



KELLY SERVICES INDONESIA

# 2014/15 SALARY GUIDE

→ Kelly Services, Inc. (NASDAQ: KELYA, KELYB) is a leader in providing workforce solutions. Kelly® offers a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire and permanent placement basis. Serving clients around the globe, Kelly provides employment to approximately 540,000 employees in 2013. Revenue in 2013 was \$5.4 billion.

Kelly has been at the forefront of the recruitment industry for more than 60 years and has set the industry benchmark with innovative recruitment and retention strategies. We pride ourselves on delivering a high level of customer service and providing the right talent in accordance with our clients' requirements. All our candidates undergo a stringent screening process to ensure they are the best possible fit for the job.

In Indonesia with more than 25 years of experience, Kelly has been recognised as an organisation in the HR industry with global presence and holds an enviable reputation of working in partnership with our clients and candidates to provides an individual and personalised service.

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SALARIES



**Methodology:** Salary figures included in the *2014/15 Kelly Services Salary Guide* are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly Indonesia network with input from clients and the latest job placement data recorded on the Kelly Services database.

# INTRODUCTION

→ 2014 may be an easier year for the Indonesian economy. It should see some trends turn for the better after a rough year of fuel-price hikes and inflation in 2013.

As investors had been staying cautious ahead of the presidential elections in July, the economic outlook for this year remains relatively optimistic. Like a glass half empty or full, the elections may add a dimension of political uncertainty over Indonesia's immediate future, or it may just usher in brighter business prospects and help the economy to bounce back.

Despite facing some challenging issues, Indonesia is still cushioned by its vital asset—an abundance in natural resource-based commodities, which accounts for around 60% of exports. Even when the rest of the world is undergoing a severe downturn, the country's thermal coal, natural gas, natural rubber, gold and crude palm oil are keeping it afloat.

While 2013 proved to be rough for Indonesia, the nation will definitely enter 2014 with a fighting chance of a better economy with a more robust Rupiah.

I believe that whatever industry an organisation is in, its employees are its biggest asset and advantage. They are the ones that make the magic happen. Success in business is always about people. And the key is in employee engagement, which is about learning how to retain, attract and develop good talent. With Indonesia's great economic potential and fast-growing population, this emerging market has no shortage of people to be employed, but only a shortage of specialised skills in the people

On this note, I am proud to present the 2014 Indonesia Salary Guide, as it is more than a mere compilation of salary data. It is a detailed and in-depth look at our business landscape, offering firms market insights and trends that

will help understand the key industries in our country. This in turn will help firms manage the trends that will shape the country over the period ahead

I hope that this guide, with its useful insights will serve as a good reference to your activities in the year ahead.



**Bernadette Themas**  
VP & Managing Director,  
Kelly Services Indonesia



# NATIONAL OVERVIEW

Indonesia's exposure to a number of weak spots in its economic setup is not putting a dampener on a promising 2014. Optimism is in the air as this resource-rich nation charges bullishly into a fast evolving business landscape, while being subject to a new political verve, and a volatile global commodity market.

→ Indonesia was severely struck by the financial storm in 2013, which saw it plummeting as one of the emerging markets in the developing world. Recovery in its economic growth is expected in 2014, with major shifts in political climate, employment and business activity. The economic growth in 2014 will stand at 5.8% to 6.1%, with unemployment to fall to 6.03%<sup>1</sup>.

The economic slowdown was largely owed to lower global prices for key Indonesian export commodities such as thermal coal, natural rubber, gold and crude oil, and more recently also to slowing investment and consumption. Combined with rising inflation, the recovery trend in employment and welfare has inevitably stalled.

An increase in economic nationalism meant to disadvantage foreigners is spooking investors as well. In the substantial mining industry, the government for some years has insisted that foreign companies process

or refine in Indonesia the minerals, such as copper, which they extract, rather than simply shipping concentrates and ores abroad. This was done in the hope of creating more Indonesian jobs and investment.

Yet such laws have also come with heavy restrictions on the share of local businesses that foreigners may own. The trend is also evident in many other industries including banking, where until not long ago Indonesia ran one of the most open regimes in the world. Now, regulations stipulate that new investors may not initially buy more than 40% of a local bank. With the parliamentary and presidential elections happening, policies are likely to be even more restrictive.

