Peoplebank

2026

Salary Guide

Singapore

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A Message from Singapore's Managing Director

As the workplace continues to evolve at an unprecedented pace, staying ahead of talent trends isn't just strategic - it's essential. Economic shifts, technological advancements and changing employee expectations are reshaping compensation landscapes faster than ever. In this dynamic environment, having accurate, actionable data is your greatest advantage.

We're thrilled to present the **Peoplebank Salary Guide 2026**, your comprehensive resource for navigating the complexities of talent acquisition, retention and compensation planning in the year ahead. Drawing on insights from thousands of placements, industry surveys and market analysis, this guide delivers:

- **Benchmarked Salaries & Benefits:** Detailed compensation ranges across industries and roles in Singapore for 2026, adjusted for inflation, skills demand and market volatility.
- **Emerging Trends:** Analysis of critical shifts - from AI-driven roles to hybrid work policies - and their impact on pay structures.
- **Retention Strategies:** Data-backed approaches to address turnover, including equity, flexibility and skills-based rewards.
- **Job Role-Specific Insights:** Tailored guidance to align your strategy with industry momentum.

The future of work demands agility, foresight, and fairness. Whether you're scaling teams, refining your compensation philosophy or competing for top talent, this guide transforms uncertainty into opportunity. With the Peoplebank Salary Guide 2026, you're equipped to build a resilient, motivated workforce - and a business poised to thrive.

Thank you for trusting Peoplebank as your talent partner. We're here to support your success in 2026 and beyond.

Yours Sincerely,

Mae Tam
Managing Director
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About the Salary Guide

All salaries listed are **base salaries per month only** in Singaporean Dollars (SGD) and do not include bonuses, commissions or other benefits.

The Peoplebank Salary Tables are based upon employment activity and internal candidate data from the past 12 months.

When formulating salary ranges, as a general rule..

Minimum: The lowest salary expectation within the Role.
Maximum: The highest salary expectation within the Role.

The Peoplebank Salary Tables are for reference only and actual salary ranges can vary.

Technology

Singapore Salary Guide 2026

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Technology

Role	Experience (Years)	Salary Range (SGD) Min.	Max.
AI Engineer/AI Developer	0 - 8	6,000	12,000
Algorithm Engineer	3 - 5	6,000	10,000
Application Support Analyst	0 - 6	3,000	10,000
Back-end Developer	0 - 10	3,500	14,000
Big Data Analyst	3 - 7	6,000	10,000
Big Data Engineer	0 - 7	5,000	10,000
Business Intelligence (BI) Manager	1 - 3	8,000	12,500
Chief Architect	10+	17,000	33,000
Chief Data Officer (CDO)	10+	17,000	50,000
Chief Executive Officer (CEO)	10+	25,000	58,000
Chief Information Officer (CIO)	10+	17,000	50,000
Chief Information Security Officer (CISO)	10+	13,000	29,000
Chief Product Officer (CPO)	10+	17,000	42,000
Chief Technology Officer (CTO)	10+	15,000	50,000
Cloud Architect	0 - 5	6,000	10,000
Cloud Computing	0 - 7	4,000	9,000
Cloud DevOps Lead	8+	10,000	20,000
Cloud Engineer	0 - 6+	4,000	15,000
Cloud Solution Architect	1 - 10+	7,000	20,000
Cybersecurity Engineer / Consultant	0 - 8+	3,500	12,000
Cybersecurity Manager	5+	7,000	12,000

Technology

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Data Analyst	0 - 5	3,500	8,000
Data Architect	0 - 5	6,000	10,000
Data Centre Engineer	3 - 5	4,500	6,700
Data Director	10+	12,000	25,000
Data Scientist	0 - 8	6,000	12,000
Database Administrator	0 - 7+	4,000	12,000
Database Engineer	0 - 7	3,500	9,000
Desktop Support Engineer	2 - 5	3,000	6,000
DevOps Engineers	0 - 10+	4,500	20,000
DevSecOps Engineer	1 - 8+	6,000	20,000
Digital Transformation Manager	10+	7,000	12,000
Director of Technical Services	10+	12,000	17,000
Front-end Developer	0 - 5+	3,000	12,000
Full Stack Developer	0 - 6	4,000	14,000
Hardware Engineer	0 - 7+	3,000	8,000
Infrastructure Lead	8+	12,000	17,999
Infrastructure Manager	6+	7,000	11,000
Infrastructure Solution Architect	6+	8,000	11,000
IT Audit Manager	10+	9,000	16,000
IT Auditor	0 - 9	4,500	9,000
IT Business Analyst	0 - 7+	4,000	12,000

