

*Singapore*  
**SALARY  
GUIDE**  
2022/2023



Work and Smile



PERSOLKELLY is a joint venture established in 2016 between PERSOL HOLDINGS (previously Temp Holdings) and Kelly Services to cater to the rising workforce employment needs of the emerging Asia Pacific market. We are one of the largest workforce solutions providers in the region, spanning over 45 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed after they acquired Kelly Services in April 2020.

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A statutory board under the Ministry of Education (MOE) that drives and coordinates the national SkillsFuture movement. The SkillsFuture movement supports the lifelong pursuit of skills mastery, to enable individuals to achieve their potential throughout life and to support Singapore's next phase of economic development.

# CONTENTS



## Work and Smile

Working life is a journey of growth and creation.

We all have big dreams, and there are many different paths to success.

Thus, we need to make our own choices  
from a range of diversified work opportunities.

Our vision is to enrich society so that all work leads to lives of happiness.



FUNCTIONS

INDUSTRIES

**Methodology:** Salary figures included in the 2022/23 Singapore Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Singapore network, as well as job placement data recorded on the PERSOLKELLY Singapore database.

# Executive Overview

Since the beginning of 2022, the global economic environment has deteriorated partly due to factors such as the Russia-Ukraine conflict and stringent COVID-19 containment measures implemented in China. These factors have resulted in prolonged disruptions in global supply chains and exacerbated global inflationary pressures, consequently dampening the growth of many economies, Singapore notwithstanding.<sup>1</sup>

The external demand outlook for the Singapore economy has weakened compared to earlier forecasts, due to the significant downside risks that remain in the global economy.<sup>2</sup> Overall, the government expects Singapore to maintain its GDP growth at 3.0% to 4.0% in 2022.<sup>3</sup>

The growth outlook for certain outward-oriented sectors has weakened this year. Singapore's chemicals sector and the fuel and chemicals segment of the wholesale trade sector are expected to be weighed down by China's economic slowdown.<sup>4</sup> If prolonged

supply chain disruptions and port congestion persist worldwide, the water transport segment's growth could also be adversely affected.<sup>5</sup>

Against this backdrop, the growth outlook for other sectors remains bright. For example, the electronics sector is expected to expand more strongly, bolstered by robust global demand for semiconductors from the 5G and automotive markets, as well as cloud services and data centres.<sup>6</sup>



## Executive Overview

A high vaccination rate and strong takeup of the boosters had allowed for domestic and border restrictions to be lifted faster than expected in March 2022.<sup>7</sup>

The relaxation of restrictions is supporting a faster pace of recovery in consumer-facing sectors such as retail trade and food & beverage services, and may also help alleviate labour shortages in sectors such as construction, which are reliant on migrant workers.<sup>8</sup>

The rollout of the Vaccinated Travel Framework, and the easing of border restrictions in regional countries, are likely to bolster the growth of the professional services sector, given that firms in segments such as consultancy and legal can better engage their overseas clients. Similarly, the aviation and tourism sectors are likely to recover faster, as air travel and visitor arrivals could pick up more quickly than earlier projected.<sup>9</sup>

Our 2022/2023 Singapore Salary & Employment Outlook highlights key trends and challenges that are impacting and transforming Singapore's industries and workforce, as well as consolidates the latest salary and job developments across key

*The aviation and tourism sectors are likely to recover faster, as air travel and visitor arrivals could pick up more quickly than earlier projected.*

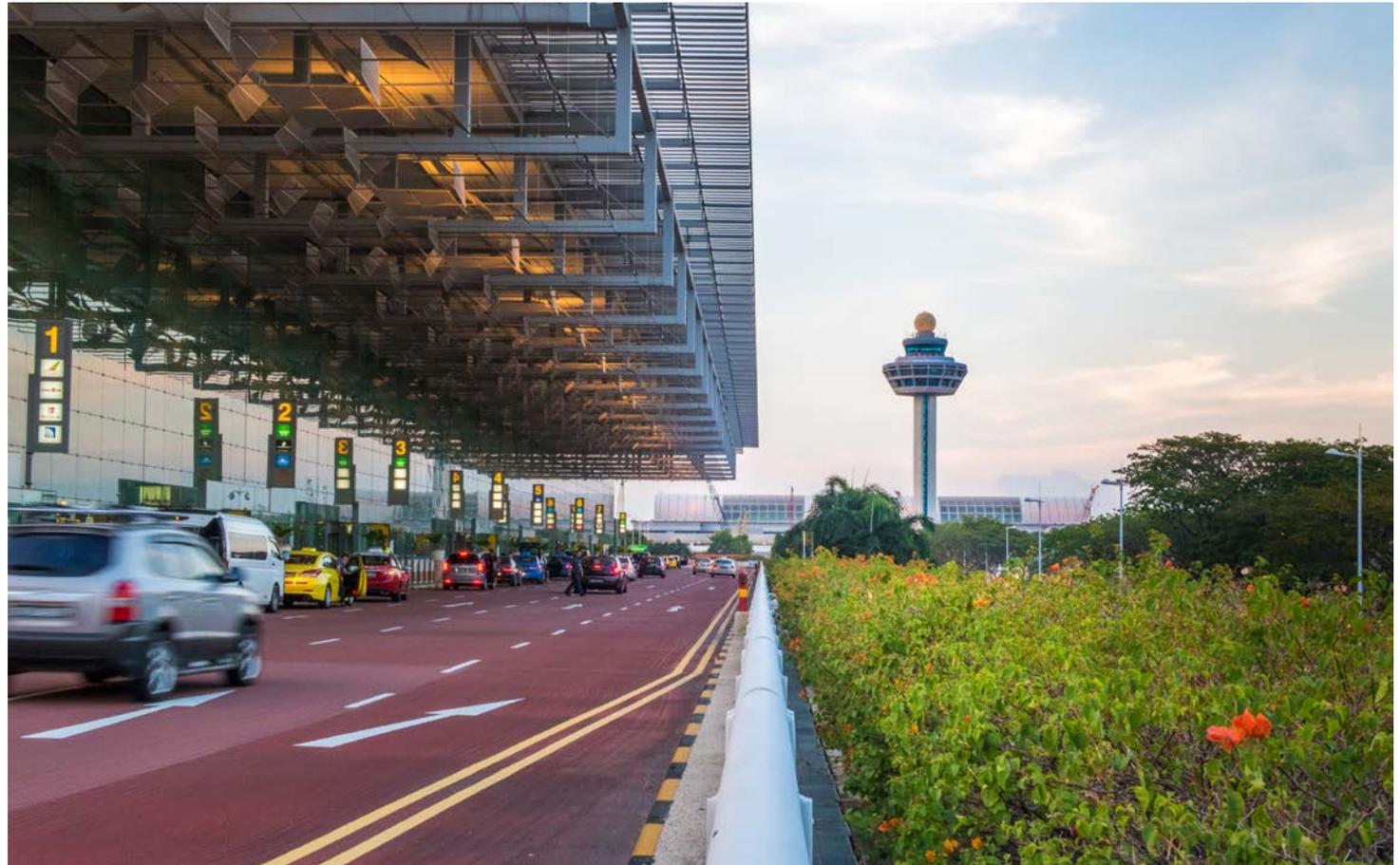
industries from actual placements recorded on PERSOLKELLY's Singapore database.

As your trusted recruitment partner, we hope that this guide will help you better navigate Singapore's ever-changing employment landscape, and serve as a roadmap as you refresh your recruitment strategies and approach to attracting, retaining and developing talents.



**Foo See Yang**

Managing Director and Country Head,  
Singapore



# A Message From SkillsFuture Singapore

The COVID-19 pandemic greatly disrupted both our working and personal lives, and seemingly created a lot of change.

Looking back on those events make us realise that the signs of change were always present – the pandemic only brought that change to us more quickly. For instance, the video conferencing software have become a daily communication tool for those of us who can work from home or anywhere. Many businesses have adjusted their business and operating models too, as part of their ongoing transformation. All these, have major impact on job contents and skills needs.

As before, SkillsFuture Singapore provided our insights on 'hot' skills for this salary guide – skills that are highly sought after in the jobs under the various functions and industries.



Video conferencing software have become a daily communication tool for those of us who can work from home or anywhere.

## A Message From SkillsFuture Singapore

Considering the ongoing changes, we also wish to remind the users of this guide to be cognisant of emerging skills, which are skills trending in demand and are sought after across many industries. Therefore, pre-emptive upskilling in emerging skills is the best strategy for the enterprises and individuals.

Briefly, emerging skills domain in Care, Digital and Green economies are areas to pay close attention. Many organisations today continue to adopt remote work arrangements, which has proven to be a viable strategy for business continuity management. In turn, this contributes to an increasing awareness and emphasis on the care economy skills like People Management and Resilience and Self-care, to ensuring mental well-being and effective stress management amid less personal contact time.

We also observed an increasing awareness and growing concern for sustainability as more companies embark on Environmental, Social and Governance (ESG) efforts. Skills like Environmental Protection Management and Carbon Footprint Management are slowly garnering interest as organisations incorporate ESG targets within their key performance indicators. The manufacturing industries are also paying attention to skills like Green Manufacturing Design and Implementation to infuse sustainability practices into manufacturing processes. Supporting all these

*Automation is another significant area of technology adoption today, with skills like Automated System Design and Robotics being adopted in engineering and technical fields, and even in logistics and security.*

developments, is the adoption of technology. Data Analytics and Data Governance are examples of digital skills that is highly transferable across job roles and industries as more organisations adopt data tools for more efficient gathering and using of data in strategic business decision-making. Automation is another significant area of technology adoption today, with skills like Automated System Design and Robotics being adopted in engineering and technical fields, and even in logistics and security.

The COVID-19 experience was a reminder that change is ever-present, always happening and why it is important to remain adaptable

by staying informed. I hope that this salary and skills guide, jointly developed by PERSOLKELLY and SkillsFuture Singapore, will continue to offer clarity and direction to support jobseekers and recruiters in the coming year as we move into post-pandemic days.



