

Work, and Smile

Korea
**SALARY
GUIDE**
2023



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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As a global workforce solutions partner, PERSOLKELLY Korea provides end-to-end Human Resource services to all our clients.

 Since
2008

 100
professionals



AREAS OF EXPERTISE

- Automotive
- Banking and Finance
- Consumer Goods
- Emerging Tech Industry
- Healthcare and Life Sciences
- Information Technology and Services
- Manufacturing
- Chemical Industry
- Semiconductor
- Blockchain and Fintech
- Startups
- PERSOL Korea (Japan Desk)

GENERAL RECRUITMENT

- Executive Search
- Permanent Placement
- Temporary Staffing
- Contract Staffing
- On-site Staffing

OUTSOURCING

- Recruitment Process Outsourcing (RPO)
- Business Process Outsourcing (BPO)
- Managed Service Provider (MSP)

HR CONSULTING

- HR system design and establishment
- Establishment of management system
- Penetration of organisational goals
- Developing manager / employee skills

GOVERNMENT & CORPORATE SERVICES

- Internship programmes
- Global job support and job fair
- Outplacement and leadership coaching



CONTENTS



Work, and Smile

Working life is a journey of growth and creation.

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

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

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



Methodology: Salary figures included in the 2023 Korea Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Korea network, as well as job placement data recorded on the PERSOLKELLY Korea database.

Executive Overview

Due to the outbreak of the COVID-19 pandemic in 2020, PERSOLKELLY Korea faced challenges it had never experienced before, such as a freeze on staffing, unavailability of face-to-face meetings, and unrest in the business sector, which made it impossible for us to predict a promising future.

However, after the pandemic turned into an endemic at the end of 2022, PERSOLKELLY made strong gains and achieved the highest sales and productivity per capita in 2021 and 2022 since PERSOLKELLY Korea was established in 2008, and I am now looking ahead to 2023.

PERSOLKELLY is not only focusing on executive search as we did during the pandemic, but we are also currently making efforts to expand our expertise to include managerial and junior staff search, RPO (Recruitment Process Outsourcing, also on a large scale), project-based search (engineers, technicians, and customer service), and temporary and contract staff search, which covers the full range of services needed by customers.

Industries expected to expand include:

- Semiconductor
- Mobility
- E-commerce
- Bio & Healthcare
- Lithium-ion batteries
- ESG related business

To meet the increased demand, PERSOLKELLY will recruit additional consultants to support this expansion.

As we enter 2023, CEOs, executives and the media are concerned about an economic recession.

However, in the midst of several global economic crises that I have experienced so far, I have found that the real power to overcome such adversity is the talent within the organisation.

During the recession, we realised that we can be the most prominent and trusted partner when it comes to finding solutions for hiring key talent.

In 2023, PERSOLKELLY, the most trusted partner of companies looking for talent that fits their business, will continue to be right by your side.

Linda (Moon-Sook) Oh
Consulting Director, Head of Executive Search,
Permanent Placement & RPO



PERSOLKELLY Korea had an incentive trip to Japan in November 2022.





Consumer / Retail

Consumer / Retail

Over the last few years, Korea has been in a precarious economic phase due to the pandemic and the conflict in Ukraine. Despite the volatility, the ecommerce market and consumer goods industry continue to grow strongly. At the same time, mobile ecommerce sales are also on the rise, led by the “MZ” Generation (Millennials born between 1981-1996 and Gen Z's born between 1997-2012).

Consumer Goods companies are striving to keep up with the latest omnichannel customer experience using new features like social commerce and the metaverse. In addition, consumers are demanding more action on environmental, social and governance (ESG) factors, increasing pressures on companies to be more environmental and ethical.

In the Fashion industry, more companies are attempting to replace animal skins with vegan leather and developing “upcycling” material to create eco-friendly textiles and fashion products.

In the Cosmetics industry, a growing number of companies are actively promoting ESG activities related to the environment, focusing on vegan or organic products.

Within the consumer and retail sector’s recruitment market, there is accelerating demand to hire talent with creative brand marketing skills.

We expect increased demand for talent who can analyse customer data through various ecommerce channels to gain insights into consumer behaviour. Roles such as Managing Director of Product Planning with strong knowledge of ESG trends will be crucial in many organisations going forward.



Elly Park Senior Consultant

Elly Park is a Senior Consultant at PERSOLKELLY Korea. She focuses on the Retail and Consumer Industry and has over 15 years of experience in the search industry. Elly specialises in meeting the recruitment needs of both global and local companies.

She is responsible for client servicing, project management, identification of prospective candidates, and pre-screening of qualified candidates. Her searches range mostly from mid-level to senior executives.

Elly is mainly in charge of the search for C-Level Executives, Marketing, Sales, E-commerce, Retail, MD / VMD, Legal, HR, and Finance functions.

She was also the winner of the Top Performer Award in 2017.



Yura Shon Consultant

Yura Shon is a recruitment consultant at PERSOLKELLY Korea. She focuses on the Consumer & Retail industry.

She always tries her best to provide accurate opportunities and directions to the clients and candidates with her humble, enthusiastic, and open-minded personality.

