



# SINGAPORE SALARY GUIDE FY 2025/26







## OVERVIEW

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## SALARY GUIDE 2025

- Accounting & Finance
- Engineering & Technical
- Healthcare & Life Sciences
- Supply Chain & Procurement
- Technology (AI & IT)
- Sales And Marketing
- Human Resources
- Actuarial (Insurance)

## Insights from our Chief Business Officer



**VIKAS SRIVASTAVA**

*Chief Business Officer (SG & MY),*

The hiring outlook for Singapore in 2025 is expected to be cautiously optimistic, influenced by digital transformation, global economic shifts, and evolving workforce needs. As the economy recovers, demand for highly skilled talent in fintech, cybersecurity, AI, data analytics, and green technologies will remain strong. While some roles may be offshored to optimize cost, they remain critical for Singapore's resilience.

The push for sustainability, smart cities, and climate resilience will drive hiring in engineering, consulting, and renewable energy sectors. However, talent shortages will persist, prompting employers to adopt flexible hiring models and rethink workforce strategies. With an aging population, demand for professionals in healthcare, eldercare, and med-tech will rise, alongside a stronger push for localization and upskilling.

A competitive job market will require employers to offer higher wages, career growth, and work-life flexibility to attract and retain talent. As median incomes rise and inflation cools, real wages may increase, potentially boosting domestic consumption. While technology, finance, and healthcare will see significant wage growth, retail, hospitality, and manufacturing may experience modest increases. Upskilling and automation will also drive higher wages in traditionally lower-paying roles.

As we navigate this dynamic landscape together, Quess Singapore remains committed to empowering organizations and professionals to seize the opportunities of tomorrow while addressing the demands of today's ever-changing world.



## A Perspective from our Country Manager



**KAREN TEO**  
*Country Manager*

As we navigate global uncertainties and evolving local policies like the Compass framework, companies in Singapore are balancing the need to attract top talent while managing costs. The hiring outlook for 2025 remains cautiously optimistic, with growth expected in fintech, cybersecurity, AI, data analytics, and green technologies. Beyond the tech sector, demand is also rising in financial services, healthcare and life sciences, sales and business development, as well as supply chain and logistics. At the same time, rising costs and compliance may drive some offshoring, reinforcing the need for a highly skilled local workforce.

To stay agile, businesses are increasingly turning to contingent hiring, allowing them to scale talent efficiently. However, talent shortages in specialized fields persist, driving demand for localization, upskilling, and workforce innovation. Sectors such as healthcare, eldercare, and med-tech will see continued growth, alongside broader efforts to bridge skills gaps. With inflation cooling, real wages are expected to rise, particularly in high-demand sectors like technology, finance, and healthcare. Employers must focus on competitive compensation, career development, and work-life flexibility to attract and retain top talent.

At Quess, we remain committed to partnering with organizations to navigate these workforce challenges, providing insights and solutions that support sustainable growth in an evolving job market.

As a leading regional staffing powerhouse and in today's fast-evolving business landscape, Quess Singapore is redefining workforce solutions with innovative digital staffing strategies. With close to 30 years of industry expertise, Quess has been seamlessly blending technology with talent management to meet the dynamic demands of modern enterprises. As a premier B2B service provider, Quess Singapore specializes in General Staffing, Recruitment & Selection and HR consultancy, offering end-to-end outsourcing solutions that drive efficiency and agility. Leveraging advanced digital platforms, the company also enhances hiring experiences through our AI driven job matching internal platform, revolutionizing online recruitment for both businesses and job seekers. With a growing network of skilled professionals and a strong presence across the Asia-Pacific region, Quess Singapore empowers organizations to stay ahead of the competition—bringing innovation, expertise, and agility to the heart of workforce transformation.

### Solutions Offered



**Payroll Outsourcing**



**General Staffing**



**Permanent Recruitment**



**IT Staffing**



**Quess operates across key markets in APAC, delivering comprehensive solutions to meet diverse business needs.**

## Sectors

Telecommunications, Professional Services, Banking & Financial Services, Information Technology, Retail, FMCG, Manufacturing, E Commerce, Automobile, Hospitality, Healthcare

## Key Capabilities

We use advanced technology to manage your entire people ecosystem, from resource acquisition to farewell management  
Our diverse portfolio spans various industries supporting roles at multiple levels and functions

## Key Market Insights

### Employee Priorities

Flexible working arrangements  
Attractive compensation packages

### Skills in Demand

Data analytics, technical solutioning expertise, and commercial skillsets remain highly sought-after

### Market Trends

7 in 10 workers plan to look for new job opportunities in 2025<sup>5</sup>

### Technology Demand

Cybersecurity, cloud computing, and AI talent will be driving growth in the technology space

### Flexible Work

Many organizations continue to embrace hybrid work arrangements.

