 | -              | -       |
| IT Application Support                                | 30,000    | 50,000 | -         | -       | -              | -       |
| IT Director   | -         | -      | -         | -       | 120,000        | 200,000 |
| IT Manager  | -         | -      | -         | -       | 80,000         | 150,000 |
| IT Security Analyst / Engineer                        | -         | -      | 80,000    | 100,000 | -              | -       |
| IT Support  | 25,000    | 40,000 | -         | -       | -              | -       |
| Programmer  | 21,000    | 50,000 | 30,000    | 80,000  | -              | -       |
| Programmer / Software Developer (.NET)                | -         | -      | 60,000    | 60,000  | 100,000        | 160,000 |
| Programmer / Software Developer (C, C++)              | -         | -      | 60,000    | 65,000  | -              | -       |
| Programmer / Software Developer (JAVA)                | -         | -      | 30,000    | 80,000  | -              | -       |
| Programmer / Software Developer (Mobile Applications) | -         | -      | 40,000    | 50,000  | -              | -       |
| SAP Consultant  | -         | -      | 70,000    | 150,000 | -              | -       |

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## Job Position

| Job Position                      | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|-----------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>                  |           |        |           |         |                |         |
| Software / Solutions Architect    | -         | -      | 50,000    | 100,000 | -              | -       |
| Software Engineer                 | 25,000    | 45,000 | 45,000    | 100,000 | 100,000        | 150,000 |
| System Analyst / Business Analyst | 25,000    | 50,000 |           | 100,000 | -              | -       |
| System Engineer                   | 25,000    | 50,000 | 50,000    | 70,000  | -              | -       |
| <b>Legal</b>                      |           |        |           |         |                |         |
| Compliance Manager                | -         | -      | -         | -       | 100,000        | 150,000 |
| Compliance Officer                | -         | -      | 25,000    | 50,000  | -              | -       |
| Government Affair Manager         | -         | -      | 80,000    | 100,000 | -              | -       |
| Investor Relations Manager        | -         | -      | 80,000    | 95,000  | -              | -       |
| Investor Relations Officer        | -         | -      | 30,000    | 45,000  | -              | -       |
| Legal Consultant / Specialist     | 30,000    | 40,000 | 35,000    | 50,000  | -              | -       |
| Legal Manager                     | -         | -      | 70,000    | 100,000 | -              | -       |
| Legal Officer                     | -         | -      | 30,000    | 60,000  | -              | -       |
| Regulatory Affairs Manager        | -         | -      | 70,000    | 90,000  | -              | -       |

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| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Logistics / Supply Chain</b>                              |           |        |           |         |                |         |
| AVP - Logistics  | -         | -      | -         | -       | 100,000        | 160,000 |
| Customs Officer  | -         | -      | 45,000    | 60,000  | -              | -       |
| Export Officer   | 20,000    | 30,000 | -         | -       | -              | -       |
| Import & Export Manager                                      | -         | -      | 50,000    | 70,000  | -              | -       |
| Import & Export Officer / Coordinator                        | 18,000    | 30,000 | -         | -       | -              | -       |
| Import Officer   | -         | -      | 25,000    | 30,000  | -              | -       |
| Logistics / Supply Chain & Warehouse Manager (Manufacturing) | -         | -      | 40,000    | 100,000 | 45,000         | 100,000 |
| Logistics Engineer / Supervisor                              | -         | -      | 40,000    | 60,000  | 60,000         | 90,000  |
| Logistics Manager  | -         | -      | 30,000    | 120,000 | 80,000         | 150,000 |
| Logistics Officer  | 16,000    | 35,000 | 25,000    | 50,000  | 45,000         | 70,000  |
| Logistics Supervisor   | -         | -      | 30,000    | 80,000  | 40,000         | 120,000 |
| Senior Supply Chain Manager                                  | -         | -      | -         | -       | 120,000        | 180,000 |
| Supply Chain Manager   | -         | -      | 40,000    | 120,000 | 60,000         | 150,000 |
| Supply Chain Supervisor                                      | -         | -      | 40,000    | 80,000  | -              | -       |

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## Job Position

| Job Position                                   | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|--|-----------|--------|-----------|--------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>   |           |        |           |        |                |         |
| Application Engineer                           | -         | -      | 40,000    | 60,000 | 60,000         | 100,000 |
| Building Facility Engineer                     | -         | -      | -         | -      | 70,000         | 100,000 |
| Chief Engineer / Project Director              | -         | -      | -         | -      | 100,000        | 200,000 |
| Chief Operating Officer (COO)                  | -         | -      | -         | -      | 200,000        | 300,000 |
| Chief Production Supervisor                    | -         | -      | 60,000    | 70,000 | -              | -       |
| Construction Engineer                          | -         | -      | 30,000    | 50,000 | -              | -       |
| Construction Manager                           | -         | -      | -         | -      | 60,000         | 80,000  |
| Construction Quality Management                | -         | -      | -         | -      | 55,000         | 100,000 |
| Design Engineer                                | 20,000    | 50,000 | 30,000    | 80,000 | -              | -       |
| Draftsman                                      | 25,000    | 30,000 | 40,000    | 50,000 | -              | -       |
| Electrical Engineer                            | -         | -      | 18,000    | 30,000 | 80,000         | 95,000  |
| Engineer                                       | 20,000    | 50,000 | 40,000    | 50,000 | 60,000         | 70,000  |
| Engineer (Mechanical / Chemical / QA / AC)     | 20,000    | 50,000 | 25,000    | 70,000 | 50,000         | 90,000  |
| Engineering / IE / Process Improvement Manager | 25,000    | 50,000 | 25,000    | 70,000 | 80,000         | 100,000 |
| Engineering Manager                            | -         | -      | 70,000    | 80,000 | 100,000        | 150,000 |

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| Job Position                                 | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b> |           |        |           |         |                |         |
| Environmental Engineer                       | -         | -      | 30,000    | 70,000  | -              | -       |
| Factory Manager                              | -         | -      | -         | -       | 70,000         | 250,000 |
| Laboratory Manager                           | -         | -      | -         | -       | 60,000         | 80,000  |
| Maintenance Chief / Manager                  | -         | -      | -         | -       | 60,000         | 150,000 |
| Maintenance Engineer                         | -         | -      | 40,000    | 100,000 | 60,000         | 120,000 |
| Manufacturing Engineer                       | -         | -      | 60,000    | 100,000 | -              | -       |
| Material Engineer                            | -         | -      | 50,000    | 70,000  | 55,000         | 150,000 |
| Mechanical Engineer                          | 20,000    | 30,000 | 40,000    | 100,000 | 50,000         | 150,000 |
| Network Engineer                             | -         | -      | 30,000    | 50,000  | -              | -       |
| Operation Control Center Manager             | -         | -      | 70,000    | 100,000 | 120,000        | 230,000 |
| Operation Executive                          | -         | -      | 35,000    | 45,000  | -              | -       |
| Operations Director / VP                     | -         | -      | -         | -       | 180,000        | 250,000 |
| Operations Manager                           | -         | -      | 60,000    | 80,000  | -              | -       |
| Piping Engineer                              | -         | -      | -         | -       | 55,000         | 75,000  |
| Planning Executive/ Officer                  | -         | -      | 30,000    | 50,000  | -              | -       |
| Planning Manager                             | -         | -      | -         | -       | 70,000         | 90,000  |

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| Job Position                                 | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b> |           |        |           |         |                |         |
| Plant Engineer                               | -         | -      | 50,000    | 80,000  | -              | -       |
| Plant Manager                                | -         | -      | 80,000    | 120,000 | 100,000        | 250,000 |
| Process Engineer                             | 20,000    | 40,000 | 40,000    | 75,000  | 50,000         | 80,000  |
| Product Development Manager                  | -         | -      | 50,000    | 100,000 | 90,000         | 120,000 |
| Product Development Officer / Staff          | -         | -      | 20,000    | 50,000  | -              | -       |
| Product Manager                              | -         | -      | 45,000    | 60,000  | 70,000         | 140,000 |
| Production Engineer                          | -         | -      | 20,000    | 70,000  | 45,000         | 75,000  |
| Production Manager                           | -         | -      | 50,000    | 90,000  | 60,000         | 160,000 |
| Production Planner                           | 35,000    | 40,000 | 55,000    | 90,000  | 70,000         | 120,000 |
| Production Supervisor / Chief                | -         | -      | 30,000    | 80,000  | -              | -       |
| Project Engineer                             | 35,000    | 50,000 | 40,000    | 70,000  | -              | -       |
| Project Manager                              | -         | -      | 50,000    | 120,000 | 70,000         | 300,000 |
| QA / QC Engineer                             | 25,000    | 50,000 | 50,000    | 60,000  | 65,000         | 70,000  |
| Quality Manager                              | -         | -      | 50,000    | 70,000  | 70,000         | 120,000 |
| Research & Development Engineer              | -         | -      | 30,000    | 50,000  | -              | -       |
| Research & Development Manager               | -         | -      | -         | -       | 60,000         | 120,000 |