Based on her experiences in the airline field, she possesses meticulous and speedy work performance and remarkable communication skills. She is able to accurately recognise the requirements of each position and satisfy both clients and candidates. Thus, both client companies and candidates are delighted with her work.



Consumer / Retail

► Salary Range (per year) | Unit: Million KRW

	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing	35.0	47.0	43.0	58.0	56.0	90.0	78.0	135.0	125.0	185.0	210.0	460.0
Sales	35.0	45.0	43.0	58.0	55.0	80.0	76.0	130.0	120.0	180.0		
Ecommerce	35.0	45.0	43.0	60.0	55.0	80.0	78.0	130.0	125.0	185.0		
HR / Admin	34.0	43.0	40.0	56.0	55.0	78.0	73.0	110.0	105.0	175.0		
Finance	34.0	43.0	40.0	56.0	55.0	78.0	72.0	100.0	97.0	170.0		
Supply Chain / Logistics	34.0	45.0	43.0	56.0	55.0	80.0	70.0	110.0	110.0	175.0		
IT	32.0	45.0	42.0	53.0	48.0	75.0	70.0	95.0	90.0	150.0		
CS	28.0	35.0	32.0	38.0	35.0	57.0	50.0	85.0	100.0	165.0		



Information Technology

Information Technology

Emerging Tech

What was once perceived as abnormal will become the standard way of working in 2023. As we settle into the last stages of the pandemic, hybrid working has been fully embraced into our workplace. For businesses to succeed in the fast-evolving landscape, they must utilise the latest tools and technologies to make a smooth and efficient transition.

Automated workplaces

The hybrid workplace has enabled employees to be in different physical locations during working hours, increasing demand for workflow automation solutions. This transition to our daily routine brings satisfaction and efficiency to both the business and its employees. Automation eliminates repetitive work and reduces wasted time and unnecessary tasks. On the other hand, it maximises efficiency, accuracy, and productivity.

Employees who have experienced this digital transition say that automation increases their job satisfaction, reduces work-related stress, and helps them achieve work-life balance.

Cybersecurity risks

The hybrid workplace has increased our dependency on technology. Massive amount of private data is shared in real-time, exposing us to data breaches and increasing the risk of online fraud. A recent PwC survey revealed that 69% of global executives have plans to invest and increase cybersecurity spending in 2022, with the security tech market expected to hit a value of \$172 billion. Today, businesses must ramp up their privacy and cyber compliance measures and educate employees on how to effectively respond to security breaches.

The past two years have seen a major digital transition and significant shifts in the working environment. In 2023, businesses should focus on adapting their practices to embrace the changes and finding the hybrid working environment that works best for them.



Mina Park Consultant

Mina Park is an experienced consultant who deals with High-tech, Semiconductor, and Automotive customers.

She established her expertise by recruiting a wide range of Engineers from Software to Hardware, including Full Stack Developer, Data Analysts, DevOps, MLOps, Manufacturing Engineers, and Process Engineers.

Mina is actively identifying potential candidates to share new opportunities in the field.



Information Technology

Traditional Tech

The COVID-19 crisis has forced many global MNCs into some form of restructuring. These shifts, alongside rapidly emerging tech trends, are bringing significant changes to the traditional IT talent recruitment space.

Competition for talent in the post-pandemic world has spurred corporations to transform their operations teams (including HR, Finance and IT Management) to make them more efficient. Global companies have built matrix structures where, rather than establishing all the critical teams in each market, they base their legal team in Singapore, for example, their IT team in Korea and their HR team in Hong Kong. This strategy enables organisations around the world to collaborate efficiently.

Traditional tech teams (for example, IT Management) are usually responsible for building on-premise infrastructure. Therefore, these positions are vital in the Industry

4.0 era to oversee the core components of all IT environments, and they must be hired for each country, no matter the office's size. These roles could include IT specialists, such as Infrastructure Engineers, Network Engineers, or on a larger scale, Operations Engineers in data centres who maintain servers, networks, storage, cloud, and other external services.

Previously, the requirements and criteria for hiring these IT specialists were finite and relatively straightforward. However, today, companies have limited budgets and must keep up with fast-evolving technology trends, so they prefer to hire a handful of multilingual global IT talents with exceptional academic records and international working experience. At the same time, many young, trend-aware IT talents are switching to emerging tech, such as the Metaverse, Blockchain and AI. In addition, salary levels in the traditional IT industry, which were low compared to other sectors, are now skyrocketing, even above other industries. Therefore, the future of traditional IT talent recruitment promises to be an increasingly tight market.



Jennie Kim Consultant

Jennie Kim is a consultant who deals with Technology Recruitment in the IT Industry.

Jennie has experience in sourcing Developer, IT Specialist, Network (Server, Storage, Cloud) Engineer, Business Application Specialist, POS Specialist, Solution Engineer, Data Centre Engineer and more.



