



Salary Report 2022

The essential guide to plan your hiring



Singapore Edition

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Scope & Methodology

SALARY REPORT 2022

JobStreet Singapore

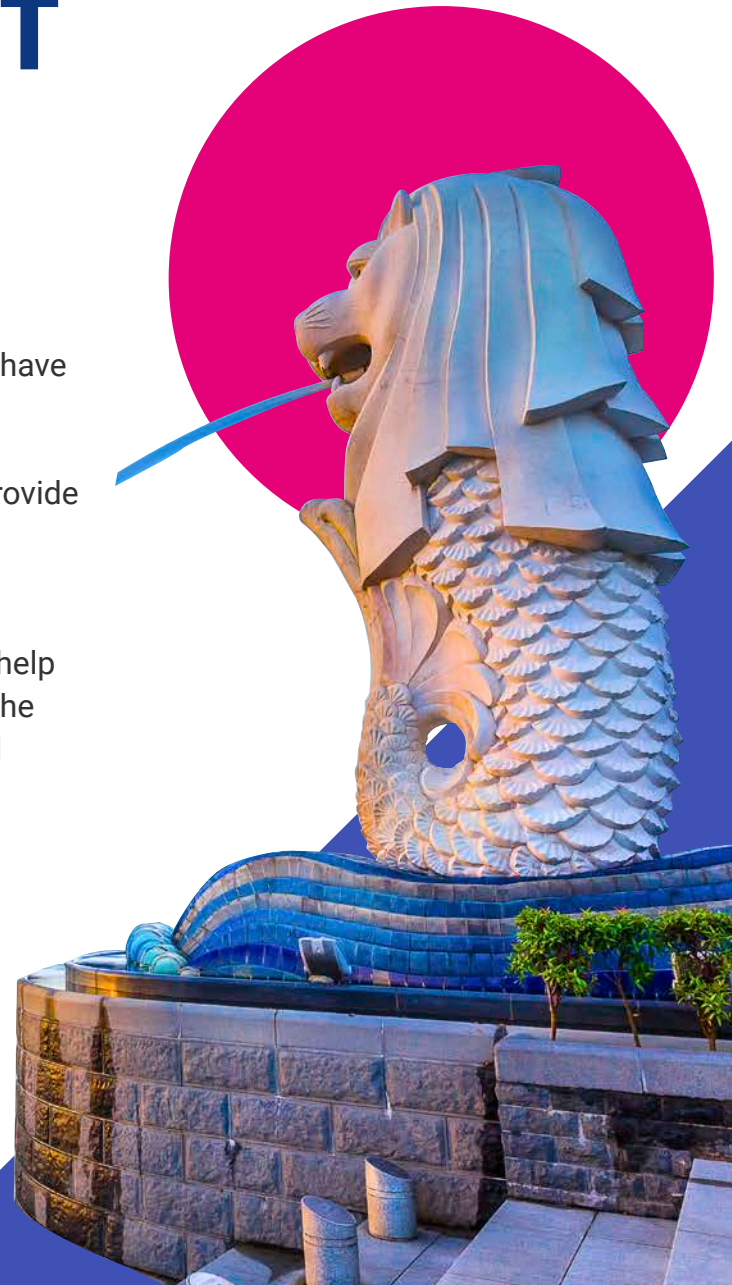
JobStreet Singapore is honoured to present the must-have salary report of Singapore's job landscape.

As Asia's No. 1 Trusted Talent Partner, we're able to provide **data** and **insights** you can **benchmark** with Malaysia, Indonesia, Philippines, Thailand, and Hong Kong.

In the post-pandemic job market, we're committed to help hiring managers/HR professionals go into 2022 with the **most in-depth salaries insights** across industries and specialisations with our expertise.

What is Salary Report 2022?

It's an **insights-packed salary guide** of Singapore's job market. Compiled from JobStreet Singapore's latest data, the report analyses and compares salaries **between 2020 and 2021**.



Scope & Methodology

SALARY REPORT 2022

Who is it Intended For?

Companies who want to understand **salary trends** across different **specialisations** and **position levels**, and to make strategic decisions in acquiring and retaining talent.



How is it Derived?



Period of Analysis

The report compares salary data between **Q1 - Q3 2021** and the same period last year, **Q1 - Q3 2020**.



Data Analysis

This report uses **median salary**. **Outliers** or **extreme values**, as well as salary below the country's minimum salary wages were excluded to ensure the accuracy of **analysis** and **insights**.



Data Source

All salary data is extracted from salary requirements from **JobStreet employer's job ads** in the **internal database**.

Salary Report Overview:

Industry and Specialisation

Regional Breadth, Local Depth

Get a **bird's eye view** of how workers in Singapore are remunerated according to **industry** and **specialisation**. Gain an even **broader perspective** as we **compare salaries** across Malaysia, Indonesia, Philippines, Thailand, and Hong Kong.



Salary Fact #1

Average Salary Growth
by Industry with positive
salary change in 2021:

9.4%

Average Salary Growth
by Specialisation with positive
salary change in 2021:

4.8%

SALARY CHANGES IN SINGAPORE 2021

Singapore **has the most salary increases** in job ads compared to Malaysia, Indonesia, Philippines, Thailand, and Hong Kong.

Singapore has **41 industries** with more than 40% increase in salary, **ranking no. 1** among Malaysia, Indonesia, Philippines, Thailand, and Hong Kong.

Singapore Overall Job Salary Changes, Year-on-Year (Q1 - Q3 2021)



● Increase ● Decrease ● No Change



Salary Fact #2

▼ **\$ 350 (-13.5%)**

The **Communication Service industry** experienced the **highest percentage decrease** in median salary across all industries.



Salary Fact #3

▲ **\$ 400 (+11.1%)**

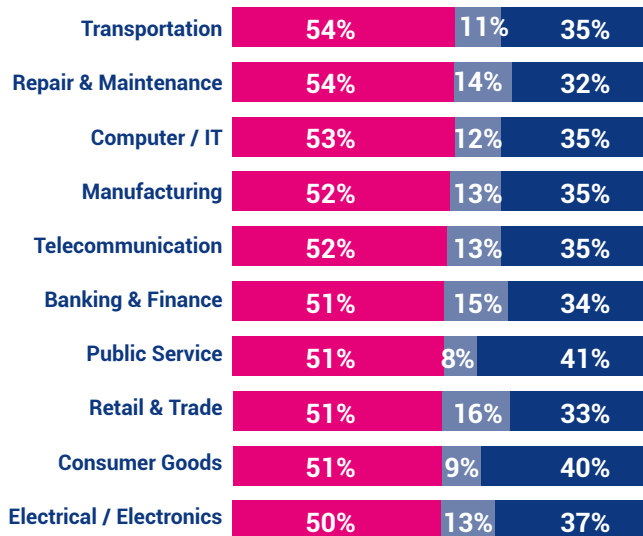
Sciences had the **highest median salary growth** amongst all specialisations.

