MALAYSIASALA SALARYBEAGH YBENCHIMARKA MARK2019MALA RYBENCHMARKA

CONTENTS

INSIGHTS & SALARY BENCHMARK

Financial Services	6
Healthcare & Pharmaceutical	11
Manufacturing & Industrial	16
Services	24
Technology & Telecommunications	31

ABOUT SALARY BENCHMARK

The Michael Page Salary Benchmark is our annual salary report developed to provide hiring managers and candidates with a reference on salary ranges across various industries, including Financial Services, Healthcare & Pharmaceutical, Technology & Telecommunications, and more.

It provides an overview of market and employment trends, with observations such as job seekers' sentiments. Additionally, it highlights hiring trends and roles in demand within each industry.

The report is available in 13 markets across the Asia Pacific region; Australia, China, Hong Kong, India, Indonesia, Japan, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

Report methodology

Data for the Michael Page Salary Benchmark is derived from our proprietary database capturing job advertisements and placements from August 2017 to July 2018, and incorporates salary increase projections for 2019. It is supplemented with data and insights from other PageGroup studies, such as the Job Applicant Confidence Index, and validated against insights from our leaders' and consultants' interactions with clients and candidates.

OPTIMISM ABOUND FOR A MARKET EMBRACING ITS EXPANSION POTENTIAL



Economic outlook

Malaysia's general election in 2018 saw its first ever change of government post-independence, and has seen increased optimism across the business community. Within six months, the new government launched its Malaysia 4.0 draft policy framework. The business community has bought in to the new leadership. This and an overall stabilisation, together with the year-on-year increase in oil prices, are positive for Malaysia.

Key events

One of the challenging areas for business recently has been the push back on some China investments: including the high-speed rail plans. This had a knock-on effect for construction in particular. The key variables for Malaysia in 2019 relate to the oil price, and US-China trade tensions.

Opportunity areas

Digital and Technology are a key focus for Michael Page. Roles in big data analytics, data science, consumer insights and data warehousing are highly sought after, as are a wide range of mobile and software developers. Cybersecurity is a hot topic, but with a limited talent pool. Among the exciting prospects is the development of ecommerce. Grab is a Malaysian market leader; Alibaba's investment in Malaysia is now US\$100 million; while the CEO of local startup Fave, Joel Neoh, just won ASEAN CEO of the year.

Malaysia is also moving rapidly towards a cashless digital society. The WeChat mobile wallet is now live — the platform's first expansion outside of China and Hong Kong. Together with Alipay and Samsung Pay, these players will disrupt the payments space.

One of the keys to Malaysia 4.0 lies in specialist manufacturing – particularly including halal food production, medical devices, and the shared services market. There should be a continued expansion of shared services centres, in particular the opportunity to build offerings into more middle management and senior roles.

Key to Malaysia 4.0 is the ability to attract further investment in the Manufacturing sector where automation and AI is expected to increase productivity and the overall competitiveness.

Paul Cooper

Managing Director, Michael Page Malaysia

BY THE NUMBERS



3 JOB SEEKERS interviewed before a role is filled



10 WEEKS TAKEN for a hiring manager

for a hiring manager to fill a job



2 INTERVIEW ROUNDS

job seekers attend before securing the role

KEY TRENDS

12-18%

average salary increase when job switching within similar industries for the same function



Hiring activity in Technology is seeing an increase by 30%



Applications for SSC roles is on the rise by 22% on average



Job openings have grown by 36%



63% of job seekers are optimistic of the market's economic situation

83%

of job seekers are positive of their professional skills development

75%

of job seekers are concerned with the lack of promotion opportunities



46% of job seekers would switch jobs to develop new skills

Other reasons for job switching include to attain better work-life balance and for better remuneration



TOP THREE HIRING TRENDS

- Significant demand still exists for Relationship Managers across both Retail Banking and Commercial / Corporate Banking.
- Companies continue to reduce or at least maintain headcount within back-end operational functions.
- Demand remains strong for Compliance professionals across the Financial Services sector. Hiring remains on an upward trend with continued focus on central regulators and government initiatives.

TAKEAWAY FOR 2019

Financial institutions need to reduce the turn-around time in their recruitment process to secure the desired candidate. Job satisfaction and career growth far outweigh salary when candidates think about making a career change.

