



PERSOL**KELLY**

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 standards 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 100TM 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.

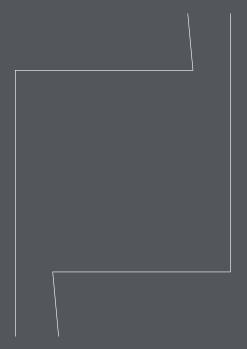
About PERSOLKELLY Vietnam

Founded more than 20 years ago, PERSOLKELLY Vietnam (formerly known as First Alliances) is one of the leading and largest HR agencies in Vietnam, with a growing team of more than 190 professional recruitment and HR consultants in Ho Chi Minh City and Hanoi. We provide end-to-end HR services with expertise in 10 different industries. We combine our expertise with human insights to provide strategic solutions for your HR needs to achieve more together.

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CONTENTS



SALARIES

Methodology: Salary range figures included in our **PERSOLKELLY Vietnam Salary Guide 2022** are derived from the combination of data collected from our internal expert sources as well as latest data from recently placed Talents within our PERSOLKELLY Vietnam's system.

Our Services

Focusing on the important parts of your business, so you can move with confidence

s marketplaces turn increasingly global, so do the challenges faced by HR and business leaders. It has been our mission to keep up with these challenges, define and solve specific staffing needs, thereby allowing companies the time and freedom to focus on their core business.

We provide holistic and integrated end-to-end HR solutions, comprising of Permanent Recruitment, Temporary Staffing, Executive Search, Payroll Outsourcing, Recruitment Process Outsourcing, and Consulting.

PERSOLKELLY Vietnam specializes in Accounting, Banking, Finance & Insurance, Construction & Real Estate, Consumer Goods, Healthcare, HR & Administration, Hospitality, Industrial, IT & Telecommunication, Supply Chain. We are also one of the firsts to incorporate the Japan Desk – to also provide a one-stop hiring solution for our Japanese clients.



Executive Search
& Selection



Temporary/
Contract Staffin



Payroll Outsourcing ☐≡ Recrui

Recruitment Process
Outsourcing



The future of workforce is transforming in the world of technology, and the pandemic has accelerated the pace with remote work. Our expertise and presence across APAC will allow you to gain new insights to the right talent solution.

In meeting the Future of Work, we offer borderless customized solutions, leveraging on our capabilities as Regional Specialist in End-to-End HR Solutions. We want to partner you in your journey to build workforce solutions to meet your business needs.

We design and deliver workforce end-to-end solutions in 13 markets across APAC offering following services



Borderless Recruitment



Flexible Workforce Solution (FWS)



Global Professional Employer Organization (GPEO)



HR Advisory

Whatever the workforce challenges, we will handle it with care and commitment. Together, we'll help you achieve more.

Contact Us: TalentsSolution@persolkelly.com

Executive Overview

The Covid-19 pandemic has impacted the unemployment rate in Vietnam and it has caused a significant change of lifestyle among most Vietnamese as the people adapted to the new norm.



eneral Statistics Office of Vietnam also recorded a decline in monthon-month employment rate. The Unemployment Rate in Vietnam increased from 2.62% in the second quarter of 2021 to 3.72% in the third quarter of 2021.

If the infection rate of Covid-19 could be contained by December 2021, Vietnam's GDP is expected to reach between 3.5% to 4% by the end of 2021². This forecast is 0.8% lower than the projection made by the World Bank Group in July 2021, right after the first outbreak in H1, as the World Bank Group has to take into account the fact that the ongoing Covid-19 pandemic has impacted the country's economic activity negatively.

If the latest forecast turns out to be accurate, Vietnam would fall short of its target growth rate for two consecutive years. This will affect the implementation of the overall development plan for the period of 2021 till 2025. In 2020, Vietnam recorded 2.92% of GDP growth due to the impact of Covid-19 pandemic.

The Delta variant of Covid-19 poses a threat to the global economy and the pandemic may last longer than expected.

While businesses acknowledge that this is an uphill battle, Vietnam companies are expected to re-accelerate their business operations.

Executive Overview

In this situation, businesses should equip themselves to manage both the vaccinated and unvaccinated employees better. For example, employers have taken up an active role in vaccinating their employees to help their organizations in achieving herd immunity sooner. Flexible work schedules have been implemented to ensure that at any point in time, only a maximum of 50% of vaccinated employees is allowed to work at the office. At the same time, employers are guided to implement procedures and protocols to safeguard the employees.

To thrive in the current business' environment, companies have to compete in hiring for the best Digital Marketing Talent as the demand for digital skillset is increasing.

In recent years, the demand for digitally equipped Talents with relevant skills is increasing because of digitization, and this has a significant impact on the job market. Organizations, particularly in the Asia Pacific region, have to quickly embark on the digital transformation journey to streamline operations and reach out to digital-savvy consumers. These developments are driving demand for next-generation sales professionals who can harness the power of analytics, digital tools and agile processes.



The Covid-19 disruption also has led these agile companies to take advantage of the rapidly evolving digital marketplace to generate demand from the reliable online platform so that they may engage with their target markets such as clients and end consumers. In order to generate sales from the digital marketplace, companies need to hire Talents who have expertise in Technology, Business Development, Digital Marketing or E-commerce³.

The unprecedented impact of the pandemic has clouded the economic outlook and employment market. However, we will continue to provide relevant insights on the overall salary

outlook so that it will help you in talent sourcing and strategizing for your HR needs to stay on top of the game.

We are here to help you and together we can manage the uncertainties better. Let's achieve more, together.



Cong OngGeneral Director, PERSOLKELLY Vietnam
Head of Regional Business Group

¹ https://tradingeconomics.com/vietnam/unemployment-rate

² https://en.vietnamplus.vn/vietnams-gdp-growth-may-reach-354-percent-in-2021-if-pandemic-well-controlled-in-september/208033.vnp

³ https://www.persolkellv.com.vn/2021-apac-workforce-insights

SALARIES

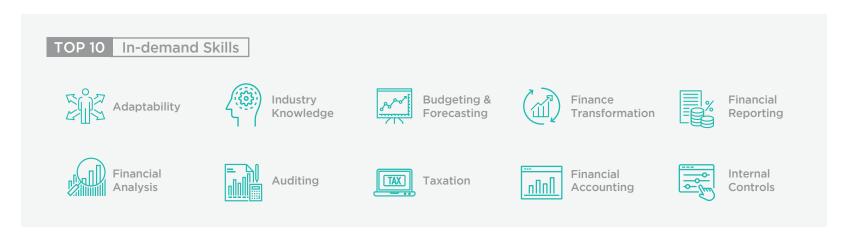
Accounting

he 4th wave of the Covid-19 pandemic occurred from May to October 2021 and it caused a great turbulence in the job market for the Accounting and Corporate Finance industries. Many employees were affected negatively due to job insecurities, layoffs, rotating work schedules, reduced working hours, and pay cuts.

As the market opens up and adapts to the new normal, it is predicted that Accounting Firms will go through a higher turnover in the first quarter of 2022. There will be more vacancies for senior level positions in Corporate Finance after the Tet holiday.



Accounting





JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
INTERNAL ACCOUNTING & FINANCE			
Chief Financial Officer	12-20	5,000	15,000
Finance Director	12-20	4,000	10,000
Financial Controller	10-15	4,000	10,000
Senior Finance Manager	N/A	N/A	N/A
Finance Manager	8-12	3,000	6,000
Financial Analyst	2-6	1,500	2,500
Internal Audit Director	10-20	5,000	9,000
Internal Audit Manager	6-12	3,000	6,000
Treasury Manager	6-12	2,000	4,000
Tax Manager	6-12	2,000	4,000

Hanoi —

EXPERIENCE (YEARS)

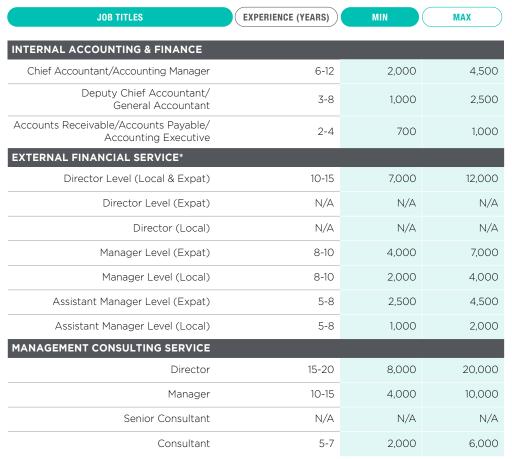
12-20	5,000	13,000
12-20	4,000	10,000
10-14	2,500	5,000
10-14	3,000	4,000
8-12	2,000	3,500
2-6	800	2,000
N/A	N/A	N/A
5-8	1,500	3,000
N/A	N/A	N/A
N/A	N/A	N/A

MAX

9

Accounting

Ho Chi Minh City





EXPERIENCE (YEARS)

5-8	1,000	3,000
3-5	800	2,000
2-4	500	1,000
N/A	N/A	N/A
8-12	7,000	15,000
8-12	4,000	6,000
8-10	2,500	6,000
8-10	1,500	5,000
5-8	2,000	3,500
5-8	1,000	1,500
15-20	10,000	20,000
10-15	4,000	10,000
7-10	2,000	4,000
5-7	800	2,000

MAX

10

^{*} Including Audit, Accounting, Tax, Forensic, Risk Management Advisory Services
Salary Range (per month) – Unit: USD

letnam's banking landscape is set to accelerate digital transformation in 2022. The Covid-19 pandemic has led to a major change in customer behavior and the way customers work with banks. Digital platforms will most likely become the favored and predominant channel for banks and financial institutions. These banks and financial institutions will be actively hiring and opening up more positions as digital transformation is fully integrated into the business operations. The newly created roles include Sales and Marketing, Partnership and Business Development, IT, Risk Management, Legal Compliance and Human Resources for various levels of positions.

Transformation Heads, Risk Managers, Underwriters and Credit Policy Makers, Credit Analysts, Communications Specialists and Investor Relations Managers are examples of the highly sought-after roles for this year. Talents who improve their skill sets in Credit Analysis, Financial Accounting and Financial Reporting will be able to get the most out of the emerging job opportunities.

Besides these roles, companies are constantly managing the Covid-19 risk, therefore they are always looking out for Talents with these skill sets: Process Improvement Management, Strategic Planning, Problem Solving and Risk Management. These skills will help the companies manage the challenges that the pandemic may pose in the future.







