



Indonesia

Salary Guide 2022





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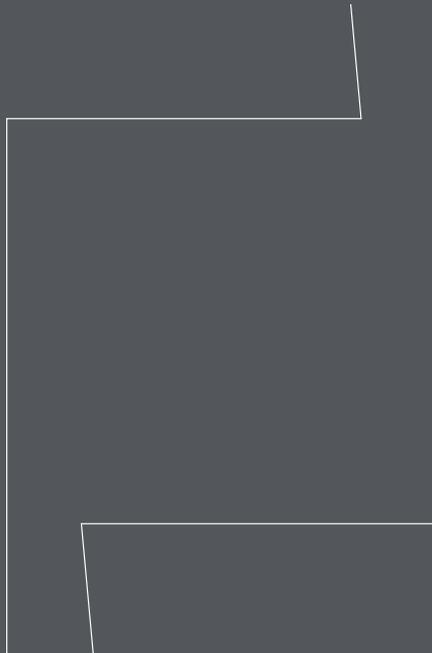
Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

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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The Indonesian economic outlook in 2022 projects a positive expectation

Indonesia's GDP grew despite experiencing the threat of new Covid-19 variant¹. As reported in December 2021, the Indonesian Government announced that Omicron variant cases had emerged in Indonesia, which led to the announcement by the President of Indonesia on the strict health protocols. He also encouraged Indonesians not to panic, to get vaccinated immediately, and to stay vigilant by following the instructions stated in the health protocols.

According to the business practitioners, the economic environment was under control despite experiencing an impact from the emergence of Omicron because they calmly managed the risk. Based on the data from the Central Statistics Agency (BPS), the Indonesian economy continued to grow positively in the third quarter of 2021, but it was lower than previous quarter's achievements due to the spread of the Delta variant of Covid-19. The third quarter of 2021 saw a growth of 3.51% (y-o-y), which was lower than the previous quarter's achievement of 7.07% (y-o-y)^{2,3}.

Executive Overview

Based on consumers' mobility since early Q4 2021 - which is supported by improving export performance, increasing government fiscal spending, as well as increasing consumption and investment - the Indonesian economic outlook in 2022 projects a positive expectation⁴. Strong revenue growth from taxes and commodities helps in narrowing the fiscal deficit. This should reduce the financing gap for government bonds amid potentially weaker appetite from banks and foreign investors.

The National Economic Recovery programme will continue into 2022 with an increased budget ceiling of IDR. 414 trillion, which provides optimism for economic recovery from the impact of the pandemic⁵. This programme is expected to be one of the main reasons for Indonesia's economic recovery, with a focus on health and social protection, priority programme, supports for Micro, Small and Medium Enterprises (MSME), and corporate financing⁵.

Furthermore, the number of Covid-19's cases, hospitalisations, and deaths were decreasing in Indonesia as of December 2021 due to a massive improvement in the vaccination rate despite the rise of the Omicron variant. This further boosted the confidence in recovering from the pandemic.

We need to acknowledge that Indonesians have benefited from digitalisation since the



pandemic. Companies are forced to be more agile in adopting digital tools and work-life balance will be the new standard of practice moving forward. From this day forward, digital savviness is becoming a priority for both government institutions and private businesses.

Apart from the business practices, there's also a significant change in certain aspects of the employer-employee relationship. Employers became more understanding of their employees by recognising employees' mental health and general well-being during the pandemic. They introduced flexible working

hours and a hybrid work style. When the physical welfare and the mental state of the employees were being cared for during the pandemic, the productivity was enhanced significantly.

The new normal and the change in the employer-employee relationship have revolutionised the fundamental of business operations. As the economic situation is ever-changing and progression cannot be compromised, we can partner with you in your mission to restore the Indonesian economic movements as we anticipate the economic bloom across all industries.

