



Vietnam

**Salary Guide
2021**



For over 20 years, First Alliances has connected over 250,000 candidates to thousands of companies across Vietnam.

Established in 1998, First Alliances is Vietnam's leading HR agency, specialising in Executive Search & Selection and HR outsourcing, which includes payroll service, staffing and RPO.

Our industry specialisations include Accounting, Construction & Real Estate, Consumer Goods, Banking, Finance & Insurance, Healthcare, Hospitality, Industrial & Supply Chain, IT & Telecommunications, and HR & Administration.

We seek to provide a one-stop hiring solution for our clients. We have a specialised Japan Desk servicing our Japanese clients, as well as a dedicated Korea Desk.

First Alliances is an entity under PERSOLKELLY, one of the largest workforce solutions providers in the Asia Pacific region. PERSOLKELLY spans over 50 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

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PERSOLKELLY

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

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

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

For more information, please visit www.persolkelly.com

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Methodology:

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

Vietnam continues to enjoy economic growth despite the global pandemic



Vietnam has received worldwide praises for having one of the best-organised epidemic control programs in the world, recording only 1069 Covid-19 cases, 991 recoveries and one of the world's lowest death rates (as of 30 September 2020). There has been no new community infection recorded since 2 September 2020.

With the suspension of all foreigner entry since March 2020 to limit the spread of Covid-19, and the ongoing fear of future infection, Vietnam

economic recovery continues to face challenges. Airlines, hospitality, entertainment, and export-driven manufacturing industries has been suffering the most from the averse economic impact of the pandemic, whereas the tech and e-commerce industries continue to thrive.

Vietnam recorded 7.02% of GDP growth in 2019. While GDP growth was projected at 6.7% for 2020, it has now been revised downward to 2.8% due to the impact of the global pandemic.

Pressure on salary costs resulting from the gradual shift of global manufacturing plants from China to Vietnam has lowered

Prior to the pandemic, there had been a gradual shift of global manufacturing plants from China to Vietnam due to China's rising costs. While this shift is slowing down due to the current pandemic, we do see this trend to resume again post-pandemic, due to the ongoing escalation of the U.S.-China trade war. In the




Three AI centres are being established in Ho Chi Minh City

meantime, the pressure on salary costs due to such shift has been temporarily halted.

Demand for IT talents continues to exceed talent pool

Despite the gloomy labour outlook in sectors like hospitality, retail, and manufacturing, the tech industry continues to thrive. This has resulted in demand for IT talents continuing to exceed Vietnam's already small talent pool.

Within the manufacturing industry, digital technology and high-tech products continue to be a major source of revenue for Vietnam. In the first six months of 2020, phones, electronics and computers were the top commodities in terms of export value and share.

Some of the major project investments in this period include the manufacturing of wearable electronic circuit boards, electric wires for cars, computers and other related parts.

Industry 4.0 is also paving the way with heavy investment in research and development. Three artificial intelligence (AI) centres are being established in Ho Chi Minh City, while 5G equipment will soon be produced in Vietnam.

The unprecedented impact of the pandemic has created a cloudy economic outlook and employment market. However, we hope the data in this Salary Guide can still provide relevant insights that help you navigate the current talent market., and to develop more strategic, forward-looking recruitment and retention plans for your prospective employees and existing talents. We are here to help you meet your talent needs. We will get through these uncertain times together.

Cong Ong
General Director

Accounting

Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

INTERNAL ACCOUNTING & FINANCE

Position	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer	12-20	5,000	15,000
Finance Director	12-20	4,000	10,000
Financial Controller	10-15	4,000	8,000
Senior Finance Manager	N/A	N/A	N/A
Finance Manager	8-12	3,000	6,000
Financial Analyst	2-6	1,500	2,000
Internal Audit Director	10-20	5,000	8,000
Internal Audit Manager	6-12	3,000	6,000
Treasury Manager	6-12	1,500	3,000
Tax Manager	6-12	2,000	3,000
Chief Accountant/Accounting Manager	6-12	1,500	3,000
Deputy Chief Accountant/ General Accountant	3-8	800	2,000
Accounts Receivable/Accounts Payable/Accounting Executive	2-4	500	800

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

Position	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer	12-20	4,000	10,000
Finance Director	12-20	4,000	9,000
Financial Controller	10-14	3,500	6,000
Senior Finance Manager	10-14	3,000	4,000
Finance Manager	8-12	2,000	3,500
Financial Analyst	2-6	1,000	2,000
Internal Audit Director	N/A	N/A	N/A
Internal Audit Manager	5-8	1,500	3,500
Treasury Manager	N/A	N/A	N/A
Tax Manager	N/A	N/A	N/A
Chief Accountant/Accounting Manager	5-8	1,200	2,500
Deputy Chief Accountant/ General Accountant	3-5	700	1,500
Accounts Receivable/Accounts Payable/Accounting Executive	2-4	500	1,000

Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

EXTERNAL FINANCIAL SERVICE*

Position	EXPERIENCE (YEARS)	MIN	MAX
Director Level (Local & Expat)	10-15	7,000	10,000
Director (Local)	N/A	N/A	N/A
Manager Level (Expat)	8-10	4,000	7,000
Manager Level (Local)	8-10	2,000	3,000
Assistant Manager Level (Expat)	5-8	2,000	3,000
Assistant Manager Level (Local)	5-8	1,000	2,000

MANAGEMENT CONSULTING SERVICE

Position	EXPERIENCE (YEARS)	MIN	MAX
Director	15-20	8,000	20,000
Manager	10-15	4,000	10,000
Senior Consultant	N/A	N/A	N/A
Consultant	5-7	2,000	6,000

* Including Audit, Accounting, Tax, Forensic, Risk Management Advisory Services

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

Position	EXPERIENCE (YEARS)	MIN	MAX
Director Level (Local & Expat)	8-12	7,000	15,000
Director (Local)	8-12	4,000	6,000
Manager Level (Expat)	8-10	2,500	6,000
Manager Level (Local)	8-10	1,500	5,000
Assistant Manager Level (Expat)	5-8	2,000	3,500
Assistant Manager Level (Local)	5-8	1,000	1,500

Position	EXPERIENCE (YEARS)	MIN	MAX
Director	15-20	10,000	20,000
Manager	10-15	4,000	12,000
Senior Consultant	7-10	2,500	9,000
Consultant	5-7	1,500	4,000

Banking & Financial

Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

BANKING

BOARD OF MANAGEMENT

CEO	10+	15,000	30,000
Deputy CEO	10+	10,000	15,000

FRONT OFFICE - RETAIL BANKING

Head of Retail Banking	10+	10,000	15,000
Branch Director/Manager	6-8	1,500	5,000
Transaction Manager	6-8	1,500	5,000
Regional Sales Director/Manager	10+	3,000	6,000
(Provincial) Retail Sales Manager	6-8	1,200	2,000
Retail Team Leader/Supervisor	5-7	700	1,500
Retail Senior Relationship Manager	3-5	1,000	1,500
Retail Relationship Manager	0-2	400	800

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

CEO	10+	15,000	30,000
Deputy CEO	10+	10,000	15,000
Head of Retail Banking	10+	8,000	15,000
Branch Director/Manager	6-8	1,500	5,000
Transaction Manager	6-8	1,500	2,000
Regional Sales Director/Manager	8-10	3,000	6,000
(Provincial) Retail Sales Manager	6-8	1,200	2,000
Retail Team Leader/Supervisor	5-7	700	1,500
Retail Senior Relationship Manager	3-5	600	1,000
Retail Relationship Manager	0-2	500	800

Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

BANKING

FRONT OFFICE - CORPORATE BANKING

Head of Corporate Banking	10+	10,000	15,000
Head of Sales	7-10	5,000	10,000
Regional Sales Director	8-10	2,500	6,000
Business Center Director	8-10	2,500	6,000
Senior Relationship Manager	4-8	2,000	6,000
Relationship Manager	2-5	1,000	5,000
Assistant Relationship Manager	0-2	600	1,200

OPERATION DEPARTMENT

Operations Manager	7+	3,000	6,000
Senior Operations Officer	3-5	1,000	1,500
Operations Officer	2-3	500	1,000

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

Head of Corporate Banking	10+	10,000	15,000
Head of Sales	7-10	4,000	7,000
Regional Sales Director	8-10	2,500	6,000
Business Center Director	8-10	2,500	6,000
Senior Relationship Manager	4-8	1,500	5,000
Relationship Manager	2-5	800	3,500
Assistant Relationship Manager	0-2	600	800
Operations Manager	7+	2,000	5,000
Senior Operations Officer	3-5	1,000	1,500
Operations Officer	2-3	500	1,000

Banking & Financial



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

BANKING

CREDIT APPROVAL DEPARTMENT

Head of Credit Approval	8+	4,000	8,000
Credit Manager	6+	2,500	4,000
Senior Credit Officer/Specialist	4-6	1,500	2,500
Credit Approval Officer	2-4	500	1,000

RISK MANAGEMENT DEPARTMENT

Risk Management Director	8+	7,000	15,000
Risk Management Manager	4-8	2,500	5,000
Senior Risk Management Officer	3-5	1,500	2,500
Risk Management Officer	2-4	600	1,200

