



Indonesia

Salary Guide 2020/21



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Methodology:

Salary figures included in the 2020/21 Indonesia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly and PERSOL Global network, as well as the latest job placement data recorded on the database.

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Despite the outbreak, Indonesian economy in the third quarter of 2020 grew better by 5.1% (q-to-q) compared to the second quarter of 2020 which experienced a growth contraction of 4.2%.

Uncertainty is the defining characteristic of today's global economic environment! so it comes as no surprise that in the year of 2020, Indonesia's has revised down its forecast for gross domestic product this year to a range of 1.1% contraction to 0.2% growth.²

As Indonesia grapples with the pandemic, the government has been actively introducing variety of supports, regulation and policy to buffer against COVID-19 impact. With focus on six different sector, Indonesian government announced that there will be allocation of IDR 366.5 trillion (US\$24 billion) towards accelerating the National Economic Recovery program in the 2021 state budget following the various economic stimulus that have been launched in 2020 in response to the COVID-19 pandemic.³

Even though the outbreak disrupts business activity during the year of 2020 and predicted to continue disrupting the business until Q2-Q3 2021, Indonesian economy in the third quarter of 2020 grew better by 5.1% (q-to-q) compared to the second quarter of 2020 which experienced a growth contraction of 4.2%.⁴

While growth occurred in all business fields, there are three industries that have been well improving in the midst of outbreak, which are Transportation and Warehousing, FMCGs, and Healthcare Services.⁵

¹ V O I
² Reuters
³ Setkab.go.id
⁴ Trading Economics
⁵ BPS



At Kelly and PERSOL Indonesia, we are committed to help-rebuild the confidence of the nation's talent market and workforce along with government programs. We remain optimistic that the combined and concerted efforts of government agencies, industry associations, and businesses will create significant opportunities for jobseekers, and hopefully lower the country's employment rate.

We hope the data in this Salary Guide can still provide relevant insights that help you navigate the current talent market and to develop more strategic, forward-looking recruitment and retention plans for your prospective employees and existing talents. We are here to help you meet your talent needs, we are here to be your partner in workforce solution.

The outbreak is resulting in the unfavorable condition of Indonesian talent market. According to Statistics Indonesia (BPS), the outbreak brings the highest unemployment rate since 2011.⁶

Despite the gloomy outlook, this increment in availability of manpower in Indonesia due to the outbreak has been responded by Indonesian government in optimistic manner with program such as Reskilling Program.

⁶ The Jakarta Post
⁷ Jakarta Globe

At a national scale, with the renewed workforce and recovering economy, Indonesia is planning to maintain the recovery pace to meet the rebound momentum in the Q2 2021 when the vaccines being available.

Besides the pandemic, Indonesia's government focus will also be on expanding manufacturing and investment footprint via the recently passed Manpower Bill and finalization of the Regional Comprehensive Economic Partnership (RCEP) multilateral agreement, and also the development of Indonesia Industry 4.0.⁷

We are here to be your partner in workforce solution, and help you navigate the current talent market

Sonny Subhan
Director, Indonesia

Banking & Financial Services



Salary Range (per month)
Unit: IDR

BANKING

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Lending

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Account Officer	S1	2-5	6,000,000	10,000,000
Associate Vice President	S1	4-7	32,000,000	45,000,000
Head of Compliance	S1	12+	75,000,000	90,000,000
Head of Credit	S1	10	40,000,000	60,000,000
Head of Risk	S1	12+	50,000,000	75,000,000
Marketing Communication Manager	S1	7	17,000,000	25,000,000
Personal Banker	S1	2	5,000,000	9,000,000
Relationship Manager	S1	3-5	8,000,000	15,000,000
Senior Associate	S1	2-4	17,000,000	23,000,000
Vice President	S1	10+	60,000,000	75,000,000

Funding and Operation

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Accounting Officer (Financial Reporting)	S1	5	8,000,000	12,000,000
Associate	S1	4	6,500,000	9,000,000
Bank Operations Officer	S1	1-3	7,000,000	8,000,000
Bank Teller	D3	1-3	5,000,000	7,000,000
Collection / Debt Recovery Officer	S1	1-3	4,000,000	7,000,000
Compliance Officer	S1	1-3	5,000,000	9,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Funding and Operation

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Customer Service Officer	D3	1-3	5,000,000	7,000,000
Financial Reporting	S1	10	13,000,000	16,000,000
General Manager	S1	6-10	60,000,000	70,000,000
Operations Director	S1	15+	160,000,000	330,000,000
Personal Financial Consultant / Personal Banker	S1	1-3	5,500,000	7,000,000
Priority Acquisition Officer	S1	2-4	7,000,000	9,000,000
Relationship Manager	S1	4-9	10,000,000	23,000,000
Senior Analyst	S1	3-5	10,000,000	13,000,000
Trade Finance Clerk	S1	3-4	7,000,000	8,000,000

Accounting Finance

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Accounting Supervisor	S1	4	9,000,000	11,000,000
Assistant Audit Manager	S1	3-5	10,000,000	15,000,000
Audit Manager	S1	5-7	16,000,000	20,000,000
Bank Audit Executive	S1	2-3	6,000,000	8,000,000
Finance Director	S1	12+	100,000,000	125,000,000
Finance Manager	S1	6-10	18,000,000	30,000,000
Financial Controller	S1	5-7	27,000,000	35,000,000

Banking & Financial Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Accounting Finance

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Head of Internal Audit	S1	10+	50,000,000	70,000,000
Head of Product Control	S1	10+	49,500,000	93,000,000
Head of Tax	S1	10+	50,000,000	80,000,000
Product Controller	S1	2-5	10,500,000	20,000,000
Senior Audit Manager	S1	7-10	28,000,000	38,000,000
Senior Finance Manager	S1	8	50,000,000	65,000,000
Senior Product Controller	S1	8	29,700,000	55,000,000
Senior Treasury Manager	S1	10+	60,000,000	70,000,000
Tax Accountant	S1	2-5	5,000,000	10,000,000
Tax Manager	S1	7-10	22,000,000	30,000,000
Treasury Accountant	S1	4-6	10,000,000	12,000,000
Treasury Manager	S1	7-10	30,000,000	40,000,000

IT

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Chief Information Officer	S1	15+	150,000,000	175,000,000
Chief Information Security Officer	S1	10+	91,500,000	154,500,000
Front End Developer	S1	3	7,000,000	9,000,000
Senior Vice President, IT Infrastructure	S1	15+	65,000,000	100,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Fintech

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Chief Marketing Officer	S1	10	40,000,000	50,000,000
Director of Customer Services	S1	10	50,000,000	65,000,000
Head of Finance & Accounting	S1	10	50,000,000	65,000,000
Head of Legal	S1	10	55,000,000	80,000,000
Head of Marketing	S1	10	50,000,000	65,000,000
Head of Product	S1	10	50,000,000	65,000,000
Head of Sales	S1	10	50,000,000	65,000,000
Head of UI/UX	S1	10	50,000,000	65,000,000
Product Manager	S1	3-5	8,000,000	12,000,000
Team Lead	S1	3-5	10,000,000	15,000,000

Investment Banking

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Accounting Staff	S1	3	7,000,000	9,000,000
Business Alliance	S1	10	13,000,000	25,000,000
Finance Accounting Manager	S1	10	18,000,000	26,000,000
Head of Marketing Communication	S1	10	13,000,000	30,000,000
Internal Audit	S1	10	13,000,000	25,000,000
IT Support	S1	10	15,000,000	22,000,000

Banking & Financial Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Investment Banking

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
IT Support Lead	S1	10	25,000,000	27,000,000
Marketing Executive	S1	10	7,000,000	10,000,000
MIS Staff	S1	3-5	10,000,000	12,000,000
Software Engineer	S1	5-7	16,000,000	20,000,000
Sr. Software Engineer	S1	10	22,000,000	30,000,000

INSURANCE

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Admin staff	D3	0-1	4,500,000	5,000,000
Agency Recruitment Executive	S1	2	4,500,000	10,000,000
Call Centre Manager	S1	5	20,000,000	35,000,000
Chief Information Security Officer	S1	10+	55,000,000	90,000,000
Customer Relation Officer	D3	3-5	5,000,000	7,000,000
Data Engineer	D3	0-1	4,500,000	6,000,000
Data Entry Clerk	D3	1-3	4,500,000	5,000,000
Finance Admin	D3	1	4,500,000	5,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

INSURANCE

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
HR Manager	S1	10+	32,000,000	35,000,000
IT Helpdesk	D3	1	4,500,000	5,500,000
IT Product Setup Officer	S1	3	7,000,000	8,500,000
Administration Staff	D3	1	4,500,000	5,000,000
Head of Sales	S1	15+	60,000,000	80,000,000
IT Project Manager	S1	10+	30,000,000	35,000,000
IT Support	S1	2	5,000,000	6,000,000
IT Technical Support	S1	2	5,000,000	6,000,000
Operations Manager	S1	5	25,000,000	40,000,000
PASD Maintenance	D3	0-1	4,400,000	5,000,000
Policy Administration & Services Officer	D3/S1	1	4,500,000	6,000,000
Printing and Delivery Officer	S1	0-1	4,500,000	6,000,000
Product Management Staff	S1	1	4,500,000	5,000,000
Professional Insurance Advisor	S1	1	4,500,000	6,000,000
Project Manager	S1	5-10	36,000,000	55,000,000
Quality Assurance Officer	S1	1-3	5,000,000	8,000,000
Quality Monitoring Officer	S1	1-3	5,000,000	8,000,000
Receptionist	D3	1+	4,500,000	6,000,000
Sales Support Officer	S1	2-3	5,000,000	7,000,000
Staff Claim Ops/Helpdesk	S1	3-5	4,300,000	6,500,000
System Engineer	20	2-4	7,000,000	12,000,000
Telemarketing Supervisor	S1	2+	4,500,000	7,000,000
Training Officer	S1	3	6,000,000	8,000,000
Underwriting Staff	D3	1	5,000,000	6,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

