

2025 CHEMICALS REPORT

INDUSTRY TRENDS | SALARY GUIDE



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| 2024: A YEAR IN REVIEW

A year ago, we reflected on the volatile end of 2023 in the chemicals market, transitioning into a more stable 2024. A range of challenges — including market volatility, supply chain disruptions, restructuring, and weakening demand — had a ripple effect, prompting efforts to reduce costs and streamline efficiencies.

Looking ahead to 2025, the chemicals industry remains a cornerstone of the Singapore economy. The country continues to serve as a regional chemical hub, benefiting from its robust infrastructure, advanced manufacturing capabilities, and strategic location within Asia.

Jurong Island remains home to major petrochemical refineries and chemical plants, solidifying its role in both regional and global chemical supply chains. According to the Institute of Policy Studies, Singapore's Energy and Chemicals sector contributes 3% of the country's GDP in \$95 billion in manufacturing output with over 26,000 people employed.

Singapore's refining capacity stands at more than 1 million barrels a day, with ethylene output having a capacity of 4 million tonnes/annum. In production, the market holds a wide range of petrochemicals from elastomers to polyolefins and cross different end-markets from animal nutrition to personal care.

In 2025, we anticipate the industry will continue its recovery, with a strong emphasis on innovation, sustainability, and resilience to drive efficiency and growth.

| KEY CHEMICALS TRENDS & DEVELOPMENTS

Strong Industrial Base & Export Hub

The chemicals industry in Singapore is highly integrated, with both upstream (petrochemicals and refining) and downstream (specialty chemicals and high-tech materials) sectors playing key roles. Singapore remains to be a major exporter of chemicals, particularly to other countries in Southeast Asia, China, and the wider Asia-Pacific region.

Focus on Sustainability & Green Chemicals

The demand for sustainable and green chemicals is on the rise, fueled by both government regulations and growing consumer demand for eco-friendly products. Singapore's commitment to achieving net-zero carbon emissions by 2050 has led to significant investments across all sectors.

Hiring Trends: Roles related to sustainability management, circular economy strategies and EHS are in high demand as companies adopt greener practices to meet regulatory requirements.

Digital Transformation in Chemicals Manufacturing

The adoption of Industry 4.0 technologies is becoming increasingly important in Singapore's chemicals market. Automation, data analytics, and artificial intelligence (AI) are expected to drive operational efficiency, innovation, and better supply chain.

Companies are adopting smart manufacturing solutions, like predictive maintenance and real-time monitoring, to enhance their productivity and reduce downtime.

Hiring Trends: Roles focused on optimising operations, increasing efficiency and driving product innovation are high in demand. Candidates with skills in Industry 4.0 Technologies like automation, data analytics, IoT and smart factories will be sought after to support manufacturing modernisation.

Emerging Opportunities in Specialty Chemicals

Demand for specialty chemicals is set to surge, driven by industries like electronics, biotechnology, pharmaceuticals, and automotive.

Hiring Trends: Research and development, particularly in new product development, is a key recruitment focus, with strong demand across life sciences, nutrition, agriculture, hygiene, health, smart materials, and mobility.

It is getting increasingly common for candidates to have a strong background in Good Manufacturing Practice (GMP) and Good Laboratory Practice (GLP).

Additionally, hiring is increasing in manufacturing and production, as companies modernise and focus on process optimisation and advanced manufacturing technologies.

In business planning, M&A remains central to the chemicals industry, with large players forming in-house teams to collaborate with private equities and hedge funds. There is also a growing emphasis on new business development and international expansion.

CONCLUSION

As the second-largest contributor to Singapore's manufacturing output, the chemicals industry is expected to experience steady growth in 2025. Despite potential challenges from global competition, Singapore's strategic advantages are likely to secure its continued leadership in the region's chemicals market. This will be driven by sustainability initiatives, digital transformation, demand for specialty chemicals, and the expansion of manufacturing capabilities.

However, there are still certain talent shortages and upskilling needs. The industry is facing an aging workforce and a growing shortage of talent, particularly in middle management as the older generation retires and there are insufficient new graduates to fill positions. Over the past decade, graduates in Chemistry, Chemical Engineering, and other STEM fields have been drawn to rapidly expanding sectors like Renewables, Technology, and Consulting, rather than pursuing careers in the Chemical industry.

Internally, leaders are under pressure to deliver tangible results while managing costs closely. There is a preference for candidates who can make an immediate impact, making the strategy for securing and engaging top talent a key focus in 2024. Speed and agility will be critical, as we've seen how prolonged hiring processes can frustrate both business leaders and candidates, often leading to lost talent. Long hiring processes with multiple rounds can cause candidates to lose interest, forcing companies to restart the recruitment process.

