

MALAYSIA

# 2019 SALARY GUIDE



**KELLY**

Capita

# Company Overview

## ABOUT KELLY SERVICES

As a global leader in providing workforce solutions, Kelly Services, and its subsidiaries, offer a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire and direct-hire basis. Kelly Services globally directly employs nearly 500,000 people around the world in addition to having a role in connecting thousands more with work through its global network of talent suppliers and partners.

## ABOUT CAPITA GLOBAL

Founded in 2007, Capita is a recruitment expert and premium staffing provider for international companies in Singapore and across Asia. Specialising in permanent placements across all industry sectors, Capita's highly personalised services ensure that clients find the right talent to meet their needs.

Kelly Services Malaysia and Capita Global operate under the PERSOLKELLY company, a joint venture between PERSOL Holdings and Kelly Services, forming one of the largest HR Solutions companies in APAC with its headquarters in Singapore.

# CONTENTS

4  
Executive Overview

6  
Skilled Talent Trends  
in Malaysia

8  
2019 Salary & Hiring  
Outlook

## SALARIES

10  
Banking & Financial  
Services

16  
Engineering

20  
Finance & Accounting

24  
Human Resources  
& Administrative

28  
Information Technology

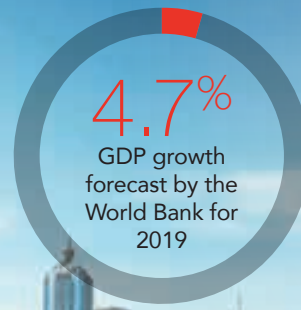
32  
Property & Construction

36  
Sales & Marketing

40  
Supply Chain & Logistics

**Methodology:** Salary figures included in the 2019 Malaysia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly and Capita Global network, as well as the latest job placement data recorded on the database.

# EXECUTIVE OVERVIEW



With ongoing domestic adjustments and rising external headwinds, a tumultuous year may lie ahead for the Malaysian economy. In particular, pressure points include uncertainties over US-China trade disputes, tightening of US interest rates, the flux of global oil prices, and geopolitical risks.

Malaysia's GDP growth forecast had been trimmed from 5.1% to 4.7% by the World Bank for 2019, while the International Monetary Fund reduced the country's growth rate from 5.0% to 4.6%.<sup>1</sup>

Despite the challenging economic environment and looming possibility of weakened growth, economic growth accelerated as the country rounded the corner into the new year, with its strong upward momentum continuing today.

The government has also declared efforts to introduce measures that will mitigate the after-effects of an economic slowdown. These measures may propel the country further into safer waters.

Beyond this, several other factors indicate positive signs for growth. The private sector continues to be the bedrock of the country's demand side growth, while the expansion of the services, manufacturing, mining and construction sectors continue to drive supply side growth.

Total trade figures also rose in 2018 compared to 2017, with total trade and export for most months in 2018 higher than the previous year.<sup>2</sup>

According to the Department of Statistics, employment continued to climb steadily over 2018, from 14.67 million in January to 14.94 million in October last year, an overall increase of 1.8%. Unemployment rate also remained stable at 3.3% within the same time frame.<sup>3</sup>

Our 2019 Malaysia Salary Guide is a comprehensive point of reference on the latest average salaries for professional and technical positions across key industries. I hope that this guide will provide insights into the challenges that business leaders face amid tightening labour market conditions, and how the prevailing economic outlook will impact hiring decisions and the future of work.



**Brian Sim**  
Managing Director and Country Head,  
Malaysia

<sup>1</sup> The Star  
<sup>2</sup> The Star  
<sup>3</sup> The Star



# SKILLED TALENT TRENDS IN MALAYSIA

Today, Malaysia ranks among Asia Pacific's top three countries at developing, attracting and retaining highly-skilled professionals, according to a report by the International Institute for Management Development.<sup>1</sup> With the government's investments in developing a homegrown skilled workforce, the country's talent pool has also benefitted from improved perceptions of quality.

Despite the progress made, challenges with talents remain a concern. The ever-changing workplace means that the "future-readiness" of Malaysia's workforce is constantly being redefined. The current wave of digitalisation sweeping across Malaysia will be the greatest force shaping the workforce's transformation in 2019.

As more organisations here forge ahead in their own digital transformation journeys, it comes as little surprise that digital talent is in hot demand. Entirely new jobs are rapidly emerging, and traditional roles are evolving into hybrids that were never seen before. Digital competencies have come to be highly valued, as are soft skills such as management and communication skills.

Yet, while demand for digital talent is fast growing, there is also a comparative shortfall of supply. Like most other countries in the world, Malaysia is facing challenges in building its digital workforce. A key



challenge for companies lies in identifying and hiring talents with these hybrid skills, or in providing opportunities for existing employees to learn via upskilling or re-skilling.

While sectors such as banking and shared services have seen slower growth since last May's general election, the IT sector is still observing an upward trend. Meanwhile, sales roles remain in high demand across most industries.