Technology

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
IT Director	1 - 8	10,000	25,000
IT GRC Manager	8+	8,000	15,000
IT Manager	0 - 5+	5,000	15,000
IT Procurement Manager	5+	6,000	12,000
IT Project Coordinator	0 - 4	3,500	5,500
IT Project Manager	1 - 7+	4,000	12,000
IT Security & Compliance Manager	5+	7,000	12,000
IT Security Architect	10+	12,000	20,000
IT Security Manager	8+	9,000	13,000
IT Support Engineer	0 - 10	2,500	7,500
Java / J2EE Software Engineer	3 - 10	6,000	10,000
Lead System Engineer	10+	8,000	13,000
Linux Systems Administrator	4 - 6	4,500	7,500
Machine Learning Engineer	0 - 8	6,000	12,000
Mobile Application Developer	1 - 6	4,000	10,000
Network Architect	0 - 5	6,000	10,000
Network Engineer	0 - 7+	4,000	10,000
Network Security Engineer	3 - 7	4,500	10,000
Network Support Engineer	3 - 7	4,000	7,000
Penetration Tester	0 - 7	5,000	10,500
QA Engineer	5 - 10	5,000	9,000

Technology

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
RPA Developer	0 - 5+	4,000	12,000
Scrum Master	5+	7,000	11,000
Security Engineer	0 - 5	4,000	7,300
Security Manager	0 - 5	6,500	11,000
Service Delivery Manager	5+	8,000	12,000
Service Desk Engineer	1 - 3	3,000	6,000
SOC Analyst / Senior	2 - 5	4,500	9,000
Software Engineer / Senior	3 - 6	4,000	9,000
Software Solution Architect	5+	6,000	13,000
Software Technical Lead / Manager	5 - 8	7,000	12,000
System & Network Lead	5 - 8	6,000	9,000
System Administrator	1 - 3	4,000	6,000
System Analyst / Senior	3 - 8	4,500	7,000
System Engineer / Senior	0 - 8	3,000	9,000
Technical Manager	8+	8,000	10,000
Technical Support / Helpdesk Engineer	1 - 3	3,000	5,000
Test Analyst / QA Engineer	1 - 5+	3,000	10,000

Technical Operations

Engineering & Pharmaceutical Science

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Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Aerospace Engineer	1 - 5	4,000	8,000
Aerospace Project Manager	5+	5,000	12,000
Aerospace Quality Control Engineer	1 - 5	4,000	8,000
Aerospace Technician	1 - 4	2,500	5,000
Aircraft Maintenance Engineer (AME)	1 - 5	3,500	7,000
Application Engineer	1 - 5+	4,000	8,000
Architect	1 - 5+	4,000	12,000
Architect (Real Estate)	3 - 7	5,500	12,000
Architect Manager / Senior	8+	8,000	13,000
Architectural Designer/Engineer	1 - 5	4,000	7,500
Assembly Technician	1+	2,500	3,800
Assistant Property Manager	3 - 7	6,000	7,000
Automation Engineer	2 - 6	5,500	7,100
Avionics Engineer	1 - 5	4,000	8,000
BIM Manager	5+	6,500	12,000
BIM Modeller/BIM Engineer	3 - 5	4,000	8,000
Chemical Engineer / Senior	1 - 5	4,000	8,500
Chemical Process Technician	1 - 3	2,200	3,500
Chiller, ACMV, HVAC (Specialist/Manager)	1 - 10	3,000	10,000
Civil Engineer	1 - 5+	3,500	8,000
Commissioning Engineer	2 - 6	4,800	7,000

Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Construction Director	12+	18,000	26,000
Construction Manager	5+	6,500	13,000
Continuous Improvement Engineer	3 - 7	4,800	7,800
Continuous Imporvement Manager	8+	8,000	13,000
Contract QS Manager	8+	6,000	10,000
Controls Engineer	2 - 6	4,800	7,800
Cost Engineer / Quantity Surveyor	1 - 5	3,500	7,000
Data Centre Facility Engineer	3 - 7	6,000	10,000
Data Centre Facility Manager	8+	6,000	10,000
Data Centre Operations Director	12+	14,000	16,500
Design Engineer	0 - 6	4,000	7,500
Designer Manager	8+	4,000	7,500
Development Manager	8+	10,000	15,000
Drafter	2 - 4	3,300	4,500
E&IC Engineer	1 - 6+	4,000	9,000
E&IC Manager	8+	9,000	11,000
EHS Engineer	3+	4,000	6,000
EHS Manager	8+	6,000	10,000
Electrical Engineer	1 - 5	4,000	7,000
Eletrical Engineer / Senior	6 - 10	7,000	10,500
Eletrical Maintenance Engineer	3 - 7	5,500	8,500

Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Embedded System Engineer	1 - 5	4,000	8,000
Energy Analyst	1 - 5	4,000	8,000
Energy Manager	5+	6,000	9,000
Energy Trader	8+	15,000	28,000
Engineer / Senior / Principal	1 - 8	3,500	10,000
Engineering Director	15+	14,000	18,000
Engineering Manager	10+	8,000	13,000
Engineering Operations Manager	8+	8,000	12,000
Engineering Project Manager	6 - 10	8,000	13,000
Environmental Engineer	1 - 5	3,500	7,000
Facility Engineer	1 - 5+	3,500	7,000
Facility Manager	5+	4,000	12,000
Field Service Engineer	2 - 6	4,500	7,500
Geotechnical Engineer / Senior	1 - 5	4,000	8,000
Green Building / Sustainability Specialist	5+	6,000	8,000
Head of Production	12+	18,000	25,000
HVAC Engineer	3 - 7	5,500	8,500
HSE Administrator	3 - 6	4,000	6,500
HSE Coordinator	1 - 3	2,500	3,500
HSE Manager	8+	6,000	11,000
HSE Senior / Executive	3 - 5	3,500	6,000

Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
HSEQ Manager	8+	7,500	11,000
Industrial Engineer	3 - 7	5,500	8,500
Innovation Manager	8+	8,000	13,000
Inspection Engineer	1 - 5	4,000	9,000
Inspection / Enforcement Officer	2 - 4	2,800	3,800
Layout Engineer	1 - 3	3,300	4,500
Lead Design Engineer	3 - 5	4,000	6,500
LEAN Specialist	5+	6,500	10,000
Leasing Executive	1 - 5	3,000	5,500
Leasing Manager	5+	5,000	12,000
Machinist	1 - 3	2,200	3,000
Maintenance Engineer / Assistant Engineer	2 - 4	3,000	6,200
Maintenance Manager	8+	8,000	12,000
Maintenance Technician	2 - 5	2,500	4,000
Manufacturing Engineer	2 - 6	4,500	7,500
Manufacturing Engineer (Senior)	6 - 10	7,000	10,000
Manufacturing Manager	8+	9,000	13,000
Mechanical/Eletrical Quantity Surveyor	3 - 5	3,500	6,500
Mechnical Engineer	1 - 6+	4,000	9,000
Mechanical Manager	8+	8,000	11,000
MEP & Civil Structural Director / Senior	10+	14,000	22,000

Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
MEP & Civil Structural Engineer	1 - 8+	4,000	11,000
MEP & Civil Structural Manager / Senior	8+	10,000	14,000
Mechanical / Eletrical / Electronic Engineer	1 - 5	3,500	7,500
Mechanical / Eletrical / Electronic Technician	1 - 2	2,200	3,500
Operations / Engineering Manager	10+	10,000	13,000
Operations / Engineering Director	15+	12,000	16,000
Operations / Production / Yard Manager	10+	10,000	12,000
Petroleum / Renewable Energy Engineer	1 - 5	4,000	12,000
Planning Engineer / Senior	1 - 5	4,000	8,000
Plant Controller / Manager	8+	9,000	15,000
Power System Engineer	1 - 5	4,000	8,000
Process Engineer	1 - 6+	4,000	9,000
Processing Engineering Manager	8+	9,000	11,000
Product Engineer	3 - 7	5,000	7,000
Product Engineering Manager	8+	7,000	10,000
Production Engineer	1 - 6+	3,000	8,000
Production Manager	5 - 10+	6,000	10,000
Production Operator	1+	1,500	2,300
Production Superintendent	8+	6,000	8,000
Production Supervisor	5+	5,500	7,400
Production Technician	1 - 3	2,200	2,800

Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Project Engineer	1 - 8+	3,000	10,000
Project Engineer Director	10+	12,000	16,000
Project Engineer Manager	6 - 8+	9,000	12,000
Property Director	10+	14,000	20,000
Property Manager	5+	5,500	10,000
Property Officer	1 - 3+	2,800	5,500
Pump Mechanic	1 - 5	2,200	4,500
PV Solar Installer	1 - 3	2,200	4,000
QA Engineer	2 - 4	3,500	5,500
QA / QC Chemist	1 - 5	3,500	6,500
QA / QC Engineer	1 - 6+	4,000	8,000
QA / QC Manager	8+	8,000	9,000
Quality Auditor	5 - 10	7,500	8,800
Quality Control Technician	1 - 4	2,000	4,800
Quality Director	10+	12,000	18,000
Quality Engineer / Senior	0 - 7	3,500	8,000
Quality Manager	7 - 10	6,000	12,500
Quantity Surveyor / Senior	1 - 7	3,500	8,000
Renewable Energy Technician	1 - 4	2,200	4,500
R & D Director	10+	15,000	20,000
R & D Engineer	3 - 5	3,400	6,500

Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
R & D Manager	8+	9,000	11,000
Research Assistant (Renewable Energy)	1 - 5	2,800	5,000
Research Scientist	5+	4,500	9,000
Robotics Engineer	2 - 6	5,500	8,500
Safety Engineer	3 - 7	5,000	8,000
Sales Engineer Director	10+	10,000	14,000
Sales Engineer Manager	5 - 10+	6,000	10,000
Sales Engineer / Executive	1 - 5+	3,500	8,000
Senior Product Quality Engineer	4 - 6	5,400	7,000
Staff Engineer / Senior	5+	5,000	8,000
Service engineer / Senior	0 - 6+	3,500	9,000
Service Engineer Manager	5 - 10	6,000	10,000
Shift Manager	8+	8,000	11,000
Site Director	10+	20,000	32,000
Site Engineer	1 - 5	3,500	7,000
Site Manager / Senior	8+	8,000	13,000
Structural Engineer	1 - 5	4,000	8,000
Sustainability Consultant	3+	5,000	10,000
Technician	1 - 5	3,000	5,000
Telecommunications Engineer	2 - 6	5,000	8,000
Test Engineer	1 - 5	3,500	7,000

Technical Operations (Engineering & Pharmaceutical Science)

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Testing & Commissioning Engineer	1 - 6+	4,000	10,000
Transportation Planner	3 - 8	4,000	8,000
Tunnel Engineer / Senior	1 - 5	4,000	8,000
Vice President (Operations / Engineering)	10+	20,000	30,000
Workshop Manager	8+	8,000	12,000

Sales & Marketing

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Sales & Marketing

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Account Director	8+	10,000	15,000
Account Executive	1 - 5	3,500	6,200
Account Manager	1 - 5+	4,000	10,000
Area Sales Manager	7+	7,000	8,000
Assistant / Associate Producer	1 - 2	2,500	3,500
Brand Executive	0 - 3	2,800	5,000
Brand Manager	3 - 8+	5,200	12,000
Business Analyst	1 - 10	3,500	10,000
Business Director	8 - 10+	13,000	17,000
Sales / Business Development Director	8+	10,000	25,000
Sales / Business Development Executive	0 - 2	4,000	5,000
Sales / Account Manager	5+	5,500	15,000
Business / Market Access Manager	8 - 10+	12,000	15,000
Campaign Manager	4 - 6	4,500	8,500
Channel Sales Manager	5+	5,000	10,000
Chief Commercial Officer (CCO)	10+	21,000	50,000
Chief Marketing Officer (CMO)	10+	21,000	50,000
Commercial Analyst	3 - 8	5,000	8,500
Commercial Head	8 - 10+	13,000	17,000
Commercial Manager	10+	10,000	15,000
Communications Manager	7 - 10	9,000	11,000

