

Vietnam
**SALARY
GUIDE**
2023



Work, and Smile



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 operations began, PERSOLKELLY has placed almost 60,000 temporary and permanent positions across the region, working with 98% of Fortune 100™ companies to deliver their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed following the acquisition of Kelly Services in April 2020.

About PERSOLKELLY Vietnam

PERSOLKELLY Vietnam (formerly known as First Alliances) was established more than 20 years ago and is now one of the leading HR agencies in Vietnam. Our growing team of more than 190 professional recruiters and HR consultants in Ho Chi Minh City and Hanoi provide comprehensive Payroll Solutions, Temporary/Contractor Staffing, and Recruitment Services. Our expertise spans ten specialised industries and functions and supports our customers in solving their workforce challenges to achieve more.

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Visit persolkelly.com.vn



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.



CONTENTS

Methodology: Figures included in the 2023 PERSOLKELLY Vietnam Salary Guide are derived by combining the expert market knowledge of our senior recruitment professionals within our PERSOLKELLY network and job placement data recorded on the PERSOLKELLY database.

Executive Overview

Vietnam's labour market is thriving thanks to the rapid recovery from COVID-19 combined with the government's close socioeconomic management. As a result, the global economic fluctuations and political instability have not had significant implications for Vietnam.

According to data from the General Statistics Office, Vietnam's GDP in the first nine months of 2022 grew by 8.8% - the highest nine-month rise in the 2011-2022 period. In addition, the labour force aged 15 and older in the third quarter of 2022 reached 51.9 million people, an increase of 2.8 million compared to the same period the previous year¹. In 2023, Vietnam's GDP growth rate may reach 8.5%, according to projections by the World Bank, due to high vaccination rates, increased trade, and continued fiscal and monetary policy expansion.



Executive Overview

Some industries in Vietnam saw a higher growth rate than before the COVID-19 pandemic.

For example, in the first nine months of 2022, Industry value increased by 9.63% compared to the same period last year, with the Processing and Manufacturing industry rising by 10.69%.

Processing, manufacturing, and exporting were among the industries with higher growth rates than pre-pandemic², and many multinational companies are beginning to shift their production to Vietnam. For example, while Samsung has chosen Vietnam as its primary production base since 2013, Xiaomi has produced its first batch of smartphones here in 2022, and Apple is considering manufacturing both the MacBook and Apple Watch in Vietnam³.

Vietnam's labour market is recovering strongly post-pandemic, with higher demand for labour in the Automation and Technology industries.

With a population of almost 100 million people and a well-educated workforce, it provides businesses of all sizes with an enormous pool of potential human resources. In the first nine months of 2022, Vietnam had 112,800 newly registered enterprises with a total registered capital of 1,272.3 trillion dong. There were 758,100 registered employees, a 16.8% growth in the number of employees over the same period last year. In the same period, Vietnam experienced



Processing, manufacturing, and exporting were among the industries with higher growth rates than pre-pandemic, and many multinational companies are beginning to shift their production to Vietnam.

an increase of 31.9% in registered enterprises and a 6.4% growth in registered capital⁴.

As Vietnam becomes a global manufacturing hub and the Foreign Direct Investment (FDI) rate continues to increase, Electronic Manufacturing and Automation will be among the industries with the highest demand for highly skilled workers in 2023.

Opportunities to work in Software Development and Information Technology (IT) are expected to grow in 2023 as the technology trend continues post-pandemic with advances in 5G, Blockchain,

and Virtual Reality, and more businesses look to offshore their IT services.

In this climate, staying on top of the key trends, issues and opportunities that will shape the business environment is even more important. This comprehensive report provides an essential tool for those wishing to understand the movement of salaries across various industries, occupations and positions.

We are fully committed to providing the best HR services and industry-leading knowledge to our clients so that we can help them achieve their vision for the future.

At PERSOLKELLY, we believe in work and life; there are many different paths to success. Our vision is to enrich society so that all work leads to lives of happiness.

I hope you find this information a valuable input into your business decisions in the coming year.

#WorkandSmile

Cong Ong
General Director, PERSOLKELLY Vietnam
Head of Regional Business Group

Our Services

We propel our partners forward by addressing their challenges in fresh ways, backed by our experience, expertise and capability.

Executive Search and Selection

As a leading HR agency in Vietnam, PERSOLKELLY is committed to providing suitable HR solutions to help our clients accelerate their business and operational activities by attracting high-quality talent. Our Executive Search and Selection team comprises more than 150 experienced Recruitment Consultants in our Hanoi and Ho Chi Minh offices. The team has the in-depth industry knowledge and passionate Managers / Team Leaders who are experienced in recruiting key senior and executive positions, including Board Management for companies of every size.

Our large team of experienced Recruitment Consultants specialise in, Accounting, Banking and Finance, Construction and Real Estate, Consumer Goods, Healthcare, Hospitality, HR and Administration, IT & Telecommunications, Manufacturing, and Supply Chain. We are also one of the first companies to establish a Japan Desk to provide a one-stop hiring solution for our Japanese clients.

Contract Staffing and Payroll Outsourcing

Our extensive database provides access to a large pool of talent to support our clients who require Contract Staffing and Payroll Outsourcing Solutions.

Our more than 40 experienced professionals support our clients with challenging and time-consuming tasks requiring a high accuracy rate. Our teams work as an extension of our Client's operations, operating similarly to the in-house HR department.

We successfully process more than 2,700 contractors and 10,200 payees monthly and have completed over 2 million payroll transactions in our 15 years of operation.

Benefits of using Contract Staffing and Payroll Outsourcing Solutions:



Flexibility & Cost Efficiency



Access to a larger talent pool of qualified Candidates



Maximise your service capabilities & scale your business



Reduce business risk and liabilities



ACCOUNTING

The Accounting industry has had to adapt and respond to a new way of working since the pandemic. Enterprise Accounting functions are shifting away from time-consuming manual processes and creating efficiencies through automation. This creates opportunities to bring in talent and fresh thinking, increasing the demand for new senior-level candidates with expertise in costing, budget control, management accounting, and cash flow management and leadership across Vietnam.

Business activities in professional consulting firms have returned to normal levels, increasing the need for management-level talent to support business growth.

> TOP 10 IN-DEMAND SKILLS



Adaptability



Industry Knowledge



Budgeting & Forecasting



Finance Transformation



Financial Reporting



Internal Controls



Financial Analysis



Auditing



Financial Accounting



Taxation

Accounting



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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INTERNAL ACCOUNTING & FINANCE

Chief Financial Officer	12-20	5,000	17,000
Finance Director	12-20	4,000	10,000
Financial Controller	10-15	4,000	10,000
Senior Finance Manager	10-13	3,500	8,000
Finance Manager	8-12	3,000	6,500
Financial Analyst	2-6	1,200	2,500
Internal Audit Director	10-20	5,000	10,000
Internal Audit Manager	6-12	3,000	6,000
Treasury Manager	6-12	2,000	4,200
Tax Manager	6-12	2,000	4,500
Chief Accountant / Accounting Manager	6-12	2,000	4,500
Deputy Chief Accountant / General Accountant	3-8	1,000	2,500
Account Receivable / Account Payable / Accounting Executive	2-4	700	1,200



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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	12-20	5,000	13,000
	12-20	4,000	10,000
	10-14	2,500	4,000
	10-14	3,000	6,000
	8-12	2,000	3,500
	2-6	1,500	3,000
	10-20	8,000	12,000
	5-8	2,000	4,000
		N/A	
	6-12	2,000	4,000
	5-8	1,000	3,000
	3-5	800	2,000
	2-4	500	1,000

Accounting



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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EXTERNAL FINANCIAL SERVICES*

Director Level (Expat)	10-15	10,000	14,000
Director Level (Local)	10-15	7,000	10,000
Manager Level (Expat)	8-10	4,500	7,000
Manager Level (Local)	8-10	2,000	4,000
Assistant Manager Level (Expat)	5-8	2,500	5,000
Assistant Manager Level (Local)	5-8	1,000	2,500

MANAGEMENT CONSULTING SERVICES

Director	15-20	10,000	20,000
Manager	10-15	5,000	10,000
Senior Consultant	6-10	3,000	6,000
Consultant	5-7	2,000	5,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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	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	2,000

	15-20	10,000	20,000
	10-15	4,000	10,000
	7-10	2,500	4,000
	5-7	1,000	3,000

* Including Audit, Accounting, Tax, Forensic, Risk Management Advisory Services



BANKING & FINANCE

With the recent economic shift, Vietnam's banking industry will continue to have a substantial recruitment demand for middle- and senior-level personnel to lead and execute new business strategies in 2023. Roles for those in IT, financial services, consulting firms, insurance sales, investment enterprises, business strategy, banking and finance are essential positions experiencing high demand.

This broad sector will see an increased demand for highly competent personnel in Artificial Intelligence (AI), Big Data, Crypto, Blockchain, Digital Transformation, and Risk Management. However, the candidate market is tight, leading to tough competition among businesses to meet and manage their staffing needs.