Although Indonesia has been experiencing robust macroeconomic growth in recent years and, in many ways, can be regarded as recovered from the crisis, this informal sector—both rural and urban—still plays

an exceptionally large role in Indonesia's economy today. Although it is difficult to pinpoint the number exactly, it is estimated that between 55 and 65% of employment in Indonesia can be called informal. Today, around 80% of this informal employment is concentrated in the rural areas, particularly in the construction and agriculture sectors.

For a country with 240 million people, the fourth most populous country in the world, Indonesia has no shortage when it comes to labour. But there's definitely shortage in the market for talent. There is a dire need for people with specialised skills. Talent development, succession planning and employee engagement are critical areas of concern.

Numerous organisations are also faced with critical skill gaps, as the skills of the current workforce do not match the shift in company strategies, goals, markets and

business models. Despite the challenges, staffing and hiring levels are expected to increase in the foreseeable future.

While Indonesia continues to weather the emerging-market turmoil, there's a need for a heavy dose of optimism and resilience to boost its business activity and economy.



# KELLY SERVICES: SALARIES

CALL CENTRE

HUMAN RESOURCES

OFFICE SUPPORT

PROCUREMENT, SUPPLY CHAIN & LOGISTICS

SALES, MARKETING & ADVERTISING

TELECOMMUNICATION



# CALL CENTRE

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
Call Centre Manager / Head	S1	5-10	14,000,000	27,000,000
✦ Call Centre Supervisor / Team Leader	S1	3-5	3,800,000	8,500,000
Call Centre Trainers	S1	2-3	5,500,000	9,000,000
✦ Receptionist	S1	1-2	2,600,000	4,000,000
✦ Call Centre Customer Service Officer – Inbound	S1	2-3	3,500,000	5,500,000
✦ Call Centre Customer Service Officer – Outbound	S1	1-2	2,600,000	4,000,000
✦ Call Center Operations Manager	S1	3-4	12,000,000	18,000,000
IT Helpdesk	S1	1-2	3,000,000	4,500,000
Call Centre Quality Assurance – Outbound	S1	1-2	3,500,000	5,000,000
Call Centre Quality Assurance – Inbound	S1	1-2	3,500,000	5,000,000

# HUMAN RESOURCES

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
HR Assistant Manager	S1	5-10	10,000,000	30,000,000
✦ HR Officer / Executive / Senior Executive	S1	3-6	8,000,000	20,000,000
Compensation & Benefits Specialist	S1	3 - 6	8,000,000	25,000,000
✦ Learning & Development Manager	S1	5-8	18,000,000	35,000,000
Training Executive / Senior Executive	S1	2-5	5,000,000	12,000,000
HR Director (Regional)	S1	10+	135,000,000	200,000,000
HR Director (Local)	S1	10+	90,000,000	190,000,000
✦ HR Manager (Regional)	S1	5-10	50,000,000	90,000,000
✦ HR Manager (Local) / HR Business Partner	S1	5-10	30,000,000	60,000,000
HR Generalist	S1	10+	16,000,000	25,000,000
HR Generalist	S1	5-10	7,000,000	12,000,000
Recruitment Lead	S1	8+	15,000,000	35,000,000
Recruiter	S1	6-10	8,000,000	20,000,000
Compensation & Benefits – Head	S1	10+	30,000,000	75,000,000
Compensation & Benefits – Manager	S1	5-10	25,000,000	35,000,000
Compensation & Benefits – Analyst	S1	3-5	7,000,000	18,000,000
Training Director	S1	10+	60,000,000	90,000,000
✦ Training Manager	S1	5-8	17,000,000	35,000,000



# OFFICE SUPPORT

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
✚ Administration / Office Manager	S1	4-6	10,000,000	25,000,000
✚ Administrative Assistant / Coordinator	S1	1-3	3,500,000	5,000,000
✚ Executive Secretary	S1	5+	8,000,000	18,000,000
✚ Secretary	S1	2-5	4,000,000	7,500,000
✚ Receptionist / Front Office Assistant	S1	1-3	2,500,000	3,500,000
Mail Room Assistant	S1/D3	1-2	2,500,000	3,000,000
Project Administration / Project Assistant	S1/D3	2-4	3,500,000	6,000,000

