

SALARY GUIDE 2018 SINGAPORE



ABOUT THE SALARY GUIDE

A warm welcome to TalentStork's Salary Guide 2018 for Singapore – a synopsis of current industry trends and aspects of the salary scope across many roles in Singapore. The guide is based on desktop market research and surveys conducted by leading industrial organisations as well as our own expectations.

This year, we will be providing guidance on three segments, namely Supply Chain & Procurement Industry and function, the Information Technology sector and Human Resources as a function.

Thank you for your interest in this guide and do share with us any feedback to careers@TalentStork.com on how we could do even better next year. Happy Reading.

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2017

INSIGHTS

In the first half of 2017, there was a considered amount of growth across employee headcount, salary and the jobs market overall, particularly in the technology sector. Many start-ups, e-commerce and new innovations led the growth and have also placed more emphasis on digital skills. Similarly, MNCs commercial or organizations have also increased their investments and capitals to fund IT activities, particularly around IoT and robotics initiatives. As a result, professional skills sets in software solutions, front-end developments, cloud computing, big data and open source have been highly sought after.

In the second quarter, the banking and finance sector has continued their growth. We can see a healthy trend in the hiring activities also for technical IT roles especially for application developers and support and cyber security personnel. These hires are to support the continued digitising of business procedures. Banks and financial organisations are also keenly interested in profiles relating to big data, open source tech, scientists and analysts and attracting talents with higher salary.



2017 INSIGHTS

Professionals with a strong background in e-commerce, contract logistics and warehouse operations will find themselves highly sought after as businesses such as third-party logistics providers, are especially keen on professionals who have experience in setting up an e-Commerce business from ground-up. IT professionals with commercial sensibilities lead the pack with placements of larger remunerations packages.

In Quarter 3 of 2017, there has been an explosive demand for tech talents. There was a lot of competitive hiring for experts and professionals with big data analytics experience. Embedded software solutions will be an upcoming hot topic for demand in talent acquisition. Across the myriad spectrum of programming languages, these companies will continue to seek for exceptional developers. In a war of talent for IT professionals, start-ups offering smaller base with premise of a stock option might not be in a strong hiring position this year especially when IT professionals with product development background are in high demand.