TOP FUNCTIONS



Sales



Technology



Finance



Legal



Marketing

5%

increase in the number of jobs posted in the last 12 months

15-25%

average salary increase when switching jobs of similar functions.

ROLES IN DEMAND

- Head of Corporate / Commercial Banking
- Relationship Manager
- Branch Manager
- Credit Risk / Analyst
- Compliance Manager



TRENDING SKILLS

- Digital analytics
- Digitalisation and automation
- Risk management

Salary Tables

Compliance

Job Title	Min	Max	Avg
Compliance Executive	36	60	48
Senior Compliance Executive	54	90	72
Compliance Manager	96	132	114
Senior Compliance Manager	144	240	192
Head of Compliance	240	480	360

Finance

Job Title	Min	Max	Avg
Accountant	72	96	84
Accounts Manager	144	168	156
Accounts Payable Associate	60	66	63
Accounts Payable Manager	120	144	132
Assistant Vice President	96	120	108
Credit Control Manager	96	120	108
Credit Control Director	120	144	132
Data Analyst	60	72	66
Senior Finance Manager	128	164	146
Head of Finance	204	264	234
Chief Financial Officer	447	578	512
Head of Financial Reporting	192	216	204
Insurance Advisor	72	96	84
Senior Insurance Manager	360	420	390
Operations Executive	48	66	57
Tax Manager	120	144	132
Transaction Banking Lead	216	217	217
Treasury Analyst	66	90	78
Head of Treasury	180	216	198

Salary Tables

Human Resources

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Compensation & Benefits Specialist (Executive)	60	120	90
Head of Compensation & Benefits / Rewards	180	300	240
HR Business Partner (Mid)	96	180	138
HR Business Partner (Senior)	180	260	220
HR Generalist (Executive)	36	84	60
HRIS Specialist	60	120	90
Industrial Relations Specialist	60	120	90
Learning & Development Specialist	48	120	84
Head of Learning & Development / Learning	144	270	207
Mobility Specialist	40	96	68
Head of Mobility	144	200	172
Organisational Development	48	84	66
Head of Organisational Development	204	360	282
Payroll Specialist	36	96	66
Recruitment Specialist	36	108	72
Recruitment Head / Talent Acquisition Head	144	240	192
Head of Talent Management	204	360	282
CHRO / HR Director	400	840	620

Internal Audit

Job Title	Min	Max	Avg
Internal Auditor	36	60	48
Senior Internal Auditor	54	84	69
Assistant Internal Audit Manager	60	90	75
Internal Manager	96	144	120
Internal Audit Senior Manager	132	216	174
Head of Internal Audit	240	480	360

Salary Tables

IT

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
IT Support Analyst	42	54	48
IT Security Engineer	120	144	132
Senior IT Security Manager	180	228	204
Infrastructure Manager	96	138	117
IT Quality Assurance	180	240	210
Technical Service Delivery Manager	132	162	147

Marketing

Job Title	Min	Max	Avg
Events Coordinator	36	50	43
Events Planner	36	60	48
Events Manager	60	96	78
Head of Events	108	180	144
Internal Communications Executive	36	48	42
Internal Communications Manager	120	180	150
Internal Communications Director	180	300	240
Marketing Communications Assistant / Executive	60	72	66
Marketing Communications Manager	96	150	123
Marketing Communications Director	200	360	280
Market Research Executive	36	48	42
Market Research Manager	60	84	72
Market Research Director	216	300	258
Public Relations / Corporate Communications Executive	36	48	42
Public Relations / Corporate Communications Manager	72	108	90
Public Relations / Corporate Communications Director	180	300	240
Philanthropy / Corporate Social Responsibility	72	108	90
Head of Communications	216	360	288
Head of Marketing / Marketing Head	240	480	360
CMO	300	720	510

Salary Tables

Risk

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Risk Associate	36	60	48
Senior Risk Associate	54	84	69
Risk Manager	84	144	114
Senior Risk Manager	120	216	168
Chief Risk Officer	240	540	390

Sales

Job Title	Min	Max	Avg
Personal Financial Consultant	36	48	42
Bancasurance Specialist	84	144	114
Branch Manager	84	240	162
Relationship Manager - Retail	36	120	78
Relationship Manager - Commercial / Corporate	96	240	168
Relationship Manager Director	96	144	120
Head of Sales	144	240	192
Commercial Banking, Head	168	240	204
Regional Head	180	264	222
Senior Corporate Banker	180	300	240
Corporate Banking, Head	300	540	420

TOP THREE HIRING TRENDS

- There is strong demand for hybrid sales experience across both distributor models and direct selling.
- The majority of organisations continue to hire talent from similar industries in the first instance with the exception for engineering roles, where skills are more transferable across industries.
- · Finance professionals with proven data analytics skills coupled with strong business acumen and influencing skills remain in high demand.