Sonny Subhan
Director, PERSOLKELLY Indonesia

Life Science



					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Pharmaceutical						
Admin IT	S1	2+	4,500,000	5,500,000		
Admin Supply Chain	S1	3	7,200,000	8,200,000		
AH Regulatory Staff	D3	2	4,000,000	4,500,000		
Animal Health - Technical Staff	S1	2	5,000,000	5,500,000		
Associate Clinical Manager	S1	5	46,000,000	56,000,000		
Consumer Care	S1	3	4,500,000	5,000,000		
DCC Admin	D3	1	4,500,000	5,000,000		
Field Service Engineer	S1	3-5	9,000,000	12,000,000		
Finance Analyst	S1	5	10,000,000	14,000,000		
GM Finance	S1	20	65,000,000	75,000,000		
Health Consultant	S1	2	5,000,000	6,000,000		
HR - PM Admin	D3	1	4,500,000	5,000,000		
HR Admin & Service Admin	S1	3+	10,000,000	15,000,000		
HR Staff	S1	5+	10,000,000	12,000,000		
IM Administrator	S1	3	6,100,000	8,100,000		
Finance Admin	D3	3	6,000,000	7,000,000		
Learning & Development Manager	S1	15+	45,000,000	60,000,000		
Logistic Staff	S1	5	20,000,000	28,000,000		
Staff of Business Process Management	S1	3	8,810,000	10,810,000		
Market Access Scientific Support	S1	2	6,000,000	6,500,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Pharmaceutical						
Marketing Admin	S1	3	7,200,000	9,200,000		
Marketing Coordinator	S1	2	5,000,000	6,000,000		
Medical Admin	S1	1	4,500,000	5,000,000		
Medical Associate	S1	3	7,010,000	9,010,000		
Metabolic Admin Assistant	S1	2	7,000,000	7,500,000		
Staff of Oncology Business Unit	S1	1	4,500,000	5,000,000		
Packaging Operator	D3	1	4,500,000	5,000,000		
Patient Access Executive	S1	1	4,750,000	5,250,000		
Patient Safety Analyst	S1	2	5,500,000	6,000,000		
Patient Safety and Medical Officer	S1	1	5,500,000	6,000,000		
PMO Project Officer	S1	3	6,000,000	7,150,000		
Practice Development Manager	S2	5	68,000,000	78,000,000		
Primary Liquid Operator	D3	1	4,500,000	5,000,000		
Private Health Insurance Project Officer	S1	3	8,000,000	10,000,000		
Product Development & Formulation Assistant Manager	S1	8-10	18,000,000	25,000,000		
Project Manager	S1	5	69,000,000	89,000,000		
QA Officer	S1	1	5,000,000	5,500,000		
Regulatory Staff	S1	2	5,500,000	6,000,000		
Respiratory Admin Assistant	S1	3	7,500,000	8,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Pharmaceutical						
Sales - Solution & Capabilities	S1	3	7,300,000	8,300,000		
Senior Field Service Engineer	S1	7-10	17,000,000	20,000,000		
Stability Coordinator	S1	2	5,500,000	6,655,000		
Supplier Quality Staff	S1	3	9,000,000	11,000,000		
Talent Acquisition Officer	S1	3	6,000,000	7,000,000		
Technical Sales	S1	5+	15,000,000	20,000,000		
Wash-bay Operator	D3	1	4,500,000	5,000,000		
WWTP Operator	S1	2	5,500,000	6,300,000		
Medical Devices						
Accounting Supervisor	S1	3-5	9,000,000	11,000,000		
Architect	S1	3	15,000,000	25,000,000		
Area Manager	D3	5	15,000,000	25,000,000		
Assistant HR Manager	S1	3	6,000,000	10,000,000		
Business Development Manager	S1	5-7	15,000,000	25,000,000		
Commercial Manager	S1	10+	40,000,000	50,000,000		
Executive Secretary	D3	1	7,000,000	10,000,000		
Finance & Administration Manager	S1	10	30,000,000	50,000,000		
HR General Manager	S1	10+	30,000,000	33,000,000		
IT Application Manager	S1	8-10	15,000,000	22,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Medical Devices						
Marketing Communication Officer	D3-S1	1-3	5,000,000	7,000,000		
National Sales Manager	S1	10-15	25,000,000	40,000,000		
Operation Manager	S1	8-10	15,000,000	25,000,000		
Sales & Marketing Admin	D3	1-3	5,000,000	7,000,000		
Sales Admin Supervisor	S1	3-5	6,000,000	10,000,000		
Sales Executive	S1	3-5	5,000,000	8,000,000		
Sales Manager	S1	5+	12,000,000	15,000,000		
Hospital & Healthcare						
Business Development Manager	S1	15+	50,000,000	65,000,000		
Nursing Manager	S1	7-10	15,000,000	20,000,000		
Oncology Manager	S1	10+	25,000,000	35,000,000		
Safety Operations Specialist	S1	3	5,000,000	7,000,000		
Senior Legal Officer	S1	5	10,000,000	12,000,000		

