

Adecco



Adecco Thailand Salary Guide 2024

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Message from Country Director

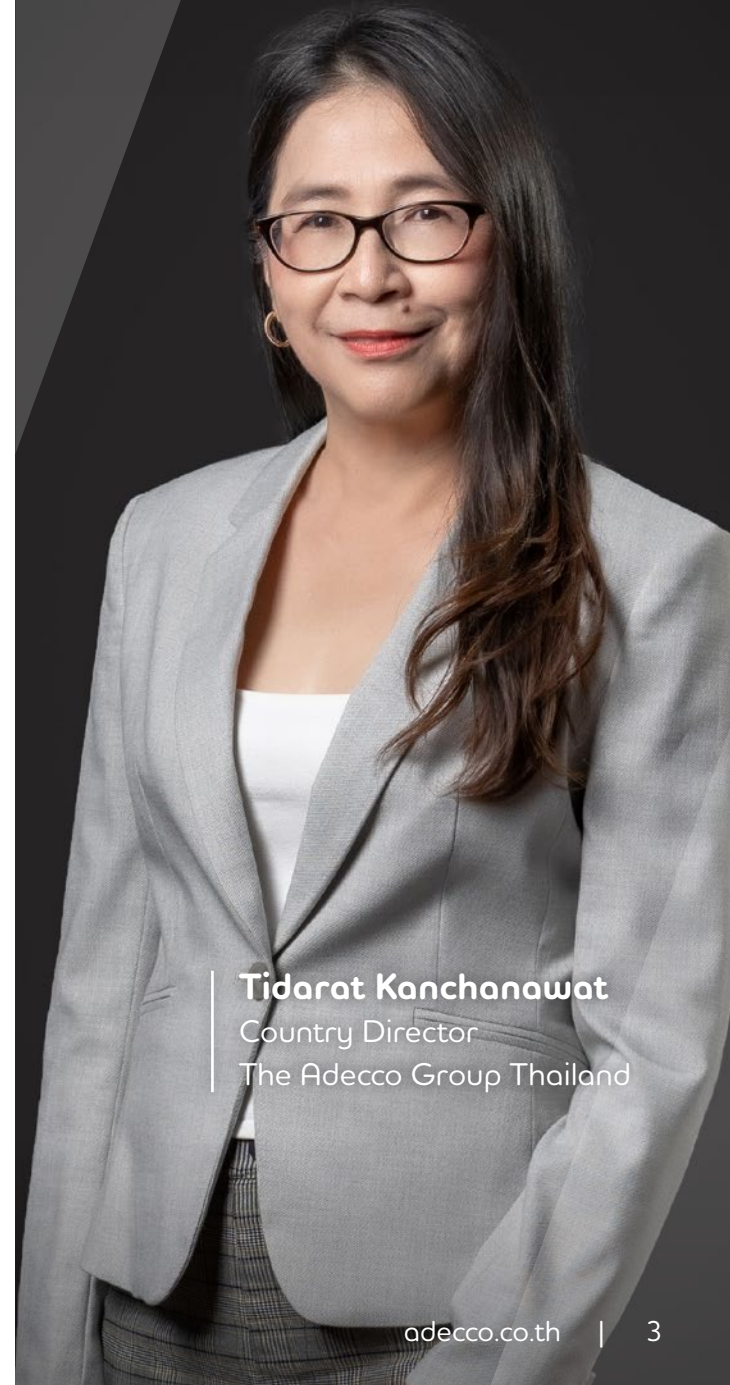
Looking back at 2023, Thailand faced economic challenges amid a slower global economy. Declining tourist arrivals, especially from China, along with international conflicts, affected various sectors. However, there were positive aspects: unemployment in Q3/2023 fell to 1.0%, matching pre-COVID levels due to growth in tourism, hospitality, construction, transport, and manufacturing for domestic sales. On the contrary, employment in export-oriented sectors like electronics and rubber suffered due to declining exports.

In the past year towards 2024, there's a high demand for jobs in technology, like software developers, AI specialists, and cybersecurity experts, as technology becomes more integral to business operations. There's also a growing need for healthcare professionals due to an aging population and greater health awareness. Jobs related to renewable energy and environmental sustainability are also on the rise, reflecting a global trend towards greener practices. With these trends, certain skill sets emerged as highly sought-after in the job market, which includes digital marketing, data analytics, technology, AI, machine learning, and cybersecurity. Soft skills like communication and problem-solving also gained prominence for being what employers are looking for in employees and candidates.

We have also seen that work dynamics shifted significantly due to remote and hybrid models, which help broaden talent accessibility and prompt salary structure changes. Contractual and freelance work, especially in the gig economy, has become a good solution and reshaped employment engagement between employers and employees. Company cultures also evolved toward inclusivity, prioritizing diversity and mental health awareness to enhance workplace environments and employee engagement.

Our recommendations for companies are to use the employee-centric approach, offering clear and enticing career pathways, competitive salaries, and fostering inclusive work environments, to create a strong employer branding to retain the existing top performance crew, while attract the young top talents to the company.

I hope this Salary Guide 2024, packed with Thailand and APAC market insights, can help you to prepare your organizations and yourself for the challenging labor landscape in 2024. May the new year be filled with prosperity, growth, and mutually rewarding endeavors for all of you.



Tidarat Kanchanawat
Country Director
The Adecco Group Thailand

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Simon Lance
Senior Vice President, APAC
Head of Permanent Recruitment

2024 APAC Recruitment and Hiring Outlook

Trends and Challenges for APAC region

Throughout 2023, Employers in APAC have faced several unique challenges to effective Talent Attraction & Engagement, including: **1.) global macro- economic and geopolitical uncertainty 2.) an ongoing shortage of Leadership and Executive talent 3.) rapidly evolving Jobs / Skills landscape.**

As overall business confidence has declined amid regional and global uncertainty, recruitment budgets have faced intense pressure, leading to extended hiring timelines. Internal HR and talent acquisition (TA) professionals have encountered mounting pressure to keep top talent engaged throughout lengthy interview processes while managing their salary expectations. Candidates, too, have become more cautious, seeking assurance that potential new employers offer stability and secure career choices, looking for signs of continued investment in their people despite external challenges. **Organizations demonstrating long-term commitment to developing and retaining their people amid difficulties have significantly strengthened their employer brands and reputations. This enhancement has elevated their status as ‘Employers of Choice’, aiding talent attraction and retention efforts.**



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The role of managers and executives is swiftly evolving in tandem with technological transformations in the workplace. Leaders must exhibit confidence in steering organizations through significant changes while effectively inspiring and engaging their teams. Within APAC’s cross-cultural leadership talent pool, these essential soft skills can be challenging to find, evaluate, and apply for new joiners adapting to a different corporate culture and way of work. Organizations are increasingly turning to onboarding coaching to enhance success rates for new hires, as well as organizational/executive coaching to expedite their journeys to peak performance. There exists a strong correlation between these initiatives and talent retention and engagement. The adoption of digital coaching platforms and AI-assisted professional development plans has made this cost-effective and scalable for many companies.

Employers are rethinking their organizational structure and skills mix due to ongoing technological disruptions that both augment and replace traditional roles in the workplace. As organizations expect increasing ROI and value-adds from their recruitment and L&D vendors, Hiring Managers must carefully balance the time needed to develop internal talent with the costs associated with onboarding external expert talent, all while maintaining stability in their organizational culture.



Impact of Remote Work towards the hiring trends in APAC

Remote & Hybrid working arrangements are having a significant impact on talent attraction & management in APAC.

It’s increasingly common for prospective new employees to complete the entire recruitment and onboarding process without physically meeting a colleague in person. The digital experience a potential new joiner undergoes during this remote interaction and an employer’s ability to effectively assess a candidate’s suitability without face-to-face interaction are both critical factors for a successful hire in this digital talent landscape.

Well-being takes precedence, with people-centric leaders acknowledging the challenges and pressures their staff face in an increasingly demanding market. These challenges are often compounded by the risk of professional and social isolation in a digital workplace

Many employees have embraced remote work and are now questioning the shift in sentiment from employers, who are increasingly urging a return to physical office spaces. Organizations’ remote working policies, plans, and online reviews are facing heightened scrutiny as top talent weighs these factors as part of their decision-making process.



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Skill Requirement in APAC Job Market with a specific focus on tech industry

In 2023, the landscape for Technology talent in APAC faced a challenging period lasting 6-9 months. A global slowdown in the sector prompted many companies to reassess their expansion plans, reconsider existing organizational structures, and adjust compensation and benefits strategies due to tightening budget constraints. High-profile company layoffs and hiring freezes led to increased investment in **Career Transition & Outplacement services** for affected staff. Recruiters and hiring managers grappled with a surge of available Tech talent, necessitating a rapid reassessment of salary and bonus expectations. Questions about short-term investment and funding for emerging sectors like AI and Renewables were common but did not seem to diminish overall interest among Tech talent. Sentiment among Adecco’s clientele suggests that 2024 will witness a resurgence of tight talent shortages in these specialized fields. Consequently, the focus is expected to shift firmly towards **Retention & Engagement** strategies.

Integration of Diversity & Inclusion in the recruitment strategy

Three key themes consistently underpin organizational strategies aimed at promoting Diversity, Equity, and Inclusion (DE&I) within the workplace:

1. Establishing a clear vision supported by tangible targets and timelines.
2. Embracing a ‘Top-Level’ advocacy and communication strategy, with CEOs and Executives championing corporate values.
3. Offering tailored leadership coaching for managers to heighten awareness of biases and cultivate behaviors and way of work conducive to successfully navigating change.





Innovative recruitment approach in the region

Companies embracing a **'Partnership & Outsourcing'** approach to Talent Management demonstrate increased resilience and success in meeting their recruitment objectives. These companies seek to revolutionize their in-house resources and methodologies by inviting positive disruption from trusted vendors and service providers. The trend of external Experts & Consultants being **'embedded'** within internal teams is growing, resulting in innovative commercial models from vendors and evolving employer expectations that transcend traditional recruitment practices. The concept of **'Outsourcing'** pivotal stages of the talent and employee lifecycle continues to be a significant discussion in 2024. This trend gains prominence as organizations prioritize agility and the ability to swiftly and cost-effectively scale their workforce.



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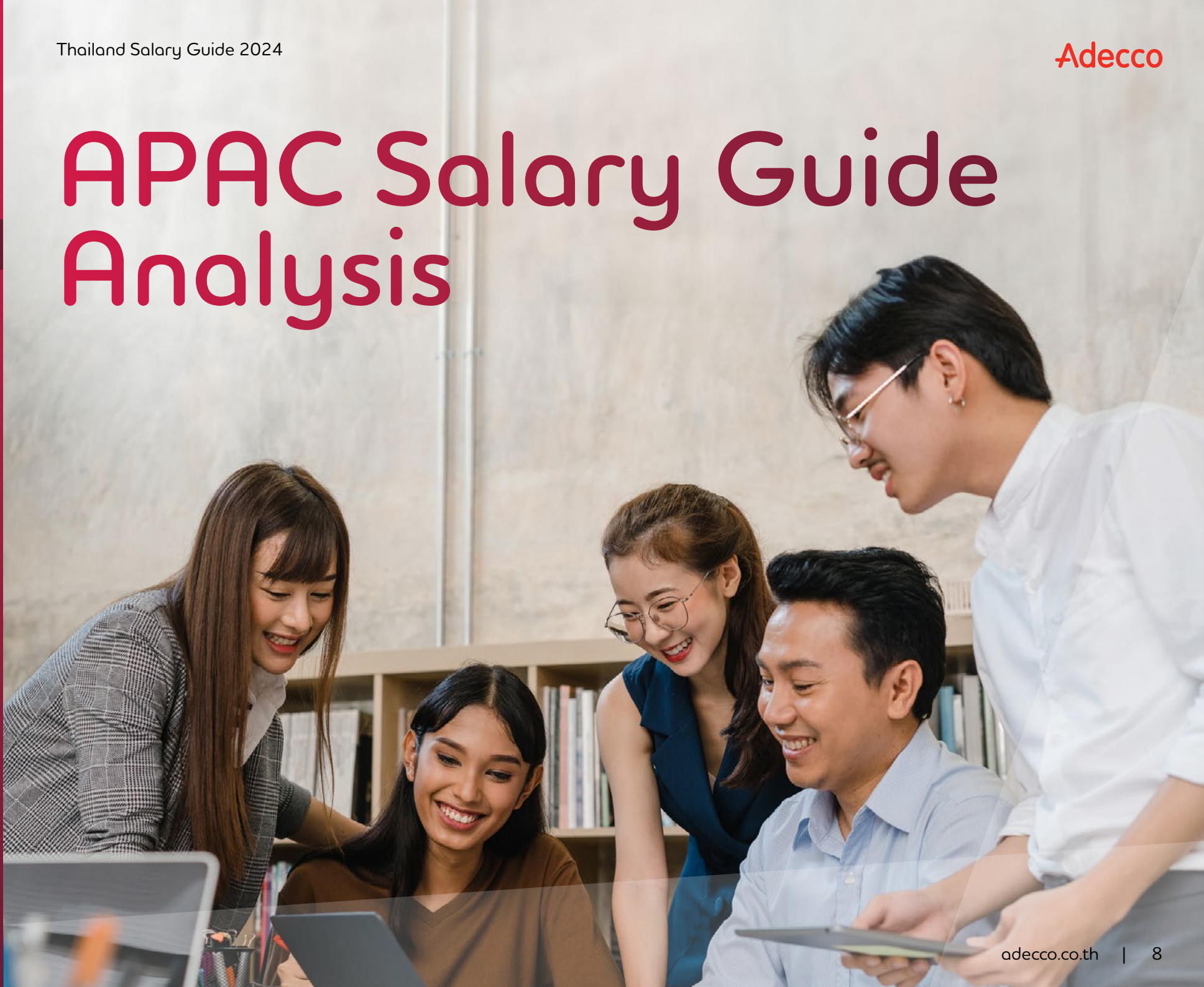
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For the 2024 Adecco Salary Guide, we surveyed 6,109 professionals both employers & employees from Australia, Hong Kong SAR, New Zealand, Malaysia, Thailand, Vietnam, South Korea, India and Singapore for insights from the APAC region on how they are navigating the ever-changing work landscape as well as planning their career changes for the next year.

