



Singapore

Salary Guide 2023/24



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 80 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.

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On Cover:
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Director
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Methodology: Salary figures included in the 2023/24 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.

Global Reach

We are one of the leading staffing, recruitment and HR solutions providers in the Asia Pacific region. Built on a legacy of innovation that dates back to the start of the modern staffing industry, PERSOLKELLY have a depth and breadth of expertise across diverse industries.

Our team of specialists take a collaborative approach to understand your unique challenges, leading to better relationships and results.

And our dynamic, fresh-thinking is paired with a focus on quality, creating greater value for your business.

With PERSOLKELLY, you get the strength and support of an organisation that has successfully been delivering this value across the APAC region for decades.

Gain access to much more...



Database of over
650k
candidates



Regional and
global networks



40+ years
of experience in
APAC

13 market coverage across APAC, with 100+ offices

Australia, China, Hong Kong,
India, Indonesia, Korea, Malaysia,
Philippines, New Zealand, Singapore,
Taiwan, Thailand, Vietnam

To view our salary guides
across the APAC region visit
persolkelly.com/salary-guides



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.



Executive Overview



Singapore's external demand outlook has improved slightly since 2022.¹ With China's Covid-19 restrictions easing at a quicker pace than expected, the country's growth is anticipated to pick up and uplift the growth outlook of economies across the region.²

The global supply situation is also continuing to stabilise; although global commodity prices remain elevated with the ongoing Russia-Ukraine conflict, they have eased from 2022 levels.³

However, global economic uncertainties remain.⁴ The tightening of financial conditions in numerous developed economies could have a pronounced impact on global growth.⁵ Major banks are continuing to raise interest rates, potentially creating turbulent market adjustments that could heighten risks to financial stability.⁶

A further escalation in geopolitical tensions could also worsen supply disruptions, dampen consumer and business confidence, and impede global trade.⁷

Following China's relaxation of border restrictions, the growth outlook for Singapore's aviation and tourism-related sectors – including air transport, accommodation, arts, entertainment and recreation – has improved, as international air travel and inbound tourism are now expected to accelerate.⁸

Conversely, the global economic slowdown has weakened the growth outlook for other outward-oriented sectors.⁹ Weaker global semiconductor demand is expected to negatively impact the electronics cluster, while the precision engineering cluster may be weighed down by a decline

in spending by semiconductor manufacturers.¹⁰ The wholesale trade, water transport, finance and insurance sectors will also experience slower growth due to the sluggishness in major external economies.¹¹

Our 2023/2024 Singapore Salary Guide sheds light on significant trends and challenges that are impacting and reshaping Singapore's industries and workforce. It provides a comprehensive overview of the latest salary and job developments across key industries from actual transactions recorded on PERSOLKELLY's Singapore database.

As your trusted recruitment partner, we hope that this guide will assist you in effectively navigating the ever-evolving employment landscape and serve as a guiding tool to help you enhance your recruitment strategies and refine your approach to attracting, retaining and developing your workforce.



Foo See Yang

Managing Director and Country Head



The growth outlook for Singapore's aviation and tourism-related sectors has improved, as international air travel and inbound tourism are now expected to accelerate.

Singapore Labour Market Outlook

Singapore's labour market continued to grow in the first quarter of 2023, with total employment expanding for the sixth consecutive quarter – by 33,000.¹² By the end of the quarter, total employment was 3.8% above the pre-pandemic level.¹³ While resident employment had exceeded pre-pandemic levels earlier, non-resident employment did so for the first time in March.¹⁴

Resident employment experienced strong growth mainly in the financial services, public administration and education, professional services, and health and social services, while non-resident employment growth was mainly in construction and manufacturing.¹⁵ As seasonal hiring for festivities came to an end, employment in the retail trade and food and beverage services declined.¹⁶

Notably, there has been a rise in retrenchments from 2,990 in Q4 2022 to 3,820 in Q1 2023, driven by the electronics manufacturing, information and communications and financial services sectors,¹⁷ followed by a decline to 3,200 in Q3.¹⁸ Reorganisation or restructuring was cited as the main reason for retrenchments, followed by the economic downturn as a secondary reason.¹⁹



However, the majority of residents who were retrenched were able to re-enter the workforce quickly, with 71.7% succeeding at finding employment within six months.²⁰ Overall, Singapore's unemployment rates and long-term unemployment rates have also remained low.


As job vacancies declined for the fifth consecutive quarter to 87,900 in June 2023, the labour market tightness has eased.²¹ Although the ratio of job vacancies to unemployed persons remained high at 1.94, it had declined from 2.33 in December 2022.²² The vacancies were spread across different industries, particularly in growth sectors such as information and communications, health and social services, professional services, and financial services.²³

Employees across all industries benefited from higher wage growth in 2022, as there was a significant increase in the number of profitable companies in Singapore.²⁴ However, due to the global economic slowdown and more uncertain business environment, firms are likely to take a cautious approach with salary increments.²⁵

To maintain competitiveness and resilience in the face of a global economic slowdown and increasingly uncertain business environment, employers and workers are encouraged to forge ahead with business and workforce transformation – while taking advantage of government initiatives to successfully adapt to the evolving landscape.²⁶



There has been a rise in retrenchments from
2,990
in Q4 2022 to
3,200
in Q3 2023



Residents who were retrenched were able to re-enter the workforce quickly, with
71.7%
succeeding at finding employment within six months.



Salaries

BY FUNCTIONS

Accounting

By 2025, the demand for new accounting jobs in Singapore is expected to reach up to 7,000, adding to the current workforce of more than 100,000 professionals – including 80,000 workers in in-house finance and accounting functions and 20,000 in accounting practices.²⁷

Despite growing demand for qualified accountants, interest in the profession is waning. Over the past five years, there has been a 10% decrease in accounting degree students at universities in Singapore.²⁸ There is also a declining number of graduates who go on to become accountants or auditors, compounding the problem of a talent shortage.²⁹

Although firms have begun offering higher salaries to attract fresh accounting graduates, smaller and medium-sized accounting practices continue to face stiff competition from Big Four firms over the dwindling pool of candidates.³⁰ A continued shortage of fresh accounting graduates may lead to consolidation in Singapore's accounting market.³¹

To address the sector's manpower challenges, a new task force, the Accountancy Workforce Review Committee, has been set up to shift attitudes and mindsets about the accounting profession and enhance its attractiveness.³²