Information Technology

► Salary Range (per year) | Unit: Million KRW

		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Emerging Tech	Big Data / ML	42.0	60.0	62.0	88.0	90.0	105.0	110.0	175.0	170.0	350.0
	AI	44.1	63.0	65.1	92.4	94.5	110.3	115.5	183.8		
	Cyber Security	41.0	63.0	68.0	80.0	82.0	110.0	120.0	160.0		
	Robotics / Automation	40.0	56.0	63.0	84.0	85.0	105.0	110.0	190.0		
Traditional Tech	Telecommunications	40.0	58.0	60.0	78.0	80.0	100.0	110.0	170.0		
	Infrastructure	38.0	52.0	53.0	70.0	73.0	100.0	100.0	130.0		
	Developer	36.0	58.0	62.0	79.0	80.0	110.0	110.0	150.0		
	IT Support	33.0	42.0	45.0	57.0	62.0	87.0	90.0	120.0		
IT Sales		40.0	52.0	55.0	78.0	90.0	115.0	120.0	200.0		
Digital Marketing		33.0	44.0	48.0	78.0	80.0	98.0	105.0	170.0		
PM / PO		36.0	46.0	47.0	66.0	69.0	88.0	93.0	125.0		
Human Resources		38.0	50.0	52.0	73.0	74.0	89.0	90.0	120.0		
Finance		35.0	49.0	52.0	80.0	81.0	100.0	111.0	150.0		



Semiconductor

Semiconductor

For the past two years, the Semiconductor industry has enjoyed an unprecedented boom. The demand for semiconductor products has grown, with the increasing trend for telecommuting and remote learning during the pandemic.

As a result, semiconductor companies (including chip manufacturers, Semiconductor equipment companies, and parts companies) have been announcing record results. The Semiconductor recruitment market has also experienced a boost due to the lack of skilled talent.

Companies have offered higher salaries, sign-on bonuses, and stock options to attract the best and most experienced workers, while introducing huge incentives, retention bonus payments, and improved welfare to prevent the departure of existing staff.

Although workers in the Semiconductor industry had a hectic year, it was the year of opportunities for turnover and salary raises.

However, the outlook for 2023 is less bright. The global Semiconductor market has already gone through a rapid growth stage, and many expect Semiconductor sales to fall due to sluggish consumer markets, caused by inflation, interest rate surges and soaring energy costs.

Nevertheless, we anticipated recruitment in the Semiconductor industry to be more active next year than other industries, following the ongoing demand and industry growth that will continue.



Claire Lee Senior Consultant

Claire Lee is a Senior Consultant of PERSOLKELLY and she is a team leader of RPO (Recruiting Process Outsourcing) team.

She is specialised in Semiconductor industry positions such as Field Service Engineer, Process Engineer and Software Engineer.

Clair and her RPO team have successfully completed mass hiring during 2022 (200 positions) and provided customised and exclusive service to our clients based on a deep understanding of the industry and market trends.



▶ Salary Range (per year) | Unit: Million KRW

	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing	35.2	52.0	50.9	68.2	64.6	81.0	67.0	110.3	88.6	153.7	111.3	274.9
HR / Admin	34.5	45.3	39.9	56.1	45.3	67.0	56.1	104.9	77.8	148.3		
Finance	34.5	51.2	51.2	68.4	61.7	88.1	67.0	110.3	88.6	153.7		
Sales	35.5	51.7	46.3	68.0	57.1	78.8	68.0	133.0	78.8	219.5		
Logistics	32.8	47.2	43.2	61.2	55.1	75.0	68.9	105.7	93.0	125.6		
Engineer	35.5	49.1	43.7	62.5	54.5	73.4	68.0	108.6	95.0	197.9		
Quality	37.9	53.0	53.0	63.8	63.8	76.9	76.9	93.7	-	-		
R&D	44.0	55.7	56.4	71.0	68.0	87.6	81.4	124.7	119.5	198.9		



Chemical

While Korea's economy continues to recover from the impact of the COVID-19 pandemic, domestic demand for petrochemicals is also expected to resume. As the domestic economy is anticipated to grow by 2.9% in 2022, private consumption is expected soon to return to pre-pandemic levels

However, growth for exported petrochemical products will be marginal in 2022.

If the United States-China trade dispute continues, China's (Korea's largest exporter of petrochemical products) trade with the United States will decrease, which could lead to a direct contraction in demand for imports of domestic intermediate goods.

The chemical industry achieved an all-time high performance in 2021. Bonus salary payments for this performance were paid out in the first half of 2022, raising the average level of remuneration in the industry. Recently, chemical companies are

expanding into various new businesses, such as electric vehicle battery materials and hydrogen production.

Experienced talent are moving to competitors faster than they did in the past. The concept of a lifetime job has faded, which is usually reflected in the number of years in service.

Recently, talent with expertise in electric vehicle battery materials in the chemical industry sector have frequently transferred to other roles when rival companies offer better employment conditions and higher-ranking positions. Top talent do not hesitate to change jobs within the field.

In the short term, recruitment is expected to grow steadily until 2025, as the demand for new products related to COVID-19 will eventually reach its peak.



Eliana Park Consultant

Eliana Park is a recruitment consultant at PERSOLKELLY, focusing on the Chemical Resource, Energy, and EPC industry.

As a dedicated and enthusiastic recruitment professional consultant, Eliana has strong analytical and problem-solving skills with the ability to get things done.

She develops and maintains relationships with clients and manages candidates that participate in the hiring process. Eliana has identified and met customer needs based on various work experiences such as business development, project management, reference check of suitable candidates, and candidates search.



