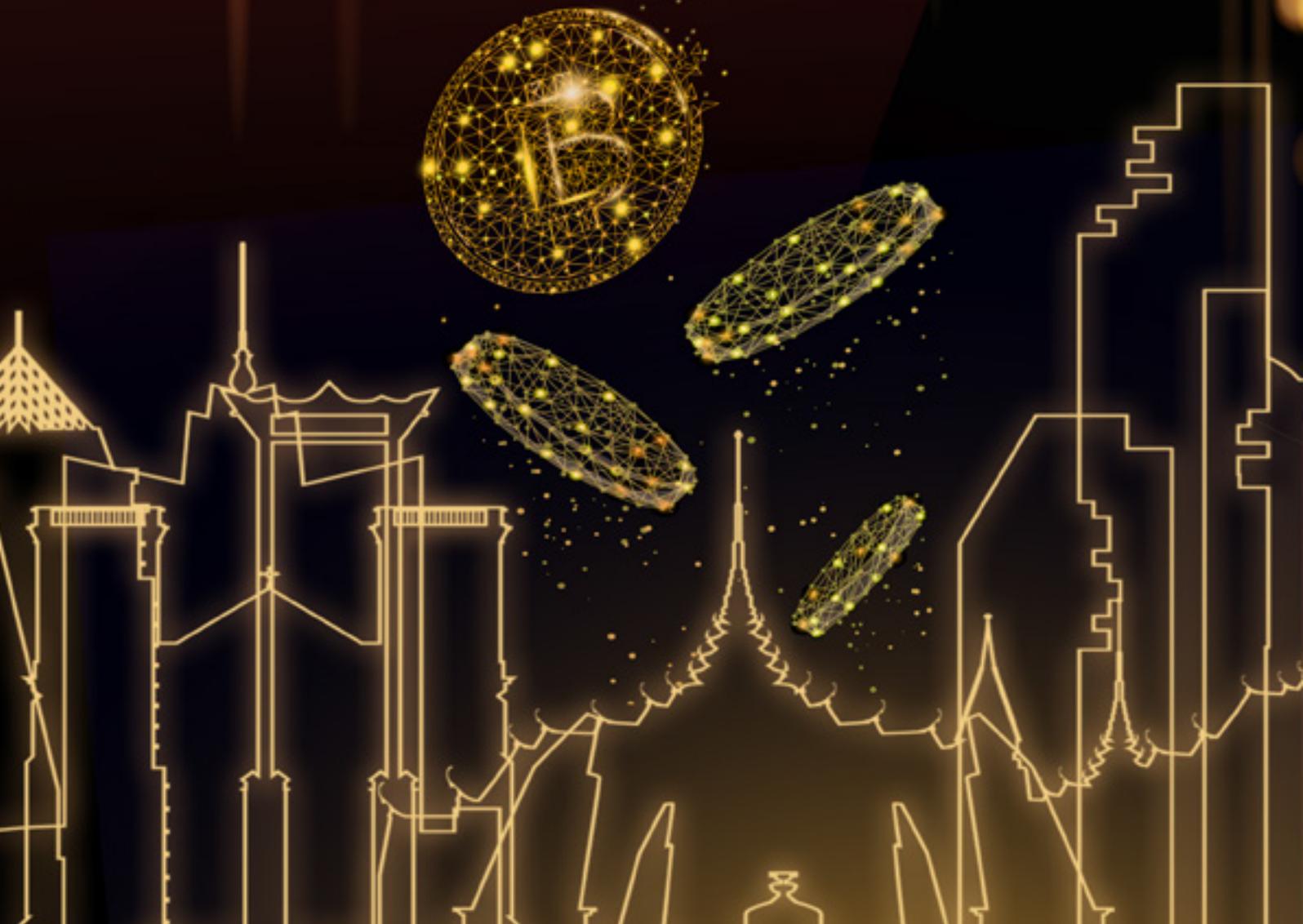


Adecco



Adecco Thailand  
**Salary Guide**  
**2019**



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## Adecco

### Who we are.

The Adecco Group is the world's leading provider of HR solutions. With more than 33,000 FTE employees and over 5,100 branches, in over 60 countries and territories around the world, we offer a wide variety of services, connecting about 700,000 associates with over 100,000 clients every day.

Established in 1989, Adecco Thailand currently operates 9 business units and connects with over 17,000 associates each day through the Adecco network of over 350 employees.

### What we offer.

Adecco Thailand offers a wide variety of services including recruitment services, employment and outsourcing services, HR consultation services, training solutions, and outplacement services. Our recruitment managers and consultants are in possession of expertise, knowledge of industry and employment trends.

### Disclaimer

The Adecco Thailand Salary Guide 2019 is representative of a value-added service to our clients and candidates. Whilst every care is taken in the collection and compilation of data, the guide is interpretive and indicative, not conclusive. Therefore information should be used as a guideline only and should not be reproduced in total or by section without written permission from Adecco Thailand.

# Message from Country Director

Thailand's economy is expected to continue growing this year, powered by the growth of both private and government investments, especially the development of the Eastern Economic Corridor (EEC) that will help revive foreign investment. The expansion of the economy as well as global trade expansion has supported the continuous growth of exports and the rise in tourism business improvement. The labor market tends to be better in correspondence with the growth of Thai economy.

The Digital transformation has been accelerating the change and is having a substantially impact on the labor market. The "Future of Job" research done by the World Economic Forum (WEF) has revealed that during the years 2018-2022, High-speed mobile Internet, AI: Artificial Intelligence, Big Data Analytics and Cloud Technology will be widely recognized and applied by companies and industries.

Many organizations will try to reduce costs by bringing in more AI, thus, creating new careers. Those careers are, for example, AI & Machine Learning Specialists or Big Data Specialists who possess wide variety of technical skills and ability to handle work with complex thinking processes in order to incorporate technology which will help the growth of business by leaps and bounds. It is estimated that the new careers will grow, from 16%, to 27% and the current jobs that is still using the outdated technology will reduce, from 31%, to 21%. Hence, the upskills and reskills, especially in the digital knowledge and analytical skills, are essential for the future workforce.

As human resources play an important role in leading these technologies, most organizations are doing their best to shift to a Modern Workplace. This modern workplace changes work and employment style, to be more flexible in the way of work hours and workplace. New interesting fringe benefits are offered to attract and engage millennial talents to become an important workforce to drive organizations.



Adecco Thailand has published a Salary Guide annually since 2007. We have received a very good response from the related personnel, including candidates who are looking for a job, Human Resources practitioner, organizations and entrepreneurs. On the occasion of Adecco Thailand's 30<sup>th</sup> anniversary, we have added information on positions openings to new graduates into this 2019 Salary Guide. This information will be beneficial to new graduates

who are making decision on their future careers as well as to organization or Human Resources personnel who can use this information as a basic guideline in setting potential competitive compensation strategy.

Should you have further inquiries, please feel free to contact us at [webmaster@adecco.co.th](mailto:webmaster@adecco.co.th). We look forward to working with you in the future.

**Tidarat Kanchanawat**  
Country Director - Adecco Group Thailand



30 years of making  
the future work  
for everyone





# HR Trends 2019

Trends that will reshape the future of HR

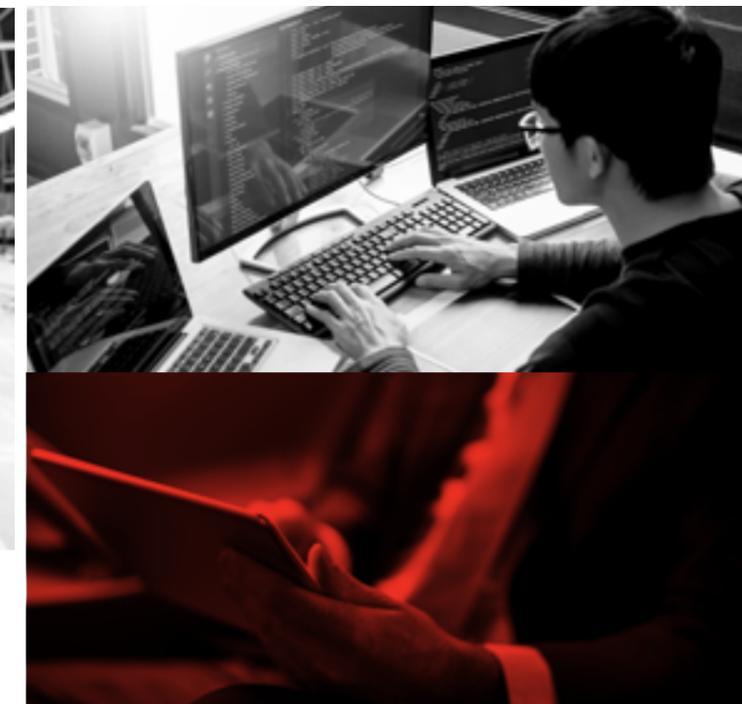
It's now a new year, so it's time to update the human resources trends again. This year, Adecco Thailand has gathered the world's major trends from Adecco's database and reliable researching companies from both Thailand and overseas. And here are the 5 HR mega trends that will reshape the future of HR which HR and Thai workforce should know

## 1. Digital Disruption

Continued from the previous year, technology has been more developed and advanced, whether it is artificial intelligence or AI, automatic system, or robots in the manufacturing industry. Technologies will be increasingly replaced the human workforces in order to increase productivity and new innovations. Many organizations will have to shift themselves to become a "Digital Workplace". Traditional-style workplaces will switch to digital-style workplaces.

The technology advancement will create a lot of new jobs, particularly the jobs that are relevant to IT and digital. On the other hand, some jobs will be gradually disappearing as those jobs will be replaced by robots. For example, in customer relations service, an automated call system or Chatbot will be used for answering the calls, in the banking industry, bank tellers will be replaced by online banking and some companies will bring in AI to perform data analysis and prepare financial statements.

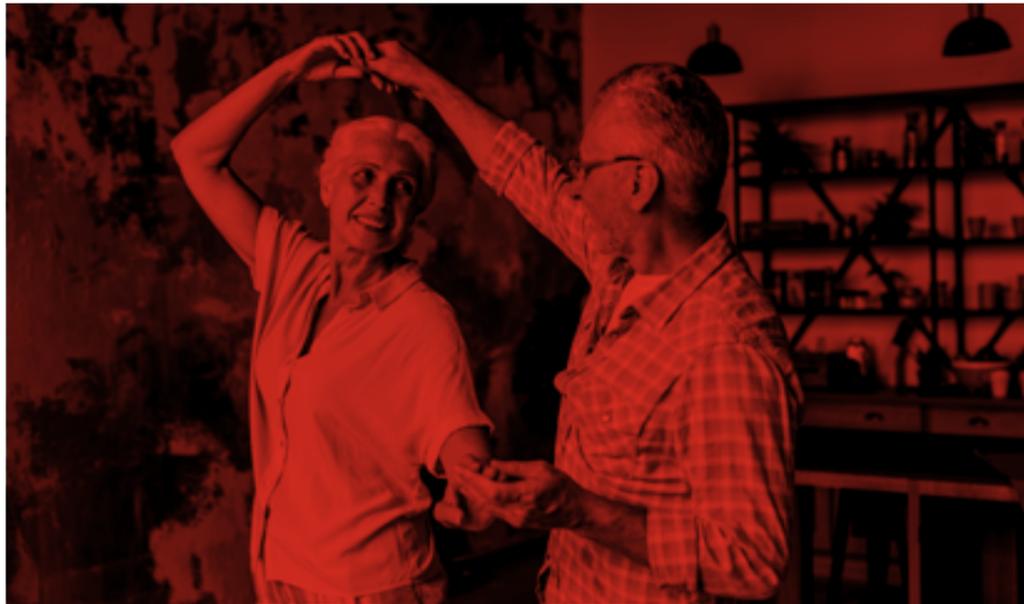
Many jobs may not be completely replaced by robots and computers, but the employees need to adjust their roles to work to match with the changing world of work. They may have to be more analytical and creative or be more focused on human management as the technology has become so advanced that it takes over some tasks.





### 2. Aging population

Many countries have stepped into the ageing society. As well as Thailand, within 20 years, 25% of population will be elderly. The impact from this change is the decreasing of the workforce, unemployment of elderly, some employees must resign from their fulltime job to take care of an elderly at home and the financial issues derived from retirement. With the collaboration from both public and private sectors, policies to accommodate demographic changes must be considered and issued. Those policies are flexible work schedules, training to enhance required skills, providing appropriate jobs for the elderly and improving the design of its welfare system to ensure their financial stability after retirement.



### 3. GEN Z – Newbie who wants to make a big difference

In the year 2019, there will be more “GEN Z”, or persons who were born after 1993, joining the organization. It is very important that the employer and senior employees do their best to understand this newbie. Gen Z enjoys purpose-driven work and loves to create an impact in society. They will be more excited and become enthusiastic when they are assigned to significant projects. They love technology and enjoy a Work-life blended lifestyle.

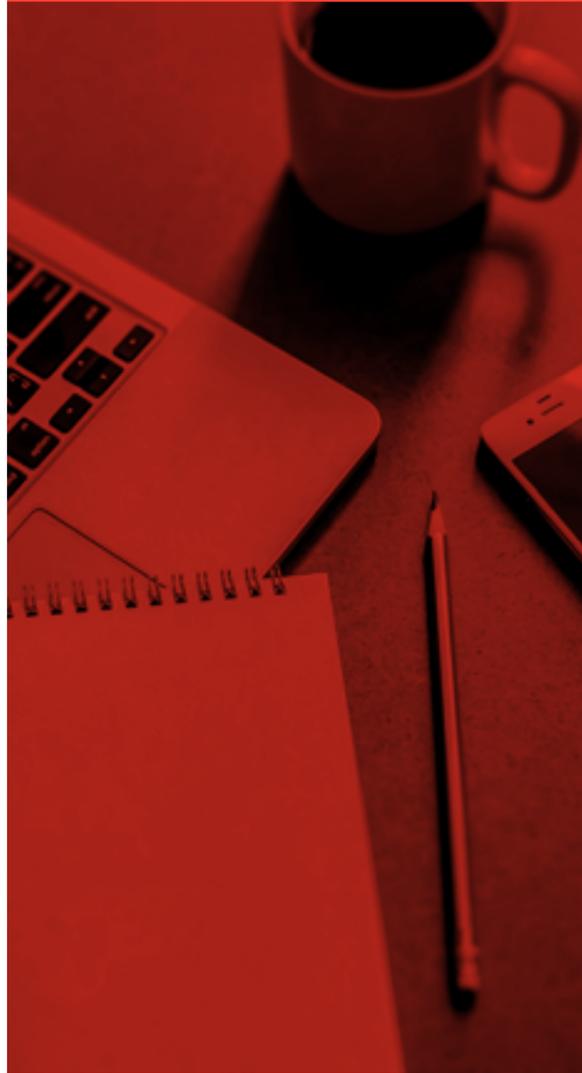
Thus, if the employers are going to engage and unlock the full potential of this generation, they have to give them opportunities and listen to their feedback, modernize the workplace, increase the benefits that fit their lifestyle, such as, provide fitness programs or arrange for relax areas with some food and snacks, a ping-pong table, play station or board game for them to enjoy during their break time. When they are happy at their work, they will be creative and positive thus creating a big difference to their organization.



#### 4. Flexible Workforce

Another trend that has been grown continuously is the Gig economy. We currently see the growth of temporary employment or in a freelancer form, with the combination factors such as shortage of skilled workforce, reducing the operation burden on the regular employment and with new generations', the "Gen Y" and "Gen Z", work attitude. These new generations see the freelance hiring as an opportunity for them to earn more revenue than just normal

monthly salaries. In addition, they can have more freedom to work and manage their own time. Nowadays we see new generations agree to work as freelancers more and more, both working full time plus freelancer and fulltime freelancer.



#### 5. Up Skilling & Reskilling

Today's world is changing and developing in a lightning fast manner, so is our way of work. People must develop the mindset to cultivate lifelong learning. Bureau of Labor Statistics reveals that, in every 5 years, our existing skills will be worth only half as necessary and new skills will be required. Existing skills will not be able to complete the tasks. Both employer and employee are thus required to focus on upskilling and reskilling, especially digitally related skills and those 10 skills you need to thrive in this change for Thailand's workforce. The training should be provided continuously to enhance skills and the work place should be transformed to be a sharing and learning society, in order to keep pace with the fast-changing world of work.

One more interesting point is learning shouldn't be limited to traditional learning only. We have seen many specialized and widely recognized organizations, such as Google, design new curriculums and provide training to those who are interested. Google has developed online courses with a self-generated certificate that is being recognized and accepted by private companies for job application and as professional references. This has become a real learning disruption to the world.

# 10 Required skills to thrive in digital age for Thailand

The World Economic Forum (WEF) has revealed a compelling global trend that will affect future labour markets, those are high speed Internet technology, artificial intelligence (AI), Big data and Cloud. They have been playing an important role since early 2018 and will continue until 2022. It is predicted that, by 2022, the proportion of humans working with machinery or algorithms system will be at 58% human and 42% machine. From this trend, in the world of work, there are new skills required in order to thrive, especially the skills associated with the technology applications. For Thailand’s workforce, WEF has concluded the 10 skills you need to thrive in this change

**1 Emotional intelligence**  
The ability to recognize and understand your and others’ moods and emotions. The ability to control or suppress your emotions. Be a compassionate and considerate person with a positive attitude and incorporate the ability to work well with others.



**2 Leadership and social influence**  
Possessing leadership and the ability to lead a team, take on responsibility, guide and instruct others. At the same time, you are able to inspire and empower your team to be ready to strive and be dedicated to organizations.



**3 Reasoning, problem-solving and ideation**  
The ability to find and provide practical ideas that lead to the right decision-making allowing you to solve the problem. This is an important part of Design Thinking, in order to develop products and services or create new innovations.



**4 Creativity, originality and initiative**  
The ability to bring in unique new and imaginative ideas into reality and put in to practice.



**5 Critical thinking and analysis**  
The ability to use logical and critical thinking in evaluating advantages and disadvantages, assessing alternatives, working to find a conclusion, and making decision to resolve the problem.



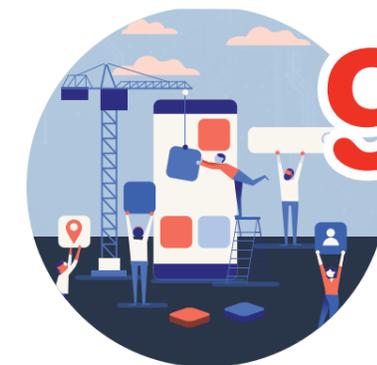
**6 Complex problem-solving**  
The ability to bring knowledge, skills and experience to identify problems, process information and find solutions to solve problems or increase work efficiency.



**7 Analytical thinking and innovation**  
Data analysis skills and logical thinking ability to identify the root cause of the problem, and the ability to adapt or to explore a new idea or solution to solve problem.



**8 Active learning**  
Learning ability through actively or experientially participating in the learning process, have enthusiasm to learn new things and learn how these can be appropriately applied to the situation.



**9 Systems analysis and evaluation**  
Understanding how system works and how it changes, including the ability to consider and assess the benefits and select the best option to improve the system and increase the efficiency.



**10 Technology design and programming**  
The ability to program, design or improve the technology to meet the needs of the users.



## About the salaries in this guide

The figures in this salary guide are based on the data from Adecco Thailand's clients and candidates. They reflect the typical salary for an individual's job based on location, experience, education, certifications and other considerations. Salaries for your positions may be further influenced by company size, benefits offered, and local supply and demand trends. The data in our guide represents base salary only.



**Corporate  
Positions**

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Accounting &amp; Finance Supervisor (CPA)</b>	-	-	30,000.00	50,000.00	55,000.00	70,000.00
<b>Accounting Analyst</b>	18,000.00	25,000.00	25,000.00	40,000.00	50,000.00	70,000.00
<b>Accounting Assistant</b>	15,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Accounting Director</b>	-	-	-	-	100,000.00	300,000.00
<b>Accounting Executive / Officer</b>	15,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Accounting Manager</b>	-	-	-	-	50,000.00	120,000.00
<b>Accounts Payable Accountant</b>	18,000.00	25,000.00	25,000.00	40,000.00	-	-
<b>Accounts Receivable Accountant</b>	18,000.00	25,000.00	25,000.00	40,000.00	-	-
<b>Asset Transaction Specialist</b>	-	-	30,000.00	50,000.00	60,000.00	75,000.00
<b>Assistant Accounting Manager</b>	-	-	45,000.00	70,000.00	70,000.00	100,000.00
<b>AVP - Accounting and Finance</b>	-	-	-	-	100,000.00	150,000.00

## Accounting

<b>Accounting &amp; Finance Supervisor (CPA)</b>	-	-	30,000.00	50,000.00	55,000.00	70,000.00
<b>Accounting Analyst</b>	18,000.00	25,000.00	25,000.00	40,000.00	50,000.00	70,000.00
<b>Accounting Assistant</b>	15,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Accounting Director</b>	-	-	-	-	100,000.00	300,000.00
<b>Accounting Executive / Officer</b>	15,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Accounting Manager</b>	-	-	-	-	50,000.00	120,000.00
<b>Accounts Payable Accountant</b>	18,000.00	25,000.00	25,000.00	40,000.00	-	-
<b>Accounts Receivable Accountant</b>	18,000.00	25,000.00	25,000.00	40,000.00	-	-
<b>Asset Transaction Specialist</b>	-	-	30,000.00	50,000.00	60,000.00	75,000.00
<b>Assistant Accounting Manager</b>	-	-	45,000.00	70,000.00	70,000.00	100,000.00
<b>AVP - Accounting and Finance</b>	-	-	-	-	100,000.00	150,000.00

**Accounting & Finance Supervisor (CPA)**

Handle all management reports and be involved in analysis tasks. Oversee all operations of finance / accounts, month-end closings and financial statement reports.

**Accounting Analyst**

Perform duties related to fixed-asset accounting, bank reconciliation, cost allocation, account closing, financial accounting and balance sheet accounts reconciliation. Review and monitor accounting controls to ensure accurate and timely financial records.

**Accounting Assistant**

Handle general accounting functions, including accounts payable, accounts receivable and general ledger. Responsible for balancing and reconciliations. Specialise in one area of the accounting function and understand bookkeeping procedures.

**Accounting Director**

Oversee and supervise all month-end and year-end accounting procedures and manage general accounting functions. Ensure that the accounting department is staffed with qualified personnel to meet set objectives and responsibilities. Ensure that company accounting & financial reports are prepared in compliance with policies and directives of company.

**Accounting Executive / Officer**

Handle cash receipts, expenditures, investments, purchasing, inventory, assets and payroll. Record all transactions. Prepare and submit VAT reports. Assist with assets and inventory control and handle general accounting functions.

**Accounting Manager**

Ensure accuracy of accounting standards, all management reports, internal and external reporting. Control and monitor daily transactions. Responsible for all accounting and tax matters.

**Accounts Payable Accountant**

Perform any combination of routine calculating, including posting business transactions, processing invoices, and verifying financial data to be used in maintaining accounts payable records. Verify accurate information and/or data. Make sure that the payment is received as scheduled.

**Accounts Receivable Accountant**

Prepare invoices, receipts and tax invoices. Follow up on customer payment and prepare VAT reports.

**Asset Transaction Specialist**

Analyze/verify value of properties to investors or buyers. Negotiate in selling utility system. Coordinate with country team to identify workflow and asset shifts. Finalize contract with buyer.

**Assistant Accounting Manager**

Manage and control overall accounting functions and monitor team performance.

**AVP - Accounting and Finance**

Utilize strong accounting and finance understanding to develop insights into financial performance of a large, complex and highly profitable multinational company. Work closely with Finance and Actuarial teams to regularly unravel and explain IFRS results. Further work with the rest of the team to partner business units to effectively develop strategies, budgets, business cases and be instrumental in facilitating management and business units in making timely and correct decisions.

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Costing Executive</b>	-	-	30,000.00	50,000.00	50,000.00	70,000.00
<b>Costing Manager</b>	-	-	-	-	80,000.00	120,000.00
<b>Finance &amp; Accounting Manager</b>	-	-	-	-	150,000.00	200,000.00
<b>Head of Internal Audit</b>	-	-	-	-	150,000.00	300,000.00
<b>Internal Audit Manager</b>	-	-	-	-	70,000.00	150,000.00
<b>Junior Accountant</b>	15,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Project Accountant</b>	15,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Senior Accountant</b>	-	-	30,000.00	50,000.00	50,000.00	70,000.00
<b>Tax Consultant</b>	-	-	50,000.00	80,000.00	-	-
<b>Administrative Assistant</b>	15,000.00	25,000.00	25,000.00	35,000.00	-	-

## Admin

**Administrative Assistant****Costing Executive**

Prepare Factory Costing, reports on Cost Accounting, and Distribution Sheet of Manufacturing Expense. Oversee Month-end closing, General Ledger and Trial Balance, and Profit and Loss statement.

**Costing Manager**

Plan, develop and supervise all cost related functions. Ensure that all project cost activities, such as data collection, field estimating, productivity analysis and budget forecasting, comply with company and client requirements. Develop and implement project cost standards and procedures. Provide support service to the project teams to assist and guide the establishment of the project budgets and project control tools.

**Finance & Accounting Manager**

Manage financial and accounting functions. Manage and monitor finance and Accounting team. Responsible for company's financial and accounting functions and data processing, including financial management and cost accounting.

**Head of Internal Audit**

Plan and develop Internal Audit Division. Manage internal audit activities and resources. Provide daily management of audit functions (including the development of the audit plan). Manage multiple projects as well as schedule resources for individual audits and report audit results to management.

**Internal Audit Manager**

Audit finance, operations, system and process of company's business units and outsourced operations. Responsible for planning, executing and completing audit fieldwork according to established schedule. Recommend internal control improvements that may include operational enhancements or efficiencies. Prepare audit reports and control documentation. Be a team player and embrace company's compliance principles as a key component of audit process.

**Junior Accountant**

Record day-to-day transactions, prepare payment vouchers, manage and calculate tax and handle bank reconciliations. Verify and post transactions to journals, ledgers and other recordings. Prepare statements, invoices and vouchers. May handle balancing and reconciliations. Specialise in one area of the accounting functions.

**Project Accountant**

Perform cost control activities, record and check expenditures. Monitor process of payments and prepare data for monthly cash call, withholding tax and income tax submissions.

**Senior Accountant**

Responsible for full accounting transaction (A/P, A/R, G/L), balance sheet, financial statement and reporting. Consolidate financial reports to assist management analysis. Ensure all account transactions are accurate and timely. Prepare and produce the financial reports and documents to ensure the accuracy and in compliance with defined schedule. Analyse an impact on financial operation due to new business, changes of business or regulations.

**Tax Consultant**

Prepare monthly and yearly VAT, Corporate Income Tax, provide Tax advice to business units and deal with Revenue Department. Work as a tax professional; deal with related authorities, prepare tax advice report, conduct tax related research and prepare corporate income tax returns.

**Administrative Assistant**

Handle documents and support functions, such as filing and other administrative functions. Work coordinately with internal departments.

# Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Administrative Director	-	-	-	-	100,000.00	150,000.00
Administrative Manager	-	-	-	-	50,000.00	100,000.00
Administrative Officer / Staff	15,000.00	25,000.00	35,000.00	45,000.00	-	-
Clerk	15,000.00	20,000.00	25,000.00	40,000.00	-	-
Data Entry	15,000.00	20,000.00	-	-	-	-
Executive Secretary / PA	25,000.00	27,000.00	30,000.00	60,000.00	70,000.00	100,000.00
Interpreter	-	-	25,000.00	40,000.00	40,000.00	60,000.00
Office Manager	-	-	45,000.00	70,000.00	70,000.00	80,000.00
Project Coordinator (General)	-	-	35,000.00	50,000.00	-	-
Receptionist	15,000.00	20,000.00	20,000.00	30,000.00	-	-
Report Analyst	-	-	20,000.00	30,000.00	40,000.00	50,000.00
Secretary	18,000.00	25,000.00	30,000.00	40,000.00	-	-

## Administrative Director

Oversee overall administrative, HR, IT and purchasing functions. Manage functions to support other departments. Create new activities for employee relations in HR department.

