



MARKET TRENDS & SALARY REPORT

2H 2015 SINGAPORE

ambition





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OVERVIEW



Many advanced estimates for first quarter (Q1) 2015 growth indicated a significant loss of momentum when compared to Q4 of 2014. This led to unseasonal caution around hiring in Q1 as employers and candidates took stock of market conditions. Subsequently, Q2 figures do indicate that the Singapore economy has certainly slowed in the first half of 2015. However, despite there being some concerns over manufacturing and exports, the hiring market picked up in Q2 and Singapore's low

unemployment rate has seen the demand for talent increase. This places more emphasis on the importance of employer branding, as well as attracting and retaining talent, which remain key strategic priorities and challenges facing most organisations in Southeast Asia.

In the last six months, we have certainly seen the trend of larger organisations assessing their Singapore operational structures and this has led to some streamlining of functions that are based in Singapore. This has had an impact on the more senior talent pool as roles have either been offshored or consolidated which has led to a deepening in supply of talent at this level in the market. Unfortunately, this supply has not been met with sufficient demand as companies continue to adopt a passive approach when recruiting at these levels.

Whilst it has been quieter at the senior levels, we have continued to observe high demand at the junior to mid levels (or roles up to SG\$200,000) as companies compete for talent. The reality is that there has been a continued shortage of available talent across the board, and given the low unemployment levels in Singapore, most candidates tend to be moving from one role to another. This places candidates in a favourable position as they have the opportunity to assess competing offers and companies before finalising their decisions. In these scenarios the onus is on the potential employer to attract them. This often is not just about remuneration, but also career opportunity, investment in training and development, company culture and vision. Nowadays, employers need to be clear about these elements to attract great talent, and once they have they then need to live and breathe what they have communicated to retain employees.

Given the continued challenge in finding available talent locally, we do see demand for foreign talent once these local channels have been exhausted although some form of regional Asia experience is generally desired. In addition, these candidates will have had a strong track record and proven experience in their respective field as there remains a great deal of rigour around the visa approval process.

As the job market becomes more competitive, at Ambition we remain committed to Building Better Futures and providing our clients access to the best possible talent in the market and our candidates access to career opportunities to fulfill their personal career aspirations. Relationships sit at the core of our ability to do this, and I would like to take this opportunity to thank you for working with Ambition. I hope you find this Market Trends Report useful, and, as always, please contact us if we can provide any additional assistance.

Kind Regards,



Paul Endacott
Managing Director, South East Asia

BANKING & FINANCIAL SERVICES

In the first six months of 2015, we have observed that there is still a strong demand for certain niche skill-sets, largely across the following areas: Internal Audit, KYC/AML across Operations and Compliance, Client On-Boarding and Governance. As Singapore remains one of the financial hubs in Asia, there has been constant recruitment activity in the first quarter (Q1) with a slight slowdown in Q2.

The hot spots of hiring are within the following areas:

Compliance

There is a significant demand for Financial Crime Compliance (AML/CFT), Sanctions and Regulatory Compliance including FATCA and Basel III experience, and specifically for those with anti-bribery and corruption or sanctions experience.

As monitoring tools are increasingly employed to ensure that companies are not breaching regulations, there will be more opportunities for those who can provide the link between the technology behind the tools and the output. The demand for technologically savvy Compliance Specialists will increase as a result.

Internal Audit

Audit remains one of the busiest areas in terms of new and replacement hiring across levels and there are several banks who are aggressively expanding their Internal Audit functions across the Asia region. Most of the demand has been for subject matter experts where Internal Auditors are dedicated to specific functions / business units. Most banks are now open to hiring candidates directly from Big 4 due to the shortage of candidates from competitors.

Risk

There is some hiring activity in Corporate and Investment Credit Analysis for junior and experienced candidates for expansion or replacement positions. There is also demand for strong Operational Risk candidates due to the implementation of new regulations and the need to ramp up internal control processes. More Big 4 candidates are moving from External Audit into Operational Risk as they have a good fundamental understanding of control testing.

