

THAILAND



IT WAS A TRANSITIONAL YEAR FOR THAILAND IN 2015 AS COMPANIES FOCUSED ON DRIVING DOWN COSTS DUE TO THE GENERAL SLOWDOWN ACROSS SOUTH-EAST ASIA, HOWEVER RECRUITMENT WILL REMAIN BUOYANT IN 2016.

2015 INSIGHT

While hiring activity continued to grow in 2015, the rate of recruitment was slower than in 2014. Political instability and concerns about a regional economic slowdown led organisations to take a cautious approach to hiring.

However, with unemployment below 1%, the market remained candidate driven with considerable demand across all sectors. Those skilled in niche areas, particularly compliance, software development, demand planning and digital marketing, were able to command a salary increase of around 30% when changing roles.

The highest increase of hiring activity was seen in Thai construction – driven by government investments designed to stimulate the economy. Banking and financial services recruitment levels were also significant due to a surge in mergers, acquisitions and corporate restructurings, which

increased demand for banks to help companies structure their finances.

2016 EXPECTATIONS

The economic forecast for 2016 looks brighter, with hiring managers adopting a careful, but positive, outlook towards Thailand's growth and development. However, 2016 will still be a transitional year for Thailand as companies focus on driving down costs due to the general slowdown across Southeast Asia. It's likely that the manufacturing industry will be particularly impacted by China's economic deceleration.

Despite these economic concerns, hiring levels will remain similar to 2015 for mid to senior-level professionals in multinational corporations. Candidates with good English language skills, experience of working in multinational corporations, strong business acumen and people management skills will be most in demand. They will be able to command salary increases of 15-25% when changing roles, rising to around 30% for the most exceptional talent. Those staying in their current roles will see average salary increments of 5-7%. Over the long-term, higher salary increases, in our view, may well be unsustainable, particularly in the context of Thailand's low inflation.

With jobseekers able to take their pick of the best roles, it will remain important for employers to provide clear career progression plans, as this is the main driver of employee retention in Thailand. To secure the best candidates, we also recommend that hiring managers offer competitive rewards and benefits, while flexible working and an attractive work-life balance will create further incentives.



As recruitment remains candidate driven in 2016, jobseekers will be able to take their pick of the best roles. It is important for employers to provide clear career development plans, as this is the main driver of employee retention in Thailand.



KEY FINDINGS

After a transitional year in 2015, the economic outlook in Thailand for 2016 appears cautiously optimistic, despite a general slowdown in Southeast Asia.

Candidates with multinational company experience, good English language skills and management expertise can expect salary increases of 15-25% when changing roles.



Thai professionals considering a move back home

(Returning Asians Survey)



Employers who would offer overseas experienced Thai professionals a higher salary

(Returning Asians Survey)

TOP FOREIGN DIRECT INVESTMENT COUNTRIES IN THAILAND



CHINA



JAPAN

(Whitepaper)

WHAT THAI PROFESSIONALS WANT

- 1 Good remuneration
- 2 Work-life balance
- 3 Career development

Robert Walters Returning Asians Survey 2015, 654 respondents

Whitepaper: Robert Walters Research, 'Insights from the Exit Process' 2014, 803 respondents

THAILAND

OVERVIEW

ACCOUNTING & FINANCE

In the first half of 2015 companies sought to optimise their structures and streamline processes, which required full teams in place. The majority of hiring was therefore focused on replacement roles. Towards the end of the year, a number of businesses expanded their operations and increased headcount in accounting and finance, creating a spike in industry-wide demand.

Professionals with international experience and the ability to manage complex projects were especially sought after. Those candidates experienced in strategic business development, financial planning and treasury, had a particular advantage in securing new positions. Hiring managers also sought accounting and finance professionals with strong business acumen who were able to play a business partnering role and understand how to add value from a financial perspective.

In 2016, employers will continue to face challenges recruiting candidates with strong technical, people management and English language skills. In addition, these professionals will be required to be deadline focused, commercially savvy and adaptable to dynamic work environments. Attracting such experienced talent is likely to be difficult, as these candidates tend to be more selective in their career moves.