Graduate employability has also become a concern for Malaysia. Employers recognise the concerns on graduate's skills gap, such as the lack of industrial training experience and communication skills. Declining standards may further exacerbate

this by creating talent pool deficits. At the same time, Malaysia's brain drain is large and growing, with neighbouring countries offering enticing opportunities to Malaysia's skilled talent.

To address these issues, the government and organisations in Malaysia will have their work cut out for them. However, new government initiatives may help counter these talent deficits by attracting skilled talent via job creation, raising productivity and enhancing innovation. For example, under the National Policy on Industry 4.0, or Industry4WRD, the development of skilled workers will be a core focus. For skilled workers within the manufacturing sector, the government intends to nearly double this number from 18% to 35% by 2025.<sup>2</sup>

As Malaysia presses on towards achieving a high-income economic status, it will need to continue in its efforts to grow a sustainable pool of highly skilled talent for new and emerging job functions. Employers too must relook their existing training programmes, to upskill and re-skill their employees with the new skillsets required of tomorrow's workforce.



Employers recognise the concerns on graduate's skills gap, such as the lack of industrial training experience and communication skills.

<sup>1</sup> Business Insider  
<sup>2</sup> The Straits Times



# 2019 SALARY & HIRING OUTLOOK

## Hot Jobs for 2019:



### Information Technology

PROJECT MANAGER  
RM8,000 – RM15,000

SAP TEAM LEAD  
RM17,000 – RM35,000

WEB DESIGNER  
RM5,000 – RM8,000

HELPDESK TECH SUPPORT  
(FOREIGN LANGUAGE EXPERTISE)  
RM6,000 – RM12,000

PROGRAMMER  
RM4,500 – RM8,000

INFORMATION SECURITY MANAGER  
RM12,000 – RM20,000



### Banking & Financial Services

FINANCIAL ANALYST  
RM4,000 – RM6,500

ACCOUNTS SPECIALIST, AP/AR  
RM3,000 – RM5,000



### Engineering

HEAD OF PRODUCTION  
RM18,000 – RM25,000

PROJECT MANAGER  
RM10,000 – RM15,000

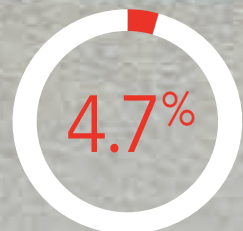
HSE MANAGER  
(HEALTH, SAFETY & ENVIRONMENT)  
RM10,000 – RM18,000



### Sales & Marketing

KEY ACCOUNT MANAGER (FMCG)  
RM6,000 – RM12,000

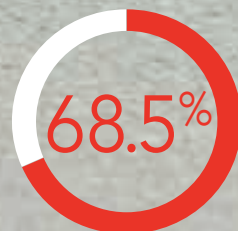
BUSINESS DEVELOPMENT MANAGER  
(ACROSS INDUSTRIES)  
RM5,000 – RM18,000



Projected GDP  
Growth for 2019<sup>1</sup>



Unemployment  
Rate as of  
December 2018<sup>2</sup>

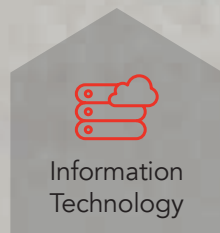


of Malaysian  
population in the  
labour market<sup>3</sup>



IMD World Talent  
Ranking –  
**22<sup>nd</sup>**  
out of 63 countries<sup>4</sup>

Industry  
expected to  
grow in 2019



<sup>1</sup> The Star  
<sup>2</sup> The Star  
<sup>3</sup> Trading Economics  
<sup>4</sup> International Institute for Management Development

# BANKING & FINANCIAL SERVICES

Despite an overall lacklustre operating environment, banks and financial institutions will remain relatively healthy. While policy uncertainties, such as deferrals of large infrastructure projects, and the relatively high debt of corporate and household sectors are bearing down on growth, the credit environment is expected to stay generally resilient. A modest growth rate is expected in the range of 3-5% for the year.<sup>1</sup>

Among financial services players in Malaysia, prevailing competition has intensified as foreign players move towards consolidation and the sale of local assets. However, as each bank derives income from its own niches, the market is expected to hold room for healthy growth for both domestic and foreign lenders.

We see a continued trend towards job creation for higher-skilled positions within banking and financial services, such as financial analysts, with increasing automation and digitisation within the sector translating into a need for more professionals skilled in robotics.

After the signing of a collective agreement by the members of the Malayan Commercial Banks' Association, various employee groups in local banks will benefit from adjusted salaries this year.



