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COMPANY OVERVIEW

ABOUT KELLY SERVICES

Services, and its subsidiaries, offer a comprehensive premium staffing provider for international companies array of outsourcing and consulting services as well as in Singapore and across Asia. Specialising in permanent world-class staffing on a temporary, temporary-to-hire placements across all industry sectors, Capita's highly and direct-hire basis. Kelly Services globally directly personalised services ensure that clients find the right employs nearly 500,000 people around the world in talent to meet their needs. addition to having a role in connecting thousands more with work through its global network of talent suppliers and partners.

ABOUT CAPITA GLOBAL

As a global leader in providing workforce solutions, Kelly Founded in 2007, Capita is a recruitment expert and

Kelly Services Malaysia and Capita Global operates under the PERSOLKELLY company, a joint venture between PERSOL Holdings and Kelly Services, forming one of the largest HR Solutions companies in APAC with its headquarters in Singapore.

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Supply Chain and Logistics

Methodology: Salary figures included in the 2018/19 Malaysia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly and Capita Global network, as well as the latest job placement data recorded on the database.



The nominal gross national income (GNI) per capita is expected to rise 5.1% to RM42,777 in 2018 with investment growth to outpace savings.

After the quickest expansion in three years in 2017, the Malaysian economic growth is expected to moderate in 2018 at 5.2%, according to the World Bank. It expects private consumption growth to remain as the key driver albeit at a slower pace this year.

Various indicators point towards a sustained global growth in 2018. Malaysia, with healthy domestic drivers, will likely have a good year too, according to Bank Negara Malaysia. The nominal gross national income (GNI) per capita is expected to rise 5.1% to RM42,777 in 2018 from RM40,713 in 2017, with investment growth to outpace savings. The savings-investment gap is seen narrowing to 2.3% of GNI this year.

The strengthening ringgit, which appreciated 9.5% against the US Dollar in 2017 after a 4.5% decline in 2016, reflects improving fundamentals and will keep import costs in check, according to Bank Negara. It expects headline inflation, which rose 3.7% last year, to moderate in 2018; thanks to smaller effect from global costs, although future global oil prices will continue influencing the inflation trend.

In turn, these factors point to a continuing rise in income as Malaysia pushes towards high-income status by 2020. With the economy at effectively full employment, further investments into research, education and innovation will spur increases in labour productivity and inclusive, sustainable economic development.

According to data released by the Department of Statistics in February this year, Malaysia's labour force participation rate remains steady around 68% throughout 2017. In the same release, unemployment rate as of December 2017 is reported at 3.3%.

Graduate employability is on the rise. 77.3% of university graduates were employed six months after they joined the labour market, according to the Higher Education Ministry. Moving forward, ongoing initiatives such as the Malaysia Training Scheme and the Graduate Employment Management Scheme will further boost the employability of Malaysian graduates.

We are pleased to present the 2018/19 Malaysia Salary Guide, a comprehensive reference tool on insights of the latest average salaries for various professional and technical positions across key industries in Malaysia.

The data were compiled from salaries and job titles recorded in the database of Capita Global and Kelly Services Malaysia. The key roles and industries represented are Accounting & Finance; Financial Services; Engineering; Information Technology; Logistics; Property & Construction; Human Resources & Administration; and Sales & Marketing.

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High-skilled talent is critical as Malaysian companies increasingly look beyond home for bigger markets and regional excellence, whilst multinationals continue to view Malaysia favourably as a stepping stone to Southeast Asia.

Six years into the execution of Malaysia's Talent Roadmap 2020, an initiative aimed at nurturing local talent and increasing the pipeline of skilled talent to suit the economy's high-income status path, the building blocks are well in place.

The Institute for Management Development's World Talent Report 2016 ranked Malaysia in the top seven in terms of focus towards employee training and development. Malaysia is also ranked top 10 globally for availability of skilled labour. Workers' motivation is high at 11th worldwide.

But achieving high-income status by 2020 means the talent pool needs to be in sync with the requirements of key economic sectors. This has been an ongoing focus for the nation since the Talent Roadmap was launched in 2012.

According to the 2016/2017 Critical Occupations List — a report compiled by TalentCorp, an agency under the Prime Minister's Department — a misalignment remains between the talent supply visà-vis Malaysian graduates and the demand in some key sectors, with graduate unemployment at 23.9% in 2015. This raises costs and reduces employer competitiveness, leads to lower job security and income for workers and constrains the economy's performance.

High-skilled talent is critical as Malaysian companies increasingly look beyond home for bigger markets and regional excellence, whilst multinationals continue to view Malaysia favourably as a stepping stone to Southeast Asia.