A new \$1 million program by the Institute of Singapore Chartered Accountants (ISCA) has also been launched to raise awareness of the accounting profession as a viable career path and attract top global accounting talent.³³ About 300 participants are expected to join the program – which will enable undergraduates to network and work with industry players – over the next three to five years.³⁴

The private sector is also playing a part in boosting the local accountancy industry. As part of its growth plans across the region in the next five years, Deloitte plans to add 3,000 new employees in Singapore – a third of which will support regulatory services such as audit and tax.³⁵ KPMG Singapore has also announced

that it will commit \$50 million over the next five years to bolster financial services innovation and environmental, social and corporate governance (ESG) capabilities, as well as focus on upskilling its employees to meet evolving demand.³⁶

As the momentum on corporate sustainability grows, new and emerging roles may also help dispel notions that the accountancy profession is boring. A 2022 study, *Sustainability: Jobs and Skills For The Accountancy Profession*, found that three trends are driving finance professionals to expand into the green space – decarbonisation, wider adoption of sustainability reporting and disclosures, and the growth of green finance. Accountants could be well positioned for the relatively uncommon role of Chief Finance and Sustainability Officer – which is present in organisations that have well-developed sustainability initiatives and commitments – among a host of other new green professions that are emerging.³⁷



> 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



Audit and
Compliance

Accounting

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

ACCOUNTING

Accountant/ Assistant Accountant	1-3	Diploma/ Degree	3,500	5,500
Accounts Assistant	1-3	N/ 'O' Levels/ Diploma	2,200	2,800
Accounts Payable Executive	1-4	Diploma/ Degree	2,800	4,500
Accounts Payable Officer/ Assistant	1-3	N/ 'O' Levels/ Diploma	2,500	3,500
Accounts Receivable Executive	1-4	Diploma/ Degree	2,800	4,200
Accounts Receivable Officer	1-3	N/ 'O' Levels/ Diploma	2,500	3,500
Senior Accountant	3-6	Degree	5,500	8,000
Senior Accounts Executive/ Accounts Executive	1-4	Diploma/ Degree	3,000	5,000
Senior Accounts Manager/ Accounts Manager	3-5	Degree	4,800	8,500
Senior Accounts Officer/ Accounts Officer	1-4	Diploma/ Degree	2,800	4,200
Chief Financial Officer	>15	Degree/ Master	18,000	26,000
Finance Assistant	1-3	Diploma	2,500	3,500
Finance Controller	10-15	Degree	9,000	18,000
Finance Director	>15	Degree	10,000	20,000
Finance Executive/ Senior Finance Executive	2-5	Degree	3,000	5,000
Finance Manager/ Assistant Finance Manager	5-8	Degree	5,500	10,000
Financial Analyst/ Senior Financial Analyst	3-7	Degree	5,000	8,000
Regional Finance Manager	5-8	Degree	7,500	13,000
Senior Manager/ Manager, Financial Planning & Analysis	7-12	Degree	7,500	12,000

INTERNAL AUDIT

Audit Manager	5-8	Degree	8,000	12,000
Auditor	3-6	Degree	5,300	7,500

TAXATION

Tax Associate	4-8	Degree	5,000	6,500
Tax Manager	8-12	Degree	7,500	9,000
Tax Director	>15	Degree	14,000	18,000

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

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	3,800	4,600
Treasury Coordinator	1-3	Diploma/ Degree	2,900	3,500



Demand for new accounting
jobs would reach up to

7,000
by 2025



A new

\$1 million

program by ISCA has been
launched to raise awareness
of the profession as a viable
career path

Customer Service

According to an annual study by the Institute of Service Excellence (ISE) at Singapore Management University, customer satisfaction in the retail sector – which comprises department stores, fashion apparel, supermarkets and e-commerce – has declined.³⁸

Companies in Singapore have also been found to be risking over 5% of their sales due to poor customer experiences, according to a survey by Qualtrics XM Institute.³⁹ Only 57% of consumers surveyed had their issues fully resolved during their most recent customer service interactions, while just 20% were satisfied with the waiting time.⁴⁰ This highlights a pressing need to improve the customer experience⁴¹ – which companies across the region are also realising.

To meet evolving consumer requirements, 59% of Asia-Pacific businesses are increasing their investment in customer experience management.⁴²

The use of artificial intelligence (AI) to improve customer experience is a particularly fast-growing area. Zendesk's CX trends report found that 64% of Asia-Pacific businesses saw the performance of AI and chatbots increase significantly over the past year, and become more natural and human-like.⁴³ The improvement in AI has also elevated customer expectations, with 73% of Asia-Pacific consumers now desiring chatbots to provide the same level of service as humans.⁴⁴

At the same time, consumers increasingly desire conversational experiences – natural and fluid interactions that give them full

control and create a seamless customer service experience across all touchpoints.⁴⁵ While 63% of organisations in Asia-Pacific have expressed intent to implement conversational customer service, they have yet to do so.⁴⁶

As customer expectations continue to evolve, it is imperative for companies to stay up to date with the latest customer service trends to remain competitive and grow their market share. Although technologies such as AI and chatbots have come into focus recently, companies should look beyond technology and place equal emphasis on employing the right tools and enabling and empowering customer service staff. This will be key to ensuring the delivery of consistent, integrated and conversational experiences that customers want.

► 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	2,000	3,500
Customer Care Consultant	1-5	Diploma	2,200	3,600
Customer Care Consultant (Foreign Speaking)	1-5	Diploma	3,500	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	4,500	6,500
Customer Service Officer (Foreign Speaking)	1-3	Diploma	3,200	3,800
Guest Relation Officer	1-2	N/ 'O' Levels/ Diploma	2,100	3,500
Telesales Executive	1-3	N/ 'O' Levels/ Diploma	2,000	2,400
Telesales Officer	1-3	N/ 'O' Levels/ Diploma	2,000	2,300



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Microsoft Office
Suite



Business Opportunities
Management



Sales and Business
Development



Collaboration



Problem
Solving



CRM Systems



Stakeholder
Management



Project
Management

Human Resources

Singapore's government has been making a concerted push to bolster the HR profession and its contribution to the local economy, especially in recent years.⁴⁷ This is significant as the HR function can be a key driver of economic development; companies with strong HR capabilities are 5.5 times more likely to be significantly more profitable, and six times more likely to be more innovative.⁴⁸

