

Malaysia Salary Guide 2025



Michael Page

A Guide to Salaries & Trends in the Labour Market 2025

Malaysia's employment landscape is gaining momentum and is driven by key developments. A \$17 billion investment from multinational corporations in data centres and cloud infrastructure highlights confidence in its digital future, while the National Energy Transition Roadmap is boosting opportunities in sustainability and green tech.

The country's value proposition is shifting from lower-value tasks to higher-value roles, especially in technology. Demand now includes cloud computing, cybersecurity, data science, and tech sales, reflecting strong market growth. The robust growth in tech sales roles is a positive indicator of market momentum.

While wage growth is moderating across sectors, certain areas maintain strong salary momentum. FMCG roles typically command 20% to 30% increases for job changes, driven by a small talent pool. Technology and finance roles continue to see healthy increments of 15% to 20%, while emerging areas like risk management also attract premium compensation due to limited talent availability.

Due to increased competition for talent and overseas migration, organisations prioritise internal development and upskilling programs to address skill gaps while improving retention.

Organisations are adapting their talent strategies in response to market dynamics. With increased competition for specialised skills and continued talent movement to overseas markets, companies are focusing more on internal talent development and upskilling programmes. This approach addresses immediate skill gaps and promotes retention and sustainable growth.

Amid rising living costs, professionals increasingly return to previous employers or accept counter-offers. While candidates still hold leverage in the tech, shared services and manufacturing sectors, the market is beginning to balance out.

Looking ahead, digital transformation will continue driving hiring activity. Organisations that invest in developing their existing talent while maintaining competitive compensation packages will be best positioned to navigate the evolving landscape.



Nic Chambers

Managing Director

Salary Guide

Data below shows 2025 Gross Salary, in MYR '000

Accounting & Finance	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Accounts Executive	50	60	70
Accounts Payable Assistant	60	80	80
Accounts Receivable Assistant	60	80	80
Accounts Senior Executive	60	80	80
Internal Auditor	60	80	100
Internal Controls Analyst	60	80	100
Audit Assistant	60	100	100
Audit and Accounts Semi Senior	70	75	80
Auditor	70	75	80
Accounting Assistant	70	80	90
Credit Controller	80	90	100
Senior Internal Auditor	80	110	110
Treasury Accountant	100	100	110
Accountant	100	110	120
Finance Analyst	100	110	130
Treasury Analyst	100	140	170
Transfer Pricing Analyst	110	140	160
Pricing Analyst	110	120	160
Accounts Receivable Manager	120	130	170
Assistant Finance Business Partner	120	140	150
Management Accountant	120	130	140
Project Accountant	120	140	170
Internal Audit Manager	120	150	160
Group Accountant	120	130	140

Accounting & Finance

Cost Accountant	140	160	170
Accounts Payable Manager	140	150	170
Audit Manager	140	150	170
Fund Accountant	140	150	170
Senior Financial Accountant	140	160	180
Internal Controls Manager	150	160	170
Financial Planning and Analysis (FP&A) Analyst	160	170	180
Senior Accountant	160	170	180
Accounting Manager	160	180	220
Credit Control Manager	160	180	190
Senior Finance Analyst	180	200	240
Financial Reporting Manager	180	200	240
Group Finance Manager	180	220	240
Project Controller	180	190	200
Finance Manager	180	200	220
Finance Project Manager	180	200	200
Head of Investor Relations	200	240	300
Financial Planning and Analysis (FP&A) Manager	200	220	240
Plant Controller	210	220	230
Financial Controller	220	240	280
Business Controller	220	240	300
Finance Business Partner (FBP)	240	300	360
Internal Audit Director	240	260	280
Head of Finance	240	260	270
Group Financial Controller	250	270	300
Head of Treasury	280	300	330
Senior Financial Controller	280	300	320
Accounts Director	300	350	400

Accounting & Finance

Audit Director	300	300	360
Finance Director	320	360	380
Head of Financial Planning and Analysis	360	380	480