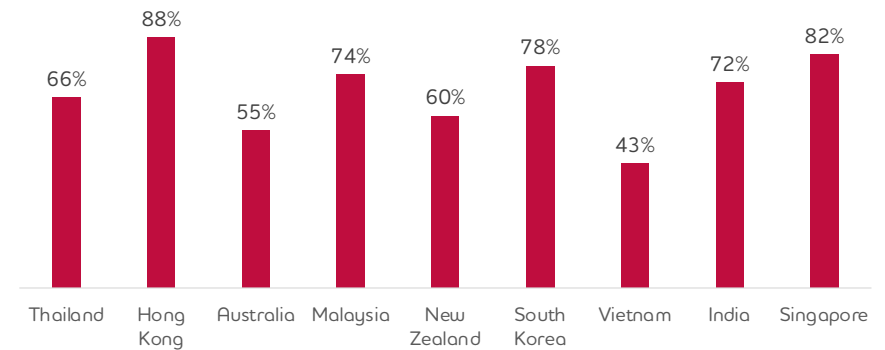
Insights on Talent Motivation

As 2024 brings upon a new wave of unprecedented challenges, intent to move remains high across APAC. 88% of respondents are either actively or passively searching for new opportunities across the region.

Top Motivator for Movement of Talent

While analyzing the top motivators contributing to movement of talent across the region, compensation & benefits emerged as the highest influencing factor with 67% choosing it as their top factor to consider when moving roles. This is especially prominent in Hong Kong (88%) followed by Singapore (82%) & South Korea (78%). This could be due to the especially high cost of living in these countries, which calls for regular review and compensation adjustments specific to each country's economic conditions. Organizations will thus have to relook their Compensation & Benefit pay strategies to instill confidence in the candidates & to attract top talent and foster employee retention in line with the market conditions.

Top Motivator: Compensation & Benefit Packages





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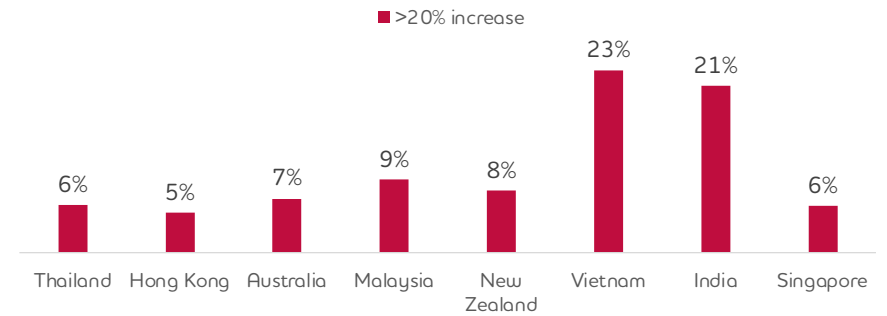
Insights on Salary Expectations

As each year brings with it unprecedented challenges the impact on labor market tends to influence the organization's financial outlook & pay strategies for the year.

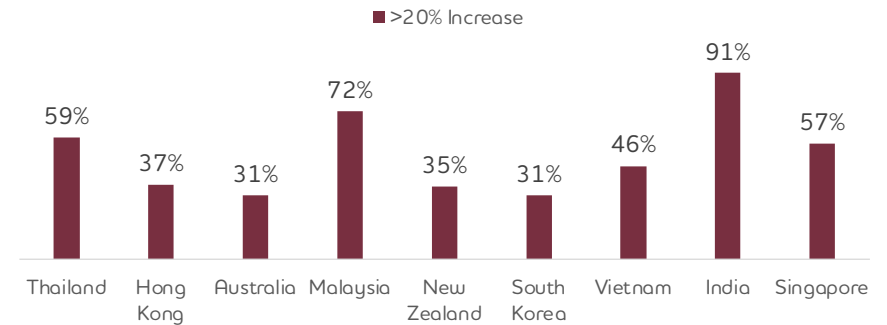
With Compensation & Benefits being the main priority for jobseekers to shift, salary expectations across APAC are high. In reality, 21% of respondents from India and 9% from Malaysia received >20% salary increase as part of their current role. In contrast, when changing employers, 91% and 72% of respondents in India and Malaysia respectively expect a >20% increase in base salary.

Analyzing the high salary expectations that employees have, organizations especially need to adjust their pay strategies accordingly in 2024 for employees to be paid in line with the market demand, to attract & retain top talent. The following sections in the salary guide will be indicative of the pay range that is ideal for various job roles based on Adecco's expertise & experience.

Actual base salary increase from current employers



Expected base salary increase when changing employers





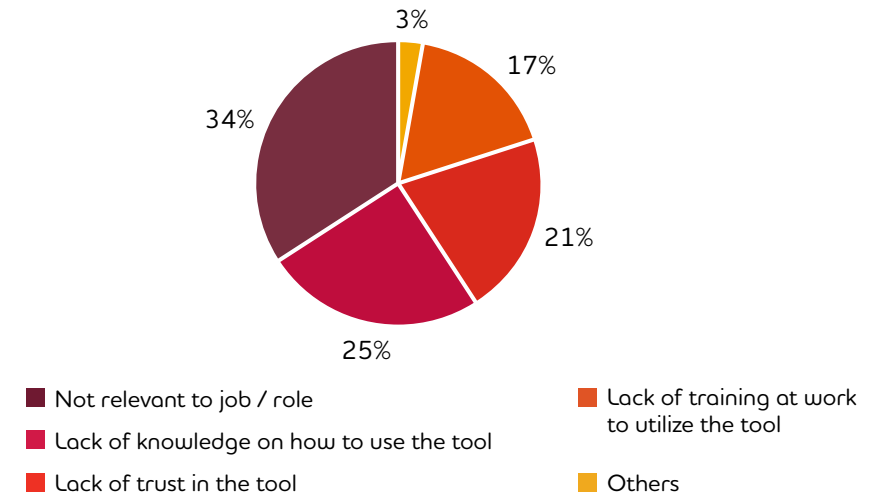
Insights on Gen AI

When understanding more about the specific concerns pertaining to adoption of AI at work across the region, the biggest concern is the use of AI being irrelevant to the job roles (34%), followed by the lack of knowledge on how to harness it (25%) and lastly trust-related concerns when adopting this tool (21%).

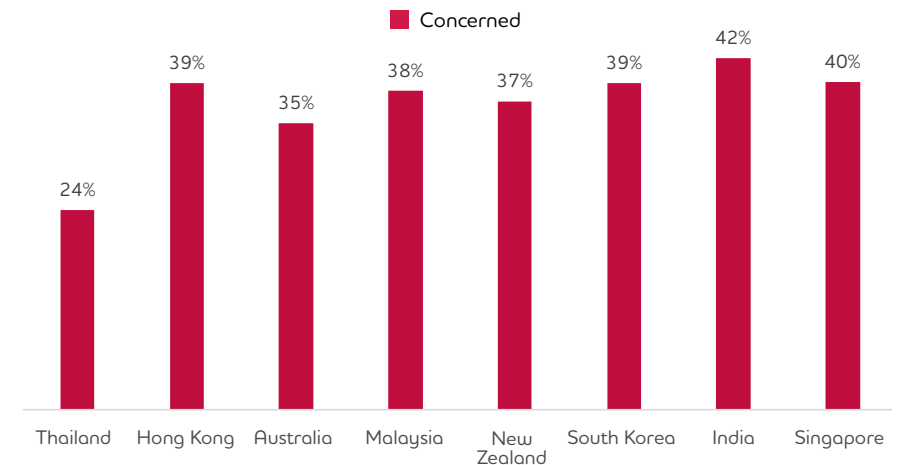
Overall, the countries are generally worried about the impact of Gen AI on employability given its versatile uses in the workplace. This can be seen particularly in India (42%) & Singapore (40%) wherein the concern about AI's impact on employability is the highest.

Thailand with 24% is the country with the lowest rate of concern. Training on effective usage of AI and the aspects in which it can be utilized will help to develop a positive perspective in the minds of the employees towards adoption of the tool as part of their job roles. In line with this approach, Adecco's partnership with Microsoft aims to focus on development of Gen AI powered platform to support workers to maintain their skills currency, and employability in evolving labor market.

Top 5 concerns about using Gen AI at work



Impact of Gen AI on employability



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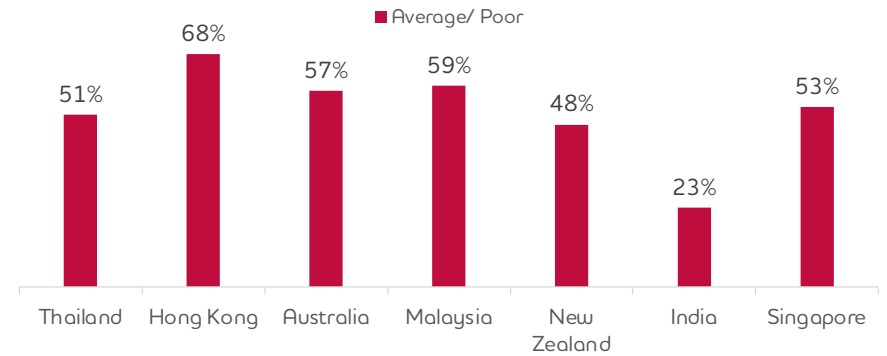
Insights on L&D

Learning & Development (L&D) is a key contributor that helps to accelerate employees' growth and nurtures their knowledge, skills & capabilities to drive greater business performance. Thus, the effectiveness of L&D efforts is key for an individual as well as an organization's success.

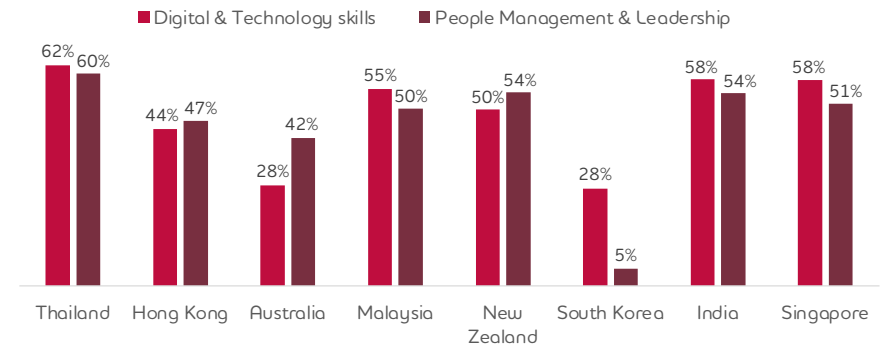
Hong Kong, Australia, Malaysia and Singapore have the highest percentage of respondents that indicate their company's approach to L&D and professional development is average/poor, highlighting their overall dissatisfaction in current L&D efforts. Organizations are as such recommended to invest more in providing learning & development growth opportunities to employees to improve the overall EVP, talent retention and strengthen the workforce to better tackle the unprecedented challenges in 2024

Furthermore, countries consistently identified Digital & Technology skills and People Management & Leadership skills as the top 2 skills and competencies (except in South Korea) they would like to invest in for their own professional development. This is particularly observable in Thailand, Malaysia, India and Singapore where the percentages are the highest. This is indicative of the hard & soft skills trainings that organizations can consider providing to employees for the skills growth & development.

Organization's efforts towards L&D



Top 2 skills and competencies for professional development



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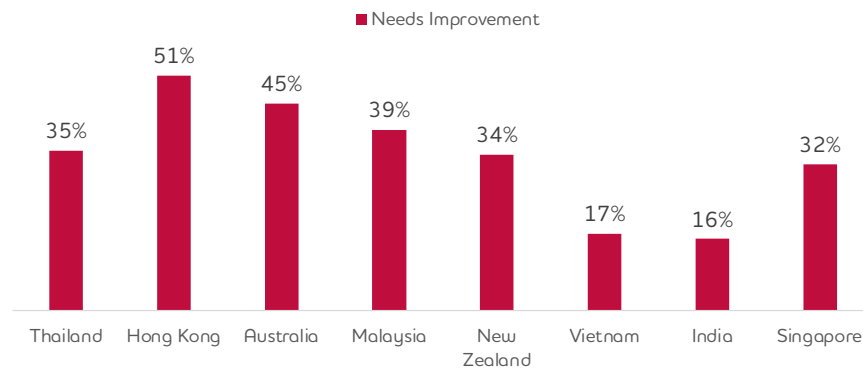


Insights on Workplace Culture

A thriving workplace culture based on common set of values & beliefs is key in positively impacting every aspect of the business. It fosters a sense of belonging and encourages employees to actively engage in their works. Companies in Hong Kong and Australia may need to take steps to better maintain a positive workplace culture as reflected by 51% and 45% of respondents respectively which indicated that their organizations need improvement in its workplace culture. A culture which celebrates open communication, diversity, recognizes achievements and breeds supportive and approachable leaders also sets the tone for a positive workplace culture.

Contrarily, in Vietnam and India strong organizational culture is reflected with fewer respondents indicating requirement for improving their workplace culture. In summary, companies that prioritize cultivating a positive, inclusive and supportive culture are better positioned to not only attract top talents, but also retain employees who are in turn more motivated and committed to the organizational success.

Organizational culture on talent attraction & retention



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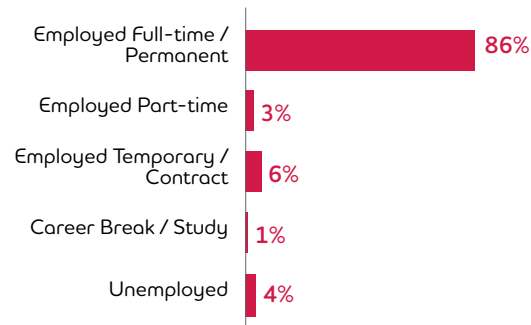
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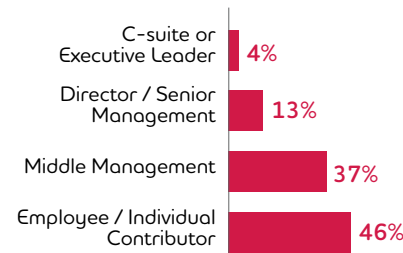
About the Research

During October 2023, Adecco Thailand launched a survey with workers in Thailand across different age groups, levels, and industries. We focus on their opinions towards salary, career change, and different trends related to work including DEI & Generative AI. Here are the demographics of all 2,456 respondents.