> TOP 10 IN-DEMAND SKILLS



Financial Institution



Risk Management



Investment Banking



Transformation



Customer Experience



Fund - Asset Management



Securities Strategy Management



Internal Control



Financial Statement Analysis



Analytical Thinking

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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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	3,000	7,000
Transaction Manager	6-8	2,000	5,000
Regional Sales Director / Manager	10+	3,000	6,000
(Provincial) Retail Sales Manager	6-8	1,500	2,500
Retail Team Leader / Supervisor	5-7	1,000	2,000
Retail Senior Relationship Manager	3-5	1,000	1,700
Retail Relationship Manager	0-2	1,000	1,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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	10+	20,000	35,000
	10+	13,000	25,000
	10+	8,000	25,000
	6-8	2,000	6,000
	6-8	1,500	3,000
	8-10	3,000	6,000
	6-8	1,200	2,000
	5-7	1,000	1,700
	3-5	900	1,500
	0-2	700	1,400

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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BANKING

FRONT OFFICE - CORPORATE BANKING

Head of Corporate Banking	10+	10,000	30,000
Head of Sales	7-10	5,000	20,000
Regional Sales Director	8-10	3,000	15,000
Business Center Director	8-10	2,500	8,000
Senior Relationship Manager	4-8	2,000	8,000
Relationship Manager	2-5	1,000	5,000
Assistant Relationship Manager	0-2	800	1,700

OPERATION DEPARTMENT

Operations Manager	7+	2,000	6,000
Senior Operations Officer	3-5	1,000	1,500
Operations Officer	2-3	700	1,200



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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10+	10,000	20,000
7-10	4,000	17,000
8-10	2,700	12,000
8-10	2,500	6,000
4-8	1,500	6,000
2-5	1,000	3,500
0-2	800	1,500

7+	2,000	5,000
3-5	1,000	1,500
2-3	700	1,200

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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BANKING

CREDIT APPROVAL DEPARTMENT

Head of Credit Approval	8+	4,000	10,000
Credit Manager	6+	2,500	6,000
Senior Credit Officer / Specialist	4-6	1,500	3,000
Credit Approval Officer	2-4	500	2,000

RISK MANAGEMENT DEPARTMENT

Risk Management Director	8+	7,000	20,000
Risk Management Manager	4-8	2,500	7,000
Senior Risk Management Officer	3-5	1,500	2,500
Risk Management Officer	2-4	600	1,200

INTERNAL AUDIT DEPARTMENT

Internal Audit Director	10+	4,000	7,000
Internal Audit Manager	7-10	3,000	5,000
Internal Audit Specialist	5-7	1,500	2,500
Internal Audit Officer	2-5	600	1,300



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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8+	4,000	9,000
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6+	2,500	5,000
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4-6	1,500	3,000
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2-4	500	1,500
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8+	7,000	15,000
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4-8	2,000	5,000
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3-5	1,500	2,500
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2-4	600	1,200
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10+	4,000	6,000
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7-10	3,000	5,000
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5-7	1,300	2,500
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2-5	600	1,300
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BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

BANKING

COLLECTION DEPARTMENT			
Head of Collection	6-10	4,000	8,000
Collection Manager	5-7	2,000	5,000
Collection Specialist / Officer	3-5	700	1,300
TREASURY DEPARTMENT			
Head of Treasury	10+	10,000	20,000
Deputy Head of Treasury	8-10	6,000	10,000
Senior Treasury Sales	6-8	1,200	3,000
Treasury Officer	4-5	1,000	2,000
TRANSACTION BANKING DEPARTMENT			
Head of Transaction Banking	8+	4,000	12,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	6-10	3,500	8,000
	5-7	2,000	5,000
	3-5	700	1,300
	10+	8,000	17,000
	8-10	4,000	7,000
	6-8	1,200	3,000
	4-5	1,000	2,000
	8+	3,000	10,000

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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CONSUMER FINANCE

SALES DEPARTMENT			
National Sales Director	8-10	5,000	8,000
Regional Sales Manager	5-7	3,500	4,700
District Sales Manager / Hub Manager	3-4	900	2,000
RISK AND COLLECTION DEPARTMENT			
Head of Collection	10-20	3,000	6,000
Security Manager	5-7	1,700	2,500
Field Collection Manager	5-7	1,700	3,000
Underwriting Manager	5-7	1,700	2,500
Anti-Fraud Manager	5-7	1,700	3,000
QUALITY ASSURANCE DEPARTMENT			
Head of Quality Assurance	8-15	3,000	5,000
Project Manager	5-10	2,500	3,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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	8-10	5,000	8,000
	5-7	3,500	4,700
	3-4	900	1,800
	7-10	3,000	5,000
	5-7	1,700	2,500
	5-7	1,700	2,500
	5-7	1,700	2,500
	5-7	1,700	2,500
	8-10	3,000	5,000
	5-7	2,200	3,300

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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CONSUMER FINANCE

OPERATIONS DEPARTMENT			
Head of Telesales	10-20	3,500	5,000
Operations Manager	5-10	2,500	3,500
Call Center Manager	7-10	2,000	3,500
Telesales Manager	5-7	2,000	3,500
Customer Service Manager	5-7	2,000	3,500

FUND MANAGEMENT

Investment Director	10-20	10,000	15,000
Senior Investment Manager	7-8	5,000	10,000
Investment Manager	5-7	3,000	5,000
Investment Officer	2-3	1,500	3,000
Investor Relation Officer	4-6	1,500	2,000
Head of Research	10-20	6,000	15,000
Senior Research Manager	5-10	3,500	8,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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6-8	3,500	4,700
5-7	2,200	3,300
5-7	2,000	3,500
4-6	2,000	3,300
5-7	2,000	3,300

10-15	8,000	12,000
7-8	4,500	10,000
5-7	3,000	5,000
2-3	1,200	2,700
4-6	1,500	2,000
10-15	4,000	10,000
5-8	2,500	5,000

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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FUND MANAGEMENT

Senior Research Analyst	3-7	2,000	3,000
Research Analyst	0-4	600	2,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Specialist	5+	2,000	4,000

SECURITIES

Head of Research	10+	5,000	10,000
Senior Research Manager	5-10	2,000	6,000
Senior Research Analyst	4-8	2,000	3,000
Research Analyst	0-4	600	2,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Specialist	5+	2,000	4,000
Senior Investment Banking Manager	7+	3,000	7,500
Brokerage Branch Director	10+	2,500	4,000
Brokerage Branch Deputy Director	10+	2,000	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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3-5	1,000	2,500
0-4	500	1,000
4-8	1,800	2,500
5+	2,500	4,000

10+	4,000	8,000
5-10	1,500	4,000
4-8	1,000	2,300
0-4	600	1,500
4-8	1,800	2,500
10+	2,000	4,000
7+	3,000	5,000
10+	2,500	4,000
10+	2,000	3,000

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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LIFE INSURANCE

BANCASSURANCE

Head of Bancassurance	10-20	5,000	10,000
Senior Manager	7-15	2,500	6,000
Relationship Manager	5-7	800	2,000
Relationship Officer	1-3	500	800

AGENCY

Agency Director	10-15	4,500	10,000
Senior Manager	7-10	2,500	4,000
Manager	5-7	1,500	3,000
Insurance Specialist / Officer	1-2	500	800

UNDERWRITING

Head of Underwriting	10-15	2,500	4,500
Manager	7-10	2,000	3,000
Assistant Manager	5-7	1,500	2,000
Executive	3-5	1,000	1,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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10-15	4,500	8,000
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7-10	2,500	4,000
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5-7	800	2,000
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1-3	500	800
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10-15	4,500	10,000
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7-10	2,500	4,000
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5-7	1,500	3,000
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1-2	500	800
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10-15	2,500	4,500
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7-10	2,000	3,000
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5-7	1,500	2,000
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3-5	1,000	1,500
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BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

LIFE INSURANCE

CLAIM			
Head of Claim	10-15	2,500	3,500
Senior Manager	7-10	2,000	2,500
Manager	5-7	1,500	2,000
Assistant Manager	2-3	1,000	1,500
ACTUARIAL			
Chief Actuary	10-15	10,000	20,000
Senior Manager	7-10	5,000	8,000
Manager	5-7	4,000	5,000
Actuary Officer	2-3	1,500	2,500
PRODUCT			
Head of Product Management	10-15	6,000	10,000
Head of Product Solution	7-10	3,000	5,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

10-15	2,500	3,500	
7-10	2,000	2,500	
5-7	1,300	1,700	
2-3	1,000	1,500	
10-15	10,000	20,000	
7-10	5,000	8,000	
5-7	4,000	5,000	
2-3	1,500	2,500	
10-15	6,000	10,000	
7-10	3,000	5,000	

BANKING & FINANCE



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

NON-LIFE INSURANCE

SALES & MARKETING

Sales Director	10-15	2,500	5,000
Sales Manager	7-10	1,500	2,500
Deputy Sales Manager	7-10	1,000	2,000
Senior Sales Executive	3-5	800	1,500
Sales Executive	1-2	500	800

UNDERWRITING

Head of Underwriting	10-15	2,500	4,000
Underwriting Manager	7-10	2,000	2,700
Assistant Underwriting Manager	5-7	1,000	1,600
Underwriting Executive	1-2	600	1,000

CLAIM

Head of Claim	10-15	2,500	5,000
Manager	7-10	2,000	2,500
Assistant Manager	5-7	800	1,200
Claim Executive	1-2	500	800



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

10-15	2,500	5,000
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7-10	1,500	2,500
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7-10	1,000	1,700
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3-5	800	1,500
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1-2	500	800
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10-15	2,500	4,000
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7-10	2,000	2,700
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5-7	1,000	1,600
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1-2	600	1,000
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10-15	2,500	4,000
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7-10	2,000	2,500
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5-7	800	1,200
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1-2	500	800
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CONSTRUCTION & REAL ESTATE

The Construction and Real Estate industries have made a significant post-pandemic recovery. Demand is spread equally across these sectors: Investment, development, project management, construction, sales and marketing. With a stable and growing economy, Vietnam remains an attractive destination for foreign direct investment (FDI), particularly in the industrial real estate market.