## Administrative Manager

Provide general administrative support to all departments. Oversee supplier contract management. Coordinate and maintain company's documents and office properties.

## Administrative Officer / Staff

Responsible for administrative functions and support related sections. Provide document support for related departments.

## Clerk

Provide administrative and clerical services to ensure effective and efficient administrative operations. The Administrative Clerk must comply with the Financial Administration Act, Generally Accepted Accounting Principles and settlement policies and procedures.

## Data Entry

Enter data into the system.

## Executive Secretary / PA

Support top management and handle confidential matters. Responsible for secretarial tasks, i.e. appointment arrangements, travel arrangements and other tasks as assigned. Hands on some interpretation in the meetings and document translation.

## Interpreter

Provide a conversion of Japanese language to Thai/English and vice versa in the business meeting, production line, training and seminar as assigned. Experienced in document translation. Able to utilize advanced level of English grammar and knows wide variety of Thai vocabulary.

## Office Manager

Provide general administrative support to all departments. Handle supplier contract management and some accounting tasks (tax, invoice and payroll). Coordinate and maintain company's documents and office properties.

## Project Coordinator (General)

Assist Project Manager and Superintendent, where applicable, in the day to day duties of a project's administration under the guidance and direction of the project.

## Receptionist

Greet and welcome guests. Handle guest enquiries and complaints, make outgoing calls and answer incoming calls. In charge of meeting room arrangements and maids and messengers handling.

## Report Analyst

Perform complex data analysis in support of ad-hoc and standing management or customer requests. Sometimes perform data entry and data auditing, create data reports and monitor all data for accuracy.

## Secretary

Responsible for secretarial tasks as assigned, such as scheduling meetings as well as taking minutes of meeting. Handle both personal and business affair arrangement. Provide secretarial and administrative support to department / senior secretary. Handle all secretarial duties, including typing, filing and other tasks as assigned. Hands on role in meeting and document translations.

# Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Senior / Department Secretary	-	-	-	-	60,000.00	100,000.00
Senior Administrator	-	-	35,000.00	45,000.00	-	-
Assistant Finance Manager	-	-	45,000.00	70,000.00	70,000.00	120,000.00
Collection Manager	-	-	-	-	70,000.00	85,000.00
Collection Officer	18,000.00	25,000.00	20,000.00	30,000.00	30,000.00	40,000.00
Collection Supervisor	-	-	30,000.00	40,000.00	40,000.00	50,000.00
Corporate Finance Specialist	-	-	-	-	45,000.00	60,000.00
Credit Analyst	18,000.00	25,000.00	25,000.00	40,000.00	-	-
Finance & Accounting Manager	-	-	-	-	150,000.00	200,000.00
Finance Manager	-	-	-	-	80,000.00	150,000.00
Financial Administrator / Officer	18,000.00	25,000.00	25,000.00	40,000.00	-	-

## Finance

## Senior / Department Secretary

Provide administrative support, handle secretarial tasks, such as minute taking, meetings and appointment arrangements, presentation preparation, correspondence, screen calls & mails, travel arrangements and office management for departments.

## Senior Administrator

Perform administrative functions and provide support to related sections. Manage document support for related departments. Report directly to Administrative Manager.

## Assistant Finance Manager

Perform a variety of tasks under the leadership of an organization's controller or finance director. Prepare and present a company's financial statements in accordance with generally accepted accounting principles (GAAP), company guidelines and industry requirements. Partner with internal or external auditors to ensure that internal policies and guidelines around financial reporting mechanisms are functional and adequate.

## Collection Manager

Create collection programs and manage teams to achieve target.

## Collection Officer

Follow up on client loans payment cases and prepare collection report.

## Collection Supervisor

Control collection team, create scripts and drive teams to achieve targets.

## Corporate Finance Specialist

Recommend main strategies, including financing strategy, F/X management strategy and short term investment strategy. Coordinate with subsidiaries and bankers.

## Credit Analyst

Analyze and create clients portfolio and approve clients' loan.

## Finance & Accounting Manager

Manage financial and accounting functions. Manage and monitor finance and Accounting team. Responsible for company's financial and accounting functions and data processing, including financial management and cost accounting.

## Finance Manager

Set up accounting systems and be responsible for financial and accounting matters. Provide timely and accurate reportings. Oversee, review and maintain effective financial management systems and internal controls. Handle cash flow projection and management. In charge of budgeting and variance analysis. Review key expenses, monitor inventory and recommend cost reduction programs.

## Financial Administrator / Officer

Perform administrative functions and provide support to related departments. Provide document support for related departments.

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Financial Analyst	18,000.00	25,000.00	25,000.00	40,000.00	50,000.00	80,000.00
Financial Controller	-	-	80,000.00	120,000.00	150,000.00	250,000.00
Leasing Officer / Executive	18,000.00	25,000.00	30,000.00	40,000.00	-	-
Relationship Manager	18,000.00	25,000.00	30,000.00	80,000.00	80,000.00	130,000.00
Risk Management Analyst	-	-	25,000.00	40,000.00	40,000.00	50,000.00
Risk Management Manager	-	-	-	-	80,000.00	150,000.00
Senior Credit Analyst	-	-	-	-	50,000.00	80,000.00
Senior Investment Analyst	-	-	45,000.00	60,000.00	80,000.00	100,000.00
Settlement / Operation Officer	18,000.00	25,000.00	20,000.00	30,000.00	-	-
Trade Finance Officer / Executive	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Treasury	-	-	45,000.00	60,000.00	80,000.00	100,000.00

**Financial Analyst**

Responsible for business plan development. Handle feasibility study for new projects, industry analysis and financial projections. Advise and analyze product pricing, create clients' portfolio and approve client loans.

**Financial Controller**

Oversee finance and accounting, treasury, budgeting, audit, tax, and purchasing functions. Responsible for cash flow management. Analyze and review financial statements, financial reporting and business trend analysis.

**Leasing Officer / Executive**

Physically show rental properties to prospective residents. Get involved with company's marketing, including working with local newspapers and other media to promote the rental location.

**Relationship Manager**

Expand business towards prospects and existing clients and prepare credit proposals. Develop and execute marketing plans.

**Risk Management Analyst**

Analyze and manage portfolio delinquency and loss rates. Manage credit losses.

**Risk Management Manager**

Implement organization's risk management program. Develop system, policies & procedures for identification, collection & risk analysis.

**Senior Credit Analyst**

Perform credit risk analysis, create clients portfolio and approve clients' loan.

**Senior Investment Analyst**

Perform detailed analysis of ROI investment data. Monitor key marketing investment accounts. Prepare investment plan, forecast and monthly reporting process.

**Settlement / Operation Officer**

Supervise and monitor day-to-day operations.

**Trade Finance Officer / Executive**

Responsible for opening letter of Credit (L/C) and handle import/export documentations.

**Treasury**

Monitor and review company's financial transactions, both deposits and payments. Prepare payment and cash control.

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
 <b>Government Affair</b>						
<b>Government Affair Officer</b>	-	-	30,000.00	40,000.00	40,000.00	70,000.00
 <b>Human Resources</b>						
<b>Assistant Human Resources Manager</b>	-	-	40,000.00	50,000.00	50,000.00	60,000.00
<b>HR - Compensation &amp; Benefit</b>	18,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>HR / Administrative Officer</b>	18,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>HR Generalist / HR Specialist</b>	-	-	35,000.00	50,000.00	50,000.00	100,000.00
<b>HRD Manager (Regional)</b>	-	-	-	-	100,000.00	200,000.00
<b>HRIS</b>	-	-	30,000.00	45,000.00	50,000.00	60,000.00
<b>HRM Manager</b>	-	-	-	-	80,000.00	150,000.00

**Government Affair Officer**

Liaise with government agencies, such as government ministries or departments, regarding documentations, issues and coordinations.

**Assistant Human Resources Manager**

Manage, plan and develop HR strategies and HR functions for the expansion and development of the business. Assist HR Manager in managing all HR functions.

**HR - Compensation & Benefit**

Responsible for job evaluation, job grade, salary survey and payroll.

**HR / Administrative Officer**

Perform administrative functions and provide support to related departments. Provide document support for related departments.

**HR Generalist / HR Specialist**

Oversee recruitment, training and other specialty departments.

**HRD Manager (Regional)**

Build foundations for corporate culture, Code of Conduct and Business Drivers. Design and develop regional policies and procedures to enforce the same standard practices.

**HRIS**

Manage, report and analyze employee information. Administer employee benefits, employment history, update status changes and personal information changes. Establish innovative solutions to integrate systems, for administration and deployment of strategic Human Resources information, programs, and services purposes.

**HRM Manager**

Oversee HRM, HR strategy and manpower planning. Implement effective and suitable HR functions, such as recruitment, performance management, compensation & benefit, HR policies and employee relations.

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Human Resources Executive / Officer / Staff	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Human Resources Manager	-	-	-	-	80,000.00	150,000.00
Payroll Officer	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Recruitment Officer	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Safety Officer	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Senior Human Resources Executive / Officer	-	-	30,000.00	40,000.00	40,000.00	60,000.00
Senior Human Resources Manager	-	-	-	-	120,000.00	200,000.00
Trainer	-	-	25,000.00	40,000.00	50,000.00	80,000.00
Training Executive / Officer	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Training Manager	-	-	-	-	80,000.00	100,000.00

### Human Resources Executive / Officer / Staff

Operate one or multiple HRM or HRD functions, such as recruitment, training, compensation and benefits, payroll and welfare.

### Human Resources Manager

Develop and implement HR policies and procedures. Responsible for the overall HR function such as recruitment, compensation and benefits and performance evaluation. Provide overall supervision for HR department.

### Payroll Officer

Calculate time attendance and appropriate deductions, such as pension payments, etc. Process employees' salaries and wages payment.

### Recruitment Officer

Perform recruitment process, including sourcing, recruiting, selecting and hiring across all levels.

### Safety Officer

Monitor and control work environment and in charge of safety activities. Consider and provide permission on working methodology to other departments.

### Senior Human Resources Executive / Officer

Provide hands-on support in all HR functions, including recruitment & selection, compensation & benefits, and employee relations & communication.

### Senior Human Resources Manager

Oversee all HR functions, including recruitment, compensation & benefits, organizational development, employee relations and talent management.

### Trainer

Train employees on the information they need to know in order to get their job done effectively. Work in a professional setting, while helping and motivating others to learn new skills.

### Training Executive / Officer

Administer training activities, prepare training plan and budget, and arrange all training. Liaise between HR and Campus activity section.

### Training Manager

Identify training needs, plan and organize internal and external training programs. Organize training plan and budget. Responsible for training activities, for both soft skills and technical skills.

## Corporate Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
 Insurance						
Claim Manager	-	-	-	-	60,000.00	100,000.00
Credit Analyst	-	-	30,000.00	45,000.00	45,000.00	90,000.00
Risk Management Manager	-	-	-	-	50,000.00	100,000.00
Underwriting (Assistant Manager)	-	-	-	-	45,000.00	70,000.00
 Legal / Compliance						
Compliance Manager	-	-	-	-	70,000.00	150,000.00
Compliance Officer	22,000.00	27,000.00	30,000.00	50,000.00	-	-
Contract Administrator	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Internal Auditor	18,000.00	25,000.00	25,000.00	40,000.00	40,000.00	70,000.00

### Claim Manager

Responsible for claims project. Manage and coordinate with the claim team for all claim matters.

### Credit Analyst

Analyze and create clients portfolio and approve clients' loan.

### Risk Management Manager

Implement organization's risk management program. Develop system, policies & procedures for identification, collection & risk analysis.

### Underwriting (Assistant Manager)

Consider appropriate coverage and rate. Analyze statistics in relation to loss ratio and underwriting rate. Direct supervision of Underwriting staff and assistants, monitor daily quotas, establish performance criteria and assign projects.

### Compliance Manager

Design and implement programs, policies, and practices to ensure that all business units are in compliance with regulatory requirements. Update laws and regulations that might affect the organization's policies. Prepare compliance reports to management.

### Compliance Officer

Monitor and ensure all business units comply with Bank & BOT regulations.

### Contract Administrator

Prepare, examine, analyze, negotiate, and revise contracts related to purchase or sales of goods or services, such as equipment, materials, supplies, or products.

### Internal Auditor

Conduct audits to verify accuracy of records and in compliance with standards, policies and procedures. Compile audit findings and recommendations to modify and improve systems and procedures.

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Lawyer (Attorney)	-	-	-	-	70,000.00	150,000.00
Legal Consultant / Specialist	-	-	30,000.00	45,000.00	50,000.00	70,000.00
Legal Manager	-	-	-	-	70,000.00	150,000.00
Legal Officer	18,000.00	25,000.00	25,000.00	40,000.00	-	-
Regulatory Affairs Manager	-	-	-	-	70,000.00	150,000.00
Senior Compliance Manager	-	-	-	-	150,000.00	180,000.00

### Purchasing / Procurement / Expenditure / Buyer / Merchandiser

Assistant Purchasing Manager	-	-	35,000.00	40,000.00	40,000.00	70,000.00
Merchandiser	-	-	25,000.00	35,000.00	40,000.00	50,000.00
Procurement Officer	-	-	25,000.00	35,000.00	-	-
Purchasing Executive	-	-	20,000.00	25,000.00	-	-

#### Lawyer (Attorney)

Advise clients, interpret laws, rules and regulations, analyze probable outcomes based on legal precedents, develop strategies and evaluate findings. Conduct research and gather evidence, have a thorough knowledge of the decisions, ordinances and statutes of the matter under review. Prepare and draft documents, legal briefs and opinions. Act as an agent for their client.

#### Legal Consultant / Specialist

Perform administrative functions and provide support to related departments. Provide legal related document support for related departments.

#### Legal Manager

Draft and review contracts, agreements, corporate documentation (including notice and minutes of board of directors meeting and shareholders meeting) of the public company and limited company.

#### Legal Officer

View, interpret and decipher legal documents. Work within government legal departments, as a counsel for corporations, and within profit and non-profit organizations.

#### Regulatory Affairs Manager

Manage and supervise team in regulatory affairs duties, including product registration, preparing product information and submitting registration documents to government agencies.

#### Senior Compliance Manager

Ensure all business units comply with company's policy.

#### Assistant Purchasing Manager

Provide technical support to the purchasing process. Assign department staff with specific responsibility for processing bid and purchasing related documents and materials. Respond to related inquiries and maintain vendor/source information and inventories.

#### Merchandiser

Set policies for the assigned areas. Forecast sales for the forthcoming budget period and estimate consumer demand and the impact of changes in the retail environment. Guide and train buyers on how to use the product as and when necessary. Build trust and enhance effectiveness on the part of the buyer. Assess both merchandise and buyer's performance.

#### Procurement Officer

Monitor contractor performance and recommend contract modifications when necessary. Compare prices, specifications, and delivery dates in order to determine the best bid among potential suppliers. Responsible for all of the goods and services that are purchased by a company. Source vendors, negotiate contracts and ensure prompt delivery.

#### Purchasing Executive

Monitor contractor's performance and recommend contract modifications when necessary. Compare prices, specifications, and delivery dates in order to determine the best bid among potential suppliers. Responsible for all of the goods and services that are purchased by a company. Source vendors, negotiate contracts, and ensures prompt delivery.

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Purchasing Manager (MNC)	-	-	-	-	120,000.00	150,000.00
Purchasing Manager / Plant Buyer	-	-	-	-	80,000.00	120,000.00
Purchasing Officer	15,000.00	20,000.00	20,000.00	35,000.00	35,000.00	40,000.00
Senior Merchandiser	-	-	-	-	40,000.00	60,000.00
Senior Procurement Officer	-	-	-	-	50,000.00	60,000.00
Senior Purchasing	-	-	-	-	50,000.00	60,000.00

### Supply Chain / Logistics

Customs Clearance Manager	-	-	-	-	50,000.00	80,000.00
Customs Officer	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Import & Export Officer / Coordinator	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Import Manager	-	-	-	-	40,000.00	80,000.00

#### Purchasing Manager (MNC)

Conduct and manage the operations of company's several divisions' procurement activities in a relatively large organization.

#### Purchasing Manager / Plant Buyer

Oversee and manage the operations of procurement activities. Select and create suppliers list for the supply of resources required by Production at the lowest overall cost. Constantly monitor and set objectives to improve the performance and cost effectiveness.

#### Purchasing Officer

Prepare Purchase Orders and liaise between suppliers and related departments. Perform buying duties when necessary. Review Requisition Orders in order to verify accuracy, terminology and specifications. Prepare, maintain and review purchasing files, reports and price lists. Handle other related tasks or clerical duties as assigned.

#### Senior Merchandiser

Deliver effective stock management and manage the team resources. Ensure KPIs are achieved and costs are in line with budget & Supply Chain plans. Produce category sales and margin forecasts. Liaise with external suppliers and the Trading team. Improve stock turnover for the whole category. Regularly carry out store, competitor and supplier visits. Review and monitor range plans regularly with buyer to reflect changing sales / trends.

#### Senior Procurement Officer

Conduct and manage the operations of procurement activities. Select and create suppliers list for the supply of resources required by Production at the lowest overall cost. Constantly monitor and set objectives to improve the performance and cost effectiveness.

#### Senior Purchasing

Monitor contractor performance and recommend contract modifications when necessary. Compare prices, specifications and delivery dates in order to determine the best bid among potential suppliers.

#### Customs Clearance Manager

Utilize knowledge of EDI and eBXML (Paperless system), and HS tariff Code. Understand all kinds of customs formalities, such as BOI, EPZ. Understand Harmonization codes.

#### Customs Officer

Perform Customs Clearance duties and deal with related government agencies.

#### Import & Export Officer / Coordinator

Responsible for import & export procedures and coordinate between internal production, shipping agents and customers for documents and delivery.

#### Import Manager

Supervise import employees. Manage the import of goods from other countries. Arrange transport and ensure items are shipped by the most expedient and cost-effective methods. Communicate with clients, Customs agents and transportation companies to ensure the shipments deliver in a timely manner and in good physical condition.

## Corporate Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Logistic / Supply Chain &amp; Warehouse Manager (Manufacturing)</b>	-	-	-	-	55,000.00	90,000.00
<b>Logistic Manager</b>	-	-	-	-	70,000.00	120,000.00
<b>Logistic Officer</b>	18,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Logistic Supervisor</b>	-	-	25,000.00	35,000.00	40,000.00	45,000.00
<b>Production Planner</b>	-	-	30,000.00	40,000.00	50,000.00	80,000.00
<b>Senior Supply Chain Manager</b>	-	-	-	-	120,000.00	150,000.00
<b>Supply Chain Manager</b>	-	-	-	-	70,000.00	120,000.00
<b>Supply Chain Officer / Executive</b>	18,000.00	25,000.00	25,000.00	35,000.00	-	-
<b>Supply Chain Supervisor</b>	-	-	25,000.00	40,000.00	-	-
<b>Warehouse Manager</b>	-	-	-	-	50,000.00	100,000.00

### Logistic / Supply Chain & Warehouse Manager (Manufacturing)

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

### Logistic Manager

Control and manage Logistics team.

### Logistic Officer

Professionally handle communication with Customs officers.

### Logistic Supervisor

Supervise subordinates and handle logistics process.

### Production Planner

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

### Senior Supply Chain Manager

Manage supply chain and logistics operations to serve factory requirements in order to achieve lowest operating cost and maximum efficiency.

### Supply Chain Manager

Manage flow of finished goods for the whole Commercial Unit to optimize inventory for Commercial and distribution centers. Establish monthly forecasts in order to define quantities to be purchased.

### Supply Chain Officer / Executive

Work closely with supply chain personnel to ensure timely arrival of goods to local and overseas customers. Handle import and export documentations. Follow up with customers, sales person and other service providers to ensure timely collection of payments and on time delivery. Manage inventory level and warehousing space. Generate weekly and monthly reports to management.

### Supply Chain Supervisor

Supervise material resource plan. Audit and monitor suppliers. Monitor and develop existing supply chain. Initiate and lead cost-saving initiatives. Negotiate and manage contracts.

### Warehouse Manager

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

# Sales & Marketing Positions

## Sales & Marketing Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Account Director	-	-	-	-	70,000.00	200,000.00
Account Executive	18,000.00	25,000.00	25,000.00	30,000.00	40,000.00	50,000.00
Account Manager	-	-	35,000.00	50,000.00	40,000.00	70,000.00
Assistant Branch Manager	-	-	-	-	50,000.00	70,000.00
Assistant Brand Manager	-	-	-	-	40,000.00	60,000.00
Assistant Marketing Manager	-	-	-	-	60,000.00	80,000.00
Assistant Sales Manager	-	-	-	-	50,000.00	65,000.00
AVP - Sales & Marketing	-	-	-	-	100,000.00	180,000.00
Branch Manager	-	-	50,000.00	60,000.00	55,000.00	80,000.00
Brand Manager	-	-	-	-	70,000.00	100,000.00
Business Development Executive / Officer	-	-	30,000.00	65,000.00	60,000.00	70,000.00
Business Development Manager / Specialist	-	-	40,000.00	50,000.00	80,000.00	100,000.00

### Account Director

Responsible for growth, management, retention, and satisfaction of a portfolio of key accounts. Demonstrate marketing ability to lead clients strategically and tactically. Provide engagement leadership and develop strong relationships with key client contacts. Motivate, lead, and manage internal teams to develop and manage interactive marketing programs that meet clients' business objectives.

### Account Executive

Maintain existing clients and bring in new clients. Build a strong relationship with concerned parties. Manage and execute sales plan as set target.

### Account Manager

In charge of specific accounts/group accounts related to each sales team & business functions.

### Assistant Branch Manager

Supervise day to day operations of the branch. Assign work and direct staff to ensure an adequate service is provided to members at all times. Support quality/service and sales activities, including marketing input, sales results, quality and service.

### Assistant Brand Manager

Evaluate sales program costs versus budget allocation. Work with agencies/graphic artists in creating needed materials. Work with media as required to create communication plans. Coordinate printing and delivery of materials as needed. Manage program inventories. Support web initiatives as needed. Maintain forecast and tracking mechanisms for all programs and promotions. Coordinate all aspects of trade shows including: literature, catalogs, product, giveaways, photography, etc.

### Assistant Marketing Manager

Assist Marketing Manager in budget planning and SWOT analysis. Monitor product management.

### Assistant Sales Manager

Develop and implement sales strategies. Provide close supervision of team to achieve sales targets. Monitor target in terms of annual sales figures and provide support by boosting your sales team confidence and motivation.

### AVP - Sales & Marketing

Demonstrate ability to challenge, develop, and lead staff in pursuit of business plan objectives. Provide strategic input and assist in the development of the annual premium plan, department budget, and department business plan. Hold the Territory Managers accountable to report on marketplace intelligence. Facilitate agency reviews and oversee resulting actions. Create and oversee new business initiatives/programs and hold staff accountable for their success.

### Branch Manager

Monitor branch operations and staff performance. Set and manage branch targets.

### Brand Manager

Hold ownership of the marketing plan for key brand(s). Take full responsible for brand's P&L in product development, advertising, research, etc.

### Business Development Executive / Officer

Develop and implement sales strategy, market mapping and market analytics. Building trust-based, sustainable client relationships.

### Business Development Manager / Specialist

Conduct market and technology research. Set strategies, analyze and develop distribution channels. Handle new service / channels development planning and management.

## Sales & Marketing Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Cabin Senior / Cabin Service Director / Purser	-	-	25,000.00	35,000.00	-	-
Call Center	16,000.00	22,000.00	22,000.00	30,000.00	45,000.00	70,000.00
CRM Manager	-	-	-	-	60,000.00	100,000.00
CRM Officer / Executive	-	-	35,000.00	40,000.00	-	-
Customer Service (Travel Agent)	18,000.00	20,000.00	18,000.00	25,000.00	40,000.00	60,000.00
Customer Service Coordinator (Ground Staff)	15,000.00	18,000.00	20,000.00	22,000.00	-	-
Customer Service Executive (Coordinator / Order Administrator)	18,000.00	25,000.00	20,000.00	35,000.00	40,000.00	50,000.00
Customer Service Ground Staff Manager	-	-	-	-	35,000.00	50,000.00
Customer Service Manager	-	-	-	-	60,000.00	100,000.00
Digital Content Editor / Content Creator / Social Media Content Editor	18,000.00	25,000.00	25,000.00	50,000.00	40,000.00	60,000.00
Digital Marketing Analyst	-	-	30,000.00	50,000.00	50,000.00	80,000.00
Digital Marketing Manager	-	-	40,000.00	50,000.00	70,000.00	120,000.00

### Cabin Senior / Cabin Service Director / Purser

Handle and provide solution to any problem occurs in passenger cabin during flight operation.

### Call Center

Manage incoming and outgoing calls, provide service and information to customers and handle enquiries and complaints.

### CRM Manager

Develop CRM strategy on brand communications and activities that drive positive relationships with customers. Build and manage CRM team as determined by CRM program.

### CRM Officer / Executive

Maintain contact with clients to ensure high levels of client satisfaction. Provide general information regarding company services. Actively follow up on queries and provide feedback to customers in a timely manner. Inform clients of any new products and promotions that company is offering. Demonstrate ability to interact and cooperate with all company employees. Build trust, value others and communicate effectively.

### Customer Service (Travel Agent)

Handle passenger queries regarding the flight and travel documents, process check-in, verify travel document and handle lost & found issues.

### Customer Service Coordinator (Ground Staff)

Handle flight preparations (pre-flight until closing out), work cooperately with internal & external related personnel, handle special request cases, communicate with technical crew and cabin crew, A/C loading, etc.

### Customer Service Executive (Coordinator / Order Administrator)

Assist Department Manager in customer service functions, including receiving and processing sales orders, delivery tracking and monitoring, communicating and updating customers, preparing job orders, coordinating with operations departments, preparing reports, handling complaints and dealing with related documentation tasks.

### Customer Service Ground Staff Manager

Oversee and manage all aspects of the Airline's operations at airports overseas, including customer service, baggage and cargo handling, inflight catering, ground safety and crisis management.

### Customer Service Manager

Manage overall functions in customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer expectations.

### Digital Content Editor / Content Creator / Social Media Content Editor

Prior experience as a copy editor or production editor within an online environment. Write copy and generate original ideas for content for email newsletters, websites, and social media sites. Solid understanding of IT technologies and some knowledge of Content Management Systems (CMS). Previous experience in using HTML and Photoshop and some knowledge of basic web development.

### Digital Marketing Analyst

Conduct online marketing efforts and create articles and contents for clients. Develop and improve company's digital marketing strategy. Develop and maintain online presence and brand recognition on websites and landing pages.

### Digital Marketing Manager

Oversee online marketing efforts and create articles and contents for clients. Manage online marketing team.

## Sales & Marketing Positions

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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Event Manager	-	-	40,000.00	60,000.00	50,000.00	80,000.00
Group Brand Manager	-	-	-	-	100,000.00	150,000.00
Head of Marketing	-	-	-	-	100,000.00	200,000.00
Key Account Executive	20,000.00	30,000.00	25,000.00	50,000.00	40,000.00	70,000.00
Key Account Manager	-	-	-	-	50,000.00	80,000.00
Management Trainee	25,000.00	30,000.00	30,000.00	50,000.00	-	-
Marketing Administrator	18,000.00	25,000.00	30,000.00	45,000.00	-	-
Marketing Coordinator / Assistant	18,000.00	25,000.00	30,000.00	40,000.00	-	-
Marketing Director	-	-	-	-	150,000.00	350,000.00
Marketing Executive / Officer	20,000.00	30,000.00	45,000.00	65,000.00	75,000.00	80,000.00
Marketing Manager	-	-	-	-	55,000.00	100,000.00
Marketing Researcher / Analyst	20,000.00	30,000.00	25,000.00	40,000.00	50,000.00	80,000.00

### Event Manager

Set, communicate and maintain timelines and priorities on every project. Communicate, maintain and develop client relationships. Manage supplier relationships. Manage operational and administrative functions to ensure specific projects are delivered efficiently. Provide leadership, motivation, direction and support to your team. Travel to on site inspections and project managing events. Control all project budgets from start to finish. Ensure excellent customer service and quality delivery.