Since their establishment in 2011, TalentCorp has spearheaded crucial work to attract, nurture and retain the best talents that fit Malaysia's aspirations and needs. Their integrated approach includes:

- Facilitative work to attract professionals, Malaysians or otherwise, to the right opportunities in priority sectors.
- Maintaining communication channels across Malaysia's talent pool with public and private employers.
- Bridging gaps between graduates and industry needs via incentives and training programmes whilst advising public policy to promote closer collaborations.
- Working to encourage women participation in the labour force, both via public policy and incentives and other facilitative efforts.

As the world marches towards a technology-driven future, which will only heighten global competition and put pressure on economies stuck in the old ways, Malaysia's talent pool will be decisive in realising the 2020 high-income goal.

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MALAYSIAN ECONOMIC GROWTH IN 2018 MODERATED AT 5.2%

GNI PER CAPITA EXPECTED TO RISE TO

RM42,777

68.1%

OF MALAYSIAN POPULATION IN THE LABOUR MARKET

96.66%

OF THE TOTAL 15.15 MILLION LABOUR FORCE IS **EMPLOYED**

77.3%

OF UNIVERSITY GRADUATES WERE EMPLOYED WITHIN SIX MONTHS

3.3%

UNEMPLOYMENT RATE AS OF DECEMBER 2017

INDUSTRY EXPECTED TO GROW IN 2018



BANKING & FINANCE



MANUFACTURING



PROPERTY & CONSTRUCTION

HEAD OF QUALITY ASSURANCE RM\$12,000 - RM\$20,000

PROJECT SALES MANAGER

RM\$8,000 - RM\$12,000

QUANTITY SURVEYOR

RM\$6,000 - RM\$10,000

INFRASTRUCTURE ENGINEER

RM\$6,000 - RM\$10,000

TALENT ACQUISITION MANAGER

RM\$8,200 – RM\$13,000

COMPENSATION AND BENEFITS MANAGER

RM\$10,000 - RM\$15,000

BRAND/PRODUCT MANAGER

RM\$5,200 - RM\$8,400

MARKETING COMMUNICATION MANAGER RM\$7,500 - RM\$12,000 INSIDE SALES MANAGER, IT

RM\$6,500 - RM\$10,000

VP, RELATIONSHIP MANAGER, BANKING & FINANCE RM\$11,000 - RM\$18,000

SVP, AML (INVESTIGATION)

RM\$25,000 - RM\$35,000

SVP, STRATEGIC PLANNING & FINANCIAL ANALYSIS

RM\$28,000 - RM\$38,000

FINANCIAL ANALYST

RM\$4,700 - RM\$7,800

SENIOR BUYER

RM\$7,700 - RM\$12,600

SUPPLY CHAIN MANAGER

RM\$7,700 - RM\$13,800



After a strong 2017, Malaysia's economic expansion That positions banks well ahead of the coming is expected to moderate but remain healthy this

in the capital markets pick up and a higher interest

implementation of the net stable funding ratio, per

attention on illicit funds mobility worldwide and growing enforcement risks continue to support That said, banks forecasted to see higher core compliance and relationship managers as local regulators and shareholders alike.

O HOT JOBS FOR 2018/19:

	MUNITELY SALARY	NANGE (WITH)
	MIN	MAX
Corporate banking / Global Wholesale Banking / Investment Banking	11,000	48,000
Group Compliance (Investment Banking / Commercial Banking & Insurance)	11,000	32,000
MML (Investigations)	9,000	35,000
AML-Monitoring (Shared Service Centre)	10,000	32,000
itrategic Planning & Financial Analysis	12,000	38,000

BANKING & FINANCIAL SERVICES

MONTHLY SALARY RANGE (MYR)