E-Commerce

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Account Manager	S1	5+	17,500,000	30,000,000
Brand Associate	S1	5+	10,000,000	20,000,000
Business Development Associate	S1	5+	16,000,000	20,000,000
Campaign Planner	S1	3-5	10,000,000	15,000,000
Category Manager	S1	5+	18,000,000	42,000,000
Chief Information Security Officer	S1	10+	71,400,000	90,000,000
Client Services Manager	S1	3	15,000,000	15,000,000
Content Manager	S1	5+	24,000,000	40,000,000
Customer Services Officer	S1	5+	8,000,000	16,000,000
Customer Success Manager	S1	3	15,000,000	20,000,000
Digital Marketing Executive	S1	5+	16,000,000	20,000,000
Digital Marketing Manager	S1	5+	30,000,000	55,000,000
Engineering Manager	S1	15+	55,000,000	85,000,000
Finance Manager	S1	5+	25,000,000	35,000,000
General Manager Merchandising	S1	8+	56,500,000	80,000,000
General Manager, Corporate and Strategic Planning	S1	10+	66,500,000	133,000,000
General Manager, Operations	S1	7+	68,000,000	95,000,000
Head of Communications & Partnership	S1	10+	60,000,000	65,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

E-Commerce

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Head of Customer Experience	S1	9+	32,500,000	50,000,000
Head of Marketing	S1	9+	40,000,000	70,000,000
Head of Operation	S1	8+	55,000,000	78,000,000
Head of Regional Marketing	S1	8+	65,000,000	90,000,000
IT Operation Manager	S1	5+	46,000,000	70,000,000
Junior Account Manager	S1	3+	9,000,000	16,000,000
Legal Counsel	S1	10+	55,000,000	65,000,000
Merchandiser	S1	3-5	7,000,000	10,000,000
Merchandiser Manager	S1	5+	20,000,000	32,000,000
Network Engineer	S1	7+	100,000,000	17,000,000
Operational Logistic	S1	2-3	5,000,000	7,000,000
Operation Analyst	S1	5+	7,000,000	12,000,000
Platform Manager	S1	5+	25,000,000	50,000,000
Product Manager	S1	5+	35,000,000	55,000,000
Project Manager	S1	10+	50,000,000	80,000,000
QA Automation Supervisor	S1	4+	11,000,000	20,000,000
Sales Executive	S1	3-5	13,000,000	15,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

E-Commerce

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Sales Manager	S1	5+	25,000,000	35,000,000
Senior Front-end Designer	S1	8+	17,000,000	30,000,000
Senior Software Engineer	S1	7-10	20,000,000	35,000,000
Software Engineer	S1	3+	16,000,000	26,000,000
System Engineer	S1	10+	14,000,000	18,000,000
Talent Acquisition Specialist	S1	5-7	8,000,000	12,000,000
UI/UX Manager	S1	5+	49,500,000	60,000,000
VP, Business Development & Offline Marketing	S1	7+	60,000,000	170,000,000
VP, Program and Technology	S1	8+	59,400,000	70,000,000
VP, Sales & Marketing	S1	6+	70,000,000	88,000,000

FMCGs

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Accountant	S1	3+	8,000,000	15,000,000
Accounting Manager	S1	9	25,000,000	36,000,000
Area Sales Manager	S1	15+	17,000,000	25,000,000
Assistant Finance Manager	S1	7+	22,000,000	25,000,000
Brand Executive	S1	5+	13,000,000	20,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

FMCGs

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Brand Manager	S1	7+	22,000,000	35,000,000
Business Development Manager	S1	15+	45,000,000	70,000,000
Call Centre Agent	S1	3-5	6,000,000	7,000,000
Channel Manager	S1	7+	20,000,000	53,000,000
Distribution Centre Representative	S1	3+	5,000,000	11,000,000
Document Control	D3	1-3	5,000,000	8,000,000
EHS Manager	S1	9	25,000,000	55,000,000
Finance Director	S1	15+	180,000,000	250,000,000
Finance Manager	S1	8-10	32,000,000	85,000,000
Finance Program Lead	S1	5+	18,000,000	35,000,000
General Manager, Sales & Marketing	S1	15+	82,000,000	155,000,000
Head of Human Resource	S1	15+	50,000,000	75,000,000
Head of International Sales	S1	15+	60,000,000	100,000,000
Head of Marketing	S1	15+	50,000,000	100,000,000
Head of Modern Trade	S1	15+	50,000,000	70,000,000
Head of Sales & Marketing	S1	10+	40,000,000	80,000,000
Head of Supply Chain Finance	S1	15+	105,000,000	124,000,000

Consumer Goods & Services

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

FMCGs

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
HR Admin	S1	2	6,000,000	10,000,000
HR Director	S1	15+	150,000,000	315,000,000
Human Resource Business Partner	S1	10+	55,000,000	90,000,000
Human Resource Manager	S1	9-12	30,000,000	60,000,000
Invoice Administrator	S1	1-3	6,000,000	7,500,000
IT Manager	S1	8+	30,000,000	55,000,000
Key Account Manager	S1	7+	25,000,000	35,000,000
Managing Director/CEO	S1	15+	270,000,000	420,000,000
Marketing Director	S1	15+	198,000,000	260,000,000
Marketing Executive	S1	5+	8,500,000	13,000,000
Marketing Manager	S1	10+	40,000,000	60,000,000
Media Network Specialist	S1	3-5	13,000,000	29,000,000
National Key Account Manager	S1	15+	48,000,000	60,000,000
National On Premise Manager	S1	5-10	30,000,000	55,000,000
National Sales Manager	S1	15+	65,000,000	85,000,000
Packaging Development Officer	S1	5+	14,000,000	20,000,000
Plant Manager	S1	10+	25,000,000	65,000,000
Procurement Admin	S1	1-3	6,000,000	8,500,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

FMCGs

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Product Development Manager	S2	10+	20,000,000	40,000,000
Production Supervisor	S1	10+	15,000,000	20,000,000
QA/QC Manager	S1	10+	20,000,000	45,000,000
Quality System Assistant	S1	5-10	8,000,000	11,000,000
Receptionist	S1	1+	4,500,000	6,000,000
Regional Sales Manager	S1	10+	25,000,000	33,000,000
Regulatory Affairs Manager	S1	10+	25,000,000	35,000,000
Sales Director	S1	15+	150,000,000	262,000,000
Sales Manager	S1	15+	45,000,000	60,000,000
Senior Brand Manager	S1	7+	35,000,000	60,000,000
Senior Marketing Manager	S1	15+	55,000,000	65,000,000
Senior Sourcing Buyer	S1	5+	25,000,000	35,000,000
Supply Chain Manager	S1	10+	38,000,000	45,000,000
Supporting Supervisor	S1	4	8,000,000	11,000,000
Tax Admin	D3	1-3	5,500,000	7,000,000
Trade Marketing Specialist	S1	5-7	10,000,000	20,000,000
Warehouse Assistant	S1	1-4	5,500,000	7,000,000
National Distribution and Transportation Manager	S1	10+	30,000,000	45,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Education

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Academic Coordinator	S1	10	8,000,000	12,000,000
Accounts Executive	S1	1+	5,500,000	7,000,000
Advertising Creative Executive	S1	2+	8,500,000	10,000,000
Area Country Manager	S1	10+	25,000,000	30,000,000
Assistant Human Resource Manager	S1	6+	7,000,000	16,000,000
Business Development & Communication Advisor	S1	10	142,560,000	155,000,000
Business Development Manager	S1	5+	9,000,000	25,000,000
Call Centre	D3	2-3	4,500,000	5,500,000
Campus Director	S1	10+	30,000,000	40,000,000
Career & Alumni Relations Officer	S1	3+	6,000,000	9,000,000
Centre Manager	S1	7	8,500,000	15,000,000
Centre Manager	S1	5-10	8,000,000	25,000,000
Data Analyst	S1	5+	7,000,000	12,000,000
Destination Manager	S1	12+	17,000,000	25,000,000
Education Consultant	S1	2-3	5,000,000	7,000,000
Finance Manager	S1	5+	30,000,000	40,000,000
General Manager, Marketing	S1	10	35,000,000	40,000,000
Head of Marketing & Sales	S1	10+	25,000,000	35,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Education

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Head of Programme	S1	5-10	27,000,000	35,000,000
Head of Sales & Operations	S1	7+	25,000,000	35,000,000
Headmaster	S1	10-15	14,000,000	20,000,000
HR Director	S1	20+	42,500,000	63,000,000
IELTS Sales and Operations Manager	S1	7+	25,000,000	35,000,000
Junior Education Consultant	S1	2-3	5,000,000	8,000,000
Learning & Development Manager	S1	5+	15,000,000	25,000,000
Marketing Content Specialist	S1	2-4	8,000,000	10,000,000
Office Manager	S1	4+	12,500,000	20,000,000
Operations Director	S1	10+	45,000,000	52,000,000
Personal Assistant	S1	5	14,000,000	15,000,000
Programme Assistant	S1	3	8,000,000	15,000,000
Programme Officer	S1	3	7,000,000	17,000,000
Public Relations Manager	S1	10+	18,000,000	20,000,000
Receptionist	S1	1	4,000,000	6,000,000
Regional Sales Operation Manager	S1	10+	15,000,000	20,000,000
Sales Manager	S1	5+	13,000,000	18,000,000
School Director	S1	10+	30,000,000	40,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Education

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Senior Destination Manager	S1	10+	27,000,000	35,000,000
Senior Education Consultant	S1	3-7	10,000,000	12,000,000
Senior Finance & Treasury Manager	S1	10+	30,000,000	35,000,000
Software Engineer	S1	3-7	9,500,000	20,000,000
Strategic Marketing Manager	S1	10+	15,000,000	20,000,000
Student Services Executive	S1	2	6,500,000	10,000,000
UX Engineer	S1	5+	8,800,000	12,000,000

Logistic and Warehouse

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Account Handler Staff	D3	2	5,500,000	6,000,000
Accounting & Finance Manager	S1	5-10	24,000,000	37,000,000
Accounting & Finance Staff	S1	1-3	6,500,000	9,000,000
Admin & Invoice Assistant	S1	2	5,500,000	7,000,000
Bank Reconciliation Assistant	S1	5	8,000,000	9,000,000
Billing Admin Assistant	S1	1	5,500,000	6,000,000
Business Development Manager	S1	6-10	28,000,000	38,000,000
Chartering Supervisor	S1	5-7	10,000,000	15,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Logistic and Warehouse

