

VIETNAM

2017

SALARY GUIDE

FirstAlliances
vietnam's leading HR specialist

Company Overview

Established in 1998, First Alliances is one of the largest HR consultancies in Vietnam specializing in Executive Search & Selection, Staffing and Payroll. First Alliances - a member of TS Kelly Asia Pacific, a joint venture between Temp Holdings Co., and Kelly Services formed in July 2016 to provide end-to-end workforce recruitment services under-one-roof, with nearly 1,800 employees in 42 offices spanning across 13 countries in Asia Pacific.

Combining the strengths of both Temp Holdings, Japan's second largest recruitment firm, and Kelly Services, a global leader in workforce solutions with a strong track record in Asia-Pacific, we bring the best of both cultures and the full spectrum of talent recruitment services, providing clients with seamless, cross-border HR solutions.

Our key expertise are in the fields of Accounting, Construction & Real Estate, Consumer Goods, Banking, Finance & Insurance, Healthcare, Hospitality, Industrial & Supply Chain, IT & Telecommunication, HR & Administration and Japanese specialization – a one-stop hiring solution for our Japanese clients.

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Executive Overview

We are delighted to present the 2017 Salary Guide, a comprehensive reference which gives insights to the latest salary ranges for various positions across specialisations & industries in Vietnam. The data presented in this guide is a collation of actual salaries and positions in our talent database comprising of more than 110,000 candidates and job listings from over 650 local and foreign employers of all sizes in Vietnam.

In 2016, Vietnam's economy expanded 6.21% and disbursed FDI raised 9% to achieve US\$15.8 billion in the General Statistics Office's report. Hence, Vietnam is ranked among the world's fastest-growing economies with its exports remained resilient despite a global trade slowdown. With the positive economy outlook, it has given rise to more jobs opportunity in the domestic and overseas labour markets. According to the latest report by The World Bank, Vietnam is due to expand at an average of 6.3% in the next three years. This is in all the categories of demand buoyed by strong foreign direct investment and manufacturing exports.

The unemployment rate in Vietnam reached an average of 2.3% last year, with a high of 3.18% in the urban areas and 1.86% in the countryside. However, local employment also raised by 0.3% and there were 126,000 overseas placements, resulting in an increase of 9.6% in foreign employment. According to a recent ILO survey, from 2010 to 2025, the demand for medium-skilled labour within the ASEAN region is estimated to rise to 27.9% and 22.6% for low-skilled labour, whilst the demand for high-skilled labour saw a lesser growth at 13.2%. Today, Vietnam witnessed a working-age population of nearly 53 million with a high literacy rate of more than 93%, coupled with the encouraging achievements in basic education, Vietnam is future-ready to meet the need for low-skilled labour.

According to GSO, Vietnam's labour productivity has improved significantly, with an average ratio of 3.9% per year for the period of 2006-2015. Compared to 2010, while labour productivity increased by 23.6%, it is still lower than the set target of 29 - 32%.

We hope the 2017 Vietnam Salary Guide has been useful to help meet your business needs. We can provide you additional data and insights into the various key industries to support your recruiting strategies and programs to suit your talent management needs.



Cong Ong

General Director, First Alliances

2017 Salary and Hiring Outlook

TOP 5 PAYING INDUSTRIES

LEGAL

Managing Partner USD30,000 - 40,000

BANKING & FINANCE

CEO USD15,000 - 30,000

CONSTRUCTION & REAL ESTATE

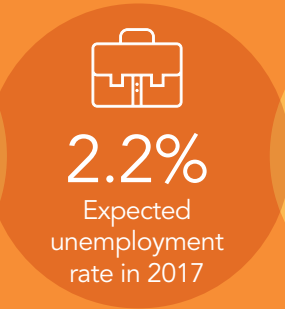
Project Director USD10,000 - 15,000

INFORMATION & TECHNOLOGY

CIO / CTO USD6,000 - 12,000

HEALTHCARE & PHARMACEUTICAL

Head of Business Unit USD5,300 - 8,800



Industries Expecting Strong Growth in 2017

Fast Moving Consumer Goods (FMCG)

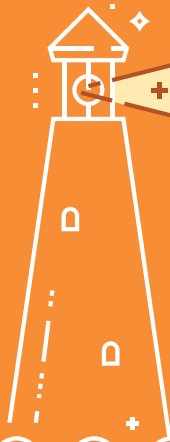
Manufacturing

Pharmaceutical

Information Technology

Retail / E-commerce

Construction





ACCOUNTING

Accounting

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) / COMPANY SIZE		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) / COMPANY SIZE	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
INTERNAL ACCOUNTING & FINANCE						
Chief Financial Officer	12 - 20	3,500	10,000	12 - 20	4,400	8,800
Finance Director	12 - 20	3,500	8,000	12 - 20	3,500	5,200
Financial Controller	10 - 15	3,500	6,000	10 - 14	2,200	3,500
Senior Finance Manager	N/A	N/A	N/A	10 - 14	2,200	3,000
Finance Manager	8 - 12	2,000	4,000	8 - 12	1,900	2,400
Internal Audit Manager	6 - 8	1,500	2,500	5 - 8	1,300	2,200
Treasury Manager	6 - 8	1,500	2,800	N/A	N/A	N/A
Financial Analyst	2 - 6	1,400	2,500	2 - 6	650	1,100
Chief Accountant / Accounting Manager	5 - 10	1,800	3,000	5 - 8	800	1,700
Management Accountant	3 - 5	1,000	1,500	N/A	N/A	N/A
Deputy Chief Accountant / General Accountant	3 - 8	600	1,500	3 - 5	500	800
Account Receivable / Account Payable	2 - 4	500	700	2 - 4	450	650
EXTERNAL FINANCIAL SERVICES*						
Director Level (Local & Expat)	8 - 12	5,000	10,000	8 - 12	5,000	10,000
Manager Level (Expat)	8 - 10	3,500	4,500	8 - 10	3,500	4,500
Manager Level (Local)	8 - 10	1,500	3,000	8 - 10	1,500	3,000
Assistant Manager Level (Expat)	5 - 8	2,500	3,500	5 - 8	2,500	3,500
Assistant Manager Level (Local)	5 - 8	1,000	1,500	5 - 8	1,000	1,500

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

The background of the slide is a complex financial visualization. It features a dark blue color palette with various data series. On the left, there are vertical bars of varying heights, some in light blue and some in a darker shade. Overlaid on these are several lines: a prominent yellow line that trends downwards from the top left, and a white line that trends upwards from the bottom left. In the center and right, there are candlestick charts with orange and white bodies, and vertical error bars. Faintly visible in the background are numerical values and symbols, such as '20,000', '25.75', '1.16', '9,000', '1.16', '52.50', '3.86', '2,000', '1,000', '1.11', '892.6', '892.6', '892.6', '400', and '474.00'. Some of these numbers are accompanied by small upward-pointing triangles. The overall effect is a sense of dynamic financial activity.

BANKING AND FINANCE

Banking & Finance

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
BANKING						
BOARD OF MANAGEMENT (LOCAL & FOREIGN BANK)						
CEO	10+	15,000	30,000	10+	15,000	30,000
Deputy CEO	10+	7,000	15,000	10+	7,000	15,000
FRONT OFFICE - RETAIL BANKING (LOCAL BANK)						
Deputy CEO cum Head of Retail	10+	7,000	15,000	10+	7,000	15,000
Branch Director / Manager	6 - 8	1,500	2,500	6 - 8	1,500	2,500
Transaction Manager	6 - 8	1,500	2,000	6 - 8	1,500	2,000
Regional Sales Director / Manager	8 - 10	2,500	4,000	8 - 10	2,500	4,000
(Provincial) Retail Sales Manager	6 - 8	1,200	2,000	6 - 8	1,200	2,000
Retail Team Leader / Supervisor	5 - 7	600	1,500	5 - 7	600	1,500
Retail Senior Relationship Manager	3 - 5	500	1,000	3 - 5	500	1,000
Retail Relationship Manager	0 - 2	400	500	0 - 2	400	500
FRONT OFFICE - CORPORATE BANKING (LOCAL & FOREIGN BANK)						
Deputy CEO cum Head of Corporate (Local Bank)	10+	10,000	15,000	10+	10,000	15,000
Head of Sales (Foreign Bank) / Head of Division (Local Bank)	7 - 10	4,000	7,000	7 - 10	4,000	7,000
Regional Sales Director (Local Bank)	8 - 10	2,500	5,000	8 - 10	2,500	5,000
Business Center Director (Local Bank)	8 - 10	2,500	5,000	8 - 10	2,500	5,000
Senior Relationship Manager (Foreign Bank)	5 - 8	2,500	5,000	5 - 8	2,500	5,000
Relationship Manager (Foreign Bank)	3 - 5	1,500	2,000	3 - 5	1,500	2,000
Assistant Relationship Manager (Foreign Bank)	0 - 2	600	800	0 - 2	600	800
OPERATIONS DEPARTMENT (FOREIGN BANK)						
Operations Manager	7+	2,000	5,000	7+	2,000	5,000
Senior Operations Officer	3 - 5	1,000	1,500	3 - 5	1,000	1,500
Operations Officer	2 - 3	600	1,000	2 - 3	600	1,000