Local real estate developers are also steadily improving project quality by collaborating with international consulting firms. As a result, positions related to mergers and acquisitions (M&A) and Investment are expected to remain in high demand throughout 2023. At the same time, as commercial banks tighten real estate lending, we expect positions in capital flow management and fundraising to experience increased demand.

> TOP 10 IN-DEMAND SKILLS



Sales



Industrial
Leasing



Business
Development



Project
Development



Project
Management



Investment



Land
Development



Fund
Management



Investor Relations



Government
Affairs

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE DEVELOPMENT

EXECUTIVE

General Director (Expat)	15+	15,000	30,000
General Director	15+	10,000	20,000
Deputy General Director - Project Management (Expat)	10+	8,000	15,000
Deputy General Director - Project Management	10+	7,000	10,000
Deputy General Director - Investment	10+	7,000	10,000

SALES & MARKETING

Head of Sales & Marketing	10+	7,000	10,000
Sales Director	10+	4,000	7,000
Sales Manager	5+	2,000	3,500
Head of Commercial Leasing	10+	4,000	7,000
Digital Marketing Manager	5+	2,500	4,000
Retail Leasing Manager	5+	1,500	3,000
Digital Marketing Director	10+	4,000	7,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

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

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE DEVELOPMENT

SALES & MARKETING

Office Leasing Manager	5+	2,000	3,000
Customer Service / After Sales Director	10+	4,000	7,000
Customer Service / After Sales Manager	5+	2,000	3,000
Marketing Director	10+	5,000	7,000
Marketing Manager	5+	2,000	3,000
PR and Communications Manager	5+	2,000	3,000

PROJECT MANAGEMENT & DEVELOPMENT

Project Director (Expat)	15+	10,000	15,000
Project Director	15+	5,000	8,000
Project Manager	10+	3,000	5,000
Government Affairs Director	10+	7,000	10,000
General Affairs Manager	7+	5,000	8,000
Project Development Director	10+	4,000	7,000
Project Development Manager	7+	3,000	5,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

5+	1,500	3,500
10+	2,000	4,000
5+	1,500	3,000
10+	2,500	6,500
5+	2,000	3,000
5+	1,500	3,000
15+	8,000	15,000
15+	3,500	7,000
10+	2,000	5,000
10+	3,000	7,000
10+	2,500	5,000
10+	4,000	7,000
7+	2,000	3,500

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT

Planning Manager	7+	3,000	5,000
Investment Director	10+	5,000	7,000
Investment Manager	7+	3,000	4,000
Investor Relations Manager	7+	4,000	6,000
Fund Management Director	10+	5,000	8,000
Capital Market Management	10+	4,000	6,000
Asset Director	10+	5,000	7,000
Asset Manager	7+	3,000	4,000
Business Development Manager	7+	5,000	7,000
Head of Property Management	10+	5,000	7,000
Township Manager	7+	2,000	3,000
Property Manager	5+	2,000	3,000
Project Legal Director	10+	5,000	7,000
Project Legal Manager	5+	2,000	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

7+	2,000	3,200	
10+	4,000	8,000	
7+	2,500	4,000	
	N/A		
	N/A		
	N/A		
	N/A		
7+	2,000	4,000	
7+	1,500	3,500	
10+	5,000	7,000	
	N/A		
5+	2,000	3,000	
10+	3,000	7,000	
7+	1,500	3,000	

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT

Project Legal Executive	3+	1,000	1,500
Design Director (Expat)	12+	7,000	10,000
Design Director	10+	5,000	7,000
(Concept) Design Manager / Chief Architect	7+	4,000	5,000
Head of Landscape Design	10+	5,000	7,000
Landscape Manager	5+	2,000	3,000
Urban Planning Manager	5+	2,000	3,000
MEP Director	10+	3,000	5,000
MEP Design Manager	5+	2,000	3,000
MEP Manager	5+	2,000	3,000
Construction Manager	5+	2,000	3,000
QA / QC Manager	5+	2,000	3,000
HSE Manager	5+	2,000	3,000
Cost & Contract Director	10+	5,000	7,000
QS Manager	5+	2,000	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

3+	1,000	1,500
12+	5,000	10,000
10+	3,500	5,000
5+	3,000	4,000
	N/A	
5+	1,500	2,500
10+	1,500	2,500
10+	3,000	5,000
5+	1,300	2,500
5+	1,300	2,500
5+	1,500	2,500
5+	1,500	2,500
5+	1,500	3,000
10+	2,500	4,500
5+	2,000	3,000

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

INDUSTRIAL REAL ESTATE DEVELOPMENT

General Director (Expat)	10+	10,000	20,000
General Director	10+	8,000	15,000
Head of Industrial Leasing	10+	6,000	8,000
Industrial Leasing / Sales Manager	5+	3,000	5,000
Industrial Leasing / Sales Executive	3+	1,500	2,500
Business Development Director	10+	7,000	10,000
Key Account Manager	5+	3,000	4,500
Business Development Manager	5+	3,000	4,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

10+	8,000	15,000
10+	4,000	9,000
7+	3,000	6,000
5+	2,000	4,000
3+	1,500	2,000
10+	3,500	7,000
5+	2,000	4,000
5+	2,000	5,000

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

REAL ESTATE SERVICES

REAL ESTATE & PROPERTY SERVICES

Associate Director - Sales	10+	4,000	5,000
Associate Director - Valuation & Advisory Services	10+	4,000	5,000
Associate Director - Research	10+	4,000	5,000
Head of Commercial	10+	4,000	5,000
Sales Manager	5+	2,000	3,000
Valuation & Advisory Service Manager	5+	2,000	4,000
Research Manager	5+	2,000	4,000
Leasing Manager	5+	2,000	3,000
Project Marketing Manager	5+	2,000	4,000
Marketing & Communications Manager	5+	2,000	4,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	10+	2,500	6,000
	10+	3,000	5,000
	10+	3,000	4,500
	10+	3,000	6,000
	5+	1,500	3,000
	5+	1,500	2,500
	5+	2,000	3,500
	5+	1,500	3,000
	5+	1,500	3,200
	5+	2,000	4,000

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

PROJECT MANAGEMENT			
Project Director	10+	5,000	8,000
Project Manager	7+	2,000	4,000
QA / QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	3,000
HSE Manager	5+	1,500	3,000
MEP Manager	5+	1,500	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	10+	5,000	10,000
	7+	2,000	3,500
	5+	1,500	2,500
	5+	1,500	2,500
	5+	1,500	2,500
	5+	1,200	2,500

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

REAL ESTATE SERVICES

CONSTRUCTION FIRM

Head of Project Management / Project Director	15+	4,000	7,000
Business Development Director	10+	3,000	5,500
Cost & Contract Manager	7+	2,000	3,000
Project Manager	5+	3,000	5,000
Construction Manager	5+	2,000	3,000
QA / QC Manager	5+	2,000	3,000
QS Manager	5+	2,000	3,000
HSE Manager	5+	2,000	4,000
MEP Manager	5+	2,000	3,000
Site Manager	5+	1,500	2,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

15+	4,500	8,000
10+	3,000	5,000
7+	2,000	3,000
5+	2,000	3,000
5+	1,500	2,200
5+	1,500	2,500
5+	1,700	3,000
5+	1,500	3,000
5+	1,500	3,000
5+	1,200	2,000

Construction & Real Estate



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

REAL ESTATE SERVICES

ARCHITECT / INTERIOR

Design Director / Head of Design	15+	4,000	5,000
Design Manager / Chief Architect	7+	2,000	3,000
Business Development Manager	7+	2,000	3,000
Business Development Executive	3+	700	1,000
Interior Design Manager	7+	1,500	3,000
Project Manager (Fit-out)	7+	1,600	2,500
Architect	3+	1,000	2,000
Interior Designer	3+	700	1,000
Drafter	2+	400	500
Revit Drafter	3+	450	1,000
BIM Manager	8+	2,000	3,500
BIM Coordinator	3+	1,000	1,500
OTHERS			
Site Expansion Manager	5+	2,000	3,000
Site Expansion Executive	3+	1,000	1,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

15+	4,000	7,000
7+	2,000	4,000
7+	2,000	3,000
	N/A	
7+	1,500	3,000
7+	2,000	3,000
3+	800	1,700
3+	800	1,500
2+	400	800
3+	600	1,300
	N/A	
	N/A	
5+	1,200	2,500
3+	1,000	1,500



CONSUMER GOODS

The outlook for the Consumer Goods industry is very promising. We expect it to be one of the key industries delivering stronger economic growth in Vietnam.

Innovation and Digital Transformation are not only about leveraging new technology solutions but also a cultural shift towards leading with digital innovations as the primary driver of future business success. Many traditional FMCG brands are undergoing this shift to help ensure they remain competitive against the more agile direct-to-consumer startups.