Accounting and finance professionals in Thailand are primarily driven by recognition for their work accomplishments, clear career progression, and competitive compensation and benefits packages. We recommend that

hiring managers tailor their retention strategies with these factors in mind to keep employees motivated and engaged in 2016. As employers strive to retain top talent, we have also seen an increase in counter-offers, which we believe will continue in 2016.

BANKING & FINANCIAL SERVICES

In the first quarter of 2015, hiring activity in banking and financial services slowed as banks focused on building their recruitment strategy and aligning their budgets for the coming year. As the year progressed, we saw more opportunities for relationship managers with business development and credit analysis skills. This demand was driven primarily by new international banks looking to grow in Thailand, as well as a strategic merger between a Thai bank and a global bank. Candidates were required to drive revenue and strengthen these organisations' presence in Thailand.

In addition, banks sought strategy specialists to expand their operations across the region and help develop new markets. Investment bankers with experience in mergers & acquisitions, modelling & valuation, and due diligence were in particular demand to support the rising number of infrastructure projects in Thailand.

Within the back and middle office banking functions, the appetite for finance and corporate governance professionals within internal audit, risk and compliance remained strong – and we anticipate this demand will continue in 2016 with salary increases for job movers reaching 30% and above for the total compensation package.

At all levels of seniority, compliance specialists with anti-money-laundering, regulations and risk experience were also highly sought after as a result of more stringent requirements introduced by the Bank of Thailand. Again, we expect this requirement to persist in 2016.

In 2016, fund managers skilled in fixed income will be especially difficult to hire due to the limited talent pool in Thailand and the prerequisite for candidates to have a strong command of English. Salary increases for job movers in 2016 are likely to average 20-25%.

HUMAN RESOURCES

The recruitment of HR professionals in the first half of 2015 remained strong as companies increasingly recognised the importance of HR functions. Recruitment and retention became a key priority and professionals skilled in business partnering, organisational development, learning & development, and compensation & benefits were highly sought after. Demand was particularly notable for HR candidates experienced in both talent and performance management.

Professionals with the ability to partner with line managers and implement talent development strategies were a primary requirement, and we also saw increasing demand for HR professionals who could assist business heads in driving performance. To retain top HR employees, companies focused on developing clear career paths and opening more channels of communication with their employees.

KEY TRENDS

- ▶ In 2016, employers will continue to face challenges finding candidates with strong technical, people management and English language skills.
- ▶ Businesses are likely to continue outsourcing their operational HR functions to a third-party firm or shared services centre.
- ▶ Hiring within mobile commerce dominated the market in 2015 as companies strove to attract Thailand's growing mobile consumers. We anticipate this will continue in 2016 as organisations maintain their focus on growing digital platforms.
- ▶ We expect employers to seek sales engineers, general managers and marketing managers, with a combination of industry experience, product knowledge and leadership skills, to build strong sales and marketing teams.

Throughout the year, a number of businesses began outsourcing their operational HR functions to a third-party firm or shared services centre and this is likely to continue in 2016. Some HR professionals viewed this as an opportunity and showed keen interest in working as a consultant on a project basis. This was particularly evident in niche functions where securing a permanent candidate was challenging, for example compensation and benefits professionals at a strategic level.

In 2016, we anticipate that HR business partners with expertise in HR management and development will continue to be in high demand, due to the limited talent pool of candidates in this specialist area. Hiring managers will also face challenges attracting HR specialists experienced in compensation & benefits, talent development and performance management. This is a consequence of the high salaries these professionals typically command, meaning companies must pay a premium for quality candidates. To attract and retain HR professionals, businesses are advised to offer clear career paths, skill development programmes, strategic business partnering and stakeholder engagement opportunities.

INFORMATION TECHNOLOGY

In 2015, Thailand's IT industry saw an acute shortage of talent due to a limited talent pool, with software developers, project managers and enterprise resource planning (ERP) specialists in particular demand. To compensate for this skills gap, companies recruited foreign talent to fill these roles while also training local IT professionals internally as part of their succession planning strategy.

Mobile commerce recruitment dominated the market, with application developers and programmers especially sought after as companies strove to attract Thailand's growing mobile consumers. We anticipate this demand will continue as organisations maintain their focus on growing digital platforms.

The e-commerce sector experienced similarly significant growth as debit cards, smartphones and internet broadband networks grew in popularity. Therefore, IT professionals able

to adapt to this fast-growing market saw an increase in job opportunities.