Tax	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Tax Associate	60	80	100
Corporate Tax Senior	80	110	120
Corporate Tax Manager	140	200	240
Group Tax Manager	180	220	240
Tax Manager	180	200	240
Head of Tax	300	330	360

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Salary Guide

Data below shows 2025 Gross Salary, in MYR '000

Banking & Financial Services	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Investment Analyst	150	160	180
Private Equity Analyst	150	170	190
Investment Manager	170	180	190
Fund Management Manager	180	190	200
Investment Associate	210	220	230
Mergers and Acquisitions Manager	220	230	250
Investment Director	430	450	470
Mergers and Acquisitions Partner	470	500	520

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Consultancy, Strategy, & Change	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Business Process Analyst	140	150	170
Associate Consultant	150	170	190
Strategic Business Analyst	150	170	190
Management Consultant	230	240	250
Strategy Manager	230	240	250
Senior Consultant	230	240	250
Strategy Director	380	400	420

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Data below shows 2025 Gross Salary, in MYR '000

Customer Service	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Telesales Manager	80	140	180
Customer Service Manager	120	170	180
Contact Center Manager	140	170	220
Head of Customer Service	180	240	260
Customer Service Director	240	360	340

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Salary Guide

Data below shows 2025 Gross Salary, in MYR '000

Industrial Manufacturing	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Project Engineer	50	70	90
Maintenance Engineer	50	70	90
Automation Engineer	50	70	90
Electrical Engineer	50	70	90
Facility Engineer	50	70	90
Quality Engineer	50	70	90
Research and Development (R&D) Chemist	50	100	140
Research and Development (R&D) Engineer	50	70	90
Production Engineer	50	70	90
Process Engineer	50	70	90
Health, Safety, and Environment (HSE) Engineer	50	70	100
Production Manager	120	170	220
Engineering Manager	120	170	220
Mechanical Manager	120	170	220
Automation Manager	120	170	220
Quality Manager	120	170	220
Facility Manager	120	170	220
Research and Development (R&D) Manager	120	180	240
Process Manager	120	170	220
Project Manager	120	170	220
Health, Safety, and Environment (HSE) Manager	120	170	220
Factory Manager	180	240	300
Manufacturing Manager	180	210	240
Operations Director	240	360	480

Engineering & Manufacturing

Technical Director	240	330	420
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Consumer Goods	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Maintenance Engineer	60	80	100
Project Engineer	60	80	110
Automation Engineer	60	80	110
Production Executive	60	80	100
Quality Executive	60	80	100
Regulatory Affairs Executive	60	80	110
Research and Development (R&D) Executive	60	90	110
Health, Safety, and Environment (HSE) Executive	60	80	110
Project Manager	140	190	240
Maintenance Manager	140	190	240
Production Manager	140	190	240
Quality Manager	140	220	300
Regulatory Affairs Manager	140	190	240
Research and Development (R&D) Manager	140	220	300
Health, Safety, and Environment (HSE) Manager	140	220	300
Continuous Improvement Manager	140	220	300
Engineering Manager	180	240	300
Plant Manager	240	330	420
Research and Development (R&D) Director	260	340	420
Operations Director	360	470	580

Industrial Solutions	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Automation Engineer	50	70	80
Commissioning Engineer	50	70	80
Controls Engineer	50	70	80
Mechanical Design Engineer	50	70	90
Electrical Design Engineer	50	70	90

Engineering & Manufacturing

Software Engineer (PLC)	50	70	80
Application Engineer	50	70	80
Field Service Engineer	50	60	80
Product Engineer	50	70	80
Project Engineer	50	70	80
Robotics Engineer	50	80	100
Safety Engineer	50	70	100
Technical Support Engineer (Pre-sales)	50	90	130
Senior Software Engineer (PLC)	80	110	130
Senior Control Engineer	80	100	120
Senior Product Engineer	80	100	120
Senior Project Engineer	80	100	120
Senior Field Service Engineer	80	90	110
Senior Electrical Design Engineer	90	110	120
Senior Mechanical Design Engineer	90	110	120
Senior Automation Engineer	100	120	140
Design Manager	120	150	180
Product Manager	120	170	220
Health, Safety, and Environment (HSE) Manager	120	150	180
Project Manager	120	170	220
Service Manager	120	170	220
Engineering Manager	180	240	300
Engineering Director	340	410	480