> TOP 10 IN-DEMAND SKILLS



Sales Planning



Negotiation



Leadership



Communications /
Presentation



Marketing



Business
Development



Account
Management



Problem Solving /
Creative Thinking



Sales



Sales Training

Consumer Goods



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

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	3,500	5,000
Area Sales Manager	3-7	2,000	3,500
Modern Trade Head	7-10	4,000	8,000
Key Account Manager	5-10	1,500	4,000
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	2,000	4,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

		N/A	
	10-15	4,000	10,000
	10+	3,000	6,000
	3-10	1,500	3,000
		N/A	
	5-10	1,500	4,000
	8+	2,000	4,000
	5+	1,500	3,000
		N/A	
	5-10	2,000	4,000

Consumer Goods



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

FAST-MOVING CONSUMER GOODS

MARKETING

Chief Marketing Officer		N/A	
Marketing Director	6-10	4,500	8,000
Marketing Manager / Category Lead	7+	3,000	5,000
Brand Manager	3-8	2,000	3,000
Assistant Brand Manager	1-3	1,500	2,000

RETAIL

Head Of Marketing	10+	4,000	6,000
Branch Manager		N/A	
Operations Director	7-10	3,000	6,000
Operations Manager	5-7	2,000	3,500
Store Manager	5-10	1,500	3,000
Purchasing Director	7-10	2,500	5,000
Merchandise / Category Manager	5-7	1,200	2,500
Merchandise / Buyer		N/A	



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

8-15	4,000	10,000
10+	4,000	7,000
7+	2,500	4,000
3-8	1,500	3,000
1-3	1,200	1,500

10+	3,500	6,000
10-15	3,500	6,000
	N/A	
5-7	2,000	3,500
5-10	1,500	3,000
7-10	2,500	5,000
5-7	1,200	2,500
1-3	800	1,200

Consumer Goods



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

FASHION & COSMETICS

Country Manager	8-10	6,000	10,000
Group Brand Manager	7+	4,000	6,000
Senior Brand Manager		N/A	
Brand Manager	5+	1,500	3,000
Assistant Brand Manager	2-5	1,000	1,500
Operations Manager	3-5	1,000	2,500
Merchandise Manager	3-5	1,200	1,500
Retail Manager	5-10	N/A	
Store Manager	5+	1,000	1,500
Store Supervisor	2-4	800	1,200
Visual Merchandise Manager	3-5	1,200	2,000
Training Manager	5+	1,200	2,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

		N/A	
		N/A	
	10+	4,000	6,000
	5-10	1,500	3,000
	5+	1,000	1,500
	5+	1,000	2,000
	5+	1,200	2,000
	5-10	1,500	3,500
	5+	1,000	2,000
	2-4	800	1,200
	5+	1,000	2,000
	5+	1,000	2,000

Consumer Goods



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

COMMUNICATIONS & MEDIA

Managing Director	10+	6,000	10,000
Client Service Head / Group of Account	10+	5,000	7,000
Business Development Director	7+	3,000	5,000
Account Director	7+	3,000	5,000
Account Manager	3-5	2,000	3,000
Media Director	8+	2,000	5,000
Creative Director	8+	2,500	5,000
Art Director	3-8	2,000	5,000
Strategic Planning Director	8+	3,000	5,000
Copywriter		N/A	
Graphic Designer		N/A	
Senior Account Executive	2-5	1,000	1,500
Account Executive	1-3	500	1,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

		N/A	
	10+	3,000	6,000
		N/A	
	7+	3,000	5,000
	3-10	1,000	3,000
	8+	2,000	5,000
		N/A	
		N/A	
		N/A	
	2-8	1,000	3,000
	2-8	1,000	3,000
	2-5	1,000	1,500
	1-3	800	1,000



HEALTHCARE

Vietnam is a large market with a population of nearly 100 million and a life expectancy of approximately 76 years. As a result, the country's healthcare industry is expected to grow strongly on the back of increasingly higher demand from its expanding population, higher disposable income, rapid urbanisation, and environmental conditions.

Following the COVID-19 outbreak in 2021, health services will remain a priority for most Vietnamese people. Vietnam is laying the foundation for a smart healthcare industry that includes disease prevention, medical examination treatment, and health management. Advances in these areas will create opportunities for international investors to participate in Vietnam's digital health transformation.

> TOP 10 IN-DEMAND SKILLS



Planning



Negotiation



Microsoft Office



Presentation



Leadership



Communication



Customer Service



Critical Thinking



Technical Skills



Analytical

Healthcare



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

PHARMACEUTICAL & MEDICAL NUTRITION

GENERAL MANAGEMENT				
General Manager			N/A	
Head of Business Unit	15+	7,000	10,000	
MARKETING				
Head of Marketing	12+	7,000	8,500	
Group Product Manager	10+	3,000	6,000	
Senior Product Manager	6-10	2,500	5,000	
Product Manager	6-10	2,000	3,500	
Product Executive	4-6	800	1,500	
SALES				
Head of Sales	15+	6,000	8,000	
Second Line Manager	8+	3,000	5,000	
First Line Manager	5-10	2,000	3,000	



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	N/A	
15+	5,000	10,000
	N/A	
	N/A	
5-12	2,000	3,500
3-6	1,000	1,500
	N/A	
10+	3,000	5,000
5-10	1,500	3,000

Healthcare



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

PHARMACEUTICAL & MEDICAL NUTRITION

MARKET ACCESS			
Head of Market Access	13+	5,000	9,000
National Key Account Manager	10+	4,500	6,000
Regional Key Account Manager	7-10	3,500	4,000
Key Account Manager	3-7	2,000	3,500
Key Account Specialist	1-3	1,000	1,500
COMMERCIAL EXCELLENCE			
Head of Commercial Excellence	15+	5,000	7,500
SFE Manager	8+	2,500	4,500
Sales Force Training Manager	7+	2,000	3,500
MEDICAL AFFAIRS & CLINICAL RESEARCH			
Head of Medical Affairs	18+	6,000	9,000
Medical Affairs Manager / Advisor	10+	3,500	5,000
Medical Science Liaison	5+	1,500	3,000
Head of Clinical	10-15	4,500	6,000
Clinical Research Manager	5-10	2,000	4,000
Clinical Research Associate	3-5	1,500	2,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	12+	6,000	10,000
		N/A	
		N/A	
	7+	2,000	4,000
	5-7	1,000	2,000
		N/A	
		N/A	
		N/A	
		N/A	
	3+	2,000	4,000
	3+	1,500	3,000
	10 -15	4,000	6,000
	5-10	2,000	4,000
	3-5	1,000	2,200

Healthcare



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

PHARMACEUTICAL & MEDICAL NUTRITION

REGULATORY AFFAIRS & QUALITY ASSURANCE

Head of Regulatory Affairs	15+	4,500	7,000
Regulatory Affairs Manager	10+	2,200	4,000
Regulatory Affairs Executive	3-5	800	1,700
QA Manager	10+	2,500	4,500
QA Executive	5+	1,000	1,500

MEDICAL DEVICE | HOSPITAL | CLINIC

MEDICAL DEVICE

Senior Product Manager	10+	N/A	
Product Manager	10+	2,500	3,500
Sales Manager	10+	2,500	4,000
Sales Executive	2-5	900	1,500
Service Manager	10+	2,000	3,500
Service Engineer	2-7	800	1,200
Application Specialist	2-7	800	1,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

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

		N/A	
	7+	2,000	3,000
	10+	2,500	4,000
	3-7	800	1,500
	5+	1,500	3,000
	3-7	1,000	2,000
	2-7	800	1,500



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

MEDICAL DEVICE | HOSPITAL | CLINIC

HOSPITAL CLINIC			
Chief Operations Officer	15+	5,000	8,000
Operations Manager	10+	3,000	5,000
Head of Marketing		N/A	
Doctor	5-10	2,000	4,000
Chief Nurse	10+	1,500	3,000
Nurse	2-5	800	1,200



Hanoi

► Salary Range (per month) | Unit: USD

	15+	4,000	7,000
	7+	2,500	4,000
	10+	3,000	5,000
	5-10	2,000	6,000
	10+	2,000	3,500
	2-5	800	1,500



HOSPITALITY

Post-pandemic, Vietnam's Hospitality scene is booming, with hundreds of new projects set to launch in the next five years. All aspects of Hospitality, including Airlines, Food and Beverage, Luxury Hotels, Resorts, and family-owned businesses, are recovering quickly.

In addition, Vietnam is experiencing an expansion of international hotel groups in the market. As international borders reopen across the world, the number of international tourists visiting Vietnam is likely to soar, driving up further demand for new candidates across the Hospitality industry soon.