**Dr. Gog Soon Joo**  
Chief Skills Officer, SkillsFuture Singapore



# Singapore Labour Market Outlook

Singapore's labour market continued to improve on all fronts in the first quarter of 2022, with total employment expanding to 42,000.<sup>10</sup>

Resident employment exceeded pre-pandemic levels at 3.9% higher than in December 2019, while unemployment rates have continued to trend down to pre-pandemic levels.<sup>11</sup>

Due to the progressive lifting of border restrictions and employers backfilling vacancies for jobs that are typically reliant on migrant workers, the majority of the total employment increase in the first quarter was from non-residents.<sup>12</sup>

Resident employment trends were mixed across sectors, continuing to rise in growth sectors such as financial services, information and communications, professional services, as well as health and social services.<sup>13</sup>



## Singapore Labour Market Outlook

Consumer-facing sectors saw a decline largely due to the seasonal pattern of temporary workers hired for year-end festivities leaving in the following quarter.<sup>14</sup>

With business activities resuming and manpower shortages on the rise, employers are placing fewer employees on short work weeks or temporary layoffs.<sup>15</sup> As such, the number of retrenchments has dipped to a record low from 1,500 in Q4 2021 to 990 in Q2 2022. Among retrenched residents, the percentage who re-entered employment within 6 months post retrenchment remained higher than the same period a year ago (66% compared to 64%).<sup>16</sup>

Job vacancies continued to rise, remaining relatively high at 126,100 in Q2 2022. Due to a decline in unemployed persons and increase in vacancies, the ratio of job vacancies to unemployed persons edged up slightly from 2.42 in March 2022 to 2.53 in June 2022.<sup>17</sup>

The majority of these job vacancies were in construction and manufacturing – mainly for non-PMET job roles, typically held by migrant workers – as well as in financial services, information and communications, public administration, and education and professional services for mostly PMET vacancies.<sup>18</sup>



In 2021, more university graduates were also able to secure full-time jobs, as Singapore's economy grew and recovered from a recession brought about by the pandemic.<sup>19</sup> According to the latest graduate employment survey, 84% of fresh graduates in the workforce were in full-time permanent roles, compared with 69.8% in 2020. Overall employment rates and salaries among those who graduated from universities last year also both increased. The results of the latest polytechnic graduate employment survey were similarly positive – polytechnic graduates saw an increase in their median gross monthly salary, and more than 92% found jobs within six months of graduation or completing National Service in 2021, compared to 87.4% in 2020.<sup>20</sup>

*With business activities resuming and manpower shortages on the rise, employers are placing fewer employees on short work weeks or temporary layoffs.*

With border restrictions relaxing significantly, the non-resident workforce is expected to continue to recover, catching up with resident employment growth and alleviating the current labour market tightness.<sup>21</sup> At the same time, amid a weaker external economic outlook, businesses are urged to tap on government support and press on with restructuring and transformation to maintain their competitiveness, while upskilling local workers to prepare for new and emerging jobs.<sup>22</sup>

*Salaries*

# BY FUNCTIONS



# Accounting



As companies seek continuous growth in increasingly complex business and regulatory environments, finance and accounting professionals will play an increasingly significant role in driving key business decisions.<sup>23</sup>



At the same time, new digitisation and technology trends are reshaping the profession and the way finance and accounting functions operate, creating opportunities that both professionals and their employers can readily seize - if they are able to adapt quickly.<sup>24</sup> Within in-house finance and accounting functions and accounting practices, demand for accounting professionals is expected to grow, with a projected demand of 6,000 to 7,000 new accounting jobs by 2025.<sup>25</sup>

As both clients and accounting practices mature digitally, accounting practices are expected to see accelerated growth in demand for talents, an uptick in client demands for advisory services, and also a heavier emphasis on non-financial metrics in valuing businesses.<sup>26</sup>

# Accounting

Increased demand will be more pronounced in areas such as tax, risk advisory, mergers and acquisitions, financial forensics and business valuation.<sup>27</sup>

The in-house finance and accounting will also see continued growth, as they are critical to supporting companies as they expand from Singapore into other regions.<sup>28</sup>

New types of jobs, both at accounting firms and within in-house functions, have also emerged to meet new requirements in an evolving global business environment.<sup>29</sup> The Singapore government has identified a total of 11 emerging job roles, including Specialist Ethical Hackers, Citizen Data Scientists, as well as Environmental, Social and Governance (ESG) Specialists.<sup>30</sup>

In a study of job roles in the accounting sector, the majority of roles (78%), which consist of higher value work, were found to require minimal or moderate job redesign over the next two to five years. The remaining jobs such as associates, executives and account assistants - which mainly involve high volume, manual and repetitive tasks - are at risk of being replaced by automation; these roles will require a high degree of change in job tasks, as well as a greater job redesign and reskilling of employees.<sup>31</sup>

In a volatile business environment, demand for data-driven finance and accounting work is rising.<sup>32</sup>

Professionals are increasingly expected to assess large volumes of data and employ advanced analytical tools to gain predictive insights and make data-driven decisions.<sup>33</sup> Technology skills such as the application of Artificial Intelligence, Cloud Computing, Data Analysis and Interpretation, as well as Robotics and Automation will grow in demand. Soft skills such as adaptability, creative thinking and customer-focused will be in demand too.<sup>34</sup>

Although the demand for skilled professionals is growing, the talent competition is stiffening, particularly in sectors such as auditing, as job options for graduates and associates abound.<sup>35</sup> The manpower shortage presents opportunities for jobseekers looking to enter the industry. Slated for launch in 2022, the Career Conversion Programme (CCP) for Accounting Professionals will enable local PMETs, without an accounting background, to acquire the skills and experience required to take on accountancy roles to meet the projected manpower demands in the sector. Through the programme, existing employees can also reskill to take on new or redesigned roles.<sup>36</sup>

Accounting professionals that continuously learn and upskill - as well as accounting firms that continue investing in technology, redesigning jobs and training their staff - will remain relevant and be able to capitalise on emerging opportunities in the long-term.

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Microsoft Office (Excel)



Financial Reporting



Internal Controls



Cost Management



Financial Reporting Quality



Legal and Compliance Management



Problem Solving

# Accounting

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## ACCOUNTING

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Accountant / Assistant Accountant	1-3	Diploma / Degree	3,000	5,000
Accounts Assistant	1-3	N' / 'O' Levels / Diploma	2,000	2,600
Accounts Payable Executive	1-4	Diploma / Degree	2,500	4,500
Accounts Payable Officer / Assistant	1-3	N' / 'O' Levels / Diploma	2,200	3,500
Accounts Receivable Executive	1-4	Diploma / Degree	2,500	4,200
Accounts Receivable Officer	1-3	N' / 'O' Levels / Diploma	2,200	3,500
Senior Accountant	3-6	Degree	5,500	8,000
Senior Accounts Executive / Accounts Executive	 1-4	Diploma / Degree	2,800	5,000
Senior Accounts Manager / Accounts Manager	3-5	Degree	4,200	8,500
Senior Accounts Officer / Accounts Officer	 1-4	Diploma / Degree	2,500	4,200

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## FINANCE

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Chief Financial Officer	>15	Degree / Master	18,000	26,000
Finance Assistant	1-3	Diploma	2,200	3,500
Finance Controller	10-15	Degree	8,500	18,000
Finance Director	>15	Degree	10,000	20,000
Finance Executive / Senior Finance Executive	 2-5	Degree	2,800	5,000
Finance Manager / Assistant Finance Manager	5-8	Degree	5,500	10,000
Financial Analyst / Senior Financial Analyst	 3-7	Degree	5,000	7,000
Regional Finance Manager	5-8	Degree	6,800	13,000
Senior Manager / Manager, Financial Planning & Analysis	7-12	Degree	7,500	12,000

# Accounting

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## INTERNAL AUDIT

Audit Manager	5-8	Degree	7,800	12,000
Auditor	3-6	Degree	4,800	7,000

## TAXATION

Tax Associate	4-8	Degree	4,500	6,000
Tax Manager	8-12	Degree	6,800	8,000
Tax Director	>15	Degree	14,000	18,000

## TREASURY

Senior Manager / Manager Treasury	5-8	Degree	7,900	13,500
Treasury Analyst / Senior Treasury Analyst	3-6	Degree	4,600	7,800
Treasury Executive / Assistant	2-5	Diploma / Degree	3,500	4,600
Treasury Coordinator	1-3	Diploma / Degree	2,900	3,500



Demand for accounting professionals is expected to grow, with a projected demand of **6,000 to 7,000** new accounting jobs by 2025.



The manpower shortage presents opportunities for jobseekers looking to enter **accounting industry.**



In a study of job roles in the accounting sector, **78%** of roles were found to require minimal or moderate job redesign over the next two to five years.



# Customer Service



As companies navigate macroeconomic issues such as manpower shortages and higher costs, as well as adapt to new consumer demands that have arisen since the pandemic, customer experience has come into the spotlight.<sup>37</sup>



**A**cross Asia-Pacific, the pandemic has transformed customer journeys and introduced a new wave of digital-first consumers.<sup>38</sup> In Southeast Asia alone, over a third of all digital service consumers are new digital consumers, and are quickly adopting advanced digital behaviours such as mobile payments usage.<sup>39</sup>

At the same time, consumers' expectations on customer service are increasing. In response to the rising costs of goods and services, consumers are not only demanding higher quality customer support and services, but are also actively seeking out companies that can deliver or surpass their expectations.<sup>40</sup>

## Customer Service

These trends are driving companies to increase their investments in customer experience.<sup>41</sup> In fact, Asia-Pacific businesses are expected to outstrip other regions in customer experience investment in 2022.<sup>42</sup>

However, as companies strive to improve their digital platforms, they should not neglect the most critical component in perfecting the customer experience – the human touch. Despite the introduction of tools such as chatbots and conversational AI, customers ultimately wish to be assisted by helpful and empathetic customer service representatives when facing issues.<sup>43</sup>

In Singapore, offering poor customer service experiences is a costly affair – resulting in losses of up to US\$11 billion per year for Singapore-based businesses, as reported in a Global Consumer Trends Report.<sup>44</sup> There is also a strong desire for better customer service experiences in the future, according to 89% of Singapore consumers surveyed.<sup>45</sup>

Being where customers are, when they are in need, will play a significant role in meeting these increased expectations.<sup>46</sup> Customer service representatives who are capable of handling synchronous and asynchronous

engagement platforms, adapting to new and emerging ones, and communicating effectively across each of them,<sup>47</sup> will be key to helping companies drive meaningful customer experiences that are personalised, real-time and seamless across all channels.