JOB TITLES EXPERIENCE (YEARS) MIN MAX

Hanoi

EXPERIENCE (YEARS)

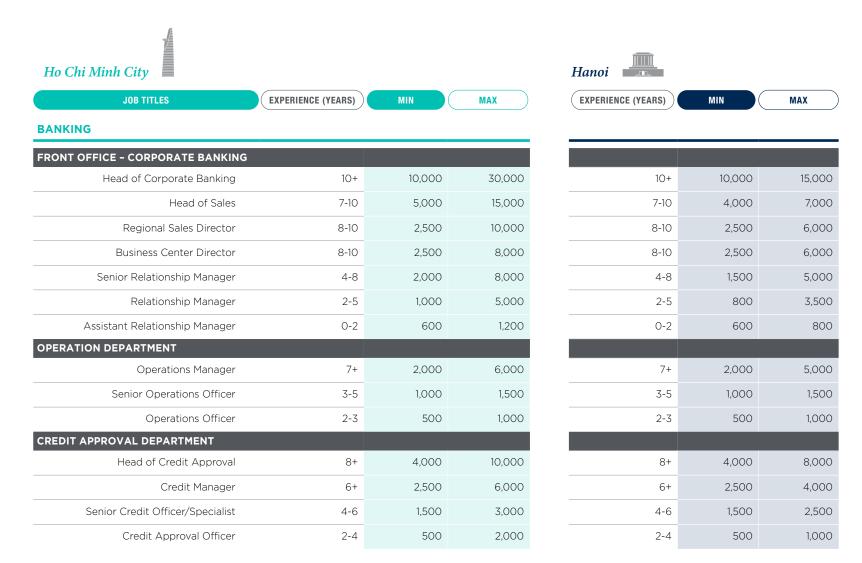
MIN

BANKING

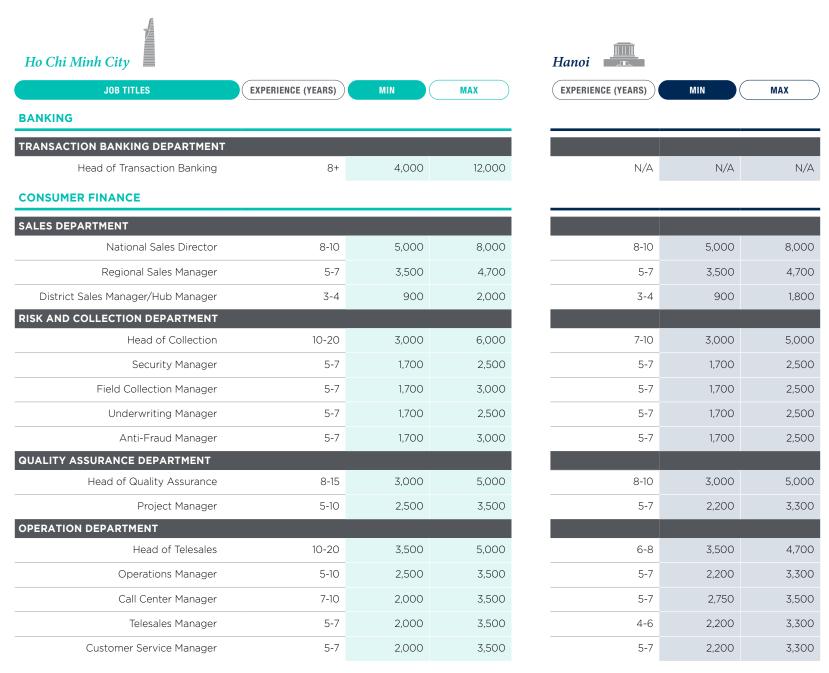
BOARD OF MANAGEMENT			
CEO	10+	25,000	40,000
Deputy CEO	10+	15,000	30,000
FRONT OFFICE - RETAIL BANKING			
Head of Retail Banking	10+	10,000	30,000
Branch Director/Manager	6-8	2,000	7,000
Transaction Manager	6-8	1,500	5,000
Regional Sales Director/Manager	10+	3,000	6,000
(Provincial) Retail Sales Manager	6-8	1,000	2,000
Retail Team Leader/Supervisor	5-7	1,000	1,500
Retail Senior Relationship Manager	3-5	800	1,500
Retail Relationship Manager	0-2	400	1,300

10+	15,000	30,000
10+	10,000	15,000
10+	8,000	15,000
6-8	1,500	5,000
6-8	1,500	2,000
8-10	3,000	6,000
6-8	1,200	2,000
5-7	700	1,500
3-5	600	1,000
0-2	500	800

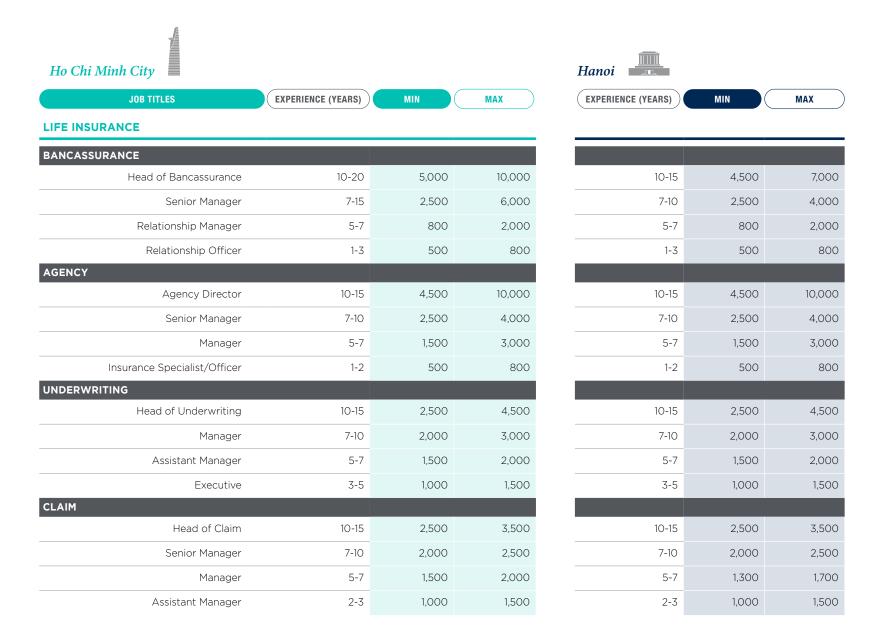
MAX



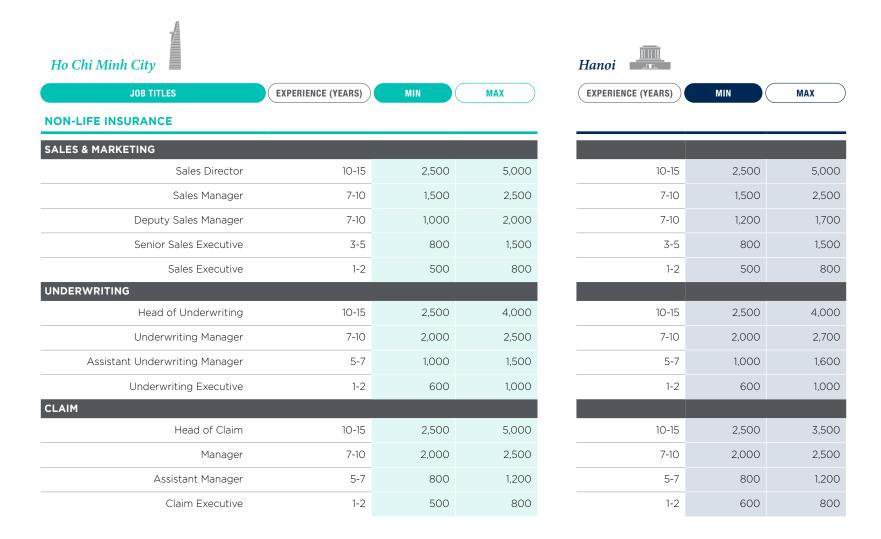




Ho Chi Minh City				Hanoi		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN	MAX
UND MANAGEMENT						
Investment Director	10-20	10,000	15,000	10-15	8,000	12,000
Senior Investment Manager	7-8	5,000	10,000	7-8	4,500	10,000
Investment Manager	5-7	3,000	5,000	5-7	3,000	5,000
Investment Officer	2-3	1,500	3,000	2-3	1,200	2,700
Investor Relation Officer	4-6	1,500	2,000	4-6	1,500	2,000
Head of Research	10-20	6,000	15,000	10-15	3,000	7,000
Senior Research Manager	5-10	3,500	8,000	5-8	2,500	5,000
Senior Research Analyst	3-7	2,000	3,000	3-5	1,000	2,50
Research Analyst	0-4	600	2,000	0-4	500	1,000
Trading Manager	4-8	1,800	2,500	4-8	1,800	2,50
Regulatory Affairs Person In Charge	5+	2,000	4,000	5+	2,500	4,00
ECURITIES						
Head of Research	10+	5,000	10,000	10+	2,000	5,00
Senior Research Manager	5-10	2,000	6,000	5-10	1,500	4,00
Senior Research Analyst	4-8	2,000	3,000	4-8	1,000	2,30
Research Analyst	0-4	600	2,000	0-4	600	1,00
Trading Manager	4-8	1,800	2,500	4-8	1,800	2,50
Regulatory Affairs Person in Charge	10+	2,000	4,000	10+	2,500	4,00
Senior Investment Banking Manager	7+	3,000	7,500	7+	3,000	5,00
Brokerage Branch Director	10+	2,500	4,000	10+	2,500	4,00
Brokerage Branch Deputy Director	10+	2,000	3,000	10+	2,000	3,00