INTERNAL AUDIT DEPARTMENT

Internal Audit Director	10+	4,000	6,000
Internal Audit Manager	7-10	3,000	5,000
Internal Audit Specialist	5-7	1,500	2,500
Internal Audit Officer	2-5	600	1,300

COLLECTION DEPARTMENT

Head of Collection	6-10	4,000	8,000
Collection Manager	5-7	2,000	5,000
Collection Specialist/Officer	3-5	700	1,200

TREASURY DEPARTMENT

Head of Treasury	10+	10,000	15,000
Deputy Head of Treasury	8-10	6,000	12,000
Senior Treasury Sales	6-8	1,200	3,000
Treasury Officer	4-5	1,000	2,000

TRANSACTION BANKING DEPARTMENT

Head of Transaction Banking	8+	4,000	10,000
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Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

8+	4,000	8,000
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6+	2,500	4,000
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4-6	1,500	2,500
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2-4	500	1,000
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8+	7,000	10,000
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4-8	2,000	4,000
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3-5	1,500	2,500
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2-4	600	1,200
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10+	4,000	6,000
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7-10	3,000	5,000
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5-7	1,300	2,500
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2-5	600	1,300
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6-10	3,000	8,000
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5-7	2,000	5,000
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3-5	600	1,200
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10+	7,000	10,000
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8-10	3,000	6,000
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6-8	1,200	3,000
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4-5	1,000	2,000
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N/A	N/A	N/A
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Banking & Financial



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

CONSUMER FINANCE

SALES DEPARTMENT

National Sales Director	8-10	5,000	8,000
Regional Sales Manager	5-7	3,500	4,700
District Sales Manager/Hub Manager	3-4	900	2,000

RISK AND COLLECTION DEPARTMENT

Head of Collection	7-10	3,000	6,000
Security Manager	5-7	1,700	2,500
Field Collection Manager	5-7	1,700	3,000
Underwriting Manager	5-7	1,700	2,500
Anti-Fraud Manager	5-7	1,700	3,000

QUALITY ASSURANCE DEPARTMENT

Head of Quality Assurance	8-10	3,000	5,000
Project Manager	5-7	2,500	3,500

OPERATION DEPARTMENT

Head of Telesales	6-8	3,500	5,000
Operations Manager	5-7	2,500	3,500
Call Center Manager	5-7	2,000	3,500
Telesales Manager	5-7	2,000	3,500
Customer Service Manager	5-7	2,000	3,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

8-10	5,000	8,000
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5-7	3,500	4,700
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3-4	900	1,800
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7-10	3,000	5,000
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5-7	1,700	2,500
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5-7	1,700	2,500
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5-7	1,700	2,500
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5-7	1,700	2,500
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8-10	3,000	5,000
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5-7	2,200	3,300
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6-8	3,500	4,700
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5-7	2,200	3,300
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5-7	2,750	3,500
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4-6	2,200	3,300
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5-7	2,200	3,300
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Banking & Financial



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

FUND MANAGEMENT

Position	EXPERIENCE (YEARS)	MIN	MAX
Investment Director	10-15	10,000	15,000
Senior Investment Manager	7-8	5,000	10,000
Investment Manager	5-7	3,000	5,000
Investment Officer	2-3	1,500	3,000
Investor Relation Officer	4-6	1,500	2,000
Head of Research	10-15	6,000	15,000
Senior Research Manager	5-8	3,500	8,000
Senior Research Analyst	3-5	2,000	3,000
Research Analyst	0-4	600	2,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Person In Charge	5+	2,000	4,000

SECURITIES

Position	EXPERIENCE (YEARS)	MIN	MAX
Head of Research	10+	5,000	12,000
Senior Research Manager	5-10	2,000	6,000
Senior Research Analyst	4-8	2,000	3,000
Research Analyst	0-4	600	2,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Person in Charge	10+	2,000	4,000
Senior Investment Banking Manager	7+	3,000	7,500
Brokerage Branch Director	10+	2,500	4,000
Brokerage Branch Deputy Director	10+	2,000	3,000



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

Position	EXPERIENCE (YEARS)	MIN	MAX
Investment Director	10-15	9,000	14,000
Senior Investment Manager	7-8	5,000	10,000
Investment Manager	5-7	3,000	5,000
Investment Officer	2-3	1,200	2,700
Investor Relation Officer	4-6	1,500	2,000
Head of Research	10-15	3,500	7,000
Senior Research Manager	5-8	3,000	5,000
Senior Research Analyst	3-5	1,000	2,500
Research Analyst	0-4	500	1,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Person In Charge	5+	2,500	4,000

Position	EXPERIENCE (YEARS)	MIN	MAX
Head of Research	10+	2,000	5,000
Senior Research Manager	5-10	1,500	4,000
Senior Research Analyst	4-8	1,000	2,300
Research Analyst	0-4	600	1,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Person in Charge	10+	2,500	4,000
Senior Investment Banking Manager	7+	3,000	5,000
Brokerage Branch Director	10+	2,500	4,000
Brokerage Branch Deputy Director	10+	2,000	3,000

Banking & Financial



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

LIFE INSURANCE

BANCASSURANCE

Position	EXPERIENCE (YEARS)	MIN	MAX
Head of Bancassurance	10-15	5,000	7,000
Senior Manager	7-10	2,500	4,000
Relationship Manager	5-7	800	2,000
Relationship Officer	1-3	500	800

AGENCY

Position	EXPERIENCE (YEARS)	MIN	MAX
Agency Director	10-15	4,500	10,000
Senior Manager	7-10	2,500	4,000
Manager	5-7	1,500	3,000
Insurance Specialist/Officer	1-2	500	800

UNDERWRITING

Position	EXPERIENCE (YEARS)	MIN	MAX
Head of Underwriting	10-15	2,500	4,500
Manager	7-10	2,000	3,000
Assistant Manager	5-7	1,500	2,000
Executive	3-5	1,000	1,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

Position	EXPERIENCE (YEARS)	MIN	MAX
Head of Bancassurance	10-15	4,500	7,000
Senior Manager	7-10	2,500	4,000
Relationship Manager	5-7	800	2,000
Relationship Officer	1-3	500	800
Agency Director	10-15	4,500	10,000
Senior Manager	7-10	2,500	4,000
Manager	5-7	1,500	3,000
Insurance Specialist/Officer	1-2	500	800
Head of Underwriting	10-15	2,500	4,500
Manager	7-10	2,000	3,000
Assistant Manager	5-7	1,500	2,000
Executive	3-5	1,000	1,500



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

LIFE INSURANCE

CLAIM

	EXPERIENCE (YEARS)	MIN	MAX
Head of Claim	10-15	2,500	3,500
Senior Manager	7-10	2,000	2,500
Manager	5-7	1,500	2,000
Assistant Manager	2-3	1,000	1,500

ACTUARIAL

	EXPERIENCE (YEARS)	MIN	MAX
Chief Actuary	10-15	10,000	20,000
Senior Manager	7-10	5,000	8,000
Manager	5-7	4,000	5,000
Actuary Officer	2-3	1,500	2,500

PRODUCT

	EXPERIENCE (YEARS)	MIN	MAX
Head of Product Management	10-15	6,000	10,000
Head of Product Solution	7-10	3,000	5,000



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

LIFE INSURANCE

	EXPERIENCE (YEARS)	MIN	MAX
	10-15	2,500	3,500
	7-10	2,000	2,500
	5-7	1,300	1,700
	2-3	1,000	1,500

ACTUARIAL

	EXPERIENCE (YEARS)	MIN	MAX
	10-15	10,000	20,000
	7-10	5,000	8,000
	5-7	4,000	5,000
	2-3	1,500	2,500

PRODUCT

	EXPERIENCE (YEARS)	MIN	MAX
	N/A	N/A	N/A
	N/A	N/A	N/A



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

NON-LIFE INSURANCE

SALES & MARKETING

	EXPERIENCE (YEARS)	MIN	MAX
Sales Director	10-15	2,500	5,000
Sales Manager	7-10	1,500	2,500
Deputy Sales Manager	7-10	1,000	2,000
Senior Sales Executive	3-5	800	1,500
Sales Executive	1-2	500	800

UNDERWRITING

	EXPERIENCE (YEARS)	MIN	MAX
Head of Underwriting	10-15	2,500	4,000
Underwriting Manager	7-10	2,000	2,500
Assistant Underwriting Manager	5-7	1,000	1,500
Underwriting Executive	1-2	600	1,000

CLAIM

	EXPERIENCE (YEARS)	MIN	MAX
Head of Claim	10-15	2,500	5,000
Manager	7-10	2,000	2,500
Assistant Manager	5-7	800	1,200
Claim Executive	1-2	500	800



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

NON-LIFE INSURANCE

	EXPERIENCE (YEARS)	MIN	MAX
	10-15	2,500	5,000
	7-10	1,500	2,500
	7-10	1,200	1,700
	3-5	800	1,500
	1-2	500	800

UNDERWRITING

	EXPERIENCE (YEARS)	MIN	MAX
	10-15	2,500	4,000
	7-10	2,000	2,700
	5-7	1,000	1,600
	1-2	600	1,000

CLAIM

	EXPERIENCE (YEARS)	MIN	MAX
	10-15	2,500	3,500
	7-10	2,000	2,500
	5-7	800	1,200
	1-2	600	800

Consumer Goods



 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

FAST MOVING CONSUMER GOODS

SALES				
Commercial Director	15-20	10,000	15,000	
Head of Sales	10-15	6,000	10,000	
Regional Sales Manager	8-12	3,000	4,500	
Area Sales Manager	3-7	2,000	3,500	
Modern Trade Head	7-10	4,000	7,000	
Key Account Manager	5-10	1,500	3,000	
Sales Operation Manager	8+	2,500	5,000	
Sales Capability/ Training Manager	5+	2,500	4,000	