### Group Brand Manager

Responsible for overall brand management and profit & growth of the brand (more than 1 brand).

### Head of Marketing

Create marketing campaign, monitor marketing trend and control risk.

### Key Account Executive

Coordinate and provide direction for customer service initiatives and work closely with operation team and customers to deliver a consistent and a high level of customer service. Maintain and maximize the potential growth of existing key customers and respond to customer needs, enquires and address their concerns.

### Key Account Manager

Responsible for sales target. Develop account plans, trade terms and promotional activities.

### Management Trainee

Be empowered in cross-functional Project Management roles. Work in a dynamic environment with high performance teams. Flowlessly execute high-impact game-changing projects.

### Marketing Administrator

Perform administrative functions and provide support to related departments. Provide document support for related departments.

### Marketing Coordinator / Assistant

Assist, support and provide back up to Marketing Manager in terms of marketing, media and CRM and events, production and PR activities.

### Marketing Director

Manage overall marketing functions, including strategic planning, corporate communications and business development. Develop, analyze, implement and measure strategic marketing plan, market potential and profitability. Create brand equity and ensure effective brand positioning, brand awareness, and product launching. Engage with product teams on the launch and lifecycle management of products including development of key deliverables. Work closely with top management.

### Marketing Executive / Officer

Create and execute marketing strategy. Conduct market survey and assist in updating information. Assist in creating marketing materials, coordinate among the specialist trainer and schedule for seminars. Develop brand awareness and communication. Support Technical and Sales Executive Team for seminars and PR events. Participate in marketing budget planning.

### Marketing Manager

Manage and initiate marketing strategies of products or services. Responsible for press relations, develop marketing campaigns and deliver meaningful messages and visions of the company to consumers.

### Marketing Researcher / Analyst

Conduct market research using both qualitative and quantitative approaches. Responsible for analyzing market trends.

## Sales & Marketing Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Media Planner	-	-	30,000.00	40,000.00	50,000.00	70,000.00
Medical Product Specialist / Expert	15,000.00	17,000.00	-	-	-	-
National Sales Manager	-	-	-	-	150,000.00	350,000.00
Operations Manager	-	-	-	-	70,000.00	80,000.00
Pre-Sales Consultant	-	-	15,000.00	20,000.00	-	-
Product Manager	-	-	45,000.00	50,000.00	50,000.00	120,000.00
Project Manager	-	-	50,000.00	70,000.00	80,000.00	100,000.00
Public Relations / Corporate Communications Executive	20,000.00	30,000.00	30,000.00	50,000.00	60,000.00	80,000.00
Public Relations / Corporate Communications Manager	-	-	-	-	80,000.00	120,000.00
Regional Sales Manager	-	-	-	-	100,000.00	150,000.00
Relationship Manager	-	-	-	-	80,000.00	100,000.00

### Media Planner

Create plans for advertising. Choose the most suitable media in placing advertisements for their clients. Buy media space and time and then sell advertising to individual companies or advertising agencies. Observe and comprehend market trends to gain insight to what motivates target customers. Gear toward maintaining the latest trends for existing and potential customers.

### Medical Product Specialist / Expert

Provide effective clinical support, consultation and training to decision makers, nursing staff and patients. Seek new account opportunities while maintaining existing client relationships and provide technical support.

### National Sales Manager

Responsible for company's national sales target. Operate and monitor sales team (country level). Set up strategies and directions for business development plans.

### Operations Manager

Manage and supervise operations team to achieve company's objectives. Manage projects to improve or expand project to increase process capability and efficiency. Coordinate with other functions in any related activities.

### Pre-Sales Consultant

Assist sales team by providing technical support and demonstrating products in order to deliver the best solutions to clients.

### Product Manager

Responsible for product planning and execution throughout the product lifecycle, including gathering and prioritizing product and customer requirements, and defining product vision. Work closely with engineering, sales, marketing teams to ensure revenue and customer satisfaction goals are met.

### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

### Public Relations / Corporate Communications Executive

Execute communication activities, assist Public Relations and/or Corporate Communications Manager in implementing general PR, communication activities and PR events.

### Public Relations / Corporate Communications Manager

Oversee marketing communications activities, including advertising, promotion for brand and company's image through various sources of media channels to align with business direction and brand's marketing strategies. Coordinate with PR events and activities.

### Regional Sales Manager

Provide regional sales information and recommendations for strategic plannings and reviews. Prepare and complete action plans. Oversee and implement production, productivity, quality, and customer-service standards, resolve problems, complete audits, identify trends, determine regional sales system improvements and implement change.

### Relationship Manager

Expand business towards prospects and existing clients and prepare credit proposals. Develop and execute marketing plans.

## Sales & Marketing Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Report Analyst	18,000.00	20,000.00	20,000.00	40,000.00	40,000.00	55,000.00
Research & Development Manager	-	-	-	-	50,000.00	65,000.00
Research & Development Officer	18,000.00	20,000.00	20,000.00	30,000.00	-	-
Retail Manager	-	-	-	-	70,000.00	100,000.00
Sales & Marketing Executive	20,000.00	25,000.00	30,000.00	55,000.00	-	-
Sales & Marketing Manager	-	-	30,000.00	50,000.00	50,000.00	100,000.00
Sales Administrative Assistant	18,000.00	25,000.00	25,000.00	30,000.00	-	-
Sales Administrator / Sales Support	18,000.00	25,000.00	25,000.00	40,000.00	45,000.00	50,000.00
Sales Coordinator (General)	20,000.00	25,000.00	25,000.00	40,000.00	45,000.00	50,000.00
Sales Executive / Officer	20,000.00	35,000.00	40,000.00	50,000.00	-	-
Sales Manager	-	-	30,000.00	45,000.00	60,000.00	100,000.00

### Report Analyst

Perform complex data analysis in support of ad-hoc and standing management or customer requests. Sometimes perform data entry and data auditing, create data reports and monitor all data for accuracy.

### Research & Development Manager

Manage and supervise team to conduct research and develop new products or improve existing products. Oversee information gathering, analysis, experiment, trial, and test runs.

### Research & Development Officer

Conduct research and develop new products or improve existing products. Perform information gathering, analysis, experiment, trial, and test runs.

### Retail Manager

Oversee the operations of a retail store and manage retail staff. Duties include motivating sales teams, ensuring target revenues are met or exceeded and striving for smooth daily operations within the store. Ensure that proper training is provided to retail staff so that they are qualified and equipped to perform the job. Promote a high-morale work environment to encourage them to produce more and help business succeed.

### Sales & Marketing Executive

Manage organization's sales and marketing activities. Plan, coordinate and implement marketing programs to identify and acquire new customers. Ensure that sales and marketing objectives align with overall company goals. Work with major customer accounts and oversee the creation of sales collateral. Build and maintain relationships with outside vendors, partners and distributors.

### Sales & Marketing Manager

Train and supervise sales staff as well as establish territories and goals for sales teams. Review the market, help them to determine customer needs, sales volume potential and pricing schedules that will help them achieve company set goals.

### Sales Administrative Assistant

Provide administrative support to Sales department and work coordinately with clients and other related departments.

### Sales Administrator / Sales Support

Handle all documentation and paperwork. Liaise and coordinate with production and related departments. Support sales for any administrative related function.

### Sales Coordinator (General)

Provide support to Sales team. Handle related document and process sales orders on a daily basis. Work coordinately with clients during sales process. Prepare sales reports related to stock provision and stock reconciliations.

### Sales Executive / Officer

Initiate and establish new accounts and maintain good relationships with existing customers with high level of customer satisfaction. Provide support for all sales processes. Coordinate and follow up with relevant parties to ensure that sales objectives and targets are achieved.

### Sales Manager

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with Marketing team to implement the marketing program.

## Sales & Marketing Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Sales Operations Executive	-	-	15,000.00	25,000.00	25,000.00	45,000.00
Sales Operations Manager	-	-	-	-	120,000.00	150,000.00
Senior Marketing Officer	-	-	25,000.00	30,000.00	35,000.00	60,000.00
Senior Product Manager	-	-	-	-	80,000.00	120,000.00
Senior Sales Executive	-	-	35,000.00	45,000.00	50,000.00	60,000.00
Senior Sales Manager	-	-	-	-	100,000.00	170,000.00
Store / Shop Manager	-	-	35,000.00	50,000.00	70,000.00	100,000.00
Store / Shop Staff	15,000.00	23,000.00	26,000.00	30,000.00	-	-
Technical Consultant	-	-	35,000.00	50,000.00	55,000.00	70,000.00
Telesales / Telemarketers	-	-	25,000.00	30,000.00	30,000.00	45,000.00
Trade Marketing Executive	-	-	25,000.00	30,000.00	40,000.00	80,000.00

### Sales Operations Executive

Oversee and supervise the functioning of all the departments. Lead and supervise sales projects. Evaluate company's revenue-model and strategize new plans to improve sales. Be in sync with the market movements and emerging trends and devise company plans accordingly. Timely review company data, reports and other key developments.

### Sales Operations Manager

Provide sales operation consultation to team. Create channel service strategy. Develop, collect, analyze sales through data and metrics. Develop systems to audit selling procedure.

### Senior Marketing Officer

Control and manage Marketing team. Responsible for marketing activities that benefit company & its brands.

### Senior Product Manager

In charge of strategic marketing planning, activities implementation and budget allocation for the assigned products.

### Senior Sales Executive

Explore, identify and develop business opportunities. Build up market strategies to achieve corporate goals and objectives. Work coordinately with business partners on business related information, including needs analysis, product information and technical specifications. Develop and implement sales strategies and plans. Build and maintain good relationships with business partners. Need to travel upcountry occasionally.

### Senior Sales Manager

Develop and execute sales and marketing strategy and planning. Gather and analyze market information to expand business opportunity. Ensure budget and target are met.

### Store / Shop Manager

Oversee sales related matters. Recruit and train staff. Maintain Health and Safety in workplace. Set and manage security policies. Propose and implement promotions and special offers. Develop marketing strategies and do merchandising. Maintain the budgets and expenditure. Keep abreast of stocks and merchandise levels.

### Store / Shop Staff

Assist customers in an enthusiastic and courteous manner. Advise and assist customers with their choices of product for themselves and for gifts. Accurately complete sales using POS system according to established procedures. Stock and clean shop floor for the best sales appearance and ease of use for the customer. Assist with merchandising efforts, displays, and floor moves as needed. Assist with community/marketing events. Maintain a clean and safe workplace.

### Technical Consultant

Understand technical aspects of all products and solutions of the company. Design, deploy and perform on-going administration and troubleshooting of the systems.

### Telesales / Telemarketers

Present product information to prospects and existing clients via telephone. Contact / approach clients to increase sales and close deals.

### Trade Marketing Executive

Assist in all trade events, launches and business briefings. Work closely with commercial teams at all levels to understand the needs of sales teams, and ensure they are equipped with the strongest information. Work with internal design team to produce creatives required for trade marketing. Collate and maintain an accurate contact list. Measure the success of trade activity and make recommendations for future activity.

## Sales & Marketing Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Trade Marketing Manager	-	-	-	-	50,000.00	80,000.00
Training Manager	-	-	-	-	60,000.00	70,000.00

### Trade Marketing Manager

In charge of developing and implementation of channels plans, category management, promotional planning, execution and evaluation. Develop launch activities and trade presentation.

### Training Manager

Identify training needs, plan and organize internal and external training programs. Organize training plan and budget. Responsible for training activities, for both soft skills and technical skills.



## IT & Digital Innovations Positions

## IT &amp; Digital Innovations Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Back End Developer	25,000.00	30,000.00	30,000.00	55,000.00	55,000.00	80,000.00
Business Intelligence Specialist	-	-	-	-	60,000.00	90,000.00
CRM Consultant	-	-	40,000.00	55,000.00	60,000.00	150,000.00
Data Center Manager / Infrastructure Manager	-	-	-	-	70,000.00	120,000.00
Data Migration / Data Analyst (ETL)	30,000.00	40,000.00	40,000.00	60,000.00	60,000.00	90,000.00
Data Scientist / Data Engineer	35,000.00	40,000.00	40,000.00	90,000.00	90,000.00	150,000.00
Data Warehouse Consultant	35,000.00	40,000.00	40,000.00	70,000.00	80,000.00	180,000.00
Database Administrator	17,000.00	25,000.00	25,000.00	60,000.00	60,000.00	80,000.00
Digital Marketing Analyst	-	-	-	-	50,000.00	90,000.00
Digital Marketing Manager	-	-	-	-	60,000.00	120,000.00
E-Commerce Manager	-	-	-	-	80,000.00	150,000.00
ERP Consultant	-	-	40,000.00	55,000.00	60,000.00	150,000.00

**Back End Developer**

Program, Code server-side web application. Connect stored database through the web application and ensure that databased can be accessed. Debug the web application to improve web quality. Work with the front-end developer to ensure web application usability.

**Business Intelligence Specialist**

Analyze business requirements and use data to figure out market and business trends for companies to support business decision-making processes, increase profits and efficiency.

**CRM Consultant**

Provide consultation and advice to clients regarding Customer Relationship Management (CRM) application package.

**Data Center Manager / Infrastructure Manager**

Perform duties, including, but not limited to, production support, data processing, problem solution, monitoring, reporting and documentation, and make a significant impact on IT Infrastructure Operations group success.

**Data Migration / Data Analyst (ETL)**

Collect and study data to reveal ways to improve a business organization. Design, plan and manage the data migration process. Provide report to decision-makers and others affected by the results.

**Data Scientist / Data Engineer**

Gather large data from various sources to create data infrastructure. Organize and analyze data to find solutions or implementations to support business's strategy and goals. Apply machine learning to predict future performance for creating product and service.

**Data Warehouse Consultant**

Develop database architecture, extract data, and prepare reports for the executive level of the company. Must have good knowledge of databases, data warehouse and data mining.

**Database Administrator**

Administer and monitor database server to maintain its stability and reliability.

**Digital Marketing Analyst**

Conduct online marketing efforts and create articles and contents for clients. Develop and improve company's digital marketing strategy. Develop and maintain online presence and brand recognition on websites and landing pages.

**Digital Marketing Manager**

Oversee online marketing efforts and create articles and contents for clients. Manage online marketing team.

**E-Commerce Manager**

Identify, plan an organization's E-Commerce goals. Develop an e-commerce strategy to drive online sales, using tools such as SEO, CMS, Social Media, Email marketing. Create online activity to encourage customer to buy product or service. Plan and Control budget for online advertisement. Coordinate efforts across all IT functions to support company's business strategy.

**ERP Consultant**

Provide consultation and advice to clients regarding Enterprise Resources Planning (ERP) application packages, e.g. Finance, Accounting, Logistics and Sales and Distribution modules.

## IT &amp; Digital Innovations Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Front End Developer	20,000.00	35,000.00	35,000.00	65,000.00	65,000.00	120,000.00
Full Stack Developer	25,000.00	35,000.00	35,000.00	65,000.00	65,000.00	120,000.00
Graphic Designer	15,000.00	25,000.00	30,000.00	50,000.00	50,000.00	60,000.00
Help-Desk Support	18,000.00	25,000.00	30,000.00	40,000.00	40,000.00	60,000.00
Industrial Business Analyst	-	-	23,000.00	53,000.00	53,000.00	100,000.00
IT Application Support	15,000.00	30,000.00	30,000.00	50,000.00	50,000.00	85,000.00
IT Auditor	-	-	30,000.00	50,000.00	50,000.00	80,000.00
IT Director	-	-	-	-	100,000.00	350,000.00
IT Manager	-	-	-	-	80,000.00	200,000.00
IT Marketing Manager	-	-	-	-	80,000.00	180,000.00
IT Security Analyst / Engineer	-	-	30,000.00	60,000.00	60,000.00	70,000.00
IT Security Manager	-	-	-	-	40,000.00	70,000.00

**Front End Developer**

Create website sitemap and workflow based on User Experience concept. Design, develop web application interface from the requirement. Test the usability of the web application to collect user's feedback and create an implementation plan and ensure the ease of use of web application.

**Full Stack Developer**

Design website interface and framework. Develop front-end and back-end by coding several programming languages such as HTML, JavaScript, PHP, CSS etc. Ensure and Recheck about website quality such as data protection and security, web app responsiveness, debugging, improvement, and maintenance etc.

**Graphic Designer**

Create various types of art design for magazines, newspapers, advertising publications, marketing and promotional materials, signs, web pages, and much more. Most of the art is created through the use of computerized design programs, such as Adobe Suite.

**Help-Desk Support**

Answer, resolve and/or escalate all calls routed through the Groups Help Desk system. Provide courteous service to all Group IT customers via telephone whilst ensuring that all company standards are adhered to. Provide day-to-day operational support and on call support when required for IT users on a group site or remote sites within a region, covering hardware, software and local and wide area network.

**Industrial Business Analyst**

Review, modify and recommend business requirements to be applied to company databases and system applications.

**IT Application Support**

Provide support to end users about how to use various types of software programs efficiently and effectively in fulfilling business objectives. This includes troubleshooting applications and software for all internal customers, such as operations, development and other business units. Assist in the design, delivery and improvement of in-house software applications training programs and related courseware.

**IT Auditor**

Review company's IT management to determine company standards in place for system development, IT operations and overall information security. Provide suggestions on compliance with regulatory and procedural IT issues, and ensure that there are adequate controls maintained over all aspects of the IT environment.

**IT Director**

Manage and implement company's IT operational systems. Set and run software and hardware strategy in order to gain a competitive advantage for the company.

**IT Manager**

Develop strategic plan for IT department. Oversee IT projects, such as IT budgets, standards procedures and overall IT performance. Coordinate between vendors, IT department and all users. Review the adequacy and allocation of IT resources in terms of funding, personnel, equipment and service levels.

**IT Marketing Manager**

Manage and initiate marketing strategies of IT products or IT services. Responsible for press relations, develop marketing campaigns and deliver meaningful messages and visions of the company to consumers.

**IT Security Analyst / Engineer**

In charge of Information Security Management function. Responsible for design, implementation, operation and maintenance of the Information Security Management System. Perform a suitable information security awareness and security risk assessment. Get involved in compliance monitoring and improvement activities to ensure compliance with internal security policies.

**IT Security Manager**

Manage the implementation of corporate policies, programs, and procedures to cost-effectively protect information systems assets from intentional or inadvertent modification, disclosure or destruction. Develop, maintain, publish, and enforce corporate information security standards and guidelines encompassing data and intellectual security.

## IT &amp; Digital Innovations Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
IT Support	18,000.00	25,000.00	40,000.00	55,000.00	60,000.00	80,000.00
Network Administrator	18,000.00	25,000.00	40,000.00	55,000.00	60,000.00	80,000.00
Network Engineer	-	-	40,000.00	60,000.00	60,000.00	85,000.00
Operations Director	-	-	-	-	100,000.00	150,000.00
Pre-Sales Consultant	-	-	22,000.00	60,000.00	60,000.00	100,000.00
Product Manager (IT)	-	-	-	-	65,000.00	100,000.00
Programmer	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Programmer / Software Developer (.NET)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Programmer / Software Developer (ABAP)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Programmer / Software Developer (C, C++)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Programmer / Software Developer (JAVA)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Programmer / Software Developer (Mobile Applications)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00

**IT Support**

Maintain, monitor and perform IT troubleshooting for end users.

**Network Administrator**

Administer and monitor network to maintain its stability and reliability.

**Network Engineer**

Design and implement network infrastructure, including WAN, wireless network, routers, and switches to ensure that business's requirements and security are met.

**Operations Director**

Set and deploy policy/strategy for operations. Manage and supervise overall operations to achieve company's objectives. Coordinate with other departments in any related areas.

**Pre-Sales Consultant**

Assist sales team by providing technical support and demonstrating products in order to deliver the best solutions to clients.

**Product Manager (IT)**

Oversee planning, strategic marketing, system implementation of activities and budget allocation for assigned products.

**Programmer**

Responsible for developing and designing applications and Coding. Deal with technical issues related to developments.

**Programmer / Software Developer (.NET)**

Responsible for Application Framework Design and Coding using Microsoft .net technology (ASP.NET,C#, VB.NET). Manage technical issues under development environment.

**Programmer / Software Developer (ABAP)**

Understand client requirements and utilize ABAP tools to meet client expectations. Develop ABAP programming in project implementation as a team member. Support customers after successful implementation

**Programmer / Software Developer (C, C++)**

Responsible for Application Framework Design and Coding using C,C++ . Manage technical issues under development environment.

**Programmer / Software Developer (JAVA)**

Responsible for Application Framework Design and Coding using JAVA technology. Manage technical issues under development environment.

**Programmer / Software Developer (Mobile Applications)**

Develop applications on mobile phones according to customer business requirement on mobile platforms e.g. iOS, Android, Blackberry, Windows Mobile and Symbian.

## IT &amp; Digital Innovations Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Programmer / Software Developer (ORACLE PL/SQL)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Programmer / Software Developer (PHP)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Programmer / Software Developer (Specific Applications)	25,000.00	35,000.00	35,000.00	70,000.00	70,000.00	150,000.00
Project Manager	-	-	-	-	80,000.00	150,000.00
QA Engineer / Software Tester	25,000.00	35,000.00	35,000.00	70,000.00	70,000.00	150,000.00
Sales Director (IT)	-	-	-	-	150,000.00	350,000.00
Sales Executive / Officer (Technical)	-	-	25,000.00	50,000.00	50,000.00	80,000.00
Sales IT	-	-	25,000.00	50,000.00	50,000.00	80,000.00
Sales Manager (IT)	-	-	-	-	60,000.00	100,000.00
SAP Consultant	-	-	-	-	60,000.00	150,000.00
SEO /SEM Specialist	25,000.00	35,000.00	35,000.00	55,000.00	65,000.00	100,000.00
Software / Solutions Architect	-	-	-	-	80,000.00	160,000.00

**Programmer / Software Developer (ORACLE PL/SQL)**

Responsible for design, development, implement and support software applications. Prepare technical documentation as required.

**Programmer / Software Developer (PHP)**

Responsible for PHP programming to produce Data Flow. Design and develop Web Application on the website. Design and develop other Programming on the website.

**Programmer / Software Developer (Specific Applications)**

Responsible for Application Framework Design and Coding using specific application. Manage technical issues under development environment.

**Project Manager**

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

**QA Engineer / Software Tester**

Create test cases and perform testing to ensure software standardization.

**Sales Director (IT)**

Direct all sales activities within the company and ensure the company's sales growth. Develop and execute strategic plan to achieve sales targets and expand customer base. Generate new sales opportunities and provide IT solutions based on customer needs.

**Sales Executive / Officer (Technical)**

Sell technical products and services to boost profitability and increase market share. Provide support to increase products understanding.

**Sales IT**

Get involved in supporting pre-sales activities by giving detailed information about technical specifications and the ways in which they could meet customer needs, including demonstrate product's features before selling. Provide technical support, which follows the sales, may include problems solving or maximizing the use of software features, as well as advising on appropriate user training.

**Sales Manager (IT)**

Achieve sales over target. Responsible for product selling. Implement field force strategic planner and Business environment training. Work coordinately with Marketing team to implement the marketing programs.

**SAP Consultant**

Provide functional or technical advice on the implementation of SAP. Must have business process and IT knowledge.

**SEO /SEM Specialist**

Manage and execute all SEO/SEM activities such as content strategy, digital campaigns, link building, keyword strategy to improve accessibility, visibility, ranking and relevance in all major search engines.

**Software / Solutions Architect**

Set strategies and working plans for IT systems or software development that conform with business strategies, business needs and company IT architecture.

## IT &amp; Digital Innovations Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Software development and Software operation (Dev Opt)	15,000.00	30,000.00	30,000.00	60,000.00	60,000.00	120,000.00
Software Engineer	-	-	25,000.00	60,000.00	80,000.00	100,000.00
Software Quality Assurance Manager	-	-	-	-	70,000.00	150,000.00
System Administrator	-	-	25,000.00	60,000.00	60,000.00	90,000.00
System Analyst / Business Analyst	20,000.00	25,000.00	25,000.00	60,000.00	60,000.00	100,000.00
System Engineer	20,000.00	30,000.00	35,000.00	50,000.00	80,000.00	100,000.00
Technical Consultant	-	-	40,000.00	55,000.00	60,000.00	100,000.00
Technical Service Manager	-	-	-	-	80,000.00	100,000.00
UX/UI Designer	20,000.00	30,000.00	30,000.00	45,000.00	50,000.00	80,000.00
Web Designer	15,000.00	25,000.00	25,000.00	40,000.00	50,000.00	65,000.00
Webmaster	-	-	30,000.00	50,000.00	-	-

**Software development and Software operation (Dev Opt)**

Responsible for continuous development, testing, integration, deployment, and monitoring throughout its development life cycle to optimize outcomes and improve quality of the software.

**Software Engineer**

Develop software and applications, starting from analysis, design, coding, testing and training users.

**Software Quality Assurance Manager**

Monitor and test software to ensure that quality follows the software standardization.

**System Administrator**

Administer and monitor servers and data center to maintain system stability and reliability.

**System Analyst / Business Analyst**

Perform system feasibility studies, analyse and design system to meet users requirements. Work closely with programmers and software engineers.

**System Engineer**

Analyze, design and provide configuration of server systems to clients.

**Technical Consultant**

Understand technical aspects of all products and solutions of the company. Design, deploy and perform on-going administration and troubleshooting of the systems.

**Technical Service Manager**

Oversee installation, setting up, testing and commissioning of products. Manage preventive maintenance and calibration plan. Provide solutions to customers where appropriate.

**UX/UI Designer**

Collaborate with product management and engineering to define and implement innovative solutions for the product direction, visuals and experience. Execute all visual design stages from concept to final hand-off to engineering. Create wireframes, storyboards, user flows, process flows and application site maps to effectively communicate interaction and design ideas. Present and defend designs and key milestone deliverables to peers and executive level stakeholders. Conduct user research and evaluate user feedback. Establish and promote design guidelines, best practices and standards.

**Web Designer**

Design and develop website contents by using multimedia tools.

**Webmaster**

Implement web pages, maintain content and oversee day-to-day management of the company website. Ensure quality and filing integrity of web pages.



# Engineering & Technical Positions

## Engineering & Technical Positions

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Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Application Engineer	-	-	35,000.00	50,000.00	50,000.00	70,000.00
Assistant Purchasing Manager (Technical)	-	-	45,000.00	70,000.00	-	-
Assistant Sales Manager (Technical)	-	-	-	-	50,000.00	70,000.00
AVP – Technical	-	-	-	-	100,000.00	200,000.00
Business Development Manager / Specialist (Technical)	-	-	-	-	90,000.00	150,000.00
Construction Engineer	18,000.00	25,000.00	35,000.00	50,000.00	50,000.00	70,000.00
Construction Manager	-	-	-	-	100,000.00	200,000.00
Design Engineer	-	-	25,000.00	50,000.00	85,000.00	90,000.00
Director / General Manager (Technical)	-	-	-	-	150,000.00	250,000.00
Draftsman	15,000.00	18,000.00	18,000.00	35,000.00	40,000.00	50,000.00
Electrical Engineer	18,000.00	25,000.00	30,000.00	50,000.00	50,000.00	70,000.00
Engineer	18,000.00	25,000.00	35,000.00	50,000.00	50,000.00	70,000.00

### Application Engineer

Support sales and marketing staff with technical information in terms of preparing necessary documents, proposals, product specifications, drawings as well as providing technical information to internal staff and customers.