Finance

Product Control (PC) remains one of the hot spots in terms of hiring due to replacements and internal mobility. There is a significant shortage of local talent with strong PC experience due to the instability of functions affected by the news of the offshoring of vanilla products, and longer working hours. There is significant hiring across the temporary/contract market for Finance Change candidates to support implementation leads for regulatory/system changes. Candidates who are technically strong and possess quantitative backgrounds are also in demand for Valuations positions that have increased due to Systems/ Platforms projects. Hiring across Financial, Regulatory, and Management Reporting has largely been due to replacements.

Job Title	Experience	Annual Salary Range (S\$)
Audit / Internal Control		
Head of Audit / Internal Control / Operational Risk	15+	280K+
Senior Vice President	15+	180 - 250K
Vice President	12 - 15	140 - 200K
Assistant Vice President	7 - 12	85K - 140K
Analyst / Associate	1 - 8	45K - 90K
Compliance		
Head of Compliance	15+	250K+
Senior Vice President	15+	180K - 250K
Vice President	12- 15	130K - 200K
Assistant Vice President	7 - 12	80K - 130K
Senior Associate	3 - 7	60K - 90K
Compliance Officer / Analyst	1 - 3	40K - 65K
Credit Risk		
Head of Credit Risk	15+	250K+
Senior Vice President	12+	160K - 250K
Vice President	10 - 12	130K - 160K
Assistant Vice President	6 - 10	85K - 130K
Associate	3 - 5	60K - 90K
Analyst	1 - 3	40K - 65K
Market Risk		
Head of Market Risk	15+	300K+
Senior Vice President	12+	180K - 280K
Vice President	10 - 12	140K - 180K
Assistant Vice President	6 - 10	85K - 140K
Associate	3 - 5	60K - 90K
Analyst	1 - 3	40K - 65K
Operational Risk		
Head of Operational Risk	15+	280K+
Senior Vice President	12+	180K - 280K
Vice President	10 - 12	120K - 180K
Assistant Vice President	6 - 10	70K - 120K
Associate	3 - 5	50K - 70K
Analyst	1 - 3	40K - 50K
CFO		
Regional Chief Financial Officer	15+	300K - 500K
Country Chief Financial Officer	12+	200K - 300K
Management Reporting / FP & A		
Head of Management Reporting	15+	260K+
Senior Vice President	15+	180K - 240K
Vice President	12 - 15	150K - 180K
Assistant Vice President	7 - 12	80K - 150K
Management Accountant	3 - 6	60K - 90K
Junior Accountant / Analyst	1 - 3	40K - 60K
Regulatory Reporting / Financial Accounting		
Regional Financial Controller	15+	220K+
Senior Vice President	15+	180K - 220K
Vice President	12- 15	150K - 180K
Assistant Vice President	7 - 12	80K - 150K
Accountant	3 - 6	60K - 90K
Junior Accountant	1 - 3	45K - 75K

Job Title	Experience	Annual Salary Range (S\$)
Product Control		
Head of Product Control	15+	250K+
Senior Vice President	15+	200K - 250K
Vice President	10 - 15	145K - 200K
Assistant Vice President	6 - 12	85K - 145K
Accountant	3 - 6	60K - 90K
Analyst	1 - 3	40K - 60K
Tax		
Head of Tax (large bank)	15+	220K - 300K
Head of Tax (small bank)	12 - 15	180K - 280K
Senior Vice President	15+	180K - 220K
Vice President	12 - 15+	140K - 180K
Assistant Vice President	7 - 12	80K - 140K
Tax Accountant	3 - 7	50K - 80K
Operations		
Head of Operations	15+	250K+
Senior Vice President	12+	180K - 250K
Vice President	12 - 15	140K - 180K
Assistant Vice President	7 - 10	80K - 140K
Associate	3 - 7	60K - 80K
Analyst	1 - 3	35K - 60K
Middle Office		
Head of Middle Office	15+	250K+
Senior Vice President	15+	180 - 250K
Vice President	12 - 15	140K - 180K
Assistant Vice President	7 - 10	80K - 140K
Associate	3 - 7	60K - 80K
Analyst	1 - 3	35K - 60K
Client Services		
Head of Client Services	15+	250K+
Senior Vice President	12+	180K - 250K
Vice President	12 - 15	140K - 180K
Assistant Vice President	7 - 10	80K - 140K
Associate	3 - 7	60K - 80K
Analyst	1 - 3	35K - 60K
Project Management		
Head of Project Management	15+	280K+
Senior Vice President	15+	200 - 250K
Vice President	12 - 15	150K - 200K
Assistant Vice President	7 - 10	80K - 150K
Associate	3 - 7	55K - 80K
Analyst	1 - 3	40K - 55K