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	N/A	N/A	N/A	
	10-15	4,000	10,000	
	10+	3,500	6,000	
	3-10	1,500	3,000	
	N/A	N/A	N/A	
	5-10	1,500	3,000	
	8+	2,500	4,000	
	5+	2,000	3,500	

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

FAST MOVING CONSUMER GOODS

TRADE MARKETING				
Head of Trade Marketing	7-12	5,000	8,000	
Trade Marketing Manager	5-10	1,800	2,700	
MARKETING				
Chief Marketing Officer	N/A	N/A	N/A	
Marketing Director	6-10	4,500	10,000	
Marketing Manager/ Category Lead	7+	3,000	5,000	
Brand Manager	3-8	1,500	2,500	
Assistant Brand Manager	N/A	N/A	N/A	

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	N/A	N/A	N/A	
	5-10	2,000	4,000	
	8-15	7,000	10,000	
	10+	3,000	4,000	
	7+	2,000	3,000	
	3-8	1,200	2,000	
	1-3	700	900	

Consumer Goods



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

RETAIL

	EXPERIENCE (YEARS)	MIN	MAX
Operation Director	7-10	3,000	4,500
Operation Manager	5-7	1,500	2,000
Head Of Marketing	N/A	N/A	N/A
Branch Manager	N/A	N/A	N/A
Store General Manager	N/A	N/A	N/A
Store Manager	5-10	800	1,500
Purchasing Director	7-10	2,000	3,500
Merchandise/Category Manager	5-7	1,200	2,000
Merchandiser/Buyer	N/A	N/A	N/A

FASHION & COSMETICS

	EXPERIENCE (YEARS)	MIN	MAX
Country Manager	8-10	8,000	10,000
Group Brand Manager	7+	3,000	5,000
Senior Brand Manager	N/A	N/A	N/A
Brand Manager	5+	1,500	3,000
Assistant Brand Manager	2-5	1,000	1,500
Operation Manager	3-5	1,000	2,000
Merchandise Manager	3-5	1,200	1,500
Retail Manager	N/A	N/A	N/A
Store Manager	5+	1,000	1,500
Store Supervisor	2-4	800	1,000
Visual Merchandise Manager	3-5	1,200	1,500
Training Manager	5+	1,200	1,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	EXPERIENCE (YEARS)	MIN	MAX
	N/A	N/A	N/A
	5-7	1,500	4,000
	10+	3,500	5,000
	10-15	3,000	5,000
	5-10	1,200	3,000
	N/A	N/A	N/A
	7-10	2,500	5,000
	5-7	1,500	3,000
	1-3	500	1000

	EXPERIENCE (YEARS)	MIN	MAX
	N/A	N/A	N/A
	N/A	N/A	N/A
	10+	3,000	5,000
	5-10	2,000	3,000
	5+	1,500	2,000
	5+	1,500	2,000
	5+	1,200	2,000
	5-10	1,500	3,000
	5+	1,000	2,000
	2-4	500	1,000
	5+	1,000	2,000
	5+	1,000	2,000

Consumer Goods



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

COMMUNICATIONS & MEDIA

	EXPERIENCE (YEARS)	MIN	MAX
Managing Director	10+	6,000	7,000
Client Service Head/ Group of Account	10+	3,500	4,500
Business Development Director	7+	3,500	4,500
Account Director	7+	3,500	4,500
Account Manager	3-5	2,000	2,500
Media Director	8+	3,000	4000
Creative Director	8+	3,000	4000
Art Director	3-8	1,700	2,200
Strategic Planning Director	8+	3,500	4,500
Copywriter	N/A	N/A	N/A
Graphic Designer	N/A	N/A	N/A
Senior Account Executive	N/A	N/A	N/A
Account Executive	N/A	N/A	N/A



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	EXPERIENCE (YEARS)	MIN	MAX
	N/A	N/A	N/A
	10+	3,000	6,000
	N/A	N/A	N/A
	7+	3,000	5,000
	3-10	1,000	3,000
	8+	2,000	5,000
	8+	3,000	5,000
	3-8	1,500	3,000
	12+	2,500	5,000
	2-8	1,000	3,000
	2-8	1,000	3,000
	2-5	1,000	1,500
	1-3	500	1,000

Construction & Real Estate



 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

REAL ESTATE DEVELOPMENT

EXECUTIVE	EXPERIENCE (YEARS)	MIN	MAX
General Director (Expat)	15+	15,000	30,000
General Director	15+	10,000	20,000
Deputy General Director - Project Management (Expat)	10+	8,000	15,000
Deputy General Director - Project Management	10+	7,000	10,000
Deputy General Director - Investment	10+	7,000	10,000

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	EXPERIENCE (YEARS)	MIN	MAX
	N/A	N/A	N/A
	15+	6,000	15,000
	10+	6,000	10,000
	10+	5,000	7,000
	10+	5,000	7,000

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

REAL ESTATE DEVELOPMENT

SALES & MARKETING	EXPERIENCE (YEARS)	MIN	MAX
Head of Sales & Marketing	10+	7,000	10,000
Sales Director	10+	4,000	7,000
Sales Manager	5+	2,000	3,500
Head of Commercial Leasing	10+	4,000	7,000
Head of Industrial Leasing	10+	4,000	7,000
Retail Leasing Manager	5+	1,500	3,000
Industrial Leasing Manager	5+	2,000	3,000
Office Leasing Manager	5+	2,000	3,000
Customer Service/After Sales Director	10+	4,000	7,000
Customer Service/After Sales Manager	5+	2,000	3,000
Marketing Director	10+	5,000	7,000
Marketing Manager	5+	2,000	3,000
PR and Communications Manager	5+	2,000	3,000

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	EXPERIENCE (YEARS)	MIN	MAX
	10+	3,500	7,000
	10+	2,500	4,000
	5+	1,500	3,000
	10+	2,500	5,000
	N/A	N/A	N/A
	5+	1,500	2,500
	3+	1,000	2,300
	5+	1,500	2,500
	N/A	N/A	N/A
	5+	1,300	2,000
	10+	4,000	7,000
	5+	2,000	3,000
	5+	1,500	3,000

Construction & Real Estate



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Project Director (Expat)	15+	10,000	15,000
Project Director	15+	4,000	7,000
Project Manager	10+	2,000	3,500
Government Affair Director	10+	7,000	10,000
General Affair Director	N/A	N/A	N/A
Project Development Director	10+	5,000	8,000
Project Development Manager	7+	3,000	6,000
Planning Manager	7+	2,500	3,500
Investment Director	10+	5,000	7,000
Investment Manager	7+	2,000	3,000
Investor Relations Manager	7+	3,000	4,000
Asset Director	10+	5,000	7,000
Asset Manager	7+	2,500	3,500
Business Development Manager	7+	3,000	4,000
Head of Property Management	10+	5,000	7,000
Township Manager	7+	2,500	3,500
Property Manager	5+	2,000	3,000
Project Legal Director	10+	5,000	10,000



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

PROJECT MANAGEMENT & DEVELOPMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Project Director (Expat)	15+	7,000	15,000
Project Director	15+	4,000	8,000
Project Manager	10+	2,500	4,000
Government Affair Director	N/A	N/A	N/A
General Affair Director	10+	2,500	5,000
Project Development Director	N/A	N/A	N/A
Project Development Manager	7+	2,000	3,500
Planning Manager	7+	2,000	3,000
Investment Director	10+	3,500	8,000
Investment Manager	7+	2,000	4,000
Investor Relations Manager	N/A	N/A	N/A
Asset Director	N/A	N/A	N/A
Asset Manager	7+	2,000	4,500
Business Development Manager	5+	1,500	3,500
Head of Property Management	N/A	N/A	N/A
Township Manager	N/A	N/A	N/A
Property Manager	N/A	N/A	N/A
Project Legal Director	N/A	N/A	N/A

Construction & Real Estate



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Project Legal Manager	5+	2,000	4,000
Project Legal Executive	3+	1,000	1,500
Design Director (Expat)	12+	10,000	15,000
Design Director	10+	4,000	7,000
(Concept) Design Manager/Chief Architect	5+	3,000	4,000
Head of Landscape Design	10+	4,000	5,000
Landscape Manager	5+	1,500	3,000
Urban Planning Manager	5+	1,500	3,000
(Concept) Design Manager/Chief Architect	N/A	N/A	N/A
MEP Director	10+	4,000	6,000
MEP Design Manager	5+	2,000	3,000
MEP Manager	5+	2,000	3,000
Construction Manager	5+	2,000	2,500
QA/QC Manager	5+	2,000	2,500
HSE Manager	5+	2,000	2,500
Cost & Contract Director	10+	5,000	7,000
QS Manager	5+	2,000	2,500



