



Thailand

Salary Guide 2022





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

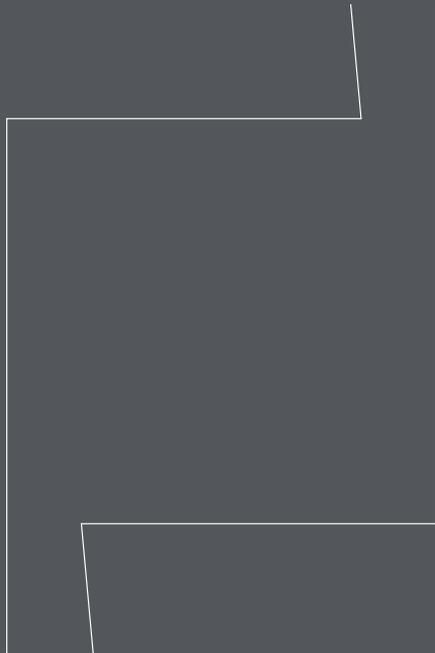
Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

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

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SALARIES

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

Executive Overview



The retention of talent has also gained strategic importance among 61% of Thailand employers surveyed, given the fierce competition for the best talent. While Thailand employers are willing to hire remotely and create hybrid work arrangements, many are not entirely equipped with effective means to track and monitor the performance of their team.



Thailand has experienced considerable success in containing the domestic COVID-19 outbreak throughout 2020 and the first quarter of 2021. However, the Delta variant has caused another surge of COVID-19 cases during the second half of the year. This wave has presented new challenges to the recovery of the country's economy.

As Thailand rallies to combat its largest surge in COVID-19 cases yet, the World Bank has revised the forecasts on Thailand's growth rate from 2.2% to 1%. This is due to the huge impact of the pandemic on the country's main growth engine, which is its tourism sector. Thailand's economy, the second-largest in Southeast Asia, contracted 6.1% last year; it is the deepest economic decline in over two decades. The economy is now expected to return to its pre-pandemic level only in 2023, which is a year slower than previously anticipated.

However, the worst may well be over. With the country pressing on with plans to reopen its doors to vaccinated visitors, we may see a faster economic revival. At present, the pace of vaccinations in Thailand is gaining momentum with the country rapidly administering doses, aiming to inoculate 70% of its nearly 70 million population by the end of 2021. By November, Thailand may move ahead with plans to allow fully vaccinated visitors



Executive Overview

from low-risk countries to enter the country without a quarantine period, and potentially take a final step towards a full opening in December 2021.

Vaccination take-up rate will support domestic spending and consumer confidence. Over the next year, the economy is forecast to pick up and grow 3.6%, and Thailand may expect to see 1.7 million tourist arrivals.

In the meantime, export and fiscal measures and the raising of the country's public debt ceiling are helping to uplift the economy. The country's exports and the ongoing rollout of fiscal support measures are also expected to remain as important drivers of overall economic activity.

According to the Digital Economy Promotion Agency, Thailand's digital industry is expected to see a double-digit growth in 2021 as opportunities arise due to the increasing demand for digital services. As users shift to using digital services, the digital industry is projected to reach 727 billion Baht in 2021, as compared to only 650.5 billion Baht in 2020. While the size of Thailand's digital workforce has increased in every industry, it is still insufficient to meet the needs of the businesses, because of the shortage of Tech talents such as Programmers.

To boost the country's competitiveness, Thailand is also rolling ahead with a national infrastructure upgrade on



four megaprojects, involving roads and rail, to accelerate economic growth. Aside from improving existing infrastructure, the government is also investing in the construction of numerous new projects, such as expanding seaports, roads, rail systems, and ICT infrastructure – a move which will surely generate continued employment opportunities for workers.

Although economic bright spots exist, long-term challenges may remain in certain sectors. While the gradual opening up of borders will provide some relief, small-business owners, particularly those that are heavily dependent on tourism, have been significantly affected by the pandemic. In a bid to alleviate pressures on small-

business owners, the Thai government is launching a 45.4 billion Baht (US\$1.4 billion) stimulus package to aid employee retention, a move expected to support about 480,000 companies with the target to retain a total of 5.04 million jobs.

More than a year and a half into COVID-19 pandemic, many employers are also facing challenges in building their workforce and reshaping their workforce planning strategies. [Our PERSOLKELLY 2021 APAC Workforce Insights Report shed light on some of these key issues. Among the employers surveyed in Thailand, 63% are deeply concerned about the supply of talent, brought on by restrictions of international mobility. As companies begin](#)

Executive Overview

to rethink future roles of their workforce, equipping employees with skills for future responsibilities has become another top priority for 56% of Thailand employers.

The retention of talent has also gained strategic importance among 61% of Thailand employers surveyed, given the fierce competition for the best talent. While Thailand employers are willing to hire remotely and create hybrid work arrangements, many are not entirely equipped with effective means to track and monitor the performance of their team.