### Assistant Purchasing Manager (Technical)

Provide technical support to the purchasing process and assign staff with specific responsibility for processing bid and purchasing related documents and materials. Respond to related inquiries and maintain vendor/source information and inventories.

### Assistant Sales Manager (Technical)

Assist Sales Manager in selling products and managing sales team. Implement and operate sales strategies to achieve targets.

### AVP – Technical

Assist VP in establishing work schedules, safety standards, quality control procedures and customer service policies related to company's product. Oversee the technical services team's budget and monitor the performance of subordinates through reviews, training and mentoring.

### Business Development Manager / Specialist (Technical)

Responsible for market and technology research, strategy setting, and distribution channel analysis and development. In charge of new service development planning and management.

### Construction Engineer

Utilize extensive experience in project management, design and construction management of building construction and civil work.

### Construction Manager

Responsible for overall Construction project work. Manage and monitor construction's costs, quality and timeline.

### Design Engineer

In charge of product design and engineering specifications of customers and suppliers. Handle all engineering issues and be responsible for new product design.

### Director / General Manager (Technical)

In charge of overall management in terms of company's business growth, sales management, operations and all support functions.

### Draftsman

In charge of computer-generated drawings, in 2 & 3 dimensions, for engineering, construction and products design.

### Electrical Engineer

Plan a preventive maintenance plan for electrical machinery and equipment. Monitor electrical power supply system. Analyze and solve any problem in case of machine breakdowns.

### Engineer

Initiate and modify process flow to maximize process capability. Solve any quality related problems as well as maintain quality system under quality policy and organizational objectives.

## Engineering & Technical Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Engineer (Mechanical / Chemical / QA / AC)	18,000.00	25,000.00	25,000.00	40,000.00	40,000.00	50,000.00
Engineering / IE / Process Improvement Manager	18,000.00	25,000.00	30,000.00	50,000.00	55,000.00	120,000.00
Engineering Manager	-	-	-	-	180,000.00	250,000.00
Environmental Engineer	18,000.00	25,000.00	30,000.00	50,000.00	55,000.00	80,000.00
Estimation Engineer	-	-	20,000.00	50,000.00	50,000.00	70,000.00
Facility Engineer	18,000.00	25,000.00	35,000.00	50,000.00	80,000.00	100,000.00
Factory Manager	-	-	-	-	100,000.00	200,000.00
Injection Engineer	-	-	18,000.00	35,000.00	40,000.00	80,000.00
Logistic / Supply Chain & Warehouse Manager (Manufacturing)	-	-	-	-	50,000.00	70,000.00
Logistic Engineer / Supervisor	-	-	-	-	40,000.00	50,000.00
Maintenance Chief / Manager	-	-	-	-	100,000.00	200,000.00
Maintenance Engineer	-	-	20,000.00	50,000.00	50,000.00	70,000.00

### Engineer (Mechanical / Chemical / QA / AC)

Initiate and modify process flow to maximize process capability. Solve quality related challenges and maintain quality systems and organizational objectives.

### Engineering / IE / Process Improvement Manager

Manage, control and supervise team to achieve company goals. Modify, create and improve production capabilities. Organize, analyze and perform professional engineering work.

### Engineering Manager

Manage, control and supervise team to achieve company goals. Modify, create and improve production capabilities. Organize, analyze and perform professional engineering work in the line.

### Environmental Engineer

Prepare environmental risk assessment. Control and monitor water treatment systems and other related areas. Be a coordinator or auditor in Environmental Management System.

### Estimation Engineer

Use analytical skills to review corporate projects and help senior management in making operating decisions, both in short and long terms. Ensure that project costs stay within the set budget.

### Facility Engineer

Oversee operation of all maintenance works for office building, test building, and other facility systems in the company, such as electrical system, air conditioning and ventilation system (Plumbing system, Sanitary system, Cooling water system, Chilled water system).

### Factory Manager

Manage, monitor and supervise production team to achieve the set goals. Work coordinately with other departments to support the production process.

### Injection Engineer

Operate and maintain injection mold machines, material dryers, and conveying equipment, including prototype runs. Develop programs for various manufacturing equipment, including injection molding machines, robots, vacuum dryers, and temperature controllers under engineering guidance. Monitor and ensure material inventory accuracy and perform material handling. Follow and improve manufacturing processes.

### Logistic / Supply Chain & Warehouse Manager (Manufacturing)

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

### Logistic Engineer / Supervisor

Operate Logistics, Supply Chain and Warehouse systems to effectively support manufacturing process.

### Maintenance Chief / Manager

Oversee installation and maintenance of machines and facility systems. Supervise engineers and technicians in all aspect of their jobs. Plan and implement Preventive Maintenance program.

### Maintenance Engineer

Support and maintain the good condition of factory utility, facility systems and machines, also perform activities as planned by Plant Manager.

## Engineering & Technical Positions

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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Material Engineer	-	-	30,000.00	50,000.00	60,000.00	100,000.00
Mechanical Engineer	18,000.00	25,000.00	30,000.00	50,000.00	60,000.00	90,000.00
Medical Director	-	-	-	-	150,000.00	250,000.00
Medical Marketing Manager	-	-	-	-	100,000.00	200,000.00
Medical Product Specialist / Expert	-	-	35,000.00	90,000.00	-	-
Medical Sales Representative	20,000.00	25,000.00	30,000.00	40,000.00	-	-
Operations Director	-	-	-	-	180,000.00	250,000.00
Operations Manager	-	-	-	-	150,000.00	200,000.00
Piping Engineer	18,000.00	25,000.00	40,000.00	60,000.00	70,000.00	90,000.00
Plant Manager	-	-	-	-	70,000.00	250,000.00
Process Engineer	18,000.00	25,000.00	40,000.00	50,000.00	60,000.00	70,000.00
Process Improvement Engineer	18,000.00	25,000.00	40,000.00	60,000.00	60,000.00	80,000.00

### Material Engineer

Optimize the administration of materials and finished products by coordinating activities, such as materials planning & supply, inventory control, and logistics, to achieve the organizational strategic objectives.

### Mechanical Engineer

Plan the preventive maintenance program for machines and equipment. Monitor electrical power supply system. Analyze and solve machine breakdown problems.

### Medical Director

Responsible for company's development and strategic matters related to our doctors team. Provide strong and effective clinical leadership. Keep the team informed about corporate decisions.

### Medical Marketing Manager

Lead overall marketing strategies, supervise a team of Medical Marketing and work with medical channel team to ensure effective medical marketing programs. Ensure high quality execution of the medical marketing/ business plans.

### Medical Product Specialist / Expert

Provide effective clinical support, consultation and training to decision makers, nursing staff and patients. Seek new account opportunities while maintaining existing client relationships and provide technical support.

### Medical Sales Representative

Maintain and provide service to existing customers. Assist in developing new business opportunities. Conduct marketing campaigns and activities to gain market share and expand customer base.

### Operations Director

Set and deploy policy/strategy for operations. Manage and supervise overall operations to achieve company's objectives. Coordinate with other departments in any related areas.

### Operations Manager

Manage and supervise operations team to achieve company's objectives. Manage projects to improve or expand project to increase process capability and efficiency. Coordinate with other functions in any related activities.

### Piping Engineer

Provide engineering support at site on piping, mechanical fabrication and installation.

### Plant Manager

Responsible for all aspects in manufacturing area, including production, safety, quality, cost management, supply chain, and customer service.

### Process Engineer

Provide technical support to operations, develop & design process and review assigned units' operating conditions and data with recommendations resulting in maximizing their operating efficiency.

### Process Improvement Engineer

Analyze company's processes to determine how these processes can be done efficiently and effectively and with cost effectiveness.

## Engineering & Technical Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Product Executive / Manager (Technical Sales & Marketing)	-	-	40,000.00	60,000.00	60,000.00	100,000.00
Product Manager	-	-	-	-	60,000.00	120,000.00
Production Engineer	18,000.00	25,000.00	35,000.00	50,000.00	50,000.00	70,000.00
Production Manager (Technical)	-	-	-	-	80,000.00	200,000.00
Production Planner	18,000.00	25,000.00	25,000.00	50,000.00	55,000.00	90,000.00
Production Supervisor / Chief	-	-	30,000.00	45,000.00	-	-
Project / Construction Engineer	18,000.00	25,000.00	25,000.00	50,000.00	50,000.00	70,000.00
Project / Construction Manager	-	-	-	-	120,000.00	200,000.00
Project Coordinator (Technical)	18,000.00	25,000.00	35,000.00	50,000.00	50,000.00	70,000.00
Project Engineer	18,000.00	25,000.00	35,000.00	50,000.00	80,000.00	90,000.00
Project Engineer - Manufacturing	18,000.00	25,000.00	25,000.00	40,000.00	45,000.00	70,000.00
Project Manager	-	-	-	-	80,000.00	150,000.00

### Product Executive / Manager (Technical Sales & Marketing)

Responsible for planning, strategic marketing, implementation of activities and budget allocation for products.

### Product Manager

Responsible for product planning and execution throughout the product lifecycle, including gathering and prioritizing product and customer requirements, and defining product vision. Work closely with engineering, sales, marketing teams to ensure revenue and customer satisfaction goals are met.

### Production Engineer

Plan and control overall production process to ensure customer's standards, i.e. quality, cost and delivery, are met.

### Production Manager (Technical)

Plan and monitor daily production volumes based on cycle times and availability. Control production and process to ensure customer needs are met.

### Production Planner

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

### Production Supervisor / Chief

Supervise production team to achieve company goal. Coordinate with other departments to support production line.

### Project / Construction Engineer

Responsible for overall project management related to construction. In charge of projects' costs, quality and schedule.

### Project / Construction Manager

Manage team and be responsible for overall project management related to construction. In charge of projects' costs, quality and schedule.

### Project Coordinator (Technical)

Coordinate activities and resources utilization in support of technical projects that impact multiple departments, systems, or work-flows with moderate to high risk and complexity or multiple projects simultaneously with lesser risk and complexity.

### Project Engineer

Responsible for overall project management. In charge of projects' costs, quality and schedule.

### Project Engineer - Manufacturing

Plan, direct and coordinate the manufacturing process. Find the most cost-effective ways in making products and determine the root causes of failures in a product.

### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

## Engineering & Technical Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Project Manager – Manufacturing	-	-	-	-	70,000.00	100,000.00
Purchasing / Buyer / Procurement Engineer	18,000.00	25,000.00	25,000.00	45,000.00	45,000.00	60,000.00
Purchasing Manager (Engineer)	-	-	-	-	80,000.00	100,000.00
QA / QC Engineer	18,000.00	25,000.00	25,000.00	45,000.00	55,000.00	70,000.00
Quality Manager	-	-	-	-	70,000.00	150,000.00
Research & Development Engineer	18,000.00	25,000.00	30,000.00	50,000.00	50,000.00	70,000.00
Research & Development Manager	-	-	-	-	100,000.00	150,000.00
Research & Development Officer	15,000.00	25,000.00	25,000.00	35,000.00	50,000.00	75,000.00
Research & Development Specialist	-	-	35,000.00	45,000.00	-	-
Safety Engineer / Officer	18,000.00	25,000.00	30,000.00	50,000.00	50,000.00	70,000.00
Safety Manager	-	-	-	-	100,000.00	150,000.00
Safety Officer	-	-	-	-	50,000.00	70,000.00

### Project Manager – Manufacturing

Manage manufacturing engineers, schedules and budgets related to the design, integration and maintenance of manufacturing equipment and systems. This includes approving and overseeing the design and implementation process, as well as ensuring work is completed in the required time frame and budget requirements. Also, ensure that the equipment and systems adhere to safety requirements, as well as local, state and federal industry regulations.

### Purchasing / Buyer / Procurement Engineer

Source and create suppliers list with competitive price, quality, service and delivery dependability. Manage procurement of raw materials to be in line with production process.

### Purchasing Manager (Engineer)

Manage and lead the integrated purchasing strategies and process in order to add value to the operations.

### QA / QC Engineer

Solve quality related problems and maintain quality system toward quality policy and organization's objective.

### Quality Manager

Manage, implement and maintain factory's quality management system.

### Research & Development Engineer

Conduct research and develop new products or improve existing products. Perform information gathering, analysis, experiment, trial, and test runs.

### Research & Development Manager

Manage and supervise team to conduct research and develop new products or improve existing products. Oversee information gathering, analysis, experiment, trial, and test runs.

### Research & Development Officer

Conduct research and develop new products or improve existing products. Perform information gathering, analysis, experiment, trial, and test runs.

### Research & Development Specialist

Be the leader in change management. Conduct all sorts of research and development to advance the body of knowledge within the assigned area. Create technological advancements and help business in increasing its profits and accomplishing numerous set goals.

### Safety Engineer / Officer

Monitor and control work environment and in charge of safety activities. Consider and provide permission on working methodology to other departments.

### Safety Manager

Responsible for all EHS activities at strategic level. Facilitate compliance with EHS Management Systems.

### Safety Officer

Monitor and control work environment and in charge of safety activities. Consider and provide permission on working methodology to other departments.

## Engineering & Technical Positions

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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Sales & Marketing Manager (Technical)	-	-	-	-	70,000.00	100,000.00
Sales Administrator/ Sales Support (Technical)	18,000.00	25,000.00	30,000.00	50,000.00	-	-
Sales Engineer	18,000.00	30,000.00	35,000.00	50,000.00	55,000.00	70,000.00
Sales Executive / Officer (Technical)	18,000.00	25,000.00	30,000.00	70,000.00	55,000.00	80,000.00
Sales Manager (Technical)	-	-	-	-	100,000.00	150,000.00
Senior Mechanical Engineer	-	-	35,000.00	50,000.00	50,000.00	70,000.00
Senior Process Engineer	-	-	40,000.00	50,000.00	60,000.00	90,000.00
Senior Project Engineer	-	-	-	-	50,000.00	70,000.00
Senior Purchasing Engineer	-	-	50,000.00	70,000.00	70,000.00	100,000.00
Senior Sales Engineer	-	-	-	-	55,000.00	80,000.00
Senior Structural Engineer	-	-	35,000.00	50,000.00	50,000.00	70,000.00
Senior Supplier Quality Engineer	-	-	35,000.00	50,000.00	50,000.00	70,000.00

### Sales & Marketing Manager (Technical)

Train and supervise sales staff as well as establish territories and goals for sales teams. Review the market, help them to determine customer needs, sales volume potential and pricing schedules that will help them achieve company set goals.

### Sales Administrator/ Sales Support (Technical)

Perform sales administrative & customer service duties. Liaise with production, documentation and related departments. Provide sales support to Marketing department.

### Sales Engineer

Demonstrate usefulness of products or services to customers. Seek new customers and maintain good relationships with existing customers.

### Sales Executive / Officer (Technical)

Sell technical products and services to boost profitability and increase market share. Provide support to increase products understanding.

### Sales Manager (Technical)

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with marketing team to implement the marketing program.

### Senior Mechanical Engineer

Prepare general specifications, equipment data sheet, drawings, piping specification and technical bid.

### Senior Process Engineer

Supervise team and modify process flow. Increase productivity by using I.E. techniques.

### Senior Project Engineer

In charge of overall project management. Oversee projects' costs, quality and schedule.

### Senior Purchasing Engineer

Source both of local & overseas suppliers of automotive parts and materials for production and exporting. Undertake cost reduction and in charge of price negotiation.

### Senior Sales Engineer

Establish and sell products to new accounts within assigned markets/territory. Prepare and review proposals, tenders, quotations to prospective customers. Negotiate with customers within the specified guidelines.

### Senior Structural Engineer

Prepare and check for Structural deliverables including: reports, Material Take-Offs (MTO), calculations, specifications, drawings and weight control.

### Senior Supplier Quality Engineer

Perform quality control of raw materials provided by internal and external suppliers. Develop and control quality of suppliers.

## Engineering & Technical Positions

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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Service Engineer / Technical Support	18,000.00	25,000.00	25,000.00	50,000.00	50,000.00	70,000.00
Service Manager	-	-	-	-	80,000.00	150,000.00
Sound Engineer	18,000.00	25,000.00	25,000.00	40,000.00	35,000.00	50,000.00
Structural Engineer	18,000.00	25,000.00	30,000.00	50,000.00	50,000.00	70,000.00
Supplier Quality Engineer	18,000.00	25,000.00	30,000.00	50,000.00	50,000.00	70,000.00
Supply Chain Engineer	-	-	40,000.00	50,000.00	50,000.00	70,000.00
Supply Chain Manager	-	-	-	-	100,000.00	150,000.00
System Engineer	18,000.00	25,000.00	30,000.00	40,000.00	-	-
Technical Consultant	-	-	35,000.00	45,000.00	40,000.00	70,000.00
Technical Service Manager	-	-	-	-	80,000.00	150,000.00
Technician	15,000.00	20,000.00	25,000.00	35,000.00	35,000.00	50,000.00
Warehouse Manager	-	-	-	-	80,000.00	90,000.00

### Service Engineer / Technical Support

Install, troubleshoot, and maintain products/equipment. Train employees, identify, analyze, and repair product failures, order and replace parts as needed. Determine and recommend which products or services best fit customers needs.

### Service Manager

Manage overall functions in the customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer expectations.

### Sound Engineer

Operate recording and amplification machines and equipment. Synchronize and equalize prerecorded dialogue, music, and sound effects with visual action of motion pictures or television productions, using control consoles.

### Structural Engineer

Prepare and check for Structural deliverables including: reports, Material Take-Offs (MTO), calculations, specifications, drawings and weight control.

### Supplier Quality Engineer

Investigate, analyze and solve problems in quality and production process. Control and check quality of raw materials purchased at supplier location. They may also perform audits and implement new strategies.

### Supply Chain Engineer

Check stock and issue Purchase Order to suppliers. Follow up shipment and plan for shipment schedules. Issue invoice for customer and handle stock control.

### Supply Chain Manager

Manage flow of finished goods for the whole Commercial Unit to optimize inventory for Commercial and distribution centers. Establish monthly forecasts in order to define quantities to be purchased.

### System Engineer

Analyze, design and provide configuration of server systems to clients.

### Technical Consultant

Understand technical aspects of all products and solutions of the company. Design, deploy and perform on-going administration and troubleshooting of the systems.

### Technical Service Manager

Oversee installation, setting up, testing and commissioning of products. Manage preventive maintenance and calibration plan. Provide solutions to customers where appropriate.

### Technician

Ensure high quality products is made with efficient, accurate, safe and on time process. Utilize manufacturing equipment and in-process instrumentation to manufacture products in accordance to current manufacturing standard, company policy and safety regulations.

### Warehouse Manager

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.



# Executive Positions

## Executive Positions

**Adecco**  
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Job Position	Job Description	Min (฿)	Max (฿)
Chief Executive Officer (CEO)	Ensure office's operations align with the organization's mission, strategic objectives and policies. Manage staff, oversee projects and sales, ensure the organization follows local laws and regulations. Liaise with management at the main office and provide reports on activities. Ensure proper financial controls are in place and represent the organization at meetings.	200,000.00	500,000.00
Managing Director			
Country Manager			
Director/ General Manager	Oversee general management of new company investments in Thailand. Besides sales management, oversee and handle all administrative and accounting related duties. Identify business opportunities which are in line with corporate objectives. Develop and implement marketing plan.	150,000.00	400,000.00
Chief Operating Officer (COO)	Responsible for company's day-to-day operating activities, including revenue and sales growth; expense, cost and margin control; and monthly, quarterly and annual financial goal management.	150,000.00	400,000.00
Head of Operations			
Operations Director / VP			
Chief Commercial Officer (CCO)	Responsible for the commercial strategy and the development of an organization. CCO takes ownership of the customer and the customer interface with the product or service offering and ensures that all functions of the organization are aligned to meet its strategic commercial objectives.	150,000.00	400,000.00
Head of Commercial			
Commercial Director / VP			
Chief Marketing Officer (CMO)	Responsible for overseeing the planning, development and execution of an organization's marketing activities and advertising initiatives to generate revenue by increasing sales through successful marketing for the entire organization, using brand management, marketing communications (including advertising, promotions and public relations), market research, sales management, product development, distribution channel management, pricing, and customer service.	150,000.00	350,000.00
Chief Sales Officer (CSO)			
National Sales Manager / Sales Director / VP			
Sales & Marketing Director / VP			
Marketing Director / VP			
Chief Financial Officer (CFO)	Responsible for financial analysis, business planning and forecasting. Manage and control finance, accounting and administrative department. Ensure accuracy of accounting and financial reports.	150,000.00	400,000.00
Head of Finance and Accounting			
Finance & Accounting Director / VP			
Chief Technology Officer (CTO)	Responsible for overseeing all technical aspects and technological resources of an organization for the purpose of organizational growth. Establishes a technological vision for an organization and leads the company's technological development.	150,000.00	350,000.00
Chief Information Officer (CIO)			
Chief Digital Information Officer (CDIO)			
Chief of Engineering / Project Director			
Head of Information Technology			
Head of Digital / Digital Director / VP			
Head of Engineering / Engineering Director / VP			
Chief Human Resources Officer (CHRO)	Provide leadership in developing and executing Human Resources strategy in support of the company's overall business plan and strategic direction, specifically in the areas of succession planning, talent management, change management, organizational development, performance management, training and development, and compensation.	150,000.00	350,000.00
Head of Human Resources			
Human Resources Director / VP			

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# Industrial Positions

## Industrial positions

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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Accounting</b>						
Accounting & Finance Supervisor (CPA)	-	-	40,000.00	60,000.00	60,000.00	100,000.00
Accounting Analyst	-	-	50,000.00	70,000.00	70,000.00	90,000.00
Accounting Assistant	20,000.00	35,000.00	35,000.00	55,000.00	50,000.00	100,000.00
Accounting Director	-	-	-	-	150,000.00	200,000.00
Accounting Executive / Officer	17,000.00	30,000.00	28,000.00	45,000.00	40,000.00	70,000.00
Accounting Manager	-	-	-	-	50,000.00	150,000.00
Accounts Payable Accountant	17,000.00	30,000.00	30,000.00	40,000.00	45,000.00	60,000.00
Accounts Receivable Accountant	15,000.00	30,000.00	20,000.00	35,000.00	30,000.00	50,000.00
Asset Transaction Specialist	-	-	40,000.00	55,000.00	50,000.00	70,000.00
Assistant Accounting Manager	-	-	30,000.00	50,000.00	50,000.00	100,000.00
Costing Executive	-	-	25,000.00	50,000.00	60,000.00	100,000.00

**Accounting & Finance Supervisor (CPA)**

Handle all management reports and be involved in analysis tasks. Oversee all operations of finance / accounts, month-end closings and financial statement reports.

**Accounting Analyst**

Perform duties related to fixed-asset accounting, bank reconciliation, cost allocation, account closing, financial accounting and balance sheet accounts reconciliation. Review and monitor accounting controls to ensure accurate and timely financial records.

**Accounting Assistant**

Handle general accounting functions, including accounts payable, accounts receivable and general ledger. Responsible for balancing and reconciliations. Specialise in one area of the accounting function and understand bookkeeping procedures.

**Accounting Director**

Oversee and supervise all month-end and year-end accounting procedures and manage general accounting functions. Ensure that the accounting department is staffed with qualified personnel to meet set objectives and responsibilities. Ensure that company accounting & financial reports are prepared in compliance with policies and directives of company.

**Accounting Executive / Officer**

Handle cash receipts, expenditures, investments, purchasing, inventory, assets and payroll. Record all transactions. Prepare and submit VAT reports. Assist with assets and inventory control and handle general accounting functions.

**Accounting Manager**

Ensure accuracy of accounting standards, all management reports, internal and external reporting. Control and monitor daily transactions. Responsible for all accounting and tax matters.

**Accounts Payable Accountant**

Perform any combination of routine calculating, including posting business transactions, processing invoices, and verifying financial data to be used in maintaining accounts payable records. Verify accurate information and/or data. Make sure that the payment is received as scheduled.

**Accounts Receivable Accountant**

Prepare invoices, receipts and tax invoices. Follow up on customer payment and prepare VAT reports.

**Asset Transaction Specialist**

Analyze/verify value of properties to investors or buyers. Negotiate in selling utility system. Coordinate with country team to identify workflow and asset shifts. Finalize contract with buyer.

**Assistant Accounting Manager**

Manage and control overall accounting functions and monitor team performance.

**Costing Executive**

Prepare Factory Costing, reports on Cost Accounting, and Distribution Sheet of Manufacturing Expense. Oversee Month-end closing, General Ledger and Trial Balance, and Profit and Loss statement.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Accounting</b>						
Costing Manager	-	-	-	-	60,000.00	150,000.00
Finance & Accounting Manager	-	-	-	-	60,000.00	200,000.00
Internal Audit Manager	-	-	-	-	80,000.00	120,000.00
Internal Auditor	20,000.00	28,000.00	30,000.00	50,000.00	40,000.00	80,000.00
Junior Accountant	15,000.00	25,000.00	30,000.00	35,000.00	-	-
Senior Accountant	-	-	35,000.00	50,000.00	40,000.00	80,000.00
Tax Consultant	-	-	45,000.00	50,000.00	50,000.00	100,000.00
VP - Accounting and Finance	-	-	-	-	150,000.00	250,000.00
<b>Admin</b>						
Administrative Assistant	15,000.00	25,000.00	30,000.00	40,000.00	35,000.00	50,000.00
Administrative Director	-	-	-	-	30,000.00	60,000.00
Administrative Manager	-	-	-	-	60,000.00	80,000.00

**Costing Manager**

Plan, develop and supervise all cost related functions. Ensure that all project cost activities, such as data collection, field estimating, productivity analysis and budget forecasting, comply with company and client requirements. Develop and implement project cost standards and procedures. Provide support service to the project teams to assist and guide the establishment of the project budgets and project control tools.

**Finance & Accounting Manager**

Manage financial and accounting functions. Manage and monitor finance and Accounting team. Responsible for company's financial and accounting functions and data processing, including financial management and cost accounting.

**Internal Audit Manager**

Audit finance, operations, system and process of company's business units and outsourced operations. Responsible for planning, executing and completing audit fieldwork according to established schedule. Recommend internal control improvements that may include operational enhancements or efficiencies. Prepare audit reports and control documentation. Be a team player and embrace company's compliance principles as a key component of audit process.

**Internal Auditor**

Conduct audits to verify accuracy of records and in compliance with standards, policies and procedures. Compile audit findings and recommendations to modify and improve systems and procedures.

**Junior Accountant**

Record day-to-day transactions, prepare payment vouchers, manage and calculate tax and handle bank reconciliations. Verify and post transactions to journals, ledgers and other recordings. Prepare statements, invoices and vouchers. May handle balancing and reconciliations. Specialise in one area of the accounting functions.

**Senior Accountant**

Responsible for full accounting transaction (A/P, A/R, G/L), balance sheet, financial statement and reporting. Consolidate financial reports to assist management analysis. Ensure all account transactions are accurate and timely. Prepare and produce the financial reports and documents to ensure the accuracy and in compliance with defined schedule. Analyse an impact on financial operation due to new business, changes of business or regulations.

**Tax Consultant**

Prepare monthly and yearly VAT, Corporate Income Tax, provide Tax advice to business units and deal with Revenue Department. Work as a tax professional, deal with related authorities, prepare tax advice report, conduct tax related research and prepare corporate income tax returns.

**VP - Accounting and Finance**

Perform a wide range of duties related to oversee and secure company's finances, including managing debt, overseeing accounting protocols, ensuring that the company's financial portfolio and its employees are following standard and legal accounting rules. Act as a leader within the company's executive framework.

**Administrative Assistant**

Handle documents and support functions, such as filing and other administrative functions. Work coordinately with internal departments.

**Administrative Director**

Oversee overall administrative, HR, IT and purchasing functions. Manage functions to support other departments. Create new activities for employee relations in HR department.

