

INDONESIA

2017 SALARY GUIDE



FEBRUARY 2017

Company Overview

TS Kelly Asia Pacific is a leading player in Asia Pacific's growing workforce solutions market. A joint venture between Temp Holdings Co., Ltd. and Kelly Services, TS Kelly Asia Pacific was formed in July 2016 to cover all of Asia and the Pacific, and is expected to be the largest workforce solutions company in the region.

The joint venture combines the resources and expertise of Kelly's staffing operations across Asia Pacific with Temp Holding's businesses including Capita with offices in Singapore and Malaysia, First Alliances with offices in Vietnam, and Intelligence with a presence in Indonesia, Vietnam, Singapore and Malaysia. TS Kelly Asia Pacific, with nearly 1,600 employees, will operate in Indonesia, China, Hong Kong, Taiwan, South Korea, Malaysia, India, Australia, New Zealand, Vietnam, Thailand and Singapore, where it is headquartered.

Temp Holdings owns 51 per cent of the expanded joint venture, with Kelly Services owning the remaining 49 per cent. The creation of TS Kelly Asia Pacific capitalises on the strong reputation Kelly Services has developed in the Asia Pacific as a leading talent provider and on Temp Holding's regional presence.

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Executive Overview

Kelly Services and Intelligence Indonesia are pleased to present the 2017 Salary Guide. The salary ranges in this Guide are based on actual transactions between employers and employees of Kelly Services and Intelligence Indonesia and represent a reflection of the job marketplace.

Economic growth continues to be strong, with GDP having grown around 5 per cent for the last three years. The Organisation for Economic Cooperation and Development forecasts such levels to continue for 2017 and 2018, with government infrastructure spending underpinning economic activity. Private consumption and private investment show signs of stability.

Inflation remains within Bank Indonesia's target range of 4 ± 1 per cent in 2016, and is expected to remain subdued. Some risks to the benign outlook include a declining fiscal balance, as slower growth and low commodity prices may cause public expenditure to breach the legal deficit limit of 3 per cent of GDP. External risks include an increase in trade protectionism and volatile international monetary conditions.

Indonesia is Southeast Asia's largest economy and the world's fourth most populous country with over 257 million people. The country's labour market has shifted in line with the economy, with the services sector growing rapidly and creating 14.2 million new jobs between 2005 to 2015. Industrial sectors including manufacturing, mining, utilities and construction, in contrast, contributed only 7.7 million new jobs, 4.4 million of those in manufacturing.

Most of the new jobs were created in urban areas, with many using short – term contracting arrangements or belonging to the informal sector. By 2035, two – thirds of the population is expected to be living in urban areas, rising from half in 2010.

Indonesia is close to achieving universal literacy among the young, and the government has made commitments to continue funding education. New workers entering the labour market today are better educated with higher capacity to adopt new technology.

A skills gap however exist, with over half the employed population under – qualified for their positions in 2015, according to Badan Pusat Statistik's data. This translates to weaker productivity and slows the transition to higher value activities for the economy.

Demand for students with quality vocational and technical skills outstrips supply. Youth unemployment however is high, with one in three unemployed 15 to 24 year olds still unemployed a year later. This applies also to those with tertiary education, due to the variable quality of higher education, skills and expectations mismatches. Nonetheless, access to better jobs improves with education attainments, with those who completed high school twice as likely to gain permanent full – time employment. It also improves upward career mobility.

An encouraging trend is the expansion of regular wage employment with informal employment declining. In 2015, 44.4 million workers are employed as regular employees, a vast improvement from 26.8 million in 2006. However, even with this improvement, regular employees still only account for 38.7 per cent of the total while informal employment accounts for 51.7 per cent.

Today's competitive advantage lies in understanding where different types of talent come from, how to attract and engage them, and—most importantly—how to design a roadmap for incorporating talent into an organisation's business processes, decisions, and planning.

On this note, I am proud to present the 2017 Salary Guide, which offers a look at the business landscape, presents market insights and trends of key industries that are currently driving the economy. I hope this Guide will serve as a useful tool for your talent compensation planning.

My team and I are ready to assist you with specific queries you may have on our sectors of specialisations within Indonesia. There are many aspects which make an employee productive – a competitive salary is one of them. I hope this effort of ours provides you that crucial input.



Bernadette Themas

Managing Director & Country Head

2017 Salary and Hiring Outlook

Industries Expecting Strong Growth in 2017

-
- E-Commerce
-
- Manufacturing
-
- Logistic & Warehouse
-
- Automotive
-
- Infrastructure

Hot Jobs for 2017

Marketing Manager
IDR 35,000,000 – 50,000,000

Sales Manager
IDR 15,000,000 – 20,000,000

Secretary
IDR 10,000,000 – 12,000,000

UI/UX Manager
IDR 30,000,000 – 50,000,000

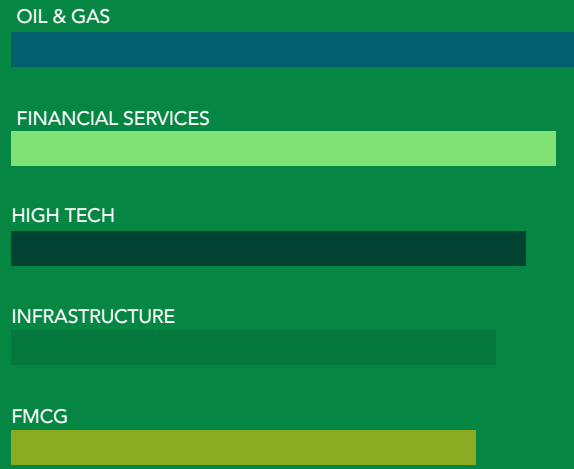
Java Developer
IDR 8,000,000 – 20,000,000

Project Manager
IDR 45,000,000 – 85,000,000

Head of Digital Marketing
IDR 25,000,000 – 55,000,000

Accounting Supervisor
IDR 10,000,000 – 15,000,000

TOP 5 PAYING INDUSTRIES





BANKING & FINANCE OVERVIEW

Lending interest rates in January 2017 remain in the double – digits, above the 9 per cent official target, even though the central bank has cut benchmark interest rates six times last year. As of November 2016, the banking industry's loan book grew 8.5 per cent year – on – year to Rp 4.29 quadrillion while third party funds increased by 8.4 per cent to Rp 4.73 trillion.

Indonesia's banking industry is expected to remain buoyant. The Financial Services Authority (OJK) expects banks' total assets to grow 11.3 per cent to Rp 7.35 quadrillion. Total loan will grow 13.3 per cent to Rp 4.99 quadrillion while third party funds will increase 11.9 per cent to Rp 5.3 quadrillion.

Non – performing loans (NPL) levels, a problem in 2016, is expected to decline in 2017. OJK predicts that NPL would drop to 2.8 per cent at the end of 2017 from 3.2 per cent in the third quarter of 2016. These healthy projections for the industry could be derailed by anticipated hikes in US interest rates, which could pull more money out of emerging nations, and uncertainty about world trade with a new US president.

The Sharia finance industry had a 4.9 per cent market share in July 2016, compared to over 20% by the Islamic banking industry in Malaysia. According to OJK's Roadmap of Islamic Banking in Indonesia 2015 – 2019, this was due to a lack of variety in products and services, inadequate quantity and quality of human resources, and slow information technology development.

OJK's policy aims for the industry are getting the government and other stakeholders to work together on policy development, strengthening capital, improving the funding structure to support expansion, and harmonising regulations and supervision. To achieve this, the President set up a Sharia finance national committee in 2016, which he will chair, to design and implement programs to develop the Sharia economy.

Another source of opportunity is Financial Technology. According to the Indonesian FinTech Association, the fintech industry grew a whopping 78 per cent in 2015 – 2016. Growth is expected to continue in line with Indonesia's untapped market potential.