Banking & Finance

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
CREDIT APPROVAL DEPARTMENT (LOCAL & FOREIGN BANK)						
Head of Credit Approval (Foreign Bank)	8+	5,000	8,000	8+	5,000	8,000
Credit Manager	6+	2,500	3,500	6+	2,500	3,500
Senior Credit Officer / Specialist	4 - 6	1,000	1,500	4 - 6	1,000	1,500
Credit Approval Officer	2 - 4	500	800	2 - 4	500	800
RISK MANAGEMENT DEPARTMENT (LOCAL & FOREIGN BANK)						
Risk Management Director	8+	7,000	10,000	8+	7,000	10,000
Risk Management Manager	4 - 8	2,000	4,000	4 - 8	2,000	4,000
Senior Risk Management Officer	3 - 5	1,500	2,000	3 - 5	1,500	2,000
Risk Management Officer	2 - 4	600	1,000	2 - 4	600	1,000
INTERNAL AUDIT DEPARTMENT (LOCAL & FOREIGN BANK)						
Internal Audit Director	10+	4,000	6,000	10+	4,000	6,000
Internal Audit Manager	7 - 10	1,800	2,500	7 - 10	1,800	2,500
Internal Audit Specialist	5 - 7	1,000	1,500	5 - 7	1,000	1,500
Internal Audit Officer	2 - 5	600	1,000	2 - 5	600	1,000
LEGAL & COMPLIANCE DEPARTMENT						
Head of Legal (Local & Foreign Bank)	10 - 15	7,000	10,000	10 - 15	7,000	10,000
Manager (Foreign Bank)	6+	3,500	7,000	6+	3,500	7,000
Manager (Local Bank)	6+	2,000	5,000	6+	2,000	5,000
Senior Officer / Officer (Foreign Bank)	3 - 5	1,200	2,000	3 - 5	1,200	2,000
COLLECTION DEPARTMENT (LOCAL & FOREIGN BANK)						
Head of Collection	6 - 10	3,000	8,000	6 - 10	3,000	8,000
Collection Manager	5 - 7	2,000	3,000	5 - 7	2,000	3,000
Collection Specialist / Officer	3 - 5	600	1,500	3 - 5	600	1,500

Banking & Finance

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
TREASURY DEPARTMENT (LOCAL & FOREIGN BANK)						
Head of Treasury	10+	7,000	10,000	10+	7,000	10,000
Deputy Head of Treasury	8 - 10	2,000	6,000	8 - 10	2,000	6,000
Senior Treasury Sales	6 - 8	1,500	4,000	6 - 8	1,500	4,000
Treasury Sales	4 - 5	700	1,200	4 - 5	700	1,200
FINANCIAL SERVICES						
CONSUMER FINANCE COMPANY						
SALES DEPARTMENT						
National Sales Director	8 - 10	5,000	7,000	8 - 10	5,000	7,000
Regional Sales Manager	5 - 7	3,000	4,000	5 - 7	3,000	4,000
District Sales Manager / Hub Manager	3 - 4	800	1,500	3 - 4	800	1,500
RISK AND COLLECTION DEPARTMENT						
Head of Collection	7 - 10	5,000	7,000	7 - 10	5,000	7,000
Security Manager	5 - 7	3,000	4,000	5 - 7	3,000	4,000
Field collection Manager	5 - 7	2,000	3,000	5 - 7	2,000	3,000
Underwriting Manager	5 - 7	2,000	3,000	5 - 7	2,000	3,000
Anti-Fraud Manager	5 - 7	2,000	3,000	5 - 7	2,000	3,000
QUALITY ASSURANCE DEPARTMENT						
Head of Quality Assurance	8 - 10	5,000	7,000	8 - 10	5,000	7,000
Project Manager	5 - 7	2,000	3,000	5 - 7	2,000	3,000
OPERATIONS DEPARTMENT						
Head of Telesales	6 - 8	4,000	5,000	6 - 8	4,000	5,000
Operations Manager	5 - 7	3,000	3,500	5 - 7	3,000	3,500
Call Center Manager	5 - 7	2,500	3,000	5 - 7	2,500	3,000
Telesales Manager	4 - 6	2,000	3,000	4 - 6	2,000	3,000
Customer Service Manager	5 - 7	2,000	2,500	5 - 7	2,000	2,500
LEGAL & COMPLIANCE DEPARTMENT						
Chief Legal & Compliance Officer	7 - 10	5,000	7,000	7 - 10	5,000	7,000
Compliance Manager	5 - 7	3,000	3,500	5 - 7	3,000	3,500

Banking & Finance

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
SECURITIES - INVESTMENT FUND						
Investment Director	10 - 15	10,000	15,000	10 - 15	10,000	15,000
Senior Investment Manager	7 - 8	5,000	10,000	7 - 8	5,000	10,000
Investment Manager	5 - 7	3,000	5,000	5 - 7	3,000	5,000
Investment Officer	2 - 3	1,500	2,000	2 - 3	1,500	2,000
Senior Financial Analyst	4 - 6	1,500	2,000	4 - 6	1,500	2,000
Financial Analyst	2 - 3	1,000	1,500	2 - 3	1,000	1,500
Investment Relation Manager	5 - 8	2,500	3,500	5 - 8	2,500	3,500
Investment Relation Officer	3 - 5	1,500	2,000	3 - 5	1,500	2,000
INSURANCE LIFE INSURANCE						
BANCASSURANCE						
Head of Bancassurance	10 - 15	5,000	7,000	10 - 15	5,000	7,000
Senior Manager	7 - 10	2,000	4,000	7 - 10	2,000	4,000
Relationship Manager	5 - 7	1,000	2,000	5 - 7	1,000	2,000
Relationship Officer	1 - 3	500	800	1 - 3	500	800
AGENCY						
Agency Director	10 - 15	4,000	5,000	10 - 15	4,000	5,000
Senior Manager	7 - 10	2,500	3,000	7 - 10	2,500	3,000
Manager	5 - 7	1,500	2,000	5 - 7	1,500	2,000
Insurance Specialist/Officer	1 - 2	500	800	1 - 2	500	800
UNDERWRITING						
Head of Underwriting	10 - 15	2,500	3,500	10 - 15	2,500	3,500
Manager	7 - 10	2,000	2,500	7 - 10	2,000	2,500
Assistant Manager	5 - 7	1,500	2,000	5 - 7	1,500	2,000
Executive	3 - 5	1,000	1,200	3 - 5	1,000	1,200

Banking & Finance

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
CLAIM						
Head of Claim	10 - 15	2,500	3,500	10 - 15	2,500	3,500
Senior Manager	7 - 10	2,000	2,500	7 - 10	2,000	2,500
Manager	5 - 7	1,500	2,000	5 - 7	1,500	2,000
Assistant Manager	2 - 3	1,000	1,500	2 - 3	1,000	1,500
ACTUARIAL						
Chief Actuary	10 - 15	8,000	20,000	10 - 15	8,000	20,000
Senior Manager	7 - 10	6,000	10,000	7 - 10	6,000	10,000
Manager	5 - 7	4,000	5,000	5 - 7	4,000	5,000
Actuary Officer	2 - 3	1,500	2,500	2 - 3	1,500	2,500
LEGAL & COMPLIANCE						
Head of Legal & Compliance	10 - 15	2,500	5,000	10 - 15	2,500	5,000
INSURANCE NON- LIFE INSURANCE						
SALES & MARKETING						
Sales Director	10 - 15	2,500	4,000	10 - 15	2,500	4,000
Sales Manager	7 - 10	1,500	2,500	7 - 10	1,500	2,500
Deputy Sales Manager	7 - 10	1,200	1,500	7 - 10	1,200	1,500
Senior Sales Executive	3 - 5	800	1,000	3 - 5	800	1,000
Sales Executive	1 - 2	500	800	1 - 2	500	800
UNDERWRITING						
Head of Underwriting	10 - 15	2,500	3,500	10 - 15	2,500	3,500
Underwriting Manager	7 - 10	2,000	2,500	7 - 10	2,000	2,500
Assistant Underwriting Manager	5 - 7	1,000	1,500	5 - 7	1,000	1,500
Underwriting Executive	1 - 2	600	800	1 - 2	600	800

Banking & Finance

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
CLAIM						
Head of Claim	10 - 15	2,500	3,000	10 - 15	2,500	3,000
Manager	7 - 10	2,000	2,500	7 - 10	2,000	2,500
Assistant Manager	5 - 7	800	1,200	5 - 7	800	1,200
Claim Executive	1 - 2	600	800	1 - 2	600	800
LEGAL & COMPLIANCE						
Head of Legal & Compliance	10 - 15	2,500	3,000	10 - 15	2,500	3,000



CONSUMER GOODS



Consumer Goods

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
SALES & MARKETING						
SALES						
Commercial Director	15 - 20	8,800	11,000	20 - 25	4,400	13,200
Head of Sales / National Sales Director	12 - 15	4,400	9,700	15 - 20	3,100	6,200
Modern Trade Manager	8 - 12	2,600	6,600	10 - 20	2,200	4,400
Key Account Manager	5 - 8	1,300	3,100	7 - 15	1,100	3,100
National Sales Manager	10 - 12	4,400	6,600	12 - 20	2,600	4,400
Regional Sales Manager	7 - 10	3,500	4,400	9 - 12	1,300	2,600
Area Sales Manager	2 - 5	1,100	1,800	5 - 10	900	1,300
Sales Training Manager	7 - 10	2,200	3,100	5 - 10	1,300	3,500
MARKETING						
Head of Marketing / Marketing Director	15 - 20	4,400	8,800	20+	3,100	6,200
Marketing Manager	7 - 10	3,500	5,300	10+	2,200	4,400
Group Brand Manager	6 - 8	3,100	4,400	10+	2,200	3,500
Brand Manager	3 - 6	1,500	2,600	5 - 10	1,300	2,000
Assistant Brand Manager	1 - 3	700	1,200	3 - 8	600	1,600
TOBACCO, ALCOHOL, CONSUMER ELECTRICS						
Commerical Director	15 - 20	8,800	13,200	20+	4,400	13,200
Head of Sales	12 - 15	5,300	8,800	15+	4,400	8,800
Regional Sales Manager	6 - 9	3,500	5,300	6 - 10	1,800	4,400
Area Sales Manager	3 - 5	1,800	3,100	4 - 6	1,100	1,800
Key Account Manager	3 - 5	1,500	2,400	4 - 8	1,300	2,600
Trade Marketing Manager	3 - 6	1,500	3,100	6 - 10	1,800	3,500
Head of Marketing / Marketing Director	8 - 12	6,600	11,000	15+	5,300	13,200
Marketing Manager	5 - 8	4,400	6,600	8 - 12	2,600	4,400
Brand Manager	3 - 5	2,600	3,500	4 - 8	900	2,200