Engineering



Salary Range (per month) Unit: IDR				
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX
Building, Construction & EPC				
Assistant Manager of Business Development	S1	5-7	7,500,000	8,500,000
Business Development Director	S2	10+	70,000,000	100,000,000
Chief Finance Officer	S2	10+	100,000,000	110,000,000
Chief Operating Officer	S2	10+	100,000,000	110,000,000
Country Manager	S1-S2	10+	90,000,000	100,000,000
Finance Officer	S1	5	7,500,000	8,500,000
Head of Legal	S1	5-7	8,000,000	10,000,000
Project General Manager	S1	10	30,000,000	60,000,000
Site Inspector	S1	5	6,000,000	7,000,000
Social Safeguard	S1	10-17	35,000,000	45,000,000
Surveyor	D3	5	5,500,000	6,000,000
Team Leader / Specialist - Project Management	S1	5-10	20,000,000	25,000,000
Petrochemical				
Assistant Manager of Supply Chain	S1	3+	15,000,000	20,000,000
Oil & Gas				
Purchasing Manager	S1	5+	15,000,000	20,000,000
Supply Chain Manager	S1	5	20,000,000	30,000,000
Tender Executive	S1	3+	7,000,000	9,000,000

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Power Plant						
Assistant Head of Business Development	S1	8	30,000,000	80,000,000		
Head of Financial Compliance	S1	10+	40,000,000	100,000,000		
HR General Manager	S1	10+	45,000,000	65,000,000		
Senior Business Analyst	S1	6	25,000,000	60,000,000		
Mining						
Contract Manager	S1	10-12	37,000,000	58,000,000		
Control Manager	S1	18	35,000,000	40,000,000		
Construction Manager	S1	20	20,000,000	25,000,000		
Country Tax Manager	S1	10-12	45,000,000	55,000,000		
Engineering Manager	S1	10-17	22,000,000	40,000,000		
General Manager - Mining	S1	10	40,000,000	50,000,000		
Head of Internal Audit	S1	10-15	56,000,000	60,000,000		
Head of Maintenance	S1	10	35,000,000	40,000,000		
Head of Plant	S1	10	35,000,000	40,000,000		
Maintenance Supervisor	S1	5-7	10,000,000	15,000,000		
Tax Accountant	S1	5	8,000,000	10,000,000		

Banking & Finance



					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Retail & Corporate Banking						
Lending						
Account Manager	S1	3	7,000,000	15,000,000		
Branch Manager	S1	5	15,000,000	30,000,000		
Chief Credit Officer	S1-S2	10	200,000,000	300,000,000		
Corporate Credit Modelling Section Head	S1-S2	7	35,000,000	45,000,000		
Model Validation Manager	S1	5	20,000,000	24,000,000		
Model Validation Section Head	S1-S2	7	35,000,000	45,000,000		
Personal Banker	S1	3	8,000,000	12,000,000		
Relationship Manager	S1	3	8,000,000	20,000,000		
Risk Modelling Manager	S1	5	20,000,000	24,000,000		
Risk Modelling Section Head	S1-S2	7	35,000,000	45,000,000		
Senior Advisor	S2-S3	15	150,000,000	180,000,000		
Accounting Finance						
Finance and Accounting Manager	S1	5	20,000,000	45,000,000		
Finance and Accounting (Mandarin Speaker)	S1	5+	25,000,000	35,000,000		
IT						
Backend Developer	S1	3	10,000,000	20,000,000		
Chief Technology Officer	S1-S2	10	80,000,000	150,000,000		
Finance Manager	S1	3-7	20,000,000	30,000,000		
Frontend Developer	S1	3	10,000,000	20,000,000		
Head of IT	S1-S2	10	40,000,000	60,000,000		
Product Manager (UX)	S1	3+	18,000,000	25,000,000		
Sales Manager	S1	3+	20,000,000	30,000,000		
UI / UX Developer	S1	4	8,000,000	15,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Retail & Corporate Banking						
Fintech						
Android Developer	S1	5	8,000,000	20,000,000		
CEO Office	S1	3	20,000,000	25,000,000		
Chief Risk Officer	S1-S2	10	50,000,000	70,000,000		
Chief Technology Officer	S1-S2	10	60,000,000	120,000,000		
General Counsel	S1	3+	60,000,000	80,000,000		
General Manager - Sales	S1-S2	7	20,000,000	35,000,000		
Head of Engineering	S1	7	25,000,000	35,000,000		
Head of Legal & Compliance	S1	8+	25,000,000	35,000,000		
Head of Product Management	S1	7	25,000,000	35,000,000		
Insurance Agency Manager - General Insurance	S1	3	12,000,000	20,000,000		
IOS Developer	S1	5	10,000,000	25,000,000		
Java Developer	S1	3	8,000,000	20,000,000		
Oodoo Developer	S1	3	7,000,000	10,000,000		
Product Designer	S1	5	15,000,000	25,000,000		
Product Owner	S1	5	25,000,000	35,000,000		
Senior Back-End Engineer	S1	2+	11,000,000	15,000,000		
Senior Business Development Manager	S1	5	25,000,000	35,000,000		
Senior Front-End Engineer	S1	2+	11,000,000	15,000,000		
Senior Marketing Manager	S1	5	30,000,000	35,000,000		
Senior Software Quality Assurance	S1	3	13,000,000	15,000,000		
Software Engineer - Automation Testing	S1	3+	20,000,000	23,000,000		
Technical Writer	S1	3	7,000,000	10,000,000		
UI / UX Developer	S1	7	12,000,000	25,000,000		
UI / UX Designer	S1	3	13,000,000	18,000,000		