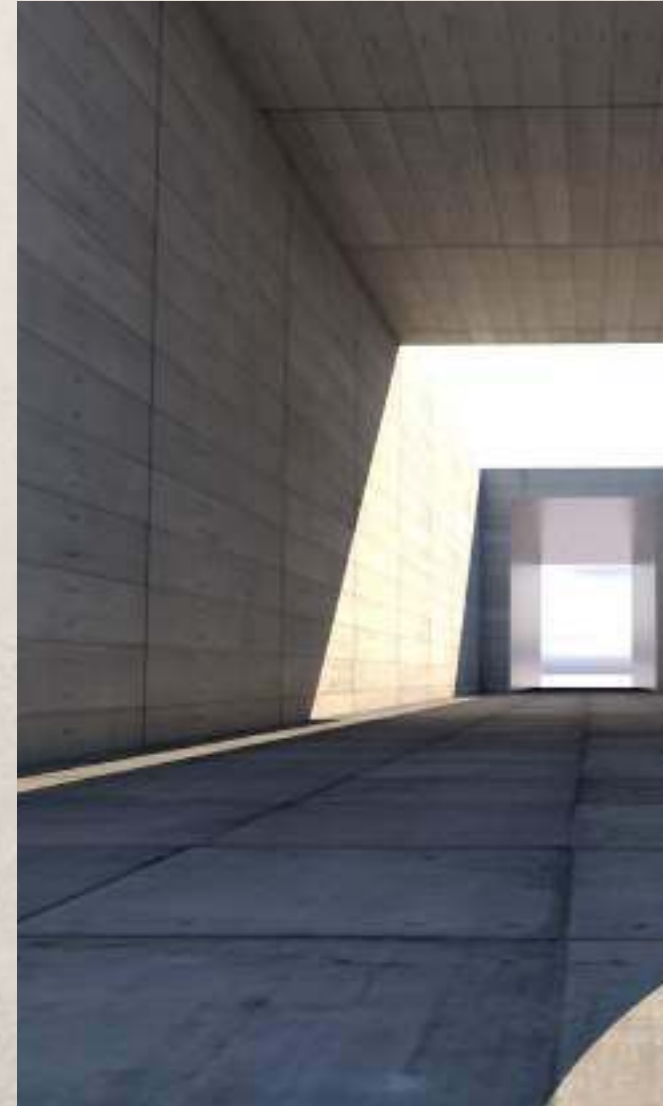
2018 OUTLOOK

2018 is a year of risk and opportunities. However, Singaporeans are confident that in their region, their current skill will still be in demand in the next five years (more than 66 percent), with only a quarter being sceptical about their abilities for job security. Salary will always stay a controversial topic for discussion as it is the main driver in our economy system, with the average growth of 3% to 4% in recent years.

Companies have recognised that top talents for projects can be brought in via contracting and by offering sumptuous benefits, they are able to secure the rightful people for these roles. Contracting is also a good way to retain skill sets and relevant qualities for companies themselves.

Interpersonal and soft skills will be in high demand for the year ahead with regards to automating and artificial intelligence disrupting the workforce. Especially in procurement, candidates who are good with IT and communication will be continue to be highly recognised.

Industry wise, we do see start-ups and tech companies continue to lead the hiring by numbers. 3PLs will continue to see a rotational play in management with the mid sized players racing to position themselves for an expected growth in 2019. With electronics manufacturing firing back up, we are already seeing shipping senior hires picking up momentum.

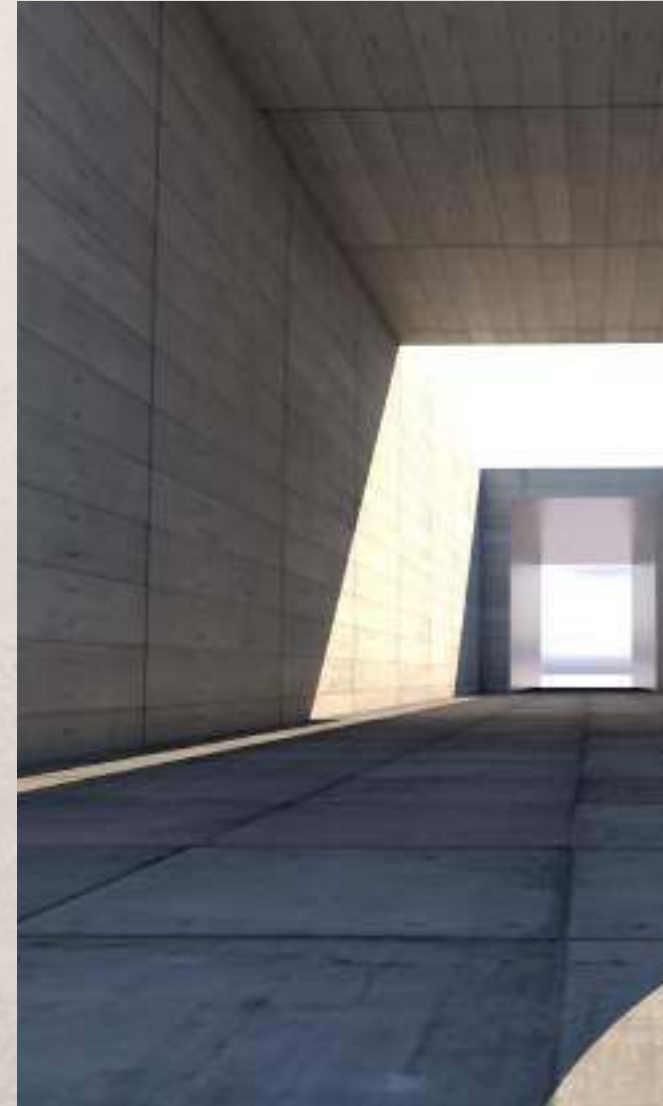


2018 OUTLOOK

Organisations are also focusing on gender issues. Many are implementing strategies that support this sort of diversity. Starting with gender neutral job ads and company's hiring policies. Regulatory change, talent management and E-learning professionals are potential hires, and people with a plan to actively contribute into the process improvement, and finance people who can make business-driven decisions will be on the top of hiring manager's list.