Consumer Goods

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
RETAIL						
Loyalty Manager	3 - 5	1,500	2,200	N/A	N/A	N/A
Customer Experience Director	5+	3,500	5,000	N/A	N/A	N/A
Customer Experience Manager	3 - 5	1,500	2,200	N/A	N/A	N/A
Division Purchasing Director	5 - 10	3,000	4,500	N/A	N/A	N/A
Senior Merchandise Manager	5+	1,800	2,500	N/A	N/A	N/A
Merchandise Manager	3 - 5	1,000	1,500	N/A	N/A	N/A
Merchandiser	1 - 3	400	700	N/A	N/A	N/A
Store Manager	5 - 8	1,500	3,500	5 - 8	1,300	2,600
Key In Manager	N/A	N/A	N/A	5 - 8	1,100	1,800
Key In Supervisor	N/A	N/A	N/A	3 - 6	700	1,100
Key In Senior Staff	N/A	N/A	N/A	3 - 6	400	600
Purchasing Supervisor	5 - 8	1,300	2,600	5 - 8	1,300	2,600
Merchandising / Assistant Buyer	1 - 3	400	500	1 - 3	400	700
Merchandising / Buyer	3 - 5	500	1,000	3 - 5	700	1,100
LUXURY & COSMETICS						
Sales & Marketing Manager	5 - 8	2,500	4,500	5 - 8	1,300	2,600
Group Brand Manager	10+	4,500	6,500	N/A	N/A	N/A
Senior Brand Manager	8+	2,500	4,500	N/A	N/A	N/A
Brand Manager	5+	1,500	2,500	5+	1,300	1,800
Assistant Brand Manager	2 - 5	700	1,200	N/A	N/A	N/A
Brand Executive	1 - 3	400	700	1 - 3	400	700
Operation Manager	3 - 5	1,300	1,800	3 - 5	900	1,800
Operation Executive	1 - 3	500	900	1 - 3	500	700
Merchandise Manager	3 - 5	1,000	1,800	3 - 5	900	1,500
Retail Manager	5+	1,500	3,000	N/A	N/A	N/A
Store Manager (Distributor)	3 - 5	500	1,000	3 - 5	900	1,800
Store Manager (Principal)	5+	900	1,800	5+	400	900

Consumer Goods

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
Store Supervisor	2 - 4	300	500	4 - 8	500	700
Visual Merchandise Manager	3 - 5	700	1,300	N/A	N/A	N/A
Training Manager	5+	900	1,800	2 - 4	700	1,100
COMMUNICATIONS & MEDIA						
Account Director	10+	2,000	3,500	10+	2,200	3,500
Account Manager	5 - 8	1,000	2,000	5 - 12	900	2,200
DIGITAL / ADVERTISING / MEDIA AGENCY						
Customer Service Head/ Group of Account	10+	3,500	5,000	10+	2,600	4,400
Account Director	8 - 10	2,500	4,500	10+	1,800	2,600
Account Manager	3 - 5	1,000	2,000	5 - 12	900	1,800
Media Director	8+	1,800	2,600	12+	1,800	2,600
Creative Director	8+	3,000	6,500	N/A	N/A	N/A
Art Director	3 - 5	1,500	3,000	12+	1,800	5,300
Strategic Planning Director	8+	3,000	5,000	12+	3,100	6,200
Traffic Manager (Account Coordinator)	3 - 5	900	1,300	3 - 5	900	1,300
Copywriter	2 - 5	700	1,800	2 - 8	400	1,800
Graphic Designer	2 - 5	700	1,500	2 - 8	400	1,800
Senior Account Executive	2 - 5	500	1,000	2 - 5	500	900
Account Executive	1 - 3	400	500	1 - 3	400	500



CONSTRUCTION & REAL ESTATE

Construction & Real Estate

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
REAL ESTATE DEVELOPMENT						
SALES & MARKETING						
Head of Sales & Marketing	10+	5,000	6,000	7 - 10	2,500	6,000
Sales Director	10+	3,000	4,000	7 - 10	2,000	4,000
Sales Manager	5+	2,000	3,000	5+	1,200	2,500
Retail Leasing Manager	5+	3,000	4,000	4+	1,000	4,000
Customer Service / After Sales Manager	5+	1,500	2,500	5+	900	1,800
Marketing Director	10+	3,000	5,000	8 - 10	3,500	6,000
Marketing Manager	5+	2,000	3,000	5+	1,500	3,000
PR and Communications Manager	5+	2,000	3,000	5+	1,000	2,500
PROJECT MANAGEMENT & DEVELOPMENT						
Project Director (Expat)	15+	10,000	15,000	12 - 15	7,000	15,000
Project Director	15+	5,000	10,000	10+	4,000	7,000
Project Manager	10+	2,500	5,000	8 - 10	1,500	3,000
Project Development Manager	7+	2,500	3,500	6 - 8	2,000	3,500
Planning Manager	7+	2,000	3,000	6 - 8	2,000	3,000
Investment Director	10+	4,000	6,000	8 - 10	2,500	4,000
Design Director	10+	3,000	5,000	10+	3,000	4,000
(Concept) Design Manager / Chief Architect	5+	2,500	3,500	8 - 10	1,500	2,500
MEP Design Manager	5+	2,500	3,500	5+	1,500	2,000
MEP Manager	5+	2,000	3,000	5+	1,200	2,500
Construction Manager	5+	1,500	2,500	7 - 10	1,500	3,000
QA/QC Manager	5+	1,500	2,500	7 - 10	1,500	2,300
HSE Manager	5+	1,500	3,000	7 - 10	1,500	2,300
QS Manager	5+	2,000	3,000	7 - 10	1,500	2,500
EXECUTIVE						
General Director	15+	6,000	10,000	10+	4,000	7,000
Deputy General Director - Project Management (Expat)	10+	6,000	10,000	15+	8,000	12,000
Deputy General Director - Project Management	10+	5,000	7,000	10+	4,000	6,000
Deputy General Director - Investment	10+	5,000	7,000	10+	4,000	6,000

Construction & Real Estate

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
REAL ESTATE SERVICES						
REAL ESTATE & PROPERTY SERVICES						
Associate Director - Sales	10+	3,000	5,000	7 - 10	2,500	4,000
Associate Director - Valuation & Advisory Services	10+	3,000	5,000	7 - 10	2,500	4,000
Associate Director - Research	10+	3,000	5,000	7 - 10	2,000	4,000
Head of Commercial	10+	4,000	7,000	7 - 10	2,500	4,000
Sales Manager	5+	1,700	2,500	3 - 5	900	2,500
Valuation & Advisory Service Manager	5+	2,000	3,000	3 - 5	1,100	2,500
Research Manager	5+	2,000	3,000	3 - 5	1,000	2,500
Leasing Manager	5+	2,500	3,500	3 - 5	1,000	2,500
Project Marketing Manager	5+	2,000	3,000	3 - 5	1,000	2,000
Marketing & Communications Manager	5+	2,000	3,000	3 - 5	1,200	2,300
PROJECT MANAGEMENT						
Project Director	10+	5,000	10,000	15+	4,000	6,000
Project Manager	7+	2,000	3,000	10+	1,500	3,500
QA / QC Manager	5+	1,500	2,500	7 - 10	1,200	2,000
QS Manager	5+	1,500	2,500	7 - 10	1,200	2,000
HSE Manager	5+	1,500	3,000	6 - 10	1,200	2,000
MEP Manager	5+	1,500	2,500	7 - 10	1,200	2,000
CONSTRUCTION FIRM						
Head of Project Management / Project Director	15+	5,000	10,000	15+	3,500	6,000
Cost & Contract Manager	7+	2,000	3,000	7 - 10	1,200	2,000
Project Manager	5+	2,000	3,000	10+	1,500	3,000
Construction Manager	5+	1,200	2,200	8+	1,500	2,000
QA / QC Manager	5+	1,500	2,500	7 - 10	1,200	2,000
QS Manager	5+	2,000	3,000	7 - 10	1,200	2,000
HSE Manager	5+	2,000	3,500	6 - 10	1,200	2,000
MEP Manager	5+	2,000	3,000	7 - 10	1,200	2,000
Site Manager	5+	1,000	2,000	8+	1,500	2,000

Construction & Real Estate

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
REAL ESTATE SERVICES						
ARCHITECT / INTERIOR						
Design Director / Head of Design	15+	3,000	5,000	15+	4,000	6,000
Design Manager / Chief Architect	7+	2,000	4,000	10 - 13	1,500	2,500
Interior Design Manager	7+	2,000	3,000	10+	1,500	2,500
Project Manager (Fit-out)	7+	2,000	3,000	8 - 10	1,500	2,500
Architect	3+	1,000	2,000	5+	500	1,000
Interior Designer	3+	800	1,500	5+	500	1,000
Drafter	1+	500	1,000	5+	500	1,000