FINANCE & ACCOUNTING

The initial slowdown in hiring we saw in early Q1 2015 came on the back of disappointing figures within the services sector and concern over manufacturing and exports to China.

Despite these concerns, hiring levels within Finance & Accounting picked up in Q2 and many organisations are expecting this to continue for the rest of the year. However while certain sectors are buoyant, others are contracting and Q2 figures saw a further decline in both manufacturing and exports. The oil price has resulted in a significant slowdown in the Oil & Gas industry leading to a dramatic decrease in hiring and some candidates in that sector are actively looking to pursue their careers elsewhere.

In contrast, there has been consistent hiring across the commodities trading space due to Singapore's continued growth as a commodities hub with its strategic location making it ideal for new start-up companies to expand their operations here. However this growth has resulted in a talent short market and companies have found themselves in stiff competition for the best candidates.

The IT & Telecoms industry has seen steady hiring but mostly for replacement roles at the middle management level as the larger businesses continue to see a slowdown. There have been several reorganisations at senior levels which resulted in a supply of senior candidates but a shortage of senior roles. However, both the E-commerce and IT Services spaces remain buoyant with positive hiring figures and continued expansion.

Luxury Goods, Retail & FMCG have been slower in permanent hiring and most of the hiring we have seen has been for contract roles to cover maternity leave and extra workload. This looks set to continue and we do not foresee much growth hiring within these industries for the rest of this year. The permanent roles we see are often within Financial Analysis or Cost Accounting as organisations look to see more strategic value from their Finance functions. The trend of setting up shared service centres in lower cost locations has also continued to have a negative impact on hiring here in Singapore.

The Logistics industry has remained strong but we have seen some restructuring and this has affected many positions in senior management. More junior roles are prevalent, however, as businesses are ramping up their support functions and we do see new hires of mid-management candidates to lead these teams. Shipping has also remained consistently busy with many organisations adding headcount with FP&A roles being in demand due to tough competition and the resulting strategic analysis that businesses require to stay competitive in this industry. Aviation has seen an increase due to the development of Seletar Aerospace as well as the expansion of Changi Airport.

In Professional Practice there is always a strong demand for talent, both for replacement roles and for growing business areas such as Risk Advisory, Expatriate Tax, Management Consulting,

Compliance and Internal Audit. It is a difficult market in which to attract talent as the professional practice firms often struggle to compete with large multinational organisations on salary packages and there is a perception that the working hours are more demanding. However, for those candidates open to the Big 4 and other professional practice firms there are significant opportunities for career advancement there.

COMMERCE & INDUSTRY

Job Title	Experience	Annual Salary Range (S\$)
Audit / Internal Control		
Head of Audit	12 - 15	180K - 350K
Senior Audit Manager	8 - 10	130K - 180K
Internal Audit Manager	5 - 8	90K - 130K
Internal Auditor	3 - 5	50K - 90K
Financial Accounting		
CFO	15+	250K - 500K
Finance Director	12 - 15	200K - 300K
Regional Financial Controller	10+	150K - 250K
Financial Controller	8 - 10	120K - 150K
Finance / Accounting Manager	6 - 10	80K - 120K
Financial Accountant	3 - 6	50K - 80K
Accounts Payable / Accounts Receivable Accountant	Up to 8 years	40K - 60K
Management Accounting		
Manager - Management Accounting	8 - 10	120K - 180K
Senior Management Accountant	5 - 8	80K - 100K
Management Accountant	3 - 5	50K - 80K
Planning & Analysis		
Head of Planning & Analysis	10 - 12	140K - 220K
Financial Planning & Analysis	8 - 10	80K - 140K
Senior Financial Analyst	6 - 8	80K - 120K
Financial Analyst	3 - 6	50K - 80K
Tax		
Vice President / Head of Tax / Tax Director	12+	220K - 240K
Tax Director	10+	200k - 350k
Tax Manager	8 - 10	110K - 200K
Tax Accountant / Senior Accountant	3 - 7	70K - 110K
Treasury		
Head of Treasury	10 - 12	170K - 350K
Treasury Manager	7 - 10	90K - 170K
Treasury Accountant	3 - 6	50K - 90K