Retail & Corporate Banking

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Bank Teller	S1	1 – 3	3,355,750	5,000,000
Customer Service Officer	S1	2 – 3	4,000,000	6,000,000
Bank Auditor	S1	2 – 3	3,355,750	8,000,000
Collection / Debt Recovery Officer	S1	1 – 3	3,355,750	4,500,000
Compliance Officer	S1	2 – 3	5,500,000	8,000,000
Personal Financial Consultant / Personal Banker	S1	2 – 3	5,000,000	7,500,000
Bank Operations Officer	S1	0 – 1	3,355,750	5,000,000
Trade Finance Clerk	S1	2 – 3	3,355,750	5,000,000
Priority Acquisition Officer	S1	2 – 3	3,355,750	6,500,000
BANKING – ACCOUNTING & FINANCE				
Finance Director / CFO	S1	12+	120,000,000	250,000,000
Financial Controller	S1	10 – 12	70,000,000	110,000,000
Senior Finance Manager	S1	8 – 10	45,000,000	60,000,000
Finance Manager	S1	6 – 8	25,000,000	40,000,000
Head of Product Control	S1	10+	50,000,000	90,000,000
Senior Product Controller	S1	5 – 10	30,000,000	50,000,000
Product Controller	S1	2 – 5	12,000,000	18,000,000
Senior Treasury Manager	S1	10+	45,000,000	70,000,000
Treasury Manager	S1	7 – 10	30,000,000	40,000,000
Treasury Accountant	S1	4 – 6	8,000,000	18,000,000
Head of Tax	S1	10+	50,000,000	80,000,000
Tax Manager	S1	7 – 10	10,000,000	20,000,000
Tax Accountant	S1	2 – 5	4,500,000	15,000,000
Head of Internal Audit	S1	10+	50,000,000	85,000,000
Senior Audit Manager	S1	7 – 10	25,000,000	45,000,000
Audit Manager	S1	5 – 7	15,000,000	30,000,000
Assistant Audit Manager	S1	3 – 5	7,000,000	15,000,000

Retail & Corporate Banking

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
BANKING – MIDDLE OFFICE				
CREDIT				
Head of Credit	S1	12+	80,000,000	120,000,000
Senior Vice President	S1	10+	60,000,000	80,000,000
Vice President	S1	7+	45,000,000	60,000,000
Associate Vice President	S1	4 – 7	25,000,000	35,000,000
Senior Associate	S1	2 – 4	20,000,000	25,000,000
Head of Risk	S1	12+	80,000,000	120,000,000
Senior Vice President	S1	10+	60,000,000	80,000,000
Vice President	S1	7+	45,000,000	60,000,000
Associate Vice President	S1	4 – 7	20,000,000	25,000,000
Senior Associate	S1	2 – 4	20,000,000	25,000,000
COMPLIANCE				
Head of Compliance	S1	12+	80,000,000	110,000,000
Senior Vice President	S1	10+	60,000,000	80,000,000
Vice President	S1	7+	45,000,000	60,000,000
Associate Vice President	S1	4 – 7	30,000,000	50,000,000
Senior Associate	S1	2 – 4	15,000,000	30,000,000
BANKING – BACK OFFICE				
Manager	S1	4+	25,000,000	40,000,000
TRADE SUPPORT				
Head	S1	9+	45,000,000	60,000,000
Senior Analyst	S1	3 – 5	10,000,000	25,000,000

Retail & Corporate Banking

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
OPERATIONS				
Director	S1	15+	150,000,000	300,000,000
General Manager	S1	10+	60,000,000	80,000,000
Manager	S1	5 – 10	30,000,000	50,000,000
Senior Analyst	S1	3 – 5	15,000,000	30,000,000
INSURANCE ACTUARIAL				
Senior Vice President	S1	12+	70,000,000	100,000,000
Vice President	S1	10+	40,000,000	65,000,000
Senior Manager	S1	7+	30,000,000	35,000,000
Manager	S1	5 – 7	20,000,000	35,000,000
UNDERWRITING / CLAIMS				
Director	S1	8 – 10 +	70,000,000	110,000,000
Manager	S1	5+	30,000,000	50,000,000
Assistant Manager	S1	3 – 5	20,000,000	35,000,000
CONSUMER / RETAIL BANKING				
Product Development Manager	S1	10+	25,000,000	40,000,000
Relationship Manager / AO	S1	3 – 5	5,000,000	9,000,000
Relationship Manager / AO	S1	5+	10,000,000	25,000,000
INFORMATION TECHNOLOGY				
IT Director	S1	15+	150,000,000	300,000,000
Senior Vice President	S1	12+	90,000,000	110,000,000
Vice President	S1	10+	60,000,000	80,000,000
IT Manager	S1	7 – 10	30,000,000	45,000,000

Insurance

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Profesional Insurance Advisor (PIA)	S1	1 – 3	3,355,750	4,155,750
Policy Admin Services Officer	D3 / S1	1 – 3	3,355,750	4,000,000
Quality Assurance Officer	D3 / S1	1 – 3	3,355,750	4,270,250
Quality Monitoring Officer	S1	1 – 3	3,355,750	3,655,750
Data Entry Clerk	S1	2	3,355,750	4,000,000
IT Product Setup Officer	S1	3	3,355,750	5,000,000
Project Manager	S1	7	40,000,000	50,000,000
Receptionist	D3	4	4,440,000	5,440,000
Sales Support	S1	2	3,355,750	5,800,000
Telemarketing Supervisor	S1	3	4,000,000	4,000,000
Traning Officer	S1	3	4,000,000	4,500,000
Call Center Manager	S1	5	30,000,000	40,000,000
Operations Manager	S1	5	30,000,000	40,000,000
Contract Manager	S1	7	35,000,000	45,000,000

Tuesday, Mar 15, 2016

Open: 3.05
High: 3.08
Low: 3.04
Close: 3.05

56,400

3.0794

3.1122

3.2058

-0.0008

-0.0042

0.0004

49.7179

According to the Indonesian FinTech Association, the fintech industry grew a whopping 78% in 2015 – 2016. Growth is expected to continue in line with Indonesia's untapped market potential.



CONSUMER GOODS & SERVICES OVERVIEW

Indonesia's retail sector is buoyed by the country's growing middle – class and increasing internet penetration. The country eased foreign ownership rules in the retail and e-commerce sectors in 2015, as part of efforts to liberalise the economy and encourage more foreign investment. Extensive investments in infrastructure such as roads and ports over the next few years will also facilitate goods getting to market more efficiently.

Retail sales is estimated to have grown 10 per cent in 2016, reaching Rp 200 trillion, above 2015's figure of Rp 181 trillion, as a result of better macroeconomic and banking conditions, according to the Association of Indonesian Retailers. This growth was helped by low inflation, which triggered higher consumer spending, and supported by stable electricity rates, and gas and oil prices.

The Fast Moving Consumer Goods trade is booming. Salim Group's Indomaret and Alfamart have both doubled their number of stores in the last five years and now has over 10,000 outlets each, while international retailers such as Lotte,

Lawson, H&M, Courts, Ikea and Lenovo plan to enter Indonesia or expand existing operations. UAE – based Lulu will also invest \$500 million USD over the next five years in its Indonesian operations.

The increasing prevalence of smartphones will see e-commerce grow further. Lotte Group and Salim Group are forming an e-commerce joint venture while startups in the retail space such as aCommerce, HappyFresh and Tokopedia are growing rapidly.

E-Commerce

	QUALIFICATION		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
		S1		MIN	MAX
Head of Corporate and Strategic Planning		S1	10+	60,000,000	90,000,000
Sales Manager		S1	5+	20,000,000	30,000,000
Sales Executive		S1	3 – 5	7,000,000	12,000,000
Content Manager		S1	5 – 8	20,000,000	40,000,000
Product Manager		S1	5 – 8	25,000,000	50,000,000
IT Operation Manager		S1	5 – 8	25,000,000	40,000,000
UI / UX Manager		S1	5 – 8	30,000,000	50,000,000
Platform Manager		S1	5 – 8	25,000,000	40,000,000
Head of Operation		S1	8 – 10	50,000,000	70,000,000
Head of Merchandising		S1	8 – 10	50,000,000	70,000,000
Merchandising Manager		S1	3 – 5	20,000,000	40,000,000
Head of Digital Marketing		S1	5 – 7	25,000,000	55,000,000
Vice President (Business Development & Offline Marketing)		S1	12 – 15	45,000,000	55,000,000
Vice President (Sales & Marketing)		S1	6 – 10	50,000,000	65,000,000
Head of Communication & Partnership		S1	6 – 10	40,000,000	55,000,000
Head of Marketing		S1	8 – 10	45,000,000	55,000,000