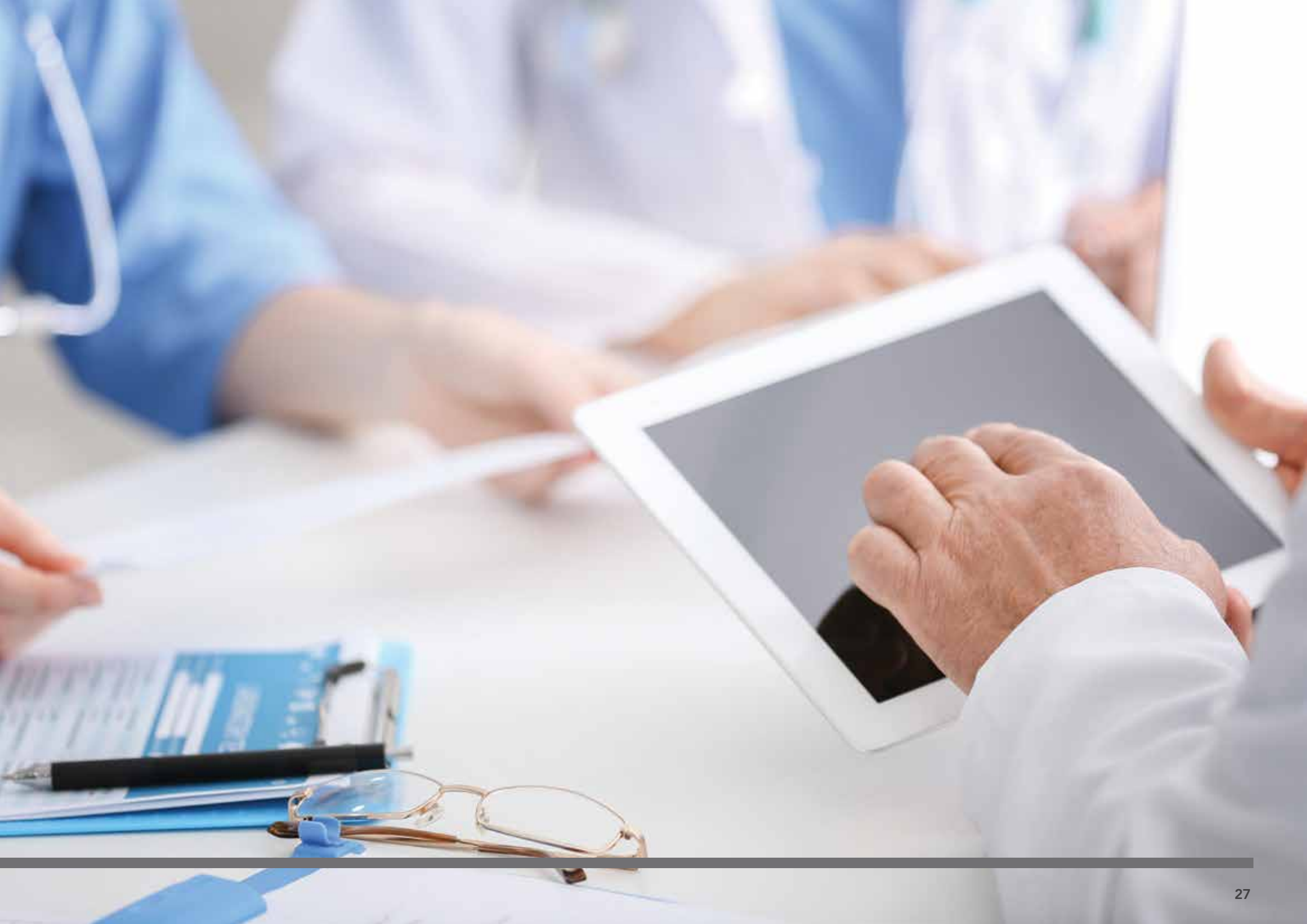
HEALTHCARE

Healthcare

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
PHARMACEUTICAL & MEDICAL NUTRITION						
GENERAL MANAGEMENT						
General Manager	18+	7,100	17,700	18+	7,100	17,700
Head of Business Unit	15+	5,300	8,800	15+	5,300	8,800
MARKETING						
Head of Marketing	17+	4,400	7,100	17+	4,400	7,100
Group Product Manager	12 - 17	2,200	4,000	12 - 17	2,200	4,000
Product Manager	6 - 12	1,300	2,200	6 - 12	1,300	2,200
Product Executive	3 - 6	1,100	1,200	3 - 6	1,100	1,200
SALES						
Head of Sales	17+	3,500	7,100	17+	3,500	7,100
Second Line Manager	10+	2,200	4,000	10+	2,200	4,000
First Line Manager	5 - 10	1,500	2,200	5 - 10	1,500	2,200
MARKET ACCESS						
Head of Market Access	12+	3,500	7,900	12+	3,500	7,900
Key Account Manager	7+	1,300	3,500	7+	1,300	3,500
Key Account Specialist	5 - 7	1,100	1,300	5 - 7	1,100	1,300
COMMERCIAL EXCELLENCE						
Head of Commercial Excellence	15+	5,300	8,800	15+	5,300	8,800
SFE Manager	10+	2,200	4,400	10+	2,200	4,400
SF Training Manager	7+	2,400	3,300	7+	2,400	3,300
MEDICAL AFFAIRS & CLINICAL RESEARCH						
Head of Medical Affairs	18+	4,000	7,900	18+	4,000	7,900
Medical Affair Manager/Advisor	10+	2,200	3,500	10+	2,200	3,500
Medical Science Liaison	5+	1,300	2,000	5+	1,300	2,000
Head of Clinical Research	10 - 15	2,600	4,400	10 - 15	2,600	4,400
Clinical Research Manager	5 - 10	1,800	2,600	5 - 10	1,800	2,600
Clinical Research Associate	3 - 5	900	1,800	3 - 5	900	1,800

Healthcare

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
REGULATORY AFFAIRS						
Head of Regulatory Affairs	15+	3,500	5,300	15+	3,500	5,300
Regulatory Affairs Manager	10+	2,000	3,500	10+	2,000	3,500
Regulatory Affairs Executive	3 - 5	900	1,800	3 - 5	900	1,800
MEDICAL DEVICE HOSPITAL CLINIC						
MEDICAL DEVICE						
Product Manager	7+	1,500	2,400	7+	1,500	2,400
Sales Manager	10+	2,000	3,300	10+	2,000	3,300
Sales Executive	3 - 7	700	1,100	3 - 7	700	1,100
Service Engineer	3 - 7	600	1,100	3 - 7	600	1,100
Application Specialist	2 - 7	800	1,300	2 - 7	800	1,300
HOSPITAL CLINIC						
Chief Operation Officer	15+	4,400	5,300	15+	4,400	5,300
Operation Manager	7+	1,800	3,500	7+	1,800	3,500
Head of Marketing	12+	3,500	5,300	12+	3,500	5,300
Nurse	3+	700	1,300	3+	700	1,300