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

HOTEL

EXECUTIVE

General Manager (Expat)	15+	9,000	15,000
General Manager	15+	5,000	7,000
Executive Assistant Manager	10+	2,500	5,000

F&B AND KITCHEN

Executive Chef (Expat)	15+	6,000	9,000
Executive Chef	15+	3,000	5,000
Executive Sous Chef	10+	2,000	3,000
Director of Food and Beverage (Expat)	10+	6,000	9,000
Director of Food and Beverage	10+	3,000	5,000
Food and Beverage Manager	7+	2,000	3,000
Pastry Chef (Expat)	7+	4,000	6,000
Pastry Chef	7+	1,500	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	15+	8,000	15,000
	15+	5,000	7,000
	10+	2,500	5,000
	15+	5,000	9,000
	15+	3,000	5,000
	10+	2,000	3,000
	10+	5,000	9,000
	10+	3,000	5,000
	7+	2,000	3,000
	7+	4,000	6,000
	7+	1,500	3,000



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

HOTEL

SALES & MARKETING

Group Director of Sales & Marketing (Expat)	15+	8,000	11,000
Director of Sales & Marketing (Expat)	10+	5,000	7,000
Director of Sales & Marketing	10+	3,000	5,000
Director of Sales	7+	3,000	5,000
Sales Manager	5+	1,500	3,000
E-Commerce Manager	5+	1,000	2,000
Marketing & Communications Manager	5+	2,000	3,000
Digital Marketing Manager	3+	2,000	3,000

OPERATION

Director of Rooms	10+	3,000	4,000
Executive Housekeeper	10+	1,500	2,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	15+	8,000	11,000
	10+	5,000	7,000
	10+	3,000	5,000
	7+	2,000	4,000
	5+	1,500	3,000
	5+	1,000	2,000
	5+	1,500	3,000
	3+	1,500	3,000
	10+	3,000	4,000
	10+	1,500	2,000



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

F&B CHAINS

General Manager	10+	6,000	8,000
Operations Director	10+	3,000	5,000
Operations Manager	7+	2,000	3,500
Area Manager / District Manager	5+	1,000	2,000
Restaurant Manager / Store Manager	3+	1,000	1,500
Marketing Director	10+	3,000	6,000
Marketing Manager / Brand Manager	5+	2,000	3,000
QA Manager	10+	3,000	5,000
R&D Manager	7+	2,000	4,000
R&D Chef	10+	2,500	5,000
Head Chef / Executive Chef	10+	2,500	5,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	10+	5,000	8,000
	10+	2,500	5,000
	7+	1,500	3,000
	5+	1,000	2,000
	3+	1,000	1,500
	10+	2,500	5,000
	5+	1,500	2,500
	10+	2,000	4,000
	7+	1,500	3,000
	10+	2,000	5,000
	10+	2,000	5,000



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

RECREATION

GOLF

Director of Golf Membership	10+	3,000	5,000
Golf Sales Manager	5+	1,000	2,000
Golf Club Manager	5+	1,500	2,500

GAMBLING

Operations Manager (Expat)	7+	5,000	7,000
Premium Marketing Manager	7+	3,000	5,000
Guest Services Manager	5+	1,500	2,500

SPA & FITNESS

Fitness Club General Manager	10+	2,500	5,000
Spa Therapist (Expat)	7+	2,000	3,000
Fitness Manager (Expat)	7+	3,000	4,000
Spa Therapist (Vietnamese)	7+	1,000	2,000
Fitness Manager (Vietnamese)	7+	1,500	2,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

10+	3,000	5,000
-----	-------	-------

5+	1,000	2,000
----	-------	-------

5+	1,500	2,500
----	-------	-------

7+	3,000	6,000
----	-------	-------

7+	2,500	5,000
----	-------	-------

5+	1,000	2,500
----	-------	-------

10+	2,000	4,000
-----	-------	-------

7+	2,000	3,000
----	-------	-------

7+	3,000	4,000
----	-------	-------

7+	1,000	2,000
----	-------	-------

7+	1,000	2,500
----	-------	-------



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

BPO SERVICES

Call Center Director	10+	3,000	5,000
Call Center Manager	7+	2,000	3,000
Customer Services Manager	7+	2,000	3,000
Customer Services Supervisor	7+	1,500	2,000
Data Analyst	7+	800	1,200
QA Lead	5+	1,200	1,500
Senior Operations Manager	10+	4,000	5,000
Operations Manager	7+	2,500	3,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	10+	3,000	5,000
	7+	1,500	3,000
	7+	1,500	3,000
	7+	1,000	2,000
	7+	800	1,200
	5+	1,200	1,500
	10+	3,000	5,000
	7+	2,000	3,500

HUMAN RESOURCES

The past two years have redefined the way the HR departments work. The pandemic drastically reshaped the economy and the labour force, creating significant changes in how and where we work. These changes have highlighted the importance of the role of HR specialists within organisations. From a flexible work model to a holistic approach to employee well-being, 2023 will be the year when new HR trends add more value to businesses operating in the new normal.

Through 2023 and beyond, our ways of working and the technologies we use to stay connected to team members will continue to evolve rapidly. Working remotely, learning and collaborating online, and building resilience and inclusiveness in the workplace will become core to a happy, healthy, thriving business.

> TOP 10 IN-DEMAND SKILLS



Building HR Capacity



Communication



Strategic Workforce Planning



Organisational Design



Worker's Compensation



Digital Literacy



Advising



Coaching



Adaptability Skills



Employee Relations

Human Resources



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

HR & ADMIN

HR Director / Head of HR	12+	6,000	12,000
HR Manager	7-10	3,000	6,000
HR Business Partner Manager	5-8	3,000	5,000
HR Deputy Manager / HR Assistant Manager	5-7	2,000	4,000
HR Supervisor	3-5	1,500	2,500
HR Executive	0-3	400	1,200
Talent Acquisition Manager	4-8	2,000	4,500
Recruitment Manager	4-6	1,500	3,000
Recruitment Supervisor	3-5	1,000	2,000
Recruitment Executive	0-3	400	1,200
Total Reward Manager	5-8	2,000	4,500
C&B Supervisor	3-5	1,000	2,500
Learning & Development Manager	5-8	2,000	5,000
Training Manager	4-6	2,000	4,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	12+	4,000	10,000
	7-10	2,000	5,000
	5-8	2,000	4,000
	5-7	1,500	2,500
	3-5	1,200	2,000
	1-3	400	1,200
	5-8	2,000	4,000
	4-6	1,500	3,000
	3-5	800	1,500
	1-3	400	1,000
	6-8	1,500	4,000
	3-5	900	2,000
	6-8	1,500	4,000
	4-6	1,500	3,500

Human Resources



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

HR & ADMIN

Training Supervisor	3-5	1,000	2,500
Admin Manager	5-8	1,500	2,500
Admin Supervisor	0-5	400	1,500
Office Manager	4-6	1,500	2,500
Executive Secretary	4-6	1,200	2,500
Personal Assistant	2-4	800	1,500
Receptionist	0-2	400	1,000

IN-HOUSE LEGAL

Legal Director	12+	7,000	15,000
Legal Manager	8-10	5,000	8,000
Assistant Legal Manager / Deputy Legal Manager	7-9	3,000	5,000
Legal Executive	2-6	8,000	2,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

3-5	800	1,500
5-8	1,300	2,500
4-6	800	1,200
4-6	1,000	2,500
4-6	1,000	2,500
2-4	1,000	1,500
0-2	400	700

12+	6,000	14,000
8-10	3,000	6,000
7-9	1,500	3,000
2-5	800	1,500

Human Resources



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

LAW FIRM

Managing Partner	10+	8,000	15,000
Partner / Legal Counsel	8-10	6,000	10,000
Senior Associate	6-8	3,000	6,000
Associate	4-6	2,000	4,000
Paralegal	2-4	1,000	2,000

COMPLIANCE

Compliance Director	12+	6,000	12,000
Compliance Manager	8-10	4,500	6,000
Assistant Compliance Manager	7-9	2,500	4,500
Compliance Executive	2-6	800	2,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

10+	15,000	20,000
8-10	10,000	15,000
6-8	4,000	10,000
4-6	2,000	4,000
2-4	800	1,200

12+	5,000	12,000
8-10	3,000	5,000
7-9	1,500	3,000
2-6	800	1,500

Human Resources



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

EDUCATION

CEO	12+	5,000	12,000
Head of Sales	7-10	3,000	6,000
Head of Operations	7-10	3,000	6,000
Group Center Manager	10+	5,000	8,000
Center Manager	5+	2,000	4,500
Brand / Marketing Manager	5+	2,000	4,000
Education Counsellor	1-5	500	2,000
Academic Manager	6-10	2,000	4,000
Teacher / Academic Coordinator	3-5	500	1,500
Customer Service Supervisor	3-5	500	1,500
Front Office Supervisor	3-5	500	1,500
Native Teacher	1+	1,500	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	12+	4,000	9,000
	7-10	3,000	5,000
	7-10	3,000	4,000
	10+	3,000	5,000
	5+	1,500	3,000
	5+	1,500	3,000
	1-5	400	1,000
	6-10	2,000	4,000
	3-5	1,000	1,500
	3-5	800	1,500
	3-5	800	1,500
	1+	1,500	4,000

Human Resources



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

IMMIGRATION

	EXPERIENCE (YEARS)	MIN	MAX
Branch Manager	5+	2,000	5,000
Brand Manager	5+	2,000	4,000
Sales Manager	5+	2,000	4,000
Sales Consultant	1-4	500	1,500



Hanoi

► Salary Range (per month) | Unit: USD

	EXPERIENCE (YEARS)	MIN	MAX
	5+	1,500	3,500
	10+	3,000	5,000
	5+	1,500	3,000
	1-4	400	1,000

INFORMATION TECHNOLOGY & TELECOMMUNICATIONS

Information Technology (IT) significantly impacts almost every aspect of daily life. The emergence of advanced technologies such as Artificial Intelligence (AI), Machine Learning, RPA, IoT, Quantum Computing, Edge Computing, Blockchain, VR/AR, Cloud, Computer Vision, and Cybersecurity brings massive opportunities to companies and candidates across different industries.