► Salary Range (per year) | Unit: Million KRW

	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing	39.0	60.0	59.0	75.0	74.0	86.0	85.0	105.0	105.0	152.0	197.0	316.0
HR / Admin	38.0	52.0	53.0	64.0	65.0	75.0	80.0	103.0	103.0	141.0		
Finance	38.0	53.0	59.0	71.0	69.0	88.0	84.0	98.0	98.0	166.0		
IT	41.0	61.0	59.0	72.0	70.0	89.0	86.0	99.0	98.0	131.0		
Engineer	40.0	51.0	52.0	64.0	67.0	83.0	79.0	93.0	99.0	126.0		
Sales	39.0	46.0	63.0	75.0	77.0	90.0	96.0	129.0	128.0	197.0		
QA / QC	42.0	59.0	60.0	70.0	71.0	80.0	80.0	91.0	102.0	124.0		
R&D	59.0	65.0	64.0	77.0	78.0	92.0	92.0	108.0	109.0	198.0		



Healthcare / Life Sciences

Healthcare / Life Sciences

Over the past couple of years, the pandemic presented the Healthcare & Life Sciences industry with many challenges. Several new trends have started to emerge in the Medical Device sector, such as a surge in demand for surgical robots and digitisation combined with AI technology.

In the Healthcare industry, surgical robots are leading the medical device sector. There has been a high demand for VC investments in robotic surgery companies over the last few years.

In addition, digitisation with the help of AI applies to the healthcare industry in numerous fields, such as in laboratories, client data analysis, medical imaging diagnosis, monitoring systems, and wearable IT applications. Among these multiple

AI technology applications, AI software in medical imaging diagnosis for radiologists and cardiologists, is one of the most promising diagnosis measures in the medical device field.

Clinicians have quickly and efficiently adapted to using AI-software data to help identify diseases and treat them accordingly. These fast-emerging trends in the Healthcare industry drives the demand for, AI software engineers, as well as digital marketing, clinical sales, clinical research, and medical affairs roles.

At the same time, traditional product sales and marketing roles are likely to see less demand going forward.



Alison Lee Senior Consultant

Alison Lee is a Senior Consultant and team lead of Scientific Resources division and she has over 9 years significant experience in executive search and C-level assignments with leading global healthcare, medical devices, and life sciences companies.

Prior to joining PERSOLKELLY Korea, Alison was a Senior Consultant at Singapore based executive search firm, specializing in healthcare, where she led senior leadership engagements, and brought industry perspectives and strong insights to clients. She has a proven track record in commercial, finance, and technical hiring for clients.



Healthcare / Life Sciences

► Salary Range (per year) | Unit: Million KRW

	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HR	-	-	-	-	-	-	75.39	107.63	96.92	159.97
Finance	-	-	-	-	58.35	87.12	86.10	118.45	105.78	171.50
Sales	-	-	-	-	61.38	82.54	81.45	120.78	107.63	183.03
Marketing	-	-	54.89	72.1	65.61	93.62	97.33	129.16	109.79	164.69
PM / Branding	-	-	53.86	69.93	64.58	91.46	86.10	129.16	-	-
Medical Advisor	-	-	107.63	161.50	129.16	215.27	153.74	247.61	201.32	290.25
Medical Science Liaison	43.05	53.86	53.86	64.58	62.35	86.10	79.86	125.16	115.28	218.32
Regulatory Affairs	-	-	48.41	69.93	53.86	86.10	80.75	118.45	107.63	161.50
Pricing & Reimbursement	-	-	-	-	-	-	80.75	102.27	129.16	183.03
Regulatory Quality Manager (Pharmacist)	-	-	48.41	59.22	64.58	80.75	86.10	129.16	120.13	172.35



Manufacturing

Manufacturing

The healthy state of the Manufacturing industry and its employment market indicate a recovery, despite the impact of the pandemic. With the economy on the road to normalcy, more plants are resuming operations, driving the demand for essential employees.

In particular, advanced industries such as semiconductors, batteries and hydrogen production present an optimistic growth outlook, given that their manufacturing processes are based on global infrastructures.

In line with the technological advances resulting from the 4th Industrial Revolution, a new factory environment integrating IT, called the “Smart Factory”, has been created. This new-age factory environment enables better agility and enhanced efficiency, and Quality Control, and Customer Service processes.

The growth in eco-friendly industries is expected to accelerate. Also, as the industry focuses on expanding sustainable infrastructure, we expect to see more manufacturing industries associated with the next generation of electric vehicles.

In summary, the Manufacturing industry will continue to go from strength to strength, leading to an increased demand for talent.



Lynn Chung Consultant

Lynn Chung is a recruitment consultant at PERSOLKELLY focusing on Manufacturing industry.

She is in charge of recruiting non-engineering sector, but not limited to engineering recruiting, such as SCM, Buyer, IT, Quality, HR, Sales, etc. She has a broad range of experience in recruiting entry level - mid-level - senior level positions of variety roles that she is equipped with depth and breadth of understanding in the field of Manufacturing.