Our Regional Talent Solutions division is created for this very reason - to help Thailand's employers manage these workforce challenges through the uncertainties ahead, and access to skilled talent even beyond the country.

As a region, Asia Pacific remains a vibrant market with bountiful expansion opportunities. Companies that desire to prime for growth and scale rapidly in the region must acquire the best talents at speed. PERSOLKELLY aims to support you in these endeavours by enabling you to hire seamlessly across borders, offering guidance as you rethink your workforce strategies, and even hiring and managing your remote talent to ensure your organisations remain resilient, flexible and competitive.

We hope that our guide will serve employers and HR leaders well as a useful roadmap for navigating today's rapidly



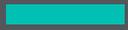
evolving employment landscape and helping you to refresh your approach to talent attraction, retention, and development.

Whatever the workforce challenge, we are here to support your future workforce needs. As your strategic recruitment partner, we will journey with you through market changes, and work closely together to help you achieve more.

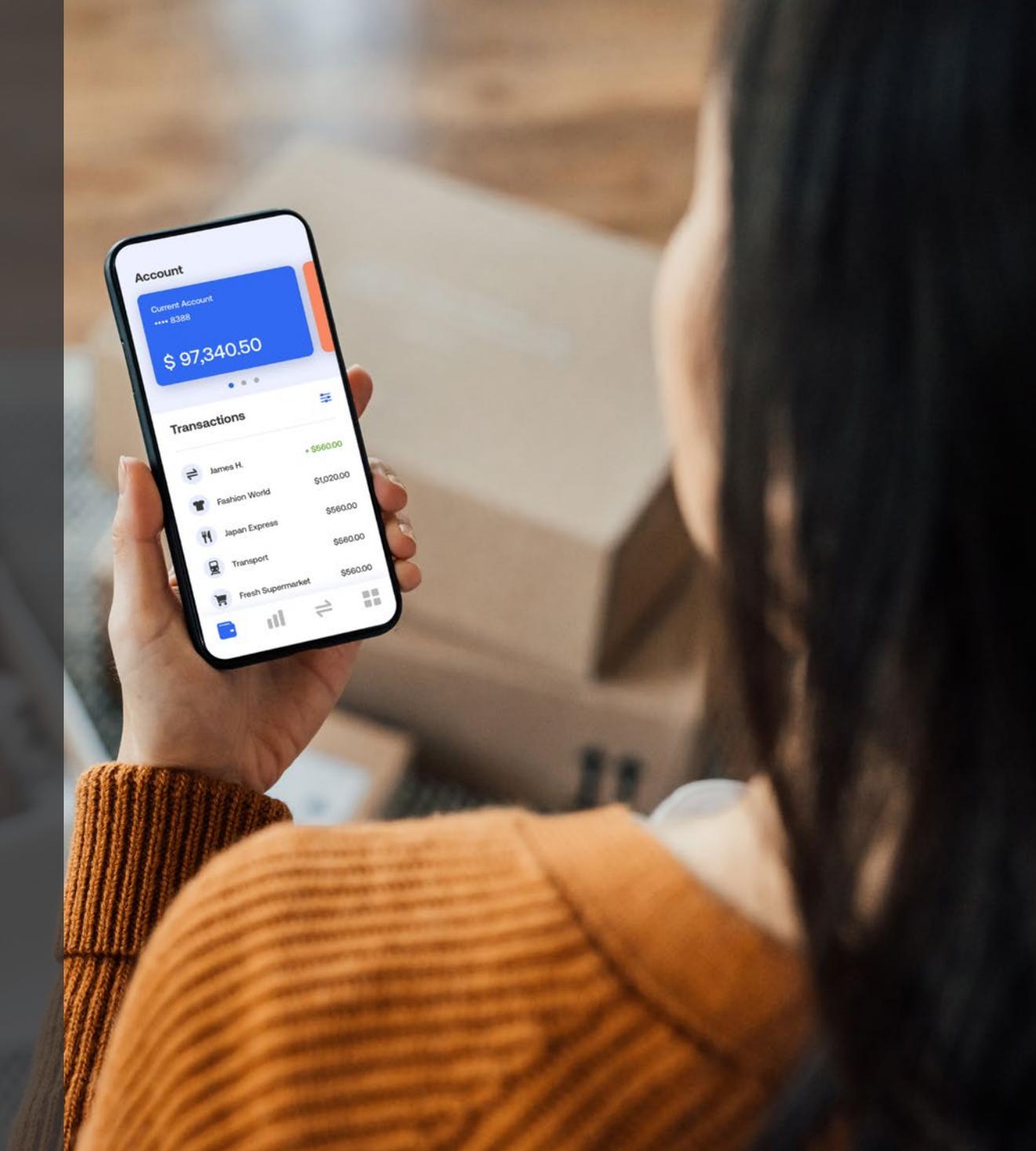
Handwritten signature of Zen Loh.