	GRADE	EXPERIENCE (YEARS)	MIN	MAX
Corporate Banking / Global Wholesale Banking / Investment Banking	SVP VP AVP	15< 10 - 15 8 - 12	28,000 15,000 11,000	48,000 36,000 18,000
Commercial Banking / Mid Corporate Banking	SVP	15<	25,000	38,000
	VP	10 - 15	14,500	20,000
	AVP	8 - 12	11,000	13,500
Private Investment Banking / Premier / Preferred / Priority Banking	SVP VP AVP	15< 10 - 15 8 - 12	24,000 14,500 9,000	35,000 20,000 13,500
Debt Capital Markets	SVP	15<	28,000	38,000
	VP	10 - 15	15,000	20,000
	AVP	8 - 12	12,000	15,000
Equity Capital Markets	SVP	15<	28,000	42,000
	VP	10 - 15	15,000	23,000
	AVP	8 - 12	12,000	15,000
Treasury / Markets	SVP	15<	20,000	40,000
	VP	10 - 15	18,000	25,000
	AVP	8 - 12	9,000	13,500
Fund Management	SVP	15<	20,000	38,000
	VP	10 - 15	18,000	24,000
	AVP	8 - 12	9,000	13,500
Merchant Sales (Retail Banking)	VP	15<	14,500	20,000
	AVP	8 - 12	9,000	13,500
Strategic Planning & Financial Analysis	SVP	15<	28,000	38,000
	VP	10 - 15	15,000	20,000
	AVP	8 - 12	12,000	15,000
Fund Accounting (Shared Service Centre)	SVP	15<	20,000	30,000
	VP	10 - 15	12,000	19,000
	AVP	8 - 12	7,000	12,000
Product Development (Retail Banking)	SVP	15<	21,000	29,000
	VP	10 - 15	14,000	18,000
	AVP	8 - 12	9,000	14,000
MIS Reporting	SVP	15<	22,000	28,000
	VP	10 - 15	14,000	18,000
	AVP	8 - 12	8,000	13,000
Credit Analyst	SVP	15<	24,000	40,000
(Corporate Banking / Global Wholesale Banking /	VP	10 - 15	18,000	26,000
Investment Banking)	AVP	8 - 12	11,000	15,000
Branch Manager (Retail Banking)	AVP / VP	8<	8,000	15,000

O Hot Job | Figures are base salary not including superannuation.

BANKING & FINANCIAL SERVICES

MONTHLY SALARY RANGE (MYR)

	GRADE	EXPERIENCE (YEARS)	MIN	мах
Credit Risk (Corporate Banking / Global Wholesale Banking / Investment Banking)	SVP VP AVP	10 to 15	24,000 18,000 11,000	32,000 24,000 15,000
Operational Risk (Corporate Banking / Global Wholesale Banking / Investment Banking)	SVP VP AVP	10 to 15	24,000 18,000 11,000	32,000 24,000 15,000
Market Risk (ALM & CbSM)	SVP VP AVP	10 to 15	25,000 18,000 12,000	36,000 23,000 17,000
Internal Auditor	SVP VP AVP	10 to 15	24,000 18,000 11,000	32,000 24,000 15,000
Group Compliance (Investment Banking / Commercial Banking & Insurance)	SVP VP AVP	10 to 15	24,000 18,000 11,000	32,000 24,000 15,000
AML (Investigations)	SVP VP AVP	10 to 15	25,000 15,000 9,000	35,000 23,000 15,000
Process Re-Engineering (bPI / Operations)	SVP VP AVP	10 to 15	25,000 15,000 10,000	32,000 22,000 15,000
Project Change Management	SVP VP AVP	15> 10 to 15 8 to 12	25,000 15,000 10,000	32,000 22,000 15,000
Facility Management (Investment Banking)	SVP VP AVP	15> 10 to 15 8 to 12	18,000 13,000 8,500	23,000 17,000 12,000
Credit Administration (Commercial Banking)	SVP VP AVP	10 to 15	18,000 12,000 8,000	22,000 15,000 11,000
Treasury Operations (Shared Service Centre)	SVP VP AVP		25,000 15,000 10,000	32,000 22,000 15,000
Custodian Services (Shared Service Centre)	SVP VP AVP	15> 10 to 15 8 to 12	25,000 15,000 10,000	32,000 22,000 15,000
AML-Monitoring (Shared Service Centre)	SVP VP AVP	15> 10 to 15 8 to 12	25,000 15,000 10,000	32,000 20,000 15,000

That said, banks forecasted to see higher core earnings this year compared to 2017 as activity in the capital markets pick up and a higher interest rate environment boosts net interest margins.









With major infrastructure developments underway, The transport equipments sector is set to shine prospects are heading towards exciting times.

Sectors to watch out for include petroleum With favourable government support for the manufacturing investments in 2016.

Malaysia's engineering excellence and talent with RM4.8 billion injected to promote growth. Aerospace is also looking up with Malaysia's first tier-With 200,000 engineers needed by 2020 to pursue 1 Rolls-Royce aerospace component manufacturing developed nation status, this will mean tripling plant in Serendah now operating in earnest, nearly 70,000 registered engineers of the talent spearheading the national aerospace development

products, electric and electrical manufacturing and aerospace sector plus various high-speed rail metal products, which drew the bulk of approved projects such as the East Coast Rail Line and the High-Speed Rail from Kuala Lumpur to Singapore kicking into gear, both transport equipment and aerospace may present new opportunities to engineering players going forward.