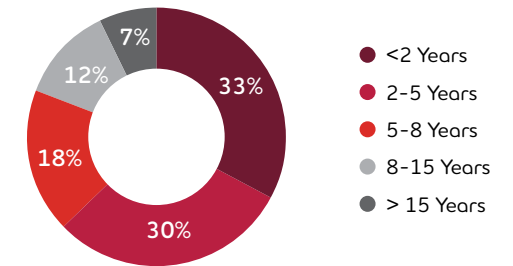
Current employment status



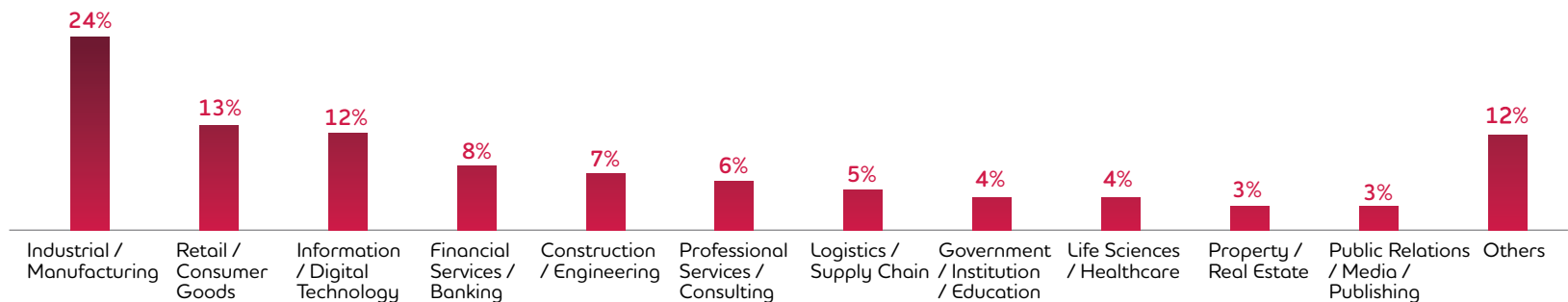
Current role



Tenure



Type of Business

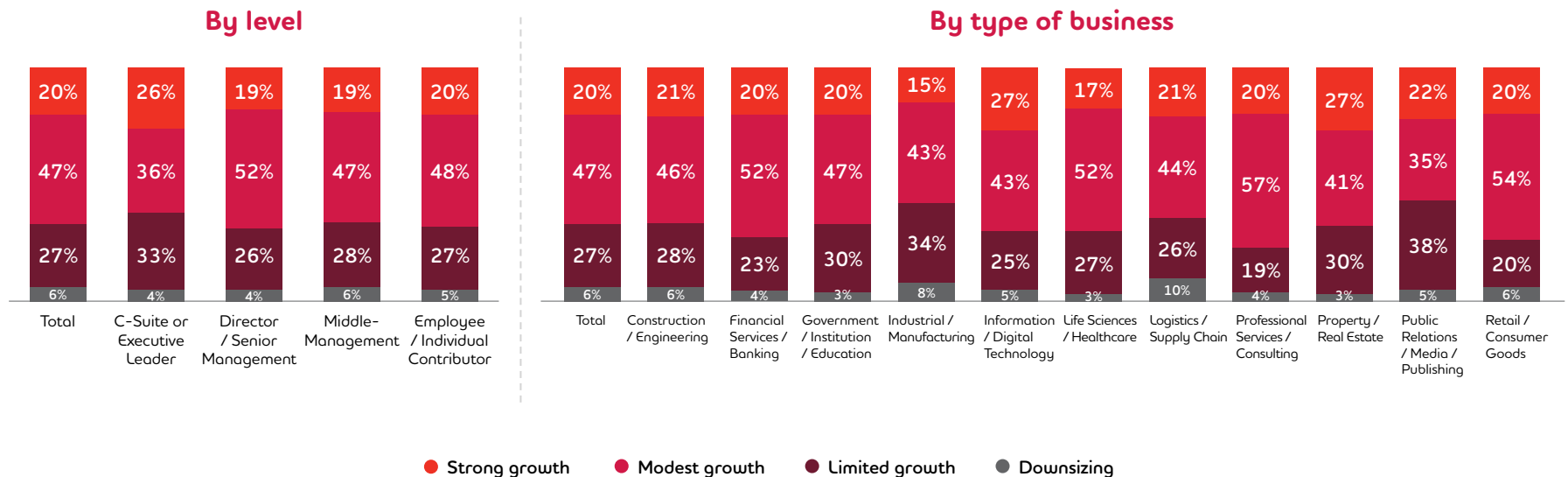


Business Outlook

Majority of the employees (67%) are optimistic about business outlook in the next 12 months. They believe that the companies will have modest to strong growth, while C-level executives have polarized views, as almost 1/3 think the economy will grow strongly, and the other 1/3 see it as a downsize.

Professionals in the Industrial/Manufacturing and Public Relations/Media sectors are more concerned about the future compared to other industries. Approximately 42-43% foresee limited growth or downsizing within their businesses. On the contrary, more optimism shines within the Professional Services/Consulting sector, where a significant 77% anticipate positive developments. Additionally, IT and Property/Real Estate also look promising, with 27% predicting strong growth.

Business outlook for the next 12 months



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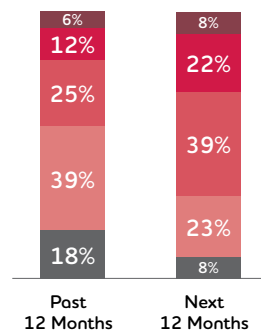
Remuneration & Benefit

1/3 of the respondents are satisfied with their pay and benefits received from current employers. 43% of employees received 5% salary increase and more last year. And over 69% are expected to get at least 5% increase next year, which is in line with their positive views on business outlook.

For those who were to change job in the next 12 months, almost 60% expect at least 20% increase in salary base. The shorter workers have been with the company, the higher salary increase they expected from the new job.

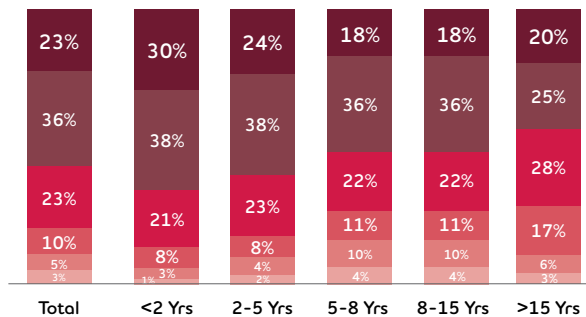
Health and medical insurance is by far the most common non-financial benefits for Thai employees (84%), followed by flexible working (53%), rental/vehicle allowance (43%), and learning and development programs (41%).

Based salary increase with current employer



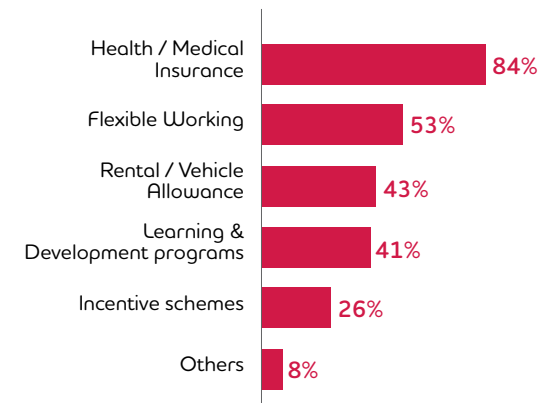
- >20% Increase
- 10-20% Increase
- 5-10% Increase
- 2-5% Increase
- <2% Increase

Expected based salary increase with new employer



- >30% Increase
- 20-30% Increase
- 10-20% Increase
- 5-10% Increase
- 2-5% Increase
- <2% Increase

Current non-financial benefits received from current employer





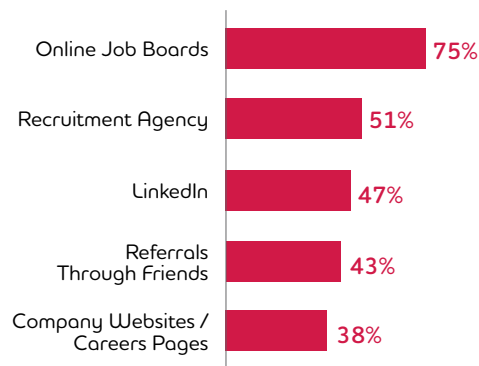
Career Plan

90% of the respondents open to a new opportunity with 36% actively looking. Online channels appear to be the most effective ones for job search as online job boards and LinkedIn are ranked in the top 3 of the most used search channels.

Career plan in next 12 months

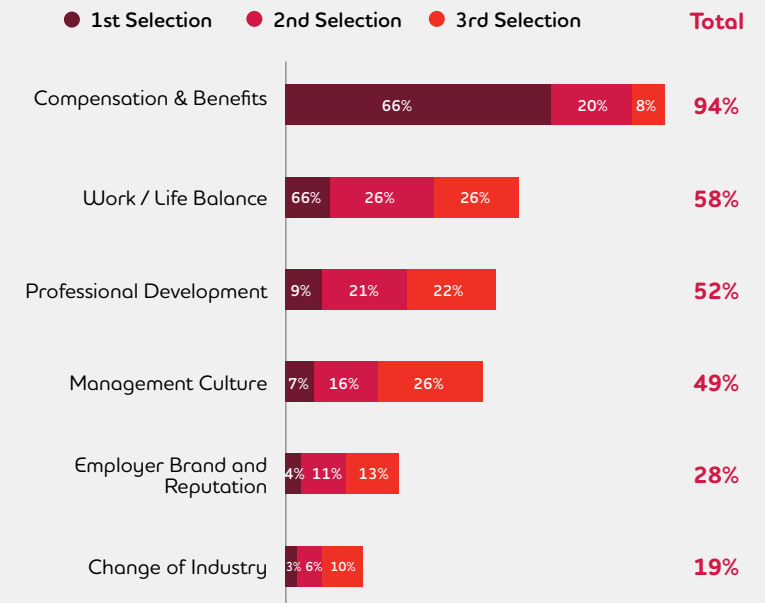


Channels used for job search



Compensation & benefits is by far the most important factor when considering a new employer, followed by work/life balance and professional development.

Priorities in choosing new employer



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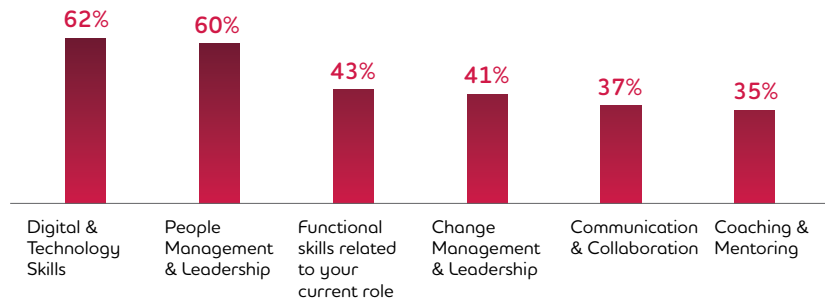
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Professional Development, Workplace Culture & ESG/CSR

Around 50% of employees are satisfied with their organizations approach to professional development and L&D.

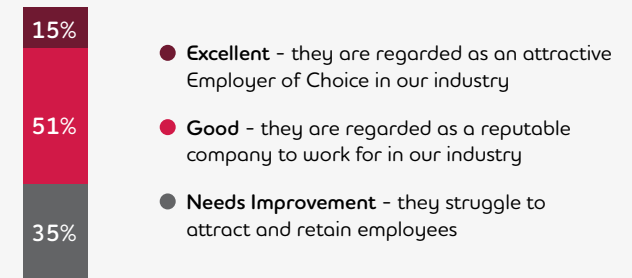
As new technologies become more prevalent in the digital era, the need for digital skills among employees grows. In addition, the increasing diversity in workplaces also highlights the importance of strong people management skills to deal with team members with different age, gender, and backgrounds within companies.

Skills to be invested

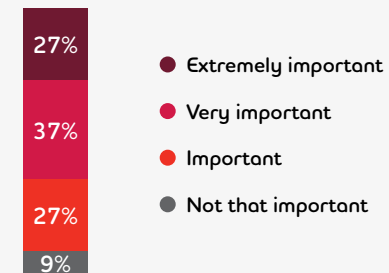


Organization's workplace culture

Two-third of employees are happy with their organization's workplace culture.



Perceived importance of organization's commitment to ESG/CSR





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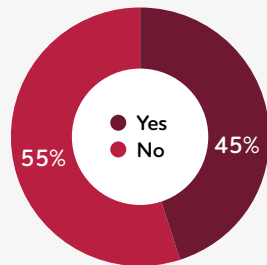
Opinion towards Generative AI

The industry average of Generative AI usage is 45%, but more can be found in government/institution/education (62%), IT (59%), and logistics/supply chain (52%).

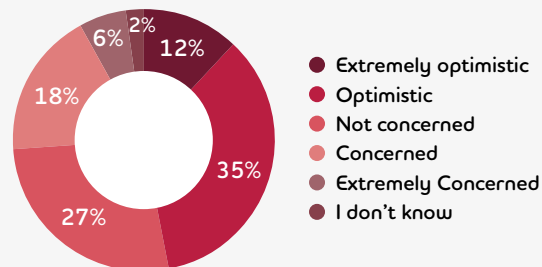
Employees are still confident in their job stability as only 24% are concerned about AI impact on their employability. Workers in property/real estate are much less worried about AI than those in other industries.

Generative AI is commonly used for language translation, ideation, and content creation. For those who do not use, the majority (66%) said it is not necessary for doing their jobs.