Zen Loh
Regional Business Director
Acting - Country Head, Thailand

SALARIES



Banking & Financial Services



Banking & Financial Services

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
FRONT OFFICE / SALES				
Bank Branch Teller	0-3	15,000	34,000	
Sales Executive	1-3	25,000	37,000	
Customer Service	0-3	18,000	38,000	
Relationship Manager (Wholesale & Commercial Banking)	3-5	36,000	58,000	
Assistant General Manager (Sales & Admin)	3-5	32,000	58,000	
Business Relationship Manager	5-10	52,000	120,000	
Senior Relationship Manager / Team Leader 	8-15	83,000	160,000	
AVP, Senior Project Management and Process Improvement Manager	10 & above	117,500	180,000	
INSURANCE / LEASING				
Pricing Actuary	3-5	50,000	74,000	
Underwriter	3-5	45,000	79,000	
Financial Consultant	3-5	30,000	80,000	
Claims Management Manager	5 & above	50,000	85,000	
Wealth Relationship Manager	7 & above	75,000	95,000	
Cash Management Manager	5-7	70,000	110,000	
Risk Management Manager 	5-7	70,000	110,000	
Collection & Litigation Manager	7 & above	80,000	160,000	

Banking & Financial Services

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
OTHER BANKING OPERATIONS				
Operations Staff	0-3	14,000	25,000	
Foreign Exchange Officer	2-5	22,500	43,000	
Corporate Action Proxy Staff	1-3	23,000	49,000	
Trade Finance Specialist	3-5	32,500	58,000	
Credit Analyst	3-5	32,500	63,000	
Compliance Manager	3-5	35,000	70,000	
Business Analyst	2-5	41,500	72,000	
Corporate Lending Manager	2-5	35,000	79,000	
Senior Business Analyst	5-7	57,500	95,000	
Market Analyst Planning Manager	5-8	57,500	110,000	
Market Intelligence & Planning Manager	5-8	82,500	120,000	
Senior Credit and Corporate Business Analyst	10 & above	90,000	120,000	
Investor Relations Manager	5-7	68,000	120,000	
Managing Director 	10 & above	145,000	280,000	
Vice President	10 & above	165,000	340,000	

Engineering



Engineering

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
CONSTRUCTION				
Draftsman (AutoCAD)	0-3	19,000	28,000	
Quality Assurance Engineer	1-3	25,000	40,000	
Quantity Surveyor (CSA)	1-3	25,000	40,000	
Architectural Coordinator	0-3	19,000	42,000	
Civil Engineer	3-5	30,000	45,000	
Architect	1-3	20,000	45,000	
Mechanical Engineer	3-5	30,000	48,000	
Electrical Engineer	3-5	30,000	48,000	
Utilities Engineer	3-5	30,000	48,000	
BIM Coordinator	1-3	30,000	50,000	
Quantity Surveyor (M & E)	3-5	30,000	50,000	
Cost Estimator	1-3	30,000	50,000	
Land Surveyor	1-3	30,000	50,000	
Commissioning Engineer	5 & above	30,000	50,000	
Safety Engineer 	2-5	30,000	65,000	
Piping Engineer	3-5	30,000	70,000	
Project Engineer (Multi-Disciplined)	5-7	45,000	70,000	
Business Development Manager	3-5	60,000	120,000	

Engineering

		Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Procurement Manager	7 & above	60,000	120,000
Quantity Surveyor Manager	7 & above	60,000	120,000
Land Surveyor Manager	7 & above	80,000	120,000
Civil & Structural Manager	8 & above	65,000	125,000
Architectural Manager	7 & above	50,000	125,000
M & E Manager	5 & above	60,000	125,000
BIM Manager	7 & above	70,000	150,000
Commercial Contract Manager	7 & above	60,000	150,000
Safety / HSE / EHS Manager 	8 & above	90,000	150,000
QA / QC Manager	8 & above	90,000	180,000

Engineering

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
OIL & GAS / PETROCHEMICAL				
Field Technician	0-3	12,000	22,000	
Field Engineer	0-5	22,000	35,000	
Estimator	0-3	25,000	45,000	
Buyer	0-3	20,000	45,000	
Expeditor	0-3	20,000	45,000	
Planner	0-3	25,000	45,000	
Piping Engineer	0-5	22,000	45,000	
Electrical Engineer	0-5	22,000	45,000	
E & I Automation Engineer	0-5	22,000	45,000	
Senior Estimator	3-5	35,000	50,000	
Civil & Structural CAD Designer	5-7	30,000	50,000	
Civil & Structural Engineer	0-5	25,000	50,000	
Mechanical Engineer	0-5	22,000	50,000	
Process Engineer	0-5	22,000	50,000	
Asset Integrity Engineer	3-5	30,000	50,000	
QA Inspector	1-5	22,000	50,000	
Cost Controller	3-5	40,000	55,000	
Piping Design Engineer (Conceptual / FEED / Detailed) 	1-5	25,000	60,000	