### Salary Adjustments

77% of companies plan to increase salaries in 2025 to attract top talent<sup>3,4</sup>.



# **SALARY GUIDE FY 2025/26**





# Accounting & Finance

## Trends

- Outlook for 2025 is more optimistic, with a 10% salary increase projected across the Accounting & Finance sector. This increase will be driven by factors such as economic stabilization, digital transformation, talent shortages, and a focus on regulatory compliance.
- As companies aim to attract and retain skilled professionals in specialized roles, they will need to offer competitive salaries to remain competitive in the talent market.



## Quess Focus

- Financial Analyst (FP&A)
- Internal Control Manager
- Tax Manager
- Accountant
- Finance Business Partner

## Challenges

- **Shortage of Skilled Professionals:** There's a lack of talent in specialized areas like fintech, blockchain, AI, and risk management, with demand often outpacing supply.
- **High Competition:** Firms compete globally for the same pool of skilled talent, particularly in fintech, driving up salaries and making retention difficult.

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	Internal Auditor	5,000	6,000	1-5 years
2	Senior Internal Auditor	6,000	8,500	5-10 years
3	Internal Audit Manager	9,000	13,000	10-15 years
4	Internal Audit Director	18,000	25,000	15+ years
5	Risk & Compliance Manager/Senior Manager	9,000	14,000	5-9 years
6	Risk & Compliance Director	15,500	20,000	10+ years
7	Treasury Analyst	5,500	6,500	3-5 years
8	Treasury Manager	10,000	14,000	5-9 years
9	Financial Planning Analyst/Sr. Analyst	5,000	7,000	2-6 years
10	Financial Planning Manager	7,500	10,000	5+ years
11	Credit Analyst	4,500	6,000	2-4 years
12	Credit Senior Analyst	5,500	7,500	4-6 years
13	Credit Manager	8,000	12,000	6+ years
14	Management Accountant	5,000	6,500	2-5 years
15	Senior Accountant	6,000	8,000	4-6 years
16	Accounting/Finance Manager	7,500	10,000	6-8 years
17	Account Payable/Acoount Receivable Executuve	4,000	5,000	1-4 years
18	Account Payable/Acoount Receivable Manager	7,000	10,000	5-10 years
19	Tax Manager	7,500	13,000	6-12 years



# Engineering & Technical

## Trends

### Rise in Automation and Robotics:

- Companies are integrating automation and robotics to improve operational efficiency, especially in manufacturing, logistics, and construction sectors.
- Demand for talent in AI, robotics, and IoT-related engineering is growing.

### Green Energy and Sustainability:

- Transition to renewable energy sources and sustainable engineering practices are driving demand for professionals in green technologies.
- Roles in solar, wind energy, and green building certifications are on the rise.



## Quess Focus

- Robotics and Automation space (Factory Automation and Process Automation)
- Semiconductor industry (including Equipment Manufacturers, EDA, Foundries, and OSAT)

## Challenges

- Shortage of Specialized Skills
- Aging Workforce
- Cybersecurity Threats
- Ethical Challenges in Technology
- Attracting Young Talent

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	Mechanical Engineer (Executive)	3,500	5,500	1 to 3 years
2	Mechanical Engineer (Manager)	6,000	9,000	5 to 8 years
3	Mechanical Engineer (Director)	10,000	15,000	10+ years
4	Electrical Engineer (Executive)	3,500	5,500	1 to 3 years
5	Electrical Engineer (Manager)	6,000	9,000	5 to 8 years
6	Electrical Engineer (Director)	10,000	15,000	10+ years
7	Automation Engineer (Executive)	3,500	5,500	1 to 3 years
8	Automation Engineer (Manager)	6,000	9,000	5 to 8 years
9	Automation Engineer (Director)	10,000	15,000	10+ years
10	Robotics Engineer (Executive)	3,500	5,500	1 to 3 years
11	Robotics Engineer (Manager)	6,000	9,000	5 to 8 years
12	Robotics Engineer (Director)	10,000	15,000	10+ years
13	Civil Engineer (Executive)	3,500	5,500	1 to 3 years
14	Civil Engineer (Manager)	6,000	9,000	5 to 8 years
15	Civil Engineer (Director)	10,000	15,000	10+ years
16	Process Engineer (Executive)	3,500	5,500	1 to 3 years
17	Process Engineer (Manager)	6,000	9,000	5 to 8 years
18	Process Engineer (Director)	10,000	15,000	10+ years
19	Quality Assurance Engineer (Executive)	3,500	5,500	1 to 3 years



# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
20	Quality Assurance Engineer (Manager)	6,000	9,000	5 to 8 years
21	Quality Assurance Engineer (Director)	10,000	15,000	10+ years
22	Reliability Engineer (Executive)	3,500	5,500	1 to 3 years
23	Reliability Engineer (Manager)	6,000	9,000	5 to 8 years
24	Reliability Engineer (Director)	10,000	15,000	10+ years
25	Structural Engineer (Executive)	3,500	5,500	1 to 3 years
26	Structural Engineer (Manager)	6,000	9,000	5 to 8 years
27	Structural Engineer (Director)	10,000	15,000	10+ years
28	Manufacturing Engineer (Executive)	3,500	5,500	1 to 3 years
29	Manufacturing Engineer (Manager)	6,000	9,000	5 to 8 years
30	Manufacturing Engineer (Director)	10,000	15,000	10+ years
31	Instrumentation Engineer (Executive)	3,500	5,500	1 to 3 years
32	Instrumentation Engineer (Manager)	6,000	9,000	5 to 8 years
33	Instrumentation Engineer (Director)	10,000	15,000	10+ years
34	Design Engineer (Executive)	3,500	5,500	1 to 3 years
35	Design Engineer (Manager)	6,000	9,000	5 to 8 years
36	Design Engineer (Director)	10,000	15,000	10+ years
37	Systems Integration Engineer (Executive)	3,500	5,500	1 to 3 years
38	Systems Integration Engineer (Manager)	6,000	9,000	5 to 8 years

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
39	Systems Integration Engineer (Director)	10,000	15,000	10+ years
40	HSE Engineer (Executive)	3,500	5,500	1 to 3 years
41	HSE Engineer (Manager)	6,000	9,000	5 to 8 years
42	HSE Engineer (Director)	10,000	15,000	10+ years
43	Mechatronics Engineer (Executive)	3,500	5,500	1 to 3 years
44	Mechatronics Engineer (Manager)	6,000	9,000	5 to 8 years
45	Mechatronics Engineer (Director)	10,000	15,000	10+ years
46	Production Engineer (Executive)	3,500	5,500	1 to 3 years
47	Production Engineer (Manager)	6,000	9,000	5 to 8 years
48	Production Engineer (Director)	10,000	15,000	10+ years
49	Project Manager (Engineering) (Executive)	3,500	5,500	1 to 3 years
50	Project Manager (Engineering) (Manager)	6,000	9,000	5 to 8 years
51	Project Manager (Engineering) (Director)	10,000	15,000	10+ years
52	R&D Engineer (Executive)	3,500	5,500	1 to 3 years
53	R&D Engineer (Manager)	6,000	9,000	5 to 8 years
54	R&D Engineer (Director)	10,000	15,000	10+ years
55	Maintenance Engineer (Executive)	3,500	5,500	1 to 3 years
56	Maintenance Engineer (Manager)	6,000	9,000	5 to 8 years
57	Maintenance Engineer (Director)	10,000	15,000	10+ years
58	Product Development Engineer (Executive)	3,500	5,500	1 to 3 years
59	Product Development Engineer (Manager)	6,000	9,000	5 to 8 years
60	Product Development Engineer (Director)	10,000	15,000	10+ years



# Healthcare & Life Sciences

## Trends

### Biomedical Manufacturing Growth:

- Singapore's biomedical manufacturing sector has shown significant growth, with output increasing by 62% year-on-year in September 2025<sup>1</sup>. This rebound follows a previous decline and indicates a robust recovery and expansion in the industry.

### Healthcare Industry Transformation Map (ITM) 2025:

- The Ministry of Health (MOH) has launched the Healthcare ITM 2025, focusing on building a future-ready healthcare system<sup>2</sup>. Key strategies include enhancing workforce capabilities, adopting innovative technologies, and strengthening partnerships to meet the evolving healthcare needs of an aging population.