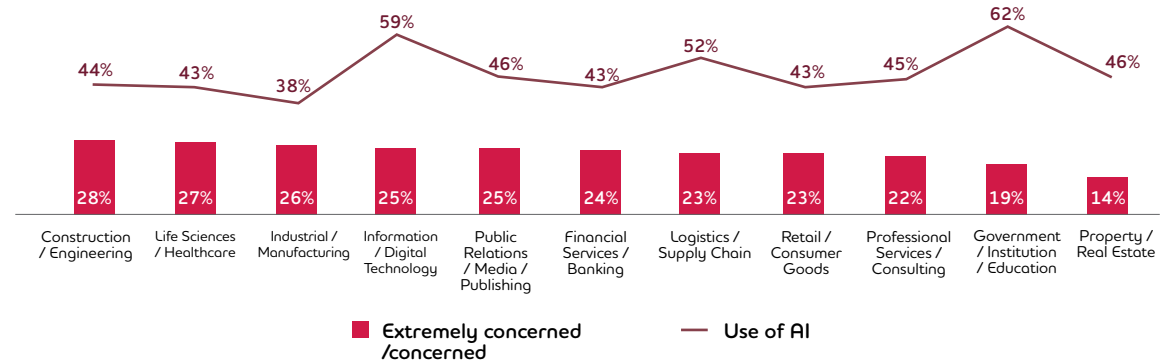
Use of generative AI in daily work



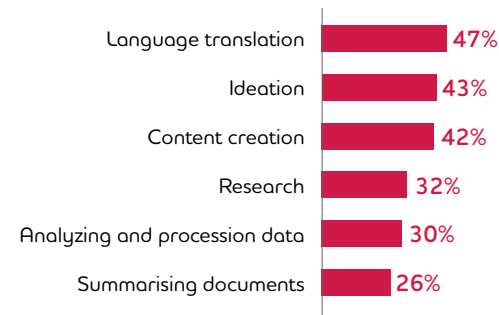
Level of concern about AI impact on employability



Use of AI & level of AI concern by industry



Purpose of generative AI usage





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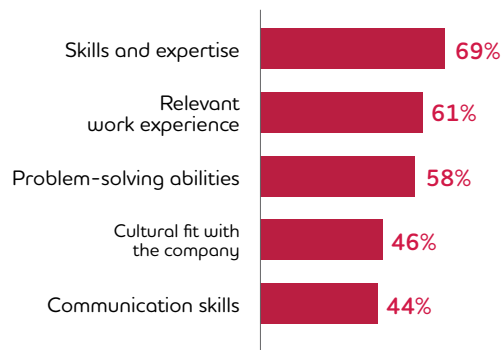
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Hiring Managers' Point of View

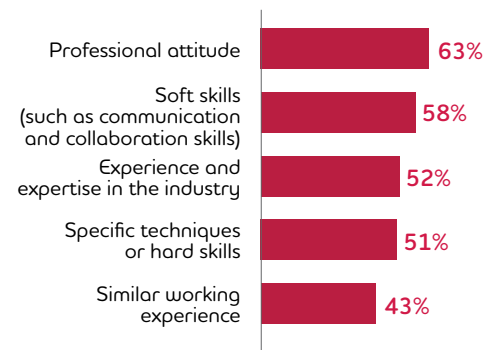
When asking employers, HR, and hiring managers about what they look for in applicants, it appears that they prioritize work related skills, relevant work experience and problem-solving abilities the most. They also mentioned about the skills that most applicants are lacking in which are professional attitude, various soft skills, and industry specific work expertise and experiences.

Most hiring managers keeps their talents with the organization using a clear career pathways as a key strategy, helping them to see how they can grow professionally in the company. The retention methods also consist of work flexibility, L&D opportunities, and other activities to create a sense of belonging.

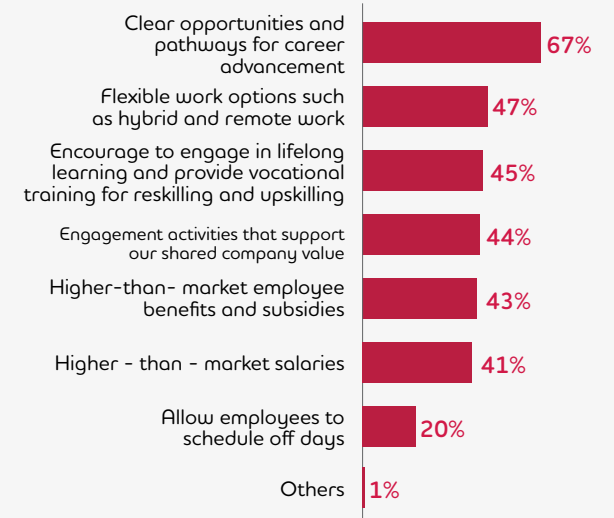
Key hiring criteria



Lacking skills from applicants



Employee retention approaches



[Click here to read the in-depth analysis of the survey.](#) >



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About the salaries in this guide

The figures in this salary guide are based on data from Adecco Thailand's clients and candidates. They reflect the typical salary for an individual's job based on location, experience, education, qualifications, and other considerations. **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 Banking, Private Banking, Private Equity / Venture Capital, Rating / Consulting, Retail Banking

Non-Profit Organization / Public Sector: Arts, Entertainment and recreation, 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.



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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Manager	-	-	45,000	80,000	60,000	100,000
Administrative Officer / Staff	20,000	35,000	30,000	50,000	-	-
Executive Secretary / PA	25,000	35,000	30,000	60,000	60,000	90,000
Secretary	25,000	30,000	40,000	60,000	-	-
Customer Service						
Call Center	15,000	17,000	-	-	-	-
CRM Manager	-	-	-	-	80,000	100,000
Customer Service Executive (Coordinator / Order Administrator)	-	-	25,000	40,000	-	-
Customer Service Manager	-	-	40,000	80,000	80,000	150,000
Engineering						
Design Engineer	20,000	40,000	40,000	70,000	-	-
Engineer	20,000	25,000	45,000	70,000	-	-
Engineer (Mechanical / Chemical / QA / AC)	20,000	40,000	40,000	70,000	80,000	100,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Engineering / IE / Process Improvement Manager	20,000	40,000	40,000	80,000	100,000	150,000
Engineering Manager	-	-	65,000	90,000	100,000	180,000
Environmental Engineer	-	-	50,000	65,000	80,000	100,000
Factory Manager	-	-	-	-	120,000	150,000
Head of Operation	-	-	-	-	100,000	200,000
Interior Design / Architect	20,000	30,000	45,000	80,000	120,000	150,000
Laboratory Manager	-	-	50,000	80,000	-	-
Maintenance Chief / Manager	-	-	45,000	70,000	70,000	140,000
Material Engineer	-	-	45,000	70,000	100,000	120,000
Operation Control Center Manager	-	-	40,000	75,000	-	-
Operations Director / VP	-	-	-	-	100,000	350,000
Operations Manager	-	-	50,000	80,000	100,000	200,000
Planning Manager	-	-	60,000	90,000	100,000	120,000
Process Engineer	20,000	40,000	45,000	70,000	-	-
Product Development Manager	-	-	60,000	100,000	100,000	200,000
Product Development Officer / Staff	-	-	40,000	50,000	50,000	65,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Product Manager	-	-	45,000	100,000	-	-
Production Engineer	20,000	40,000	45,000	70,000	70,000	100,000
Production Manager	-	-	50,000	70,000	80,000	200,000
Production Supervisor / Chief	-	-	40,000	70,000	-	-
Project Coordinator (General)	25,000	35,000	45,000	60,000	-	-
Project Manager	-	-	50,000	100,000	100,000	150,000
Project Manager - Manufacturing	-	-	-	-	150,000	180,000
QA / QC Engineer	20,000	40,000	45,000	70,000	80,000	100,000
Quality Manager	-	-	45,000	100,000	100,000	150,000
Research & Development Manager	-	-	55,000	80,000	80,000	120,000
Research & Development Officer	20,000	38,000	40,000	60,000	-	-
Safety Manager	-	-	50,000	100,000	100,000	150,000
Safety Officer	25,000	40,000	50,000	60,000	-	-
Senior Product Manager	-	-	-	-	100,000	200,000
Service Engineer / Technical Support	20,000	35,000	40,000	60,000	-	-
Technical Consultant	-	-	40,000	60,000	80,000	120,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Technician	15,000	25,000	30,000	40,000	-	-
Warehouse Manager	-	-	50,000	80,000	60,000	120,000
Finance & Accounting						
Accounting & Finance Supervisor (CPA)	-	-	45,000	70,000	80,000	120,000
Accounting Analyst	20,000	60,000	55,000	80,000	100,000	120,000
Accounting Assistant	22,000	30,000	35,000	60,000	70,000	80,000
Accounting Executive / Officer	18,000	30,000	30,000	80,000	-	-
Accounting Manager	-	-	50,000	120,000	70,000	150,000
Accounts Payable Accountant	22,000	35,000	40,000	60,000	-	-
Assistant Accounting Manager	-	-	40,000	70,000	-	-
Corporate Finance Specialist	-	-	40,000	60,000	70,000	120,000
Costing Executive	30,000	40,000	40,000	70,000	-	-
Costing Manager	-	-	50,000	80,000	80,000	120,000
Finance & Accounting Manager	-	-	50,000	100,000	60,000	150,000
Finance and Accounting Director / VP	-	-	-	-	150,000	350,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Finance Manager	-	-	50,000	100,000	100,000	200,000
Financial Administrator / Officer	22,000	30,000	35,000	45,000	-	-
Financial Analyst	-	-	50,000	130,000	-	-
Financial Controller	-	-	50,000	150,000	100,000	250,000
Head of Finance and Accounting	-	-	-	-	150,000	200,000
Internal Audit Manager	-	-	-	-	150,000	180,000
Internal Auditor	-	-	50,000	100,000	-	-
Investor Relations Manager	-	-	-	-	70,000	150,000
Senior Accountant	-	-	40,000	80,000	-	-
Tax Manager	-	-	60,000	100,000	100,000	120,000
VP - Accounting and Finance	-	-	-	-	120,000	250,000
Human Resources						
Assistant Human Resources Manager	25,000	40,000	35,000	80,000	-	-
Head of Human Resources	-	-	-	-	200,000	230,000
HR / Administrative Officer	25,000	40,000	-	-	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
HR Generalist / HR Specialist	25,000	40,000	35,000	80,000	-	-
Human Resources Director / VP	-	-	-	-	100,000	300,000
Human Resources Executive / Officer / Staff	25,000	40,000	35,000	65,000	-	-
Human Resources Manager	-	-	50,000	120,000	70,000	250,000
Payroll Officer	20,000	40,000	50,000	70,000	-	-
Training Manager	-	-	60,000	120,000	120,000	150,000
Information Technology						
Data Center Manager / Infrastructure Manager	-	-	90,000	120,000	-	-
Data Migration / Data Analyst (ETL)	-	-	35,000	80,000	100,000	150,000
ERP Consultant	-	-	60,000	100,000	120,000	150,000
Front End Developer	35,000	65,000	65,000	120,000	100,000	150,000
Head of Information Technology	-	-	130,000	150,000	160,000	200,000
IT Application Support	25,000	40,000	45,000	50,000	-	-
IT Director	-	-	-	-	150,000	350,000
IT Manager	-	-	80,000	160,000	100,000	200,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
IT Support	25,000	40,000	45,000	50,000	-	-
Programmer	30,000	60,000	60,000	100,000	-	-
Programmer / Software Developer (.NET)	-	-	45,000	90,000	-	-
Programmer / Software Developer (Mobile Applications)	30,000	40,000	45,000	90,000	-	-
SAP Consultant	-	-	45,000	90,000	-	-
Software Engineer	30,000	50,000	50,000	100,000	60,000	130,000
System Analyst / Business Analyst	-	-	50,000	100,000	-	-
System Engineer	25,000	40,000	-	-	-	-
UX / UI Designer	-	-	80,000	170,000	-	-
Legal & Compliance						
Company Secretary	-	-	55,000	90,000	100,000	170,000
Compliance Officer	35,000	50,000	40,000	60,000	-	-
Compliance Manager	-	-	-	-	100,000	200,000
Corporate Affairs Manager	-	-	-	-	150,000	200,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal & Compliance						
Legal Manager	-	-	50,000	100,000	100,000	200,000
Legal Officer	30,000	50,000	45,000	60,000	60,000	90,000
Regulatory Affairs Manager	-	-	80,000	120,000	100,000	150,000
Marketing						
Assistant Marketing Manager	30,000	45,000	45,000	60,000	60,000	70,000
Brand Manager	-	-	50,000	130,000	60,000	150,000
Digital Content Editor / Content Creator / Social Media Content Editor	20,000	40,000	50,000	70,000	-	-
Digital Marketing Analyst	20,000	35,000	40,000	60,000	-	-
Digital Marketing Manager	-	-	60,000	100,000	70,000	150,000
Event Manager	-	-	60,000	100,000	100,000	150,000
Graphic Designer	20,000	35,000	30,000	50,000	50,000	80,000
Head of Digital / Digital Director / VP	-	-	-	-	120,000	200,000
Head of Marketing	-	-	80,000	120,000	200,000	300,000
Marketing Coordinator / Assistant	20,000	40,000	40,000	60,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Marketing Director / VP	-	-	-	-	100,000	300,000
Marketing Executive / Officer	20,000	40,000	40,000	70,000	-	-
Marketing Manager	-	-	50,000	120,000	70,000	250,000
Marketing Researcher / Analyst	20,000	40,000	40,000	80,000	-	-
Public Relations / Corporate Communications Manager	-	-	30,000	80,000	80,000	150,000
Trade Marketing Manager	-	-	40,000	80,000	60,000	180,000
Retail & Consumer Products						
Assistant Branch Manager	20,000	40,000	35,000	45,000	-	-
Branch Manager	-	-	30,000	60,000	40,000	70,000
Category Manager	-	-	60,000	100,000	80,000	120,000
Leasing Manager	-	-	45,000	80,000	-	-
Retail Manager	-	-	60,000	100,000	100,000	180,000
Store / Shop Manager	23,000	40,000	50,000	130,000	100,000	150,000
Store / Shop Staff	18,000	25,000	-	-	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Account Executive	25,000	35,000	30,000	50,000	-	-
Account Manager	-	-	40,000	100,000	60,000	200,000
Assistant Sales Manager	30,000	45,000	50,000	70,000	-	-
Business Development Executive / Officer	25,000	50,000	-	-	-	-
Business Development Manager / Specialist	-	-	60,000	150,000	130,000	200,000
Business Development Manager / Specialist (Technical)	25,000	50,000	55,000	100,000	100,000	200,000
Business Intelligence Specialist	-	-	-	-	60,000	100,000
Commercial Director / VP	-	-	-	-	150,000	200,000
E-Commerce Manager	-	-	45,000	100,000	80,000	120,000
Group Key Account Manager	-	-	-	-	140,000	220,000
Key Account Executive	-	-	50,000	90,000	-	-
Key Account Manager	-	-	50,000	130,000	70,000	150,000
Management Trainee	40,000	70,000	-	-	-	-
Product Executive / Manager (Technical Sales & Marketing)	-	-	45,000	80,000	100,000	120,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Regional Sales Manager	-	-	-	-	150,000	200,000
Sales & Marketing Director / VP	-	-	-	-	150,000	270,000
Sales & Marketing Executive	25,000	35,000	40,000	70,000	-	-
Sales & Marketing Manager	-	-	40,000	150,000	70,000	150,000
Sales & Marketing Manager (Technical)	-	-	-	-	100,000	130,000
Sales Administrator / Sales Support	18,000	30,000	25,000	35,000	-	-
Sales Coordinator (General)	25,000	35,000	30,000	45,000	-	-
Sales Director	-	-	50,000	100,000	100,000	400,000
Sales Engineer	23,000	35,000	40,000	80,000	-	-
Sales Executive / Officer	18,000	45,000	25,000	80,000	-	-
Sales Manager	-	-	50,000	150,000	70,000	200,000
Sales Manager (Technical)	-	-	50,000	120,000	80,000	200,000
Sales Operations Executive	-	-	40,000	65,000	-	-
Sales Operations Manager	-	-	-	-	70,000	200,000
Senior Sales Executive	-	-	50,000	90,000	-	-
VP - Sales & Marketing	-	-	-	-	150,000	300,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Export Manager	-	-	40,000	80,000	80,000	90,000
Import Manager	-	-	50,000	65,000	80,000	90,000
Import Officer	30,000	40,000	-	-	-	-
Logistic / Supply Chain & Warehouse Manager (Manufacturing)	-	-	40,000	150,000	80,000	150,000
Logistic Engineer / Supervisor	-	-	35,000	50,000	80,000	100,000
Logistic Manager	-	-	45,000	150,000	80,000	150,000
Logistic Officer	20,000	35,000	30,000	75,000	80,000	100,000
Merchandiser	-	-	40,000	60,000	70,000	130,000
Procurement Officer	20,000	35,000	35,000	70,000	-	-
Purchasing / Buyer / Procurement Engineer	20,000	35,000	40,000	80,000	80,000	100,000
Purchasing Director (MNC)	-	-	-	-	130,000	280,000
Purchasing Executive	-	-	40,000	65,000	80,000	100,000
Purchasing Manager (MNC)	-	-	-	-	150,000	170,000
Purchasing Manager / Plant Buyer	-	-	50,000	100,000	80,000	200,000
Purchasing Officer	20,000	35,000	30,000	40,000	38,000	50,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Senior Buyer	-	-	40,000	60,000	70,000	90,000
Senior Merchandiser	-	-	80,000	100,000	150,000	250,000
Supply Chain Director / VP	-	-	-	-	120,000	250,000
Supply Chain Manager	-	-	50,000	100,000	85,000	200,000
Supply Chain Officer / Executive	25,000	40,000	40,000	70,000	75,000	90,000
Supply Chain Supervisor	30,000	40,000	40,000	100,000	-	-
Top Management						
Chief Financial Officer (CFO)	-	-	-	-	120,000	500,000
Director / General Manager	-	-	-	-	100,000	150,000
General Manager	-	-	80,000	100,000	100,000	500,000
Managing Director	-	-	80,000	100,000	100,000	400,000