Engineering

		Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Senior Process Engineer	7 & above	40,000	60,000
Lead Estimator (Pipeline / Oil & Gas)	5-7	40,000	65,000
Electrical Design Engineer (Conceptual / FEED / Detailed)	5-7	30,000	65,000
Senior Civil & Structural Engineer	7 & above	40,000	70,000
Senior Mechanical Engineer	5 & above	40,000	70,000
Piping Superintendent	8-12	50,000	70,000
Senior Piping Engineer (Conceptual / FEED / Detailed)	5 & above	40,000	70,000
Senior Electrical Engineer (Conceptual / FEED / Detailed)	7 & above	40,000	70,000
Instrument Engineer	5-7	50,000	70,000
Senior Planning Engineer (Primavera)	7 & above	70,000	90,000
Senior Instrument Engineer	7 & above	70,000	90,000
Project Sales & Business Development Manager	10 & above	100,000	150,000
Project Manager	10 & above	100,000	150,000
Project Control Manager	10 & above	100,000	150,000
Project Director / Program Director	10 & above	150,000	300,000
Business Head (Renewable Energy) 	15 & above	180,000	400,000

Finance & Accounting



Finance & Accounting

		Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
ACCOUNTING			
Accounts Payable / Accounts Receivable / Accounting Executive	0-5	15,000	45,000
Accounting Supervisor	3-5	30,000	50,000
Accountant	1-5	25,000	55,000
Senior Accountant	5-10	42,000	80,000
Assistant Accounting Manager	5-10	52,000	120,000
Treasury Manager	10-15	83,000	150,000
Costing Manager	10-15	83,000	160,000
Accounting Manager	10-15	93,000	180,000
Finance and Accounting Manager 	15 & above	103,000	250,000
FINANCE			
Senior Finance Officer	5-8	45,000	80,000
Finance & Planning Analysis Specialist	5-10	56,000	90,000
Credit Control Manager	10-15	56,000	120,000
Assistant Finance Manager	8-10	50,000	120,000
Finance Manager	10-15	80,000	200,000
Financial Controller	10-15	90,000	250,000
Business Planning & Analysis Manager	8-15	90,000	250,000
Finance Director 	15 & above	155,000	400,000
Chief Financial Officer	15-20	205,000	600,000

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
AUDIT & COMPLIANCE				
Auditor	1-3	24,000	55,000	
Senior Auditor	3-5	55,000	90,000	
Assistant Audit Manager	5-8	62,000	100,000	
Internal Audit Manager	5-10	83,000	135,000	
Compliance Manager	5-10	83,000	135,000	
Audit Manager	8-12	93,000	200,000	
Audit Senior Manager 	9-15	120,000	250,000	
Audit Director	15 & above	150,000	450,000	

Healthcare & Pharma



Healthcare & Pharma

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
SALES & MARKETING				
Medical Representative	0-3	22,000	30,000	
Sales Executive	1-6	25,000	57,500	
Sales Engineer	3-5	35,000	57,500	
Upcountry Sales Manager	5-10	72,500	120,000	
Technical Service Manager	7-10	92,500	140,000	
Technical Sales Manager	5-7	115,000	150,000	
Key Account Manager	7-10	92,500	170,000	
Business Development Manager	7-10	92,500	170,000	
Country Sales Manager 	10 & above	150,000	270,000	
Regional Sales Manager	15 & above	150,000	300,000	
HEALTHCARE / PHARMACEUTICAL / MEDICAL				
Sales Administration Staff	0-3	19,000	30,000	
Customer Support	1-3	25,000	38,000	
Stock Controller	2-5	28,000	40,000	
Medical Technologist	0-3	22,000	40,000	
Genomic Specialist	2-5	35,000	60,000	
Product Specialist 	5-8	50,000	70,000	
Technical Service Specialist	3-5	45,000	70,000	

