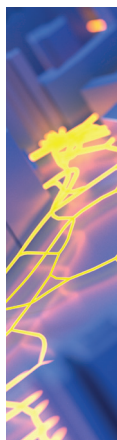


KELLY®

INDONESIA

2019 SALARY GUIDE



Company Overview

ABOUT KELLY SERVICES

As a global leader in providing workforce solutions, Kelly Services, Inc. (Nasdaq: KELYA, KELB) and its subsidiaries, offer a comprehensive array of outsourcing and consulting services as well as world-class staffing on a temporary, temporary-to-hire and direct-hire basis. Kelly® directly employs nearly 500,000 people around the world in addition to having a role in connecting thousands more with work through its global network of talent suppliers and partners.

Kelly Services Indonesia is an entity within the PERSOLKELLY company, a joint venture between PERSOL Group, and Kelly Services, Inc., forming one of the largest recruitment companies in Asia Pacific.

Headquartered in Singapore, PERSOLKELLY spans over 50 offices across 13 countries including: Australia, China, Hong Kong, India, Indonesia, Korea, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

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Methodology: Salary figures included in the 2019 Indonesia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly network, as well as the latest job placement data recorded on the Kelly database.

EXECUTIVE OVERVIEW

In 2019, the government forecasts a modest growth rate of 5.3% for Indonesia's economy, a prediction higher than the World Bank's forecast of 5.2%, although softer than that of the 5.4% forecast set at the 2018 State Budget.¹

With estimated revenues of IDR 2.142 trillion and expenditure of IDR 2.439 trillion, an increase from IDR 2.204 trillion last year, Indonesia is expected to experience a deficit of 1.84% against its GDP in 2019.² Indonesia may also continue to bear the lingering effects of external and internal challenges that its economy faced in 2018, such as the pressures of the US-China trade war, depreciation of the Rupiah, and growing deficit due to the country's mounting import levels.

In spite of these, bright spots remain. Indonesia's digital economy is set to boom and is projected to help the overall economy expand from US\$1 trillion in 2017 to US\$2.7 trillion by 2027.³ E-commerce in particular will grow at blistering pace, increasing 14-fold over the next ten years from just US\$4.4 billion in 2017 to US\$63.2 billion.⁴ This will be followed almost as quickly with the widespread adoption of e-payment, which may form up to 24% of nationwide transactions by 2027.⁵

The prospects of Indonesia's pharmaceutical sector are anticipated to be robust. The country's continued dominance in Southeast Asia's pharmaceutical market will be continuously bolstered by long-term growth drivers, such as its growing urban population and universal health coverage scheme.

Within manufacturing, investments in agro-industry will be a key driving source of the industry and economy's growth. On the back of strong domestic and foreign investments, tax reliefs for the agriculture-based manufacturing sector look set to further drive growth.

Indonesia is also currently undergoing an infrastructural boom. Key infrastructural developments – with infrastructure recognised as one of the top priorities for the country – are moving along at a steady pace.

Indonesia's multifaceted economy comprises various sectors with great potential for growth, and these are spurring the country's progress. A key indicator of this is how Indonesia is now edging its way up global competitiveness rankings and making its way onto the global centre stage.

Within manufacturing, investments in agro-industry will be a key driving source of the industry and economy's growth.

The building blocks for Indonesia's continuous growth are already in place. All businesses need now is a guiding hand to show them where and how to make their next play, to readily capitalise on the support, funding and opportunities available to them.

With that, we are pleased to present the 2019 Indonesia Salary Guide, which we hope will shed some light on the key insights into market and industry trends, while providing a broad overview of Indonesia's business landscape, in present day and into the future.

At Kelly Services Indonesia, we are ever ready to guide and assist with any queries you might have on our sectors of specialisation within Indonesia.

A large part of Indonesia's potential lies in its workforce, yet the challenge for many employers today – and this is especially applicable to a country as large and diverse as Indonesia – is in effectively nurturing and harnessing the skillsets and talents of its people to propel organisations along in their transformation or growth journeys.

We see abundant opportunities in a diverse and equal workforce, and we believe employers are gradually realising this. With this philosophy as the foundation, we pioneered the Difable Recruitment Day in 2018, an event that provided employers with the opportunity to open doors to consider people with disabilities, an alternative to ensure

employers do not miss out on all the potential that Indonesia has to offer.

We also recognise the potential of future members of our workforce. Our commitment to education is further reinforced by our vision and mission of creating equal opportunity for all. In 2018, our team visited SDN Sirnajaya 02, an underprivileged elementary school in Bekasi, a city located approximately 60km from Jakarta, to paint the school and restore damaged parts of the building, creating a more colourful and conducive learning environment for the school's children.

With our steadfast commitment towards our employees and people, ethnics and governance, engagement and environment, we welcome and embrace the opportunity to make a difference to our society.

We encourage employers in Indonesia to do the same, by opening our minds to new horizons in rethinking our approaches to hiring by welcoming and embracing greater diversity in our workforce. This is surely key to unlocking new opportunities and supporting companies in their transformation journeys ahead.



- ¹ Global Business Guide Indonesia
- ² Global Business Guide Indonesia
- ³ The Business Times
- ⁴ The Business Times
- ⁵ The Business Times

2019 INDONESIAN ECONOMIC OUTLOOK

Infrastructure Development

Indonesia's economy is expected to continue growing at a healthy pace and is projected to remain above 5% between 2019 to 2020, despite a slight decline in confidence indicators.¹ While investment growth has eased due to tighter financial conditions, infrastructure developments that are underway are expected to sustain growth.

While incoming foreign direct investments (FDI) were expected at around US\$11 billion to US\$13 billion in 2018, below the average of US\$20 billion per year in recent years², investor-friendly reforms and new developments may turn the tide.

An infrastructure boom is well underway across the country. By mid-2018, Indonesia and China had already signed five contracts worth US\$23.3 billion as part of the Belt and Road Initiative.³ In a bid to further capitalise on Belt and Road, the country is offering a series of new projects to Chinese investors to develop economic corridors in North Sumatra, North Kalimantan, North Sulawesi and Bali, potentially including power plants, industrial complexes, ports and other infrastructure across its provinces and islands.

Singapore has been Indonesia's largest foreign investor since 2014, with realised investments reaching US\$8.4 billion in 2017.⁴ The inking of a bilateral investment treaty in October last year further reinforced the strong economic ties and cooperation between the two countries, and will serve to promote greater investment flows and raise investor confidence in venturing into the Indonesian market.

Indonesia is also making leaps forward with stronger mechanisms in place to support public-private partnerships for infrastructure development. While initially limited to the sectors of transportation and energy infrastructure in the 1990s, the government has since expanded the scope of public-private partnerships. Later in 2018, 14 state-owned enterprises had also signed agreements with international corporations for infrastructure projects in Indonesia worth US\$13.5 billion, covering a range of sectors such as oil and gas, manufacturing, tourism, and mining.⁵

GDP Growth
in 2019¹⁰

5.3%

Interest Rate
in 2019¹¹

6%

YOY Increase
in Inflation¹²

3.13%



Indonesia is also looking to remedy its relatively low labour participation rate for women, through plans for new regulations that will make flexible working hours a reality for more women...

Human Capital and Economic Development

Due in large part to improvements in its institutions, infrastructure, technology adoption, economic stability and business climate, Indonesia continues to move upwards in global competitiveness rankings. In 2018, the country cemented its spot in 45th place, two positions up from the year before.⁶ Among its biggest drivers for competitiveness are the sheer size of its US\$1-trillion economy and its macroeconomic stability.⁷ Of particular note is the country's high levels of connectivity thanks to its rapid adoption of information and communication technology, with most adults owning mobile phones and one in four being connected to the Internet. Overall, the country also fared well for its high social cohesion and willingness to adapt regulation to facilitate development.

In the World Bank Human Capital Index, Indonesia ranks 87th out of a total of 157 countries, a better performance than average middle to lower income countries, but lower than the average of countries in East Asia and the Pacific.⁸ While this further underscores the country's tremendous progress in recent years, it indicates a deficit of human capital, due to a lack of investment in the past decades.

Amid Indonesia's path to economic development, an acute skills shortage presents a stark challenge.

Only 17% of 127 million Indonesians with jobs have finished high school, while less than 10% hold a university degree and more than half of those working hold informal jobs.

At present, Indonesia has around 55 million skilled workers, less than half of its 128 million-strong workforce.⁹ In a bid to resolve its manpower woes, the country has ramped up funding into its polytechnic institutions with the formation of the Polytechnic Education Development Project to boost the number of skilled workers in the country.

The country is also looking to remedy its relatively low labour participation rate for women, through plans for new regulations that will make flexible working hours a reality for more women, and further help businesses keep abreast of rapid industrial changes.

With Indonesia's relatively young population, the time is ripe for the country to take full advantage of its burgeoning workforce and step up structural reforms to boost economic growth and create more quality jobs. This would enable the country to reap the full benefits of its demographic dividends in the years to come.

¹ OECD Economic Outlook, Volume 2018 Issue 2

² Reuters

³ The Jakarta Post

⁴ Channel NewsAsia

⁵ The Jakarta Post

⁶ The Jakarta Post

⁷ World Bulletin

⁸ IDN Financials

⁹ The Jakarta Post

¹⁰ Asian Development Bank

¹¹ Trading Economics

¹² Trading Economics




BANKING AND FINANCE

Despite a slowdown in the global economy, the Financial Services Authority predicts improvements in the growth of loan disbursement and third-party funds of Indonesian banks this year, while the nonperforming loan ratio is expected to decrease. This comes on the back of improved performance of Indonesian banks as 2018 drew to a close. Furthermore, numerous Indonesian banks anticipate double-digit credit growth in 2019, even amid existing difficulties.