Throughout the year, we saw a growing trend of skilled ERP professionals moving from permanent roles to specialist freelance or contract positions. We also noted a continued growth in demand for IT talent with niche skills to fuel the fast-growing e-commerce, animation, gaming and new media industries in Southeast Asia.

We expect this trend to continue in 2016, with experienced software developers presenting a particular challenge to hire as demand exceeds supply. ERP consultants and IT project managers at the mid to senior management level with industry-specific knowledge and bilingual language skills will be equally sought after. Specialist roles in niche areas, especially cloud computing, gaming, data centre and project sales, will also be in demand. To attract and retain high-level talent, we advise hiring managers to offer regional opportunities as well as job rotation, combined with training and development programmes.

SALES & MARKETING

In 2015 we saw a significant rise in the number of sales and marketing positions available. However, hiring managers faced challenges attracting professionals at mid to senior management levels due to the limited candidate pool in Thailand. To address the talent war, employers began focusing on development programmes to train and up-skill their employees. Due to a slowdown in the Southeast Asian region, multinational corporations are anticipated to exercise hiring caution, although critical positions at mid to senior management levels will still be replaced. In addition, Thailand is expected to try and retain its position as one of the region's manufacturing leaders in order to maintain positive future growth throughout 2016. Therefore we expect employers to seek sales engineers, general managers and marketing managers, with a combination of industry experience, product knowledge and leadership skills, to build strong teams.

The consumer space is anticipated to continue growing in 2016 with increased positions in the

digital marketing and e-commerce spaces. This is a result of current consumer buying behaviour and active e-commerce players in the market.

In 2016 we also expect professionals with FMCG experience and the ability to adapt to diverse work environments to remain in demand. In particular, those with regional work experience in Cambodia, Myanmar and Vietnam will be highly sought after as organisations increasingly expand their operations across the region – facing challenges in sourcing experienced local talent.

SUPPLY CHAIN & PROCUREMENT

Thailand's supply chain and procurement recruitment market remained highly competitive and candidate driven in 2015. As most companies across industries continuously improved their supply chain approach, multinational corporations in particular sought bilingual hires with international experience.

The most sought-after roles in 2015 were supply chain managers, procurement managers and directors, logistics managers and sourcing managers. In addition, candidates with strong communication skills and the ability to integrate into multinational corporations and work with regional stakeholders, were especially valuable. Supply chain professionals were primarily motivated by salary when it came to new opportunities, with the scope and responsibility of the role being the next most pressing motivation.

In terms of salaries, candidates expected a remuneration increase of between 20-30% when joining a new company, and we expect this trend to continue in 2016. We also anticipate skilled professionals will receive a salary rise of 5-7% when staying in their current role.

Although some labour-intensive manufacturing companies are actively considering relocating their production operations abroad, supply chain and procurement in Thailand will remain a candidate-driven market in 2016. To attract and retain key talent, we advise hiring managers to involve Thai supply chain professionals in regional projects to develop their skills and technical expertise.

BANGKOK

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM THB (฿)	
	2015	2016
Accounting		
Internal Auditor - Director	2.5 - 3.6m	3.0 - 4.2m
Tax Director	2.0 - 3.0m	2.4 - 3.3m
Internal Auditor - Manager	1.4 - 2.2m	1.4 - 2.2m
Tax Manager	1.4 - 1.9m	1.4 - 1.9m
Group Accountant - Consolidations	960k - 1.4m	960k - 1.4m
Tax Supervisor	840k - 1.3m	840k - 1.3m
Finance		
Chief Financial Officer	3.0 - 5.4m	3.0 - 6.6m
Finance Director - MNC	2.6 - 4.0m	3.0 - 4.8m
Finance Director - SME	1.6 - 3.0m	1.8 - 3.2m
Financial Controller - MNC	1.7 - 2.8m	1.7 - 2.8m
Commercial Manager	1.7 - 2.5m	1.5 - 2.5m
Financial Controller - SME	1.4 - 2.4m	1.4 - 2.4m
Senior FP&A	1.1 - 1.8m	1.4 - 2.4m
Corporate Finance	1.2 - 2.2m	1.2 - 2.6m
Finance Manager	960k - 2.4m	960k - 2.4m
Treasury Manager	960k - 2.4m	960k - 2.4m
Accounting Manager	960k - 1.7m	960k - 1.8m
Cost Controller	800k - 1.8m	960k - 1.8m
Senior Financial Analyst	960k - 1.6m	960k - 1.6m
Credit Controller	750k - 1.3m	750k - 1.3m
FP&A	600k - 1.1m	720k - 1.4m
Treasury Analyst	700 - 950k	700 - 950k
Financial Analyst	600 - 800k	600 - 800k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