Sales & Marketing

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Internal Communications Manager	5- 7	7,500	8,800
Head of Communications	10+	18,000	18,000
Content Marketing Specialist	3 - 7	4,000	6,500
Copywriter	1 - 5	3,000	6,000
Corporate Communications Executive	1 - 3	3,400	5,200
Corporate Comms. Manager / Assistant	3 - 5+	5,200	12,000
Country Director	12 - 15+	23,000	27,000
Country Head	10+	18,000	22,000
Digital Marketing Manager / Assistant	3 - 5+	5,200	15,000
Digital Marketing Executive / Specialist	0 - 3+	2,800	5,200
District Leader	3 - 5	4,500	5,500
District / Area Manager	5 - 10	5,500	7,500
External Communications Manager	7 - 10	9,000	11,000
Head of Business Development	8 - 10+	13,000	17,000
Head of Marketing	8 - 10+	13,000	17,000
Head of Sales (Enterprise)	10+	18,800	25,000
Inside Sales Executive / Representative	1 - 5	3,000	6,000
Inside Sales Manager	3 - 7	5,000	9,000
Key Account Executive	0 - 3	3,500	5,500
Key Account Manager	1 - 10	5,000	13,500
Market Access Manager	5 - 8	11,000	12,500

Sales & Marketing

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Market Research Analyst	1 - 5	3,500	6,500
Market Research Manager	5 - 9	6,000	8,500
Marketing Assistant / Coordinator	0 - 3	3,200	6,000
Marketing Communications Executive	0 - 3	2,800	5,000
Marketing Comms. Manager / Assistant Mgr	3 - 8+	5,200	12,000
Marketing Director	7+	8,000	18,000
Marketing Executive	1 - 5	3,600	5,000
Marketing Manager / Assistant Manager	4 - 7+	5,000	15,000
Merchandising Coordinator	0 - 4	2,500	4,500
Merchandising Manager	5 - 10+	5,000	9,000
Partner Sales Manager	7 - 10	10,000	16,700
PR Executive	1 - 3	3,300	5,500
PR Manager / Assistant Manager	3 - 8+	5,500	12,000
Pre-sales Consultant / Engineer	2 - 5	3,000	7,500
Pre-sales Manager	5+	6,000	12,000
Product Executive (Sales)	1 - 5	3,500	5,500
Product Manager	6 - 8+	10,000	13,500
Product Manager (Sales)	5 - 8	5,000	7,000
Product Marketing Executive / Specialist	0 - 8	2,800	8,000
Product Marketing Manager / Assistant	3 - 10	5,200	10,000
Retail & Sales Marketing Specialist	3 - 7	4,000	7,000

Sales & Marketing

Role	Experience (Years)	Salary Range (SGD) Min.	Max.
Retail Manager	3 - 10	5,000	11,000
Retail Manager - Regional	8+	8,000	12,000
Retail Operations Executive	1 - 3	3,500	5,000
Retail Operations Manager	3 - 5	5,000	7,000
Retail Trainior Executive / Senior	3 - 5	4,500	5,500
Retail/ Sales Associate	1 - 3	2,200	3,500
Sales & Marketing Manager	5 - 7	7,000	10,000
S&OP Manager	7 - 10	10,000	11,000
Sales Analyst	3 - 5	5,500	6,500
Sales Coordinator	1 - 5	2,500	4,500
Sales Engineer	1 - 5	4,000	6,000
Sales Officer / Telesales Officer	1 - 3	2,500	3,500
Sales Project Manager	5+	7,000	11,500
SEM Strategist	3 - 5	4,000	6,000
Social Media Manager	3 - 7	4,000	8,000
Store Manager / Assistant Manager	1 - 10	4,000	10,000
Store Supervisor	1 - 5	3,000	4,500
Technical Sales Manager	3 - 5	6,000	8,500
Trade Marketing Manager	5 - 7	7,500	8,500
Visual / Brand Merchandiser	2 - 5	3,500	6,000
Events Executive	1 - 3	2,800	4,200
Events Manager	5+	4,600	6,500

Accounting & Finance

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Accounting & Finance

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Accountant	3 - 8	6,000	9,000
Accounting Mangager / Assistant	5+	7,500	12,000
Accounts Assistant / Executive	0 - 5	3,500	5,500
AP / AR Accountant	2 - 6	4,000	7,500
AP / AR Manager	8+	8,000	12,000
AP / AR Specialist / Executive	3 - 6	4,000	7,500
Chief Financial Officer	15+	20,000	50,000
Controller	8+	11,000	15,000
Corporate Finance / M&A (Senior) Analyst	3 - 6	6,000	10,000
Corporate Finance / M&A (Senior) Manager	7 - 10	10,000	15,000
Corporate Finance / M&A Director	12+	18,000	25,000
Cost Accountant / Analyst	3 - 8	5,000	9,000
Costing Executive	0 - 5	4,000	5,000
Costing Manager	8+	9,000	13,000
Credit Analyst / Senior	3 - 7	5,000	8,500
Credit Controller	5 - 8	7,900	10,000
Credit Manager	8+	9,000	13,000
Finance Assistant / Executive	0 - 5	3,000	5,500
Finance Business Partner	8+	7,500	15,000
Finance Controller	10+	13,000	16,500
Finance Director	12+	15,000	21,000