Indonesia has approximately 115 conventional and Syariah banks, together with almost 1,800 rural banks for the archipelagic nation's population of 260 million.¹ This poses manpower challenges; Indonesia lacks sufficient number of experienced and qualified bankers to sustain its many institutions. The government has thus warmed to the idea of foreign investments into and takeovers of local banks, as it seeks to boost lending and fund its infrastructural projects.

Within the banking sector, digital has become a key imperative and transformation is afoot. The advent of new digital technologies and changing customer needs are creating a shift in how banks operate, as traditional branches lose ground to digital channels for transactional activities. Banks are now becoming more strategic where branch rationalisation is concerned, such as by opening smaller new branches in high traffic areas.

For the first time, technology-related risks – particularly cyber-related risks and fintech disruptions – have preceded all others as the top concern for Indonesia's bankers in 2019. Despite these fears, banks are actively evolving their strategies and are expected to increasingly set foot into the space, even partnering with fintech companies to offer the latest digital solutions to their customers.



As banks adopt fintech roles, and fintech companies increasingly offer banking products, the fine line between banks and fintech companies is gradually becoming blurred. While today's regulatory environment is still much in favour of banks over fintech companies, innovation will be the word of the year for the sector – banks must readily seize the present to enhance their service delivery, customer engagement and better their products to meet consumers needs at the right place and time.



New digital technologies and changing customer needs are creating a shift in how banks operate in Indonesia



Cyber-related risks and fintech disruptions are the top concerns for Indonesia's bankers in 2019

INSURANCE

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Agency Recruitment Executive	S1	2	5,500,000	6,000,000
Call Centre Manager	S1	5	44,000,000	47,000,000
★ Chief Information Security Officer	S1	10+	65,000,000	80,000,000
Data Entry Clerk	S1	2	4,500,000	5,000,000
HR Manager	S1	10+	40,000,000	45,000,000
IT Product Setup Officer	S1	3	5,000,000	6,000,000
Operations Manager	S1	5	38,000,000	44,000,000
Policy Administration & Services Officer	D3/S1	1	5,000,000	5,500,000
Printing & Delivery Officer	S1	1	5,000,000	5,000,000
Professional Insurance Advisor	S1	1	5,000,000	5,500,000
Project Manager	S1	5+	27,000,000	40,000,000
Quality Assurance Officer	D3	1	5,000,000	5,500,000
Quality Monitoring Officer	S1	1	5,000,000	5,000,000
Receptionist	D3	4	4,500,000	7,000,000
Sales Support Officer	S1	2	5,000,000	7,000,000
System Engineer	S1	1	6,000,000	8,000,000
Telemarketing Supervisor	S1	2	5,000,000	6,500,000
Training Officer	S1	3	5,000,000	6,000,000

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
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LENDING

Account Officer	S1	2-3	8,800,000	11,000,000
Associate Vice President	S1	4-7	25,000,000	35,000,000
Head of Compliance	S1	12+	80,000,000	110,000,000
Head of Credit	S1	12+	88,000,000	130,000,000
Head of Risk	S1	12+	80,000,000	120,000,000
Relationship Manager	S1	3-5	10,000,000	15,000,000
Senior Associate	S1	2-4	22,000,000	28,000,000
Vice President	S1	10+	60,000,000	100,000,000

FUNDING AND OPERATION

Bank Operations Officer	S1	1-2	5,000,000	6,000,000
Bank Teller	S1	1-3	5,000,000	6,000,000
Collection / Debt Recovery Officer	S1	1-3	5,000,000	6,000,000
Compliance Officer	S1	2-3	6,000,000	9,000,000
Customer Service Officer	S1	2-3	5,000,000	7,000,000
General Manager	S1	10+	65,000,000	88,000,000
Operations Director	S1	15+	165,000,000	330,000,000
Personal Financial Consultant / Personal Banker	S1	2-3	5,000,000	6,500,000
Priority Acquisition Officer	S1	2-3	5,000,000	7,000,000
★ Relationship Manager	S1	4-8	9,000,000	25,000,000
Senior Analyst	S1	3-5	11,000,000	27,000,000
Trade Finance Clerk	S1	2-3	5,000,000	6,000,000

RETAIL & CORPORATE BANKING

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
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ACCOUNTING FINANCE

Assistant Audit Manager	S1	3-5	8,000,000	17,000,000
Audit Manager	S1	5-7	17,000,000	33,000,000
Bank Audit Executive	S1	2-3	5,000,000	9,000,000
Chief Finance Officer/Finance Director	S1	12+	125,000,000	260,000,000
Finance Manager	S1	6-8	27,000,000	45,000,000
★ Financial Controller	S1	10-12	73,000,000	115,000,000
Head of Internal Audit	S1	10+	55,000,000	95,000,000
Head of Product Control	S1	10+	55,000,000	100,000,000
Head of Tax	S1	10+	55,000,000	88,000,000
Product Controller	S1	2-5	13,000,000	20,000,000
Senior Audit Manager	S1	7-10	27,000,000	50,000,000
Senior Finance Manager	S1	8-10	50,000,000	70,000,000
Senior Product Controller	S1	5-10	33,000,000	55,000,000
Senior Treasury Manager	S1	10+	50,000,000	80,000,000
Tax Accountant	S1	2-5	7,700,000	16,000,000
Tax Manager	S1	7-10	11,000,000	22,000,000
Treasury Accountant	S1	4-6	9,000,000	20,000,000
Treasury Manager	S1	7-10	35,000,000	45,000,000

IT

★ Chief Information Officer	S1	15+	165,000,000	275,000,000
★ Chief Information Security Officer	S1	10+	90,000,000	150,000,000
★ Senior Vice President Group, IT Business Solution & Application Services	S1	15+	82,000,000	175,000,000
★ Senior Vice President, IT Infrastructure	S1	15+	82,000,000	165,000,000





CONSUMER GOODS & SERVICES

Within Southeast Asia, Indonesia holds extreme importance for the fast-moving consumer goods (FMCG) and retail sectors. Thanks to its relatively young and large population, a growing middle class as well as increasingly modern spending habits, the country has a growing base of captive consumers with higher purchasing power.

In the brick and mortar space, the outlook for retailers, especially for consumer durables, continues to be positive. Despite several retailers shuttering their stores in 2017, others have ventured outside of saturated city centres, opening new premises in smaller cities and regions beyond Java. These developments ride on the government's push towards enhancing infrastructure and logistics in more remote parts of the country.

In 2017, Indonesian consumers spent around IDR 2,700 trillion on products and services – a 4% year-on-year growth rate in the period from 2012 to 2017.¹ Notably, consumers spent as much on travel and hospitality services as they did on grocery expenditures, signalling an increasing preference towards spending on experiences gained through travel and more sophisticated lifestyles.

Being home to the third-largest number of mobile subscribers across the globe, it comes as no surprise too that Indonesia's consumers are exposed to both local and broader global product and service trends. Rising penetration of mobile devices, coupled with the widespread adoption of social media platforms, has created a more fragmented and intensely competitive landscape for providers of products and services.



The country anticipates its e-commerce industry to bring in up to US\$130 billion in 2020², while bridging geographical distances through the Internet and creating more employment opportunities. Launched in 2017, the government's road map has been guiding future regulations and supporting e-commerce businesses in keeping pace with the high growth of online trade with various forms of funding.



Rising penetration of mobile devices has created a more fragmented landscape for providers of products and services.



Indonesia anticipates its e-commerce industry to bring in up to US\$130 billion in 2020