SALARY CHANGES IN SINGAPORE 2021 BY INDUSTRY

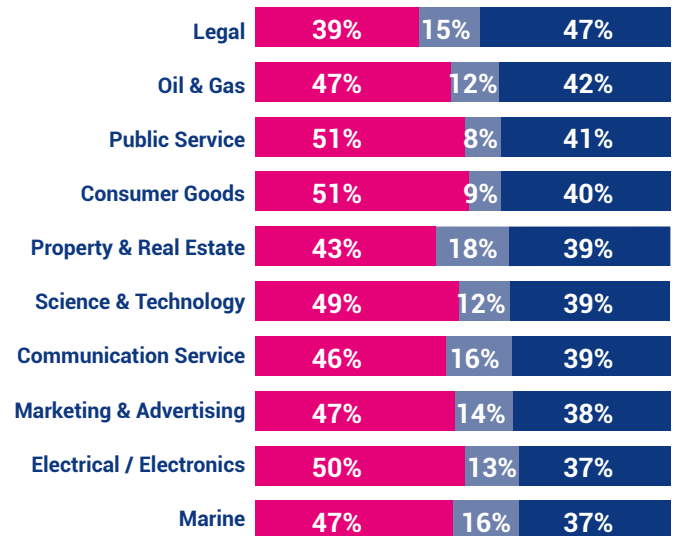
Computer / IT, Consumer Goods, Public Service, Telecommunication, and Transportation are also in the regional list of job ads with pay rises.*

Communication Service, Consumer Goods, Oil & Gas, and Science & Technology are also in the regional list of job ads with pay cuts.*

Percentage of Job Ads with Salary Changes by Industry: Top 10 Pay Rises



Percentage of Job Ads with Salary Changes by Industry: Top 10 Pay Cuts



● Increase ● No Change ● Decrease

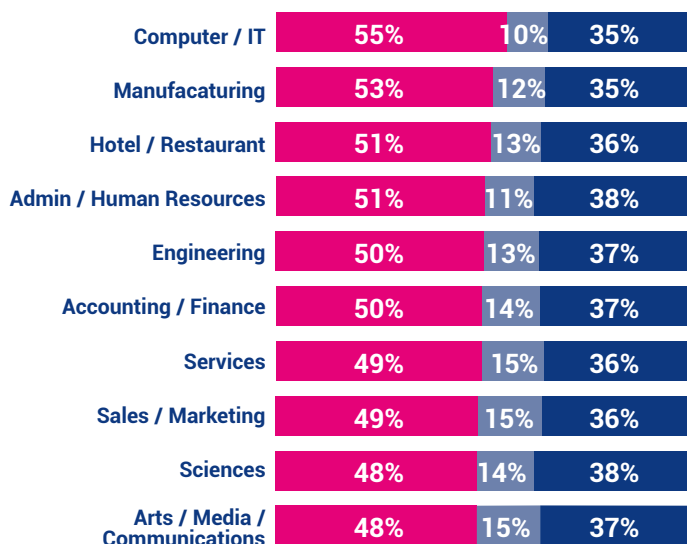
*Regional list consists of Singapore, Malaysia, Indonesia, Philippines, Thailand, and Hong Kong

SALARY CHANGES IN SINGAPORE 2021 BY SPECIALISATION

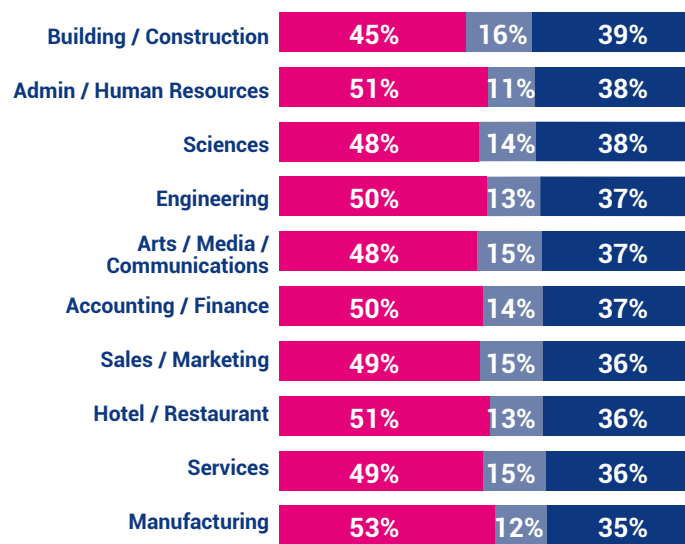
Accounting/Finance, Administration/Human Resources, Building / Construction, Engineering, Manufacturing, and Sciences are also in the **regional list of job ads with pay rises**.*

All specialisations in the list of **job ads with pay cuts** are also in the **regional version of the list** except for Building/Construction.*

Percentage of Job Ads with Salary Changes by Specialisation: Top 10 Pay Rises



Percentage of Job Ads with Salary Changes by Specialisation: Top 10 Pay Cuts



● Increase ● No Change ● Decrease

*Regional list consists of Singapore, Malaysia, Indonesia, Philippines, Thailand, and Hong Kong

TOP 10 SALARIES IN SINGAPORE BY INDUSTRY AND POSITION LEVEL

Banking / Finance, Consumer Goods, and Telecommunication are also in the **top salary growth list** of the same categorisation.

	Entry Level Median Salary (\$)	Junior Executive Median Salary (\$)	Senior Executive Median Salary (\$)	Manager Median Salary (\$)	Senior Manager Median Salary (\$)
Telecommunication	2,400	3,750	5,850	7,000	11,250
Banking / Finance	3,100	3,500	5,500	7,150	10,850
Computer / IT	2,850	3,750	5,750	6,750	9,500
Public Service	2,400	3,700	5,350	6,550	9,750
Consulting	2,850	3,250	5,250	6,250	9,250
Entertainment	2,650	3,250	4,775	6,000	10,050
Oil & Gas	2,400	3,300	4,700	6,725	9,500
Industrial Machinery & Equipment	2,600	3,000	4,500	6,000	10,500
Consumer Goods	2,300	3,150	4,250	6,000	10,500
Electrical / Electronics	2,500	3,400	5,000	6,500	8,750

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

TOP SALARY GROWTH IN SINGAPORE BY INDUSTRY AND POSITION LEVEL

Banking & Finance, Consumer Goods, Public Service, Retail & Trade, Telecommunication, and Transportation also in the list of **top 10 industries of job ads with pay rises**.