Education Services

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Strategic Marketing Manager	S1	10+	10,000,000	20,000,000
Public Relation Manager	S1	10+	10,000,000	20,000,000
Regional Sales Operation Manager	S1	10+	10,000,000	20,000,000
Junior Education Consultant	S1	2 – 3	4,000,000	6,000,000
Senior Education Consultant	S1	3 – 7	7,000,000	9,000,000
Career & Alumni Relation Officer	S1	3+	5,000,000	7,000,000
HR Assistant Manager	S1	6+	6,000,000	12,000,000
Senior Finance & Treasury Manager	S1	10+	25,000,000	40,000,000
Finance Manager	S1	5+	10,000,000	20,000,000
Destination Manager	S1	5+	9,000,000	12,000,000
Senior Destination Manager	S1	10+	20,000,000	30,000,000
Sales and Operations Manager	S1	7+	20,000,000	30,000,000
Area Country Manager	S1	10+	30,000,000	50,000,000
Business Development Manager	S1	5+	7,000,000	20,000,000
Program Director	S1	10+	20,000,000	35,000,000
Head of Sales & Marketing	S1	10+	20,000,000	35,000,000
Learning & Development Manager	S1	5+	15,000,000	20,000,000
HR Director	S1	20+	40,000,000	60,000,000

Fast Moving Consumer Good

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Operation General Manager / Plant Director	S1	15+	70,000,000	120,000,000
Plant Manager	S1	15+	40,000,000	60,000,000
Sales Director	S1	15+	70,000,000	150,000,000
National Sales Manager / Head of Sales	S1	15+	60,000,000	90,000,000
Head of Channel	S1	15+	60,000,000	90,000,000
Head of Trade Marketing	S1	15+	60,000,000	90,000,000
Marketing Director	S1	15+	70,000,000	150,000,000
Senior Marketing Manager	S1	15+	60,000,000	90,000,000
Marketing Manager	S1	10 – 15	25,000,000	40,000,000
Digital Marketing Manager	S1	10+	40,000,000	65,000,000
Consumer Market Insight	S1	10+	40,000,000	65,00,000
Head of Supply Chain / Director	S1	10+	70,000,000	120,000,000
Supply Chain Manager	S1	8+	40,000,000	60,000,000
Document Control	S1	2 – 4	3,355,750	4,000,000
Billing Admin	S1	2 – 4	3,355,750	4,000,000
Encoder	S1	2 – 4	3,355,750	4,000,000
Head of Modern Market	S1	15+	60,000,000	90,000,000
Accounting Admin	S1	1 – 3	3,355,750	5,000,000
Accounting	S1	1 – 3	5,000,000	6,000,000
Accounting Analyst	S1	3+	8,000,000	9,000,000
Tax Admin	S1	3+	6,000,000	8,000,000
Product Innovation Manager	S1	10+	15,000,000	22,000,000
Operation General Manager	S1	15+	60,000,000	80,000,000
International General Manager	S1	15+	40,000,000	60,000,000
Supply Chain Customer Service	S1	10+	20,000,000	25,000,000
Commercial Accountant	S1	10+	20,000,000	25,000,000

Fast Moving Consumer Good

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Document Control	S1	2 – 4	3,355,750	4,000,000
Billing Admin	S1	2 – 4	3,355,750	4,000,000
Product Manager	S1	10+	20,000,000	40,000,000
Corporate HR Director	S1	10+	70,000,000	130,000,000
Brand Manager	S1	5+	7,000,000	15,000,000
Senior Brand Manager	S1	10+	18,000,000	30,000,000
E-Commerce Manager	S1	10+	25,000,000	40,000,000
Product Innovation Manager	S1	10+	15,000,000	22,000,000
International Business Manager	S1	15+	40,000,000	50,000,000
Supply Chain Customer Service	S1	10+	20,000,000	25,000,000
Commercial Accountant	S1	10+	20,000,000	25,000,000
Billing Admin	S1	2 – 4	3,355,750	4,000,000
Plant Manager	S1	15+	40,000,000	60,000,000
Business Development General Manager	S1	15+	40,000,000	60,000,000
Business Development Manager	S1	10+	20,000,000	35,000,000
Admin Support	S1	2	4,480,000	5,480,000
Country Manager	S2	15	110,000,000	175,000,000
Customer Service	S1	2	3,355,750	4,000,000
Distributor Center Representative	D3	0	3,355,750	3,270,000
Quality Assurance Administrator	S1	7	10,000,000	15,000,000
Quality Assurance Auditor	D3	7	11,826,000	24,000,000
Receptionist	D3	1	3,355,750	4,040,000
Regional Business Manager	S1	4	30,000,000	40,000,000
Tax Admin	S1	1	3,355,750	4,352,500
Billing Admin	S1	1	3,355,750	3,741,430

Fast Moving Consumer Good

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Billing Assistant	S1	1	3,355,750	3,675,000
Field Collection Officer	S1	1	3,355,750	3,300,000
Finance Program Lead	S1	5	15,025,500	16,000,000
Invoice Admin	S1	1	3,355,750	3,500,000
Tax Assistant	S1	2	3,825,000	4,000,000
Team Leader	S1	3	5,000,000	5,500,000

Logistic & Warehouse

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
President Director	S1	15+	80,000,000	150,000,000
HR Director	S1	15+	60,000,000	80,000,000
Distribution Manager	S1	6 – 7	25,000,000	35,000,000
Shipping Supervisor	S1	4 – 5	6,500,000	10,000,000
Shipping Assistant	S1	1 – 3	3,355,750	5,000,000
Operations Executive	S1	2 – 3	4,500,000	7,000,000
Warehouse Manager	S1	4 – 5	10,000,000	20,000,000
Warehouse Supervisor	S1	3 – 5	8,000,000	15,000,000
Warehouse / Store Assistant	S1	1 – 3	3,500,000	5,000,000
OPERATIONS / SHIPPING				
Operations Director	S1	10 – 15	60,000,000	90,000,000
Commercial Director	S1	10 – 15	60,000,000	100,000,000
Shipping Manager	S1	6 – 8	25,000,000	40,000,000
Operations Manager (Sea freight / Ocean freight)	S1	6 – 8	25,000,000	35,000,000
Operations Manager (Air freight)	S1	6 – 8	25,000,000	35,000,000
Cold Hub Manager	S1	6 – 8	25,000,000	35,000,000

Logistic & Warehouse

	PURCHASING	QUALIFICATION		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
					MIN	MAX
	Commercial Manager	S1		5 – 8	25,000,000	35,000,000
	Commercial Specialist	S1		2 – 4	6,000,000	10,000,000
	Customer service Manager	S1		5 – 8	20,000,000	35,000,000
	Order Fulfillment Manager	S1		5 – 8	25,000,000	30,000,000
	Sales & order Management Manager	S1		5 – 8	20,000,000	22,000,000
	Logistics Manager	S1		6 – 10	22,000,000	40,000,000
	Logistics Analyst	S1		3 – 5	12,000,000	15,000,000
	Logistics specialist	S1		2 – 4	7,500,000	10,000,000
	Supply Chain Manager	S1		6 – 10	40,000,000	80,000,000
	Demand planner	S1		2 – 4	7,500,000	15,000,000
	Supply planner	S1		2 – 4	7,500,000	15,000,000
	Material planner	S1		2 – 4	7,500,000	15,000,000
	Inventory Manager	S1		6 – 10	20,000,000	25,000,000
	Procurement / Purchasing Manager / Director	S1		10 – 12	60,000,000	90,000,000
	E – procurement Manager	S1		6 – 10	20,000,000	40,000,000
	Sourcing Manager	S1		6 – 10	25,000,000	40,000,000
	Strategic procurement Manager	S1		6 – 10	25,000,000	50,000,000
	Business processes Improvement Manager	S1		6 – 10	25,000,000	50,000,000
	Marketing Communication	S1		1 – 3	3,355,750	4,355,750
	Finance Admin	S1		2 – 4	4,000,000	5,000,000
	Telesales	S1		1 – 3	3,355,750	4,355,750
	Account Handler Staff	D3		2	3,355,750	3,500,000
	Account Handler Staff	S1		2	3,355,750	5,000,000
	Admin & Invoice Assistant	S1		2	3,355,750	4,000,000
	Bank Reconciliation Assistant	S1		5	6,000,000	6,500,000

Logistic & Warehouse

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Clearance Admin Employee	D3	2	3,355,750	3,500,000
Clearance PEB Employee	S1	2	3,355,750	3,500,000
Credit Control Admin Assistant	S1	2	3,355,750	3,500,000
Data Entry Clerk	D3	2	3,355,750	3,300,000
Finance Admin Assistant	S1	2	3,355,750	3,500,000
Front Desk Assistant	D3	2	3,355,750	3,300,000
Quote Desk Frontline	S1	2	3,700,000	4,000,000
Sales Executive	S1	2	8,000,000	10,000,000
Sales Manager	S1	3	12,000,000	15,000,000
Special Service Front line Officer	S1	2	3,355,750	4,300,000
Telesales	D3	2	3,355,750	3,800,000
Warehouse Assistant	S1	2	3,500,000	5,000,000
Billing Admin Assistant	S1	2	3,355,750	4,000,000
Customer Service Representative	D3	2	3,355,750	4,000,000