SALES & MARKETING

After what was a quiet January and February we saw a rapid spike in the number of new jobs in Sales & Marketing in March and this has continued into the second quarter of 2015 in Singapore and across SEA. Most of the volume of roles continued to be at the middle management levels with clients broadly looking for existing SEA / APAC and strong industry or product experience. Whilst there was some activity at more senior leadership levels, recruitment processes were typically very long with corporations very cautious when finalising new hires.

Consumer goods continued to be a consistently busy area in the first half of the year with hiring demand across Key Accounts, Commercial, Brand and Innovation. Other trends included more investment into local domestic markets such as Malaysia, Thailand, Indonesia, and Vietnam and also the consolidation and streamlining of regional teams or global teams based in Singapore.

Within B2B Sales & Marketing there has been a good level of hiring within Logistics, Manufacturing and Technology at all levels. There continued to be a real challenge of finding sufficient talent to meet demand, particularly within Sales. Candidates who are available are likely to get multiple offers and can expect processes to move very fast. Employers in turn will need to react quickly to secure the best talent.

The E-commerce and digital spaces also continue to be fast growing and very competitive for talent. Salary levels continue to creep up for those individuals with strong search, analytics, mobile, content and programmatic media experience. There also continues to be large increases of new startups in SEA backed by significant investments which provide further opportunities for candidates looking to work in more autonomous and entrepreneurial environments.

Overall there is a steady growth in hiring in Sales & Marketing and we would expect that trend to continue into Q3.

BANKING & FINANCIAL SERVICES

Job Title	Experience	Annual Salary Range (S\$)
Marketing		
Marketing Director	15+	250K - 350K
Vice President	10+	150K - 220K
Marketing Manager	6+	80K - 130K
Corporate Communications / Affairs		
Executive Director	20+	350K+
Director	15+	175K - 275K
Vice President	10+	150K - 200K
Assistant Vice President	6 - 8	100K - 150K
Internal Communications Manager	6 - 8	100K - 125K
Events		
Executive Director	20+	200K - 300K
Director	15+	175K - 225K
Conference / Event Manager	6 - 10	80K - 120K
Event Specialist	3 - 5	60K - 80K
Media Relations Manager	6 - 8	70K - 100K
Market Research / Business Intelligence		
Head of Market Research / Business Intelligence	15+	175K - 250K
Market Research / Business Intelligence Manager	8 - 10	100K - 150K

COMMERCE & INDUSTRY

Job Title	Experience	Annual Salary Range (S\$)
Broadcasting / Entertainment		
Vice President / Marketing Director	15+	200K - 300K
Associate Director	10+	150K - 200K
Marketing Manager	5 - 8	60K - 150K
Vice President / Director, Distribution	12+	200K - 300K
Associate Director, Distribution	10+	125K - 175K
Distribution Manager	6 - 8	80K - 120K
Vice President / Director, Advertising Sales	12+	200K - 300K
Associate Director, Sales	10+	125K - 175K
Sales Manager	8+	100K - 150K
FMCG		
General Manager	15+	250K - 300K
Sales Director	12+	150K - 225K
Sales Manager	8+	60K - 120K
Key Account Manager	5 - 8	50K - 100K
Assistant Key Account Manager	2 - 4	40K - 55K
Marketing Director	15+	125K - 220K
Marketing Manager	10+	75K - 125K
Assistant Marketing Manager	6 - 8	60K - 90K
Senior Brand Manager	8 - 10	90K - 120K
Brand Manager	6 - 10	70K - 110K
Assistant Brand Manager	5 - 8	50K - 70K
Category Manager	5 - 8	90K - 130K
Assistant Category Manager	3 - 5	50K - 70K
Product Manager	5 - 8	50K - 80K
Assistant Product Manager	3 - 5	40K - 60K
Trade Marketing Manager	5 - 8	50K - 90K
Assistant Trade Marketing Manager	3 - 5	40K - 60K