A modest growth rate is expected in the range of **3-5%** for 2019



Increasing automation and digitisation will create greater demand for higher-skilled professionals



Salary Range (per month)				
	GRADE	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Relationship Manager (Corporate Banking/ Global Wholesale Banking/Investment Banking)	SVP	>15	28,000	48,000
	VP	10-15	16,000	36,000
	AVP	8-12	11,000	18,000
Relationship Manager (Commercial Banking/ Mid Corp)	SVP	>15	25,000	38,000
	VP	10-15	14,500	20,000
	AVP	8-12	11,000	13,500
Relationship Manager (Private Investment Banking/ Premier/Preferred/Priority Banking)	SVP	>15	24,000	35,000
	VP	10-15	14,500	20,000
	AVP	8-12	9,000	13,500
Debt Capital Markets	SVP	>15	28,000	38,000
	VP	10-15	15,000	20,000
	AVP	8-12	12,000	15,000
Equity Capital Markets	SVP	>15	28,000	42,000
	VP	10-15	15,000	23,000
	AVP	8-12	12,000	15,000
Treasury Markets	SVP	>15	20,000	40,000
	VP	10-15	18,000	25,000
	AVP	8-12	9,000	13,500
Fund Management	SVP	>15	20,000	38,000
	VP	10-15	18,000	24,000
	AVP	8-12	9,000	13,500
Merchant Sales (Retail Banking)	VP	>15	14,500	20,000
Branch Manager (Retail Banking)	AVP/VP	>8	8,000	15,000
	SVP	>15	28,000	38,000
Strategic Planning & Financial Analysis	VP	10-15	15,000	20,000
	AVP	8-12	12,000	15,000

Salary Range (per month)				
	GRADE	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Fund Accounting (Shared Services Centre)	SVP	>15	20,000	30,000
	VP	10-15	13,000	19,000
	AVP	8-12	8,000	13,000
Product Development (Retail Banking)	SVP	>15	21,000	29,000
	VP	10-15	14,000	18,000
	AVP	8-12	9,000	14,000
MIS Reporting	SVP	>15	22,000	28,000
	VP	10-15	14,000	18,000
	AVP	8-12	8,000	13,000
Credit Analyst (Corporate Banking/ Global Wholesale Banking/Investment Banking)	SVP	>15	24,000	40,000
	VP	10-15	18,000	26,000
	AVP	8-12	12,000	15,000
Credit Risk (Corporate Banking/ Global Wholesale Banking/Investment Banking)	SVP	>15	24,000	32,000
	VP	10-15	18,000	24,000
	AVP	8-12	11,000	15,000
Operational Risk (Corporate Banking/ Global Wholesale Banking/Investment Banking)	SVP	>15	24,000	32,000
	VP	10-15	18,000	24,000
	AVP	8-12	11,000	15,000
Market Risk (ALM & CbSM)	SVP	>15	25,000	36,000
	VP	10-15	18,000	23,000
	AVP	8-12	12,000	17,000
Internal Auditor	SVP	>15	24,000	32,000
	VP	10-15	18,000	24,000
	AVP	8-12	11,000	15,000
Group Compliance (Investment Banking/ Commercial Banking & Insurance)	SVP	>15	24,000	32,000
	VP	10-15	18,000	24,000
	AVP	8-12	11,000	15,000
AML (Investigations)	SVP	>15	25,000	35,000
	VP	10-15	15,000	23,000
	AVP	8-12	9,000	15,000

	GRADE	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (MYR)	MAX (MYR)
Process Re-engineering (bPI/Operations)	SVP	>15	25,000	32,000
	VP	10-15	15,000	22,000
	AVP	8-12	10,000	15,000
Project Change Management	SVP	>15	25,000	32,000
	VP	10-15	15,000	22,000
	AVP	8-12	10,000	15,000
Facility Management (Investment Banking)	SVP	>15	18,000	23,000
	VP	10-15	13,000	17,000
	AVP	8-12	8,500	12,000
Credit Administration (Commercial Banking)	SVP	>15	18,000	22,000
	VP	10-15	12,000	15,000
	AVP	8-12	8,000	11,000
Treasury Operations (Shared Services Centre)	SVP	>15	25,000	32,000
	VP	10-15	15,000	22,000
	AVP	8-12	10,000	15,000
Custodian Services (Shared Services Centre)	SVP	>15	25,000	32,000
	VP	10-15	15,000	22,000
	AVP	8-12	10,000	15,000
AML Monitoring (Shared Services Centre)	SVP	>15	25,000	32,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000







# ENGINEERING

Despite the suspension of major infrastructure projects and slowing growth in the manufacturing sector, there remains a need for engineering talent to turn Malaysia into a First World nation.

The second-largest contributor to the economy accounting for 22.8% of Malaysia's growth<sup>1</sup>, the manufacturing sector's growth narrowed to 5% in 2018<sup>2</sup>, weighed by the manufacturing and repair of transport equipment.

A heavy cloud looms over the manufacturing sector at the start of 2019 due to export worries and lingering effects of the US-China trade war. The industry's loss of growth momentum was also fuelled by a stagnation in employment long with resignations. Nonetheless, it may not be all

doom and gloom for manufacturing. The sector still saw a significant 70.5% increase in capital investments in the first nine months of 2018, compared to the same period in 2017.<sup>3</sup> Such high investor confidence in the country bodes well for the sector this year.