# PROCUREMENT, SUPPLY CHAIN & LOGISTICS

			SALARY RANGE ( PER MONTH)		
			MIN	MAX	
	Distribution Manager	S1	6-7	25,000,000	35,000,000
	Shipping Supervisor	S1	4-5	5,000,000	10,000,000
	Shipping Assistant	S1	1-3	3,500,000	5,000,000
	Operations Executive	S1	2-3	4,500,000	7,000,000
✱	Warehouse Manager	S1	4-5	20,000,000	30,000,000
✱	Warehouse Supervisor	S1	3-5	10,000,000	15,000,000
	Warehouse / Store Assistant	S1	1-3	3,500,000	5,000,000
<b>OPERATIONS/SHIPPING</b>					
	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 – Airfreight	S1	6-8	25,000,000	35,000,000
	Cold Hub Manager	S1	6-8	25,000,000	35,000,000

# PROCUREMENT, SUPPLY CHAIN & LOGISTICS CONTINUED

	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	5,000,000	10,000,000
✚	Customer Service Manager	S1	5-8	25,000,000	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	40,000,000	80,000,000
	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

✚ Hot Job | Figures are base salary not including superannuation.

# SALES, MARKETING & ADVERTISING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
Advertising Manager	S1	4-5	15,000,000	23,000,000
✚ Marketing Communication Manager	S1	7+	20,000,000	45,000,000
✚ Marketing Communication Director / Head	S1	12+	60,000,000	110,000,000
✚ Customer Service Executive	S1	2-3	4,000,000	6,000,000
Marketing Assistant Manager / Manager	S1	4-5	8,000,000	15,000,000
Marketing Executive / Senior Executive	S1	2-5	4,000,000	12,000,000
Market Researcher	S1	2-4	5,000,000	8,000,000
PR Manager	S1	5-7	20,000,000	35,000,000
PR Executive	S1	1-3	4,000,000	10,000,000
✚ Sales Manager	S1	5-7	20,000,000	35,000,000
✚ Sales Executive	S1	1-3	4,000,000	7,000,000
Sales Coordinator	S1	2-4	5,000,000	8,000,000
Sales Promotor	S1	1-2	2,500,000	3,000,000
General Manager	S1	12+	90,000,000	160,000,000
✚ Sales Manager	S1	10+	12,000,000	25,000,000
✚ Sales director	S1	10+	100,000,000	175,000,000
✚ Sales / Key Account Manager	S1	5+	45,000,000	60,000,000
Marketing Director	S1	12+	100000000	200000000
Marketing Manager	S1	7+	45000000	60000000
Brand Manager	S1	4-8	20,000,000	35,000,000
Product Manager	S1	3-7	15,000,000	25,000,000

✚ Hot Job | Figures are base salary not including superannuation.

# TELECOMMUNICATION

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
✚ Account Director	S1	10+	60,000,000	80,000,000
✚ Senior Account Manager	S1	7-10	35,000,000	60,000,000
✚ Account Manager	S1	5-7	20,000,000	35,000,000
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 Office Analyst	S1	3-5	17,000,000	25,000,000
Project Manager	S1	10-15	40,000,000	70,000,000
Senior Radio Frequency Engineer	S1	5-10	30,000,000	50,000,000
Head of PMO	S1	5-10	40,000,000	60,000,000
Site Administrator	S1	3-5	10,000,000	15,000,000

# BANKING AND FINANCE INDUSTRY: SALARIES

ACCOUNTING & FINANCE

BANKING



# BANKING AND FINANCE OVERVIEW

With an optimistic outlook this year and a positive forecast of economic growth in Indonesia, the Accounting and Finance is in top position for the most sought after sector now. The investment growth has made an impact on the manpower structure, with the trend of moving towards specialisation, evident in local and multinational companies. There's also been a wave of mergers between financial institutions in the country, which has created bigger opportunities in recruiting for talent especially in the Customer Services Sectors, which also covers the Commercial Banking division.