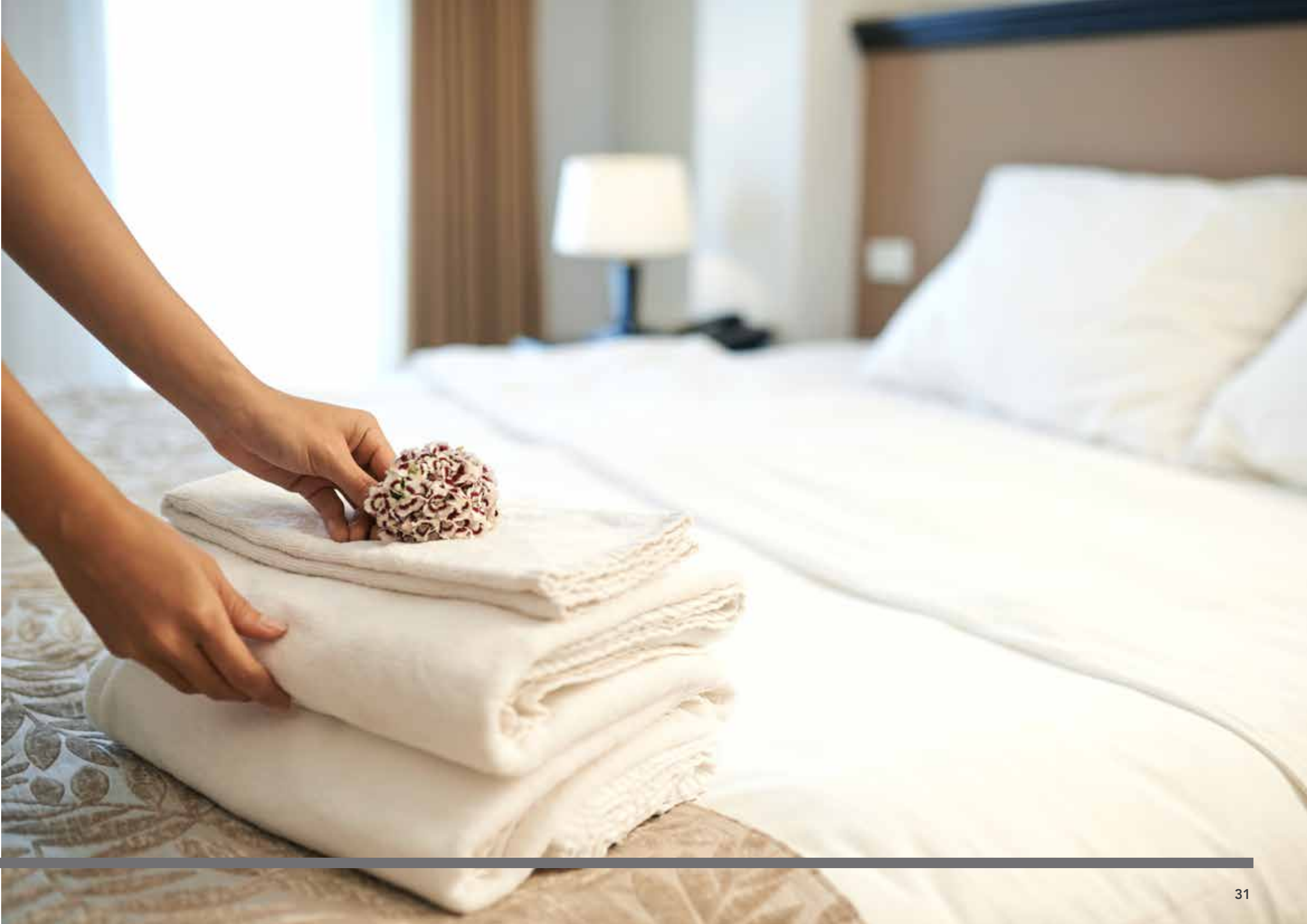
HOSPITALITY

Hospitality

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
HOTEL						
F&B AND KITCHEN						
Executive Chef (Expat)	15+	5,000	7,000	10+	4,000	7,000
Executive Chef	15+	2,500	3,500	10+	2,000	3,500
Executive Sous Chef	10+	2,000	3,000	8 - 10	2,000	3,000
Director of Food and Beverage (Expat)	10+	5,000	7,000	10 - 15	5,000	7,000
Director of Food and Beverage	10+	3,000	5,000	10+	2,500	4,000
Food and Beverage Manager	7+	1,500	3,000	7 - 9	1,500	2,500
Pastry Chef (Expat)	7+	3,000	5,000	5 - 7	3,000	5,000
Pastry Chef	7+	1,500	3,000	4 - 5	1,500	2,500
EXECUTIVE						
General Manager (Expat)	15+	6,000	10,000	15+	5,000	10,000
General Manager	15+	3,000	5,000	10 - 15	3,000	4,000
Executive Assistant Manager	10+	2,500	5,000	10 - 15	2,000	3,500
SALES & MARKETING						
Group Director of Sales & Marketing (Expat)	15+	6,000	8,000	15+	7,000	9,000
Director of Sales & Marketing (Expat)	10+	4,000	6,000	10 - 15	4,000	6,000
Director of Sales & Marketing	10+	3,000	4,000	8 - 10	3,000	4,000
Director of Sales	7+	2,500	3,500	7 - 9	2,000	3,000
Sales Manager	5+	1,000	2,000	4 - 6	1,000	1,500
Marketing Communication Manager	5+	1,500	2,500	5 - 7	1,500	2,500
Digital Marketing Manager	3+	1,000	2,000	4 - 6	1,000	1,500
OPERATION						
Executive Housekeeper	10+	1,500	2,000	5+	1,000	1,500
Director of Rooms	10+	3,000	4,000	8 - 10	2,500	3,000

Hospitality

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
F&B CHAINS						
General Manager	10+	3,500	6,000	10+	3,500	5,000
Operation Director	10+	2,500	4,000	10+	2,500	4,000
Operation Manager	7+	1,500	2,500	7 - 9	2,000	4,000
Area Manager / District Manager	5+	1,000	2,000	6 - 8	1,500	2,500
Restaurant Manager / Store Manager	3+	500	1,500	3 - 5	700	1,500
Marketing Manager / Brand Manager	5+	1,500	3,000	5+	1,000	2,500
R&D Chef	10+	2,000	3,000	12+	2,000	4,000
Head Chef / Executive Chef	10+	2,000	3,000	10+	2,000	3,500
RECREATION						
GOLF						
Director of Golf Membership	10+	3,000	5,000	8 - 10	2,000	3,000
Golf Sales Manager	5+	1,000	2,000	6 - 8	1,300	2,000
Golf Club Manager	5+	1,500	2,500	6 - 8	1,300	2,000
GAMBLING						
Operation Manager (Expat)	7+	5,000	7,000	8 - 10	3,000	5,000
Premium Marketing Manager	7+	3,000	5,000	5 - 7	2,000	3,000
Guest Service Manager	5+	1,500	2,500	4 - 6	900	1,500
SPA & FITNESS						
Fitness Club General Manager	10+	2,500	5,000	5+	1,200	3,000
Spa Therapist (Expat)	7+	2,000	3,000	4 - 6	1,500	2,000
Fitness Manager (Expat)	7+	3,000	4,000	4 - 6	1,500	2,500
Spa Therapist (Vietnamese)	7+	1,000	2,000	4 - 6	900	1,200
Fitness Manager (Vietnamese)	7+	1,500	2,500	4 - 6	1,000	1,500





HUMAN RESOURCES & ADMINISTRATION

Human Resources & Administration

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
HR & ADMIN						
HR Director / Head of HR	12+	4,000	7,000	12+	3,000	7,000
Senior HR Manager	7+	2,500	4,000	7 - 10	2,000	4,000
HR Manager	5+	1,500	3,000	5 - 10	1,000	3,000
HR Business Partner Manager	5+	1,800	3,000	5+	1,500	2,500
HR Deputy Manager / HR Assistant Manager	4 - 5	1,000	1,800	3 - 5	800	1500
HR Supervisor	3 - 4	1,000	1,500	2 - 3	500	800
HR Executive	3+	500	900	3+	500	800
HR Officer	2 - 3	300	700	1 - 3	400	700
Talent Acquisition Manager	5+	1,800	2,500	5+	1,700	2,500
Recruitment Manager	5+	1,500	2,500	5+	1,500	2,500
Recruitment Supervisor	3 - 5	1,000	1,500	3 - 5	800	1,200
Recruitment Executive	1 - 3	500	800	1 - 5	500	800
Total Reward Manager	5 - 7	2,000	4,000	5+	1,500	3,000
C&B Manager	5+	1,800	2,500	5+	1,500	3,000
C&B Supervisor	3+	800	1,200	3 - 5	700	1,500
Learning & Development Manager (OD)	5+	1,700	2,500	5+	1,500	3,000
Training Manager	5+	1,500	2,500	5+	1,200	2,500
Training Supervisor	3+	800	1,200	3 - 5	700	1,200
Admin Manager	5 - 7	1,000	1,500	5 - 10	1,000	1,500
Admin Supervisor	4+	800	1,000	5+	600	1,000
Office Manager	5 - 7	1,000	2,000	5 - 10	1,000	1,500
Secretary	3+	500	800	3+	500	800
Executive Secretary	7 - 10	800	1,500	5 - 10	1,000	2,000
Personal Assistant	3+	500	1,000	2 - 3	400	700
Receptionist	2+	300	500	3+	400	700

Human Resources & Administration

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
LEGAL (IN-HOUSE AND LAW FIRM)						
Legal Director	10 - 12	5,000	10,000	10 - 12	3,000	5,000
Legal Manager	7 - 10	3,500	4,000	7 - 10	2,000	3,000
Assistant Legal Manager	5 - 7	1,500	2,500	5 - 7	1,000	2,000
Legal Counsel	3 - 5	1,000	1,300	3 - 5	500	1,000
Managing Partner	15+	30,000	40,000	15+	30,000	40,000
Partner	12 - 15	15,000	20,000	12 - 15	15,000	20,000
Legal Counsel	10 - 12	15,000	20,000	10 - 12	15,000	20,000
Senior Associate	10 - 12	7,000	12,000	10 - 12	7,000	12,000
Associate	5 - 9	3,000	5,000	5 - 9	3,000	5,000
Attorney	3 - 4	1,000	1,500	3 - 4	2,000	3,000
Paralegal	1 - 3	500	700	1 - 3	500	1,500
Business Development Manager / Sales Manager	7 - 10+	2,000	3,000	N/A	N/A	N/A
Business Development Manager / Sales Executive	3 - 5	1,000	1,200	N/A	N/A	N/A
EDUCATION						
Center Director / Center Manager / Branch Manager	6+	2,000	3,000	5 - 10	1,500	4,000
Senior Consellor	3+	700	900	3+	700	1,500
Brand Manager (Marketing)	5+	1,800	2,000	4+	1,000	2,500
Native Teacher	3+	1,000	2,000	2 - 3	1,000	3,000
Service Manager / Academic Manager	5+	1,800	2,300	3+	1,500	4,000
Head Of Sales	8+	4,000	5,000	5+	2,000	5,000
Sales Manager	3+	600	900	5+	700	1,500
Personal Assistant	2+	800	1,500	2+	700	1,500
Personal Tutor	2+	300	500	2+	400	700
Education Counsellor	2+	400	600	2+	400	1,000





INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

Information Technology & Telecommunications

	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
SOFTWARE COMPANY						
CIO / CTO	>15	6,000	12,000	>15	5,000	12,000
Technical Director / Head of Engineering	>15	4,000	6,000	>15	3,500	5,000
Solution Architect	>12	3,500	5,000	>12	1,500	3,500
Technical Architect	8 - 12	2,500	3,500	8 - 12	1,500	3,500
Principal Developer	7 - 10	2,000	3,500	7 - 10	2,000	3,000
Senior Developer	3 - 7	1,000	2,000	3 - 7	1,000	2,000
Developer	1 - 3	500	1,000	1 - 3	500	1,000
Data Scientist	1 - 5	1,500	6,000	1 - 5	1,500	5,000
Senior Bridge System Engineer (BSE)*	5 - 10	1,300	1,800	5 - 10*	1,300	2,500
Bridge System Engineer (BSE)**	2 - 5	900	1,300	2 - 5**	700	1,300
Delivery Manager / Program Manager	>12	3,000	5,000	>12	2,500	5,000
Project Manager	5 - 12	1,200	2,500	5 - 12	1,500	2,500
Product Manager / Product Owner	5 - 10	1,500	3,000	5 - 10	1,500	3,000
Business Analyst	2 - 5	800	2,000	2 - 5	500	2,000
QA / QC Manager	>7	2,000	4,000	>7	1,200	3,000
QA / QC Engineer	1 - 7	500	1,500	1 - 7	400	1,200
Sales Manager / Business Development Manager	>7	1,500	3,000	>7	1,200	3,000
Sales Executive / Account Manager	2 - 7	500	1,200	2 - 7	400	1,200
ERP / SAP Consultant Lead	5 - 10	2,000	3,000	5 - 10	1,000	2,500
ERP / SAP Consultant	2 - 5	900	2,000	2 - 5	500	1,000
IT IN-HOUSE						
Head of IT/ IT Director	>10	3,500	5,000	>10	3,000	5,000
IT Manager	5 - 10	1,500	3,000	5 - 10	1,200	3,000
IT Infrastructure Support / Network System / Help desk Support	2 - 5	500	1,000	2 - 5	400	1,000