Manufacturing

► Salary Range (per year) | Unit: Million KRW

	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
SCM	38.0	42.0	42.0	58.0	60.0	80.0	82.0	120.0	120.0	160.0
HR / Admin	35.0	48.0	42.0	56.0	56.0	73.0	73.0	90.0	100.0	150.0
Finance	42.0	52.0	49.0	57.0	60.0	75.0	80.0	100.0	-	-
IT	36.0	50.0	48.0	60.0	62.0	89.0	90.0	100.0	-	-
Engineer	38.0	48.0	46.0	59.0	57.0	72.0	72.0	102.0	-	-
Quality	38.0	50.0	46.0	55.0	64.0	78.0	81.0	100.0	103.0	130.0
Sales	-	-	-	-	58.0	77.0	76.0	90.0	-	-

A person's hand, wearing a striped shirt and a beaded bracelet, points at a 3D model of a car chassis displayed on a large computer monitor. The monitor shows a software interface with various toolbars and a list of features on the left. The background is a blurred industrial setting, likely a car factory, with a robotic arm visible. A pair of safety glasses rests on the desk in front of the monitor.

Automotive / Mobility

Automotive / Mobility

Over the past three years, every industry has been forced to cope with unprecedented crises due to COVID-19, and the Automobile industry is no exception. At the same time, this industry has altered its focus from the internal combustion engine to enter a new era of electric mobility.

As the Automobile industry has yet to resolve the shortage of vehicle semiconductors from 2021, the recovery of the global vehicle market is expected to be delayed further. The impact of the Russia-Ukraine conflict adds to the uncertainty.

Due to the increase in production and pent-up customer demand, the industry is likely to enter a recovery phase in the mid- or long-term. Faced with a mobility revolution represented by electric vehicles and autonomous driving trends, car manufacturers are investing in R&D and plant refurbishment to produce the latest electric models in anticipation of strong future demand.

The shift from internal combustion engines to electric vehicles is expected to give rise to a dual production structure. This could affect the demand for R&D and production talents, and increase the need for specialist professionals such as data engineers and software experts.

Employment is likely to decline in the auto-parts industry, but recruitment in the production of self-driving cars is likely to increase.



Jisoo Lee
Senior Consultant

Jisoo Lee is a Senior Consultant at PERSOLKELLY's Research Innovation Center in the Executive Search and Headhunting Division. She has wide experience in recruiting executives and mid-level placements in Automotive, mobility, Manufacturing and Hospitality industries. Prior to joining PERSOLKELLY, she had a solid consulting background for many years. With that experience, she has built up a vast network of clients and candidates.



Automotive / Mobility

► Salary Range (per year) | Unit: Million KRW

	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HR / Admin	38.1	52.0	46.2	59.3	56.1	76.5	78.0	97.7	96.5	113.1	191.0	467.1
Finance	38.4	53.0	47.0	59.9	56.4	82.2	80.9	105.0	104.8	114.6		
Marketing	40.2	48.8	50.2	65.0	63.8	84.2	84.6	97.8	104.7	148.8		
Sales	40.8	54.1	51.9	64.2	60.2	84.7	78.4	101.9	102.8	153.1		
Production	40.7	52.2	48.0	61.3	58.2	80.0	73.4	102.5	102.9	105.6		
IT	40.4	56.0	51.9	73.6	70.9	86.4	84.3	106.8	104.3	173.2		
Logistics	38.3	47.0	49.8	58.4	52.9	71.6	71.1	96.9	96.1	137.0		
CS	37.0	48.4	47.6	60.6	57.9	79.1	74.4	86.3	85.9	101.4		
QA	40.1	52.0	61.2	68.4	67.6	85.3	83.2	107.2	106.9	160.0		
R&D	43.3	54.2	51.9	64.2	62.2	85.7	86.2	108.0	107.4	162.7		
Legal	40.0	47.6	48.1	67.3	56.1	88.2	73.2	125.1	108.0	179.4		

Blockchain / Fintech



Since the onset of the pandemic, Financial Services companies have accelerated moves to convert themselves into becoming more automated and consumer focused.

Fintech is the most far-reaching innovation to affect the entire Financial Services industry. Major fintech trends in 2022 fall into the following six categories:

- 1) White-label solutions - off-the-shelf digital finance Software-as-a-Service (SaaS).
- 2) The growth of data aggregator roles (i.e., data collectors who connect fintech firms and financial institutions to individual users or corporate financial accounts and provide essential information for financial services).

- 3) Financial innovation, such as Blockchain technology and Cybersecurity.
- 4) Robotic Process Automation (RPA) and Intelligent Automation (IA)
- 5) Evolution in payment methods, such as cashless and voice recognition payments.
- 6) Digital banking expansion.

Korea's fintech market is expected to grow by 31% in 2022 as prepaid card payments steadily increase in use, and new Buy Now Pay Later (BNPL) products come into the market, while credit card companies update their existing systems to support open payment systems.



Sofia Chung
Senior Consultant

Sofia Chung is a Senior Consultant at PERSOLKELLY with over 20 years of experience in executive search and senior-level, C-Level assignments within IT, manufacturing and chemical field.

Specialised in various work experiences such as C-level / HR, Finance, Sales, Business Development, Marketing, R&D etc.