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| Job Position                                 | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b> |           |        |           |         |                |         |
| Research & Development Officer               | 20,000    | 50,000 | 40,000    | 70,000  | -              | -       |
| Research & Development Specialist            | -         | -      | -         | -       | 60,000         | 100,000 |
| Safety Manager                               | -         | -      | -         | -       | 50,000         | 150,000 |
| Safety Officer                               | 15,000    | 25,000 | -         | -       | -              | -       |
| Service Engineer / Technical Support         | 18,000    | 30,000 | 30,000    | 60,000  | 60,000         | 90,000  |
| Service Manager                              | -         | -      | 50,000    | 100,000 | 100,000        | 200,000 |
| Supplier Development Engineer                | -         | -      | 50,000    | 60,000  | 50,000         | 120,000 |
| Technical Consultant                         | 40,000    | 50,000 | 50,000    | 100,000 | -              | -       |
| Technical Service Manager                    | -         | -      | 100,000   | 120,000 | -              | -       |
| Technician                                   | 18,000    | 25,000 | -         | -       | -              | -       |
| Warehouse Manager                            | -         | -      | 30,000    | 60,000  | 55,000         | 130,000 |
| <b>Marketing &amp; Communications</b>        |           |        |           |         |                |         |
| Assistant Marketing Manager                  | -         | -      | 40,000    | 70,000  | -              | -       |
| Brand Manager                                | -         | -      | 40,000    | 70,000  | 100,000        | 150,000 |
| Chief Marketing Officer (CMO)                | -         | -      | -         | -       | 150,000        | 300,000 |

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| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Marketing &amp; Communications</b>                                  |           |        |           |         |                |         |
| Digital Content Editor / Content Creator / Social Media Content Editor | 20,000    | 35,000 | -         | -       | -              | -       |
| Digital Marketing Analyst  | -         | -      | 50,000    | 80,000  | -              | -       |
| Digital Marketing Manager  | -         | -      | 70,000    | 90,000  | -              | -       |
| Graphic Designer   | 20,000    | 45,000 | -         | -       | -              | -       |
| Head of Marketing  | -         | -      | -         | -       | 120,000        | 150,000 |
| Marketing Coordinator / Assistant                                      | 25,000    | 40,000 | 40,000    | 60,000  | -              | -       |
| Marketing Director / VP  | -         | -      | -         | -       | 150,000        | 250,000 |
| Marketing Executive / Officer  | 20,000    | 30,000 | 30,000    | 70,000  | -              | -       |
| Marketing Manager  | -         | -      | 40,000    | 100,000 | -              | -       |
| Marketing Researcher / Analyst   | -         | -      | 30,000    | 65,000  | 55,000         | 120,000 |
| Public Relations / Corporate Communications Executive                  | -         | -      | 30,000    | 70,000  | -              | -       |
| Public Relations / Corporate Communications Manager                    | -         | -      | 70,000    | 100,000 | 100,000        | 150,000 |

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| Job Position                              | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Procurement / Purchasing</b>           |           |        |           |         |                |         |
| Assistant Purchasing Manager              | -         | -      | 40,000    | 60,000  | -              | -       |
| Procurement Manager                       | -         | -      | 50,000    | 80,000  | 100,000        | 150,000 |
| Procurement Officer                       | 20,000    | 25,000 | 25,000    | 50,000  | 50,000         | 70,000  |
| Purchasing / Buyer / Procurement Engineer | 20,000    | 40,000 | 40,000    | 90,000  | 60,000         | 100,000 |
| Purchasing Director (MNC)                 | -         | -      | -         | -       | 200,000        | 250,000 |
| Purchasing Executive                      | -         | -      | 20,000    | 70,000  | -              | -       |
| Purchasing Manager (Engineer)             | -         | -      | 50,000    | 80,000  | -              | -       |
| Purchasing Manager (MNC)                  | -         | -      | 50,000    | 100,000 | 130,000        | 150,000 |
| Purchasing Manager / Plant Buyer          | -         | -      | 40,000    | 65,000  | 50,000         | 150,000 |
| Purchasing Officer                        | 20,000    | 40,000 | 35,000    | 60,000  | 40,000         | 80,000  |
| <b>Sales / Business Development</b>       |           |        |           |         |                |         |
| Account Executive                         | 28,000    | 30,000 | 25,000    | 150,000 | 40,000         | 400,000 |
| Account Manager (Technical)               | -         | -      | 50,000    | 100,000 | -              | -       |
| Assistant Account Manager                 | -         | -      | 50,000    | 70,000  | 50,000         | 70,000  |

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| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b>                   |           |        |           |         |                |         |
| Assistant Sales Manager                               | -         | -      | 50,000    | 70,000  | -              | -       |
| Assistant Sales Manager (Technical)                   | -         | -      | 50,000    | 70,000  | -              | -       |
| AVP - Sales & Marketing                               | -         | -      | -         | -       | 100,000        | 150,000 |
| Business Development Manager / Specialist             | -         | -      | 50,000    | 70,000  | -              | -       |
| Business Development Manager / Specialist (Technical) | -         | -      | 50,000    | 70,000  | -              | -       |
| Business Intelligence Specialist                      | -         | -      | 50,000    | 70,000  | -              | -       |
| Change Management                                     | -         | -      | -         | -       | 100,000        | 150,000 |
| Chief Sales Officer (CSO)                             | -         | -      | -         | -       | 200,000        | 250,000 |
| Group Key Account Manager                             | -         | -      | 100,000   | 120,000 | 120,000        | 150,000 |
| Head of Commercial                                    | -         | -      | -         | -       | 150,000        | 200,000 |
| Key Account Manager                                   | -         | -      | 50,000    | 80,000  | 80,000         | 150,000 |
| Regional Sales Director                               | -         | -      | -         | -       | 150,000        | 200,000 |
| Regional Sales Manager                                | -         | -      | -         | -       | 120,000        | 150,000 |
| Sales & Marketing Director / VP                       | -         | -      | -         | -       | 150,000        | 200,000 |
| Sales & Marketing Executive                           | 25,000    | 30,000 | 30,000    | 60,000  | -              | -       |

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| Job Position                          | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|---------------------------------------|-----------|--------|-----------|--------|----------------|---------|
|                                       | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b>   |           |        |           |        |                |         |
| Sales & Marketing Manager             | -         | -      | 40,000    | 70,000 | 70,000         | 150,000 |
| Sales Administrative Assistant        | 20,000    | 40,000 | -         | -      | -              | -       |
| Sales Administrator / Sales Support   | 18,000    | 20,000 | 20,000    | 30,000 | -              | -       |
| Sales Coordinator (General)           | 18,000    | 30,000 | 30,000    | 60,000 | -              | -       |
| Sales Coordinator (Technical)         | 20,000    | 30,000 | -         | -      | -              | -       |
| Sales Director                        | -         | -      | -         | -      | 150,000        | 200,000 |
| Sales Engineer                        | 20,000    | 30,000 | 30,000    | 70,000 | 70,000         | 100,000 |
| Sales Executive / Officer             | 20,000    | 30,000 | 30,000    | 60,000 | -              | -       |
| Sales Executive / Officer (Technical) | -         | -      | 35,000    | 60,000 | -              | -       |
| Sales Manager                         | -         | -      | 70,000    | 80,000 | 80,000         | 150,000 |
| Sales Manager (Technical)             | -         | -      | -         | -      | 120,000        | 150,000 |
| Sales Operations Executive            | 23,000    | 30,000 | 30,000    | 45,000 | -              | -       |
| Senior Sales Executive                | 40,000    | 50,000 | 50,000    | 65,000 | -              | -       |
| <b>Top Management</b>                 |           |        |           |        |                |         |
| Chief Commercial Officer (CCO)        | -         | -      | -         | -      | 200,000        | 250,000 |

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| Job Position                           | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|--|-----------|--------|-----------|--------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Top Management</b>                  |           |        |           |        |                |         |
| Chief Executive Officer (CEO)          | -         | -      | -         | -      | 250,000        | 400,000 |
| Country Manager                        | -         | -      | -         | -      | 250,000        | 350,000 |
| Director / General Manager             | -         | -      | -         | -      | 150,000        | 200,000 |
| Director / General Manager (Technical) | -         | -      | -         | -      | 150,000        | 200,000 |
| Managing Director                      | -         | -      | -         | -      | 200,000        | 250,000 |