BANGKOK

BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM THB (฿)					
	1 - 4 YRS' EXP		4 - 8 YRS' EXP		8+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Front Office Banking						
Treasury Sales	960k - 1.2m	1.0 - 1.4m	1.2 - 1.8m	1.3 - 2.0m	2.0 - 3.1m+	2.2 - 3.1m+
Private Equity	950k - 1.2m	1.0 - 1.4m	1.2 - 2.3m	1.3 - 2.5m	2.5 - 3.1m+	2.7 - 3.3m+
Cash/Trade Sales	880k - 1.2m	900k - 1.4m	1.0 - 1.6m	1.0 - 1.8m	2.1 - 3.0m+	2.1 - 3.0m+
Corporate Banking	800 - 960k	850k - 1.0m	1.0 - 2.3m	1.1 - 2.5m	2.5 - 3.6m+	2.7 - 3.6m+
Capital Markets	770k - 1.2m	800k - 1.3m	1.3 - 2.5m	1.5 - 2.7m	2.8 - 3.8m+	2.9 - 4.0m+
Private Banking	650k - 1.0m	700k - 1.1m	1.1 - 2.2m	1.2 - 2.4m	2.2 - 3.3m+	2.4 - 3.5m+
Commercial Banking	650 - 850k	700 - 940k	900k - 1.8m	1.0 - 2.0m	1.9 - 2.9m+	2.1 - 3.1m+
Investment Banking	480k - 1.2m	500k - 1.3m	1.3 - 2.5m	1.5 - 2.7m	2.7 - 3.7m+	2.9 - 3.9m+
Credit Analyst	420 - 720k	450 - 800k	720k - 1.0m	800k - 1.2m	1.0 - 2.1m+	1.4 - 2.3m+
Banking Operations						
Market Operations	650 - 760k	700 - 800k	760k - 1.4m	800k - 1.5m	1.4 - 2.1m+	1.6 - 2.2m+
Treasury Settlements	600 - 750k	670 - 800k	750k - 1.8m	800k - 2.0m	1.9 - 3.0m+	2.1 - 3.2m+
Cash Management	500 - 780k	550 - 820k	800k - 1.6m	900k - 1.7m	1.8 - 2.8m+	1.9 - 2.9m+
Trade Support	450 - 710k	500 - 800k	748k - 1.2m	800k - 1.3m	1.7 - 2.7m+	1.7 - 2.8m+
Corporate Governance						
Compliance	770k - 1.6m	800k - 1.7m	1.3 - 3.1m	1.5 - 3.2m	3.1 - 5.0m+	3.5 - 5.0m+
Market Risk	720k - 1.2m	770k - 1.3m	1.5 - 2.5m	1.7 - 2.7m	2.7 - 3.7m+	2.9 - 4.0m+
Credit Risk	700k - 1.2m	750k - 1.3m	1.3 - 2.5m	1.3 - 2.7m	2.7 - 3.7m+	2.9 - 4.0m+
Operational Risk	660k - 1.2m	700k - 1.3m	1.3 - 2.5m	1.5 - 2.7m	2.8 - 3.8m+	2.9 - 4.0m+
Internal Audit	660 - 990k	700k - 1.0m	1.1 - 1.9m	1.3 - 2.1m	2.0 - 3.0m+	2.2 - 3.2m+
Financial Accounting						
Business Analysis	660 - 935k	700 - 960k	946k - 2.0m	970k - 2.2m	2.0 - 3.0m+	2.2 - 3.0m+
Finance Operations	550 - 850k	600 - 900k	950k - 1.8m	970k - 2.0m	2.0 - 3.0m+	2.1 - 3.0m+
Accountant	500 - 800k	550 - 850k	800 - 960k	850k - 1.0m	960k - 1.8m+	1.0 - 2.0m+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