## Quess Focus

- Regulatory Affairs Specialists
- Clinical Research Professionals
- Biotechnology Specialists
- Healthcare IT Professionals

## Challenges

- Shortage of Specialized Skills
- Aging Workforce
- Attracting and Retaining Talent
- Regulatory Complexity

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	Clinical Research Associate (Executive)	3,500	6,000	1 to 3 years
2	Clinical Research Associate (Manager)	7,000	10,000	5 to 8 years
3	Clinical Research Associate (Director)	12,000	18,000	10+ years
4	Biomedical Engineer (Executive)	3,500	6,000	1 to 3 years
5	Biomedical Engineer (Manager)	7,000	10,000	5 to 8 years
6	Biomedical Engineer (Director)	12,000	18,000	10+ years
7	Lab Technician (Executive)	3,500	6,000	1 to 3 years
8	Lab Technician (Manager)	7,000	10,000	5 to 8 years
9	Lab Technician (Director)	12,000	18,000	10+ years
10	Regulatory Affairs Specialist (Executive)	3,500	6,000	1 to 3 years
11	Regulatory Affairs Specialist (Manager)	7,000	10,000	5 to 8 years
12	Regulatory Affairs Specialist (Director)	12,000	18,000	10+ years
13	Medical Scientist (Executive)	3,500	6,000	1 to 3 years
14	Medical Scientist (Manager)	7,000	10,000	5 to 8 years
15	Medical Scientist (Director)	12,000	18,000	10+ years
16	Healthcare IT Specialist (Executive)	3,500	6,000	1 to 3 years
17	Healthcare IT Specialist (Manager)	7,000	10,000	5 to 8 years
18	Healthcare IT Specialist (Director)	12,000	18,000	10+ years
19	Pharmacovigilance Specialist (Executive)	3,500	6,000	1 to 3 years
20	Pharmacovigilance Specialist (Manager)	7,000	10,000	5 to 8 years



# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
21	Pharmacovigilance Specialist (Director)	12,000	18,000	10+ years
22	Nutritionist/Dietitian (Executive)	3,500	6,000	1 to 3 years
23	Nutritionist/Dietitian (Manager)	7,000	10,000	5 to 8 years
24	Nutritionist/Dietitian (Director)	12,000	18,000	10+ years
25	Epidemiologist (Executive)	3,500	6,000	1 to 3 years
26	Epidemiologist (Manager)	7000	10,000	5 to 8 years
27	Epidemiologist (Director)	12,000	18,000	10+ years
28	Quality Control Analyst (Executive)	3,500	6,000	1 to 3 years
29	Quality Control Analyst (Manager)	7,000	10,000	5 to 8 years
30	Quality Control Analyst (Director)	12,000	18,000	10+ years
31	Food Technologist (Executive)	3,500	6,000	1 to 3 years
32	Food Technologist (Manager)	7,000	10,000	5 to 8 years
33	Food Technologist (Director)	12,000	18,000	10+ years
34	Research Scientist (Executive)	3,500	6,000	1 to 3 years
35	Research Scientist (Manager)	7,000	10,000	5 to 8 years
36	Research Scientist (Director)	12,000	18,000	10+ years
37	Medical Technologist (Executive)	3,500	6,000	1 to 3 years
38	Medical Technologist (Manager)	7,000	10,000	5 to 8 years
39	Medical Technologist (Director)	12,000	18,000	10+ years
40	Diagnostic Radiographer (Executive)	3,500	6,000	1 to 3 years

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
41	Diagnostic Radiographer (Manager)	7,000	10,000	5 to 8 years
42	Diagnostic Radiographer (Director)	12,000	18,000	10+ years
43	Genetic Counselor (Executive)	3,500	6,000	1 to 3 years
44	Genetic Counselor (Manager)	7,000	10,000	5 to 8 years
45	Genetic Counselor (Director)	12,000	18,000	10+ years
46	Environmental Health Officer (Executive)	3,500	6,000	1 to 3 years
47	Environmental Health Officer (Manager)	7,000	10,000	5 to 8 years
48	Environmental Health Officer (Director)	12,000	18,000	10+ years
49	Clinical Data Manager (Executive)	3,500	6,000	1 to 3 years
50	Clinical Data Manager (Manager)	7,000	10,000	5 to 8 years
51	Clinical Data Manager (Director)	12,000	18,000	10+ years
52	Biostatistician (Executive)	3,500	6,000	1 to 3 years
53	Biostatistician (Manager)	7,000	10,000	5 to 8 years
54	Biostatistician (Director)	12,000	18,000	10+ years
55	Pharmaceutical Sales Rep (Executive)	3,500	6,000	1 to 3 years
56	Pharmaceutical Sales Rep (Manager)	7,000	10,000	5 to 8 years
57	Pharmaceutical Sales Rep (Director)	12,000	18,000	10+ years
58	Radiologic Technologist (Executive)	3,500	6,000	1 to 3 years
59	Radiologic Technologist (Manager)	7,000	10,000	5 to 8 years
60	Radiologic Technologist (Director)	12,000	18,000	10+ years