¹ Euromonitor International

² The Straits Times

E-COMMERCE

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
★ Account Manager	S1	5+	10,000,000	27,000,000
Brand Associate	S1	5+	5,000,000	15,000,000
Business Development Associate	S1	5+	5,500,000	16,500,000
Category Manager	S1	5+	15,000,000	35,000,000
Chief Information Security Officer	S1	10+	70,000,000	90,000,000
Client Services Manager	S1	3	11,000,000	13,000,000
Content Manager	S1	5+	20,000,000	40,000,000
Customer Services Officer	S1	5+	4,500,000	11,000,000
Customer Success Manager	S1	3	12,000,000	16,000,000
★ Digital Marketing Executive	S1	5+	10,000,000	20,000,000
★ Digital Marketing Manager	S1	5+	25,000,000	52,000,000
Finance Manager	S1	5+	16,500,000	33,000,000
General Manager Merchandising	S1	8+	52,000,000	74,000,000
General Manager, Corporate and Strategic Planning	S1	10+	63,000,000	94,000,000
General Manager, Operations	S1	7+	63,000,000	94,000,000
Head of Communications & Partnership	S1	10+	42,000,000	58,000,000
Head of Customer Experience	S1	9+	22,000,000	38,000,000
Head of Marketing	S1	9+	35,000,000	70,000,000
Head of Operation	S1	8+	50,000,000	70,000,000
Head of Regional Marketing	S1	8+	70,000,000	80,000,000
★ IT Operation Manager	S1	5+	40,000,000	60,000,000
Junior Account Manager	S1	3+	6,000,000	10,000,000
Merchandise Manager	S1	5+	16,000,000	27,000,000
★ Network Engineer	S1	7+	11,000,000	12,500,000
Operation Analyst	S1	5+	5,500,000	11,000,000
Platform Manager	S1	5+	27,000,000	44,000,000
Product Manager	S1	5+	27,000,000	55,000,000
Project Manager	S1	10+	60,000,000	70,000,000
★ QA Automation Supervisor	S1	4+	12,000,000	15,000,000
★ Sales Executive	S1	3-5	8,000,000	13,000,000
★ Sales Manager	S1	5+	22,000,000	33,000,000
Senior Front-end Designer	S1	8+	17,000,000	25,000,000
★ Software Engineer	S1	3+	10,000,000	18,000,000
System Engineer	S1	10+	13,000,000	15,000,000
UI/UX Manager	S1	5+	33,000,000	55,000,000
Vice President Sales & Marketing	S1	6+	55,000,000	72,000,000
Vice President, Business Development & Offline Marketing	S1	7+	45,000,000	150,000,000
Vice President, Marketing	S1	5+	55,000,000	66,000,000
Vice President, Program and Technology	S1	8+	52,000,000	70,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Account Executive	S1	1+	5,500,000	7,000,000
Advertising Creative Executive	S1	2+	8,800,000	11,000,000
Area Country Manager	S1	10+	33,000,000	44,000,000
Assistant Human Resource Manager	S1	6+	7,000,000	13,000,000
Business Development and Communication Advisor	S1	10	140,000,000	155,000,000
Business Development Manager	S1	5+	7,000,000	16,000,000
Campus Director	S1	10+	42,000,000	63,000,000
Career & Alumni Relations Officer	S1	3+	5,500,000	8,000,000
Centre Manager	S1	5-10	30,000,000	40,000,000
Content Marketing Specialist	S1	3	6,000,000	7,500,000
Data Analyst	S1	5+	11,000,000	20,000,000
Destination Manager	S1	12+	22,000,000	28,000,000
★ Education Consultant	S1	2+	5,000,000	6,000,000
Finance Manager	S1	5+	11,000,000	22,000,000
General Manager, Marketing	S1	10	38,000,000	49,000,000
Head of Marketing & Sales	S1	10+	30,000,000	45,000,000
Head Of Programme	S1	5-10	22,000,000	33,000,000
★ Head of Sales & Operations	S1	7+	22,000,000	33,000,000
HR Director	S1	20+	42,000,000	63,000,000
IELTS Sales and Operations Manager	S1	7+	22,000,000	33,000,000
Learning & Development Manager	S1	5+	16,000,000	22,000,000
Office Manager	S1	4+	11,000,000	16,000,000
Operations Director	S1	10+	42,000,000	63,000,000
Personal Assistant	S1	5	11,000,000	22,000,000
Programme Assistant	S1	3	14,000,000	16,000,000
★ Public Relations Manager	S1	10+	11,000,000	22,000,000
Receptionist	S1	1	4,500,000	5,500,000
Regional Sales Operation Manager	S1	10+	15,000,000	35,000,000
★ Sales Manager	S1	4+	11,000,000	33,000,000
Senior Destination Manager	S1	10+	22,000,000	33,000,000
Senior Education Consultant	S1	3-7	7,000,000	10,000,000

EDUCATION

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Senior Finance & Treasury Manager	S1	10+	27,000,000	38,000,000
Software Engineer	S1	3-7	11,000,000	33,000,000
Strategic Marketing Manager	S1	10+	11,000,000	22,000,000
Student Services Executive	S1	2	6,500,000	9,500,000
UX Engineer	S1	5+	16,000,000	27,000,000

ENGINEERING & TECHNICAL (MANUFACTURING)

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Administration Executive	S1	2	4,500,000.00	7,000,000.00
Application Engineer	S1	5	7,000,000.00	10,000,000.00
Area Sales Manager	S1	4	12,000,000.00	17,000,000.00
Assistant Technical Manager	S1	3	12,000,000.00	16,000,000.00
Construction Manager	S1	7-10	22,000,000.00	28,000,000.00
Country Manager	S1	10+	60,000,000.00	100,000,000.00
Development Engineer	S1	3-5	14,000,000.00	17,000,000.00
Electrical Engineer	S1	3-5	14,000,000.00	17,000,000.00
Engineering Manager	S1	10+	22,000,000.00	33,000,000.00
Finance & Admin Executive	S1	10+	10,000,000.00	15,000,000.00
Finance Controller	S1	3	6,000,000.00	9,000,000.00
Finance Executive	S1	3	5,000,000.00	7,000,000.00
Finance Manager	S1	3	16,000,000.00	19,000,000.00
Finance Supervisor	S1	3	6,000,000.00	10,000,000.00
HR & GA Supervisor	S1	3	6,000,000.00	9,000,000.00
Instrumentation Engineer	S1	5+	8,000,000.00	14,000,000.00
IT Executive	S1	2	5,000,000.00	8,000,000.00
★ Maintenance & Reliability Manager	S1	7-10	19,000,000.00	28,000,000.00
Manufacturing Director	S1	15+	93,000,000.00	165,000,000.00
Material Manager	S1	5-8	16,000,000.00	25,000,000.00
Mechanical Design Engineer	S1	3-5	9,000,000.00	15,000,000.00
Mechanical Engineer	S1	5+	6,000,000.00	15,000,000.00
Planning Assistant Manager	S1	3-5	14,000,000.00	17,000,000.00
Planning Manager	S1	5-8	19,000,000.00	28,000,000.00
PPIC Executive	S1	2	5,000,000.00	7,000,000.00
PPIC Supervisor	S1	3	7,000,000.00	9,000,000.00
Process Engineer	S1	3-5	15,000,000.00	25,000,000.00
Procurement Manager	S1	2+	12,000,000.00	17,000,000.00
Production Engineer	S1	3-5	13,000,000.00	15,000,000.00
Production Manager	S1	7-10	18,000,000.00	25,000,000.00
Program Manager	S1	5-8	20,000,000.00	25,000,000.00
Project Engineer	S1	3-5	15,000,000.00	17,000,000.00
★ Project Manager	S1	3+	17,000,000.00	30,000,000.00
QA Engineer	S1	3-5	8,000,000.00	12,000,000.00

ENGINEERING & TECHNICAL (MANUFACTURING)

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
★ Sales Engineer	S1	3+	9,000,000.00	25,000,000.00
Sales Engineer, Assistant Manager	S1	13	15,000,000.00	23,000,000.00
Sales Executive	S1	2	6,000,000.00	9,000,000.00
★ Sales Manager	S1	3	15,000,000.00	25,000,000.00
★ Senior Applications Engineer	S1	6	8,000,000.00	10,000,000.00
Senior Design Engineer, Automation	S1	5-7	10,000,000.00	15,000,000.00
Senior Sales Engineer	S1	4	10,000,000.00	17,000,000.00
Service Manager	S1	10+	15,000,000.00	25,000,000.00

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Accountant	S1	3+	5,500,000	11,000,000
Area Sales Manager	S1	15+	12,000,000	25,000,000
Assistant Finance Manager	S1	7+	16,000,000	22,000,000
Brand Executive	S1	5+	11,000,000	16,000,000
Brand Manager	S1	7+	16,500,000	33,000,000
Business Development Manager	S1	15+	38,000,000	55,000,000
Call Centre Agent	S1	3-5	4,500,000	5,500,000
Channel Manager	S1	7+	16,000,000	33,000,000
Distribution Centre Representative	S1	D3	4,500,000	5,500,000
Document Control	D3	0-1	4,500,000	5,500,000
Finance Director	S1	15+	150,000,000	250,000,000
Finance Manager	S1	10+	20,000,000	55,000,000
Finance Program Lead	S1	5+	17,000,000	20,000,000
General Manager, Sales & Marketing	S1	15+	73,000,000	155,000,000
Head of International Sales	S1	15+	52,000,000	80,000,000
Head of Marketing	S1	15+	42,000,000	84,000,000
Head of Modern Trade	S1	15+	42,000,000	60,000,000
Head of Sales & Marketing	S1	10+	38,000,000	80,000,000
HR Administrator	S1	2	6,000,000	7,500,000
HR Director	S1	15+	155,000,000	315,000,000
Human Resource Business Partner	S1	10+	44,000,000	71,000,000
Human Resource Manager	S1	12+	27,000,000	44,000,000
Invoice Administrator	S1	0-1	4,500,000	5,500,000
★ Key Account Manager	S1	7+	15,000,000	35,000,000
Managing Director/CEO	S1	15+	210,000,000	420,000,000
Marketing Director	S1	15+	155,000,000	260,000,000
Marketing Executive	S1	5+	5,500,000	11,000,000
Marketing Manager	S1	10+	33,000,000	55,000,000
National Key Account Manager	S1	15+	44,000,000	55,000,000
National Sales Manager	S1	15+	55,000,000	77,000,000
Packaging Development Officer	S1	5+	11,000,000	16,000,000
★ Plant Manager	S1	10+	20,000,000	55,000,000
Procurement Administrator	S1	0-1	4,500,000	5,500,000
Production Supervisor	S1	10+	11,000,000	16,500,000
QA/QC Manager	S1	10+	16,500,000	33,000,000