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Chief Executive Officer	S1	16+	124,000,000	150,000,000
Chief Operation Officer	S1	10-16	83,000,000	100,000,000
Clearance Admin Officer	D3	2	6,000,000	7,000,000
Clearance Peb Officer	S1	2	6,000,000	7,000,000
Cold Hub Manager	S1	6-8	28,000,000	40,000,000
Commercial Director	S1	10-15	80,000,000	100,000,000
Commercial Manager	S1	5-8	40,000,000	42,000,000
Commercial Specialist	S1	2-4	9,000,000	15,000,000
Country Manager	S1	15+	130,000,000	165,000,000
Credit Control Admin Assistant	S1	2	5,500,000	7,000,000
Crew Manager	S1	10+	25,000,000	35,000,000
Customer Service Manager	S1	5-8	24,000,000	40,000,000
Customer Service Representative	D3	2	6,000,000	8,000,000
Customer Service Staff	S1	4	6,500,000	9,500,000
Data Entry Officer	D3	2	5,500,000	8,000,000
Demand Planner	S1	2-4	9,000,000	17,000,000
Distribution Manager	S1	6-7	40,000,000	43,000,000
E-Procurement Manager	S1	6-10	25,000,000	45,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Logistic and Warehouse

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Finance Administrator	S1	2-4	6,000,000	7,000,000
Front Desk Assistant	D3	2	5,500,000	6,000,000
GM Operational	S1	15+	25,000,000	58,000,000
HR Director	S1	15+	85,000,000	100,000,000
Implant Staff	S1	1	6,000,000	7,000,000
Inventory Manager	S1	6-10	26,000,000	30,000,000
IT Programmer	S1	2	7,000,000	8,000,000
Logistics Manager	S1	6-10	25,000,000	42,000,000
Logistics Specialist	S1	2-4	9,500,000	11,000,000
Marketing Communication Executive	S1	1-3	7,000,000	9,000,000
Material Planner	S1	2-4	11,000,000	18,000,000
Operation Asst. Manager	S1	3-5	12,000,000	14,000,000
Operational Assistant Manager/Manager	D3/S1	7-10	11,000,000	19,000,000
Operations Director	S1	10-15	66,000,000	100,000,000
Operations Executive	S1	2-3	8,000,000	10,500,000
Operations Manager	S1	10	25,000,000	30,000,000
Operations Manager, Airfreight	S1	6-8	30,000,000	40,000,000
Operations Manager, Sea-Freight/Ocean-Freight	S1	6-8	30,000,000	50,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Logistic and Warehouse

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Op Mgr, Sea-Freight/Ocean-Freight (Surabaya)	S1	6-8	10,000,000	16,000,000
Order Fulfilment Manager	S1	5-8	28,000,000	35,000,000
PPJK Staff	S1	5-7	8,000,000	12,000,000
Procurement & Purchasing Manager/Director	S1	10-12	75,000,000	100,000,000
Project Management Office Manager	S1	8-10	22,000,000	30,000,000
Quote Desk Frontline Officer	S1	1	5,500,000	6,000,000
Sales & Order Management Manager	S1	5-8	25,000,000	28,000,000
Sales Executive	S1	2	9,000,000	13,000,000
Sales Manager	S1	3	16,000,000	18,500,000
Sales Trainer & CRM Manager	S1	8-10	30,000,000	47,000,000
Senior Project Logistic Officer	S1	3-5	33,000,000	46,000,000
Shipping Assistant	S1	1-3	6,000,000	6,500,000
Shipping Manager	S1	6-8	30,000,000	44,000,000
Shipping Supervisor	S1	4-5	9,000,000	15,000,000
Sourcing Manager	S1	6-10	32,000,000	45,000,000
Space Control	D3	2-3	5,000,000	7,000,000
Special Service Executive	S1	2	5,500,000	7,000,000
Special Service Front Line Executive	S1	2	5,500,000	6,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Logistic and Warehouse

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Specialist Services Monitoring	S1	2	5,500,000	6,500,000
Strategic Procurement Manager	S1	6-10	31,000,000	55,000,000
Supply Chain Manager	S1	6-10	45,000,000	91,000,000
Supply Planner	S1	2-4	14,000,000	19,000,000
Telemarketing & Sales Executive	D3	1-3	5,500,000	7,500,000
Warehouse & Admin Leader	S1	5-7	5,000,000	7,000,000
Warehouse/Store Assistant	S1	1-3	5,500,000	6,500,000
Warehouse Manager	S1	4-5	13,000,000	26,000,000
Warehouse Supervisor	S1	3-5	10,000,000	20,000,000

Manufacturing

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Account Executive	S1	3	8,000,000	15,000,000
Accountant Specialist	S1	7	10,000,000	13,000,000
Accounting and Tax Supervisor	S1	6	10,000,000	16,000,000
Admin Finance	S1	3	5,000,000	6,000,000
Administration Executive	S1	2	5,500,000	8,000,000
Applications Engineer	S1	5	12,000,000	13,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Manufacturing

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Area Sales Manager	S1	4	16,000,000	20,000,000
Asst. Technical Manager	S1	3	15,000,000	19,000,000
Business Development Techpack	S1	8	13,000,000	23,000,000
Consortium Site Quality Manager	S1	6	45,000,000	70,000,000
Construction Manager	S1	7-10	30,000,000	40,000,000
Cost Accountant	S1	7	10,000,000	16,000,000
Country Manager	S1	10+	75,000,000	110,000,000
Customer Service Manager	S1	10+	27,000,000	32,000,000
Customer Service Specialist	S1	3-10	10,000,000	20,000,000
Development Engineer	S1	3-5	16,000,000	23,000,000
Digital Marketing	S1	5	20,000,000	25,000,000
Electrical Design Engineer	S1	3-5	13,500,000	19,000,000
Electrical Engineer	S1	3-5	15,000,000	22,000,000
Engineering Manager	S1	10+	25,000,000	35,000,000
Facility Manager	S1	10	60,000,000	90,000,000
Finance & Accounting Manager	S1	5-10	15,000,000	30,000,000
Finance & Admin Executive	S1	5	7,000,000	11,000,000
Finance Controller	S1	3	7,500,000	12,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Manufacturing

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Finance Executive	S1	3	9,000,000	10,000,000
Finance Manager	S1	3	24,000,000	28,000,000
Finance Supervisor	S1	3	8,000,000	15,000,000
Financial Planning and Analysis Manager	S1	10	30,000,000	60,000,000
Formulator	S1	11	11,000,000	12,000,000
GA Manager	S1	12-15	30,000,000	35,000,000
Head of Finance	S1	6	13,000,000	15,000,000
Head of Sustainability	S1	10-15	25,000,000	35,000,000
HR & GA Supervisor	S1	3	9,000,000	13,500,000
HR GA Division Head	S1	10	30,000,000	35,000,000
HR Manager	S1	8+	25,000,000	30,000,000
HR Manager (Bandung)	S1	5-10	15,000,000	20,000,000
HR Specialist	S1	5	15,000,000	25,000,000
HSE Coordinator	S1	5-10	10,000,000	20,000,000
HSE Manager	S1	10-15	20,000,000	30,000,000
Instrumentation Engineer	S1	5+	10,000,000	16,500,000
IT Executive	S1	2	7,500,000	12,000,000
IT Manager	S1	10	30,000,000	45,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Manufacturing

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Lead Application Scientist	S1	10	26,000,000	40,000,000
Maintenance & Reliability Manager	S1	7-10	18,000,000	30,000,000
Maintenance Dept. Head	S1	10	20,000,000	25,000,000
Manufacturing Director	S1	15+	92,000,000	165,000,000
Manufacturing Division Head	S1	10-15	30,000,000	45,000,000
Material Manager	S1	5-8	25,000,000	28,000,000
Mechanical Design Engineer	S1	3-5	10,000,000	18,000,000
Mechanical Engineer	S1	5+	11,000,000	18,000,000
National Sales Manager	S1	10+	25,000,000	35,000,000
People Development Officer	S1	4+	7,500,000	8,000,000
People Development Supervisor	S1	4	8,000,000	9,000,000
Planning Assistant Manager	S1	3-5	16,000,000	21,000,000
Planning Manager	S1	5-8	26,000,000	40,000,000
Plant Reliability Specialist	S1	4	40,000,000	46,000,000
Plant Warehouse Manager	S1	10	18,000,000	30,000,000
PPIC Executive	S1	2	5,500,000	8,000,000
PPIC Supervisor	S1	3	8,500,000	11,000,000
Pricing Manager	S1	8	20,000,000	30,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Manufacturing

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Process & Continuous Improvement Engineer	S1	3-5	5,000,000	15,000,000
Process Engineer	S1	3-5	22,000,000	30,000,000
Procurement Manager	S1	5+	14,000,000	22,000,000
Production Dept. Head (Polish & Sortir)	S1	10	16,000,000	20,000,000
Production Engineer Degree	S1	3-5	14,000,000	16,000,000
Production Manager	S1	7-10	22,000,000	30,000,000
Program Manager	S1	5-8	22,700,000	27,000,000
Project Administration	S1	3+	25,000,000	40,000,000
Project Engineer	S1	3-5	21,500,000	25,000,000
Project Manager	S1	5+	25,000,000	35,000,000
QA Engineer	S1	3-5	10,000,000	14,000,000
QA Supervisor	S1	4	12,000,000	20,000,000
QA/QC manager	S1	20	16,000,000	18,000,000
R&D Manager	S1	5	10,000,000	11,000,000
R&D Supervisor	S1	5	11,000,000	13,000,000
Regional Maintenance manager	S1	10-15	25,000,000	35,000,000
Regional Manager/Operation	S1	8	20,000,000	30,000,000
Regional Sales Manager	S1	5-10	20,000,000	35,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Manufacturing

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Sales Engineer	S1	3+	14,000,000	30,000,000
Sales Engineer Assistant Manager	S1	13	17,000,000	28,000,000
Sales Executive	S1	2-3	7,500,000	12,000,000
Sales Manager	S1	3	23,000,000	30,000,000
Sales Product Manager	S1	10	20,000,000	35,000,000
Scheduler	S1	3-5	5,000,000	10,000,000
SCM Division Head	S1	10	30,000,000	35,000,000
Section head IE Teach Pack	S1	6	17,000,000	20,000,000
Senior Applications Engineer	S1	6	8,500,000	13,000,000
Senior Design Engineer, Automation	S1	5-7	11,000,000	17,000,000
Senior Logistics Specialist	S1	5	10,000,000	18,000,000
Senior Sales Engineer	S1	4	10,000,000	23,000,000
Service Manager	S1	10+	20,000,000	27,000,000
Site Quality Manager	S1	3+	32,000,000	60,000,000
Sourcing Executive	S1	5	7,000,000	15,000,000
Tax Accountant	S1	5	10,000,000	18,000,000
Technical Sales Staff	S1	2	7,500,000	9,000,000
Territory Manager	S1	2	4,500,000	8,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Manufacturing

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Trade Compliance Manager	S1	8	20,000,000	30,000,000
Warehouse Executive	S1	5	16,000,000	23,000,000
Workshop Dept. Head	S1	10	15,000,000	23,000,000