COMMERCE & INDUSTRY

Job Title	Experience	Annual Salary Range (S\$)
IT / Telecommunications		
Sales / Business Development Director	10 - 15+	200K - 350K
Account Director	10 - 15+	200K - 300K
Marketing Director	15+	200K - 250K
Marketing Manager	8+	100K - 175K
Assistant Marketing Manager	6+	50K - 80K
Product Manager	3 - 5	60K - 90K
Professional Services		
Marketing Director	15+	150K - 250K
Marketing Manager	6 - 8+	80K - 120K
Business Development Director	15+	150K - 200K
Business Development Manager	6 - 8+	90K - 130K
PR Manager	6 - 8+	70K - 110K
Publishing		
Publisher	20+	275K
Circulation Director	15+	150K - 225K
Circulation Marketing Manager	6 - 8+	60K - 90K
Circulation Sales Manager	6 - 8+	60K - 90K
Advertising Sales Director	15+	150K - 200K
Advertising Sales Manager	6 - 8	60K - 90K
Retail		
Head of Marketing	15+	180K - 250K
Marketing Manager	10+	70K - 120K
Assistant Marketing Manager	5 - 8	40K - 70K
Marketing Executive	1 - 3	30K - 45K
Brand Manager	5 - 8	70K - 100K
Assistant Brand Manager	3 - 5	50K - 80K
PR Manager	5 - 8	60K - 80K
Assistant PR Manager	3 - 5	40K - 60K
Merchandising / Buyer Manager	8+	70K - 100K
CRM Director	15+	200K - 250K
CRM Manager	8+	80K - 130K

Job Title	Experience	Annual Salary Range (S\$)
Advertising Agency		
Group Managing Director	20+	500K
Managing Director	15+	250K - 400K
Business Director / Management Supervisor	12+	175K - 250K
Client Services Director	12+	150K - 300K
Strategic Planning Director	12+	200K - 275K
Group Account Director	10+	150K - 200K
Account Director	6 - 8	75K - 125K
Account Manager	5+	40K - 60K
PR Agency		
Managing Director	20	250K - 350K
Director / Practice Leader	15+	175K
Account Director	6 - 8	90K - 130K
Account Manager	5+	40K - 70K
Online		
Sales Director	15+	200K - 300K
Sales Manager	8+	150K - 200K
Digital / E-commerce		
Managing Director	12+	250K - 400K
Marketing Director	10+	150K - 300K
Sales Director	10+	150K - 200K
Marketing Manager	5+	75K - 125K
Sales Manager	5+	75K - 100K
Travel & Hospitality		
Marketing Director	10+	200K
Sales Director	10+	150K - 200K
Marketing Manager	6 - 8	70K - 120K
Account Manager	5+	50K - 90K
Sales Manager	5+	60K - 100K

TECHNOLOGY (COMMERCE)

Across Technology we are still witnessing a candidate short market and continued demand for skill sets across a variety of disciplines.

In particular, there has been a significant increase in demand for Engineers and Developers across a number of languages, in particular, C#, .net, iOS and Android. The main market for these candidates tend to be from startup companies and SMEs looking to make a push in the mobile application development and E-commerce arena.

We have also seen demand for Security Consultants at all levels from Support to Managers. The reason for this is due to increased awareness of the security space and the increased demand to protect client's data and sensitive content.

Continued growth in areas such as Cloud and Big Data remain where clients are utilising these tools to capture new markets and reduce costs.