FAST MOVING CONSUMER GOODS

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Quality System Assistant	S1	5-10	6,500,000	6,900,000
Receptionist	S1	1+	4,500,000	5,500,000
Regional Sales Manager	S1	10+	18,000,000	25,000,000
Sales Director	S1	15+	126,000,000	262,000,000
★ Sales Manager	S1	15+	33,000,000	55,000,000
Senior Brand Manager	S1	7+	33,000,000	55,000,000
Senior Marketing Manager	S1	15+	44,000,000	55,000,000
Senior Sourcing Buyer	S1	5+	21,000,000	27,000,000
Tax Administrator	D3	0-1	4,500,000	5,500,000
Warehouse Assistant	S1	1-4	4,500,000	5,500,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Account Executive	D3	2	4,500,000	5,500,000
Accounting & Finance Manager	S1	5+	20,000,000	33,000,000
Accounting & Finance Staff	S1	1-3	5,000,000	7,000,000
Admin & Invoice Assistant	S1	2	4,500,000	5,500,000
Bank Reconciliation Assistant	S1	5	6,600,000	7,000,000
Billing Admin Assistant	S1	1	4,500,000	5,500,000
Business Development Manager	S1	6-10	22,000,000	33,000,000
Buy Back And Trade In Specialist	SMA	1	4,500,000	5,500,000
Chief Executive Officer	S1	16+	120,000,000	150,000,000
Chief Operation Officer	S1	10-16	80,000,000	100,000,000
Clearance Admin Officer	D3	2	4,500,000	5,500,000
Cold Hub Manager	S1	6-8	27,500,000	38,500,000
Commercial Director	S1	10-15	63,000,000	100,000,000
Commercial Manager	S1	5-8	27,500,000	38,500,000
Commercial Specialist	S1	2-4	6,600,000	11,000,000
Country Manager	S1	15+	110,000,000	165,000,000
Credit Control Admin Assistant	S1	2	4,500,000	5,500,000
Customer Service Manager	S1	5-8	22,000,000	38,500,000
Customer Service Representative	D3	2	4,500,000	5,500,000
Data Entry Officer	D3	2	4,500,000	5,500,000
Demand Planner	S1	2-4	8,000,000	16,500,000
Distribution Manager	S1	6-7	27,000,000	38,000,000
★ E-Procurement Manager	S1	6-10	22,000,000	44,000,000
Finance Administrator	S1	2-4	4,500,000	5,500,000
Front Desk Assistant	D3	2	4,500,000	5,500,000
HR Director	S1	15+	84,000,000	100,000,000
Inventory Manager	S1	6-10	22,000,000	28,000,000
Logistics Manager	S1	6-10	15,000,000	40,000,000
★ Logistics Specialist	S1	2-4	8,000,000	10,000,000
Marketing Communications Executive	S1	1-3	5,000,000	6,000,000
Material Planner	S1	2-4	8,500,000	16,500,000
Operation Assistant Manager	S1	3-5	10,000,000	13,000,000
Operations Director	S1	10-15	66,000,000	100,000,000
Operations Executive	S1	2-3	5,000,000	8,000,000
Operations Manager, Airfreight	S1	6-8	27,000,000	38,000,000

LOGISTIC AND WAREHOUSE

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Operations Manager, Sea-Freight/Ocean-Freight	S1	6-8	27,000,000	38,000,000
Operations Manager, Sea-Freight/ Ocean-Freight	S1	6-8	10,000,000	15,000,000
Order Fulfilment Manager	S1	5-8	28,000,000	33,000,000
Procurement & Purchasing Manager/Director	S1	10-12	66,000,000	100,000,000
Project Management Office Manager	S1	8-10	22,000,000	25,000,000
Quote Desk Frontline Officer	S1	1	4,500,000	5,000,000
Sales & Order Management Manager	S1	5-8	22,000,000	24,000,000
★ Sales Executive	S1	2	8,800,000	11,000,000
Sales Manager	S1	3	13,000,000	16,000,000
Sales Trainer & CRM Manager	S1	8-10	22,000,000	33,000,000
Senior Project Logistic Officer	S1	3-5	33,000,000	44,000,000
Shipping Assistant	S1	1-3	4,500,000	5,500,000
Shipping Manager	S1	6-8	27,000,000	44,000,000
Shipping Supervisor	S1	4-5	7,000,000	11,000,000
Sourcing Manager	S1	6-10	27,000,000	44,000,000
Special Service Executive	S1	2	4,500,000	5,500,000
Specialist Services Monitoring	S1	2	4,500,000	5,500,000
Strategic Procurement Manager	S1	6-10	27,000,000	55,000,000
Supply Chain Manager	S1	6-10	42,000,000	84,000,000
Supply Planner	S1	2-4	8,000,000	16,000,000
Telemarketing & Sales Executive	D3	1-3	4,500,000	6,000,000
Warehouse/Store Assistant	S1	1-3	4,500,000	5,500,000
Warehouse Manager	S1	4-5	11,000,000	22,000,000
Warehouse Supervisor	S1	3-5	8,800,000	17,000,000

	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Area Manager, Fashion	S1	5+	11,000,000	17,000,000
Assistant Merchandiser	D3	3	11,000,000	16,000,000
★ Brand Manager	S1	5+	18,000,000	25,000,000
Business Controller	S1	7+	15,000,000	20,000,000
Business Development Director	S1	15+	84,000,000	130,000,000
Buying Manager	S1	7	27,000,000	33,000,000
Category Manager	S1	7+	30,000,000	40,000,000
★ Digital Communications Manager	S1	7+	22,000,000	33,000,000
Event Promotion Manager	S1	5+	16,000,000	27,000,000
Finance and Accounting Manager	S1	5	13,000,000	25,000,000
Floor Manager	S1	3	7,000,000	12,000,000
General Manager, Fashion	S1	10	38,000,000	44,000,000
General Manager, Fashion Retail	S1	15+	22,000,000	38,000,000
General Manager, HR	S1	15+	42,000,000	73,000,000
General Manager, Operation	S1	10+	33,000,000	44,000,000
General Manager, Retail Sales Operation	S1	10+	42,000,000	52,000,000
Head of Channel Development	S1	7+	22,000,000	27,000,000
Head of Fashion Design	D3	5+	11,000,000	27,000,000
Head of Internal Audit	S1	10	40,000,000	55,000,000
Head of Retail Operations	S1	15+	52,000,000	73,000,000
★ Head of Sales	S1	10+	33,000,000	55,000,000
HR Business Partner	S1	7+	20,000,000	30,000,000
HR Director	S1	15+	70,000,000	150,000,000
HR Executive	S1	2+	6,000,000	10,000,000
HR Manager	S1	5+	15,000,000	30,000,000
IT Manager	S1	10	25,000,000	40,000,000
Junior Marketing Manager	S1	3	11,000,000	13,000,000
Key Account Manager	S1	5+	15,000,000	30,000,000
Marketing Manager	S1	5+	16,000,000	27,000,000
Merchandising Manager	S1	5+	15,000,000	30,000,000
Operations Director	S1	15+	105,000,000	157,000,000
Operations Manager	S1	10+	20,000,000	27,000,000
Operations Manager, F&B	S1	10+	10,000,000	15,000,000
Procurement Manager	S1	5	22,000,000	27,000,000
Product Development Manager	D3-S1	5+	11,000,000	22,000,000

RETAIL

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Research & Development Executive, Design & Fashion	D3	5+	11,000,000	22,000,000
Retail Director	S1	20+	84,000,000	120,000,000
Retail Operations Manager, Fashion	S1	7+	10,000,000	15,000,000
Senior Production Product Developer	D3	5+	22,000,000	33,000,000
Store General Manager, Supermarket	S1	10+	40,000,000	60,000,000
Store Manager	S1	5+	8,000,000	15,000,000
Tax Manager	S1	7+	35,000,000	45,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Accounting & Tax Assistant Manager	S1	5+	11,000,000	16,000,000
Accounting & Tax Executive	S1	1+	5,000,000	7,000,000
Accounting & Tax Manager	S1	10+	16,000,000	27,000,000
Accounting & Tax Supervisor	S1	3+	7,700,000	10,000,000
★ Administration	S1	1+	4,500,000	5,500,000
HR & GA Manager	S1	5+	27,000,000	38,000,000
Legal & Compliance Officer	S1	3+	6,000,000	8,000,000
Project Sales Officer	S1	2+	5,000,000	10,000,000
Purchasing Assistant Manager	S1	5+	16,000,000	20,000,000
★ Sales Executive	S1	1+	7,000,000	10,000,000
Sales Manager	S1	5+	25,000,000	35,000,000
Sales Supervisor	S1	3+	6,600,000	9,000,000



ENGINEERING

A longstanding problem hampering Indonesia's economic and social development has been its lack of quality infrastructure. This looks set to change in the coming years, with infrastructural development remaining high on the government's agenda in 2019.


Already, the government has budgeted a record amount – US\$29 billion¹ – for infrastructure in 2019. Among these key infrastructure developments and priorities are a second ring road for Jakarta, establishing a connection between Yogyakarta with the Trans Java toll road, and even railways, ports, airports and dams.

Digital infrastructure developments are also well underway for the country. After experiencing delays, Indonesia's massive Palapa Ring project – which aims to connect the archipelago's various islands through fibre optic cables – is scheduled for completion by the first half of

2019. The government is also presently focused on acquiring its own satellite, complementing its fibre network to ensure connectivity throughout the archipelago.

Within the manufacturing industry, investments in the agro-industry are and will continue to be the driving force of growth. The first half of 2018 saw domestic investment in the agro-industry reach US\$1.7 billion, while foreign investment exceeded US\$1.1 billion.² A new economic stimulus package announced by the government to spur economic growth also includes a tax holiday for the agriculture-based manufacturing sector.

The country may require at least 113 million skilled workers by 2030 – almost double the number it has today – to sustain economic growth in priority sectors such as infrastructure and manufacturing.³ Although Indonesia is funnelling its investments into polytechnic institutions to groom skilled workers, the



government faces another challenge in changing the public perception of polytechnics; boosting the reputation of polytechnics, such that the vocational route becomes as prestigious as academic pathways, will be paramount to raising the currently low number of polytechnic students.

Indonesia has notably launched several initiatives to breathe new life into its flagging oil and gas sector, one example being tax-free imports of drilling equipment. According to experts, however, the country's constantly changing regulations may instead discourage investments, due to the perceived instability of the industry. Moreover, with Indonesia experiencing depleting oil resources and challenges discovering new reserves, the country may soon steer away from fossil fuels and refocus its investments in renewables, such as geothermal energy.



