



Logistics Executive Group

2015 Southeast Asia Salary Guide

Executive Search | Corporate Advisory | Logistics Academy

Sydney | Melbourne | Singapore | Hong Kong | Shanghai
Dubai | Mumbai | Delhi | Chennai | London

www.LogisticsExecutive.com

Position	Singapore	Malaysia	Thailand	Vietnam	Indonesia
MD / GM Logistics	250 - 300K	180 - 200K	180 - 220K	180 - 250K	150 - 250K
Supply Chain VP / Director	185 - 200K	145 - 170K	165 - 175K	80 - 130K	70 - 90K
Logistics Director	150 - 175K	80 - 110K	70 - 85K	70 - 90K	60 - 70K
Operation / Warehousing					
Regional Logistics Manager	100 - 140K	60 - 70K	65 - 90K	40 - 60K	50 - 65K
Warehouse / DC Manager	65 - 85K	25 - 35K	30 - 45K	30 - 40K	30 - 40K
Warehouse / Operations Executive	35 - 45K	15 - 20K	20 - 30K	10 - 15K	10 - 20K
Lean / Quality / Six Sigma Manager	100 - 150K	40 - 45K	65 - 80K	30 - 45K	30 - 45K
Logistics Specialist	45 - 60K	20 - 35K	15 - 20K	10 - 20K	15 - 20K
Consulting & Project Management					
Project Implementation Manager / Director / Consultant	100 - 150K	60 - 90K	70 - 100K	60 - 100K	80 - 100K
Supply Chain Consultant	70 - 90K	40 - 60K	45 - 60K	40 - 60K	50 - 70K
Project Manager	80 - 110K	50 - 80K	60 - 70K	30 - 45K	40 - 60K
Transport					
General Manager Transport	120 - 160K	100 - 120K	85 - 100K	35 - 50K	50 - 70K
Transport Manager	60 - 85K	25 - 35K	35 - 45K	25 - 35K	25 - 35K
Transport Coordinator	40 - 60K	15 - 20K	10 - 20K	10 - 15K	12 - 15K
Procurement / Purchasing					
Procurement VP / Director	200 - 250K	110 - 150K	90 - 100K	60 - 90K	70 - 90K
Senior Procurement Manager	85 - 120K	40 - 50K	25 - 45K	40 - 60K	60 - 70K
Senior Quality Manager	80 - 100K	40 - 50K	25 - 45K	40 - 50K	50 - 60K
Sourcing Manager	70 - 100K	30 - 55K	55 - 75K	30 - 45K	35 - 50K
Purchasing Manager	65 - 85K	30 - 50K	20 - 30K	30 - 45K	30 - 45K
Purchasing Officer	35 - 50K	20 - 25K	10 - 20K	10 - 15K	15 - 20K
Inventory, Planning & Demand					
Demand / Supply Planning Head	150 - 175K	110 - 140K	90 - 100K	50 - 80K	50 - 70K
Planning / Forecast Manager	90 - 130K	25 - 35K	60 - 70K	35 - 50K	25 - 40K
Planner	50 - 90K	20 - 25K	15 - 25K	15 - 25K	15 - 20K
Materials / Commodity Manager	60 - 100K	25 - 35K	50 - 60K	25 - 40K	25 - 35K
Inventory Manager	60 - 80K	20 - 25K	40 - 50K	25 - 35K	20 - 35K
Inventory Controller	35 - 50K	10 - 18K	8 - 15K	10 - 12K	15 - 20K
Sales & Marketing					
Sales Director	140 - 200K	60 - 100K	90 - 120K	50 - 80K	60 - 70K
GM Marketing	100 - 150K	50 - 75K	65 - 80K	35 - 50K	50 - 60K
National Manager	80 - 100K	35 - 40K	45 - 60K	30 - 40K	30 - 45K
Finance & IT & Human Resources					
CFO / VP Human Resources	200 - 250K	140 - 175K	200 - 220K	65 - 90K	70 - 90K
CTO / Finance Director	200 - 220K	130 - 160K	65 - 80K	50 - 75K	60 - 70K
Finance Manager	125 - 150K	60 - 75K	50 - 60K	30 - 50K	40 - 55K
IT Manager	100 - 120K	40 - 60K	35 - 45K	25 - 40K	40 - 55K
HR Manager	85 - 120K	30 - 60K	60 - 100K	30 - 55K	40 - 55K

Salary data is shown as a range from low – high and is displayed as an Annual Base Salary in USD Per Annum with the exception of Singapore, which is shown in SGD. Additional benefits such as annual bonus, company vehicles or travel allowances may apply.