TAKEAWAY FOR 2019

Companies that focus on an individual's capability rather than industry experience are able to significantly reduce their average time to hire. Attracting talent from other industries is essential given the severe shortage of existing talent.

TOP FUNCTIONS



Finance

18%

increase in the number of jobs posted in the last 12 months

18-23%

average salary increase when switching jobs of similar industries.



Procurement & Supply Chain



Sales



Engineering & Manufacturing



Human Resources

ROLES IN DEMAND

- **Procurement Manager**
- Sales Representative
- Financial Planning & **Analysis Manager**
- **Financial Controller**
- HR Manager



TRENDING SKILLS

- Therapeutic sales
- Financial planning & analysis
- Data analytics

Salary Tables

Engineering & Manufacturing

Job Title	Min	Max	Avg
Engineering Manager	240	360	300
Senior Engineering Manager	264	380	322
Factory Manager	250	700	475
Operations Manager	180	250	215
Operations Director	300	400	350
Senior Project Manager	180	240	210
Quality Manager	96	120	108
Quality Director	250	400	325
Technical Director	250	400	325

Finance

Job Title	Min	Max	Avg
Accountant	60	96	78
Accounts Manager	84	132	108
Accounts Payable Associate	42	60	51
Accounts Payable Manager	96	144	120
Head of Accounting	180	216	198
Senior Costing Analyst	96	132	114
Finance Manager	108	162	135
Financial Controller	180	360	270
FP&A Manager	108	180	144
OTC Team Lead	108	144	126
P2P Analyst	54	84	69
RTR Specialist	72	108	90
RTR Team Lead	84	120	102
RTR Manager	180	216	198

Salary Tables

Human Resources

Compensation & Benefits

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Compensation & Benefits Specialist	60	120	90
Head of Compensation & Benefits	180	320	250

General

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
HR Executive	36	84	60
HR Business Partner (Mid)	72	144	108
HR Business Partner (Senior)	144	240	192
HRIS Specialist	60	120	90
Industrial Relations Specialist	60	108	84
Mobility Specialist	40	96	68
Organisational Development	48	84	66
Head of Organisational Development	180	300	240
Payroll Specialist	36	96	66
Recruitment Specialist	36	108	72
Recruitment Head / Talent Acquisition Head	120	240	180
Head of Talent Management	180	300	240
CHRO / HR Director	240	400	320

Learning & Development

Job Title	Min	Max	Avg
Learning & Development Specialist	48	120	84
Head of Learning & Development	120	240	180

Salary Tables

IT

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Desktop Support Engineer	42	54	48
IT Operations Engineer	60	120	90
Senior Developer	120	138	129

Life Sciences

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Clinical Operations Manager	120	180	150
Market Access Lead	180	240	210
Medical & Scientific Affairs Manager	120	192	156
Medical Advisor	120	204	162
Medical Affairs Manager	180	240	210
Head of Medical Services	180	240	210
Medical Director	558	682	620
Occupational Health Nurse	60	96	78
Regional Regulatory Affairs Specialist	78	144	111
Research & Development Manager	108	132	120
Scientific & Corporate Affairs Manager	120	156	138
Scientific, Academic & Public Health Manager	96	168	132

Procurement & Supply Chain

Job Title	Min	Max	Avg
Customer Service Manager	84	120	102
Logistics Specialist	120	144	132
Logistics Manager	120	180	150
Procurement Specialist	72	86	79
Procurement Manager	116	136	126
Supply Chain Manager	120	144	132

Salary Tables

Sales

Job Title	Min	Max	Avg
Sales Executive	41	57	49
Sales Representative	48	55	51
Sales Manager	108	148	128
Senior Sales Manager / Regional Sales Manager	120	180	150
National Sales Manager	144	216	180
Sales Director	300	420	360
Country Head	280	400	340

TOP THREE HIRING TRENDS

- There is high demand for management level talent with strong people leadership skills, however demand outweighs the supply of qualified professionals available in the market.
- Companies are looking to attract candidates with prior experience in Continuous Improvement and Automation, in an effort to drive operational efficiencies and reduce operating costs.
- Job locations remain a challenge when trying to attract talent as many manufacturing and industrial jobs are often located far from major cities.