By 2024, three new online playbooks will be released to boost skills-based hiring for HR management in the retail and construction sectors – in addition to the seven HR playbooks that the Institute for Human Resource Professionals (IHRP) has introduced since 2021.⁴⁹

A five-year HR Industry Transformation Plan, which comprises certification and training as a core component of the plan, has been launched to strengthen HR capabilities to support business transformation and hone HR professionals' skills.⁵⁰ A new Job

Redesign Centre of Excellence will also be set up as a one-stop centre to help employers and HR teams navigate the job transformation journey, and offer access to resources for job redesign.⁵¹

There are currently 6,800 IHRP-certified HR professionals, and the government aims to raise this number to 15,000 by 2027.⁵²

As the HR role evolves towards strategy and operational excellence, HR professionals should continue to equip themselves with strategic skills and adopt a data-driven mindset towards HR management.⁵³ These abilities will enable HR professionals to drive increased business value and outcomes.⁵⁴

With workforce transformations and geopolitical uncertainties weighing on employees worldwide, global burnout rates have increased – and human resources (HR) teams have not been spared. In Singapore, HR professionals have been found to be experiencing poor mental health, exhaustion

and burnout.⁵⁵ Furthermore, they may also lack the necessary tools to manage the emotional impact of burnout, and experience greater fatigue as a result.⁵⁶

Given that the HR function is a critical component of any organisation, companies must prioritise better mental health and wellbeing care for HR professionals.⁵⁷ With the right support mechanisms in place, the HR workforce will be able to realise their potential as strategic business partners – and be empowered to deliver greater impact to the organisation.⁵⁸



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Microsoft Office
Suite



Interviewing



Onboarding



Collaboration



Compensation
Management



Performance
Management



Talent Management



Employee
Engagement
Management

Human Resources

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX


COMPENSATION & BENEFITS

C&B Manager/ Assistant Manager	5-10	Degree	6,000	10,000
C&B Senior Executive / Executive	1-4	Diploma/ Degree	3,200	4,500
Recognition Program Specialist	2-5	Diploma/ Degree	3,000	4,000

HUMAN RESOURCES

HR Assistant/ Officer	1-4	Diploma/ Degree	2,500	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	3,300	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

TRAINING & DEVELOPMENT

Manager/ Assistant Manager, Learning & Development	4-7	Degree	5,500	8,000
Learning & Development Senior Executive/ Executive	3-5	Diploma/ Degree	3,200	5,500
Learning & Development Administrator	1-2	Diploma/ Degree	2,800	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	5,500	7,500

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

TALENT ACQUISITION/RECRUITMENT

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



A five-year
**HR Industry
Transformation Plan**
has been launched to strengthen
HR capabilities



Singapore government aims
to raise the number of IHRP-
certified HR professionals to

15,000
by 2027

Office Support

In a post-Covid world, flexible work arrangements (FWAs) have become undeniably important in today's employment landscape – and companies worldwide are looking into ways to implement these arrangements effectively and sustainably.⁵⁹ Singapore is no different, with FWAs expected to become a norm here in the workplace of the future.



A new tripartite workgroup has been formed to develop a set of guidelines on FWAs, and will develop a strategy to support employers and employees in

following the guidelines, and recommend ways to promote effective and sustainable provision and use of FWAs. The workgroup will craft the Tripartite Guidelines on Flexible Work Arrangements, which will be launched in 2024.⁶⁰

Given the hybrid nature of the future of work, skilled office support professionals will play critical roles in maintaining a well-functioning workplace environment – whether virtual or physical. Besides undertaking general administrative tasks such as addressing employees' queries,

scheduling meetings, maintaining systems, and managing office supplies and expenses, office support staff are expected to possess strong technology and communication skills – which are crucial for effectively managing a hybrid workplace and facilitating smooth day-to-day operations.

Developing proficiency in business communication apps and collaboration tools, along with the key attributes of resourcefulness and adaptability, will help office support professionals thrive in a borderless work environment.

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



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Microsoft Office
Suite



Microsoft Office
(Excel)



Public Relation
Management



Problem Solving



Documentation



Interviewing



Documentation and
Administration



Procurement

Procurement, Supply Chain & Logistics

As companies navigate global supply chain disruptions in a post-pandemic world, the need for skilled supply chain talent in Singapore is greater than ever. Among the top 25 logistics companies globally, 23 have operations in Singapore today – with many of them establishing their regional headquarters here.⁶¹

The logistics sector already offers a variety of career paths and opportunities – in sourcing, procurement, merchandising, supply-chain planning, sales and operations, as well as in growth areas such as sustainability.⁶²

However, the sector struggles with a poor image and lack of awareness among young people, resulting in challenges in attracting talent.

Although the sector has experienced rapid digitalisation and automation due to the pandemic, which has helped eliminate some labour-intensive processes, other aspects of work cannot be fully automated yet.

As the logistics sector continues to digitally transform, new skills focusing on technologies such as artificial intelligence-driven predictive analytics, digital enablers and intelligent automation will be critical.⁶³ This may play a role in boosting the appeal of the sector and career prospects for young talents.

The displacement of workers during the pandemic has contributed to a shortage of manpower, especially among rank-and-file employees.⁶⁴ Logistics companies facing a manpower crunch may soon find relief to support their operations, through a new scheme designed to help companies address short-term skill gaps and seize growth opportunities.⁶⁵

Under the Manpower for Strategic Economic Priorities (M-SEP) scheme, logistics firms may be allowed to temporarily hire more foreign workers beyond prevailing S Pass and work permit quotas.⁶⁶ Approved firms will see their quota for workers on either pass expanded by up to 5% of their existing base workforce, capped at 50 additional workers, for two years at a time.⁶⁷

In the long term, the scheme aims to create good job opportunities and uplift the skills of the local workforce. Singaporeans that are sent for additional training through the M-SEP could develop in-demand skills in cloud, data, cybersecurity, fintech, digital banking and software.⁶⁸



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Microsoft Office
Suite



Microsoft Office
(Excel)



Project
Management



Problem Solving



Collaboration



Inventory
Management





Supply Chain
Management



Procurement

Procurement, Supply Chain & Logistics

► Salary Range (per month)

	EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
LOGISTICS/ WAREHOUSE				
Director/ Assistant Director, Logistics	10-16	Degree	11,000	18,000
Forklift Driver	1-5	N/ 'O' Levels	2,000	2,600
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	1,600	1,900
Senior Logistics Executive/ Executive	1-5	A' Levels/ Diploma/ Degree	2,500	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	1,800	2,800
Warehouse Assistant	1-2	N/ 'O' Levels	1,800	2,500
Warehouse Manager	3-8	Diploma/ Degree	3,800	6,000
Warehouse Officer	2-3	Diploma	2,000	2,500
Warehouse Supervisor	3-5	Diploma/ Degree	3,000	4,500
OPERATIONS/ SHIPPING				
Documentation Coordinator	2-5	N/ 'O' Levels	2,500	4,200
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	3,000	4,000
PROCUREMENT/ PURCHASING				
Export Executive	1-4	Diploma	2,500	3,500
Junior/ Assistant Buyer	1-3	Diploma/ Degree	2,500	3,200
Senior Purchasing Executive/ Executive	3-5	Diploma/ Degree	3,000	5,100
Procurement Executive	2-5	Diploma/ Degree	2,800	4,200
Procurement Manager	6-8	Degree	5,500	7,000
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

SUPPLY CHAIN

Customer Service Officer/ Representative	1-3	N/'O' Levels/ Diploma	2,500	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	2,800	4,600
Specialist Manufacturing	2-5	Degree	3,500	4,500
Supply Chain Coordinator	1-3	Diploma	2,500	3,500
Supply Chain Manager/ Assistant Manager	5-10	Diploma/ Degree	6,000	10,000

The logistics sector
offers a variety of
**career paths and
opportunities**
in Singapore

New skills
**focusing on
technologies**
will be critical in logistics
sector

Sales & Marketing

Southeast Asia's digital economy continues to thrive and is on track to reach \$200 billion GMV in 2022, three years earlier than originally anticipated.⁶⁹ Among Southeast Asia's 460 million Internet users, 100 million have come online in the past four years.⁷⁰

The growth of digital adoption is now normalising following recent years of acceleration, but e-commerce continues to thrive and is expected to reach 17% GMV growth – despite the return to offline shopping.⁷¹ In fact, omnichannel shopping has been heralded as the way forward, as consumers in Singapore increasingly shop using a combination of online and offline channels.⁷²

Singapore has taken the lead in omnichannel spending among Southeast Asian countries, making up about 57% of retail spend in 2022.⁷³ This figure is expected to rise a further 21% over the next four years, to nearly 62% in 2026.⁷⁴

Brands and marketers must fully understand how consumers shop – from how they discover, compare and assess products, to checkout and delivery – to create a seamless customer experience across all channels. For example, consumers might use online stores to first compare prices before visiting physical stores for inspiration and to seek advice.⁷⁵

These shifts in shopping patterns create new opportunities for businesses and marketers to reach and engage customers across multiple touchpoints.⁷⁶ Furthermore, as consumers turn price-conscious amid rising inflation, the onus is on marketers to develop strategies that effectively win the trust of consumers and enhance business profitability.⁷⁷

By investing in sustainable omnichannel strategies and prioritising customer preferences, businesses can offer unique and holistic value to their customers to achieve long term growth.⁷⁸



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Creative Thinking



Digital Marketing
Management



Market Strategy



Problem Solving



Collaboration



Research



Brand Management



Business
Opportunities
Development

Sales & Marketing

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION



MIN

MAX

CREATIVE

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

Events Executive		1-3	Diploma/ Degree	2,500	3,500
Events Manager		3-6	Degree	4,000	5,500

MARKETING

Brand Executive		1-3	Diploma/ Degree	3,000	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	3,000	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	3,000	4,600
Market Research Manager		5-9	Degree	6,000	8,300
Marketing Assistant/ Coordinator/ Officer		1-3	Diploma	2,700	3,200
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	4,500	6,000
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	3,000	6,700
Senior Marketing Manager		5-7	Diploma/ Degree	6,300	8,700

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX


PROJECT MANAGEMENT

Project Administrator		1-2	Diploma/ Degree	2,500	3,000
Project Manager/ Assistant Manager		3-5	Degree	4,200	7,300
Project Specialist		2-4	Diploma/ Degree	3,000	5,000

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	3,000	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

RETAIL

Merchandise		1-5	N/'O' Levels/ Diploma	2,500	3,500
Retail Sales Associate / Assistant		1-5	N/'O' Levels	2,000	2,800
Sales Territory Manager		5-8	Diploma/ Degree	5,000	8,000

SALES & BUSINESS DEVELOPMENT

Account Manager		3-5	Diploma/ Degree	3,500	6,500
Corporate Sales Manager/ 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	2,500	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	2,800	4,000
Senior Sales Executive/ Executive		2-3	Diploma/ Degree	2,700	4,700

Salaries

BY INDUSTRIES

Banking & Finance

In spite of an uncertain geopolitical and macroeconomic climate, Singapore's financial sector is expected to continue growing at a steady pace of 4% to 5% annually until 2025.⁷⁹ Companies in Singapore have started investing in digitisation, efficiency and productivity, enabling them to better prepare for market volatility.⁸⁰

To accelerate the financial industry's growth, the Monetary Authority of Singapore (MAS) has rolled out a refreshed and ambitious Financial Services Industry Transformation Map (ITM) that lays out growth strategies to further develop Singapore as a leading international financial centre for Asia — to connect global markets, support the region's development, and better serve the local economy.⁸¹

The financial industry already grew an average of 5.7% a year between 2016 and 2020, surpassing the initial target of 4.3% that was set in 2017 with the release of the first ITM.⁸²

Under the new ITM, an average of 3,000 to 4,000 new jobs are expected to be created each year until 2025.⁸³ The MAS has also committed \$400 million in funding between 2021 to 2025 to further shore up local competencies and develop talents in the finance field.⁸⁴

To build a pipeline of skilled talent for the sector, the Polytechnic Talent for Finance Scheme has been introduced to encourage financial institutions to hire and train polytechnic students and graduates — with a goal to increase the number of polytechnic graduates with permanent placements in the financial sector by over 80% to at least 300 by 2025.⁸⁵

To nurture more Singaporean finance leaders and specialists, and ready them for new jobs that the financial sector is expected to generate in the coming years, \$400 million in the form of grants from the Financial Sector Development Fund (FSDF) will also be set aside under a Talent and Leaders in Finance program until 2025.⁸⁶