	Entry Level Median Salary Growth	Junior Executive Median Salary Growth	Senior Executive Median Salary Growth	Manager Median Salary Growth	Senior Manager Median Salary Growth
Education	+6.0%	+31.7%	+20.0%	+10.5%	+6.3%
Telecommunication	+4.4%	+16.3%	+17.0%	+7.7%	+25.0%
Marketing & Advertising	+3.7%	+8.3%	0.0%	+15.0%	+17.9%
Banking & Finance	0.0%	+2.9%	+14.6%	+10.0%	+7.4%
Retail & Trade	+4.7%	+3.6%	+5.3%	+11.4%	+18.8%
Hospitality	+5.1%	+5.7%	+7.1%	0.0%	0.0%
Consumer Goods	0.0%	+3.3%	+6.3%	+3.0%	0.0%
Public Service	+2.1%	+7.3%	+3.9%	+2.3%	+0.5%
Transportation	+4.7%	+3.5%	+2.4%	+4.4%	0.0%
Healthcare	+4.4%	+4.6%	+4.7%	0.0%	-5.6%

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

TOP 10 SALARIES IN SINGAPORE BY SPECIALISATION AND POSITION LEVEL

All specialisations in this list are also in the **top salary growth list** of the same categorisation, except for Building / Construction.

	Entry Level Median Salary (\$)	Junior Executive Median Salary (\$)	Senior Executive Median Salary (\$)	Manager Median Salary (\$)	Senior Manager Median Salary (\$)
Computer / IT	3,150	4,250	6,000	7,300	10,750
Accounting / Finance	3,000	3,200	4,500	7,000	10,800
Engineering	2,500	3,600	5,000	6,500	9,250
Sciences	2,500	4,000	5,050	6,500	8,450
Building / Construction	3,000	3,500	4,500	6,250	9,000
Sales / Marketing	2,750	3,250	4,200	5,880	9,000
Healthcare	2,500	3,450	4,500	6,000	8,500
Admin / Human Resources	2,300	2,850	4,200	6,000	9,500
Manufacturing	2,250	3,000	4,250	6,000	9,000
Services	2,250	2,850	4,000	6,000	9,100

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

TOP SALARY GROWTH IN SINGAPORE BY SPECIALISATION AND POSITION LEVEL

All specialisations in this list also in the list of **top 10 specialisations of job ads with pay rises**, except for Education / Training and Healthcare.

	Entry Level Median Salary Growth	Junior Executive Median Salary Growth	Senior Executive Median Salary Growth	Manager Median Salary Growth	Senior Manager Median Salary Growth
Computer / IT	+8.6%	+6.3%	+9.1%	+2.8%	+13.2%
Sciences	+8.1%	+17.7%	+6.9%	0.0%	+0.6%
Accounting / Finance	+7.1%	+1.6%	0.0%	+7.7%	+8.0%
Engineering	+6.4%	+9.1%	+5.3%	0.0%	-2.6%
Manufacturing	+4.7%	+3.5%	+2.4%	0.0%	+5.9%
Education / Training	-1.9%	+6.7%	+3.8%	+2.9%	+0.7%
Admin / Human Resources	+4.6%	+3.6%	+2.4%	0.0%	0.0%
Sales / Marketing	-1.8%	+1.6%	0.0%	+6.9%	0.0%
Arts / Media / Communications	+1.9%	+3.3%	+2.5%	+0.9%	-3.2%
Services	+2.3%	+3.6%	0.0%	+2.6%	-4.2%
Healthcare	0.0%	+6.2%	0.0%	0.0%	-5.6%

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Report

Overview:

SME vs Corporate



Size Does Not Necessarily Matter

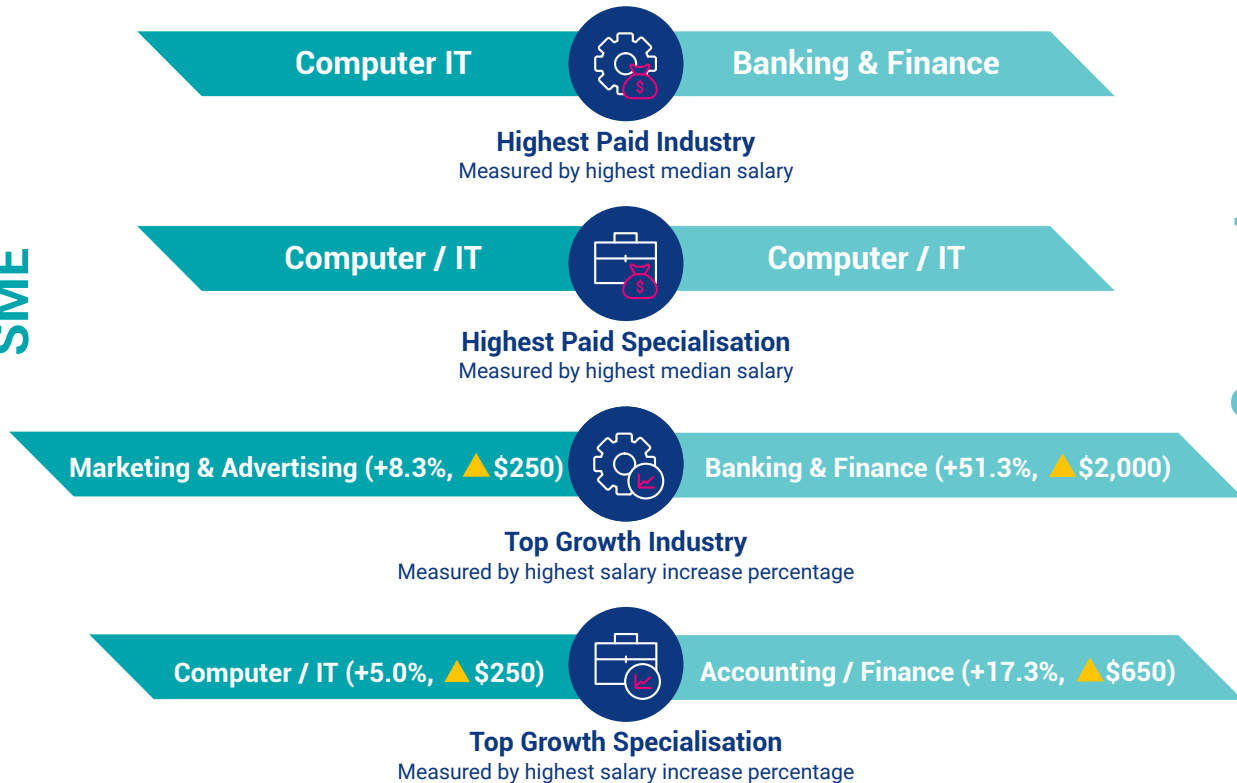
Detailed breakdown of salaries paid to workers of different specialisations and position levels. Corporations generally offer higher salaries, but certain specialisations pay more in SMEs.

HIGHLIGHTS: SME VS CORPORATE SALARY

SME vs Corporate Salary Insights

SME

Corporate



Salary Report Overview: SME vs Corporate

SME VS CORPORATE SALARIES BY SPECIALISATION AND POSITION LEVEL

Computer / IT professionals in SMES have the **highest salaries** at **all position levels** and **specialisations** except at the Entry Level. This surge of demand for tech talent is due to SMEs rapidly developing technical competency and sophistication.

Senior Managers in **Education/Training of SMEs** are paid 12% more than their counterparts in corporates.