TAKEAWAY FOR 2019

With a significant demand for middle management professionals, companies should increase the investment in developing and retaining their existing employees whilst providing them with the opportunity to grow and develop internally or else risk losing them to competitors.

TOP FUNCTIONS



Sales

15%

increase in the number of jobs posted in the last 12 months

10-15%

average salary increase when switching jobs of similar functions.



Engineering & Manufacturing



Finance



Marketing



Technology

ROLES IN DEMAND

- Sales Manager
- Procurement Manager
- Production Manager
- Accountant
- Finance Manager



TRENDING SKILLS

- Electrical and instrumentation
- Business partnering
- Financial planning & analysis

Salary Tables

Engineering & Manufacturing

General

Job Title	Min	Max	Avg
Design Engineer	75	90	83
Electrical Engineer	70	90	80
Field Service Engineer	63	72	68
Senior Engineer	84	96	90
Engineering Manager	120	150	135
Senior Engineering Manager	180	208	194
Director of Engineering	250	300	275
Senior R&D Engineer	78	90	84
Head of R&D	150	200	175
Mechanical Design Engineer	80	100	90
Process Engineer	60	72	66
Process Engineering Manager	150	180	165
Project Engineer	72	84	78
Senior Project Manager	180	240	210
Product Stewardship Manager	108	156	132

Salary Tables

Operations

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Continuous Improvement Manager	156	240	198
Estate Manager	100	120	110
HSE Manager	140	180	160
Factory Manager	240	310	275
Operational Excellence Manager	144	180	162
Operations Manager	150	180	165
Operations Director	250	360	305
Head of Operations	300	360	330
Maintenance Engineer	66	72	69
Senior Maintenance Engineer	72	95	84
Maintenance Manager	120	156	138
Technical Trainer	96	120	108
Director of Business Process	150	180	165
General Manager	360	480	420
Managing Director	400	500	450

Quality & Testing

Job Title	Min	Max	Avg
Service Engineer	84	96	90
Senior Service Manager	100	120	110
Quality Manager	120	150	135
Quality Director	250	360	305
Test Engineer	120	150	135
Senior Test Manager	132	156	144

Salary Tables

Finance

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Accounts Payable Specialist	42	60	51
Accounts Manager	90	108	99
Accountant	60	90	75
Senior Accountant	74	114	94
Cost Accountant	72	144	108
Senior Credit Analyst	54	84	69
Financial Analyst	60	96	78
FP&A Manager	120	216	168
Finance Manager	120	180	150
Finance Controller	180	240	210
Head of Financial Control	216	276	246
Chief Financial Officer	360	600	480
Group Corporate Assurance Head	350	500	425
Internal Controls Specialist	120	150	135
Internal Audit Manager	144	156	150
Head of Internal Audit	239	240	240
Plant Controller	144	240	192
RTR Team Lead	66	84	75
Tax Manager	96	144	120
Treasury Analyst	60	84	72

Human Resources

Compensation & Benefits

Job Title	Min	Max	Avg
Compensation & Benefits Specialist	60	96	78
Head of Compensation & Benefits	144	240	192

Salary Tables

General

Base salary	range	for '	12 months	(MYR'000)

Job Title	Min	Max	Avg
HR Executive	36	72	54
HR Manager	108	192	150
HRIS Specialist	60	120	90
HR Business Partner (Mid)	84	168	126
HR Business Partner (Senior)	144	260	202
Industrial Relations Specialist	48	120	84
Mobility Specialist	39	96	68
Head of Mobility	144	240	192
Payroll Specialist	39	96	68
Organisational Development Specialist	48	84	66
Head of Organisational Development	160	250	205
Recruitment Specialist	36	108	72
Head of Talent Acquisition	108	240	174
CHRO / HR Director	210	480	345