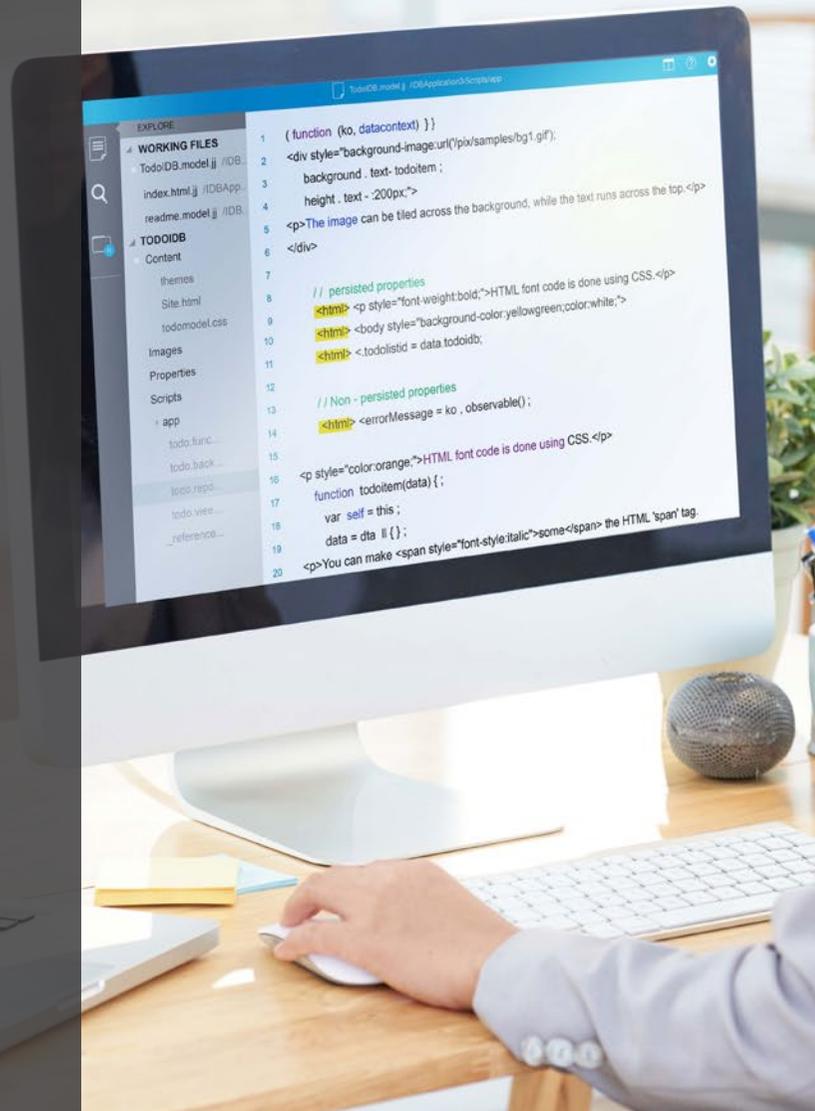
Healthcare & Pharma

		Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Pharmacist	3-5	45,000	70,000
Nurse	3-8	50,000	70,000
Clinical Research Associate	2-5	67,500	85,000
Senior Clinical Research Executive	5-10	95,000	140,000
Product Manager	8-10	100,000	150,000
Technical Service Manager	7-10	90,000	160,000
Quality Assurance Manager	7 & above	100,000	180,000
Clinical Research Manager	7 & above	110,000	180,000
Microbiologist	3-8	70,000	180,000
R & D Manager	8 & above	120,000	230,000
Senior Supply Chain Manager	10 & above	180,000	250,000
Medical Affairs Manager	10 & above	140,000	300,000
Sales Director	10 & above	150,000	320,000
Head of Regulatory Affairs & Compliance 	15 & above	250,000	350,000
Medical Director	10 & above	300,000	700,000

Healthcare & Pharma

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
PRODUCTION				
Product Development Engineer	1-3	21,000	35,000	
Process Engineer	1-3	21,000	35,000	
Service Engineer	0-2	25,000	40,000	
Lab Chemist	2-3	35,000	50,000	
Safety Officer	2-5	22,500	60,000	
QA / QC Engineer 	3-5	35,000	60,000	
Quality Manager	8-10	85,000	160,000	
Production Manager	8 & above	100,000	170,000	
HSE Manager	8-10	90,000	180,000	
Plant Manager	10 & above	150,000	280,000	

Information Technology



Information Technology

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
IT SALES / PROJECT MANAGEMENT				
Project Coordinator	3-5	33,000	60,000	
Account Manager	3-5	38,000	80,000	
Business Analyst	2-5	38,000	100,000	
Senior Account Manager	7-10	85,000	160,000	
Project Manager	5-8	95,000	160,000	
Sales Manager (Technical / Presales) 	10 & above	105,000	210,000	
Account Director (Technical / Presales)	10 & above	155,000	260,000	
IT SECURITY / AUDIT				
Security Consultant	3-5	60,000	100,000	
Data Governance Specialist	3-7	55,000	110,000	
IT Compliance Manager	3-5	65,000	110,000	
Cybersecurity Engineer	3-5	60,000	150,000	
IT Security Analyst	2-5	75,000	160,000	
Information Security & Compliance Section Head 	7 & above	90,000	200,000	
IT Security Manager	5-10	125,000	210,000	
IT Auditor	5-10	83,000	220,000	
Data Governance Manager	8 & above	120,000	275,000	
Penetration Tester	5 & above	85,000	330,000	