BANGKOK

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM THB (฿)					
	3 - 6 YRS' EXP		6 - 12 YRS' EXP		12+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
Commerce & Industry						
Organisational Development	800k - 1.2m	800k - 1.2m	1.2 - 2.6m	1.2 - 2.8m	2.6 - 3.2m	2.8 - 3.4m
Compensation & Benefits	800k - 1.2m	800k - 1.2m	1.2 - 2.4m	1.2 - 2.6m	2.4 - 3.4m	2.6 - 3.4m
Business Partner	660 - 960k	720k - 1.1m	1.0 - 2.2m	1.1 - 2.2m	2.0 - 3.0m	2.2 - 3.4m
HR Generalist	660 - 960k	660 - 960k	1.0 - 2.2m	1.0 - 2.2 m	2.2 - 3.4m	2.2 - 3.4m
Employee Relations	660 - 900k	660 - 900k	900k - 1.5m	900k - 1.5m	1.5 - 2.0m	1.5 - 2.2m
HRIS	600 - 900k	600 - 950k	1.2 - 1.7m	1.2 - 1.7m	1.75 - 2.6m	1.7 - 2.6m
Training & Development	600 - 900k	600 - 950k	1.0 - 2.0m	1.0 - 2.0m	2.0 - 2.6m	2.0 - 2.6m
HR Operation Service (Shared Services)	600 - 900k	600 - 900k	900k - 1.3m	900k - 1.5m	1.3 - 2.4m	1.5 - 2.6m
Recruitment	500 - 750k	500 - 750k	750k - 1.2m	750k - 1.6m	1.2 - 2.2m	1.6 - 2.4m
Payroll	420 - 660k	420 - 700k	610 - 900k	700 - 920k	1.0 - 1.8m	1.0 - 1.8m
Mobility	420 - 660k	420 - 660k	670 - 900k	670 - 900k	900k - 1.6m	900k - 1.6m
Banking & Financial Services						
Organisational Development	800k - 1.5m	800k - 1.5m	1.5 - 2.4m	1.5 - 2.6m	2.4 - 3.0m	2.6 - 3.4m
Compensation & Benefits	800k - 1.2m	800k - 1.2m	1.2 - 2.5m	1.2 - 2.6m	2.5 - 3.4m	2.6 - 3.4m
HRIS	720k - 1.0m	760k - 1.0m	1.0 - 2.2m	1.0 - 2.2m	2.2 - 2.8m	2.2 - 2.8m
Training & Development	720 - 900k	740 - 900k	1.0 - 2.0m	1.0 - 2.2m	2.0 - 2.6m	2.2 - 2.8m
Business Partner	660 - 960k	720k - 1.1m	1.0 - 2.4m	1.1 - 2.4m	2.4 - 3.4m	2.4 - 3.6m
HR Operation Service (Shared Services)	720k - 1.0m	720k - 1.0m	1.0 - 1.8m	1.0 - 2.0m	1.8 - 2.2m	2.0 - 2.4m
HR Generalist	660k - 1.0m	660k - 1.0m	1.0 - 2.3m	1.0 - 2.4m	2.3 - 3.2m	2.4 - 3.4m
Employee Relations	660 - 900k	660 - 900k	900k - 1.5m	900k - 1.5m	1.5 - 2.0m	1.5 - 2.0m
Recruitment	500 - 750k	500 - 800k	800k - 1.7m	800k - 1.8m	1.7 - 2.2m	1.8 - 2.4m
Payroll	500 - 700k	500 - 700k	720k - 1.2m	720k - 1.2m	1.2 - 1.7m	1.2 - 1.8m
Mobility	500 - 670k	500 - 670k	680k - 1.0m	680k - 1.0m	1.0 - 1.4m	1.0 - 1.4m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. Figures vary depending on whether the incumbent is holding a regional/global role.