Retail

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Head of Internal Audit	S1	10	50,000,000	80,000,000
Procurement Manager	S1	5	20,000,000	25,000,000
Merchandising Manager	S1	5	17,000,000	25,000,000
Finance and Accounting Manager	S1	5	22,000,000	25,000,000
Floor Manager	S1	3	7,000,000	11,000,000
Assistant Merchandiser	D3	3	10,000,000	15,000,000
Junior Marketing Manager	S1	3	10,000,000	12,000,000
Brand Manager	S1	5	15,000,000	20,000,000
Purchasing Manager	S1	7	25,000,000	30,000,000
Fashion General Manager	S1	10	35,000,000	40,000,000
IT Manager	S1	10	30,000,000	40,000,000
HR Director	S1	15+	90,000,000	150,000,000
HR General Manager	S1	10+	40,000,000	70,000,000
Operation Director	S1	15+	100,000,000	150,000,000
Store General Manger	S1	10+	40,000,000	60,000,000
Business Development Director	S1	15+	80,000,000	125,000,000
Store Development Manager	S1	10+	25,000,000	50,000,000
Retail Operations Manager (Fashion)	S1	7+	12,000,000	20,000,000
Senior Operations Manager (Food & Beverages)	S1	15+	40,000,000	55,000,000
Operations Manager (Food & Beverages)	S1	10+	25,000,000	45,000,000
Senior Operations Manager (Fashion)	S1	10+	20,000,000	30,000,000
Area Manager (Fashion)	S1	5+	10,000,000	15,000,000
Junior Product Development Manager	D3	3+	10,000,000	20,000,000
Senior Product Development Manager	S1	7+	20,000,000	30,000,000
Product Development Manager	S1	5+	10,000,000	20,000,000
General Manager (Retail Sales Operation)	S1	10+	40,000,000	50,000,000
Head of Retail Operations	S1	15+	50,000,000	70,000,000

Retail

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Business Controller	S1	7+	20,000,000	30,000,000
HR Business Partner	S1	7+	18,000,000	28,000,000
Retail Director	S1	20+	80,000,000	100,000,000
GM Retail (Fashion)	S1	15+	20,000,000	35,000,000
Head of Fashion Design	D3	5+	10,000,000	25,000,000
Research & Development Executive (Fashion Designer)	D3	5+	10,000,000	20,000,000
Category Manager (Garment)	S1	7+	30,000,000	40,000,000
Head of Channel Development	S1	7+	20,000,000	25,000,000
Digital Communications Manager	S1	7+	20,000,000	30,000,000

Trading

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
HRGA Manager	S1	5 – 10	20,000,000	35,000,000
HRGA Assistant Manager	S1	3 – 5	10,000,000	20,000,000
Sales Manager	S1	5 – 10	20,000,000	35,000,000
Sales Supervisor	S1	3 – 5	8,000,000	12,000,000
Sales Assistant	S1	1 – 3	5,000,000	8,000,000
Accounting & Tax Manager	S1	10+	15,000,000	25,000,000
Accounting & Tax Assistant Manager	S1	5 – 10	10,000,000	15,000,000
Accounting & Tax Services Supervisor	S1	3 – 5	8,000,000	10,000,000
Accounting & Tax Services Assistant	S1	1 – 3	5,000,000	8,000,000
Purchasing Assistant Manager	S1	5 – 10	13,000,000	18,000,000
Administrator	S1	1 – 2	4,000,000	5,000,000
Senior HR Manager	S1	10+	50,000,000	80,000,000
Sales Executive	S1	2+	6,000,000	8,000,000
Senior Sales Executive	S1	7+	12,000,000	16,000,000
Executive Assistant	S1	3	9,000,000	15,000,000
Receptionist	S1	5	4,000,000	7,500,000
Sales Executive	S1	1	8,000,000	10,000,000
Sales Manager	S1	3	15,000,000	20,000,000
Administrative & Secretarial Executive	S1	3	9,000,000	11,000,000



ENGINEERING OVERVIEW

Indonesia faces an annual shortage of 30,000 engineers, which hinders infrastructure development and the growth of manufacturing. The country has about 57 million skilled workers and is estimated to need 113 million by 2030 based on current growth rates.

The government projects the non – oil and gas manufacturing sector to grow by 5.3 to 5.6 per cent in 2017, higher than 2016’s anticipated expansion of 4.7 to 5 per cent.

Manufacturing’s contribution to GDP stands at 20.8 per cent, short of the 30 per cent typical for industrialised nations. According to the National Development Planning Agency (Bappenas), Indonesia could potentially develop natural resource – based, labour – intensive consumer goods and automotive industrial sectors in the future to reach this ambition of becoming an industrialised nation.

The government will also continue its one million houses programme in 2017. It built 805,169 houses in 2016, compared to 699,770 houses the previous year,

according to the Public Works and Housing Ministry. The targeted composition is 700,000 houses for low – income families and 300,000 houses for those who have higher income.

Changes are afoot in the mining sector. New mining rules issued in January 2017 relax a ban on exports of nickel ore and bauxite and extend exports for mineral concentrates. However, mining companies need to show progress towards building smelters in a five – year period. This eases restrictions put in place earlier to force miners to build domestic smelters to process ores. The rule changes require miners to reserve at least 30 per cent of their smelter capacity to processing low – grade nickel ores. Any excess ore can then be exported.

For foreign miners to be allowed to export, they must switch from long – term contracts of work to a mining licensing system. They must agree to gradually divest at least 51 per cent of their local operations to Indonesian entities.

Construction, EPC & Property

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Project Manager high Rise building	S1	10+	30,000,000	70,000,000
Project Engineer	S1	5 – 8	18,000,000	30,000,000
Project Manager	S1	10 – 15	45,000,000	85,000,000
Project Engineer	S1	8 – 12	30,000,000	50,000,000
Project Control Manager	S1	10+	30,000,000	50,000,000
Project Control Engineer	S1	5 – 8	15,000,000	30,000,000
Contraction Manager High Rise Building	S1	10+	25,000,000	50,000,000
Contraction Engineer	S1	5 to 8	18,000,000	30,000,000
Contract Manager	S1	10+	25,000,000	45,000,000
Contract Engineer	S1	5 to 8	10,000,000	23,000,000
Procurement Manager	S1	5 to 8	25,000,000	55,000,000
Senior Estimator	S1	5 to 8	12,000,000	25,000,000
Site Manager	S1	10+	15,000,000	30,000,000
Quality Manager	S1	10+	25,000,000	40,000,000
Architect	S1	5 to 8	8,000,000	15,000,000
Marketing General Manager	S1	10+	40,000,000	70,000,000
Marketing Manager	S1	10+	22,000,000	35,000,000
Legal Land	S1	7+	30,000,000	40,000,000
External Relation	S1	7+	30,000,000	40,000,000
Data Management	S1	10+	30,000,000	40,000,000
Finance & Accounting Manager	S1	10+	20,000,000	25,000,000
VP Land Acquisition	S1	10+	90,000,000	200,000,000
General Counsel / Legal	S1	10+	45,000,000	140,000,000
COO / Project CEO	S1	10+	80,000,000	150,000,000
Head of Urban Development	S1	10+	63,000,000	200,000,000
Electrical Engineer	S2	10+	18,500,000	25,000,000

Construction, EPC & Property

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Tax Officer	S1	9+	8,500,000	15,000,000
Quantity Surveyor	S2	6+	9,500,000	15,000,000
Corporate Communication Manager	S2	10+	40,000,000	60,000,000
Country HR	S2	10+	60,000,000	80,000,000
Welding Inspector	S1	10+	15,000,000	25,000,000
Environmental Specialist	S1	10+	35,000,000	45,000,000
BIM Manager	S1	10+	18,000,000	25,000,000
HVAC Engineer	S1	5 – 8	15,000,000	35,000,000
HSE Manager	S1	10+	25,000,000	50,000,000
HSE Supervisor	S1	10+	12,000,000	18,000,000
MEP Engineer	S1	10+	15,000,000	25,000,000
HVAC Engineer	S1	10+	15,000,000	35,000,000
Sales Support Administration	S1	1 – 3	5,000,000	5,500,000
Business Development Manager	S1	10+	30,000,000	75,000,000
Engineering Director	S1	10+	75,000,000	125,000,000
Engineering Manager	S1	10+	50,000,000	85,000,000
Process Engineer	S1	5 – 8	15,000,000	40,000,000
Process Safety/Loss Prevention Engineer	S1	5 – 8	15,000,000	45,000,000
Mechanical Rotating/Static Engineer	S1	5 – 8	15,000,000	35,000,000
Piping Engineer	S1	5 – 8	15,000,000	35,000,000
Pipeline Engineer	S1	5 – 8	15,000,000	40,000,000
Electrical Engineer	S1	5 – 8	15,000,000	35,000,000
Instrumentation Engineer	S1	5 – 8	15,000,000	35,000,000
Automation Engineer	S1	5–8	10,000,000	35,000,000
Civil Engineer	S1	5 – 8	15,000,000	35,000,000
Offshore Structural Engineer	S1	5 – 8	15,000,000	40,000,000
Construction Manager	S1	10+	40,000,000	75,000,000