*Required N2-N1 of JLPT (Japanese-Language Proficiency Test)

**Required N3 of JLPT (Japanese-Language Proficiency Test)

JAPANESE SPEAKING JOBS



Japanese Speaking Jobs

POSITIONS FOR VIETNAMESE	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
MANUFACTURING						
Technical Manager	5 - 10	1,000	1,500	5 - 10	1,000	1,500
QA-QC Manager	5 - 10	1,000	1,500	5 - 10	1,000	1,500
Production Manager	5 - 10	1,000	1,500	5 - 10	1,000	1,500
Assistant Production Manager	3 - 5	600	1,200	3 - 5	600	1,200
Technical Staff	1 - 3	400	600	1 - 3	400	600
QA-QC Staff	1 - 3	400	600	1 - 3	400	600
Equipment Maintenance Staff	1 - 3	500	800	1 - 3	500	800
INFORMATION TECHNOLOGY						
Project Manager	5 - 10	1,200	3,000	5 - 10	1,200	3,000
Project Leader	3 - 5	1,000	2,000	3 - 5	1,000	2,000
Bridge System Engineer	5 - 10	1,500	3,000	5 - 10	1,500	3,000
IT Communicator	1 - 3	500	1,500	1 - 3	500	1,500
GENERAL POSITIONS						
Sales Manager	5 - 10	1,000	2,500	5 - 10	1,000	2,500
Sales Staff	1 - 5	600	1,500	1 - 5	600	1,500
HR & Admin Manager	5 - 10	1,000	2,500	5 - 10	1,000	2,500
HR & Admin Staff	1 - 3	400	1,000	1 - 3	400	1,000
Secretary	1 - 5	400	1,500	1 - 5	400	1,500
Interpreter/ Translator	1 - 5	400	1,000	1 - 5	400	1,000

Japanese Speaking Jobs

POSITIONS FOR NATIVE JAPANESE	HO CHI MINH CITY			HANOI		
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		MIN (USD)	MAX (USD)		MIN (USD)	MAX (USD)
SALES POSITIONS						
Manager	5 - 10	2,500	4,000	5 - 10	2,500	4,000
Assistant Manager	3 - 5	2,000	3,500	3 - 5	2,000	3,500
Staff	1 - 3	1,500	2,500	1 - 3	1,500	2,500
MANUFACTURING						
Factory Manager	5 - 10	3,000	5,000	5 - 10	3,000	5,000
Assistant Factory Manager	3 - 5	2,000	4,000	3 - 5	2,000	4,000
Production Manager	5 - 10	2,500	4,000	5 - 10	2,500	4,000
QC Manager	5 - 10	2,500	4,000	5 - 10	2,500	4,000
INFORMATION TECHNOLOGY						
Developer	3 - 5	2,000	4,000	3 - 5	2,000	4,000
Web Director	5 - 10	2,000	4,000	5 - 10	2,000	4,000





MANUFACTURING

Manufacturing

MANUFACTURING	HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE			EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE		
		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
Operator	5 - 10	250 - 400	300 - 500	NA	5 - 10	250 - 400	300 - 500	500 - 800
Technician	3 - 5	500 - 1,000+	500 - 1,000+	500 - 1,000+	3 - 5	500 - 1,000+	500 - 1,000+	500 - 1,000+
Senior Technician	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+
Technical Manager	3 - 5	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	3 - 5	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+
Production Staff	3 - 5	250 - 400	350 - 500	NA	3 - 5	250 - 400	350 - 500	500 - 800
Production Supervisor	3 - 5	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000	3 - 5	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000
Production Manager	5 - 10	1,200 - 1,600	1,700 - 2,000	2,000 - 3,000	5 - 10	1,200 - 1,600	1,700 - 2,000	2,000 - 3,000
Production Director	10 - 15	2,000 - 2,500	2,300 - 2,500	3,000 - 4,000	10 - 15	2,000 - 2,500	2,300 - 2,500	3,000 - 4,000
Process Engineer	2 - 5	500 - 600	600 - 700	700 - 1,000	2 - 5	500 - 600	600 - 700	700 - 1,000
Process Manager	5 - 10	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000	5 - 10	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000
Packaging Officer	2 - 5	300 - 500	500 - 600	600 - 900	2 - 5	300 - 500	500 - 600	600 - 900
Packaging Manager	5 - 10	1,000 - 1,200	1,300 - 1,500	1,500 - 2,000	5 - 10	1,000 - 1,200	1,300 - 1,500	1,500 - 2,000
Environment Engineer	3 - 5	500 - 600	600 - 700	700 - 900	3 - 5	500 - 600	600 - 700	700 - 900
Continuous Improvement Manager	5 - 10	1,500 - 2,000	2,000 - 2,200	2,200 - 2,500	NA	NA	NA	NA
Facilities Manager	10 - 15	2,000 - 2,500	2,500 - 2,700	2,700 - 3,000	10 - 15	2,000 - 2,500	2,500 - 2,700	2,700 - 3,000
Facilities Manager	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 2,700	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 2,700
OHSE Logistics Coordinator	5 - 10	900 - 1,000	1,000 - 1,200	1,300 - 1,500	5 - 10	900 - 1,000	1,000 - 1,200	1,300 - 1,500
HSE Supervisor	5 - 10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500	5 - 10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500
HSE Manager	10 - 15	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	10 - 15	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000
OHSE Manager	5 - 10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500	5 - 10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500
Maintenance Supervisor	3 - 5	600 - 700	750 - 850	850 - 1,000	3 - 5	600 - 700	750 - 850	850 - 1,000
Maintenance Manager	5 - 10	1,200 - 1,400	1,500 - 2,000	2,000 - 2,500	5 - 10	1,200 - 1,400	1,500 - 2,000	2,000 - 2,500
Maintenance Manager	3 - 5	NA	NA	NA	3 - 5	1,000 - 1,200	1,200 - 1,400	1,500 - 1,700
Manufacturing Manager	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000
Manufacturing Director	10 - 15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000	10 - 15	2,000 - 2,500	2,500 - 3,000	3,000 - 4,000

Manufacturing

	HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE			EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE		
		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
Plant Engineering Manager	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000
Plant Engineering Director	10 - 15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000	10 - 15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000
Factory / Plant Manager	10 - 15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000	10 - 15	2,000 - 2,500	2,500 - 3,000	3,000 - 5,000
Factory / Plant Director	15 - 20	2,500 - 3,000	3,000 - 5,000	5,000 - 7,000	15 - 20	2,500 - 3,000	3,000 - 5,000	5,000 - 7,000
General Manager (Factory)	10+	2,500 - 3,000	4,000 - 5,000	5,000 - 10,000	10+	2,500 - 3,000	4,000 - 5,000	5,000 - 10,000
TRADING								
AGRICULTURE								
Lab Supervisor	3 - 5	900 - 1,200	1,000 - 1,500	NA	3 - 5	900 - 1,200	1,000 - 1,500	1,500 - 1,700
Lab Manager	5 - 10	2,000 - 2,500	2,500 - 3,000	NA	5 - 10	2,000 - 2,500	2,500 - 3,000	3,000 - 3,500
QA / QC Staff	1 - 3	500 - 700	600 - 800	NA	1 - 3	500 - 700	600 - 800	800 - 1,000
QA / QC Supervisor	3 - 5	1,000 - 1,200	1,000 - 1,500	NA	3 - 5	1,000 - 1,200	1,000 - 1,500	1,500 - 1,800
QA / QC Manager	5 - 10	1,500 - 2,000	2,000 - 2,500	NA	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 2,700
R&D Staff	1 - 3	600 - 900	700 - 1,000	NA	1 - 3	500 - 700	600 - 800	800 - 1,000
R&D Supervisor	3 - 5	800 - 1,000	1,000 - 1,200	NA	3 - 5	800 - 1,000	1,000 - 1,200	1,200 - 1,500
R&D Manager	5 - 10	1,500 - 2,000	2,000 - 3,000	NA	5 - 10	1,500 - 2,000	2,000 - 3,000	3,000 - 3,500
Key Account Manager	5 - 10	1,000 - 2,000	NA	NA	5 - 10	1,000 - 2,000	2,000 - 2,300	2,300 - 2,500
Sales Executive	1 - 5	600 - 800	700 - 900	NA	1 - 5	500 - 800	600 - 1,000	700 - 1,200
Sales Manager	5 - 10	2,000 - 3,000	NA	NA	5 - 10	2,000 - 3,000	2,300 - 3,500	2,500 - 3,800
Sales Director	5 - 10	2,500 - 5,000	1,200	NA	5 - 10	2,500 - 5,000	3,000 - 5,000	3,500 - 6,000
CHEMICAL								
R&D Staff	1 - 3	500 - 700	500 - 800	NA	1 - 3	500 - 700	500 - 700	700 - 1,000
R&D Supervisor	3 - 5	1,000 - 1,800	1,200 - 2,000	NA	3 - 5	800 - 1,000	1,000 - 1,500	1,500 - 1,800
R&D Manager	5 - 10	2,000 - 3,000	2,200 - 3,500	NA	5 - 10	1,500 - 3,000	2,000 - 3,000	2,000 - 3,500
QA / QC Staff	1 - 3	300 - 600	500 - 700	NA	1 - 3	300 - 600	500 - 700	700 - 1,000
QA / QC Supervisor	3 - 5	900 - 1,200	1,500 - 2,000	NA	3 - 5	900 - 1,200	1,000 - 1,500	1,500 - 1,800
QA / QC Manager	5 - 10	2,000 - 2,500	2,500 - 3,500	NA	5 - 10	1,500 - 2,000	2,000 - 2,500	2,000 - 2,800
Lab Supervisor	3 - 5	900 - 1,200	1,000 - 1,500	NA	3 - 5	900 - 1,200	1,000 - 1,500	1,300 - 2,300
Lab Manager	5 - 10	2,000 - 2,500	2,500 - 3,000	NA	5 - 10	2,000 - 2,500	2,500 - 3,000	2,700 - 3,300