Retail

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Area Manager, Fashion	S1	5+	18,000,000	25,000,000
Assistant Merchandiser	D3	3	13,000,000	19,000,000
Brand Manager	S1	5+	25,000,000	40,000,000
Business Controller	S1	7+	13,000,000	27,000,000
Business Development Director	S1	15+	100,000,000	140,000,000
Business Intelligence Manager	S1	5+	25,000,000	30,000,000
Buying Manager	S1	7	27,000,000	35,000,000
Category Manager	S1	7+	30,000,000	40,000,000
Chief Marketing Officer	S1	15+	40,000,000	88,000,000
Chief Operating Officer	S1	15+	40,000,000	60,000,000
Creative Production Manager	S1	7+	20,000,000	30,000,000
Digital Communications Manager	S1	7+	30,000,000	40,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Retail

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Digital Marketing Manager	S1	5+	25,000,000	30,000,000
Event Promotion Manager	S1	5+	20,000,000	30,000,000
Finance and Accounting Manager	S1	5	20,000,000	28,000,000
Finance Controller	S1	6	25,000,000	60,000,000
Floor Manager	S1	3	9,000,000	13,000,000
General Manager, Fashion	S1	10	42,000,000	65,000,000
General Manager, HR	S1	15+	47,000,000	80,000,000
General Manager, Operation	S1	10+	36,000,000	40,000,000
General Manager, Retail Sales Operation	S1	10-15	50,000,000	80,000,000
Head of Channel Development	S1	7+	25,000,000	30,000,000
Head of Customer Service & Sales	S1	5	25,000,000	40,000,000
Head of Fashion Design	D3	5+	11,000,000	30,000,000
Head of Internal Audit	S1	10	52,500,000	65,000,000
Head Of Marketing	S2	10+	33,000,000	61,500,000
Head of Retail Operations	S1	15+	45,000,000	80,000,000
Head of Sales	S1	10+	35,000,000	70,000,000
HR Business Partner	S1	7+	30,000,000	37,000,000
HR Director	S1	15+	75,000,000	155,000,000

Consumer Goods & Services



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Retail

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
HR Executive	S1	2+	8,000,000	10,000,000
HR Manager	S1	5+	18,000,000	35,000,000
IT Manager	S1	10	28,000,000	50,000,000
Junior Marketing Manager	S1	3	15,000,000	17,000,000
Key Account Manager	S1	5+	15,000,000	40,000,000
Learning and Development Head	S1	8+	18,000,000	25,000,000
Marketing Manager	S1	5+	15,000,000	30,000,000
Merchandising Manager	S1	5+	15,500,000	40,000,000
Online Sales Manager	S1	5	25,000,000	40,000,000
Operations Director	S1	15+	150,000,000	170,000,000
Operations Manager	S1	10+	30,000,000	40,000,000
Operations Manager, F&B	S1	10+	14,000,000	23,000,000
Procurement Manager	S1	5	22,000,000	35,000,000
Product Development Manager	D3/S1	5+	25,000,000	30,000,000
Product Website Manager	S1	5+	25,000,000	30,000,000
Public & Community Relations Manager	S1	5+	25,000,000	30,000,000
Research & Development Executive, Design & Fashion	D3	5+	17,000,000	25,000,000
Retail Director	S1	20+	80,000,000	140,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Retail

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Retail Operations Manager, Fashion	S1	7+	20,000,000	29,000,000
Store General Manager, Supermarket	S1	10+	50,000,000	100,000,000
Store Manager	S1	5+	10,000,000	20,000,000
Senior Production & Product Developer	D3	5+	22,000,000	40,000,000
Tax Manager	S1	7+	40,000,000	50,000,000

Trading

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Accounting & Tax Assistant Manager	S1	5+	16,000,000	18,500,000
Accounting & Tax Executive	S1	2+	7,000,000	10,000,000
Accounting & Tax Manager	S1	10+	18,000,000	30,000,000
Accounting & Tax Supervisor	S1	3+	11,000,000	13,000,000
Administration	S1	1+	5,000,000	6,500,000
GA Manager	S1	7-10	25,000,000	30,000,000
HR & GA Manager	S1	5+	32,000,000	40,000,000
Legal & Compliance Officer	S1	3+	7,500,000	11,000,000
Project Sales Officer	S1	2+	7,000,000	15,000,000
Purchasing Assistant Manager	S1	5+	18,500,000	23,000,000
Recruitment Supervisor	S1	5-8	8,000,000	13,000,000
Sales Admin Supervisor	S1	10+	8,000,000	12,000,000
Sales Executive	S1	1+	9,000,000	15,000,000
Sales Manager	S1	5+	28,500,000	37,000,000
Sales Supervisor	S1	3-5	8,500,000	10,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Building, Construction, EPC

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Accounting Officer	D3	1+	6,000,000	8,000,000
Accounting Manager	S1	5+	27,500,000	29,000,000
Architect	S1	5+	15,000,000	20,000,000
Automation Engineer	S1	5+	20,000,000	27,000,000
BIM Manager	S1	10+	20,700,000	28,000,000
Business Controller Manager	S1	8+	25,000,000	30,000,000
Business Development Supervisor	S1	5+	15,000,000	22,000,000
Business Development Manager	S1	10+	42,000,000	80,000,000
Chief Engineer	S1	5+	12,000,000	26,000,000
Chief Executive Officer	S1	10+	250,000,000	400,000,000
Chief Financial Officer	S2	20+	80,000,000	120,000,000
Chief Operating Officer	S1	10+	150,000,000	250,000,000
Civil Engineer	S1	5+	15,000,000	35,000,000
Construction Engineer	S1	5+	13,000,000	25,000,000
Construction Management Officer	S1	1+	7,000,000	12,500,000
Construction Manager	S1	10+	40,000,000	50,000,000
Contract Engineer	S1	5+	15,000,000	30,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Building, Construction, EPC

Job Title	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Contract Manager	S1	10+	30,000,000	80,000,000
Construction Manager, High Rise Building	S1	10+	35,000,000	57,000,000
Corporate Communication Manager	S2	10+	42,000,000	60,000,000
Cost Accountant	S1	5+	8,000,000	12,000,000
Country HR Director	S2	10+	65,000,000	160,000,000
Data Management Manager	S1	10+	40,000,000	50,000,000
Drafter Manager	S1	5+	15,000,000	25,000,000
Electrical Engineer	S1	3+	13,000,000	20,000,000
Electrical Engineer Manager	S2	5+	25,000,000	35,000,000
Engineering Director	S1	10+	80,000,000	150,000,000
Engineering Manager	S1	10+	35,000,000	65,000,000
Environmental Specialist	S1	10+	30,000,000	45,000,000
External Relation Manager	S1	7+	18,000,000	42,000,000
Fabrication Engineer	S1	5+	15,000,000	38,500,000
Field Engineer	S1	20	22,000,000	36,000,000
Finance & Accounting Manager	S1	10+	25,000,000	35,000,000
Finance & Accounting Supervisor	S1	5+	10,000,000	16,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Building, Construction, EPC

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Finance Officer	S1	10+	52,000,000	141,600,000
General Counsel	S1	10+	20,000,000	25,000,000
GM Operation	S1	10+	60,000,000	100,000,000
General Marketing Manager	S1	5+	35,000,000	50,000,000
Head of Corporate Finance	S1	10+	42,000,000	60,500,000
Head of Facility Maintenance (MEP)	S1	10+	80,000,000	250,000,000
Head of Urban Development	S1	10+	22,500,000	40,000,000
HSE Manager	D3	1+	7,000,000	8,000,000
HSE Officer	S1	10+	10,000,000	24,000,000
HSE Supervisor	S1	5+	9,000,000	13,500,000
HRGA Asst. Manager	S1	5+	10,000,000	15,000,000
HRGA Supervisor	S1/S2	15-16	90,000,000	180,000,000
HR Director	S1	8+	15,000,000	25,000,000
HVAC Engineer	S1/S2	10+	22,000,000	30,000,000
Infrastructure Manager	S1	5+	23,000,000	26,000,000
Instrumentation Engineer	S1	1+	10,000,000	24,000,000
IT Executive	S1	1	8,000,000	10,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Building, Construction, EPC

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Key Account Director	S1	15+	90,000,000	120,000,000
Leasing Manager	S1	2	15,000,000	35,000,000
Legal Counsel, Land Acquisition	S1	7+	70,000,000	85,000,000
Marketing Manager	S1	10+	25,000,000	45,000,000
Mechanical Rotating/Static Engineer	S1	5+	20,000,000	40,000,000
MEP Engineer	S1	10+	15,000,000	20,000,000
Offshore Structural Engineer	S1	5+	25,000,000	45,000,000
Piping Engineer	S1	5+	13,500,000	16,500,000
Process & Application Senior Engineer	S1	5+	14,000,000	25,000,000
Process Engineer	S1	7+	15,000,000	19,000,000
Process Safety/Loss Prevention Engineer	S1	5-8	20,000,000	55,000,000
Procurement Manager	S1	5-8	25,000,000	35,000,000
Project Accounting Asst. Manager	S1	10+	17,000,000	20,000,000
Project Control Engineer	S1	5-8	12,000,000	16,000,000
Project Control Manager	S1	10+	26,000,000	40,000,000
Project Developer Manager	S1	10+	35,000,000	65,000,000
Project Engineer	S1	3-8	12,500,000	15,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Building, Construction, EPC

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Project Engineer Senior	S1/S2	15+	30,000,000	35,000,000
Project Manager	S1	10+	30,000,000	40,000,000
Project Manager, High Rise building	S1	10+	35,000,000	60,000,000
QC Engineer	S1	5-8	15,000,000	23,000,000
QC Engineer Senior	S1	11	20,000,000	27,000,000
QC Manager	S1	10+	40,000,000	70,000,000
QMS Auditor	S1	5+	10,000,000	12,000,000
Quantity Engineer	S1	8	18,000,000	28,000,000
Quantity Surveyor	S2	6+	15,000,000	22,000,000
Real Estate/Property Developer	S1	10-15	19,000,000	50,000,000
Safety Officer	S1	1-5	7,500,000	16,000,000
Sales Executive	S1	1	10,000,000	15,000,000
Sales Manager	S1	3	15,000,000	20,000,000
Sales Support Administration	S1	1	6,000,000	8,000,000
Senior Estimator	S1	5-8	15,000,000	30,000,000
Senior Sales Executive	S1	3	7,500,000	10,000,000
Site Manager	D4	5+	20,000,000	25,000,000