With the MAS working with the finance industry to drive Asia's transition towards net-zero emissions by scaling up sustainable and transition financing,⁸⁷ we can expect new job opportunities to emerge for skilled finance talents that are interested in the sustainability space. A total of \$100 million in grant funding will be provided for capability building and supporting green financial technology.⁸⁸ The MAS will also facilitate decarbonisation of real economy sectors in the region via appropriate financing solutions for corporations.⁸⁹



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Microsoft Office
Suite



Microsoft Office
(Excel)



Sales and Business
Development



Collaboration



Research



Problem Solving



Creative Thinking



Business Opportunities
Management

Banking & Finance

► Salary Range (per month)



EXPERIENCE
(YEARS)

QUALIFICATION




MIN

MAX



COMPLIANCE

Head of Legal & Compliance		15-20	Degree/ Master	20,000	28,000
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	5,500
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	7,500	10,000
AVP, Regulatory Development & Policy		6-8	Degree	7,500	10,000

FINANCE

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

INSURANCE

Claims Executive		2-6	Degree	3,500	5,800
Underwriter		4-7	Degree	5,200	8,000
Account Management / Business Development		3-7	Degree	4,000	7,000
Actuarial		2-6	Degree	3,800	6,500
Policy Administration		1-3	Diploma	2,600	3,500
Loss Adjustor		3-6	Degree	4,300	6,500

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

OPERATIONS

Bank Teller/ Service Executive	2-4	Diploma	2,500	3,800
Bank Clerk	1-3	Diploma/ Degree	2,400	4,000
Branch Manager	6-8	Degree	6,500	8,500
AVP/VP Loans Operation	5-10	Diploma/ Degree	6,500	10,800
AVP/VP Settlement Operations	5-10	Degree	6,500	10,800
AVP/VP Trade Operations	6-12	Degree	6,500	12,000
Private Banking Operations / Settlements	4-8	Diploma/Degree	4,500	8,000

RISK

Credit Analyst	2-4	Diploma/ Degree	3,800	6,200
Credit Control Assistant/ Officer	1-3	Diploma/ Degree	2,600	4,500
Risk Analyst (Market/ Liquidity Risk)	4-7	Diploma/ Degree	5,800	9,700
Senior Manager/ Manager	4-7	Degree/ Master	7,000	11,000
Vice President	8-10	Degree/ Master	11,000	17,000
Risk Senior Executive/ Executive	2-4	Degree	3,800	6,000
Credit Administration	1-4	Diploma	3,000	4,500

SALES

Bancassurance	1-5	Diploma/ Degree	3,000	5,500
Client Relationship Manager	 2-8	Degree	3,200	8,000
Corporate Relationship Manager	 5-9	Degree/ Master	6,000	10,000
Retail Banking Relationship Manager	 2-4	Diploma/ Degree	2,400	4,000
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

Engineering & Technical

Amid declining global demand, the weaker momentum from the manufacturing sector is likely to weigh on the economy in 2023.⁹⁰ Accounting for about one-fifth of Singapore's economy, the manufacturing sector shrank by 3% year-on-year in the last quarter of 2022. Industrial output in May 2023 had also fallen 10.8% year-on-year in its eighth consecutive contraction and below forecast.⁹¹

Export curbs and trade tensions may impact Singapore's semiconductor sector, given the complex and globalised nature of supply chains.⁹² However, bright spots exist for certain manufacturing segments such as transport engineering manufacturing, which is expected to experience some upside due to the recovery of air travel.⁹³

The food manufacturing sector is also benefiting from a refreshed Industry Transformation Map (ITM), which has been released with the aim of raising Singapore's profile as a trusted food leader to support

companies in their expansion into Asia.⁹⁴ As part of a new Jobs Transformation Map (JTM) under the ITM, over 2,500 jobs will be created in the short term to enable workers to increase productivity and handle higher value tasks.⁹⁵ The transformation of the industry is expected to further spur demand for eight emerging job roles, including those in the creation of novel foods and data analytics.⁹⁶

On the other hand, Singapore's construction industry is expected to grow at 5.4%, due largely to planned public housing projects.⁹⁷ Although the industry may continue to face challenges with manpower shortages and elevated material prices, it is expected to regain momentum in the medium to long term.⁹⁸

In line with Singapore's push towards sustainable development, the appetite for greener and modern construction methods is also increasing.⁹⁹ The government has an ambitious plan to green 80% of buildings in Singapore by 2030, and recent survey findings

have shown that almost half of all businesses are planning to grow their investment in using green buildings in the next one to two years.¹⁰⁰

However, the complexity of the built environment ecosystem, with multiple stakeholders involved in each development, and an uncertain return on investment may be prohibitive to more buildings going green.¹⁰¹ This signals a need for the government to continue to emphasise sustainability standards and increase support for companies to adapt to the green movement in construction.



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Microsoft Office
Suite



Documentation



Project Management



Mechanical
Engineering
Management



AutoCAD



Problem Solving






Quality Assurance



Engineering Project
Management

Engineering & Technical

► Salary Range (per month)

		EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
ADMINISTRATION & SUPPORT					
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	3,300
Technical Sales Engineer		4-5	Diploma/ Degree	4,200	6,000
Technical Services Manager		4-6	Diploma	6,200	9,300
Technical Support Engineer		1-3	Diploma	3,600	5,000

CONSTRUCTION/ PROJECT MANAGEMENT					
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

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

HEALTHCARE & MEDICAL

Application Specialist/ Engineer	4-7	Diploma/ Degree	4,000	6,200
Customer Support Engineer	1-4	Diploma/ Degree	3,200	4,800
Field Service Engineer	5-8	Diploma/ Degree	5,000	7,500
Product Specialist (Medical/ Scientific Equipment)	4-6	Degree/ Master	4,500	7,500
Technical Sales Engineer	2-5	Diploma/ Degree	3,500	6,500

MAINTENANCE

Machinist	1-3	N/ 'O' Levels/ Diploma	2,000	3,500
Maintenance Engineer/ Assistant Engineer	2-4	N/ 'O' Levels/ Diploma	3,000	6,000
Maintenance Technician	2-5	N/ 'O' Levels/ Diploma	2,600	3,800
Pump Mechanic	1-5	N/ 'O' Levels/ Diploma	2,200	4,600

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	2,500	3,800
Senior/ Telecommunications Engineer	1-6	Diploma/ Degree	3,600	8,000

Engineering & Technical

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

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

QUALITY ASSURANCE/ CONTROL

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

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

REAL ESTATE/ PROPERTY DEVELOPMENT

Architect	5-7	Degree	6,000	8,500
Deputy Manager, Commercial	>8	Degree	7,000	13,000
Estate/ Condominium Manager	3-5	Diploma	4,500	7,000
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