Information Technology

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
SOFTWARE ENGINEER / DATA ANALYTICS AND BI				
Junior Front End Developer	0-5	30,000	70,000	
Data Engineer	0-3	25,000	80,000	
System Engineer	3-5	40,000	80,000	
System Analyst	2-4	30,000	80,000	
Product Owner	2-4	30,000	80,000	
Junior Full Stack Developer	0-5	35,000	80,000	
Junior Back End Developer	0-5	32,500	80,000	
Junior Mobile Application Developer (iOS, Android)	0-3	30,000	80,000	
Data Analyst	1-3	28,000	85,000	
QA Engineer	3 & above	30,000	100,000	
Blockchain Developer	0-5	40,000	100,000	
Product Manager	5-7	50,000	120,000	
UI / UX Designer	2-5	30,000	120,000	
Scrum Master	3-5	60,000	120,000	
DevOps Engineer	3-5	60,000	140,000	
Senior Mobile Application Developer (iOS, Android) 	3 & above	55,000	150,000	
Senior Front End Developer	5 & above	60,000	160,000	
Senior Back End Developer	5 & above	65,000	170,000	

Information Technology

		Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Data Scientist	2-5	30,000	180,000
Cloud Consultant	5-8	65,000	180,000
ERP Consultant (SAP, Oracle, Microsoft Dynamics, Salesforce)	5-8	85,000	200,000
QA Manager	5 & above	60,000	200,000
Lead Developer	7 & above	100,000	200,000
Senior Full Stack Developer	5 & above	60,000	200,000
IT (CORPORATE SERVICES)			
IT Support	1-3	30,000	50,000
Desktop Support Analyst	3-5	40,000	100,000
IT Manager	7-10	75,000	150,000
Change Manager	5-8	75,000	180,000
Enterprise Innovation Manager	5-8	125,000	200,000
IT Director	10 & above	150,000	300,000
Head of Information Technology 	10 & above	150,000	350,000
Chief Technology Officer	10 & above	200,000	900,000

Information Technology

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
IT NETWORK / INFRASTRUCTURE				
Server Engineer	1-5	30,000	66,000	
Network Engineer	1-5	42,500	76,000	
IT Infrastructure Specialist	3-5	62,500	110,000	
Network Engineer Manager 	5 & above	85,000	165,000	
Server Engineer Manager	7 & above	80,000	165,000	
IT Infrastructure Manager	7 & above	82,500	200,000	

Manufacturing



Manufacturing

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
PRODUCTION (GENERAL)				
Safety Officer / Environment Officer	0-3	18,000	25,000	
Procurement Officer	0-3	18,000	30,000	
Supply Chain Executive	1-3	23,000	34,000	
Technical Engineer	3-5	21,000	40,000	
Engineer (Mechanical / Electrical)	3-5	35,000	50,000	
Design Engineer	3-5	35,000	50,000	
QA / QC Engineer	3-5	35,000	50,000	
Field Service Engineer	3-5	35,000	55,000	
R & D Engineer	3-5	42,500	65,000	
Senior Logistic Supervisor	5-7	45,000	70,000	
Senior Engineer (Mechanical / Electrical)	5-7	50,000	70,000	
Maintenance Manager	7-10	80,000	120,000	
Logistic Manager	7-10	100,000	120,000	
Engineering Manager (SMT)	7-12	65,000	130,000	
Quality Manager	7 & above	75,000	150,000	
HSE Manager / Safety Manager	7-10	80,000	170,000	
Production Manager	8 & above	140,000	200,000	
Procurement Manager	7 & above	100,000	250,000	
Plant Manager 	10 & above	170,000	270,000	

Manufacturing

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
PRODUCTION (AUTOMOTIVE)				
Service Technician	0-3	15,000	28,000	
Facility Engineer	1-3	25,000	40,000	
Project Management Officer	1-3	35,000	45,000	
Product Planner	2-5	35,000	45,000	
Design Engineer	0-3	25,000	45,000	
Automotive Test Engineer	2-5	30,000	50,000	
Service Engineer	2-3	30,000	50,000	
Senior Design Engineer	3-5	45,000	60,000	
Car Designer	2-5	30,000	65,000	
Digital Modeler	2-5	30,000	65,000	
Clay Modeler	2-5	30,000	65,000	
Color and Material Designer	2-5	30,000	65,000	
Steering System Engineer	2-5	30,000	65,000	
License Engineer	3-5	40,000	70,000	
Senior Product Planner	5-7	40,000	75,000	
Program Engineer	5-7	40,000	75,000	
Die Casting Mold Manager	8-10	70,000	120,000	
Tooling & Facility Manager	8-10	70,000	120,000	
Project Manager	7-12	65,000	125,000	
Engineering Manager 	7-12	65,000	150,000	