Construction, EPC & Property

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Construction Engineer	S1	5 – 8	10,000,000	30,000,000
Fabrication Engineer	S1	5 – 8	15,000,000	35,000,000
QC Manager	S1	10+	25,000,000	50,000,000
QC Engineer	S1	5 – 8	10,000,000	25,000,000
Leasing Manager	S1	2	14,000,000	16,000,000
Junior Sales Officer	S1	1	5,000,000	5,500,000
Sales Support Administration	S1	1	5,000,000	5,500,000

Manufacturing

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Engineering Director	S1	10+	70,000,000	100,000,000
Engineering Manager	S1	10+	35,000,000	70,000,000
Project Manager	S1	5 – 8	35,000,000	80,000,000
Construction Manager	S1	7 – 10	30,000,000	70,000,000
Program Manager	S1	5 – 8	30,000,000	40,000,000
Planning Manager	S1	5 – 8	25,000,000	35,000,000
Production Manager	S1	7 – 10	25,000,000	45,000,000
Maintenance & Reliability Manager	S1	7 – 10	25,000,000	45,000,000
Material Manager	S1	5 – 8	25,000,000	35,000,000
Senior Design Engineer (Automation)	S1	5 – 7	12,000,000	20,000,000
Planner	S1	3 – 5	8,000,000	12,000,000
Process Engineer	S1	3 – 5	15,000,000	28,000,000
Production Engineer	S1	3 – 5	10,000,000	15,000,000
Project Engineer	S1	3 – 5	15,000,000	28,000,000
QA Engineer	S1	3 – 5	7,500,000	15,000,000
Development Engineer	S1	3 – 5	7,500,000	15,000,000
Electrical Design Engineer	S1	3 – 5	7,500,000	15,000,000
Electrical Engineer	S1	3 – 5	7,500,000	15,000,000
Mechanical Design Engineer	S1	3 – 5	7,500,000	15,000,000
Service Manager	S1	10+	30,000,000	50,000,000

Mechanical & Electrical

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Administration & Support Staff	S1	3 – 5	8,500,000	10,000,000
Administrative and Logistics Assistance	S1	3 – 5	6,600,000	8,000,000
Administrative Legal	S1	3 – 5	9,450,000	12,000,000
Field Sales Consultant	S1	3 – 5	3,210,000	5,350,000
Finance Analyst Project	S1	5 – 7	22,000,000	25,000,000
HR Admin	S1	3 – 5	6,783,000	8,000,000
Logistics Assistant	S1	3 – 5	5,500,000	6,000,000
Marketing Specialist	S1	5 – 7	13,900,000	15,000,000
Materials Clerk	S1	3 – 5	4,500,000	5,000,000
Project Admin	S1	3 – 5	6,875,000	7,200,000
Project Admin Support	S1	5 – 7	15,086,474	16,000,000
Project Sales Support & Administrator	S1	3 – 5	8,500,000	10,000,000
Sales Admin Support	S1	3 – 5	8,500,000	8,640,000
Service Sales Administrator	S1	3 – 5	6,700,000	7,000,000
Health, Safety and Emergency Response Site Manager	S1	5 – 7	20,000,000	25,000,000
Health, Safety and Emergency Response Corporate Manager	S1	10 – 15	30,000,000	40,000,000
Site EHS Engineer	S1	5 – 7	12,000,000	1,500,000
Tax Specialist	S1	3 – 5	9,075,000	12,000,000
Technical Advisor	S1	5 – 7	14,250,000	18,375,000
Tele Sales Consultant	S1	3 – 5	5,885,000	6,000,000
Tender Contract Support	S1	3 – 5	8,000,000	10,000,000

Mining

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Land Acquisition Manager	S1	8+	25,000,000	50,000,000
Exploration Manager	S1	10+	50,000,000	100,000,000
Field Geologist	S1	5 – 10	20,000,000	45,000,000
Civil Engineer	S1	5 – 10	15,000,000	35,000,000
Mechanical Engineer	S1	5 – 10	15,000,000	35,000,000
Electrical Engineer	S1	5 – 10	15,000,000	35,000,000
Process Engineer	S1	5 – 10	25,000,000	45,000,000
HSE Engineer	S1	5 – 10	20,000,000	45,000,000
Geologist Development	S1	5 – 10	20,000,000	45,000,000
Geotechnical Engineer	S1	5 – 10	20,000,000	45,000,000
Metalurgist Engineer	S1	5 – 10	20,000,000	45,000,000
Mining Manager	S1	10+	45,000,000	85,000,000
Mine Engineer	S1	5 – 10	20,000,000	45,000,000
Drilling & Blasting Engineer	S1	5 – 10	20,000,000	45,000,000
Maintenance Manager	S1	10+	45,000,000	85,000,000
Business Development Manager	S1	10+	30,000,000	75,000,000
COO	S1	10 – 20	150,000,000	300,000,000
CMO	S1	10 – 20	100,000,000	160,000,000
General Manager	S1	10 – 20	100,000,000	300,000,000
Mine Manager	S1	10 – 20	60,000,000	80,000,000
Project Manager	S1	10 – 20	40,000,000	60,000,000
Technical Service Manager	S1	10 – 20	70,000,000	90,000,000
Technical Service Superintendent	S1	10 – 20	30,000,000	60,000,000
Senior Mining Engineer	S1	5 – 10	20,000,000	40,000,000
Senior Drill & Blast Engineer	S1	5 – 10	20,000,000	40,000,000
Chief Geologist	S1	10 – 20	60,000,000	80,000,000
Exploration Manager	S1	10 – 20	60,000,000	80,000,000

Mining

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Senior Exploration Geologist	S1	10 – 20	40,000,000	60,000,000
Senior Geotechnical Engineer	S1	10 – 20	40,000,000	60,000,000
Safety Manager / HSE	S1	10 – 20	20,000,000	50,000,000
Environmental Manager	S1	10 – 20	30,000,000	50,000,000
Production Superintendent	S1	10 – 20	30,000,000	50,000,000
Metallurgy Manager	S1	10 – 20	30,000,000	50,000,000
Mechanical Engineer	S1	5 – 10	30,000,000	50,000,000
Electrical Engineer	S1	5 – 10	30,000,000	50,000,000
Maintenance Manager	S1	10 – 20	40,000,000	60,000,000
Senior Geotechnical Engineer	S1	10 – 15	50,000,000	80,000,000
Senior Geologist	S1	10+	40,000,000	70,000,000
HSE Manager	S1	10+	35,000,000	60,000,000
Supply Chain Manager	S1	10+	35,000,000	50,000,000
Sales Manager (Heavy Equipment)	S1	5 – 8	15,000,000	35,000,000

Oil & Gas

		SALARY RANGE (PER MONTH)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
	VP of Marketing	S1	10 – 20	90,000,000	160,000,000
	Business Development Manager	S1	5 – 10	60,000,000	90,000,000
	VP of Production	S1	10 – 20	100,000,000	160,000,000
	Production Operation Manager	S1	5 – 10	77,000,000	140,000,000
	VP of Exploration	S1	10 – 20	100,000,000	160,000,000
	Drilling Advisor	S1	10 – 20	90,000,000	150,000,000
	Drilling Manager	S1	5 – 10	55,000,000	80,000,000
	Electrical Advisor	S1	10 – 20	80,000,000	120,000,000
	Electrical Manager	S1	5 – 10	46,000,000	60,000,000
	Geoscience Advisor	S1	10 – 20	110,000,000	150,000,000
	Geoscience Manager	S1	5 – 10	50,000,000	80,000,000
	HSE Advisor	S1	10 – 20	90,000,000	120,000,000
	HSE Manager	S1	5 – 10	45,000,000	65,000,000
	Estimating / Cost Engineering Advisor	S1	10 – 20	110,000,000	150,000,000
	Estimating / Cost Engineering Manager	S1	5 – 10	37,500,000	60,000,000
	Mechanical Advsiior	S1	10 – 20	90,000,000	110,000,000
	Mechanical Manager	S1	5 – 10	42,000,000	90,000,000
	Logistic Advisor	S1	10 – 20	85,000,000	140,000,000
	Logistic Manager	S1	5 – 10	45,000,000	65,000,000
	Marine Advisor	S1	10 – 20	99,000,000	140,000,000
	Marine Manager	S1	5 – 10	54,000,000	80,000,000
	Piping Advisor	S1	10 – 20	80,000,000	110,000,000
	Piping Manager	S1	5 – 10	48,000,000	80,000,000
	Process Advisor	S1	10 – 20	93,000,000	130,000,000
	Process Manager	S1	5 – 10	60,000,000	90,000,000
	Downstream Operation Management Advisor	S1	10 – 20	79,000,000	105,000,000
	Downstream Operation Management Manager	S1	5 – 10	53,000,000	79,000,000