WORKPLACE/ ENVIRONMENT SAFETY & HEALTH

Quality, Health, Safety, Environmental Manager		4-8	Diploma/ Degree	7,000	10,000
Security Engineer		1-4	Diploma	2,200	4,200
Senior Environment, Health & Safety Engineer/ Engineer		3-6	Diploma/ Degree	4,500	7,000



Singapore's construction
industry is expected to
grow at

5.4%



Over

2,500

jobs will be created
as part of a new Jobs
Transformation Map

FMCG & Retail

With the revitalisation of tourism and new brands making their way into Singapore, the retail market is set for growth and sustained recovery – on track to regaining its status as a regional retail hub.¹⁰²

However, elevated inflation may lead consumers to be more cautious with their expenditure, and consumer demand could slow down. The retail sector may also continue to face manpower constraints, as it is unlikely for the number of workers in the industry to increase due to a tight labour market.¹⁰³

Amid these challenges, retailers must adapt to recent developments in the sector – such as shifts in consumer preferences and evolving lifestyle patterns and the emergence of new channels that offer today's consumers a variety of ways to shop.¹⁰⁴

Government and industry bodies alike have rolled out new initiatives to support businesses as they innovate, grow and embrace these changes.

A new Jobs Transformation Map (JTM) has been launched to provide insight into how retailers can redesign job roles to support business growth while fulfilling workers' aspirations, needs and expectations.¹⁰⁵ This has been accompanied by the appointment of SNEF, in partnership with NTUC, as the Jobs-Skills Integrator (JSIT) for the retail industry, serving as a one-stop advisory service for retailers embarking on a transformation journey.¹⁰⁶

At the industry level, the Singapore Retailers Association (SRA) has unveiled a ground-up industry transformation map to support retail businesses in creating feel-good and personalised retail experiences

– with the aim of positioning retail as an attractive industry by 2025.¹⁰⁷

Singapore's retail sector currently employs more than 160,000 workers, which form 4.2% of the country's workforce.¹⁰⁸ A study of 200 retail workers has found that only about one in five planned to stay in the retail sector, with half of the respondents indicating that they lacked career development support from their employers.¹⁰⁹

As part of a concerted effort to improve attraction, retention and career progression of workers in the retail sector, NTUC LearningHub has launched the LearningHub Retail Institute.¹¹⁰ The institute is in the process of rolling out more courses to support the upskilling of workers and address key industry needs, with a focus on customer-centric practices and innovative technology.¹¹¹

				► Salary Range (per month)	
		EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
Area Manager		4-6	Diploma	4,500	7,000
Boutique Assistant		1-5	N'/ 'O' Levels/ Diploma	2,000	2,700
Channel & Territory Executive		1-4	Diploma	2,800	3,200
Department Manager		2-5	N'/ 'O' Levels/ Diploma	3,200	4,500
Distribution Analyst		2-4	Degree	4,000	4,500
Merchandise		1-4	N'/ 'O' Levels	2,800	3,800
Promoter		1-2	N'/ 'O' Levels	2,000	2,400
Retail Associate/ Senior Associate		1-7	N'/ 'O' Levels	2,000	2,800
Retail Executive		1-3	N'/ 'O' Levels/ Diploma	2,500	3,200
Sales & Marketing Manager		4-9	Diploma/ Degree	5,000	9,500
Shop Manager/ Supervisors		2-5	N'/ 'O' Levels/ Diploma	2,800	5,000



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Creative Thinking



Microsoft Office (Excel)



E-commerce
Management



Problem Solving



Collaboration



Research



Brand Management



Visual
Merchandising
Presentation

Healthcare & Life Sciences

With Singapore's population ageing rapidly, the government is taking steps to prevent illnesses and keep citizens healthy – laying the foundation for sustainable aged care.

Through Healthier SG, a multi-year strategy to transform the delivery of healthcare, the government aims to reform the public health system, shifting away from reactive healthcare towards empowering individuals to improve their health and quality of life through preventive care and strong patient-doctor relationships.¹¹²

A key challenge this initiative will need to tackle is the current shortage of healthcare professionals in Singapore. By 2030, one in four Singaporeans will be aged 65 and above, and the number of healthcare workers – including nurses, allied health professionals and support care staff – needed to operate hospitals, clinics and eldercare centres is also set to grow – from 58,000 today to 82,000 by 2030.¹¹³

Close to 4,000 new nurses are set to be brought on board by the end of 2023.¹¹⁴ However, there is still a pressing need to expand the nursing workforce by shoring up local and foreign manpower pipelines, and doing more to retain nursing talent.¹¹⁵ The attrition rate of local nurses had increased to 7.4% in 2021, up from 5.4% in the previous year, and for foreign nurses, the attrition rate had more than doubled year on year to 14.8%.¹¹⁶

Efforts are also underway to better protect healthcare workers from abuse and harassment in Singapore's public, private, and community care sectors – the Ministry of Health is working with public healthcare clusters to translate recommendations for standardised zero-tolerance policy against abuse into on-ground recommendations.¹¹⁷

The increasing proportion of elderly people will spur a higher demand for physiotherapy services, yet physiotherapists are currently on a list of 27 jobs where skills

are in shortage here.¹¹⁹ To build a more sustainable pipeline of physiotherapists, the Singapore Institute of Technology (SIT), which offers Singapore's only physiotherapy degree program that produces around 200 graduates a year, is raising its cohort intake.¹¹⁹ SIT is also introducing an initiative that allows students to volunteer at clinics to gain working experience and better prospects of a full-time role in the sector.¹²⁰



> TOP 10 IN-DEMAND SKILLS



Communication



Apply Teamwork
in the Workplace



Effective Client
Communication



Microsoft Office Suite



Effective
Communication in
Nursing



Documentation



Collaboration



Research



Patient Care Delivery
in Nursing






Infection Control

Healthcare & Life Sciences

► Salary Range (per month)

		EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
NURSING & SUPPORT ROLE					
Nurse Educator		5-10	Degree/ Advance Diploma	5,000	8,500
Nurse Clinician/ Nurse Manager		8-13	Degree/ Advance Diploma	5,000	8,500
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