Manufacturing

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
SALES & MARKETING				
Customer Service	0-3	15,000	29,000	
Marketing Staff	1-3	20,000	35,000	
Sales Engineer	3-5	35,000	56,000	
Sales Executive	3-5	34,000	56,000	
Dealer Development Specialist	3-5	35,000	60,000	
Product and Sales Trainer	3-5	35,000	60,000	
After Sales Specialist	3-5	35,000	75,000	
Dealer Development Manager / Partner Management Manager	5-7	65,000	120,000	
Overseas Sales Manager 	7 & above	80,000	150,000	
After Sales Manager	10 & above	80,000	150,000	
Country Sales Manager	10 & above	120,000	180,000	

FMCG, Retail & Services



			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
SALES & MARKETING				
Telemarketing Officer	0-2	18,000	25,000	
E-Commerce Specialist	0-3	22,000	50,000	
Sales Executive	2-5	25,000	60,000	
Key Account Executive	3-5	45,000	65,000	
Senior Sales Executive	5-7	45,000	70,000	
Key Account Manager	7-15	90,000	180,000	
Traditional Trade Manager	7-10	140,000	200,000	
Modern Trade Manager	7-10	150,000	220,000	
Channel Sales Manager	8-15	110,000	220,000	
Area Sales Manager	8-15	100,000	230,000	
E-Commerce Manager	4-10	60,000	280,000	
National Sales Manager	8-15	170,000	300,000	
Head of Sales & Marketing 	8-15	180,000	400,000	
OPERATIONS				
Sale Coordinator	1-3	22,000	35,000	
Import & Export Officer	1-3	25,000	38,000	
Production Planner	3-5	35,000	50,000	
Material Warehouse, Premix & Logistics Manager 	7-9	70,000	150,000	
Senior Supplies and Planning Manager	10-12	125,000	185,000	

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
RETAIL				
Buyer	1-3	28,000	55,000	
Merchandiser	1-3	30,000	65,000	
Store Manager	8-15	50,000	120,000	
Assistant Store Manager	5-10	45,000	120,000	
Customer Service Manager	7-10	80,000	130,000	
Merchandising Manager	8-15	90,000	135,000	
Area Manager	7-15	80,000	180,000	
Retail Operations Manager	8-15	70,000	180,000	
Visual Merchandising Manager 	5-10	90,000	200,000	
EDUCATION				
Account Manager	5-7	35,000	65,000	
Educational Sales Manager	5-7	65,000	95,000	
Branch Manager 	5-10	65,000	120,000	
HOSPITALITY AND F & B				
Facility Management	5-7	45,000	65,000	
Restaurant Manager	5-7	40,000	80,000	
F & B Director 	10 & above	100,000	200,000	

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
EVENTS				
Events Specialist	1-3	25,000	40,000	
Assistant Key Account Manager	2-5	50,000	65,000	
Marketing Communication Controller	2-5	30,000	65,000	
Director of Events	5-8	65,000	120,000	
Business Development Manager 	10 & above	85,000	125,000	
Conference Manager	3-6	55,000	135,000	

Supply Chain & Logistics



Supply Chain & Logistics

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
SUPPLY CHAIN & LOGISTICS				
Import / Export Officer	0-3	19,000	25,000	
Reservation Officer	0-3	18,000	25,000	
Shipping Coordinator	0-3	19,000	25,000	
Custom Clearance Officer	1-3	28,000	45,000	
Warehouse Officer	1-5	20,000	50,000	
Logistics Planner	3-5	43,000	60,000	
Import / Export Supervisor	3-5	40,000	70,000	
Fleet Supervisor	3-5	40,000	70,000	
Cargo Operation Manager	7 & above	40,000	80,000	
Facility Management Manager 	3-5	70,000	100,000	
Safety Manager	7 & above	65,000	100,000	
Transportation Manager	7 & above	65,000	100,000	
Custom Clearance Manager	7 & above	75,000	120,000	
Logistics Manager	7-10	83,000	125,000	
Import / Export Manager	7-10	82,500	150,000	
Inventory Manager	7 & above	100,000	160,000	
Fleet Manager	7-10	120,000	180,000	
Supply Chain Manager 	7-10	120,000	200,000	

Supply Chain & Logistics

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
Warehouse Manager	7-10	83,000	200,000	
Procurement Manager	7 & above	100,000	250,000	
Supply Chain Manager	10 & above	120,000	250,000	
Demand & Supply Manager	7 & above	100,000	250,000	
Logistics & Supply Chain Manager 	7 & above	100,000	250,000	
SALES				
Customer Support	0-2	16,000	28,000	
Sales Coordinator	0-3	19,000	30,000	
BOI Coordinator	0-2	19,000	35,000	
Sales Executive (Air Freight / Sea Freight / Land / Warehouse)	0-3	22,000	45,000	
Sales Assistant Manager(Air Freight / Sea Freight / Land / Warehouse)	5 & above	40,000	50,000	
Sales Manager (Air Freight / Sea Freight / Land / Warehouse) 	7 & above	60,000	150,000	