MONTHLY SALARY RANGE (MYR)

HOT JOBS FOR 2018/19:

	MIN	MAX
Head of Production	15,000	25,000
Head of Quality Assurance	12,000	20,000
Project Sales Manager	8,000	12,000
Quality Engineer	5,000	7,000
Sales Engineer	3,000	6,000

ENGINEERING

MONTHLY SALARY RANGE (MYR)

	EXPERIENC (YEARS		MAX
Head of Production	O 10	< 15,000	25,000
Plant Manager	10	< 10,000	18,000
Engineering Manager	8 - 1	0 12,000	20,000
Utilities Manager	8 - 1	0 12,000	20,000
Head of Quality Assurance	8 - 1	0 12,000	20,000
Senior Project Manager	8 - 1	0 12,000	18,000
Lead Electrical Engineer		9,000	15,000
Construction Manager		8 8,000	12,000
Project Manager		8 8,000	12,000
Quality Manager	7 -	8 8,000	12,000
Program Manager (Electronics / Semicon)	7 -	8 8,000	12,000
Operations Manager		7 8,000	15,000
Automation Manager		6 9,000	15,000
Piping Engineer	5 -	7 6,000	9,000
Process Engineer	5 -	7 6,000	8,000
Mechanical Engineer	5 -	7 6,000	8,000
Project Sales Manager	0	5 8,000	12,000
HSE Manager (Health, Safety & Environment)		5 8,000	12,000
Production Supervisor		5 5,000	7,000
Firmware Engineer	4 -	6 6,000	8,000
Supplier Quality Engineer	4 -	6 6,000	8,000

ENGINEERING

MONTHLY	CALADY	DANCE	(MAVD)
MUNITER	SALANT	NANUE	(IVI T IN)

			···-·
	EXPERIENCE (YEARS)	MIN	MAX
Product Engineer	4 - 6	5,000	8,000
Electrical & Instrument Engineer	4 - 6	6,000	8,000
Quality Engineer	Q 4 - 6	5,000	7,000
nPI Engineer	4 - 6	5,000	7,000
Associate Engineer	4 - 5	3,500	4,000
QA Inspector	4 - 5	3,500	5,000
Technical Manager	4 - 5	8,000	12,000
Automation Engineer	4	6,000	8,000
Charge Man	4	3,500	6,500
Welding Engineer	4	4,500	6,500
Project Manager	4	8,000	12,000
Senior Design Engineer	3 - 5	5,500	8,500
Service Engineer	3 - 4	3,500	5,500
Design Engineer	3 - 4	3,000	5,000
Chemical Engineer	3 - 4	3,000	6,000
Mechanical Engineer	3 - 4	3,000	6,000
Civil Engineer	3 - 4	3,000	6,000
Sales Engineer	3 - 4	3,000	6,000
Quantity Surveyor	3 - 4	3,000	6,000
Maintenance Engineer	3 - 4	3,000	6,000
R&D Engineer	2 - 3	3,000	6,000
Assembly Engineer	2 - 3	3,000	6,000

With major infrastructure developments underway, Malaysia's engineering excellence and talent prospects are heading towards exciting times. With 200,000 engineers needed by 2020 to pursue developed nation status, this will mean tripling nearly 70,000 registered engineers of the talent pool.



CONSTRUCTION
INDUSTRY IS FORECAST
TO GROW AT

7.5%
IN 2018



5.3% IN 2018





Amid strong economic growth for Malaysia in 2017, of tax regulations after the 2015 implementation beneficiary sectors remain a mixed lot as others of the Goods & Services Tax, professionals with suffered. For Finance & Accounting professionals, strong taxation expertise remain valuable hires for talent demand remains stable across industries as companies. the lynchpin of any organisation's operations from cashflow management and payroll to financial An interesting dimension will be how technology, reporting and financing activities.

for Malaysia's developed nation agenda, compared to less than 40,000 registered accountants now, themselves moving up the value chain by positioning further capacity building and growth of the existing themselves to be augmented, not supplanted, by talent pool is crucial. With stricter enforcement these technologies.

such as artificial intelligence and machine learning, change the playing field for auditors. With 60,000 high-quality talents needed by 2020 Dynamic professionals who successfully adapt to such technological advances would likely find

MONTHLY SALARY RANGE (MYR)

♦ HOT JOBS FOR 2018/19:

16

	MIN	MAX
Corporate Finance / Corporate Planning Manager	10,300	18,000
Finance Manager	8,800	13,700
Senior Accountant	8,200	13,000
Financial Analyst	4,600	7,800
Senior Accounts Executive	3,600	6,300

FINANCE & ACCOUNTING

MONTHLY SALARY RANGE (MYR)

17

	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer (MNC)	15 - 20	40,000	60,000
Finance Director	15 - 20	30,000	40,000
Financial Controller (MNC / LC)	10 - 15	15,000	22,000
Finance Head	10 - 15	12,400	18,500
Tax Manager	10 - 15	12,400	18,500
Corporate Finance / Corporate Planning Manager	O 10 - 15	10,300	18,000
Finance Manager	6 - 7	8,800	13,700
Internal Audit Manager	6 - 7	8,800	13,700
Senior Accountant	6 - 7	8,200	13,000
Finance and Administrative Manager	6 - 7	8,200	11,000
Audit Senior	5 - 6	7,200	9,500
Accountant	4 - 5	6,200	8,400
Credit Control Manager	4 - 5	5,700	7,800
Financial Analyst	3 - 4	4,600	7,800
Accounts Payable Manager	4 - 5	5,200	7,400
Cost Accountant	3 - 4	4,600	7,300
Team Leader, Accounts	3 - 4	4,100	6,800
Auditor	3 - 4	3,600	6,300
Senior Accounts Executive	3 - 4	3,600	6,300
Finance Executive	2 - 4	3,600	5,200
Accounts Executive	1 - 3	3,100	4,700
Accounts Specialist (AP / AR)	1 - 3	2,900	4,700
Credit Control Officer	1 - 3	2,900	4,700



Attracting, developing, and retaining good and suitable talents remain critical for the success of any organisations. HR professionals are the key assets of an organisation to ensure these aspects is managed well.

Malaysia continues to gain ground in increasing female labour participation, a key national focus. By end-2018, all government-linked investment companies, government-linked companies and statutory bodies would be required to set aside 30% of their board seats to women. That may set

the tone for the private sector to follow as Malaysia pushes for more women decision-makers.

In 2016, the participation rate was higher at 54.3%, as compared to 54.1% in 2015 and 46.8% in 2010. The participation rate is expected to continue to rise as Budget 2018 further empowers female professionals with various incentives, such as increased maternity leave from 60 days to 90 days and a temporary tax exemption for women returning to work after a highly.

MONTHLY SALARY RANGE (MYR)

ONLY HOT JOBS FOR 2018/19:

 HR Manager
 8,000
 12

 Dffice Manager
 6,200
 7

 Falent Acquisition Manager
 8,200
 12

 Compensation and Benefits Manager
 10,000
 15

HUMAN RESOURCES & ADMINISTRATIVE

MONTHLY SALARY RANGE (MYR)

		WON	MONTHET SALAHT HANGE (I	
	EXPERIE (YEA		MIN	MAX
Chief HR Officer	2	20< 40),000 5	50,000
HR Director (SME)	•	15< 15	5,400	31,500
Head of Recruitment	9 -	- 15 15	5,000 2	25,000
Vice President, Learning & Development	8 -	- 10 15	5,000 2	25,000
Senior HR Manager	8 -	- 10 9	2,300 1	18,900
Regional HR Manager	7 -	- 10 15	5,000 2	25,000
Senior Recruitment Manager	7 -	- 10 10),300 1	15,300
Head of Rewards	7 -	- 10 11	,300 1	15,600
Head of Human Resources Business Partner	7 -	- 10 15	5,000 2	25,000
Head of Change Management	6	- 8 10),300 1	15,800
Head of Talent Management	6	- 8 15	5,000 2	25,000
Head of Organizational Development	6	- 8 15	5,000 2	25,000
Head of Performance Management	6	- 8 15	5,000 2	25,000
Talent Acquisition Manager	o 6	- 8	3,200 1	12,800
Training & Development Manager	6	- 8	3,000 1	10,000
Head of Industrial Relations	6	- 8 12	2,900 1	17,300
Compensation and Benefits Manager	O 6	- 8 10),000 1	15,000
HR Manager	o 6	- 8 8	3,000 1	12,000
HR Manager	3	5 - 4 5	5,200	7,400
Recruitment Manager	3	- 4 5	5,500	9,000
Recruitment Specialist	2	3	3,100	5,300
Compensation and Benefits Specialist	2	3 4	1,000	6,000
HR Generalist	2	3	1,000	6,000
HR Officer / Executive	2	3	3,100	4,700
IR Executive	2	3	3,100	4,700
Training Specialist	2	3	3,100	4,700
Recruitment Executive		2 3	3,000	5,000
HR Assistant	1	- 2 2	2,100	3,200
Personal Assistant to CEO	8 -	- 10 6	,700	9,500
Office Manager	• 4	- 6 6	,200	7,900
Safety Officer	4	- 7 4	1,600	6,300
Administrator	3	- 5	3,600	5,300
Document Controller	2	5	3,600	5,800
Secretary	2	3 3	3,600	5,300
Administrative Executive	2	3	2,800	4,500

O Hot Job | Figures are base salary not including superannuation.