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# Information Technology





# Information Technology

| Job Position                        | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|-------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                     | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>         |           |        |           |         |                |         |
| Accounting Assistant                | -         | -      | 40,000    | 60,000  | -              | -       |
| Accounting Manager                  | -         | -      | 60,000    | 95,000  | 80,000         | 200,000 |
| Chief Financial Officer (CFO)       | -         | -      | -         | -       | 180,000        | 400,000 |
| Collection Manager                  | -         | -      | 80,000    | 80,000  | -              | -       |
| Collection Specialist               | 40,000    | 40,000 | -         | -       | -              | -       |
| Collection Supervisor               | -         | -      | 70,000    | 70,000  | -              | -       |
| Finance and Accounting Manager      | -         | -      | -         | -       | 50,000         | 100,000 |
| Financial Analyst                   | -         | -      | -         | -       | 60,000         | 80,000  |
| Financial Controller                | -         | -      | 50,000    | 100,000 | -              | -       |
| <b>Administration / Secretarial</b> |           |        |           |         |                |         |
| Administrative Officer / Staff      | 30,000    | 35,000 | 35,000    | 40,000  | -              | -       |
| Interpreter                         | -         | -      | 30,000    | 80,000  | -              | -       |
| Interpreter (Japanese Nationality)  | -         | -      | 40,000    | 80,000  | -              | -       |
| Secretary                           | 30,000    | 40,000 | 60,000    | 70,000  | -              | -       |

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| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Customer Service / Front office</b>                         |           |        |           |         |                |         |
| Customer Service Executive (Coordinator / Order Administrator) | 20,000    | 40,000 | 35,000    | 55,000  | -              | -       |
| <b>Human Resources</b>   |           |        |           |         |                |         |
| Human Resources Director / VP                                  | -         | -      | -         | -       | 200,000        | 250,000 |
| Human Resources Executive / Officer / Staff                    | 20,000    | 35,000 | -         | -       | -              | -       |
| Human Resources Manager  | -         | -      | 70,000    | 120,000 | 90,000         | 200,000 |
| <b>IT / Data</b>   |           |        |           |         |                |         |
| Back End Developer   | 17,000    | 50,000 | 50,000    | 120,000 | 120,000        | 250,000 |
| Data Analyst   | -         | -      | 40,000    | 50,000  | 80,000         | 120,000 |
| Data Center Manager / Infrastructure Manager                   | -         | -      | 40,000    | 70,000  | -              | -       |
| Data Entry   | -         | -      | 30,000    | 50,000  | -              | -       |
| Data Scientist / Data Engineer                                 | -         | -      | 80,000    | 120,000 | 100,000        | 150,000 |
| Database Administrator   | -         | -      | 50,000    | 100,000 | -              | -       |
| ERP Consultant   | 20,000    | 30,000 | 40,000    | 80,000  | 60,000         | 100,000 |

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|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>  |           |        |           |         |                |         |
| Front End Developer                                     | 45,000    | 70,000 | 80,000    | 100,000 | -              | -       |
| Full Stack Developer                                    | 17,000    | 50,000 | 50,000    | 120,000 | -              | -       |
| Game Community Manager                                  | -         | -      | 150,000   | 180,000 | -              | -       |
| Game Studio Manager                                     | -         | -      | -         | -       | 150,000        | 200,000 |
| Head of Information Technology                          | -         | -      | -         | -       | 150,000        | 300,000 |
| Head of Digital / Digital Director / VP                 | -         | -      | -         | -       | 200,000        | 250,000 |
| IT Manager  | -         | -      | 50,000    | 120,000 | -              | -       |
| IT Security Analyst / Engineer                          | 30,000    | 80,000 | 80,000    | 100,000 | -              | -       |
| IT Security Manager                                     | -         | -      | 80,000    | 130,000 | -              | -       |
| IT Support  | 25,000    | 40,000 | 30,000    | 60,000  | -              | -       |
| Lead Data Analyst                                       | -         | -      | -         | -       | 150,000        | 250,000 |
| Programmer  | 20,000    | 50,000 | 50,000    | 120,000 | -              | -       |
| Programmer / Software Developer (.NET)                  | -         | -      | 60,000    | 100,000 | 100,000        | 160,000 |
| Programmer / Software Developer (JAVA)                  | 22,000    | 60,000 | 80,000    | 150,000 | -              | -       |
| Programmer / Software Developer (Specific Applications) | -         | -      | 60,000    | 100,000 | -              | -       |

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|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>                                       |           |        |           |         |                |         |
| SAP Consultant   | -         | -      | 30,000    | 70,000  | 70,000         | 120,000 |
| Software / Solutions Architect                         | -         | -      | 80,000    | 120,000 | 80,000         | 180,000 |
| Software Analyst                                       | 50,000    | 50,000 | -         | -       | -              | -       |
| Software development and Software operation (Dev Opt ) | -         | -      | 100,000   | 130,000 | 200,000        | 230,000 |
| Software Engineer                                      | 30,000    | 40,000 | 40,000    | 150,000 | 80,000         | 200,000 |
| System Analyst / Business Analyst                      | -         | -      | 50,000    | 150,000 | 60,000         | 200,000 |
| System Engineer  | -         | -      | 50,000    | 100,000 | -              | -       |
| UX / UI Designer                                       | 30,000    | 40,000 | 40,000    | 150,000 | 150,000        | 250,000 |
| <b>Legal</b>   |           |        |           |         |                |         |
| Legal Manager  | -         | -      | -         | -       | 90,000         | 120,000 |
| Legal Officer  | -         | -      | 60,000    | 100,000 | -              | -       |
| <b>Logistics / Supply Chain</b>                        |           |        |           |         |                |         |
| Senior Supply Chain Manager                            | -         | -      | -         | -       | 250,000        | 350,000 |

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| Job Position                                   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>   |           |        |           |         |                |         |
| Application Engineer                           | 20,000    | 35,000 | 30,000    | 45,000  | -              | -       |
| Design Engineer                                | 30,000    | 45,000 | 50,000    | 120,000 | -              | -       |
| Engineer                                       | -         | -      | -         | -       | 50,000         | 60,000  |
| Engineering / IE / Process Improvement Manager | 25,000    | 40,000 | -         | -       | -              | -       |
| Network Engineer                               | -         | -      | 35,000    | 70,000  | -              | -       |
| Planning Executive / Officer                   | -         | -      | 40,000    | 50,000  | -              | -       |
| Planning Manager                               | -         | -      | -         | -       | 60,000         | 120,000 |
| Plant Engineer                                 | -         | -      | -         | -       | 80,000         | 100,000 |
| Process Improvement Engineer                   | -         | -      | 50,000    | 60,000  | -              | -       |
| Product Development Manager                    | -         | -      | 50,000    | 100,000 | -              | -       |
| Product Manager                                | -         | -      | 100,000   | 150,000 | 150,000        | 200,000 |
| Product Manager (IT)                           | -         | -      | -         | -       | 150,000        | 300,000 |
| Production Manager                             | -         | -      | 50,000    | 90,000  | 60,000         | 160,000 |
| Production Supervisor / Chief                  | -         | -      | 40,000    | 80,000  | -              | -       |
| Project Manager                                | -         | -      | 50,000    | 120,000 | 100,000        | 180,000 |
| QA / QC Engineer                               | -         | -      | -         | -       | 45,000         | 55,000  |

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|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>                           |           |        |           |         |                |         |
| QA Engineer / Software Tester  | 35,000    | 45,000 | 50,000    | 120,000 | 100,000        | 150,000 |
| Quality Manager  | -         | -      | -         | -       | 70,000         | 150,000 |
| Service Engineer / Technical Support                                   | -         | -      | 30,000    | 85,000  | -              | -       |
| Technical Consultant   | -         | -      | 150,000   | 200,000 | -              | -       |
| Warehouse Director   | -         | -      | -         | -       | 100,000        | 150,000 |
| Warehouse Manager  | -         | -      | 60,000    | 130,000 | -              | -       |
| <b>Marketing &amp; Communications</b>                                  |           |        |           |         |                |         |
| Digital Content Editor / Content Creator / Social Media Content Editor | -         | -      | 30,000    | 50,000  | -              | -       |
| Digital Marketing Analyst  | -         | -      | 35,000    | 70,000  | -              | -       |
| Editor   | 20,000    | 25,000 | 25,000    | 40,000  | -              | -       |
| Graphic Designer   | 25,000    | 35,000 | -         | -       | -              | -       |
| Marketing Administrator  | 20,000    | 30,000 | -         | -       | -              | -       |
| Marketing Coordinator / Assistant                                      | 25,000    | 40,000 | -         | -       | -              | -       |
| Marketing Executive / Officer  | 28,000    | 40,000 | 40,000    | 60,000  | -              | -       |