# Supply Chain & Procurement

## Trends

- The supply chain and procurement market in 2025 is being shaped by rapid technological integration, sustainability goals, and the demand for resilience. Businesses are leveraging AI, automation, and blockchain for enhanced efficiency and transparency, while sustainable sourcing and green logistics are becoming central to operations in alignment with ESG standards.
- The industry seeks professionals with advanced skill sets in data analytics, AI, and logistics optimization, reflecting the growing complexity of global supply chains.



## Quess Focus

- Supply Chain Executives
- Supply Chain Planners
- Logistics Specialists.

## Challenges

- Skills gaps in emerging technologies (AI, blockchain).
- Limited talent with sustainability/ESG expertise.
- Difficulty attracting younger professionals due to traditional perceptions.
- Multigenerational workforce alignment challenges.
- Need for continuous upskilling/reskilling with limited support

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	Procurement (Executive)	2,000	5,500	0-3 years
2	Procurement (Manager)	6,000	12,000	6-10 years
3	Procurement (Director)	15,000	25,000	12-18 years
4	Chief Procurement Officer (CPO)	25,000	40,000	20+ years
5	Purchasing (Executive)	2,500	6,100	0-3 years
6	Purchasing (Manager)	6,000	11,500	5-7 years
7	Purchasing (Director)	13,500	25,000	10-15 years
8	Logistics (Executive)	2,500	6,100	0-3 years
9	Logistics (Manager)	6,000	11,500	5-8 years
10	Logistics (Director)	13,500	25,000	10-15 years
11	Warehouse (Executive)	2,000	6,000	0-3 years
12	Warehouse (Manager)	6,000	10,500	5-7 years
13	Warehouse (Director)	12,000	25,000	10-15 years
14	Inventory (Executive)	2,500	6,100	0-3 years
15	Inventory (Manager)	6,000	10,800	5-7 years
16	Inventory (Director)	12,100	25,000	10-15 years
17	Supply Chain (Executive)	3,000	6,800	0-3 years
18	Supply Chain (Manager)	7,000	13,500	7-10 years
19	Supply Chain (Director)	16,000	30,000	12-18 years
20	Chief Supply Chain Officer (CSCO)	25,000	40,000	20+ years
21	Category Management (Executive)	4,700	8,000	2-4 years
22	Category Management (Manager)	8,000	15,000	6-10 years
23	Category Management (Director)	14,800	25,000	12-18 years
24	Sourcing (Executive)	4,000	6,000	3-5 years

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
25	Sourcing (Manager)	8,000	12,000	8-12 years
26	Sourcing (Director)	15,000	25,000	12+ years
27	Demand Planning (Executive)	4,000	7,000	1-3 years
28	Demand Planning (Manager)	8,000	13,000	5-8 years
29	Demand Planning (Director)	14,000	25,000	10-15 years
30	Vendor Relationship (Executive)	4,000	7,500	2-4 years
31	Vendor Relationship (Manager)	7,000	13,500	6-9 years
32	Vendor Relationship (Director)	15,000	25,000	12+ years
33	Transportation (Executive)	3,000	6,200	2-4 years
34	Transportation (Manager)	6,500	11,000	5-7 years
35	Transportation (Director)	13,000	25,000	10-15 years
36	Operations (Executive)	3,500	6,000	3-5 years
37	Operations (Manager)	7,000	12,000	8-12 years
38	Operations (Director)	18,000	30,000	15+ years
39	Contracts (Executive)	3,500	6,000	3-5 years
40	Contracts (Manager)	7,000	12,500	5-8 years
41	Contracts (Director)	18,000	30,000	15+ years
42	Supplier Relationship (Executive)	4,500	7,500	2-4 years
43	Supplier Relationship (Manager)	9,000	13,500	6-9 years
44	Supplier Relationship (Director)	15,000	22,000	12-18 years
45	Trade Compliance Specialist (Executive)	4,000	6,800	1-3 years
46	Trade Compliance Specialist (Manager)	8,000	12,500	5-8 years
47	Trade Compliance Specialist (Director)	14,000	19,000	10-15 years