Salary Breakdown by Specialisation and Position Level, Year-on-Year (2021 Q1 - Q3)

Job Level Specialisation	Entry Level		Junior Executive		Senior Executive		Manager		Senior Manager	
Accounting / Finance	2,900	3,150	3,300	3,000	4,750	4,250	7,100	6,500	10,800	9,500
Admin / Human Resources	2,350	2,250	2,950	2,750	4,250	4,150	6,000	6,000	9,500	9,600
Arts / Media / Communication	2,650	2,750	3,300	3,000	4,250	3,850	6,000	5,250	8,625	6,375
Building / Construction	3,250	2,900	3,600	3,400	4,500	4,500	6,500	6,000	9,000	9,000
Computer / IT	3,200	3,150	4,400	4,200	5,950	6,000	7,350	7,250	10,750	10,000
Education / Training	2,500	2,750	3,200	2,900	4,250	3,750	5,400	5,000	7,500	8,400
Engineering	2,550	2,500	3,750	3,400	5,000	4,750	6,500	6,250	9,500	9,000
Healthcare	2,600	2,500	3,500	3,400	4,350	4,500	5,750	6,000	8,500	8,500
Hotel / Restaurant	2,050	2,160	2,500	2,600	3,150	3,150	3,950	3,600	6,500	6,500
Manufacturing	2,278	2,150	3,000	3,000	4,250	4,000	6,000	6,000	8,875	9,000
Sales / Marketing	2,850	3,000	3,250	3,150	4,250	4,000	6,000	5,500	9,050	8,500
Sciences	2,500	2,475	4,000	3,250	5,250	4,800	6,500	6,500	8,000	8,750
Services	2,250	2,250	2,900	2,750	4,000	3,900	6,000	6,000	9,350	9,000

 **Salary Fact #4** Computer/IT is the specialisation with the **most number of job ads posted for 2 consecutive years.**

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience  Corporate  SME

Salary Breakdown by Industry, Specialisation and Position Level via Recruitment Firms



Through the Eyes of JobStreet's Partners

Recruitment firms have been placing talent to jobs via our talent pool of 2.4 million, one of the largest in Singapore. **Gain insights of a different angle** as we break down salary info of **industries** and **specialisations** served by recruitment professionals.

SALARY BREAKDOWN BY INDUSTRY AND POSITION LEVEL VIA RECRUITMENT FIRMS

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Banking / Finance	3,500	3,400	5,000	7,250	11,500
Beauty, Health & Fitness	2,650	3,000	3,750	5,000	
Chemicals	2,400	3,150	4,400	6,250	8,075
Communication Service	2,100	2,600	4,025		
Computer / IT	2,700	3,800	6,000	7,250	10,000
Construction & Building	2,750	3,500	4,500	6,500	8,500
Consulting	2,850	3,400	5,500	6,750	9,500
Consumer Goods	2,400	3,000	4,250	6,500	11,000
Education	2,700	2,850	4,250	5,750	8,250
Electrical / Electronics	2,425	3,250	5,000	6,250	9,500
Entertainment	2,825	3,250	5,250	6,250	
Food & Beverage	2,250	2,750	3,600	4,750	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

SALARY BREAKDOWN BY INDUSTRY AND POSITION LEVEL VIA RECRUITMENT FIRMS

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Healthcare	2,400	3,250	4,500	6,500	9,000
Hospitality	2,100	2,425	3,500	4,875	
Human Resources	2,500	3,150	4,750	6,250	9,500
Industrial Machinery & Equipment	2,700	3,000	4,500	6,000	
Legal		3,925	4,950	6,450	
Manufacturing	2,400	3,000	4,250	6,500	9,000
Marine	2,600	3,100	4,250	6,000	
Marketing Advertising	3,350	3,250	4,150	6,000	
Materials	2,675	3,150	5,000	6,250	
Media	2,200	3,150	4,000		

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

SALARY BREAKDOWN BY INDUSTRY AND POSITION LEVEL VIA RECRUITMENT FIRMS

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
MICE (Meetings, incentives, conferences and exhibitions)	3,100	3,000	4,125	5,100	
Oil & Gas	2,613	3,400	4,750	8,400	9,750
Property & Real Estate	2,400	2,800	4,375	6,400	8,500
Public Service	2,000	2,500	4,550	5,900	8,000
Repair & Maintenance	2,300	2,650	3,750		
Retail & Trade	2,300	2,850	3,750	5,750	7,500
Science & Technology	2,350	3,300	5,000	7,000	8,000
Security	2,450	2,650	3,500		
Telecommunication	2,400	3,100	5,750	6,500	
Transportation	2,250	2,850	4,400	6,000	9,000

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

SALARY BREAKDOWN BY SPECIALISATION AND POSITION LEVEL VIA RECRUITMENT FIRMS

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Accounting / Finance	2,950	3,150	4,500	7,000	10,000
Admin / Human Resources	2,300	2,800	4,250	6,000	9,250
Arts/ Media / Communications	2,750	3,250	4,275	6,250	7,500
Building / Construction	3,150	3,750	4,500	6,750	9,000
Computer / IT	3,150	4,200	6,000	7,500	10,000
Education / Training	2,700	3,000	4,000	5,500	8,400
Engineering	2,500	3,400	4,750	6,500	8,750
Healthcare	2,600	3,400	4,500	6,000	8,400
Hotel / Restaurant	2,150	2,500	3,150	3,900	9,000
Manufacturing	2,250	3,000	4,250	6,000	8,400
Sales / Marketing	3,000	3,250	4,250	6,000	9,000
Sciences	2,400	3,250	4,500	6,250	8,750
Services	2,200	2,750	4,000	6,000	9,000

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

Same Level, Different Pay

Entry-level workers could be paid more than junior executives of a different industry, likewise with a senior executive versus a manager. The highest and lowest salary of the same position level can be significantly different. Find out how much each specialisation pays across different industries.

Salary Fact #5

▲ \$950 (+10.5%)

Senior Managers had the highest median salary growth across all position levels

▲ \$2,250 (+25%)

Telecommunication Senior Managers had the highest median salary growth across all industries at the same position level



Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE BANKING & FINANCE INDUSTRY BY SPECIALISATION & POSITION LEVEL

Junior Executives specialising in Computer / IT in this industry are paid **\$4,500**, same as their counterparts in Oil & Gas and Science & Technology. They are the **highest paid** Junior Executives of all industries.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	3,100	3,500	5,500	7,200	10,900
Accounting / Finance	3,500	3,550	5,100	7,150	10,900
Admin / Human Resources	2,200	2,640	4,400	6,250	11,000
Computer / IT	3,250	4,500	6,200	7,700	10,900
Hotel / Restaurant	2,000	2,050	2,675		
Sales / Marketing	3,500	3,500	4,750	6,400	9,750
Services	2,600	2,900	4,325	5,750	10,800



Salary Fact #6

Banking & Finance is the industry with the **most amount of job ads posted** in 2021.