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| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Marketing &amp; Communications</b>                 |           |        |           |         |                |         |
| Marketing Manager                                     | -         | -      | 50,000    | 80,000  | -              | -       |
| <b>Procurement / Purchasing</b>                       |           |        |           |         |                |         |
| Purchasing Manager (Engineer)                         | -         | -      | -         | -       | 100,000        | 130,000 |
| Purchasing Manager / Plant Buyer                      | -         | -      | -         | -       | 100,000        | 130,000 |
| Purchasing Officer                                    | 25,000    | 30,000 | -         | -       | -              | -       |
| <b>Sales / Business Development</b>                   |           |        |           |         |                |         |
| Account Executive                                     | 22,000    | 40,000 | 40,000    | 65,000  | -              | -       |
| Account Manager (Technical)                           | -         | -      | 45,000    | 45,000  | -              | -       |
| Business Development Manager / Specialist (Technical) | 35,000    | 50,000 | 50,000    | 70,000  | 100,000        | 150,000 |
| National Sales Manager / Sales Director / VP          | -         | -      | -         | -       | 150,000        | 250,000 |
| Pre-Sales Consultant                                  | -         | -      | 50,000    | 100,000 | -              | -       |
| Sales & Marketing Director / VP                       | -         | -      | -         | -       | 200,000        | 250,000 |
| Sales & Marketing Executive                           | -         | -      | 40,000    | 50,000  | -              | -       |

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## Job Position

| Job Position                          | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                       | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b>   |           |        |           |         |                |         |
| Sales & Marketing Manager             | -         | -      | 80,000    | 150,000 | -              | -       |
| Sales & Marketing Manager (Technical) | -         | -      | -         | -       | 150,000        | 200,000 |
| Sales Administrator / Sales Support   | 20,000    | 35,000 | -         | -       | -              | -       |
| Sales Director                        | -         | -      | 90,000    | 120,000 | 180,000        | 200,000 |
| Sales Engineer                        | 25,000    | 50,000 | -         | -       | 100,000        | 150,000 |
| Sales Executive / Officer             | 30,000    | 40,000 | 40,000    | 60,000  | -              | -       |
| Sales Executive / Officer (Technical) | 30,000    | 40,000 | 40,000    | 60,000  | -              | -       |
| Sales Manager                         | -         | -      | 80,000    | 120,000 | -              | -       |
| <b>Top Management</b>                 |           |        |           |         |                |         |
| Country Manager                       | -         | -      | -         | -       | 250,000        | 300,000 |

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# Life Science / Medical





# Life Science / Medical

## Job Position

| Job Position                   | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|--------------------------------|-----------|--------|-----------|--------|----------------|---------|
|                                | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>    |           |        |           |        |                |         |
| Accounting Executive / Officer | -         | -      | 30,000    | 40,000 | -              | -       |
| Accounting Manager             | -         | -      | 50,000    | 80,000 | 80,000         | 180,000 |
| Accounts Payable Accountant    | -         | -      | 50,000    | 80,000 | -              | -       |
| Accounts Receivable Accountant | -         | -      | 50,000    | 80,000 | -              | -       |
| Assistant Accounting Manager   | -         | -      | 40,000    | 60,000 | -              | -       |
| Chief Financial Officer (CFO)  | -         | -      | -         | -      | 200,000        | 250,000 |
| Finance Manager                | -         | -      | -         | -      | 80,000         | 280,000 |
| Financial Analyst              | -         | -      | -         | -      | 90,000         | 120,000 |
| Financial Controller           | -         | -      | -         | -      | 80,000         | 170,000 |

## Administration / Secretarial

|                                |        |        |   |   |   |   |
|--------------------------------|--------|--------|---|---|---|---|
| Administrative Officer / Staff | 23,000 | 40,000 | - | - | - | - |
|--------------------------------|--------|--------|---|---|---|---|

## Customer Service / Front Office

|  |        |        |   |   |   |   |
|--|--------|--------|---|---|---|---|
| Customer Service Executive (Coordinator / Order Administrator) | 17,000 | 25,000 | - | - | - | - |
|--|--------|--------|---|---|---|---|

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# Life Science / Medical

## Job Position

| Job Position                                | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Human Resources</b>                      |           |        |           |         |                |         |
| HRIS  | -         | -      | 45,000    | 47,000  | -              | -       |
| Human Resources Director / VP               | -         | -      | -         | -       | 100,000        | 150,000 |
| Human Resources Executive / Officer / Staff | -         | -      | 30,000    | 50,000  | -              | -       |
| Training Executive / Officer                | -         | -      | 45,000    | 50,000  | -              | -       |
| Training Manager                            | -         | -      | 60,000    | 70,000  | -              | -       |
| <b>IT / Data</b>                            |           |        |           |         |                |         |
| IT Manager                                  | -         | -      | 80,000    | 100,000 | -              | -       |
| IT Specialist                               | -         | -      | 70,000    | 90,000  | -              | -       |
| Software Engineer                           | 30,000    | 45,000 | -         | -       | -              | -       |
| System Analyst / Business Analyst           | -         | -      | 30,000    | 50,000  | -              | -       |
| <b>Legal</b>                                |           |        |           |         |                |         |
| Legal Manager                               | -         | -      | -         | -       | 100,000        | 120,000 |
| Regulatory Affairs Manager                  | -         | -      | 40,000    | 70,000  | 100,000        | 150,000 |

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# Life Science / Medical

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>                 |           |        |           |         |                |         |
| Chief Operating Officer (COO)                                | -         | -      | -         | -       | 200,000        | 230,000 |
| Engineering Manager  | -         | -      | -         | -       | 100,000        | 200,000 |
| Maintenance Engineer   | -         | -      | -         | -       | 50,000         | 60,000  |
| Operations Manager   | -         | -      | 70,000    | 120,000 | 100,000        | 200,000 |
| Planning Executive/ Officer                                  | -         | -      | 30,000    | 50,000  | -              | -       |
| Planning Manager   | -         | -      | -         | -       | 100,000        | 150,000 |
| Process Engineer   | 40,000    | 60,000 | -         | -       | -              | -       |
| Product Development Manager                                  | -         | -      | 50,000    | 60,000  | 80,000         | 120,000 |
| Product Executive / Manager<br>(Technical Sales & Marketing) | 30,000    | 45,000 | -         | -       | -              | -       |
| Production Engineer  | -         | -      | -         | -       | 60,000         | 80,000  |
| Production Manager   | -         | -      | -         | -       | 200,000        | 250,000 |
| Production Supervisor / Chief                                | -         | -      | -         | -       | 60,000         | 80,000  |
| Project Manager  | -         | -      | -         | -       | 120,000        | 150,000 |
| Quality Manager  | -         | -      | -         | -       | 100,000        | 150,000 |
| Research & Development Officer                               | 35,000    | 50,000 | -         | -       | -              | -       |

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# Life Science / Medical

## Job Position

| Job Position                                 | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|--|-----------|--------|-----------|--------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b> |           |        |           |        |                |         |
| Warehouse Manager                            | -         | -      | 50,000    | 60,000 | -              | -       |
| <b>Marketing &amp; Communications</b>        |           |        |           |        |                |         |
| Art Director                                 | -         | -      | -         | -      | 50,000         | 80,000  |
| Brand Manager                                | -         | -      | -         | -      | 60,000         | 100,000 |
| Digital Marketing Manager                    | -         | -      | 60,000    | 80,000 | 100,000        | 200,000 |
| Graphic Designer                             | -         | -      | 45,000    | 60,000 | -              | -       |
| Head of Digital Marketing                    | -         | -      | -         | -      | 200,000        | 300,000 |
| Marketing Director / VP                      | -         | -      | -         | -      | 100,000        | 150,000 |
| Marketing Executive / Officer                | 20,000    | 45,000 | -         | -      | -              | -       |
| Marketing Manager                            | -         | -      | 40,000    | 80,000 | 50,000         | 100,000 |
| Trade Marketing Manager                      | -         | -      | -         | -      | 160,000        | 180,000 |
| <b>Medical / Health Care</b>                 |           |        |           |        |                |         |
| Medical Director                             | -         | -      | -         | -      | 400,000        | 600,000 |
| Medical Marketing Manager                    | -         | -      | -         | -      | 100,000        | 150,000 |

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# Life Science / Medical

## Job Position

| Job Position                        | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|-------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                     | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Medical / Health Care</b>        |           |        |           |         |                |         |
| Medical Product Specialist / Expert | -         | -      | 50,000    | 100,000 | -              | -       |
| Medical Sales Representative        | 18,000    | 25,000 | -         | -       | -              | -       |
| <b>Procurement / Purchasing</b>     |           |        |           |         |                |         |
| Sourcing Specialist                 | -         | -      | 50,000    | 70,000  | -              | -       |
| <b>Sales / Business Development</b> |           |        |           |         |                |         |
| Account Executive                   | 20,000    | 30,000 | -         | -       | -              | -       |
| Account Manager (Technical)         | -         | -      | 70,000    | 95,000  | -              | -       |
| AVP - Sales & Marketing             | -         | -      | -         | -       | 100,000        | 150,000 |
| Commercial Director / VP            | -         | -      | -         | -       | 200,000        | 300,000 |
| Head of Commercial                  | -         | -      | -         | -       | 120,000        | 150,000 |
| Key Account Manager                 | -         | -      | 70,000    | 95,000  | -              | -       |
| Sales & Marketing Manager           | -         | -      | 50,000    | 90,000  | 100,000        | 170,000 |
| Sales Director                      | -         | -      | -         | -       | 120,000        | 200,000 |
| Sales Executive / Officer           | -         | -      | 30,000    | 70,000  | -              | -       |