Engineering & Manufacturing

Semiconductor	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Manufacturing Engineer	70	90	110
Process Engineer	70	90	110
Equipment Engineer	70	90	110
Yield Engineer	70	90	110
Quality Engineer	70	90	110
Digital Design Engineer	70	90	120
Analog Design Engineer	70	90	120
Verification Engineer	70	90	110
Product Engineer	70	90	110
Application Engineer	70	90	110
Reliability Engineer	70	90	110
Failure Analysis Engineer	70	90	110
Test Sustaining Engineer	70	90	110
Test Development Engineer	70	100	130
Device Engineer	70	90	110
Materials Engineer	70	90	110
Staff Process Engineer	110	140	180
Staff Equipment Engineer	110	140	180
Staff Facilities Engineer	110	140	180
Staff Test Sustaining Engineer	110	150	190
Staff Reliability Engineer	110	150	190
Staff Failure Analysis Engineer	110	150	190
Staff Product Development Engineer	110	150	190
Staff Design Engineer	110	150	190
Manufacturing Manager	110	170	240
Quality Manager	110	170	240
Facilities Manager	110	170	240

Engineering & Manufacturing

Engineering Manager	110	170	240
Process Manager	110	170	240
Test Manager	110	170	240
Regulatory Manager	110	170	240
Research and Development (R&D) Manager	120	180	240
Staff Test Development Engineer	130	170	220
Principal Process Engineer	180	210	240
Principal Equipment Engineer	180	210	240
Principal Facilities Engineer	180	210	240
Principal Test Sustaining Engineer	190	220	240
Principal Reliability Engineer	190	220	240
Principal Failure Analysis Engineer	190	220	240
Principal Product Development Engineer	190	220	240
Principal Design Engineer	190	220	240
Principal Test Development Engineer	220	240	260
Manufacturing Director	240	330	420
Research and Development (R&D) Director	240	330	420
Quality Director	240	330	420
Facilities Director	240	330	420
Engineering Director	240	330	420
Test Director	240	330	420
Operations Director	240	330	420
General Manager	420	510	600

Engineering & Manufacturing

Medical Device	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Process Engineer	60	80	100
Facilities Engineer	60	80	100
Production Engineer (NPI)	60	80	100
Project Engineer	60	80	100
Laboratory Quality Engineer	60	80	100
Regulatory Affairs Engineer	60	80	100
Research and Development (R&D) Engineer	60	80	100
Reliability Engineer	60	80	100
Product Development Engineer	60	80	100
Senior Manufacturing Engineer	100	110	120
Senior Quality Engineer	100	110	120
Engineering Project Manager	120	150	180
Continuous Improvement Manager	120	210	300
Health and Safety Manager	180	210	240
Maintenance Manager	180	210	240
Engineering Manager	180	210	240
Operations Manager	180	210	240
Manufacturing Manager	180	210	240
Production Manager	180	210	240
Quality Manager	180	210	240
Research and Development (R&D) Manager	180	210	240
Regulatory Affairs Manager	180	210	240
General Manager	240	300	420
Engineering Director	240	300	360
Plant Manager	240	300	360
Quality Director	240	330	420
Research and Development (R&D) Director	240	330	420

Engineering & Manufacturing

Site Director	480	540	600
Electrical & Electronics	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Field Service Engineer	50	70	80
Process Engineer	60	80	100
Automation Engineer	60	80	100
Continuous Improvement Engineer	60	80	100
Controls Engineer	60	80	100
Design Engineer	60	80	100
Electrical Engineer	60	80	100
Hardware Engineer	60	80	100
Electronics Engineer	60	80	100
Industrial Engineer	60	80	100
Maintenance Engineer	60	80	100
Manufacturing Engineer	60	80	100
Mechanical Engineer	60	80	100
Facilities Engineer	60	80	100
Production Engineer	60	80	100
Project Engineer	60	80	100
Quality Engineer	60	80	100
Research and Development (R&D) Engineer	60	80	100
Robotics Engineer	60	80	100
Safety Engineer	60	80	100
Test Engineer	60	80	100
Computer Numerically Controlled Machinist	60	80	100
Senior Automation Engineer	100	110	120
Senior Design Engineer	100	110	120
Senior Electrical Engineer	100	110	120
Senior Manufacturing Engineer	100	110	120