We can anticipate a more technologically enhanced model for recruitment to find and engage candidates. This new model in 2018 utilises digital technology and data science analytics to mine large data and prepare shortlisted number of suitable candidates from extrapolation in gauging job openness of a candidate.

With improved AI Screening and machine learning algorithms, companies in Singapore are set for their positions to grow. Employers have invested in talent and technology while reviewing the costs and benefits. They are looking into the future but may still be unclear about the role candidates are specifically required to play in their job. We recommend them to consider more junior analysts and fresh graduates who possess the skill sets but not the experience to testbed their new implementations.





SUPPLY CHAIN & PROCUREMENT

2018

SUPPLY CHAIN & PROCUREMENT

Supply Chain and Procurement has been more robust in 2017 compared to the previous year. Many developing markets such as Malaysia, Indonesia, Philippines and Thailand have helped to hire more senior level candidates for their experience across the global market.

However, the competitive advantage supply chain trends once enjoyed by international suppliers is no longer in effect due to the globalization of business affecting the supply chain. Old-school supply and demand have altered due to the emergence of more markets in the global economy.

It is altogether conceivable that in the following ten years or less numerous associations will have China-based procurement managers in order to source services and materials for their whole association – not only for China found activities. Future worldwide organizations' sources of supply and demand are predictably going to be India, Russia, and Brazil. Associations should also offer suppliers visibility and transparency in methodologies for supply chain development.

2018

SUPPLY CHAIN & PROCUREMENT

As manual processes are assumed control by digital technology, both time and cost savings increases. By utilization of computerized techniques, less interruption, cost diminishment, operational profitability, and better supply chain visibility can be accomplished. This supply chain visibility also enables logistics providers to keep up with demand. Company goals such as real-time automating processes, increase of visibility, and streamlining of data are also supported by cloud technology software, shipping via autonomous vehicles, support to supply chain robotics, and more.

With this, comes risks such as cyber security vulnerabilities which led to supply chains seeing increased cyber attacks. Sensitive information within vulnerable systems are being targeted by hackers. It will be essential in 2017 for employees of all companies to practice cyber security actions.

Due to customer expectations and increasing transportation regulations, companies are becoming increasingly environmentally responsible. For a company to be viable in 2017, they will need to evaluate administrative efficiency, note fuel consumption, and go paperless. Fortunately, supply chains can monitor compliance, consolidate shipments, review mode choices and routes, and employ technology and emissions measurement by working hand-in-hand with a 3PL provider. These third-party logistics services are critical for companies not only in 2017 but even more so as time goes by.

2018

SUPPLY CHAIN & PROCUREMENT

In the 3PL world, as mentioned in our introduction, we see mid sized players leading the pack in hiring, especially European outfits with healthy cashflow leading the pack. We do not foresee further drastic cut backs from the larger 3PLs having had consolidations throughout most of 2017. Hence any senior hiring might again be atypical musical chairs not uncommon in the industry.

With Singapore electronics numbers firing up again, we expect to see overall manufacturing numbers take up momentum in growth. As a result of increased production, likely freight forwarding increase should be expected by 2019. Companies with positive cash flow are already building their talent pipeline for strong business developers who come with an entrepreneurial attitude.

With this growth, we do expect Talent Retention Programs to be a bigger topic this year and PMETs previously sidelined from retrenchment could bode well with more self branding in the various platforms and position themselves with the soft skillsets of being entrepreneurial and still self motivated and participatory in the 3PL networks during the period of lull.

That said, the expectations also pend the situation of an unstable US administration, although China remain determined to charter their own course as the world's next Big Brother at least on the economic front.