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# Life Science / Medical

## Job Position

| Job Position                        | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|-------------------------------------|-----------|--------|-----------|--------|----------------|---------|
|                                     | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b> |           |        |           |        |                |         |
| Sales Manager                       | -         | -      | -         | -      | 50,000         | 100,000 |
| <b>Logistics / Supply Chain</b>     |           |        |           |        |                |         |
| Export Officer                      | -         | -      | 35,000    | 40,000 | -              | -       |
| Logistics Manager                   | -         | -      | -         | -      | 55,000         | 70,000  |
| <b>Top Management</b>               |           |        |           |        |                |         |
| Managing Director                   | -         | -      | -         | -      | 150,000        | 300,000 |

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# Non-Profit Organization / Public Sector





# Non-Profit Organization / Public Sector

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|--|-----------|--------|-----------|--------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>                                    |           |        |           |        |                |         |
| Accounting Assistant   | -         | -      | 30,000    | 35,000 | -              | -       |
| Accounting Manager   | -         | -      | 60,000    | 80,000 | 80,000         | 100,000 |
| Finance and Accounting Manager                                 | -         | -      | 60,000    | 80,000 | 70,000         | 90,000  |
| Finance and Accounting Director / VP                           | -         | -      | -         | -      | 120,000        | 180,000 |
| Finance Manager  | -         | -      | -         | -      | 70,000         | 90,000  |
| Financial Controller   | -         | -      | -         | -      | 100,000        | 150,000 |
| <b>Administration / Secretarial</b>                            |           |        |           |        |                |         |
| Administrative Officer / Staff                                 | 20,000    | 30,000 | 30,000    | 40,000 | -              | -       |
| Executive Secretary / PA                                       | -         | -      | 40,000    | 60,000 | -              | -       |
| Interpreter  | 25,000    | 35,000 | -         | -      | -              | -       |
| <b>Customer Service / Front office</b>                         |           |        |           |        |                |         |
| Customer Service Executive (Coordinator / Order Administrator) | -         | -      | 30,000    | 40,000 | -              | -       |

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# Non-Profit Organization / Public Sector

| Job Position                                | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Education</b>                            |           |        |           |         |                |         |
| Lecturer (Chinese Speaking)                 | -         | -      | 80,000    | 100,000 | -              | -       |
| <b>Human Resources</b>                      |           |        |           |         |                |         |
| HR Generalist / HR Specialist               | -         | -      | 45,000    | 75,000  | -              | -       |
| Human Resources Executive / Officer / Staff | 25,000    | 35,000 | 30,000    | 50,000  | -              | -       |
| Human Resources Manager                     | -         | -      | 80,000    | 100,000 | -              | -       |
| Recruitment Officer                         | -         | -      | 40,000    | 60,000  | -              | -       |
| <b>IT / Data</b>                            |           |        |           |         |                |         |
| Back End Developer                          | -         | -      | 40,000    | 80,000  | -              | -       |
| Data Scientist / Data Engineer              | -         | -      | -         | -       | 175,000        | 200,000 |
| Front End Developer                         | -         | -      | 40,000    | 80,000  | -              | -       |
| IT Director                                 | -         | -      | -         | -       | 60,000         | 150,000 |
| IT Security Analyst / Engineer              | -         | -      | 50,000    | 60,000  | -              | -       |
| Programmer                                  | -         | -      | 50,000    | 70,000  | -              | -       |
| Programmer / Software Developer (.NET)      | -         | -      | -         | -       | 90,000         | 110,000 |

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# Non-Profit Organization / Public Sector

| Job Position                          | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|---------------------------------------|-----------|--------|-----------|--------|----------------|---------|
|                                       | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Marketing &amp; Communications</b> |           |        |           |        |                |         |
| Digital Marketing Analyst             | 25,000    | 35,000 | 35,000    | 50,000 | -              | -       |
| Graphic Designer                      | 20,000    | 25,000 | 25,000    | 35,000 | -              | -       |
| Marketing Director / VP               | -         | -      | -         | -      | 80,000         | 130,000 |
| Marketing Executive / Officer         | 25,000    | 35,000 | 35,000    | 50,000 | -              | -       |
| Marketing Manager                     | -         | -      | 40,000    | 70,000 | -              | -       |
| <b>Procurement / Purchasing</b>       |           |        |           |        |                |         |
| Procurement Officer                   | -         | -      | 40,000    | 45,000 | -              | -       |
| Purchasing Manager (MNC)              | -         | -      | 60,000    | 85,000 | -              | -       |
| <b>Retail</b>                         |           |        |           |        |                |         |
| Branch Manager                        | -         | -      | 70,000    | 90,000 | 90,000         | 120,000 |
| <b>Sales / Business Development</b>   |           |        |           |        |                |         |
| Account Executive                     | 30,000    | 35,000 | 40,000    | 60,000 | 100,000        | 300,000 |
| Sales & Marketing Manager             | -         | -      | 55,000    | 70,000 | 100,000        | 120,000 |

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# Non-Profit Organization / Public Sector

## Job Position

| Job Position                        | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|-------------------------------------|-----------|--------|-----------|--------|----------------|---------|
|                                     | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b> |           |        |           |        |                |         |
| Sales Administrator / Sales Support | 20,000    | 35,000 | -         | -      | -              | -       |
| Sales Director                      | -         | -      | -         | -      | 100,000        | 130,000 |
| Sales Executive / Officer           | 30,000    | 50,000 | 50,000    | 70,000 | -              | -       |
| Sales Operations Executive          | 30,000    | 35,000 | -         | -      | -              | -       |
| <b>Top Management</b>               |           |        |           |        |                |         |
| Chief Executive Officer (CEO)       | -         | -      | -         | -      | 250,000        | 300,000 |

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# Property / Construction





# Property / Construction

| Job Position                          | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                       | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>           |           |        |           |         |                |         |
| Accounting & Finance Supervisor (CPA) | -         | -      | 60,000    | 80,000  | -              | -       |
| Accounting Analyst                    | -         | -      | 40,000    | 50,000  | 60,000         | 140,000 |
| Accounting Assistant                  | 18,000    | 35,000 | 30,000    | 50,000  | -              | -       |
| Accounting Director                   | -         | -      | -         | -       | 80,000         | 170,000 |
| Accounting Executive / Officer        | 20,000    | 40,000 | 30,000    | 45,000  | -              | -       |
| Accounting Manager                    | -         | -      | 70,000    | 80,000  | 80,000         | 100,000 |
| Assistant Accounting Manager          | -         | -      | 50,000    | 60,000  | -              | -       |
| Chief Financial Officer (CFO)         | -         | -      | -         | -       | 70,000         | 120,000 |
| Collection Supervisor                 | -         | -      | 60,000    | 80,000  | -              | -       |
| Costing Executive                     | 25,000    | 35,000 | -         | -       | -              | -       |
| Finance and Accounting Manager        | 27,000    | 30,000 | 60,000    | 120,000 | 80,000         | 150,000 |
| Finance and Accounting Director / VP  | -         | -      | 100,000   | 150,000 | 100,000        | 180,000 |
| Finance Manager                       | -         | -      | 50,000    | 130,000 | 70,000         | 150,000 |
| Financial Analyst                     | -         | -      | 50,000    | 80,000  | 35,000         | 210,000 |
| Financial Controller                  | -         | -      | 50,000    | 100,000 | 100,000        | 150,000 |
| Internal Audit Manager                | -         | -      | 100,000   | 140,000 | -              | -       |

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# Property / Construction

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>                                    |           |        |           |         |                |         |
| Investor Relation Manager                                      | -         | -      | 80,000    | 100,000 | -              | -       |
| Risk Management Manager  | -         | -      | 80,000    | 90,000  | -              | -       |
| VP - Accounting and Finance                                    | -         | -      | -         | -       | 150,000        | 200,000 |
| <b>Administration / Secretarial</b>                            |           |        |           |         |                |         |
| Administrative Manager   | 45,000    | 50,000 | 50,000    | 55,000  | -              | -       |
| Administrative Officer / Staff                                 | 20,000    | 35,000 | 35,000    | 50,000  | -              | -       |
| Executive Secretary / PA                                       | -         | -      | 40,000    | 50,000  | 50,000         | 60,000  |
| <b>Customer Service / Front office</b>                         |           |        |           |         |                |         |
| CRM Manager  | -         | -      | 60,000    | 100,000 | 100,000        | 250,000 |
| CRM Officer / Executive  | 25,000    | 30,000 | 30,000    | 60,000  | -              | -       |
| Customer Service Executive (Coordinator / Order Administrator) | 30,000    | 35,000 | -         | -       | -              | -       |
| Customer Service Manager                                       | -         | -      | 40,000    | 60,000  | -              | -       |