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE CHEMICALS INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Executives specialising in **Services** had the **highest salary increment** in the industry at +18.1% (▲\$650).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,400	3,150	4,400	6,000	9,000
Accounting / Finance		3,250	4,600	6,104	
Engineering	2,675	3,300	4,750	5,500	
Manufacturing	2,250	2,950	4,400		
Sales / Marketing		3,300	4,000	5,500	
Sciences	2,400	2,750	4,250		
Services	2,450	3,350	4,250	6,500	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE COMPUTER / IT INDUSTRY BY SPECIALISATION & POSITION LEVEL

All position levels specialising in Computer / IT are **paid the most** compared to other specialisations in the industry except for Senior Managers.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,850	3,750	5,750	6,750	9,500
Accounting / Finance	2,600	3,135	5,000	7,113	10,000
Admin / Human Resources	2,350	3,150	4,300	5,700	9,000
Computer / IT	3,250	4,200	6,000	7,200	9,500
Engineering	2,750	3,500	5,400	6,000	
Manufacturing		3,250	4,900	5,900	
Sales / Marketing	3,000	3,500	4,600	6,000	9,000
Services	2,400	2,700	4,175	5,780	



Salary Fact #7

\$5,250

Computer/IT is the specialisation with the **highest median salary** across all position levels.

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE CONSTRUCTION / BUILDING INDUSTRY BY SPECIALISATION & POSITION LEVEL

Managers specialising in Accounting / Finance had the **highest salary increment** in the industry at +14.3% (▲ \$750).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,600	3,300	4,400	6,250	9,000
Accounting / Finance	2,250	2,850	4,250	6,000	
Admin / Human Resources	2,100	2,600	3,750	5,700	
Building / Construction	3,100	3,550	4,500	6,500	8,500
Computer / IT	3,000	3,750	5,500	7,500	
Engineering	2,600	3,500	4,500	6,000	9,000
Manufacturing	2,250	3,000	4,000	5,750	
Sales / Marketing	2,850	3,200	4,000	5,300	8,900
Services	2,250	2,700	4,500	6,250	



Salary Fact #8

▼ **\$ 400 (-9.1%)**

Construction / Building had the **highest percentage of decrease in median salary** across all specialisations.

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE CONSULTING INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Managers specialising in Accounting / Finance have the **highest salaries** compared to senior managers in other industries and specialisations at \$13,000.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,850	3,250	5,250	6,250	9,250
Accounting / Finance	3,000	3,000	4,200	6,000	13,000
Admin / Human Resources	2,400	2,850	4,250	5,800	
Building / Construction	3,450	3,500	4,850		
Computer / IT	3,200	4,000	6,000	7,500	9,500
Engineering	2,550	3,355	5,000	6,000	
Manufacturing	2,150	2,900	3,925	4,750	
Sales / Marketing	3,175	3,250	4,425	5,750	7,625
Services	2,500	3,250	4,250	6,000	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE CONSUMER GOODS INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Managers specialising in Sales / Marketing had the **highest salary increment** in the industry at +19% (▲ \$1,675).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2350	3,150	4,250	6,000	10,500
Accounting / Finance	2,650	3,000	4,700	6,500	
Admin / Human Resources	2,050	2,900	3,360		
Computer / IT		4,100	5,040	6,240	
Manufacturing	2,400	3,250	3,750	6,000	
Sales / Marketing	2,700	3,150	4,000	5,750	10,500
Services	2,200	3,000	4,080	6,500	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE EDUCATION INDUSTRY BY SPECIALISATION & POSITION LEVEL

Managers specialising in Engineering had the **highest salary increment** in the industry at +27.3% (▲ \$1,500).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,650	3,950	4,850	5,850	8,550
Accounting / Finance	2,625	3,000	4,450	6,350	11,000
Admin / Human Resources	2,250	3,000	3,900	5,400	10,150
Arts / Media / Communications	2,750	3,250	4,350	5,500	
Computer / IT	2,650	4,450	6,200	7,127	10,350
Education / Training	2,575	3,200	4,200	5,350	7,500
Engineering	2,750	3,950	5,300	7,000	8,000
Sales / Marketing	2,750	3,250	4,000	5,700	8,950
Sciences	2,900	4,100	5,400	6,600	
Services	2,400	2,750	3,500	5,500	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE ELECTRICAL / ELECTRONICS INDUSTRY BY SPECIALISATION & POSITION LEVEL

Entry Level workers specialising in Computer / IT have an average salary of \$3,750, \$350 **higher** than the overall salary of **Junior Executives** in the industry.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,500	3,400	5,000	6,450	8,750
Accounting / Finance	2,400	3,000	4,800	6,100	8,250
Admin / Human Resources	2,150	3,000	4,350	6,575	
Computer / IT	3,750	4,175	5,500	7,000	7,100
Engineering	2,650	3,500	5,250	7,000	10,500
Manufacturing	2,400	3,250	4,800	6,250	10,375
Sales / Marketing	2,750	3,425	4,500	6,100	7,500
Services	2,250	2,850	4,500	7,000	10,500

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE ENTERTAINMENT INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Executives specialising in Computer / IT are paid **\$6,250, highest** among all industries, their counterparts are **paid the same** in the Telecommunication industry as well.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall Industry	2,600	3,300	5,050	6,000	10,425
Arts / Media / Communications	2,650	3,000	4,175		
Computer / IT		4,000	6,250	7,250	10,700
Sales / Marketing		3,100	3,900	6,000	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE FOOD & BEVERAGES INDUSTRY BY SPECIALISATION & POSITION LEVEL

Managers specialising in Admin / Human Resources had the **highest salary increment** in the industry at +18.3% (▲ \$850).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,150	2,750	3,450	4,250	7,000
Accounting / Finance	2,250	2,750	3,650	4,950	
Admin / Human Resources	2,050	2,700	3,400	5,000	
Computer / IT		3,250	4,300	6,250	
Hotel / Restaurant	2,150	2,600	3,100	3,600	6,000
Manufacturing	2,100	2,750	3,500	4,650	
Sales / Marketing	2,300	2,950	3,600	5,000	
Services	2,100	2,700	4,300		

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE HEALTHCARE INDUSTRY BY SPECIALISATION & POSITION LEVEL

Managers specialising in Engineering had the highest monthly income at **\$10,250** in 2021 compared to their counterparts in other industries.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,400	3,400	4,450	6,000	8,500
Accounting / Finance	2,575	3,100	4,200	6,000	9,000
Admin / Human Resources	2,250	3,300	4,100	5,800	7,750
Arts / Media / Communications		3,700	4,000	6,250	
Building / Construction		4,000	4,500	5,980	
Computer / IT	3,875	3,975	4,800	6,350	10,000
Engineering	2,650	3,500	5,150	10,250	
Healthcare	2,500	3,400	4,500	6,000	8,250
Manufacturing	2,050	3,276	5,000	6,275	
Sales / Marketing	3,000	3,600	4,250	6,000	9,000
Sciences	2,550	3,700	4,500	5,850	9,000
Services	2,200	3,000	4,150	5,825	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE HOSPITALITY INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Executives specialising in Computer / IT have the highest rise of monthly salary in the industry at **+27.8%** (▲ \$1,350).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,050	2,800	3,750	4,800	9,000
Accounting / Finance	2,875	3,000	4,100	5,750	9,950
Admin / Human Resources	2,150	3,000	4,000	5,750	
Computer / IT		3,850	6,200	7,200	10,000
Engineering	2,100	3,100		6,000	
Hotel / Restaurant	2,000	2,500	3,050	4,000	7,075
Manufacturing	2,000	2,875	4,250	5,500	
Sales / Marketing	2,700	2,950	3,850	5,075	9,600
Services	2,100	2,850	3,500		