# Technology (AI & IT)

## Trends

- **Increasing Demand for Tech Talent** In Technology, Cyber Security, Data Analytics, Software Development remain strong.
- **Flexible Work Arrangements** Companies are adopting for flexible work arrangements with the aim of retaining talents as well increase the productivity.



## Quess Focus

- AI/ML engineering
- Cloud Engineer (AWS, Azure, GCP)
- Mobile development (Android, IOS)
- Big Data Technologies (Data, Hadoop)
- DevOps Engineer (CI/CD/ Jenkins)

## Challenges

- One of the Primary Challenges- Talent Shortage Dilemma specifically in Technology roles
- The Competition for Top Talent is also fierce, with many companies competing for the same pool of skilled professionals. This has led to a Tech Talent War.

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	Artificial Engineer	5,500	8,000	1 - 4 years
2	Machine Learning Engineer	5,500	8,000	1 - 4 years
3	Deep Learning Engineer	5,500	8,000	1 - 4 years
4	Natural Language Processing (NLP) Engineer	5,500	8,000	1 - 4 years
5	Computer Vision Engineer	5,500	8,000	1 - 4 years
6	Data Scientist	7,000	12,000	3 - 8 years
7	Robotics Engineer (AI/ML Integration)	5,500	8,000	1 - 4 years
8	Speech Recognition Engineer	6,000	10,000	2 - 5 years
9	Predictive Analytics Engineer	6,000	10,000	2 - 5 years
10	Head of AI	15,000	20,000	10+ years
11	Software Engineer / Software Develeoper	5,500	8,000	3 - 7 years
12	Software Solution Architect	10,000	15,000	10+ years
13	Mobile application developer	4,500	7,500	2 - 6 years
14	Full Stack Developer	6,000	9,000	3 - 7 years
15	Application Support Engineer	5,500	8,000	3 - 7 years
16	IT Business Analyst	5,500	8,000	3 - 7 years
17	Project Manager (Applications)	10,000	15,000	10+ years
18	Project Manager (Infrastructure)	8,000	11,000	10+ years
19	Technology Delivery Manager	9,000	13,000	10+ years
20	Systems Analyst	6,000	9,000	3 - 7 years
21	UI / UX Designer	4,500	7,000	3 - 7 years
22	QA Engineer (Automation)	5,000	7,500	3 - 7 years
23	QA Engineer (Manual)	4,000	6,000	3 - 7 years
24	Test Manager	7,000	10,000	10+ years
25	Systems Administrator / Systems Engineer	5,000	7,500	3 - 7 years
26	Cloud Engineer	5,000	8,000	3 - 7 years
27	DevOps Engineer	6,500	8,500	3 - 7 years
28	Site Reliability Engineer	7,000	10,000	3 - 7 years
29	Salesforce Developer	6,000	9,000	3 - 7 years

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
30	Infrastructure Developer	6,500	8,500	3 - 7 years
31	Network Engineer	5,000	7,500	3 - 7 years
32	Network Security Engineer	6,000	8,500	3 - 7 years
33	Database Administrator	6,000	10,000	5 - 10 years
34	Linux Administrator	6,000	9,000	5 - 10 years
35	Infrastructure Manager	8,500	11,000	10+ years
36	Cyber Security Engineer / Consultant	6,500	9,500	2 - 7 years
37	Chief Information Security Officer	10,000	15,000	10+ years
38	Security Operations Analyst	7,000	11,500	5+ years
39	Penetration Testing Engineer	5,000	9,000	3 - 7 years
40	IT Auditor	4,500	8,500	2 - 5 years
41	IT Security & Compliance Risk Analyst / Manager	5,000	12,000	5+ years
42	Dataware house Engineer / Architect	7,000	12,000	5+ years
43	Data Engineer	5,500	9,500	3 - 7 years
44	Data Architect	9,000	13,000	10+ years
45	ETL Developer	5,500	9,500	3 - 7 years
46	IT Support / Admin	2,800	4,000	2 - 7 years
47	Desktop Administrator	2,800	4,000	2 - 7 years
48	Head of IT	18,000	25,000	15+ years
49	Head of digital Transformation	20,000	25,000	15+ years
50	Cyber Security Architect	20,000	28,000	15+ years
51	Head of Services	22,500	30,000	15+ years
52	Head of PMO	18,000	22,000	15+ years