At the end of the day, companies that leverage the right strategies to deliver exceptional customer experience and deepen relationships with customers will be able to set themselves apart from their competitors.<sup>48</sup> As manpower shortages persist, businesses will need to continually address customer service gaps, while also creating sustainable solutions for evolving challenges.<sup>49</sup>

## > TOP 9 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Microsoft Office (Excel)



Documentation



Collaboration



Sales and Business Development



Problem Solving



Business Opportunities Development

# Customer Service

► Salary Range (per month)

	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Call Centre Team Manager	3-5	Degree	4,100	7,000
Concierge / Helpdesk Officer	1-2	N' / 'O' Levels / Diploma	1,900	3,500
Customer Care Consultant	1-5	Diploma	1,950	3,600
Customer Care Consultant (Foreign Speaking)	1-5	Diploma	2,800	5,100
Customer Service Assistant / Officer 	1-3	N' / 'O' Levels / Diploma	1,900	3,150
Senior Customer Service Executive / Customer Service Executive 	1-3	N' / 'O' Levels / Diploma	2,200	4,000
Customer Service Manager	3-5	Degree	4,100	6,500
Customer Service Officer (Foreign Speaking)	1-3	Diploma	2,800	3,800
Guest Relation Officer	1-2	N' / 'O' Levels / Diploma	2,100	3,500
Telesales Executive 	1-3	N' / 'O' Levels / Diploma	1,900	2,400
Telesales Officer 	1-3	N' / 'O' Levels / Diploma	2,000	2,300



Consumers are not only demanding higher quality customer services, but are also seeking out companies that can **surpass their expectations.**



Companies should not neglect the most critical component in perfecting the customer experience - **the human touch.**



Asia-Pacific businesses are expected to outstrip other regions in **customer experience investment** in 2022.



# Human Resources

Over the past two years, attitudes towards work and workplace arrangements have transformed dramatically.

The COVID-19 pandemic has given employees to pause and re-examine their priorities and expectations of work, while employers have to embrace the necessity of digitisation and altering workplace practices. Now, as we emerge from the pandemic, HR professionals may find that there is no better time to rethink and refresh HR strategies to meet business and hiring demands in a post-COVID future.

In the second quarter of 2022, job vacancies remained high at 126,100 while retrenchments fell to a record low at 990, an indicative sign of a tight labour market as Singapore recovers from the pandemic.<sup>50</sup> On the other hand, the resignation rate remained stable at 1.7% for the fourth consecutive quarter. The recruitment rate also rose over the quarter (from 2.5% to 2.6%) to a rate last seen in 2014.<sup>51</sup>

# Human Resources

The official data suggests that Singapore has not been significantly impacted by the global Great Resignation trend,<sup>52</sup> but points towards different industries experiencing varying turnover rates<sup>53</sup> and people switching jobs rather than leaving the workforce.<sup>54</sup>

Professionals, managers, executives and technicians (PMETs) are experiencing greater churn, while industries such as information technology and communications, financial services, health and social services, transportation and storage, and accommodation experienced higher turnover.<sup>55</sup>

In addition, the pandemic has redefined the importance of work; today Singapore employees are more likely to prioritise their health and wellbeing over work than before the pandemic.<sup>56</sup> Job hopping is also on the rise – a trend that is not only widely noticed by employers and recruiters, but also becoming more acceptable among employers.<sup>57</sup>

Amid today's increasingly labour-scarce job market, HR professionals and employers have started making adjustments beyond significant pay increments, by introducing mental health benefits, bonuses, flexible working policies and more, to attract and retain talents. To help companies remain competitive and reduce turnover, HR professionals must take an active approach to develop effective compensation programmes and

build a strong company culture. At the same time, as a potential recession looms, HR professionals will need to demonstrate foresight by rethinking strategies to preempt recession risks and minimise the impact on the business. Singapore Ministry of Manpower has introduced refreshed policies, including new systems and benchmarks, intending to ensure that foreign hires are of good calibre and complementary to the local workforce.<sup>58</sup> With these new regulations in play and future foreign workforce policy adjustments on the horizon, HR will also need to stay on top of these changes and plan workforce strategies well in advance.<sup>59</sup>

A new Career Conversion Programme for Human Capital Professionals has also been launched to reskill HR professionals for more strategic roles, such as HR data analysts and people strategists.<sup>60</sup> The programme aims to help HR professionals develop emerging skills and competencies in the areas of HR analytics, strategic workforce planning and HR technology knowledge.<sup>61</sup>

As technology continues to impact the role of HR, and spur HR's shift to deliver higher value work, HR professionals will need to continuously upskill, embrace data and digital technologies, and cultivate a strategic, forward-thinking mindset to strengthen their organisation's human capital and drive business success.

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Microsoft Office (Excel)



Interviewing



Collaboration



Onboarding



Valuation



Compensation Management



Stakeholder Management

# Human Resources

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## COMPENSATION & BENEFITS

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
C&B Manager / Assistant Manager	5-10	Degree	6,000	10,000
C&B Senior Executive / Executive	1-4	Diploma / Degree	3,000	4,500
Recognition Programme Specialist	2-5	Diploma / Degree	3,000	4,000

## HUMAN RESOURCES

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
HR Assistant / Officer	1-4	Diploma / Degree	2,200	3,500
HR Associate	2-5	Diploma / Degree	3,500	5,000
HR Business Partner	3-7	Degree	4,500	11,500
HR Director / Assistant Director	>10	Degree / Master	8,000	15,000
HR Generalist / Specialist	2-5	Diploma / Degree	3,000	5,500
HR Manager / Assistant Manager	3-7	Diploma / Degree	4,500	8,500
HR Senior Executive / Executive	1-4	Diploma / Degree	2,800	6,000
Regional HR Director	>10	Degree	10,000	18,000
Regional HR Senior Executive / Executive	3-5	Diploma / Degree	3,500	7,000
Regional HR Assistant Manager / Manager	5-10	Degree	6,000	12,000
Senior Employee Relations Consultant	5-10	Degree	8,500	11,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## TRAINING & DEVELOPMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Manager / Assistant Manager, Learning & Development	4-7	Degree	5,500	8,000
Learning & Development Senior Executive / Executive	3-5	Diploma / Degree	3,000	5,500
Learning & Development Administrator	1-2	Diploma / Degree	2,500	3,500
Training Coordinator	2-3	Diploma / Degree	3,000	3,500
Training Manager / Assistant Manager	3-7	Degree	4,000	6,600
Trainer	3-5	Degree	3,500	6,000
Talent Management Manager	5-7	Degree / Master	5,000	7,000

## TALENT ACQUISITION/RECRUITMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Recruiter / Senior Recruiter	2-10	Diploma / Degree	3,500	8,800
Recruitment Executive	1-4	Diploma / Degree	3,000	4,000
Specialist (Recruitment & Engagement)	2-4	Diploma / Degree	3,500	4,800
Talent Acquisition Lead	3-5	Diploma / Degree	4,500	7,500
Manager, Talent Acquisition	3-5	Degree	5,000	8,000

 Hot Job | Figures are base salary (Not inclusive of Benefits & Bonuses)



# Office Support



More than two years into the pandemic, many employers are grappling with decisions on whether the hybrid or remote work models they introduced to their organisations will endure.



Notably, survey findings have found that while companies may prefer full-time work from office or hybrid work arrangements, as they deem a shared physical workspace essential for team building and collaboration, Singapore employees are leaning towards flexible working arrangements - leading to a disconnect between employers and employees.<sup>62</sup>

Whether companies decide to allow flexible or remote work arrangements, demand that workers return to offices fully, or settle on a hybrid model, there is no doubt that administrative and office support professionals remain the engine of any workplace, keeping entire organisations running smoothly and on track.

## Office Support

However, the role of office support professionals has been permanently transformed. They were once responsible for administrative support tasks of a general nature, including arranging meetings, organising files, ordering office supplies, processing expenses, and maintaining administrative systems and databases.

Amid the pandemic, their job scope has broadened to include a wider repertoire of technology and communication skills. Going beyond email and performing conventional tasks, administrative staff are now expected to be proficient in a wide range of integrated apps, tools and online platforms<sup>63</sup> that are essential to enable efficient operations and communications in a hybrid workplace.

Administrative staff may be tasked with setting up online communication channels, training employees to use new software, arranging virtual office-wide meetings, and more.

Since the start of the pandemic, companies have been continuously refining the hybrid work practices they have put in place<sup>64</sup> – to ensure that they can stay flexible and responsive to the fluid pandemic situation and handle new potential disruptions that emerge. Companies will especially value administrative staff that are highly adaptable and resourceful to manage uncertainties and confidently support the execution of business continuity measures.



## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork  
in the Workplace



Microsoft Office  
Suite



Microsoft Office  
(Excel)



Problem Solving



Documentation



Public Relation  
Management



Governance



Project Management



Procurement

# Office Support

► Salary Range (per month)

	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Admin Executive (Foreign Speaking)	1-3	Diploma	2,200	4,500
Administrative Assistant / Coordinator	 1-5	N' / 'O' Levels	2,000	4,300
Administrative Executive	 1-3	Diploma	2,200	4,000
Business Coordinator	1-4	Diploma / Degree	2,200	3,400
Data Entry	1-3	N' / 'O' Levels	1,500	2,000
Driver	1-5	N' / 'O' Levels	1,900	3,700
Executive Secretary / PA	 3-7	N' / 'O' Levels / Diploma	3,000	6,000
Facilities Coordinator / Executive	1-5	Diploma / Degree	2,800	4,500
Librarian	1-5	N' / 'O' Levels	3,000	4,500
Mailroom Officer	1-5	N' / 'O' Levels	1,800	2,500
Office Administrator / Assistant	 1-5	N' / 'O' Levels / Diploma	2,200	4,400
Office Manager	3-8	Diploma / Degree	4,200	9,200
Receptionist	1-5	N' / 'O' Levels	2,200	4,200
Secretary	 1-5	N' / 'O' Levels / Diploma	2,500	6,000
Lease Administration Executive	1-3	N' / 'O' Levels / Diploma	2,400	3,300



Administrative and office support professionals remain the engine of any workplace, keeping organisations running smoothly and on track



Amid the pandemic, Administrative staff's job scope has broadened to include a wider repertoire of technology and communication skills.



Administrative staff are now expected to be proficient in a wide range of integrated apps, tools and online platforms.

 Hot Job | Figures are base salary (Not inclusive of Benefits & Bonuses)

# Procurement, Supply Chain & Logistics



Amid the pandemic, Singapore's status as a global logistics hub has grown due to its competitive advantages, including the efficiency, reliability, and resilience of its network.<sup>65</sup>

Government agencies have worked to ensure that any disruptions in Singapore's supply chain network and shipping industry are overcome swiftly, which has been critical to supporting Singapore as it emerged from the pandemic.

Looking ahead, the sector's future growth is expected to be bolstered by key trends, including the continued rise of e-commerce and the development of logistics infrastructure.<sup>66</sup> As forecasted, e-commerce sales in Singapore will reach S\$13.4 billion by the end of 2026<sup>67</sup>, while Singapore continues to invest in its logistics infrastructure – most prominently, the construction of a megaport is anticipated to be the world's largest automated port by 2040.<sup>68</sup>

## Procurement, Supply Chain & Logistics

As companies embrace Industry 4.0 technology solutions to capitalise on growth opportunities, all job roles in the logistics sector are correspondingly expected to undergo change within the next three to five years.<sup>69</sup> Out of 56 job roles studied in the Singapore government's Jobs Transformation Map (JTM) for the sector, around 54% of jobs – accounting for 36,000 workers – will require job redesign or be displaced.<sup>70</sup>

Tasks that are heavily manual, labour-intensive and repetitive may become automated, potentially disrupting roles such as warehouse assistants.<sup>71</sup> Existing roles such as freight inspectors, inventory management managers and transport executives, will be augmented by technology to boost efficiency and manage Industry 4.0 solutions.<sup>72</sup> New roles such as data analysis, software development and digitalisation and automation job roles are also expected to emerge and accelerate change.<sup>73</sup>

Job seekers that seize the opportunity to switch careers to join the sector or upskill and take on these emerging positions will have bright prospects ahead of them.

Even with companies turning to automation and technology to improve their operating efficiencies, Singapore's e-commerce boom and prolonged border closures during the pandemic have increased the demand for manpower in the logistics space.<sup>74</sup>

To contend with the sector's perennial labour shortage, employers have been encouraged to redesign jobs to increase productivity, create more value-added work, and in turn increase the attractiveness and appeal of roles to new and existing talents.<sup>75</sup> Employers may also look to tap on mature employees in the sector, where employees above 40 make up over 60% of local staff, by upskilling and reskilling them.<sup>76</sup>

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork  
in the Workplace



Microsoft Office  
Suite



Microsoft Office  
(Excel)



Problem Solving



Procurement



Enterprise Resource  
Planning System (ERP)



Supply Chain  
Management



Project Management



Inventory  
Management

# Procurement, Supply Chain & Logistics

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## LOGISTICS / WAREHOUSE

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Director / Assistant Director, Logistics	10-16	Degree	11,000	18,000
Forklift Driver	1-5	N' / 'O' Levels	1,600	2,300
Logistics Assistant / Coordinator	1-3	Diploma	1,800	3,400
Manager / Assistant Manager, Logistics	5-8	Degree	4,500	8,000
Packer	1-5	N' / 'O' Levels	1,300	1,700
Senior Logistics Executive / Executive	1-5	A' Levels / Diploma / Degree	2,200	5,500
Store Manager	2-5	Diploma	3,500	5,000
Store Specialist / Associate	1-2	N' / 'O' Levels	2,000	2,400
Storekeeper	1-3	N' / 'O' Levels	1,700	2,400
Warehouse Assistant	1-2	N' / 'O' Levels	1,700	2,300
Warehouse Manager	3-8	Diploma / Degree	3,200	6,000
Warehouse Officer	2-3	Diploma	1,900	2,200
Warehouse Supervisor	3-5	Diploma / Degree	2,700	4,500

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## OPERATIONS / SHIPPING

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Documentation Coordinator	2-5	N' / 'O' Levels	2,200	3,800
Fleet Management Specialist	2-5	N' / 'O' Levels / Diploma	3,100	3,500
Operations Assistant / Officer	1-3	N' / 'O' Levels / Diploma	2,600	3,600
Operations Manager	3-7	Degree	4,800	8,000
Senior Operations Executive / Executive	3-5	Diploma	3,000	5,500
Shipping Administrator / Coordinator 	1-3	N' / 'O' Levels / Diploma	2,500	3,500

# Procurement, Supply Chain & Logistics

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## PROCUREMENT / PURCHASING

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Export Executive	1-4	Diploma	2,400	3,400
Junior / Assistant Buyer	 1-3	Diploma / Degree	2,400	3,000
Senior Purchasing Executive / Executive	 3-5	Diploma / Degree	2,600	5,100
Procurement Executive	 2-5	Diploma / Degree	2,800	4,200
Procurement Manager	6-8	Degree	5,000	6,000
Export Manager / Assistant Manager	3-5	Diploma / Degree	4,300	5,600
Senior Buyer / Buyer	 4-6	Diploma / Degree	4,400	6,500

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## SUPPLY CHAIN

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Customer Service Officer / Representative	 1-3	N' / 'O' Levels / Diploma	2,200	4,000
Order Entry Support / Analyst	1-3	N' / 'O' Levels / Diploma	2,400	2,900
Planner	 3-5	Diploma / Degree	3,700	7,600
Quality Assurance Inspector	 1-3	N' / 'O' Levels / Diploma	2,200	3,500
Senior Supply Chain Executive / Executive	 1-5	Diploma / Degree	2,500	4,600
Specialist Manufacturing	2-5	Degree	3,500	4,500
Supply Chain Coordinator	 1-3	Diploma	2,300	3,200
Supply Chain Manager / Assistant Manager	5-10	Diploma / Degree	6,000	10,000



# Sales & Marketing

The last two years had triggered a seismic shift in consumer and merchant behaviour, leading to an extraordinary rise in digital consumption and e-commerce in Southeast Asia.<sup>77</sup>

People in the region are consuming more digital services than they ever had before the pandemic, and most are continuing to use these services.<sup>78</sup>

A new breed of merchants - native digital Small and Medium Enterprises (SMEs) and early adopters that wholly embrace digital services - had also emerged,<sup>79</sup> while brick-and-mortar businesses had at the same time inevitably pivoted online and turned to e-commerce and m-commerce.

# Sales & Marketing

As the economy opens up in a post-pandemic era, skilled sales and marketing professionals will play critical roles in increasing awareness and demand for products and services, retaining customer loyalty, and driving growth for businesses of all sizes.

In Singapore, the internet economy could potentially reach \$27 billion by 2025, with two-thirds of Gross Merchandise Value (GMV) growth driven by e-commerce.<sup>80</sup> Over the next decade, e-commerce will also propel the growth of Southeast Asia's internet economy, with e-commerce GMV anticipated to reach \$234 billion by 2025.<sup>81</sup>

Companies may hence deepen their investments in advertising and digital platforms to capitalise on the region's e-commerce potential, and capture the attention of populations that are spending more and more time online.<sup>82</sup> By the end of 2022, digital ad spend in the region is anticipated to grow by 11.3% to \$4.10 billion, following an already significant growth rate of 17.8% in 2021.<sup>83</sup>

Digitally-savvy marketers that are able to adapt to new platforms and formats quickly, integrate analytics effectively, and develop high-impact marketing strategies that fuel business growth, will find themselves highly employable.



## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Microsoft Office (Excel)



Collaboration



Digital Marketing Management



Creative Thinking



Market Strategy



Research



Brand Management

# Sales & Marketing

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## CREATIVE

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
CAD Designer	2-5	Diploma / Degree	3,500	4,800
Creative Director	6-9	Degree	9,000	12,000
Creative Executive	1-3	Diploma / Degree	2,600	3,000
Creative Manager	4-7	Degree	6,000	9,000
Graphics Designer	2-5	Diploma / Degree	2,450	6,000
Senior Design Consultant	4-6	Diploma / Degree	4,200	5,900

## EVENTS

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Events Executive	1-3	Diploma / Degree	2,200	3,000
Events Manager	3-6	Degree	3,500	5,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## MARKETING

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Brand Executive	1-3	Diploma / Degree	2,800	4,500
Brand Manager / Assistant Manager	5-7	Degree	4,500	7,000
Campaign Manager	 4-6	Degree	4,000	6,200
Digital Marketing Executive	1-5	Degree	2,600	4,700
Digital Marketing Manager	3-7	Degree	6,000	11,000
Digital Marketing Specialist	3-5	Degree	4,500	6,000
Market Data Analyst	3-6	Diploma / Degree	3,300	5,700
Market Research Associate	2-5	Degree	2,500	4,600
Market Research Manager	5-9	Degree	6,000	8,300
Marketing Assistant / Coordinator / Officer	 1-3	Diploma	3,600	4,800
Marketing Manager / Assistant Manager	 4-6	Diploma / Degree	4,500	7,000
Regional Marketing Director	>10	Degree / Masters	13,000	18,000
Regional Marketing Executive	4-5	Degree	3,600	4,800

# Sales & Marketing

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## MARKETING

Regional Marketing Manager	6-10	Degree	8,300	10,000
SEM Strategist	3-5	Degree	3,500	5,000
Senior Marketing Executive / Executive	1-7	Diploma / Degree	2,500	6,700
Senior Marketing Manager	5-7	Diploma / Degree	6,300	8,700

## PROJECT MANAGEMENT

Project Administrator	1-2	Diploma / Degree	2,000	2,500
Project Manager / Assistant Manager	3-5	Degree	4,000	7,300
Project Specialist	2-4	Diploma / Degree	2,800	5,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## PUBLIC RELATIONS & COMMUNICATIONS

Communications Specialist	3-5	Degree	3,500	4,600
Copywriter	3-5	Diploma / Degree	3,500	4,300
Corporate Communications Manager / Assistant Manager	3-5	Degree	5,000	6,000
Corporate Communications Senior Executive / Executive	1-3	Diploma / Degree	2,500	4,800
Director of Corporate Communications	>10	Degree / Masters	11,000	15,000
Manager / Assistant Manager, Communications & Engagement	4-7	Degree	4,500	8,500
Public Relations Manager / Assistant Manager	3-5	Degree	4,800	7,000
Public Relations Senior Executive / Executive	2-3	Diploma / Degree	3,000	4,200

# Sales & Marketing

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## RETAIL

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Merchandiser	1-5	N' /'O' Levels / Diploma	2,200	2,600
Retail Sales Associate / Assistant	1-5	N' /'O' Levels	1,600	2,800
Sales Territory Manager	5-8	Diploma / Degree	4,500	7,500

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## SALES & BUSINESS DEVELOPMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Account Manager	3-5	Diploma / Degree	3,200	6,500
Corporate Sales Manger / Assistant Manager	2-3	Diploma / Degree	3,700	5,700
General Manager / Head of Sales / Business Development Head	>12	Degree	14,000	19,500
Regional Sales / Business Development Director	8-12	Degree	12,000	14,000
Regional Sales / Business Development Manager	6-10	Degree	7,000	12,000
Sales Officer	 1-3	N' /'O' Levels / Diploma	2,100	3,500
Sales / Business Development Director	8-12	Degree	8,000	13,300
Sales / Business Development Executive	 3-5	Diploma / Degree	2,800	5,500
Sales / Business Development Manager	6-10	Degree	6,000	10,000
Sales / Business Development Manager (Foreign Speaking)	3-5	Degree	6,500	10,000
Senior Sales Coordinator / Coordinator	 1-3	Diploma / Degree	2,200	3,500
Senior Sales Executive / Executive	 2-3	Diploma / Degree	2,300	4,700

*Salaries*

# BY INDUSTRIES



# Banking & Finance



Prospects for Singapore's financial sector are anticipated to remain bright in the years ahead.



**G**rowing by an annual average of 7.2% from 2020 to 2021, four times higher than the overall economy, the sector performed strongly throughout the COVID-19 pandemic.<sup>84</sup>

Even in the fintech sector, which is facing headwinds such as harder access to capital, and scepticism around technologies such as cryptocurrencies, the potential remains tremendous.<sup>85</sup> Growth has been strong, with a record of over US\$210 billion in fintech investments made last year.<sup>86</sup>

## Banking & Finance

Over the last two years, 5,800 jobs in financial services were created,<sup>87</sup> and Singapore's financial sector is expected to continue on its hiring spree. After the Monetary Authority of Singapore (MAS) issued its first digital bank licences two years ago, four digital banks are slated to launch this year with a common goal to target underserved segments such as small and medium enterprises.<sup>88</sup> Ant Group's ANEXT Bank and the Green Link Digital Bank have already opened their doors for business,<sup>89</sup> opening up more job opportunities in fintech.

On the whole, an estimated 9,400 new permanent roles will be created in the financial sector in 2022.<sup>90</sup> More than 3,000 of these roles are in technology, and 700 roles among them will be for software developers and engineers.<sup>91</sup> These roles will be crucial to supporting the design and development of digital financial services and trade finance, blockchain technology, and the use of artificial intelligence to detect fraud and money laundering<sup>92</sup> – especially with the continued growth of fintech in Singapore<sup>93</sup>, and traditional financial players increasingly integrating digital payment offerings and services both in the country and across the region.<sup>94</sup>

In addition, new roles in sustainable finance will be created, ranging from the execution of ESG transactions to advisory services and product development.<sup>95</sup> While expected to draw on traditional finance expertise, many of these roles will be integrated with new knowledge on sustainability.<sup>96</sup>

Looking further afield, the MAS expects 3,000 – 4,000 net jobs on average to be created each year until 2025. As the financial sector hastens its growth and creates more jobs, financial institutions and companies will need to be open to global talents while growing the local workforce in Singapore to remain competitive and fulfil their rapidly expanding specialist needs.<sup>97</sup>

An estimate of 3,000 Singapore citizens were in senior roles in the financial sector last year, up by more than 80% from 2016.<sup>98</sup>

To strengthen the local talent pool, the Monetary Authority of Singapore (MAS) together with Workforce Singapore (WSG) and the Institute of Banking and Finance (IBF) have been supporting mid-career transitions to the financial sector through programmes such as the Technology in Finance Immersion Programme (TFIP), that helps workers from non-tech sectors pivot to tech jobs in financial institutions.<sup>99</sup> A new Wealth Management Accelerator Programme will also target mid-career professionals who are keen to pursue careers in the wealth management sector.<sup>100</sup>

Under the Financial Services Industry Transformation Map 2025, a new Financial Sector Development Fund has been introduced and will provide S\$400 million grant funding to the Talent and Leaders in Finance programme until 2025 to enable industry professionals to take up better jobs and advance their careers.<sup>101</sup>

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Microsoft Office (Excel)



Collaboration



Business Opportunity Development



Sales and Business Development



Problem Solving



Research



Documentation

# Banking & Finance

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## COMPLIANCE

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Head of Legal & Compliance	15-20	Degree / Master	18,000	25,000
VP - Regulatory / FCC / Sanctions Compliance	10-15	Degree / Master	10,000	15,000
Senior Officer / AVP Compliance	3-7	Diploma / Degree	5,000	8,500
Analyst (AML- CFT / KYC / CDD)	 2-5	Diploma / Degree	3,000	4,500
IPO Listing Policy - AVP / VP	6-10	Degree	7,000	10,000
Regulatory Policy	6-8	Degree	6,000	10,000
AVP / VP Surveillance - Securities Trading / Derivative Trading	6-8	Degree	7,000	9,000
AVP, Regulatory Development & Policy	6-8	Degree	7,000	10,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## FINANCE

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Chief Financial Officer	>15	Degree / Master	19,000	24,000
Associate Financial Analyst	 2-3	Degree	4,000	5,600
Business Analyst	 5-8	Degree	5,500	8,800
VP / SVP - Regulatory Reporting (MAS)	10-13	Degree	9,000	14,000
AVP ( Regulatory Reporting / Financial Control)	6-9	Degree	6,000	8,000
Internal Auditor	>15	Degree	15,500	20,000
Financial Analyst	 5-8	Degree	5,500	8,100
Group Business Finance	4-10	Degree / Master	5,500	12,000
Accountant	5-10	Degree / Master	6,500	8,000

# Banking & Finance

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## INSURANCE

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Claims Executive	2-6	Degree	2,800	4,200
Underwriter	4-7	Degree	5,200	7,500
Account Management / Business Development	3-7	Degree	3,500	7,000
Actuarial	2-6	Degree	3,500	6,500
Policy Administration	1-3	Diploma	2,200	2,800
Loss Adjustor	3-6	Degree	4,000	6,000

## OPERATIONS

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Bank Teller / Service Executive	2-4	Diploma	2,200	3,500
Bank Clerk	1-3	Diploma / Degree	2,000	3,000
Branch Manager	6-8	Degree	6,000	7,900
AVP / VP Loans Operation	5-10	Diploma / Degree	6,000	10,000
AVP / VP Settlement Operations	5-10	Degree	6,000	10,000
AVP / VP Trade Operations	6-12	Degree	6,500	12,000
Private Banking Operations / Settlements	4-8	Diploma / Degree	4,500	8,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## RISK

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Credit Analyst	2-4	Diploma / Degree	3,500	5,500
Credit Control Assistant / Officer	1-3	Diploma / Degree	2,500	4,200
Risk Analyst (Market / Liquidity Risk)	4-7	Diploma / Degree	5,500	9,000
Senior Manager / Manager	4-7	Degree / Master	6,500	10,500
Vice President	8-10	Degree / Master	11,000	17,000
Risk Senior Executive / Executive	2-4	Degree	2,700	4,000
Credit Administration	1-4	Diploma	3,000	4,500

## SALES

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Bancassurance	1-5	Diploma / Degree	2,100	4,500
Client Relationship Manager	2-8	Degree	3,000	7,400
Corporate Relationship Manager	5-9	Degree / Master	6,000	10,000
Client Relationship Officer	2-4	Diploma / Degree	1,850	3,400
Investor Relations	8-12	Degree	8,000	12,000
Portfolio Manager	8-10	Degree	8,500	15,000
Trader	8-10	Degree	10,000	18,000

 Hot Job | Figures are base salary (Not inclusive of Benefits & Bonuses)



# Engineering & Technical

Emerging from the COVID-19 pandemic, Singapore's manufacturing sector appears on target to grow by 50% by 2030, which is in line with the country's 10-year plan and vision for the sector.<sup>102</sup>