ADMIN & ANCILLARY					
Dental Surgery Assistant		1-4	N/ 'O' / 'A' Levels/ Diploma	1,600	2,800
Patient Service Associate/ Clinic Assistant		1-4	N/ 'O' / 'A' Levels/ Diploma	1,600	2,800
Care Coordinator Associate		1-5	N/ 'O' / 'A' Levels/ Diploma	1,800	3,200
Executive Assistant		1-5	Diploma	2,200	3,600
Operations Executive		1-4	Degree	2,800	4,000
Operations Manager		6-10	Degree	4,500	6,800

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

ALLIED HEALTH PROFESSIONAL

Medical Social Worker/ Social Worker		2-5	Degree	3,450	5,300
Senior/ Medical Technologist		1-6	Diploma/ Degree	2,250	6,000
Occupational Therapist		3-5	Degree	4,000	6,500
Pharmacist		2-4	Degree	3,200	5,000
Pharmacy Technician		1-4	Diploma	2,250	3,500
Physiotherapist		1-5	Degree	3,650	5,000
Radiographer		2-7	Degree	4,500	7,000
Speech Therapist		2-5	Degree	3,500	5,500
Podiatrist		2-7	Degree	3,500	7,000
Research Fellow		1-5	Degree	3,250	4,500
Dietitian		1-3	Degree	3,250	4,500
Clinical Research Coordinator		1-3	Degree	3,000	4,500
Care Coordinator		1-5	Degree	3,250	4,500
Junior Medical Technologist		1-4	Diploma	2,250	3,500
Clinical Psychologist		1-4	Master	3,500	5,500

LIFE SCIENCES

Laboratory Manager		6-10	Diploma/ Degree	5,000	7,800
Laboratory Technician		1-3	N/ 'O' Levels/ Diploma	2,500	3,200
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
QA / QC Executive		1-3	Diploma/ Degree	3,000	3,500
Research Scientist		4-7	Degree/ Master	6,000	8,000

Information Technology

Despite sector-wide job cuts by tech giants and smaller firms alike, the tech industry is expected to continue creating new job opportunities and underpinning the growth of Singapore's economy.¹²¹ Singapore currently ranks as the world's 12th top tech city – based on its tech talent, real estate and business environment – and still has room to grow.¹²²

At 5.6%, the Information and communications sector was the seventh-largest contributor to Singapore's economy in 2021.¹²³ According to the Digital Prosperity for Asia coalition, this was only 63% of what could have been the sector's full potential.¹²⁴

Tech industry body SGTech has identified sustainability and digital trust – defined as the confidence participants have in the digital ecosystem to interact securely, in a transparent, accountable and frictionless manner – as two key areas that Singapore's tech sector could create immense value in.¹²⁵

The digital trust sector could scale by nearly three-fold by 2027 from \$1.7 billion currently to \$4.8 billion, and employ up to 34,000 people by 2027 – more than double the current 15,000.¹²⁶ The sector's growth could also have additional multiplier effects to spur growth in other sectors within the digital economy.¹²⁷

To spur the growth of the sustainability tech sector in Singapore, the Monetary Authority of Singapore (MAS) has launched the ESG Impact Hub.¹²⁸ The hub aims to support the discovery, scaling and deployment of technology solutions to address companies' ESG needs, and encourage collaboration between ESG fintech start-ups and solution providers with industry stakeholders.¹²⁹

Over the next three to five years, nascent tech trends such as 5G, cloud computing and artificial intelligence (AI) are expected to drive strong demand for skilled talents – according to the Jobs

Transformation Map (JTM) for the information and communications sector.¹³⁰ Trends including the Internet of Things (IoT) and analytics are likely to lead to an increase demand for workers with skills in software engineering, cloud and mobility, as well as AI and analytics.¹³¹

Given there is still a limited pool of tech talent in Singapore, training and upskilling workers without experience or background in the industry will be vital. The government is also offering support for professionals to acquire new digital skillsets. Since 2016, over 13,000 individuals have been placed in tech jobs under the TechSkills Accelerator program, while another 180,000 others have been trained in key growth areas such as cyber security, artificial intelligence and data analytics.¹³²



> TOP 10 IN-DEMAND SKILLS



Communication



Programming and
Coding



Java



Creative Thinking



Python



Documentation



Collaboration



SQL



Problem Solving



JavaScript

Information Technology

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION




MIN

MAX

BUSINESS DEVELOPMENT

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

SOC Analyst/ Senior SOC Analyst	1-3	Degree/ Masters	3,500	5,000
Cyber Security Engineer/ Consultant	 1-5	Degree	5,000	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	7,500	12,300
IT Security & Compliance Manager	 5-8	Degree	7,500	12,000

DATA ANALYSIS

Data Analyst	2-6	Degree	4,800	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

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

MANAGEMENT

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	12,000	17,000
IT Manager/ Assistant Manager	3-6	Degree	7,000	10,000

PROJECT MANAGEMENT

Project Administrator	2-4	Diploma/ Degree	3,500	4,500
Project Executive/ Senior Project Executive	1-4	Diploma/ Degree	4,000	5,000
Business Analyst	1-3	Degree	4,500	6,000
Senior Business Analyst	3-10	Degree	5,500	9,000
Project Manager/ Senior Project Manager	5-15	Degree	6,500	12,000
Service Delivery Manager	1-3	Degree	6,500	7,500

Information Technology

► Salary Range (per month)



EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

SOFTWARE ENGINEERING

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	4,500	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	3,500	6,000
Graphics Designer	2-5	Diploma/ Degree	3,500	6,000
Senior Design Consultant	4-6	Diploma/ Degree	4,500	6,000
Databse Administrator	3 - 5	Degree	6,500	9,500
Dev Ops Developer	 2-5	Diploma/ Degree	5,000	7,000
Full Stack Developer	 2-5	Diploma/ Degree	5,000	7,000
SAP ABAP/ Basis, FICO	2-5	Diploma/ Degree	5,000	8,000
Scrum Master	3-5	Degree	8,500	12,000

SUPPORT

Helpdesk Support Engineer	1-2	Diploma/ Degree	3,000	4,800
Service Desk Engineer	1-3	Diploma/ Degree	3,200	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