# ACCOUNTING & FINANCE

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
<b>ACCOUNTING &amp; FINANCE – COMMERCE &amp; INDUSTRY</b>				
Finance Director / CFO	S1	12+	100,000,000	200,000,000
✦ Financial Controller	S1	10–12	70,000,000	90,000,000
✦ Senior Finance Manager	S1	8–10	40,000,000	65,000,000
✦ Finance Manager	S1	6–7	25,000,000	35,000,000
Senior Management Accountant	S1	5–7	17,000,000	25,000,000
Senior Financial Accountant	S1	5–7	16,000,000	21,000,000
Financial Accountant	S1	3–5	8,500,000	15,000,000
Financial Analyst	S1	3–7	10,000,000	25,000,000
Senior Treasury Manager	S1	7+	25,000,000	50,000,000
Treasury Manager	S1	5–7	17,000,000	30,000,000
✦ Internal Audit Manager	S1	5–8	12,000,000	25,000,000
Head of Internal Audit	S1	8+	40,000,000	90,000,000
Senior Tax Manager	S1	8+	30,000,000	55,000,000
Tax Manager	S1	5–7	17,000,000	27,000,000
Tax Accountant	S1	3–5	7,000,000	15,000,000
<b>ACCOUNTING &amp; FINANCE – PRIVATE PRACTICE (AUDIT)</b>				
Director	S1	10+	70,000,000	120,000,000
Senior Manager	S1	8–10	30,000,000	50,000,000
Manager	S1	5–8	25,000,000	30,000,000
Senior Associate/Assistant Manager	S1	3–5	12,000,000	20,000,000
✦ Consultant	S1	1–3	5,000,000	9,000,000
<b>ADVISORY PRACTICES</b>				
Director	S1	10+	85,000,000	130,000,000
Senior Manager	S1	8–10	50,000,000	80,000,000
Manager	S1	5–8	30,000,000	40,000,000
Senior Associate /Assistant Manager	S1	3–5	14,000,000	20,000,000
✦ Consultant	S1	1–3	8,000,000	14,000,000

✦ Hot Job | Figures are base salary not including superannuation.



# ACCOUNTING & FINANCE CONTINUED

TAX	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
	Director	10+	60,000,000	120,000,000
	Senior Manager	8–10	35,000,000	60,000,000
	Manager	5–8	20,000,000	35,000,000
	Senior Associate / Assistant Manager	3–5	13,000,000	20,000,000
+	Consultant	1–3	5,000,000	9,000,000
	Accounts Payable Manager	5–6	10,000,000	20,000,000
+	Accounts Supervisor	2–4	10,000,000	15,000,000
+	Accountant	4–5	7,000,000	10,000,000
+	Accounts Assistant	1–3	3,500,000	6,000,000
+	Accounts Clerk	1–3	3,000,000	4,000,000
	Credit Control Manager	4–6	15,000,000	25,000,000
	Credit Control Officer	2–4	4,500,000	8,000,000
	Credit Control Clerk	1–2	3,000,000	4,000,000
+	Administrator	3–5	3,500,000	5,000,000
	Auditor	2–4	6,000,000	10,000,000
	Financial Analyst	2–3	6,000,000	10,000,000
	Payroll Clerk	1–2	3,000,000	4,500,000

+ Hot Job | Figures are base salary not including superannuation.

# BANKING

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
Bank Teller	S1	1-3	2,500,000	3,500,000
Customer Service Officer	S1	2-3	3,000,000	6,000,000
Bank Auditor	S1	2-3	5,500,000	7,500,000
Collection / Debt Recovery Officer	S1	1-3	2,500,000	4,500,000
Compliance Officer	S1	2-3	4,000,000,	7,500,000
Personal Financial Consultant / Personal Banker	S1	2-3	5,000,000	7,500,000
Bank Operations Officer	S1	0 - 1	2,200,000	3,500,000
Trade Finance Officer	S1	1-2	3,080,000	5,040,000
Trade Finance Clerk	S1	2-3	2,800,000	3,920,000
<b>BANKING - ACCOUNTING &amp; FINANCE</b>				
Finance Director / CFO	S1	12+	90,000,000	175,000,000
Financial Controller	S1	10-12	60,000,000	90,000,000
Senior Finance Manager	S1	8-10	45,000,000	60,000,000
Finance Manager	S1	6-8	25,000,000	35,000,000
Head Product Control	S1	10+	50,000,000	80,000,000
Senior Product Controller	S1	5-10	30,000,000	50,000,000
Product Controller	S1	2-5	12,000,000	16,000,000
Senior Treasury Manager	S1	10+	35,000,000	60,000,000
Treasury Manager	S1	7-10	30,000,000	40,000,000
Treasury Accountant	S1	4-6	8,000,000	15,000,000
✚ Tax Accountant	S1	2-5	4,000,000	15,000,000
Head of Internal Audit	S1	10+	45,000,000	75,000,000
Senior Audit Manager	S1	7-10	25,000,000	45,000,000
Audit Manager	S1	5-7	15,000,000	30,000,000
<b>BANKING - MIDDLE OFFICE (CREDIT)</b>				
Head of Credit	S1	12+	45,000,000	75,000,000
Senior Vice President	S1	10+	40,000,000	50,000,000
Vice President	S1	7+	30,000,000	45,000,000
Associate Vice President	S1	4-7	25,000,000	35,000,000
Senior Associate	S1	2-4	20,000,000	25,000,000