Engineering & Manufacturing

Senior Quality Engineer	100	110	120
Engineering Project Manager	130	160	180
Continuous Improvement Manager	130	160	180
Health and Safety Manager	130	160	180
Maintenance Manager	130	160	180
Engineering Manager	130	160	180
Operations Manager	130	160	180
Manufacturing Manager	130	160	180
Production Manager	130	160	180
Quality Manager	130	160	180
Research and Development (R&D) Manager	180	220	260
General Manager	240	330	420
Engineering Director	240	300	360
Plant Manager	240	300	360
Quality Director	240	320	400
Research and Development (R&D) Director	260	340	420
Site Director	480	540	600

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Salary Guide

Data below shows 2025 Gross Salary, in MYR '000

Executive	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Finance Director	320	360	380
Cybersecurity Director	330	370	410
Engineering Director	340	410	480
Chief Internal Auditor	360	360	540
Strategy Director	380	400	420
Information Technology Director	400	460	510
Country Manager	420	420	540
Operations Director	420	420	660
Investment Director	430	450	470
Chief Technology Officer (CTO)	430	470	500
Chief Information Officer (CIO)	460	510	540
Mergers and Acquisitions Partner	470	500	520
Chief Risk Officer (CRO)	480	480	600
Chief Compliance Officer (CCO)	480	480	600
Chief Financial Officer (CFO)	480	480	780
Site Director	480	540	600
Executive Director	540	540	720
Chief Strategy Officer (CSO)	540	540	720
Chief Operations Officer (COO)	540	540	780
Managing Director (MD)	540	540	780
Chief Executive Officer (CEO)	720	720	960

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Salary Guide

Data below shows 2025 Gross Salary, in MYR'000

Healthcare & Life Science	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Medical Sales Representative	40	60	80
Clinical Research Associate (CRA)	40	100	140
Application Specialist	60	70	80
Pharmacist	60	100	120
Regulatory Affairs Specialist	60	100	120
Market Access Manager	100	140	190
Clinical Manager	100	140	180
Pharmacy Manager	100	120	180
Business Development Manager	100	140	160
Key Account Manager	100	120	130
Product Manager	100	140	180
Sales Manager	110	140	180
Regulatory Affairs Manager	120	180	220
Medical Manager	130	200	260
Marketing Manager	180	240	280
Business Unit Manager	220	280	340
Medical Affairs Director	260	300	400
Country Manager	300	400	540

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Human Resources (HR)

Salary Guide

Data below shows 2025 Gross Salary, in MYR '000

Industrial & Manufacturing	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Human Resources (HR) Executive	40	60	80
Human Resources (HR) Advisor	90	140	180
Human Resources (HR) Generalist	90	140	180
Recruitment Manager	120	140	180
Learning and Development Manager	120	140	180
Human Resources (HR) Manager	140	180	240
Human Resources Business Partner (HRBP)	140	190	240
Reward and Benefits Manager	180	220	300
Senior Human Resources (HR) Advisor	190	220	300
Head of Employee Relations	190	240	300
Senior Human Resources (HR) Manager	190	240	300
Head of Learning and Development	190	240	300
Head of Recruitment	190	240	300
Senior Human Resources (HR) Business Partner	190	240	300
Recruitment Director	200	240	300
Head of Reward	240	300	420
Human Resources Director (HRD)	240	300	420

Human Resources (HR)

