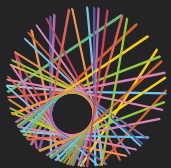
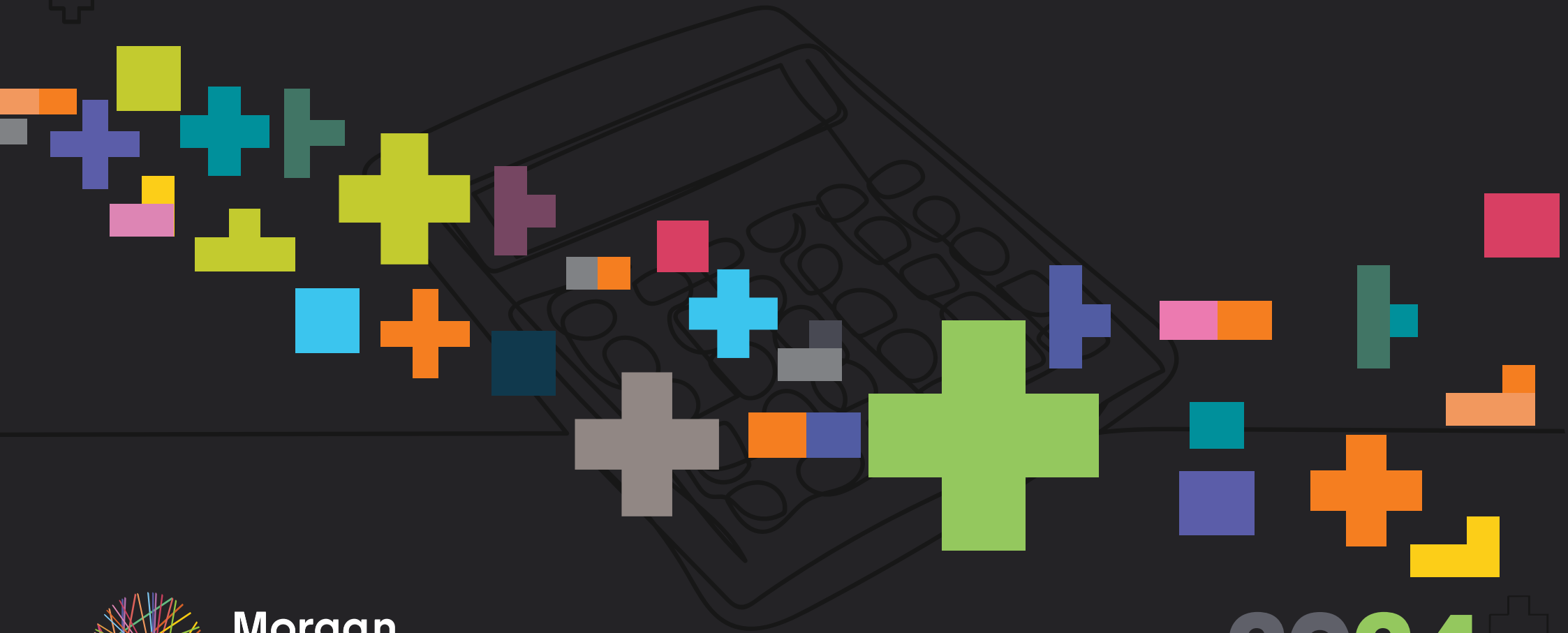


Salary Guide

Singapore



Morgan
McKinley

2024

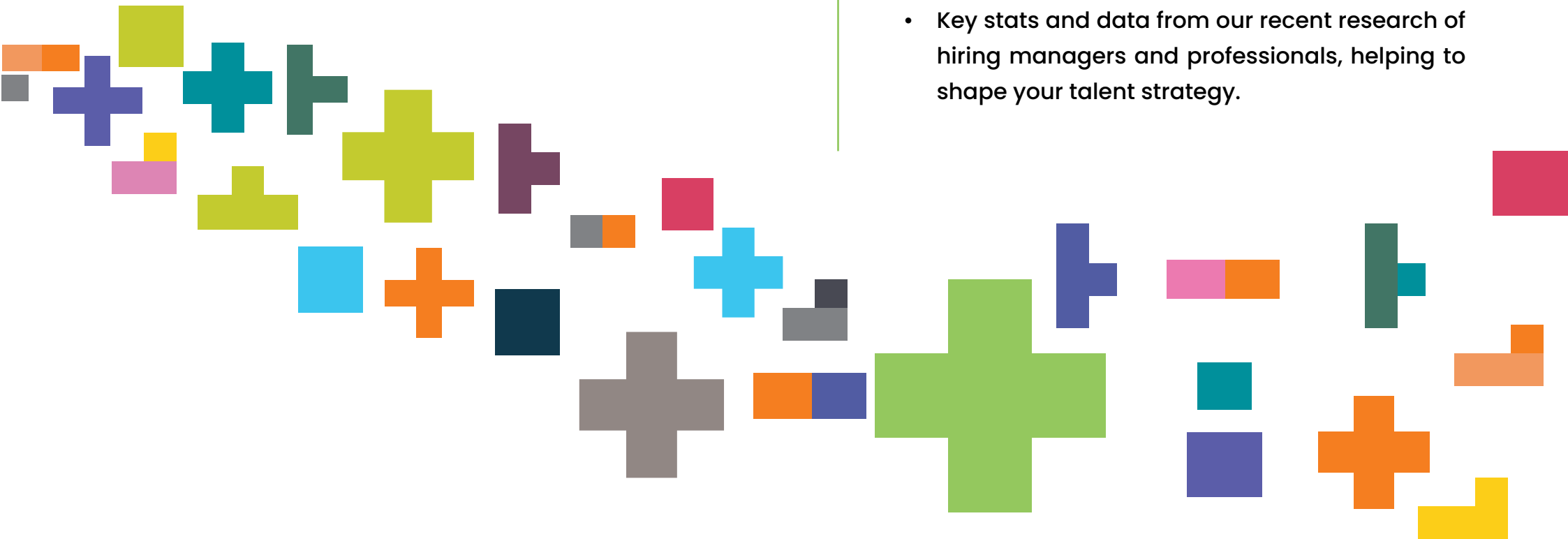
Helping you
navigate the
evolving talent
landscape.



Empowering your talent strategy.

In this guide, you will find:

- Insights from our recruitment experts in **Singapore**, covering employment trends from the last year and how you can find success through your talent in 2024.
- Up-to-date salary information for multiple specialisations, enabling you to accurately benchmark what you should be paying your people this year.
- Key stats and data from our recent research of hiring managers and professionals, helping to shape your talent strategy.



Navigating the guide.

05

Talent landscape overview



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Benefits and perks

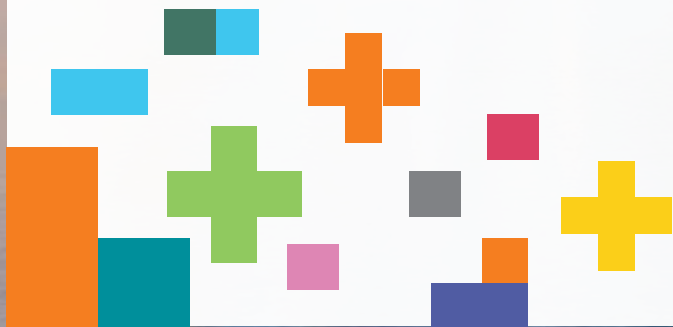
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Morgan McKinley's 2024 Salary Guide Singapore Market Overview.

Global markets have been challenging in 2023. After two years of double digit GDP growth, companies are understandably tightening the purse strings and being strategic with their hiring strategies.



Despite a comparative slow down in hiring from the post-pandemic highs in Singapore, recruitment for top talent is still happening - but it has been difficult:

“

80%

of organisations have found hiring 'quite or very competitive' in 2023.

”

- Professionals have been apprehensive, with **fear of being 'last in, first out'**.
- **Skills shortages have been exacerbated** by international talent leaving the region due to high living costs and rising inflation impacting property rentals.
- **Average time to hire has increased** which has deterred candidates - a prompt, yet thorough, recruitment process is key to securing top talent.
- Contractors are being used by companies as a **flexible resource** instead of hiring permanent employees.



Many employers are requesting employees work from the office more to build cohesion and collaboration - **61%** of employers in Singapore are asking teams to be in the office more often compared to last year.

In a difficult market where headcount is maybe reducing and workload per person is increasing, employee engagement and togetherness is key. It's important you understand your people - their career goals and aspirations - to keep them engaged.

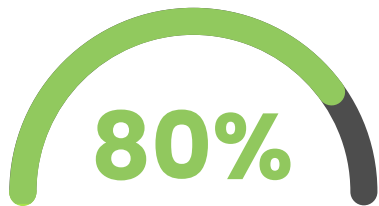
When the employment market improved in 2021, we saw a lot of movement often referred to as the 'Great Resignation'. Only time will tell as to whether we see a boom like this in 2024, however if employees are not taken care of now, they will let this be known with their feet.

Gurj Sandhu

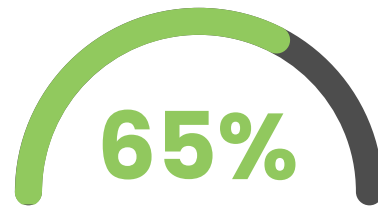
Managing Director of Morgan McKinley Singapore.

Singapore:

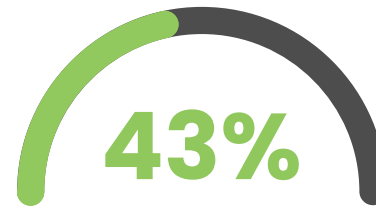
Our research revealed...



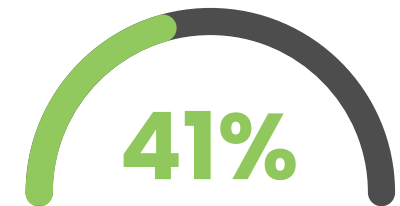
of organisations have found hiring 'quite or very competitive' in 2023.



of employers have lost talent in the last 6 months.



of hiring managers plan to recruit over the next 6 months.



of professionals in Singapore plan on actively looking for a new job in the next 6 months - 23% down on last year.

