



KELLY SERVICES INDONESIA  
**2013 SALARY GUIDE**

**KELLY**<sup>®</sup>

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 more 560,000 employees annually. Revenue in 2012 was \$5.5 billion.

Kelly has been at the forefront of the recruitment industry for more over 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 24 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 provide an individual and personalised service.

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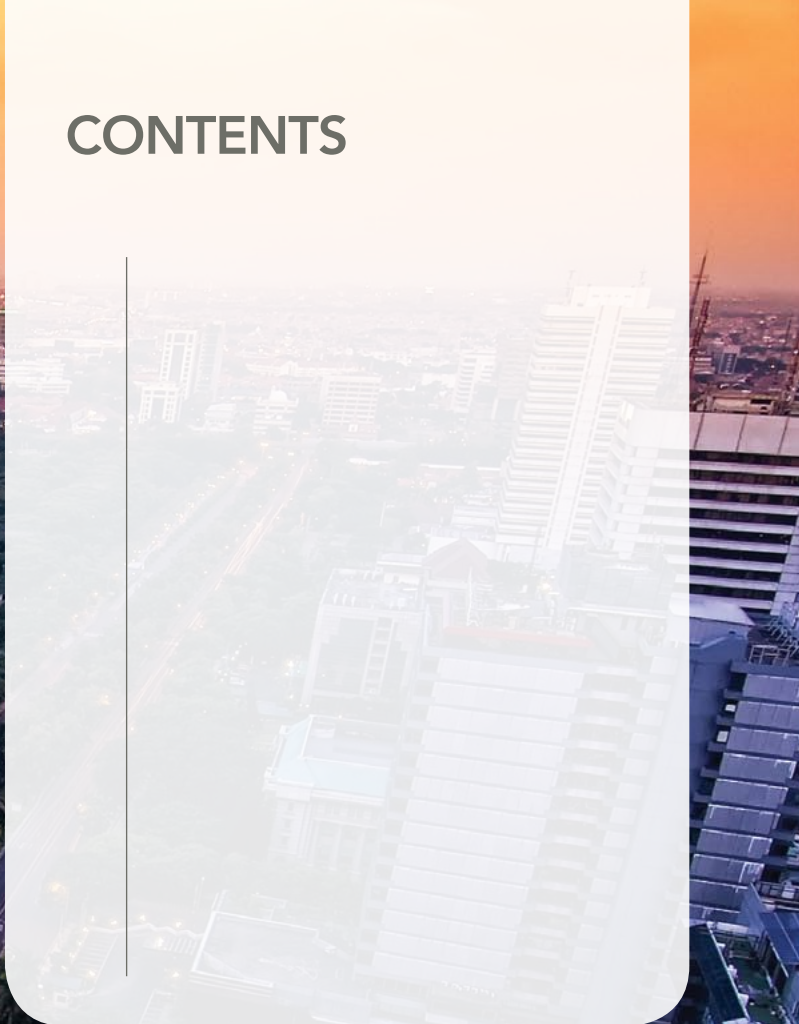
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# EXECUTIVE OVERVIEW

Indonesia's desirability as a foreign investment target has continuously drive growth in the dynamic emerging market, especially where energy and natural resources sectors become one of the main focus. High-potential industry today come from sectors including Financial Services, Consumer, Light Industry and also Property and Infrastructure.

Nowadays as the new team of emerging market Indonesia are establishing themselves as growing economies and growing sources of talent. High turn over and high recruitment demand and large salary increase is still occurs continuously. Moreover Talent Management is still becoming top priority in most every organisation. Compensation and benefit is always becoming the highlight for many corporation. To make the organisation able to attract and retain talent beside other value proposition.

We in Kelly believe that the solutions to these evolving situations come from our experience of placing half a million people to work every year. We have collated data from

the placements we have done in Indonesia bringing it to you as part of our monthly offering. We have also listed some of the jobs/skills in demand based on our experience in filling them.

The latest salary guide is not a comprehensive survey but a valuable guide from Kelly towards workforce solutions. We can assist you with specific queries you may have in any sector of your interest. We are encouraged by the number of downloads we had last year from our website [www.kellyservices.co.id](http://www.kellyservices.co.id)

We hope 2013 Salary Guide of Kelly will serve as an additional tool for your Talent Compensation Planning.