Oil & Gas

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Construction / Installation Advisor	S1	10 – 20	100,000,000	120,000,000
Construction / Installation	S1	5 – 10	76,000,000	100,000,000
Reservoir / Petroleum Engineering Advisor	S1	10 – 20	80,000,000	110,000,000
Reservoir / Petroleum Engineering	S1	5 – 10	60,000,000	80,000,000
Subsea / Pipelines Advisor	S1	10 – 20	140,000,000	170,000,000
Subsea / Pipelines	S1	5 – 10	75,000,000	100,000,000
Suply Chain / Procurement Advisor	S1	10 – 20	90,000,000	130,000,000
Suply Chain / Procurement Manager	S1	5 – 10	60,000,000	90,000,000
Technical Safety Advisor	S1	10 – 20	83,000,000	115,000,000
Technical Safety	S1	5 – 10	65,000,000	85,000,000
QA / QC Advisor	S1	10 – 20	90,000,000	128,000,000
QA / QC Manager	S1	5 – 10	58,000,000	90,000,000
Project Control Advisor	S1	10 – 20	90,000,000	120,000,000
Project Control Manager	S1	5 – 10	77,000,000	100,000,000
Offshore Installation Manager	S1	10+	50,000,000	100,000,000
Drilling Engineer	S1	7 – 15	35,000,000	70,000,000
Geotechnical Engineer	S1	7 – 10	35,000,000	70,000,000
Geologist Engineer	S1	7 – 10	35,000,000	70,000,000
Senior Geologist Engineer	S1	10 – 15	70,000,000	100,000,000
Geophysicist Engineer	S1	7 – 10	35,000,000	70,000,000
Petrophysicist Engineer	S1	7 – 10	35,000,000	70,000,000

Petrochemical

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Production Engineer	S1	7 – 12	25,000,000	45,000,000
Process Engineer	S1	7 – 12	20,000,000	30,000,000
Human Resources Executive	S1	3 – 5	10,000,000	15,000,000
Human Resources Manager	S1	5 – 10	20,000,000	30,000,000
Superintendent	S1	5 – 10	15,000,000	22,000,000
Production Manager	S1	7 – 12	30,000,000	45,000,000
Quality	S1	7 – 12	25,000,000	30,000,000
Engineer Director	S1	10 – 12	150,000,000	200,000,000
Account Manager Water Solution	S1	7 – 12	25,000,000	40,000,000
Senior Sales Executive	S1	3 – 5	8,000,000	15,000,000
Sales Executive	S1	1.5 – 3	5,000,000	10,000,000
Sales Development Manager	S1	7 – 12	20,000,000	35,000,000
Business Development	S1	3 – 5	10,000,000	15,000,000
Customer Service Lead	S1	5 – 10	10,000,000	15,000,000
Technical Sales Support	S1	3 – 5	10,000,000	15,000,000
Business Development Manager	S1	10 – 12	30,000,000	45,000,000
QA Officer	S1	3 – 5	5,000,000	7,000,000
QA Manager	S1	7 – 12	25,000,000	40,000,000
Distribution Manager	S1	7 – 12	25,000,000	40,000,000
Specification Specialist	S1	5 – 10	10,000,000	20,000,000
Electrical Engineer	S1	5 – 10	10,000,000	17,000,000
Mechanical Engineer	S1	5 – 10	10,000,000	17,000,000
Instrument Supervisor	D3	5 – 10	10,000,000	15,000,000
Mechanical Construction Supervisor	D3	5 – 10	10,000,000	15,000,000
Lead Electrical & Instrumentation	S1	7 – 12	20,000,000	40,000,000
Lead Safety Engineer	S1	7 – 12	20,000,000	40,000,000
Lead Piping Engineer	S1	7 – 12	20,000,000	40,000,000
Lead Mechanical Engineer	S1	7 – 12	20,000,000	40,000,000
Administrator	S1	1.5 – 3	4,000,000	6,000,000

Indonesia has about 57 million skilled workers and is estimated to need 113 million by 2030 based on current growth rates.





LIFE SCIENCES OVERVIEW

There are 214 pharmaceutical companies in Indonesia, most of which focuses on making medicines. 70 per cent of the industry is dominated by local players.

100 per cent foreign ownership is now permitted in pharmaceutical companies in the latest revision to the Indonesia's negative investment list, up from 85 per cent previously. 18 new licenses for investments worth Rp 2.1 trillion in the pharmaceutical industry was issued by the Investment Coordinating Board (BKPM) from January to September 2016. The BKPM is also pushing research and development in the sector.

Indonesia aims to provide health insurance to all citizens by 2019 through its Jaminan Kesehatan Nasional coverage plan which begun in 2014. Over 65 per cent of the population or about 170 million people are now covered, providing a boost to healthcare and demand for drugs especially generic drugs.

In addition, as the middle class continues to expand, increasing demand for quality healthcare is expected, supporting the growth of private hospitals, medical devices and medicines. There are currently 25,862 health service providers, with demand for much more. Leading players Siloam plans to reach a total capacity of 10,000 beds with 22 new hospitals by 2017, while Mitra Keluarga aims to expand to 18 hospitals by 2020. The healthcare industry is expected to be worth over \$50 billion by 2020.

Medical Devices

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Housekeeping Supervisor	S1	1 – 3	3,355,750	5,000,000
HR Manager	S1	10+	20,000,000	25,000,000
Product Specialist	S1	10+	16,000,000	30,000,000
Product Specialist	S1	5 – 10	10,000,000	15,000,000
Product Manager Immunology	S1	5 – 10	10,000,000	15,000,000
Product Specialist	S1	1 – 5	4,000,000	9,000,000
Head of HR	S1	15+	40,000,000	70,000,000
HR Manager	S1	10+	20,000,000	25,000,000
Purchasing Assistant	S1	1 – 3	3,355,750	4,000,000
Category Manager	S1	5+	8,000,000	12,000,000
Head of Legal	S1	10+	50,000,000	80,000,000
Accountant	S1	1 – 3	3,355,750	3,000,000
Accounting Admin	S1	1 – 3	5,000,000	6,000,000
Accounting Analyst	S1	3+	8,000,000	9,000,000
Tax Admin	S1	3+	6,000,000	8,000,000
Accounting Clerk	S1	1 – 3	4,000,000	6,000,000
CMG Franchise Admin	S1	3+	5,000,000	6,000,000
HR Clerk	S1	1 – 3	4,000,000	5,000,000
Secretary	S1	5+	10,000,000	12,000,000
Logistic Admin	S1	3+	4,500,000	5,500,000
CME Coordinator	S1	3+	4,500,000	5,500,000
Head of Medical Services	S1	15+	50,000,000	90,000,000
Corporate Communication Director	S1	15+	70,000,000	100,000,000
Head of Regulatory	S1	15+	50,000,000	90,000,000
Supply Chain Manager	S1	7+	25,000,000	35,000,000

Medical Devices

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Marketing General Manager	S1	10+	35,000,000	50,000,000
Sales Force Effectiveness Manager	S1	5+	15,000,000	25,000,000
Business Development Manager	S1	5	25,000,000	35,000,000
Business Manager	S1	5	30,000,000	40,000,000
Sales Manager	S1	5	12,000,000	18,000,000
Product Specialist	S1	5	8,000,000	9,500,000
Associate Clinical Project Manager	S1	7	15,000,000	18,000,000
Practice Development Manager	S1	7	30,000,000	40,000,000