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE INDUSTRIAL MACHINERY & EQUIPMENT INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Executives specialising in Sales / Marketing had the highest salary increment in the industry at **+11.9%** (▲\$475).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,650	3,000	4,500	6,000	10,500
Computer / IT	3,150	3,500	5,250		
Engineering	2,750	3,150	4,500	6,000	
Manufacturing	2,300	2,750	4,000	6,000	
Sales / Marketing	2,800	3,250	4,475	5,760	
Services	2,400	3,050	3,675		

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE MANUFACTURING INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Managers specialising in Sales / Marketing had the highest salary increment in the industry at **+5.9%** (▲ \$500).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,350	3,000	4,250	6,100	9,000
Accounting / Finance	2,400	2,900	4,500	7,075	9,000
Admin / Human Resources	2,050	2,725	4,000	6,250	
Computer / IT	3,000	4,000	5,500	6,850	
Engineering	2,500	3,250	4,500	6,000	8,500
Manufacturing	2,250	3,000	4,000	6,000	6,625
Sales / Marketing	2,400	3,180	4,000	6,000	9,000
Sciences	2,250	3,000	4,150		
Services	2,150	2,750	3,850	6,238	9,800

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE MARINE INDUSTRY BY SPECIALISATION & POSITION LEVEL

Junior Executives specialising in Engineering had the highest salary growth of the industry at **+12.3%** (▲\$400).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,500	3,100	4,250	6,000	10,275
Accounting / Finance		3,050	4,100	7,000	
Engineering	2,750	3,650	4,500	7,000	
Manufacturing	2,600	3,075	4,000		
Sales / Marketing	2,500	3,150	4,250	5,500	
Services	2,250	2,900	4,125	6,500	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE MARKETING & ADVERTISING INDUSTRY BY SPECIALISATION & POSITION LEVEL

Entry Level workers specialising in Computer / IT in the industry have the **highest wages** across all industries at \$4,400.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall Industry	2,800	3,250	4,000	5,750	8,250
Arts / Media / Communications	2,750	3,000	3,750	5,400	
Computer / IT	4,400	4,400	5,400	6,500	
Sales / Marketing	2,825	3,000	4,000	5,250	7,750

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE OIL & GAS INDUSTRY BY SPECIALISATION & POSITION LEVEL

Junior Executives specialising in Computer / IT in this industry are paid **\$4,500**, same as their counterparts in Banking & Finance and Science & Technology. They are the **highest paid** Junior Executives of all industries.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,400	3,350	4,550	6,725	9,250
Accounting / Finance	2,850	3,500	4,750	7,500	9,600
Admin / Human Resources	2,150	3,000	3,750		
Engineering	3,000	3,600	4,750	6,000	
Manufacturing	2,000	3,000	4,750	6,250	
Sales / Marketing		3,250	4,200	8,500	8,000
Services	2,150	3,300	4,500	6,000	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE PROPERTY & REAL ESTATE INDUSTRY BY SPECIALISATION & POSITION LEVEL

Computer / IT Managers had the highest salary surge in the industry at +12.5% (▲ \$800).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,300	3,050	4,150	6,000	8,600
Accounting / Finance	2,200	3,250	4,500	6,500	10,000
Admin / Human Resources	2,200	2,800	3,750		
Building / Construction	2,550	3,000	4,050	5,400	8,500
Computer / IT		3,850	4,900	7,225	8,250
Engineering		3,325	4,250	5,750	
Manufacturing	2,200	2,800	4,000	5,400	
Sales / Marketing		3,150	3,800	5,750	8,750
Services	2,050	2,650		7,000	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE PUBLIC SERVICE INDUSTRY BY SPECIALISATION & POSITION LEVEL

Entry Level workers specialising in Engineering had the highest jump in salary at **+23.4%** (▲ \$550).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,400	3,700	5,350	6,500	9,900
Accounting / Finance	2,250	3,250	4,500	6,950	10,000
Admin / Human Resources	2,250	3,150	4,350	6,100	10,400
Building / Construction		3,700	4,700	6,750	
Computer / IT	2,700	4,350	6,150	7,400	10,525
Education / Training		3,200	4,250	5,800	
Engineering	2,900	3,900	5,300	6,800	
Sales / Marketing		3,150	4,600	6,050	9,050
Sciences	2,900	3,800	5,150	6,400	10,550
Services	2,150	2,975	4,500	5,650	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE RETAIL & TRADE INDUSTRY BY SPECIALISATION & POSITION LEVEL

Computer / IT Managers in the industry had the highest salary growth in the industry at **+27.5%** (▲\$1,650).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,250	2,850	3,950	5,850	10,100
Accounting / Finance	2,400	2,900	4,050	6,750	11,450
Admin / Human Resources	2,100	2,650	3,750	6,000	11,450
Arts / Media / Communications		2,400	3,000	3,900	
Computer / IT	2,900	4,175	5,800	7,650	11,050
Engineering	2,250	2,750	4,025		
Hotel / Restaurant	2,000	2,300			
Manufacturing	2,000	2,600	3,600	5,250	
Sales / Marketing	2,300	2,900	3,600	5,500	9,500
Services	2,150	2,650	3,750	6,000	10,000

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE SCIENCE & TECHNOLOGY INDUSTRY BY SPECIALISATION & POSITION LEVEL

Junior Executives specialising in Computer / IT in this industry are paid **\$4,500**, same as their counterparts in Oil & Gas and Banking & Finance. They are the **highest paid** Junior Executives of all industries.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,550	3,600	5,000	6,500	8,250
Accounting / Finance		3,250	4,750	6,400	8,000
Admin / Human Resources	2,000	3,125	4,000	6,000	
Computer / IT	3,300	4,500	6,000	7,500	10,700
Engineering	2,625	3,750	5,350	7,350	10,500
Manufacturing	2,150	3,600	4,600	7,000	7,250
Sales / Marketing	3,000	3,500	4,500	6,100	9,500
Sciences	2,450	3,650	5,000	6,300	5,775
Services	2,400	3,050	4,500	6,500	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE SOCIAL SERVICES INDUSTRY BY SPECIALISATION & POSITION LEVEL