**Bernadette Themas**  
Managing Director  
Kelly Services Indonesia

We hope 2013 Salary Guide of Kelly will serve as an additional tool for your Talent Compensation Planning.



# ACCOUNTING & FINANCE

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
<b>ACCOUNTING &amp; FINANCE – COMMERCE &amp; INDUSTRY</b>				
Finance Director / CFO	S1	12+	90,000,000	175,000,000
Financial Controller	S1	10–12	45,000,000	75,000,000
Senior Finance Manager	S1	8–10	35,000,000	50,000,000
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	21,000,000
Head of Internal Audit	S1	8+	27,000,000	42,000,000
Tax Senior 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	5,000,000	12,000,000
<b>ACCOUNTING &amp; FINANCE – PRIVATE PRACTICE</b>				
<b>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	15,000,000	25,000,000
Senior Associate/Assistant Manager	S1	3–5	8,000,000	20,000,000
Consultant	S1	1–3	6,000,000	8,000,000

# ACCOUNTING & FINANCE

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
<b>ADVISORY PRACTICES</b>				
Director	S1	10+	85,000,000	120,000,000
Senior Manager	S1	8–10	40,000,000	70,000,000
Manager	S1	5–8	30,000,000	40,000,000
Senior Associate/Assistant Manager	S1	3–5	13,000,000	25,000,000
Consultant	S1	1–3	3,000,000	9,000,000
<b>TAX</b>				
Director	S1	10+	60,000,000	90,000,000
Senior Manager	S1	8–10	35,000,000	50,000,000
Manager	S1	5–8	15,000,000	30,000,000
Senior Associate/Assistant Manager	S1	3–5	7,000,000	13,000,000
Consultant	S1	1–3	4,000,000	6,000,000
Accountant	S1	4–5	7,000,000	10,000,000
Accounts Payable Manager	S1	5–6	10,000,000	20,000,000
Accounts Supervisor	S1	2–4	5,000,000	9,000,000
Accounts Assistant	S1	1–3	3,500,000	6,000,000
Accounts Clerk	S1	1–3	3,000,000	4,000,000
Credit Control Manager	S1	4–6	15,000,000	25,000,000
Credit Control Clerk	S1	1–2	3,000,000	4,000,000
Administrator	S1	3–5	2,500,000	4,000,000
Auditor	S1	2–4	6,000,000	10,000,000
Financial Analyst	S1	2–3	6,000,000	1,000,000
Payroll Clerk	S1	1–2	3,000,000	4,500,000

# BANKING

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
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
Head of Tax	S1	10+	30,000,000	45,000,000
Tax Manager	S1	7-10	10,000,000	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
Assistant Audit Manager	S1	3-5	7,000,000	15,000,000

HOT JOB



# BANKING

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
<b>BANKING – MIDDLE OFFICE</b>				
<b>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 Degree	S1	7+	30,000,000	45,000,000
Associate Vice President	S1	4–7	25,000,000	35,000,000
Senior Associate Degree	S1	2–4	20,000,000	25,000,000
<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 Degree	S1	7+	30,000,000	40,000,000
Associate Vice President	S1	4–7	20,000,000	30,000,000
Senior Associate Degree	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 Degree	S1	7+	30,000,000	45,000,000
Associate Vice President	S1	4–7	20,000,000	30,000,000
Senior Associate Degree	S1	2–4	15,000,000	20,000,000
<b>BANKING – BACK OFFICE</b>				
<b>CORPORATE ACTIONS</b>				
Director	S1	9+	45,000,000	55,000,000
Associate Director	S1	6–9	30,000,000	40,000,000
Senior Analyst	S1	5–6	15,000,000	25,000,000
Analyst	S1	3–5	8,000,000	10,000,000
<b>SETTLEMENTS</b>				
Manager	S1	4+	20,000,000	30,000,000

 HOT JOB

# BANKING

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
<b>BANKING – BACK OFFICE</b>				
<b>DOCUMENTATION</b>				
Director	S1	8+	45,000,000	60,000,000
Associate Director	S1	5–7	30,000,000	40,000,000
Senior Analyst	S1	3–5	15,000,000	25,000,000
<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>				
General Manager	S1	12+	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
Senior Manager	S1	7+	30,000,000	35,000,000
Manager	S1	5–7	20,000,000	35,000,000
<b>UNDERWRITING / CLAIMS</b>				
Director	S1	8–10+	40,000,000	90,000,000
Manager	S1	5+	30,000,000	50,000,000
Assistant Manager	S1	3–5	20,000,000	35,000,000