✚ Hot Job | Figures are base salary not including superannuation.

# BANKING CONTINUED

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
<b>RISK</b>				
Head of Risk	S1	12+	50,000,000	65,000,000
Senior Vice President	S1	10+	40,000,000	45,000,000
Vice President	S1	7+	30,000,000	40,000,000
Associate Vice President	S1	4-7	20,000,000	30,000,000
Senior Associate	S1	2-4	15,000,000	20,000,000
<b>COMPLIANCE</b>				
Head of Compliance	S1	12+	50,000,000	70,000,000
Senior Vice President	S1	10+	40,000,000	50,000,000
Vice President	S1	7+	30,000,000	45,000,000
Associate Vice President	S1	4-7	20,000,000	30,000,000
Senior Associate	S1	2-4	15,000,000	20,000,000
<b>BANKING – BACK OFFICE (SETTLEMENTS)</b>				
Manager	S1	4+	20,000,000	30,000,000
<b>TRADE SUPPORT</b>				
Head	S1	9+	45,000,000	60,000,000
Senior Analyst	S1	3-5	10,000,000	25,000,000
<b>OPERATIONS</b>				
✚ Director	S1	15+	60,000,000	80,000,000
General Manager	S1	10+	45,000,000	60,000,000
Manager	S1	5-10	30,000,000	40,000,000
Senior Analyst	S1	3-5	15,000,000	30,000,000
<b>INSURANCE ACTUARIAL</b>				
✚ Senior Vice President	S1	12+	55,000,000	80,000,000
✚ Vice President	S1	10+	40,000,000	60,000,000
Manager	S1	5-7	20,000,000	35,000,000
<b>UNDERWRITING/CLAIMS</b>				
✚ Director	S1	5+	30,000,000	50,000,000
Manager	S1	3-5	20,000,000	35,000,000
Assistant Manager	S1	5-7	20,000,000	35,000,000

✚ Hot Job | Figures are base salary not including superannuation.