The top 3 things talent value when looking for a role are:

1. Higher salary
2. Career growth and development
3. Meaningful and impactful work

1-2 days in the office is the preference for

45%

of professionals in **Singapore**, yet more in-office presence is being requested by employers.

Accounting & Finance



Hiring for **Accounting & Finance in Singapore.**

For 2024, we expect the Accounting & Finance hiring landscape to remain stable, with a potential uplift in hiring budgets as companies are predicting growth and expansion. The need for talent remains high, especially for FP&A professionals and internal controls professionals who have strong regional exposure.



We have seen an abundance of senior talent available - especially expatriates - due to companies restructuring and prioritising local hires ahead of international talent.

'Can't compete on pay and benefits'
is the main reason

31%

of Accounting & Finance employers
have missed out on hiring new talent
in the last 6 months.

Our survey found these top 3 things to
successfully attract and hire talent in
Accounting & Finance:

1. Flexible working patterns
2. Offering career progression opportunities
3. Fast hiring process

In-demand roles.

1. Financial Analyst (FP&A)
2. Internal Control Manager
3. Tax Manager
4. Accountant
5. Finance Business Partner

Valuable skill sets.

1. FP&A
2. International Tax
3. Finance business partner
4. Internal controls & audits
5. Finance operations

Up, down or flat? The state of salaries.

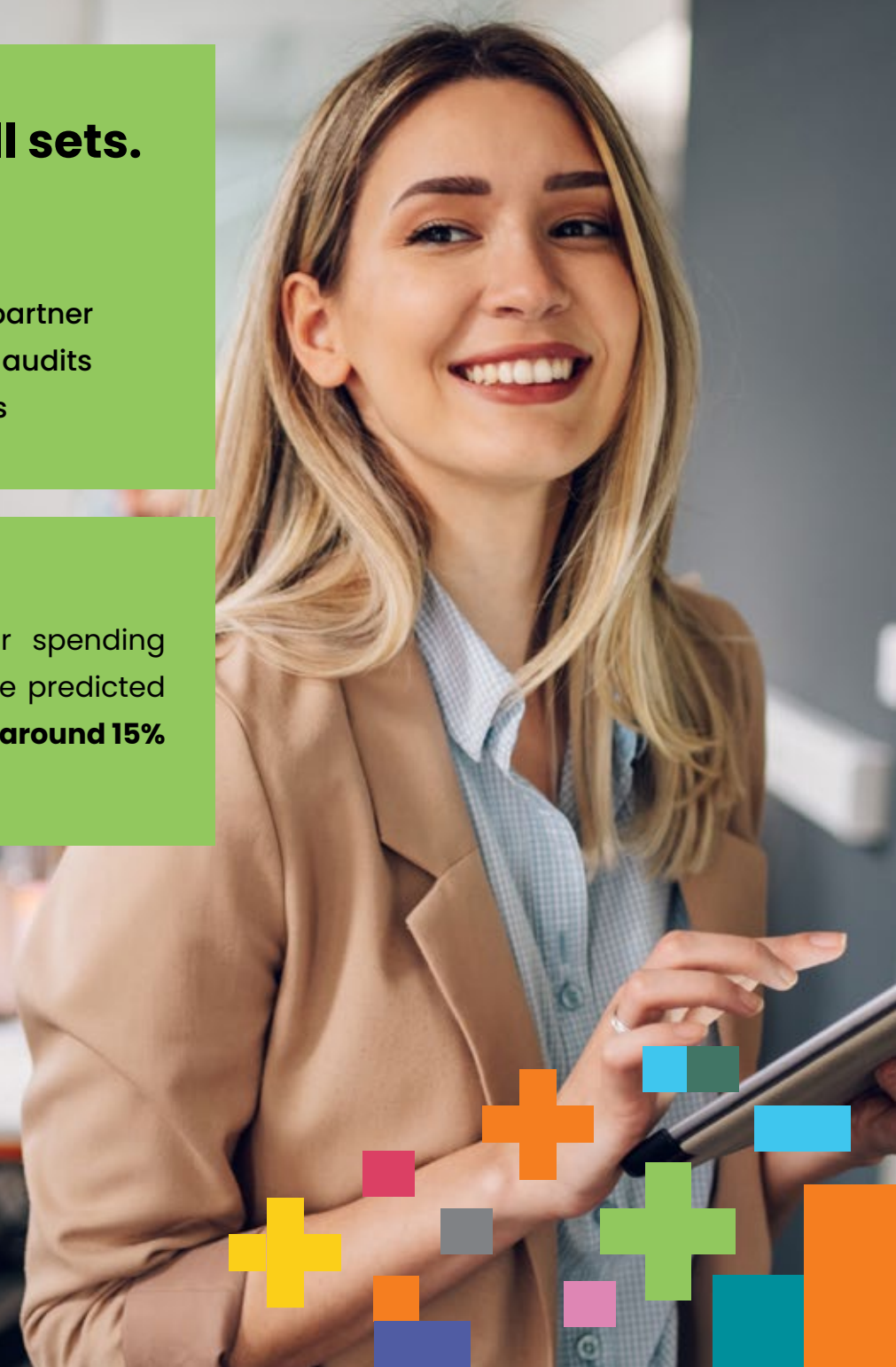
With companies being conservative and cautious about their spending throughout 2023, salary levels have remained largely flat. With the predicted easing in 2024, we could potentially see an **increase for salaries of around 15%** across all Accounting & Finance functions.

“

63%

of **Accounting & Finance** professionals think their salary will increase in 2024.

”



2024 Accounting & Finance Salary Guide

Commercial Businesses

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
CFO / VP Finance	S\$250,000	S\$350,000	S\$500,000+
Finance Director	S\$180,000	S\$240,000	S\$350,000+
Financial Controller	S\$120,000	S\$160,000	S\$200,000+
Commercial Finance Manager	S\$80,000	S\$120,000	S\$180,000+
Financial Planning and Analysis Director / Business Controller	S\$120,000	S\$180,000	S\$250,000+
Internal Audit Director	S\$160,000	S\$250,000	S\$300,000+
Internal Audit Manager	S\$90,000	S\$120,000	S\$160,000+
Internal Auditor	S\$80,000	S\$95,000	S\$110,000+
Tax Director	S\$160,000	S\$250,000	S\$300,000+
Tax Manager	S\$85,000	S\$120,000	S\$160,000+
Tax Accountant / Analyst	S\$55,000	S\$90,000	S\$120,000+
Treasury Director / Treasurer	S\$160,000	S\$200,000	S\$250,000+
Treasury Manager	S\$70,000	S\$100,000	S\$150,000+
Treasury Accountant / Analyst	S\$55,000	S\$70,000	S\$80,000+
Accounting / Finance Manager	S\$70,000	S\$95,000	S\$130,000+
Financial Accountant	S\$50,000	S\$75,000	S\$100,000+
Financial Planning and Analysis Manager	S\$100,000	S\$130,000	S\$180,000+
Financial / Business Analyst	S\$55,000	S\$80,000	S\$100,000+

2024 Accounting & Finance Salary Guide

Commercial Businesses

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Credit Analyst / Controller / Manager	S\$45,000	S\$80,000	S\$120,000+
Revenue Analyst / Manager	S\$55,000	S\$80,000	S\$120,000+
Corporate Finance Manager / Director	S\$120,000	S\$180,000	S\$250,000+
Pricing Analyst / Manager / Director	S\$60,000	S\$100,000	S\$160,000+
AP/ AR Analyst / Accountant / Manager	S\$45,000	S\$70,000	S\$100,000+
Group Consolidation Accountant / Manager	S\$65,000	S\$100,000	S\$150,000+
Supply Chain Finance Manager / Controller Director	S\$85,000	S\$120,000	S\$150,000+
Costing Accountant / Analyst / Manager	S\$50,000	S\$90,000	S\$150,000+

Commercial Businesses

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
CFO / VP Finance	S\$250,000	S\$350,000	S\$500,000
Finance Director	S\$180,000	S\$240,000	S\$350,000
Financial Controller	S\$150,000	S\$175,000	S\$200,000
Commercial Finance Manager	S\$108,000	S\$120,000	S\$156,000
Financial Planning and Analysis Director / Business Controller	S\$144,000	S\$165,000	S\$200,000
Internal Audit Director	S\$160,000	S\$250,000	S\$300,000+
Internal Audit Manager	S\$90,000	S\$120,000	S\$160,000+

2024 Accounting & Finance Salary Guide

Commercial Businesses

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Internal Auditor	S\$80,000	S\$95,000	S\$110,000+
Tax Director	S\$160,000	S\$250,000	S\$300,000+
Tax Manager	S\$85,000	S\$120,000	S\$160,000+
Tax Accountant / Analyst	S\$100,000	S\$130,000	S\$160,000+
Treasury Director / Treasurer	S\$160,000	S\$200,000	S\$250,000+
Treasury Manager	S\$120,000	S\$150,000	S\$200,000+
Treasury Accountant / Analyst	S\$70,000	S\$80,000	S\$90,000
Accounting / Finance Manager	S\$80,000	S\$85,000	S\$140,000
Financial Accountant	S\$60,000	S\$85,000	S\$110,000
Financial Planning and Analysis Manager	S\$100,000	S\$130,000	S\$180,000+
Financial / Business Analyst	S\$94,000	S\$120,000	S\$140,000
Credit Analyst / Controller / Manager	S\$80,000	S\$100,000	S\$140,000
Revenue Analyst / Manager	S\$55,000	S\$80,000	S\$120,000+
Corporate Finance Manager / Director	S\$120,000	S\$180,000	S\$250,000+
Pricing Analyst / Manager / Director	S\$80,000	S\$110,000	S\$160,000
AP/ AR Analyst / Accountant / Manager	S\$70,000	S\$100,000	S\$130,000
Group Consolidation Accountant / Manager	S\$100,000	S\$130,000	S\$150,000
Supply Chain Finance Manager / Controller Director	S\$130,000	S\$150,000	S\$180,000
Costing Accountant / Analyst / Manager	S\$100,000	S\$130,000	S\$150,000