Indonesia's government has budgeted US\$29 billion for infrastructure in 2019



Investments in the agro-industry will continue to be the driving force of growth within the manufacturing industry



Indonesia may steer away from fossil fuels and refocus its investments in renewables, such as geothermal energy

¹ The Insider Stories

² The Jakarta Post

³ The Jakarta Post

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
★ Accounting Manager	S1	5-8	20,000,000	25,000,000
Accounting Officer	D3	1-4	5,000,000	7,000,000
Architect	S1	5-8	8,000,000	17,000,000
Automation Engineer	S1	5-8	11,000,000	39,000,000
BIM Manager	S1	10+	20,000,000	28,000,000
★ Business Development Manager	S1	10+	40,000,000	80,000,000
Chief Engineer	S1	5-10	16,000,000	28,000,000
Chief Executive Officer	S1	10+	250,000,000	400,000,000
Chief Operating Officer	S1	10+	150,000,000	250,000,000
Civil Engineer	S1	5-8	16,000,000	28,000,000
Construction Engineer	S1	5-8	11,000,000	33,000,000
Construction Management Officer	S1	1-3	5,000,000	8,000,000
Construction Manager	S1	10+	33,000,000	55,000,000
Construction Manager, High Rise Building	S1	10+	27,000,000	55,000,000
Contract Engineer	S1	5-8	11,000,000	26,000,000
Contract Manager	S1	10 +	35,000,000	110,000,000
Corporate Communication Manager	S2	10+	44,000,000	66,000,000
Country HR Director	S2	10+	66,000,000	160,000,000
Data Management Manager	S1	10+	33,000,000	44,000,000
Electrical Engineer	S1	5+	15,000,000	25,000,000
Electrical Engineer Manager	S2	5+	20,000,000	30,000,000
Engineering Director	S1	10+	80,000,000	150,000,000
Engineering Manager	S1	10+	50,000,000	85,000,000
Environmental Specialist	S1	10+	35,000,000	45,000,000
External Relation Manager	S1	7+	15,000,000	35,000,000
Fabrication Engineer	S1	5-8	16,000,000	38,000,000
★ Finance & Accounting Manager	S1	10+	18,000,000	28,000,000
★ Finance & Accounting Supervisor	S1	5-10	7,000,000	10,000,000
Finance Officer	S1	4	6,000,000	9,000,000
General Counsel	S1	10+	50,000,000	140,000,000
General Marketing Manager	S1	10+	40,000,000	70,000,000
Head of Corporate Finance	S1	5-10	35,000,000	40,000,000
Head of Urban Development	S1	10+	80,000,000	250,000,000
HR Director	S1/S2	15-16	100,000,000	180,000,000
HSE Manager	S1	10+	27,000,000	55,000,000

			Salary Range (per month)	
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
HSE Officer	D3	1-3	5,000,000	6,000,000
HSE Supervisor	S1	10+	13,000,000	20,000,000
HVAC Engineer	S1	8+	16,000,000	38,000,000
Instrumentation Engineer	S1	5-8	16,000,000	38,000,000
IT Executive	S1	1-3	8,000,000	13,000,000
★ Junior Sales Officer	S1	1	5,000,000	7,000,000
Leasing Manager	S1	2	15,000,000	18,000,000
Legal Counsel, Land Acquisition	S1	7+	33,000,000	44,000,000
Marketing Manager	S1	10+	24,000,000	39,000,000
Mechanical Rotating/Static Engineer	S1	5-8	16,000,000	38,000,000
MEP Engineer	S1	10+	16,000,000	28,000,000
Offshore Structural Engineer	S1	5-8	16,000,000	44,000,000
Piping Engineer	S1	5-8	16,000,000	38,000,000
Process Engineer	S1	7+	20,000,000	32,000,000
Process Safety/Loss Prevention Engineer	S1	5-8	16,000,000	50,000,000
Procurement Manager	S1	5-8	27,000,000	61,000,000
Project Control Engineer	S1	5-8	16,000,000	33,000,000
Project Control Manager	S1	10+	33,000,000	55,000,000
Project Engineer	S1	8+	33,000,000	55,000,000
Project Manager	S1	10+	49,000,000	94,000,000
Project Manager, High Rise building	S1	10+	33,000,000	77,000,000
QC Engineer	S1	5-8	11,000,000	28,000,000
QC Manager	S1	10+	27,000,000	55,000,000
Quantity Surveyor	S2	6+	11,000,000	17,000,000
Real Estate/Property Developer	S1	10-15	15,000,000	30,000,000
Safety Officer	S1	1-5	5,000,000	12,000,000
★ Sales Executive	S1	1	5,000,000	6,000,000
★ Sales Manager	S1	3	7,000,000	10,000,000
Sales Support Administration	S1	1	4,500,000	6,000,000
Senior Estimator	S1	5-8	13,000,000	28,000,000
★ Senior Sales Executive	S1	3	5,000,000	8,000,000
Site Manager	S1	10+	16,000,000	33,000,000
Tax Officer	S1	9+	9,000,000	17,000,000
VP, Land Acquisition	S1	10+	90,000,000	200,000,000
Welding Inspector	S1	10+	16,000,000	28,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
★ Business Development Manager	S1	10+	33,000,000	83,000,000
Chief Executive Officer	S1	10-20	105,000,000	300,000,000
Chief Geologist	S1	10-20	66,000,000	88,000,000
Chief Marketing Officer	S1	10-20	105,000,000	168,000,000
Chief Operating Officer	S1	10-20	150,000,000	300,000,000
Civil Engineer	S1	5-10	16,000,000	40,000,000
Construction Superintendent	S1	10-15	40,000,000	60,000,000
Document Controller	S1	5-10	10,000,000	20,000,000
Drilling & Blasting Engineer	S1	5-10	22,000,000	50,000,000
Earthworks Supervisor	S1	5-8	8,000,000	15,000,000
Engineer Manager	S1	5-10	33,000,000	66,000,000
Environmental Manager	S1	10-20	33,000,000	55,000,000
Exploration Manager	S1	10+	55,000,000	110,000,000
Field Geologist	S1	5-10	22,000,000	50,000,000
Geologist Development	S1	5-10	22,000,000	50,000,000
Geotechnical Engineer	S1	5-10	22,000,000	50,000,000
Heavy Equipment Training Supervisor	S1	8-15	15,000,000	30,000,000
HSE Engineer	S1	5-10	22,000,000	50,000,000
HSE Manager	S1	10+	30,000,000	60,000,000
HSE Superintendent	S1	10-15	30,000,000	50,000,000
Land Acquisition Manager	S1	8+	27,000,000	55,000,000
Lead Contract & Procurement Administrator	S1	10-20	40,000,000	60,000,000
Maintenance Manager	S1	10+	49,000,000	95,000,000
Material Controller	S1	5-15	10,000,000	25,000,000
Mechanical Engineer	S1	5-10	33,000,000	55,000,000
Metallurgy Engineer	S1	5-10	22,000,000	50,000,000
Metallurgy Manager	S1	10-20	33,000,000	55,000,000
Mining Engineer	S1	5-10	22,000,000	50,000,000
Mining Manager	S1	10+	49,000,000	94,000,000
Process Engineer	S1	5-10	27,000,000	50,000,000
Production Superintendent	S1	10-20	33,000,000	55,000,000
Project Manager	S1	10-20	44,000,000	66,000,000
Project Support Officer	S1	5-8	8,000,000	15,000,000
Safety Manager/HSE Manager	S1	10-20	22,000,000	55,000,000
★ Sales Manager, Heavy Equipment	S1	5-8	16,000,000	40,000,000