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

PROJECT MANAGEMENT & DEVELOPMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Project Legal Manager	7+	1,500	2,000
Project Legal Executive	N/A	N/A	N/A
Design Director (Expat)	12+	6,000	9,000
Design Director	10+	3,000	6,000
(Concept) Design Manager/Chief Architect	N/A	N/A	N/A
Head of Landscape Design	N/A	N/A	N/A
Landscape Manager	5+	1,500	3,000
Urban Planning Manager	10+	2,500	5,000
(Concept) Design Manager/Chief Architect	5+	2,000	3,000
MEP Director	N/A	N/A	N/A
MEP Design Manager	5+	1,500	4,000
MEP Manager	5+	1,500	4,000
Construction Manager	5+	1,500	2,500
QA/QC Manager	5+	1,500	2,500
HSE Manager	5+	1,500	3,000
Cost & Contract Director	10+	2,500	5,000
QS Manager	5+	2,000	3,000

Construction & Real Estate



Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

REAL ESTATE & PROPERTY SERVICES

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Associate Director - Sales	10+	4,000	5,000
Associate Director - Valuation & Advisory Services	10+	4,000	5,000
Associate Director - Research	N/A	N/A	N/A
Head of Commercial	10+	4,000	5,000
Sales Manager	5+	1,800	2,500
Valuation & Advisory Service Manager	5+	1,800	2,500
Research Manager	5+	1,800	2,500
Leasing Manager	5+	1,500	2,000
Project Marketing Manager	5+	1,500	2,500
Marketing & Communications Manager	5+	2,000	4,000

PROJECT MANAGEMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Project Director	10+	5,000	10,000
Project Manager	7+	2,000	4,000
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	3,000
HSE Manager	5+	1,500	3,000
MEP Manager	5+	1,500	3,000



Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

REAL ESTATE & PROPERTY SERVICES

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Associate Director - Sales	10+	3,000	6,000
Associate Director - Valuation & Advisory Services	10+	3,000	5,000
Associate Director - Research	10+	3,000	4,500
Head of Commercial	10+	3,000	6,000
Sales Manager	5+	1,500	2,500
Valuation & Advisory Service Manager	5+	2,000	3,000
Research Manager	5+	2,000	4,000
Leasing Manager	5+	1,500	3,000
Project Marketing Manager	5+	1,200	3,000
Marketing & Communications Manager	5+	1,700	3,000

PROJECT MANAGEMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Project Director	10+	5,000	10,000
Project Manager	7+	2,000	3,000
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	2,500
HSE Manager	5+	1,500	2,500
MEP Manager	5+	1,200	2,500

Construction & Real Estate



Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

CONSTRUCTION FIRM

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Head of Project Management/ Project Director	15+	4,000	7,000
Business Development Director	10+	3,000	5,500
Cost & Contract Manager	7+	2,000	3,000
Project Manager	5+	3,000	5,000
Construction Manager	5+	2,000	3,000
QA/QC Manager	5+	2,000	3,000
QS Manager	5+	2,000	3,000
HSE Manager	5+	2,000	4,000
MEP Manager	5+	2,000	3,000
Site Manager	5+	1,500	2,000

ARCHITECT /INTERIOR

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Design Director/Head of Design	15+	4,000	5,000
Design Manager/Chief Architect	7+	2,000	3,000
Business Development Manager	7+	2,000	3,000
Business Development Executive	3+	700	1,000
Interior Design Manager	7+	1,500	3,000
Project Manager (Fit-out)	7+	1,600	2,500
Architect	3+	1,000	2,000
Interior Designer	3+	700	1,000
Drafter	2+	400	500
Revit Drafter	3+	450	1,000
BIM Manager	8+	2,000	3,500
BIM Coordinator	3+	1,000	1,500

OTHERS

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Site Expansion Manager	5+	2,500	3,500
Site Expansion Executive	3+	1,000	1,500



Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

CONSTRUCTION FIRM

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Head of Project Management/ Project Director	15+	5,000	8,000
Business Development Director	N/A	N/A	N/A
Cost & Contract Manager	7+	2,000	3,500
Project Manager	5+	2,000	3,000
Construction Manager	5+	1,200	2,000
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,700	3,000
HSE Manager	5+	1,500	3,000
MEP Manager	5+	1,500	2,500
Site Manager	5+	1,000	2,000

ARCHITECT /INTERIOR

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Design Director/Head of Design	15+	4,000	7,000
Design Manager/Chief Architect	7+	2,000	4,000
Business Development Manager	N/A	N/A	N/A
Business Development Executive	N/A	N/A	N/A
Interior Design Manager	7+	1,700	3,000
Project Manager (Fit-out)	7+	2,000	3,000
Architect	3+	800	1,800
Interior Designer	3+	800	1,500
Drafter	2+	500	1,000
Revit Drafter	3+	700	1,500
BIM Manager	N/A	N/A	N/A
BIM Coordinator	N/A	N/A	N/A

OTHERS

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Site Expansion Manager	5+	1,500	3,500
Site Expansion Executive	3+	500	1,000

Healthcare



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

PHARMACEUTICAL & MEDICAL NUTRITION

GENERAL MANAGEMENT

General Manager	18+	10,000	18,000
Head of Business Unit	15+	5,000	10,000

MARKETING

Head of Marketing	12+	5,000	7,000
Group Product Manager	10+	3,500	5,000
Product Manager/ Senior Product Manager	6-10	1,500	3,500
Product Executive	4-6	1,000	1,500

SALES

Head of Sales	15+	4,000	7,000
Second Line Manager	8+	2,500	4,000
First Line Manager	5-10	1,500	2,500

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

PHARMACEUTICAL & MEDICAL NUTRITION

MARKET ACCESS

Head of Market Access	13+	6,500	12,000
National Key Account Manager	10+	5,000	6,000
Regional Key Account Manager	7-10	3,500	5,000
Key Account Manager	3-7	1,500	3,500
Key Account Specialist	1-3	1,100	1,400

COMMERCIAL EXCELLENCE

Head of Commercial Excellence	15+	5,000	7,000
SFE Manager	8+	2,000	4,000
Sales Force Training Manager	7+	2,000	3,000

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

Head of Market Access	12+	4,000	6,000
National Key Account Manager	N/A	N/A	N/A
Regional Key Account Manager	N/A	N/A	N/A
Key Account Manager	7+	1,200	3,000
Key Account Specialist	5-7	800	1,200
Head of Commercial Excellence	N/A	N/A	N/A
SFE Manager	N/A	N/A	N/A
Sales Force Training Manager	N/A	N/A	N/A

Healthcare



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

PHARMACEUTICAL & MEDICAL NUTRITION

MEDICAL AFFAIRS & CLINICAL RESEARCH

Position	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Head of Medical Affairs	18+	5,500	8,500
Medical Affairs Manager/Advisor	10+	2,500	4,500
Medical Science Liaison	5+	1,500	2,500
Head of Clinical	10-15	4,000	5,000
Clinical Research Manager	5-10	1,800	3,500
Clinical Research Associate	3-5	1,200	2,200

REGULATORY AFFAIRS & QUALITY ASSURANCE

Head of Regulatory Affairs	15+	4,500	6,500
Regulatory Affairs Manager	10+	2,200	4,000
Regulatory Affairs Executive	3-5	800	1,700
QA Manager	10+	2,200	4,500
QA Executive	5+	800	1,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	N/A	N/A	N/A
	3+	2,000	3,000
	3+	1,500	2,500
	10-15	3,000	4,000
	5-10	1,800	3,000
	3-5	1,000	2,200
	15+	4,000	8,000
	10+	2,300	4,500
	3-5	1,000	1,800
	N/A	N/A	N/A
	N/A	N/A	N/A

Healthcare



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

MEDICAL DEVICE | HOSPITAL | CLINIC

MEDICAL DEVICE

Product Manager	10+	2,000	4,000
Sales Manager	10+	1,500	4,500
Sales Executive	2-5	700	1,200
Service Manager	10+	2,000	3,500
Service Engineer	2-7	700	1,200
Application Specialist	2-7	800	1,500

HOSPITAL | CLINIC

Chief Operation Officer	15+	5,000	7,000
Operation Manager	10+	3,000	5,000
Head of Marketing	N/A	N/A	N/A
Doctor	5-10	2,000	3,500
Chief Nurse	10+	1,200	2,000
Nurse	2-5	600	1,200



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	7+	1,200	2,200
	10+	1,700	3,200
	3-7	1,000	1,100
	5+	2,000	2,200
	3-7	800	1,400
	2-7	900	1,300
	15+	4,000	6,000
	7+	1,700	3,500
	10+	3,500	5,000
	5-10	2,000	5,000
	10+	1,000	1,500
	2-5	600	1,000

Hospitality



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

HOTEL

EXECUTIVE			
General Manager (Expat)	15+	6,000	10,000
General Manager	15+	4,000	6,000
Executive Assistant Manager	10+	2,500	5,000
F&B AND KITCHEN			
Executive Chef (Expat)	15+	4,000	8,000
Executive Chef	15+	3,000	5,000
Executive Sous Chef	10+	2,000	3,000
Director of Food and Beverage (Expat)	10+	5,000	8,000
Director of Food and Beverage	10+	3,000	5,000
Food and Beverage Manager	7+	2,000	3,000
Pastry Chef (Expat)	7+	3,000	5,000
Pastry Chef	7+	1,500	3,000