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Product Controller	S\$75,000	S\$120,000	S\$150,000+
Financial Reporting	S\$80,000	S\$140,000	S\$160,000+
Regulatory Reporting	S\$80,000	S\$140,000	S\$160,000+
Valuation Control	S\$80,000	S\$140,000	S\$160,000+
FP&A	S\$80,000	S\$140,000	S\$160,000+
Internal Audit	S\$75,000	S\$120,000	S\$150,000+
Performance Analyst (Asset Management)	S\$100,000	S\$150,000	S\$180,000
Pricing Analyst	S\$60,000	S\$80,000	S\$120,000
Tax (Fund/Asset Management)	S\$90,000	S\$130,000	S\$200,000
Treasury (Fund Management)	S\$80,000	S\$100,000	S\$120,000
Financial Accountant/Manager (Fund Management)	S\$60,000	S\$100,000	S\$140,000
Financial Accountant / Manager (Family Office)	S\$45,000	S\$60,000	S\$80,000
Fund Accountant (Junior / Senior)	S\$45,000	S\$60,000	S\$80,000
Fund Accounting (Manager / Senior Manager)	S\$80,000	S\$140,000	S\$160,000+
Legal Entity Controller	S\$80,000	S\$140,000	S\$160,000+
Finance Manager	S\$90,000	S\$140,000	S\$160,000+
Financial Controller	S\$130,000	S\$160,000	S\$200,000+
Finance Director	S\$180,000	S\$220,000	S\$250,000+

2024 Accounting & Finance Salary Guide

Financial Services

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
CFO	S\$250,000	S\$350,000	S\$550,000+
Treasury / Senior Associate/Director (Fund Management)	S\$180,000	S\$220,000	S\$250,000+

Financial Services

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Product Controller	S\$75,000	S\$95,000	S\$165,000
Financial Reporting	S\$80,000	S\$110,000	S\$150,000
Regulatory Reporting	S\$55,000	S\$90,000	S\$130,000
Valuation Control	S\$95,000	S\$130,000	S\$160,000
FP&A	S\$90,000	S\$130,000	S\$160,000
Internal Audit	S\$80,000	S\$100,000	S\$140,000
Performance Analyst (Asset Management)	S\$90,000	S\$130,000	S\$160,000
Pricing Analyst	S\$60,000	S\$90,000	S\$110,000
Tax (Fund/Asset Management)	S\$95,000	S\$110,000	S\$140,000
Treasury (Fund Management)	S\$95,000	S\$110,000	S\$140,000
Financial Accountant/Manager (Fund Management)	S\$55,000	S\$90,000	S\$130,000
Financial Accountant / Manager (Family Office)	S\$50,000	S\$70,000	S\$100,000
Fund Accountant (Junior / Senior)	S\$50,000	S\$70,000	S\$90,000

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Fund Accounting (Manager / Senior Manager)	S\$80,000	S\$110,000	S\$170,000
Legal Entity Controller	S\$90,000	S\$130,000	S\$150,000
Finance Manager	S\$100,000	S\$140,000	S\$160,000
Financial Controller	S\$120,000	S\$150,000	S\$180,000+
Finance Director	S\$180,000	S\$200,000	S\$220,000+
CFO	S\$200,000	S\$350,000	S\$500,000+
Treasury / Senior Associate/Director (Fund Management)	S\$70,000	S\$90,000	S\$160,000

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Banking & Financial Services



Hiring for **Banking & Financial Services in Singapore.**

The outlook for 2024 in Singapore's Banking & Financial Services space is positive, with plans to hire but challenges around securing talent. In 2023, we saw a great demand for contract roles as organisations were driven to seek agility in their workforces and manage permanent headcount.



Elsewhere, both Insurance and Reinsurance have seen continued strong levels of hiring activity, and the trend of family offices opening up in the region is still growing, with hiring needed to establish a presence.

‘Can’t compete on pay and benefits’

has resulted in

50%

of Banking & Financial Services firms losing out on hiring new talent in the last 6 months.

The top 3 things to successfully attract and hire talent in **Banking & Financial Services**:

1. Offering career progression opportunities
2. Higher salary offers
3. Fast hiring process

In-demand roles.

1. Regulatory Compliance
2. Regulatory Reporting (Finance)
3. Private Bankers for Greater China
4. Fund Accountants
5. Credit Risk AVP, VP

Valuable skill sets.

1. Mandarin Language Competency
2. Experience in Leverage Finance
3. General Auditing
4. Project Management
5. Analytical Skills

Up, down or flat? The state of salaries.

After what proved to be a significant year for salary inflation in 2022 due to the candidate driven market, there has been far less competition for talent throughout 2023. Hiring organisations have held the power and so haven't had to offer enormous pay increases to outbid competitors for talent.

“ **69%**
of **Banking & Financial
Services** hiring managers
expect salary offers will
increase for certain roles
in the next year. ”



Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
KYC Operations	S\$120,000	S\$180,000	S\$250,000+
Client Services	S\$100,000	S\$150,000	S\$220,000+
Corporate Actions / Settlement	S\$90,000	S\$140,000	S\$200,000+
Trade & Sales Support	S\$120,000	S\$180,000	S\$250,000+
Reference Data	S\$90,000	S\$140,000	S\$200,000+
Trade Finance Operations	S\$90,000	S\$140,000	S\$200,000+
Collateral Management	S\$120,000	S\$180,000	S\$220,000+
Transfer Agency	S\$90,000	S\$130,000	S\$180,000+
COO / Head of Operations	S\$120,000	S\$200,000	S\$300,000+

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
KYC Operations	S\$52,000	S\$135,000	S\$220,000
Client Services	S\$65,000	S\$145,000	S\$220,000
Corporate Actions / Settlement	S\$46,000	S\$125,000	S\$250,000
Trade & Sales Support	S\$60,000	S\$165,000	S\$330,000
Reference Data	S\$52,000	S\$135,000	S\$220,000
Trade Finance Operations	S\$65,000	S\$105,000	S\$195,000

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Collateral Management	S\$75,000	S\$120,000	S\$145,000
Transfer Agency	S\$40,000	S\$110,000	S\$145,000
COO / Head of Operations	S\$170,000	S\$295,000	S\$385,000

Investment Banking M&A / ECM / DCM

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Analyst (1-3 years)	S\$100,000		
Associate (3-6 years)	S\$160,000		
VP (7 - 10 years)	S\$250,000		
Director (10 - 15 years)	S\$430,000		
Managing Director (15 years plus)	S\$650,000		

Investment Banking M&A / ECM / DCM

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Analyst (1-3 years)	S\$70,000	S\$90,000	S\$140,000
Associate (3-6 years)	S\$100,000	S\$130,000	S\$190,000
VP (7 - 10 years)	S\$160,000	S\$210,000	S\$300,000

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Director (10 - 15 years)	S\$300,000	S\$380,000	S\$500,000
Managing Director (15 years plus)	S\$500,000	S\$620,000	S\$750,000

Private Banking

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
AVP / Associate Director	S\$170,000		
VP	S\$240,000		
Director/Executive Director	S\$360,000		
Managing Director	S\$500,000		

Private Banking

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
AVP / Associate Director	S\$100,000	S\$150,000	S\$180,000
VP	S\$160,000	S\$200,000	S\$280,000
Director/Executive Director	S\$280,000	S\$350,000	S\$450,000
Managing Director	S\$400,000	S\$480,000	S\$600,000+

2024 Banking & Financial Services Salary Guide

Commercial Banking

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Trade Finance	S\$120,000	S\$220,000	S\$400,000
Cash Management	S\$120,000	S\$170,000	S\$300,000
Relationship Manager	S\$120,000	S\$200,000	S\$380,000
FI RM (Coverage Bank/Non-Bank)	S\$120,000	S\$220,000	S\$400,000
Product Manager (Cash / Trade / Liquidity / Custody)	S\$100,000	S\$170,000	S\$300,000

Commercial Banking

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Trade Finance	S\$120,000	S\$200,000	S\$400,000
Cash Management	S\$120,000	S\$200,000	S\$400,000
Relationship Manager	S\$120,000	S\$200,000	S\$350,000
FI RM (Coverage Bank/Non-Bank)	S\$120,000	S\$200,000	S\$380,000
Product Manager (Cash / Trade / Liquidity / Custody)	S\$120,000	S\$200,000	S\$400,000

Private Equity

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Analyst	S\$100,000	S\$120,000	S\$150,000

2024 Banking & Financial Services Salary Guide

Private Equity

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Associate	S\$170,000	S\$200,000	S\$220,000
VP	S\$280,000	S\$300,000	S\$320,000
Director	S\$400,000	S\$450,000	S\$480,000
Managing Director	S\$600,000	S\$650,000	S\$700,000

Private Equity

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Analyst	S\$80,000	S\$100,000	S\$120,000
Associate	S\$150,000	S\$180,000	S\$220,000
VP	S\$275,000	S\$300,000	S\$350,000
Director	S\$350,000	S\$400,000	S\$450,000
Managing Director	S\$500,000	S\$600,000	S\$700,000

Retail Banking / Premier Banking

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Bancassurance / Insurance Specialist	S\$90,000	S\$130,000	S\$200,000
Priority Banking / Premier Banking RM	S\$120,000	S\$180,000	S\$250,000

2024 Banking & Financial Services Salary Guide

Retail Banking / Premier Banking

Job Title	Contract (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Bancassurance / Insurance Specialist	S\$50,000	S\$80,000	S\$130,000
Priority Banking / Premier Banking RM	S\$40,000	S\$80,000	S\$130,000
Employee Banking / Work Place Banking / Business Banking Client Acquisition	S\$40,000	S\$80,000	S\$130,000
Mortgage Specialist	S\$36,000	S\$45,000	S\$60,000

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Human Resources



Hiring for HR in Singapore.

We anticipate hiring activity to pick up in 2024, with many companies having plans for growth. As a consequence, hiring will return for Talent Acquisition, Learning & Development, HR Business Partner, and Compensation/Benefits specialists to support this growth, but skills shortages could impact success.

Recruitment for HR professionals slowed in 2023, with cautious hiring plans in place. Those companies that continued to hire focused on skills-based hiring - looking



for talent to help manoeuvre through the challenging market and deliver on transformation plans. There was an increase in senior HR regional roles, with companies centralising their functions in an attempt to reduce costs.