Services	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Talent Acquisition (TA) Specialist	40	60	100
Learning and Development Specialist	40	60	80
Industrial Relations (IR) Specialist	40	60	80
Senior Human Resources (HR) Executive	60	90	100
Compensation and Benefits (C&B) Specialist	60	100	120
Human Resources Business Partner (HRBP)	100	120	220
Talent Acquisition (TA) Manager	120	180	220
Learning and Development Manager / Talent Management and Organizational Development (TMOD) Manager	120	180	220
Compensation and Benefits (C&B) Manager / Rewards Manager	180	220	300
Regional Talent Acquisition (TA) Manager	190	220	300
Senior Human Resources (HR) Business Partner	220	240	300
Regional Human Resources (HR) Business Partner	220	260	360
Head of Learning and Development	220	260	360
Head of Industrial Relations	220	260	360
Head of Talent Acquisition (TA)	240	260	340
Regional Compensation and Benefits (C&B) Manager	240	260	340
Head of Compensation and Benefits (C&B)	300	340	420
Human Resources Director (HRD)	300	340	420

Retail	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Human Resources (HR) Executive	40	60	80
Talent Acquisition (TA) Specialist	40	60	80
Senior Human Resources (HR) Executive	60	90	100
Compensation and Benefits (C&B) Specialist	60	100	120
Learning and Development Specialist	60	100	120
Human Resources Business Partner (HRBP)	80	100	140
Senior Human Resources (HR) Business Partner	100	120	220
Talent Acquisition (TA) Manager	120	180	220

Human Resources (HR)

Compensation and Benefits (C&B) Manager / Rewards Manager

Learning and Development Manager / Talent Management and Organizational Development (TMOD) Manager

Regional Talent Acquisition (TA) Manager

Human Resources Director (HRD)

Head of Talent Acquisition (TA)

Regional Compensation and Benefits (C&B) Manager

Head of Compensation and Benefits (C&B)

180	220	300
180	220	300
190	220	240
220	300	420
240	260	300
240	260	340
300	340	420

Consumer

Human Resources (HR) Executive

Talent Acquisition (TA) Specialist

Senior Human Resources (HR) Executive

Compensation and Benefits (C&B) Specialist

Learning and Development Specialist

Human Resources Business Partner (HRBP)

Talent Acquisition (TA) Manager

Senior Human Resources (HR) Business Partner

Compensation and Benefits (C&B) Manager / Rewards Manager

Learning and Development Manager / Talent Management and Organizational Development (TMOD) Manager

Regional Talent Acquisition (TA) Manager

Human Resources Director (HRD)

Head of Learning and Development

Head of Talent Acquisition (TA)

Regional Compensation and Benefits (C&B) Manager

Head of Compensation and Benefits (C&B)

Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
40	60	100
40	60	80
60	90	100
60	100	120
60	100	120
80	100	140
80	100	140
100	120	220
180	220	300
180	220	300
190	220	240
220	300	420
240	260	340
240	260	300
240	260	340
300	340	420

Human Resources (HR)

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Legal	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Paralegal	80	90	100
Corporate Paralegal	80	90	100
Employment Lawyer	140	150	160
Intellectual Property Lawyer	160	160	170
In-House Solicitor	170	180	190
Contract Lawyer	180	190	200
Compliance Lawyer	180	190	200
Senior Lawyer	190	200	210
Legal Counsel	200	210	220
Corporate Lawyer	240	250	270
Senior Legal Counsel	240	250	270
Head of Legal	300	320	340

Risk & Compliance	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Compliance Administrator	60	70	80
Risk Analyst	60	70	80
Risk Compliance Officer	60	70	80
Risk Officer	60	70	80
Financial Crime Analyst	70	80	100
Risk Project Manager	120	140	160
Compliance Manager	140	150	170
Risk Manager	140	160	170
Data Protection Officer	150	160	180
Head of Compliance	220	260	300
Head of Risk	260	290	320