**Administrative Manager**

Provide general administrative support to all departments. Oversee supplier contract management. Coordinate and maintain company's documents and office properties.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Administrative Officer / Staff</b>	15,000.00	23,000.00	25,000.00	35,000.00	30,000.00	40,000.00
<b>Executive Secretary / PA</b>	20,000.00	25,000.00	25,000.00	40,000.00	35,000.00	100,000.00
<b>Interpreter</b>	20,000.00	30,000.00	25,000.00	60,000.00	50,000.00	80,000.00
<b>Office Manager</b>	-	-	35,000.00	60,000.00	70,000.00	80,000.00
<b>Project Coordinator (General)</b>	20,000.00	30,000.00	40,000.00	60,000.00	50,000.00	90,000.00
<b>Sales Administrator / Sales Support</b>	15,000.00	25,000.00	25,000.00	35,000.00	25,000.00	45,000.00
<b>Customer Service</b>						
<b>Customer Service (Travel Agent)</b>	-	-	-	-	30,000.00	50,000.00
<b>Customer Service Coordinator (Ground Staff)</b>	17,000.00	25,000.00	-	-	-	-
<b>Customer Service Executive (Coordinator / Order Administrator)</b>	17,000.00	22,000.00	22,000.00	35,000.00	45,000.00	50,000.00
<b>Customer Service Ground Staff Manager</b>	-	-	-	-	40,000.00	70,000.00
<b>Customer Service Manager</b>	-	-	-	-	50,000.00	80,000.00

### Administrative Officer / Staff

Responsible for administrative functions and support related sections. Provide document support for related departments.

### Executive Secretary / PA

Support top management and handle confidential matters. Responsible for secretarial tasks, i.e. appointment arrangements, travel arrangements and other tasks as assigned. Hands on some interpretation in the meetings and document translation.

### Interpreter

Provide a conversion of Japanese language to Thai/English and vice versa in the business meeting, production line, training and seminar as assigned. Experienced in document translation. Able to utilize advanced level of English grammar and knows wide variety of Thai vocabulary.

### Office Manager

Provide general administrative support to all departments. Handle supplier contract management and some accounting tasks (tax, invoice and payroll). Coordinate and maintain company's documents and office properties.

### Project Coordinator (General)

Assist Project Manager and Superintendent, where applicable, in the day to day duties of a project's administration under the guidance and direction of the project.

### Sales Administrator / Sales Support

Handle all documentation and paperwork. Liaise and coordinate with production and related departments. Support sales for any administrative related function.

### Customer Service (Travel Agent)

Handle passenger queries regarding the flight and travel documents, process check-in, verify travel document and handle lost & found issues.

### Customer Service Coordinator (Ground Staff)

Handle flight preparations (pre-flight until closing out), work cooperately with internal & external related personnel, handle special request cases, communicate with technical crew and cabin crew, A/C loading, etc.

### Customer Service Executive (Coordinator / Order Administrator)

Assist Department Manager in customer service functions, including receiving and processing sales orders, delivery tracking and monitoring, communicating and updating customers, preparing job orders, coordinating with operations departments, preparing reports, handling complaints and dealing with related documentation tasks.

### Customer Service Ground Staff Manager

Oversee and manage all aspects of the Airline's operations at airports overseas, including customer service, baggage and cargo handling, inflight catering, ground safety and crisis management.

### Customer Service Manager

Manage overall functions in customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer expectations.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Design / Decorative / Architect</b>						
<b>Creative Director</b>	-	-	-	-	50,000.00	80,000.00
<b>Graphic Designer</b>	-	-	15,000.00	35,000.00	35,000.00	70,000.00
<b>Interior Design / Architect</b>	-	-	-	-	70,000.00	90,000.00
<b>Engineering</b>						
<b>Application Engineer</b>	18,000.00	25,000.00	20,000.00	45,000.00	50,000.00	70,000.00
<b>Construction Engineer</b>	20,000.00	25,000.00	20,000.00	50,000.00	50,000.00	80,000.00
<b>Construction Manager</b>	-	-	-	-	60,000.00	150,000.00
<b>Design Engineer</b>	20,000.00	35,000.00	30,000.00	50,000.00	45,000.00	90,000.00
<b>Draftsman</b>	18,000.00	35,000.00	30,000.00	45,000.00	45,000.00	60,000.00
<b>Electrical Engineer</b>	20,000.00	25,000.00	35,000.00	60,000.00	50,000.00	80,000.00
<b>Engineer</b>	18,000.00	30,000.00	30,000.00	45,000.00	45,000.00	80,000.00

### Design / Decorative / Architect

#### Creative Director

#### Graphic Designer

#### Interior Design / Architect

### Engineering

#### Application Engineer

#### Construction Engineer

#### Construction Manager

#### Design Engineer

#### Draftsman

#### Electrical Engineer

#### Engineer

### Creative Director

Translate company's marketing objectives into creative strategies and designs. Develop successful creative campaigns. Oversee a number of staff, such as graphic designers and copywriters. Write, design, pitch, propose and implement creative projects to meet a company's marketing needs. Develop company's logo and marketing materials, such as brochures and annual reports, advertising campaigns and online presence.

### Graphic Designer

Create various types of art design for magazines, newspapers, advertising publications, marketing and promotional materials, signs, web pages, and much more. Most of the art is created through the use of computerized design programs, such as Adobe Suite.

### Interior Design / Architect

Perform architecture design and manage projects, such as houses, condominiums, high-rise buildings, office renovations, etc. Coordinate with draftsmen for designs. Do drafting and drawing by themselves.

### Application Engineer

Support sales and marketing staff with technical information in terms of preparing necessary documents, proposals, product specifications, drawings as well as providing technical information to internal staff and customers.

### Construction Engineer

Utilize extensive experience in project management, design and construction management of building construction and civil work.

### Construction Manager

Responsible for overall Construction project work. Manage and monitor construction's costs, quality and timeline.

### Design Engineer

In charge of product design and engineering specifications of customers and suppliers. Handle all engineering issues and be responsible for new product design.

### Draftsman

In charge of computer-generated drawings, in 2 & 3 dimensions, for engineering, construction and products design.

### Electrical Engineer

Plan a preventive maintenance plan for electrical machinery and equipment. Monitor electrical power supply system. Analyze and solve any problem in case of machine breakdowns.

### Engineer

Initiate and modify process flow to maximize process capability. Solve any quality related problems as well as maintain quality system under quality policy and organizational objectives.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Engineer (Mechanical / Chemical / QA / AC)	20,000.00	28,000.00	35,000.00	50,000.00	50,000.00	70,000.00
Engineering / IE / Process Improvement Manager	-	-	-	-	50,000.00	120,000.00
Engineering Manager	-	-	-	-	80,000.00	200,000.00
Environmental Engineer	20,000.00	30,000.00	35,000.00	50,000.00	50,000.00	70,000.00
Estimation Engineer	-	-	30,000.00	50,000.00	45,000.00	70,000.00
Facility Engineer	20,000.00	35,000.00	30,000.00	45,000.00	50,000.00	100,000.00
Factory Manager	-	-	-	-	100,000.00	250,000.00
Injection Engineer	18,000.00	35,000.00	35,000.00	55,000.00	55,000.00	70,000.00
Maintenance Chief / Manager	-	-	35,000.00	60,000.00	60,000.00	150,000.00
Maintenance Engineer	20,000.00	35,000.00	35,000.00	45,000.00	40,000.00	80,000.00
Material Engineer	20,000.00	35,000.00	30,000.00	45,000.00	45,000.00	90,000.00
Mechanical Engineer	20,000.00	35,000.00	30,000.00	50,000.00	45,000.00	80,000.00

Engineering

**Engineer (Mechanical / Chemical / QA / AC)**

Initiate and modify process flow to maximize process capability. Solve quality related challenges and maintain quality systems and organizational objectives.

**Engineering / IE / Process Improvement Manager**

Manage, control and supervise team to achieve company goals. Modify, create and improve production capabilities. Organize, analyze and perform professional engineering work.

**Engineering Manager**

Manage, control and supervise team to achieve company goals. Modify, create and improve production capabilities. Organize, analyze and perform professional engineering work in the line.

**Environmental Engineer**

Prepare environmental risk assessment. Control and monitor water treatment systems and other related areas. Be a coordinator or auditor in Environmental Management System.

**Estimation Engineer**

Use analytical skills to review corporate projects and help senior management in making operating decisions, both in short and long terms. Ensure that project costs stay within the set budget.

**Facility Engineer**

Oversee operation of all maintenance works for office building, test building, and other facility systems in the company, such as electrical system, air conditioning and ventilation system (Plumbing system, Sanitary system, Cooling water system, Chilled water system).

**Factory Manager**

Manage, monitor and supervise production team to achieve the set goals. Work coordinately with other departments to support the production process.

**Injection Engineer**

Operate and maintain injection mold machines, material dryers, and conveying equipment, including prototype runs. Develop programs for various manufacturing equipment, including injection molding machines, robots, vacuum dryers, and temperature controllers under engineering guidance. Monitor and ensure material inventory accuracy and perform material handling. Follow and improve manufacturing processes.

**Maintenance Chief / Manager**

Oversee installation and maintenance of machines and facility systems. Supervise engineers and technicians in all aspect of their jobs. Plan and implement Preventive Maintenance program.

**Maintenance Engineer**

Support and maintain the good condition of factory utility, facility systems and machines, also perform activities as planned by Plant Manager.

**Material Engineer**

Optimize the administration of materials and finished products by coordinating activities, such as materials planning & supply, inventory control, and logistics, to achieve the organizational strategic objectives.

**Mechanical Engineer**

Plan the preventive maintenance program for machines and equipment. Monitor electrical power supply system. Analyze and solve machine breakdown problems.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Operations Director	-	-	-	-	200,000.00	250,000.00
Operations Manager	-	-	-	-	100,000.00	200,000.00
Pipeline Engineer	20,000.00	35,000.00	30,000.00	45,000.00	45,000.00	60,000.00
Plant Manager	-	-	-	-	120,000.00	250,000.00
Process Engineer	20,000.00	30,000.00	30,000.00	45,000.00	45,000.00	70,000.00
Process Improvement Engineer	20,000.00	25,000.00	35,000.00	60,000.00	50,000.00	70,000.00
Product Development Manager	-	-	-	-	60,000.00	120,000.00
Production Engineer	20,000.00	35,000.00	35,000.00	55,000.00	45,000.00	80,000.00
Production Manager	-	-	-	-	60,000.00	150,000.00
Production Planner	18,000.00	30,000.00	20,000.00	45,000.00	40,000.00	80,000.00
Project / Construction Engineer	20,000.00	25,000.00	35,000.00	60,000.00	50,000.00	70,000.00
Project Engineer	20,000.00	35,000.00	30,000.00	45,000.00	50,000.00	70,000.00

Engineering

**Operations Director**

Set and deploy policy/strategy for operations. Manage and supervise overall operations to achieve company's objectives. Coordinate with other departments in any related areas.

**Operations Manager**

Manage and supervise operations team to achieve company's objectives. Manage projects to improve or expand project to increase process capability and efficiency. Coordinate with other functions in any related activities.

**Pipeline Engineer**

Prepare and check for pipeline deliverables related documentation, such as Reports, Material Take-Offs (MTO), Calculations, Specifications and Drawings.

**Plant Manager**

Responsible for all aspects in manufacturing area, including production, safety, quality, cost management, supply chain, and customer service.

**Process Engineer**

Provide technical support to operations, develop & design process and review assigned units' operating conditions and data with recommendations resulting in maximizing their operating efficiency.

**Process Improvement Engineer**

Analyze company's processes to determine how these processes can be done efficiently and effectively and with cost effectiveness.

**Product Development Manager**

Initiate new product and analyze data / statistics.

**Production Engineer**

Plan and control overall production process to ensure customer's standards, i.e. quality, cost and delivery, are met.

**Production Manager**

Plan and monitor daily production volumes based on cycle times and availability. Control production and process to ensure customer needs are met.

**Production Planner**

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

**Project / Construction Engineer**

Responsible for overall project management related to construction. In charge of projects' costs, quality and schedule.

**Project Engineer**

Responsible for overall project management. In charge of projects' costs, quality and schedule.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Project Engineer - Manufacturing	20,000.00	25,000.00	35,000.00	60,000.00	50,000.00	70,000.00
Project Manager	-	-	-	-	80,000.00	150,000.00
Project Manager – Manufacturing	-	-	-	-	80,000.00	150,000.00
Purchasing / Buyer / Procurement Engineer	18,000.00	30,000.00	25,000.00	45,000.00	40,000.00	80,000.00
QA / QC Engineer	20,000.00	35,000.00	35,000.00	45,000.00	45,000.00	70,000.00
Quality Manager	-	-	-	-	60,000.00	150,000.00
Research & Development Engineer	20,000.00	25,000.00	35,000.00	60,000.00	50,000.00	70,000.00
Research & Development Manager	-	-	-	-	60,000.00	130,000.00
Research & Development Officer	18,000.00	30,000.00	30,000.00	45,000.00	45,000.00	60,000.00
Safety Engineer / Officer	20,000.00	35,000.00	35,000.00	50,000.00	50,000.00	70,000.00
Safety Manager	-	-	-	-	70,000.00	130,000.00
Sales Engineer	18,000.00	25,000.00	25,000.00	50,000.00	40,000.00	90,000.00

Engineering

**Project Engineer - Manufacturing**

Plan, direct and coordinate the manufacturing process. Find the most cost-effective ways in making products and determine the root causes of failures in a product.

**Project Manager**

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

**Project Manager – Manufacturing**

Manage manufacturing engineers, schedules and budgets related to the design, integration and maintenance of manufacturing equipment and systems. This includes approving and overseeing the design and implementation process, as well as ensuring work is completed in the required time frame and budget requirements. Also, ensure that the equipment and systems adhere to safety requirements, as well as local, state and federal industry regulations.

**Purchasing / Buyer / Procurement Engineer**

Source and create suppliers list with competitive price, quality, service and delivery dependability. Manage procurement of raw materials to be in line with production process.

**QA / QC Engineer**

Solve quality related problems and maintain quality system toward quality policy and organization's objective.

**Quality Manager**

Manage, implement and maintain factory's quality management system.

**Research & Development Engineer**

Conduct research and develop new products or improve existing products. Perform information gathering, analysis, experiment, trial, and test runs.

**Research & Development Manager**

Manage and supervise team to conduct research and develop new products or improve existing products. Oversee information gathering, analysis, experiment, trial, and test runs.

**Research & Development Officer**

Conduct research and develop new products or improve existing products. Perform information gathering, analysis, experiment, trial, and test runs.

**Safety Engineer / Officer**

Monitor and control work environment and in charge of safety activities. Consider and provide permission on working methodology to other departments.

**Safety Manager**

Responsible for all EHS activities at strategic level. Facilitate compliance with EHS Management Systems.

**Sales Engineer**

Demonstrate usefulness of products or services to customers. Seek new customers and maintain good relationships with existing customers.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Sales Manager (Technical)	-	-	-	-	60,000.00	150,000.00
Senior Process Engineer	-	-	35,000.00	50,000.00	45,000.00	70,000.00
Service Engineer / Technical Support	18,000.00	30,000.00	25,000.00	45,000.00	35,000.00	90,000.00
Service Manager	-	-	-	-	80,000.00	200,000.00
Structural Engineer	18,000.00	30,000.00	30,000.00	45,000.00	45,000.00	60,000.00
Supplier Development Engineer	20,000.00	30,000.00	30,000.00	45,000.00	50,000.00	75,000.00
Supplier Quality Engineer	20,000.00	30,000.00	30,000.00	45,000.00	50,000.00	75,000.00
Supply Chain Manager	-	-	-	-	70,000.00	150,000.00
System Engineer	20,000.00	25,000.00	25,000.00	50,000.00	50,000.00	60,000.00
Technical Consultant	-	-	45,000.00	50,000.00	50,000.00	100,000.00
Technical Service Manager	-	-	-	-	80,000.00	130,000.00
VP – Technical	-	-	-	-	150,000.00	250,000.00

Engineering

**Sales Manager (Technical)**

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with marketing team to implement the marketing program.

**Senior Process Engineer**

Supervise team and modify process flow. Increase productivity by using I.E. techniques.

**Service Engineer / Technical Support**

Install, troubleshoot, and maintain products/equipment. Train employees, identify, analyze, and repair product failures, order and replace parts as needed. Determine and recommend which products or services best fit customers needs.

**Service Manager**

Manage overall functions in the customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer expectations.

**Structural Engineer**

Prepare and check for Structural deliverables including; reports, Material Take-Offs (MTO), calculations, specifications, drawings and weight control.

**Supplier Development Engineer**

Handle supplier development and sourcing functions, including reviewing current/potential supplier's capability on technology. Analyze suppliers' process and materials usage. Negotiate with suppliers to get a competitive quotation.

**Supplier Quality Engineer**

Investigate, analyze and solve problems in quality and production process. Control and check quality of raw materials purchased at supplier location. They may also perform audits and implement new strategies.

**Supply Chain Manager**

Manage flow of finished goods for the whole Commercial Unit to optimize inventory for Commercial and distribution centers. Establish monthly forecasts in order to define quantities to be purchased.

**System Engineer**

Analyze, design and provide configuration of server systems to clients.

**Technical Consultant**

Understand technical aspects of all products and solutions of the company. Design, deploy and perform on-going administration and troubleshooting of the systems.

**Technical Service Manager**

Oversee installation, setting up, testing and commissioning of products. Manage preventive maintenance and calibration plan. Provide solutions to customers where appropriate.

**VP – Technical**

Establish work schedules, safety standards, quality control procedures and customer service policies related to company's product. Oversee the technical services team's budget and monitors the performance of subordinates through reviews, training and mentoring.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Warehouse Manager	-	-	-	-	60,000.00	120,000.00
 Finance						
Collection Officer	-	-	20,000.00	30,000.00	25,000.00	40,000.00
Credit Analyst	18,000.00	25,000.00	30,000.00	50,000.00	45,000.00	80,000.00
Finance & Accounting Manager	-	-	-	-	60,000.00	200,000.00
Finance Manager	-	-	-	-	80,000.00	150,000.00
Financial Administrator / Officer	15,000.00	25,000.00	20,000.00	35,000.00	25,000.00	50,000.00
Financial Analyst	-	-	35,000.00	40,000.00	50,000.00	100,000.00
Financial Controller	-	-	-	-	120,000.00	250,000.00
Trade Finance Officer / Executive	18,000.00	20,000.00	20,000.00	40,000.00	30,000.00	50,000.00
 Human Resources						
Assistant Human Resources Manager	-	-	35,000.00	50,000.00	55,000.00	80,000.00

**Warehouse Manager**

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

**Collection Officer**

Follow up on client loans payment cases and prepare collection report.

**Credit Analyst**

Analyze and create clients portfolio and approve clients' loan.

**Finance & Accounting Manager**

Manage financial and accounting functions. Manage and monitor finance and Accounting team. Responsible for company's financial and accounting functions and data processing, including financial management and cost accounting.

**Finance Manager**

Set up accounting systems and be responsible for financial and accounting matters. Provide timely and accurate reportings. Oversee, review and maintain effective financial management systems and internal controls. Handle cash flow projection and management. In charge of budgeting and variance analysis. Review key expenses, monitor inventory and recommend cost reduction programs.

**Financial Administrator / Officer**

Perform administrative functions and provide support to related departments. Provide document support for related departments.

**Financial Analyst**

Responsible for business plan development. Handle feasibility study for new projects, industry analysis and financial projections. Advise and analyze product pricing, create clients' portfolio and approve client loans.

**Financial Controller**

Oversee finance and accounting, treasury, budgeting, audit, tax, and purchasing functions. Responsible for cash flow management. Analyze and review financial statements, financial reporting and business trend analysis.

**Trade Finance Officer / Executive**

Responsible for opening letter of Credit (L/C) and handle import/export documentations.

**Assistant Human Resources Manager**

Manage, plan and develop HR strategies and HR functions for the expansion and development of the business. Assist HR Manager in managing all HR functions.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
HR - Compensation & Benefit	20,000.00	30,000.00	30,000.00	60,000.00	50,000.00	100,000.00
HR / Administrative Officer	15,000.00	25,000.00	18,000.00	35,000.00	30,000.00	40,000.00
HR Generalist / HR Specialist	-	-	20,000.00	40,000.00	40,000.00	100,000.00
HRD Manager (Regional) / Director	-	-	-	-	100,000.00	150,000.00
HRM Manager	-	-	-	-	55,000.00	150,000.00
Human Resources Director	-	-	-	-	100,000.00	300,000.00
Human Resources Executive / Officer / Staff	15,000.00	20,000.00	20,000.00	40,000.00	40,000.00	70,000.00
Human Resources Manager	-	-	-	-	70,000.00	200,000.00
Payroll Officer	15,000.00	20,000.00	25,000.00	45,000.00	-	-
Recruitment Officer	15,000.00	25,000.00	20,000.00	45,000.00	-	-
Senior Human Resources Executive / Officer	-	-	35,000.00	40,000.00	40,000.00	60,000.00
Senior Human Resources Manager	-	-	-	-	80,000.00	150,000.00

**HR - Compensation & Benefit**

Responsible for job evaluation, job grade, salary survey and payroll.

**HR / Administrative Officer**

Perform administrative functions and provide support to related departments. Provide document support for related departments.

**HR Generalist / HR Specialist**

Oversee recruitment, training and other specialty departments.

**HRD Manager (Regional) / Director**

Build foundations for corporate culture, Code of Conduct and Business Drivers. Design and develop regional policies and procedures to enforce the same standard practices.

**HRM Manager**

Oversee HRM, HR strategy and manpower planning. Implement effective and suitable HR functions, such as recruitment, performance management, compensation & benefit, HR policies and employee relations.

**Human Resources Director**

In charge of strategic HR planning and business direction. Plan, develop and evaluate HR functions. Develop appropriate policies and programs for effective management within the organization.

**Human Resources Executive / Officer / Staff**

Operate one or multiple HRM or HRD functions, such as recruitment, training, compensation and benefits, payroll and welfare.

**Human Resources Manager**

Develop and implement HR policies and procedures. Responsible for the overall HR function such as recruitment, compensation and benefits and performance evaluation. Provide overall supervision for HR department.

**Payroll Officer**

Calculate time attendance and appropriate deductions, such as pension payments, etc. Process employees' salaries and wages payment.

**Recruitment Officer**

Perform recruitment process, including sourcing, recruiting, selecting and hiring across all levels.

**Senior Human Resources Executive / Officer**

Provide hands-on support in all HR functions, including recruitment & selection, compensation & benefits, and employee relations & communication.

**Senior Human Resources Manager**

Oversee all HR functions, including recruitment, compensation & benefits, organizational development, employee relations and talent management.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Trainer</b>	-	-	-	-	60,000.00	80,000.00
<b>Training Executive / Officer</b>	15,000.00	25,000.00	25,000.00	40,000.00	35,000.00	50,000.00
<b>Training Manager</b>	-	-	-	-	50,000.00	100,000.00
<b>Information Technology</b>						
<b>Assistant IT Manager</b>	-	-	-	-	50,000.00	80,000.00
<b>AVP - Information Technology</b>	-	-	-	-	80,000.00	120,000.00
<b>Data Center Manager / Infrastructure Manager</b>	-	-	-	-	80,000.00	150,000.00
<b>Database Administrator</b>	15,000.00	25,000.00	25,000.00	40,000.00	40,000.00	60,000.00
<b>ERP Consultant</b>	-	-	40,000.00	60,000.00	70,000.00	120,000.00
<b>Help-Desk Support</b>	15,000.00	18,000.00	20,000.00	30,000.00	30,000.00	45,000.00
<b>IT Application Support</b>	15,000.00	25,000.00	25,000.00	40,000.00	40,000.00	50,000.00

**Trainer**

Train employees on the information they need to know in order to get their job done effectively. Work in a professional setting, while helping and motivating others to learn new skills.

**Training Executive / Officer**

Administer training activities, prepare training plan and budget, and arrange all training. Liaise between HR and Campus activity section.

**Training Manager**

Identify training needs, plan and organize internal and external training programs. Organize training plan and budget. Responsible for training activities, for both soft skills and technical skills.

**Assistant IT Manager**

Assign IT Staff daily jobs and check "to-do" lists. Provide training on all required theoretical and practical procedures. Troubleshoot and provide support under corporate standards. Document and archive all correspondence and retain a record of troubleshoot related matters. Follow up with suppliers' visits and maintenance. Develop and adapt any ideas that bring IT services to higher level. Assist existing/new units when it is required, with approval of IT Manager.

**AVP - Information Technology**

Support and accelerate key business processes. Define business metrics and the information requirements for decision making based on strategic plans. Continuously assess current technology, effectiveness of current architecture and value of IT spending. Align IT spending to specific business goals. Continuously improve asset management of IT. Measure and improve return on IT investment. Ensure highest standards of information security and reduce system vulnerability.

**Data Center Manager / Infrastructure Manager**

Perform duties, including, but not limited to, production support, data processing, problem solution, monitoring, reporting and documentation, and make a significant impact on IT Infrastructure Operations group success.

**Database Administrator**

Administer and monitor database server to maintain its stability and reliability.

**ERP Consultant**

Provide consultation and advice to clients regarding Enterprise Resources Planning (ERP) application packages, e.g. Finance, Accounting, Logistics and Sales and Distribution modules.

**Help-Desk Support**

Answer, resolve and/or escalate all calls routed through the Groups Help Desk system. Provide courteous service to all Group IT customers via telephone whilst ensuring that all company standards are adhered to. Provide day-to-day operational support and on call support when required for IT users on a group site or remote sites within a region, covering hardware, software and local and wide area network.

**IT Application Support**

Provide support to end users about how to use various types of software programs efficiently and effectively in fulfilling business objectives. This includes troubleshooting applications and software for all internal customers, such as operations, development and other business units. Assist in the design, delivery and improvement of in-house software applications training programs and related courseware.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>IT Manager</b>	-	-	-	-	80,000.00	180,000.00
<b>IT Security Analyst / Engineer</b>	18,000.00	25,000.00	30,000.00	45,000.00	40,000.00	45,000.00
<b>IT Support</b>	15,000.00	25,000.00	20,000.00	40,000.00	40,000.00	50,000.00
<b>Network Administrator</b>	18,000.00	20,000.00	25,000.00	40,000.00	45,000.00	80,000.00
<b>Pre-Sales Consultant</b>	18,000.00	35,000.00	25,000.00	50,000.00	40,000.00	80,000.00
<b>Programmer</b>	18,000.00	20,000.00	20,000.00	45,000.00	40,000.00	65,000.00
<b>Programmer / Software Developer (ABAP)</b>	20,000.00	30,000.00	30,000.00	60,000.00	70,000.00	80,000.00
<b>Programmer / Software Developer (JAVA)</b>	15,000.00	25,000.00	25,000.00	50,000.00	60,000.00	70,000.00
<b>Programmer / Software Developer (Mobile Applications)</b>	18,000.00	25,000.00	25,000.00	50,000.00	60,000.00	70,000.00
<b>Programmer / Software Developer (PHP)</b>	15,000.00	25,000.00	25,000.00	50,000.00	60,000.00	70,000.00
<b>Programmer / Software Developer (Specific Applications)</b>	15,000.00	25,000.00	25,000.00	50,000.00	60,000.00	70,000.00

**IT Manager**

Develop strategic plan for IT department. Oversee IT projects, such as IT budgets, standards procedures and overall IT performance. Coordinate between vendors, IT department and all users. Review the adequacy and allocation of IT resources in terms of funding, personnel, equipment and service levels.

**IT Security Analyst / Engineer**

In charge of Information Security Management function. Responsible for design, implementation, operation and maintenance of the Information Security Management System. Perform a suitable information security awareness and security risk assessment. Get involved in compliance monitoring and improvement activities to ensure compliance with internal security policies.