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Senior Contract Administrator	S1	8-15	15,000,000	35,000,000
Senior Drill & Blast Engineer	S1	5-10	22,000,000	44,000,000
Senior Exploration Geologist	S1	10-20	44,000,000	66,000,000
Senior Geologist	S1	10+	44,000,000	77,000,000
Senior Geotechnical Engineer	S1	10-20	44,000,000	66,000,000
Senior Mining Engineer	S1	5-10	22,000,000	44,000,000
Superintendent Project Logistics	S1	15-20	45,000,000	70,000,000
Supply Chain Manager	S1	10+	38,500,000	55,000,000
Technical Service Manager	S1	10-20	70,000,000	90,000,000
Technical Service Superintendent	S1	10-20	33,000,000	65,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
★ Business Development Manager	S1	5-10	60,000,000	90,000,000
Chief Executive Officer	S1	10+	160,000,000	250,000,000
Construction/Installation Advisor	S1	10-20	100,000,000	120,000,000
Construction/Installation Consultant	S1	5-10	76,000,000	100,000,000
Downstream Operation Management Advisor	S1	10-20	79,000,000	105,000,000
Downstream Operation Management Manager	S1	5-10	53,000,000	79,000,000
Drilling Advisor	S1	10-20	90,000,000	150,000,000
Drilling Engineer	S1	7-15	35,000,000	70,000,000
Drilling Manager	S1	5-10	55,000,000	80,000,000
Electrical Manager	S1	5-10	46,000,000	60,000,000
Electrical Advisor	S1	10-20	80,000,000	120,000,000
Electrical Maintenance Supervisor	D3-S1	5+	8,800,000	11,000,000
Estimating/Cost Engineering Manager	S1	5-10	37,000,000	60,000,000
Estimating/Cost Engineering Advisor	S1	10-20	110,000,000	150,000,000
Geologist Engineer	S1	7-10	35,000,000	70,000,000
Geophysics Engineer	S1	7-10	35,000,000	70,000,000
Geoscience Advisor	S1	10-20	110,000,000	150,000,000
Geoscience Manager	S1	5-10	50,000,000	80,000,000
Geotechnical Engineer	S1	7-10	35,000,000	70,000,000
HR Manager	S1	10+	60,000,000	100,000,000
HSE Advisor	S1	10-20	90,000,000	120,000,000
HSE Manager	S1	5-10	45,000,000	65,000,000
Logistic Advisor	S1	10-20	85,000,000	140,000,000
Logistic Manager	S1	5-10	45,000,000	65,000,000
Marine Manager	S1	5-10	54,000,000	80,000,000
Marine Advisor	S1	10-20	99,000,000	140,000,000
Market Research	S1	20-22	30,000,000	35,000,000
Mechanical Advisor	S1	10-20	90,000,000	110,000,000
Mechanical Manager	S1	5-10	42,000,000	90,000,000
Offshore Installation Manager	S1	10+	50,000,000	100,000,000
Petrophysics Engineer	S1	7-10	35,000,000	70,000,000
Piping Advisor	S1	10-20	80,000,000	110,000,000
Piping Manager	S1	5-10	48,000,000	80,000,000
Process Advisor	S1	10-20	93,000,000	130,000,000
Process Manager	S1	5-10	60,000,000	90,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Production Operation Manager	S1	5-10	77,000,000	140,000,000
Project Control Advisor	S1	10-20	90,000,000	120,000,000
Project Control Manager	S1	5-10	77,000,000	100,000,000
QA/QC Advisor	S1	10-20	90,000,000	128,000,000
QA/QC Manager	S1	5-10	58,000,000	90,000,000
Reservoir/Petroleum Engineering Advisor	S1	10-20	80,000,000	110,000,000
Reservoir/Petroleum Engineering Manager	S1	5-10	60,000,000	80,000,000
Reward Manager	S1	10+	40,000,000	80,000,000
Senior Buyer	S1	4+	11,000,000	17,000,000
Senior Geologist Engineer	S1	10-15	70,000,000	100,000,000
Subsea/Pipelines Advisor	S1	10-20	140,000,000	170,000,000
Subsea/Pipelines Manager	S1	5-10	75,000,000	100,000,000
Supply Chain/ Procurement Manager	S1	5-10	60,000,000	90,000,000
Supply Chain/Procurement Advisor	S1	10-20	90,000,000	130,000,000
Technical Safety Advisor	S1	10-20	83,000,000	115,000,000
Technical Safety Manager	S1	5-10	65,000,000	85,000,000
Vice President, Exploration	S1	10-20	100,000,000	160,000,000
Vice President, Marketing	S1	10-20	90,000,000	160,000,000
Vice President, Production	S1	10-20	100,000,000	160,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Administration Officer	S1	2	4,500,000	5,500,000
★ Business Development Executive	S1	3+	10,000,000	15,000,000
★ Business Development Manager	S1	10+	25,000,000	40,000,000
Customer Service Lead	S1	3+	22,000,000	33,000,000
Distribution Manager	S1	7+	11,000,000	17,000,000
Electrical Engineer	S1	5+	5,500,000	8,000,000
Engineer Director	S1	10+	150,000,000	200,000,000
Human Resources Executive	S1	3+	10,000,000	15,000,000
Human Resources Manager	S1	5+	22,000,000	40,000,000
Instrumentation Supervisor	D3	5+	5,500,000	11,000,000
Lead Electrical & Instrumentation Engineer	S1	7+	11,000,000	16,500,000
Lead Mechanical Engineer	S1	7+	11,000,000	20,000,000
Lead Piping Engineer	S1	7+	11,000,000	17,000,000
Lead Safety Manager	S1	7+	22,000,000	33,000,000
Mechanical Construction Supervisor	D3	5+	16,500,000	20,000,000
Mechanical Engineer	S1	5+	22,000,000	38,000,000
Process Engineer	S1	7+	11,000,000	18,000,000
Production Engineer	S1	7+	10,000,000	15,000,000
Production Manager	S1	7+	27,000,000	42,000,000
Project Manager	S1	10+	35,000,000	45,000,000
QA Manager	S1	7+	50,000,000	70,000,000
QA Officer	S1	3+	7,500,000	9,000,000
★ Sales Development Manager	S1	7+	20,000,000	45,000,000
★ Sales Executive	S1	1	11,000,000	22,000,000
★ Sales Manager	S1	3	22,000,000	44,000,000
★ Senior Sales Executive	S1	3	9,000,000	16,000,000
Specification Specialist	S1	5+	27,000,000	45,000,000
★ Technical Sales Support Executive	S1	3+	16,000,000	33,000,000
Technical Service & Development Specialist	S1	10+	11,000,000	17,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Accounting & Finance Assistant Manager	S1	8-10	22,000,000	33,000,000
Accounting & Finance General Manager	S1	10+	60,000,000	100,000,000
Accounting & Finance Manager	S1	10+	27,000,000	65,000,000
Accounting & Finance Officer	S1	3-5	6,000,000	11,000,000
Accounting & Finance Supervisor	S1	5-8	11,000,000	22,000,000
Business Analyst	S1	5+	25,000,000	30,000,000
Electric Manager	S1	10+	22,000,000	33,000,000
Head of Analyst	S1	5+	100,000,000	130,000,000
HR & GA Assistant Manager	S1	8-10	22,000,000	33,000,000
HR & GA Manager	S1	10+	33,000,000	66,000,000
HR & GA Staff	S1	3-5	5,000,000	11,000,000
HR & GA Supervisor	S1	5-8	11,000,000	22,000,000
HR General Manager	S1	15+	105,000,000	130,000,000
HSE manager	S2	10+	60,000,000	70,000,000
Maintenance Manager	S1	10+	55,000,000	85,000,000
Plant Manager	S1	10+	11,000,000	17,000,000
Plant Supervisor	S1	5-8	6,000,000	11,000,000
Power Plant Manager	S1	10+	33,000,000	110,000,000
Power Plant Officer	S1	3-5	5,000,000	11,000,000
Power Plant Supervisor	S1	5-8	12,000,000	17,000,000
Procurement & Shipping Assistant Manager	S1	8-10	22,000,000	33,000,000
Procurement & Shipping General Manager,	S1	10+	66,000,000	110,000,000
Procurement & Shipping Manager	S1	10+	22,000,000	66,000,000
Procurement & Shipping Officer	S1	3-5	6,000,000	11,000,000
Procurement & Shipping Supervisor	S1	5-8	8,000,000	10,000,000
Project Manager	S1	7+	20,000,000	30,000,000
Sales & Marketing Assistant Manager	S1	4+	12,000,000	16,000,000
Sales & Marketing Executive	S1	3-5	5,500,000	11,000,000
Sales & Marketing General Manager	S1	15+	50,000,000	80,000,000
★ Sales & Marketing Manager	S1	6+	23,000,000	25,000,000
★ Sales & Marketing Supervisor	S1	5-8	12,000,000	17,000,000
Strategic Planning Officer	S1	5+	10,000,000	15,000,000



LIFE SCIENCES

Standing at IDR 94.2 trillion (US\$7 billion) in the region in 2017, Indonesia dominates the pharmaceutical market in Southeast Asia today, with sales higher than Malaysia and Philippines combined.¹ As the sector continues forging ahead in its strong growth, its outlook appears highly positive with a 10-year compound annual growth rate of 12.2%.²

While still relatively underdeveloped, this emerging market offers tremendous potential for growth and a relatively business-friendly environment. Thanks in large part to Indonesia's significant market size, ambition to achieve universal healthcare through its BPJS Kesehatan scheme by 2019 and growing urban population, the country holds huge draw for multinational investors.

At the same time, the relaxation of foreign direct investment laws and announcement of tax relief for manufacturers hint at an improving operating environment for companies.

Although signs continue to point up for the sector, multinational drugmakers making a play in the local market can also expect an uphill battle ahead. Besides the competitive threat from well-established domestic companies, they will also have to contend with the government's recent burst of support for the localisation of pharmaceuticals, which allows local players to diversify their supply chain and tap into new revenue streams.

The benefits arising from local market developments are also weighted in favour of generic drug manufacturers; innovative drugmakers may face challenges due to the lack of adequate intellectual property protection, alongside limited abilities to afford high-value medications.



On the medical devices front, the market has expanded at a rate outpacing economic growth over the last few years, and there is ample room more to grow. Direct investments increased nearly seven-fold to IDR 4.7 trillion (approx. US\$343 million) in 2017 from the previous year.³

Moving ahead, the government has highlighted its focus on developing a medical devices industry that manufactures higher-value products catered for the middle and upper class. As demand for medical devices continues growing rapidly, the future certainly bodes well for domestic manufacturers.



The Indonesia government is focusing on developing a medical devices industry that manufactures higher-value products catered for the middle and upper class.



Indonesia dominates the pharmaceutical market in Southeast Asia today, with sales higher than Malaysia and Philippines combined.