The sector recorded a 5.7% year-on-year growth in the second quarter.<sup>103</sup> Subsectors including biomedical manufacturing, electronics and precision engineering had grown from strength to strength during the pandemic, but the biomedical manufacturing and chemicals clusters have begun to see slight output declines. Growth during the quarter was supported by output expansions in the transport engineering, general manufacturing, electronics and precision engineering clusters.<sup>104</sup>

For Singapore to achieve its Manufacturing 2030 vision to grow the sector's value-add by 50%,<sup>105</sup> it will be critical for Singapore to build a strong pipeline of local talent and ensure that they have access to attractive career prospects in line with technological changes.<sup>106</sup>

## Engineering & Technical

Throughout the pandemic, many businesses have been intensifying their digital transformation efforts, including transitioning towards advanced manufacturing, adopting new technologies, and upskilling employees to overcome operational constraints.<sup>107</sup> Against a backdrop of ongoing geopolitical tensions, lingering impacts on global supply chains, and rising costs of operations, it has become critical for manufacturers to continue to transform and innovate to stay ahead of the curve.<sup>108</sup>

Businesses that evolve will be well-supported by the government; the government has committed to a pipeline of initiatives to help the industry attract new talent and upskill the existing workforce.<sup>109</sup>

To draw more Singaporeans to the sector, the government has launched the M2030 Careers Initiative, which will help manufacturers develop structured career progression pathways for their employees.<sup>110</sup> In addition, an Accelerated Pathways for Technicians and Assistant Engineers (Manufacturing) Grant is being piloted to nurture talent for critical technician and assistant engineer roles.<sup>111</sup>

In the marine and offshore engineering industry, there is also a need to attract local talent for its long-term development and growth.<sup>112</sup> The sector contributed \$3.6 billion to Singapore's gross domestic product and is crucial in establishing Singapore's position as a global

trade hub.<sup>113</sup> To increase the sector's value-add to \$5.8 billion and create 1,500 new jobs by 2025, two Career Development Plans have been launched, providing a structured progression pathway for drafting specialists and quality professionals – roles that are critical across most marine and offshore projects.<sup>114</sup>

As manpower is lean in Singapore, it is imperative for these industries to evolve, improve their appeal to younger talents, and provide attractive pathways so that workers can realise full careers in the future.

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Project Management



AutoCAD



Mechanical Engineering Management



Electrical Fundamentals Management



Problem Solving



Engineering Problem Solving



Documentation

# Engineering & Technical

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## ADMINISTRATION & SUPPORT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Executive, Customer Relations	1-3	Diploma	3,100	4,000
Technical Executive	4-6	Diploma / Degree	3,500	5,600
Technical Officer	2-3	Diploma	2,900	3,200
Technical Sales Engineer	4-5	Diploma / Degree	3,000	5,500
Technical Services Manager	4-6	Diploma	6,400	9,300
Technical Support Engineer	1-3	Diploma	3,600	5,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## CONSTRUCTION / PROJECT MANAGEMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
BIM Manager	4-6	Diploma / Degree	6,500	10,000
BIM Modeller	3-5	Diploma / Degree	4,000	5,500
Cost Engineer / Quantity Surveyor	3-5	Diploma / Degree	4,000	6,000
Inspection / Enforcement Officer	2-4	Diploma / Degree	2,800	3,800
Facility Engineer	2-5	Diploma / Degree	3,900	5,600
Project Coordinator	1-3	Diploma	2,100	3,900
Project Manager	5-9	Diploma / Degree	7,000	13,000
Senior Architectural Engineer / Engineer	3-8	Degree	4,000	7,000
Senior Civil Engineer / Engineer	3-8	Degree	4,000	8,000
Senior Geotechnical Engineer / Engineer	3-8	Degree	4,000	6,800
Senior Planning Engineer / Engineer	2-8	Diploma / Degree	3,800	8,000
Senior Project Engineer / Engineer	4-7	Diploma / Degree	5,500	7,000
Senior Tunnel Engineer / Engineer	3-8	Degree	6,000	9,000
Service Engineer	1-5	Diploma / Degree	2,000	6,600

# Engineering & Technical

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## HEALTHCARE & MEDICAL

Application Specialist / Engineer	4-7	Diploma / Degree	3,500	5,800
Customer Support Engineer	1-4	Diploma / Degree	3,100	4,600
Field Service Engineer	5-8	Diploma / Degree	4,500	7,500
Product Specialist (Medical / Scientific Equipment)	4-6	Degree / Master	3,500	7,500
Technical Sales Engineer	2-5	Diploma / Degree	3,200	4,500

## MAINTENANCE

Machinist	1-3	N' / 'O' Levels / Diploma	1,800	3,000
Maintenance Engineer / Assistant Engineer	2-4	N' / 'O' Levels / Diploma	3,000	6,200
Maintenance Technician	2-5	N' / 'O' Levels / Diploma	2,550	3,800
Pump Mechanic	1-5	N' / 'O' Levels / Diploma	2,100	4,600

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## MECHANICAL & ELECTRICAL

Drafter	2-4	Diploma / Degree	3,300	4,500
Layout Engineer	1-3	Degree	3,300	4,200
Lead Design Engineer	3-5	Degree	4,200	6,300
Mechanical / Electrical Design Engineer	3-5	Degree	3,700	6,000
Mechanical / Electrical Engineer	2-3	Degree	3,700	6,000
Mechanical / Electrical Quantity Surveyor	3-5	Diploma / Degree	3,500	5,400
Mechanical / Electrical Technician	1-2	Diploma	2,050	3,100
Senior / Telecommunications Engineer	1-6	Diploma / Degree	3,600	8,000

## PROCESS

Chemical Process Technician	1-3	Diploma	2,000	3,500
Research & Development Engineer	3-5	Diploma / Degree	3,400	6,500
Senior Process Engineer / Engineer	5-8	Diploma / Degree	4,500	7,500

## PRODUCTION

Production Engineer	1-3	Diploma / Degree	3,000	4,500
Production Technician	 1-3	N'/'O' Levels	2,200	2,600

# Engineering & Technical

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## QUALITY ASSURANCE / CONTROL

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Quality Control Technician	1-4	Diploma	2,000	4,800
Senior Product Quality Engineer / Engineer	4-6	Diploma / Degree	5,400	7,000
Senior QA Engineer / Engineer 	2-4	Diploma / Degree	3,000	5,500
Senior Supplier Quality Engineer / Engineer	2-4	Diploma / Degree	3,200	5,000

## REAL ESTATE / PROPERTY DEVELOPMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Architect	5-7	Degree	6,000	8,500
Deputy Manager, Commercial	>8	Degree	7,000	13,000
Estate / Condominium Manager	3-5	Diploma	3,500	6,000
Interior Design	1-3	Diploma / Degree	3,500	5,500
Property Manager	5-7	Diploma / Degree	4,700	8,000
Property / Mall Executive	1-3	Diploma	3,500	5,500
Senior Civil Design Engineer / Engineer	3-7	Degree	3,500	6,500

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## WORKPLACE / ENVIRONMENT SAFETY & HEALTH

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Quality, Health, Safety, Environmental Manager	4-8	Diploma / Degree	5,500	9,000
Security Engineer	1-4	Diploma	2,000	4,200
Senior Environment, Health & Safety Engineer / Engineer	3-6	Diploma / Degree	3,500	6,500

 Hot Job | Figures are base salary (Not inclusive of Benefits & Bonuses)



## FMCG & Retail

As Singapore reopens its borders to tourism, dismantles barriers and removes checkpoints at its malls, entertainment, dining establishments and more, the retail scene in post-pandemic Singapore is livening up again.

The sector recorded a 5.7% year-on-year growth in the second quarter.<sup>115</sup> The retail sales momentum is expected to continue, backed by domestic demand and picking up of tourism;<sup>116</sup> as forecasted, it may return to pre-COVID levels by the end of the year with an estimation of 10% year-on-year growth for 2022.<sup>117</sup>

However, the bright outlook for retail may be clouded by the unexpected worsening of geopolitical situations and surging inflation, which may discourage consumer spending.<sup>118</sup> With electricity prices and rent soaring in Singapore, retail businesses here are also grappling with higher costs that are eating into their margins,<sup>119</sup> as well as a manpower crunch.<sup>120</sup>

## FMCG & Retail

With a shrinking pool of Singaporeans that are willing to work in services sectors such as retail, foreign manpower supplements are necessary, even with ongoing efforts to transform the sector and redesign jobs.<sup>121</sup>

Trade associations have already come together to appeal for support to tackle the manpower crunch.<sup>122</sup> However, there remains an urgent need to recalibrate manpower supply to enable companies to achieve higher operational efficiency, deliver goods and services, and plan ahead for growth and transformation.<sup>123</sup>

On top of that, Singaporean shoppers have become less satisfied with retail stores in 2022, the 2022 Customer Satisfaction Index of Singapore (CSISG) survey revealed. Customer satisfaction in the retail sector fell by 1.5% year-on-year, scoring 71.3 points out of a possible 100.<sup>124</sup> The study also found that customers of department stores and fashion apparel outlets had lower levels of customer loyalty, but stores that offered an omnichannel experience and cashless payments achieved higher customer satisfaction scores.<sup>125</sup>

Given the positive correlation between customer satisfaction studies with the business performance of the company,<sup>126</sup> retailers may want to focus heavily on enhancing the customer experience, such as by adopting omnichannel strategies that blend in-store and online shopping seamlessly or increasing their investments in digitalisation.