**IT Support**

Maintain, monitor and perform IT troubleshooting for end users.

**Network Administrator**

Administer and monitor network to maintain its stability and reliability.

**Pre-Sales Consultant**

Assist sales team by providing technical support and demonstrating products in order to deliver the best solutions to clients.

**Programmer**

Responsible for developing and designing applications and Coding. Deal with technical issues related to developments.

**Programmer / Software Developer (ABAP)**

Understand client requirements and utilize ABAP tools to meet client expectations. Develop ABAP programming in project implementation as a team member. Support customers after successful implementation

**Programmer / Software Developer (JAVA)**

Responsible for Application Framework Design and Coding using JAVA technology. Manage technical issues under development environment.

**Programmer / Software Developer (Mobile Applications)**

Develop applications on mobile phones according to customer business requirement on mobile platforms e.g. iOS, Android, Blackberry, Windows Mobile and Symbian.

**Programmer / Software Developer (PHP)**

Responsible for PHP programming to produce Data Flow. Design and develop Web Application on the website. Design and develop other Programming on the website.

**Programmer / Software Developer (Specific Applications)**

Responsible for Application Framework Design and Coding using specific application. Manage technical issues under development environment.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Project Manager	-	-	-	-	90,000.00	150,000.00
Software Engineer	18,000.00	25,000.00	25,000.00	40,000.00	50,000.00	70,000.00
System Administrator	15,000.00	25,000.00	25,000.00	45,000.00	50,000.00	70,000.00
System Analyst / Business Analyst	20,000.00	25,000.00	40,000.00	50,000.00	60,000.00	80,000.00
System Engineer	20,000.00	25,000.00	25,000.00	50,000.00	50,000.00	60,000.00
Web Designer	15,000.00	25,000.00	25,000.00	50,000.00	50,000.00	70,000.00

Information Technology

## Legal / Compliance

Company Secretary	-	-	45,000.00	55,000.00	60,000.00	70,000.00
Compliance Manager	-	-	-	-	50,000.00	150,000.00
Compliance Officer	-	-	25,000.00	30,000.00	45,000.00	70,000.00
Legal Officer	-	-	18,000.00	30,000.00	35,000.00	80,000.00

**Project Manager**

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

**Software Engineer**

Develop software and applications, starting from analysis, design, coding, testing and training users.

**System Administrator**

Administer and monitor servers and data center to maintain system stability and reliability.

**System Analyst / Business Analyst**

Perform system feasibility studies, analyse and design system to meet users requirements. Work closely with programmers and software engineers.

**System Engineer**

Analyze, design and provide configuration of server systems to clients.

**Web Designer**

Design and develop website contents by using multimedia tools.

**Company Secretary**

Ensure that company complies with standard financial and legal practice and maintains standards of corporate governance. Act as a point of communication between the board of directors and company shareholders. Prepare company procedures and developments reports in a timely and accurate manner.

**Compliance Manager**

Design and implement programs, policies, and practices to ensure that all business units are in compliance with regulatory requirements. Update laws and regulations that might affect the organization's policies. Prepare compliance reports to management.

**Compliance Officer**

Monitor and ensure all business units comply with Bank & BOT regulations.

**Legal Officer**

View, interpret and decipher legal documents. Work within government legal departments, as a counsel for corporations, and within profit and non-profit organizations.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Marketing / PR						
Account Manager	-	-	40,000.00	60,000.00	50,000.00	100,000.00
Brand Manager	-	-	-	-	50,000.00	100,000.00
Business Development Executive / Officer	20,000.00	25,000.00	25,000.00	50,000.00	50,000.00	80,000.00
Business Development Manager / Specialist	-	-	50,000.00	60,000.00	70,000.00	150,000.00
CRM Manager	-	-	-	-	60,000.00	80,000.00
CRM Officer / Executive	15,000.00	20,000.00	20,000.00	25,000.00	-	-
Digital Content Editor / Content Creator / Social Media Content Editor	-	-	20,000.00	30,000.00	25,000.00	50,000.00
Digital Marketing Analyst	-	-	25,000.00	50,000.00	50,000.00	65,000.00
Digital Marketing Manager	-	-	30,000.00	50,000.00	70,000.00	100,000.00
Management Trainee	20,000.00	25,000.00	25,000.00	50,000.00	-	-
Marketing Coordinator / Assistant	15,000.00	25,000.00	15,000.00	35,000.00	40,000.00	70,000.00

## Marketing / PR

Account Manager	-	-	40,000.00	60,000.00	50,000.00	100,000.00
Brand Manager	-	-	-	-	50,000.00	100,000.00
Business Development Executive / Officer	20,000.00	25,000.00	25,000.00	50,000.00	50,000.00	80,000.00
Business Development Manager / Specialist	-	-	50,000.00	60,000.00	70,000.00	150,000.00
CRM Manager	-	-	-	-	60,000.00	80,000.00
CRM Officer / Executive	15,000.00	20,000.00	20,000.00	25,000.00	-	-
Digital Content Editor / Content Creator / Social Media Content Editor	-	-	20,000.00	30,000.00	25,000.00	50,000.00
Digital Marketing Analyst	-	-	25,000.00	50,000.00	50,000.00	65,000.00
Digital Marketing Manager	-	-	30,000.00	50,000.00	70,000.00	100,000.00
Management Trainee	20,000.00	25,000.00	25,000.00	50,000.00	-	-
Marketing Coordinator / Assistant	15,000.00	25,000.00	15,000.00	35,000.00	40,000.00	70,000.00

**Account Manager**

In charge of specific accounts/group accounts related to each sales team & business functions.

**Brand Manager**

Hold ownership of the marketing plan for key brand(s). Take full responsible for brand's P&L in product development, advertising, research, etc.

**Business Development Executive / Officer**

Develop and implement sales strategy, market mapping and market analytics. Building trust-based, sustainable client relationships.

**Business Development Manager / Specialist**

Conduct market and technology research. Set strategies, analyze and develop distribution channels. Handle new service / channels development planning and management.

**CRM Manager**

Develop CRM strategy on brand communications and activities that drive positive relationships with customers. Build and manage CRM team as determined by CRM program.

**CRM Officer / Executive**

Maintain contact with clients to ensure high levels of client satisfaction. Provide general information regarding company services. Actively follow up on queries and provide feedback to customers in a timely manner. Inform clients of any new products and promotions that company is offering. Demonstrate ability to interact and cooperate with all company employees. Build trust, value others and communicate effectively.

**Digital Content Editor / Content Creator / Social Media Content Editor**

Prior experience as a copy editor or production editor within an online environment. Write copy and generate original ideas for content for email newsletters, websites, and social media sites. Solid understanding of IT technologies and some knowledge of Content Management Systems (CMS). Previous experience in using HTML and Photoshop and some knowledge of basic web development.

**Digital Marketing Analyst**

Conduct online marketing efforts and create articles and contents for clients. Develop and improve company's digital marketing strategy. Develop and maintain online presence and brand recognition on websites and landing pages.

**Digital Marketing Manager**

Oversee online marketing efforts and create articles and contents for clients. Manage online marketing team.

**Management Trainee**

Be empowered in cross-functional Project Management roles. Work in a dynamic environment with high performance teams. Flawlessly execute high-impact game-changing projects.

**Marketing Coordinator / Assistant**

Assist, support and provide back up to Marketing Manager in terms of marketing, media and CRM and events, production and PR activities.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Marketing Director	-	-	-	-	100,000.00	200,000.00
Marketing Executive / Officer	15,000.00	25,000.00	20,000.00	40,000.00	45,000.00	70,000.00
Marketing Manager	-	-	-	-	80,000.00	150,000.00
Marketing Researcher / Analyst	20,000.00	30,000.00	25,000.00	35,000.00	40,000.00	70,000.00
Product Executive / Manager (Technical Sales & Marketing)	-	-	30,000.00	70,000.00	50,000.00	100,000.00
Public Relations / Corporate Communications Manager	-	-	-	-	80,000.00	150,000.00
Retail Manager	-	-	-	-	80,000.00	180,000.00
Sales & Marketing Manager	-	-	-	-	50,000.00	160,000.00
Senior Marketing Officer	-	-	-	-	40,000.00	50,000.00
Trade Marketing Executive	-	-	25,000.00	35,000.00	35,000.00	40,000.00
Trade Marketing Manager	-	-	-	-	60,000.00	80,000.00

Marketing / PR

**Marketing Director**

Manage overall marketing functions, including strategic planning, corporate communications and business development. Develop, analyze, implement and measure strategic marketing plan, market potential and profitability. Create brand equity and ensure effective brand positioning, brand awareness, and product launching. Engage with product teams on the launch and lifecycle management of products including development of key deliverables. Work closely with top management.

**Marketing Executive / Officer**

Create and execute marketing strategy. Conduct market survey and assist in updating information. Assist in creating marketing materials, coordinate among the specialist trainer and schedule for seminars. Develop brand awareness and communication. Support Technical and Sales Executive Team for seminars and PR events. Participate in marketing budget planning.

**Marketing Manager**

Manage and initiate marketing strategies of products or services. Responsible for press relations, develop marketing campaigns and deliver meaningful messages and visions of the company to consumers.

**Marketing Researcher / Analyst**

Conduct market research using both qualitative and quantitative approaches. Responsible for analyzing market trends.

**Product Executive / Manager (Technical Sales & Marketing)**

Responsible for planning, strategic marketing, implementation of activities and budget allocation for products.

**Public Relations / Corporate Communications Manager**

Oversee marketing communications activities, including advertising, promotion for brand and company's image through various sources of media channels to align with business direction and brand's marketing strategies. Coordinate with PR events and activities.

**Retail Manager**

Oversee the operations of a retail store and manage retail staff. Duties include motivating sales teams, ensuring target revenues are met or exceeded and striving for smooth daily operations within the store. Ensure that proper training is provided to retail staff so that they are qualified and equipped to perform the job. Promote a high-morale work environment to encourage them to produce more and help business succeed.

**Sales & Marketing Manager**

Train and supervise sales staff as well as establish territories and goals for sales teams. Review the market, help them to determine customer needs, sales volume potential and pricing schedules that will help them achieve company set goals.

**Senior Marketing Officer**

Control and manage Marketing team. Responsible for marketing activities that benefit company & its brands.

**Trade Marketing Executive**

Assist in all trade events, launches and business briefings. Work closely with commercial teams at all levels to understand the needs of sales teams, and ensure they are equipped with the strongest information. Work with internal design team to produce creatives required for trade marketing. Collate and maintain an accurate contact list. Measure the success of trade activity and make recommendations for future activity.

**Trade Marketing Manager**

In charge of developing and implementation of channels plans, category management, promotional planning, execution and evaluation. Develop launch activities and trade presentation.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
 Medical & Science						
Medical Product Specialist / Expert	-	-	25,000.00	40,000.00	-	-
Technical Service Manager	-	-	-	-	80,000.00	130,000.00
 Purchasing / Procurement / Expenditure / Buyer / Merchandiser						
Assistant Purchasing Manager	-	-	-	-	50,000.00	80,000.00
Merchandiser	18,000.00	25,000.00	20,000.00	40,000.00	40,000.00	60,000.00
Planning Executive/ Officer	18,000.00	30,000.00	30,000.00	45,000.00	45,000.00	60,000.00
Planning Manager	-	-	-	-	60,000.00	120,000.00
Procurement Analyst	-	-	35,000.00	55,000.00	50,000.00	100,000.00
Procurement Officer	18,000.00	30,000.00	30,000.00	45,000.00	45,000.00	60,000.00
Production Planner	18,000.00	30,000.00	20,000.00	45,000.00	40,000.00	80,000.00

**Medical Product Specialist / Expert**

Provide effective clinical support, consultation and training to decision makers, nursing staff and patients. Seek new account opportunities while maintaining existing client relationships and provide technical support.

**Technical Service Manager**

Oversee installation, setting up, testing and commissioning of products. Manage preventive maintenance and calibration plan. Provide solutions to customers where appropriate.

**Assistant Purchasing Manager**

Provide technical support to the purchasing process. Assign department staff with specific responsibility for processing bid and purchasing related documents and materials. Respond to related inquiries and maintain vendor/source information and inventories.

**Merchandiser**

Set policies for the assigned areas. Forecast sales for the forthcoming budget period and estimate consumer demand and the impact of changes in the retail environment. Guide and train buyers on how to use the product as and when necessary. Build trust and enhance effectiveness on the part of the buyer. Assess both merchandise and buyer's performance.

**Planning Executive/ Officer**

Support management in strategic planning activities, strategy development, major decision-making, business reviews and operational reporting.

**Planning Manager**

Promote the planning ethos, Liaise directly with the Regional Operational & Commercial Directors. Work with the Head of Planning and other Planning Managers Forum to standardize and improve the Planning Function within the business. Assess the contract planning resource required at regional level to support delivery of the business targets set by the Board. Promote and improve Planning Standards at business, regional and project level.

**Procurement Analyst**

Evaluate vendors performance, based on price, quality and delivery dependability. Perform procurement related activities of material, supplies, equipment, properties and services. Work coordinately with the finance department to help develop and stay within the budget. Analyze and study sales records, inventory levels and replenishment cycles. Follow the organization's goals, policies and procedures when making purchases. Conduct research and negotiate prices. Develop and maintain positive relationships with vendors.

**Procurement Officer**

Monitor contractor performance and recommend contract modifications when necessary. Compare prices, specifications, and delivery dates in order to determine the best bid among potential suppliers. Responsible for all of the goods and services that are purchased by a company. Source vendors, negotiate contracts and ensure prompt delivery.

**Production Planner**

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Purchasing / Buyer / Procurement Engineer	18,000.00	30,000.00	25,000.00	45,000.00	40,000.00	80,000.00
Purchasing Executive	-	-	35,000.00	50,000.00	50,000.00	80,000.00
Purchasing Manager (MNC)	-	-	-	-	70,000.00	150,000.00
Purchasing Manager / Plant Buyer	-	-	-	-	70,000.00	150,000.00
Purchasing Officer	18,000.00	30,000.00	30,000.00	45,000.00	45,000.00	60,000.00
Senior Buyer	-	-	35,000.00	50,000.00	50,000.00	70,000.00
Senior Merchandiser	-	-	35,000.00	55,000.00	50,000.00	80,000.00
Senior Procurement Officer	-	-	25,000.00	45,000.00	45,000.00	70,000.00
Senior Purchasing	-	-	25,000.00	45,000.00	60,000.00	70,000.00
<b>Sales</b>						
Account Executive	-	-	25,000.00	40,000.00	35,000.00	70,000.00
Account Manager	-	-	40,000.00	60,000.00	50,000.00	100,000.00

### Purchasing / Buyer / Procurement Engineer

Source and create suppliers list with competitive price, quality, service and delivery dependability. Manage procurement of raw materials to be in line with production process.

### Purchasing Executive

Monitor contractor's performance and recommend contract modifications when necessary. Compare prices, specifications, and delivery dates in order to determine the best bid among potential suppliers. Responsible for all of the goods and services that are purchased by a company. Source vendors, negotiate contracts, and ensures prompt delivery.

### Purchasing Manager (MNC)

Conduct and manage the operations of company's several divisions' procurement activities in a relatively large organization.

### Purchasing Manager / Plant Buyer

Oversee and manage the operations of procurement activities. Select and create suppliers list for the supply of resources required by Production at the lowest overall cost. Constantly monitor and set objectives to improve the performance and cost effectiveness.

### Purchasing Officer

Prepare Purchase Orders and liaise between suppliers and related departments. Perform buying duties when necessary. Review Requisition Orders in order to verify accuracy, terminology and specifications. Prepare, maintain and review purchasing files, reports and price lists. Handle other related tasks or clerical duties as assigned.

### Senior Buyer

Ensure procurement of raw material meets production requirements. In charge of effective productivity planning, suppliers analysis and service improvements.

### Senior Merchandiser

Deliver effective stock management and manage the team resources. Ensure KPIs are achieved and costs are in line with budget & Supply Chain plans. Produce category sales and margin forecasts. Liaise with external suppliers and the Trading team. Improve stock turnover for the whole category. Regularly carry out store, competitor and supplier visits. Review and monitor range plans regularly with buyer to reflect changing sales / trends.

### Senior Procurement Officer

Conduct and manage the operations of procurement activities. Select and create suppliers list for the supply of resources required by Production at the lowest overall cost. Constantly monitor and set objectives to improve the performance and cost effectiveness.

### Senior Purchasing

Monitor contractor performance and recommend contract modifications when necessary. Compare prices, specifications and delivery dates in order to determine the best bid among potential suppliers.

### Account Executive

Maintain existing clients and bring in new clients. Build a strong relationship with concerned parties. Manage and execute sales plan as set target.

### Account Manager

In charge of specific accounts/group accounts related to each sales team & business functions.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Assistant Sales Manager	-	-	-	-	50,000.00	80,000.00
Business Development Executive / Officer	20,000.00	25,000.00	25,000.00	50,000.00	50,000.00	80,000.00
Business Development Manager / Specialist	-	-	50,000.00	60,000.00	70,000.00	150,000.00
Key Account Executive	-	-	30,000.00	50,000.00	50,000.00	70,000.00
Key Account Manager	-	-	-	-	100,000.00	150,000.00
Product Manager	-	-	-	-	55,000.00	120,000.00
Sales & Marketing Executive	-	-	35,000.00	50,000.00	55,000.00	75,000.00
Sales & Marketing Manager	-	-	-	-	50,000.00	160,000.00
Sales Administrator / Sales Support	15,000.00	25,000.00	25,000.00	35,000.00	25,000.00	45,000.00
Sales Coordinator (General)	16,000.00	25,000.00	35,000.00	40,000.00	-	-
Sales Director	-	-	-	-	120,000.00	250,000.00
Sales Engineer	15,000.00	30,000.00	25,000.00	50,000.00	40,000.00	90,000.00

### Assistant Sales Manager

Develop and implement sales strategies. Provide close supervision of team to achieve sales targets. Monitor target in terms of annual sales figures and provide support by boosting your sales team confidence and motivation.

### Business Development Executive / Officer

Develop and implement sales strategy, market mapping and market analytics. Building trust-based, sustainable client relationships.

### Business Development Manager / Specialist

Conduct market and technology research. Set strategies, analyze and develop distribution channels. Handle new service / channels development planning and management.

### Key Account Executive

Coordinate and provide direction for customer service initiatives and work closely with operation team and customers to deliver a consistent and a high level of customer service. Maintain and maximize the potential growth of existing key customers and respond to customer needs, enquires and address their concerns.

### Key Account Manager

Responsible for sales target. Develop account plans, trade terms and promotional activities.

### Product Manager

Responsible for product planning and execution throughout the product lifecycle, including gathering and prioritizing product and customer requirements, and defining product vision. Work closely with engineering, sales, marketing teams to ensure revenue and customer satisfaction goals are met.

### Sales & Marketing Executive

Manage organization's sales and marketing activities. Plan, coordinate and implement marketing programs to identify and acquire new customers. Ensure that sales and marketing objectives align with overall company goals. Work with major customer accounts and oversee the creation of sales collateral. Build and maintain relationships with outside vendors, partners and distributors.

### Sales & Marketing Manager

Train and supervise sales staff as well as establish territories and goals for sales teams. Review the market, help them to determine customer needs, sales volume potential and pricing schedules that will help them achieve company set goals.

### Sales Administrator / Sales Support

Handle all documentation and paperwork. Liaise and coordinate with production and related departments. Support sales for any administrative related function.

### Sales Coordinator (General)

Provide support to Sales team. Handle related document and process sales orders on a daily basis. Work coordinately with clients during sales process. Prepare sales reports related to stock provision and stock reconciliations.

### Sales Director

Manage overall sales channels and ensure the achievement of the defined sales targets and revenue. Analyze sales strategy and conduct marketing opportunity analysis to determine business growth.

### Sales Engineer

Demonstrate usefulness of products or services to customers. Seek new customers and maintain good relationships with existing customers.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Sales Executive / Officer</b>	15,000.00	25,000.00	20,000.00	45,000.00	30,000.00	50,000.00
<b>Sales IT</b>	-	-	-	-	30,000.00	60,000.00
<b>Sales Manager</b>	-	-	-	-	70,000.00	150,000.00
<b>Sales Manager (Technical)</b>	-	-	-	-	60,000.00	150,000.00
<b>Senior Sales Engineer</b>	-	-	30,000.00	50,000.00	60,000.00	95,000.00
<b>Senior Sales Executive</b>	-	-	20,000.00	40,000.00	70,000.00	90,000.00
<b>Senior Sales Manager</b>	-	-	-	-	80,000.00	180,000.00
<b>VP - Sales &amp; Marketing</b>	-	-	-	-	200,000.00	250,000.00
<b>Supply Chain / Logistics</b>						
<b>Customs Clearance Manager</b>	-	-	-	-	50,000.00	60,000.00
<b>Export Officer</b>	15,000.00	25,000.00	18,000.00	35,000.00	-	-

Sales

### Supply Chain / Logistics

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Import &amp; Export Officer / Coordinator</b>	15,000.00	25,000.00	18,000.00	35,000.00	-	-
<b>Import Manager</b>	-	-	-	-	50,000.00	80,000.00
<b>Import Officer</b>	15,000.00	25,000.00	25,000.00	38,000.00	-	-
<b>Logistic / Supply Chain &amp; Warehouse Manager (Manufacturing)</b>	-	-	-	-	70,000.00	150,000.00
<b>Logistic Manager</b>	-	-	-	-	80,000.00	150,000.00
<b>Logistic Officer</b>	15,000.00	25,000.00	18,000.00	35,000.00	-	-
<b>Logistic Supervisor</b>	-	-	30,000.00	45,000.00	50,000.00	70,000.00
<b>Production Planner</b>	18,000.00	30,000.00	20,000.00	45,000.00	40,000.00	80,000.00
<b>Senior Import &amp; Export Officer</b>	-	-	30,000.00	45,000.00	35,000.00	60,000.00
<b>Senior Supply Chain Manager</b>	-	-	-	-	100,000.00	200,000.00
<b>Supply Chain Manager</b>	-	-	-	-	70,000.00	150,000.00

Supply Chain / Logistics

### Sales Executive / Officer

Initiate and establish new accounts and maintain good relationships with existing customers with high level of customer satisfaction. Provide support for all sales processes. Coordinate and follow up with relevant parties to ensure that sales objectives and targets are achieved.

### Sales IT

Get involved in supporting pre-sales activities by giving detailed information about technical specifications and the ways in which they could meet customer needs, including demonstrate product's features before selling. Provide technical support, which follows the sales, may include problems solving or maximizing the use of software features, as well as advising on appropriate user training.

### Sales Manager

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with Marketing team to implement the marketing program.

### Sales Manager (Technical)

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with marketing team to implement the marketing program.

### Senior Sales Engineer

Establish and sell products to new accounts within assigned markets/territory. Prepare and review proposals, tenders, quotations to prospective customers. Negotiate with customers within the specified guidelines.

### Senior Sales Executive

Explore, identify and develop business opportunities. Build up market strategies to achieve corporate goals and objectives. Work coordinately with business partners on business related information, including needs analysis, product information and technical specifications. Develop and implement sales strategies and plans. Build and maintain good relationships with business partners. Need to travel upcountry occasionally.

### Senior Sales Manager

Develop and execute sales and marketing strategy and planning. Gather and analyze market information to expand business opportunity. Ensure budget and target are met.

### VP - Sales & Marketing

Develop and coordinate sales selling cycle and methodology. Direct and oversee company marketing function to identify and develop new customers for products and services. Conduct research and develop strategies and plans which identify marketing opportunities, direct marketing, and new project development. Analyze and evaluate the effectiveness of sales, methods, costs, and results. Supervise the planning and development of company marketing and communications materials.

### Customs Clearance Manager

Utilize knowledge of EDI and eBXML (Paperless system), and HS tariff Code. Understand all kinds of customs formalities, such as BOI, EPZ. Understand Harmonization codes.

### Export Officer

Prepare B/L, AWB, PI, PL. Coordinate with customers for shipments.

### Import & Export Officer / Coordinator

Responsible for import & export procedures and coordinate between internal production, shipping agents and customers for documents and delivery.

### Import Manager

Supervise import employees. Manage the import of goods from other countries. Arrange transport and ensure items are shipped by the most expedient and cost-effective methods. Communicate with clients, Customs agents and transportation companies to ensure the shipments deliver in a timely manner and in good physical condition.

### Import Officer

In charge of shipments and import documentations. Ensure the maximization of storage space capacity and coordinate schedules with warehouse team. Build and maintain good relationships with customers. Manage staff and work coordinately with other teams. Manage the shipping schedule and work with shipping coordinators. Ensure export compliance and minimize risk. Come up with risk assessment measurement.

### Logistic / Supply Chain & Warehouse Manager (Manufacturing)

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

### Logistic Manager

Control and manage Logistics team.

### Logistic Officer

Professionally handle communication with Customs officers.

### Logistic Supervisor

Supervise subordinates and handle logistics process.

### Production Planner

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

### Senior Import & Export Officer

Control all export & import documents. Support logistics information and Customs formalities. Coordinate with overseas customers and suppliers for export & import regulations. Direct import-export team.

### Senior Supply Chain Manager

Manage supply chain and logistics operations to serve factory requirements in order to achieve lowest operating cost and maximum efficiency.

### Supply Chain Manager

Manage flow of finished goods for the whole Commercial Unit to optimize inventory for Commercial and distribution centers. Establish monthly forecasts in order to define quantities to be purchased.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Supply Chain Officer / Executive	15,000.00	25,000.00	18,000.00	50,000.00	-	-
Supply Chain Supervisor	-	-	25,000.00	40,000.00	55,000.00	70,000.00
Warehouse Manager	-	-	-	-	60,000.00	120,000.00

 Technical / Manufacturing

AVP – Technical	-	-	-	-	180,000.00	250,000.00
Draftsman	18,000.00	35,000.00	30,000.00	45,000.00	45,000.00	60,000.00
Electrical Engineer	20,000.00	25,000.00	35,000.00	60,000.00	50,000.00	80,000.00
Factory Manager	-	-	-	-	100,000.00	250,000.00
Injection Engineer	18,000.00	35,000.00	35,000.00	55,000.00	55,000.00	70,000.00
Operations Manager	-	-	-	-	100,000.00	200,000.00
Production Engineer	20,000.00	35,000.00	35,000.00	55,000.00	45,000.00	80,000.00
Production Manager	-	-	-	-	60,000.00	150,000.00

**Supply Chain Officer / Executive**

Work closely with supply chain personnel to ensure timely arrival of goods to local and overseas customers. Handle import and export documentations. Follow up with customers, sales person and other service providers to ensure timely collection of payments and on time delivery. Manage inventory level and warehousing space. Generate weekly and monthly reports to management.

**Supply Chain Supervisor**

Supervise material resource plan. Audit and monitor suppliers. Monitor and develop existing supply chain. Initiate and lead cost-saving initiatives. Negotiate and manage contracts.

**Warehouse Manager**

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

**AVP – Technical**

Assist VP in establishing work schedules, safety standards, quality control procedures and customer service policies related to company's product. Oversee the technical services team's budget and monitor the performance of subordinates through reviews, training and mentoring.

**Draftsman**

In charge of computer-generated drawings, in 2 & 3 dimensions, for engineering, construction and products design.

**Electrical Engineer**

Plan a preventive maintenance plan for electrical machinery and equipment. Monitor electrical power supply system. Analyze and solve any problem in case of machine breakdowns.

**Factory Manager**

Manage, monitor and supervise production team to achieve the set goals. Work coordinately with other departments to support the production process.

**Injection Engineer**

Operate and maintain injection mold machines, material dryers, and conveying equipment, including prototype runs. Develop programs for various manufacturing equipment, including injection molding machines, robots, vacuum dryers, and temperature controllers under engineering guidance. Monitor and ensure material inventory accuracy and perform material handling. Follow and improve manufacturing processes.