Pharmaceutical

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Admin Analyst	D3	1 – 6	3,355,750	12,290,360
Admin Assistant	D3	1 – 3	3,355,750	9,000,000
Admin Support	S1	1 – 3	3,355,750	6,830,000
Administration	D3	2 – 3	4,725,000	6,000,000
Assistant Service Manager	S1	8 – 10	14,000,000	16,000,000
Benefit Admin	S1	1 – 3	3,600,000	5,815,000
Data Entry Clerk	D3	1 – 3	3,355,750	4,100,000
Executive Assitance	S1	3 – 10	9,000,000	15,000,000
Finance Administration	D3	1 – 3	3,355,750	6,000,000
Finance Analyst	S1	3 – 7	8,000,000	9,000,000
HR Admin	S1	2 – 4	4,770,000	5,770,000
HR Operation	S1	3 – 7	8,000,000	9,000,000
HRIS Officer	D3	2 – 4	3,500,000	4,500,000
Head of HR / HR Director	S1	15+	60,000,000	120,000,000
HR Manager / HRBP	S1	10+	20,000,000	60,000,000
Purchasing Staff	S1	1 – 3	2,700,000	4,000,000
Category Manager	S1	5+	8,000,000	12,000,000
Head of Legal	S1	10+	50,000,000	90,000,000
Accountant	S1	1 – 3	2,700,000	3,000,000
Accounting Admin	S1	1 – 3	5,000,000	6,000,000
Accounting Analyst	S1	3 – 7	8,000,000	9,000,000
Tax Admin	S1	3+	6,000,000	8,000,000
Accounting Clerk	S1	1 – 3	4,000,000	6,000,000
CMG Franchise Admin	S1	3+	5,000,000	6,000,000
HR Clerk	S1	1 – 3	4,000,000	5,000,000
Secretary	S1	5+	10,000,000	12,000,000
Logistic Admin	S1	3+	4,500,000	5,500,000
CME Coordinator	S1	3+	4,500,000	5,500,000

Pharmaceutical

	QUALIFICATION		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
				MIN	MAX
Head of Medical Services / Director	S1		10 – 15+	50,000,000	100,000,000
Head of Market Access / Director	S1		10+	50,000,000	100,000,000
Corporate communication Director	S1		15+	70,000,000	100,000,000
Head of Regulatory	S1		15+	40,000,000	70,000,000
Business Unit Head / Director	S1		15+	100,000,000	150,000,000
Interim Logistic Staff	D3		2 – 4	5,500,000	6,500,000
IT	S1		6+	22,605,000	23,605,000
IT SAP Staff	S1		2 – 4	4,000,000	7,000,000
IT Service Desk	S1		2 – 4	4,042,500	7,037,500
Admin Marketing	S1		1 – 6	3,355,750	8,441,600
Medical Admin	D3		3+	5,000,000	6,000,000
Payroll Admin	D3		1 – 3	4,000,000	5,000,000
Payroll Officer & Contractor Coordinator	S1		3+	6,360,000	7,360,000
General Affair Administration	D3		2 – 4	5,200,000	6,200,000
PIC of RIGI Department	D3		2 – 4	4,200,000	5,200,000
PIC of SP Department	D3		2 – 4	4,410,000	5,410,000
Procurement Admin	S1		3 – 6	9,035,840	10,035,840
Product & Application Manager Indonesia	S1		11+	19,800,000	23,605,000
Product Representative	S1		3+	7,000,000	9,000,000
Production Supervisor	S1		3+	8,000,000	10,000,000
Receptionist	D3		1 – 3	4,000,000	5,000,000
Regulatory Staff	S1		2 – 4	4,000,000	8,500,000
Sales Analyst	D3		3 – 5	4,719,120	5,719,120
Area Manager	S1		5 – 10	8,000,000	12,000,000
Regional Sales Manager	S1		5 – 10	12,000,000	15,000,000
Sales Manager	S1		5 – 10	15,000,000	20,000,000
Secretary	S1		1 – 3	5,500,000	6,500,000

Pharmaceutical

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Secretary	S1	5 – 10	8,000,000	15,080,000
SFE Specialist	D3	1 – 3	5,000,000	6,008,500
Talent Acquisition Officer	S1	5+	15,000,000	17,000,000
Tax Admin	S1	1 – 3	4,400,000	6,000,000
Tax Compliance Officer	S1	3+	8,690,000	9,690,000
Account Payable Officer	D3	10+	13,184,255	13,184,255
Account Payable Officer	S1	3 – 6	6,670,000	7,670,000
Logistic Officer	S1	3+	6,500,000	9,000,000
Procurment Officer	S1	5+	15,000,000	20,000,000
Secretary Support	S1	2 – 5	5,000,000	7,500,000
Pharmacovigilance	S1	1 – 3	10,000,000	15,000,000
Medical Scientific Liaison	S1	3 – 5	8,000,000	12,000,000
Senior Medical Scientific Liaison	S1	5 – 10	13,000,000	16,000,000
Medical Advisor	S1	5 – 10	20,000,000	40,000,000
Clinical Research Associate	S1	3 – 6	8,000,000	12,000,000
Clinical Research Associate Manager	S1	5 – 8	15,000,000	25,000,000
Head of Medical affair / Director	S1	12 – 16	50,000,000	100,000,000
Market Access Manager	S1	5 – 10	20,000,000	40,000,000
Head of Market Access / Director	S1	10 – 15	50,000,000	100,000,000
Communication Manager	S1	8 – 12	20,000,000	40,000,000
Corporate Communication Director	S1	15 – 20	70,000,000	100,000,000
Drug Regulatory Affairs Associate	S1	3 – 5	7,000,000	9,000,000
Junior Drug Regulatory Affairs Manager	S1	3 – 6	10,000,000	15,000,000
Drug Regulatory Affairs Manager	S1	5 – 8	15,000,000	25,000,000
Head of Regulatory	S1	15 – 18	40,000,000	70,000,000



HIGH TECH OVERVIEW

IT/Telecommunications

160 million Indonesians have at least one cell phone, spending on average 3.5 hours on it, more than the 1.9 hours for Americans, according to McKinsey and Company. This has helped the information technology industry grows at an average of 8 per cent per year, with mobile – first e – commerce becoming an exciting market.

Some IT startups have found success, with GoJek raising \$550 million and Tokopedia raising \$147 million last year. The President launched a “1000 Startups Movement” in June 2016, hoping to foster 1000 startups by end – 2020 with a total valuation of \$10 billion. New infrastructural initiatives include the Palapa Ring project which will lay 11,000 km of undersea fibre – optic cable to connect the entire country to the internet. The government continues to push out 4G coverage nationwide. Telkomsel is the market leader for mobile telecommunications with a 45 per cent market share.

Automotive

The second largest car manufacturer in Southeast Asia after Thailand, Indonesia’s automotive industry has seen robust growth, with an installed car production capacity of around two million units per year.

Japanese manufacturers are dominant with half of total domestic car sales going to Toyota, while GM has returned to produce in Indonesia.

Domestic car sales have exceeded one million units since 2012 though sales did slow after prices of subsidised fuels were raised, though down payment requirements were revised downwards in 2015 to 25 per cent from 30 per cent. The Indonesian Automotive Industry Association (Gaikindo) projects domestic car sales to reach three million by 2025.

Automotive

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Sales Manager	S1	5 – 10	20,000,000	35,000,000
Assistant Sales Manager	S1	4 – 8	15,000,000	25,000,000
Sales Supervisor	S1	2 – 4	8,000,000	15,000,000
Sales Staff	S1	1 – 3	5,000,000	8,000,000
R&D Manager	S1 / D3	5 – 10	18,000,000	25,000,000
QC Officer	S1 / D3	4 – 8	7,000,000	9,000,000
Accounting Manager	S1	3 – 6	18,000,000	25,000,000
Accounting Supervisor	S1	2 – 4	10,000,000	15,000,000
Accounting Staff	S1	1 – 3	4,000,000	6,000,000
HR Manager	S1	4 – 6	15,000,000	22,000,000
Technical Sales Supervisor	S1	5 – 6	8,000,000	10,000,000
HR Officer	S1	1 – 3	4,000,000	6,000,000
GA Officer	S1	1 – 3	5,000,000	6,000,000