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Agency & Services	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Marketing Executive	40	40	50
Media Planner	40	40	50
Content Writer	40	60	70
Copywriter	40	60	70
Corporate Communications Executive	40	60	70
Graphic Designer	40	60	70
Marketing Specialist	40	60	70
Research Analyst	50	60	70
Senior Graphic Designer	50	80	140
Content Manager	70	100	120
Internal Communications Manager	100	120	180
Public Relations Manager	100	110	120
Campaign Manager	100	120	140
Communications Manager	100	120	140
Corporate Communications Manager	100	120	140
Creative Director	120	140	240
Product Marketing Manager	140	190	240
Head of Communications	180	220	360
Marketing Director	360	420	600

Digital	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Customer Relationship Management (CRM) Executive	40	60	60
Digital Content Writer	40	60	60
Digital Marketing Executive	40	60	60
Search Engine Optimization Executive	40	60	60
Social Media Executive	40	60	60
Customer Relationship Management (CRM) Assistant Manager	60	100	110
Customer Relationship Management Specialist	60	100	110
Social Media Manager	60	100	120
Digital Marketing Specialist	60	80	120
Digital Marketing Manager	70	120	180
Search Engine Optimization Manager	100	120	180
Customer Relationship Management (CRM) Manager	100	140	180
Head of Media Buying	180	240	300
Head of Digital	180	240	360
Digital Director	300	360	420

FMCG	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Product Executive	40	40	50
Brand Executive	40	40	50
Senior Brand Executive	50	50	60
Assistant Brand Manager	60	80	100
Brand Manager	100	120	140
Consumer Insights Manager	120	140	220
Senior Brand Manager	140	170	190
Marketing Manager	180	220	240
Head of Insights	220	260	300
Head of Marketing	240	300	420

Marketing

Marketing Director	360	420	600
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Retail	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Marketing Executive	40	40	50
Senior Marketing Executive	50	50	60
Assistant Marketing Manager	60	80	100
Marketing Manager	100	140	180
Brand Manager	200	220	240
Head of Marketing	220	240	300
Marketing Director	300	360	420

Industrial & Manufacturing	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Marketing Executive	40	40	50
Senior Marketing Executive	50	50	60
Assistant Marketing Manager	60	80	100
Marketing Manager	100	140	180
Senior Marketing Manager	200	220	240
Head of Marketing	220	240	300
Marketing Director	300	360	420

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Logistics	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Import / Export Officer	50	70	90
Shipping Coordinator	50	70	90
Customs Agent	60	70	80
Logistics Officer	60	80	100
Logistics Specialist	60	80	100
Stock Controller	60	80	100
Import / Export Manager	80	110	140
Fleet Manager	90	120	140
Transport Planner	90	120	140
Freight Controller	90	120	140
Logistics Manager	140	180	220
Transport Manager	140	180	220
Warehouse Manager	140	180	220
Head of Logistics	220	260	300
Logistics Director	300	330	360

Procurement & Supply Chain	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Order Specialist	60	70	90
Supply Chain Coordinator	60	70	90
Procurement Officer	70	80	100
Inventory Controller	70	90	110
Direct Buyer	70	100	120
Demand Planner	80	110	140
Inventory Planner	100	120	140
Inventory Manager	100	120	140

Procurement & Supply Chain

Procurement Analyst	100	120	140
Procurement Specialist	100	120	140
Production Planner	100	120	140
Indirect Buyer	100	120	140
Procurement Manager	100	130	170
Supply Chain Analyst	110	130	160
Supply Planner	110	130	160
Category Buyer	120	150	180
Information Technology Procurement Manager	120	150	180
Sourcing Manager	120	150	180
Supplier Manager	120	150	180
Supply Chain Manager	120	150	180
Senior Demand Planner	120	150	180
Contract Manager	140	180	220
Procurement Business Partner	140	190	240
Planning Manager	140	190	240
Buying Manager	180	210	240
Sales and Operations Planning Manager	180	240	300
Head of Supply Chain	220	260	300
Head of Procurement	220	260	300
Supply Chain Director	300	360	420