Accounting & Finance

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Finance Manager / Assistant Manager	5+	7,000	12,000
Finance Transformation Manager	8+	8,500	12,500
Finance / FP&A Analyst	3 - 8	6,000	9,500
FP&A Director	12+	18,000	28,000
FP&A / Commercial Manager	8+	10,000	15,000
Group Accountant	5 - 10	6,000	10,000
Head of FP&A	12+	18,000	28,000
Head of Investor Relations	12+	15,000	22,000
Head of Treasury	12+	18,000	28,000
Internal Audit Assistant / Executive	0 - 5	4,000	6,500
Internal Audit Director	10+	18,000	28,000
Internal Audit Manager / Senior	5+	8,500	14,500
Internal Auditor	3 - 8	6,000	9,000
Internal Control Manager	7 - 10	9,000	11,500
Investor Relations Analyst	3 - 6	6,000	10,000
Pricing Analyst	3 - 8	6,000	10,000
Project Accountant	3 - 8	6,000	10,000
Project Controller	8+	9,000	13,000
Regional Finance Manager	8+	9,000	13,000
Senior Accountant	3 - 8	7,000	11,000
Senior Accounts Executive	3 - 8	5,500	8,000

Accounting & Finance

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Senior Director, Asset Management	15+	15,000	25,000
Senior Finance Executive	3 - 8	5,500	8,000
Tax Accountant	3 - 8	5,500	9,000
Tax Manager / AM / Senior	5+	7,000	13,000
Tax Director	10+	18,000	30,000
Tax Executive / Senior Analyst	0 - 5	4,000	7,000
Trade Finance Executive	3 - 8	6,000	8,500
Trade Finance Manager	8+	9,000	13,500
Transfer Pricing Analyst	3 - 6	6,000	8,500
Transfer Pricing Manager	8+	9,000	14,000
Treasury Accountant	3 - 8	5,000	8,000
Treasury Manager / AM / Senior	5+	7,000	14,000
Treasury Director	10+	18,000	28,000
Treasury Executive / Senior	0 - 5	4,000	7,000

Human Resources & Business Support

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Human Resources & Business Support

Role	Experience (Years)	Salary Range (SGD) Min.	Max.
Administration Manager	6+	5,500	9,000
Administrative Assistant / Executive	1 - 3	2,800	4,200
Administrator / Senior	3 - 6	2,800	6,500
Benefits Manager	7+	7,500	12,000
Business Support Administrator	2 - 5	3,200	5,000
C&B Analyst	1 - 3	3,500	5,000
C&B / Total Rewards Manager	8+	9,000	15,000
C&B / Total Rewards Specialist	3 - 8	4,500	8,000
Chief HR Officer (CHRO)	15+	18,000	35,000
Chief Operating Officer / VP	10+	20,000	50,000
Contract Administrator	2 - 5	3,500	5,500
Corporate Secretary (AM / Mgr / Snr.)	5 - 10+	6,500	18,000
Data Entry Clerk	0 - 2	2,300	3,200
Executive Assistant	2 - 6+	4,000	9,000
General Manager / Director	10 - 15+	12,000	21,000
Head of C&B / Total Rewards	10+	12,000	25,000
Head of Executive Assistant / Secretary	8+	9,000	15,000
Head of of HR	10 - 15+	12,000	22,000
Head of L&D	10+	10,000	18,000
Head of Organisational Design	10+	15,000	25,000
HR Manager / AM / Senior	5 - 10+	6,000	14,000