BANGKOK

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM THB (฿)	
	2015	2016
IT Systems		
IT Director	3.5 - 4.5m	3.6 - 4.8m
IT Program Manager	1.8 - 2.8m	1.8 - 3.0m
Development Manager	1.4 - 2.0m	1.5 - 2.0m
Project Manager	1.5 - 2.3m	1.4 - 2.5m
Solution Architect	1.4 - 2.5m	1.3 - 2.7m
Business Analyst Manager	1.2 - 1.8m	1.2 - 2.0m
C++ S/W Engineer	1.0 - 1.8m	1.1 - 2.0m
Test Manager	1.0 - 1.5m	1.1 - 1.6m
Application Support Analyst	840k - 1.3m	900k - 1.5m
Java/J2EE S/W Engineer	840k - 1.2m	900k - 1.3m
Software Developer	780k - 1.4m	800k - 1.6m
IT Business Analyst	780k - 1.3m	800k - 1.5m
ERP/Business Application		
Project Manager	1.4 - 2.8m	1.5 - 3.0m
Consultant - Functional	1.0 - 1.8m	1.0 - 2.0m
Consultant - Technical	850k - 1.6m	900k - 1.7m
Infrastructure		
Service Delivery Manager	1.8 - 2.4m	1.8 - 2.5m
Project Manager	1.6 - 2.6m	1.8 - 2.8m
Infrastructure Manager	1.4 - 2.2m	1.6 - 2.4m
Infrastructure Team Leader	1.0 - 1.4m	1.1 - 1.5m
Desktop Support Analyst	700k - 1.0m	750k - 1.1m
IT Security, Risk & Control		
IT Auditor	1.2m - 1.8m	1.3 - 2.0m
IT Security Analyst	900k - 1.4m	950k - 1.5m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

BANGKOK

SALES & MARKETING CONSUMER & B2B

ROLE	PERMANENT SALARY PER ANNUM THB (฿)	
	2015	2016
Sales		
Sales Director	2.3 - 2.7m	2.5 - 3.6m
Channel Manager	1.3 - 1.9m	1.4 - 2.0m
Sales Manager	1.2 - 1.8m	1.4 - 2.0m
Business Development Manager	1.2 - 1.7m	1.4 - 2.0m
Marketing		
Marketing Director	2.1 - 3.0m	2.2 - 3.6m
Marketing Research Director	1.4 - 2.5m	1.6 - 2.5m
Public Relations Director	1.5 - 2.0m	1.6 - 2.2m
Marketing Manager	1.0 - 1.5m	1.2 - 1.8m
Brand Manager	1.0 - 1.5m	1.0 - 1.6m
Senior Marcomms Manager	1.0 - 1.5m	1.0 - 1.6m
Trade Marketing Manager	950k - 1.5m	960k - 2.0m
Public Relations Manager	850k - 1.5m	960k - 1.6m
Marketing Research Manager	850k - 1.1m	960k - 1.6m
Direct Marketing Manager	850k - 1.0m	960k - 1.6m
Marcomms Manager	950k - 1.3m	960k - 1.4m
Management		
GM/MD	3.6 - 4.8m	3.6 - 6.0m
Country Manager	3.6 - 4.0m	3.6 - 6.0m
Sales & Marketing Director	2.4 - 2.8m	2.6 - 3.6m
Senior Commercial Manager	1.8 - 2.7m	2.0 - 3.0m
Sales & Marketing Manager	1.0 - 1.5m	1.4 - 1.8m

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

BANGKOK

SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM THB (฿)	
	2015	2016
Procurement		
Procurement Director	3.0 - 3.5m	3.2 - 3.8m
Procurement Manager	1.8 - 2.6m	1.9 - 2.9m
Category Manager	1.5 - 2.3m	1.6 - 2.5m
Sourcing Manager	1.5 - 2.3m	1.6 - 2.5m
Contracts Manager	1.2 - 1.8m	1.3 - 1.9m
Buyer	900k - 1.2m	1.0 - 1.2m
Sourcing Specialist	900k - 1.2m	1.0 - 1.2m
Supply Chain & Logistics		
Supply Chain Director	3.5 - 4.5m	3.8 - 4.8m
Supply Chain Manager	1.5 - 2.5m	1.7 - 2.8m
Supply/Demand Planning Manager	1.8 - 2.5m	2.0 - 2.8m
Customer Service Manager	1.3 - 2.0m	1.4 - 2.0m
Operations Manager	1.2 - 2.0m	1.2 - 2.0m
Production Planning Manager	800k - 1.3m	900k - 1.4m
Logistics Manager	800k - 1.7m	800k - 1.7m
Warehouse Manager	700k - 1.5m	700k - 1.5m

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.