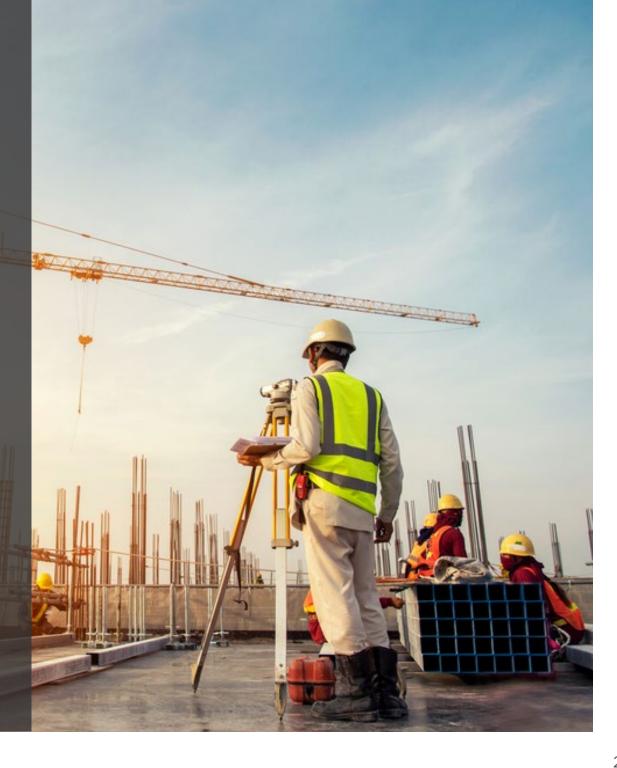




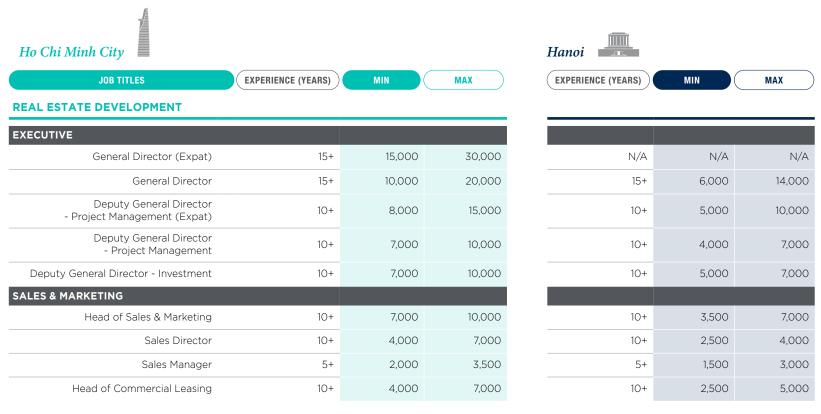


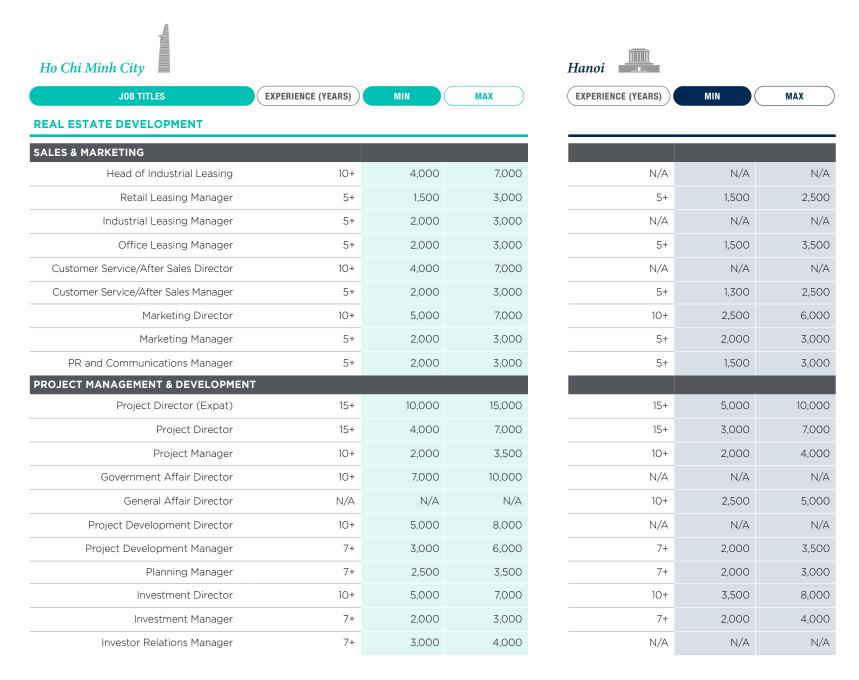
he strict implementation of social distancing to curb the spread of Covid-19 has affected all levels of society, including the people in Ho Chi Minh City and Hanoi in Q3 of 2021. The revenue from Real Estate Sales and Leasing has dropped to the lowest point in the past five years. Customers no longer have confidence in developers as they are afraid that the developers may not be able to deliver the new projects on time.

Vietnam and many countries in the world are in favor of the idea of implementing the vaccine passport so that the countries can reopen the borders and improve the socioeconomic. With the reopening of borders, the Real Estate and Construction industry looks promising in 2022. Experts predict that there will be a surge in property transactions, but the prices may remain consistent for Residential and Commercial sectors. Many developers are heavily investing in developing Industrial Property, and they put in a lot of effort to acquire new projects in the provinces. With new projects underway, the demand for skilled labor employees is still high.



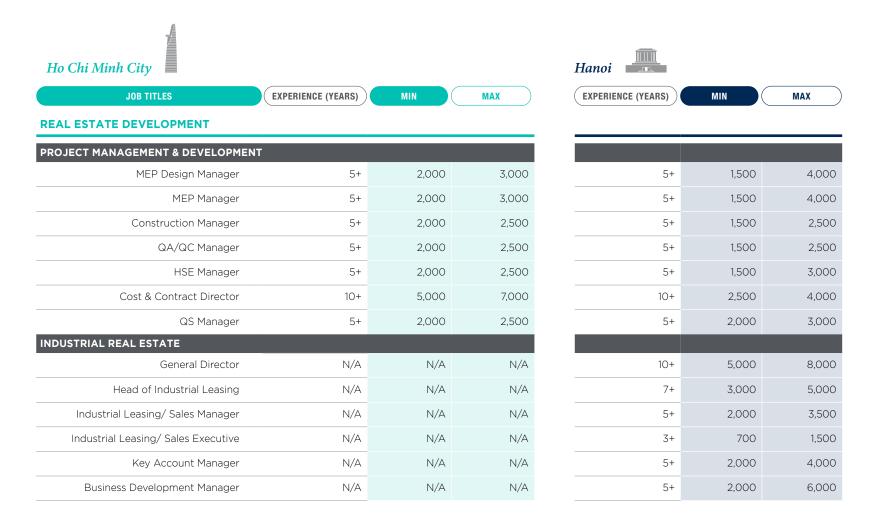


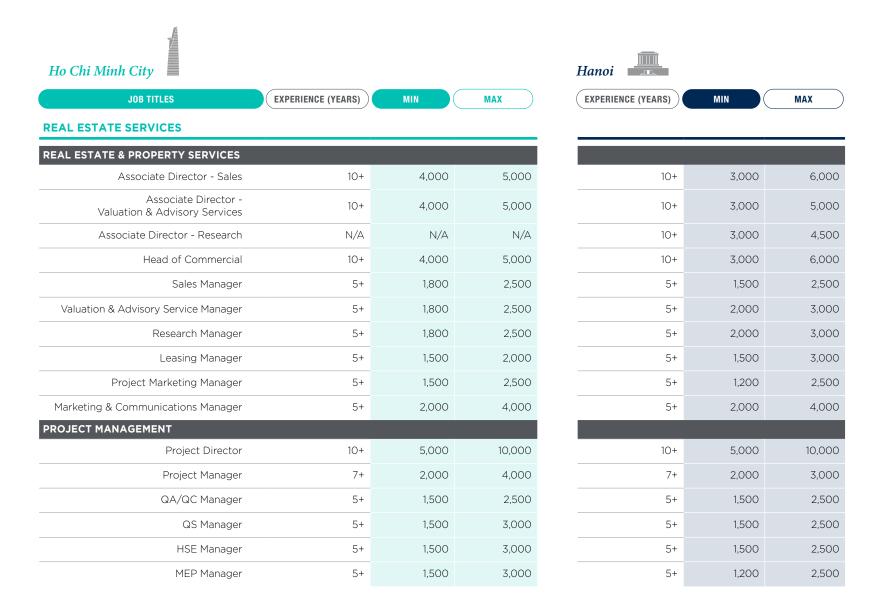


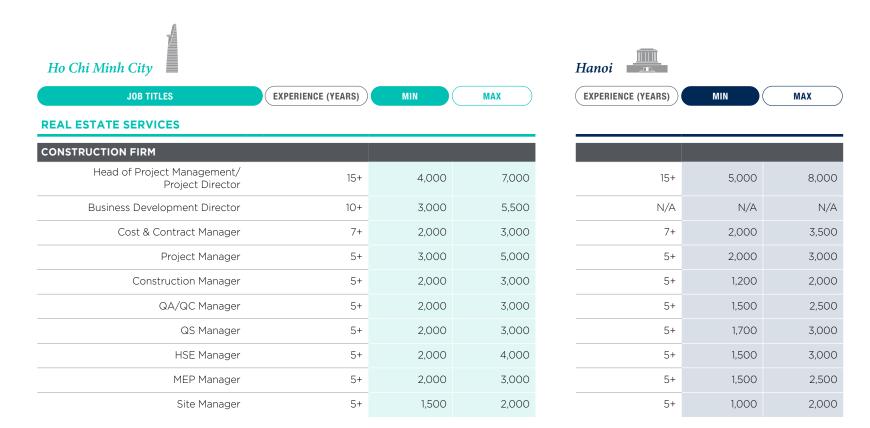


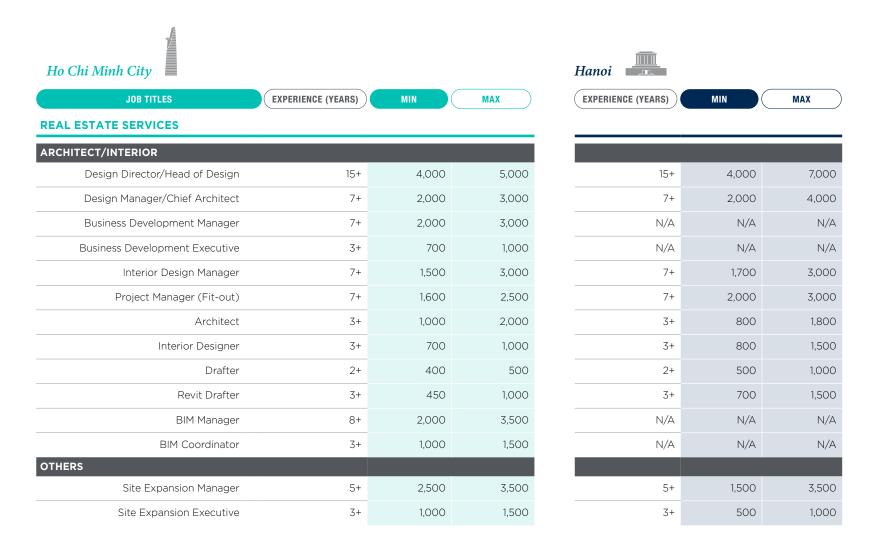


REAL ESTATE DEVELOPMENT						
ROJECT MANAGEMENT & DEVELOPMENT						
Asset Director	10+	5,000	7,000	N/A	N/A	N
Asset Manager	7+	2,500	3,500	7+	2,000	4,00
Business Development Manager	7+	3,000	4,000	7+	2,000	5,0
Head of Property Management	10+	5,000	7,000	N/A	N/A	N
Township Manager	7+	2,500	3,500	N/A	N/A	N
Property Manager	5+	2,000	3,000	N/A	N/A	N
Project Legal Director	10+	5,000	10,000	N/A	N/A	٨
Project Legal Manager	5+	2,000	4,000	7+	1,500	3,0
Project Legal Executive	3+	1,000	1,500	N/A	N/A	١
Design Director (Expat)	12+	10,000	15,000	12+	6,000	8,0
Design Director	10+	4,000	7,000	10+	3,000	5,0
(Concept) Design Manager/ Chief Architect	5+	3,000	4,000	5+	2,000	3,0
Head of Landscape Design	10+	4,000	5,000	N/A	N/A	٨
Landscape Manager	5+	1,500	3,000	5+	1,500	3,0
Urban Planning Manager	5+	1,500	3,000	10+	2,500	5,C
MEP Director	10+	4,000	6,000	N/A	N/A	١