 HOT JOB

# CALL CENTER

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Call Centre Manager / Head	S1	5-10	12,500,000	25,000,000
Call Centre Supervisor / Team Leader	S1	2-3	4,000,000	9,000,000
Call Centre Trainers	S1	2-3	3,500,000	7,000,000
Customer Service Officer – Inbound	S1	1-2	2,500,000	3,750,000
Customer Service Officer – Inbound	S1	2-3	3,250,000	4,500,000
Operations Manager	S1	3-4	10,000,000	15,000,000
Sales Outbound / Telemarketer (entry level)	S1	0-1	1,500,000	2,500,000
IT Helpdesk	S1	1-2	1,800,000	3,500,000

## ENGINEERING & TECHNICAL

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
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	30,000,000	60,000,000
Project Engineer	S1	3-5	10,000,000	20,000,000
Program Manager	S1	5-8	20,000,000	35,000,000
Planning Manager	S1	5-8	15,000,000	25,000,000
Planner	S1	3-5	5,000,000	10,000,000
Process Engineer	S1	3-5	5,000,000	12,000,000
Production Engineer	S1	3-5	4,500,000	10,000,000
QA Engineer	S1	3-5	4,500,000	10,000,000
Material Manager	S1	5-8	7,000,000	20,000,000
Senior Design Engineer (Automation)	S1	5-7	5,000,000	15,000,000
Development Engineer Degree	S1	3-5	4,500,000	12,000,000
Electrical Design Engineer	S1	3-5	4,500,000	12,000,000
Electrical Engineer	S1	3-5	4,000,000	12,000,000
Electrical & Instrumentation/Control Engineer	S1	3-5	4,000,000	12,000,000
Mechanical Design Engineer	S1	3-5	4,000,000	12,000,000

# HUMAN RESOURCES

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
HR Assistant Manager	S1	5-10	8,000,000	25,000,000
HR Officer / Executive / Senior Executive	S1	3-6	7,000,000	15,000,000
Compensation & Benefits Specialist	S1	3 - 6	8,000,000	25,000,000
Learning & Development Manager	S1	5-8	17,000,000	35,000,000
Training Executive / Senior Executive	S1	2-5	5,000,000	12,000,000
HR Director (Regional)	S1	10+	100,000,000	150,000,000
HR Director (Local)	S1	10+	75,000,000	150,000,000
HR Manager (Regional)	S1	5-10	45,000,000	75,000,000
HR Manager (Local) / HR Business Partner	S1	5-10	20,000,000	50,000,000
HR Generalist	S1	10+	14,000,000	18,000,000
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	5,000,000	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	5,000,000	15,000,000
Training Director	S1	10+	60,000,000	80,000,000
Training Manager	S1	5-8	17,000,000	35,000,000

# INFORMATION TECHNOLOGY

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Country Manager	S1	10+	100,000,000	175,000,000
Sales Director (Regional)	S1	7+	75,000,000	100,000,000
Team Leader Sales Manager	S1	7+	27,000,000	50,000,000
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+	7,000,000	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

# OFFICE SUPPORT

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Administration / Office Manager	S1	4-6	10,000,000	15,000,000
Administrative Assistant / Co-coordinator	S1	1-3	1,800,000	2,750,000
Executive Secretary	S1	3-5	6,250,000	9,500,000
Secretary	S1	2-4	4,000,000	7,500,000
Receptionist / Front Office Assistant	S1	1-3	2,000,000	3,000,000
Mail Room Assistant	S1 / D3	1-2	1,250,000	2,000,000

# PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Distribution Manager	S1	6-7	20,000,000	30,000,000
Shipping Supervisor	S1	4-5	4,500,000	10,000,000
Shipping Assistant	S1	1-3	3,500,000	7,000,000
Operations Executive	S1	2-3	4,500,000	7,000,000
Warehouse Manager	S1	4-5	16,000,000	30,000,000
Warehouse Supervisor	S1	3-5	8,000,000	15,000,000
Warehouse / Store Assistant	S1	1-3	2,500,000	5,000,000
<b>OPERATIONS/SHIPPING</b>				
Operations Director	S1	10-15	50,000,000	90,000,000
Commercial Director	S1	10-15	55,000,000	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	22,000,000	30,000,000
Cold Hub Manager	S1	6-8	20,000,000	25,000,000