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Financial Services

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	20,000	35,000	30,000	40,000	-	-
Administrative Manager	-	-	-	-	60,000	100,000
Executive Secretary / PA	30,000	40,000	50,000	70,000	-	-
Interpreter	25,000	40,000	50,000	100,000	-	-
Banking & Financial Services						
Bancassurance Business Development Manager	-	-	60,000	80,000	100,000	150,000
Claim Assessor (Nurse)	25,000	35,000	40,000	55,000	60,000	80,000
Claim Manager	-	-	60,000	80,000	100,000	200,000
Internal Audit Manager	-	-	50,000	80,000	70,000	150,000
Internal Auditor	21,000	30,000	30,000	60,000	60,000	100,000
Underwriter	-	-	60,000	100,000	120,000	180,000
Customer Service						
Customer Service Executive	17,000	25,000	30,000	50,000	-	-
Relationship Manager	25,000	40,000	50,000	90,000	100,000	250,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Construction Manager	-	-	50,000	80,000	-	-
Head of Operation	-	-	-	-	80,000	150,000
Network Engineer	-	-	70,000	100,000	-	-
Operation Control Center Manager	-	-	-	-	150,000	160,000
Operations Director / VP	-	-	-	-	150,000	200,000
Operations Manager	-	-	-	-	80,000	100,000
Project Manager	-	-	60,000	100,000	100,000	120,000
QA Engineer / Software Tester	-	-	60,000	80,000	150,000	200,000
Research & Development Specialist	-	-	-	-	60,000	80,000
Senior Project Manager	-	-	-	-	120,000	150,000
Technical Consultant	-	-	-	-	80,000	100,000
Finance & Accounting						
Accounting & Finance Supervisor (CPA)	-	-	-	-	70,000	120,000
Accounting Analyst	30,000	45,000	40,000	65,000	-	-
Accounting Executive / Officer	25,000	35,000	35,000	60,000	60,000	70,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Accounting Manager	-	-	60,000	100,000	70,000	150,000
Accounts Receivable Accountant	-	-	35,000	45,000	-	-
Collection Officer	20,000	30,000	-	-	-	-
Corporate Finance Specialist	-	-	-	-	100,000	150,000
Credit Analyst	25,000	40,000	45,000	90,000	100,000	200,000
Finance & Accounting Manager	-	-	60,000	100,000	100,000	150,000
Finance and Accounting Director / VP	-	-	-	-	200,000	320,000
Finance Manager	-	-	80,000	100,000	100,000	150,000
Financial Administrator / Officer	21,000	30,000	-	-	-	-
Financial Analyst	-	-	70,000	150,000	100,000	230,000
Financial Controller	-	-	120,000	200,000	150,000	250,000
Investor Relations Manager	-	-	90,000	120,000	-	-
Risk Management Analyst	20,000	40,000	30,000	70,000	-	-
Risk Management Manager	-	-	50,000	80,000	80,000	150,000
Tax Consultant	-	-	-	-	100,000	160,000
VP - Accounting and Finance	-	-	-	-	150,000	250,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Human Resources Director / VP	-	-	-	-	150,000	300,000
Human Resources Executive / Officer / Staff	20,000	35,000	40,000	60,000	-	-
Human Resources Manager	-	-	50,000	90,000	100,000	170,000
Payroll Officer	-	-	-	-	55,000	80,000
Training Manager	-	-	70,000	85,000	100,000	120,000
Information Technology						
AVP - Information Technology	-	-	-	-	120,000	150,000
Back End Developer	-	-	40,000	120,000	120,000	250,000
Chief Technology Officer (CTO)	-	-	-	-	300,000	500,000
Data Migration / Data Analyst (ETL)	-	-	80,000	100,000	120,000	200,000
Full Stack Developer	-	-	70,000	110,000	-	-
IT Director	-	-	-	-	200,000	300,000
IT Manager	-	-	60,000	120,000	80,000	150,000
IT Security Analyst / Engineer	25,000	35,000	80,000	100,000	120,000	150,000
IT Support	20,000	40,000	-	-	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
Report Analyst	-	-	-	-	120,000	130,000
Software Engineer	-	-	60,000	120,000	120,000	180,000
System Analyst / Business Analyst	-	-	80,000	150,000	100,000	200,000
System Engineer	-	-	60,000	140,000	-	-
UX / UI Designer	30,000	55,000	60,000	100,000	-	-
Legal & Compliance						
Compliance Manager	-	-	70,000	100,000	100,000	170,000
Compliance Officer	-	-	50,000	80,000	-	-
Legal Consultant / Specialist	-	-	60,000	80,000	70,000	150,000
Legal Manager	-	-	-	-	100,000	200,000
Marketing						
Editor	-	-	30,000	35,000	-	-
Marketing Director / VP	-	-	-	-	150,000	400,000
Marketing Executive / Officer	20,000	30,000	35,000	60,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Marketing Manager	-	-	50,000	90,000	90,000	130,000
Sales & Business Development						
Account Manager	-	-	-	-	90,000	100,000
AVP - Sales & Marketing	-	-	-	-	90,000	150,000
Business Development Manager / Specialist (Technical)	-	-	60,000	130,000	100,000	150,000
Key Account Executive	-	-	50,000	70,000	70,000	80,000
Key Account Manager	-	-	-	-	100,000	120,000
Sales & Marketing Executive	20,000	35,000	30,000	50,000	-	-
Sales & Marketing Manager	-	-	70,000	90,000	100,000	150,000
Sales Director	-	-	-	-	250,000	350,000
Sales Engineer	-	-	30,000	50,000	-	-
Sales Executive / Officer	23,000	40,000	30,000	60,000	-	-
Sales Manager	-	-	-	-	90,000	150,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Top Management						
Chief Financial Officer (CFO)	-	-	-	-	200,000	300,000
Director / General Manager (Technical)	-	-	-	-	300,000	400,000
General Manager	-	-	-	-	150,000	200,000
Managing Director	-	-	-	-	300,000	450,000



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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Manager	50,000	70,000	50,000	90,000	65,000	140,000
Administrative Officer / Staff	18,000	45,000	25,000	50,000	30,000	70,000
Executive Secretary / PA	25,000	30,000	40,000	90,000	150,000	200,000
Interpreter	25,000	60,000	40,000	80,000	-	-
Interpreter (Japanese Nationality)	40,000	50,000	60,000	70,000	-	-
Secretary	-	-	30,000	55,000	-	-
Senior Administrator	-	-	60,000	70,000	-	-
Customer Service						
Call Center	20,000	30,000	30,000	40,000	-	-
CRM Manager	-	-	80,000	150,000	-	-
Customer Service Coordinator (Ground Staff)	30,000	35,000	-	-	-	-
Customer Service Executive (Coordinator / Order Administrator)	25,000	50,000	30,000	75,000	-	-
Customer Service Manager	-	-	60,000	80,000	80,000	130,000
Receptionist	15,000	30,000	-	-	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Customer Service						
Senior Relation Manager	-	-	40,000	50,000	100,000	120,000
Engineering						
Chief Engineer	-	-	30,000	50,000	-	-
Construction Engineer	-	-	30,000	50,000	-	-
Construction Manager	-	-	70,000	80,000	80,000	100,000
Design Engineer	20,000	50,000	30,000	80,000	80,000	150,000
Draftsman	25,000	30,000	40,000	50,000	-	-
Electrical Engineer	20,000	30,000	30,000	55,000	55,000	140,000
Engineer	28,000	55,000	40,000	60,000	60,000	150,000
Engineer (Mechanical / Chemical / QA / AC)	20,000	50,000	50,000	70,000	70,000	250,000
Engineering / IE / Process Improvement Manager	25,000	50,000	40,000	70,000	80,000	200,000
Engineering Manager	-	-	75,000	125,000	100,000	150,000
Environmental Engineer	-	-	50,000	70,000	100,000	130,000
Estimation Engineer	-	-	55,000	65,000	-	-
Facility Engineer	-	-	20,000	70,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Factory Manager	-	-	-	-	70,000	250,000
Maintenance Chief / Manager	-	-	50,000	80,000	60,000	150,000
Maintenance Engineer	20,000	50,000	40,000	100,000	60,000	130,000
Material Engineer	-	-	50,000	100,000	55,000	150,000
Mechanical Engineer	20,000	30,000	40,000	100,000	50,000	150,000
Network Engineer	30,000	80,000	50,000	90,000	-	-
Nutritionist	-	-	60,000	150,000	-	-
Operation Control Center Manager	20,000	30,000	70,000	100,000	120,000	230,000
Operation Executive	20,000	30,000	35,000	50,000	100,000	180,000
Operations Director / VP	-	-	120,000	150,000	180,000	600,000
Operations Manager	-	-	60,000	100,000	90,000	200,000
Piping Engineer	-	-	55,000	65,000	60,000	75,000
Planning Executive/ Officer	20,000	35,000	55,000	90,000	-	-
Planning Manager	-	-	-	-	70,000	150,000
Plant Engineer	-	-	50,000	120,000	120,000	165,000
Plant Manager	-	-	80,000	120,000	100,000	250,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Process Engineer	20,000	40,000	40,000	80,000	50,000	120,000
Process Improvement Engineer	-	-	50,000	70,000	60,000	90,000
Product Development Manager	-	-	60,000	100,000	90,000	130,000
Product Manager	-	-	45,000	100,000	70,000	140,000
Production Engineer	20,000	40,000	30,000	70,000	80,000	100,000
Production Manager	-	-	50,000	90,000	60,000	160,000
Production Planner	35,000	40,000	55,000	90,000	90,000	120,000
Production Supervisor / Chief	20,000	45,000	30,000	80,000	50,000	150,000
Project / Construction Manager	-	-	-	-	120,000	150,000
Project Coordinator (Technical)	25,000	38,000	-	-	-	-
Project Engineer	40,000	50,000	40,000	95,000	-	-
Project Manager	-	-	50,000	120,000	70,000	300,000
Project Manager – Manufacturing	-	-	50,000	100,000	100,000	120,000
QA / QC Engineer	25,000	60,000	50,000	70,000	65,000	120,000
QA Engineer / Software Tester	20,000	40,000	40,000	80,000	70,000	90,000
Quality Manager	-	-	50,000	80,000	70,000	180,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Research & Development Engineer	-	-	30,000	55,500	70,000	100,000
Research & Development Manager	-	-	30,000	60,000	80,000	120,000
Research & Development Officer	20,000	30,000	30,000	50,000	50,000	100,000
Research & Development Specialist	-	-	35,000	45,000	60,000	100,000
Safety Engineer / Officer	20,000	25,000	50,000	75,000	80,000	100,000
Safety Manager	-	-	70,000	120,000	100,000	300,000
Safety Officer	15,000	25,000	30,000	75,000	-	-
Senior Mechanical Engineer	28,000	40,000	-	-	-	-
Senior Sales Engineer	28,000	40,000	50,000	100,000	150,000	220,000
Service Engineer / Technical Support	18,000	30,000	50,000	60,000	100,000	120,000
Service Manager	30,000	35,000	50,000	100,000	100,000	200,000
Structural Engineer	-	-	55,000	75,000	-	-
Supplier Development Engineer	-	-	40,000	60,000	50,000	150,000
Supply Chain Engineer	-	-	40,000	90,000	70,000	90,000
Technical Consultant	-	-	50,000	60,000	60,000	150,000
Technical Service Manager	-	-	100,000	120,000	100,000	170,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Technician	18,000	25,000	50,000	70,000	-	-
Warehouse Manager	-	-	30,000	60,000	55,000	130,000
Finance & Accounting						
Accounting & Finance Supervisor (CPA)	16,000	50,000	50,000	70,000	70,000	150,000
Accounting Analyst	30,000	40,000	40,000	70,000	-	-
Accounting Assistant	25,000	30,000	30,000	70,000	50,000	95,000
Accounting Executive / Officer	15,000	40,000	25,000	70,000	50,000	100,000
Accounting Manager	40,000	50,000	60,000	120,000	100,000	250,000
Accounts Payable Accountant	22,000	40,000	30,000	60,000	-	-
Accounts Receivable Accountant	20,000	25,000	30,000	40,000	-	-
Assistant Accounting Manager	-	-	60,000	70,000	-	-
Bancassurance Business Development Manager	-	-	-	-	80,000	100,000
Collection Manager	-	-	-	-	100,000	200,000
Collection Officer	30,000	35,000	-	-	-	-
Corporate Finance Specialist	-	-	70,000	120,000	80,000	150,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Costing Executive	30,000	50,000	50,000	70,000	70,000	100,000
Costing Manager	-	-	-	-	100,000	120,000
Finance & Accounting Manager	-	-	50,000	150,000	50,000	180,000
Finance and Accounting Director / VP	-	-	-	-	200,000	300,000
Finance Manager	-	-	50,000	150,000	50,000	200,000
Financial Administrator / Officer	17,000	25,000	-	-	-	-
Financial Analyst	-	-	40,000	120,000	50,000	180,000
Financial Controller	25,000	55,000	40,000	170,000	90,000	350,000
Head of Finance and Accounting	-	-	60,000	100,000	200,000	250,000
Internal Audit Manager	-	-	60,000	80,000	100,000	250,000
Internal Auditor	30,000	40,000	70,000	100,000	100,000	150,000
Investor Relations Manager	-	-	70,000	100,000	-	-
Investor Relations Officer	-	-	50,000	70,000	-	-
Project Accountant	30,000	45,000	-	-	-	-
Risk Management Analyst	-	-	60,000	75,000	110,000	140,000
Senior Accountant	-	-	40,000	80,000	150,000	180,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Tax Consultant	38,000	70,000	60,000	100,000	90,000	250,000
Tax Manager	-	-	70,000	85,000	90,000	250,000
Treasury	-	-	35,000	45,000	75,000	90,000
VP - Accounting and Finance	-	-	-	-	150,000	250,000
Human Resources						
Assistant Human Resources Manager	-	-	50,000	80,000	70,000	150,000
HR - Compensation & Benefit	-	-	-	-	90,000	120,000
HR / Administrative Officer	20,000	25,000	25,000	40,000	-	-
HR Generalist / HR Specialist	20,000	60,000	40,000	90,000	90,000	130,000
HRD Manager (Regional)	-	-	60,000	80,000	200,000	250,000
HRIS	-	-	60,000	80,000	100,000	150,000
HRM Manager	-	-	-	-	100,000	150,000
Human Resources Director / VP	-	-	90,000	110,000	150,000	300,000
Human Resources Executive / Officer / Staff	20,000	50,000	30,000	80,000	60,000	90,000
Human Resources Manager	-	-	60,000	150,000	80,000	250,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Payroll Officer	20,000	30,000	30,000	45,000	-	-
Recruitment Officer	-	-	40,000	50,000	-	-
Senior Human Resources Executive / Officer	-	-	40,000	70,000	-	-
Training Executive / Officer	-	-	50,000	60,000	-	-
Training Manager	-	-	50,000	80,000	-	-
Training Manager (Technical)	-	-	50,000	70,000	-	-
Information Technology						
Application Engineer	30,000	40,000	50,000	70,000	60,000	100,000
Assistant IT Manager	-	-	50,000	60,000	-	-
AVP – Technical	-	-	-	-	150,000	160,000
Back End Developer	-	-	80,000	120,000	80,000	150,000
Chief Information Officer (CIO), Chief Digital Information Officer (CDIO)	-	-	150,000	200,000	-	-
Data / Report Analyst	20,000	30,000	80,000	100,000	-	-
Data Governance	-	-	70,000	120,000	-	-