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# Property / Construction

## Job Position

| Job Position                                    | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|---|-----------|--------|-----------|---------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Human Resources</b>                          |           |        |           |         |                |         |
| Chief Human Resources Officer                   | -         | -      | -         | -       | 150,000        | 300,000 |
| Human Resources Director / VP                   | -         | -      | -         | -       | 200,000        | 280,000 |
| Human Resources Executive / Officer / Staff     | 20,000    | 25,000 | -         | -       | -              | -       |
| Human Resources Manager                         | -         | -      | -         | -       | 60,000         | 170,000 |
| VP - Human Resources                            | -         | -      | -         | -       | 200,000        | 230,000 |
| <b>IT / Data</b>                                |           |        |           |         |                |         |
| Data / Report Analyst                           | -         | -      | 60,000    | 100,000 | -              | -       |
| Data Scientist / Data Engineer                  | -         | -      | 80,000    | 100,000 | 150,000        | 220,000 |
| IT Application Support                          | -         | -      | 80,000    | 90,000  | -              | -       |
| IT Auditor                                      | -         | -      | 100,000   | 160,000 | -              | -       |
| IT Manager                                      | -         | -      | -         | -       | 50,000         | 180,000 |
| Programmer                                      | -         | -      | 50,000    | 120,000 | -              | -       |
| Programmer / Software Developer (JAVA)          | -         | -      | 50,000    | 100,000 | -              | -       |
| Programmer / Software Developer (ORACLE PL/SQL) | -         | -      | 60,000    | 80,000  | -              | -       |

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# Property / Construction

| Job Position                       | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                    | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>                   |           |        |           |         |                |         |
| Software Engineer                  | -         | -      | 60,000    | 80,000  | -              | -       |
| Software Quality Assurance Manager | -         | -      | -         | -       | 60,000         | 80,000  |
| System Analyst / Business Analyst  | -         | -      | 70,000    | 110,000 | -              | -       |
| UX / UI Designer                   | -         | -      | 80,000    | 90,000  | 120,000        | 240,000 |
| <b>Legal</b>                       |           |        |           |         |                |         |
| Company Secretary                  | -         | -      | -         | -       | 80,000         | 100,000 |
| Compliance Officer                 | -         | -      | 50,000    | 60,000  | 70,000         | 100,000 |
| Legal Manager                      | -         | -      | -         | -       | 90,000         | 100,000 |
| Legal Officer                      | -         | -      | 30,000    | 60,000  | -              | -       |
| <b>Logistics / Supply Chain</b>    |           |        |           |         |                |         |
| Customs Officer                    | 20,000    | 40,000 | -         | -       | -              | -       |
| Export Officer                     | -         | -      | 35,000    | 45,000  | -              | -       |
| Supply Chain Manager               | -         | -      | -         | -       | 120,000        | 150,000 |

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| Job Position                                   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>   |           |        |           |         |                |         |
| Construction Engineer                          | -         | -      | 30,000    | 35,000  | -              | -       |
| Design Engineer                                | -         | -      | 70,000    | 120,000 | -              | -       |
| Draftsman                                      | -         | -      | -         | -       | 60,000         | 80,000  |
| Engineer (Mechanical / Chemical / QA / AC)     | 25,000    | 30,000 | 30,000    | 60,000  | 80,000         | 170,000 |
| Engineering / IE / Process Improvement Manager | -         | -      | 40,000    | 60,000  | -              | -       |
| Engineering Manager                            | -         | -      | -         | -       | 250,000        | 300,000 |
| Interior Design / Architect                    | 25,000    | 30,000 | 30,000    | 50,000  | -              | -       |
| Maintenance Chief / Manager                    | -         | -      | 50,000    | 60,000  | 65,000         | 80,000  |
| Mechanical Engineer                            | 20,000    | 30,000 | 50,000    | 80,000  | -              | -       |
| Operations Director / VP                       | -         | -      | -         | -       | 120,000        | 280,000 |
| Product Development Manager                    | -         | -      | -         | -       | 120,000        | 150,000 |
| Product Manager                                | -         | -      | -         | -       | 100,000        | 320,000 |
| Production Manager                             | -         | -      | 100,000   | 130,000 | -              | -       |
| Project Manager                                | -         | -      | 60,000    | 85,000  | 60,000         | 200,000 |
| Safety Manager                                 | -         | -      | -         | -       | 60,000         | 70,000  |
| Service Engineer / Technical Support           | 28,000    | 45,000 | -         | -       | 70,000         | 90,000  |

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| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>                           |           |        |           |         |                |         |
| Technician   | 15,000    | 35,000 | -         | -       | -              | -       |
| VP – Technical   | -         | -      | -         | -       | 200,000        | 220,000 |
| Warehouse Manager  | -         | -      | -         | -       | 55,000         | 75,000  |
| <b>Marketing &amp; Communications</b>                                  |           |        |           |         |                |         |
| Brand Manager  | -         | -      | 80,000    | 100,000 | 100,000        | 120,000 |
| Digital Content Editor / Content Creator / Social Media Content Editor | 30,000    | 50,000 | 50,000    | 80,000  | -              | -       |
| Graphic Designer   | 30,000    | 50,000 | 50,000    | 80,000  | -              | -       |
| Head of Digital / Digital Director / VP                                | -         | -      | 120,000   | 150,000 | 150,000        | 180,000 |
| Marketing Director / VP  | -         | -      | 120,000   | 150,000 | 150,000        | 180,000 |
| Marketing Executive / Officer  | 40,000    | 50,000 | -         | -       | -              | -       |
| Marketing Manager  | -         | -      | 60,000    | 80,000  | 80,000         | 120,000 |
| Public Relations / Corporate Communications Manager                    | -         | -      | 70,000    | 80,000  | 80,000         | 120,000 |

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# Property / Construction

| Job Position                              | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|---|-----------|--------|-----------|--------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Procurement / Purchasing</b>           |           |        |           |        |                |         |
| Merchandiser                              | 25,000    | 30,000 | 50,000    | 65,000 | -              | -       |
| Procurement Manager                       | -         | -      | 50,000    | 80,000 | 80,000         | 120,000 |
| Purchasing / Buyer / Procurement Engineer | -         | -      | 40,000    | 70,000 | 80,000         | 110,000 |
| Purchasing Executive                      | -         | -      | 40,000    | 60,000 | -              | -       |
| Senior Merchandiser                       | -         | -      | 60,000    | 80,000 | 85,000         | 120,000 |
| <b>Property Management / Real Estate</b>  |           |        |           |        |                |         |
| Building Information Modeling Manager     | -         | -      | 50,000    | 70,000 | -              | -       |
| <b>Sales / Business Development</b>       |           |        |           |        |                |         |
| Account Executive                         | -         | -      | 50,000    | 60,000 | -              | -       |
| Assistant Sales Manager                   | -         | -      | 70,000    | 80,000 | -              | -       |
| AVP - Sales & Marketing                   | -         | -      | -         | -      | 150,000        | 200,000 |
| Business Development Manager / Specialist | -         | -      | 50,000    | 70,000 | -              | -       |
| Chief Commercial Officer (CCO)            | -         | -      | -         | -      | 200,000        | 250,000 |
| Commercial Director / VP                  | -         | -      | -         | -      | 200,000        | 250,000 |

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# Property / Construction

## Job Position

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b>                          |           |        |           |         |                |         |
| E-Commerce Manager   | -         | -      | 70,000    | 100,000 | -              | -       |
| Product Executive / Manager<br>(Technical Sales & Marketing) | -         | -      | 50,000    | 70,000  | -              | -       |
| Sales & Marketing Director / VP                              | -         | -      | -         | -       | 150,000        | 220,000 |
| Sales & Marketing Manager                                    | -         | -      | 70,000    | 80,000  | -              | -       |
| Sales Administrator / Sales Support                          | 20,000    | 35,000 | -         | -       | -              | -       |
| Sales Coordinator (General)                                  | 23,000    | 35,000 | -         | -       | -              | -       |
| Sales Director   | -         | -      | -         | -       | 120,000        | 150,000 |
| Sales Engineer   | -         | -      | 30,000    | 50,000  | -              | -       |
| Sales Executive / Officer                                    | 20,000    | 35,000 | 35,000    | 50,000  | -              | -       |
| Sales Manager  | -         | -      | 70,000    | 80,000  | 90,000         | 100,000 |
| VP - Sales & Marketing                                       | -         | -      | -         | -       | 150,000        | 200,000 |
| <b>Top Management</b>  |           |        |           |         |                |         |
| Chief Investment Officer                                     | -         | -      | -         | -       | 220,000        | 250,000 |
| Managing Director  | -         | -      | -         | -       | 300,000        | 500,000 |