COMMERCE & INDUSTRY

Job Title	Experience	Annual Salary Range (S\$)
Business Change		
IT Director	10+	200K - 300K
Program Manager	8+	130K - 220K
PM	5 - 8	80K - 140K
Business Analyst	5 - 8	60K - 100K
Application Development		
Solutions Architect	8 - 12	90K - 160K
Development Manager	8 - 12	90K - 140K
C++ / Java / .Net	5 - 10	60K - 110K
RDBMS Developer/DBA	5 - 8	50K - 100K
Infrastructure		
Infrastructure Director	10+	160K - 220K
Infrastructure Manager	8+	100K - 160K
Solutions Director / Head of Presales	8+	150K - 250K
Solutions Architect / Presales	5+	80K - 180K
Systems Administrator	5+	50K - 80K
Network Administrator	5+	50K - 80K
Network or Systems Engineer / 3rd line Support	5+	60K - 100K
Capacity Planning Engineer	5+	60K - 80K
Capacity Planning Manager	6 - 8	70K - 120K
IT Security Director	8+	120K - 200K
IT Security Manager	6 - 10	80K - 120K
IT Security Analyst	5+	60K - 100K
Helpdesk / Desktop Support	3 - 7	40K - 70K
Helpdesk Team Lead / Manager	5 - 8	80K - 120K

TECHNOLOGY (BANKING & FINANCIAL SERVICES)

In 2015 within Banking & Financial Services there has been a steady demand for technology professionals with strong business domain knowledge. Specific in demand roles include Developers, Application Support / Development Managers, IT Security / Risk Professionals, and Project Managers.

On the application development side, several organisations across insurance, asset management and banking have made key hires for Developers with strong business facing skills and industry knowledge. The in demand technical skills are Java and .Net / C#.

Demand is strong for candidates with proven experience in project management, business analysis and program management. Additionally, financial institutions will continue to prioritise the hiring of IT Security / Risk professionals to ensure they are compliant with regulatory guidelines.

We expect that the above job types will continue to be in demand throughout the remainder of 2015.

BANKING & FINANCIAL SERVICES	Job Title	Experience	Annual Salary Range (S\$)
	Business Change		
	IT Director (D - MD)	15+	300K - 500K
	Program Manager (VP - D)	15+	150K - 350K
	PM (AVP - VP)	10 - 15	110K - 210K
	Business Analyst (AVP - VP)	6 - 15	80K - 170K
Application Development			
	Development Director (D-MD)	12 - 18	250K - 400K
	Solutions Architect (VP-SVP)	12 - 18	150K - 240K
	Development Manager (VP-SVP)	10 - 15	150K - 240K
	C++/Java	6 - 15	80K - 140K
	.Net	6 - 15	80K - 140K
	RDBMS Developer/DBA	6 - 15	70K - 150K
Infrastructure			
	Infrastructure Director (D-MD)	15+	250K - 400K
	Infrastructure Manager (VP)	10 - 15	150K - 250K
	Infrastructure Engineer (AVP)	6 - 15	90K - 130K
	Systems Administrator	4 - 8	60K - 90K
	L2 Support	5 - 10	60K - 90K
	Trading Systems Support (Front Office)	6 - 15	70K - 140K
	Info Security Director (VP-D)	15+	150K - 250K
	Info Security Specialist (AVP-VP)	8 - 15	100K - 150K
	Security Analyst	4 - 8	70K - 100K

SUPPLY CHAIN & LOGISTICS

Across Supply Chain & Procurement, the market was slower in the first quarter (Q1) before strengthening in Q2, and this upward curve is continuing as we progress into Q3. Demand Planning and S&OP Planning remained an important focus of hiring for most of the FMCG and pharmaceutical businesses. Clients experienced an upward pressure on salaries due to the limited supply of skilled talent within these spaces. Candidates with good virtual team management skills and strategic capability have been highly desired across the market.

With E-commerce businesses on the rise in Singapore, Warehouse and Operations Managers have been in great demand. Businesses in general have found it challenging to retain and recruit talent because of the volume of opportunities available within this space. Candidates with a strong customer centric attitude and hands on warehouse KPI management skills have been in demand across 3 PL businesses. Customs Brokerage experience has also been highly sought after amongst 3PL and E-commerce businesses.