# Sales & Marketing

## Trends

- The demand for sales professionals has remained strong, driven by the country's dynamic economy, thriving industries, and its position as a global business hub. As a leading financial and technological center in Asia, Singapore offers numerous opportunities across various sectors, which fuels the need for skilled sales professionals



## Quess Focus

- Business Development
- E-commerce Manager
- Pre-sales Technical Consultant
- Product Marketing Manager
- Key Account Manager
- Sales Engineer

## Challenges

- The Sales and marketing functions in Singapore face a unique set of challenges, stemming from both local and global factors.
- The key to overcoming these challenges lies in continuous learning, agility, and leveraging data to optimize strategies and deliver results.

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	Business Development Executive	3,000	4,000	1 - 3 year
2	Senior Business Development Executive	4,000	5,000	3 - 4 years
3	Business Development Director	10,000	15,000	8 years and above
4	Assistant Sales Manager	4,000	6,000	4 - 5 years
5	Sales Manager	6,000	8,000	5 years and above
6	Sales Director	10,000	15,000	8 years and above
7	Marketing Executive	3,000	4,000	1 - 3 years
8	Senior Marketing Executive	4,000	5,000	2 - 3 years
9	Assistant Marketing Manager	5,000	6,000	3 - 5 years
10	Marketing Manager	6,000	9,000	5 years and above
11	Marketing Communication Manager	8,000	10,000	5 years and above
12	Marketing Director	10,000	15,000	8 years and above
13	Social Media Marketing Executive	3,500	4,200	1 - 3 years
14	Senior Social Media Executive	4,200	5,000	3 - 4 years
15	Digital Marketing , Assistant Manager	5,000	6,000	4 - 5 years
16	Digital Marketing Manager	7,000	10,000	5 years and above
17	Product Marketing Executive	3,200	4,500	1 - 3 years
18	Product Marketing Manager	5,000	7,000	5 years and above
19	Trade Marketing Executive	3,500	4,500	1 - 3 years
20	Trade Marketing Manager	5,000	7,000	5 years and above
22	Sales Engineer	3,500	5,500	1 - 5 years
23	Senior Sales Engineer	5,000	6,500	5 years and above

# Human Resources

## Trends

- While 2025 will likely continue to see flat salary levels due to economic caution, the demand for skilled HR and business support talent is rising as companies look to build the necessary headcount and capabilities to achieve their goals following business process re-engineering.
- In this competitive hiring environment, employers must meet candidates' expectations around work flexibility, organizational values, and a positive employee experience.



## Quess Focus

- Talent Development Manager
- HRIS Analyst
- HR Manager
- HR Business Partner
- Talent Acquisition Specialist

## Challenges

- **Talent Shortage:** There's a gap in specialized HR skills, especially in HR analytics and digital transformation.
- **Adapting to Technology:** HR professionals lack proficiency in digital tools and data analytics.
- **Employee Well-Being:** Few HR professionals possess skills to effectively manage mental health and flexible work policies.
- **Retention and Engagement:** High turnover and remote work have intensified the need for effective engagement and retention strategies.



# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	HR Executive	2,800	3,500	1 - 3 years
2	Senior HR Executive	3,500	4,500	3 - 5 years
3	HRBP	4,500	6,000	3 - 5 years
4	HR Manager	6,000	8,000	5 years and above
5	Senior HR Manager	8,000	10,000	8 years and above
6	HR Director	10,000	15,000	8 years and above
7	Payroll Specialist	3,500	5,000	1 - 5 years
8	Compensation and Benefits Specialist	3,500	5,000	1 - 5 years
9	HRIS specialist	3,500	5,000	1 - 5 years
10	Talent Aquisition Partner	4,000	6,000	1 - 5 years
11	Talent Aquisition Manager	6,000	8,000	3 years and above
12	L&D Executive	3,500	5,000	1 - 3 years
13	L&D Manager	5,000	8,000	5 years and above

# Actuarial (Insurance)

## Trends

The insurance job market is evolving with increased demand for tech skills, data science, customer experience roles, regulatory expertise, and a focus on digital transformation and sustainability.