					Salary Range (per month) Unit: IDR
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JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX
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Retail & Corporate Banking

Investment Banking					
Chief Risk Officer	S1-S2	20	100,000,000	120,000,000	
Corporate Planning	S1	5	20,000,000	30,000,000	
Digital Sales Manager	S1	5	7,000,000	10,000,000	
General Manager - Sales	S1	7	35,000,000	50,000,000	
Head of Risk	S1-S2	10	50,000,000	70,000,000	
Internal Audit	S1	7	50,000,000	65,000,000	
Investment Manager	S1	7	50,000,000	65,000,000	
Market Analyst	S1	4	15,000,000	20,000,000	

Insurance

Agency PIA Support	S1	2	4,500,000	5,500,000
Agency Recruitment Admin Staff	S1	2	5,000,000	5,500,000
Bancassurance Consultant	S1	7	7,500,000	9,000,000
Bancassurance Sales Executive	D3	5	4,500,000	5,500,000
Business Development Manager	S1	5	12,000,000	15,000,000
Chief Compliance Officer	S1-S2	10	130,000,000	150,000,000
Chief Operations Officer	S1-S3	10	80,000,000	100,000,000
Claim Staff	S1	1-2	4,500,000	5,000,000
Distribution Support Officer	S1	2+	6,000,000	7,000,000
Head of HR	S1	10+	60,000,000	80,000,000
Head of PMO and IT Operations	S1	10	25,000,000	30,000,000
HR Assistant Manager	S1	8	10,000,000	20,000,000
Human Resource Admin Staff	S1	0-1	4,500,000	5,200,000

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Insurance						
Insurance Advisor	S1	9	6,000,000	7,000,000		
Insurance Specialist Manager	S1	4	7,000,000	8,000,000		
IT Application Support Staff	S1	2+	6,600,000	7,500,000		
IT Governance & Security Staff	S1	0-1	4,600,000	5,000,000		
IT Services Help Desk Support	S1	2+	4,500,000	4,700,000		
IT Technical Support	S1	1-2	5,200,000	5,500,000		
Pension Loan Officer	S1	6	5,500,000	6,000,000		
Printing & Delivery Staff	S1	0-1	4,500,000	5,000,000		
Provider Relations Manager	S1	5	15,000,000	30,000,000		
Quality Assurance	D3-S1	1-2	4,500,000	5,000,000		
Quality Monitoring	D3-S1	1-2	4,500,000	4,900,000		
Quality Strategic Development	D3-S1	1-2	4,500,000	5,000,000		
Reconfirmation Staff	D3-S1	1-2	4,000,000	4,500,000		
Relationship Manager	S1	2	5,000,000	6,000,000		
Technical Admin EB Staff	S1	3+	4,000,000	4,500,000		
Underwriting staff	S1	0-1	4,000,000	4,500,000		
VIP Membership - Relation Officer	S1	3+	6,000,000	6,500,000		