► Salary Range (per year) | Unit: Million KRW

	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing	32.0	39.0	39.0	60.0	56.0	68.0	70.0	100.0	105.0	120+	150+300+	
HR / Admin	32.0	35.0	36.0	52.0	47.0	73.0	70.0	95.0	-	-		
Finance	35.0	38.0	40.0	63.0	57.0	83.0	-	-	-	-		
IT Engineer	35.0	41.0	43.0	60.0	59.0	93.0	90.0	200.0	140.0	150+		
Sales	33.0	36.0	40.0	58.0	63.0	78.0	75.0	97.0	95.0	110+		
Management	35.0	40.0	41.0	52.0	55.0	71.0	72.0	89.0	85.0	120+		



Banking / Finance

Banking / Finance

Banks and Financial Services firms are operating with uncertainty in the shadow of soaring inflation and interest rates, the Russia-Ukraine war, new COVID-19 variants, and the threat of recession or stagflation. With disruption looming over the market, banks and other organisations in the Financial Services industry are seeking technology talents more than ever before.

The Banking and Financial Services industry has been a candidate-driven market for some time. There is a limited talent pool and intense competition to recruit top talent for emerging fintech startups, blockchain, cryptocurrency, and mobile payments firms. The strongest employment demands in the market are related to positions in credit and risk, real estate, and digitalisation (especially cybersecurity).

As upheavals and volatility increase across the globe, banks and firms in the Financial Services industry are becoming exceedingly cautious in every aspect to minimise business risks. There are also changes in regulations which make risk-related procedures stringent. Organisations need more credit and risk analysts and officers.

Yet, the talent pool is very lean and the competition to acquire these key talents is likely to be fierce.

Financial Services companies will continue investing in real estate around the world, as it is considered somewhat stable compared to other assets like equities, stocks and cryptocurrencies. Talent with experience in real estate investment - both domestic and overseas, in development and management are highly desired not only in the Banking and Financial Services sector but throughout many other industries.

The Banking and Financial Services industry has been increasing its focus on digital transformation for quite some time, and this will continue for a while. Software engineers, data analysts, and cybersecurity specialists will be the top talents desired in the market.

This is the optimal time for banks and other firms in Financial Services to accelerate efforts to attract and retain key talent. In order to do so, effective branding and enhanced corporate culture offering diversity and flexibility are essential.



Crystal Lee
Senior Consultant

Crystal Lee is a seasoned recruiting consultant with more than 10 years of experiences in headhunting business.

She is skilled in C-level and senior executive level placements, specialising in Banking and Financial Services – Commercial / Investment Banking, Private Equity, Real Estates and Management Consulting. She won the Regional Top Performer award in 2020.



Banking / Finance

▶ Salary Range (per year) | Unit: Million KRW

		JUNIOR		MIDDLE		SENIOR	
		MIN	MAX	MIN	MAX	MIN	MAX
Banking	Trader	58.0	101.0	85.0	153.0	138.0	367.0
	Product Sales	51.0	85.0	75.4	132.6	121.6	316.0
	Relationship Manager	51.0	84.0	71.0	112.0	100.4	284.0
	Private Banking	-	-	78.0	131.6	112.0	292.0
	Trade Finance	51.0	82.0	71.2	102.0	97.8	272.0
	Cash Management	51.0	78.0	70.8	101.8	98.8	294.0
	Credit Risk	51.0	78.0	67.8	122.4	102.4	274.0
	Market Risk	51.0	78.0	69.2	128.4	100.4	274.0
IB / M&A / ECM		-	-	-	-	-	-
PE / VC		-	-	-	-	-	-
Asset Management	Research Analyst	48.8	69.0	68.3	105.8	90.8	166.0
	Portfolio Manager	51.8	71.2	70.9	110.2	100.2	304.0

► Salary Range (per year) | Unit: Million KRW

		JUNIOR		MIDDLE		SENIOR	
		MIN	MAX	MIN	MAX	MIN	MAX
Insurance	Underwriting	45.7	68.1	61.0	85.4	83.8	140.8
	Actuary	45.7	67.2	66.1	92.6	91.6	152.0
Back Office	Human Resources	41.3	60.1	58.9	117.0	85.0	285.0
	Finance / Finance Controller / CFO	41.0	59.2	55.3	89.0	82.0	386.2
	Legal & Compliance	42.1	65.2	50.0	130.0	102.3	352.6
	Internal Audit	42.0	70.0	65.9	135.2	118.6	238.1



Global Search

Global Search

The pandemic transformed hiring practices and working models worldwide, affecting small businesses to large corporations. In 2022, various trends have continued to reshape the new world of work, impacting HR, recruitment and overall employee management.

While some of the world's leading economic experts forecast a global recession, the Russia-Ukraine war has brought sudden and unexpected challenges and opportunities for talent recruitment. For instance, economic sanctions against Russia have resulted in many global brands and Russian SMEs with high-calibre talents leaving Russia and relocating overseas. Some companies have transferred their offices to Eastern Europe, the Middle East, Central Asia, and Southeast Asia. This has led to a considerable talent movement across Asia Pacific, where PERSOLKELLY has a strong regional presence.

Furthermore, these events have encouraged a new salary payment trend using cryptocurrencies. Now, a company from Korea or Malaysia can hire a remote specialist located in another part of the world and pay them in cryptocurrency. This new method of hiring and running a business could be a game-changer in the global talent market.