For further information contact Carmel Perales– GM Southeast Asia at carmelp@logisticsexecutive.com

Position	Singapore	Malaysia	Thailand	Vietnam	Indonesia
CEO / MD / Country Manager	300 - 350K	180 - 190K	160 - 180K	180 - 200K	150 - 200K
VP	275 - 300K	130 - 150K	130 - 150K	80 - 100K	100 - 160K
General Manager / Branch Manager	200 - 220K	70 - 100K	80 - 100K	60 - 90K	80 - 130K
Sales & BD					
VP / GM / Sales Director	200 - 250K	85 - 100K	120 - 140K	50 - 80K	60 - 75K
National Sales Manager	100 - 120K	60 - 70K	50 - 65K	20 - 35K	30 - 45K
Regional Sales Manager / Territory Manager	150 - 175K	35 - 45K	45 - 50K	20 - 30K	40 - 50K
BD Manager (3PL)	100 - 125K	40 - 60K	45 - 60K	25 - 35K	35 - 45K
BD Manager (Freight) / Key Account Manager	110 - 125K	40 - 50K	35 - 40K	20 - 35K	35 - 40K
Sales Executive	60 - 80K	25 - 30K	20 - 30K	10 - 15K	10 - 20K
Operations					
Regional Operations Director	220 - 225K	120 - 145K	100 - 130K	60 - 90K	70 - 90K
Operations Manager	90 - 120K	40 - 60K	35 - 45K	35 - 45K	30 - 35K
3PL Contract Manager	100 - 120K	35 - 50K	30 - 40K	25 - 35K	25 - 35K
Warehouse / Operations / DC Site Manager / Sea / Air Freight	70 - 100K	40 - 60K	25 - 30K	20 - 30K	18 - 28K
Warehouse / Operations Executive / Import & Export	40 - 60K	20 - 30K	15 - 20K	10 - 15K	12 - 15K
Project Management					
Senior Project Implementation Manager / Director - Operations	100 - 125K	100 - 120K	60 - 80K	50 - 60K	50 - 70K
Project Manager – WMS / TMS & General	60 - 75K	30 - 40K	25 - 40K	25 - 35K	30 - 40K
SAP Implementation Director / Manager	80 - 120K	30 - 45K	20 - 40K	25 - 40K	40 - 60K
Transport					
General Manager Transport	120 - 140K	80 - 100K	130 - 150K	30 - 40K	35 - 45K
Regional Transport Manager	90 - 120K	50 - 70K	55 - 80K	20 - 35K	30 - 35K
Line-haul Manager	50 - 70K	30 - 50K	40 - 55K	20 - 30K	20 - 30K
National Compliance Manager / Safety Manager	70 - 80K	50 - 60K	40 - 55K	20 - 30K	25 - 35K
Site Manager / Fleet Manager	65 - 80K	35 - 45K	25 - 30K	15 - 25K	20 - 30K

Salary data is shown as a range from low – high and is displayed as an Annual Base Salary in USD Per Annum with the exception of Singapore, which is shown in SGD. Additional benefits such as annual bonus, company vehicles or travel allowances may apply.

For further information contact Carmel Perales– GM Southeast Asia at carmelp@logisticsexecutive.com