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Salary Guide

Data below shows 2025 Gross Salary, in MYR '000

Services	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Inside Sales Representative	50	60	70
Telesales Executive	50	60	70
Business Development Executive	60	70	80
Sales Executive	60	70	80
Junior Account Manager	70	80	100
Sales Analyst	70	80	90
Senior Account Executive	70	80	100
Account Manager	100	130	150
Key Account Manager	100	120	140
Client Services Manager	110	120	140
Customer Success Manager	110	130	150
Business Development Manager	120	140	160
Area Sales Manager	120	150	170
Sales Manager	120	150	170
Commercial Manager	130	150	170
Senior Account Manager	140	160	190
Senior Key Account Manager	140	170	190
Senior Business Development Manager	170	190	220
Business Development Director	190	250	300
Sales Director	220	290	360
Country Head	300	390	480

FMCG	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Sales Analyst	60	80	100
Assistant Trade Marketing Manager	70	80	100
Assistant Key Account Manager	80	90	100
Area Sales Manager	100	110	120
Assistant E-Commerce Manager	100	110	120
Key Account Manager	110	130	140
Trade Marketing Manager	120	130	140
Senior Sales Analyst	120	140	160
Regional Sales Manager	140	160	180
E-Commerce Manager	140	160	180
Head of Trade Marketing	160	170	190
Senior Key Account Manager	160	170	180
E-Commerce Senior Manager	180	230	280
Head of Modern Trade	190	220	240
Head of General Trade	190	220	240
Sales Director	260	340	420
Head of E-Commerce	300	330	360

Retail	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Key Account Manager	70	80	100
Assistant E-Commerce Manager	80	90	100
Merchandising Manager	100	120	140
Assistant Store Manager	100	110	120
Senior Key Account Manager	120	140	160
E-Commerce Manager	120	150	180
Store Manager	140	160	180
Retail Manager	180	230	280

Industrial	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Sales Executive	60	70	70
Senior Sales Executive	70	80	100
Sales Engineer	70	90	100
Inside Sales Representative	70	80	100
Key Account Manager	100	120	140
Assistant Sales Manager	100	110	120
Assistant Aftersales Manager	110	130	140
Inside Sales Manager	110	130	140
Area Sales Manager	120	140	160
Sales Manager	120	150	180
Business Development Manager	140	160	180
Aftersales Manager	140	160	180
Head of Aftersales	220	250	290
Head of Sales	220	260	300
Senior Business Development Manager	220	260	300
Regional Sales Manager	220	260	300
Country Sales Manager	240	270	300
Country Head	260	330	400
Sales Director	300	360	420

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Salary Guide

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Secretarial & Business Support	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Executive Assistant	100	120	180
Office Manager	100	120	180
Personal Assistant	100	120	180
Legal Secretary	110	120	130

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Salary Guide

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Sustainability & ESG	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Sustainability Executive	50	70	80
Sustainability Consultant	100	150	170
Environmental, Social, Governance (ESG) Advisor	140	140	160
Environmental, Social, Governance (ESG) Manager	140	180	200
Sustainability Manager	160	160	180
Head of Sustainability	220	240	300

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Salary Guide

Data below shows 2025 Gross Salary, in MYR '000

Analytics	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Junior Data Analyst	100	110	120
Data Analyst	140	150	170
Business Intelligence Analyst	150	170	180
Statistician	160	170	190
Business Intelligence Developer	160	170	190
Master Data Manager	160	180	190
Data Governance Engineer	160	180	190
Data Architect	190	210	220
Business Analytics Manager	190	210	220
Data Scientist	200	220	230
Data Science Consultant	210	230	240
Data Science Manager	230	250	260
Head of Data	280	290	310

Technology	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Junior Software Developer	60	70	90
Information Technology Support Technician	70	90	100
Backend Developer	80	100	110
Java Developer	80	100	110
Program Administrator	80	100	110
Front-End Developer	100	110	130
Database Administrator	100	120	130
Information Manager	110	130	140
Software Developer	110	120	140
Software Engineer	110	120	140