Human Resources & Business Support

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
HR Consultant	5 - 10+	6,000	15,000
HR Director	10+	14,000	25,000
HR Executive	1 - 5	3,000	6,000
HR Generalist	2 - 5	3,000	4,500
HR Business Partner	6+	7,000	12,000
HR Business Partner Senior	10+	10,000	16,000
L&D Coordinator / Administrator	1 - 3	3,500	4,800
L&D Executive	3 - 5	4,000	6,000
L&D Manager	4 - 7	6,000	9,000
Office Administrator	2+	2,800	4,500
Office Manager	5+	5,000	8,500
Operations Administrator	2 - 5	3,200	5,200
Operations Assistant / Officer	1 - 3	2,500	3,500
Operations Director	12+	15,000	17,000
Operations Manager	6 - 10+	8,000	12,000
Operations Manager - Regional	5 - 10	7,000	12,000
Organisational Design Manager	8 - 12	8,000	15,000
Payroll Executive / Specialist	2 - 6	3,500	6,000
Payroll Manager	7+	6,000	9,000
Personal Assistant	2+	3,500	6,000
Project Administrator	1 - 3	3,500	5,800

Human Resources & Business Support

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
PProject Coordinator/Executive	1 - 3	2,500	6,500
Project Director	10+	12,000	21,000
Project Manager	5+	5,000	12,000
Property Administrator	2 - 5	3,200	5,500
Receptionist / Concierge	2+	2,500	4,000
Resourcer	2 - 4	3,500	4,500
Rewards Manager	7+	7,500	12,000
Secretary	2+	3,000	4,800
Talent Acquisition Assistant Manager	5 - 8	6,000	9,000
Talent Acquisition Director / Head	12+	12,000	20,000
Talent Acquisition Manager	10+	8,000	13,000
Talent Acquisition Specialist	3 - 8	4,500	7,500
Training Manager	5 - 10	6,000	8,000
Training Manager - Regional	8+	7,000	9,000
Training Specialist / Senior	1 - 5	3,200	6,500

Legal

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Legal

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Associate / Senior Associate	2 - 8	7,000	18,000
AVP / Director	12+	14,000	22,000
Banking Transactions Counsel	6 - 10 PQE	12,000	20,000
Chief Legal Counsel / Head of Legal	15+ PQE	22,000	35,000
Client Onboarding Analyst	0 - 3	4,000	6,500
Commercial Counsel	5 - 10 PQE	9,000	15,000
Compliance Analyst / Senior	0 - 8	3,500	9,000
Compliance Director	10+	14,000	22,000
Compliance Manager / Senior	5+	7,500	15,000
Corporate Paralegal	1 - 4	4,000	6,500
Corporate Secretary	0 - 3	4,000	6,000
Corporate Secretary Supervisor	3 - 5	5,500	8,000
Data Privacy & Protection Counsel	6 - 10 PQE	12,000	20,000
Data Protection Officer	7 - 12	10,000	18,000
Employment Counsel	5 - 10 PQE	9,000	15,000
Enterprise Risk & Compliance Director	12+	16,000	18,000
Enterprise Risk & Compliance Manager	8 - 12	10,000	12,000
Environmental & Regulatory Assistant	1 - 5	2,500	4,500
Financial Crime Analyst	2 - 6	5,000	8,000
General Counsel	11 - 13 PQE	18,000	25,000
Head of Compliance	12+	18,000	30,000

Legal

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Head of Data Privacy	10+	18,000	28,000
Head of Risk	12+	15,000	25,000
Intellectual Property Counsel	5 - 10 PQE	10,000	18,000
Legal Counsel / Senior	2 - 10 PQE	7,000	18,000
Legal Secretary	1 - 5	3,800	6,000
Legal Services Administrator	1 - 4	3,500	5,800
Merger & Acquisition (M&A) Counsel	6 - 10 PQE	9,000	15,000
Of Counsel	12+	18,000	28,000
Paralegal	1 - 7	3,500	7,000
Partner	15+ PQE	25,000	50,000
Regulatory Counsel	6 - 10 PQE	12,000	20,000
Risk & Compliance Management Specialist	5 - 8	5,000	10,000
Risk Analyst / Senior	0 - 8	3,500	9,000
Risk Director	10+	15,000	22,000
Risk Officer	2 - 5	4,500	7,000
Risk Manager / Senior	5+	7,000	13,000
Trade Compliance Specialist	5 - 8	7,500	8,500