HR contractors are increasingly being seen as an alternative solution to completing projects and programmes without adding a permanent headcount, giving companies more flexibility and agility on resource costs.

62%

of HR hiring managers

are planning to hire in the next 6 months.

The top 3 things to successfully attract and hire talent in **HR**:

1. Higher salary offers
2. Flexible working patterns
3. Fast hiring process

In-demand roles.

1. HR Business Partner
2. Talent Acquisition
3. People Culture / Employee Engagement
4. Learning & Development
5. HR Operations

Valuable skill sets.

1. HR business partnering
2. Talent Acquisition
3. Learning & Development
4. HR policies, processes and compliance
5. Employee engagement

Up, down or flat? The state of salaries.

With organisations being cautious about their spending, salaries have remained largely flat throughout 2023. The outlook for 2024 looks better; we foresee an increase of between **15-20%** as companies strive to attract the talent with the right skills they require.



2024 HR Salary Guide

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
HR Generalist	S\$60,000	S\$78,000	S\$100,000+
HR Manager	S\$75,000	S\$100,000	S\$140,000+
HR Associate Director	S\$108,000	S\$130,000	S\$160,000+
HR Director / Head of HR	S\$160,000	S\$200,000	S\$280,000+
HR Business Partner	S\$120,000	S\$150,000	S\$200,000+
Talent Acquisition Specialist	S\$60,000	S\$100,000	S\$120,000+
Talent Acquisition Manager	S\$84,000	S\$120,000	S\$150,000+
Head of Talent Acquisition	S\$120,000	S\$180,000	S\$240,000+
L&D Specialist	S\$60,000	S\$78,000	S\$96,000+
L&D Manager	S\$84,000	S\$100,000	S\$120,000+
Head of L&D	S\$150,000	S\$180,000	S\$240,000+
C&B Specialist	S\$60,000	S\$84,000	S\$100,000+
C&B Manager	S\$120,000	S\$144,000	S\$168,000+
Head of C&B	S\$150,000	S\$180,000	S\$240,000+

2024 HR Salary Guide

Job Title	Contract (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
HR Generalist	S\$60,000	S\$75,000	S\$96,000
HR Manager	S\$80,000	S\$96,000	S\$120,000
HR Associate Director	S\$130,000	S\$150,000	S\$180,000
HR Director / Head of HR	S\$160,000	S\$190,000	S\$220,000
HR Business Partner	S\$100,000	S\$120,000	S\$150,000
Talent Acquisition Specialist	S\$66,000	S\$96,000	S\$120,000
Talent Acquisition Manager	S\$108,000	S\$125,000	S\$150,000
Head of Talent Acquisition	S\$144,000	S\$165,000	S\$180,000
L&D Specialist	S\$66,000	S\$75,000	S\$90,000
L&D Manager	S\$90,000	S\$120,000	S\$144,000
Head of L&D	S\$140,000	S\$160,000	S\$180,000
C&B Specialist	S\$70,000	S\$85,000	S\$100,000
C&B Manager	S\$120,000	S\$150,000	S\$180,000
Head of C&B	S\$168,000	S\$200,000	S\$230,000

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Legal, Risk & Compliance



Hiring for Legal, Risk & Compliance in Singapore.

With organisations being conservative towards permanent hiring, there has been an uptick in contractor hiring - there is still work to be completed and contractors allow for more workforce agility. Certain team members have had to shoulder the burden of an increased workload and are even having to 'double hat' in some cases.



After widespread headcount growth in 2022, and throughout 2023, most recruitment activity across the governance function in Singapore was for replacement hires. This hesitancy has been driven by uncertain markets, resulting in cost cutting initiatives and causing candidates to be more selective about new roles.

44%
of Legal, Risk & Compliance
hiring managers see **'lack of skilled
candidates available'** as their biggest hiring
challenge in 2024.

The top 3 things to successfully attract and hire talent in **Legal, Risk & Compliance:**

1. Flexible working patterns
2. Offering career progression opportunities
3. Employer brand

In-demand roles.

Valuable skill sets.

Legal

1. Legal Counsels (all levels)
2. Corporate Secretary

1. Corporate - Generalist
2. M&A/ JV

Risk

1. Market Risk Manager
2. Credit Risk Analyst (specialised portfolio: leverage finance)
3. Non-Financial Risk Manager

1. FRTB Knowledge
2. Data Analytics
3. Cash flow projections

Compliance

1. Financial Crime Compliance Analyst
2. AML/CFT Advisory
3. KYC Analysts
4. Quality Assurance

1. Source of Wealth
2. Sanctions
3. KYC (onboarding, periodic reviews)
4. Audit (Big 4)



Up, down or flat? The state of salaries.

Despite the reduction in available roles creating more of an employer-driven hiring market, we have still witnessed salary increases across Legal, Risk & Compliance.

Pay expectations of candidates have risen due to higher costs of living but also because the unstable market has meant they are only keen to move if the package is attractive enough. There is fear of being 'last in, first out,' so they have been requesting larger pay packages in order to make the risk worthwhile.

Top 3 roles likely to receive increases:

1. Tech Risk
2. Cyber
3. Compliance Officers

“

64%

of **Legal, Risk & Compliance** hiring managers expect salary offers to increase for certain roles in the next year. ”

”



Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
KYC	S\$120,000	S\$180,000	S\$250,000+
Sanctions	S\$130,000	S\$200,000	S\$250,000+
Transaction Monitoring	S\$120,000	S\$180,000	S\$220,000+
Compliance Testing	S\$120,000	S\$200,000	S\$250,000+
Regulatory Compliance	S\$130,000	S\$200,000	S\$350,000+
Corporate Secretary	S\$120,000	S\$180,000	S\$220,000+
AML Advisory	S\$130,000	S\$250,000	S\$350,000+

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
KYC	S\$100,000	S\$175,000	S\$200,000
Sanctions	S\$110,000	S\$175,000	S\$265,000
Transaction Monitoring	S\$100,000	S\$175,000	S\$200,000
Compliance Testing	S\$100,000	S\$170,000	S\$275,000
Regulatory Compliance	S\$105,000	S\$200,000	S\$330,000
Corporate Secretary	S\$95,000	S\$180,000	S\$200,000

2024 Compliance & Risk Salary Guide

Risk

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Credit Risk	S\$140,000	S\$200,000	S\$300,000+
Market Risk	S\$140,000	S\$200,000	S\$300,000+
Operational Risk	S\$120,000	S\$180,000	S\$250,000+
Quant	S\$160,000	S\$250,000	S\$350,000+
Enterprise Risk	S\$120,000	S\$180,000	S\$250,000+
Portfolio Risk & Analytics	S\$140,000	S\$200,000	S\$280,000+
Commodities Risk	S\$120,000	S\$180,000	S\$240,000+
Asset Management / Investment Risk	S\$160,000	S\$220,000	S\$320,000+
Reporting Role	S\$120,000	S\$180,000	S\$240,000+

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Credit Risk	S\$60,000	S\$145,000	S\$275,000
Market Risk	S\$66,000	S\$165,000	S\$290,000
Operational Risk	S\$60,000	S\$145,000	S\$275,000
Quant	S\$100,000	S\$175,000	S\$275,000
Enterprise Risk	S\$80,000	S\$165,000	S\$275,000
Portfolio Risk & Analytics	S\$75,000	S\$165,000	S\$275,000
Commodities Risk	S\$75,000	S\$165,000	S\$275,000
Asset Management / Investment Risk	S\$75,000	S\$165,000	S\$275,000
Reporting Role	S\$70,000	S\$135,000	S\$275,000

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Projects & Change



Hiring for Projects & Change in Singapore.

Due to low business sentiment in the market, project pipelines have been affected and extended. As a result, we're seeing an excess supply of interested candidates in the Projects & Change space. Additionally, companies are consolidating multiple projects under one Project Manager, as opposed to one project allocated to one Project Manager.



Organisations are well aware of these hiring market changes and are taking their time to make sure they hire the best possible fit with specific industry and department experience.

In 2024, we are hopeful of more projects coming to fruition that will ease market saturation. If that does occur, the market will swing towards being more candidate-driven which will make movement easier.

The top 3 things to successfully attract and hire talent in
Projects & Change:

1. Flexible working patterns
2. Interesting and exciting projects
3. Fast hiring process

In-demand roles.

1. Project Manager (Banking)
2. Project Manager (Insurance)
3. Project Manager (IT)
4. BA (Transformation)
5. IT Systems BA

Valuable skill sets.

1. Insurance platforms
2. Capital Markets
3. Swift systems
4. IT platforms BA
5. IT Banking PMO

Up, down or flat? The state of salaries.

When there is an abundance of talent available, job seekers cannot command high salaries - the hiring organisations know there is plenty of choice out there and will look around for candidates asking for less. When hiring activity picks up across Projects & Change, we expect salaries to rise again.

“ In comparison to 2022, salary offers have remained flat at

53%

of **Projects & Change** employers. ”



Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Junior Business Analyst	S\$48,000	S\$75,000	S\$84,000
Senior Business Analyst	S\$120,000	S\$150,000	S\$220,000
Process Analyst	S\$100,000	S\$120,000	S\$140,000
Agile Coach	S\$150,000	S\$180,000	S\$250,000
PMO	S\$84,000	S\$120,000	S\$200,000
Project Manager	S\$120,000	S\$180,000	S\$240,000
Digital Project Management	S\$120,000	S\$180,000	S\$240,000
Programme Manager	S\$180,000	S\$240,000	S\$300,000
Lean Six Sigma / Operational Excellence Expert	S\$175,000	S\$190,000	S\$240,000
Strategy Consulting	S\$180,000	S\$250,000	S\$350,000
Business Transformation	S\$150,000	S\$200,000	S\$300,000
Change Manager	S\$140,000	S\$190,000	S\$220,000
Business Process Improvement Manager	S\$120,000	S\$190,000	S\$220,000

Job Title	Contract (\$\$ Per Day)		
	5 - 10 years	10 - 15 years	15+ years
Junior Business Analyst	S\$350	S\$450	S\$550
Senior Business Analyst	S\$600	S\$750	S\$900
Process Analyst	S\$400	S\$470	S\$700
Agile Coach	S\$800	S\$1,000	S\$1,400
PMO	S\$650	S\$750	S\$850
Project Manager	S\$700	S\$900	S\$1,100
Digital Project Management	S\$850	S\$1,075	S\$1,300
Programme Manager	S\$900	S\$1,125	S\$1,350
Lean Six Sigma / Operational Excellence Expert	S\$600	S\$950	S\$1,200
Strategy Consulting	S\$600	S\$850	S\$1,000
Business Transformation	S\$800	S\$950	S\$1,300
Change Manager	S\$750	S\$950	S\$1,300
Business Process Improvement Manager	S\$600	S\$750	S\$900

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Sales & Marketing



Hiring for Sales & Marketing in Singapore.