**Operations Manager**

Manage and supervise operations team to achieve company's objectives. Manage projects to improve or expand project to increase process capability and efficiency. Coordinate with other functions in any related activities.

**Production Engineer**

Plan and control overall production process to ensure customer's standards, i.e. quality, cost and delivery, are met.

**Production Manager**

Plan and monitor daily production volumes based on cycle times and availability. Control production and process to ensure customer needs are met.

## Industrial positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Production Planner	18,000.00	30,000.00	20,000.00	45,000.00	40,000.00	80,000.00
Production Supervisor / Chief	-	-	30,000.00	50,000.00	45,000.00	80,000.00
Quality Manager	-	-	-	-	60,000.00	150,000.00
Service Engineer / Technical Support	18,000.00	30,000.00	25,000.00	45,000.00	35,000.00	90,000.00
Technical Service Manager	-	-	-	-	80,000.00	130,000.00
Technician	12,000.00	17,000.00	25,000.00	30,000.00	25,000.00	40,000.00
Others						
Newspaper Journalist	-	-	-	-	45,000.00	50,000.00

Technical /  
Manufacturing

Others

**Production Planner**

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

**Production Supervisor / Chief**

Supervise production team to achieve company goal. Coordinate with other departments to support production line.

**Quality Manager**

Manage, implement and maintain factory's quality management system.

**Service Engineer / Technical Support**

Install, troubleshoot, and maintain products/equipment. Train employees, identify, analyze, and repair product failures, order and replace parts as needed. Determine and recommend which products or services best fit customers needs.

**Technical Service Manager**

Oversee installation, setting up, testing and commissioning of products. Manage preventive maintenance and calibration plan. Provide solutions to customers where appropriate.

**Technician**

Ensure high quality products is made with efficient, accurate, safe and on time process. Utilize manufacturing equipment and in-process instrumentation to manufacture products in accordance to current manufacturing standard, company policy and safety regulations.

**Newspaper Journalist**

Conduct research and write stories for national, regional and local press. Report general news, politics, sports, arts and culture, science and business. Cover national and local events, entertainment and human interest stories. Interview people in a range of different circumstances. Attend press conferences and ask related questions. Produce a concise and accurate copy according to the newspaper's house style, and strict deadlines. Able to 'live' online reporting or real-time blogging when covering important events.

## Japanese Speaking Positions

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)

## Accounting

Accounting Assistant	-	-	30,000.00	50,000.00	45,000.00	60,000.00
Accounting Executive / Officer	16,000.00	20,000.00	19,000.00	40,000.00	60,000.00	80,000.00
Accounting Manager	-	-	-	-	80,000.00	120,000.00
Finance & Accounting Manager	-	-	-	-	80,000.00	150,000.00

## Admin

Administrative Assistant	25,000.00	35,000.00	40,000.00	60,000.00	45,000.00	60,000.00
Administrative Manager	-	-	-	-	60,000.00	80,000.00
Administrative Officer / Staff	20,000.00	30,000.00	30,000.00	40,000.00	40,000.00	60,000.00
Executive Secretary / PA	-	-	30,000.00	50,000.00	60,000.00	90,000.00
Interpreter	25,000.00	35,000.00	30,000.00	50,000.00	50,000.00	90,000.00
Junior Secretary / Secretary	25,000.00	35,000.00	35,000.00	50,000.00	-	-

**Accounting Assistant**

Handle general accounting functions, including accounts payable, accounts receivable and general ledger. Responsible for balancing and reconciliations. Specialise in one area of the accounting function and understand bookkeeping procedures.

**Accounting Executive / Officer**

Handle cash receipts, expenditures, investments, purchasing, inventory, assets and payroll. Record all transactions. Prepare and submit VAT reports. Assist with assets and inventory control and handle general accounting functions.

**Accounting Manager**

Ensure accuracy of accounting standards, all management reports, internal and external reporting. Control and monitor daily transactions. Responsible for all accounting and tax matters.

**Finance & Accounting Manager**

Manage financial and accounting functions. Manage and monitor finance and Accounting team. Responsible for company's financial and accounting functions and data processing, including financial management and cost accounting.

**Administrative Assistant**

Handle documents and support functions, such as filing and other administrative functions. Work coordinately with internal departments.

**Administrative Manager**

Provide general administrative support to all departments. Oversee supplier contract management. Coordinate and maintain company's documents and office properties.

**Administrative Officer / Staff**

Responsible for administrative functions and support related sections. Provide document support for related departments.

**Executive Secretary / PA**

Support top management and handle confidential matters. Responsible for secretarial tasks, i.e. appointment arrangements, travel arrangements and other tasks as assigned. Hands on some interpretation in the meetings and document translation.

**Interpreter**

Provide a conversion of Japanese language to Thai/English and vice versa in the business meeting, production line, training and seminar as assigned. Experienced in document translation. Able to utilize advanced level of English grammar and knows wide variety of Thai vocabulary.

**Junior Secretary / Secretary**

Responsible for secretarial tasks as assigned, such as scheduling meetings as well as taking minutes of meeting. Handle both personal and business affair arrangement. Provide secretarial and administrative support to department / senior secretary. Handle all secretarial duties, including typing, filing and other tasks as assigned. Hands on role in meeting and document translations.

# Japanese Speaking Positions

(Thai native speaker)

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Office Manager	-	-	-	-	50,000.00	100,000.00
Project Coordinator (General)	20,000.00	30,000.00	30,000.00	50,000.00	50,000.00	70,000.00
Project Manager	-	-	-	-	50,000.00	90,000.00
Sales Administrator / Sales Support	20,000.00	30,000.00	25,000.00	40,000.00	-	-
Senior / Department Secretary	-	-	30,000.00	50,000.00	90,000.00	100,000.00

### Customer Service

Customer Service Executive (Coordinator / Order Administrator)	20,000.00	30,000.00	25,000.00	60,000.00	-	-
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### Design / Decorative / Architect

Graphic Designer	20,000.00	25,000.00	25,000.00	40,000.00	-	-
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### Engineering

Design Engineer	20,000.00	30,000.00	25,000.00	45,000.00	45,000.00	60,000.00
Electrical Engineer	20,000.00	30,000.00	30,000.00	40,000.00	-	-

#### Office Manager

Provide general administrative support to all departments. Handle supplier contract management and some accounting tasks (tax, invoice and payroll). Coordinate and maintain company's documents and office properties.

#### Project Coordinator (General)

Assist Project Manager and Superintendent, where applicable, in the day to day duties of a project's administration under the guidance and direction of the project.

#### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

#### Sales Administrator / Sales Support

Handle all documentation and paperwork. Liaise and coordinate with production and related departments. Support sales for any administrative related function.

#### Senior / Department Secretary

Provide administrative support, handle secretarial tasks, such as minute taking, meetings and appointment arrangements, presentation preparation, correspondence, screen calls & mails, travel arrangements and office management for departments.

#### Customer Service Executive (Coordinator / Order Administrator)

Assist Department Manager in customer service functions, including receiving and processing sales orders, delivery tracking and monitoring, communicating and updating customers, preparing job orders, coordinating with operations departments, preparing reports, handling complaints and dealing with related documentation tasks.

#### Graphic Designer

Create various types of art design for magazines, newspapers, advertising publications, marketing and promotional materials, signs, web pages, and much more. Most of the art is created through the use of computerized design programs, such as Adobe Suite.

#### Design Engineer

In charge of product design and engineering specifications of customers and suppliers. Handle all engineering issues and be responsible for new product design.

#### Electrical Engineer

Plan a preventive maintenance plan for electrical machinery and equipment. Monitor electrical power supply system. Analyze and solve any problem in case of machine breakdowns.

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Factory Manager	-	-	-	-	70,000.00	100,000.00
Injection Engineer	-	-	30,000.00	50,000.00	-	-
Maintenance Engineer	-	-	30,000.00	50,000.00	50,000.00	70,000.00
Mechanical Engineer	-	-	25,000.00	40,000.00	45,000.00	80,000.00
Production Engineer	20,000.00	25,000.00	25,000.00	40,000.00	-	-
Production Manager	-	-	-	-	50,000.00	80,000.00
Project Engineer	30,000.00	35,000.00	30,000.00	50,000.00	-	-
Project Manager	-	-	-	-	50,000.00	90,000.00
QA / QC Engineer	-	-	25,000.00	45,000.00	-	-
Quality Manager	-	-	-	-	50,000.00	80,000.00
Research & Development Manager	-	-	-	-	60,000.00	85,000.00
Research & Development Officer	-	-	40,000.00	60,000.00	-	-

Engineering

#### Factory Manager

Manage, monitor and supervise production team to achieve the set goals. Work coordinately with other departments to support the production process.

#### Injection Engineer

Operate and maintain injection mold machines, material dryers, and conveying equipment, including prototype runs. Develop programs for various manufacturing equipment, including injection molding machines, robots, vacuum dryers, and temperature controllers under engineering guidance. Monitor and ensure material inventory accuracy and perform material handling. Follow and improve manufacturing processes.

#### Maintenance Engineer

Support and maintain the good condition of factory utility, facility systems and machines, also perform activities as planned by Plant Manager.

#### Mechanical Engineer

Plan the preventive maintenance program for machines and equipment. Monitor electrical power supply system. Analyze and solve machine breakdown problems.

#### Production Engineer

Plan and control overall production process to ensure customer's standards, i.e. quality, cost and delivery, are met.

#### Production Manager

Plan and monitor daily production volumes based on cycle times and availability. Control production and process to ensure customer needs are met.

#### Project Engineer

Responsible for overall project management. In charge of projects' costs, quality and schedule.

#### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

#### QA / QC Engineer

Solve quality related problems and maintain quality system toward quality policy and organization's objective.

#### Quality Manager

Manage, implement and maintain factory's quality management system.

#### Research & Development Manager

Manage and supervise team to conduct research and develop new products or improve existing products. Oversee information gathering, analysis, experiment, trial, and test runs.

#### Research & Development Officer

Conduct research and develop new products or improve existing products. Perform information gathering, analysis, experiment, trial, and test runs.

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Sales Engineer</b>	-	-	40,000.00	50,000.00	50,000.00	80,000.00
 <b>Finance</b>						
<b>Financial Analyst</b>	-	-	30,000.00	50,000.00	70,000.00	100,000.00
<b>Relationship Manager</b>	-	-	50,000.00	70,000.00	70,000.00	120,000.00
 <b>Food &amp; Beverage</b>						
<b>Chef</b>	-	-	30,000.00	50,000.00	-	-
 <b>Human Resources</b>						
<b>Human Resources Executive / Officer / Staff</b>	-	-	25,000.00	50,000.00	-	-
<b>Human Resources Manager</b>	-	-	-	-	70,000.00	100,000.00
<b>Senior Human Resources Executive / Officer</b>	-	-	35,000.00	45,000.00	50,000.00	70,000.00
 <b>Information Technology</b>						
<b>Digital Marketing Manager</b>	-	-	-	-	50,000.00	70,000.00

### Sales Engineer

Demonstrate usefulness of products or services to customers. Seek new customers and maintain good relationships with existing customers.

### Financial Analyst

Responsible for business plan development. Handle feasibility study for new projects, industry analysis and financial projections. Advise and analyze product pricing, create clients' portfolio and approve client loans.

### Relationship Manager

Expand business towards prospects and existing clients and prepare credit proposals. Develop and execute marketing plans.

### Chef

Responsible for assigning work in the kitchen, preparing meals, cooking and delivering food in a timely fashion and kitchen inventory management. Monitor food cost and follow the budget established by the restaurant manager. Ensure safety and sanitation practices in the kitchen.

### Human Resources Executive / Officer / Staff

Operate one or multiple HRM or HRD functions, such as recruitment, training, compensation and benefits, payroll and welfare.

### Human Resources Manager

Develop and implement HR policies and procedures. Responsible for the overall HR function such as recruitment, compensation and benefits and performance evaluation. Provide overall supervision for HR department.

### Senior Human Resources Executive / Officer

Provide hands-on support in all HR functions, including recruitment & selection, compensation & benefits, and employee relations & communication.

### Digital Marketing Manager

Oversee online marketing efforts and create articles and contents for clients. Manage online marketing team.

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>ERP Consultant</b>	-	-	-	-	40,000.00	80,000.00
<b>IT Support</b>	20,000.00	25,000.00	30,000.00	40,000.00	40,000.00	50,000.00
<b>Pre-Sales Consultant</b>	-	-	30,000.00	50,000.00	40,000.00	60,000.00
<b>Programmer / Software Developer (JAVA)</b>	23,000.00	25,000.00	30,000.00	45,000.00	45,000.00	80,000.00
<b>Project Manager</b>	-	-	-	-	50,000.00	90,000.00
<b>Software Engineer</b>	23,000.00	25,000.00	30,000.00	45,000.00	45,000.00	70,000.00
<b>System Analyst / Business Analyst</b>	-	-	45,000.00	55,000.00	50,000.00	90,000.00
<b>System Engineer</b>	23,000.00	25,000.00	30,000.00	45,000.00	45,000.00	70,000.00
<b>Web Designer</b>	20,000.00	25,000.00	25,000.00	40,000.00	-	-
 <b>Legal / Compliance</b>						
<b>Compliance Manager</b>	-	-	-	-	70,000.00	120,000.00
<b>Legal Manager</b>	-	-	-	-	80,000.00	100,000.00

### ERP Consultant

Provide consultation and advice to clients regarding Enterprise Resources Planning (ERP) application packages, e.g. Finance, Accounting, Logistics and Sales and Distribution modules.

### IT Support

Maintain, monitor and perform IT troubleshooting for end users.

### Pre-Sales Consultant

Assist sales team by providing technical support and demonstrating products in order to deliver the best solutions to clients.

### Programmer / Software Developer (JAVA)

Responsible for Application Framework Design and Coding using JAVA technology. Manage technical issues under development environment.

### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

### Software Engineer

Develop software and applications, starting from analysis, design, coding, testing and training users.

### System Analyst / Business Analyst

Perform system feasibility studies, analyse and design system to meet users requirements. Work closely with programmers and software engineers.

### System Engineer

Analyze, design and provide configuration of server systems to clients.

### Web Designer

Design and develop website contents by using multimedia tools.

### Compliance Manager

Design and implement programs, policies, and practices to ensure that all business units are in compliance with regulatory requirements. Update laws and regulations that might affect the organization's policies. Prepare compliance reports to management.

### Legal Manager

Draft and review contracts, agreements, corporate documentation (including notice and minutes of board of directors meeting and shareholders meeting) of the public company and limited company.

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Legal Officer	-	-	25,000.00	40,000.00	-	-
 Marketing / PR						
Assistant Marketing Manager	-	-	-	-	45,000.00	70,000.00
Brand Manager	-	-	-	-	50,000.00	100,000.00
Business Development Executive / Officer	-	-	30,000.00	50,000.00	45,000.00	80,000.00
Digital Content Editor / Content Creator / Social Media Content Editor	25,000.00	30,000.00	35,000.00	40,000.00	-	-
Marketing Coordinator / Assistant	20,000.00	25,000.00	25,000.00	40,000.00	40,000.00	50,000.00
Marketing Executive / Officer	-	-	30,000.00	50,000.00	-	-
Marketing Manager	-	-	-	-	50,000.00	120,000.00
Project Manager	-	-	-	-	50,000.00	90,000.00
 Purchasing / Procurement / Expenditure / Buyer / Merchandiser						
Assistant Purchasing Manager	-	-	30,000.00	45,000.00	50,000.00	70,000.00

### Legal Officer

View, interpret and decipher legal documents. Work within government legal departments, as a counsel for corporations, and within profit and non-profit organizations.

### Assistant Marketing Manager

Assist Marketing Manager in budget planning and SWOT analysis. Monitor product management.

### Brand Manager

Hold ownership of the marketing plan for key brand(s). Take full responsible for brand's P&L in product development, advertising, research, etc.

### Business Development Executive / Officer

Develop and implement sales strategy, market mapping and market analytics. Building trust-based, sustainable client relationships.

### Digital Content Editor / Content Creator / Social Media Content Editor

Prior experience as a copy editor or production editor within an online environment. Write copy and generate original ideas for content for email newsletters, websites, and social media sites. Solid understanding of IT technologies and some knowledge of Content Management Systems (CMS). Previous experience in using HTML and Photoshop and some knowledge of basic web development.

### Marketing Coordinator / Assistant

Assist, support and provide back up to Marketing Manager in terms of marketing, media and CRM and events, production and PR activities.

### Marketing Executive / Officer

Create and execute marketing strategy. Conduct market survey and assist in updating information. Assist in creating marketing materials, coordinate among the specialist trainer and schedule for seminars. Develop brand awareness and communication. Support Technical and Sales Executive Team for seminars and PR events. Participate in marketing budget planning.

### Marketing Manager

Manage and initiate marketing strategies of products or services. Responsible for press relations, develop marketing campaigns and deliver meaningful messages and visions of the company to consumers.

### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

### Assistant Purchasing Manager

Provide technical support to the purchasing process. Assign department staff with specific responsibility for processing bid and purchasing related documents and materials. Respond to related inquiries and maintain vendor/source information and inventories.

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Import Officer	23,000.00	25,000.00	30,000.00	45,000.00	-	-
Planning Manager	-	-	45,000.00	60,000.00	-	-
Procurement Officer	20,000.00	25,000.00	30,000.00	45,000.00	-	-
Purchasing Manager (MNC)	-	-	-	-	60,000.00	100,000.00
Purchasing Manager / Plant Buyer	-	-	-	-	60,000.00	100,000.00
Purchasing Officer	20,000.00	25,000.00	30,000.00	45,000.00	-	-
Senior Procurement Officer	-	-	-	-	40,000.00	50,000.00
Senior Purchasing	-	-	-	-	40,000.00	50,000.00
 Sales						
Assistant Sales Manager	-	-	35,000.00	60,000.00	-	-
Business Development Executive / Officer	-	-	30,000.00	50,000.00	45,000.00	80,000.00
Business Development Manager / Specialist	-	-	-	-	80,000.00	120,000.00

### Import Officer

In charge of shipments and import documentations. Ensure the maximization of storage space capacity and coordinate schedules with warehouse team. Build and maintain good relationships with customers. Manage staff and work coordinately with other teams. Manage the shipping schedule and work with shipping coordinators. Ensure export compliance and minimize risk. Come up with risk assessment measurement.

### Planning Manager

Promote the planning ethos. Liaise directly with the Regional Operational & Commercial Directors. Work with the Head of Planning and other Planning Managers Forum to standardize and improve the Planning Function within the business. Assess the contract planning resource required at regional level to support delivery of the business targets set by the Board. Promote and improve Planning Standards at business, regional and project level.

### Procurement Officer

Monitor contractor performance and recommend contract modifications when necessary. Compare prices, specifications, and delivery dates in order to determine the best bid among potential suppliers. Responsible for all of the goods and services that are purchased by a company. Source vendors, negotiate contracts and ensure prompt delivery.

### Purchasing Manager (MNC)

Conduct and manage the operations of company's several divisions' procurement activities in a relatively large organization.

### Purchasing Manager / Plant Buyer

Oversee and manage the operations of procurement activities. Select and create suppliers list for the supply of resources required by Production at the lowest overall cost. Constantly monitor and set objectives to improve the performance and cost effectiveness.

### Purchasing Officer

Prepare Purchase Orders and liaise between suppliers and related departments. Perform buying duties when necessary. Review Requisition Orders in order to verify accuracy, terminology and specifications. Prepare, maintain and review purchasing files, reports and price lists. Handle other related tasks or clerical duties as assigned.

### Senior Procurement Officer

Conduct and manage the operations of procurement activities. Select and create suppliers list for the supply of resources required by Production at the lowest overall cost. Constantly monitor and set objectives to improve the performance and cost effectiveness.

### Senior Purchasing

Monitor contractor performance and recommend contract modifications when necessary. Compare prices, specifications and delivery dates in order to determine the best bid among potential suppliers.

### Assistant Sales Manager

Develop and implement sales strategies. Provide close supervision of team to achieve sales targets. Monitor target in terms of annual sales figures and provide support by boosting your sales team confidence and motivation.

### Business Development Executive / Officer

Develop and implement sales strategy, market mapping and market analytics. Building trust-based, sustainable client relationships.

### Business Development Manager / Specialist

Conduct market and technology research. Set strategies, analyze and develop distribution channels. Handle new service / channels development planning and management.

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Customer Service Executive (Coordinator / Order Administrator)	20,000.00	30,000.00	25,000.00	60,000.00	-	-
Key Account Executive	-	-	40,000.00	60,000.00	100,000.00	130,000.00
Sales & Marketing Executive	-	-	30,000.00	70,000.00	-	-
Sales & Marketing Manager	-	-	-	-	50,000.00	120,000.00
Sales Administrator / Sales Support	20,000.00	30,000.00	25,000.00	40,000.00	-	-
Sales Coordinator (General)	20,000.00	25,000.00	25,000.00	40,000.00	-	-
Sales Engineer	-	-	40,000.00	50,000.00	50,000.00	80,000.00
Sales Executive / Officer	25,000.00	30,000.00	30,000.00	60,000.00	-	-
Sales IT	-	-	30,000.00	50,000.00	50,000.00	100,000.00
Sales Manager	-	-	-	-	50,000.00	120,000.00
Sales Operations Executive	25,000.00	35,000.00	30,000.00	50,000.00	-	-
Store / Shop Manager	-	-	45,000.00	55,000.00	-	-

Sales

### Customer Service Executive (Coordinator / Order Administrator)

Assist Department Manager in customer service functions, including receiving and processing sales orders, delivery tracking and monitoring, communicating and updating customers, preparing job orders, coordinating with operations departments, preparing reports, handling complaints and dealing with related documentation tasks.

### Key Account Executive

Coordinate and provide direction for customer service initiatives and work closely with operation team and customers to deliver a consistent and a high level of customer service. Maintain and maximize the potential growth of existing key customers and respond to customer needs, enquires and address their concerns.

### Sales & Marketing Executive

Manage organization's sales and marketing activities. Plan, coordinate and implement marketing programs to identify and acquire new customers. Ensure that sales and marketing objectives align with overall company goals. Work with major customer accounts and oversee the creation of sales collateral. Build and maintain relationships with outside vendors, partners and distributors.

### Sales & Marketing Manager

Train and supervise sales staff as well as establish territories and goals for sales teams. Review the market, help them to determine customer needs, sales volume potential and pricing schedules that will help them achieve company set goals.

### Sales Administrator / Sales Support

Handle all documentation and paperwork. Liaise and coordinate with production and related departments. Support sales for any administrative related function.

### Sales Coordinator (General)

Provide support to Sales team. Handle related document and process sales orders on a daily basis. Work coordinately with clients during sales process. Prepare sales reports related to stock provision and stock reconciliations.

### Sales Engineer

Demonstrate usefulness of products or services to customers. Seek new customers and maintain good relationships with existing customers.

### Sales Executive / Officer

Initiate and establish new accounts and maintain good relationships with existing customers with high level of customer satisfaction. Provide support for all sales processes. Coordinate and follow up with relevant parties to ensure that sales objectives and targets are achieved.

### Sales IT

Get involved in supporting pre-sales activities by giving detailed information about technical specifications and the ways in which they could meet customer needs, including demonstrate product's features before selling. Provide technical support, which follows the sales, may include problems solving or maximizing the use of software features, as well as advising on appropriate user training.

### Sales Manager

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with Marketing team to implement the marketing program.

### Sales Operations Executive

Oversee and supervise the functioning of all the departments. Lead and supervise sales projects. Evaluate company's revenue-model and strategize new plans to improve sales. Be in sync with the market movements and emerging trends and devise company plans accordingly. Timely review company data, reports and other key developments.

### Store / Shop Manager

Oversee sales related matters. Recruit and train staff. Maintain Health and Safety in workplace. Set and manage security policies. Propose and implement promotions and special offers. Develop marketing strategies and do merchandising. Maintain the budgets and expenditure. Keep abreast of stocks and merchandise levels.

## Japanese Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Store / Shop Staff	18,000.00	25,000.00	25,000.00	35,000.00	-	-
Supply Chain / Logistics						
Import & Export Officer / Coordinator	-	-	30,000.00	40,000.00	-	-
Import Officer	23,000.00	25,000.00	30,000.00	45,000.00	-	-
Logistic Officer	-	-	25,000.00	40,000.00	-	-

### Store / Shop Staff

Assist customers in an enthusiastic and courteous manner. Advise and assist customers with their choices of product for themselves and for gifts. Accurately complete sales using POS system according to established procedures. Stock and clean shop floor for the best sales appearance and ease of use for the customer. Assist with merchandising efforts, displays, and floor moves as needed. Assist with community/marketing events. Maintain a clean and safe workplace.

### Import & Export Officer / Coordinator

Responsible for import & export procedures and coordinate between internal production, shipping agents and customers for documents and delivery.

### Import Officer

In charge of shipments and import documentations. Ensure the maximization of storage space capacity and coordinate schedules with warehouse team. Build and maintain good relationships with customers. Manage staff and work coordinately with other teams. Manage the shipping schedule and work with shipping coordinators. Ensure export compliance and minimize risk. Come up with risk assessment measurement.

### Logistic Officer

Professionally handle communication with Customs officers.

## Japanese Native Speaking Positions

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
 Accounting						
Accounting & Finance Supervisor (CPA)	50,000.00	70,000.00	50,000.00	100,000.00	70,000.00	150,000.00
Accounting Analyst	-	-	50,000.00	60,000.00	70,000.00	150,000.00
Accounting Assistant	-	-	50,000.00	100,000.00	-	-
Accounting Executive / Officer	50,000.00	50,000.00	65,000.00	80,000.00	70,000.00	150,000.00
Accounting Manager	-	-	100,000.00	120,000.00	100,000.00	150,000.00
Assistant Accounting Manager	-	-	60,000.00	80,000.00	-	-
Finance & Accounting Manager	-	-	70,000.00	120,000.00	80,000.00	150,000.00
Internal Audit Manager	-	-	50,000.00	80,000.00	50,000.00	100,000.00
Junior Accountant	-	-	50,000.00	70,000.00	-	-
Project Accountant	40,000.00	60,000.00	40,000.00	60,000.00	-	-

# Japanese Native Speaking Positions

**Accounting & Finance Supervisor (CPA)**

Handle all management reports and be involved in analysis tasks. Oversee all operations of finance / accounts, month-end closings and financial statement reports.

**Accounting Analyst**

Perform duties related to fixed-asset accounting, bank reconciliation, cost allocation, account closing, financial accounting and balance sheet accounts reconciliation. Review and monitor accounting controls to ensure accurate and timely financial records.

**Accounting Assistant**

Handle general accounting functions, including accounts payable, accounts receivable and general ledger. Responsible for balancing and reconciliations. Specialise in one area of the accounting function and understand bookkeeping procedures.

**Accounting Executive / Officer**

Handle cash receipts, expenditures, investments, purchasing, inventory, assets and payroll. Record all transactions. Prepare and submit VAT reports. Assist with assets and inventory control and handle general accounting functions.

**Accounting Manager**

Ensure accuracy of accounting standards, all management reports, internal and external reporting. Control and monitor daily transactions. Responsible for all accounting and tax matters.

**Assistant Accounting Manager**

Manage and control overall accounting functions and monitor team performance.

**Finance & Accounting Manager**

Manage financial and accounting functions. Manage and monitor finance and Accounting team. Responsible for company's financial and accounting functions and data processing, including financial management and cost accounting.

**Internal Audit Manager**

Audit finance, operations, system and process of company's business units and outsourced operations. Responsible for planning, executing and completing audit fieldwork according to established schedule. Recommend internal control improvements that may include operational enhancements or efficiencies. Prepare audit reports and control documentation. Be a team player and embrace company's compliance principles as a key component of audit process.