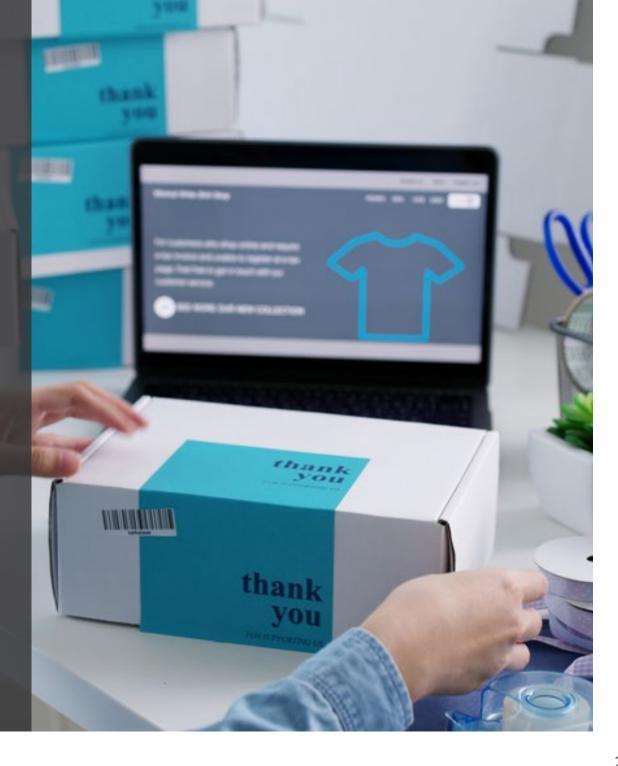


Consumer Goods

he Covid-19 pandemic, which caused a 1-month nationwide lockdown and 3-month quarantine, has posed tremendous challenges for businesses across Vietnam. The Retail industry witnessed the longest standstill during this time. However, they quickly built their presence on e-commerce platforms and strategized for selling through multichannel. Retail sales are expected to recover post-pandemic.

Candidates in FMCG are not keen to look out for new job openings in 2021 as they are concerned with job security. Therefore, the supply of Candidates is very limited. At the same time, there are vacancies for positions that need to be filled quickly as companies need Talents with specific skill sets. FMCG will need a large number of employees to fill the roles for Sales and Marketing for the next few years.

Businesses with or without any presence in the marketplace are increasing their headcounts for Talents with digital or e-commerce skill sets. These Talents are in high demand as companies need their expertise to drive digital transformation.



Consumer Goods





JOB TITLES EXPERIENCE (YEARS) MIN MAX

FAST MOVING CONSUMER GOODS

SALES			
Commercial Director	15-20	10,000	15,000
Head of Sales	10-15	6,000	10,000
Regional Sales Manager	8-12	3,000	4,500
Area Sales Manager	3-7	2,000	3,500
Modern Trade Head	7-10	4,000	7,500
Key Account Manager	5-10	1,500	3,000
Sales Operation Manager	8+	2,500	5,000
Sales Capability/Training Manager	5+	2,000	3,500
TRADE MARKETING			
Head of Trade Marketing	7-12	5,000	8,000
Trade Marketing Manager	5-10	1,800	2,700

Hanoi			
EXPERIENCE (YEARS)	MIN	MAX	

N/A	N/A	N/A
10-15	4,000	10,000
10+	3,000	5,000
3-10	1,500	3,000
N/A	N/A	N/A
5-10	1,500	3,000
8+	2,000	4,000
5+	2,000	3,500
N/A	N/A	N/A
5-10	2,000	3,500

Consumer Goods



Consumer Goods

Ho Chi Minh City				Hanoi		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN	MAX
FASHION & COSMETICS						
Assistant Brand Manager	2-5	1,000	1,500	5+	1,500	2,000
Operation Manager	3-5	1,000	2,500	5+	1,500	2,000
Merchandise Manager	3-5	1,200	1,500	5+	1,200	2,000
Retail Manager	N/A	N/A	N/A	5-10	1,500	3,000
Store Manager	5+	1,000	1,500	5+	1,000	2,000
Store Supervisor	2-4	800	1,000	2-4	500	1,000
Visual Merchandise Manager	3-5	1,200	1,500	5+	1,000	2,000
Training Manager	5+	1,200	1,500	5+	1,000	2,000
COMMUNICATIONS & MEDIA						
Managing Director	10+	7,000	9,000	N/A	N/A	N/A
Client Service Head/Group of Account	10+	5,000	6,500	10+	3,000	6,000
Business Development Director	7+	3,500	4,500	N/A	N/A	N/A
Account Director	7+	4,000	5,000	7+	3,000	5,000
Account Manager	3-5	2,000	3,000	3-10	1,000	3,000
Media Director	8+	3,000	4,000	8+	2,000	5,000
Creative Director	8+	3,000	4,000	N/A	N/A	N/A
Art Director	3-8	2,000	3,000	N/A	N/A	N/A
Strategic Planning Director	8+	3,500	4,500	N/A	N/A	N/A
Copywriter	N/A	N/A	N/A	2-8	1,000	3,000
Graphic Designer	N/A	N/A	N/A	2-8	1,000	3,000
Senior Account Executive	2 - 5	1,000	1,500	2-5	1,000	1,500
Account Executive	1 - 3	500	600	1-3	800	1,200

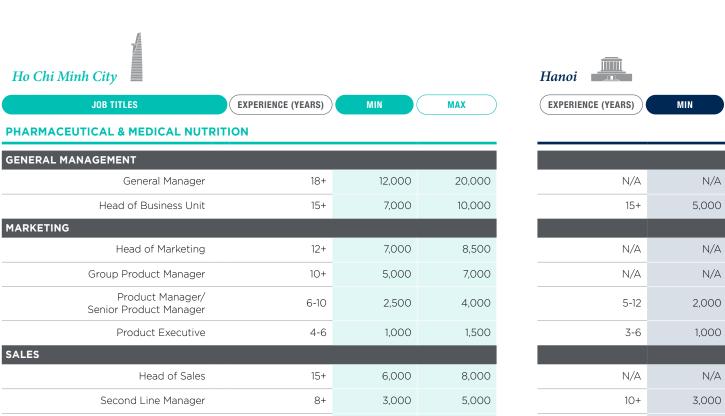
ietnam is currently undergoing economic and demographic transformations that provide great potential for its healthcare industry. Vietnam's healthcare industry is segmented into three sub-sectors: medical equipment, pharmaceuticals, as well as hospitals & clinics. Nowadays, healthcare organizations are transitioning their business operations to adopt Health Information Systems (HIS). This system is powered by cloud computing and has data analytics tools to enable smart digital healthcare solutions in real-time.

The healthcare industry is set to see a continuous economic growth. As the consumer market matures, the awareness of the importance of healthcare increases. The positive change in consumers behavior opens up more opportunities for the growth of pharmaceutical and medical device sector. With this growth, quality human resources from the healthcare industry will be in demand. The commercial market sees the highest demand for recruitment.



First Line Manager





5-10

Salary Range (per month) – Unit: USD

2,500

5-10

1,500

1,500

MAX

N/A

8,000

N/A

N/A

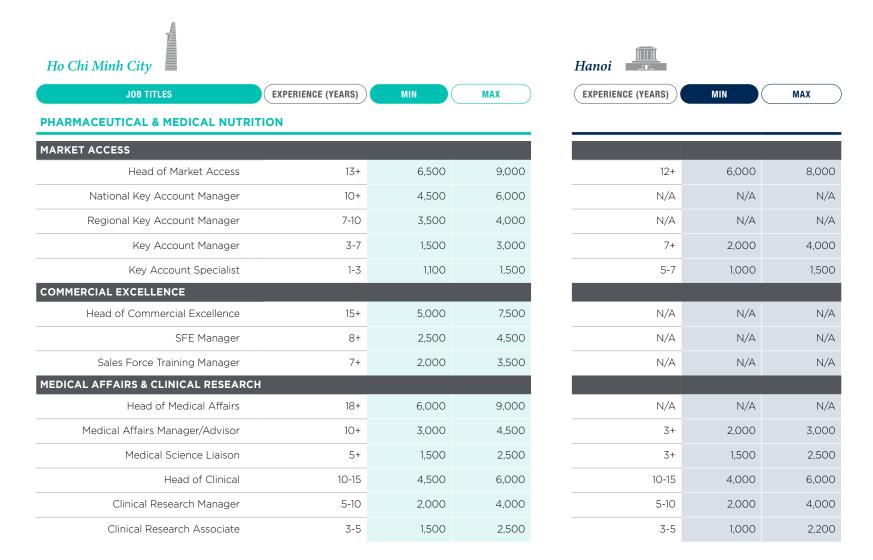
3,500

1,500

N/A

5,000

2,500

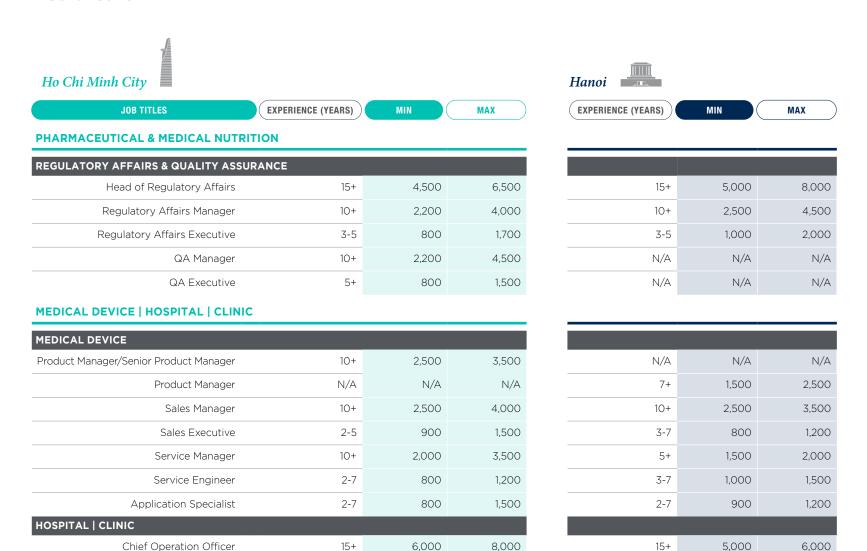


Operation Manager

Head of Marketing

Doctor Chief Nurse

Nurse



3,000

N/A

2,500

1,500

600

10+

N/A

5-10

10+

2-5

Salary Range (per month) – Unit: USD	3	55
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5,000