Learning & Development

Job Title	Min	Max	Avg
Learning & Development Specialist	48	96	72
Head of Learning & Development	108	240	174

Salary Tables

IT

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Business Intelligence Analyst	84	120	102
Data Analyst	60	78	69
Data Governance Manager	108	132	120
IT Business Engagement Manager	144	180	162
IT Enterprise Architect	144	192	168
IT Infrastructure Service Desk Manager	96	114	105
IT Operations Lead	116	145	131
Senior IT Program Manager	156	210	183
Senior SAP FICO Consultant	150	180	165
Senior Software Developer	108	132	120
Systems Analyst	48	75	62
Senior Systems Consultant	60	84	72
Systems Specialist	102	132	117

Marketing

Job Title	Min	Max	Avg
Marketing Manager	108	120	114
Marketing Director	180	216	198
Product Manager	120	125	123
Senior Product Manager	240	300	270

Salary Tables

Procurement & Supply Chain

Procurement

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Buyer	54	82	68
Category Manager	120	144	132
Senior Buyer	84	96	90
Procurement Executive	54	78	66
Procurement Specialist	72	86	79
Procurement Manager	132	165	149

Specialist

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Cluster Delivery Analyst	120	144	132
Customer Service Manager	84	120	102
Logistics Specialist	120	144	132
Logistics Manager	120	180	150
Senior General Manager	156	216	186
Value Chain Analyst	120	144	132
Warehouse Executive	48	66	57
Warehouse Manager	120	180	150

Supply Chain

Job Title	Min	Max	Avg
Supply Chain Executive	60	84	72
Supply Chain Manager	120	144	132
Supply Chain Director	180	240	210
Supply Chain Leader	558	682	620
Senior Supply Planner	84	105	94
Support Operations Manager	78	108	93

Salary Tables

Sales

Account Management

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Corporate Account Manager	102	120	111
Key Account Executive	48	54	51
Key Account Manager	72	93	83
Service Manager	108	132	120

General

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Business Development Manager	99	130	114
Sales Executive	69	81	75
Senior Sales Executive	72	92	82
Sales Manager	133	172	153
Senior Sales Manager	150	180	165
Sales Director	260	308	284
Country Sales Manager	186	210	198
General Sales Manager	180	228	204
Country Manager	300	360	330
Head of International Markets	300	360	330
General Manager	420	420	420

Others

Job Title	Min	Max	Avg
Sales Engineer	58	70	64
Technical Sales Consultant	58	70	64
Technical Sales Engineer	58	70	64
Market Development Manager	120	144	132
Senior Business Manager	144	180	162

TOP THREE HIRING TRENDS

- Growth in Malaysia's Fintech sector continues to grow at an accelerated rate. As a result, demand for tech savvy candidates with experience with e-money and blockchain technologies and digital transformation skills remains high.
- Companies within the services sector typically experience a greater impact of external economic factors, directly impacting hiring activity.
- The Malaysian start-up community continues to grow with ongoing investment in ecommerce platforms, creating significant demand for sales professionals within this space.

TAKEAWAY FOR 2019

Hiring talent in the services industry remains highly competitive as domestic talent continue to explore overseas opportunities, further adding to the strain on the local talent pool. Companies who invest in talent retention programs and developing a strong company culture will increase their ability to retain talent.

TOP FUNCTIONS



Technology

19%

increase in the number of jobs posted in the last 12 months

15-20%

average salary increase when switching jobs of similar functions.



Finance



Sales



Human Resources



Procurement & Supply Chain

ROLES IN DEMAND

- Chief Technology Officer
- Chief Financial Officer
- Head of Sales
- Financial Controller
- Head of Business Operations



TRENDING SKILLS

- Strategic commercial thinking
- Account management
- Financial planning & analysis

Salary Tables

Engineering & Manufacturing

Job Title	Min	Max	Avg
Continuous Improvement Director	144	180	162
Engineering Manager	162	210	186
Factory Manager	150	200	175
Production Executive	60	72	66
Production Manager	120	144	132
Assistant Quality Manager	60	84	72
Quality Manager	126	189	158
Utilities Engineer	60	72	66
General Manager	139	195	167
Managing Director	480	600	540