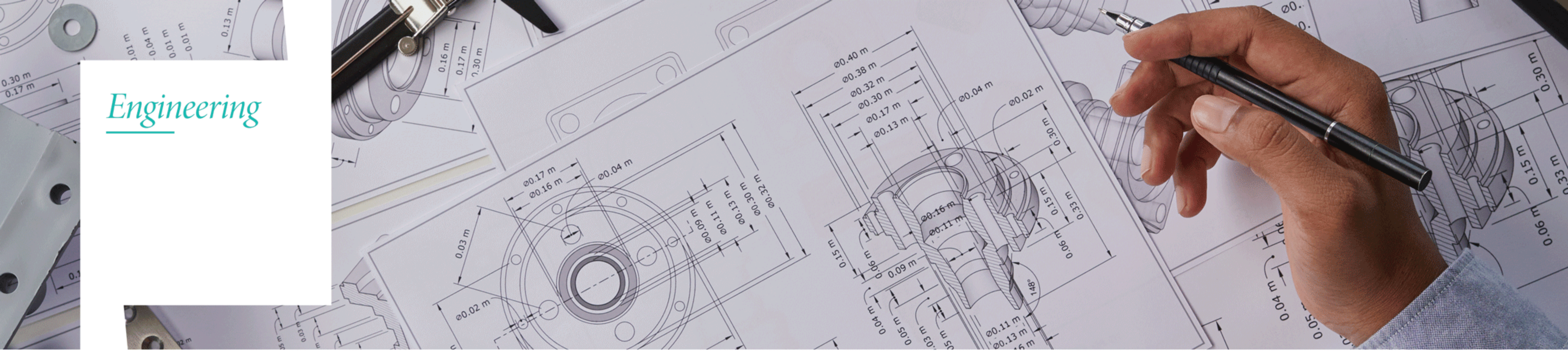
Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Building, Construction, EPC

Position	Qualification	Experience (Years)	Min Salary (IDR)	Max Salary (IDR)
Site Manager	S1	10+	19,500,000	39,000,000
System & Support Engineer	S1	10+	18,000,000	30,000,000
Tax Officer	S1	9+	15,000,000	25,000,000
VP, Land Acquisition	S1	10+	85,000,000	200,000,000
Waste Water Treatment Technician	D3/S1	3+	5,000,000	11,000,000
Welding Inspector	S1	10+	12,000,000	21,000,000
Workshop Supervisor	S1	5+	13,000,000	15,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Mining

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Business Development Manager	S1	10+	39,000,000	50,000,000
Chief Geologist	S1	10-20	25,000,000	41,000,000
Chief Marketing Officer	S1	10-20	102,000,000	168,000,000
Chief Operating Officer	S1	10-20	150,000,000	300,000,000
Civil Engineer	S1	5-10	16,000,000	25,000,000
Construction Superintendent	S1	5-10	18,000,000	25,000,000
Document Controller	S1	5-10	17,000,000	30,000,000
Drilling & Blasting Engineer	S1	5-10	20,000,000	30,000,000
Earthworks Supervisor	S1	5-10	12,300,000	18,000,000
Electrical Engineering	S1	5-10	15,000,000	20,000,000
Engineer Manager	S1	5-10	20,000,000	30,000,000
Environmental Manager	S1	10-20	20,000,000	28,000,000
Exploration Manager	S1	10+	55,000,000	133,300,000
Field Geologist	S1	5-10	25,000,000	52,000,000
Chief Executive Officer	S1	5-10	105,000,000	350,000,000
Geologist Development	S1	5-10	25,000,000	52,000,000
Geotechnical Engineer	S1	5-10	15,000,000	30,000,000

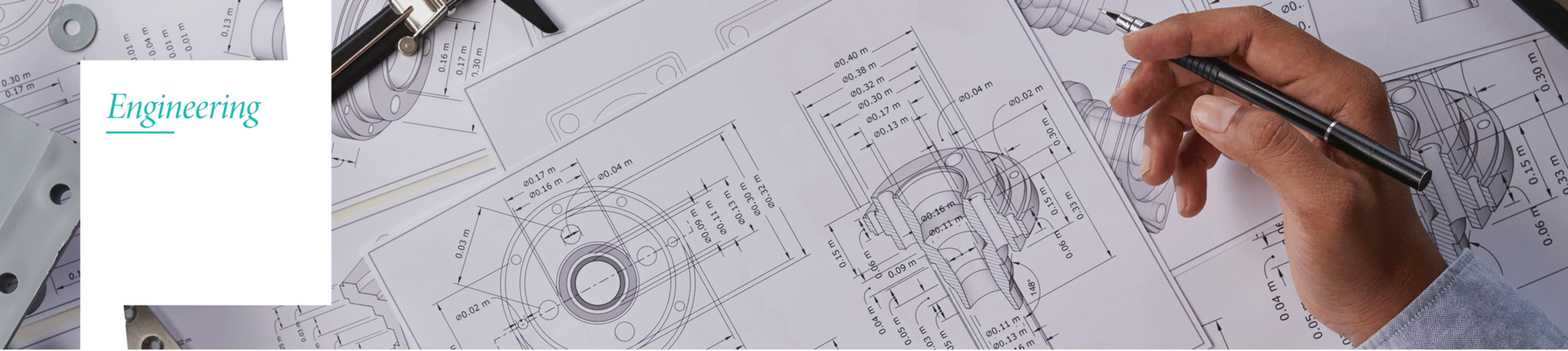
Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Mining

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Heavy Equipment Training Supervisor	S1	8-15	17,000,000	36,000,000
HR Director	S1	10+	90,000,000	120,000,000
HSE Engineer	S1	5-10	25,000,000	28,000,000
HSE Manager	S1	10+	21,000,000	57,000,000
HSE Superintendent	S1	10-15	17,000,000	25,000,000
Land Acquisition Manager	S1	8+	15,000,000	30,000,000
Lead Contract & Procurement Administrator	S1	10-20	41,500,000	62,000,000
Maintenance Manager	S1	10+	40,000,000	53,500,000
Material Controller	S1	5-15	12,000,000	27,000,000
Mechanical Engineer	S1	5-10	25,000,000	31,500,000
Metallurgy Engineer	S1	5-10	21,000,000	31,000,000
Metallurgy Manager	S1	5-10	35,000,000	53,000,000
Mining Engineer	S1	5-10	15,000,000	27,000,000
Mining Manager	S1	10+	37,000,000	50,000,000
Process Engineer	S1	5-10	30,000,000	55,000,000
Production Superintendent	S1	10-20	25,000,000	35,000,000
Project Development	S1	10+	17,000,000	25,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Mining

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Project Manager	S1	10-20	25,000,000	35,000,000
Project Marketing Development	S1	5-10	13,000,000	15,000,000
Project Support Officer	S1	5-8	12,000,000	16,000,000
QHSE Manager	S1	10+	28,000,000	40,000,000
Safety Coordinator	S1	3+	6,000,000	8,000,000
Sales Manager, Heavy Equipments	S1	5-8	25,000,000	40,000,000
Senior Contract Administrator	S1	8-15	15,000,000	30,000,000
Senior Drill & Blast Engineer	S1	5-10	20,000,000	30,000,000
Senior Exploration Geologist	S1	10-20	16,000,000	30,000,000
Senior Geologist	S1	10+	46,000,000	52,000,000
Senior Geotechnical Engineer	S1	10-20	46,000,000	66,500,000
Senior Mining Engineer	S1	10-20	30,000,000	50,000,000
Superintendent Project Logistics	S1	15-20	45,000,000	70,000,000
Supply Chain Engineer	S1	1+	8,000,000	12,000,000
Supply Chain Manager	S1	10+	30,000,000	60,000,000
Technical Service Manager	S1	10-20	56,000,000	70,500,000
Technical Service Superintendent	S1	10-20	30,000,000	35,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Oil and Gas

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Business Development Manager	S1	5-10	70,000,000	90,500,000
Chief Executive Officer	S1	10+	150,000,000	250,000,000
Construction/Installation Advisor	S1	10-20	100,000,000	150,000,000
Construction/Installation Consultant	S1	5-10	85,000,000	150,000,000
Downstream Operation Management Advisor	S1	5-10	87,000,000	120,000,000
Downstream Operation Management Manager	S1	5-10	63,000,000	80,000,000
Drilling Advisor	S1	5-10	80,000,000	153,000,000
Drilling Engineer	S1	7-15	45,000,000	68,000,000
Drilling Manager	S1	5-10	60,000,000	85,000,000
Electrical Advisor	S1	10-20	98,000,000	176,000,000
Electrical Maintenance Supervisor	D3/S1	5+	10,000,000	15,000,000
Electrical Manager	S1	5-10	55,000,000	65,000,000
Estimating/Cost Engineering Advisor	S1	10-20	110,000,000	150,000,000
Estimating/ Cost Engineering Manager	S1	5-10	42,000,000	84,000,000
Geologist Engineer	S1	7-10	40,000,000	75,000,000
Geophysics Engineer	S1	7-10	50,000,000	75,000,000
Geoscience Advisor	S1	10-20	120,000,000	200,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Oil and Gas

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Geoscience Manager	S1	5-10	56,000,000	100,000,000
Geotechnical Engineer	S1	7-10	50,000,000	80,000,000
HR Manager	S1	16+	55,000,000	87,000,000
HR Manager	S1	10+	70,000,000	115,000,000
HSE Advisor	S1	10-20	95,000,000	125,000,000
HSE Manager	S1	5-10	63,000,000	77,000,000
Legal Supervisor	S1	5-7	12,000,000	15,000,000
Logistic Advisor	S1	10-20	87,100,000	140,000,000
Logistic Manager	S1	5-10	47,000,000	70,000,000
Marine Advisor	S1	10-20	100,500,000	140,000,000
Marine Manager	S1	5-10	60,000,000	86,000,000
Market Research	S1	20-22	33,000,000	40,000,000
Mechanical Advisor	S1	10-20	91,000,000	110,000,000
Mechanical Manager	S1	5-10	55,000,000	91,000,000
Offshore Installation Manager	S1	10+	65,000,000	120,000,000
Payroll Staff	S1	3+	6,000,000	7,000,000
Performance Management Specialist	S1	3-5	10,000,000	12,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Oil and Gas