SUPPLY CHAIN AND PROCUREMENT (3PL)

**SALARY
TABLE****PERMANENT SALARY PER ANNUM SGD (\$)****2017****2018**

Head of Airfreight Country	156 - 200k	156 - 200k
Regional Key Account Manager 3PL	130 - 180k	130 - 180k
Regional Solutions Manager	91 - 130k	91 - 130k
Regional Tender Manager - 3PL	91 - 130k	91 - 130k
Regional Solutions Engineer - 3PL	65 - 78k	65 - 78k
Regional Implementation Head 3PL	130 - 221k	130 - 221k
Head of IT - 3PL	195 - 250k	195 - 250k
Regional Head of Sales and Marketing	200 - 240k	200 - 240k
Process Improvement	120 - 182k	120 - 182k

SUPPLY CHAIN AND PROCUREMENT

**SALARY
TABLE****PERMANENT SALARY PER ANNUM SGD (\$)****2017****2018**

Head of Global Sourcing	270k+	300k+
Head of Innovation	150 - 200k	150 - 200k
Strategic Sourcing Manager	100 - 180k	130 - 170k
Regional Procurement Manager	90 - 130k	100 - 140k
Indirect Spend/Category Manager	100 - 150k	120 - 160k
Direct Spend/Category Manager	100 - 150k	120 - 160k
Procurement Executive	40 - 60k	40 - 60k
Supply Chain Director	200 - 300k	200 - 300k
Customer Service & Logistics Director	150 - 200k	150 - 200k
Trade Compliance	100 - 180k	100 - 180k
Project Manager	100 - 130k	100 - 150k

SUPPLY CHAIN AND PROCUREMENT

**SALARY
TABLE****PERMANENT SALARY PER ANNUM SGD (\$)**

	2017	2018
Operations Manager	60 - 100k	60 - 100k
Regional KAM	80 - 100k	80 - 120k
Logistics Sales Manager	80 - 100k	80 - 120k
Planning Manager	70 - 100k	80 - 120k
Supply Chain Manager	70 - 100k	80 - 120k
Facilities Manager	60 - 90k	60 - 120k
Supply Chain Consultant	60 - 120k	60 - 120k
Customer Service Manager	60 - 100k	60 - 100k
Planner	40 - 80k	40 - 80k
Customer Service Executive	40 - 60k	40 - 60k
Director of Innovation	110 - 180k	110 - 180k

INFORMATION TECHNOLOGY

2018

IT

Digital Transformation has continued to stay as a hot topic, many sectors heavily investing into customers' E-experience. In the past, blockchain – which is known as a distributed ledger technology for both financial and non-financial transactions – seemed like a mysterious concept that only technologists could understand. However, the various advancements in blockchain applications in 2016 helped more people and more businesses see its potential.

As we get further into 2017, there are a few trends that are interesting to trace such as growth in applications and regulatory frameworks. Some of these trends go beyond payments and may offer application for other business segments, helping startups and established businesses address a particular need.

While in banking sector, regulatory restrictions have been the issue thus far, and this prompted significant investments for banks to comply with the regulatory authorities. Having strong digital products also point important offerings to customers. Banks have now put higher emphasis on IT personnels in workplace that are proficient in specialising cloud computation, infrastructure and virtualization of the network processes.

2018

IT

In the tech commerce sector, demand has remained strong throughout 2017. The digitisation has transformed many sectors of work such as e-commerce, consultancy, insurance, media and healthcare into robust, high sought for permanent and temporary roles.

The start-up scene is also positively outlooked, restructuring the tech commerce sector and digitalising our daily life. IT Talents are sought for in fields of analytics, UI/UX designs. But the increased digitalisation also contributed to the continual demand for information security, to prevent data breach, system lockouts or exploitation.

In 2018, we foresee there to be high demand for big data mining, deep learning and machine learning AIs for professionals that engage either clients or customers. Quality user interface is also another important contributor to customer acquisition and turnover, where GUI professionals are highly demanded for their strong intact in design. Lastly, cyber security personnel will be highly anticipated for hire. Meanwhile, there will be a need to further grow in this talent pool for these IT people.