# PROCUREMENT, SUPPLY CHAIN & LOGISTICS

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
<b>PURCHASING</b>				
Commercial Manager	S1	5–8	17,000,000	35,000,000
Commercial specialist	S1	2–4	5,000,000	10,000,000
Customer service Manager	S1	5–8	10,000,000	20,000,000
Order Fulfillment Manager	S1	5–8	10,000,000	18,000,000
Sales & Order Management Manager	S1	5–8	10,000,000	18,000,000
Logistics Manager	S1	6–10	22,000,000	40,000,000
Logistics Analyst	S1	3–5	6,000,000	10,000,000
Logistics specialist	S1	2–4	6,000,000	10,000,000
Supply Chain Manager	S1	6–10	40,000,000	80,000,000
Demand planner	S1	2–4	6,500,000	15,000,000
Supply planner	S1	2–4	5,500,000	15,000,000
Material planner	S1	2–4	4,500,000	15,000,000
Inventory Manager	S1	6–10	12,000,000	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	20,000,000	30,000,000
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

## SALES, MARKETING & ADVERTISING

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Advertising Manager	S1	4-5	10,000,000	20,000,000
Brand / Product Manager	S1	3-4	15,000,000	28,000,000
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	4-6	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	6,000,000
Sales Co-coordinator	S1	2-3	5,000,000	7,000,000
Promoter / Retail Assistant	S1	1-2	2,500,000	3,000,000
General Manager	S1	12+	50,000,000	100,000,000
Sales Director	S1	10+	80,000,000	160,000,000
Sales / Key Account Manager	S1	5-10	12,000,000	25,000,000
Marketing Director	S1	10+	80,000,000	175,000,000
Marketing Manager	S1	5+	45,000,000	60,000,000
Brand Manager	S1	4-8	15,000,000	30,000,000
Product Manager	S1	3-7	10,000,000	25,000,000

# TELECOMMUNICATION

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Account Manager	S1	5-7	17,000,000	30,000,000
Product Development Manager	S1	5-8	17,000,000	25,000,000
Billing Manager	S1	5-8	17,000,000	35,000,000
Business Analyst	S1	3-5	17,000,000	28,000,000
Project Management Officer Analyst	S1	3-5	17,000,000	25,000,000
Project Manager	S1	10-15	40,000,000	70,000,000
Senior Radio Frequency Engineer	S1	5-10	30,000,000	50,000,000
Head of PMO	S1	5-10	22,000,000	40,000,000
Site Administrator	S1	3-5	10,000,000	15,000,000

# OIL AND GAS

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Senior Reservoir Engineer	S1	10-15	35,000,000	60,000,000
Geologist Engineer	S1	5-10	60,000,000	80,000,000
Senior Geologist	S1	10-15	80,000,000	100,000,000
Geophysicist Engineer	S1	5-10	30,000,000	50,000,000
Senior Geophysicist Engineer	S1	10-15	40,000,000	80,000,000
Drilling Engineer	S1	5-10	30,000,000	40,000,000
Senior Drilling Engineer	S1	10-15	40,000,000	80,000,000
Senior Process Engineer	S1	10-15	38,000,000	60,000,000
Senior HSE Manager	S1	10-15	35,000,000	60,000,000
Senior Piping Engineer	S1	10-15	35,000,000	60,000,000

# MINING

Occupation Title	Qualification	Experience (years)	Min. Salary (IDR per month)	Max. Salary (IDR per month)
Metalurgist	S1	5-10	20,000,000	30,000,000
Senior Metalurgist	S1	10-15	30,000,000	60,000,000
Senior Process	S1	5-8	30,000,000	50,000,000
Geologist	S1	3-5	20,000,000	30,000,000
Senior Geologist	S1	10-15	30,000,000	50,000,000
Geothermal Engineer	S1	5-10	30,000,000	50,000,000
Senior Geothermal Engineer	S1	10-15	50,000,000	80,000,000
Mining Manager	S1	10-15	25,000,000	40,000,000

**Indonesia Corporate Office**

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