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Petrophysics Engineer	S1	7-10	35,500,000	70,000,000
Piping Advisor	S1	10-20	84,000,000	160,000,000
Piping Manager	S1	5-10	50,000,000	100,000,000
Process Advisor	S1	10-20	92,000,000	130,000,000
Process Engineer	S1	1+	8,000,000	15,000,000
Process Manager	S1	5-10	80,000,000	120,000,000
Production Operation Manager	S1	5-10	76,000,000	140,000,000
Project Control Advisor	S1	5-10	100,000,000	150,000,000
Project Control Manager	S1	5-10	85,000,000	120,000,000
Purchasing Manager	S1	18	25,000,000	28,000,000
QA/QC Advisor	S1	10-20	92,000,000	128,000,000
QA/QC Manager	S1	5-10	50,000,000	90,000,000
Reservoir/Petroleum Engineering Manager	S1	5-10	61,000,000	80,000,000
Reservoir/Petroleum Engineering Advisor	S1	10-20	80,000,000	111,000,000
Reward Manager	S1	10+	60,000,000	80,500,000
Senior Buyer	S1	4+	15,000,000	25,000,000
Senior Contract Engineer	S2	9	45,000,000	60,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Oil and Gas

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Senior Data Specialist	S1	5+	10,000,000	15,000,000
Senior Geologist Engineer	S1	10-15	84,000,000	120,000,000
Senior Sales Engineer	S1	3-5	20,000,000	30,000,000
Subsea/Pipelines Advisor	S1	10-20	140,000,000	170,000,000
Subsea/Pipelines Manager	S1	4-10	75,000,000	100,000,000
Supply Chain	S1	2	10,000,000	12,000,000
Supply Chain/Procurement Advisor	S1	10-20	90,000,000	130,000,000
Supply Chain/Procurement Manager	S1	5-10	80,000,000	98,000,000
System Engineer	S1	5+	13,000,000	18,000,000
Technical Safety Advisor	S1	10-20	95,000,000	125,000,000
Technical Safety Manager	S1	5-10	77,000,000	95,000,000
Vice President, Exploration	S1	10-20	100,000,000	160,000,000
Vice President, Marketing	S1	10-20	92,000,000	160,000,000
Vice President, Production	S1	10-20	95,000,000	160,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Petrochemical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Administrative Officer	S1	2	7,000,000	10,000,000
Business Development Executive	S1	3+	15,000,000	21,000,000
Business Development Manager	S1	10+	30,000,000	50,000,000
Customer Service Lead	S1	3+	25,000,000	35,000,000
Distribution Manager	S1	7+	15,000,000	18,000,000
Electrical Engineer	S1	5+	8,000,000	15,000,000
Engineer Director	S1	10+	152,000,000	200,000,000
Finance Head	S1	15+	40,000,000	46,500,000
Human Resources Executive	S1	3+	13,000,000	20,000,000
Human Resources Manager	S1	5+	30,000,000	50,000,000
Instrumentation Supervisor	D3	5+	8,000,000	15,000,000
Lead Electrical & Instrumentation Engineer	S1	7+	15,000,000	20,000,000
Lead Mechanical Engineer	S1	7+	17,000,000	19,700,000
Lead Piping Engineer	S1	7+	15,000,000	25,000,000
Lead Safety Manager	S1	7+	25,000,000	41,000,000
Logistic Transport Manager	S1	8+	16,000,000	25,000,000
Mechanical Construction Supervisor	D3	5+	20,000,000	25,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Petrochemical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Mechanical Engineer	S1	5+	25,000,000	45,000,000
Maintenance Manager	S1	10+	15,000,000	25,000,000
Process Engineer	S1	7+	15,000,000	20,000,000
Production Engineer	S1	7+	15,000,000	20,000,000
Production Manager	S1	7+	30,000,000	45,000,000
Project Procurement	S2	7+	25,000,000	35,000,000
Project Manager	S1	10+	40,000,000	55,000,000
QA Manager	S1	7+	55,000,000	75,000,000
QA Officer	S1	3+	10,000,000	18,000,000
Sales Development Manager	S1	7+	22,000,000	50,000,000
Sales Executive	S1	1	14,000,000	23,000,000
Sales Manager	S1	3	28,000,000	45,500,000
Senior Sales Executive	S1	3	15,000,000	20,000,000
Senior Engineering Specialist	S1	8+	20,000,000	30,000,000
Specification Specialist	S1	5+	27,000,000	45,000,000
Supply Chain Cost Controller Manager	S1	8+	16,000,000	26,000,000
Sustainability Specialist	S1	8+	20,000,000	27,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Petrochemical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Technical Sales Support Executive	S1	3+	20,000,000	45,000,000
Technical Service & Development Specialist	S1	10+	14,000,000	20,000,000
Territory Sales Manager	S1	5+	15,000,000	20,000,000

Power Plant

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Accounting & Finance Asst. Manager	S1	8-10	20,000,000	33,000,000
Accounting & Finance General Manager	S1	10+	60,000,000	80,500,000
Accounting & Finance Manager	S1	10+	28,000,000	35,000,000
Accounting & Finance Staff	S1	3-5	11,000,000	15,000,000
Accounting & Finance Supervisor	S1	3-5	16,000,000	25,000,000
Business Analyst	S1	5+	26,500,000	47,000,000
Coal Handling Department Head	S1	10+	18,000,000	25,000,000
Consortium Site Quality Manager	S1	5+	56,000,000	75,000,000
Costing Engineer	S1	2-3	5,000,000	7,000,000
Electric Manager	S1	10+	29,800,000	40,000,000
Electrical Engineer	S1	5-6	7,000,000	8,000,000

Engineering



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Power Plant

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Field Calibration Engineer	S1	2+	5,000,000	24,000,000
Head of Analyst	S1	5+	101,970,000	130,000,000
HSE Manager	S2	10+	30,000,000	45,000,000
HSE Officer	S1	1-5	10,000,000	12,000,000
HR & GA Asst. Manager	S1	8-10	25,000,000	40,000,000
HR & GA Manager	S1	10+	36,000,000	40,000,000
HR & GA Staff	S1	3-5	12,000,000	16,000,000
HR & GA Supervisor	S1	5-8	16,500,000	25,000,000
HR General Manager	S1	15+	95,000,000	130,000,000
I&C Maintenance	S1	7+	11,000,000	29,500,000
Industrial Segmen Manager	S1	7+	36,000,000	49,000,000
Key Account Manager	S1	5+	15,000,000	33,000,000
Maintenance Manager	S1	10+	57,000,000	87,000,000
Plant Manager	S1	10+	25,000,000	40,000,000
Plant Performance Engineering	S1	10+	23,000,000	38,000,000
Plant Reliability Specialist	S1	10+	40,000,000	51,000,000
Plant Supervisor	S1	5-8	10,000,000	17,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Power Plant

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Power Plant Manager	S1	10+	30,000,000	60,000,000
Power Plant Officer	S1	3-5	7,000,000	15,000,000
Power Plant Supervisor	S1	5-8	17,000,000	21,000,000
Procurement & Shipping Asst. Manager	S1	5-8	25,000,000	35,000,000
Procurement & Shipping General Manager,	S1	10+	65,000,000	71,000,000
Procurement & Shipping Manager	S1	10+	30,000,000	66,500,000
Procurement & Shipping Officer	S1	3-5	10,000,000	18,000,000
Procurement & Shipping Supervisor	S1	5-8	9,000,000	15,000,000
Project Estimator	S1	5+	10,000,000	15,000,000
Project Manager	S1	7+	23,000,000	35,000,000
Sales & Marketing Asst. Manager	S1	4+	15,000,000	21,000,000
Sales & Marketing General Manager	S1	15+	55,000,000	92,500,000
Sales & Marketing Executive	S1	3-5	8,000,000	12,000,000
Sales & Marketing Manager	S1	6+	25,000,000	49,000,000
Sales & Marketing Supervisor	S1	5-8	13,000,000	22,000,000
Site Quality Manager	S1	10+	51,000,000	64,000,000
Shift Leader	S1	7+	12,000,000	25,000,000

HI Tech



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Automotive

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Accounting Executive	S1	1-3	5,500,000	9,000,000
Accounting Manager	S1	3-6	18,000,000	30,000,000
Accounting Supervisor	S1	2-4	12,000,000	18,000,000
After Sales Service Manager	S1	10+	18,000,000	25,000,000
Area Manager	S1	5-10	10,000,000	25,000,000
Backend Developer	S1	1-3	5,000,000	11,000,000
Export Import Officer	S1	1-2	5,000,000	7,500,000
GA Executive	S1	1-3	5,000,000	10,000,000
HR Executive	S1	3+	6,000,000	15,000,000
HR Manager	S1	4-6	10,000,000	20,000,000
HSE Supervisor	S1	4+	6,000,000	14,000,000
ISO Staff	D3	1	5,000,000	8,000,000
IoT Engineer	S1	1-5	7,000,000	10,000,000
Logistic Administrator	D3	5+	4,000,000	5,000,000
Marketing Officer	S1	1-2	4,000,000	8,000,000
Public & Government Relations Manager	S1	7+	44,000,000	52,000,000
QC Officer	D3/S1	4-8	5,000,000	14,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Automotive

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
R&D Manager	D3/S1	5-10	16,000,000	28,000,000
Sales Assistant Manager	S1	4-8	8,000,000	15,000,000
Sales Executive	S1	1-3	5,000,000	8,000,000
Sales Manager	S1	5+	18,000,000	30,000,000
Sales Supervisor	S1	2-4	8,000,000	15,000,000
Senior Sales Manager	S1	10+	20,000,000	35,000,000
Technical Sales Manager	S1	25	55,000,000	65,000,000
Technical Sales Supervisor	S1	5-6	8,000,000	18,000,000
Technical Specialist	S1	1-5	10,000,000	25,000,000
Vice President, Sales	S1	10+	64,000,000	73,000,000

HI Tech



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Information Technology

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Account Manager	S1	5+	5,000,000	18,000,000
Accounting Officer	S1	4-7	8,000,000	14,000,000
Assessor	S1	1-3	5,000,000	8,000,000
Business/Systems Analyst	S1	3-6	8,000,000	14,000,000
Business Development Director	S2	20	135,000,000	157,000,000
Chanel Sales Manager	S1	5	50,000,000	60,000,000
Chief Information Officer	S1	10+	64,000,000	125,000,000
Chief Technology Officer	S1	10+	30,000,000	55,000,000
Cloud Engineer	S1	3-5	6,000,000	15,000,000
Country Manager	S1	10-15	40,000,000	60,000,000
Customer Service Engineer	S1	5-10	25,000,000	29,000,000
Customer Service Representative	S1	3-5	3,500,000	7,000,000
Data Analyst	S1	2-5	5,000,000	12,000,000
Database Administrator	S1	4-7	8,300,000	12,000,000
Data Centre Engineer	S1	2-4	6,000,000	15,000,000
Enterprise Architect Degree	S1	8+	8,000,000	27,000,000
Field Engineer	S1	2-3	15,000,000	18,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Information Technology