Apart from these global and fast-paced trends, we see other significant factors impacting Korean firms. Domestic cost pressures, labour shortages, a saturated market, fierce competition and an appetite for digital transformation and technological innovation have led many Korean firms to embrace Foreign Direct Investment. They view advanced economies as locations where they can benefit from strategic assets — such as advanced technology – while emerging markets present cost advantages like low wages. However, in both scenarios, firms retain control of the core elements of value creation in their home country – Korea.

It would be true to say, up to now, that large Korean companies such as Hyundai and LG or SMEs are moving or planning to relocate their low value-added activities into low-cost foreign locations. For example, Hyundai and LG are building new plants in Indonesia, while their critical and core strengths, including R&D and management-related roles, will stay concentrated in Korea.

In summary, it may become more commonplace for companies to move their plants to emerging countries and their R&D centres to advanced countries, and source talent remotely with salaries paid in cryptocurrency.



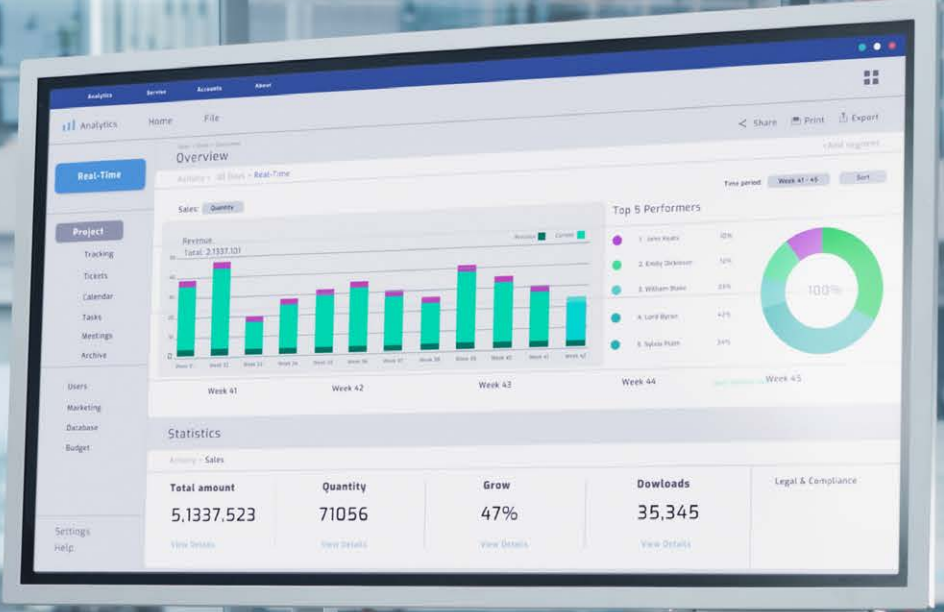
Davlat Vafoiyon Consultant

Davlat Vafoiyon specialises in recruiting mid, senior and regional executive level positions mainly for industries such as bio & pharma, digital agency and IT & Tech. He has an enthusiastic spirit and the ability to focus on his work while communicating with various people from different levels and backgrounds.

Before joining PERSOLKELLY Korea, he worked for a global recruitment company where he developed dynamic work principles. He demonstrated a hard-working attitude that achieved significant results.

- Graduated with a Degree in International Business
- Experience in international and domestic sales, marketing and business development. He serves Korean and global companies for the domestic as well as international markets.
- Fluent in English, Korean, Russian, Uzbek and Persian.





Research Innovation Center

Research Innovation Center

Most of the consultants in the headhunting industry were senior employees in the past. This was so because the industry mainly focused on hiring only executives at foreign companies or conglomerates. However, the overall trend of recruitment has transformed in recent years. As such, the needs of clients from startups and venture companies have increased drastically, which means that clients' needs to recruit younger employees have also increased. This transformation has escalated the importance of hiring junior consultants in search firms like ours.

The RIC team provides many opportunities for junior consultants to experience different positions in various industries. Our team also offers training sessions from the basics of recruitment to practical experience. Compared with the previous system of the headhunting department that focused mainly on hiring experienced consultants and assigning projects to them immediately, the current RIC team focuses primarily on training consultants before they get assigned new tasks. This team functions in a way that helps junior researchers to develop their careers as consultants. I firmly believe

that it can provide more opportunities to juniors who are interested in headhunting or recruitment positions, especially if they have lost their chance in the past due to a lack of working experience.

PERSOLKELLY Korea is well known for offering competent recruitment services to senior-level or executive-level professionals. In the past, our main business focus was on recruitment services for senior-level positions. However, with the launch of this RIC team, we are able to provide recruitment services for junior positions, thereby broadening our market segment. This has helped PERSOLKELLY Korea in providing holistic recruitment services to clients for all HR needs.

I believe this is a great opportunity for us to build better partnerships with our clients and to further expand our business in the future.



Jeehye Moon

Head of the Research Innovation Center

Jeehye Moon is the Head of the Research Innovation Center in the Executive Search and Headhunting Division. She is responsible for the training and coaching of junior consultants, as well as recruiting, planning, directing and overseeing the operations within the organisation.