N/A

3,500

3,000

1,200

7+

10+

5-10

10+

2-5

2,500

3,000

2,000

1,500

600

3,500

5,000

5,000

3,000

1,200

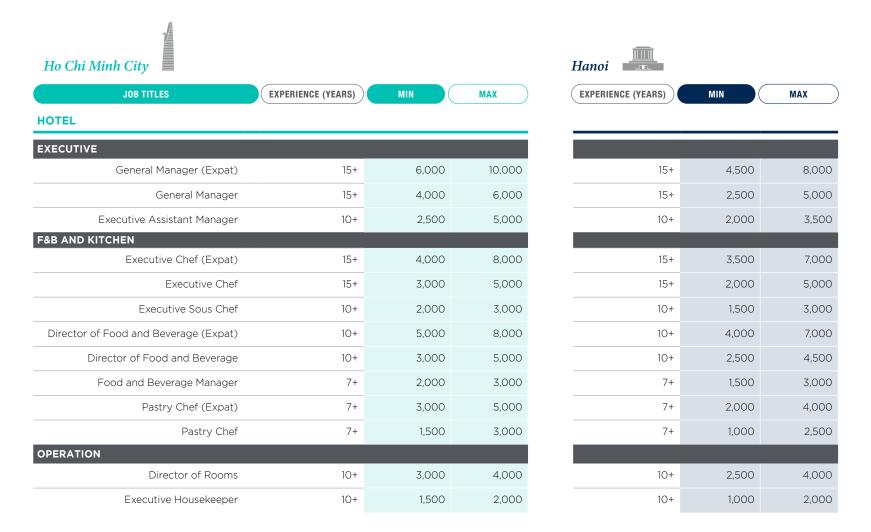
Hospitality

ince the outbreak of Covid-19 in Vietnam, many businesses have been affected. Hospitality industry suffered the worst impact among all industries. All businesses within this industry such as the international hotels, restaurant chains, multinational airlines as well as smaller family-owned restaurants and accommodations were being affected.

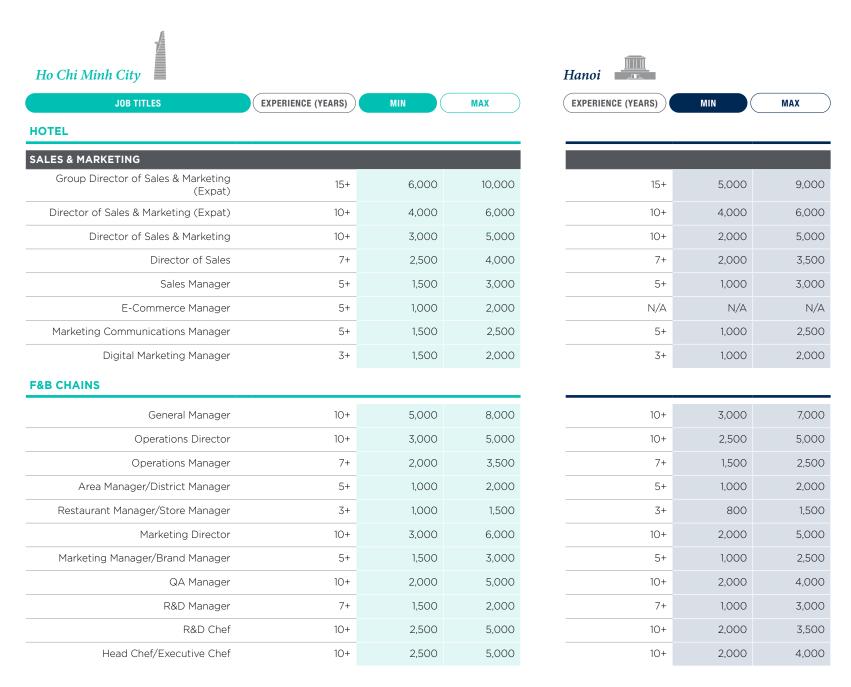
Many hospitality providers realized that international travelers would not be able to visit them anytime soon, thus, they pivoted their businesses to cater to the local tourists so that they could survive through the economic downturn. This industry is predicted to be the slowest to fully recover from the impact of Covid-19. Vietnam has contained the spread of Covid-19 to its minimum and now its hospitality industry is seeing a recovery.



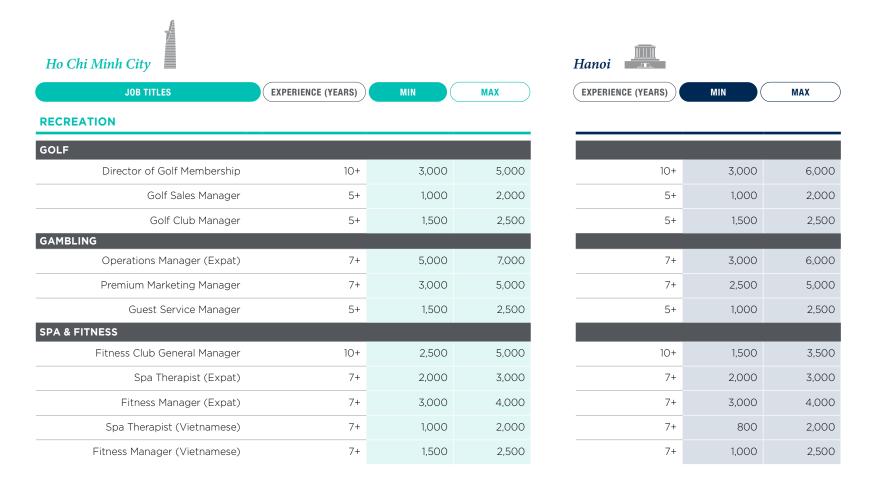
Hospitality



Hospitality



Hospitality

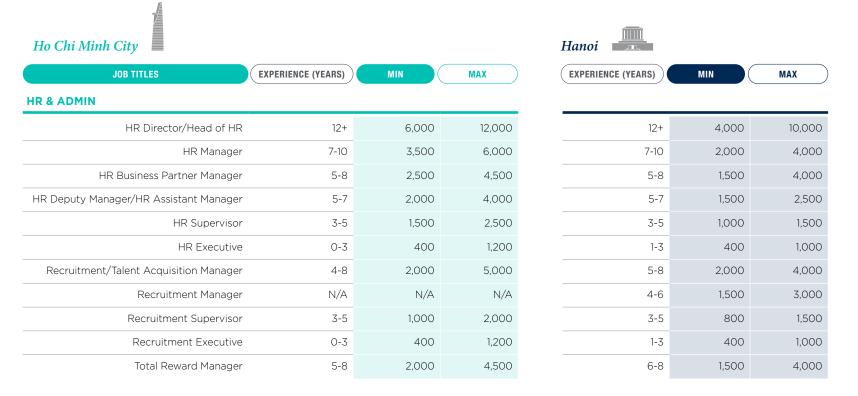


he Covid-19 pandemic has impacted all companies around the world. Thousands of employers and employees found themselves in a chaotic and uncertain environment. This became a big challenge for human resource operations. The work dynamic between employees changed dramatically. For example, employees now have lesser face-to-face interaction and the workforce is increasingly dispersed. Chief Human Resources Officers (CHROs) have to prioritize planning for workfrom-home as well as providing mental and physical health supports to all employees in order to ensure business operations are not affected.

The human resource operations are expected to function at its optimum to ensure the organization is far more resilient than before. CHROs are expected to adopt new tactics in sourcing and hiring the right Talents; learning and growing; managing and rewarding performance; tailoring employee experience; and optimizing workforce planning due to the "new normal" brought by the Covid-19 pandemic.







Ho Chi Minh City				Hanoi		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN	MAX
HR & ADMIN						
C&B Supervisor	3-5	1,000	2,500	3-5	800	2,000
Learning & Development Manager	5-8	2,000	5,000	6-8	1,500	4,000
Training Manager	4-6	2,000	4,500	4-6	1,500	3,000
Training Supervisor	3-5	1,000	2,500	3-5	800	1,500
Admin Manager	5-8	1,500	2,500	5-8	1,300	3,000
Admin Supervisor	0-5	400	1,500	4-6	800	1,200
Office Manager	4-6	1,500	2,500	4-6	1,000	2,500
Executive Secretary	4-6	1,200	2,500	4-6	1,000	2,500
Personal Assistant	2-4	600	1,500	2-4	1,000	1,500
Receptionist	0-2	400	1,200	0-2	400	700
IN-HOUSE LEGAL						
Legal Director	12+	7,000	15,000	12+	6,000	14,000
Legal Manager	8-10	5,000	8,000	8-10	3,000	6,000
Assistant Legal Manager/ Deputy Legal Manager	7-9	3,000	5,000	7-9	1,500	3,000
Legal Executive	2-6	800	3,000	2-5	800	1,500

Ho Chi Minh City				Hanoi	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN
AW FIRM					
Managing Partner	10+	8,000	15,000	10+	15,000
Partner/Legal Counsel	8-10	6,000	10,000	8-10	10,000
Senior Associate	6-8	3,000	6,000	6-8	4,000
Associate	4-6	1,700	3,000	4-6	2,000
Paralegal	2-4	800	1,700	2-4	800
OMPLIANCE					
Compliance Director	12+	6,000	12,000	N/A	N/A
Compliance Manager	8-10	4,500	6,000	N/A	N/A
Assistant Compliance Manager	7-9	2,500	4,500	N/A	N/A
Compliance Executive	2-6	800	2,500	N/A	N/A
DUCATION					
CEO	12+	5,000	12,000	12+	4,000
Head Of Sales	7-10	3,000	6,000	7-10	3,000
Head of Operation	7-10	3,000	6,000	7-10	3,000
Group Center Manager	10+	5,000	8,000	10+	3,000
Center Manager	5+	2,000	4,000	5+	1,500
Brand Manager	5+	2,000	4,000	5+	1,500
Education Counsellor	1-5	500	2,500	1-5	400
Academic Manager	6-10	2,000	4,000	6-10	2,000