# ENGINEERING INDUSTRY: SALARIES

ENGINEERING, PROCUREMENT & CONSTRUCTION

ENGINEERING & TECHNICAL

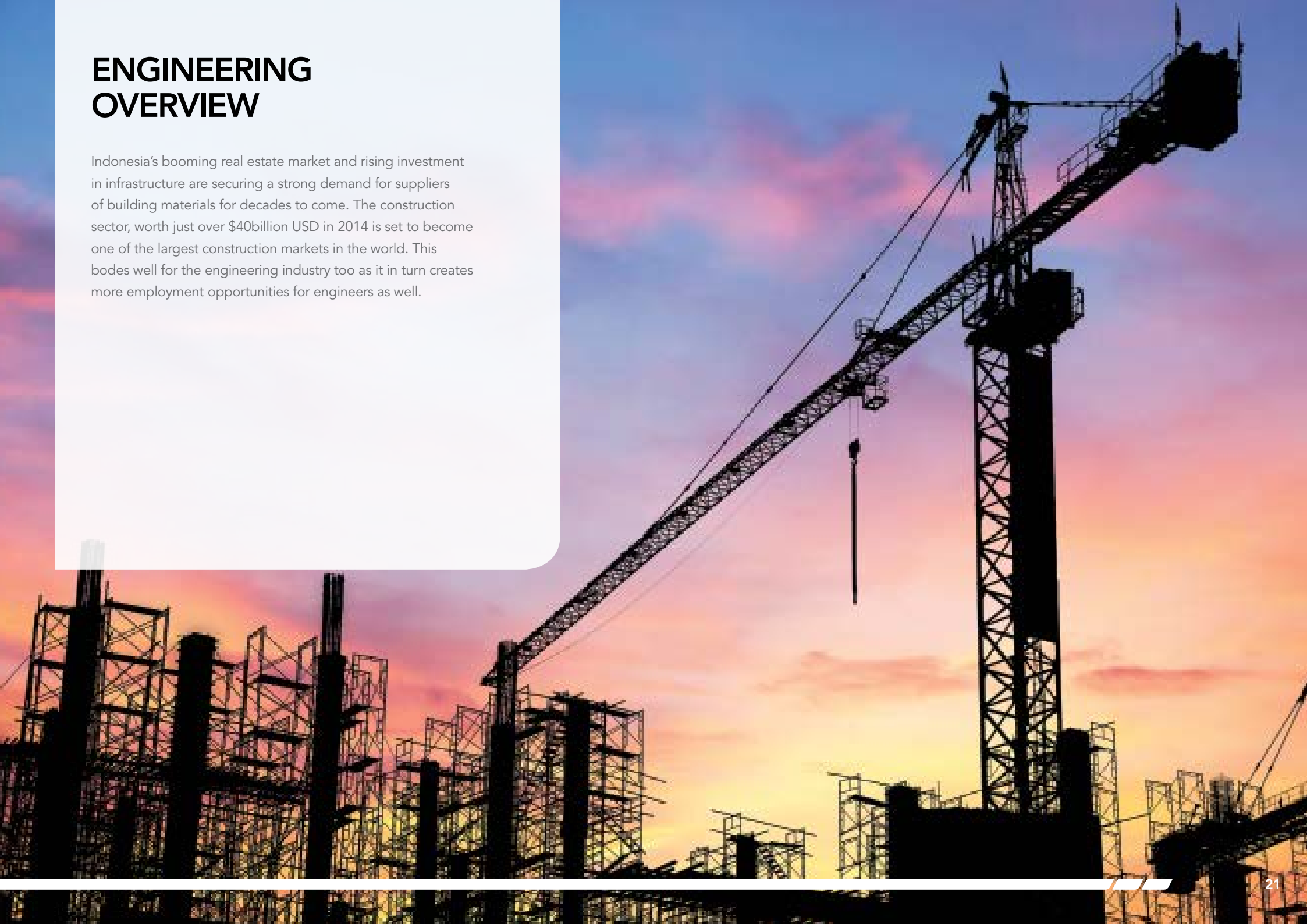
OIL AND GAS

MINING



# ENGINEERING OVERVIEW

Indonesia's booming real estate market and rising investment in infrastructure are securing a strong demand for suppliers of building materials for decades to come. The construction sector, worth just over \$40 billion USD in 2014 is set to become one of the largest construction markets in the world. This bodes well for the engineering industry too as it in turn creates more employment opportunities for engineers as well.



# ENGINEERING, PROCUREMENT & CONSTRUCTION

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
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 Engineer	S1	5-8	15,000,000	45,000,000
Mechanical 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
Supply Chain Manager	S1	10+	30,000,000	60,000,000
✚ Project Manager	S1	10+	45,000,000	85,000,000
✚ Construction Manager	S1	10+	40,000,000	75,000,000
Construction Engineer	S1	5-8	10,000,000	30,000,000
Fabrication Engineer	S1	5-8	15,000,000	35,000,000
Project Engineer	S1	8+	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
Cost Control Engineer	S1	5-8	15,000,000	30,000,000
Contract Engineer	S1	5-8	15,000,000	30,000,000
✚ HSE Manager	S1	10+	25,000,000	50,000,000
HSE Engineer	S1	5-8	10,000,000	25,000,000
✚ QC Manager	S1	10+	25,000,000	50,000,000
QC Engineer	S1	5-8	10,000,000	25,000,000

✚ Hot Job | Figures are base salary not including superannuation.