Information Technology

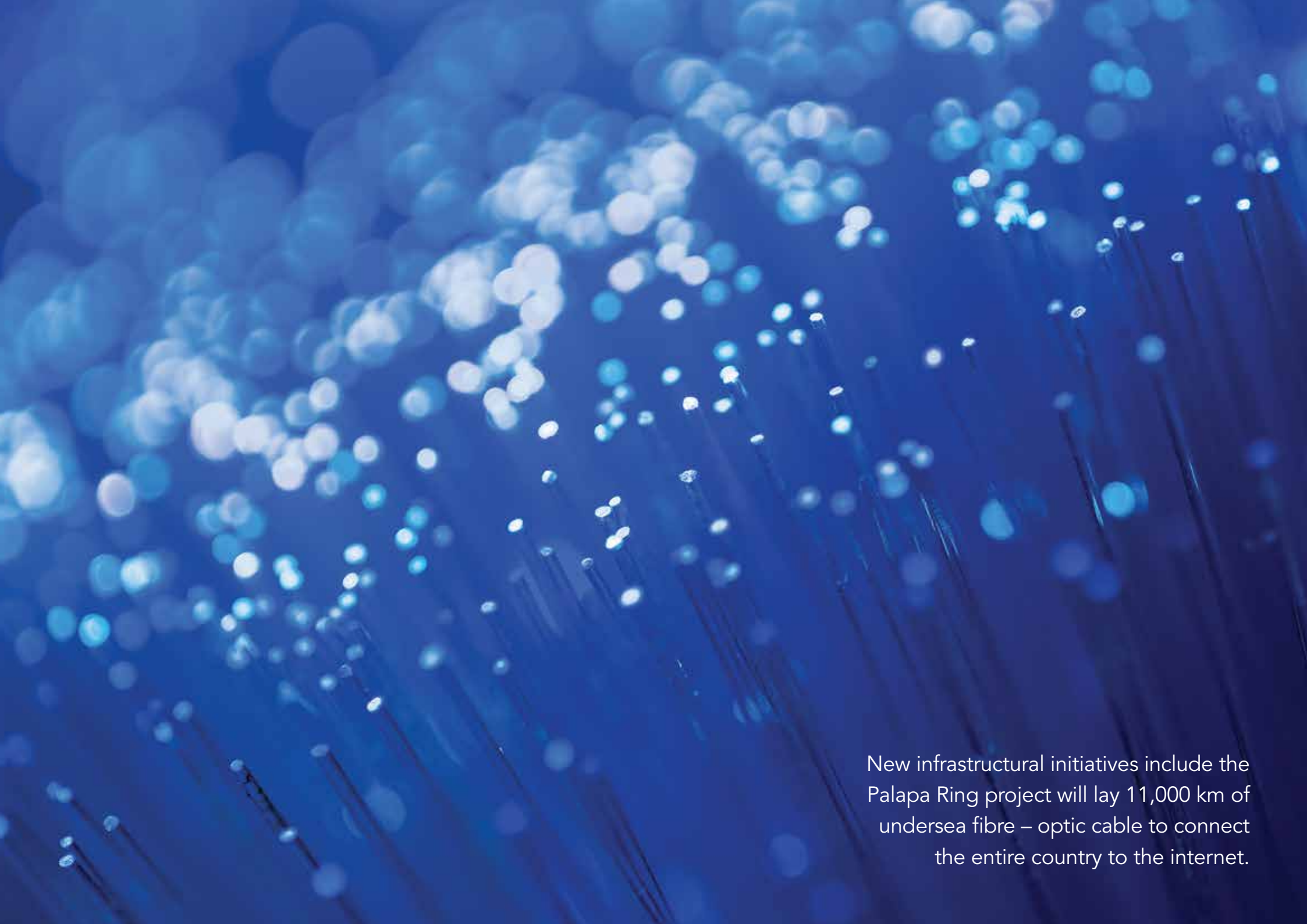
	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Country Manager	S1	10+	125,000,000	250,000,000
Sales Director	S1	7+	90,000,000	120,000,000
Team Leader Sales Manager	S1	7+	30,000,000	60,000,000
Sales Manager Software	S1	5 – 8	17,000,000	38,000,000
Post-sales Consultant	S1	5+	20,000,000	45,000,000
Pre-sales Consultant	S1	5+	20,000,000	40,000,000
Account Manager / Sales Manager	S1	5+	25,000,000	45,000,000
Inside Sales Representative	S1	3 – 5	5,000,000	15,000,000
Enterprise Architect Degree	S1	8+	10,000,000	20,000,000
Solutions Architect Degree	S1	5+	7,000,000	25,000,000
Analyst Programmer / Software Engineer	S1	2 – 6	5,000,000	15,000,000
Software QA / Test Analyst	S1	3 – 5	8,000,000	15,000,000
Project Manager	S1	5 – 10	20,000,000	50,000,000
Project Manager – Infrastructure	S1	5 – 10	20,000,000	40,000,000
IT Project Lead	S1	5 – 8	15,000,000	35,000,000
Software Developer	S1	5 – 10	15,000,000	35,000,000
Analyst Programmer / Software Engineer	S1	2 – 5	5,000,000	15,000,000
Security Consultant	S1	5 – 7	10,000,000	20,000,000
Storage Consultant	S1	3 – 7	5,000,000	15,000,000
Business / Systems Analyst	S1	3 – 6	7,000,000	18,000,000
Systems / Network Administrator	S1	2 – 6	6,000,000	15,000,000
Technical Consultant	S1	3 – 6	10,000,000	15,000,000
Database Administrator	S1	4 – 7	7,000,000	17,000,000
IT Auditor	S1	4 – 7	7,000,000	17,000,000
Helpdesk Analyst	S1	1 – 3	4,000,000	7,000,000
Accounting Officer	S1	4 – 7	8,000,000	12,000,000
Field Engineer	S1	5 – 10	10,000,000	15,000,000

Information Technology

	QUALIFICATION		EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
				MIN	MAX
IT Operations Manager	S1		5 – 10	20,000,000	40,000,000
Platform Manager	S1		5 – 10	25,000,000	40,000,000
Java Developer	S1		3 – 8	8,000,000	20,000,000
Field Engineer	S1		5 – 10	10,000,000	15,000,000
UI / UX Manager	S1		5 – 10	25,000,000	40,000,000
IT Operations Manager	S1		5 – 10	20,000,000	40,000,000
Java Developer	S1		3 – 8	8,000,000	20,000,000
Data Analyst	D3		1 – 3	4,000,000	4,500,000
Data Analyst	S1		2 – 7	10,000,000	12,500,000
Maintenance Service Representative	S1		5	23,209,055	35,666,653
Office Manager cum Executive Assistance	S1		5	14,500,000	19,500,000
Professional Photographer	S1		2	14,650,000	16,000,000
Sales Representative	S1		3	21,761,456	33,458,519
System Engineer	S1		1 – 3	4,500,000	6,500,000
System Engineer	S1		4 – 7	7,500,000	15,000,000
Technical Sales Manager	S1		7	44,455,063	60,000,000
Senior Systems Engineer	S1		5	33,456,000	57,166,667
Territory Account Manager	S2		5	39,404,167	70,481,667
Business Development	S2		10 – 15	35,000,000	60,000,000
Office Administration	S1		10	20,000,000	25,000,000
Senior Sales Manager	S1		10	30,000,000	40,000,000
Sales Manager	S1		0	5,000,000	5,500,000
Senior Sourcing Buyer	S1		5	15,000,000	30,000,000

Telecommunication

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE (PER MONTH)	
			MIN	MAX
Account Director	S1	+10	60,000,000	120,000,000
Senior Account Manager	S1	7 – 10	35,000,000	75,000,000
Account Manager	S1	5 – 7	20,000,000	50,000,000
Product Development Manager	S1	5 – 8	17,000,000	30,000,000
Billing Manager	S1	5 – 8	17,000,000	35,000,000
Business Analyst	S1	3 – 5	17,000,000	28,000,000
Project Management Officer Analyst	S1	3 – 5	17,000,000	25,000,000
Project Manager	S1	10 – 15	40,000,000	70,000,000
VAS Senior Manager	S1	10+	50,000,000	80,000,000
Senior Radio Frequency Engineer	S1	5 – 10	40,000,000	60,000,000
Head of PMO	S1	3 – 5	10,000,000	15,000,000
Site Administrator	S1	10 – 15	50,000,000	65,000,000
Logistic GM	S1	10+	30,000,000	50,000,000
Academy Learning Manager	S1	7+	20,000,000	30,000,000
HR Operation Expert	S1	3+	4,000,000	5,000,000
Document Control Officer	S1	1 – 3	3,000,000	5,000,000
Tax Admin	S1	1 – 3	3,500,000	5,000,000
Contract Administration (Legal)	S1	1 – 3	3,500,000	5,000,000
Accounting Officer	S1	1 – 3	2,700,000	3,500,000
Document Controller	S1	3 – 5	10,000,000	12,500,000



New infrastructural initiatives include the Palapa Ring project will lay 11,000 km of undersea fibre – optic cable to connect the entire country to the internet.

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