Position	Singapore	Malaysia	Thailand	Vietnam	Indonesia
MD Regional Sourcing Office >\$750MM USD FOB	180 - 280K	150 - 250K	150 - 250K	180 - 200K	150 - 200K
MD / GM Sourcing Office <\$750MM USD FOB	150 - 250K	150 - 200K	150 - 200K	150 - 200K	150 - 200K
Supply Chain Director	100 - 130K	100 - 120K	100 - 140K	60 - 90K	70 - 90K
Operations Director	120 - 170K	100 - 130K	100 - 140K	60 - 90K	70 - 90K
Retail Stores Operations Manager	80 - 100K	60 - 90K	60 - 80K	20 - 30K	50 - 60K
Regional Trade & Compliance Specialist	62 - 70K	60 - 80K	40 - 50K	10 - 20K	30 - 45K
Retail Stores Area Manager / Large Format Store Manager	60 - 90K	50 - 80K	50 - 60K	15 - 20K	50 - 70K
Retail Store Manager	50 - 65K	45 - 70K	40 - 55K	10 - 15K	40 - 55K
Sourcing & Buying					
Sourcing Director	150 - 180K	100 - 120K	100 - 130K	50 - 70K	70 - 90K
Sourcing Director - Indirect	130 - 160K	80 - 100K	80 - 100K	50 - 70K	70 - 90K
Sourcing Manager - Category	120 - 140K	70 - 100K	60 - 80K	35 - 45K	40 - 50K
Buyers	46 - 60K	30 - 45K	30 - 45K	8 - 12K	20 - 30K
Merchandising & Brand Management					
Merchandising Director / Brand Director	100 - 130K	60 - 90K	100 - 130K	40 - 50K	70 - 90K
Merchandising Manager / Category Manager	70 - 100K	30 - 40K	50 - 70K	20 - 25K	50 - 70K
Senior Merchandiser	50 - 60K	20 - 25K	20 - 25K	15 - 20K	20 - 30K
Merchandiser	30 - 45K	15 - 18K	15 - 20K	5 - 10K	12 - 20K
Brand Manager	70 - 100K	30 - 40K	60 - 80K	18 - 25K	30 - 40K

Salary data is shown as a range from low – high and is displayed as an Annual Base Salary in USD Per Annum with the exception of Singapore, which is shown in SGD. Additional benefits such as annual bonus, company vehicles or travel allowances may apply.

For further information contact Carmel Perales– GM Southeast Asia at carmelp@logisticsexecutive.com

Disclaimer:

Logistics Executive is committed to the highest standard and quality of information and every attempt has been made to present up-to-date, accurate information. The information contained herein is general in nature and is not intended as, and should not be construed as professional advice provided by Logistics Executive to the reader. While every effort has been made to offer current and accurate information, errors can occur. Much of this information is obtained from records that for reasons of privacy are confidential. This information is provided as is, with no guaranty of completeness, accuracy, or timeliness, and without warranty of any kind, expressed or implied, including any warranty of performance, merchantability, or fitness for a particular purpose. In addition, changes may be made in this information from time to time without notice to the user. The reader also is cautioned that this material may not be applicable to, or suitable for, the reader's specific circumstances or needs, and may require consideration of additional factors if any action is to be contemplated. The reader should contact a professional prior to taking any action based upon this information. Logistics Executive assumes no obligation to inform the reader of any changes in law, business environment, or other factors that could affect the information contained herein.

Our Global Offices

Sydney

Phone: +61 2 8262 9800
Fax: +61 2 9375 2121
Level 29, Chifley Tower
2 Chifley Square, Sydney, NSW 2000

Melbourne

Phone: +61 3 9607 8263
Fax: +61 3 9863 9490
Level 40, 140 William Street
Melbourne, VIC 3000

Singapore

Phone: +65 6692 9202
Fax: +65 6692 9293
Suite 32, Level 25, Samsung Hub Building
3 Church Street
Singapore 049483

Hong Kong

Phone +852 3958 2313
Fax +852 3958 2300
Level 15, Langham Place
8 Argyle Street,
Mong Kok, Kowloon
Hong Kong, China

Shanghai

Phone: +86 21 6103 7078
Fax: +86 21 6468 6478
Level 29, Shanghai Kerry Centre
No.1515 Nanjing West Road,
Shanghai, China 200040

Dubai

Phone: +971 4 361 6275
Fax: +971 4 366 9671
Block 6, 1st Floor, Office F08
Knowledge Village
PO Box 500755, Dubai
United Arab Emirates

Mumbai

Phone +91 22 6608 9532
Fax + 91 22 6608 9696
Times Square
Unit 1, Level 2, B Wing
Andheri Kurla Road Andheri (E)
Mumbai, 400059, India

New Delhi

Phone +91 124 469 6680
Fax +91 124 469 6970
Level - 12, Building No. 8,
Tower-C, DLF Cybercity Phase II,
Gurgaon - 122002, Haryana, India

Chennai

Phone +91 44 4202 4819
Fax +91 22 4090 7272
T1 Belfast Apartments
#33 Ramachandran Street
T.Nagar, Chennai – 600017
Tamilnadu – India

London

Phone: +44 20 3239 7624
Communications House
26 York Street
London W1U 6PZ
United Kingdom