The Information Technology (IT) sector had grown robustly driven by building momentum in areas of e-commerce, web and mobile applications and Internet of Things (IoT).

Of note, corporations are expected to spend substantially on Software-as-a-Service (SaaS) solutions, with global software spending projected to rise 9.5% in 2018 and 8.4% in 2019. That will in

In Malaysia, IT spending in 2018 is forecast to rise 5.7% to RM65.2 billion, faster than the projected global pace of 4.5%. The increase in spending will be focusing on adopting business digitalisation blockchain technology and big data to encourage learning and artificial intelligence.

Of note, corporations are expected to spend substantially on Software-as-a-Service (SaaS) solutions, with global software spending projected to rise 9.5% in 2018 and 8.4% in 2019. That will in turn necessitate accompanying investments into talent acquisition and related sub-categories such as human capital management and analytic applications.

Devices segment is also seen growing 5.6% globally this year to US\$704 billion. Cybersecurity concerns, and corresponding countermeasures, will also likely be a major investment theme as major cyber-attacks continually made making headlines in 2017.

MONTHLY SALARY RANGE (MYR)

HOT JOBS FOR 2018/19:

	MIN	MAX
Project Manager	8,000	14,000
Inside Sales Manager	6,500	10,000
Java Developer	5,200	7,500
Helpdesk Tech Support (Foreign Language Expertise)	5,200	8,400
Senior Systems Engineer	6,200	8,500

INFORMATION TECHNOLOGY

MONTHLY SALARY RANGE (MYR)

		EXPERIENCE (YEARS)	MIN	MAX
Chief Information Officer		12 - 18	25,000	42,000
Program Director		12 - 18	22,000	37,000
Project Director		12 - 18	16,500	26,000
Service Delivery Director		12 - 18	16,500	26,000
Sales Director		12 - 18	16,500	26,000
Inside Sales Manager	•	4 - 5	6,500	10,000
Project Manager	0	3 - 5	8,000	14,000
Business Development Manager		3 - 5	6,000	8,500
IT Supply Chain Manager		3 - 5	5,700	8,500
Account Manager		3 - 4	5,700	7,500
IT Procurement Specialist		2 - 4	4,700	6,500
IT Marketing Communications Executive		2 - 4	3,600	5,000
IT Trainer		2 - 3	4,600	7,500
Channel Sales Specialist		2 - 3	4,200	6,500
Inside Sales Specialist		2 - 3	4,120	6,500
SAP Team Lead		8 - 12	14,000	32,000
Software Development Manager		8 - 12	14,000	23,000
Senior Solutions Architect		6 - 10	11,300	16,000
Lead Software Developer		5 - 8	9,800	16,000
Business Consultant		5 - 7	6,700	9,500
SAP Consultants		4 - 6	6,700	13,500
Software Sales Manager		4 - 6	6,700	9,500
ETL Developers		3 - 6	5,700	8,500
Websphere Application Developer		3 - 5	6,700	10,500
BI Consultant		3 - 5	6,700	10,500
Systems Analyst		3 - 5	6,200	9,000
Quality Assurance Specialist		3 - 5	5,200	7,500
Junior Solutions Architect		2 - 4	5,700	7,500
Software Engineer		2 - 3	4,600	6,300

OHOT Job | Figures are base salary not including superannuation.