Corporate Services



			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
HUMAN RESOURCES				
Human Resources Officer	1-3	22,000	32,000	
Human Resources Officer (Corporate Planning)	2-4	25,000	40,000	
Human Resources Supervisor	3-5	32,000	53,000	
Recruitment Executive / Training Executive 	3-5	32,000	53,000	
Payroll Officer	3-5	27,000	53,000	
Recruiter	3-5	40,000	59,000	
Assistant Human Resource Manager	3-5	35,000	60,000	
Senior Payroll Officer	5-8	32,000	64,000	
Human Resources Supervisor	5-7	59,000	75,000	
HR Business Partners (HRBP) 	5-7	55,000	100,000	
HR & GA Manager	10 & above	100,000	150,000	
Training Manager / HRD Manager	7-10	80,000	150,000	
Compensation & Benefits Manager 	7-10	80,000	150,000	
Human Resources Manager	7-10	70,000	160,000	
HR Director	10 & above	200,000	400,000	
Chief Human Resources Officer 	15-20	250,000	450,000	

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
MARKETING				
Digital Media Buyer	1-2	25,000	35,000	
Marketing Communication Executive	0-3	20,000	35,000	
Media Planner	1-3	30,000	45,000	
Marketing Executive	2-3	30,000	50,000	
SEO / SEM Specialist	1-3	28,000	70,000	
Digital Marketing Executive 	3-5	48,000	80,000	
Senior Media Planner	4-6	55,000	85,000	
PR Specialist	5-8	35,000	100,000	
Performance Marketing	3-7	50,000	120,000	
Brand / Product Manager	5-15	60,000	160,000	
PR Manager	8-15	85,000	200,000	
Trade Marketing Manager 	7 & above	120,000	230,000	
Marketing Manager	7 & above	120,000	250,000	
Marketing Communication Manager	8-15	90,000	250,000	
Digital Marketing Manager 	5-15	90,000	280,000	
Corporate Affairs Director	10 & above	170,000	300,000	
Chief Marketing Officer	10 & above	200,000	400,000	

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
LEGAL				
Legal Assistant / Paralegal 	0-3	19,000	35,000	
Legal Executive	3-5	33,000	50,000	
Senior Legal Executive	5-7	45,000	65,000	
Assistant Legal Manager	7-10	80,000	160,000	
Legal Manager 	10-15	100,000	280,000	
General Counsel 	10 & above	150,000	450,000	
OTHER SUPPORT FUNCTIONS				
Data Entry Officer	0-3	12,500	20,000	
Customer Service Officer 	1-2	15,000	25,000	
General Affair Officer 	0-3	16,000	25,000	
Call Center Officer	5-10	15,000	30,000	
Purchasing Officer	0-3	27,000	45,000	
Corporate Planning Specialist	3-5	40,000	65,000	
Interpreter	1-5	30,000	90,000	
Secretary	0-10	15,000	100,000	

Native Japanese Speaker



Native Japanese Speaker

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
CORPORATE SERVICES				
Secretary & Interpreter 	0-5	50,000	70,000	
Accountant 	3 & above	60,000	80,000	
HR & GA Manager	5 & above	80,000	120,000	
Accounting Manager	5 & above	80,000	150,000	
M & A Consultant	5 & above	60,000	170,000	
Business Planning & Analysis Manager	5 & above	80,000	180,000	
Finance & Accounting Director 	15 & above	120,000	200,000	
Managing Director	15 & above	100,000	300,000	
IT Project Advisor	5 & above	80,000	300,000	
MANUFACTURING				
Administrative Support / Interpreter	1 & above	50,000	70,000	
Sales	1 & above	50,000	80,000	
Operational Management Advisor 	10 & above	70,000	160,000	
Mold Engineer	3 & above	60,000	180,000	
Production Advisor / Manager 	3 & above	60,000	180,000	
Factory Manager 	10 & above	80,000	200,000	

Native Japanese Speaker

			Salary Range (per month) Unit: THB	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
RETAIL				
Floor Staff	0-5	50,000	60,000	
Kitchen Manager	3 & above	50,000	100,000	
Store Manager 	5 & above	60,000	120,000	
TRADING, LOGISTICS & WAREHOUSE				
Customer Service / Administration Support	1 & above	50,000	70,000	
Sales Manager 	5 & above	60,000	180,000	
CONSTRUCTION & EPC				
Civil Engineering	5 & above	60,000	200,000	
Construction Engineer 	5 & above	60,000	200,000	

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