Manufacturing

	HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE			EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE		
		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
Technical Service Manager	7 - 10	2,000 - 3,500	NA	NA	NA	NA	NA	NA
Key Account Manager	5 - 10	1,700 - 2,500	2,000 - 3,000	NA	5 - 10	1,500 - 2,000	1,800 - 2,500	2,000 - 2,700
Sales Executive	1 - 3	600 - 1,000	700 - 1,200	NA	1 - 3	300 - 800	500 - 800	800 - 1,000
Senior Sales Executive	3 - 5	1,200 - 1,800	1,300 - 2,000	NA	3 - 5	1,000 - 1,500	1,500 - 2,000	2,000 - 2,500
Sales Manager	5 - 7	3,000 - 4,000	3,000 - 5,000	NA	5 - 10	3,000 - 4,000	3,500 - 4,000	3,500 - 5,000
Sales Director	7 - 10	4,500 - 6,000	5,000 - 7,000	NA	5 - 10	4,000 - 5,000	4,000 - 5,500	4,500 - 6,000
Chief Representative / Country Manager	7 - 10	4,000 - 6,000	NA	NA	NA	NA	NA	NA
ELECTRICAL / ELECTRONIC								
Field Sales Executive	2 - 5	600 - 800	600 - 800	NA	2 - 5	600 - 800	600 - 800	600 - 800
Field Sales Manager	5 - 10	1,200 - 1,500	1,500 - 2,000	NA	5 - 10	1,200 - 1,500	1,500 - 2,000	1,500 - 2,000
Service / Maintenance Engineer	2 - 5	500 - 700	600 - 1,000	NA	2 - 5	500 - 700	600 - 1,000	1,000 - 1,500
Service / Maintenance Supervisor	5 - 10	700 - 1,500	1,000 - 2,000	NA	5 - 10	700 - 1,500	1,000 - 2,000	1,500 - 2,500
Technical Sales & Marketing Manager	5 - 10	2,000 - 3,500	2,500 - 3,500	NA	5 - 10	2,000 - 3,500	2,500 - 4,000	3,000 - 4,500
Technical Sales & Marketing Director	5 - 10	3,000 - 10,000	3,000 - 10,000	NA	5 - 10	3,000 - 10,000	3,000 - 10,000	3,000 - 10,000
Technical Sales Executive	2 - 5	600 - 1,500	NA	NA	2 - 5	600 - 1,500	600 - 1,500	600 - 1,500
Technical Sales Manager	5 - 10	1,500 - 2,500	NA	NA	5 - 10	600 - 1,500	600 - 1,500	600 - 1,500
Technical Senior Sales Manager	5 - 10	2,500 - 3,500	NA	NA	5 - 10	2,500 - 3,500	2,500 - 3,500	2,500 - 3,500
Technical Sales Director	5 - 10	3,000 - 5,000	NA	NA	5 - 10	3,000 - 5,000	3,000 - 5,000	3,000 - 5,000
Country Manager / General Manager	5 - 10	3,000 - 10,000	3,000 - 10,000	NA	5 - 10	3,000 - 10,000	3,000 - 10,000	3,000 - 10,000
MACHINERY / AUTOMOTIVE / HEAVY INDUSTRIAL								
Sales Engineer / Sales Executive	1 - 3	500 - 1,000+	500 - 1,000+	500 - 1,000+	1 - 3	500 - 1,000+	500 - 1,000+	500 - 1,000+
Area Sales Manager / Account Manager	1 - 3	500 - 1,000+	500 - 1,000+	500 - 1,000+	1 - 3	500 - 1,000+	500 - 1,000+	1,000 - 2,000+
Area Sales Manager / Account Manager	3 - 5	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	3 - 5	1,000 - 2,000+	1,000 - 2,000+	500 - 1,000+
Sales Supervisor / Marketing Supervisor / Senior Sales Engineer	3 - 5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+	3 - 5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+
Sales Manager / Marketing Manager / Business Development Manager	3 - 5	1,500 - 3,000+	1,500 - 3,000+	1,500 - 3,000+	3 - 5	1,500 - 3,000+	1,500 - 3,000+	1,500 - 3,000+
Senior Sales Manager / Senior Marketing Manager (Director)	5 - 10+	3,000 - 6,000+	3,000 - 10,000	3,000 - 10,000	5 - 10+	3,000 - 6,000+	3,000 - 10,000	3,000 - 10,000

Manufacturing

	HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE			EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE		
		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
AFTER SALES SERVICE								
CS Staff / After-Sales Engineer	1 - 3	500 - 1,000+	500 - 1,000+	500 - 1,000+	1 - 3	500 - 1,000+	500 - 1,000+	500 - 1,000+
CS Supervisor / After-Sales Supervisor (Team Leader)	3 - 5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+	3 - 5	1,000 - 1,500+	1,000 - 1,500+	1,000 - 1,500+
CS Manager / After-Sales Manager	3 - 5	1,500 - 2,000+	2,500 - 4,000+	2,500 - 4,000+	3 - 5	1,500 - 2,000+	1,500 - 2,000+	1,500 - 2,000+
Senior CS Manager / Senior After-Sales Manager (Director)	5 - 10+	2,500 - 3,000+	3,000 - 6,000+	4,000 - 10,000	5 - 10+	2,500 - 3,000+	3,000 - 6,000+	4,000 - 10,000
Site Engineer / Field Service Engineer	1 - 3	500 - 1,000+	500 - 1,000+	500 - 1,000+	1-3	500 - 1,000+	500 - 1,000+	500 - 1,000+
Site Engineer / Field Service Engineer	3 - 5	800 - 1,500+	800 - 1,500+	800 - 1,500+	3 - 5	800 - 1,500+	800 - 1,500+	800 - 1,500+
Senior Site Engineer / Senior Field Service Engineer	5+	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+	5+	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+
Site Manager / Field Service Manager	3 - 5	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+	3 - 5	1,500 - 2,500+	2,000 - 2,500+	2,000 - 2,500+
TECHNICIAN								
Technician	1 - 5	500 - 1,000+	500 - 1,000+	500 - 1,000+	1 - 5	500 - 1,000+	500 - 1,000+	500 - 1,000+
Senior Technician	2 - 3	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+
Technical Manager	3 - 5	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	3 - 5	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+
Senior Technical Manager	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	5+	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+
SPECIAL SECTORS								
FURNITURE								
Finishing Supervisor	3 - 5	500 - 600	600 - 1000	NA	3 - 5	500 - 600	600 - 1,000	1,000 - 1,500
Finishing Manager	5 - 10+	1,000 - 1,200	1,300 - 1,500	NA	5 - 10+	1,000 - 1,200	1,300 - 1,500	1,500 - 2,000
Packaging Manager	5 - 10+	600 - 900	900 - 1,500	NA	5 - 10+	600 - 900	900 - 1,500	1,500 - 2,000
QA / QC Supervisor	3 - 5	500 - 600	1,000 - 1,500	NA	3 - 5	500 - 600	1,000 - 1,500	1,500 - 2,000
QA / QC Manager	5 - 10+	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000	5 - 10+	1,000 - 1,500	1,500 - 2,000	2,000 - 3,000
Sales Manager	10 - 15	1,000 - 1,500	1,500 - 2,000	2,000+	10 - 15	1,000 - 1,500	1,500 - 2,000	2,000+
Sourcing Manager	5 - 10	1,800 - 2,000	2,000 - 3,000	NA	5 - 10	1,800 - 2,000	2,000 - 3,000	3,000 - 3,500
Chief Representative	10 - 15	3,000 - 5,000	NA	NA	10 - 15	3,000 - 5,000	3,000 - 5,000	3,000 - 5,000

Manufacturing

	HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE			EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE		
		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
GARMENT / FOOTWEAR								
LOCAL EMPLOYEE								
Inspector	5+	700 - 1,000	1,000 - 1,500	1,500+	5+	700 - 1,000	1,000 - 1,500	1,500+
Inspector Manager	5 - 10	1,000+	1,000 - 2,000	2,000+	5 - 10	1,000+	1,000 - 2,000	2,000+
Leather Commercialisation	5 - 10	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	5 - 10	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+
Mechandizer Staff	3 - 5	500 - 1,000+	500 - 1,000+	500 - 1,000+	3 - 5	500 - 1,000+	500 - 1,000+	500 - 1,000+
Mechandizer Supervisor	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	5+	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+
Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+
Senior Mechandizer Manager	5+	1,200 - 2,000+	1,200 - 2,000+	2,500 UP	5+	700 - 1,000	1,000 - 1,500	1,500+
Pattern Maker	5+	700 - 1,000	1,000 - 1,500	1,500+	5+	700 - 1,000	1,000 - 1,500	1,500+
Pattern Maker Manager	5 - 10	1,000+	1,000 - 2,000	2,000+	5 - 10	1,000+	1,000 - 2,000	2,000+
Planning Manager	5 - 10	700 - 1,000	1,000 - 2,000	2,000+	5 - 10	700 - 1,000	1,000 - 2,000	2,000+
QA / QC Staff	1 - 3	300 - 500	400 - 600	NA	1 - 3	300 - 500	400 - 600	500 - 800
QA / QC Supervisor	3 - 5	600 - 800	800 - 1,000	1,500 - 2,000	3 - 5	600 - 800	800 - 1,000	1,500 - 2,000
QA / QC Manager	5 - 10	1,200 - 1,500	1,500 - 3,000	2,000 - 4,000	5 - 10	1,200 - 1,500	1,500 - 3,000	2,000 - 4,000
Sourcing Manager	5 - 10	1,200 - 1,500	1,500 - 2,000	2,000 - 4,000	5 - 10	1,200 - 1,500	1,500 - 2,000	2,000 - 4,000
Tailor	5 - 10	500 - 1,000	NA	NA	5 - 10	500 - 1,000	1,000 - 1,500	1,000 - 1,500
Technician Manager	5 - 10	700 - 1,000	1,000 - 1,500	1,500+	5 - 10	700 - 1,000	1,000 - 1,500	1,500+
Business Development Manager	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	5+	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+
EXPAT EMPLOYEE		LOCAL EMPLOYEE SALARY + (20% - 50%)				LOCAL EMPLOYEE SALARY + (20% - 50%)		