INFORMATION TECHNOLOGY

			` ,
	EXPERIENCE (YEARS)	MIN	MAX
Systems Programmer	2	4,600	5,800
Web Designer	2	4,600	5,300
Analyst Programmer	2	4,600	6,300
Java Developer	○ 1 - 3	5,200	7,500
Programmer	1 - 2	3,900	4,800
Billing Systems Specialist	6 - 10	8,800	15,500
Implementation & Technical Support Manager	6 - 8	11,300	15,500
Information Security Manager	5 - 8	11,300	15,500
Unix Specialist	5 - 8	8,800	12,500
Service Delivery Manager	5 - 8	6,700	10,500
Senior Systems Engineer	o 5	6,200	8,500
Wintel Specialist	4 - 8	5,700	9,500
IT Manager	4 - 6	6,200	8,500
Problem & Change Management Specialist	3 - 5	5,700	8,500
Security Analyst	3 - 5	5,200	8,500
Technical Writer	3 - 5	5,700	8,500
Unix / Linux OS Engineer	2 - 5	5,200	8,500
Pre-sales Engineer	2 - 4	4,600	6,300
Billing Systems Engineer	2 - 4	4,600	6,300
Database Administrator	2 - 3	5,200	8,000
Systems Engineer	2 - 3	4,600	6,500
Technical Consultant	2 - 3	4,600	6,300
Network Administrator	2 - 3	4,600	5,800
Helpdesk Tech Support (Foreign Language Expertise)	2 - 3	5,200	8,400
Help Desk Analyst	2 - 3	4,600	5,800
IT Executive	2	3,600	4,700
Automation Support Engineer	1 - 3	3,900	5,700
Technician	1 - 3	2,900	4,700
IT Administrator	1 - 2	3,000	4,200

In Malaysia, IT spending in 2018 is forecast to rise 5.7% to RM65.2 billion, faster than the projected global pace of 4.5%. The increased spending will be focus on adopting business digitalisation, blockchain technology and big data to encourage learning and artificial intelligence.









With property seen on a gradual recovery path and between 2016 and 2020, during which RM260 billion infrastructure projects being rolled out nationwide, under the 11th Malaysia Plan. From that allocation,

These are part of the national infrastructure drive via heavy infrastructure spending in years ahead.

MONTHLY SALARY RANGE (MYR)

O HOT JOBS FOR 2018/19:

	MIN	MAX
Technical Director	20,000	30,000
Project Manager	10,000	15,000
Civil & Structural Manager	10,000	15,000
nfrastructure Engineer	6,000	10,000
Site Manager	6,000	10,000

PROPERTY & CONSTRUCTION

MONTHLY SALARY RANGE (MYR)

	EXPERIENCE (YEARS)	MIN	MAX
Construction Director	15<	29,000	40,000
Project Director, High Rise	8 - 10	20,000	30,000
Project Director, Residential	7 - 10	20,000	30,000
Technical Director	7 - 10	20,000	30,000
GM Business Development	7 - 10	18,000	25,000
Head of HSSE	7 - 10	18,000	30,000
Commercial Manager	7 - 10	16,000	25,000
GM Marketing & Sales, Property	7 - 10	15,400	26,300
HSSE Manager	7 - 10	8,000	13,500
Project Manager	6 - 8	10,000	15,000
Civil & Structural Manager	6 - 8	10,000	15,000
Mechanical & Electrical Manager	6 - 8	8,000	13,000
Mechanical Engineer	6 - 8	6,000	10,000
Resident Engineer	6 - 8	6,000	10,000
Electrical Engineer	6 - 8	6,000	10,000
Infrasturcture Engineer	6 - 8	6,000	10,000
Facilities Manager	6 - 8	6,000	15,000
QA / QC Manager	6 - 8	10,000	18,000
Site Manager	6 - 8	6,000	10,000
QA / QC Engineer	2 - 3	3,500	6,000
Site Executive	2 - 3	2,500	5,000



Revenue generation for many organisations remain such as marketing and communications contribute reliant on highly talented Sales & Marketing indirectly through brand-building, perception professionals, who are key representatives of an organisation's brand and image. Equipped with strong business sense, account management experience and deep understanding of their clients' The investment by Alibaba Group into Malaysia's needs, these professionals demonstrate the value Digital Free Trade Zone sends a clear signal that of their offerings to close sales and create winning e-commerce will continue to gain momentum in transactions for their organisations and clients alike. Malaysia, riding on comprehensive regulations That said, sales and marketing carry various functions and high smartphone usage penetration. Sales across a wide spectrum of roles. While frontline professionals well-versed with the growing electronic account managers and sales executives engage landscape will be poised for exciting opportunities customers directly and close deals, other roles ahead.

management and creation of supporting tools that facilitate the sale.