Digital transformation is driving demand for IT professionals, data scientists, software engineers, and RPA specialists. However, the new normal also affects organisations' working methods and how they transform their vision and optimise resources to improve productivity. As a result, hybrid or remote working and employing offshore talent is becoming more common in many organisations.

> TOP 10 IN-DEMAND SKILLS



Java



.NET



Product /
Project Management



QA / QC
(Automation /
Manual)



Embedded



Python



JavaScript



Golang



Mobile Development



Data
Development

Information Technology & Telecommunications



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

SOFTWARE COMPANY

CEO	10+	17,000	28,000
CIO / CTO	15+	10,000	18,000
Technical Director / Head of Engineering	12+	7,000	10,000
Solution Architect	10+	5,000	7,000
Technical Architect	9-10	4,000	5,000
Principal Developer	6-9	3,000	4,000
Senior Developer	3-6	2,500	3,000
Developer	0-3	600	1,500
Data Scientist	1-5	2,500	5,000
Data Engineer	1-3	2,000	4,500
Bridge System Engineer (BrSE)	3-5	1,500	2,000
Senior Bridge System Engineer (BrSE)	6-10	2,000	3,000
Delivery Manager / Program Manager	8+	3,000	4,000
Project Manager	5-10	2,500	3,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

10+	15,000	28,000
10+	8,000	16,000
10-15	6,000	10,000
5-10	3,000	5,000
5-10	2,500	5,000
7-10	3,000	4,000
3-7	2,000	3,000
0-3	600	1,500
1-5	2,000	5,000
1-3	1,500	4,000
3-5	1,500	2,000
	N/A	
8-12	2,500	4,000
5-10	2,500	3,500

Information Technology & Telecommunications



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
--------------------	-----	-----

SOFTWARE COMPANY

Product Manager / Product Owner	5-10	2,500	5,000
Business Analyst	3-8	1,500	3,000
QA / QC Manager	6+	2,000	3,500
QA / QC Engineer	1-6	800	2,000
Senior Tester / Test Lead	3-5	1,000	2,000
Sales Manager / Business Development Manager	7+	2,000	4,000
Sales Executive / Account Manager	2-7	800	2,000
ERP / SAP Consultant Lead	5-10	2,000	4,000
ERP / SAP Consultant Lead	2-5	1,000	2,000

IT IN-HOUSE

Head of IT / IT Director	10+	3,000	5,000
IT Manager	8-10	2,000	3,000
IT Infrastructure Support / Network / System / Help Desk Support	3-8	800	1,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
--------------------	-----	-----

5-10	2,000	5,000
2-5	1,000	2,500
6+	1,500	3,000
1-6	800	1,800
3-5	1,000	2,000
5-10	2,000	4,000
2-7	800	2,000
5-10	1,500	4,000
2-5	1,000	2,000

10+	3,000	5,000
5-10	1,500	3,000
2-5	800	1,500



MANUFACTURING

Throughout the global pandemic, Vietnam's economy remained resilient, mainly due to the success and growth of its Manufacturing sector. Domestic manufacturing contributed approximately 25% to the country's total GDP in 2021. Despite experiencing labour shortages and temporary factory closures due to COVID-19, the sector has recovered quickly.

In 2023, there is an expectation that this fast-paced recovery will continue, with proactive hiring and re-hiring activities for white and blue-collar staff.

At the same time, an increasing number of multinational companies (MNCs) are joining the race to accelerate their businesses in Vietnam. This expansion is increasing the demand for highly qualified personnel. Responding fast to the dynamic landscape, PERSOLKELLY is playing a crucial role in supporting the rapid growth across Vietnam's labour market.

> TOP 10 IN-DEMAND SKILLS



Communication Skills in English



Proactiveness & Adaptability



Flexible Hybrid-working Management



Hands-on Production Experience



International Exposure



Leadership



Time Management



Stress Handling



Business Acumen



Decision Making

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

MANUFACTURING (GENERAL)

General Director / General Manager	15+	7,000	15,000
Factory / Plant Director (Expat)	15+	5,000	12,000
Factory / Plant Director	15+	5,000	10,000
Factory / Plant Manager	12+	4,000	6,000
Engineering Director	15+	5,000	10,000
Engineering Manager	12+	4,000	6,000
Senior Technical Manager	10-12	3,500	5,000
Technical Manager	8-10	3,000	4,000
Production Director (Expat)	15+	6,000	8,000
Production Director	10-15	3,500	5,000
Production Manager	7-10	2,000	3,500
Production Supervisor	5-7	1,200	1,500
Production Engineer	2-5	700	1,100
Shift Leader	5+	900	1,000
Technician / Operator	2-5	500	900



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

15+	7,000	15,000
10+	6,000	12,000
15-20	4,000	10,000
10-15	3,500	6,000
10-15	4,000	8,000
5-10	2,500	6,000
5+	3,500	5,000
3-5	2,000	3,500
5-10+	6,000	8,000
10-15	3,500	5,500
5-10	2,000	4,000
3-5	1,200	2,000
2-5	700	1,000
5+	900	1,200
3-5	600	900

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

MANUFACTURING (GENERAL)

Operational Excellence / Continuous Improvement Manager	8-10	3,000	5,000
Process Manager	5-10	1,800	3,500
Process Engineer	3-7	700	1,200
Project Manager (Expat)	10+	4,000	8,000
Project Manager	10+	3,000	5,000
Assistant Project Manager	5-8	1,500	2,500
Facilities / Maintenance Director	10-15	3,000	4,000
Facilities / Maintenance Manager	7-10	2,500	3,000
Facilities / Maintenance Supervisor	5-7	1,200	1,800
Facilities / Maintenance Engineer	3-5	800	1,000
HSE Manager	10-15	3,500	4,500
HSE Supervisor	5-10	1,400	2,000
HSE Executive	2-5	800	1,200
Design Manager	7-15	3,500	5,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	5-10	2,000	5,000
	5-10	1,500	3,500
	2-5	600	1,300
	7-10	4,000	8,000
	7-10	3,000	5,000
	3-5	1,500	2,500
	10-15	2,500	4,000
	5-10	1,500	3,500
	5-7	1,000	1,600
	3-5	800	1,000
	10-15	2,000	5,000
	5-10	1,500	2,500
	2-5	800	1,200
	5-15	3,000	5,000

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

	EXPERIENCE (YEARS)	MIN	MAX
MANUFACTURING (GENERAL)			
Design Engineer	3-5	1,200	2,000
Industrial Engineering Manager (IE Manager)	5-10	2,500	3,500
IE Engineer	2-5	800	1,500
R&D Manager	10-15	2,500	4,000
R&D Supervisor	5-7	1,500	2,200
R&D Engineer	3-5	1,000	1,400
QA / QC Manager	7-10	1,500	3,000
QA / QC Supervisor	5-7	1,000	1,400
QA / QC Staff / Inspector	1-3	600	800



Hanoi

► Salary Range (per month) | Unit: USD

	EXPERIENCE (YEARS)	MIN	MAX
	3-5	1,000	1,800
	5-10	2,500	4,000
	2-5	800	1,300
	10-15	2,500	5,000
	5-7	1,500	2,500
	3-5	1,000	1,500
	5-10	1,500	3,500
	3-5	1,000	2,000
	1-3	600	800

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

SPECIAL SECTORS

COMMODITY TRADING

Country Manager / General Manager	12+	5,000	7,000
Sales Director	5-10	4,000	7,000
Sales Manager	5-10	3,000	5,000
Sales Executive	1-5	600	1,000
Key Account Manager	5-10	2,500	3,500
Marketing Director	5-10	4,000	8,000
Marketing Manager	5-10	3,000	5,000
Product Manager	3-5	2,500	3,500
R&D Manager	5-10	2,000	3,000
R&D Supervisor	3-5	800	1,500
R&D Executive	1-3	300	600
Lab Manager	7-10	2,000	3,500
Lab Supervisor	5-7	1,200	1,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

12+	5,000	8,000
10+	3,000	6,000
5-10	1,500	3,000
2-5	700	1,200
3-7	1,500	3,500
7+	4,000	8,000
5-10	3,000	5,000
3-5	1,000	2,000
5-10	2,000	3,500
3-5	1,000	1,500
2-5	500	800
7-10	2,000	4,000
3-5	1,000	1,500

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

SPECIAL SECTORS

CHEMICAL / PLASTIC TRADING

Chief Representative / Country Manager / General Manager	10-15	4,000	7,000
Country Manager (Expat)	10-15	5,000	10,000
Sales Director	7-10	4,000	8,000
Sales Manager	5-7	2,500	4,000
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
Technical Service Engineer	3-5	800	1,500
Lab Manager	5-10	2,000	3,000
Lab Supervisor	3-5	1,100	1,800
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



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

10-15	4,000	8,000	
10-15	6,000	10,000	
7-10	4,000	7,000	
5-7	2,000	3,500	
2-5	600	1,500	
5-10	2,000	3,000	
7-10	2,500	3,500	
3-5	800	1,700	
5-10	2,000	3,000	
3-5	1,000	1,500	
5-10	2,000	3,000	
3-5	1,500	2,000	
1-3	500	1,000	