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
Database Administrator	35,000	50,000	80,000	100,000	-	-
ERP Consultant	30,000	70,000	80,000	150,000	-	-
Full Stack Developer	-	-	80,000	140,000	-	-
IT Application Support	30,000	50,000	40,000	120,000	-	-
IT Director	-	-	120,000	180,000	150,000	200,000
IT Manager	-	-	50,000	150,000	80,000	200,000
IT Security Analyst / Engineer	30,000	50,000	80,000	100,000	-	-
IT Security Manager	-	-	80,000	120,000	-	-
IT Support	25,000	40,000	70,000	100,000	80,000	150,000
Programmer	25,000	50,000	30,000	150,000	-	-
Programmer / Software Developer (.NET)	-	-	60,000	90,000	100,000	160,000
Programmer / Software Developer (ABAP)	-	-	50,000	70,000	-	-
Programmer / Software Developer (C , C++)	25,000	35,000	60,000	80,000	-	-
Programmer / Software Developer (JAVA)	-	-	40,000	80,000	70,000	120,000
Programmer / Software Developer (Mobile Applications)	-	-	80,000	100,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
Programmer / Software Developer (ORACLE PL / SQL)	-	-	30,000	75,000	-	-
Programmer / Software Developer (PHP)	25,000	40,000	-	-	-	-
Programmer / Software Developer (Specific Applications)	-	-	65,000	85,000	-	-
SAP Consultant	-	-	70,000	120,000	80,000	150,000
Software / Solutions Architect	50,000	100,000	-	-	-	-
Software development and Software operation (Dev Opt)	40,000	60,000	60,000	100,000	-	-
Software Engineer	25,000	45,000	45,000	100,000	100,000	150,000
System Administrator	-	-	40,000	55,000	-	-
System Analyst / Business Analyst	30,000	70,000	60,000	100,000	-	-
System Engineer	25,000	40,000	50,000	100,000	-	-
UX / UI Designer	25,000	40,000	50,000	100,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal & Compliance						
Company Secretary	-	-	100,000	150,000	150,000	220,000
Compliance Manager	-	-	-	-	130,000	150,000
Compliance Officer	-	-	50,000	60,000	-	-
Government Affair Manager	-	-	80,000	100,000	100,000	150,000
Lawyer (Attorney)	-	-	40,000	60,000	80,000	100,000
Legal Consultant / Specialist	30,000	40,000	40,000	85,000	50,000	100,000
Legal Manager	-	-	70,000	100,000	80,000	200,000
Legal Officer	20,000	30,000	30,000	60,000	-	-
Regulatory Affairs Manager	40,000	50,000	70,000	90,000	100,000	120,000
Regulatory Affairs Officer	35,000	45,000	-	-	-	-
Marketing						
Assistant Marketing Manager	40,000	60,000	40,000	95,000	-	-
Brand Manager	-	-	70,000	100,000	100,000	150,000
Chief Marketing Officer (CMO)	-	-	-	-	200,000	300,000
Digital Marketing Analyst	40,000	50,000	50,000	80,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Digital Marketing Manager	-	-	70,000	90,000	-	-
Graphic Designer	25,000	45,000	-	-	-	-
Head of Digital / Digital Director / VP	-	-	-	-	150,000	200,000
Head of Marketing	-	-	70,000	120,000	100,000	200,000
Marketing Administrator	25,000	40,000	-	-	-	-
Marketing Coordinator / Assistant	25,000	70,000	40,000	70,000	-	-
Marketing Director / VP	-	-	-	-	100,000	300,000
Marketing Executive / Officer	20,000	40,000	30,000	70,000	45,000	90,000
Marketing Manager	50,000	70,000	40,000	90,000	80,000	200,000
Marketing Researcher / Analyst	-	-	30,000	65,000	55,000	120,000
Public Relations / Corporate Communications Manager	-	-	80,000	120,000	100,000	150,000
Trade Marketing Manager	-	-	-	-	100,000	140,000
Sales & Business Development						
Account Executive	20,000	30,000	30,000	65,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Account Manager	-	-	40,000	70,000	70,000	100,000
Account Manager (Technical)	30,000	90,000	50,000	130,000	80,000	150,000
Assistant Sales Manager	-	-	40,000	50,000	80,000	90,000
Assistant Sales Manager (Technical)	-	-	40,000	90,000	70,000	100,000
Business Development Executive / Officer	-	-	40,000	100,000	-	-
Business Development Manager	-	-	70,000	90,000	70,000	350,000
Business Development Manager / Specialist	35,000	45,000	40,000	150,000	60,000	200,000
Head of Business Development	-	-	-	-	200,000	500,000
Commercial Director / VP	-	-	-	-	100,000	200,000
E-Commerce Director	-	-	-	-	100,000	200,000
E-Commerce Manager	-	-	60,000	100,000	70,000	120,000
Head of Commercial	-	-	80,000	140,000	130,000	170,000
Key Account Executive	-	-	40,000	50,000	-	-
Key Account Manager	-	-	50,000	100,000	100,000	250,000
Pre-Sales Consultant	-	-	40,000	60,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Product Executive / Manager (Technical Sales & Marketing)	-	-	60,000	100,000	80,000	200,000
Regional Sales Manager	-	-	-	-	200,000	300,000
Sales & Marketing Director / VP	-	-	80,000	120,000	180,000	250,000
Sales & Marketing Executive	25,000	30,000	45,000	60,000	-	-
Sales & Marketing Manager	-	-	40,000	70,000	80,000	150,000
Sales Administrative Assistant	30,000	40,000	-	-	-	-
Sales Administrator / Sales Support	18,000	25,000	40,000	70,000	-	-
Sales Coordinator (General)	20,000	45,000	45,000	60,000	-	-
Sales Coordinator (Technical)	25,000	50,000	-	-	-	-
Sales Director	-	-	80,000	200,000	150,000	350,000
Sales Engineer	20,000	70,000	30,000	70,000	70,000	150,000
Sales Executive / Officer	20,000	50,000	30,000	80,000	-	-
Sales Executive / Officer (Technical)	20,000	35,000	35,000	85,000	-	-
Sales Manager	-	-	40,000	100,000	70,000	200,000
Sales Operations Manager	-	-	60,000	100,000	120,000	150,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Senior Sales Manager	-	-	80,000	130,000	100,000	168,000
VP - Sales & Marketing	-	-	-	-	130,000	130,000
Supply Chain & Logistics						
Assistant Purchasing Manager	-	-	40,000	60,000	80,000	100,000
Customs Clearance Manager	-	-	40,000	80,000	80,000	100,000
Customs Officer	20,000	30,000	40,000	60,000	-	-
Export Manager	-	-	45,000	60,000	120,000	150,000
Export Officer	25,000	40,000	35,000	60,000	-	-
Import & Export Manager	-	-	50,000	70,000	60,000	70,000
Import & Export Officer / Coordinator	25,000	30,000	-	-	-	-
Logistic / Supply Chain & Warehouse Manager (Manufacturing)	-	-	40,000	100,000	45,000	100,000
Logistic Engineer / Supervisor	25,000	45,000	40,000	60,000	60,000	90,000
Logistic Manager	-	-	35,000	130,000	80,000	170,000
Logistic Officer	16,000	40,000	35,000	70,000	50,000	90,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Logistic Supervisor	-	-	30,000	80,000	45,000	120,000
Merchandiser	-	-	-	-	200,000	250,000
Procurement Manager	-	-	90,000	110,000	100,000	170,000
Procurement Officer	20,000	25,000	35,000	50,000	50,000	70,000
Purchasing / Buyer / Procurement Engineer	25,000	50,000	30,000	80,000	40,000	80,000
Purchasing Executive	25,000	35,000	40,000	70,000	50,000	70,000
Purchasing Manager (MNC)	-	-	40,000	80,000	40,000	100,000
Purchasing Manager / Plant Buyer	-	-	40,000	70,000	50,000	100,000
Purchasing Officer	20,000	40,000	35,000	60,000	40,000	80,000
Senior Procurement Officer	-	-	40,000	60,000	-	-
Senior Supplier Quality Engineer	-	-	80,000	90,000	100,000	120,000
Senior Supply Chain Manager	-	-	80,000	90,000	100,000	200,000
Supply Chain Director / VP	-	-	-	-	200,000	400,000
Supply Chain Manager	-	-	60,000	120,000	100,000	200,000
Supply Chain Officer / Executive	-	-	30,000	45,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Top Management						
Chief Executive Officer (CEO)	-	-	-	-	250,000	400,000
Chief Financial Officer (CFO)	-	-	-	-	150,000	500,000
Chief Human Resources Officer (CHRO)	-	-	-	-	200,000	400,000
Chief Operating Officer (COO)	-	-	-	-	200,000	300,000
Country Manager	-	-	-	-	180,000	400,000
Director / General Manager	-	-	70,000	200,000	150,000	330,000
Managing Director	-	-	-	-	200,000	600,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Manager	-	-	-	-	80,000	90,000
Administrative Officer / Staff	30,000	40,000	35,000	55,000	-	-
Interpreter	30,000	50,000	50,000	80,000	-	-
Office Manager	-	-	-	-	70,000	80,000
Secretary	30,000	50,000	60,000	70,000	-	-
Customer Service						
Customer Service Executive (Coordinator / Order Administrator)	-	-	50,000	90,000	-	-
Customer Service Manager	-	-	30,000	150,000	-	-
Engineering						
Design Engineer	30,000	45,000	50,000	80,000	-	-
Engineer	25,000	40,000	50,000	60,000	-	-
Engineering / IE / Process Improvement Manager	25,000	40,000	40,000	80,000	-	-
Head of Operation	-	-	-	-	80,000	110,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Network Engineer	35,000	50,000	50,000	70,000	-	-
Planning Executive/ Officer	-	-	40,000	50,000	-	-
Planning Manager	-	-	60,000	80,000	80,000	100,000
Plant Engineer	30,000	40,000	-	-	80,000	100,000
Process Improvement Engineer	-	-	60,000	80,000	-	-
Product Development Manager	-	-	80,000	100,000	-	-
Product Manager	-	-	50,000	150,000	-	-
Product Manager (IT)	-	-	-	-	150,000	200,000
Production Manager	-	-	50,000	90,000	60,000	200,000
Project Coordinator (General)	-	-	-	-	100,000	115,000
Project Engineer	-	-	50,000	70,000	-	-
Project Manager	-	-	60,000	120,000	100,000	180,000
QA / QC Engineer	-	-	45,000	70,000	180,000	200,000
QA Engineer / Software Tester	30,000	45,000	50,000	120,000	120,000	180,000
Safety Engineer / Officer	25,000	50,000	-	-	-	-
Senior Structural Engineer	-	-	30,000	65,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Service Engineer / Technical Support	-	-	30,000	85,000	-	-
Technical Consultant	30,000	80,000	-	-	150,000	200,000
Technical Service Manager	30,000	45,000	80,000	90,000	-	-
Finance & Accounting						
Accounting Executive / Officer	25,000	30,000	40,000	50,000	-	-
Accounting Manager	-	-	30,000	50,000	80,000	200,000
Finance & Accounting Manager	-	-	40,000	90,000	50,000	150,000
Finance Manager	-	-	-	-	120,000	170,000
Financial Analyst	-	-	35,000	60,000	60,000	80,000
Financial Controller	-	-	50,000	100,000	150,000	200,000
Senior Accountant	25,000	35,000	-	-	-	-
Human Resources						
HR Generalist / HR Specialist	-	-	40,000	90,000	120,000	150,000
HRIS	-	-	-	-	100,000	120,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Human Resources Director / VP	-	-	-	-	200,000	300,000
Human Resources Executive / Officer / Staff	22,000	35,000	50,000	60,000	50,000	80,000
Human Resources Manager	-	-	70,000	150,000	90,000	200,000
Training Executive / Officer	20,000	40,000	40,000	50,000	-	-
Information Technology						
Application Engineer	20,000	35,000	45,000	70,000	100,000	140,000
Back End Developer	-	-	50,000	120,000	120,000	250,000
Chief Technology Officer (CTO)	-	-	-	-	200,000	300,000
Data Migration / Data Analyst (ETL)	-	-	45,000	100,000	120,000	120,000
Data Scientist / Data Engineer	-	-	80,000	120,000	100,000	150,000
Data Warehouse Consultant	-	-	100,000	120,000	120,000	120,000
Database Administrator	-	-	45,000	100,000	-	-
DevOps Engineer	25,000	80,000	50,000	100,000	-	-
ERP Consultant	20,000	40,000	60,000	80,000	100,000	160,000
Front End Developer	45,000	80,000	80,000	100,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
Full Stack Developer	50,000	55,000	60,000	120,000	-	-
Head of Information Technology	-	-	120,000	120,000	150,000	300,000
IT Auditor	-	-	80,000	100,000	150,000	200,000
IT Director	-	-	150,000	200,000	150,000	200,000
IT Manager	45,000	80,000	60,000	130,000	80,000	140,000
IT Security Analyst / Engineer	25,000	50,000	40,000	100,000	-	-
IT Security Manager	-	-	80,000	130,000	-	-
IT Support	25,000	40,000	40,000	80,000	-	-
Programmer	30,000	50,000	50,000	180,000	-	-
Programmer / Software Developer (C, C++)	-	-	50,000	70,000	-	-
Programmer / Software Developer (JAVA)	30,000	70,000	80,000	150,000	-	-
Programmer / Software Developer (Mobile Applications)	30,000	40,000	45,000	100,000	-	-
Programmer / Software Developer (PHP)	-	-	40,000	80,000	-	-
SAP Consultant	-	-	50,000	70,000	70,000	120,000
Software / Solutions Architect	-	-	80,000	120,000	120,000	250,000