Across Sales & Marketing recruitment in Singapore, there was more permanent than contract hiring throughout 2023 - which is interesting considering the business landscape. CRM and retail roles have frequently been available, but there is a distinct shortage of skilled professionals in these areas.



Elsewhere, vacancies have been coming from brands looking to expand their presence through increased Sales & Marketing activity after taking a conservative approach during and after COVID-19. The outlook for 2024 is looking positive; we anticipate decent levels of hiring.

79%

of Sales & Marketing professionals
are planning to actively move jobs in the
next 6 months.

The top 3 things to successfully attract
and hire talent in **Sales & Marketing**:

1. Flexible working patterns
2. Employer brand
3. Interesting and exciting projects

In-demand roles.

1. CRM Manager
2. E-commerce Manager
3. Retail Manager
4. Product Marketing Manager
5. High Clienteling Manager

Valuable skill sets.

1. CRM
2. E-commerce
3. Retail operations management
4. Retail Excellence
5. Product Management

Up, down or flat? The state of salaries.

We have seen **salary increments of around 15%** on average when moving roles in Sales & Marketing throughout 2023.

Candidates appear to have high expectations in terms of remuneration, but a lot of companies are unable to match them. Consequently, sign-on bonuses have frequently been used to increase the allure of their offers. We expect the picture to remain very much the same in 2024.

“
67%
of **Sales & Marketing**
hiring managers are
offering higher salaries
in comparison
to 2022.
”



2024 Sales & Marketing Salary Guide

Marketing

Banking & Financial Services

Job Title	Permanent (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Regional Head of Marketing / Director / Executive Director	S\$200,000	S\$290,000	S\$370,000
Head of Marketing / VP / SVP	S\$170,000	S\$200,000	S\$280,000
Marketing Manager / AVP	S\$95,000	S\$120,000	S\$140,000
Marketing Associate	S\$60,000	S\$90,000	S\$120,000

Marketing

Banking & Financial Services

Job Title	Contract (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Regional Head of Marketing / Director / Executive Director	S\$220,000	S\$270,000	S\$320,000
Head of Marketing / VP / SVP	S\$130,000	S\$160,000	S\$180,000
Marketing Manager / AVP	S\$95,000	S\$110,000	S\$130,000
Marketing Associate	S\$60,000	S\$90,000	S\$110,000

Marketing

Technology

Job Title	Permanent (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Vice-President / President / CxO	S\$320,000	S\$420,000	S\$520,000

2024 Sales & Marketing Salary Guide

Marketing

Technology

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Associate Director / Director	S\$180,000	S\$260,000	S\$320,000
Head of Marketing / Communications	S\$140,000	S\$170,000	S\$220,000
Marketing Manager / Senior Manager	S\$110,000	S\$140,000	S\$170,000

Marketing

Technology

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Vice-President / President / CxO	S\$300,000	S\$400,000	S\$500,000
Associate Director / Director	S\$180,000	S\$240,000	S\$300,000
Head of Marketing / Communications	S\$150,000	S\$180,000	S\$220,000
Marketing Manager / Senior Manager	S\$100,000	S\$120,000	S\$150,000

Marketing

Digital Marketing

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Digital Marketing Director	S\$180,000	S\$235,000	S\$270,000
Digital Manager / Senior Manager	S\$110,000	S\$140,000	S\$170,000

2024 Sales & Marketing Salary Guide

Marketing

Digital Marketing

Job Title	Permanent (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
SEO Director / Lead	S\$140,000	S\$180,000	S\$220,000
SEO Manager	S\$110,000	S\$125,000	S\$140,000
Head of Content / Director	S\$140,000	S\$180,000	S\$220,000
Content Strategist	S\$80,000	S\$95,000	S\$120,000
E-Commerce VP / Director	S\$200,000	S\$270,000	S\$370,000
E-Commerce Manager / Senior Manager	S\$110,000	S\$130,000	S\$180,000

Marketing

Digital Marketing

Job Title	Contract (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Digital Marketing Director	S\$180,000	S\$235,000	S\$270,000
Digital Manager / Senior Manager	S\$110,000	S\$140,000	S\$170,000
SEO Director / Lead	S\$140,000	S\$180,000	S\$220,000
SEO Manager	S\$110,000	S\$125,000	S\$140,000
Head of Content / Director	S\$140,000	S\$180,000	S\$220,000
Content Strategist	S\$80,000	S\$95,000	S\$120,000
E-Commerce VP / Director	S\$200,000	S\$270,000	S\$370,000
E-Commerce Manager / Senior Manager	S\$110,000	S\$130,000	S\$180,000

2024 Sales & Marketing Salary Guide

Marketing

Consumer Goods

Job Title	Permanent (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Marketing Director / Senior Director	S\$200,000	S\$270,000	S\$320,000
Associate Marketing Director	S\$170,000	S\$200,000	S\$230,000
Marketing Manager	S\$130,000	S\$150,000	S\$170,000
Brand Manager / Senior Manager	S\$100,000	S\$120,000	S\$140,000
Trade Marketing Director	S\$140,000	S\$160,000	S\$180,000
Trade Marketing Manager	S\$100,000	S\$120,000	S\$140,000
Digital Marketing Manager	S\$100,000	S\$120,000	S\$140,000

Marketing

Consumer Goods

Job Title	Contract (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Marketing Director / Senior Director	S\$220,000	S\$280,000	S\$350,000
Associate Marketing Director	S\$200,000	S\$220,000	S\$250,000
Marketing Manager	S\$110,000	S\$140,000	S\$170,000
Brand Manager / Senior Manager	S\$110,000	S\$135,000	S\$170,000
Trade Marketing Director	S\$160,000	S\$210,000	S\$250,000
Trade Marketing Manager	S\$110,000	S\$140,000	S\$170,000
Digital Marketing Manager	S\$110,000	S\$140,000	S\$170,000

2024 Sales & Marketing Salary Guide

Sales

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Director / Managing Director	S\$250,000	S\$300,000	S\$380,000
Country General Manager / Commercial Director	S\$220,000	S\$260,000	S\$320,000
Head of Sales / Business Development Director	S\$180,000	S\$230,000	S\$280,000
Business Development Manager	S\$120,000	S\$140,000	S\$160,000
Head of Strategic Partnerships	S\$170,000	S\$195,000	S\$220,000
Strategic Partnerships Manager	S\$100,000	S\$135,000	S\$160,000
Account Director (Regional / Global)	S\$220,000	S\$270,000	S\$320,000
Account Manager / Senior Manager (Regional / Global)	S\$110,000	S\$155,000	S\$200,000
Business Manager / Business Unit Head	S\$140,000	S\$170,000	S\$200,000
National Sales Manager	S\$120,000	S\$140,000	S\$160,000
Key Account Manager	S\$80,000	S\$100,000	S\$120,000
Category Director	S\$170,000	S\$195,000	S\$220,000
Category Manager	S\$80,000	S\$110,000	S\$140,000

2024 Sales & Marketing Salary Guide

Sales

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Director / Managing Director	S\$200,000	S\$275,000	S\$350,000
Country General Manager / Commercial Director	S\$170,000	S\$200,000	S\$250,000
Head of Sales / Business Development Director	S\$150,000	S\$200,000	S\$220,000
Business Development Manager	S\$80,000	S\$120,000	S\$140,000
Head of Strategic Partnerships	S\$150,000	S\$175,000	S\$200,000
Strategic Partnerships Manager	S\$90,000	S\$120,000	S\$150,000
Account Director (Regional / Global)	S\$200,000	S\$250,000	S\$300,000
Account Manager / Senior Manager (Regional / Global)	S\$80,000	S\$130,000	S\$180,000
Business Manager / Business Unit Head	S\$120,000	S\$150,000	S\$180,000
National Sales Manager	S\$100,000	S\$120,000	S\$140,000
Key Account Manager	S\$60,000	S\$90,000	S\$120,000
Category Director	S\$132,000	S\$175,000	S\$216,000
Category Manager	S\$720,000	S\$960,000	S\$120,000

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Supply Chain & Procurement



Hiring for Supply Chain & Procurement in Singapore.

There was continued demand for Supply Chain & Procurement roles throughout 2023. This underscores Singapore's pivotal role as the gateway for the expansion of manufacturing, procurement, and operations in Southeast Asia.

A projection by BCG estimates a substantial surge in ASEAN manufacturing output, tripling from **\$200 billion to \$600 billion annually** between 2020 and 2030.



Notably, the impact of technology and automation is reshaping the Supply Chain & Procurement landscape, while sustainability and ethical sourcing are poised to have a sustained influence in the years ahead. Talent will be required to harness the opportunities presented by these changes.

The top 3 things to successfully attract and hire talent in
Supply Chain & Procurement:

1. Flexible working patterns
2. Interesting and exciting projects
3. Fast hiring process

In-demand roles.

1. Demand Planning Manager
2. Procurement Director and Procurement Manager
3. Operations Manager
4. Supply Chain Director
5. Logistics Analyst

Valuable skill sets.

1. Planning
2. Procurement and Sourcing
3. Logistics
4. Operations
5. Warehousing

Up, down or flat? The state of salaries.

Salaries have remained moderate throughout 2023, reflecting the broader market conditions and sentiment prevailing in Singapore and the Southeast Asia region.

However, we anticipate more substantial increases in niche roles, particularly in sustainability and positions that truly embrace the potential of new technology.