Salary Tables

Finance

Base salary	range	for 1	2 months	(MYR'000)
-------------	-------	-------	----------	-----------

Job Title	Min	Max	Avg
Accountant	58	72	65
Accounts Manager	72	96	84
Accounts Payable Associate	50	62	56
Accounts Receivable Executive	43	56	49
Accounts Receivable Manager	72	90	81
Head of Accounting	264	288	276
Branch Operations Manager	60	84	72
Financial Analyst	42	51	46
Assistant Finance Manager	72	88	80
Finance Manager	96	108	102
Senior Finance Manager	108	144	126
Financial Controller	184	232	208
General Ledger	120	144	132
Treasury Manager	96	120	108
Head of Treasury	239	240	240
Chief Financial Officer	480	600	540

Finance - Shared Services

Job Title	Min	Max	Avg
Accountant	60	84	72
Accounts Payable Associate	50	62	56
Accounts Receivable Executive	50	62	56
Accounts Receivable Manager	72	90	81
Financial Analyst	78	102	90
FP&A Manager	180	210	195
General Ledger Associate	60	78	69
General Ledger Team Lead	96	144	120
OTC Team Lead	96	120	108
OTC Manager	120	168	144
PTP Team Lead	96	120	108
PTP Manager	120	168	144
RTR Manager	136	180	158
Head of SSC	300	420	360

Salary Tables

Human Resources

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Career Integration & Development Specialist	60	72	66
HR Manager	132	164	148
HR Business Partner	150	168	159
HR Director	258	318	288
Chief HR Officer	360	480	420
Payroll Manager	144	180	162
Recruitment Consultant	60	81	71
Talent Acquisition Manager	90	144	117
Talent Management Manager	120	132	126
General Manager	192	264	228

IT

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Senior Data Analyst	96	132	114
Data Engineer	120	138	129
Data Warehouse Architect	180	240	210
ERP Manager	156	180	168
Head of Customer Service Centre	215	269	242
IT Enterprise Architect	78	108	93
IT Support Analyst	72	96	84
Senior IT System Analyst	96	114	105
Service Desk Analyst	101	117	109

Life Sciences

Job Title	Min	Max	Avg
Product Development Chemist	50	60	55

Salary Tables

Marketing

Base salary r	range for	r 12 months	(MYR'000)
---------------	-----------	-------------	-----------

Job Title	Min	Max	Avg
Assistant Brand Manager	69	84	77
Brand Manager	180	192	186
Senior Brand Manager	108	132	120
CRM Manager	120	132	126
Chief Operating Officer	180	216	198
Communications Manager	162	192	177
Senior Communications Manager	168	180	174
Marketing Manager	108	120	114
Marketing Director	240	480	360
Head of Marketing	120	300	210
PR Manager	132	150	141
Product Executive	48	54	51
Product Manager	144	180	162
Research Director	180	216	198
Research Manager	96	132	114
Senior Research Manager	144	156	150
Director of Sales & Marketing	300	420	360

Salary Tables

Procurement & Supply Chain

Job Title	Min	Max	Avg
BU Director	360	420	390
Call Centre Manager	120	144	132
Channel Inventory Planner	66	96	81
Customer Operations Manager	120	140	130
Senior Customer Service Representative	65	81	73
Customer Service Manager	93	114	104
Senior Customer Service Associate	72	96	84
Inventory Control Manager	120	144	132
Logistics Manager	120	144	132
02C Manager	120	144	132
Procurement Executive	54	66	60
Senior Procurement Executive	66	78	72
Procurement Specialist	72	90	81
Procurement Manager	108	132	120
Procurement Analyst	120	144	132
Strategic Buyer	180	244	212
Supply and Operations Planner	120	144	132
Supply Chain Executive	48	60	54
Supply Chain Manager	129	144	136
Supply Planning Manager	120	144	132

Salary Tables

Sales

Base salary range	for 12	months	(MYR'000)
-------------------	--------	--------	-----------

Job Title	Min	Max	Avg
Business Development Analyst	48	84	66
Business Development Manager	72	96	84
Channel Manager	96	120	108
Inside Sales Manager	60	90	75
Key Account Manager	60	120	90
Pre-sales Manager	96	120	108
Sales Representative	30	60	45
Sales Executive	36	60	48
Sales & Marketing Manager	84	144	114
National Sales Director	180	240	210
Head of Sales & Marketing	216	240	228
Technical Sales Engineer	60	84	72
Sales Capability Manager	84	144	114
Head of Ecommerce	200	300	250
Country Sales Manager	180	240	210
General Manager	240	300	270

TOP THREE HIRING TRENDS

- There is war for talent when hiring Java Developers given the high volume of jobs available coupled with the small number of candidates available in the domestic market.
- There is a continuous demand for digital professionals with a strong focus on digital transformation skills.
- · Project management skills are highly sought after with many organisations focused on new product development.