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	15+	5,000	9,000
	15+	3,000	5,500
	10+	2,500	5,000
	15+	4,000	7,000
	15+	3,000	5,000
	10+	2,000	3,000
	10+	5,000	8,000
	10+	3,000	5,000
	7+	2,000	3,000
	7+	3,000	5,000
	7+	1,500	3,000

Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

HOTEL

SALES & MARKETING			
Group Director of Sales & Marketing (Expat)	15+	6,000	10,000
Director of Sales & Marketing (Expat)	10+	4,000	6,000
Director of Sales & Marketing	10+	3,000	5,000
Director of Sales	7+	2,500	4,000
Sales Manager	5+	1,500	3,000
E-Commerce Manager	5+	1,000	2,000
Marketing Communications Manager	5+	1,500	2,500
Digital Marketing Manager	3+	1,500	2,000
OPERATION			
Director of Rooms	10+	3,000	4,000
Executive Housekeeper	10+	1,500	2,000

Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	15+	5,000	10,000
	10+	4,000	6,000
	10+	2,000	5,000
	7+	2,000	4,000
	5+	1,000	3,000
	N/A	N/A	N/A
	5+	1,500	2,500
	3+	1,500	2,000
	10+	3,000	4,000
	10+	1,000	2,000

Hospitality



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

F&B CHAINS

	EXPERIENCE (YEARS)	MIN	MAX
General Manager	10+	5,000	8,000
Operations Director	10+	3,000	5,000
Operations Manager	7+	2,000	3,500
Area Manager/District Manager	5+	1,000	2,000
Restaurant Manager/Store Manager	3+	1,000	1,500
Marketing Director	10+	3,000	6,000
Marketing Manager/Brand Manager	5+	1,500	3,000
QA Manager	10+	2,000	5,000
R&D Manager	7+	1,500	2,000
R&D Chef	10+	2,500	5,000
Head Chef/Executive Chef	10+	2,500	5,000



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	EXPERIENCE (YEARS)	MIN	MAX
	10+	4,000	7,000
	10+	2,500	5,000
	7+	1,500	3,000
	5+	1,000	2,000
	3+	800	1,500
	10+	2,500	5,000
	5+	1,000	2,500
	10+	2,000	5,000
	7+	1,000	2,000
	10+	2,500	4,000
	10+	2,000	4,000

Hospitality



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

RECREATION

GOLF

	EXPERIENCE (YEARS)	MIN	MAX
Director of Golf Membership	10+	3,000	5,000
Golf Sales Manager	5+	1,000	2,000
Golf Club Manager	5+	1,500	2,500

GAMBLING

	EXPERIENCE (YEARS)	MIN	MAX
Operations Manager (Expat)	7+	5,000	7,000
Premium Marketing Manager	7+	3,000	5,000
Guest Service Manager	5+	1,500	2,500

SPA & FITNESS

	EXPERIENCE (YEARS)	MIN	MAX
Fitness Club General Manager	10+	2,500	5,000
Spa Therapist (Expat)	7+	2,000	3,000
Fitness Manager (Expat)	7+	3,000	4,000
Spa Therapist (Vietnamese)	7+	1,000	2,000
Fitness Manager (Vietnamese)	7+	1,500	2,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	EXPERIENCE (YEARS)	MIN	MAX
	10+	4,000	8,000
	5+	1,000	2,000
	5+	1,500	2,500
	7+	4,000	7,000
	7+	2,500	5,000
	5+	1,000	2,500
	10+	1,500	3,500
	7+	2,000	3,000
	7+	3,000	4,000
	7+	800	2,000
	7+	1,500	2,500

Human Resources & Administration/ Legal/Education



 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

HR & ADMIN

	EXPERIENCE (YEARS)	MIN	MAX		EXPERIENCE (YEARS)	MIN	MAX
HR Director/Head of HR	12+	6,000	12,000		12+	4,000	10,000
HR Manager	7-10	3,000	6,000		7-10	2,000	5,000
HR Business Partner Manager	5-8	2,000	4,500		5-8	2,000	5,000
HR Deputy Manager/ HR Assistant Manager	5-7	2,000	4,000		5-7	1,500	2,500
HR Supervisor	3-5	1,500	2,500		3-5	1,000	1,500
HR Executive	0-3	400	1,200		1-3	400	1,000
Talent Acquisition Manager	4-8	2,000	4,500		5-8	2,000	4,000
Recruitment Manager	4-8	2,000	4,500		4-6	1,500	3,000
Recruitment Supervisor	3-5	1,000	2,000		3-5	800	1,500
Recruitment Executive	0-3	400	1,200		1-3	400	1,000
Total Reward Manager	5-8	2,000	4,500		6-8	2,000	5,000

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

HR & ADMIN

	EXPERIENCE (YEARS)	MIN	MAX		EXPERIENCE (YEARS)	MIN	MAX
C&B Supervisor	3-5	1,000	2,000		3-5	1,000	2,000
Learning & Development Manager	5-8	2,000	4,500		6-8	2,000	4,000
Training Manager	4-6	2,000	4,500		4-6	1,500	3,000
Training Supervisor	3-5	1,000	2,000		3-5	800	1,500
Admin Manager	5-8	1,500	2,500		5-8	1,500	4,000
Admin Supervisor	0-5	400	1,500		4-6	800	1,200
Office Manager	4-6	1,500	2,500		4-6	1,500	3,000
Executive Secretary	4-6	1,200	2,000		4-6	1,000	2,500
Personal Assistant	2-4	600	1,500		2-4	1,000	1,500
Receptionist	0-2	400	1,200		0-2	400	700

Human Resources & Administration/ Legal/Education



Ho Chi Minh City



Hanoi

Salary Range (per month)
Unit: USD

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

EXPERIENCE
(YEARS)

MIN

MAX

IN-HOUSE LEGAL

	EXPERIENCE (YEARS)	MIN	MAX		EXPERIENCE (YEARS)	MIN	MAX
Legal Director	12+	7,000	14,000		12+	6,000	15,000
Legal Manager	8-10	5,000	8,000		8-10	3,000	6,000
Assistant Legal Manager/ Deputy Legal Manager	7-9	3,000	5,000		7-9	2,500	4,000
Legal Executive	2-6	800	3,000		2-5	800	1,500

LAW FIRM

	EXPERIENCE (YEARS)	MIN	MAX		EXPERIENCE (YEARS)	MIN	MAX
Managing Partner	10+	8,000	14,000		10+	15,000	20,000
Partner/Legal Counsel	8-10	6,000	10,000		8-10	10,000	15,000
Senior Associate	6-8	3,000	6,000		6-8	4,000	10,000
Associate	4-6	1,700	3,000		4-6	2,000	4,000
Paralegal	2-4	800	1,700		2-4	800	1,200

COMPLIANCE

	EXPERIENCE (YEARS)	MIN	MAX		EXPERIENCE (YEARS)	MIN	MAX
Compliance Director	12+	6,000	12,000		N/A	N/A	N/A
Compliance Manager	8-10	4,500	6,000		N/A	N/A	N/A
Assistant Compliance Manager	7-9	2,500	4,500		N/A	N/A	N/A
Compliance Executive	2-6	800	2,500		N/A	N/A	N/A

Human Resources & Administration/ Legal/Education



Ho Chi Minh City



Hanoi

Salary Range (per month)
Unit: USD

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

EXPERIENCE
(YEARS)

MIN

MAX

EDUCATION

	EXPERIENCE (YEARS)	MIN	MAX		EXPERIENCE (YEARS)	MIN	MAX
CEO	12+	5,000	10,000		12+	4,000	8,000
Head Of Sales	7-10	3,000	6,000		7-10	3,000	5,000
Head of Operation	7-10	3,000	6,000		7-10	3,000	4,000
Group Center Manager	10+	5,000	8,000		10+	3,000	5,000
Center Manager	5+	2,000	4,000		5+	1,500	3,000
Brand Manager	5+	2,000	4,000		5+	1,500	3,000
Education Counsellor	1-5	500	1,300		1-5	400	1,000
Academic Manager	6-10	2,000	4,000		6-10	3,000	5,000
Teacher Coordinator	3-5	500	1,300		N/A	N/A	N/A
Academic Coordinator	3-5	500	1,300		3-5	1,500	2,000
Customer Service Supervisor	3-5	500	1,300		3-5	800	1,500
Front Office Supervisor	3-5	500	1,300		3-5	800	1,500
Native Teacher	1+	1,500	2,500		1+	1,500	4,000

IMMIGRATION

	EXPERIENCE (YEARS)	MIN	MAX		EXPERIENCE (YEARS)	MIN	MAX
Branch Manager	5+	2,000	5,000		N/A	N/A	N/A
Brand Manager	5+	2,000	4,000		N/A	N/A	N/A
Sales Manager	5+	2,000	4,000		N/A	N/A	N/A
Sale Consultant	1-4	500	1,300		N/A	N/A	N/A