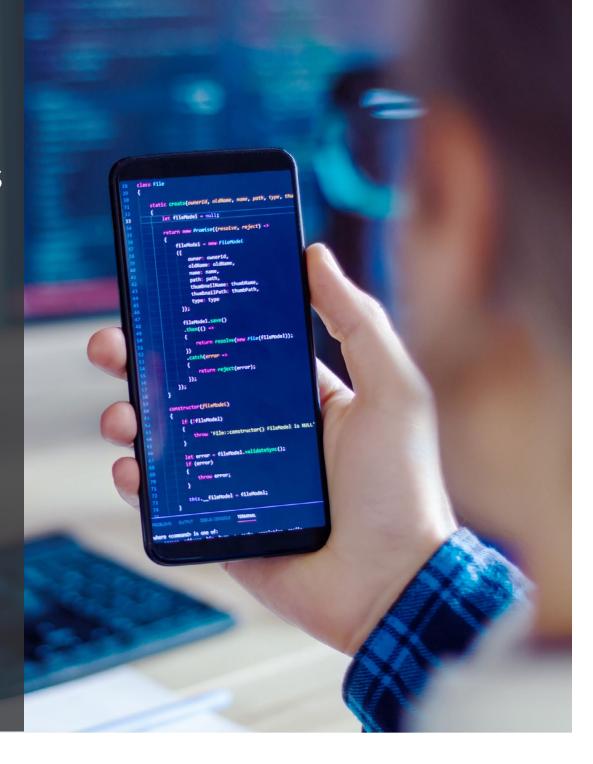
Ho Chi Minh City				Hanoi		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN	MAX
EDUCATION						
Teacher Coordinator	3-5	500	1,500	N/A	N/A	N/A
Academic Coordinator	N/A	N/A	N/A	3-5	1,000	1,500
Customer Service Supervisor	3-5	500	1,500	3-5	800	1,500
Front Office Supervisor	3-5	500	1,500	3-5	800	1,500
Native Teacher	1+	1,500	3,000	1+	1,500	4,000
IMMIGRATION						
Branch Manager	5+	2,000	5,000	N/A	N/A	N/A
Brand Manager	5+	2,000	4,000	N/A	N/A	N/A
Sales Manager	5+	2,000	4,000	N/A	N/A	N/A
Sales Consultant	1-4	500	1,500	N/A	N/A	N/A

Information Technology & Telecommunications

Information Technology (IT) and Telecommunications continues to enjoy a significant growth since the start of Covid-19 pandemic.

IT and Telecommunications is one of the fastest growing industries in Vietnam. The use of technology has been inevitable since Covid-19 hit the market as most organizations are forced to change their business operations; employees are encouraged to work-from-home instead to minimize the number of headcounts in the office in order to reduce the risk of Covid-19 infections.

More and more organizations are embracing digital transformation and investing in upgrading their IT systems, including software and hardware. Organizations are willing to invest in technology that helps in protecting their data from cyberthreat and increasing the employees' productivity. Besides system integration, internet of things, AI, cloud computing, big data and cybersecurity, 5G is also trending in this industry. Various industries deploy technology to improve the business capability. On the other hand, many Candidates prefer to work in a company that has technologies which promote remote work.



Information Technology & Telecommunications





Information Technology & Telecommunications

ui Minh City				Hanoi	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN
WARE DEVELOPMENT					
Data Engineer	N/A	N/A	N/A	1-3	1,500
Delivery Manager/Program Manager	8+	3,000	4,000	8-12	2,500
Project Manager	5-10	2,500	3,500	5-10	2,000
Product Manager/Product Owner	5-10	2,500	5,000	5-10	2,000
Business Analyst	3-8	1,500	3,000	2-5	1,000
QA/QC Manager	6+	2,000	3,500	6+	1,500
QA/QC Engineer	1-6	800	2,000	1-6	600
Senior Tester/Test Lead	3-5	1,000	2,000	3-5	800
Sales Manager/ Business Development Manager	7+	1,800	3,000	5-10	1,500
Sales Executive/Account Manager	2-7	800	1,800	2-7	600
ERP/SAP Consultant Lead	5-10	2,000	4,000	5-10	1,500
ERP/SAP Consultant	2-5	1,000	2,000	2-5	1,000
HOUSE					
Head of IT/IT Director	10+	3,000	5,000	10+	3,000
IT Manager	8-10	2,000	3,000	5-10	1,500
IT Infrastructure Support/Network/ System/Help Desk Support	3-8	800	1,500	2-5	800

since the beginning of 2021, Industrial Manufacturing & Trading Firms have changed their hiring requirements. Local firms and MNCs are reducing the work shifts and hiring of Junior Executives, blue-collar labors, C-Level Executives, and Senior Expatriates to reduce the operating cost of production, so that they can reserve the funds to revive the business when opportunity comes.

HR agencies are sourcing for the right Talents who are skillful in controlling the operating cost of production and knowledgeable in managing the risk of Covid-19 infection in a manufacturing environment. These skills are essential in helping the Industrial Firms to survive the Covid-19 impact on their businesses and rebound their businesses in the future. The leaders of Industrial Firms will play a key role in reforming their organizational structures so that the organizations will be more resilient than before.



TOP 10 In-demand Skills





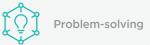


















JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
MANUFACTURING			
Senior Technical Manager	8-10	3,500	5,000
Technical Manager	5-7	2,000	3,000
Production/Manufacturing Director	10-15	4,000	7,000
Production/Manufacturing Manager	5-10	2,000	3,000
Production Supervisor	4-6	1,200	1,500
Production Executive	2-5	700	1,100
Operational Excellence/Continuous Improvement Manager	8-12	3,500	5,000
Process Engineer	3-7	700	1,200
Project Management Manager	7-10	3,500	5,000
Facilities/Maintenance/Engineering Director	10-15	3,000	4,000
Facilities/Maintenance/Engineering Manager	7-10	2,500	3,000



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
MANUFACTURING			
Facilities/Maintenance/Engineering Supervisor	5-7	1,200	1,800
Facilities/Maintenance/Engineering Executive	3 - 5	800	1,000
OHSE/HSE Manager	10 - 15	3,500	4,500
HSE Supervisor	5-10	1,400	2,000
HSE Executive	2 - 5	800	1,200
General Manager/COO (Factory)/Operations Director/Manager	12+	4,000	7,000
Factory/Plant Director	10+	4,000	5,000
Factory/ Plant Manager	10+	3,000	4,000
Design Manager	7-15	3,000	5,000
Design Engineer	3-7	1,200	2,000
Industrial Engineering Manager (IE Manager)	5-10	2,500	3,500
Industrial Engineer	1-5	1,000	2,000
Research and Development Manager	10-15	2,500	4,000
Research and Development Supervisor	7-10	1,500	2,200
Research and Development Engineer	3-7	1,000	1,400



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
TRADING			
AGRICULTURE			
Sales Director	5-10	4,000	7,000
Sales Manager	5-10	3,000	5,000
Marketing Director	5-10	4,000	8,000
Marketing Manager	5-10	3,000	5,000
Product Manager	3-5	2,500	3,500
Key Account Manager	5-10	2,500	3,500
Sales Executive	1-5	600	1,000
R&D Manager	5-10	2,000	3,000
R&D Supervisor	3-5	800	1,500
R&D Executive	1-3	300	600
QA/QC Manager	5-10	2,000	3,000
QA/QC Supervisor	3-5	800	1,500
QA/QC Staff	1-3	300	600
Lab Manager	5-10	2,000	3,500
Lab Supervisor	3-5	1,200	1,500



on on			
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
TRADING			
CHEMICAL			
Chief Representative/Country Manager	7-10	5,000	10,000
Technical Sales Director	7-10	4,000	8,000
Technical Sales Manager	5-7	2,500	4,000
Senior Technical Sales Executive	3-5	1,500	2,500
Technical Sales Executive	1-3	600	1,500
Key Account Manager	5-10	2,000	3,000
Technical Service Manager	7-10	2,000	4,000
Lab Manager	5-10	2,000	3,000
Lab Supervisor	3-5	1,100	1,800
QA/QC Manager	5-10	2,000	3,000
QA/QC Supervisor	3-5	800	1,500
QA/QC Staff	1-3	300	600
R&D Manager	5-10	2,000	3,000
R&D Supervisor	3-5	1,000	1,500
R&D Staff	1-3	500	900



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
	EXITERIOR (TEARIS)	MIN	- IIIAA
TRADING			
ELECTRICAL/ELECTRONIC			
Country Manager/General Manager	5-10	5,000	8,000
Technical Sales & Marketing Director	5-10	4,000	8,000
Technical Sales & Marketing Manager	5-10	3,000	5,000
Technical Sales Director	5-10	4,000	9,000
Technical Senior Sales Manager	5-10	2,000	3,500
Technical Sales Manager	5-10	1,500	2,500
Technical Sales Executive	2-5	600	1,200
Project/Field Sales Manager	5-10	1,500	2,500
Project/Field Sales Executive	2-5	600	1,200
Service/Maintenance Manager	10-15	2,500	3,500
Service/Maintenance Supervisor	5-10	1,200	2,000
Service/Maintenance Engineer	3-5	900	1,000
Quality Manager	10-15	2,200	3,000
Quality Supervisor	7-10	1,400	2,000
Supplier Quality Engineer	4-7	1,200	2,000
Quality Engineer	4-7	1,100	1,800



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
TRADING			
MACHINERY/AUTOMOTIVE/HEAVY INDUSTRIAL			
Country Manager/General Manager	10+	5,000	10,000
Regional Sales Manager/Sales Manager	3-5	3,000	5,000
Marketing Manager	3-5	3,000	5,000
Sales Engineer/Sales Executive	3-5	800	1,000
Technical Sales	1-3	600	1,000
Project Sales Manager	3-5	1,500	2,500
Project Engineer	1-3	800	1,000
AFTER-SALES SERVICE			
Senior CS Manager/Senior After-Sales Manager (Director)	5-10+	3,500	10,000
CS Manager/After-Sales Manager	3-5	2,000	4,000
CS Supervisor/After-Sales Supervisor (Team Leader)	3-5	1,500	2,000
CS Staff/After-Sales Engineer	1-3	600	1,000
Site Manager/Field Service Manager	3-5	1,500	2,500
Senior Site Engineer/Senior Field Service Engineer	5+	1,500	2,500
Site Engineer/Field Service Engineer	3-5	800	1,500
Site Engineer/Field Service Engineer	1-3	500	1,000
TECHNICIAN			
Senior Technician	5-10	500	900
Operator/Technician	1-5	350	600