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Finance Manager	S1	5	14,000,000	25,000,000
Finance Technology Director	S1	3-5	29,700,000	50,000,000
Front End Developer	S1	2-5	4,000,000	15,000,000
Full Stack Developer	S1	3-5	3,000,000	13,000,000
Functional Trainer	S1	2+	4,500,000	7,000,000
Head of Analytics and Digital Operations	S1	5	23,000,000	40,000,000
Head of Product Marketing	S1	5	23,000,000	40,000,000
Head Regional Marketing	S1	4	23,000,000	40,000,000
Helpdesk Analyst	S1	1-3	5,500,000	8,000,000
Inside Sales Representative	S1	3-5	4,500,000	17,000,000
Inventory Coordinator	S1	3	9,000,000	13,000,000
IT Auditor	S1	4-6	6,000,000	18,000,000
IT Operations Manager	S1	5-10	15,000,000	30,000,000
IT Project Manager	S1	5+	15,000,000	33,000,000
IT Specialist	S1	4-5	15,000,000	33,000,000
IT Support	S1	2-3	3,500,000	8,000,000
IT Support Consultant ERP	S1	10	6,000,000	15,000,000

HI Tech



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Information Technology

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Java Programmer	S1	2-3	8,000,000	15,000,000
Junior Back End Developer	S1	1-2	4,500,000	8,000,000
Junior Data Engineer	S1	1-3	8,000,000	10,000,000
Junior Data Scientist	S1	1-3	6,000,000	12,000,000
Junior DevOps Engineer	S1	1-3	6,000,000	10,000,000
Junior Software Developer	S1	1-3	8,000,000	12,000,000
Lead Engineer (Mobile Application)	S1	5+	15,000,000	30,000,000
Licensed Engineer	S1	5	29,700,000	38,000,000
Marketing Communications Administrator	S1	3	11,800,000	21,000,000
Marketing Manager	S1	5	32,500,000	35,000,000
Mobile Developer	S1	1-3	7,000,000	10,500,000
Network Engineer	S1	2-3	5,000,000	20,000,000
Office Administration	S1	2-3	4,300,000	8,000,000
Office Manager Cum Executive Assistance	S1	6	15,000,000	25,000,000
Operational Manager	S1	5+	11,000,000	17,000,000
Platform Manager	S1	5-10	13,500,000	44,000,000
Post-Sales Consultant	S1	3-5	10,000,000	33,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Information Technology

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Pre-Sales Consultant	S1	3-5	10,000,000	19,000,000
Product Marketing Manager	S1	5	25,000,000	45,000,000
Product Marketing Representative	S1	2	6,500,000	9,000,000
Product Owner	S1	3	8,000,000	15,000,000
Product Sales Specialist	S1	2-3	10,800,000	13,500,000
Professional Photographer	S1	2	16,300,000	17,000,000
Project Manager	S1	5-10	20,000,000	60,000,000
Regional Sales Manager	S1	5	39,600,000	60,000,000
Sales Director	S1	10+	105,000,000	126,000,000
Sales Engineer	S1	3-5	8,000,000	15,000,000
Sales Executive	S1	2-3	8,000,000	14,000,000
Sales Manager	S1	5-10	34,000,000	55,000,000
Sales Representative	S1	3	8,000,000	14,000,000
Scrum Master	S1	3+	7,500,000	15,000,000
Security Engineer	S1	3-5	6,000,000	13,000,000
Senior Auditor	S1/S2	6-10	40,000,000	60,000,000
Senior Back End Developer	S1	3-5	5,000,000	14,300,000

HI Tech



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Information Technology

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Senior Data Engineer	S1	3+	10,000,000	18,000,000
Senior Data Scientist	S1	3+	12,000,000	16,000,000
Senior DevOps Engineer	S1	3+	10,000,000	22,000,000
Senior Java Programmer	S1	3-5	15,000,000	25,000,000
Senior Network Engineer	S1	3-5	10,000,000	20,000,000
Senior Sourcing Buyer	S1	5	16,000,000	33,000,000
Senior Software Developer	S1	3-5	12,000,000	20,000,000
Senior Systems Engineer	S1	3-5	12,000,000	23,000,000
Software Quality Assurance / Test Analyst	S1	2-5	5,000,000	15,000,000
Solutions Architect Degree	S1	5+	8,000,000	16,000,000
Special Collection Officer	S1	1	8,000,000	8,800,000
Subscription Sales Officer	S1	0-1	5,600,000	6,050,000
System Administrator	D3	1-3	5,000,000	10,400,000
System Analyst	S1	2-3	7,000,000	15,000,000
System Development	S1	16+	14,500,000	18,000,000
System Engineer	S1	2-3	7,000,000	14,000,000
Systems / Network Administrator	S1	3+	6,000,000	12,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Information Technology

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Team Leader CS	S1	2+	6,500,000	10,000,000
Team Leader/Sales Manager	S1	7+	34,500,000	60,000,000
Technical Sales Manager	S1	20-25	49,500,000	66,000,000
Territory Account Manager	S1	5	75,000,000	85,000,000
UI/UX Designer	S1	1-4	4,500,000	13,000,000
UI/UX Manager	S1	5-10	25,000,000	40,000,000
UX Researcher	S1	3-5	10,000,000	15,000,000
VP IT Engineering	S1	8	59,400,000	90,000,000
VP of People	S1	8	24,700,000	40,000,000
Web Designer	S1	2-5	4,500,000	13,000,000
Web Developer	S1	1	4,000,000	12,000,000

HI Tech



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Telecommunications

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Academy Learning Manager	S1	7+	22,000,000	33,000,000
Account Director	S1	10+	50,000,000	90,000,000
Account Executive	S1	1-3	4,000,000	10,000,000
Accounting Staff	S1	2-6	5,000,000	13,000,000
Account Manager	S1	5-7	15,000,000	25,000,000
Billing Manager	S1	5-8	18,000,000	30,000,000
Business Analyst	S1	3-5	15,000,000	20,000,000
Call Centre Operation Manager	S1	10+	13,000,000	16,500,000
Chief Information Security Officer	S1	10+	50,000,000	80,000,000
Collection Officer	S1	1-3	5,000,000	9,000,000
Country General Manager	S1	10-15	112,000,000	192,000,000
General Manager	S1	10+	25,000,000	50,000,000
Head of PMO	S1	3-5	17,000,000	27,000,000
HR Operation Expert	S1	3+	15,000,000	25,000,000
IT Operations Manager	S1	5-10	40,000,000	60,000,000
Legal Contract Administrator	S1	1-3	5,500,000	13,000,000
Management Trainee	S1	1	5,000,000	8,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Telecommunications

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Marketing Director	S1	10+	40,000,000	55,000,000
Network Engineer	S1	2-4	10,000,000	16,000,000
Product Development Manager	S1	5-8	20,000,000	40,000,000
Project Manager	S1	10-15	25,000,000	30,000,000
Project Officer	S1	2-4	10,000,000	15,000,000
Pre-Sales Consultant	S1	5	15,000,000	20,000,000
Senior Radio Frequency Engineer	S1	5-10	44,000,000	66,000,000
Site Administrator	S1	10-15	56,000,000	70,000,000
System Engineer	S1	2-3	9,000,000	12,000,000
Tax Administration Officer	S1	1-3	5,000,000	9,000,000
VAS Senior Manager	S1	10+	56,000,000	88,000,000

Life Science



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Hospital and Healthcare

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Accounting Officer	S1	3-5	6,300,000	8,000,000
Administration Senior Staff	S1	5+	8,000,000	10,000,000
Administration Staff	S1	1-5	4,500,000	7,000,000
Business Development Advisor	S1	15-20	20,700,000	32,000,000
Buyer	S1	2-5	8,000,000	12,000,000
Channel Support	S1	2-5	7,000,000	10,000,000
Channel Support Senior	S1	6+	15,000,000	17,500,000
Chief Engineer	S1	10+	23,700,000	35,000,000
Chief Financial Officer	S1	15+	107,200,000	216,300,000
Chief HR GA	S1	10+	95,000,000	195,500,000
Chief Nurse	D3	10+	21,700,000	45,000,000
Commercial Analyst	S1	2-4	12,000,000	17,000,000
Commercial Marketing Manager	S1	7+	34,650,000	45,000,000
Engineer Manager	S1	6-10	10,890,000	22,000,000
Finance & Accounting Manager	S1	10+	43,500,000	85,000,000
General Practitioners	S1	2-5	15,840,000	33,000,000
Halal Quality Specialist	S1	2-3	7,000,000	9,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Hospital and Healthcare

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Hospital Director	S1	15+	84,200,000	100,000,000
Hospital General Manager	S1	8+	35,000,000	55,000,000
Hospital Relation Officer	S1	1-5	7,900,000	11,000,000
HR GA Officer	S1	5	6,000,000	7,500,000
HR Manager	S1	10+	20,000,000	32,000,000
IT Director	S1	15+	81,500,000	113,000,000
IT Manager	S1	10+	20,000,000	35,000,000
Legal Asst. Manager	S1	7-10	10,000,000	15,000,000
Lifescan Graphic Designer	S1	3-5	15,000,000	20,000,000
Marketing and Sales Director	S1	15+	111,000,000	180,000,000
Marketing Manager	S2	5-10	16,000,000	32,000,000
Marketing Support	S1	2-5	8,000,000	13,000,000
Nurse	S1	3-5	7,000,000	9,000,000
Promotion Executive	S1	3+	8,000,000	9,500,000
Purchasing Manager	S1	8	41,000,000	62,000,000
Sales Support	S1	2-5	7,000,000	10,000,000
Secretary	S1	4+	7,500,000	18,000,000

Life Science



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Hospital and Healthcare

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Secretary & PA	S1	5+	18,000,000	25,000,000
Secretary Director	S1	5+	19,000,000	23,000,000
Supplier Quality	S1	3-5	11,000,000	15,000,000
Tax Officer	S1	2-3	8,000,000	10,000,000
Therapy Specialist	S1	3-5	20,000,000	45,000,000
Warehouse Officer	S1	4	6,000,000	8,000,000