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# Services / Consulting





# Services / Consulting

| Job Position                         | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--------------------------------------|-----------|--------|-----------|---------|----------------|---------|
|                                      | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>          |           |        |           |         |                |         |
| Accounting Assistant                 | 20,000    | 25,000 | 35,000    | 80,000  | -              | -       |
| Accounting Executive / Officer       | 20,000    | 60,000 | 20,000    | 80,000  | -              | -       |
| Accounting Manager                   | -         | -      | 40,000    | 100,000 | 50,000         | 200,000 |
| Accounts Receivable Accountant       | 20,000    | 60,000 | 30,000    | 70,000  | -              | -       |
| Chief Financial Officer (CFO)        | -         | -      | -         | -       | 200,000        | 400,000 |
| Corporate Finance Specialist         | 50,000    | 70,000 | 60,000    | 80,000  | 60,000         | 250,000 |
| Costing Executive                    | 16,000    | 33,000 | 50,000    | 70,000  | -              | -       |
| Credit Analyst                       | -         | -      | 35,000    | 50,000  | -              | -       |
| Finance and Accounting Manager       | -         | -      | 70,000    | 95,000  | 80,000         | 150,000 |
| Finance and Accounting Director / VP | -         | -      | -         | -       | 100,000        | 250,000 |
| Finance Manager                      | -         | -      | -         | -       | 80,000         | 150,000 |
| Financial Analyst                    | -         | -      | 70,000    | 140,000 | 150,000        | 180,000 |
| Financial Controller                 | -         | -      | 50,000    | 120,000 | 80,000         | 180,000 |
| Internal Auditor                     | -         | -      | 35,000    | 40,000  | -              | -       |
| Junior Accountant                    | 25,000    | 60,000 | -         | -       | -              | -       |
| Revenue Analyst                      | -         | -      | 30,000    | 50,000  | -              | -       |

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## Job Position

| Job Position                                | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|---|-----------|--------|-----------|--------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Accounting / Finance</b>                 |           |        |           |        |                |         |
| Senior Accountant                           | -         | -      | 35,000    | 40,000 | -              | -       |
| Treasury                                    | -         | -      | 40,000    | 50,000 | -              | -       |
| VP - Accounting and Finance                 | -         | -      | -         | -      | 150,000        | 220,000 |
| <b>Administration / Secretarial</b>         |           |        |           |        |                |         |
| Administrative Manager                      | -         | -      | 50,000    | 70,000 | -              | -       |
| Administrative Officer / Staff              | 15,000    | 30,000 | 30,000    | 60,000 | -              | -       |
| Executive Secretary / PA                    | -         | -      | 35,000    | 45,000 | 60,000         | 80,000  |
| Office Manager                              | -         | -      | 18,000    | 35,000 | -              | -       |
| Secretary                                   | -         | -      | 40,000    | 55,000 | -              | -       |
| Translator and Proofreader                  | -         | -      | 50,000    | 75,000 | -              | -       |
| Interpreter                                 | 20,000    | 45,000 | 40,000    | 65,000 | -              | -       |
| <b>Customer Service / Front office</b>      |           |        |           |        |                |         |
| Customer Service (Travel Agent)             | 22,000    | 25,000 | 30,000    | 56,000 | -              | -       |
| Customer Service Coordinator (Ground Staff) | 20,000    | 35,000 | -         | -      | -              | -       |

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# Services / Consulting

## Job Position

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Customer Service / Front office</b>                         |           |        |           |         |                |         |
| Customer Service Executive (Coordinator / Order Administrator) | 21,000    | 30,000 | -         | -       | -              | -       |
| Customer Service Manager                                       | -         | -      | 30,000    | 65,000  | 70,000         | 160,000 |
| Customer Service Staff   | 20,000    | 25,000 | -         | -       | -              | -       |
| <b>Human Resources</b>   |           |        |           |         |                |         |
| Head of Human Resources  | -         | -      | -         | -       | 180,000        | 200,000 |
| HR - Compensation & Benefit                                    | -         | -      | 40,000    | 50,000  | -              | -       |
| HR Generalist / HR Specialist                                  | 20,000    | 40,000 | 30,000    | 50,000  | -              | -       |
| HRM Manager  | -         | -      | 50,000    | 70,000  | -              | -       |
| Human Resources Director / VP                                  | -         | -      | -         | -       | 250,000        | 300,000 |
| Human Resources Executive / Officer / Staff                    | 25,000    | 50,000 | 30,000    | 50,000  | -              | -       |
| Human Resources Manager  | -         | -      | 50,000    | 150,000 | 60,000         | 150,000 |
| Payroll Officer  | 30,000    | 40,000 | -         | -       | -              | -       |
| Recruitment Officer  | 40,000    | 50,000 | -         | -       | -              | -       |
| Training Executive / Officer                                   | 25,000    | 30,000 | 25,000    | 35,000  | -              | -       |

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# Services / Consulting

| Job Position                             | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>                         |           |        |           |         |                |         |
| Application Engineer                     | -         | -      | 30,000    | 60,000  | -              | -       |
| Associate Director - Data Governance     | -         | -      | -         | -       | 150,000        | 180,000 |
| Back End Developer                       | -         | -      | 55,000    | 70,000  | -              | -       |
| Chief Information Officer                | -         | -      | -         | -       | 300,000        | 350,000 |
| Data Migration / Data Analyst (ETL)      | -         | -      | 80,000    | 130,000 | -              | -       |
| Data Scientist / Data Engineer           | -         | -      | -         | -       | 120,000        | 160,000 |
| Database Administrator                   | -         | -      | 60,000    | 80,000  | -              | -       |
| ERP Consultant                           | -         | -      | 100,000   | 170,000 | -              | -       |
| Head of Information Technology           | -         | -      | -         | -       | 180,000        | 200,000 |
| Head of Digital / Digital Director / VP  | -         | -      | -         | -       | 150,000        | 250,000 |
| IT Director                              | -         | -      | -         | -       | 200,000        | 300,000 |
| IT Manager                               | -         | -      | 100,000   | 120,000 | 120,000        | 180,000 |
| IT Security Analyst / Engineer           | -         | -      | 60,000    | 66,000  | -              | -       |
| IT Support                               | 20,000    | 35,000 | 40,000    | 80,000  | -              | -       |
| Programmer                               | 30,000    | 50,000 | 50,000    | 70,000  | -              | -       |
| Programmer / Software Developer (C, C++) | -         | -      | 30,000    | 60,000  | -              | -       |

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# Services / Consulting

## Job Position

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>IT / Data</b>                                       |           |        |           |         |                |         |
| Programmer / Software Developer (JAVA)                 | -         | -      | 50,000    | 100,000 | -              | -       |
| Programmer / Software Developer (Mobile Applications)  | -         | -      | 60,000    | 100,000 | -              | -       |
| Programmer / Software Developer (PHP)                  | -         | -      | 50,000    | 80,000  | -              | -       |
| SAP Consultant   | -         | -      | 60,000    | 90,000  | -              | -       |
| Software / Solutions Architect                         | -         | -      | 70,000    | 110,000 | -              | -       |
| Software development and Software operation (Dev Opt ) | -         | -      | 60,000    | 100,000 | 120,000        | 250,000 |
| Software Engineer                                      | 25,000    | 30,000 | 30,000    | 80,000  | 100,000        | 200,000 |
| Software Quality Assurance Manager                     | -         | -      | 50,000    | 90,000  | -              | -       |
| System Analyst / Business Analyst                      | -         | -      | -         | -       | 80,000         | 100,000 |
| System Consultant Manager                              | -         | -      | 45,000    | 57,000  | -              | -       |
| System Engineer  | -         | -      | 50,000    | 80,000  | -              | -       |
| Technical Consultant                                   | -         | -      | 50,000    | 80,000  | -              | -       |
| UX / UI Designer                                       | 30,000    | 40,000 | 50,000    | 80,000  | -              | -       |
| VP - Information Technology                            | -         | -      | -         | -       | 250,000        | 300,000 |

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## Job Position

| Job Position                                   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Legal</b>                                   |           |        |           |         |                |         |
| Compliance Officer                             | 30,000    | 50,000 | 50,000    | 70,000  | -              | -       |
| Investor Relations - Manager                   | -         | -      | 50,000    | 70,000  | 80,000         | 100,000 |
| Lawyer (Attorney)                              | -         | -      | 60,000    | 100,000 | -              | -       |
| Legal Consultant / Specialist                  | -         | -      | 50,000    | 70,000  | 100,000        | 120,000 |
| Legal Officer                                  | -         | -      | 50,000    | 70,000  | 100,000        | 130,000 |
| <b>Logistics / Supply Chain</b>                |           |        |           |         |                |         |
| Supply Chain Manager                           | -         | -      | -         | -       | 70,000         | 100,000 |
| <b>Manufacturing / Engineering / R&amp;D</b>   |           |        |           |         |                |         |
| Engineer                                       | 18,000    | 25,000 | 60,000    | 80,000  | -              | -       |
| Engineer (Mechanical / Chemical / QA / AC)     | 20,000    | 30,000 | 40,000    | 80,000  | 60,000         | 100,000 |
| Engineering / IE / Process Improvement Manager | -         | -      | 30,000    | 60,000  | -              | -       |
| Field Operator                                 | 35,000    | 50,000 | -         | -       | -              | -       |
| Head of Operation                              | -         | -      | -         | -       | 200,000        | 350,000 |
| Interior Design / Architect                    | -         | -      | 80,000    | 100,000 | -              | -       |