JOB TITLES EXPERIENCE (YEARS) MIN MAX

SPECIAL SECTORS

FURNITURE			
Chief Representative	10-15	3,500	5,000
Sourcing Manager	5-10	2,500	4,000
Sales Manager/Merchandising Manager	10-15	2,000	3,000
Senior Merchandiser	5-10	1,400	2,500
Merchandiser	3-5	800	1,100
Product Development Manager	7-15	1,800	3,500
Furniture/Product Engineer	3-7	1,000	1,500
QA/QC Manager	7-15	2,000	3,000
QA/QC Supervisor	4-7	900	1,500
QC/QC Staff	1-3	500	800



JOB TITLES EXPERIENCE (YEARS) MIN MAX

SPECIAL SECTORS

GARMENT/FOOTWEAR			
Sourcing Manager	10-15	2,500	4,000
Sales Manager/Merchandising Manager	7-15	2,000	3,000
Product/Sample Development Manager	8-10	2,000	3,000
Product/Sample Development Executive/Developer	4-7	700	1,100
QA/QC Manager	5-10	2,000	3,000
QA/QC Supervisor	3-5	900	1,500
QA/QC Staff	1-3	500	800
Planning Manager	5-10	2,000	3,500
Pattern Maker Manager	5-10	1,500	2,000
Pattern Maker	4-7	500	800
Senior Merchandising Manager	5+	2,500	4,000
Merchandising Manager	5+	2,000	3,000
Merchandising Supervisor	5+	1,000	1,500
Merchandising Staff	3-5	700	1,000
Footwear Commercialisation Manager	10-15	2,000	4,000
EXPATRIATE EMPLOYEE		Local Employee S	Salary + (20% to 50%)





JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
MANUFACTURING			
Senior Technical Manager	5+	3,500	5,000
Technical Manager	3-5	2,000	3,500
Shift Leader / Senior Technician	5+	900	1,200
Technician	3-5	600	900
Operator	5-10	350	500
Production Director (Expat)	5-10+	6,000	8,000
Production Director	10-15	4,000	7,000
Production Manager	5-10	2,000	4,000
Production Supervisor	3-5	1,200	2,000
Production Staff	3-5	600	900
Process Engineer	2-5	600	1,300
Project Manager (Expat)	7-10+	4,000	8,000
Project Manager	7-10+	3,000	5,000
Assistant Project Manager	3-5	1,500	2,500
Maintenance Manager	5-10	1,500	3,500
Facilities Manager	5-10	1,500	3,500
Process Manager	5-10	1,500	3,500
Operational Excellence / Continuous Improvement Manager	5-10+	2,500	5,000
HSE Manager	10-15	2,000	5,000
HSE Supervisor	5-10	1,500	2,500





JOB TITLES		EXPERIENCE (YEARS)	MIN	MAX
MANUFACTURING				
	QA/QC Manager	5-10	2,000	3,500
	QA/QC Supervisor	3-5	1,000	2,000
	QA/QC Staff	1-3	600	800
	Factory / Plant Director (Expat)	10+	6,000	12,000
	Factory / Plant Director	15-20	4,000	10,000
	Factory / Plant Manager	10-15	3,500	6,000
	Plant Engineering Director	10-15	4,000	8,000
	Plant Engineering Manager	5-10	2,500	6,000
TRADING				
COMMODITIES				
	Branch Manager	5-10	5,000	10,000
	Sales Director	5-10	3,000	6,000
	Sales Manager	5-10	1,500	3,000
	Product Manager	3-5	1,000	2,000



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
TRADING			
CHEMICAL/PLASTIC			
Country Manager (Expat)	5-10	7,000	10,000
Country Manager	7-10	4,000	7,000
Sales Director	7-10	3,000	5,000
Sales Manager	5-7	2,000	3,500
Sales Executive	1-5	500	1,500
Key Account Manager	5-10	2,000	3,000
Technical Service Manager	7-10	2,500	3,500
Lab Manager	5-10	2,000	3,000
Lab Supervisor	3-5	1,000	1,500
R&D Manager	5-10	2,000	3,000
R&D Supervisor	3-5	1,500	2,000
R&D Staff	1-3	500	1,000
ELECTRICAL/ELECTRONIC			
Country Manager (Expat)	5-10	7,000	10,000
Country Manager	5-10	5,000	7,000
R&D Manager	5-10	3,000	5,000
Sales Director	5-10	3,500	5,000
Sales Manager	5-10	3,000	4,000
Sales Engineer/Technical Sales Engineer	2-5	800	1,500



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
TRADING			
ELECTRICAL/ELECTRONIC			
Technical Service Manager	5-10	2,500	3,500
Technical Service Engineer	2-5	800	1,500
Account Manager	5-10	2,000	3,000
MACHINERY/AUTOMOTIVE			
Country Manager (Expat)	5-10	7,000	10,000
Country Manager	5-10	4,000	6,000
Technical Manager	3-10	2,500	3,500
Technical Engineer	2-3	500	1,000
Field Service Manager	3-10	2,500	3,500
Senior Field Service Engineer	5-10	1,000	1,500
Field Service Engineer	2-5	500	1,000
After-Sales Director	5-10	3,000	4,000
After-Sales Manager	3-5	2,500	3,500
After-Sales Supervisor	3-5	1,000	1,500
After-Sales Engineer	1-3	500	1,000
Sales Director	5-10	3,000	4,000
Sales Manager	3-5	2,500	3,500
Sales Supervisor	3-5	1,000	1,500
Sales Executive	1-3	500	1,000





JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
NERGY/HEAVY INDUSTRIAL			
General Director	10+	7,000	10,000
Project Development Manager	5-10+	3,000	6,000
Project Manager	3-5	2,500	5,000
Technical Manager	5-10+	2,500	5,000
Project Coordinator Assistant	5-10+	2,000	3,000
Site Manager	5-10+	3,000	5,000
Site Engineer	3-5	1,500	2,000
Plant Operation Manager	5-10+	3,000	4,000
Procurement Manager	5-10+	2,000	3,500
Procurement Staff	3-5	1,000	1,500
PECIAL SECTORS			
URNITURE			
Chief Representative	10-15	3,000	5,000
Sourcing Manager	5-10+	1,800	3,000
Sales Manager	5-10+	1,500	3,000
QA/QC Manager	5-10+	1,500	3,000
QA/QC Supervisor	3-5	800	1,500
Packaging Manager	5-10+	1,300	2,500

Finishing Manager

Finishing Supervisor

Salary Range (per month) – Unit: USD

5-10+

3-5

1,300

800

2,500

1,300



JOB TITLES EXPERIENCE (YEARS) MIN MAX

SPECIAL SECTORS

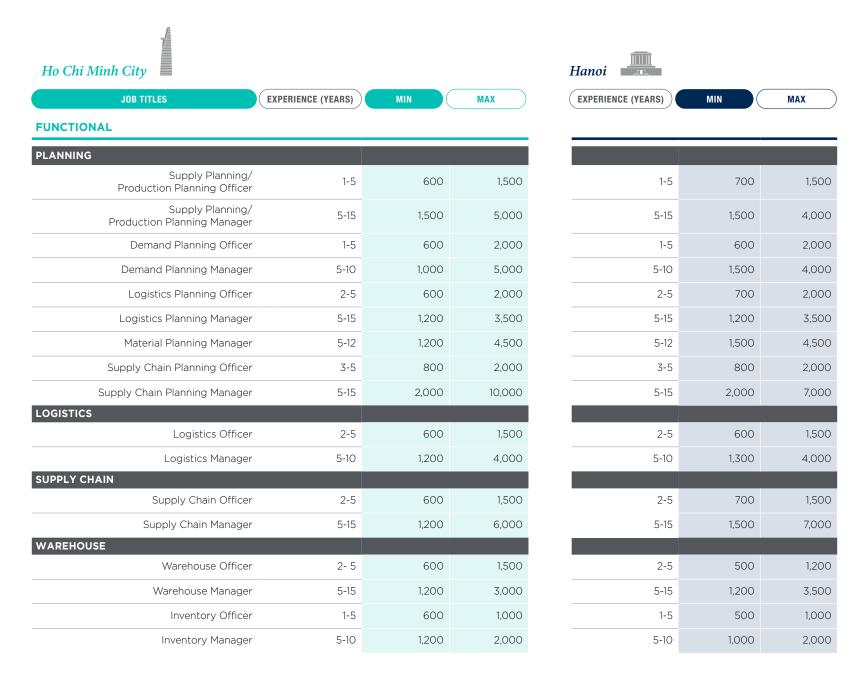
GARMENT/FOOTWEAR			
BDM/Marketing Manager	5+	2,000	3,500
Technician Manager	5-10	2,000	4,000
Sourcing Manager	5-10	2,000	3,000
QA/QC Manager	5-10	1,500	3,000
QA/QC Supervisor	3-5	1,000	2,000
QA/QC Staff	1-3	700	1,000
Planning Manager	5-10	2,000	3,500
Pattern Maker Manager	5-10	1,500	2,000
Pattern Maker	5+	600	900
Senior Merchandising Manager	10+	2,000	4,000
Merchandising Manager	5-10	2,000	3,000
Merchandising Supervisor	5+	1,000	1,500
Merchandising Staff	3-5	600	1,000
Sample Manager	5-10	1,000	2,000
Cutting Manager	5-10	1,000	2,000
Lab Manager	5-10	1,800	3,000
Product Development Manager (Expat)	10-15	4,000	6,000
Product Development Manager	8-10	3,000	5,000
Dyeing Manager	5-10	2,000	3,000
Inspector	5+	900	1,200

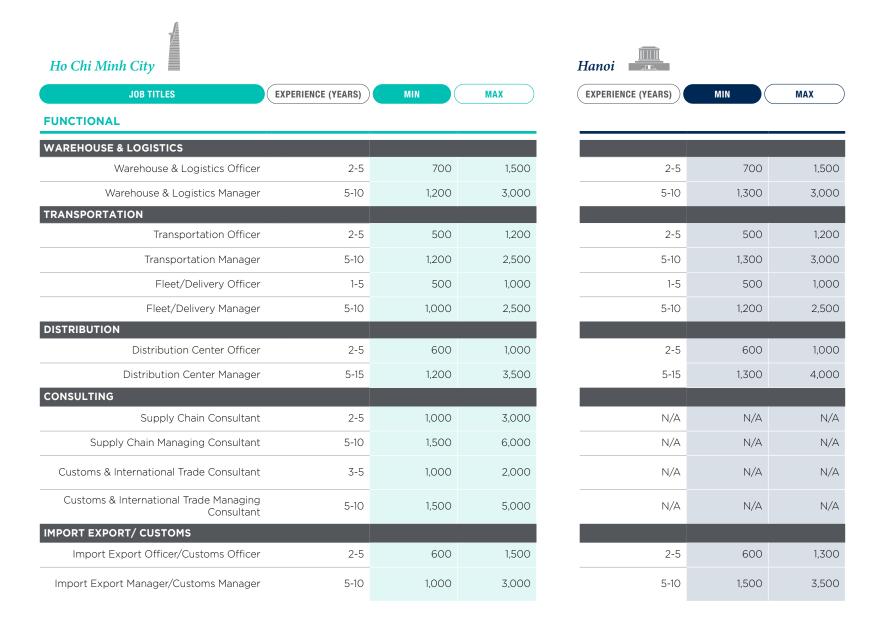
Supply Chain ccording to VLA's statistics, Vietnam currently has about 30,000 enterprises in the field of Logistics & E-logistics, which include 4,000 foreign enterprises. The industrial and logistics activities in Ho Chi Minh City, Binh Duong, Dong Nai, Ba Ria-Vung Tau, Mekong Delta and South Central provinces suffered the most from the Covid-19 impact. Businesses have to use technology and robots to reduce human labor, and this causes a decrease in job openings. On the other hand, employees are leaving the labor market, as they experience SOP-fatigue. Thus, there is a shortage of Talents and it requires more time and effort to recruit, train and retain a new workforce as compared to pre-COVID time. Vietnam's logistics industry is expected to grow

in 2021 as the global economy recovers. Hence, businesses will plan for future recruitment needs and employees need to be equipped with relevant skills.