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

SPECIAL SECTORS

ELECTRICAL / ELECTRONIC TRADING

Country Manager / General Manager (Expat)	10-15	7,000	10,000
Country Manager / General Manager	10-15	5,000	8,000
Sales Director	10-15	4,000	8,000
Sales Manager	7-10	3,000	4,500
Sales Supervisor	5-10	2,000	3,500
Sales Engineer / Sales Executive	3-7	800	1,500
Technical Service Manager	7-10	2,500	3,500
Technical Service Engineer	5-10	900	1,200
Supplier Quality Engineer	5-7	1,200	2,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	10-15	7,000	10,000
	10-15	5,000	8,000
	10-15	3,500	6,000
	5-10	3,000	4,000
	5-10	1,500	3,500
	2-5	800	1,500
	5-10	2,500	3,500
	2-5	800	1,500
	5-7	1,200	3,000

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

SPECIAL SECTORS

MACHINERY / AUTOMOTIVE TRADING			
Country Manager / General Manager (Expat)	10-15	7,000	12,000
Country Manager / General Manager	10+	5,000	10,000
Regional Sales Manager / Sales Manager	5-10	3,000	5,000
Sales Engineer / Sales Executive	3-5	800	1,000
Aftersales / Technical Service Manager	7-10	2,500	3,500
Aftersales / Technical Service Engineer	5-7	500	1,000
Marketing Manager	5-10	3,000	5,000
Marketing Executive	3-5	1,000	2,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	10-15	7,000	13,000
	10+	4,000	10,000
	5-10	3,000	5,000
	1-3	500	1,000
	3-10	2,500	3,500
	2-3	500	1,000
	5-10	3,000	5,000
	3-5	1,000	2,000

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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SPECIAL SECTORS

FURNITURE

Chief Representative / Country Manager / General Manager	10+	3,500	8,000
Sourcing Manager	5-10	2,500	4,000
Sales Manager	10-15	2,000	3,000
Sales Executive	3-5	800	1,000
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
Product Development Engineer	3-7	1,000	1,500
Finishing Manager	5-10+	1,300	2,500
Finishing Supervisor	3-5	800	1,300



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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	10+	3,000	7,000
	5-10	1,800	3,000
	5-10	1,500	3,000
	3-5	800	1,200
	10-15	2,000	3,000
	5-10	1,200	2,500
	3-5	800	1,200
	7-15	1,800	3,000
	3-7	800	1,500
	5-10+	1,300	2,500
	3-5	800	1,200

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

SPECIAL SECTORS

GARMENT / FOOTWEAR

Technical Manager (Expat)	8-10	3,000	5,000
3D Design Manager	3-5	2,000	3,500
Technical Manager	5-10	2,000	4,000
Sales Manager / BDM	5+	2,000	3,500
Sales Supervisor	3-6	1,200	1,800
Sales Executive	2-5	800	1,300
Sourcing Manager (Expat)	7-15	3,000	5,000
Sourcing Manager	10-15	2,500	4,000
Footwear Commercialisation Manager	10-15	2,000	4,000
Merchandising Manager	7-15	2,000	3,000
Merchandising Supervisor	5+	1,000	1,500
Merchandising Staff	3-5	700	1,000
Product Development Manager (Expat)	10-15	3,000	5,500
Product Development Manager	8-10	2,000	3,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE
(YEARS)

MIN

MAX

	8-10	3,000	5,000
	3-5	2,000	3,000
	5-10	2,000	4,000
	5+	2,000	3,500
	3-6	1,200	1,800
	2-5	800	1,300
	7-15	3,000	5,000
	5-10	2,000	3,000
	10-15	2,000	4,000
	5-10	2,000	3,500
	5+	1,000	1,500
	1-4	700	1,000
	8-10	3,500	6,000
	8-10	3,000	5,000

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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SPECIAL SECTORS

GARMENT / FOOTWEAR

Product Developer	4-7	700	1,500
Sample Development Manager	5-10	2,000	3,500
Sample Developer	2-5	700	1,000
Planning Manager	7-10	2,000	3,500
Pattern Maker Manager	5-10	1,500	2,000
Pattern Maker	4-7	600	1,200
Cutting Manager	7-10	1,000	2,000
Lab Manager	7-10	1,800	3,000
Dyeing Manger	7-10	2,000	3,000
Inspector	2-5	900	1,200
CSR Manager	4-7	2,000	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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2-5	700	1,000
5-10	2,000	3,500
2-5	700	1,000
5-10	2,500	3,500
5-10	1,500	2,000
2-5	600	1,000
5-10	1,000	2,000
5-10	2,000	3,000
5-10	2,000	3,000
3+	900	1,200
4-7	2,000	3,000

Manufacturing



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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HEAVY INDUSTRIES (INCL. ENERGY)

General Director	10-15	7,000	10,000
Country Manager / General Manager	10+	5,000	7,000
Project Development Manager / Business Development Manager	8-10	3,500	6,000
Project Development Executive / Business Development Executive	3-7	1,000	2,500
Project / Plant O&M Manager	8-10	3,500	4,500
Technical Manager	7-10	2,500	5,000
Regional Sales Manager / Sales Manager	10+	3,500	5,000
Marketing Manager	7-10	3,000	5,000
Project Manager	7+	2,500	6,000
Project Coordinator	3-5	1,500	2,500
Site Manager	5-10	2,000	5,000
Site Engineer	3-5	1,200	2,000
Procurement Manager	5-10	2,000	3,500
Procurement Executive	3-5	1,000	1,500
EXPAT EMPLOYEE Local Employee Salary + (30% - 60%)			



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

10+	7,000	10,000
10+	5,000	7,000
5-10	3,000	6,000
3-7	1,000	2,500
5-10	2,500	5,000
7-10	2,500	5,000
10+	3,500	7,000
7-10	3,000	5,000
7+	2,500	5,000
3-5	1,300	2,500
5-10	2,000	4,000
3-5	1,300	1,800
5-10	2,000	3,500
3-5	1,000	1,500

LOGISTICS & SUPPLY CHAIN



According to the Vietnamese Ministry of Planning & Investment (2022), the Logistics and Supply Chain Industry has experienced a boost in production and record levels of import-export turnover, resulting in strong demand for logistics businesses. The industry's rapid growth has led it to become the new engine of economic growth in the country.

Despite numerous challenges arising from the pandemic, Vietnam's import-export turnover climbed 15% in the first half of 2022 and by a similar amount in the second half of 2022 following further Foreign Investment, the introduction of new technologies, and the rapid growth of e-commerce.

The Logistics industry faces a human resource shortage and a need for more experienced talent. As a result, logistics employers must develop sustainable workforce training, learning and development strategies to fill staffing gaps. This includes considering the recruitment of graduates and trainees to support their future workforce.

Given the fast-evolving development of the Logistics industry, the significant growth of domestic enterprises, and the emergence of MNCs in Vietnam's market, demand for logistics workers is likely to remain high.

> TOP 10 IN-DEMAND SKILLS



Communication



Leadership



Coordination



Supply Chain & Logistics Knowledge



Time Management



Project Management



Budget Management



Procurement



Regulatory Compliance



Strategic Thinking

Logistics & Supply Chain



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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FUNCTIONAL

CUSTOMER SERVICE LOGISTICS

Order Process Management / Customer Service Logistics Manager	5-10	1,100	4,000
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Order Process Management / Customer Service Logistics Officer	3-5	600	1,500
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PURCHASING

Purchasing / Sourcing / Procurement / Buyer Manager	5-10	1,400	5,000
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Purchasing / Sourcing / Procurement / Buyer Officer	3-5	600	1,500
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SYSTEM

ERP / SAP Implementation Leader	2-10	1,200	3,500
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PLANNING

Supply Planning / Production Planning Manager	5-15	2,000	7,000
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Supply Planning / Production Planning Officer	2-5	700	1,500
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Demand Planning Manager	5-10	1,500	5,000
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Demand Planning Officer	2- 5	700	2,000
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Logistics Planning Manager	5-10	1,500	3,500
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Logistics Planning Officer	2-5	700	2,000
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Material Planning Manager	5-10	1,200	4,500
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Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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5-10+	1,000	3,000
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3-5	500	1,300
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5-10	1,400	4,000
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2-5	500	1,200
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N/A

5-15	1,500	5,000
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2-5	500	1,500
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5-10	1,500	4,000
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2- 5	500	1,500
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5-15	1,500	3,200
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2-5	500	1,300
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5-12	1,500	4,000
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Logistics & Supply Chain



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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FUNCTIONAL

LOGISTICS

Logistics Manager	5-10	1,500	4,000
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Logistics Officer	2-5	600	1,500
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SUPPLY CHAIN

Supply Chain Manager	5-15	1,500	8,000
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Supply Chain Officer	2-5	800	1,500
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WAREHOUSE

Warehouse Manager	5-15	1,200	3,000
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Warehouse Officer	2-5	700	1,500
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Inventory Manager	5-10	1,200	5,000
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Inventory Officer	2-5	700	1,300
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WAREHOUSE & LOGISTICS