Technology

Test Analyst	110	120	140
Information Technology Support Analyst	110	120	140
Web Developer	110	120	140
Information Technology Project Coordinator	120	140	150
Power Business Intelligence Developer	120	130	150
Technical Business Analyst	120	140	150
Full-Stack Developer	130	140	160
.NET Developer	130	140	160
Android Developer	130	140	160
Application Support Analyst	130	140	160
Information Technology Manager	140	160	170
Implementation Manager	140	150	170
Information Technology Auditor	140	150	170
Service Delivery Manager	140	150	170
Data Engineer	140	160	170
Information Technology Security Manager	140	160	170
Senior Java Developer	140	160	170
Programmer	140	160	170
Senior .NET Developer	150	160	180
Network Engineer	150	170	180
Robotic Process Automation Developer	150	160	180
Business Analyst	150	160	180
Information Technology Project Manager	150	160	180
Information Technology Security Engineer	150	170	180
Infrastructure Engineer	150	170	180
Information Technology Security Consultant	150	170	180
Product Owner	160	180	190
DevOps Engineer	160	170	190

Technology

Information Technology Audit Manager	160	180	190
Information Technology Consultant	160	180	190
Salesforce Consultant	160	180	190
Scrum Master	160	180	200
Senior Software Developer	160	180	190
C++ Developer	160	200	230
Product Manager	160	200	230
Test Lead	170	180	200
Solution Architect	170	190	200
Enterprise Architect	170	200	230
Head of Information Technology	180	200	210
Systems, Applications, and Product Consultant	180	190	210
Infrastructure Architect	180	210	250
Senior Product Manager	230	280	320
Chief Information Security Officer (CISO)	240	260	280
Cybersecurity Director	330	370	410
Information Technology Director	400	460	510
Chief Technology Officer (CTO)	430	470	500
Chief Information Officer (CIO)	460	510	540

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Salary Guide

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Business Technology	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Core Infrastructure Analyst	80	90	100
Network and Voice over Internet Protocol (VOIP) Analyst	80	100	120
Global Technology Services (GTS) Analyst	80	90	100
Business Analyst	80	95	110
Applications Support Engineer	80	105	130
Database Administrator	80	110	140
Global Technology Services (GTS) Senior Analyst	100	120	140

Personal Development, and Human Resources	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Junior Human Resources (HR) Specialist	50	60	70
Human Resources (HR) Administrator	60	70	80
Human Resources (HR) Data and Reporting Analyst	70	80	90
Talent Development Specialist	70	80	90
Human Resources (HR) Specialist	80	90	100
Senior Human Resources (HR) Specialist	90	105	120
Human Resources (HR) Business Partner	108	132	156
Talent Development Human Resources (HR) Business Partner	120	135	150

Data & Insight	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Sales Insights Analyst	70	80	90

Shared Services

Finance	Minimum Gross Salary	Average Gross Salary	Maximum Gross Salary
Credit Administrator	50	60	70
Coordinator of Finance	50	60	70
Payroll and Billing Specialist	50	60	70
Payroll Specialist	54	69	84
Order-to-Cash (O2C) Senior Cash Allocator	60	70	80
Procure-to-Pay (P2P) Specialist	60	70	80
Order-to-Cash (O2C) Billing Specialist	60	70	80
Order-to-Cash (O2C) Collections Specialist	60	70	80
Order-to-Cash (O2C) Compliance Specialist	60	70	80
Procure-to-Pay (P2P) Senior Specialist	70	80	90
Order-to-Cash (O2C) Compliance Senior Specialist	70	80	90
Order-to-Cash (O2C) Billing Senior Specialist	72	81	90
Order-to-Cash (O2C) Collections Senior Specialist	72	81	90
Accountant	80	90	100
Senior Finance and Payroll Specialist	80	90	100
Senior Finance Specialist	80	90	100
Senior Payroll Specialist	80	94	108
Financial Accountant	90	105	120
Financial Planning and Analysis (FP&A) Regional Analyst	90	115	140
Global Financial Services (GFS) Senior Analyst	90	105	120
Record-to-Report (R2R) Accountant	90	105	120
Record-to-Report (R2R) Senior Accountant	100	120	140
Project Manager	120	135	150

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