TAKEAWAY FOR 2019

Talent moves exceedingly fast within the technology market. Proactive clients in search of talent and who ensure an efficient hiring process hold themselves in good stead to attract talent. Technology candidates are typically in high demand and have multiple offers concurrently.

TOP FUNCTIONS



Finance



Procurement & Supply Chain



Sales



Engineering & Manufacturing



Human Resources

increase in the number of jobs posted in the last 12 months

10-22%

average salary increase when switching jobs of similar functions.

ROLES IN DEMAND

- Software Developer
- Systems Analyst
- **Application Consultant**
- Data Warehouse Architect
- Chief Technology Officer

TRENDING SKILLS

- Java scripting
- Mobile application development
- Cloud-based application development



Salary Tables

Finance

Job Title	Min	Max	Avg
Accounts Receivable Executive	48	60	54
Accountant	72	84	78
Head of Accounting	264	288	276
Credit Control Specialist	48	66	57
FP&A Manager	120	180	150
Assistant Finance Manager	72	88	80
Finance Manager	136	172	154
Senior Finance Manager	168	216	192
Financial Controller	180	264	222
Tax Manager	96	120	108
Treasury Manager	120	180	150
Head of Business Operations	276	336	306
Chief Financial Officer	420	500	460

Human Resources

Job Title	Min	Max	Avg
Change Management Specialist	108	144	126
Compensation & Benefits Manager	96	108	102
Compensation & Benefits Director	216	276	246
Senior HR Executive	60	84	72
HR Manager	108	120	114
Recruitment Specialist	78	102	90
Talent Management Manager	120	132	126
Talent Acquisition Director	168	250	209

Salary Tables

Marketing

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Product Manager	96	120	108
Marketing Manager	120	132	126

Procurement & Supply Chain

Base salary range for 12 months (MYR'000)

Job Title	Min	Max	Avg
Call Center Manager	120	144	132
Customer Service Manager	84	120	102
Logistics Manager	120	180	150
Procurement Manager	84	120	102
Senior Procurement Director	240	300	270
Supply Chain Manager	120	144	132
Warehouse Manager	120	180	150

W

Sales

Job Title	Min	Max	Avg
Commercial Manager	215	269	242
Inside Sales Executive	36	54	45
Sales Manager	150	300	225
Sales Director	180	480	330
Key Account Manager	48	156	102
Project Sales Manager	156	168	162
Sales Engineer	48	60	54
Regional BD Director	200	480	340
Chief Sales Officer	360	720	540

Salary Tables

Technology

Base salary	range	for 12	months	(MYR'000)
-------------	-------	--------	--------	-----------

Job Title	Min	Max	Avg
Application Consultant	84	108	96
Business Application Specialist	144	180	162
Data Warehouse Architect	132	144	138
Support Analyst	36	60	48
IT Support Officer	48	84	66
IT Security Engineer	69	120	95
Senior IT Security Specialist	102	144	123
Systems Specialist	60	110	85
Systems Analyst	84	150	117
Network Manager	156	180	168
Senior Oracle Financial Analyst	120	156	138
Senior Oracle DBA	144	168	156
Project Manager	72	180	126
Senior Project Manager	120	260	190
Pre-sales Engineer	72	120	96
Software Developer	75	180	128
Chief Technology Officer	245	450	348

MALAYSIA

Integra Tower, The Intermark, 348 Jalan Tun Razak 50400 Kuala Lumpur, Federal Territory Malaysia T +60 3 2302 4000 | F +60 3 2302 4001

Get Connected. Stay Ahead.

enquiries@michaelpage.com.my









PageExecutive

Michael Page

Page Personnel

Page Resourcing

Part of **PageGroup**