Unveiled in late 2018, the National Policy on Industry 4.0, or Industry4WRD, will support the sector's efforts to ramp up reliance on technology, and less on capital and manpower, to increase productivity – with the overall objective of transforming Malaysia into a strategic partner for smart manufacturing and high-tech industries.

Recognising the need for a future-ready and highly skilled engineering workforce to support this growth, the government intends to nearly

double the number of skilled workers from 18% to 35% by 2025.<sup>4</sup> Plans have also been outlined for deeper investment in technical and vocational training as well as diploma and degree courses for students in engineering.

Further, the development of a world class aerospace hub in Subang by Khazanah will lead to greater demand for highly skilled workers to meet the demands of the aerospace industry.

As such, engineering talents that possess both technical knowledge and soft skills will continue to be sought after by employers across different industries.



Malaysia's government intends to double the number of skilled workers in the manufacturing sector from

**18% to 35%**



The development of an aerospace hub in Subang will lead to greater demand for highly skilled workers

<sup>1</sup> The Malaysian Reserve  
<sup>2</sup> The Star  
<sup>3</sup> The Edge Markets  
<sup>4</sup> The Straits Times

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Plant Manager	>10	15,000	20,000
Head of Production	>10	18,000	25,000
Engineering Manager	8-10	16,000	22,000
Utilities Manager	8-10	14,000	20,000
Head of Quality	8-10	15,000	20,000
Senior Project Manager	8-10	15,000	20,000
Lead Electrical Engineer	8	10,000	15,000
Construction Manager	8	8,000	15,000
Project Manager	8	10,000	15,000
Quality Manager	7-8	8,000	15,000
Program Manager, Electronics/Semicon	7-8	8,000	14,000
Operations Manager	7	9,500	15,000
Automation Manager	6	9,500	15,000
Piping Engineer	5-7	6,500	9,500
Process Engineer	5-7	7,000	10,000
Mechanical Engineer	5-7	6,000	10,000
Project Sales Manager	5	9,500	15,000
HSE Manager	5	10,000	18,000
Production Supervisor	5	5,000	7,000
Firmware Engineer	4-6	6,500	9,000
Supplier Quality Engineer	4-6	6,500	9,500
Product Engineer	4-6	5,000	8,000
Electrical & Instrument Engineer	4-6	6,500	8,000
Quality Engineer	4-6	6,500	8,000
nPI Engineer	4-6	6,000	8,000
Associate Engineer	4-6	4,000	5,000
QA Inspector	4-6	4,500	6,000
Technical Manager	4-6	8,000	10,000
Automation Engineer	4	6,000	8,000
Charge Man	4	4,500	7,000
Welding Engineer	4	4,500	6,500
Senior Design Engineer	3-5	6,000	8,500
Service Engineer	3-4	3,500	5,500

Salary Range (per month)			
	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Design Engineer	3-4	3,500	5,000
Chemical Engineer	3-4	4,000	6,500
Mechanical Engineer	3-4	4,000	6,500
Civil Engineer	3-4	4,000	6,500
Sales Engineer	3-4	4,000	6,500
Quantity Surveyor	3-4	4,000	6,500
Maintenance Engineer	3-4	4,000	6,500
R&D Engineer	2-3	4,000	6,500
Assembly Engineer	2-3	4,000	6,500



# FINANCE AND ACCOUNTING

Finance and accounting professionals have long been a vital mainstay of any organisation's operations, but in 2019, forces at play may result in a significant impact on the profession. For one, a raft of changes planned for the Accountants Act will strengthen the profession and support talent development.

A large gap remains to be filled between Malaysia's ambitious end-goal of producing 60,000 accountants by 2020, with the number of accounting professionals in the country at under 40,000 today.<sup>1</sup>

A key challenge for employers will be hiring local talents who possess the right skills for the job, more so for the public than the private sector. Apart from technical abilities, accountants with critical thinking and problem-solving skills will be well sought after.

Good communication skills and the ability to adapt are also highly valued traits, especially given the impact of digital technology on the accounting practice. Moving ahead, integrating sophisticated technologies such as cloud computing will be a must to transform the sector's traditional ways of working.



Accountants with critical thinking and problem-solving skills will be well sought after



Integrating advanced technology is needed to transform the accounting sector's traditional ways of working



60,000  
accountants to be  
produced by 2020

	EXPERIENCE (YEARS)	Salary Range (per month)	
		MIN (MYR)	MAX (MYR)
Chief Financial Officer (MNC)	15-20	40,000	60,000
Finance Director	15-20	30,000	40,000
Financial Controller (MNC)	10-15	20,000	30,000
Finance Head	10-15	15,000	20,000
Tax Manager	10-15	15,000	20,000
Corporate Finance/Corporate Planning Manager	10-15	15,000	20,000
Finance Manager	6-7	10,000	14,000
Internal Audit Manager	6-7	10,000	14,000
Senior Accountant	6-7	7,000	8,000
Finance and Administrative Manager	6-7	9,000	10,000
Senior Auditor	5-6	7,000	8,000
Accountant	4-5	6,000	7,000
Credit Control Manager	4-5	6,500	7,500
Financial Analyst	3-4	4,000	6,500
Accounts Payable Manager	4-5	8,000	9,000
Cost Accountant	3-4	6,500	7,500
Accounts Team Lead	3-4	6,500	7,500
Auditor	3-4	4,000	6,500
Senior Accounts Executive	3-4	5,500	6,500
Finance Executive	2-4	3,500	5,500
Accounts Executive	1-3	3,500	5,000
Accounts Specialist, AP/AR	1-3	3,000	5,000
Credit Control Officer	1-3	3,000	5,000