SYSTEMS & NETWORK

System Administrator		1-3	Degree	4,500	6,000
System Engineer/ Senior System Engineer		3-8	Degree	5,500	8,000
Cloud Engineer		3-6	Degree	7,000	8,500
Network Engineer		3-5	Degree	5,500	6,500
Senior Network Engineer		5-7	Degree	6,500	8,500
Network Security Engineer		3-7	Degree	5,500	9,200
Linux Systems Engineer		4-6	Degree	6,500	8,000
System & Network Lead		5-8	Degree	7,000	8,500
Infrastructure Manager		6-8	Degree	6,500	10,000
Infrastructure Solution Architect		6-10	Degree	8,000	12,000



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Japan Desk

The year 2023 marks the 50th anniversary of relations between Japan and the Association of Southeast Asian Nations (ASEAN).¹³³ As ASEAN-Japan relations grow from strength to strength, Japan has emerged as one of the region's top economic, security and diplomatic partners.¹³⁴

Today, Japan and Singapore continue to share strong economic ties – and Singapore remains a top destination for investments from Japan. In 2022, Japan was one of the top five source economies for inward direct investment flows into Singapore – accounting for a contribution of close to \$25 billion in investments.¹³⁵

Both countries have reaffirmed their commitment to deepening cooperation, particularly in areas such as economic development, digitalisation, energy and sustainability.¹³⁶ As part of a recently-inked agreement, Singapore and Japan have also pledged to jointly enhance air connectivity and aviation sustainability, including exchanging

knowledge on the skills needed to create new jobs in sustainable aviation, and on innovative technologies at airports as part of efforts to meet service, manpower and sustainability goals.¹³⁷

Singapore is also seen as an ideal regional gateway for Japanese tech firms eager to capitalise on the growing Southeast Asia market, which is currently the fifth-largest economy worldwide and set to become the fourth-largest by 2030.¹³⁸

According to the Singapore Economic Development Board (EDB), Japanese firms have been leveraging Singapore's diverse industries to identify ways that their applications and solutions can cater to unmet needs.¹³⁹









Singapore's attributes such as its well-established supplier ecosystem, thriving research and innovation ecosystem, and strong networks with other countries within the region, make the country a top destination for Japanese firms looking to expand into Southeast Asia.¹⁴⁰

Singapore and Japan are also expanding cooperation in the area of support for start-ups, through a new initiative that will see large companies identify challenges and source proposals from start-ups.¹⁴¹

As collaborative and economic ties between Singapore and Japan continue to flourish, we can expect sustained demand for individuals proficient in Japanese language and well-acquainted with the intricacies of the Japanese market.



► Salary Range (per month)

		EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
ACCOUNTING ASSISTANT MANAGER/ MANAGER					
Accounts Assistant (AP)		1-3	Diploma/ Degree	3,200	4,000
Accounts Assistant (AR)		1-3	Diploma/ Degree	3,200	4,000
Accounts Executive/ Senior Accounts Executive		3-5	Diploma/ Degree	4,200	5,500
Accountant		5-8	Degree	6,000	8,000
Accounts/ Finance Manager		6-8	Degree	8,000	12,000
Financial Controller		8-15	Degree	12,000	18,000
BANKING & FINANCE					
Analyst		1-4	Degree	3,200	4,600
Accounting Assistant Manager/ Manager		4-7	Degree	6,000	10,000
Compliance Manager		7-10	Degree	7,000	10,000
Credit Control		1-5	Diploma/ Degree	4,000	6,500
Relationship Manager		2-5	Diploma/ Degree	4,500	7,000
Researcher		1-4	Diploma/ Degree	4,500	7,500
AVP/ VP		7-15	Degree	6,500	11,000
ENGINEERING					
Field Service Engineer		2-5	Diploma/ Degree	3,500	6,500
BIM Coordinator		2-6	Diploma/ Degree	3,500	6,500
QA QC Engineer		3-6	Diploma/ Degree	4,000	5,500
Mechanical/ Electrical Design Engineer		3-5	Degree	4,000	6,000
Sales Engineer		1-4	Diploma/ Degree	4,000	6,500
Technical Sales Engineer		2-6	Diploma/ Degree	4,000	7,000
Project Engineer		3-5	Diploma/ Degree	4,500	6,000
Project Manager		6-10	Degree	6,500	15,000

► Salary Range (per month)

EXPERIENCE
(YEARS)

QUALIFICATION

MIN

MAX

GENERAL AFFAIRS & BUSINESS SUPPORT

Admin Assistant		1-3	Diploma/ Degree	2,800	3,200
Admin Executive		1-3	Diploma/ Degree	3,000	4,000
Admin/ Office Manager		2-5	Diploma/ Degree	4,500	6,500
Customer Service Executive		1-5	Diploma/ Degree	3,300	5,000
Customer Service Manager		5-10	Diploma/ Degree	6,000	9,000
Corporate Planning Executive		2-4	Diploma/ Degree	4,000	6,000
Corporate Planning Manager		5-10	Degree	6,500	10,000
Legal Executive		2-5	Degree	4,500	8,000
Sales Coordinator		1-5	Diploma/ Degree	3,500	5,000
Secretary		3-5	Diploma/ Degree	4,500	6,500
Translator/ Interpreter		2-6	Diploma/ Degree	3,800	6,500

HUMAN RESOURCES

HR & Admin Officer		1-3	Diploma	2,800	4,000
HR Assistant		1-3	Diploma	2,800	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	8,000	10,000
Regional HR Manager		8-15	Degree	7,000	12,000

► Salary Range (per month)

		EXPERIENCE (YEARS)	QUALIFICATION	MIN	MAX
IT					
Pre-Sales Executive		2-6	Diploma/ Degree	3,400	6,500
IT Support Engineer/ Executive		1-5	Diploma/ Degree	3,500	5,500
IT Consultant		2-5	Diploma/ Degree	4,500	7,000
Senior IT Consultant		5-10	Degree	7,500	12,000
Network Engineer		3-5	Degree	5,000	7,000
Business Analyst		5-8	Degree	7,000	10,000
Cyber Security Engineer		3-5	Degree	5,500	10,000
Account/ Business Development Manger		3-5	Degree	5,500	8,000
Project Manager		5-8	Degree	8,000	12,000
SALES & MARKETING					
PR & Marketing Senior Executive/ Executive		2-5	Diploma/ Degree	4,000	5,500
PR & Marketing Assistant Manager/ Manager		5-8	Degree	5,500	7,500
Regional/ Local Sales Executive		3-5	Diploma/ Degree	4,500	6,000
Regional/ Local Sales Manager		5-8	Degree	6,000	8,000



Singapore remains a
top destination
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from Japan



Singapore and Japan are
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