¹ Fitch Solutions

² Fitch Solutions

³ Indonesia Investments

	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
★ Accounting Officer	S1	3-5	5,000,000	6,000,000
Acute Therapy Development Specialist	S1	3-5	20,000,000	44,000,000
Business Development Advisor	S1	15-20	20,000,000	30,000,000
Chief Engineer	S1	10+	22,000,000	33,000,000
Chief Financial Officer	S1	15+	105,000,000	210,000,000
Chief Nurse	D3	10+	22,000,000	44,000,000
Commercial Marketing Manager	S1	7+	33,000,000	44,000,000
Engineer Manager	S1	6-10	10,000,000	20,000,000
★ Finance & Accounting Manager	S1	10+	55,000,000	85,000,000
General Practitioner	S1	2-5	15,000,000	30,000,000
Hospital Director	S1	15+	80,000,000	100,000,000
Hospital General Manager	S1	8+	45,000,000	50,000,000
Hospital Relation Officer	S1	1-5	7,000,000	10,000,000
HR & GA Officer	S1	5	5,000,000	6,000,000
HR Director	S1	10+	100,000,000	190,000,000
HR Manager	S1	10+	15,000,000	30,000,000
★ IT Director	S1	15+	80,000,000	110,000,000
★ IT Manager	S1	10+	15,000,000	35,000,000
Legal Assistant Manager	S1	7-10	10,000,000	13,000,000
Marketing and Sales Director	S1	15+	110,000,000	180,000,000
★ Marketing Manager	S2	5-10	15,000,000	30,000,000
Nurse	S1	3-5	4,500,000	8,000,000
Purchasing Manager	S1	10+	55,000,000	77,000,000
Warehouse Officer	S1	4	5,000,000	8,000,000

MEDICAL DEVICES

	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting & Finance Officer	S1	3+	6,000,000	7,000,000
Application & Product Manager	S1	8	15,000,000	20,000,000
Assistant Service Manager	S1	5-10	10,000,000	15,000,000
Associate Clinical Manager	S1	7	16,000,000	20,000,000
Brand Development Officer	S1	2-3	5,500,000	11,000,000
★ Business Development Manager	S1	5-10	40,000,000	55,000,000
Category Manager	S1	5+	8,000,000	15,000,000
Chief Finance Officer	S1	15+	115,000,000	160,000,000
Clinical Educator	S1	5-15	8,000,000	20,000,000
CME Coordinator	S1	3+	5,000,000	6,000,000
CMG Franchise Admin	S1	3+	5,500,000	7,000,000
Corporate Communications Director	S1	15+	77,000,000	110,000,000
Customer Service Assistant Manager	D3	10-15	20,000,000	25,000,000
Finance Controller	S1	10+	50,000,000	90,000,000
Finance Officer	S1	3-5	6,000,000	8,000,000
General Manager, Marketing	S1	10+	50,000,000	60,000,000
Head of HR	S1	15+	40,000,000	75,000,000
Head of Legal	S1	10+	50,000,000	85,000,000
Head of Medical Affairs	S1	15+	55,000,000	100,000,000
★ Hospital Representative	S1	3-5	5,000,000	8,000,000
Housekeeping Supervisor	S1	1-3	5,000,000	6,000,000
HR Business Partner	S	5-10	25,000,000	30,000,000
HR Manager	S1	10+	30,000,000	40,000,000
Human Resource Officer	S1	1-3	6,000,000	8,000,000
Innovation Project Manager	S1	7+	35,000,000	45,000,000
Legal Manager	S2	5-10	20,000,000	25,000,000
Logistics Coordinator	S1	3+	5,000,000	10,000,000
Logistics Officer	S1	3+	5,000,000	7,000,000
★ Marketing Manager	S1	10	18,000,000	25,000,000
★ Marketing Officer	S1	1-5	5,000,000	7,000,000
★ Medical Representative	S1	3-10	5,000,000	6,000,000
Practice Development Manager	S1	7	33,000,000	44,000,000

MEDICAL DEVICES

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Product Manager	S1	3-10	20,000,000	30,000,000
★ Product Specialist	S1	1-5	5,000,000	7,500,000
Purchasing Officer	S1	1-3	4,500,000	6,000,000
Purchasing Supervisor	S1	1-5	8,000,000	13,000,000
QA/QC Manager	S1	5-10	25,000,000	30,000,000
Regulatory Head	S1	15+	55,000,000	100,000,000
★ Sales Manager	S1	7+	25,000,000	55,000,000
Secretary	S1	3+	7,000,000	11,000,000
★ Senior Accountant	S1	3+	8,500,000	10,000,000
★ Senior Commercial Marketing Executive	S1	5-7	22,000,000	33,000,000
Supply Chain Manager	S1	7+	27,000,000	40,000,000
Talent Acquisition Officer	S1	1-3	5,000,000	8,000,000
Tax Administrator	S1	1-3	5,000,000	8,000,000
Tax Manager	S1	6+	9,000,000	13,000,000
Treasury Officer	S1	1-3	5,000,000	8,000,000

	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting Analyst	S1	3+	8,800,000	10,000,000
Accounting Clerk	S1	1-3	4,500,000	6,000,000
Accounting Executive	S1	1-3	5,500,000	7,000,000
Accounts Payable Executive	S1	3	7,500,000	9,000,000
Admin Analyst	S1	6	7,000,000	15,000,000
Admin Assistant	S1	3	4,500,000	9,000,000
★ Area Manager	S1	5-10	8,800,000	14,000,000
Assistant Service Manager	S1	12	15,000,000	18,000,000
Benefit Administrator	S1	3	5,500,000	7,000,000
Business Assistant	S1	2-5	5,500,000	8,000,000
Business Unit Head/Director	S1	15+	110,000,000	180,000,000
Category Manager	S1	5+	8,800,000	13,000,000
Clinical Research Associate	S1	3+	7,500,000	12,000,000
Clinical Research Associate Manager	S1	5+	15,000,000	25,000,000
CME Coordinator	S1	3+	5,000,000	6,000,000
Commercial Director	S1	10+	105,000,000	180,000,000
Communications Manager	S1	7+	20,000,000	50,000,000
Corporate Communications Director	S1	15+	84,000,000	158,000,000
Data Entry Executive	D3	1	4,500,000	5,500,000
Drug Regulatory Affairs Associate	S1	1+	5,000,000	13,000,000
Drug Regulatory Affairs Manager	S1	5+	15,000,000	28,000,000
Executive Assistant	S1	3	10,000,000	17,000,000
Finance Administrator	D3	3	4,500,000	6,000,000
Finance Analyst	S1	3	8,000,000	14,000,000
Finance Director	S1	15+	130,000,000	180,000,000
Finance Executive	S1	2	5,000,000	6,000,000
Head of Business Development & Licensing	S1	5+	40,000,000	50,000,000
★ Head of HR/HR Director	S1	15+	80,000,000	150,000,000
Head of Legal	S1	10+	55,000,000	90,000,000
Director/Head of Market Access	S1	10+	80,000,000	160,000,000
Director/Head of Media Affairs	S1	10 - 15+	90,000,000	160,000,000
Head of Regulatory	S1	15+	40,000,000	100,000,000
HR Administrator	S1	3	4,500,000	7,000,000
HR Manager/HRBP	S1	10+	25,000,000	80,000,000
HR Operation Executive	S1	2	5,000,000	7,000,000
HR Supervisor	S1	5+	13,000,000	15,000,000

PHARMACEUTICAL

	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
HRIS Officer	D3	2	5,000,000	10,000,000
IT Service Officer	S1	3	6,000,000	8,000,000
Junior Drug Regulatory Affairs Manager	S1	3+	10,000,000	15,000,000
★ Key Account Manager	S1	5+	25,000,000	30,000,000
Logistic Executive	S1	3	7,000,000	9,000,000
Managing Director/CEO	S1	10+	150,000,000	300,000,000
Market Access Manager	S1	5+	22,000,000	44,000,000
Marketing Admin	S1	1-3	5,000,000	7,000,000
Marketing Director	S1	15+	20,000,000	60,000,000
Medical Admin	D3	3	4,500,000	6,500,000
Medical Advisor	S1	5+	22,000,000	44,000,000
Medical Scientific Liaison Officer	S1	3+	8,800,000	13,000,000
Patient Access Support	S1	1-3	5,000,000	7,000,000
Patient Safety Administrator	S1	1-3	4,500,000	5,500,000
Payroll Admin	D3	3	5,000,000	5,000,000
Payroll Officer & Contractor Coordinator	S1	3	6,500,000	15,000,000
Personal Assistant & General Affair Administrator	D3	3	4,500,000	10,000,000
Pharmacovigilance Administrator	S1	1-3	4,500,000	6,500,000
Pharmacovigilance Specialist	S1	1-3	11,000,000	17,000,000
Procurement Administrator	S1	3+	4,500,000	11,000,000
Procurement Assistant Manager	S1	5	16,500,000	22,000,000
Product & Application Manager	S1	11	22,000,000	28,000,000
★ Product Manager	S1	3-5	15,000,000	30,000,000
Product Representative	S1	3	7,500,000	10,000,000
Product Specialist	D3	2-3	5,000,000	7,000,000
Production Specialist	S1	1-3	5,000,000	6,500,000
Purchasing Officer	S1	1-3	5,500,000	7,000,000
QA Specialist	S1	1-3	4,500,000	6,500,000
R&D Director	S1	10+	63,000,000	105,000,000
Receptionist	D3	0-2	4,500,000	5,000,000
★ Regional Sales Manager	S1	5-10	12,000,000	17,000,000
Regulatory Affairs Officer	D3	1	5,000,000	10,000,000
Regulatory Affairs Executive	S1	1-3	5,000,000	7,000,000
★ Retail Key Account Manager	S1	3-5	15,000,000	20,000,000
★ Sales Analyst	D3	3	5,000,000	7,000,000

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
★ Sales Manager	S1	5 - 10	16,500,000	22,000,000
Scanner Admin and Tax Officer	S1	3	4,500,000	10,000,000
Secretary	S1	1	6,000,000	7,000,000
Senior Medical Scientific Liaison Officer	S1	5+	14,000,000	17,000,000
Senior Product Manager	S1	5	30,000,000	40,000,000
SFE Administrator	S1	1-3	4,500,000	5,500,000
SFE Data Analyst	S1	1-3	4,500,000	6,500,000
Supply Chain Executive	S1	3+	6,000,000	10,000,000
Talent Acquisition Executive	S1	5	16,000,000	18,000,000
Tax & Treasury Manager	S1	5-7	27,500,000	40,000,000
Tax Accountant	S1	3+	5,000,000	8,000,000
Tax Compliance Executive	S1	3	6,000,000	13,000,000



■ HIGH TECH

IT/TELECOMMUNICATIONS

Internet literacy has increased by up to 54.68%, according to the Indonesian Internet Service Providers Association.¹ Indonesia's internet penetration rate also grew by a relatively slim margin from 132 million in 2016 to 143 million in 2017, a result of slowing penetration growth in urban areas.²

On the other hand, internet penetration remains low in rural areas, indicating ample room for growth; the ongoing Palapa Ring satellite project also presents a positive sign for more widespread and comprehensive internet coverage nationwide.