# HUMAN RESOURCES & ADMINISTRATIVE

Human Resources (HR) professionals are fast becoming viewed and valued as strategic business partners to organisations. The alignment of the HR agenda with the business' growth strategy is all the more important today, given the manpower and technological challenges that companies face in increasingly complex digital and operating environments.

The skills deficit among local workers continues to be of pressing concern, especially digital skills such as digital marketing, e-commerce and big data. It will be necessary for business heads and HR leaders to work hand in hand to design and implement new training initiatives to upskill and retrain their talent pool, with the end goal of driving growth.

The local talent shortage will also make it necessary for HR to evolve the way they hire. Soft skills have become increasingly important, even for technical roles.

A study by the Khazanah Research Institute revealed that female labour participation has increased – slightly more than half of women of working age are in the workforce today.<sup>1</sup> Yet, despite a slight improvement towards bridging the gender gap, Malaysia still ranks lowest among all Southeast Asian countries in the Global Gender Gap Index for 2018.<sup>2</sup>

Malaysia's move to increase the percentage of women at the country's highest level of decision making, may lend further impetus for change and encourage the corporate world to follow suit. At present, the government is working towards formulating a gender equality bill as an investment for the country at several levels, including leadership representation within the government.



Digital skills deficit among local workers continues to be of pressing concern



A study by the Khazanah Research Institute revealed that female labour participation has increased

<sup>1</sup> The Star  
<sup>2</sup> The Malaysian Insight

	Salary Range (per month)		
	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Chief HR Officer	20 & above	25,000	50,000
HR Director (SME)	15 & above	15,000	30,000
Head Recruitment	9-15	15,000	25,000
Vice President, Learning & Development	8-10	15,000	25,000
Senior HR Manager	8-10	9,000	20,000
Regional HR Manager	7-10	12,000	25,000
Senior Recruitment Manager	7-10	10,000	20,000
Head of Rewards	7-10	10,000	20,000
Head of Human Resources Business Partner	7-10	10,000	25,000
Head of Change Management	6-8	12,000	25,000
Head of Talent Management	6-8	12,000	25,000
Head of Organisational Development	6-8	12,000	25,000
Head of Performance Management	6-8	12,000	25,000
Talent Acquisition Manager	6-8	8,000	15,000
Training & Development Manager	6-8	8,000	15,000
Head of Industrial Relations	6-8	10,000	20,000
Compensation and Benefits Manager	6-8	8,000	15,000
HR Manager	6-8	8,000	12,000
HR Manager	3-4	5,000	8,000
Recruitment Manager	3-4	5,000	9,000
Recruitment Specialist	2-3	2,800	4,500
Compensation and Benefits Specialist	2-3	2,800	5,000
HR Generalist	2-3	2,800	5,000
HR Officer/Executive	2-3	2,800	4,800
Industrial Relations Executive	2-3	3,000	4,800
Training Specialist	2-3	3,000	4,800
Recruitment Executive	2	2,800	3,500

	Salary Range (per month)		
	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
HR Assistant	1-2	2,000	3,500
Personal Assistant to CEO	8-10	5,500	9,000
Office Manager	4-6	5,000	9,000
Safety Officer	4-7	4,000	7,000
Administrator	3-5	3,000	5,000
Document Controller	2-5	3,000	6,000
Secretary	2-3	3,000	5,500
Administrative Executive	2-3	2,500	4,500



# INFORMATION TECHNOLOGY

With the expansion of Malaysia's digitised ecosystem, the IT industry will continue on its upward trajectory in 2019, especially with the emergence of big data, analytics, artificial intelligence and robotics leading the country into Industry 4.0.

As companies make headway in their digital transformation efforts, they are likely to adopt a pay-for-use model for services to adapt to the nature of sustained, rapid change in the digital business.

Spending on IT products and services in Malaysia is projected to reach RM65.2 billion this year, an increase of 4.6% from 2018, with spending on enterprise software such as cloud services forecasted to experience the highest growth.<sup>1</sup>

Notably, as more organisations get on the cloud, spending on cloud software will grow at more than 22%, significantly more than other forms of software.<sup>2</sup> Rising investments in cybersecurity technology may be another area to note, as security and privacy are growing concerns for companies in today's Information Age.