Consumer Goods & Services



					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Engineering & Technical (Manufacturing)						
Account Payable Officer	S1	5+	10,000,000	11,000,000		
Admin Sales Support	S1	7+	20,000,000	22,000,000		
Business Development Supervisor	S1	5	10,000,000	20,000,000		
Business Development - Engineering	S1	20	20,000,000	22,000,000		
Commercial General Manager Director	S2	25	80,000,000	100,000,000		
Costing Supervisor	S1	5	15,000,000	25,000,000		
Custom Manager	S1	10+	25,000,000	35,000,000		
Finance Accounting & Tax Asst. Manager	S1	15	13,500,000	20,000,000		
Finance Manager	S1	8	20,000,000	40,000,000		
Financial Report Manager	S1	7+	28,000,000	29,000,000		
Health and Safety Officer	S1	3	8,000,000	15,000,000		
HR Development Manager	S1	5	20,000,000	30,000,000		
HR Planning Manager	S1	10+	25,000,000	35,000,000		
HRGA Senior Manager	S1	8	30,000,000	45,000,000		
International Business Representative	S1	20	20,000,000	30,000,000		
Legal Manager	S1	10+	25,000,000	35,000,000		
Maintenance Manager	S1	2+	5,000,000	6,000,000		
Marketing Manager	S1	5	20,000,000	30,000,000		
Operational Excellence Senior Manager	S1	8	30,000,000	45,000,000		
Operational Manager	S1	15	20,000,000	25,000,000		
Permitting Manager	S1	10+	40,000,000	50,000,000		
PPIC Consultant	S1	6	10,000,000	12,500,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Engineering & Technical (Manufacturing)						
PPIC Manager	S1	8	20,000,000	35,000,000		
Product Engineering Manager	S1	20	25,000,000	30,000,000		
Production Engineering Manager	S1	8	20,000,000	35,000,000		
Project Sales Executive - Electrical Product	S1	7	15,000,000	20,000,000		
Project Sales Manager	S1	5	20,000,000	30,000,000		
Purchasing Manager	S1	8	20,000,000	35,000,000		
Quality Control Staff	D3-S1	3+	4,500,000	5,000,000		
Raw Material Manager	S1	8	10,000,000	15,000,000		
Recruitment Manager	S1	10+	25,000,000	35,000,000		
Regional Sales Manager	S1	5	20,000,000	30,000,000		
Safety Operation Specialist	S1	5	7,000,000	10,000,000		
Sales Engineer	S1	5	6,500,000	7,000,000		
Sales Manager	S1	5	15,000,000	30,000,000		
Sales Support Manager	S1	5	20,000,000	30,000,000		
Sandcasting Engineer	S1	3	6,500,000	7,000,000		
Sourcing Executive	S1	3	8,000,000	15,000,000		
Sourcing Manager	S1	5	15,000,000	30,000,000		
Supply Chain Analyst	S1	5	10,000,000	15,000,000		
Supply Chain Manager	S1	5	20,000,000	30,000,000		
Tax Specialist Manager	S1	10	17,500,000	20,000,000		
Tender Support Engineer	S1	5	8,500,000	9,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Trading						
Country Business Development Manager	S1	10+	70,000,000	100,000,000		
Finance Manager	S2	20	45,000,000	50,000,000		
General Manager - Merchandise	S1	5-7	60,000,000	75,000,000		
Head of Business Development	S1	10+	50,000,000	70,000,000		
Marketing Executive	S1	7	8,500,000	10,000,000		
National Sales Manager	S1	10+	35,000,000	40,000,000		
Regional Manager	S1	10+	40,000,000	50,000,000		
Regulatory, Import & Operation Coordinator	S1	3-5	10,000,000	11,000,000		
Safety Operation Specialist	S1	3-5	13,000,000	13,500,000		
Sales Engineer	S1	2+	6,000,000	7,500,000		
Senior Production Engineer	S1	5+	30,000,000	45,000,000		
Tech & Product Manager	S1	7+	30,000,000	40,000,000		
Territory Sales Manager	S1	5-7	30,000,000	40,000,000		
Logistic and Warehouse						
Executive Sales Head	S1	10+	40,000,000	42,000,000		
Export & Import Administrator	D3	3	6,500,000	7,000,000		
Export & Import Junior Manager	S1	8	8,500,000	10,000,000		
Operations Head	S1	10+	30,000,000	40,000,000		
Operations Manager	S1	10+	40,000,000	50,000,000		
Operations Supervisor	S1	5+	15,000,000	20,000,000		
Pool Manager	S1	5-7	10,000,000	12,000,000		
Sales Executive	D3-S1	2-3	4,500,000	5,500,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
E-commerce						
Data Manager	S1	5	20,000,000	30,000,000		
General Manager HR	S1	15-20	33,000,000	40,000,000		
Head of Growth and Marketing	S1	10+	40,000,000	55,000,000		
Head of Performance Marketing	S1	8+	40,000,000	55,000,000		
Head of Product	S1	8+	40,000,000	55,000,000		
IT Operation Head	S1	7-10	30,000,000	32,000,000		
KOL Management Manager	S1	10+	14,000,000	19,000,000		
Personal Assistant to Commercial Director (Korean Speaker)	S1	5+	20,000,000	30,000,000		
Sales Manager	S1	5-10	32,000,000	38,000,000		
Sales Manager Corporate	S1	5+	16,000,000	16,500,000		
VP Finance	S2	10+	70,000,000	80,000,000		
Retail						
Account Executive	S1	3+	15,000,000	17,000,000		
Accounting Manager	S1	7	23,000,000	25,000,000		
Accounting Staff	D3-S1	3-5	5,000,000	6,000,000		
Brand Manager	S1	7-10	30,000,000	32,000,000		
Broadcasting Staff	S1	3-5	7,000,000	8,000,000		
Chief Marketing Officer	S1	10+	60,000,000	70,000,000		
Hatchery Account Manager	S1	6+	28,000,000	29,000,000		
Head of Merchandise	S1	5+	15,000,000	18,000,000		
IO Business Development Manager	S1	7+	15,000,000	17,000,000		