With over 19 years of experience in Search, she continues to expand her team with her expertise and know-how, as she aims to grow her juniors to become experienced consultants.





Corporate Function

Corporate Function

► Salary Range (per year) | Unit: Million KRW

		1-3 (years of experience)		3-5 (years of experience)		5-8 (years of experience)		8-15 (years of experience)		15+ (years of experience)	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Human Resources (Base)	Chief Human Resources Officer									130.0	
	Vice President, Human Resources							100.0	130.0	130.0	
	Human Resources Director							80.0	100.0	100.0	
	Human Resources Business Partner					60.0	80.0	80.0	10.0	10.0	
	Human Resources Learning & Development Manager					60.0	80.0	80.0	90.0	90.0	100.0
	Human Resources Compensation & Benefits Managers					60.0	80.0	80.0	90.0	90.0	100.0
	Human Resources Talent Acquisition Manager			50.0	60.0	60.0	80.0	80.0	100.0	100.0	
	Human Resources Payroll Manager	40.0	50.0	50.0	60.0	60.0	70.0	70.0	80.0	80.0	90.0
	Human Resources Officer	40.0	50.0	50.0	55.0	55.0	60.0				

Corporate Function

► Salary Range (per year) | Unit: Million KRW

		1-3 (years of experience)		3-5 (years of experience)		5-8 (years of experience)		8-15 (years of experience)		15+ (years of experience)	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Finance & Administration (Base)	Chief Financial Officer							100.0	150.0	150.0	
	Finance Director							100.0	130.0	130.0	
	Finance Controller							100.0	130.0	130.0	
	Finance Manager					70.0	100.0	100.0	120.0	120.0	
	Accounting Manager	40.0	50.0	50.0	60.0	60.0	70.0	70.0	80.0	80.0	90.0
	Tax Manager			50.0	70.0	70.0	80.0	80.0	90.0	90.0	
	Financial Planning & Analyst Manager			50.0	70.0	70.0	90.0	90.0	100.0	100.0	
	Internal Audit					70.0	90.0	90.0	120.0	120.0	
	Cost Accountant			50.0	60.0	60.0	80.0	80.0	90.0	90.0	
	Treasury / Cash Management Accountant			40.0	50.0	50.0	70.0	70.0	80.0	80.0	
	Office Manager	35.0	40.0	40.0	50.0	50.0	60.0	60.0	65.0	65.0	70.0
	Executive / Personal Assistant	35.0	40.0	40.0	50.0	50.0	60.0	60.0	65.0	65.0	70.0
	Administration Officer	30.0	35.0	35.0	40.0	40.0	50.0	50.0	55.0	55.0	60.0

Corporate Function

► Salary Range (per year) | Unit: Million KRW

		1-3 (years of experience)		3-5 (years of experience)		5-8 (years of experience)		8-15 (years of experience)		15+ (years of experience)	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Supply Chain Management (Base)	Operations Manager	40.0	45.0	45.0	50.0	50.0	60.0	60.0	70.0	70.0	
	Supply Chain Manager	40.0	45.0	45.0	50.0	50.0	60.0	60.0	80.0	80.0	
	Logistics Manager	40.0	45.0	45.0	50.0	50.0	60.0	60.0	80.0	80.0	
	Procurement, Purchasing Manager	40.0	50.0	50.0	60.0	60.0	70.0	70.0	90.0	90.0	
	Direct & Indirect Purchasing Manager	40.0	50.0	50.0	60.0	60.0	70.0	70.0	90.0	90.0	
	Demand Planning Manager	40.0	50.0	50.0	60.0	60.0	70.0	70.0	90.0	90.0	
Sales & Marketing (Base)	Sales Manager, Director	40.0	45.0	45.0	60.0	60.0	80.0	80.0	110.0	110.0	
	Marketing Manager, Director	40.0	45.0	45.0	60.0	60.0	80.0	80.0	110.0	110.0	
	Product Manager	40.0	45.0	45.0	60.0	60.0	80.0	80.0	90.0	90.0	
	Brand Manager	40.0	45.0	45.0	60.0	60.0	80.0	80.0	90.0	90.0	
	Marketing Communications Manager	40.0	45.0	45.0	60.0	60.0	80.0	80.0	100.0	100.0	
	Public Relations Manager	40.0	45.0	45.0	60.0	60.0	80.0	80.0	100.0	100.0	
	Digital Marketing Manager	40.0	50.0	50.0	65.0	65.0	80.0	80.0	100.0	100.0	
	e-Commerce Manager	40.0	50.0	50.0	70.0	70.0	90.0	90.0	110.0	110.0	



PERSOLKELLY CONSULTING is a leading global HR consulting and professional services company.

With offices across Asia Pacific region in South Korea, Hong Kong, India, Indonesia, Malaysia, Singapore, China, Thailand, Vietnam and Japan (through collaboration with PERSOL Research and Consulting), we are committed to shaping the future of the workforce and empowering individuals, organisations and societies.

We understand and analyse clients' challenges to provide customised HR advisory with cultural consideration, end-to-end HR solutions, as well as market insights for various industries, which include salary trends reports, for effective business operations.

OUR SERVICES



Organisation
Development



Learning Academy



Career Transition &
Outplacement



Advisory Services



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