Computer / IT Managers had the highest salary increment among all specialisations in the industry at **+26.0%** (▲\$1,300).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,500	3,050	4,000	5,600	8,250
Accounting / Finance		3,050	3,300	5,950	
Admin / Human Resources	2,150	3,000	3,835	5,085	7,500
Arts / Media / Communications		3,250	4,000	6,000	
Computer / IT		3,355	4,625	6,300	
Education / Training	2,200	2,750	3,600	5,000	
Healthcare	2,000	3,600	4,500	6,000	
Sales / Marketing		3,000	3,750	5,750	9,000
Services	3,500	3,050	4,250	5,500	

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

SALARIES IN THE TELECOMMUNICATION INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Executives specialising in Computer / IT are paid **\$6,250, highest** among all industries, their counterparts are **paid the same** in the Entertainment industry as well.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,425	3,750	5,850	7,000	11,250
Accounting / Finance	2,500	3,550	4,800	6,975	10,000
Admin / Human Resources		3,275	4,800	6,750	
Computer / IT	3,060	4,250	6,250	7,250	11,500
Engineering	2,700	3,750	5,250	7,250	
Sales / Marketing	3,750	3,250	4,700	6,500	9,050
Services	2,250	2,600	4,050	6,600	



Salary Fact #9

\$4,800

Telecommunication is the Industry with the **highest median salary** across all position levels

▲ \$1,300 (+37.1%)

Telecommunication is the industry with the **highest median salary growth**

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE TRANSPORTATION INDUSTRY BY SPECIALISATION & POSITION LEVEL

Senior Managers specialising in Accounting / Finance had the largest salary growth in the industry at **+50%** (▲ \$3,250).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall	2,250	3,000	4,350	6,000	9,000
Accounting / Finance	2,400	2,900	4,250	6,000	9,750
Admin / Human Resources	2,150	2,825	4,175	6,250	
Arts / Media / Communications		3,400	4,000	6,750	
Computer / IT	3,600	4,250	5,250	6,750	8,750
Engineering	2,500	3,500	4,750	6,000	8,500
Manufacturing	2,200	3,000	3,750	5,500	
Sales / Marketing	3,000	3,250	4,250	6,000	9,000
Sciences	2,250	2,400	5,000		
Services	2,250	2,750	3,900	6,000	9,500

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN THE TRAVEL & TOURISM INDUSTRY BY SPECIALISATION & POSITION LEVEL

Entry Level workers specialising in **Services** had the largest salary growth in the industry at +26.4% (▲\$475).

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Overall Industry	2,100	3,250	4,000	6,075	9,750
Computer / IT		3,750	5,500	6,500	11,050
Sales / Marketing		3,050	3,900	5,500	
Services	2,250	2,700	3,875		

*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN OTHER INDUSTRIES BY POSITION LEVEL

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Agriculture	2,450	3,500	4,500	7,000	
Apparel & Textiles	2,000	2,663	3,600	5,000	
Communication Service	2,100	3,200	4,050	5,250	
Creative & Design	2,450	3,000	3,650	5,000	
Beauty, Health & Fitness	2,400	2,903	3,500	4,500	8,000
Environment	2,400	3,000	4,000	5,250	
Gems & Jewellery	2,050	3,000		5,400	

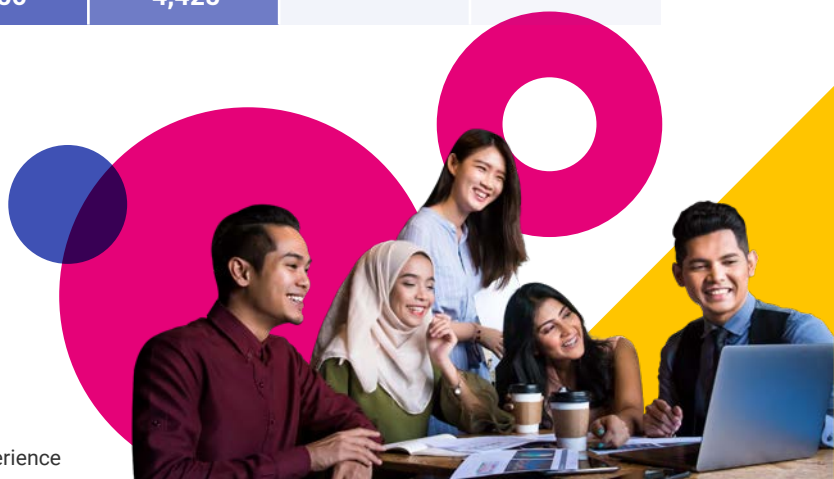
*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

Salary Breakdown by Industry, Specialisation, and Position Level

SALARIES IN OTHER INDUSTRIES BY POSITION LEVEL

Managers in the Media industry had a **+17.2%** (▲\$775) **salary increment** compared to the previous year.

Job Level	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Specialisation					
Legal	2,400	3,300	4,500	6,000	7,125
Materials	2,650	3,150	4,750	6,750	11,000
Media	2,160	2,850	4,000	5,400	
MICE <small>Meetings, Incentives, Conferences, and Exhibitions</small>	2,650	2,780	3,500	5,000	6,850
Repair & Maintenance	2,250	2,800	3,900	5,250	
Security	2,500	2,800	3,750	5,600	7,250
Sports	2,250	2,850	4,425		



*Entry level: < 1 year of experience, Junior Executive: 1-4 years of experience

SUMMARY: SALARY BREAKDOWN BY INDUSTRY, SPECIALISATION, AND POSITION LEVEL



Job market in Singapore recorded an **overall salary growth**, with the Education and Telecommunication industry leading the way with **highest year-on-year salary growth**.



Computer/IT maintained its position as the specialisation with the **highest number of job ads posted**, as well as being the **highest paid**.



The **Communication Service** industry experienced **large salary declines**.



The **Building/Construction** specialisation appears to have the **highest salary decrements** across different position levels.



With **overall salaries trending upwards** and certain roles still in the doldrums, companies can prepare for the hiring of urgent and competitive roles by planning ahead to streamline hiring costs further.

Hiring Action Plan **2022**

Plan Ahead by Acting Now

With a clearer picture of the hiring landscape, **employers** and **candidates** can now **enable their plans** with the suite of tools from JobStreet. Let us help you with the what, where, and how to thrive in Singapore's job market.