Consumer Goods & Services

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Retail						
Legal Senior Officer	S1	5	7,000,000	10,000,000		
Logistic Supervisor	S1	3+	8,000,000	12,000,000		
Marketing Manager	S1	7+	25,000,000	26,000,000		
Marketing Manager - Dealership	S1	5-7	40,000,000	42,000,000		
Packaging Supply Specialist Supervisor	S1	7	15,000,000	18,000,000		
PR & Communication Manager	S1	5+	25,000,000	35,000,000		
Product Manager	S1	7+	30,000,000	35,000,000		
Regulatory Administration Assistant	S1	5	15,000,000	17,000,000		
Safety Operation Specialist	S1	5+	13,000,000	15,000,000		
Sales Executive	S1	2+	4,500,000	5,000,000		
Senior Merchandiser	S1	5+	23,000,000	25,000,000		
Showroom Designer	S1	5	8,000,000	15,000,000		
Showroom Supervisor	S1	5	10,000,000	20,000,000		
Senior Marketing Manager	S1	7-10	45,000,000	50,000,000		
Trade Marketing / Promotion Manager	S1	7+	18,000,000	20,000,000		
VP Sales	S1	10+	30,000,000	40,000,000		
Fast Moving Consumer Goods						
Account Payable Officer - R2P System	D3	7	4,500,000	5,000,000		
Accounting & Finance - Assistant Manager	S1	5	10,000,000	15,000,000		
Accounting Controller	S1	10+	30,000,000	32,000,000		
Admin	High School	1-2	4,500,000	5,000,000		
Admin / HR Staff (Mandarin Speaker)	S1	1-3	15,000,000	17,000,000		

Consumer Goods & Services

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Fast Moving Consumer Goods						
Area Sales Manager	S1	10	10,000,000	20,000,000		
Area Sales Manager - Poultry	S1	5-7	15,000,000	20,000,000		
Brand Manager	S1	5-7	30,000,000	32,000,000		
Channel & Capability Analyst	D3	8	8,000,000	9,000,000		
Channel Admin	S1	3	5,000,000	6,000,000		
Checker	High School	1-2	4,000,000	5,000,000		
Chief Marketing Officer	S1	15-20	70,000,000	80,000,000		
Cleaner & Gardener	High School	1-2	4,500,000	5,000,000		
Compliance Analyst	S1	2	8,000,000	11,000,000		
Continous Improvement Associate	S1	1-2	5,000,000	6,000,000		
Corporate Planning Assistant Manager	S1	3+	10,000,000	17,000,000		
Country Manager	S1	20	20,000,000	30,000,000		
Credit Control Manager	S1/S2	5+	25,000,000	33,000,000		
Customer Demand & Service Manager	S1	7+	17,000,000	20,000,000		
Driver	High School	1-2	4,500,000	5,000,000		
Executive Secretary	S1	5	8,000,000	10,000,000		
Factory Manager	S1	15	15,000,000	25,000,000		
Field Sales Engineer	S1	3-5	15,000,000	20,000,000		
Field Service Engineer	S1	3-5	15,000,000	20,000,000		
Finance & Accounting Manager	S1	5+	15,000,000	20,000,000		
Finance & Admin	S1	3-5	13,000,000	14,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Fast Moving Consumer Goods						
Finance Accounting Executive	S1	5-10	8,000,000	12,000,000		
Finance Analyst	D3	1	5,500,000	8,000,000		
Finance Controller	S1	5-7	30,000,000	32,000,000		
Finance Controller Manager	S1	10+	40,000,000	50,000,000		
Financial Analyst	S1	5+	24,000,000	30,000,000		
Forklift Operator	High School	1-2	4,000,000	5,000,000		