IT SALARY TABLE

	PERMANENT SALARY PER ANNUM SGD (\$)	
	2017	2018
Chief Technology Officer	300 - 450k	180 - 450k
IT Director	150 - 300k	150 - 300k
Program Manager	180 - 280k	180 - 280k
Project Manager	80 - 200k	80 - 200k
Business Analyst	76 - 150k	65 - 150k
Software Architect	144 - 250k	144 - 250k
Development Manager	100 - 200k	100 - 200k
Application Support Manager	80 - 150k	80 - 150k
ERP Consultant Functional	80 - 144k	80 - 144k
Developer	70 - 150k	70 - 150k

IT SALARY TABLE

PERMANENT SALARY PER ANNUM SGD (\$)

2017**2018**

Application Support Analyst/Tester

70 - 130k

70 - 130k

Pre-sales Consultant

130 - 220k

130 - 220k

Service Delivery Manager

100 - 170k

100 - 170k

Singapore IT Manager

96 - 180k

96 - 180k

Database Administrator

70 - 220k

70 - 220k

Network Engineer/Systems
Admin/Help Desk

65 - 150k

65 - 150k

Cyber Security Specialist

100 - 250k

100 - 250k

Application Security Specialist

110 - 180k

110 - 180k

Infrastructure Security Specialist

110 - 120k

110 - 120k



HUMAN RESOURCES

2018

HR

The HR function in terms of recruitment has remained to be sluggish in the year 2017. From mid to senior positions, companies having been streamlining the operations of HR in their team, where most seek for generalist that will cover all events from payroll, recruitment, training and mobility. The act reduces costs and furthermore, companies extensively offshored their operational HR activities to countries to reduce expenses in SEA. But on the flipside, the job market for junior to mid (3–6 years) HR positions have remained vibrant, mainly due to high turnover rates.

This greater restructuring activities have led to candidates in demand for adaptability in the dynamic business corporations. Hence, HR managers now sought for business partners who provide strategic contributions to their business, as well as astute individuals, be it analyst, specialist or generalist proven to be strong in their professional field.

HR Professionals with strong technical HR backgrounds and who are also well versed with business partnering will continue to be highly sought after across industries. Experience in compensation and benefits, learning and development as well as organisational development are expected to be key skills to be hired for in 2018 in line with general hiring sentiments to attract and retain talent as the economy picks up growth pace.

HR SALARY TABLE

PERMANENT SALARY PER ANNUM SGD (\$)

	2017	2018
HR Business Partners	70 - 110k	70 - 110k
Organisational Development	70k - 100k	70 - 100k
Compensation & Benefits (Manager)	60 - 120k	60 - 120k
HR Generalist	50 - 100k	50 - 100k
Training & Development	55 - 90k	55 - 90k
Recruitment (Manager)	50 - 100k	50 - 100k
HRIS	45 - 75k	45 - 75k
Mobility	40 - 80k	40 - 75k
Payroll	40 - 80k	40 - 80k
Country Head of HR	50 - 90k	50k - 120k
Head of HR (Regional)	100k - 150k	100k - 250k

ABOUT US

TalentStork is a boutique Executive Search Firm that provides consulting services for your recruitment needs. We pride ourselves in making sure that our Clients only hire the best of what they need.

Our team do not merely staff a headcount. As trusted advisors, we take on a proactive approach in understanding your business first which will guide us to identify current and future business drivers, define the success factors to be achieved and establish the calibre of talent required to execute your strategies.

Our consultants not only bring with them significant business experience in their own industries but also a drive to keep abreast of the desiderata of your industry, making sure we know as much as you do. Backed by exceptional research professionals and world-class technological platforms, we collaborate as a team to consistently provide rich insights and superior value to both our clients and candidates.

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CREDITS

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- Forbes
- Straits Times
- HumanResourcesOnline
- FranklinTempleton

Lastly, we would like to thank our clients and candidates for providing us valuable inputs and information for the salary survey. Your constant support over the years has driven us to take a proactive approach in obtaining industry-leadership insights that will better serve you and the community at large. We continually strive to be your trusted advisors and look forward to many more partnerships together.



THANK YOU