With supply chain organisations increasing in scale, process improvement roles appear to be on the rise. Candidates with strong E-sourcing experience and supply chain consulting experience found themselves in demand. With the marketplace becoming increasingly competitive in the Supply Chain & Procurement consulting space, many candidates have expressed interest in moving to the client side.

Process driven procurement professionals have also been in demand. Candidates with strong 6 step – 7 step sourcing skills are rare in the market and as result FMCG businesses have found it challenging to recruit local talent in this space.

Indirect procurement professionals have found themselves in the position to choose from a wide variety of opportunities and businesses have largely been receptive towards hiring for functional skillsets rather than industry experience. Marketing procurement remains an important area of hiring for most businesses across FMCG, Pharmaceutical and Professional Services. On the direct procurement front we have seen a reasonable volume of procurement jobs moving to low cost commodity sourcing locations including China and India.

Quality Assurance and Regulatory Affairs remains an important area of hiring for most FMCG and Pharmaceutical businesses. Strong Crisis Management skills within this space are in continual demand. Candidates with a stable employment track record and strong strategic capability are, as always, likely to find themselves a step ahead of the rest.

Job Title	Experience	Annual Salary Range (S\$)
Supply Chain		
Head of Supply Chain	18+	180K - 300K
Regional Supply Chain Director/VP	15+	120K - 180K
Supply Chain Director/VP	12+	120K - 200K
Supply Chain Manager	8 - 12	90K - 120K
Assistant Supply Chain Manager	6 - 8	60K - 100K
Senior Supply/Demand Planner	4 - 6	50K - 80K
Supply/Demand Planner	3 - 5	45K - 70K
Logistics / Warehouse / Operations		
Head of Logistics/Warehouse Operations	18+	180K - 300K
Regional Director/VP	15+	160K - 200K
Director/VP	12+	140K - 180K
Regional Manager	7 - 10	80K - 140K
Manager	5 - 8	55K - 80K
Assistant Manager	3 - 5	40K - 70K
Procurement / Purchasing		
Head of Procurement	15+	180K - 300K
Director/VP	12+	150K - 250K
Senior Manager	10+	100K - 180K
Manager	8 - 10	80K - 130K
Assistant Manager	5 - 7	50K - 80K

NOTE TO SALARY TABLES

1. Titles and levels vary from organisation to organisation.
2. The Salary Ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12 month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonuses range can vary significantly from company to company and will be influenced by market conditions, business and individual performances. Bonuses range from 1 month at the low end to 100%+ at the upper.
6. Holiday entitlements range from 12 - 25 days with senior executives not usually receiving less than 18 days. Less than 15 is very rare and 20 days is becoming the norm.
7. Healthcare policies are standard.
8. Pension plans vary with some companies offering greater than the standard contribution. Top up schemes can increase employer contribution levels as much as 15-20 percent of the base salary for senior executives.

ABOUT AMBITION

Ambition is a leading global boutique recruitment business listed on the Australian Securities Exchange.

With coverage across Hong Kong, Singapore, Kuala Lumpur, Sydney, Tokyo, Melbourne, Brisbane and London. We specialise within the areas of Banking & Financial Services, Finance & Accounting, Sales & Marketing, Supply Chain & Procurement, and Technology.

We are best known for specialisation with in-depth knowledge and expertise, well-established networks and deep relationships.

What makes us different

We believe our size is a significant differentiator in the recruitment industry. We are big enough to undertake large scale projects for our clients, yet small enough to retain the soul and personality of a smaller company.

We work relentlessly to reinforce our purpose and culture and believe passionately that no one in the company is too small to make a difference.

As a global boutique recruitment business, our offices are extremely closely connected. Our management structure is geared towards facilitating communication between offices and our processes and technology go further to support this connection. Ultimately, this means we are well placed to source the hardest to find candidates and to extend client relationships to our international office network.

For more information, please visit www.ambition.com.sg

Get Social

Ambition are committed to driving innovation and have a strong social media presence allowing us to interact and engage through videos, whitepapers, surveys, webinars, trends and blogs via LinkedIn, Twitter, YouTube and Facebook.



NOTES

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