While IT services remain a key driver for IT spending this year, organisations will seek to optimise external spend, such as on business services like consulting, and may also look to supplier consolidation as a means of cost-optimisation.

Bright prospects await IT professionals seeking to enter the IT industry in 2019. According to a recent study, Malaysia's top five emerging jobs are in the tech realm, including data scientists and full stack engineers. Skillsets that will remain in high demand include digital marketing, AI & cognitive services, data analytics, cloud data design and quality assurance.

As much as digital competencies will be high in demand, so will softer skills such as management and communication skills, with companies seeking employees with hybrid skills to take on new or evolved roles and help them navigate their digital transformation journeys.



Spending on IT products and services in Malaysia is projected to increase by

**4.6%** from 2018



Malaysia's top five emerging jobs are in the tech realm, including data scientists and full stack engineers

<sup>1</sup> New Straits Times  
<sup>2</sup> New Straits Times

	Salary Range (per month)		
	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Chief Information Officer	12-18	30,000	60,000
Program Director	12-18	25,000	40,000
Project Director	12-18	18,000	30,000
Service Delivery Director	12-18	18,000	30,000
Sales Director	12-18	20,000	40,000
Inside Sales Manager	4-5	7,500	11,000
Project Manager	3-5	6,000	10,000
Business Development Manager	3-5	5,000	8,000
IT Supply Chain Manager	3-5	7,000	11,000
Account Manager	3-4	6,000	10,000
IT Procurement Specialist	2-4	5,000	7,000
IT Marketing Communications Executive	2-4	4,000	6,000
IT Trainer	2-3	4,500	6,500
Channel Sales Specialist	2-3	4,500	7,000
Inside Sales Specialist	2-3	4,000	6,500
SAP Team Lead	8-12	17,000	35,000
Software Development Manager	8-12	15,000	25,000
Senior Solutions Architect	6-10	13,000	20,000
Lead Software Developer	5-8	10,000	17,000
Business Consultant	5-7	7,000	11,000
SAP Consultant	4-6	7,500	14,000
Software Sales Manager	4-6	7,500	11,000
ETL Developer	3-6	7,000	11,000
Websphere Application Developer	3-5	8,000	12,000
BI Consultant	3-5	6,000	10,000
Systems Analyst	3-5	4,500	7,000
Quality Assurance Specialist	3-5	5,500	10,000
Junior Solutions Architect	2-4	6,000	8,000
Software Engineer	2-3	4,500	7,000
Systems Programmer	2	4,500	7,000
Web Designer	2	5,000	8,000
Analyst Programmer	2	4,500	6,000
Java Developer	1-3	4,500	7,000
Programmer	1-2	4,500	8,000
Billing Systems Specialist	6-10	9,000	12,000

	Salary Range (per month)		
	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Implementation & Technical Support Manager	6-8	9,000	16,000
Information Security Manager	5-8	12,000	20,000
Unix Specialist	5-8	9,000	11,000
Service Delivery Manager	5-8	8,000	12,000
Senior Systems Engineer	5	7,000	13,000
Wintel Specialist	4-8	6,000	10,000
IT Manager	4-6	6,000	10,000
Problem & Change Management Specialist	3-5	5,500	8,000
Security Analyst	3-5	6,000	8,000
Technical Writer	3-5	6,500	10,000
Unix/Linux OS Engineer	2-5	5,500	8,000
Pre-sales Engineer	2-4	5,000	7,000
Billing Systems Engineer	2-4	4,500	7,000
Database Administrator	2-3	5,500	9,000
Systems Engineer	2-3	5,000	8,000
Technical Consultant	2-3	6,500	9,000
Network Administrator	2-3	5,000	8,000
Helpdesk Tech Support (Foreign Language Expertise)	2-3	6,000	12,000
Help Desk Analyst	2-3	4,500	7,000
IT Executive	2	4,500	6,000
Automation Support Engineer	1-3	5,000	7,000
Technician	1-3	3,500	5,500
IT Administrator	1-2	4,000	6,500



# PROPERTY & CONSTRUCTION

A forecasted growth slowdown for Malaysia's construction sector from 4.5% to 4.3% in 2019 points to a tightening job market for the industry this year.<sup>1</sup>

In a bid to shed debt and reduce expenditure, the government has been actively suspending major infrastructure projects, from the East Coast Rail Link and the Singapore-Kuala Lumpur high-speed rail project to two multi-billion ringgit oil and gas pipeline projects.

We might see a turn of the tide on these measures this year, as some of these suspended large-scale projects may be re-implemented with reduced budgets, given the potential

long-term economic benefits that stand to be derived. Factors including stronger fiscal health, lower debt and the adoption of public-private partnerships may also trigger a revival of these projects.

These suspensions may be buoyed by new developments that are taking shape. The government has renewed its push to develop rural infrastructure, such as the upgrading of rural areas with roads and bridges, as well as the expansion of rural electricity and water supply.

The industrial property market is also poised for growth, with new streams of demand developing. On the back of robust demand for warehouses and spaces with high specifications, new large-scale industrial developments are expected to take shape.