Retailers may also consider smart retailing – leveraging dynamic digital tools to increase their engagement with customers – or leverage trends such as livestream shopping to provide a more memorable shopping experience.<sup>127</sup>

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Microsoft Office (Excel)



Collaboration



Business Opportunity Development



Brand Management



Digital Marketing Management



Research



Creative Thinking

# FMCG & Retail

► Salary Range (per month)

	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Area Manager	4-6	Diploma	3,800	5,500
Boutique Assistant	1-5	N' / 'O' Levels / Diploma	1,600	2,500
Channel & Territory Executive	1-4	Diploma	2,650	3,000
Department Manager	2-5	N' / 'O' Levels / Diploma	3,000	4,000
Distribution Analyst	2-4	Degree	4,000	6,000
Merchandiser	1-4	N' / 'O' Levels	2,200	2,700
Promoter	1-2	N' / 'O' Levels	1,800	2,300
Retail Associate / Senior Associate	 1-7	N' / 'O' Levels	1,800	2,800
Retail Executive	 1-3	N' / 'O' Levels / Diploma	1,800	2,800
Sales & Marketing Manager	4-9	Diploma / Degree	4,900	9,500
Shop Manager / Supervisors	2-5	N' / 'O' Levels / Diploma	2,200	3,600



According to CSISG survey, **Customer satisfaction** in the retail sector **fell by 1.5%** year-on-year, scoring 71.3 points out of a possible 100.



With electricity prices and rent soaring in Singapore, retail businesses are also grappling with **higher costs** as well as a **manpower crunch**.



Retailers may want to adopt **omnichannel strategies** or increasing their investments in **digitalisation**.

# Healthcare & Life Sciences



To address the challenges of an ageing population and improve population health outcomes, Singapore has embarked on a major reform of the healthcare sector in 2022.<sup>128</sup>

The strategy, Healthier SG, aims to reorganise care delivery, starting with transforming primary care to be the bedrock of Singapore's healthcare system<sup>129</sup> – shifting its focus to “health care” instead of “sick care”. General practitioners (GPs) at private clinics or polyclinics will thus play a greater role in helping people manage their health conditions.<sup>130</sup>

By driving preventive health and early intervention, the government hopes to rein in soaring healthcare costs; making it easier for people to manage their health will reduce costly chronic health complications commonly experienced by ageing populations.<sup>131</sup>

## Healthcare & Life Sciences

Singapore is one of the fastest-ageing nations in the world, where one in four Singaporeans is expected to be aged 65 and above by 2030.<sup>132</sup> As Singapore's population ages, healthcare will inevitably account for the bulk of increases in government social spending by 2030.<sup>133</sup>

The Ministry of Health (MOH) aims to almost double the number of eldercare centres to 220 by 2025, expanding both the scale and scope of services at eldercare centres to support ageing in place, in communities and at home.<sup>134</sup>

Across the healthcare sector, manpower shortages remain a major concern. In the community care sector, the authorities have committed about S\$290 million to raise employees' salaries from 2020 to 2023.<sup>135</sup> Continuous investments are also being made in skills development and transforming existing roles through job redesign for non-clinical manpower and digitalisation.<sup>136</sup>

In Singapore's hospitals, around 1,500 healthcare workers had resigned in the first half of 2021, compared with 2,000 annually before the pandemic.<sup>137</sup> Nurses are in high demand,<sup>138</sup> and even with lower COVID-19 caseloads, healthcare workers still keenly feel the impact of the manpower crunch, and many are recalled to work on their days off and leave days.<sup>139</sup>

Healthcare workers' mental well-being is a major concern. Studies have highlighted that burnout brought on by

overwork, emotional exhaustion and inability to take adequate leave have been significant factors impacting morale.<sup>140</sup> To retain staff and draw new ones, healthcare institutions are working on redesigning roles to make them more attractive. This includes recruiting help or hiring temporary workers or volunteers to lessen nurses' workloads.<sup>141</sup>

With the continued emergence of new diseases from across the globe, such as monkeypox and new variants of COVID-19, Singapore has launched the Centre for Outbreak Preparedness, a new research institute that aims to equip and prepare Asian scientists for the next pandemic, to be ready to take action when the time comes.<sup>142</sup>

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Microsoft Office Suite



Effective Client Communication



Infection Control



Documentation



Effective Communication in Nursing



Patient Care Delivery in Nursing



Transdisciplinary Thinking



Research

# Healthcare & Life Sciences

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## NURSING & SUPPORT ROLE

Role	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Nurse Educator	5-10	Degree / Advance Diploma	5,000	7,300
Nurse Clinician / Nurse Manager	8-13	Degree / Advance Diploma	5,000	7,300
Senior Staff Nurse / Staff Nurse	1-7	Diploma / Degree	2,500	5,300
Senior / Enrolled Nurse	1-7	Nitec	1,900	3,500
Phelebotomist	1-5	N' / 'O' / 'A' Levels / Diploma	1,700	3,000
Operating Theatre Technician	1-3	N' / 'O' Levels / Nitec	1,700	2,200
Therapy Assistant	1-5	N' / 'O' Levels / Nitec	1,700	2,500
Healthcare Assistant	1-5	N' / 'O' Levels / Nitec	1,700	2,500

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## ADMIN & ANCILLARY

Role	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Dental Surgery Assistant	1-4	N' / 'O' / 'A' Levels / Diploma	1,500	2,500
Patient Service Associate / Clinic Assistant	1-4	N' / 'O' / 'A' Levels / Diploma	1,500	2,700
Care Coordinator Associate	1-5	N' / 'O' / 'A' Levels / Diploma	1,800	3,000
Executive Assistant	1-5	Diploma	1,800	3,000
Operations Executive	1-4	Degree	2,800	4,000
Operations Manager	6-10	Degree	4,200	6,500

# Healthcare & Life Sciences

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## ALLIED HEALTH PROFESSIONAL

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Medical Social Worker / Social Worker	2-5	Degree	3,450	5,300
Senior / Medical Technologist	1-6	Diploma / Degree	2,200	6,000
Occupational Therapist	3-5	Degree	4,000	6,500
Pharmacist	2-4	Degree	3,000	4,500
Pharmacy Technician	1-4	Diploma	2,200	3,200
Physiotherapist	1-5	Degree	3,650	5,000
Radiographer	2-7	Degree	4,500	6,000
Speech Therapist	2-5	Degree	3,500	5,500
Podiatrist	2-7	Degree	3,500	7,000
Research Fellow	1-5	Degree	3,000	4,500
Dietitian	1-3	Degree	3,000	4,500

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## LIFE SCIENCES

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Laboratory Manager	6-10	Diploma / Degree	5,000	7,800
Laboratory Technician	1-3	N' / 'O' Levels / Diploma	2,500	2,800
Medical Sales Representative	1-5	Diploma / Degree	3,150	4,200
Sales Manager (Pharmaceutical / Medical Devices)	6-10	Diploma / Degree	4,300	8,000
Pharmacovigilance Associate	1-3	Degree	3,800	6,500



# Information Technology

After a period of rapid growth, many tech firms are now consolidating ahead of an expected recession;<sup>143</sup> one of the key reasons is that there have been layoffs at several technology companies in Southeast Asia.

In Singapore, Shopee, StashAway, Crypto.com and Tesla are among the companies that have begun laying off hundreds of workers.<sup>144</sup> This may signal the beginning of more job cuts in the region's tech industry, as rising interest rates and economic uncertainty are forcing companies to now focus on profitability over growth.<sup>145</sup>

For now, Southeast Asia-focused venture capital funds are continuing to raise and invest significant sums of money, but investors may start to take a more cautious approach and focus on companies that are already doing well.<sup>146</sup>

# Information Technology

However, the effect of economic uncertainties on the job market may be limited as layoffs are taking place primarily in some tech firms and start-ups.<sup>147</sup>

Tech salaries are at an all-time high in Singapore, as demand for IT professionals continues to rise amid a tight labour market. The talent hunt will continue to heat up this year as foreign tech companies forging ahead with their expansion plans. Firms are offering attractive pay packages well above industry averages, and sign-on bonuses to entice talents to switch jobs.<sup>148</sup> Some of the job roles that are in high demand include software developers, business analytics professionals, data scientists, and project managers.<sup>149</sup>

Mid-career job seekers and fresh graduates who wish to join the tech sector can upskill and enhance their employability by leveraging government initiatives, including a new course on artificial intelligence (AI) and cloud services under the SkillsFuture Career Transition Programme (SCTP).<sup>150</sup> There will certainly be more skills training opportunities to come, as Singapore increases its investments in growing tech areas such as quantum computing, announcing new initiatives aimed at boosting talent development and offering better access to the nascent technology.<sup>151</sup>

With the rise of remote work, companies in Singapore may also turn overseas in their search for talent. In Asia-

Pacific, there has been a 227% increase in hiring remote employees and contractors.<sup>152</sup> Specifically, in Singapore, the tech industry and start-ups are the more keen to hire international talent, especially for roles such as virtual assistants, software engineers, software developers, community managers and content writers.<sup>153</sup>

Demand for tech talent is also growing in the government sector, especially in the cybersecurity space. The Singapore Armed Forces (SAF), for example, is rapidly expanding its core of digital experts.<sup>154</sup> A new Digital and Intelligence Service will recruit more digital experts to deal with growing security threats such as the proliferation of cyber weapons.<sup>155</sup> Two other schemes have also been expanded to train staff in digital competencies such as software engineering, data science and artificial intelligence.<sup>156</sup>

## > TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork in the Workplace



Problem Solving



Programming and Coding



Collaboration



Documentation



Application Development



Java



Python



SQL

# Information Technology

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## BUSINESS DEVELOPMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Product Executive / Senior Product Executive	1-5	Diploma / Degree	2,700	5,200
Product Manager	5-8	Diploma / Degree	5,500	8,000
Sales Engineer	1-5	Diploma / Degree	3,000	6,000
IT Account Manager	6-10	Diploma / Degree	5,500	8,000
IT Pre-Sales Consultant	5-10	Diploma / Degree	4,900	9,600

## CYBERSECURITY

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
SOC Analyst / Senior SOC Analyst	1-3	Degree / Masters	3,000	5,000
Cyber Security Engineer / Consultant	1-5	Degree	4,500	8,500
NOC Specialist	2-4	Degree	3,500	5,000
IT Audit Manager	5-10	Degree	6,000	11,000
Cyber Security Manager	5-8	Degree	7,000	12,300
IT Security & Compliance Manager	5-8	Degree	7,000	12,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## DATA ANALYSIS