With only 16.83% of the population using the internet for online selling and purchasing, and up to 56.79% of internet users saying they rarely used local apps³, the survey results further indicate strong growth potential for e-commerce. In fact, McKinsey projects the value of the local e-commerce market to grow to the range of US\$55 billion to US\$65 billion by 2022.⁴

Considerable opportunities also await those looking to enter Indonesia's fintech and start-up scene. In the past five years alone, investments in start-ups in the local scene have already increased 68-fold.⁵ With deregulation, the right planning and funding support in place, there is enormous potential for the start-up scene to be elevated to even greater heights.

Indonesia has the potential to become a powerhouse in the digital economy. With a robust fintech and start-up scene, demographics of a large and young population, growing mobile and Internet penetration, and strong government support, the key elements to this are already well in place.

AUTOMOTIVE

Indonesia has set an ambitious long-term goal of transforming itself into a global production base for the world's leading car manufacturers, a feat it grows closer to accomplishing with each year.



On the back of rising domestic and international demand, Indonesia's automotive sector is poised for continued expansion. According to industry data, domestic vehicle sales totalled 661,093 in the first seven months of 2018, representing a 6.8% year-on-year increase.⁶ Into the future, domestic growth holds huge potential, given forecasts that car ownership by Indonesian households may grow 30% by 2050.⁷



Indonesia's automotive sector holds huge potential, given forecasts that car ownership by Indonesian households may grow 30% by 2050

Shifting into high gear, manufacturers are ramping up production and increasing capacity to meet this rise in demand, pointing to a positive outlook for the market in the medium and longer term and supporting both domestic growth and exports. Accompanying the increase in production growth, output from parts and materials providers is also anticipated to increase.



In the past five years alone, investments in start-ups in the local scene have already increased 68-fold

As the automotive market grows from strength to strength, new players are expected to be drawn into this highly attractive market. The emergence of new entrants may shake up the current make-up of a market largely dominated by Japanese automakers.

¹ The Jakarta Post

² The Jakarta Post

³ The Jakarta Post

⁴ Indonesia Investments

⁵ Tempo

⁶ Oxford Business Group

⁷ Oxford Business Group

AUTOMOTIVE

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting Executive	S1	1-3	5,500,000	9,000,000
Accounting Manager	S1	3+	22,000,000	33,000,000
Accounting Supervisor	S1	2-4	11,000,000	16,000,000
Area Manager	S1	5+	16,000,000	27,000,000
Export Import Officer	S1	1-2	5,500,000	8,000,000
GA Executive	S1	1-3	4,500,000	7,000,000
HR Executive	S1	1-3	4,500,000	7,000,000
HR Manager	S1	4-6	22,000,000	33,000,000
Logistic Administrator	D3	1-2	4,500,000	5,000,000
Marketing Officer	S1	1-2	4,500,000	7,500,000
Public & Government Relations Manager	S1	7+	42,000,000	52,000,000
QC Officer	S1/D3	4-8	7,700,000	11,000,000
★ R&D Manager	S1/D3	5-10	27,000,000	44,000,000
Sales Assistant Manager	S1	4-8	12,000,000	20,000,000
★ Sales Executive	S1	1-3	5,000,000	7,000,000
Sales Manager	S1	5+	31,000,000	44,000,000
Sales Supervisor	S1	2-4	8,800,000	16,000,000
Senior Sales Manager	S1	10+	33,000,000	44,000,000
Technical Sales Manager	S1	20+	55,000,000	65,000,000
Technical Sales Supervisor	S1	5-6	8,000,000	13,000,000
★ Technical Specialist	S1	1-5	10,000,000	25,000,000
Vice President, Sales	S1	10+	63,000,000	73,000,000

Salary Range (per month)				
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Account Manager	S1	5+	10,000,000	12,000,000
Accounting Officer	S1	4-7	8,000,000	12,000,000
Analyst Programmer/Software Engineer	S1	2-5	8,000,000	11,000,000
Assessor	S1	1-3	4,500,000	7,000,000
Business/Systems Analyst	S1	3-6	8,000,000	10,000,000
Business Development Director	S2	20	136,000,000	157,000,000
Chanel Sales Manager	S1	5	50,000,000	60,000,000
Chief Information Officer	S1	10+	63,000,000	125,000,000
Cloud Engineer	S1	3-7	5,500,000	16,000,000
Country Manager	S1	10-15	150,000,000	300,000,000
Customer Service Engineer	S1	5-10	25,000,000	29,000,000
★ Data Analyst	S1	2+	11,000,000	27,000,000
Database Administrator	S1	4-7	7,000,000	18,000,000
Enterprise Architect Degree	S1	8+	11,000,000	22,000,000
Field Engineer	S1	1-5	4,500,000	5,000,000
Finance Manager	S1	5	15,000,000	20,000,000
Finance Technology Director	S1	3-5	57,000,000	120,000,000
Helpdesk Analyst	S1	1-3	5,000,000	7,000,000
Inside Sales Representative	S1	3-5	5,000,000	15,000,000
Inventory Coordinator	S1	3	8,000,000	13,000,000
IT Auditor	S1	4-7	7,000,000	18,000,000
IT Operations Manager	S1	5-10	22,000,000	44,000,000
IT Project Lead	S1	3+	13,000,000	20,000,000
★ Java Programmer	S1	3+	10,000,000	20,000,000
Marketing Communications Administrator	S1	3	10,000,000	18,000,000
Marketing Manager	S1	5	30,000,000	32,000,000
Office Administration	S1	10	22,000,000	27,000,000
Office Manager Cum Executive Assistance	S1	5	16,000,000	21,000,000
Platform Manager	S1	5-10	27,000,000	44,000,000
Post-Sales Consultant	S1	5+	22,000,000	49,000,000
Pre-Sales Consultant	S1	5+	7,700,000	16,000,000
Professional Photographer	S1	2	16,000,000	17,000,000
Project Manager	S1	5-10	22,000,000	55,000,000

	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Project Manager, IT Infrastructure	S1	5-10	22,000,000	44,000,000
Regional Sales Manager	S1	5	55,000,000	88,000,000
Sales Director	S1	10+	105,000,000	126,000,000
Sales Executive	S1	5+	8,800,000	16,000,000
Sales Manager	S1	5-10	33,000,000	55,000,000
Sales Representative	S1	3	22,000,000	33,000,000
Security Engineer	S1	5-7	11,000,000	22,000,000
Senior Field Engineer	S1	5-10	11,000,000	16,000,000
Senior Sourcing Buyer	S1	5	16,000,000	33,000,000
Senior Systems Engineer	S1	5	38,000,000	66,000,000
★ Software Developer	S1	5-10	15,000,000	40,000,000
★ Software QA/Test Analyst	S1	3-5	8,800,000	13,000,000
Solutions Architect Degree	S1	5+	7,000,000	16,000,000
Special Collection Officer	S1	1	8,000,000	8,800,000
Subscription Sales Officer	S1	0	5,500,000	6,000,000
System Engineer	S1	10+	16,000,000	50,000,000
Systems/Network Administrator	S1	3+	6,000,000	18,000,000
Team Leader/Sales Manager	S1	7+	33,000,000	66,000,000
Technical Consultant	S1	3-6	11,000,000	16,000,000
Technical Sales Manager	S1	20-25	49,000,000	66,000,000
Territory Account Manager	S1	5	74,000,000	85,000,000
UI/UX Manager	S1	5-10	12,000,000	40,000,000

TELECOMMUNICATION

	QUALIFICATIONS	EXPERIENCE (YEARS)	Salary Range (per month)	
			MIN (IDR)	MAX (IDR)
Academy Learning Manager	S1	7+	22,000,000	33,000,000
Account Director	S1	+10	77,000,000	132,000,000
★ Account Executive	S1	1-3	5,500,000	9,000,000
Account Manager	S1	5-7	22,000,000	55,000,000
Analyst, Project Management Officer	S1	3-5	11,000,000	16,000,000
Billing Manager	S1	5-8	18,000,000	38,000,000
Business Analyst	S1	3-5	18,000,000	30,000,000
Call Centre Operation Manager	S1	10+	13,000,000	17,000,000
Chief Information Security Officer	S1	10+	70,000,000	90,000,000
Collection Officer	S1	1+	6,000,000	9,000,000
Country General Manager	S1	10-15	110,000,000	192,000,000
General Manager	S1	10+	33,000,000	55,000,000
Head of PMO	S1	3-5	18,000,000	27,000,000
HR Operation Expert	S1	3+	8,800,000	13,000,000
Legal Contract Administrator	S1	1-3	5,500,000	13,000,000
Management Trainee	S1	1	5,000,000	10,000,000
Marketing Director	S1	+10	77,000,000	132,000,000
Product Development Manager	S1	5-8	18,000,000	33,000,000
★ Project Manager	S1	10-15	44,000,000	77,000,000
Senior Account Manager	S1	5+	10,000,000	75,000,000
Senior Radio Frequency Engineer	S1	5-10	44,000,000	66,000,000
Site Administrator	S1	10-15	55,000,000	70,000,000
Tax Administration Officer	S1	1-3	5,500,000	11,000,000
VAS Senior Manager	S1	10+	55,000,000	88,000,000

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