Information Technology & Telecommunications

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

SOFTWARE DEVELOPMENT

	EXPERIENCE (YEARS)	MIN	MAX
CEO	10+	17,000	28,000
CIO/CTO	15+	10,000	18,000
Technical Director/Head of Engineering	12+	6,500	10,000
Solution Architect	10+	5,000	6,500
Technical Architect	9-10	3,500	5,000
Principal Developer	6-9	2,500	3,500
Senior Developer	3-6	1,500	2,500
Developer	0-3	600	1,500
Data Scientist	1-5	1,500	4,500
Senior Bridge System Engineer (BSE)	6-10	2,000	3,000
Bridge System Engineer (BSE)	3-5	1,500	2,000
Data Engineer	N/A	N/A	N/A
Delivery Manager/Program Manager	8+	3,000	4,000
Project Manager	5-10	2,500	3,500
Product Manager/Product Owner	5-10	2,500	4,000

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	EXPERIENCE (YEARS)	MIN	MAX
	10+	12,000	25,000
	10+	8,000	15,000
	10-15	4,000	8,000
	5-10	2,000	5,000
	5-10	1,500	4,000
	7-10	2,000	3,500
	3-7	1,200	2,000
	1-3	600	1,200
	1-5	1,500	4,500
	N/A	N/A	N/A
	3-5	1,500	2,000
	1-3	1,500	4,000
	8-12	2,500	4,000
	5-10	2,000	3,500
	5-10	2,000	4,000

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

SOFTWARE DEVELOPMENT

	EXPERIENCE (YEARS)	MIN	MAX
Business Analyst	3-8	1,500	3,000
QA/QC Manager	6+	2,000	3,000
QA/QC Engineer	1-6	800	1,200
Senior Tester/Test Lead	3-5	1,000	2,000
Sales Manager/ Business Development Manager	7+	1,800	3,000
Sales Executive/Account Manager	2-7	800	1,800
ERP/SAP Consultant Lead	5-10	2,000	4,000
ERP/SAP Consultant	2-5	1,000	2,000

HARDWARE/INFRASTRUCTURE

	EXPERIENCE (YEARS)	MIN	MAX
Head of IT/IT Director	10+	3,000	5,000
IT Manager	8-10	2,000	3,000
IT Infrastructure Support/Network/ System/Help Desk Support	3-8	800	1,500

*Required N2-N1 of JLPT Japanese-Language Proficiency Test
**Required N3 of JLPT Japanese-Language Proficiency Test

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	EXPERIENCE (YEARS)	MIN	MAX
	2-5	1,000	2,000
	6+	1,500	2,500
	1-6	600	1,200
	3-5	800	2,000
	5-10	1,500	3,500
	2-7	600	1,500
	5-10	1,500	4,000
	2-5	1,000	2,000
	10+	3,000	5,000
	5-10	1,500	3,000
	2-5	800	1,500

Manufacturing



 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

MANUFACTURING

	EXPERIENCE (YEARS)	MIN	MAX
Senior Technical Manager	5+	2,500	3,500
Technical Manager	3-5	1,500	2,500
Senior Technician	5+	1,000	2,000
Technician/Machanical	3-5	500	1,000
Operator	5-10	350	500
Production Director	10-15	2,000	4,000
Production Manager	5-10	1,500	3,000
Production Supervisor	3-5	1,000	2,000
Production Staff	3-5	500	700
Process Manager	5-10	1,500	3,000
Process Engineer	2-5	600	1,200
Packaging Manager	5-10	1,500	2,500
Packaging Officer	2-5	800	1,500

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

MANUFACTURING

	EXPERIENCE (YEARS)	MIN	MAX
Continuous Improvement Manager	5-10	2,000	3,500
Environment Engineer	3-5	700	1,000
Facilities Director	10-15	2,500	4,000
Facilities Manager	5-10	1,500	3,000
OHSE Manager	5-10	2,500	3,500
HSE Manager	10-15	1,500	3,000
HSE Supervisor	5-10	1,200	2,500
OHSE Logistics Coordinator	5-10	900	1,500
Manufacturing Director	10-15	2,200	5,000
Manufacturing Manager	5-10	2,000	4,000
Maintenance Manager	5-10	1,500	3,000
Maintenance Supervisor	3-5	1,000	1,500
General Manager /COO (Factory)	10+	5,000	12,000

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

MANUFACTURING

	EXPERIENCE (YEARS)	MIN	MAX
Factory/Plant Director	15-20	2,500	10,000
Factory/Plant Manager	10-15	2,000	5,000
Plant Engineering Director	10-15	2,200	5,000
Plant Engineering Manager	5-10	2,000	4,000
Design Manager	5-15	1,500	3,000
Design Engineer	3-5	700	1,500
Industrial Engineer Lead	2-5	1,500	2,500
Industrial Engineer	1-3	1,000	1,500

TRADING

AGRICULTURE			
	EXPERIENCE (YEARS)	MIN	MAX
Sales Director	5-10	4,000	7,000
Sales Manager	5-10	3,000	5,000
Marketing Director	5-10	4,000	8,000
Marketing Manager	5-10	3,000	5,000
Product Manager	3-5	2,000	3,000
Product Staff	3-5	800	1,500
Key Account Manager	5-10	2,000	3,000
Sales Executive	1-5	600	1,000
R&D Manager	5-10	2,000	3,500
R&D Supervisor	3-5	1,000	2,000
R&D Staff	1-3	700	1,000
QA/QC Manager	5-10	2,000	3,500
QA/QC Supervisor	3-5	1,000	2,000
QA/QC Staff	1-3	700	1,000
Lab Manager	5-10	2,000	3,000
Lab Supervisor	3-5	900	1,700

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

TRADING

CHEMICAL			
	EXPERIENCE (YEARS)	MIN	MAX
Chief Representative/Country Manager	7-10	5,000	10,000
Technical Sales Director	7-10	4,000	7,000
Technical Sales Manager	5-7	2,000	4,000
Senior Technical Sales Executive	3-5	1,500	2,500
Technical Sales Executive	1-3	600	1,000
Key Account Manager	5-10	1,500	2,500
Technical Service Manager	7-10	2,000	4,000
Lab Manager	5-10	2,000	3,000
Lab Supervisor	3-5	900	1,700
QA/QC Manager	5-10	2,000	3,500
QA/QC Supervisor	3-5	1,000	2,000
QA/QC Staff	1-3	700	1,000
R&D Manager	5-10	2,000	3,500
R&D Supervisor	3-5	1,000	2,000
R&D Staff	1-3	700	1,000
ELECTRICAL/ELECTRONIC			
Country Manager/General Manager	5-10	4,000	7,000
Technical Sales & Marketing Director	5-10	4,000	8,000
Technical Sales & Marketing Manager	5-10	3,000	5,000
Technical Sales Director	5-10	4,000	7,000
Technical Senior Sales Manager	5-10	2,000	3,000
Technical Sales Manager	5-10	1,500	2,500
Technical Sales Executive	2-5	600	1,000
Project/Field Sales Manager	5-10	1,500	2,500
Project/Field Sales Executive	2-5	600	1,000
Service/Maintenance Supervisor	5-10	1,000	2,500
Service/Maintenance Engineer	2-5	700	1,500
Test Quality Manager	1-3	2,000	3,500
Test Quality Leader	2-5	1,500	2,500
Test Quality Engineer	1-3	700	1,000

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

TRADING

MACHINERY/AUTOMOTIVE/HEAVY INDUSTRIAL

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Country Manager/General Manager	10+	5,000	10,000
Regional Sales Manager/Sales Manager	3-5	3,000	5,000
Marketing Manager	3-5	3,000	5,000
Sales Engineer/Sales Executive	3-5	800	1,000
Technical Sales	1-3	400	800
Project Sales Manager	3-5	1,500	2,000
Project Engineer	1-3	800	1,000

AFTER SALES SERVICE

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Senior CS Manager/ Senior After-Sales Manager (Director)	5-10+	2,500	10,000
CS Manager/After-Sales Manager	3-5	1,500	4,000
CS Supervisor/After-Sales Supervisor (Team Leader)	3-5	1,000	1,500
CS Staff/After-Sales Engineer	1-3	500	1,000
Site Manager/Field Service Manager	3-5	1,500	2,500
Senior Site Engineer/Senior Field Service Engineer	5+	1,500	2,500
Site Engineer/Field Service Engineer	3-5	800	1,500
Site Engineer/Field Service Engineer	1-3	500	1,000

TECHNICIAN

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Senior Technical Manager	5+	2,000	3,500
Technical Manager	3-5	1,200	2,500
Senior Technician	2-3	1,000	2,000
Technician	1-5	500	1,000

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

SPECIAL SECTORS

FURNITURE

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Chief Representative	10-15	3,500	6,000
Sourcing Manager	5-10	2,500	3,500
Sales Manager	10-15	2,000	4,000
QA/QC Manager	5-10+	2,000	3,500
QA/QC Supervisor	3-5	1,000	1,500
Packaging Manager	5-10+	2,000	3,500
Finishing Manager	5-10+	1,500	2,500
Finishing Supervisor	3-5	800	1,500