“ **50%**
of **Supply Chain & Procurement** hiring managers expect salary offers to increase for certain roles in the next year. ”



2024 Supply Chain & Procurement Salary Guide

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Buyer / Planner	S\$45,000	S\$65,000	S\$85,000
Planning Manager	S\$100,000	S\$150,000	S\$200,000
Procurement / Purchasing Director	S\$120,000	S\$160,000	S\$220,000
Procurement / Purchasing Manager	S\$100,000	S\$150,000	S\$180,000
Procurement / Purchasing Specialist	S\$50,000	S\$60,000	S\$80,000
Procurement Coordinator	S\$45,000	S\$55,000	S\$65,000
Inventory Manager	S\$60,000	S\$80,000	S\$120,000
Inventory Specialist	S\$50,000	S\$65,000	S\$75,000
Logistics Manager	S\$60,000	S\$80,000	S\$110,000
Logistics Specialist	S\$40,000	S\$50,000	S\$60,000
Project Manager SCM	S\$100,000	S\$150,000	S\$200,000
Supply Chain Analyst	S\$40,000	S\$50,000	S\$75,000
Supply Chain Director	S\$140,000	S\$200,000	S\$250,000
Supply Chain Manager	S\$100,000	S\$150,000	S\$180,000
Supply Chain Specialist	S\$50,000	S\$65,000	S\$85,000
Warehouse Manager	S\$60,000	S\$80,000	S\$100,000

2024 Supply Chain & Procurement Salary Guide

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Buyer / Planner	S\$45,000	S\$65,000	S\$85,000
Planning Manager	S\$100,000	S\$150,000	S\$200,000
Procurement / Purchasing Director	S\$120,000	S\$160,000	S\$220,000
Procurement / Purchasing Manager	S\$100,000	S\$150,000	S\$180,000
Procurement / Purchasing Specialist	S\$50,000	S\$60,000	S\$80,000
Procurement Coordinator	S\$45,000	S\$55,000	S\$65,000
Inventory Manager	S\$60,000	S\$80,000	S\$120,000
Inventory Specialist	S\$50,000	S\$65,000	S\$75,000
Logistics Manager	S\$60,000	S\$80,000	S\$110,000
Logistics Specialist	S\$40,000	S\$50,000	S\$60,000
Project Manager SCM	S\$100,000	S\$150,000	S\$200,000
Supply Chain Analyst	S\$40,000	S\$50,000	S\$75,000
Supply Chain Director	S\$140,000	S\$200,000	S\$250,000
Supply Chain Manager	S\$100,000	S\$150,000	S\$180,000
Supply Chain Specialist	S\$50,000	S\$65,000	S\$85,000
Warehouse Manager	S\$60,000	S\$80,000	S\$100,000

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Technology



Hiring for Technology in Singapore.

Singapore's Technology recruitment market was quieter in 2023 compared to recent years. Global layoffs by tech giants, rising inflation and general economic uncertainty all heaped pressure on the heavily-invested-in Tech sector.



There is a silver lining; hiring activity picked up in Q3 and paints a positive picture for 2024. Businesses still have projects pipelined and a strong book of work and will need the right talent to successfully see them through 2024 and beyond.

31%

of Technology hiring managers see **'lack of skilled candidates available'** as their biggest hiring challenge in 2024.

The top 3 things to successfully attract and hire talent in **Technology**:

1. Flexible working patterns
2. High salary offers
3. Interesting and exciting projects

In-demand roles.

Valuable skill sets.

Development & Testing

1. Development Manager
2. Full Stack Engineer
3. Automation Testing
4. Engineering SME
5. L3 Developer

1. Java with microservices & GCP
2. API Development
3. DotNet Core with Azure
4. Core development to build CI/CD pipeline
5. Python Development

Infrastructure

1. Cloud Engineer
2. DevOps Engineer
3. Site Reliability Engineer
4. Network Engineer
5. Solution Architect

1. Cloud Automation
2. Container Architecture
3. Site Reliability
4. Cloud architecture
5. Kubernetes Deployments
6. CI/CD Pipeline Development





In-demand roles.

Valuable skill sets.

Architecture

1. Solution Architect
2. Enterprise Architect
3. Principal Architect
4. Presales Solution Architect

1. Coding experience
2. Implement microservices for applications
3. SOA Architecture

Analytics

1. Big Data Engineers (Cloud)
2. Data Scientist
3. Data/AI Governance (AI Ethics)
4. Data Analyst
5. Machine Learning Engineer

1. Spark/Kafka/Hadoop
2. LLM & NLP
3. Governance framework
4. Python. SQL
5. Tensorflow, PyTorch



In-demand roles.

Valuable skill sets.

Cyber Security & Technology Governance

1. Cyber Security Ops & Engineering
2. Technology Risk Management
3. Technology Audit
4. Cloud Security
5. Security Architect

1. Technology Risk & Governance
2. Security Architecture
3. Cloud/DevSecOps
4. Threat & Monitoring
5. Cyber Security Data Analytics

Up, down or flat? The state of salaries.

Despite the expectations of a hiring rebound, businesses are going to be more focused on salary corrections for their employees to hedge against inflation in an attempt to keep their existing headcount stable. This said, in-demand roles will always be able to attain higher salaries.

“

45%

of Technology hiring managers said salary offers have been flat in comparison to 2022.

”



2024 Technology Salary Guide

Cyber Security, Governance and Audit in Innovation & Technology

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Chief Information Security Officer		S\$180,000 - S\$250,000	S\$250,000 - S\$600,000+
Cyber Security Operation	S\$70,000 - S\$120,000	S\$120,000 - S\$180,000	S\$180,000 - S\$350,000+
Cyber Security Engineering	S\$90,000 - S\$130,000	S\$130,000 - S\$220,000	S\$220,000 - S\$350,000+
Cyber Threat Intelligence	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000	S\$180,000 - S\$350,000+
Cyber Security Analytics	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000	S\$180,000 - S\$350,000+
DevSecOps	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000	S\$200,000 - S\$400,000+
Technology Risk & Governance	S\$100,000 - S\$160,000	S\$160,000 - S\$270,000	S\$270,000 - S\$450,000+
IT Audit	S\$100,000 - S\$160,000	S\$160,000 - S\$250,000	S\$250,000 - S\$350,000+
IT Security	S\$100,000 - S\$160,000	S\$160,000 - S\$250,000	S\$250,000 - S\$350,000+
Security Project / Program Manager	S\$100,000 - S\$180,000	S\$160,000 - S\$250,000	S\$180,000 - S\$350,000+
Cyber Presales	S\$100,000 - S\$250,000	S\$250,000 - S\$350,000	S\$350,000 - S\$500,000+

Cyber Security, Governance and Audit in Innovation & Technology

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Chief Information Security Officer	S\$150,000 - S\$200,000	S\$180,000 - S\$250,000	S\$240,000+
Cyber Security Operation	S\$80,000 - S\$120,000	S\$120,000 - S\$170,000	S\$160,000+
Cyber Security Engineering	S\$90,000 - S\$130,000	S\$120,000 - S\$200,000	S\$180,000+
Cyber Threat Intelligence	S\$90,000 - S\$130,000	S\$120,000 - S\$180,000	S\$180,000+

2024 Technology Salary Guide

Cyber Security, Governance and Audit in Innovation & Technology

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Cyber Security Analytics	S\$80,000 - S\$130,000	S\$120,000 - S\$180,000	S\$180,000+
DevSecOps	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$260,000+
Technology Risk & Governance	S\$100,000 - S\$150,000	S\$140,000 - S\$200,000	S\$180,000+
IT Audit	S\$100,000 - S\$150,000	S\$140,000 - S\$200,000	S\$180,000+
IT Security	S\$100,000 - S\$150,000	S\$140,000 - S\$200,000	S\$180,000+
Security Project / Program Manager	S\$140,000 - S\$200,000	S\$160,000 - S\$250,000	S\$210,000 - S\$280,000+

Sales, Pre-Sales - Vendor, System Integrator, FinTech and Telecommunications

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Inside Sales	S\$120,000 - S\$180,000	S\$180,000 - S\$300,000	S\$300,000 - S\$450,000
Business Development	S\$120,000 - S\$250,000	S\$250,000 - S\$350,000	S\$350,000 - S\$450,000
Direct Sales	S\$100,000 - S\$250,000	S\$250,000 - S\$350,000	S\$350,000 - S\$550,000+
Channel Sales	S\$120,000 - S\$180,000	S\$180,000 - S\$300,000	S\$300,000 - S\$500,000+
Account Management	S\$90,000 - S\$200,000	S\$200,000 - S\$300,000	S\$300,000 - S\$400,000+
Pre Sales (Fintech)	S\$150,000 - S\$180,000	S\$175,000 - S\$220,000	S\$250,000 - S\$500,000+
Solution Architect / Pre Sales	S\$150,000 - S\$250,000	S\$250,000 - S\$350,000	S\$350,000 - S\$450,000+

2024 Technology Salary Guide

Sales, Pre-Sales – Vendor, System Integrator, FinTech and
Telecommunications

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Pre Sales (Fintech)	S\$140,000 - S\$200,000	S\$160,000 - S\$250,000	S\$210,000 - S\$280,000+
Solution Architect / Pre Sales	S\$140,000 - S\$200,000	S\$160,000 - S\$250,000	S\$210,000 - S\$280,000+

IT Product & Engineering in Technology, Telecommunications and Fintech

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
UI Developer	S\$40,000 - S\$85,000	S\$85,000 - S\$150,000	S\$140,000 - S\$240,000+
Java Back End Developer	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
.Net Developer - Back End	S\$50,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
C++ Developer - Back End	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Java Fullstack Developer	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
.Net Developer - Full Stack	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
C++ Developer - Full Stack	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Mobile Developer	S\$50,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
QA Analyst	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Performance Test Analyst	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Automation Test Analyst	S\$40,000 - S\$85,000	S\$85,000 - S\$150,000	S\$140,000 - S\$240,000+
UI / UX Designer	S\$50,000 - S\$120,000	S\$120,000 - S\$170,000	S\$170,000 - S\$240,000+