Procurement & Supply Chain

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Procurement & Supply Chain

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Buyer / Merchandiser	3 - 5+	3,500	6,000
Category Buyer	2 - 3	4,000	5,500
Class 3 / 4 Driver	2 - 8	2,500	4,500
Commodity / Sourcing Manager	5 - 7	7,000	10,000
Costing Analyst	4 - 5	7,000	8,000
Costing Manager	7 - 8	9,000	10,000
Custom Broker	3 - 5	3,500	6,000
Customer Service Lead	3 - 8	5,000	7,000
Customer Service Manager	3 - 8+	5,000	7,000
Customer Service / Operations Officer	1 - 10+	3,000	5,000
Customer Success Manager	5+	5,500	7,000
Freight Forwarding Specialist	3 - 5+	5,000	7,000
Freight Procurement Manager	5 - 8+	6,000	10,000
Head of Commodity / Sourcing	10+	18,000	21,000
Head of Logistics	10+	10,000	14,500
Import / Export Manager	6 - 8	7,000	10,000
Import / Export Coordinator	2 - 10+	3,000	4,500
Inventory Controller	3 - 5	4,000	5,000
Inventory Manager	5 - 6	7,000	9,000
Inventory / Stock Administrator	1 - 5	3,000	4,500
Logistics Analyst	1 - 5	3,500	5,000

Procurement & Supply Chain

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Logistics Executive	2 - 5+	4,000	5,500
Logistics Manager	6 - 10+	6,000	10,000
Logistics Project Manager	7 - 10	10,000	13,800
Logistics Specialist	5 - 6	5,000	6,000
Order Management Specialist	1 - 3	3,500	5,000
Parts Manager	3 - 5+	5,000	7,000
Planner	3 - 5+	4,500	6,500
Planning Analyst	4 - 5+	5,000	8,000
Planning Director	8 - 10+	12,000	17,000
Planning Manager	6 - 8	8,000	10,000
Pricing Executive / Analyst	2 - 5+	3,500	5,500
Procurement Analyst	4 - 5	6,000	7,000
Procurement Director	10+	15,000	21,000
Procurement Executive	2 - 5	4,500	6,000
Procurement Manager	6 - 10+	7,000	11,000
Procurement Specialist	2 - 5	4,500	6,000
Purchasing Assistant	1 - 3	3,000	5,000
Shipping Coordinator	2 - 4	4,000	6,000
Sourcing / Procurement Engineer	3 - 5+	4,500	6,500
Strategic Sourcing / Commodity Manager	8 - 12+	9,000	13,000
Supplier Relationship Manager	7 - 8+	8,000	10,000

Procurement & Supply Chain

Role	Experience (Years)	Salary Range (SGD) Min.	Salary Range (SGD) Max.
Supply / Demand Planner	3 - 4	5,000	6,000
Supply / Demand Planner - Regional	3 - 4	5,500	6,500
Supply / Demand Planning Manager	6 - 7	7,000	8,000
Supply Chain Analyst	3 - 5+	4,500	7,100
Supply Chain Coodinator	2 - 4	4,000	6,000
Supply Chain Director	12+	15,000	30,000
Supply Chain E-Commerce Manager	7 - 8	8,000	10,000
Supply Chain Manager	6 - 10+	7,000	13,000
Supply Chain Program Manager	9 - 10	10,000	12,000
Trade Lane Manager	5 - 8+	6,000	8,000
Transport Planner	5 - 6	6,000	7,200
Transportation Manager	5 - 7	8,000	15,000
Vice President Procurement	15+	15,000	25,000
Vice President Supply Chain	15+	18,000	25,000
Warehouse Manager	6 - 10+	4,500	6,500
Warehouse Supervisor	5 - 8+	3,000	5,000
Warehouse/Logistics Assistant	2 - 10+	2,000	3,300

About Peoplebank

Peoplebank is Asia Pacific's leading talent solutions provider with a network of offices in Singapore, Hong Kong and Australia.

Peoplebank provides one-stop recruitment and workforce services across multiple industry sectors covering contract and permanent hires, payroll services and tailored solutions. With a dedicated team of specialist consultants, we deliver innovative candidate sourcing strategies, retention strategies, and operating best practices to provide excellence in our service levels for both our clients and candidates.

A RGF Staffing Group

Peoplebank is part of **RGF Staffing**, a leading global network of HR service providers. Together, the local brands employ around 298,000 talents. Our local experts are passionate about connecting people with jobs that give them opportunities to thrive. RGF Staffing is part of Recruit Holdings, a Japanese publicly traded company that is simplifying hiring with leading brands including Indeed and Glassdoor.

Peoplebank

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