Malaysia's government has renewed its push to develop rural infrastructure



Construction sector growth will slow to

**4.3%** this year

<sup>1</sup> Singapore Business Review



	Salary Range (per month)		
	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Construction Director	>15	30,000	42,000
Project Director, High Rise	8-10	20,000	30,000
Project Director, Residential	7-10	20,000	30,000
Technical Director	7-10	20,000	30,000
Commercial Manager	7-10	18,000	25,000
General Manager, Business Development	7-10	20,000	25,000
Head of HSSE	7-10	18,000	30,000
HSSE Manager	7-10	9,500	15,000
Project Manager	6-8	10,000	18,000
Civil & Structural Manager	6-8	10,000	18,000
Mechanical & Electrical Manager	6-8	10,000	18,000
Mechanical Engineer	6-8	6,000	10,000
Resident Engineer	6-8	8,000	15,000
Electrical Engineer	6-8	6,000	10,000
Infrastructure Engineer	6-8	6,000	10,000
Facilities Manager	6-8	8,000	15,000
QA/QC Manager	6-8	10,000	18,000
Site Manager	6-8	6,000	10,000
QA/QC Engineer	2-3	3,500	6,000
Site Executive	2-3	2,500	5,000







# SALES AND MARKETING

In an age where businesses operate in increasingly complex and rapidly changing environments, the marketing landscape is transforming dramatically at the same time. Sales and marketing will continue to play an integral role in every business.

There is thus a need for marketers to possess a more varied range of skillsets within their arsenal and keep up-to-date on industry trends to stay relevant. Along with the rapid growth of e-commerce, digital marketing skillsets will be at the top of every organisation's wish list for sales and marketing hires.

Ranking among the highest internet and mobile penetration rates in Southeast Asia, Malaysia has become one of the region's fastest growing emerging e-commerce markets.<sup>1</sup> E-commerce is expected to continue its aggressive growth streak as consumers increasingly move towards online shopping.

This anticipated growth could also be attributed to strong government support, with the government setting a target for e-commerce to achieve an annual growth rate of 20%, up from 14.3% in 2017.<sup>2</sup> In November 2018, Malaysia also signed the ASEAN Agreement on Electronic Commerce, which will smoothen cross-border e-commerce transactions by reducing barriers and lowering entry costs.

We expect digital marketing to increasingly gain importance as a key revenue driver for businesses. Correspondingly, sales and marketing industry professionals equipped with relevant digital marketing, e-commerce and data analytics skillsets – and who can continuously refine their skills to keep pace with ever-changing industry trends – will discover that an abundance of opportunities await them in 2019 and beyond.



With the rapid growth of e-commerce, digital marketing skillsets will be sought after



Malaysia has become one of Southeast Asia's fastest growing emerging e-commerce markets