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Head of Product Management	S\$50,000 - S\$100,000	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000+
Product Analyst	S\$40,000 - S\$90,000	S\$90,000 - S\$140,000	S\$140,000 - S\$200,000+
Data Engineer	S\$50,000 - S\$120,000	S\$120,000 - S\$170,000	S\$170,000 - S\$240,000+
Data Analyst	S\$40,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
BI Analyst	S\$40,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Data Scientist	S\$60,000 - S\$120,000	S\$120,000 - S\$200,000	S\$200,000 - S\$240,000+
AI/ML Engineer	S\$40,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Software Engineering (Front End)	S\$40,000 - S\$85,000	S\$85,000 - S\$150,000	S\$140,000 - S\$240,000+
Software Engineering (Back End)	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Software Engineering (Full Stack)	S\$50,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Mobile Engineering (Android / IOS)	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Quality Assurance / Testing	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Product Management	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Business Intelligence / Data Engineering	S\$50,000 - S\$120,000	S\$120,000 - S\$170,000	S\$170,000 - S\$240,000+
Data Science / Artificial Intelligence	S\$60,000 - S\$120,000	S\$120,000 - S\$200,000	S\$200,000 - S\$240,000+

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IT Product & Engineering in Technology, Telecommunications and Fintech

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
UI Developer	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Java Back End Developer	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
.Net Developer - Back End	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
C++ Developer - Back End	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Java Fullstack Developer	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
.Net Developer - Full Stack	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
C++ Developer - Full Stack	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Mobile Developer	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
QA Analyst	S\$78,000 - S\$140,000	S\$110,000 - S\$160,000	S\$130,000 - S\$200,000+
Performance Test Analyst	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Automation Test Analyst	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
UI / UX Designer	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Head of Product Management	S\$140,000 - S\$200,000	S\$160,000 - S\$250,000	S\$210,000 - S\$300,000+
Product Analyst	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Data Engineer	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$160,000 - S\$220,000+
Data Analyst	S\$80,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
BI Analyst	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Data Scientist	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+

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IT Product & Engineering in Technology, Telecommunications and Fintech

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
AI/ML Engineer	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+
Software Engineering (Front End)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Software Engineering (Back End)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Software Engineering (Full Stack)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Mobile Engineering (Android / IOS)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Quality Assurance / Testing	S\$78,000 - S\$140,000	S\$110,000 - S\$160,000	S\$130,000 - S\$200,000+
Product Management	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+
Business Intelligence / Data Engineering	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+
Data Science / Artificial Intelligence	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+

IT Product & Engineering in Banking & Financial Services

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
UI Developer	S\$40,000 - S\$85,000	S\$85,000 - S\$150,000	S\$140,000 - S\$240,000+
Java Back End Developer	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
.Net Developer - Back End	S\$50,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
C++ Developer - Back End	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Java Fullstack Developer	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
.Net Developer - Full Stack	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
C++ Developer - Full Stack	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
QA Analyst	S\$50,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Performance Test Analyst	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Automation Test Analyst	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
UI / UX Designer	S\$40,000 - S\$85,000	S\$85,000 - S\$150,000	S\$140,000 - S\$240,000+
Data Engineer	S\$50,000 - S\$120,000	S\$120,000 - S\$170,000	S\$170,000 - S\$240,000+
Data Analyst	S\$50,000 - S\$100,000	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000+
BI Analyst	S\$40,000 - S\$90,000	S\$90,000 - S\$140,000	S\$140,000 - S\$200,000+
Data Scientist	S\$70,000 - S\$120,000	S\$120,000 - S\$200,000	S\$200,000 - S\$300,000+
AI/ML Engineer	S\$40,000 - S\$90,000	S\$90,000 - S\$170,000	S\$170,000 - S\$240,000+
Software Engineering (Front End)	S\$40,000 - S\$85,000	S\$85,000 - S\$150,000	S\$140,000 - S\$240,000+
Software Engineering (Back End)	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Software Engineering (Full Stack)	S\$60,000 - S\$90,000	S\$90,000 - S\$170,000	S\$140,000 - S\$240,000+
Quality Assurance / Testing	S\$40,000 - S\$85,000	S\$85,000 - S\$150,000	S\$140,000 - S\$240,000+
Business Intelligence / Data Engineering	S\$50,000 - S\$120,000	S\$120,000 - S\$170,000	S\$170,000 - S\$240,000+
Data Science / Artificial Intelligence	S\$60,000 - S\$120,000	S\$120,000 - S\$200,000	S\$200,000 - S\$240,000+

2024 Technology Salary Guide

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
UI Developer	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
Java Back End Developer	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
.Net Developer - Back End	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
C++ Developer - Back End	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
Java Fullstack Developer	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
.Net Developer - Full Stack	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
C++ Developer - Full Stack	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
QA Analyst	S\$78,000 - S\$140,000	S\$110,000 - S\$160,000	S\$130,000 - S\$200,000+
Performance Test Analyst	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Automation Test Analyst	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
UI / UX Designer	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Data Engineer	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+
Data Analyst	S\$80,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
BI Analyst	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Data Scientist	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+
AI/ML Engineer	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+
Software Engineering (Front End)	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
Software Engineering (Back End)	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Software Engineering (Full Stack)	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$170,000 - S\$220,000+
Quality Assurance / Testing	S\$78,000 - S\$140,000	S\$110,000 - S\$160,000	S\$130,000 - S\$200,000+
Business Intelligence / Data Engineering	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+
Data Science / Artificial Intelligence	S\$100,000 - S\$160,000	S\$144,000 - S\$220,000	S\$200,000 - S\$280,000+

Infrastructure in Technology, Telecommunications & Fintech

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Data Centre	S\$80,000 - S\$100,000	S\$100,000 - S\$150,000	S\$150,000 - S\$300,000+
Database	S\$80,000 - S\$120,000	S\$120,000 - S\$180,000	S\$180,000 - S\$300,000+
End-User Computing (Desktop / Messaging / Collaboration)	S\$80,000 - S\$100,000	S\$100,000 - S\$150,000	S\$150,000 - S\$250,000+
Cloud	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000	S\$200,000 - S\$300,000+
Network (Data / Voice / Firewall)	S\$80,000 - S\$120,000	S\$120,000 - S\$170,000	S\$150,000 - S\$300,000+
Project Management	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$250,000+
Servers (Unix / Linux / Wintel)	S\$80,000 - S\$120,000	S\$120,000 - S\$160,000	S\$150,000 - S\$250,000+
Storage	S\$80,000 - S\$120,000	S\$120,000 - S\$160,000	S\$150,000 - S\$250,000+
DevOps	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000	S\$200,000 - S\$300,000+

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Infrastructure in Technology, Telecommunications & Fintech

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Data Centre	S\$72,000 - S\$130,000	S\$120,000 - S\$160,000	S\$150,000 - S\$180,000+
Database	S\$72,000 - S\$130,000	S\$120,000 - S\$160,000	S\$150,000 - S\$180,000+
End-User Computing (Desktop / Messaging / Collaboration)	S\$72,000 - S\$130,000	S\$120,000 - S\$160,000	S\$150,000 - S\$180,000+
Cloud	S\$72,000 - S\$140,000	S\$120,000 - S\$180,000	S\$150,000 - S\$180,000+
Network (Data / Voice / Firewall)	S\$72,000 - S\$140,000	S\$120,000 - S\$180,000	S\$150,000 - S\$180,000+
Project Management	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Servers (Unix / Linux / Wintel)	S\$130,000 - S\$200,000	S\$170,000 - S\$250,000	S\$220,000 - S\$300,000+
Storage	S\$72,000 - S\$130,000	S\$120,000 - S\$160,000	S\$150,000 - S\$180,000+
DevOps	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+

Infrastructure in Banking & Financial Services

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
End-User Computing (Desktop / Messaging / Collaboration)	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$250,000+
Network (Data / Voice / Firewall)	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$300,000+
Storage	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$250,000+
Database	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$280,000+
Middleware	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$280,000+
Servers (Unix / Linux / Wintel)	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$250,000+

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Data Centre	S\$80,000 - S\$120,000	S\$120,000 - S\$150,000	S\$150,000 - S\$300,000+
Cloud Engineer / Architect	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000	S\$200,000 - S\$300,000+
Infrastructure Project Management	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000	S\$200,000 - S\$250,000+
Technical Infrastructure Architecture	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000	S\$200,000 - S\$300,000+
DevOps	S\$80,000 - S\$130,000	S\$130,000 - S\$180,000	S\$180,000 - S\$300,000+
ITIL Process Owner (Incident/ Problem/ Change/ etc)	S\$80,000 - S\$100,000	S\$100,000 - S\$150,000	S\$150,000 - S\$250,000+
Cloud Engineer	S\$100,000 - S\$150,000	S\$150,000 - S\$200,000	S\$200,000 - S\$250,000+
Head of Infrastructure			S\$200,000 - S\$350,000+

Infrastructure in Banking & Financial Services

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
End-User Computing (Desktop / Messaging / Collaboration)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Network (Data / Voice / Firewall)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Storage	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Database	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Middleware	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Servers (Unix / Linux / Wintel)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Data Centre	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+

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Infrastructure in Banking & Financial Services

Job Title	Contract (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Cloud Engineer / Architect	S\$130,000 - S\$200,000	S\$170,000 - S\$250,000	S\$220,000 - S\$300,000+
Infrastructure Project Management	S\$130,000 - S\$200,000	S\$170,000 - S\$250,000	S\$220,000 - S\$300,000+
Technical Infrastructure Architecture	S\$130,000 - S\$200,000	S\$170,000 - S\$250,000	S\$220,000 - S\$300,000+
DevOps	S\$110,000 - S\$200,000	S\$170,000 - S\$250,000	S\$220,000 - S\$300,000+
ITIL Process Owner (Incident/ Problem/ Change/ etc)	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
Cloud Engineer	S\$110,000 - S\$200,000	S\$170,000 - S\$250,000	S\$220,000 - S\$300,000+
Head of Infrastructure	S\$144,000 - S\$220,000	S\$190,000 - S\$280,000	S\$260,000 - S\$320,000+