GARMENT/FOOTWEAR

LOCAL EMPLOYEE			
BDM/Marketing Manager	5+	2,000	3,500
Technical Development Manager	5-10	2,000	3,500
Sourcing Manager	5-10	2,500	3,500
QA/QC Manager	5-10	2,000	3,500
QA/QC Supervisor	3-5	1,000	1,500
QA/QC Staff	1-3	700	1,000
Planning Manager	5-10	1,500	2,500
Pattern Maker Manager	5-10	1,500	2,500
Pattern Maker	5+	700	1,500
Senior Mechandizer Manager	5+	2,500	3,500
Mechandizer Manager	5+	2,000	2,500
Mechandizer Supervisor	5+	1,000	1,500
Mechandizer Staff	3-5	700	1,000
Leather Commercialisation	5-10	1,500	2,500
Inspector Manager	5-10	2,000	3,000
Inspector	5+	700	1,500
Tailor	5-10	700	1,000

EXPATRIATE EMPLOYEE

Local Employee Salary + (20% to 50%)

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS)

MIN

MAX

MANUFACTURING

	EXPERIENCE (YEARS)	MIN	MAX
Factory/Plant Director (Expat)	10+	5,000	12,000
Factory/Plant Director	15-20	2,500	10,000
Factory/Plant Manager	10-15	2,000	5,000
Plant Engineering Director	10-15	2,200	5,000
Plant Engineering Manager	5-10	2,000	4,000
Project Manager (Expat)	7-10+	5,000	10,000
Project Manager	7-10+	2,500	4,000
Assistant Project Manager	3-5	1,000	2,000
"Operational Excellence / Continuous Improvement Manager"	5-10+	2,000	4,000
HSE Manager	10-15	1,500	3,500
HSE Supervisor	5-10	1,200	2,500
QA/QC Manager	5-10	2,000	3,500
QA/QC Supervisor	3-5	900	1,700
QA/QC Staff	1-3	500	800
Maintenance Manager	5-10	1,500	3,500
Facilities Manager	5-10	1,500	3,500
Process Manager	5-10	1,500	3,500
Process Engineer	2-5	600	1,200
Production Director (Expat)	5-10+	3,500	10,000
Production Director	10-15	2,000	5,000
Production Manager	5-10	1,500	3,500
Production Supervisor	3-5	1,000	2,000
Production Staff	3-5	500	700
Senior Technical Manager	5+	2,000	4,000
Technical Manager	3-5	1,200	3,000
Shift Leader/Senior Technician	5+	1,000	2,000
Technician	3-5	500	1,000
Operator	5-10	350	500

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS)

MIN

MAX

SPECIAL SECTORS

FURNITURE

	EXPERIENCE (YEARS)	MIN	MAX
Chief Representative	10-15	3,000	5,000
Sourcing Manager	5-10+	1,800	3,000
Sales Manager	5-10+	1,500	3,000
QA/QC Manager	5-10+	1,200	3,000
QA/QC Supervisor	3-5	500	1,500
Packaging Manager	5-10+	1,000	2,000
Finishing Manager	5-10+	1,000	2,000
Finishing Supervisor	3-5	600	1,300

GARMENT/FOOTWEAR

	EXPERIENCE (YEARS)	MIN	MAX
BDM/Marketing Manager	5+	1,200	4,000
Technician Manager	5-10	1,200	4,000
Sourcing Manager	5-10	1,200	4,000
QA/QC Manager	5-10	1,200	4,000
QA/QC Supervisor	3-5	1,000	2,000
QA/QC Staff	1-3	400	600
Planning Manager	5-10	1,000	2,500
Pattern Maker Manager	5-10	1,000	2,500
Pattern Maker	5+	700	1,500
Senior Mechandizing Manager	10+	2,000	3,500
Mechandizing Manager	5-10	1,500	2,300
Mechandizing Supervisor	5+	1,000	2,000
Mechandizing Staff	3-5	500	1,000
Leather Commercialisation	5-10	1,500	3,000
Inspection Manager	5-10	1,000	2,500
Inspector	5+	700	1,500

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS)

MIN

MAX

TRADING

AGRICULTURE				
Sales Director	5-10	5,000	10,000	
Sales Manager	5-10	4,500	7,000	
Marketing Director	5-10	4,500	7,000	
Marketing Manager	5-10	3,000	4,500	
Product Manager	3-5	1,000	2,000	
CHEMICAL/PLASTIC				
Country Manager (Expat)	5-10	5,000	10,000	
Country Manager	7-10	4,500	7,000	
Sales Director	7-10	4,500	7,000	
Sales Manager	5-7	3,000	4,500	
Sales Executive	1-5	1,000	2,000	
Key Account Manager	5-10	1,800	3,500	
Technical Service Manager	7-10	2,500	4,500	
Lab Manager	5-10	2,000	4,000	
Lab Supervisor	3-5	900	1,700	
R&D Manager	5-10	2,000	4,000	
R&D Supervisor	3-5	1,000	2,000	
R&D Staff	1-3	600	1,000	
ELECTRICAL/ELECTRONIC				
Country Manager (Expat)	5-10	5,000	10,000	
Country Manager	5-10	3,000	6,000	
Sales Director	5-10	3,000	10,000	
Sales Manager	5-10	1,500	4,500	
Sales Executive	2-5	800	2,000	
Service/Maintenance Supervisor	5-10	1,000	2,500	
Service/Maintenance Engineer	2-5	700	1,500	
Field Sales Manager	5-10	1,200	4,000	
Field Sales Executive	2-5	700	1,000	

Manufacturing



Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS)

MIN

MAX

TRADING

MACHINERY/AUTOMOTIVE				
Country Manager (Expat)	5-10	5,000	10,000	
Country Manager	5-10	3,000	6,000	
Technical Manager	3-10	1,500	3,000	
Technician	2-3	800	1,500	
Field Service Manager	3-10	1,500	3,000	
Senior Field Service Engineer	5-10	1,500	2,500	
Field Service Engineer	2-5	800	1,500	
After-Sales Director	5-10	2,500	6,000	
After-Sales Manager	3-5	1,500	4,000	
After-Sales Supervisor	3-5	1,200	2,000	
After-Sales Engineer	1-3	700	1,200	
Sales Director	5-10	3,000	10,000	
Sales Manager	3-5	2,000	4,000	
Sales Supervisor	3-5	1,000	2,000	
Sales Executive	1-3	800	1,200	

ENERGY/HEAVY INDUSTRIAL

General Director	10+	5,000	10,000	
Project Development Manager	5-10+	2,500	6,000	
Project Development Associate	3-5	1,000	2,000	
Technical Manager	5-10+	2,000	4,000	
Project Manager	5-10+	2,000	4,000	
Site Manager	5-10+	2,000	4,000	
Site Engineer	3-5	1,000	1,500	
Plant Operation Manager	5-10+	2,500	5,000	
Procurement Manager	5-10+	1,500	3,500	
Procurement Staff	3-5	800	1,500	
Business Support	2-5	700	1,500	

Supply Chain



 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

FUNCTIONAL

CUSTOMER SERVICE LOGISTICS

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Order Process Management/ Customer Service Logistics Officer	3-6	500	1,500
Order Process Management/ Customer Service Logistics Manager	5-10+	1,000	4,000

PURCHASING

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Purchasing/Sourcing/Procurement/ Buyer Officer	2-5	400	1,500
Purchasing/Sourcing/Procurement/ Buyer Manager	5-10	1,000	5,000

SYSTEM

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
ERP/SAP Implementation Leader	2-10	1,000	3,500

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

FUNCTIONAL

PLANNING

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Supply Planning/ Production Planning Officer	1-5	500	1,500
Supply Planning/ Production Planning Manager	5-15	1,500	5,000
Demand Planning Officer	1-5	500	2,000
Demand Planning Manager	5-10	1,000	5,000
Logistics Planning Officer	2-5	500	2,000
Logistics Planning Manager	5-15	1,000	3,500
Material Planning Manager	5-12	1,000	4,500
Supply Chain Planning Officer	3-5	800	2,000
Supply Chain Planning Manager	5-15	2,000	10,000

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

EXPERIENCE
(YEARS)

MIN

MAX

 **Hanoi**

Salary Range (per month)
Unit: USD

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Supply Planning/ Production Planning Officer	1-5	700	2,000
Supply Planning/ Production Planning Manager	5-15	1,200	3,500
Demand Planning Officer	1-5	500	2,500
Demand Planning Manager	5-10	1,200	4,000
Logistics Planning Officer	2-5	700	2,000
Logistics Planning Manager	5-15	1,200	3,500
Material Planning Manager	5-12	1,200	4,500
Supply Chain Planning Officer	3-5	1,000	3,000
Supply Chain Planning Manager	5-15	2,000	6,000

Supply Chain



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

FUNCTIONAL

LOGISTICS

Logistics Officer	2-5	500	1,500
Logistics Manager	5-10	1,000	4,000

SUPPLY CHAIN

Supply Chain Officer	2-5	600	1,500
Supply Chain Manager	5-15	1,000	6,000

WAREHOUSE

Warehouse Officer	2-5	500	1,500
Warehouse Manager	5-15	1,000	3,000
Inventory Officer	1-5	300	1,000
Inventory Manager	5-10	1,000	2,000

WAREHOUSE & LOGISTICS

Warehouse & Logistics Officer	2-5	700	1,500
Warehouse & Logistics Manager	5-10	900	3,000