Medical Devices

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Accounting & Finance Staff	S1	3+	6,000,000	8,500,000
Administration Staff	S1	1-3	6,000,000	9,000,000
Administration Staff (Japanese Speaking)	S1	2	9,900,000	12,000,000
Assistant Service Manager	S1	5-10	12,500,000	17,000,000
Associate Clinical Manager	S1	7	16,500,000	20,000,000
Brand Development Officer	S1	2-3	6,000,000	12,000,000
Business Development Manager	S1	5-10	42,000,000	60,000,000
Category Manager	S1	5+	6,930,000	15,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Medical Devices

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Chief Finance Officer	S1	15+	117,315,000	164,800,000
Clinical Educator	S1	5-15	7,920,000	20,000,000
Commercial Excellence	S1	5-7	22,700,000	35,000,000
Coordinator	S1	3+	5,940,000	7,000,000
Corporate Communications Director	S1	15+	78,600,000	113,300,000
Customer Service Asst. Manager	D3	10-15	20,000,000	23,000,000
Designer Staff	S1	2	5,000,000	7,000,000
Finance Controller	S1	10+	50,950,000	92,500,000
Finance Officer	S1	3-5	6,000,000	8,000,000
Head of HR	S1	13+	34,650,000	75,000,000
Head of Legal	S1	10+	50,900,000	87,550,000
Head of Medical Affair	S1	15+	56,000,000	103,000,000
Hospital Representative	S1	3-5	5,500,000	8,000,000
Housekeeping Supervisor	S1	1-3	5,500,000	7,000,000
HR Business Partner	S1	5-10	25,740,000	32,000,000
HR Manager	S1	10+	23,000,000	30,000,000
Human Resource Officer	S1	1-3	6,000,000	9,000,000

Life Science



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Medical Devices

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Innovation Project Manager	S1	7+	35,640,000	45,000,000
Legal Manager	S2	5-10	23,000,000	25,000,000
Logistic Coordinator	S1	3+	7,000,000	12,000,000
Logistic Officer	S1	3+	5,000,000	7,000,000
Marketing General Manager	S1	10+	27,720,000	55,000,000
Marketing Manager	S1	10	15,000,000	28,000,000
Marketing Officer	S1	1-5	6,000,000	8,000,000
Medical Representative	S1	3-10	7,000,000	8,000,000
Practice Development Manager	S1	7	33,660,000	40,000,000
Product Manager	S1	3-10	22,000,000	37,000,000
Product Specialist	S1	1-5	6,750,000	11,000,000
Purchasing Officer	S1	1-3	5,500,000	7,000,000
Purchasing Supervisor	S1	1-5	10,000,000	13,000,000
QA/QC Manager	S1	5-10	25,000,000	30,000,000
Regulatory Affair	S1	4	6,000,000	9,000,000
Regulatory Head	S1	15+	30,000,000	100,000,000
Sales Engineer	S1	2-10	6,000,000	8,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Medical Devices

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Sales Manager	S1	7+	30,000,000	60,000,000
Sales Marketing	S1	3	6,500,000	9,000,000
Secretary	S1	3+	8,000,000	13,000,000
Senior Accountant	S1	3+	8,000,000	11,000,000
Senior Sales Engineer	S1	13+	8,000,000	15,000,000
Supply Chain Manager	S1	7+	25,000,000	44,000,000
Talent Acquisition Officer	S1	1-3	6,000,000	10,000,000
Tax Staff	S1	6+	9,000,000	10,000,000
Treasury Officer	S1	1-3	6,000,000	9,000,000

Pharmaceutical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Account Manager	S1	15	18,000,000	24,400,000
Administration Senior Staff	S1	5+	5,000,000	8,000,000
Administration Staff	S1	1-4	5,000,000	7,000,000
Area Manager	S1	5-10	15,000,000	20,000,000
Assistant Service Manager	S1	12	13,800,000	17,000,000

Life Science



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Pharmaceutical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Associate Principal Scientist (Formulator)	S1	10	16,800,000	20,000,000
Business Assistant	S1	2-5	8,000,000	11,000,000
Business Unit Head/Director	S1	15+	110,000,000	185,000,000
Category Manager	S1	5+	8,000,000	10,000,000
Clinical Research Associate	S1	3+	7,000,000	17,000,000
Clinical Research Associate Manager	S1	5+	17,000,000	32,000,000
Commercial Director	S1	10+	105,000,000	190,000,000
Communications Manager	S1	7+	30,000,000	50,000,000
Corporate Communications Director	S1	15+	83,000,000	150,000,000
Customer Service	S1	1-2	9,000,000	15,000,000
Data Analyst	S1	1-3	6,000,000	9,000,000
Data Entry Executive	D3	1	4,500,000	7,000,000
Department PIC	D3	3	6,000,000	7,000,000
Director/Head of Market Access	S1	10+	81,500,000	155,000,000
Director/Head of Media Affairs	S1	13+	132,600,000	160,000,000
Drug Regulatory Affairs Associate	S1	1-5	5,500,000	14,000,000
Drug Regulatory Affairs Junior Manager	S1	3+	10,000,000	15,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Pharmaceutical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Drug Regulatory Affairs Manager	S1	5+	14,000,000	25,000,000
Executive Assistant	S1	3	8,000,000	18,000,000
Finance & Accounting Administration	D3	1-3	5,000,000	8,000,000
Finance & Accounting Analyst	S1	3	6,000,000	7,500,000
Finance & Accounting Senior Staff	S1	5+	10,000,000	13,000,000
Finance & Accounting Staff	S1	1-4	6,000,000	10,000,000
Finance Director	S1	15+	132,500,000	185,000,000
Finance Executive	S1	2	7,000,000	10,000,000
General Sales Administration	S1	2-5	10,000,000	11,000,000
Head of Business Development & Licensing	S1	5+	44,500,000	55,000,000
Head of Commercial Excellence	S1	15+	136,500,000	140,000,000
Head of HR/HR Director	S1	15+	84,000,000	154,000,000
Head of Legal	S1	10+	56,000,000	92,000,000
Head of Regulatory	S1	15+	39,600,000	100,000,000
HR & Communication Officer	S1	1-2	7,000,000	9,000,000
HR & GA Administration	S1	1-5	5,000,000	13,000,000
HR & GA Assistant Manager	S1	14	15,000,000	17,000,000

Life Science



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Pharmaceutical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
HR & GA Officer	S1	1-2	7,000,000	9,000,000
HR Manager / HRBP	S1	10+	30,000,000	45,000,000
HR Operation and Benefit Staff	S1	2	6,000,000	9,000,000
HR Operations and Benefit Specialist	S1	2-4	12,500,000	15,000,000
HR Supervisor	S1	5+	12,000,000	15,000,000
HRIS Officer	D3	2	7,250,000	9,000,000
Internal Design	S1	1-2	4,500,000	6,000,000
IT Service Desk	S1	1-2	11,000,000	12,000,000
IT Service Officer	S1	1-3	5,000,000	7,500,000
Key Account Manager Senior	S1	5+	25,000,000	29,000,000
Key Account Manager	S1	3-5	12,000,000	23,000,000
Logistic Executive	S1	3	6,000,000	10,000,000
Managing Director / CEO	S1	10+	152,000,000	300,000,000
Market Access Manager	S1	5+	18,500,000	45,000,000
Market Access Scientific Support	S1	2-4	4,500,000	6,000,000
Marketing Director	S1	15+	25,000,000	70,000,000
Marketing Senior Officer	S1	5+	13,000,000	16,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Pharmaceutical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Medical Administration	D3/S1	3	5,000,000	7,000,000
Medical Advisor	S1	5+	16,000,000	30,000,000
Medical Scientific Liaison Officer	S1	3+	10,000,000	15,000,000
Patient Access Support	S1	1-3	6,000,000	85,000,000
Patient Safety Administrator	S1	1-3	45,000,000	6,000,000
Payroll Officer & Contractor Coordinator	S1	3	7,000,000	10,000,000
Pharmacovigilance Specialist	S1	2-4	7,000,000	13,000,000
Procurement Administrator	S1	3+	5,000,000	7,000,000
Procurement Assistant Manager	S1	5	12,000,000	22,000,000
Product Manager	S1	3-5	15,000,000	38,000,000
Product Senior Manager	S1	5	30,000,000	40,000,000
Product Representative	S1	3	7,000,000	12,000,000
Product Specialist	D3	2-3	6,000,000	8,000,000
Production Engineer	S1	2	7,500,000	11,000,000
Production Manager	S1	5	10,000,000	17,000,000
Production Specialist	S1	1-3	7,000,000	9,500,000
Purchasing Officer	S1	1-3	6,000,000	9,000,000

Life Science



Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Pharmaceutical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Quality Assurance Associate	S1	5+	11,000,000	19,000,000
Quality Assurance Manager	S1	10	15,000,000	16,000,000
Quality Assurance Specialist	S1	1-3	6,000,000	7,000,000
Quality Control Specialist	S1	2	6,000,000	9,000,000
Quality Control Supervisor	S1	4	9,000,000	14,000,000
R&D Director	S1	10+	64,200,000	108,000,000
Receptionist	D3	0-2	4,500,000	6,000,000
Regional Sales Manager	S1	5-10	12,000,000	20,000,000
Regulatory Affair	S1	1-5	6,000,000	12,000,000
Respiratory Admin Assistant	S1	3-5	6,000,000	8,000,000
Sales & Marketing Administration	D3	1-3	4,500,000	6,000,000
Sales & Marketing Support	S1	1	45,000,000	6,000,000
Sales Analyst	D3	3	7,000,000	9,000,000
Sales Engineer	S1	1-2	7,000,000	9,000,000
Sales Manager	S1	4+	12,000,000	23,000,000
Secretary & PA	S1	5+	15,000,000	20,000,000
Secretary	S1	1-3	6,000,000	9,000,000

Salary Range (per month)
Unit: IDR

QUALIFITACION EXPERIENCE (YEARS) MIN MAX

Pharmaceutical

	QUALIFITACION	EXPERIENCE (YEARS)	MIN	MAX
Senior Medical Scientific Liaison	S1	5+	15,000,000	20,000,000
Senior Sales & Marketing Administration	S1	3-5	8,000,000	13,000,000
Supply Chain Administration	S1	1-4	5,000,000	8,000,000
Supply Chain Executive	S1	1-5	5,000,000	12,000,000
System Analyst	S1	1-2	5,000,000	6,000,000
Talent Acquisition Executive	S1	5	8,000,000	15,000,000
Tax & Treasury Manager	S1	5-7	22,000,000	40,000,000
Tax Accountant	S1	3+	5,000,000	7,000,000
Tax Compliance Executive	S1	3	5,500,000	15,000,000

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