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Data Analyst	2-6	Degree	4,500	7,000
Big Data Analyst	3-7	Degree	6,000	8,000
Big Data Engineer	3-7	Degree	7,000	9,000
Data Scientist / Senior Data Scientist	3-8	Degree	7,000	12,000
AI Developer	1-6	Degree	5,000	10,000

## MANAGEMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Chief Technology Officer	>15	Degree / Masters	12,000	20,000
Chief Info-Security Officer	>15	Degree / Masters	15,000	25,000
IT Senior Manager	6-11	Degree	10,000	14,000
IT Director	>12	Degree	11,000	17,000
IT Manager / Assistant Manager	3-6	Degree	6,500	10,000

# Information Technology

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## PROJECT MANAGEMENT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Project Administrator	2-4	Diploma / Degree	3,000	4,500
Project Executive / Senior Project Executive	 1-4	Diploma / Degree	3,000	5,000
Business Analyst	 1-3	Degree	4,000	6,000
Senior Business Analyst	3-10	Degree	5,500	9,000
Project Manager / Senior Project Manager	 5-15	Degree	6,000	12,000
Service Delivery Manager	1-3	Degree	5,000	7,500

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## SOFTWARE ENGINEERING

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Software Engineer / Senior Software Engineer	3-6	Degree	6,000	9,500
Software Technical Lead	5-8	Degree	7,000	12,000
Mobile Application Developer	1-3	Degree	3,800	8,000
Senior Mobile Application Developer	3-6	Degree	6,000	9,000
Java / J2EE Software Engineer	3-5	Degree	6,000	9,000
Senior Java / J2EE Software Engineer	5-10	Degree	8,000	10,000
Solution Architect	6-10	Degree	9,000	13,000
Application Support Analyst	 2-6	Degree	5,000	6,500
System Analyst / Senior System Analyst	 3-8	Degree	4,500	6,500
UI / UX Designer	3-5	Degree	4,500	6,700
UI / UX Lead Designer	6-10	Degree	7,000	12,000
QA Engineer / Senior QA Engineer	5-10	Degree	5,000	8,000
Web Designer	1-5	Diploma / Degree	3,000	6,000
Graphics Designer	2-5	Diploma / Degree	3,000	6,000
Senior Design Consultant	4-6	Diploma / Degree	4,200	5,900

# Information Technology

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## SUPPORT

Job Title	Icon	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Helpdesk Support Engineer		1-2	Diploma / Degree	3,000	4,800
Service Desk Engineer		1-3	Diploma / Degree	3,000	6,000
IT Support Engineer / Executive		1-5	Diploma / Degree	3,000	4,800
Desktop Support Engineer		1-5	Diploma / Degree	3,000	4,800

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## SYSTEMS & NETWORK

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
System Administrator	1-3	Degree	4,000	6,000
System Engineer	1-3	Diploma / Degree	3,800	6,500
Senior System Engineer	5-8	Degree	6,500	8,000
Cloud Engineer	3-6	Degree	5,000	8,500
Network Engineer	3-5	Degree	3,800	6,500
Senior Network Engineer	5-7	Degree	6,500	8,500
Network Security Engineer	3-7	Degree	4,000	9,200
Linux Systems Administrator	4-6	Degree	4,500	6,000
System & Network Lead	5-8	Degree	7,000	8,500
Infrastructure Manager	6-8	Degree	6,500	9,000
Infrastructure Solution Architect	6-10	Degree	8,000	11,000



# Japan Desk

Although COVID-19 has brought about disruptions to the global supply chains and trade, Japan continues to be one of Singapore's top trading partners, while Singapore remains a popular destination for Japanese investments.<sup>157</sup>

Japan's Foreign Direct Investment (FDI) outflows have rebounded strongly from pandemic challenges.<sup>158</sup> COVID-19 posed challenges to Japanese multinational companies at an unprecedented scale, partly due to delayed vaccinations and prolonged border controls.<sup>159</sup> Japan's economy rebounds to its pre-pandemic level and is contributing considerably to global growth in a post-pandemic recovery.<sup>160</sup>

According to data from the Japan External Trade Organization (JETRO), Japan's investments in Singapore had rebounded to more than US\$18 billion in 2021, up from under US\$8 billion in 2020.<sup>161</sup> In general, Asia remains a promising FDI destination for Japanese, due to high returns backed by

## Japan Desk

the long-term growth prospects of markets.<sup>162</sup> Singapore, in particular, remains attractive as a regional hub for services, with more than half of the jump in services FDI directed towards Singapore as a regional hub.<sup>163</sup>

Today, both countries retain extensive and wide-ranging economic ties, in traditional sectors such as hospitality and logistics, as well as newer, emerging sectors like healthcare and precision engineering.<sup>164</sup> With the global economy continuously evolving, the Singapore government has expressed a desire to actively explore even more collaboration opportunities, especially in emerging areas such as digitalisation, innovation and the green economy.<sup>165</sup>

Singapore and Japan today maintain substantial bilateral cooperation in many areas and have also joined hands on various multilateral initiatives such as the Indo-Pacific Economic Framework.<sup>166</sup> Recently, both countries have even inked agreements to bolster the flow of entrepreneurs and enterprises, promote greater access to start-up and innovation ecosystems, as well as enhance their governments' digital transformations.<sup>167</sup>

In an emerging post-COVID era, we can expect cross-border cooperation and economic links between Singapore and Japan to remain robust, driving continuous demand for professionals who speak Japanese and are familiar with the Japanese market.



# Japan Desk

▶ Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## ACCOUNTING ASSISTANT MANAGER / MANAGER

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Accounts Executive / Senior Accounts Executive 	3-5	Diploma / Degree	3,500	5,500
Accounts Assistant (AP)	1-3	Diploma / Degree	3,000	4,000
Accounts Assistant (AR)	1-4	Diploma / Degree	3,000	4,000
Accountant	5-8	Degree	5,500	8,000
Accounts / Finance Manager	6-8	Degree	8,000	12,000
Financial Controller	8-15	Degree	12,000	15,000

## BANKING & FINANCE

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Analyst	1-4	Degree	3,500	5,000
Accounting Assistant Manager / Manager	4-7	Degree	5,500	9,000
Compliance Manager	7-10	Degree	8,000	10,000
Credit Control	1-5	Diploma / Degree	4,000	6,500
Relationship Manager 	2-5	Diploma / Degree	6,000	8,000
Researcher	1-4	Diploma / Degree	4,500	6,500
AVP / VP	7-15	Degree	6,500	12,000

▶ Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## ENGINEERING

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Field Service Engineer	2-5	Diploma / Degree	4,500	6,500
BIM Coordinator	2-6	Diploma / Degree	4,500	6,500
QA QC Engineer	3-6	Diploma / Degree	4,500	6,500
Sales Engineer 	1-4	Diploma / Degree	4,000	6,500
Technical Sales Engineer	2-6	Diploma / Degree	3,500	7,000
Project Engineer	3-5	Diploma / Degree	5,000	7,000
Project Manager	6-10	Degree	8,000	15,000

 Hot Job | Figures are base salary (Not inclusive of Benefits & Bonuses)

# Japan Desk

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## GENERAL AFFAIRS & BUSINESS SUPPORT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Admin Assistant	1-3	N <sup>1</sup> / 'O' Levels / Diploma	2,500	3,500
Admin Executive	1-3	Diploma / Degree	3,500	4,500
Admin Manager	2-5	Diploma / Degree	4,500	6,500
Customer Service Executive	1-5	Diploma / Degree	4,000	6,000
Customer Service Manager	5-10	Diploma / Degree	6,500	8,500
Corporate Planning Executive	2-4	Diploma / Degree	4,000	6,000
Corporate Planning Manager	5-10	Degree	6,500	9,000
Legal Executive	2-5	Degree	4,500	6,500
Sales Coordinator	1-5	Diploma / Degree	3,000	4,500
Secretary	3-5	Diploma / Degree	3,800	6,000
Translator / Interpreter	2-6	Diploma / Degree	3,500	6,500

## HUMAN RESOURCES

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
HR Assistant	1-3	Diploma	3,200	4,000
HR Executive	1-5	Diploma / Degree	3,500	5,000
Senior HR Executive	5-7	Diploma / Degree	5,000	6,500
HR Manager	8-10	Degree	7,000	10,000
Regional HR Manager	8-15	Degree	9,000	12,000

► Salary Range (per month)

EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
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## IT

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Business Analyst	5-8	Degree	7,000	10,000
System Administrator	2-5	Diploma / Degree	4,000	5,000
Pre-Sales Executive	2-5	Diploma / Degree	4,500	7,000
Technical Support Engineer	2-6	Diploma / Degree	4,500	6,500
IT Consultant	2-5	Diploma / Degree	5,000	7,000
Account Manager	3-5	Diploma / Degree	6,000	8,000
Service Delivery Manager	5-8	Degree	8,000	10,000
Project Manager	5-8	Degree	8,000	12,000

## SALES & MARKETING

Job Title	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
PR & Marketing Senior Executive / Executive	2-6	Diploma / Degree	3,500	5,500
PR & Marketing Assistant Manager / Manager	5-7	Degree	6,000	9,000
Regional / Sales Executive	3-5	Diploma / Degree	4,500	6,000
Regional / Sales Manager	5-8	Degree	6,500	10,000

 Hot Job | Figures are base salary (Not inclusive of Benefits & Bonuses)

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## Executive Overview

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## Singapore Labour Market Outlook

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**PERSOLKELLY SINGAPORE PTE LTD**

36 Robinson Road, #20-01 City House  
Singapore 068877  
Tel: (65) 6709 3388  
Email: [info\\_sg@persolkelly.com](mailto:info_sg@persolkelly.com)

[persolkelly.com.sg](http://persolkelly.com.sg)