To avoid this, hiring managers and HR teams should maintain regular communication with candidates to avoid recruitment delays. This includes ensuring headcounts and budgets are approved in advance, providing timely feedback, and maintaining transparency throughout the process.

Looking ahead to 2025, hiring trends will increasingly focus on roles related to sustainability, digital transformation, and advanced chemical engineering expertise. Companies will continue seeking professionals with a combination of skills to adapt to technological and environmental challenges, while also focusing on upskilling their existing workforce.

SALARY GUIDE

All salaries are per annum and in SGD unless otherwise specified.

Commercial Roles

Role	Experience	Annual Salary
Sales Executive / Senior Executive	1-5 years	\$48K - 90K
Assistant Sales Manager	4-9 years	\$70K - 120K
Sales Manager (Local)	10-15 years	\$90K - 140K
Sales Manager (SEA / APAC)	10-15 years	\$120K - 240K
VP Sales	15+ years	\$160K - 240K
Head / Country Manager	15+ years	\$240K onwards
Director / SVP	20+ years	\$240K onwards

Marketing Roles

Role	Experience	Annual Salary
Marketing Executive / Senior Executive	1-5 years	\$40K - 90K
Assistant Marketing Manager	5-9 years	\$55K - 110K
Marketing Manager	10-15 years	\$85K - 140K
Marketing Director	15+ years	\$170K - 260K
Head of Marketing	15+ years	\$260K onwards

Functional / Technical Roles

Role	10 years	10-15 years	15-20 years	20+ years
Chemist (R&D)	\$75K - 150K	\$90K - 160K	\$144K - 280K	\$250K onwards
Chemical Engineer	\$65K - 120K	\$95K - 144K	\$130K - 190K	\$180K onwards
EHS Manager	\$65K - 120K	\$90K - 130K	\$140K - 180K	\$190K onwards
Production Manager	\$65K - 110K	\$80K - 140K	\$140K - 220K	\$190K onwards
Operations Manager	\$70K - 110K	\$80K - 120K	\$120K - 180K	\$170K onwards
Quality Manager	\$65K - 130K	\$90K - 160K	\$140K - 210K	\$170K onwards
Product Manager	\$70K - 140K	\$95K - 140K	\$130K - 180K	\$180K onwards

| ABOUT THE AUTHOR



TIFFANIE CHUA
Commercial Lead, Industrial

T +65 6692 9346
E tiffanie.chua@ethosbc.com

Connect with me 

Tiffanie specialises in the Chemicals sector within Ethos BeathChapman's Industrial practice, which focuses on executive recruitment for industrial companies across the Asia Pacific region. She works with small to multi-national corporations, specialising in delivery, troubleshooting and industry competitive consulting across manufacturers, distributors, and trading firms. She has worked on roles across the Petrochemicals, Water Treatment, Personal Care, F&F, Construction, Chemicals, Paints & Coatings, and Paper Industries, to name a few.

Prior to joining Ethos BeathChapman, Tiffanie was with a global Energy recruitment firm where she was responsible for the Chemicals and Energy portfolio. This focus has enabled her to develop strong functional knowledge of the discipline and a broad network of contacts and research skillsets within the Industrial sphere. Tiffanie strongly believes in a solutions-based approach and that effective delivery is founded on understanding both her clients' and candidates' needs.

| TESTIMONIALS

General Manager, People & Performance

Tiffanie was pleasingly tenacious in following up at different stages and was very good at balancing both our hiring expectations as well as the care and consideration for the prospective candidates. Her ability to keep all parties engaged when setting up interviews, cancelling and rescheduling given the challenges of different time zones and availability of key members in the recruitment process was very professional. I would reach out again to Tiffanie and EBC for any similar recruitment need in the future.



Managing Director

A talented consultant with an outstanding eye for detail, professionalism and thoroughness throughout the entire recruiting process. Tiffanie brings a well balanced mix of empathy and assertiveness into a three way (candidate, client and consultant) communication flow which is paramount to a successful outcome for all parties. Her follow up calls long after the recruitment is concluded brings a definite sense of kindliness in a sector that usually lacks of it. Something refreshing!



Senior Manager

I would say what sets Tiffanie apart is her clear communication, consistent availability, and personalised approach. Tiffanie not only finds the perfect match but also fosters long-term career growth. She offered exceptional guidance, support, and facilitation throughout the recruitment process. I wholeheartedly recommend Tiffanie as I believe she is an exceptional professional who genuinely cares about her clients' success.