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## Job Position

| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>                 |           |        |           |         |                |         |
| Maintenance Engineer   | -         | -      | 50,000    | 65,000  | -              | -       |
| Mechanical Engineer  | -         | -      | 70,000    | 100,000 | -              | -       |
| Operations Director / VP                                     | -         | -      | -         | -       | 150,000        | 250,000 |
| Operations Manager   | -         | -      | -         | -       | 80,000         | 120,000 |
| Planning Manager   | -         | -      | -         | -       | 130,000        | 140,000 |
| Plant Manager  | -         | -      | 80,000    | 120,000 | 80,000         | 150,000 |
| Product Executive / Manager<br>(Technical Sales & Marketing) | 35,000    | 50,000 | 40,000    | 60,000  | 60,000         | 120,000 |
| Product Manager  | -         | -      | 70,000    | 100,000 | -              | -       |
| Project / Construction Manager                               | -         | -      | -         | -       | 100,000        | 150,000 |
| Project Coordinator (General)                                | 25,000    | 32,000 | -         | -       | -              | -       |
| Project Coordinator (Technical)                              | 25,000    | 50,000 | -         | -       | -              | -       |
| Project Manager  | -         | -      | 50,000    | 110,000 | 60,000         | 190,000 |
| QA Engineer / Software Tester                                | 60,000    | 80,000 | 60,000    | 90,000  | 150,000        | 200,000 |
| Research & Development Officer                               | -         | -      | 35,000    | 100,000 | -              | -       |
| Senior Project Engineer                                      | -         | -      | -         | -       | 100,000        | 150,000 |

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| Job Position   | 0 - 3 yrs |        | 3 - 7 yrs |         | More than 7yrs |         |
|--|-----------|--------|-----------|---------|----------------|---------|
|  | min(฿)    | max(฿) | min(฿)    | max(฿)  | min(฿)         | max(฿)  |
| <b>Manufacturing / Engineering / R&amp;D</b>                           |           |        |           |         |                |         |
| Senior Structural Engineer   | -         | -      | 100,000   | 100,000 | -              | -       |
| Service Engineer / Technical Support                                   | -         | -      | 35,000    | 60,000  | -              | -       |
| Service Manager  | -         | -      | -         | -       | 50,000         | 70,000  |
| VP – Technical   | -         | -      | -         | -       | 120,000        | 300,000 |
| Warehouse Manager  | -         | -      | 60,000    | 65,000  | -              | -       |
| Welder   | -         | -      | -         | -       | 100,000        | 120,000 |
| <b>Marketing &amp; Communications</b>                                  |           |        |           |         |                |         |
| Art Director   | -         | -      | -         | -       | 100,000        | 120,000 |
| Digital Content Editor / Content Creator / Social Media Content Editor | 20,000    | 35,000 | 30,000    | 45,000  | -              | -       |
| Digital Marketing Analyst  | -         | -      | 35,000    | 40,000  | -              | -       |
| Digital Marketing Manager  | -         | -      | 50,000    | 80,000  | -              | -       |
| Marketing Director / VP  | -         | -      | 90,000    | 120,000 | 120,000        | 150,000 |
| Marketing Executive / Officer  | 20,000    | 50,000 | 50,000    | 70,000  | -              | -       |
| Marketing Manager  | -         | -      | 70,000    | 80,000  | -              | -       |

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## Job Position

| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |        |
|---|-----------|--------|-----------|--------|----------------|--------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿) |
| <b>Marketing &amp; Communications</b>                 |           |        |           |        |                |        |
| Marketing Researcher / Analyst                        | -         | -      | 40,000    | 80,000 | -              | -      |
| Media Planner   | -         | -      | 40,000    | 60,000 | -              | -      |
| Public Relations / Corporate Communications Executive | 25,000    | 35,000 | 35,000    | 50,000 | -              | -      |
| SEO / SEM Specialist                                  | -         | -      | 50,000    | 70,000 | -              | -      |
| <b>Procurement / Purchasing</b>                       |           |        |           |        |                |        |
| Procurement Officer                                   | -         | -      | 40,000    | 50,000 | -              | -      |
| Purchasing / Buyer / Procurement Engineer             | -         | -      | 50,000    | 65,000 | -              | -      |
| <b>Restaurant</b>                                     |           |        |           |        |                |        |
| Assistant Restaurant Manager                          | -         | -      | 55,000    | 75,000 | -              | -      |
| Barista   | -         | -      | 45,000    | 55,000 | -              | -      |
| Chef  | -         | -      | 45,000    | 65,000 | -              | -      |
| Restaurant Supervisor                                 | -         | -      | 50,000    | 60,000 | -              | -      |

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Industrial and  
Manufacturing

Information  
Technology

Life Science / Medical

Non-Profit  
Organization /  
Public Sector

Property /  
Construction

Services / Consulting

About Adecco



# Services / Consulting

| Job Position  | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|---|-----------|--------|-----------|--------|----------------|---------|
|   | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b>                   |           |        |           |        |                |         |
| Account Executive                                     | 25,000    | 35,000 | 35,000    | 50,000 | -              | -       |
| Account Manager (Technical)                           | -         | -      | 50,000    | 70,000 | -              | -       |
| Assistant Account Manager                             | -         | -      | 30,000    | 50,000 | -              | -       |
| Assistant Sales Manager (Technical)                   | -         | -      | 50,000    | 70,000 | 70,000         | 100,000 |
| Business Development Executive / Officer              | 30,000    | 40,000 | 30,000    | 70,000 | -              | -       |
| Business Development Manager / Specialist             | -         | -      | 45,000    | 70,000 | -              | -       |
| Business Development Manager / Specialist (Technical) | -         | -      | 40,000    | 80,000 | -              | -       |
| Key Account Manager                                   | -         | -      | 50,000    | 70,000 | -              | -       |
| Sales & Marketing Executive                           | 20,000    | 25,000 | 25,000    | 40,000 | -              | -       |
| Sales & Marketing Manager                             | -         | -      | 50,000    | 60,000 | -              | -       |
| Sales Administrator / Sales Support                   | 20,000    | 30,000 | 30,000    | 40,000 | -              | -       |
| Sales Coordinator (General)                           | 20,000    | 30,000 | -         | -      | -              | -       |
| Sales Engineer  | 25,000    | 35,000 | 40,000    | 50,000 | -              | -       |
| Sales Executive / Officer                             | 15,000    | 25,000 | 25,000    | 50,000 | 50,000         | 80,000  |
| Sales Manager   | -         | -      | 50,000    | 80,000 | -              | -       |

\*Based salary per month in Thai Baht

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## Job Position

| Job Position                        | 0 - 3 yrs |        | 3 - 7 yrs |        | More than 7yrs |         |
|-------------------------------------|-----------|--------|-----------|--------|----------------|---------|
|                                     | min(฿)    | max(฿) | min(฿)    | max(฿) | min(฿)         | max(฿)  |
| <b>Sales / Business Development</b> |           |        |           |        |                |         |
| Sales Operations Executive          | -         | -      | 40,000    | 50,000 | -              | -       |
| Senior Sales Manager                | -         | -      | -         | -      | 150,000        | 170,000 |
| Store / Shop Manager                | 25,000    | 35,000 | -         | -      | -              | -       |
| <b>Top Management</b>               |           |        |           |        |                |         |
| Chief Executive Officer (CEO)       | -         | -      | -         | -      | 200,000        | 500,000 |
| Director / General Manager          | -         | -      | -         | -      | 120,000        | 150,000 |
| Managing Director                   | -         | -      | -         | -      | 300,000        | 500,000 |
| Medical Director                    | -         | -      | -         | -      | 150,000        | 200,000 |

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# About Adecco

## Adecco

**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 Akkodis.

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## Adecco Office in Thailand

### Corporate Office

#### 📍 Adecco Consulting Limited

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### Human Capital Solutions

#### 📍 Adecco Human Capital Solutions

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### Talent Recruitment Center

#### Bangkok hub

#### 📍 Adecco Recruitment Thailand

388 S.P. Building, 11th Floor, Zone A Samsennai, Phayathai, Bangkok 10400  
Tel: 02-121-3500 , Fax: 02-121-3543

#### Industrail hub

#### 📍 Adecco Eastern Seaboard Recruitment Limited

190/25 Harbor Pattaya Building, Unit 10R09, 10th Floor, Moo 9, Tambol Nongprue, Amphur Banglamung, Chonburi 20150  
Tel: 03-819-9339 , Fax: 03-819-9334

### Employment Staffing

#### 📍 Adecco Phaholyothin Limited

388 S. P. Building, 11th Floor, Zone A, Phaholyothin Road, Samsennai, Phayathai, Bangkok 10400  
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#### 📍 Adecco New Petchburi Limited

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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  
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#### 📍 Adecco Bangna Limited

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# 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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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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