# ENGINEERING & TECHNICAL

	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	35,000,000
✚ Maintenance & Reliability Manager	S1	7–10	25,000,000	35,000,000
✚ 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	7,500,000	12,000,000
Process Engineer	S1	3–5	7,500,000	12,000,000
✚ Production Engineer Degree	S1	3–5	7,500,000	15,000,000
✚ Project Engineer	S1	3–5	10,000,000	20,000,000
QA Engineer	S1	3–5	7,500,000	15,000,000
Development Engineer Degree	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
✚ Electrical & Instrumentation / Control Engineer	S1	3–5	7,500,000	15,000,000
✚ Mechanical Design Engineer	S1	3–5	7,500,000	15,000,000

✚ Hot Job | Figures are base salary not including superannuation.

# OIL AND GAS

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
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	S1	10-15	80,000,000	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
✚ Subsea Engineer	S1	7-10	35,000,000	75,000,000
Production Engineer	S1	7-10	35,000,000	70,000,000
FLNG Engineer	S1	7-10	35,000,000	70,000,000
Petroleum Engineer	S1	7-10	35,000,000	70,000,000
Reservoir Engineer	S1	10-15	35,000,000	70,000,000
Hull Outfitting Engineer	S1	7-10	35,000,000	70,000,000
Completion Engineer	S1	7-10	40,000,000	75,000,000
✚ HSE Manager	S1	10+	45,000,000	75,000,000
Senior Piping Engineer	S1	7-15	20,000,000	60,000,000



# 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
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
COO	S1	10-20	150,000,000	300,000,000
CMO	S1	10-20	100,000,000	160,000,000
Senior Geotechnical Engineer	S1	10-15	50,000,000	80,000,000

# IT INDUSTRY: SALARIES

## IT OVERVIEW

There has been significant focus from the Indonesian Government on the infrastructure development throughout the country lately. The interest in this sector has spurred various business opportunities to sprout across industries at a rapid pace. As one of the main industries impacted in this shift, the positive outlook for the IT market will naturally support tech-related industries such as Telecommunication, Automotive, Banking, Retail, FMCG, Logistic and Transportation, just to name a few.



# INFORMATION TECHNOLOGY

	QUALIFICATION	EXPERIENCE (YEARS)	SALARY RANGE ( PER MONTH)	
			MIN	MAX
Country Manager	S1	10+	125,000,000	200,000,000
Sales Director	S1	7+	90,000,000	120,000,000
Team Leader Sales Manager	S1	7+	30,000,000	60,000,000
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- 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
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	5,000,000	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

#### **INDONESIA CORPORATE OFFICE**

Mayapada Tower, 9<sup>th</sup> Floor  
Jl. Jend. Sudirman Kav. 28  
Jakarta 12920  
Phone: (62) 21 5211873  
Phone: (62) 21 5211874  
Email: [kellyjkt@kellyservices.co.id](mailto:kellyjkt@kellyservices.co.id)

#### **BTI CONSULTANTS INDONESIA**

Mayapada Tower, 20<sup>th</sup> Floor  
Jl. Jend. Sudirman Kav. 28  
Jakarta 12920  
Phone: (62) 21 5213630  
Fax: (62) 21 5213629  
Email: [btijkt@bticonsultants.com](mailto:btijkt@bticonsultants.com)

#### **KELLY ENGINEERING INDONESIA**

Mayapada Tower, 9<sup>th</sup> Floor  
Jl. Jend. Sudirman Kav. 28  
Jakarta 12920  
Phone: (62) 21 5211873  
Phone: (62) 21 5211874  
Email: [kellyjkt@kellyselection.com](mailto:kellyjkt@kellyselection.com)

#### **KELLY OUTSOURCING & CONSULTING GROUP**

Mayapada Tower, 20<sup>th</sup> Floor  
Jl. Jend. Sudirman Kav. 28  
Jakarta 12920  
Phone: (62) 21 5213630  
Fax: (62) 21 5213629  
Email: [btijkt@bticonsultants.com](mailto:btijkt@bticonsultants.com)

#### **KELLY CORPORATE PROFESSIONAL**

Mayapada Tower, 9<sup>th</sup> Floor  
Jl. Jend. Sudirman Kav. 28  
Jakarta 12920  
Phone: (62) 21 5211873  
Phone: (62) 21 5211874  
Email: [kellyjkt@kellyservices.co.id](mailto:kellyjkt@kellyservices.co.id)