TRANSPORTATION

Transportation Officer	2-5	400	1,200
Transportation Manager	5-10	1,000	2,500
Fleet/Delivery Officer	1-5	300	1,000
Fleet/Delivery Manager	5-10	800	2,500

DISTRIBUTION

Distribution Center Officer	2-5	400	1,000
Distribution Center Manager	5-15	1,000	3,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

LOGISTICS

	2-5	600	1,500
	5-10	1,200	4,000

SUPPLY CHAIN

	2-5	700	1,500
	5-15	1,300	6,000

WAREHOUSE

	2-5	500	1,000
	5-15	1,300	3,000
	1-5	500	1,000
	5-10	800	2,000

WAREHOUSE & LOGISTICS

	2-5	700	1,500
	5-10	1,200	3,000

TRANSPORTATION

	2-5	500	1,200
	5-10	1,500	3,000
	1-5	N/A	N/A
	5-10	N/A	N/A

DISTRIBUTION

	2-5	600	1,000
	5-15	1,300	4,000

Supply Chain



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

FUNCTIONAL

CONSULTING

Supply Chain Consultant	2-5	1,000	3,000
Supply Chain Managing Consultant	5-10	1,500	6,000
Customs & International Trade Consultant	3-5	1,000	2,000
Customs & International Trade Managing Consultant	5-10	1,500	5,000

IMPORT EXPORT/ CUSTOMS

Import Export Officer/Customs Officer	2-5	400	1,500
Import Export Manager/Customs Manager	5-10	1,000	3,000



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

CONSULTING

		N/A	N/A	N/A
		N/A	N/A	N/A
		N/A	N/A	N/A
		N/A	N/A	N/A

IMPORT EXPORT/ CUSTOMS

	2-5	500	1,300
	5-10	1,000	3,500

Supply Chain



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

LOGISTICS SERVICES

LOGISTICS

Logistics Officer	2-5	500	1,500
Logistics Manager	3-15	1,000	4,000

WAREHOUSE

Warehouse Officer	2-5	400	1,500
Warehouse Manager	5-10	1,000	3,000
Outbound/Inbound Officer	2-5	400	1,000
Outbound/Inbound Manager	5-10	1,000	2,500
Inventory Officer	2-5	400	1,000
Inventory Manager	5-10	1,000	2,500

TRANSPORTATION

Transportation/Delivery Officer	2-5	500	1,500
Transportation/Delivery Manager	5-10	1,000	3,000
Route Design Manager	5-12	1,000	3,000

CUSTOMER SERVICE LOGISTICS

Customer Service Officer	2-5	500	1,500
Customer Service Manager	5-12	1,000	4,000



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

LOGISTICS

Logistics Officer	2-5	700	1,500
Logistics Manager	3-15	1,500	4,000

WAREHOUSE

Warehouse Officer	2-5	600	1,500
Warehouse Manager	5-10	1,500	3,500
Outbound/Inbound Officer	2-5	500	1,000
Outbound/Inbound Manager	5-10	1,000	2,500
Inventory Officer	2-5	500	1,000
Inventory Manager	5-10	1,000	2,500

TRANSPORTATION

Transportation/Delivery Officer	2-5	600	1,500
Transportation/Delivery Manager	5-10	1,300	3,500
Route Design Manager	5-12	1,300	3,000

CUSTOMER SERVICE LOGISTICS

Customer Service Officer	2-5	600	1,500
Customer Service Manager	5-12	1,300	4,000

Supply Chain



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

LOGISTICS SERVICES

CUSTOMS

Customs Officer	2-5	400	1,100
Customs Manager	5-10	800	3,500
Cross Border Manager	5-15	1,000	5,000
Air/Sea Freight/International Freight Forwarding Officer	2-5	400	1,100
Air/Sea Freight/International Freight Forwarding Manager	5-10	1,000	3,000

OPERATION

Operation Officer	2-5	400	1,100
Operation Manager	5-10	1,000	3,000

IMPROVEMENT

Process Innovation/Excellence/Improvement Officer	2-5	800	1,500
Process Innovation/Excellence/Improvement Manager	5-10	1,000	2,500

SALES

Sales/Business Development Officer	3-5	400	1,200
Sales/Business Development Manager	5-10	1,000	3,000
Key Account Manager	5-10	1,000	3,000
Commercial Director	5-15	1,500	5,000

BRANCH

Branch Manager	5-10	1,000	3,000
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DISTRIBUTION CENTER/ HUBS

Distribution Center Officer	2-5	500	1,500
Distribution Center Manager	5-10	1,000	3,000

SHIPPING

Shipping Manager	5-10	1,000	2,000
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Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

CUSTOMS

Customs Officer	2-5	500	1,100
Customs Manager	5-10	1,000	3,500
Cross Border Manager	5-15	N/A	N/A
Air/Sea Freight/International Freight Forwarding Officer	2-5	500	1,100
Air/Sea Freight/International Freight Forwarding Manager	5-10	1,000	3,500

OPERATION

Operation Officer	2-5	500	1,100
Operation Manager	5-10	1,000	3,500

IMPROVEMENT

Process Innovation/Excellence/Improvement Officer	2-5	N/A	N/A
Process Innovation/Excellence/Improvement Manager	5-10	N/A	N/A

SALES

Sales/Business Development Officer	3-5	600	1,200
Sales/Business Development Manager	5-10	1,500	3,000
Key Account Manager	5-10	1,200	3,000
Commercial Director	5-15	1,500	5,000

BRANCH

Branch Manager	5-10	2,000	4,000
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DISTRIBUTION CENTER/ HUBS

Distribution Center Officer	2-5	600	1,500
Distribution Center Manager	5-10	1,400	4,000

SHIPPING

Shipping Manager	5-10	1,000	2,500
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Japanese Speaking Jobs



 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

MANUFACTURING

	EXPERIENCE (YEARS)	MIN	MAX
Technical Staff	1-3	600	1,000
Technical Manager	5-10	1,500	2,000
QA/QC Staff	1-3	500	1,000
QA/QC Manager	5-10	1,800	2,500
Production Manager	5-10	1,800	2,500
Assistant Production Manager	3-5	1,200	1,800
Equipment Maintenance Staff	1-3	500	1,000

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	EXPERIENCE (YEARS)	MIN	MAX
	1-3	550	800
	5-10	1,000	1,800
	1-3	550	800
	5-10	1,200	2,000
	5-10	1,200	2,000
	3-5	800	1,500
	1-3	550	800

 **Ho Chi Minh City**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

INFORMATION TECHNOLOGY

	EXPERIENCE (YEARS)	MIN	MAX
Programmer Leader	3-5	2,000	4,500
Programmer Manager	5-10	2,500	5,000
Mobile Team Leader	3-5	2,200	4,500
Engineering	1-3	1,000	2,500
Operator	1-3	1,000	1,500
Communicator	1-3	1,000	1,500

 **Hanoi**

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

	EXPERIENCE (YEARS)	MIN	MAX
	3-5	1,500	3,500
	5-10	2,000	4,000
	3-5	1,500	3,000
	1-3	800	2,000
	1-3	800	1,500
	1-3	600	1,200

Japanese Speaking Jobs



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

TRADING

Position	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Support Project Manager	N/A	N/A	N/A
Sale Manager	3-10	2,000	3,500
Sale Staff	1-3	500	1,200
Market Research Staff	1-3	600	1,200
Logistics Staff	1-3	600	1,200

GENERAL AFFAIRS POSITIONS

Position	Experience (Years)	Min Salary (USD)	Max Salary (USD)
General Affairs Staff	1-3	600	1,200
General Affairs Manager	3-10	1,500	2,500
Assistant to Manager	1-5	1,000	1,500
Interpreter/Translator	1-5	600	1,500
Interpreter to Production Manager	1-5	600	1,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

Position	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Support Project Manager	N/A	N/A	N/A
Sale Manager	3-10	1,500	3,000
Sale Staff	1-3	600	1,200
Market Research Staff	1-3	600	1,200
Logistics Staff	1-3	600	1,000

Position	Experience (Years)	Min Salary (USD)	Max Salary (USD)
General Affairs Staff	1-3	600	1,000
General Affairs Manager	3-10	1,200	2,500
Assistant to Manager	1-5	700	1,500
Interpreter/Translator	1-5	600	1,500
Interpreter to Production Manager	1-5	600	1,500

Japanese Speaking Jobs



Ho Chi Minh City

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

NATIVE JAPANESE POSITIONS

Position	Experience (Years)	Min Salary (USD)	Max Salary (USD)
SALES POSITIONS			
Staff	0-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	5,000
PRODUCTION CONTROL/QC POSITIONS			
Staff	0-3	1,800	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	6,000
IT/WEB POSITIONS			
Staff	1-3	1,800	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
FINANCE			
Staff	1-3	2,000	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
OTHERS			
Accounting Manager	5+	3,000	5,000
Customer Service	0-3	1,500	2,500



Hanoi

Salary Range (per month)
Unit: USD

EXPERIENCE (YEARS) MIN MAX

Position	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Staff	0-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	5,000
Staff	0-3	1,800	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	6,000
Staff	1-3	1,800	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
Staff	1-3	2,000	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
Accounting Manager	5+	3,000	5,000
Customer Service	0-3	1,500	2,500



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