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Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
Software development and Software operation (Dev Opt.)	30,000	70,000	80,000	130,000	100,000	180,000
Software Engineer	80,000	100,000	100,000	150,000	120,000	200,000
Software Quality Assurance Manager	-	-	70,000	90,000	-	-
System Analyst / Business Analyst	20,000	70,000	50,000	150,000	60,000	200,000
System Engineer	20,000	80,000	50,000	140,000	-	-
UX / UI Designer	30,000	40,000	40,000	150,000	150,000	250,000
VP - Information Technology	-	-	-	-	150,000	200,000
Legal & Compliance						
Compliance Officer	-	-	-	-	80,000	90,000
Legal Officer	35,000	40,000	60,000	100,000	-	-
Regulatory Affairs Officer	-	-	30,000	50,000	-	-
Marketing						
Brand Manager	-	-	-	-	70,000	80,000

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Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Event Manager	-	-	50,000	70,000	-	-
Head of Marketing	-	-	-	-	100,000	150,000
Marketing Executive / Officer	25,000	60,000	40,000	80,000	70,000	90,000
Marketing Manager	30,000	40,000	50,000	100,000	-	-
Trade Marketing Manager	-	-	80,000	100,000	-	-
Sales & Business Development						
Account Executive	30,000	50,000	40,000	100,000	90,000	150,000
Business Development Manager / Specialist (Technical)	35,000	70,000	70,000	120,000	120,000	200,000
E-Commerce Manager	30,000	40,000	40,000	50,000	-	-
Head of Commercial	-	-	100,000	150,000	-	-
Pre-Sales Consultant	35,000	50,000	50,000	70,000	-	-
Sales & Marketing Manager	-	-	30,000	110,000	80,000	150,000
Sales Administrator / Sales Support	18,000	35,000	30,000	70,000	-	-
Sales Coordinator (General)	18,000	35,000	30,000	70,000	-	-

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Sales Director	-	-	90,000	150,000	150,000	200,000
Sales Engineer	30,000	50,000	50,000	90,000	80,000	150,000
Sales Executive / Officer	20,000	40,000	40,000	60,000	-	-
Sales Executive / Officer (Technical)	20,000	40,000	40,000	80,000	-	-
Sales Manager	-	-	40,000	80,000	80,000	100,000
Sales Operations Manager	-	-	45,000	50,000	120,000	200,000
Supply Chain & Logistics						
Logistic Manager	-	-	50,000	80,000	100,000	130,000
Purchasing Manager / Plant Buyer	-	-	50,000	100,000	110,000	130,000
Purchasing Officer	20,000	35,000	35,000	50,000	-	-
Supply Chain Manager	-	-	-	-	100,000	180,000
Top Management						
Chief Financial Officer (CFO)	-	-	-	-	150,000	400,000
Chief Sales Officer (CSO)	-	-	-	-	150,000	250,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Top Management						
Country Manager	-	-	-	-	150,000	400,000
Director / General Manager	-	-	-	-	150,000	250,000

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Life Science / Medical

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	23,000	40,000	-	-	-	-
Executive Secretary / PA	-	-	-	-	50,000	60,000
Engineering						
Engineer (Mechanical / Chemical / QA / AC)	-	-	60,000	100,000	80,000	100,000
Engineering / IE / Process Improvement Manager	-	-	50,000	90,000	-	-
Engineering Manager	-	-	-	-	100,000	200,000
Factory Manager	-	-	-	-	100,000	150,000
Operations Director / VP	-	-	-	-	150,000	350,000
Operations Manager	-	-	70,000	120,000	120,000	200,000
Product Development Manager	-	-	50,000	100,000	-	-
Production Manager	-	-	-	-	120,000	250,000
Quality Manager	-	-	40,000	70,000	100,000	150,000
Research & Development Manager	-	-	45,000	70,000	80,000	120,000
Technical Consultant	-	-	30,000	40,000	-	-

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Accounting Executive / Officer	20,000	30,000	30,000	50,000	-	-
Accounting Manager	-	-	50,000	80,000	80,000	180,000
Finance & Accounting Manager	-	-	-	-	60,000	150,000
Finance Manager	-	-	-	-	100,000	200,000
Financial Analyst	-	-	60,000	80,000	90,000	120,000
Investor Relations Manager	-	-	80,000	100,000	-	-
Risk Management Analyst	-	-	70,000	90,000	-	-
Healthcare						
Medical Director	-	-	200,000	300,000	400,000	600,000
Medical Marketing Manager	-	-	-	-	100,000	150,000
Medical Product Specialist / Expert	60,000	80,000	80,000	100,000	-	-
Medical Sales Representative	18,000	30,000	30,000	50,000	-	-
Human Resources						
Assistant Human Resources Manager	-	-	-	-	50,000	60,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
HR Generalist / HR Specialist	20,000	40,000	40,000	80,000	80,000	120,000
HRIS	-	-	40,000	50,000	-	-
Human Resources Manager	-	-	70,000	80,000	80,000	150,000
Recruitment Officer	20,000	40,000	40,000	60,000	-	-
Information Technology						
Data / Report Analyst	-	-	30,000	60,000	80,000	150,000
IT Manager	-	-	80,000	100,000	100,000	150,000
IT Security Analyst / Engineer	-	-	50,000	80,000	80,000	150,000
UX / UI Designer	-	-	80,000	90,000	-	-
Legal & Compliance						
Company Secretary	-	-	50,000	80,000	80,000	100,000
Regulatory Affairs Manager	-	-	50,000	100,000	150,000	180,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Assistant Brand Manager	-	-	45,000	60,000	-	-
Assistant Marketing Manager	50,000	60,000	70,000	70,000	-	-
Brand Manager	-	-	50,000	100,000	80,000	150,000
Clinic Manager	-	-	70,000	100,000	-	-
Marketing Coordinator / Assistant	18,000	30,000	30,000	50,000	-	-
Marketing Executive / Officer	20,000	45,000	30,000	60,000	-	-
Marketing Manager	-	-	40,000	100,000	80,000	120,000
Sales & Business Development						
Account Manager (Technical)	-	-	70,000	100,000	100,000	130,000
Business Development Manager / Specialist (Technical)	-	-	70,000	120,000	-	-
Business Intelligence Specialist	-	-	65,000	85,000	-	-
Commercial Director / VP	-	-	-	-	200,000	500,000
E-Commerce Manager	-	-	60,000	90,000	100,000	150,000
Key Account Manager	-	-	70,000	95,000	100,000	180,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Product Executive / Manager (Technical Sales & Marketing)	30,000	45,000	60,000	80,000	-	-
Sales & Marketing Manager	-	-	50,000	100,000	100,000	170,000
Sales Admin / Sales Support (Technical)	18,000	30,000	30,000	50,000	-	-
Sales Director	-	-	-	-	120,000	200,000
Sales Executive / Officer	18,000	40,000	40,000	70,000	-	-
Sales Manager	-	-	50,000	100,000	80,000	130,000
Supply Chain & Logistics						
Logistic Manager	-	-	-	-	100,000	120,000
Logistic Officer	20,000	25,000	30,000	40,000	-	-
Supply Chain Manager	-	-	60,000	80,000	100,000	200,000
Top Management						
Chief Financial Officer (CFO)	-	-	-	-	200,000	250,000
Chief Operating Officer (COO)	-	-	-	-	200,000	230,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Top Management						
Director / General Manager	-	-	-	-	400,000	500,000



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NPO / PS

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	25,000	30,000	-	-	-	-
Customer Service						
Customer Service Manager	-	-	40,000	80,000	-	-
Education						
Lecturer	25,000	40,000	50,000	80,000	-	-
Trainer	25,000	30,000	28,000	35,000	-	-
Finance & Accounting						
Accounting Assistant	-	-	30,000	50,000	-	-
Finance & Accounting Manager	-	-	60,000	100,000	100,000	150,000
Financial Analyst	25,000	30,000	50,000	75,000	-	-
Human Resources						
Human Resources Director / VP	-	-	-	-	200,000	300,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Human Resources Executive / Officer / Staff	25,000	35,000	30,000	50,000	-	-
Human Resources Manager	-	-	80,000	100,000	80,000	150,000
Information Technology						
IT Support	20,000	35,000	-	-	-	-
Programmer	-	-	50,000	80,000	-	-
Legal & Compliance						
Compliance Manager	-	-	70,000	100,000	100,000	120,000
Marketing						
Creative Director	-	-	60,000	80,000	-	-
Graphic Designer	20,000	25,000	30,000	35,000	-	-
Marketing Executive / Officer	25,000	40,000	35,000	50,000	-	-
Marketing Manager	-	-	40,000	70,000	60,000	120,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Account Executive	30,000	35,000	40,000	80,000	-	-
Business Development Manager	-	-	-	-	60,000	120,000
Sales & Marketing Director / VP	-	-	-	-	100,000	150,000
Sales & Marketing Manager	-	-	50,000	70,000	70,000	120,000
Sales Administrator / Sales Support	20,000	40,000	-	-	-	-
Sales Executive / Officer	30,000	50,000	40,000	60,000	-	-
Sales Manager	-	-	30,000	70,000	70,000	100,000
Supply Chain & Logistics						
Procurement Manager	-	-	-	-	150,000	200,000
Top Management						
Chief Executive Officer (CEO)	-	-	-	-	180,000	300,000
Chief Financial Officer (CFO)	-	-	-	-	200,000	250,000
Director / General Manager	-	-	-	-	150,000	300,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	18,000	30,000	30,000	50,000	-	-
Executive Secretary / PA	20,000	40,000	40,000	70,000	50,000	80,000
Office Manager	-	-	-	-	50,000	70,000
Customer Service						
Customer Service Manager	-	-	60,000	100,000	-	-
Engineering						
Architect / Interior	-	-	30,000	60,000	65,000	80,000
Construction Manager	-	-	50,000	90,000	80,000	150,000
Design Engineer	-	-	70,000	120,000	-	-
Draftsman	15,000	25,000	30,000	50,000	60,000	80,000
Engineer	30,000	40,000	-	-	-	-
Engineer (Mechanical / Chemical / QA / AC)	25,000	40,000	40,000	60,000	80,000	170,000
Engineering / IE / Process Improvement Manager	-	-	40,000	60,000	60,000	100,000
Engineering Manager	-	-	40,000	60,000	80,000	150,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Facility Engineer	-	-	45,000	50,000	-	-
Head of Engineering / Engineering Director / VP	-	-	-	-	100,000	200,000
Maintenance Engineer	-	-	45,000	80,000	-	-
Network Engineer	-	-	60,000	80,000	-	-
Operations Director / VP	-	-	-	-	120,000	280,000
Operations Manager	-	-	40,000	100,000	-	-
Product Development Manager	-	-	40,000	70,000	100,000	150,000
Production Engineer	20,000	40,000	-	-	-	-
Project Engineer	-	-	30,000	100,000	200,000	250,000
Project Manager	-	-	40,000	85,000	70,000	200,000
QA / QC Engineer	20,000	40,000	40,000	60,000	60,000	70,000
Safety Manager	-	-	40,000	50,000	60,000	70,000
Service Engineer / Technical Support	20,000	40,000	35,000	50,000	70,000	90,000
Technician	15,000	35,000	-	-	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Accounting & Finance Supervisor (CPA)	-	-	60,000	100,000	-	-
Accounting Analyst	-	-	40,000	50,000	60,000	140,000
Accounting Executive / Officer	20,000	40,000	30,000	80,000	-	-
Accounting Manager	-	-	40,000	100,000	80,000	120,000
Finance and Accounting Director / VP	-	-	-	-	150,000	350,000
Finance Manager	-	-	50,000	130,000	70,000	150,000
Financial Analyst	40,000	45,000	60,000	80,000	80,000	210,000
Financial Controller	-	-	50,000	100,000	100,000	150,000
Internal Auditor	-	-	-	-	80,000	120,000
Risk Management Manager	-	-	50,000	90,000	80,000	100,000
Senior Accountant	-	-	30,000	50,000	40,000	70,000
Tax Consultant	-	-	50,000	65,000	-	-
Human Resources						
HR Generalist / HR Specialist	18,000	30,000	30,000	50,000	40,000	60,000
HRM Manager	-	-	-	-	70,000	100,000