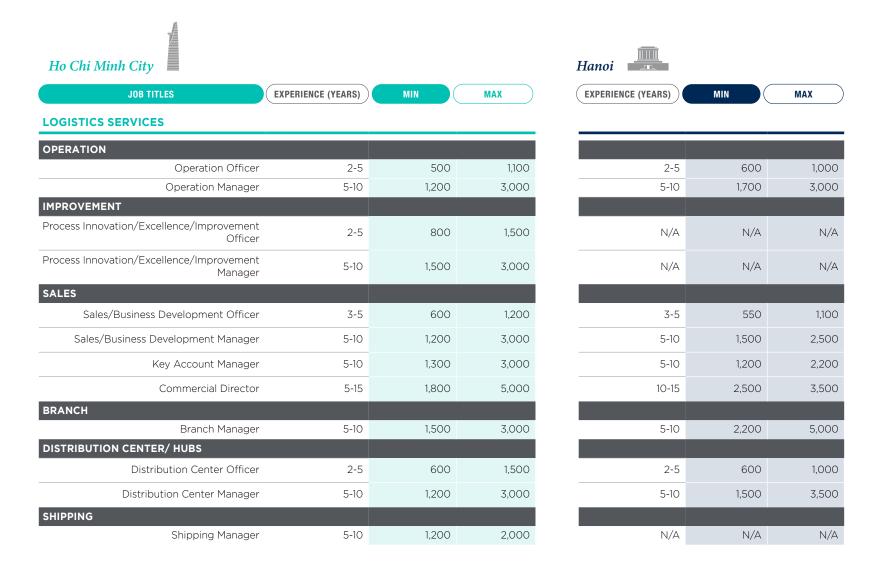








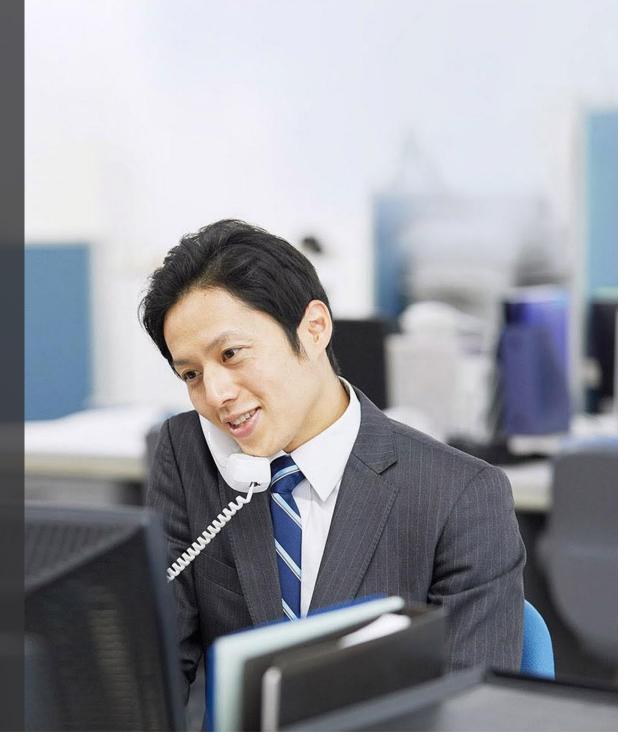
Ho Chi Minh City				Hanoi		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN (MAX
LOGISTICS SERVICES						
LOGISTICS						
Logistics Officer	2-5	600	1,500	2-5	600	1,000
Logistics Manager	3-15	1,200	4,000	3-15	1,300	3,000
WAREHOUSE						
Warehouse Officer	2-5	500	1,500	2-5	500	1,000
Warehouse Manager	5-10	1,200	3,000	5-10	1,700	2,500
Warehouse Supervisor	3-5	900	1,200	3-5	900	1,200
Contract Logistics Operation Manager	5-10	2,000	4,000	5-10	1,800	4,000
Warehouse Solution Manager	5-10	2,000	3,500	5-10	2,000	3,000
Warehouse Implementation Manager	5-10	2,000	3,500	5-10	2,000	3,000
TRANSPORTATION						
Transportation/Delivery Officer	2-5	600	1,500	2-5	500	1,000
Transportation/Delivery Manager	5-10	1,200	3,000	5-10	1,500	2,300
Route Design Manager	5-12	1,200	3,000	N/A	N/A	N/A
CUSTOMER SERVICE LOGISTICS						
Customer Service Officer	2-5	600	1,500	2-5	400	750
Customer Service Manager	5-12	1,200	4,000	5-12	1,500	2,300
CUSTOMS						
Customs Officer	2-5	600	1,100	2-5	400	700
Customs Manager	5-10	1,000	3,500	5-10	1,500	2,200
Cross Border Manager	5-15	1,000	5,000	5-15	2,000	2,800
Air/Sea Freight/International Freight Forwarding Officer	2-5	600	1,100	2-5	400	750
Air/Sea Freight/International Freight Forwarding Manager	5-10	1,000	3,000	5-10	1,500	2,500



Japanese Speaking

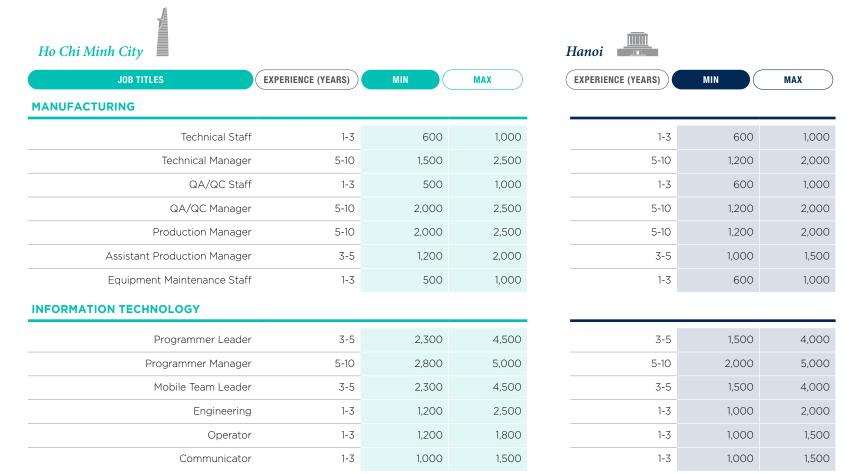
he friendly Japan-Vietnam relations become stronger over the years. Japan-Vietnam relations are important for mutual benefits - whether in the aspect of economy, politics or cultural exchange. The number of Japanese companies expanding into Vietnam is expected to increase in the future.

Although it will take some time for the economy to recover to pre-pandemic level, the strong partnerships between both governments indicate that businesses will continue to operate as usual. The demand for Japanese-speaking professionals, as well as professionals who are familiar with the Japanese market and culture will continue to grow. Such Talents are needed to facilitate the trade ties for cross-border businesses.



Japanese Speaking

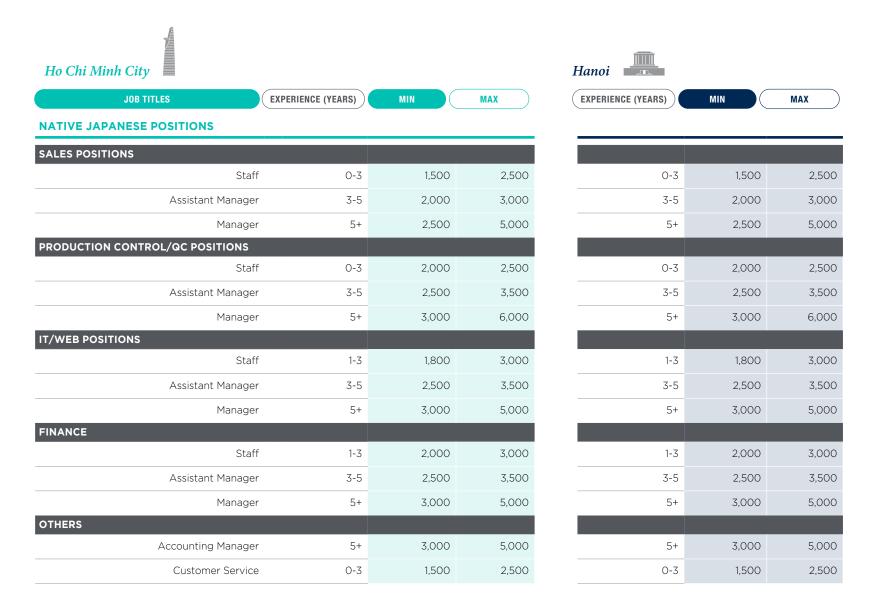




Japanese Speaking

Ho Chi Minh City				Hanoi		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	EXPERIENCE (YEARS)	MIN	M
RADING						
Support Project Manager	N/A	N/A	N/A	N/A	N/A	
Sales Manager	3-10	2,000	3,500	3-10	1,500	
Sales Staff	1-3	500	1,200	1-3	600	
Market Research Staff	1-3	600	1,200	1-3	600	
Logistics Staff	1-3	600	1,200	1-3	600	
ENERAL AFFAIRS POSITIONS						
General Affairs Staff	1-3	600	1,500	1-3	600	
General Affairs Manager	3-10	1,500	2,500	3-10	1,200	
Assistant to Manager	1-5	1,000	1,500	1-5	700	
Interpreter/Translator	1-5	600	1,500	1-5	600	

Japanese Speaking





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