General Manager	S1	7-10	100,000,000	120,000,000		
General Manager - Seasoning	S1	10+	50,000,000	70,000,000		
Head of Packaging Development	S1	10+	50,000,000	52,000,000		
Head of R&D	S1	10+	50,000,000	70,000,000		
HR Manager	S1	10+	25,000,000	30,000,000		
HRBP	S1	7-10	40,000,000	45,000,000		
HRGA Manager	S1	7-15	10,000,000	30,000,000		
Import Staff	S1	3	5,000,000	7,000,000		
In House Designer & POSM Technical Advisor	S1	2	15,000,000	19,000,000		
In-house Medic	S1	1-5	8,500,000	10,000,000		
In-store & Category Manager	S1	7-10	30,000,000	32,000,000		
Mailing Room Officer	S1	7	4,500,000	5,000,000		
Maintenance Reliability Manager	S1	10	30,000,000	40,000,000		
Marketing Admin	S1	14	6,500,000	9,000,000		
Marketing Manager	S1	7-10	30,000,000	35,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Fast Moving Consumer Goods						
Medical Channel Activation Support	S1	7	8,000,000	11,000,000		
Merchandiser	S1	5	5,000,000	8,000,000		
MT Channel Analyst	D3	8	10,000,000	15,000,000		
National Key Account Manager - Sales Project	S1	7+	40,000,000	42,000,000		
National Key Account, Admin & Analyst	S1	15	8,000,000	9,000,000		
National Sales Manager	S1	7-10	30,000,000	35,000,000		
Nurse	S1	1-2	5,000,000	7,000,000		
Nutriopt Technical Specialist	S1	3-5	15,000,000	20,000,000		
Plant Manager	S1	10-20	15,000,000	25,000,000		
PPIC Manager	S1	10-15	25,000,000	30,000,000		
Product Packaging Officer	High School	1-2	5,000,000	5,500,000		
Production Development Executive	S1	5	8,000,000	12,000,000		
Purchasing Specialist	S1	5-10	8,000,000	14,000,000		
Quality Assurance Assistant Manager	S1	6-12	10,000,000	15,000,000		
Quality Assurance Manager	S1	8-15	25,000,000	35,000,000		
Quality Specialist	S1	7	7,000,000	12,000,000		
Regional Manager	S1	5-10	30,000,000	40,000,000		
Sales Admin	S1	11	7,000,000	9,000,000		
Sales Data Analyst / Dashboard Specialist	S1	3	8,000,000	11,000,000		
Sales Data Processing Officer	S1	7	7,000,000	9,000,000		
Sales Engineer	S1	3+	5,000,000	18,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES		QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX	
Fast Moving Consumer Goods						
	Sales Manager	S1	7+	40,000,000	53,000,000	
	Secretary & PA	S1	15	15,000,000	23,000,000	
	Senior Admin Assistant	S1	8	20,000,000	28,000,000	
	Senior Brand Manager	S1	7-10	40,000,000	45,000,000	
	SFE and Capability Staff	S1	5	6,000,000	7,000,000	
	Site Manager	S1	10+	35,000,000	37,000,000	
	Senior Electronic Technician	D3/S1	5+	10,000,000	17,000,000	
	Senior Finance & Accounting Manager	S1	10+	40,000,000	42,000,000	
	Supplier Quality Specialist	S1	3	9,000,000	13,000,000	
	Supply Chain Supervisor	S1	5-7	14,000,000	15,000,000	
	Tax Manager	S1	7-10	30,000,000	32,000,000	
	Technical & Engineering General Manager	S1	10+	55,000,000	65,000,000	
	Technical Sales - Raw Feed	S1	3-5	10,000,000	15,000,000	
	Technical Support Manager	S1	3-5	7,000,000	8,000,000	
	Warehouse SAP Admin	S1	3-5	5,000,000	5,500,000	