## Quess Focus

- Underwriters
- Claims Admin
- Treaty Admin

## Challenges

- **Hiring reinsurance talent** in Singapore poses some challenges due to a limited talent pool, high competition, skill gaps in technical and digital expertise, and difficulties in attracting and retaining experienced professionals.
- **Cultural and Language Barriers:** While English is widely spoken in Singapore, some candidates with reinsurance expertise may come from regions with different language and cultural norms, making it challenging to find a good cultural fit or overcome language barriers.

# Salary Guide

S.No	Occupation	Salary Min (In SGD Per Month)	Salary Max (In SGD Per Month)	Years of Experience
1	Underwriter	4,000	7,000	3 to 5 years
2	Senior Underwriter	7,000	12,000	5 years and above
3	Claims Executive	3,000	4,500	1 to 3 years
4	Claims Manager	5,000	8,000	5 years and above
5	Risk Manager	6,000	10,000	5 years and above
6	Reinsurance Specialist	5,000	8,000	3 to 5 years
7	Compliance Officer	4,000	6,000	1 to 3 years
8	Compliance Manager	9,000	14,000	5 years and above



## Contact Us

# Quess Singapore

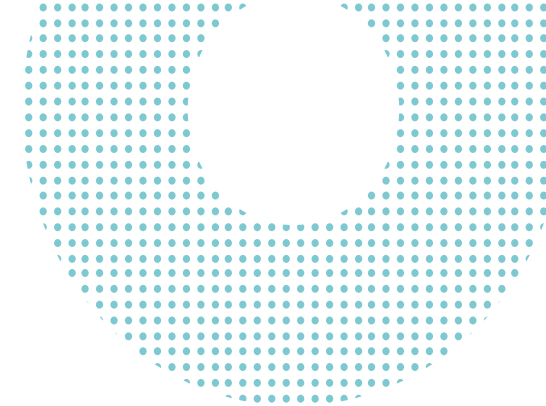
4 Robinson Rd, #12-01 The House Of  
Eden, Singapore 048543

For any enquiries :

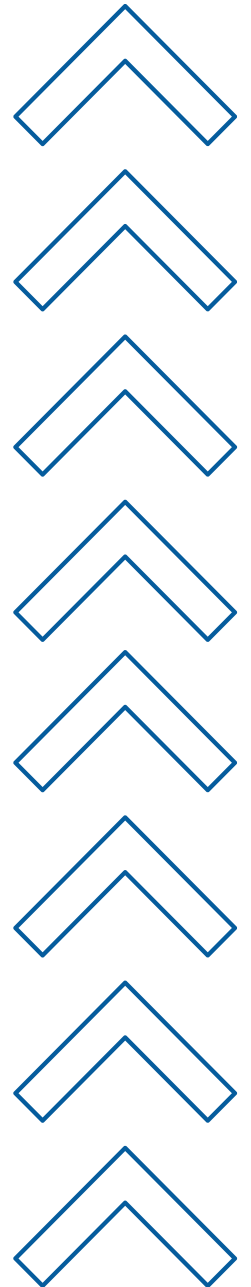
**Quess Singapore**

Phone Number: +65 8028 0859

E-Mail: [info@quesscorp.sg](mailto:info@quesscorp.sg)



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## Healthcare

- 1: <https://sbr.com.sg/economy/news/biomedical-segment-lifts-singapores-manufacturing-output-in-septembe>
- 2: <https://www.hhmglobal.com/knowledge-bank/news/transforming-healthcare-for-a-better-future-itm-singapore>

## Market Trends

- 3: <https://www.nucamp.co/blog/coding-bootcamp-singapore-sgp-ranking-the-top-10-highpaying-tech-jobs-in-singapore-in-2025>
- 4: <https://www.aon.com/apac/in-the-press/asia-newsroom/2024/salaries-in-southeast-asia-expected-to-rise-in-2025>
- 5: [https://www.peoplesmattersglobal.com/site/interstitial?return\\_to=%2Fnews%2Ftalent-acquisition%2Fwork-life-balance-is-most-important-evp-factor-for-singapore-study-29511](https://www.peoplesmattersglobal.com/site/interstitial?return_to=%2Fnews%2Ftalent-acquisition%2Fwork-life-balance-is-most-important-evp-factor-for-singapore-study-29511)