SUPPLY CHAIN

Supply Chain

FUNCTIONAL	HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE			EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE		
		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
Customer Service Logistic Officer	5 - 10	250 - 400	300 - 500	NA	5 - 10	1,000 - 1,500	1,500 - 3,000	2,500 - 4,000
Customer Service Logistic Officer	10 - 20	500 - 1,000+	500 - 1,000+	500 - 1,000+	10 - 20	1,500 - 2,000	1,500 - 3,500	2,500 - 4,500
Customer Service Logistic Manager	5 - 10	1,000 - 2,000+	1,000 - 2,000+	1,000 - 2,000+	5 - 10	500 - 800	700 - 1,200	1,000 - 1,500
Customer Service Logistic Manager	10 - 20	1,200 - 2,000+	1,200 - 2,000+	1,200 - 2,000+	10 - 20	700 - 1000	1,000 - 1,500	1,000 - 2,000
Demand/Supply Planning Officer	5 - 10	2,000 - 2,500+	2,500 - 3,000+	3,000 - 3,500+	5 - 10	500 - 800	600 - 1,200	800 - 2,000
Demand/Supply Planning Officer	10 - 20	250 - 400	350 - 500	N/A	10 - 20	700 - 1,000	800 - 1,500	1,000 - 2,500
Demand/Supply Planning Manager	5 - 10	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000	5 - 10	1,000 - 1,500	1,000 - 2,500	1,500 - 2,500
Demand/Supply Planning Manager	10 - 20	1,200 - 1,600	1,700 - 2,000	2,000 - 3,000	10 - 20	1,500 - 2,000	1,500 - 3,000	1,700 - 3,500
Inventory Manager	5 - 10	2,000 - 2,500	2,300 - 2,500	3,000 - 4,000	5 - 10	1,000 - 1,500	1,500 - 3,000	2,500 - 5,000
Logistics Manager	5 - 10	500 - 600	600 - 700	700 - 1,000	5 - 10	600 - 1,000	1,000 - 2,500	2,000 - 4,000
Logistics Manager	10 - 20	1,000 - 1,200	1,200 - 1,500	1,500 - 2,000	10 - 20	1,000 - 1,500	1,500 - 3,000	2,500 - 5,000
Procurement/ Purchasing Officer	5 - 10	300 - 500	500 - 600	600 - 900	5 - 10	1,000 - 1,500	1,000 - 2,500	2,000 - 3,000
Procurement/ Purchasing Officer	10 - 20	1,000 - 1,200	1,300 - 1,500	1,500 - 2,000	10 - 20	1,500 - 2,500	2,000 - 4,000	2,500 - 5,000
Procurement/ Purchasing Manager	5 - 10	500 - 600	600 - 700	700 - 900	5 - 10	500 - 800	600 - 1,500	800 - 2,000
Procurement/ Purchasing Manager	10 - 20	1,500 - 2,000	2,000 - 2,200	2,200 - 2,500	10 - 20	600 - 1,000	800 - 2,000	1,000 - 2,500
Store/Warehouse Manager	5 - 10	2,000 - 2,500	2,500 - 2,700	2,700 - 3,000	5 - 10	1,000 - 1,500	1,500 - 3,000	2,500 - 5,000
Supply Chain Assistant	5 - 10	1,500 - 2,000	2,000 - 2,500	2,500 - 2,700	5 - 10	500 - 1,000	700 - 1,500	1,000 - 2,000
Supply Chain Assistant	10 - 20	900 - 1,000	1,000 - 1,200	1,300 - 1,500	10 - 20	700 - 1,500	1,000 - 2,000	1,500 - 2,500
Supply Chain Manager	5 - 10	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500	5 - 10	1,000 - 2,000	1,500 - 2,500	1,500 - 3,000
Supply Chain Manager	10 - 20	1,500 - 2,000	2,000 - 2,500	2,500 - 3,000	10 - 20	1,500 - 2,500	2,000 - 5,000	3,000 - 7,000
Technical Purchasing Manager	5 - 15	1,200 - 1,500	1,500 - 2,000	2,000 - 2,500	5 - 15	1,500 - 3,000	1,500 - 5,000	2,000 - 5,500
Technical Purchasing Officer	2 - 7	600 - 700	750 - 850	850 - 1,000	2 - 7	600 - 1,000	600 - 2,000	1,000 - 2,500

Supply Chain

	HO CHI MINH CITY				HANOI			
	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE			EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH) IN USD BASED ON COMPANY SIZE		
		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS		0-100 HEADCOUNTS	101-1,000 HEADCOUNTS	>1,000 HEADCOUNTS
LOGISTICS SERVICES								
Cargo Manager	5 - 10	1,000 - 2,000	N/A	N/A	5 - 10	1,000 - 2,500	1,500 - 3,000	2,000 - 5,000
Customer Service Manager	5 - 10	700 - 1,500	1,000 - 2,000	1,500 - 3,000	10 - 20	1,500 - 3,000	2,000 - 5,000	3,500 - 8,000
Customer Service Manager	10 - 20	1,000 - 1,700	1,200 - 2,500	2,000 - 4,000	5 - 10	1,000 - 2,000	1,000 - 2,000	1,000 - 2,000
Distribution Center Managager	5 - 10	N/A	1,000 - 2,000	1,200 - 3,500	5 - 10	700 - 1,500	1,000 - 2,000	1,500 - 3,000
Distribution Center Managager	10 - 20	N/A	1,500 - 3,000	2,000 - 5,000	10 - 20	1,000 - 1,700	1,200 - 2,500	2,000 - 4,000
Key Account Manager	5 - 10	700 - 900	800 - 1,500	1,000 - 2,000	5 - 10	1,000 - 2,000	1,000 - 2,000	1,200 - 3,500
Operation Excellent Manager	5 - 10	1500 - 3000	1501 - 3000	1600 - 3000	10 - 20	1,500 - 3,000	1,500 - 3,000	2,000 - 5,000
Operation Manager	5 - 10	700 - 1,500	1,000 - 2,000	1,500 - 3,000	5 - 10	500 - 800	700 - 1,500	1,000 - 2,000
Operation Manager	10 - 20	1,000 - 1,700	1,200 - 2,500	2,000 - 4,000	5 - 10	1,500 - 3,000	1,500 - 3,000	1,500 - 3,000
Sales / Business Development Assistant	5 - 10	500 - 800	700 - 1,500	1,000 - 2,000	5 - 10	700 - 1,500	1,000 - 2,000	1,500 - 3,000
Sales / Business Development Assistant	10 - 20	700 - 1,000	1,000 - 2,000	1,200 - 3,000	10 - 20	1,000 - 1,700	1,200 - 2,500	2,000 - 4,000
Sales / Business Development Manager	5 - 10	1,000 - 2,000	1,200 - 4,000	2,000 - 5,000	5 - 10	500 - 800	700 - 1,500	1,000 - 2,000
Sales / Business Development Manager	10 - 20	1,200 - 2,500	2,000 - 5,000	3,000 - 7,000	10 - 20	700 - 1,000	1,000 - 2,000	1,200 - 3,000
Supply Chain Manager	5 - 10	1,000 - 2,000	2,000 - 4,000	N/A	5 - 10	1,000 - 2,000	1,200 - 4,000	2,000 - 5,000
Supply Chain Supervisor	5 - 10	900 - 1200	1,000 - 2,000	N/A	10 - 20	1,200 - 2,500	2,000 - 5,000	3,000 - 7,000
Transportation Manager / Fleet Manager	5 - 10	1,000 - 1,300	1,500 - 2,200	2,000 - 3,000	5 - 10	1,000 - 2,000	2,000 - 4,000	2,000 - 4,000
Transportation Manager / Fleet Manager	10 - 20	1,200 - 2,000	1,500 - 3,500	3,000 - 5,000	5 - 10	800 - 1,000	1,000 - 2,000	1,000 - 2,000
Warehouse Manager	5 - 10	700 - 1,000	700 - 1,500	1,000 - 2,500	5 - 10	1,000 - 1,300	1,500 - 2,200	2,000 - 3,000
Warehouse Manager	10 - 20	800 - 1,200	1,000 - 2,500	1,500 - 4,000	10 - 20	1,200 - 2,000	1,500 - 3,500	3,000 - 5,000
Branch Manager / Chief Rep	5 - 10	1,000 - 2,500	1,500 - 3,000	2,000 - 5,000	5 - 10	700 - 1,000	700 - 1,500	1,000 - 2,500
Branch Manager / Chief Rep	10 - 20	1,500 - 3,000	2,000 - 5,000	3,500 - 8,000	10 - 20	800 - 1,200	1,000 - 2,500	1,500 - 4,000

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