<sup>1</sup> Entrepreneur Campfire  
<sup>2</sup> Retail News Asia

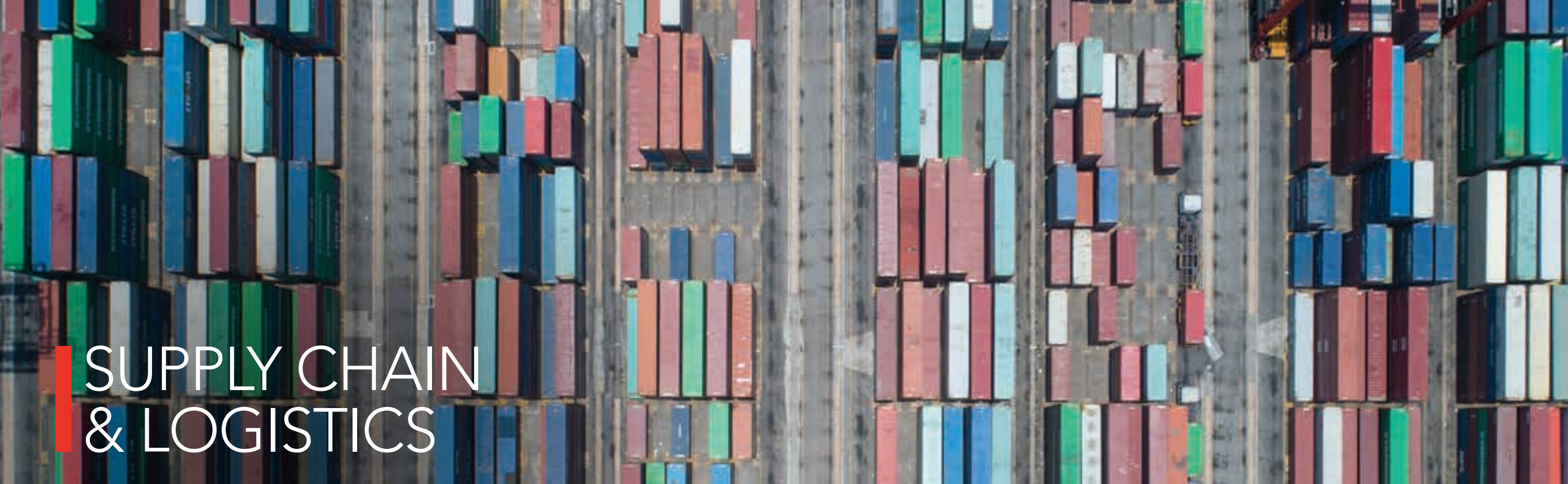


Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Sales Director, Asia Pacific	>10	25,000	35,000
Sales Director, Industrial Engineering	>10	17,000	25,000
Vice President, Sales & Marketing	>10	15,000	27,000
Sales Channel Director	>10	15,000	27,000
General Manager, Property Sales & Marketing	>10	15,000	27,000
Senior Global Brand Manager	>10	15,000	20,000
Head of Sales & Marketing	>10	15,000	20,000
Sales Director	>10	15,000	27,000
Vice President, Regional Marketing	8-10	12,000	20,000
Corporate Communications Director	8-10	12,000	20,000
Business Development Director	8-10	12,000	20,000
Vice President, Corporate Strategy & Planning	7-10	10,000	20,000
Assistant Country Manager	7-10	10,000	20,000
Head of Channel Management	8	10,000	18,000
Sales Manager	8	7,000	13,000
Marketing Communications Manager	8	7,000	13,000
Key Account Manager	8	8,000	12,000
Business Development Manager	8	5,000	18,000
Marketing Manager	8	7,000	13,000
Brand Manager	5-8	6,000	12,000
Area Sales Manager	5-8	6,000	12,000
Channel Sales Manager	5-7	6,000	12,000
PR Manager	5-6	6,000	10,000
Channel Manager	4-5	5,000	9,000
Marketing Manager	4-5	5,000	9,000
Sales Manager	4-5	5,000	9,000
Advertising Manager	4-5	5,000	9,000

Salary Range (per month)

	EXPERIENCE (YEARS)	MIN (MYR)	MAX (MYR)
Key Account Manager	3-5	4,000	8,000
Senior Sales Executive	3-5	4,000	7,000
Retail Supervisor/Retail Executive	3-5	2,500	4,000
Brand/Product Manager	3-4	5,000	9,000
Marketing Executive	2-4	3,000	4,000
Market Research Executive	2-4	3,000	4,000
Customer Service Executive	2-3	3,000	4,000



# SUPPLY CHAIN & LOGISTICS

Underpinned by stable trade and rising freight transportation, the outlook for Malaysia’s logistics sector remains positive in 2019. Bolstered by several growth areas, the logistics sector is expanding rapidly today.

The rising trend of companies venturing into more specialised activities, such as the handling and storage of hazardous chemicals, has contributed to attracting other logistics companies to set up operations in the country. With emerging technologies revolutionising supply chains, new growth areas such as e-commerce and last mile delivery markets have emerged.

Correspondingly, companies are displaying growing interest in these areas, due to higher profit margins and rising demand. However, the intensifying price competition within the market, resulting from the emergence of logistics start-ups, may pose challenges for existing players despite a huge increase in e-commerce activity.

Despite a predominantly fragmented market today, more companies are expected to consolidate in the near future to gain scale and network. In particular, the rise in e-commerce is fuelling this trend, with increasing vertical and horizontal consolidation among players.

All in all, these trends are expected to create sustained demand for skilled logistics and supply chain professionals through the year. As the industry continues its digital transformation, addressing the widening skills gap in the industry will become a greater imperative. More specialised and skilled workers, such as experienced seafarers, will be required to elevate the industry’s growth.



Companies venturing into handling and storage of hazardous chemicals, has attracted other logistics to set up operations in Malaysia



More specialised and skilled workers, such as experienced seafarers, will be required to elevate the growth of the logistics sector

	EXPERIENCE (YEARS)	Salary Range (per month)	
		MIN (MYR)	MAX (MYR)
Director of Supply Chain	10-15	15,000	35,000
Strategic Sourcing Manager	8-10	12,000	20,000
Senior Warehouse Manager	8-10	9,000	15,000
Purchasing Manager	8-10	8,000	15,000
Senior Buyer	8-10	7,000	10,000
Purchasing Manager	6-8	7,000	12,000
Supply Chain Manager	5-8	7,000	15,000
Logistic & Planning Manager	5-8	7,000	15,000
Warehouse Manager	4-5	5,000	12,000
Assistant distribution Manager	4-5	4,500	7,000
Purchasing Executive	4-5	3,500	6,000
Warehouse Supervisor	3-5	3,000	5,500
Logistic Coordinator	3-5	2,800	5,500
Procurement Executive	3-5	2,800	6,000
Shipping Supervisor	3-5	3,000	5,000
Buyer	2-3	2,500	5,000
Operations Executive	2-3	2,500	4,500
Warehouse Executive	2-3	2,000	4,500
Stock Controller	2-3	2,000	3,500





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