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Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Human Resources Director / VP	-	-	-	-	150,000	250,000
Human Resources Manager	-	-	50,000	120,000	70,000	170,000
Information Technology						
IT Director	-	-	-	-	150,000	300,000
IT Manager	-	-	50,000	140,000	100,000	180,000
IT Support	-	-	50,000	60,000	-	-
Programmer	25,000	45,000	50,000	120,000	-	-
Programmer / Software Developer (PHP)	25,000	40,000	-	-	-	-
Software / Solutions Architect	-	-	40,000	80,000	-	-
Software Engineer	25,000	40,000	60,000	80,000	-	-
System Analyst / Business Analyst	-	-	70,000	100,000	100,000	160,000
UX / UI Designer	20,000	40,000	40,000	90,000	-	-
Legal & Compliance						
Company Secretary	-	-	60,000	80,000	100,000	170,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal & Compliance						
Government Affair Manager	-	-	30,000	50,000	60,000	100,000
Legal Consultant / Specialist	-	-	30,000	40,000	50,000	80,000
Legal Manager	-	-	-	-	90,000	130,000
Legal Officer	-	-	30,000	60,000	60,000	95,000
Marketing						
Digital Marketing Analyst	-	-	40,000	80,000	-	-
Graphic Designer	20,000	30,000	30,000	50,000	-	-
Marketing Director / VP	-	-	90,000	120,000	100,000	200,000
Marketing Executive / Officer	20,000	40,000	40,000	60,000	-	-
Marketing Manager	45,000	50,000	60,000	120,000	70,000	150,000
Marketing Researcher / Analyst	-	-	30,000	60,000	-	-
Public Relations / Corporate Communications Manager	-	-	50,000	70,000	70,000	100,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Account Director	-	-	-	-	120,000	140,000
Business Development Executive / Officer	20,000	40,000	40,000	60,000	-	-
Business Development Manager / Specialist	-	-	40,000	80,000	70,000	100,000
Key Account Executive	20,000	40,000	40,000	60,000	-	-
National Sales Manager / Sales Director / VP	-	-	-	-	100,000	200,000
Sales & Marketing Director / VP	-	-	100,000	180,000	150,000	200,000
Sales & Marketing Manager	-	-	65,000	100,000	80,000	150,000
Sales Administrator / Sales Support	20,000	35,000	-	-	-	-
Sales Coordinator (General)	23,000	35,000	40,000	50,000	-	-
Sales Director	-	-	80,000	150,000	150,000	300,000
Sales Engineer	25,000	40,000	30,000	50,000	-	-
Sales Executive / Officer	20,000	45,000	35,000	80,000	40,000	90,000
Sales Manager	-	-	50,000	100,000	90,000	150,000
VP - Sales & Marketing	-	-	-	-	150,000	250,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Logistic Manager	-	-	-	-	70,000	130,000
Purchasing Manager / Plant Buyer	-	-	50,000	80,000	70,000	100,000
Supply Chain Director / VP	-	-	-	-	100,000	120,000
VP - Purchasing / Procurement	-	-	-	-	150,000	300,000
Top Management						
Chief Commercial Officer (CCO)	-	-	-	-	200,000	260,000
Chief Digital Officer (CDO)	-	-	-	-	400,000	500,000
Chief Financial Officer (CFO)	-	-	-	-	150,000	550,000
Chief Human Resources Officer (CHRO)	-	-	-	-	200,000	300,000
Chief Investment Officer	-	-	-	-	150,000	200,000
Chief Operating Officer (COO)	-	-	-	-	120,000	250,000
Country Manager	-	-	-	-	200,000	300,000
Director / General Manager	-	-	-	-	100,000	200,000
General Manager	-	-	-	-	150,000	200,000
Managing Director	-	-	-	-	200,000	340,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Manager	-	-	50,000	70,000	-	-
Administrative Officer / Staff	18,000	30,000	30,000	70,000	-	-
Executive Secretary / PA	-	-	45,000	60,000	60,000	80,000
Interpreter	20,000	45,000	50,000	70,000	-	-
Office Manager	-	-	20,000	35,000	45,000	55,000
Customer Service						
CRM Manager	-	-	50,000	80,000	80,000	150,000
Customer Service Executive (Coordinator / Order Administrator)	21,000	45,000	50,000	70,000	-	-
Customer Service Manager	-	-	30,000	65,000	100,000	120,000
Engineering						
Architect / Interior	-	-	65,000	75,000	-	-
Construction Manager	-	-	-	-	100,000	130,000
Design Engineer	-	-	25,000	65,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Engineer	18,000	25,000	60,000	75,000	75,000	80,000
Engineer (Mechanical / Chemical / QA / AC)	25,000	35,000	40,000	80,000	60,000	100,000
Engineering / IE / Process Improvement Manager	18,000	28,000	30,000	65,000	-	-
Head of Operation	-	-	110,000	130,000	200,000	350,000
Maintenance Engineer	-	-	50,000	65,000	-	-
Mechanical Engineer	-	-	70,000	100,000	-	-
Operations Director / VP	-	-	-	-	150,000	300,000
Operations Manager	-	-	-	-	80,000	150,000
Planning Executive/ Officer	-	-	30,000	60,000	-	-
Product Manager	-	-	70,000	100,000	-	-
Production Manager	-	-	-	-	80,000	120,000
Project Coordinator (General)	20,000	35,000	-	-	-	-
Project Engineer	20,000	50,000	50,000	100,000	-	-
Project Manager	-	-	50,000	130,000	70,000	190,000
QA Engineer / Software Tester	40,000	60,000	80,000	130,000	150,000	200,000
Quality Manager	-	-	-	-	40,000	100,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Safety Manager	-	-	-	-	60,000	150,000
Service Engineer / Technical Support	-	-	50,000	70,000	70,000	100,000
Supplier Development Engineer	-	-	50,000	55,000	-	-
Technical Consultant	-	-	50,000	80,000	-	-
Finance & Accounting						
Accounting Executive / Officer	20,000	60,000	30,000	80,000	-	-
Accounting Manager	-	-	50,000	100,000	70,000	200,000
Accounts Receivable Accountant	20,000	40,000	40,000	70,000	-	-
Assistant Accounting Manager	-	-	40,000	70,000	50,000	70,000
Corporate Finance Specialist	-	-	60,000	100,000	100,000	250,000
Costing Executive	18,000	35,000	30,000	60,000	-	-
Costing Manager	-	-	40,000	60,000	55,000	80,000
Finance & Accounting Manager	-	-	70,000	100,000	80,000	170,000
Finance Manager	-	-	70,000	100,000	80,000	150,000
Financial Analyst	-	-	70,000	140,000	150,000	180,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Financial Controller	-	-	50,000	130,000	120,000	180,000
Internal Audit Manager	-	-	-	-	65,000	200,000
Internal Auditor	-	-	40,000	60,000	80,000	120,000
Risk Management Manager	-	-	-	-	150,000	200,000
Senior Accountant	-	-	40,000	60,000	-	-
Tax Consultant	-	-	60,000	100,000	150,000	200,000
Hospitality & Tourism						
F&B Manager	-	-	30,000	60,000	60,000	100,000
Chef	-	-	40,000	50,000	80,000	90,000
Hotel Manager	-	-	40,000	80,000	80,000	150,000
Restaurant Manager	-	-	40,000	55,000	-	-
Human Resources						
HR Generalist / HR Specialist	20,000	40,000	30,000	50,000	-	-
Human Resources Director / VP	-	-	-	-	150,000	300,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Human Resources Executive / Officer / Staff	25,000	50,000	30,000	60,000	-	-
Human Resources Manager	-	-	50,000	150,000	80,000	250,000
Payroll Officer	20,000	30,000	30,000	40,000	-	-
Recruitment Officer	30,000	40,000	40,000	60,000	60,000	120,000
Training Executive / Officer	25,000	30,000	30,000	55,000	-	-
Training Manager	-	-	-	-	80,000	100,000
Information Technology						
Application Engineer	25,000	50,000	50,000	60,000	-	-
Back End Developer	-	-	60,000	70,000	90,000	200,000
Data / Report Analyst	30,000	50,000	40,000	80,000	-	-
Data Scientist / Data Engineer	-	-	50,000	70,000	100,000	160,000
Data Warehouse Consultant	-	-	-	-	150,000	200,000
ERP Consultant	-	-	50,000	170,000	100,000	200,000
Front End Developer	-	-	50,000	70,000	-	-
Full Stack Developer	40,000	60,000	60,000	80,000	-	-

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
IT Application Support	-	-	40,000	50,000	-	-
IT Auditor	-	-	80,000	90,000	-	-
IT Director	-	-	-	-	200,000	300,000
IT Manager	-	-	100,000	150,000	120,000	170,000
IT Security Analyst / Engineer	-	-	60,000	90,000	-	-
IT Support	20,000	40,000	40,000	80,000	-	-
Programmer	30,000	50,000	50,000	80,000	-	-
Programmer / Software Developer (C, C++)	-	-	30,000	80,000	-	-
Programmer / Software Developer (JAVA)	-	-	50,000	130,000	-	-
Programmer / Software Developer (Mobile Applications)	-	-	80,000	100,000	100,000	150,000
SAP Consultant	-	-	60,000	95,000	80,000	100,000
Software / Solutions Architect	35,000	50,000	70,000	150,000	120,000	200,000
Software development and Software operation (Dev Opt.)	-	-	60,000	100,000	120,000	250,000
Software Engineer	30,000	80,000	30,000	100,000	100,000	200,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
Software Quality Assurance Manager	-	-	50,000	90,000	-	-
System Analyst / Business Analyst	50,000	80,000	60,000	120,000	80,000	200,000
System Consultant Manager	-	-	45,000	57,000	100,000	130,000
System Engineer	-	-	70,000	80,000	80,000	100,000
UX / UI Designer	30,000	40,000	50,000	80,000	-	-
Legal & Compliance						
Company Secretary	-	-	70,000	90,000	100,000	150,000
Compliance Officer	30,000	50,000	50,000	85,000	100,000	180,000
Lawyer (Attorney)	20,000	50,000	60,000	100,000	-	-
Legal Consultant / Specialist	-	-	50,000	100,000	100,000	120,000
Legal Manager	-	-	-	-	100,000	130,000
Legal Officer	-	-	50,000	70,000	70,000	100,000
Marketing						
Brand Manager	-	-	60,000	80,000	80,000	100,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Digital Marketing Analyst	-	-	35,000	50,000	-	-
Digital Marketing Manager	-	-	40,000	80,000	80,000	120,000
Event Manager	-	-	50,000	60,000	-	-
Graphic Designer	20,000	25,000	-	-	-	-
Marketing Director / VP	-	-	100,000	180,000	140,000	350,000
Marketing Executive / Officer	25,000	50,000	40,000	70,000	-	-
Marketing Manager	-	-	50,000	100,000	80,000	150,000
Marketing Researcher / Analyst	25,000	30,000	70,000	100,000	80,000	120,000
Media Planner	-	-	50,000	100,000	-	-
Public Relations / Corporate Communications Manager	-	-	70,000	120,000	-	-
SEO / SEM Specialist	50,000	70,000	-	-	-	-
Retail & Consumer Products						
Branch Manager	-	-	50,000	75,000	60,000	100,000
Leasing Manager	-	-	-	-	80,000	100,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Retail & Consumer Products						
Service Manager	-	-	50,000	70,000	90,000	140,000
Sales & Business Development						
Account Director	-	-	-	-	100,000	350,000
Account Executive	30,000	35,000	35,000	50,000	-	-
Account Manager	-	-	40,000	70,000	70,000	150,000
Business Development Manager	-	-	40,000	100,000	80,000	230,000
Head of Commercial	-	-	-	-	100,000	250,000
Key Account Manager	-	-	-	-	120,000	150,000
Product Executive / Manager (Technical Sales & Marketing)	35,000	50,000	40,000	100,000	80,000	120,000
Sales & Marketing Director / VP	-	-	-	-	150,000	250,000
Sales & Marketing Manager	-	-	50,000	100,000	80,000	150,000
Sales Administrator / Sales Support	20,000	40,000	30,000	60,000	-	-
Sales Coordinator (General)	30,000	40,000	30,000	50,000	-	-
Sales Director	-	-	-	-	100,000	250,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Sales Engineer	25,000	35,000	50,000	65,000	-	-
Sales Executive / Officer	20,000	30,000	40,000	70,000	50,000	80,000
Sales Manager	-	-	40,000	120,000	80,000	150,000
Supply Chain & Logistics						
Procurement Officer	-	-	40,000	50,000	50,000	70,000
Purchasing / Buyer / Procurement Engineer	-	-	50,000	65,000	-	-
Purchasing Manager (MNC)	-	-	-	-	80,000	130,000
Purchasing Officer	20,000	30,000	25,000	40,000	-	-
Supply Chain Manager	-	-	50,000	100,000	80,000	120,000
Top Management						
Chief Financial Officer (CFO)	-	-	-	-	100,000	400,000
Chief Information Officer	-	-	-	-	300,000	350,000
Chief Operating Officer (COO)	-	-	-	-	150,000	200,000
General Manager	-	-	-	-	120,000	200,000

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Top Management						
Managing Director	-	-	-	-	180,000	400,000
VP - Customer Services	-	-	-	-	250,000	300,000
Chief Technology Officer (CTO)	-	-	-	-	300,000	370,000

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Adecco Thailand is the world's leading HR solutions company.

With over 30 years of experience in Thailand, we have developed the network and expertise to assist companies in building successful teams. We operate eight business units and connect over 20,000 associates each day through Adecco's network of over 400 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 Service Offerings



Recruitment Service

- Executive Recruitment
 - C-Suite Level
 - Mid to Senior Management
- Functional Recruitment
 - Finance, Accounting & Legal
 - Sales & Marketing
 - HR, Admin & Support functions
 - Industrial & Engineering
 - Digital & Technology
 - Supply Chain & Logistics
 - Healthcare & Life sciences
 - Environmental, social, and corporate governance (ESG)
- Recruitment Process Outsourcing (RPO)
- Volume Recruitment
- Talent Mapping Service



Service Outsourcing

- Office Assistant on Demand
- Receptionist On-Call
- Retail Operation and Field Sales Marketing Service
- Convenience Stores Service Outsourcing (CVS)
- Visa & Work Permit Administration Services
- IT Support Outsourcing Service (ITSOS)
- Tech Services : Infrastructure / Application and Engineering



Business Process Outsourcing

- Payroll Administration
- HR Administration
- Assessment Center
- Master Service Provider



Employment Staffing Service

- Temporary Staffing
- Contract Staffing
- Payroll Outsourcing
- PC Workforce
- Tech Staffing



Human Capital Solutions

- In-House Training
- Public Training
- Consulting Solutions
- Assessment Tools
- Training Process Outsourcing

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Adecco Office in Thailand

Corporate Office

📍 Adecco Consulting Limited

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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
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Industrial Hub

📍 Adecco Eastern Seaboard Recruitment Limited

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📍 Adecco New Petchburi Limited

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📍 Adecco Param 4 Recruitment Limited

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

📍 Adecco Bangna Limited

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