Warehouse & Logistics Manager	5-10	1,200	3,000
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Warehouse & Logistics Officer	2-5	700	1,500
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Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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5-10	1,500	3,700
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2-5	500	1,300
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5-15	1,500	7,000
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2-5	600	1,500
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5-15	1,200	3,000
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2-5	500	1,200
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5-10	1,200	4,000
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1-5	500	1,200
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5-10	1,200	3,000
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2-5	500	1,200
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Logistics & Supply Chain



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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FUNCTIONAL

TRANSPORTATION

Transportation Manager	5-10	1,500	2,500
Transportation Officer	2-5	600	1,200
Fleet / Delivery Manager	5-10	1,300	3,000
Fleet / Delivery Officer	2-5	700	1,200

DISTRIBUTION

Distribution Center Manager	5-15	1,300	3,500
Distribution Center Officer	2-5	800	1,200

CONSULTING

Supply Chain Managing Consultant	5-10	1,500	6,000
Supply Chain Consultant	2-5	1,200	3,000
Customs & International Trade Managing Consultant	5-10	1,500	5,000
Customs & International Trade Consultant	2-5	1,200	2,000

IMPORT EXPORT / CUSTOMS

Import Export Manager / Customs Manager	5-10	1,200	3,000
Import Export Officer / Customs Officer	2-5	700	1,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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5-10	1,400	3,000
2-5	500	1,400
5-10	1,400	3,000
1-5	500	1,200
5-15	1,300	3,500
2-5	500	1,300
5-10	1,500	6,000
2-5	1,200	3,000
5-10	1,500	5,000
3-5	1,200	2,000
5-10	1,200	3,000
2-5	500	1,200

Logistics & Supply Chain



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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LOGISTICS SERVICES

LOGISTICS

Logistics Manager	3-15	1,500	4,000
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Logistics Officer	2-5	600	1,500
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WAREHOUSE

Warehouse Manager	5-10	1,200	3,000
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Warehouse Officer	2-5	600	1,500
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Contract Logistics Operations Manager	5-10	2,000	4,000
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Warehouse Supervisor	3-5	900	1,200
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Warehouse Implementation Manager	5-10	2,000	3,500
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Warehouse Solution Manager	5-10	2,000	3,500
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TRANSPORTATION

Transportation / Delivery Manager	5-10	1,300	3,000
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Transportation / Delivery Officer	2-5	700	1,500
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Route Design Manager	5-12	1,300	3,000
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CUSTOMER SERVICE LOGISTICS

Customer Service Manager	5-12	1,300	4,000
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Customer Service Officer	2-5	700	1,500
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Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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	5-15	1,500	3,700
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	2-5	500	1,300
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	5-10	1,200	3,000
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	2-5	500	1,200
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	10-15	2,000	3,800
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	3-5	900	1,200
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	5-10	2,000	3,500
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	5-10	2,000	3,500
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	5-10	1,300	3,000
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	2-5	500	1,300
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	5-12	1,300	3,000
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	5-12	1,200	3,500
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	2-5	500	1,200
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Logistics & Supply Chain



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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LOGISTICS SERVICES

CUSTOMS			
Customs Manager	5-10	1,300	3,500
Customs Officer	2-5	700	1,300
Cross Border Manager	5-15	1,300	5,000
Air / Sea Freight / International Freight Forwarding Manager	5-10	1,300	3,000
Air / Sea Freight / International Freight Forwarding Officer	2-5	700	1,300
OPERATIONS			
Operations Manager	5-10	1,300	3,000
Operations Officer	2-5	700	1,100
IMPROVEMENT			
Process Innovation / Excellence / Improvement Manager	5-10	1,500	3,000
Process Innovation / Excellence / Improvement Officer	2-5	800	1,500
SALES			
Sales / Commercial Director	5-15	2,000	5,000
Sales / Business Development Manager	5-10	1,500	3,000
Sales / Business Development Officer	3-5	700	1,300
Key Account Manager	5-10	1,500	3,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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	5-10	1,200	3,000
	2-5	500	1,200
	5-15	1,300	4,000
	5-10	1,300	3,000
	2-5	500	1,300
	5-10	1,100	3,000
	2-5	500	1,100
	5-10	1,300	3,000
	2-5	700	1,300
	10-15	2,000	5,000
	5-10	1,500	3,000
	3-5	700	1,300
	5-10	1,500	3,000

Logistics & Supply Chain



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

	EXPERIENCE (YEARS)	MIN	MAX
LOGISTICS SERVICES			
BRANCH			
Branch Manager	5-10	1,700	4,000
DISTRIBUTION CENTER / HUBS			
Distribution Center Manager	5-10	1,500	3,000
Distribution Center Officer	2-5	700	1,500
SHIPPING			
Shipping Manager	5-10	1,300	2,500



Hanoi

► Salary Range (per month) | Unit: USD

	EXPERIENCE (YEARS)	MIN	MAX
LOGISTICS SERVICES			
BRANCH			
Branch Manager	5-10	1,700	5,000
DISTRIBUTION CENTER / HUBS			
Distribution Center Manager	5-10	1,300	3,500
Distribution Center Officer	2-5	500	1,300
SHIPPING			
Shipping Manager	5-10	1,300	2,500

JAPANESE SPEAKING

Japan-Vietnam relations have strengthened over the years, bringing important mutual benefits in the economic, political, and cultural spheres. The number of Japanese companies expanding into Vietnam is expected to increase in the future.

Although it will take some time for the Japanese economy to recover to pre-pandemic levels, the strong partnerships between both governments indicate that businesses will continue to operate as usual. The demand for Japanese-speaking professionals who are familiar with the Japanese market and culture will continue to grow. These skills are essential in continuing to build the Japanese-business market across Vietnam.

> TOP 5 IN-DEMAND SKILLS



Punctuality



Cooperativeness



Process-oriented



“Ho-Ren-So” (Inform,
Contact, Discuss)



Respect Seniority

Japanese Speaking



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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MANUFACTURING

Technical Staff	1-3	600	1,200
Technical Manager	5-10	1,500	3,000
QA / QC Staff	1-3	500	1,000
QA / QC Manager	5-10	2,000	3,000
Production Manager	5-10	2,000	3,000
Assistant Production Manager	3-5	1,200	2,000
Equipment Maintenance Staff	1-3	500	1,000

INFORMATION TECHNOLOGY

Programmer Leader	3-5	2,300	4,500
Programmer Manager	5-10	2,800	5,000
Mobile Team Leader	3-5	2,300	4,500
Engineering	1-3	1,200	3,000
Operator	1-3	1,200	2,000
Communicator	1-3	1,000	2,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

	1-3	600	1,000
	5-10	1,200	2,500
	1-3	600	1,000
	5-10	1,500	2,500
	5-10	1,500	2,500
	3-5	1,000	2,000
	1-3	600	1,000

	3-5	1,800	4,000
	5-10	2000	5,000
	3-5	1,800	4,000
	1-3	1,000	2,500
	1-3	1,000	2,000
	1-3	1,000	1,500

Japanese Speaking



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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TRADING

Support Project Manager		N/A	
Sales Manager	3-10	2,500	4,000
Sales Staff	1-3	500	1,500
Market Research Staff	1-3	600	1,500
Logistics Staff	1-3	600	1,200

GENERAL AFFAIRS POSITIONS

General Affairs Staff	1-3	600	1,500
General Affairs Manager	3-10	1,500	3,000
Assistant to Manager	1-5	1,000	2,000
Interpreter / Translator	1-5	600	1,500
Interpreter to Production Manager	1-5	600	1,500

NATIVE JAPANESE POSITIONS

SALES POSITIONS

Staff	0-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	5,000



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

		N/A	
	3-10	1,500	3,000
	1-3	600	1,200
	1-3	600	1,200
	1-3	600	1,000

	1-3	600	1,500
	3-10	1,200	2,500
	1-5	700	1,500
	1-5	600	1,500
	1-5	600	1,500

	0-3	1,500	2,500
	3-5	2,000	3,000
	5+	2,500	5,000

Japanese Speaking



Ho Chi Minh City

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
-----------------------	-----	-----

NATIVE JAPANESE POSITIONS

PRODUCTION CONTROL / QC POSITIONS

Staff	0-3	2,000	2,500
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	6,000

IT / WEB POSITIONS

Staff	1-3	1,800	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000

FINANCE

Staff	1-3	2,000	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000

OTHERS

Accounting Manager	5+	3,000	5,000
Customer Service	0-3	1,500	2,500



Hanoi

► Salary Range (per month) | Unit: USD

EXPERIENCE (YEARS)	MIN	MAX
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0-3	2,000	2,500
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3-5	2,500	3,500
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5+	3,000	6,000
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1-3	1,800	3,000
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3-5	2,500	3,500
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5+	3,000	5,000
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1-3	2,000	3,000
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3-5	2,500	3,500
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5+	3,000	5,000
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5+	3,000	5,000
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0-3	1,500	2,500
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References

¹ Vietnam's GDP up 13.67 pct in Q3-Xinhua ([news.cn](#))

² Press conference to announce the socioeconomic situation in the 2nd quarter and 6 months of 2022 – General Statistics Office of Vietnam ([gso.gov.vn](#))

³ Vietnam to make Apple Watch and MacBook for the first time ever - Nikkei Asia

⁴ Thông cáo báo chí tình hình kinh tế – xã hội quý III và 9 tháng năm 2022 – General Statistics Office of Vietnam ([gso.gov.vn](#))



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