MONTHLY SALARY RANGE (MYR)

HOT JOBS FOR 2018/19:

	MIN	MA
Sales Manager	7,700	15,800
Senior Key Account Manager	8,800	13,700
Brand/Product Manager	5,200	8,400
Marketing Communications Manager	7,500	12,000

SALES & MARKETING

MONTHLY SALARY RANGE (MYR)

	EXPERIENCI (YEARS		MAX
Sales Director, Asia Pacific	10<	30,000	35,000
Sales Director, Industrial Engineering	10<	18,500	23,100
Vice President, Sales & Marketing	10<	15,400	26,300
Channel Sales Director	10<	15,400	26,300
Senior Global Brand Manager	10<	15,400	26,300
Head of Sales & Marketing	10<	15,400	26,300
Sales Director	10<	15,400	26,300
VP, Regional Marketing	8 - 10	12,400	26,300
Corporate Communications Director	8 - 10	12,400	21,000
Business Development Director	8 - 10	12,400	18,900
VP, Corporate Strategy & Planning	7 - 10	12,400	26,300
Assistant Country Manager	7 - 10	12,400	18,900
Head of Channel Management	7	8,200	15,800
Sales Manager	0	3 7,700	15,800
Marketing Communications Manager	0	7,500	12,000
Senior Key Account Manager	0	8,800	13,700
Business Development Manager	3	7,700	12,600
Marketing Manager	8	7,200	10,500
Senior Brand Manager	5 - 8	7,200	10,500
Area Sales Manager	5 - 8	9,300	15,800
Channel Sales Manager	5 - 3	7 5,200	8,400
PR Manager	5 - 6	5 7,200	12,600
Channel Manager	4 - !	5,200	8,400
Assistant Marketing Manager	4 - !	5,200	8,400
Sales Manager	4 - !	5,200	8,400
Advertising Manager	4 - !	5,200	8,400
Assistant PR Manager	4 - !	5,200	8,400
Key Account Manager	3 - 5	5,000	8,000
Senior Sales Executive	3 - 5	5,000	7,000
Retail Supervisor / Retail Executive	3 - !	3,000	5,000
Brand / Product Manager	3 - 4	5,200	8,400
Marketing Executive	2 - 4	3,100	4,800
Market ResearchExecutive	2 - 4	3,000	4,000
Customer Service Executive	2 - 3	3,000	4,000

O Hot Job | Figures are base salary not including superannuation.



sector evidenced by a fragmented landscape of the sector is forecast to add RM5.9 billion to the supply chain and logistics players that lacks clear economy by 2020, as players ride on the nascent monopolies, Malaysia has seen some mergers & explosion of e-commerce in Malaysia. acquisitions take place in 2017 as larger players seek to consolidate and strengthen their networks.

a compounded average growth rate (CAGR) of volume, which is expected to hit 880 million tonnes the supply chain management processes. by 2020. That projected CAGR is faster than the

With a vibrant and market-driven Logistics 5.45% seen between 2006-2013. Correspondingly,

With exciting prospects and intense competition, the sector will continue to see demand for logistics The Ministry of Transport expects the sector to see as a service arrangement as businesses prioritise supply chain efficiencies. That will support continued 8% between 2014 and 2020 in terms of total cargo demand for experienced, skill professionals along

MONTHLY SALARY RANGE (MYR)

ONLINE HOT JOBS FOR 2018/19:

	MIN	MAX
Senior Warehouse Manager	8,800	12,600
Purchasing Manager	9,270	12,600
Senior Buyer	7,700	12,600
Supply Chain Manager	7,700	13,800
Procurement Executive	3,600	5,300

SUPPLY CHAIN & LOGISTICS

MONTHLY SALARY RANGE (MYR)

	EXPERIENCE (YEARS)	MIN	MAX
Director, Supply Chain	10 - 15	20,600	31,000
Strategic Sourcing Manager	8 - 10	13,400	19,500
Senior Warehouse Manager	8 - 10	8,800	12,600
Purchasing Manager	8 - 10	9,300	12,600
Senior Buyer	8 - 10	7,700	12,600
Purchasing Manager	6 - 8	7,200	9,500
Supply Chain Manager	5 - 8	7,700	13,800
Logistic & Planning Manager	5 - 8	7,700	13,800
Warehouse Manager	4 - 5	6,200	8,400
Assistant Distribution Manager	4 - 5	5,700	7,400
Purchasing Executive	4 - 5	3,600	5,300
Warehouse Supervisor	3 - 5	3,100	5,300
Logistic Coordinator	3 - 5	3,100	5,300
Procurement Executive	3 - 5	3,600	5,300
Shipping Supervisor	3 - 5	2,600	4,900
Buyer	2 - 3	3,600	5,300
Operations Executive	2 - 3	3,100	4,700
Warehouse Executive	2 - 3	2,300	4,200
Controller	2 - 3	2,400	3,600