ACTION PLAN #1: LEVERAGE KEY ATTRACTORS



Salary & Compensation



Work-Life Balance



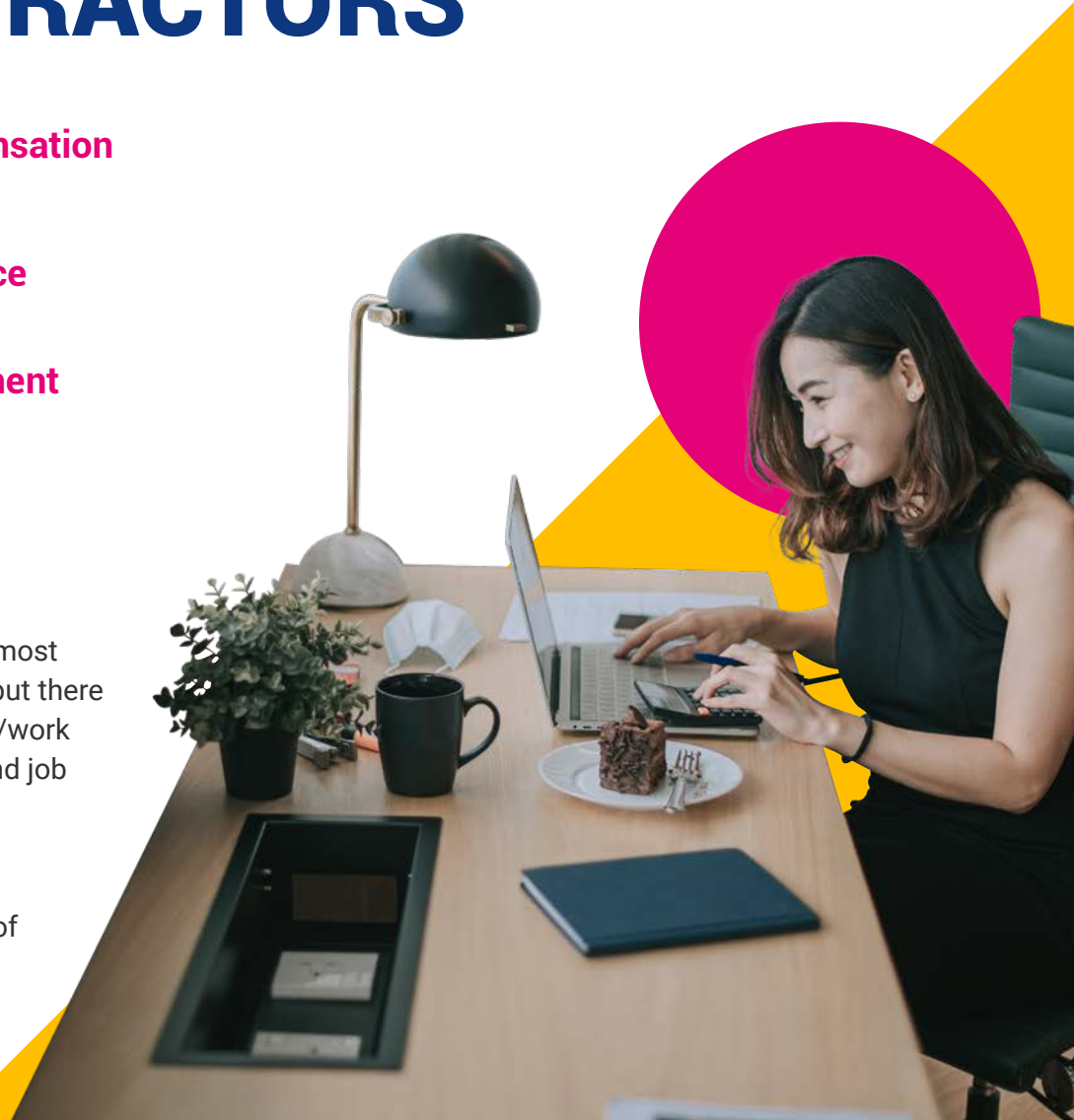
Career Development Opportunities



Job Security

Salary & Compensation is the most important driver in Singapore, but there are **other factors** like company/work culture, career development, and job security.

Take a deep dive into [Law of Attraction](#), our research study of **7,000 candidates** in Singapore.



ACTION PLAN #2: LOOK BEYOND BORDERS

Singapore is the top country for these countries for remote employment: Malaysia, Indonesia, Thailand, Philippines, Qatar, China, India, United Arab Emirates, Nepal, Pakistan.

To remain competitive in Singapore's growing tech market, companies are encouraged to adapt **hybrid work models**. Employers can look beyond geographical and physical limitations to **build a diverse workforce**. Learn more by visiting [Decoding Global Talent Series](#).



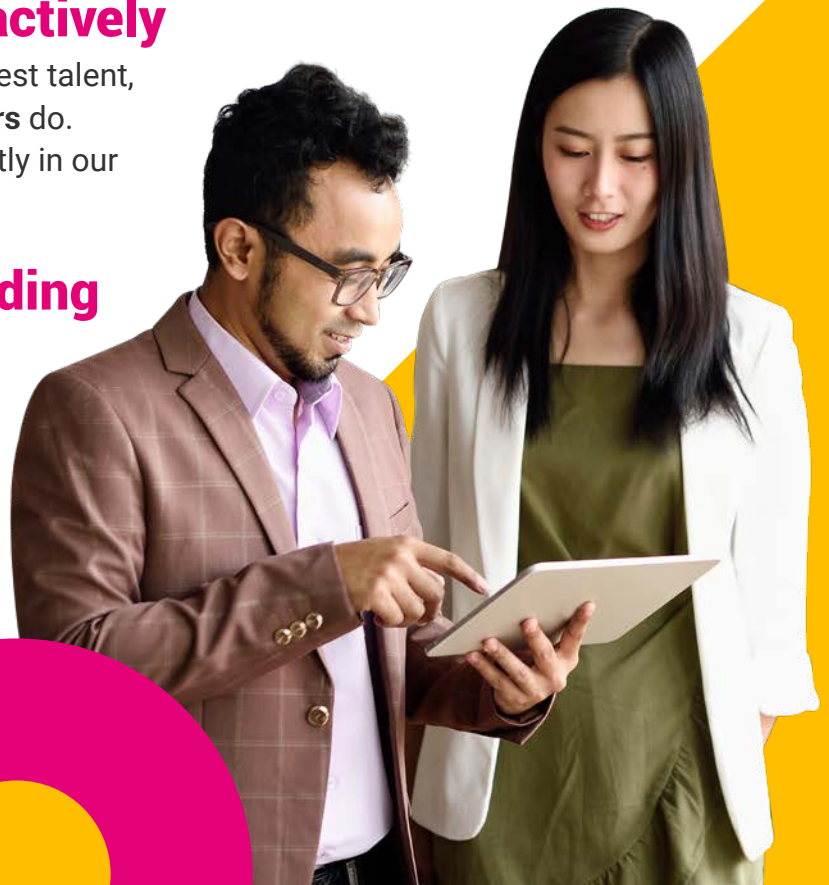
ACTION PLAN #3: SHIFT THE HIRING PARADIGM

Reach Out to Talent Proactively

With **increasing competition** to hire the best talent, reach out to them **before your competitors** do. Contact talent with the right skillset directly in our talent database with [Talent Search](#).

Focus on Employer Branding

The **job market recovery** is a great opportunity to improve your branding. Apart from remuneration, values like **diversity & inclusion** and **environmental responsibility** are crucial too. Portray your company's brand value every time you hire with [Branded and Premium Ad](#).



ACTION PLAN #3: SHIFT THE HIRING PARADIGM

Get Help for Hard-to-Fill Roles

Filling in-demand roles can be a strain in terms of time and money. **Guaranteed Hire** provides recruitment-firm level of services at relatively competitive rates to deliver candidates of the right qualifications and aptitude.



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