Hi-Tech



					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Information Technology						
3D Artist	S1	3	8,000,000	15,000,000		
Account Director	S1	5	25,000,000	50,000,000		
Android Developer	S1	3	8,000,000	20,000,000		
Artificial Intelligence Developer	S1	5	20,000,000	50,000,000		
ASP.Net Developer	S1	3	8,000,000	20,000,000		
Associate HCM Solutions Developer	S1	3	8,000,000	15,000,000		
Automation Tester	S1	3	10,000,000	30,000,000		
Backend Developer	S1	3	8,000,000	20,000,000		
Business Intelligence	S1	5	20,000,000	50,000,000		
Channel Sales Manager	S1/S2	5+	65,000,000	72,000,000		
Chief Technology Officer	S1	10	50,000,000	180,000,000		
Cloud Engineer	S1	3	10,000,000	25,000,000		
Country Manager	S2	20	250,000,000	300,000,000		
Cyber Security Division Head	S1	5	35,000,000	60,000,000		
Data QA Developer	S1	3	10,000,000	20,000,000		
Data Scientist	S1	3	15,000,000	25,000,000		
Design Engineer	S1	3	15,000,000	20,000,000		
Drupal Developer	S1	3	8,000,000	20,000,000		
Enterprise Architect	S1	3	10,000,000	25,000,000		
Enterprise Account Manager - Team Lead	S1/S2	10+	80,000,000	85,000,000		
Firmware Engineer	S1	3	15,000,000	25,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Information Technology						
Frontend Developer	S1	3	10,000,000	20,000,000		
Fullstack Developer	S1	3	8,000,000	20,000,000		
GM IT	S1	7	40,000,000	70,000,000		
Head of Core Product	S1	5	20,000,000	35,000,000		
Head of Engineering Unit	S1	5	20,000,000	35,000,000		
Head of IT	S1	5	30,000,000	60,000,000		
Head of Product Management Unit	S1	5	20,000,000	35,000,000		
Head of Public Sector Innovation	S1	5	20,000,000	35,000,000		
Implementation Consultant	S1	3	15,000,000	20,000,000		
Implementation Lead	S1	3	12,000,000	18,000,000		
IOS Developer	S1	3	10,000,000	25,000,000		
IT Consultant	S1	3	15,000,000	20,000,000		
IT Manager	S1	5	20,000,000	50,000,000		
IT Operation Head	S1	5+	30,000,000	39,000,000		
IT Programmer	S1	3	10,000,000	25,000,000		
IT Risk	S1	5	25,000,000	35,000,000		
Java Developer	S1	3	8,000,000	25,000,000		
Senior Manager of System Engineering	S1/S2	10+	80,000,000	85,000,000		
Marketing Manager	S1/S2	5+	60,000,000	63,000,000		
Mobile Developer	S1	3	8,000,000	20,000,000		
MSTR SDK Developer	S1	3	10,000,000	20,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Information Technology						
NET Developer	S1	3	12,000,000	25,000,000		
Oodo Developer	S1	3	8,000,000	15,000,000		
Oracle Developer	S1	3	15,000,000	20,000,000		
Pega Developer	S1	3	15,000,000	20,000,000		
Performance Tester	S1	3	10,000,000	30,000,000		
Principle Engineer	S1	5	20,000,000	50,000,000		
Product Manager	S1	5	15,000,000	40,000,000		
Product Owner	S1	5	15,000,000	40,000,000		
QA Automation Engineer	S1	3	10,000,000	25,000,000		
QA Manual Developer	S1	3	10,000,000	25,000,000		
QA Sales Force Developer	S1	3	10,000,000	25,000,000		
Regional Operation Section Head	S1	10	10,000,000	15,000,000		
RPA Business Analyst	S1	3	15,000,000	20,000,000		
Sales Director	S1	5	45,000,000	80,000,000		
Sales Manager	S1	7-10	16,000,000	18,000,000		
Senior Cyber Security Developer	S1	3	20,000,000	30,000,000		
Server Engineer	S1	3	12,000,000	20,000,000		
Software Engineer	S1	3	10,000,000	45,000,000		
Solution Architect	S1	3-5	10,000,000	25,000,000		
System Analyst	S1	3	10,000,000	20,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Information Technology						
System Consultant	S1	3	15,000,000	25,000,000		
System Developer	S1	3	10,000,000	20,000,000		
System Engineer	S1/S2	5+	43,000,000	65,000,000		
Senior System Engineer	S1/S2	5+	50,000,000	65,000,000		
System, Applications & Products Developer - ABAP	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Business, Planning & Consolidation - Functional	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Business, Planning & Consolidation - Technical	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Environmental Health & Safety	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Factor Manager	S1	5	20,000,000	30,000,000		
System, Applications & Products - Financial Controller	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Master Data Governance	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Materials Management	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Open Text	S1	3	10,000,000	20,000,000		
System, Applications & Products Developer - Production Planning	S1	3	10,000,000	20,000,000		
Technical Engineer	S1	3	12,000,000	20,000,000		
Technical Lead	S1	3	12,000,000	25,000,000		
Technical Project Manager	S1	5	15,000,000	50,000,000		

					Salary Range (per month) Unit: IDR	
JOB TITLES	QUALIFICATION	EXPERIENCES (YEARS)	MIN	MAX		
Information Technology						
Territory Account Manager – Team Lead	S1/S2	10+	75,000,000	80,000,000		
UI / UX Developer	S1	3	8,000,000	25,000,000		
Unity Developer	S1	3	10,000,000	15,000,000		
Web Application Engineer	S1	3	8,000,000	30,000,000		
Automotive						
Custom Manager	S1	10+	25,000,000	35,000,000		
GA Manager	S1	10+	25,000,000	35,000,000		
Head of Production	S1	15+	25,000,000	35,000,000		
Internal Audit Manager	S1	12	15,000,000	25,000,000		
Legal Manager	S1	15+	25,000,000	35,000,000		
Parts Development Electrical Manager	S1	15+	25,000,000	35,000,000		
PR & Communication Manager	S1	7-10	25,000,000	30,000,000		
Procurement Exterior Manager	S1	8-10	25,000,000	30,000,000		
Recruitment Manager	S1	10+	25,000,000	35,000,000		
Sales & Marketing Manager	S1	12	15,000,000	25,000,000		
Tax Specialist Manager	S1	8-10	17,500,000	20,000,000		
Telecommunication						
Design Engineer	S1	5	8,000,000	15,000,000		
Director	S2	10+	70,000,000	90,000,000		
Project Manager	S1	10+	20,000,000	35,000,000		

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