Development and Testing in Banking & Financial Services

Job Title	Permanent (\$\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
C++ Developer	S\$65,000 - S\$90,000	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000+
Java Developer (Server side & Front End)	S\$65,000 - S\$90,000	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000+
C# / .net Developer (Server Side & Front End)	S\$65,000 - S\$90,000	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000+
Full Stack Engineer / Developer	S\$65,000 - S\$90,000	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000+
Technical Lead	S\$65,000 - S\$90,000	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000+
Automation Engineer	S\$65,000 - S\$90,000	S\$80,000 - S\$120,000	S\$120,000 - S\$180,000
QA Tester	S\$65,000 - S\$90,000	S\$80,000 - S\$120,000	S\$120,000 - S\$180,000
Development Lead / Manager	S\$65,000 - S\$90,000	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000+

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Development and Testing in Banking & Financial Services

Job Title	Permanent (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Head of Development	S\$65,000 - S\$90,000	S\$90,000 - S\$150,000	S\$150,000 - S\$200,000+

Development and Testing in Banking & Financial Services

Job Title	Contract (\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
C++ Developer	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$180,000 - S\$250,000+
Java Developer (Server side & Front End)	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$180,000 - S\$250,000+
C# / .net Developer (Server Side & Front End)	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$180,000 - S\$250,000+
Full Stack Engineer / Developer	S\$100,000 - S\$160,000	S\$130,000 - S\$200,000	S\$180,000 - S\$250,000+
Technical Lead	S\$120,000 - S\$200,000	S\$180,000 - S\$250,000	S\$220,000 - S\$300,000+
Automation Engineer	S\$90,000 - S\$144,000	S\$120,000 - S\$180,000	S\$160,000 - S\$220,000+
QA Tester	S\$72,000 - S\$130,000	S\$120,000 - S\$160,000	S\$150,000 - S\$180,000+
Development Lead / Manager	S\$140,000 - S\$220,000	S\$190,000 - S\$250,000	S\$220,000 - S\$300,000+
Head of Development	S\$144,000 - S\$220,000	S\$190,000 - S\$280,000	S\$260,000 - S\$320,000+

Job Title	Permanent (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Level 1/2 Technical Support	S\$60,000 - S\$90,000	S\$90,000 - S\$130,000	S\$130,000 - S\$160,000
Level 3 Technical Support	S\$70,000 - S\$100,000	S\$100,000 - S\$130,000	S\$130,000 - S\$180,000+
Application Support (BO/ MO)	S\$60,000 - S\$90,000	S\$90,000 - S\$110,000	S\$110,000 - S\$160,000+
Trader Support (FO) (Application)	S\$75,000 - S\$100,000	S\$100,000 - S\$150,000	S\$150,000 - S\$280,000+
Head of Application Support (FO)	S\$75,000 - S\$100,000	S\$100,000 - S\$150,000	S\$150,000 - S\$350,000

Application Support in Banking & Financial Services

Job Title	Contract (S\$ Per Annum)		
	5 - 10 years	10 - 15 years	15+ years
Level 1/2 Technical Support	S\$55,000 - S\$110,000	S\$100,000 - S\$150,000	S\$130,000 - S\$170,000+
Level 3 Technical Support	S\$72,000 - S\$130,000	S\$120,000 - S\$160,000	S\$150,000 - S\$180,000+
Application Support (BO/ MO)	S\$96,000 - S\$144,000	S\$120,000 - S\$160,000	S\$160,000 - S\$200,000+
Trader Support (FO) (Application)	S\$96,000 - S\$144,000	S\$120,000 - S\$160,000	S\$160,000 - S\$200,000+
Head of Application Support (FO)	S\$90,000 - S\$120,000	S\$120,000 - S\$180,000	S\$180,000 - S\$300,000+
Application Support Vendor Management	S\$60,000 - S\$110,000	S\$100,000 - S\$160,000	S\$144,000 - S\$200,000+

[Hire talent](#)

[Search for a job](#)

Benefits and perks: How to build a winning strategy.

Attracting, motivating, and retaining talent for your company goes beyond just offering competitive salaries. The needs, wants, and priorities of your people are vast, diverse, and constantly shifting. So it's important you have a variety of strategies to keep them happy and engaged:

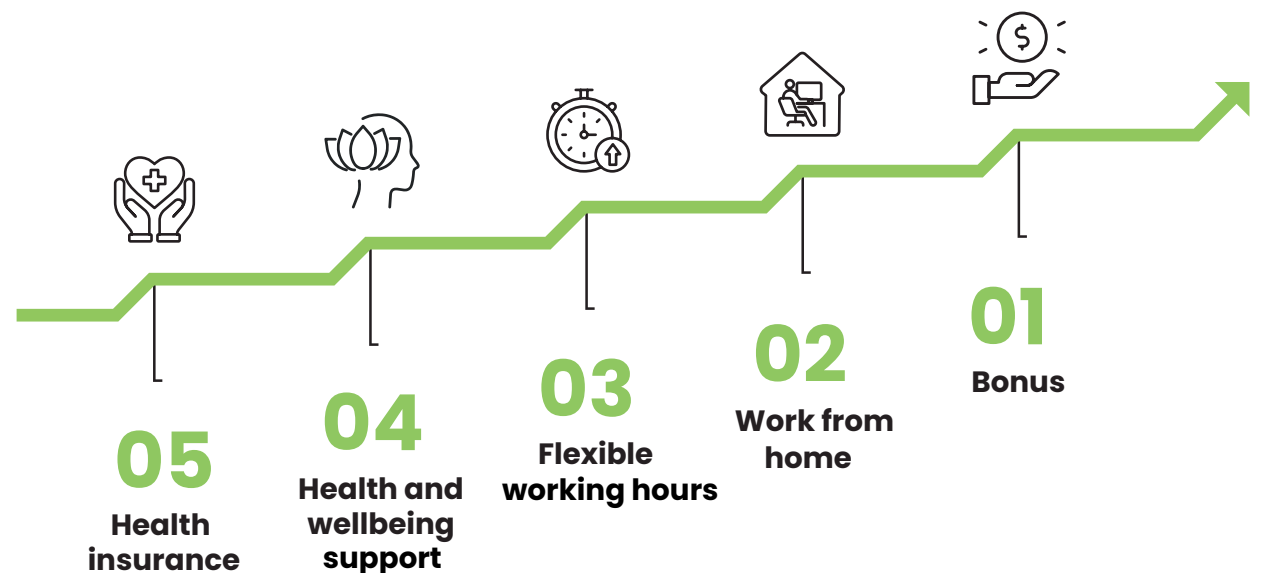
- Take the time to understand **what truly drives your employees**.
- Do the research to **make sure your rewards programs are competitive** - our specialist consultants know the market so can advise you on benchmarks.
- Foster a culture where each individual **recognises the value of their role and their benefits** - the grass isn't always greener.
- **Give high performance the recognition it deserves**; this will encourage other individuals/teams to grow and improve - measure impact and value.
- **Focus attention on non-financial rewards** and financial rewards - tie them to strategic objectives so your people are all working towards the collective goal.

Leadership
Recognition
Fairness
Flexibility
Autonomy
Training
Meaningful work
openness
Promotion
Support
Rewards
Engagement
Contribution
Valued
BONUS
Development

What do people want?

Interestingly, employees in Singapore are not very satisfied with the benefits they receive, with **63%** being 'neutral', 'dissatisfied' or 'highly dissatisfied' with their packages. Our research also revealed that non-financial benefits are as important, if not more important, than financial benefits in many cases.

Top 5 benefits your employees REALLY care about



Group solutions.



34

years in business

6000+

people

10

countries

Advisory Services

Finance Transformation
Digital Transformation
Organisation Transformation
People Transformation

Talent Solutions

Permanent Workforce Solutions-RPO
Contingent Workforce Solutions-MSP
Project Recruitment

Talent Services

Permanent Recruitment
Contract Recruitment
Executive Search

Managed Services

Customer & Digital Experience
Technology Services

Contractors:

Unleashing agility, unlocking possibilities.

With some organisations needing to blend flexible staffing models and offer alternatives to permanent headcount, hiring managers are increasingly bringing in contractors to manage fluctuations in business and bring in new skills and capabilities.

Here are a few reasons why organisations consider the contract market...

- 1. Access to specialist skills** without committing long term - perfect for projects or to address specific needs.
- 2. Headcount mobility** allows an organisation to scale up and down its workforce with ease.
- 3. Filling the gap** whilst looking for a permanent solution.
- 4. Maintaining momentum** and continuity in workflows to ensure lack of talent doesn't impact progress.
- 5. Easy and efficient** when hiring contractors through an agency that handles onboarding, offboarding, payroll demands and costs.



Speak to us about the value of contractors

Outsourced talent solutions: **Solving complex TA challenges.**

Many organisations simply don't have the internal talent acquisition capacity to secure the talent their business needs, making planning almost impossible. Especially in this cost-conscious climate, *why would you carry the unnecessary fixed overheads?*

Choosing to partner with an outsourced talent solutions provider means you can co-create the right solutions to solve your workforce problems, and do it in an agile way - scaling up and down as your needs change.

With skills shortages still impacting organisations' ability to attract the right talent, how you craft the best candidate experience and ensure your recruitment processes are efficient will be key in remaining ahead of the competition.

From RPO and MSP, to Project Recruitment and more, it takes the burden off you and increases your talent agility.



[Learn more about Talent Solutions](#)

How we've populated this guide.

Salary data.

These salaries have been compiled using data from thousands of placements over the past year and insights from our expert recruitment consultants. Salary bandings will be updated if and when needed to reflect any market changes throughout the year.

The seniority levels outlined in this salary guide are divided into 5-10, 10-15 and 15+ years of experience.

Hiring, pay and talent trends research.

We gathered insights about various hiring and workplace trends from over **3400** professionals and **650** employers/hiring managers globally.

The stats, figures and findings throughout this guide are based on respondents who are primarily based in **Singapore** for work as well as global trends.



Contact us.

1 Raffles Place,
#47-02 One Raffles Place Tower 1,
Singapore 048616
+65 6818 3188
singapore@morganmckinley.com

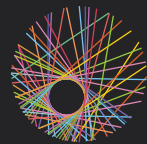
Global coverage.

Australia | Canada | Hong Kong SAR | India | Ireland
Japan | Mainland China | Philippines | Singapore | UK





Empowering your talent strategies.
We're here to help you **Go Beyond.**



MorganMcKinley

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