**Junior Accountant**

Record day-to-day transactions, prepare payment vouchers, manage and calculate tax and handle bank reconciliations. Verify and post transactions to journals, ledgers and other recordings. Prepare statements, invoices and vouchers. May handle balancing and reconciliations. Specialise in one area of the accounting functions.

**Project Accountant**

Perform cost control activities, record and check expenditures. Monitor process of payments and prepare data for monthly cash call, withholding tax and income tax submissions.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Admin</b>						
Administrative Assistant	50,000.00	70,000.00	50,000.00	70,000.00	70,000.00	100,000.00
Administrative Director	-	-	-	-	80,000.00	120,000.00
Administrative Manager	50,000.00	70,000.00	50,000.00	100,000.00	80,000.00	100,000.00
Administrative Officer / Staff	50,000.00	70,000.00	60,000.00	70,000.00	-	-
Clerk	50,000.00	50,000.00	70,000.00	100,000.00	-	-
Executive Secretary / PA	-	-	50,000.00	70,000.00	50,000.00	80,000.00
Interpreter	50,000.00	50,000.00	60,000.00	90,000.00	60,000.00	90,000.00
Interpreter (Japanese Nationality)	50,000.00	50,000.00	60,000.00	70,000.00	70,000.00	80,000.00
Junior Secretary / Secretary	50,000.00	55,000.00	50,000.00	60,000.00	50,000.00	70,000.00
Office Manager	-	-	50,000.00	70,000.00	50,000.00	90,000.00
Project Coordinator (General)	-	-	50,000.00	80,000.00	60,000.00	100,000.00

### Administrative Assistant

Handle documents and support functions, such as filing and other administrative functions. Work coordinately with internal departments.

### Administrative Director

Oversee overall administrative, HR, IT and purchasing functions. Manage functions to support other departments. Create new activities for employee relations in HR department.

### Administrative Manager

Provide general administrative support to all departments. Oversee supplier contract management. Coordinate and maintain company's documents and office properties.

### Administrative Officer / Staff

Responsible for administrative functions and support related sections. Provide document support for related departments.

### Clerk

Provide administrative and clerical services to ensure effective and efficient administrative operations. The Administrative Clerk must comply with the Financial Administration Act. Generally Accepted Accounting Principles and settlement policies and procedures.

### Executive Secretary / PA

Support top management and handle confidential matters. Responsible for secretarial tasks, i.e. appointment arrangements, travel arrangements and other tasks as assigned. Hands on some interpretation in the meetings and document translation.

### Interpreter

Provide a conversion of Japanese language to Thai/English and vice versa in the business meeting, production line, training and seminar as assigned. Experienced in document translation. Able to utilize advanced level of English grammar and knows wide variety of Thai vocabulary.

### Interpreter (Japanese Nationality)

Provide a conversion of Japanese language to Thai/English and vice versa in the business meeting, production line, training, seminar, etc. Experienced in document translation. Able to utilize advanced level of English grammar and knows wide variety of Thai vocabulary.

### Junior Secretary / Secretary

Responsible for secretarial tasks as assigned, such as scheduling meetings as well as taking minutes of meeting. Handle both personal and business affair arrangement. Provide secretarial and administrative support to department / senior secretary. Handle all secretarial duties, including typing, filing and other tasks as assigned. Hands on role in meeting and document translations.

### Office Manager

Provide general administrative support to all departments. Handle supplier contract management and some accounting tasks (tax, invoice and payroll). Coordinate and maintain company's documents and office properties.

### Project Coordinator (General)

Assist Project Manager and Superintendent, where applicable, in the day to day duties of a project's administration under the guidance and direction of the project.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
<b>Admin</b>						
Project Manager	-	-	-	-	50,000.00	100,000.00
Receptionist	-	-	50,000.00	60,000.00	-	-
Sales Administrator / Sales Support	50,000.00	50,000.00	50,000.00	80,000.00	70,000.00	80,000.00
Senior / Department Secretary	-	-	50,000.00	70,000.00	60,000.00	80,000.00
<b>Customer Service</b>						
Cabin Senior / Cabin Service Director / Purser	-	-	50,000.00	50,000.00	-	-
Call Center	30,000.00	50,000.00	40,000.00	70,000.00	40,000.00	80,000.00
Customer Service (Travel Agent)	30,000.00	50,000.00	30,000.00	60,000.00	30,000.00	60,000.00
Customer Service Coordinator (Ground Staff)	-	-	50,000.00	70,000.00	-	-
Customer Service Executive (Coordinator / Order Administrator)	40,000.00	50,000.00	50,000.00	70,000.00	55,000.00	100,000.00
Customer Service Ground Staff Manager	-	-	50,000.00	70,000.00	-	-
Customer Service Manager	-	-	50,000.00	100,000.00	50,000.00	100,000.00

### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

### Receptionist

Greet and welcome guests. Handle guest enquiries and complaints, make outgoing calls and answer incoming calls. In charge of meeting room arrangements and maids and messengers handling.

### Sales Administrator / Sales Support

Handle all documentation and paperwork. Liaise and coordinate with production and related departments. Support sales for any administrative related function.

### Senior / Department Secretary

Provide administrative support, handle secretarial tasks, such as minute taking, meetings and appointment arrangements, presentation preparation, correspondence, screen calls & mails, travel arrangements and office management for departments.

### Cabin Senior / Cabin Service Director / Purser

Handle and provide solution to any problem occurs in passenger cabin during flight operation.

### Call Center

Manage incoming and outgoing calls, provide service and information to customers and handle enquiries and complaints.

### Customer Service (Travel Agent)

Handle passenger queries regarding the flight and travel documents, process check-in, verify travel document and handle lost & found issues.

### Customer Service Coordinator (Ground Staff)

Handle flight preparations (pre-flight until closing out), work cooperately with internal & external related personnel, handle special request cases, communicate with technical crew and cabin crew, A/C loading, etc.

### Customer Service Executive (Coordinator / Order Administrator)

Assist Department Manager in customer service functions, including receiving and processing sales orders, delivery tracking and monitoring, communicating and updating customers, preparing job orders, coordinating with operations departments, preparing reports, handling complaints and dealing with related documentation tasks.

### Customer Service Ground Staff Manager

Oversee and manage all aspects of the Airline's operations at airports overseas, including customer service, baggage and cargo handling, inflight catering, ground safety and crisis management.

### Customer Service Manager

Manage overall functions in customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer expectations.

## Japanese Native Speaking Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
 Design / Decorative / Architect						
Architect / Interior	-	-	50,000.00	50,000.00	80,000.00	100,000.00
Art Director	-	-	60,000.00	90,000.00	-	-
Creative Director	-	-	100,000.00	120,000.00	-	-
Graphic Designer	-	-	60,000.00	80,000.00	-	-

### Engineering

Account Manager (Technical)	-	-	50,000.00	60,000.00	-	-
Assistant Sales Manager (Technical)	-	-	50,000.00	50,000.00	-	-
Construction Engineer	50,000.00	50,000.00	50,000.00	70,000.00	100,000.00	150,000.00
Construction Manager	50,000.00	70,000.00	50,000.00	70,000.00	100,000.00	150,000.00
Design Engineer	50,000.00	70,000.00	50,000.00	100,000.00	70,000.00	150,000.00
Director / General Manager (Technical)	-	-	-	-	80,000.00	150,000.00

#### Architect / Interior

Design architectural structure, landscape and interior as well as perform project management and coordination.

#### Art Director

Oversee the entire creative process, including, but not limited to, meeting with clients, creating the initial design concepts and approving final drafts. Manage a large or small team of designers and ensure that clients' needs are met.

#### Creative Director

Translate company's marketing objectives into creative strategies and designs. Develop successful creative campaigns. Oversee a number of staff, such as graphic designers and copywriters. Write, design, pitch, propose and implement creative projects to meet a company's marketing needs. Develop company's logo and marketing materials, such as brochures and annual reports, advertising campaigns and online presence.

#### Graphic Designer

Create various types of art design for magazines, newspapers, advertising publications, marketing and promotional materials, signs, web pages, and much more. Most of the art is created through the use of computerized design programs, such as Adobe Suite.

#### Account Manager (Technical)

In charge of specific account and/or industry related to each sales team & business functions.

#### Assistant Sales Manager (Technical)

Assist Sales Manager in selling products and managing sales team. Implement and operate sales strategies to achieve targets.

#### Construction Engineer

Utilize extensive experience in project management, design and construction management of building construction and civil work.

#### Construction Manager

Responsible for overall Construction project work. Manage and monitor construction's costs, quality and timeline.

#### Design Engineer

In charge of product design and engineering specifications of customers and suppliers. Handle all engineering issues and be responsible for new product design.

#### Director / General Manager (Technical)

In charge of overall management in terms of company's business growth, sales management, operations and all support functions.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Electrical Engineer	50,000.00	60,000.00	50,000.00	100,000.00	70,000.00	120,000.00
Engineer	50,000.00	70,000.00	70,000.00	200,000.00	70,000.00	200,000.00
Engineer (Mechanical / Chemical / QA / AC)	50,000.00	70,000.00	100,000.00	150,000.00	100,000.00	150,000.00
Engineering Manager	50,000.00	70,000.00	70,000.00	200,000.00	100,000.00	200,000.00
Environmental Engineer	-	-	50,000.00	50,000.00	-	-
Facility Engineer	50,000.00	60,000.00	60,000.00	160,000.00	60,000.00	200,000.00
Factory Manager	-	-	100,000.00	160,000.00	100,000.00	250,000.00
IT Security Analyst / Engineer	-	-	50,000.00	50,000.00	-	-
Maintenance Chief / Manager	-	-	80,000.00	120,000.00	100,000.00	150,000.00
Maintenance Engineer	50,000.00	65,000.00	70,000.00	100,000.00	90,000.00	180,000.00
Material Engineer	-	-	150,000.00	200,000.00	150,000.00	200,000.00
Mechanical Engineer	-	-	70,000.00	100,000.00	-	-

#### Electrical Engineer

Plan a preventive maintenance plan for electrical machinery and equipment. Monitor electrical power supply system. Analyze and solve any problem in case of machine breakdowns.

#### Engineer

Initiate and modify process flow to maximize process capability. Solve any quality related problems as well as maintain quality system under quality policy and organizational objectives.

#### Engineer (Mechanical / Chemical / QA / AC)

Initiate and modify process flow to maximize process capability. Solve quality related challenges and maintain quality systems and organizational objectives.

#### Engineering Manager

Manage, control and supervise team to achieve company goals. Modify, create and improve production capabilities. Organize, analyze and perform professional engineering work in the line.

#### Environmental Engineer

Prepare environmental risk assessment. Control and monitor water treatment systems and other related areas. Be a coordinator or auditor in Environmental Management System.

#### Facility Engineer

Oversee operation of all maintenance works for office building, test building, and other facility systems in the company, such as electrical system, air conditioning and ventilation system (Plumbing system, Sanitary system, Cooling water system, Chilled water system).

#### Factory Manager

Manage, monitor and supervise production team to achieve the set goals. Work coordinately with other departments to support the production process.

#### IT Security Analyst / Engineer

In charge of Information Security Management function. Responsible for design, implementation, operation and maintenance of the Information Security Management System. Perform a suitable information security awareness and security risk assessment. Get involved in compliance monitoring and improvement activities to ensure compliance with internal security policies.

#### Maintenance Chief / Manager

Oversee installation and maintenance of machines and facility systems. Supervise engineers and technicians in all aspect of their jobs. Plan and implement Preventive Maintenance program.

#### Maintenance Engineer

Support and maintain the good condition of factory utility, facility systems and machines, also perform activities as planned by Plant Manager.

#### Material Engineer

Optimize the administration of materials and finished products by coordinating activities, such as materials planning & supply, inventory control, and logistics, to achieve the organizational strategic objectives.

#### Mechanical Engineer

Plan the preventive maintenance program for machines and equipment. Monitor electrical power supply system. Analyze and solve machine breakdown problems.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Plant Manager	-	-	70,000.00	120,000.00	70,000.00	150,000.00
Production Engineer	-	-	50,000.00	70,000.00	60,000.00	100,000.00
Production Manager	-	-	50,000.00	120,000.00	60,000.00	200,000.00
Project Manager	-	-	50,000.00	50,000.00	80,000.00	100,000.00
Project Manager – Manufacturing	-	-	75,000.00	150,000.00	75,000.00	150,000.00
Purchasing / Buyer / Procurement Engineer	-	-	50,000.00	70,000.00	70,000.00	150,000.00
Sales Engineer	50,000.00	70,000.00	70,000.00	100,000.00	70,000.00	150,000.00
Sales Manager (Technical)	-	-	50,000.00	80,000.00	70,000.00	145,000.00
Service Manager	-	-	70,000.00	120,000.00	100,000.00	120,000.00
System Engineer	50,000.00	80,000.00	53,000.00	150,000.00	75,000.00	150,000.00
Technical Consultant	50,000.00	70,000.00	50,000.00	170,000.00	80,000.00	200,000.00
Technical Service Manager	-	-	50,000.00	70,000.00	50,000.00	100,000.00

Engineering

### Plant Manager

Responsible for all aspects in manufacturing area, including production, safety, quality, cost management, supply chain, and customer service.

### Production Engineer

Plan and control overall production process to ensure customer's standards, i.e. quality, cost and delivery, are met.

### Production Manager

Plan and monitor daily production volumes based on cycle times and availability. Control production and process to ensure customer needs are met.

### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

### Project Manager – Manufacturing

Manage manufacturing engineers, schedules and budgets related to the design, integration and maintenance of manufacturing equipment and systems. This includes approving and overseeing the design and implementation process, as well as ensuring work is completed in the required time frame and budget requirements. Also, ensure that the equipment and systems adhere to safety requirements, as well as local, state and federal industry regulations.

### Purchasing / Buyer / Procurement Engineer

Source and create suppliers list with competitive price, quality, service and delivery dependability. Manage procurement of raw materials to be in line with production process.

### Sales Engineer

Demonstrate usefulness of products or services to customers. Seek new customers and maintain good relationships with existing customers.

### Sales Manager (Technical)

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with marketing team to implement the marketing program.

### Service Manager

Manage overall functions in the customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer expectations.

### System Engineer

Analyze, design and provide configuration of server systems to clients.

### Technical Consultant

Understand technical aspects of all products and solutions of the company. Design, deploy and perform on-going administration and troubleshooting of the systems.

### Technical Service Manager

Oversee installation, setting up, testing and commissioning of products. Manage preventive maintenance and calibration plan. Provide solutions to customers where appropriate.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
 Finance						
Finance & Accounting Manager	-	-	70,000.00	120,000.00	80,000.00	150,000.00
Finance Manager	-	-	-	-	80,000.00	120,000.00
Financial Administrator / Officer	-	-	50,000.00	60,000.00	60,000.00	100,000.00
 Food & Beverage						
Chef	-	-	60,000.00	100,000.00	60,000.00	100,000.00
 Human Resources						
Assistant Human Resources Manager	-	-	60,000.00	140,000.00	60,000.00	140,000.00
Human Resources Manager	50,000.00	50,000.00	50,000.00	70,000.00	80,000.00	150,000.00
Senior Human Resources Manager	-	-	-	-	80,000.00	150,000.00
 Information Technology						
Assistant IT Manager	-	-	-	-	60,000.00	150,000.00

### Finance & Accounting Manager

Manage financial and accounting functions. Manage and monitor finance and Accounting team. Responsible for company's financial and accounting functions and data processing, including financial management and cost accounting.

### Finance Manager

Set up accounting systems and be responsible for financial and accounting matters. Provide timely and accurate reportings. Oversee, review and maintain effective financial management systems and internal controls. Handle cash flow projection and management. In charge of budgeting and variance analysis. Review key expenses, monitor inventory and recommend cost reduction programs.

### Financial Administrator / Officer

Perform administrative functions and provide support to related departments. Provide document support for related departments.

### Chef

Responsible for assigning work in the kitchen, preparing meals, cooking and delivering food in a timely fashion and kitchen inventory management. Monitor food cost and follow the budget established by the restaurant manager. Ensure safety and sanitation practices in the kitchen.

### Assistant Human Resources Manager

Manage, plan and develop HR strategies and HR functions for the expansion and development of the business. Assist HR Manager in managing all HR functions.

### Human Resources Manager

Develop and implement HR policies and procedures. Responsible for the overall HR function such as recruitment, compensation and benefits and performance evaluation. Provide overall supervision for HR department.

### Senior Human Resources Manager

Oversee all HR functions, including recruitment, compensation & benefits, organizational development, employee relations and talent management.

### Assistant IT Manager

Assign IT Staff daily jobs and check "to-do" lists. Provide training on all required theoretical and practical procedures. Troubleshoot and provide support under corporate standards. Document and archive all correspondence and retain a record of troubleshoot related matters. Follow up with suppliers' visits and maintenance. Develop and adapt any ideas that bring IT services to higher level. Assist existing/new units when it is required, with approval of IT Manager.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
CRM Consultant	45,000.00	45,000.00	50,000.00	50,000.00	50,000.00	70,000.00
Digital Content Editor / Content Creator / Social Media Content Editor	-	-	50,000.00	50,000.00	50,000.00	70,000.00
Digital Marketing Manager	-	-	-	-	60,000.00	120,000.00
Help-Desk Support	50,000.00	50,000.00	50,000.00	70,000.00	-	-
Industrial Business Analyst	-	-	80,000.00	110,000.00	-	-
IT Application Support	50,000.00	70,000.00	50,000.00	100,000.00	-	-
IT Director	-	-	-	-	70,000.00	100,000.00
IT Manager	-	-	80,000.00	120,000.00	100,000.00	150,000.00
IT Security Manager	-	-	70,000.00	120,000.00	70,000.00	120,000.00
IT Support	-	-	60,000.00	80,000.00	-	-
Product Manager (IT)	-	-	50,000.00	50,000.00	-	-
Programmer	50,000.00	70,000.00	65,000.00	100,000.00	50,000.00	120,000.00

### CRM Consultant

Provide consultation and advice to clients regarding Customer Relationship Management (CRM) application package.

### Digital Content Editor / Content Creator / Social Media Content Editor

Prior experience as a copy editor or production editor within an online environment. Write copy and generate original ideas for content for email newsletters, websites, and social media sites. Solid understanding of IT technologies and some knowledge of Content Management Systems (CMS). Previous experience in using HTML and Photoshop and some knowledge of basic web development.

### Digital Marketing Manager

Oversee online marketing efforts and create articles and contents for clients. Manage online marketing team.

### Help-Desk Support

Answer, resolve and/or escalate all calls routed through the Groups Help Desk system. Provide courteous service to all Group IT customers via telephone whilst ensuring that all company standards are adhered to. Provide day-to-day operational support and on call support when required for IT users on a group site or remote sites within a region, covering hardware, software and local and wide area network.

### Industrial Business Analyst

Review, modify and recommend business requirements to be applied to company databases and system applications.

### IT Application Support

Provide support to end users about how to use various types of software programs efficiently and effectively in fulfilling business objectives. This includes troubleshooting applications and software for all internal customers, such as operations, development and other business units. Assist in the design, delivery and improvement of in-house software applications training programs and related courseware.

### IT Director

Manage and implement company's IT operational systems. Set and run software and hardware strategy in order to gain a competitive advantage for the company.

### IT Manager

Develop strategic plan for IT department. Oversee IT projects, such as IT budgets, standards procedures and overall IT performance. Coordinate between vendors, IT department and all users. Review the adequacy and allocation of IT resources in terms of funding, personnel, equipment and service levels.

### IT Security Manager

Manage the implementation of corporate policies, programs, and procedures to cost-effectively protect information systems assets from intentional or inadvertent modification, disclosure or destruction. Develop, maintain, publish, and enforce corporate information security standards and guidelines encompassing data and intellectual security.

### IT Support

Maintain, monitor and perform IT troubleshooting for end users.

### Product Manager (IT)

Oversee planning, strategic marketing, system implementation of activities and budget allocation for assigned products.

### Programmer

Responsible for developing and designing applications and Coding. Deal with technical issues related to developments.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Project Manager	-	-	70,000.00	120,000.00	100,000.00	130,000.00
Sales IT	50,000.00	55,000.00	50,000.00	150,000.00	75,000.00	150,000.00
SAP Consultant	-	-	70,000.00	100,000.00	-	-
Senior Project Manager	-	-	65,000.00	115,000.00	-	-
System Consultant Manager	50,000.00	50,000.00	70,000.00	100,000.00	80,000.00	150,000.00
System Engineer	50,000.00	80,000.00	53,000.00	150,000.00	75,000.00	150,000.00
Web Designer	50,000.00	50,000.00	50,000.00	70,000.00	50,000.00	80,000.00
 Insurance						
Administrative Manager	50,000.00	70,000.00	50,000.00	100,000.00	70,000.00	120,000.00
Claim Officer	-	-	50,000.00	60,000.00	-	-
 Legal/Compliance						
Company Secretary	-	-	65,000.00	70,000.00	-	-

### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

### Sales IT

Get involved in supporting pre-sales activities by giving detailed information about technical specifications and the ways in which they could meet customer needs, including demonstrate product's features before selling. Provide technical support, which follows the sales, may include problems solving or maximizing the use of software features, as well as advising on appropriate user training.

### SAP Consultant

Provide functional or technical advice on the implementation of SAP. Must have business process and IT knowledge.

### Senior Project Manager

Plan and execute capital investment projects in order to expand production capacity, improve process efficiency, improve product quality and maintain compliance with all legal and SHEQ requirements.

### System Consultant Manager

Responsible for Post-Sales based on customer requirements.

### System Engineer

Analyze, design and provide configuration of server systems to clients.

### Web Designer

Design and develop website contents by using multimedia tools.

### Administrative Manager

Provide general administrative support to all departments. Oversee supplier contract management. Coordinate and maintain company's documents and office properties.

### Claim Officer

Investigate at the scene of an accident. Evaluate a policy holder's claim against the amount of damage done. Look at police reports and interview witnesses. Determine the claim amount and pay it to the policy holder.

### Company Secretary

Ensure that company complies with standard financial and legal practice and maintains standards of corporate governance. Act as a point of communication between the board of directors and company shareholders. Prepare company procedures and developments reports in a timely and accurate manner.

## Japanese Native Speaking Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Compliance Officer	-	-	60,000.00	100,000.00	65,000.00	100,000.00
Legal Manager	-	-	80,000.00	100,000.00	-	-

### Marketing / PR

Business Development Executive / Officer	-	-	50,000.00	100,000.00	70,000.00	100,000.00
Business Development Manager / Specialist	-	-	50,000.00	80,000.00	100,000.00	250,000.00
Editor	50,000.00	50,000.00	60,000.00	80,000.00	60,000.00	80,000.00
Marketing Coordinator / Assistant	-	-	50,000.00	65,000.00	-	-
Marketing Director	-	-	-	-	70,000.00	150,000.00
Marketing Executive / Officer	50,000.00	70,000.00	70,000.00	90,000.00	80,000.00	100,000.00
Marketing Manager	-	-	100,000.00	150,000.00	100,000.00	150,000.00
Project Manager	-	-	70,000.00	200,000.00	100,000.00	200,000.00
Relationship Manager	-	-	40,000.00	60,000.00	-	-

#### Compliance Officer

Monitor and ensure all business units comply with Bank & BOT regulations.

#### Legal Manager

Draft and review contracts, agreements, corporate documentation (including notice and minutes of board of directors meeting and shareholders meeting) of the public company and limited company.

#### Business Development Executive / Officer

Develop and implement sales strategy, market mapping and market analytics. Building trust-based, sustainable client relationships.

#### Business Development Manager / Specialist

Conduct market and technology research. Set strategies, analyze and develop distribution channels. Handle new service / channels development planning and management.

#### Editor

Prepare, rewrite and edit copy to improve readability. Read copy or proof to detect and correct errors in spelling, punctuation, and syntax. Allocate print space for story text, photos and illustrations according to space parameters and copy significance, using knowledge of layout principles. Develop story or content ideas, considering reader or audience appeal. Oversee publication production, including artwork, layout, computer typesetting, and printing, ensuring adherence to deadlines and budget requirements.

#### Marketing Coordinator / Assistant

Assist, support and provide back up to Marketing Manager in terms of marketing, media and CRM and events, production and PR activities.

#### Marketing Director

Manage overall marketing functions, including strategic planning, corporate communications and business development. Develop, analyze, implement and measure strategic marketing plan, market potential and profitability. Create brand equity and ensure effective brand positioning, brand awareness, and product launching. Engage with product teams on the launch and lifecycle management of products including development of key deliverables. Work closely with top management.

#### Marketing Executive / Officer

Create and execute marketing strategy. Conduct market survey and assist in updating information. Assist in creating marketing materials, coordinate among the specialist trainer and schedule for seminars. Develop brand awareness and communication. Support Technical and Sales Executive Team for seminars and PR events. Participate in marketing budget planning.

#### Marketing Manager

Manage and initiate marketing strategies of products or services. Responsible for press relations, develop marketing campaigns and deliver meaningful messages and visions of the company to consumers.

#### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

#### Relationship Manager

Expand business towards prospects and existing clients and prepare credit proposals. Develop and execute marketing plans.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Research & Development Officer	-	-	-	-	60,000.00	130,000.00
Senior Marketing Officer	-	-	-	-	60,000.00	80,000.00

### Purchasing / Procurement / Expenditure / Buyer / Merchandiser

Assistant Purchasing Manager	-	-	60,000.00	60,000.00	-	-
Project Manager	-	-	70,000.00	200,000.00	100,000.00	200,000.00
Purchasing / Buyer / Procurement Engineer	-	-	50,000.00	70,000.00	70,000.00	150,000.00
Purchasing Director (MNC)	-	-	-	-	100,000.00	170,000.00
Purchasing Officer	-	-	50,000.00	50,000.00	-	-

### Sales

Account Director	-	-	-	-	100,000.00	180,000.00
Account Executive	50,000.00	80,000.00	60,000.00	80,000.00	60,000.00	100,000.00
Account Manager	-	-	-	-	70,000.00	120,000.00

#### Research & Development Officer

Conduct research and develop new products or improve existing products. Perform information gathering, analysis, experiment, trial, and test runs.

#### Senior Marketing Officer

Control and manage Marketing team. Responsible for marketing activities that benefit company & its brands.

#### Assistant Purchasing Manager

Provide technical support to the purchasing process. Assign department staff with specific responsibility for processing bid and purchasing related documents and materials. Respond to related inquiries and maintain vendor/source information and inventories.

#### Project Manager

Oversee projects and in charge of budgets controlling, work plans and all project management procedures.

#### Purchasing / Buyer / Procurement Engineer

Source and create suppliers list with competitive price, quality, service and delivery dependability. Manage procurement of raw materials to be in line with production process.

#### Purchasing Director (MNC)

Create and implement a strategic procurement vision which will add value across the business and generate bottom line savings.

#### Purchasing Officer

Prepare Purchase Orders and liaise between suppliers and related departments. Perform buying duties when necessary. Review Requisition Orders in order to verify accuracy, terminology and specifications. Prepare, maintain and review purchasing files, reports and price lists. Handle other related tasks or clerical duties as assigned.

#### Account Director

Responsible for growth, management, retention, and satisfaction of a portfolio of key accounts. Demonstrate marketing ability to lead clients strategically and tactically. Provide engagement leadership and develop strong relationships with key client contacts. Motivate, lead, and manage internal teams to develop and manage interactive marketing programs that meet clients' business objectives.

#### Account Executive

Maintain existing clients and bring in new clients. Build a strong relationship with concerned parties. Manage and execute sales plan as set target.

#### Account Manager

In charge of specific accounts/group accounts related to each sales team & business functions.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Assistant Branch Manager	-	-	50,000.00	90,000.00	80,000.00	150,000.00
Assistant Sales Manager	-	-	50,000.00	80,000.00	80,000.00	90,000.00
Business Development Executive / Officer	-	-	50,000.00	100,000.00	70,000.00	100,000.00
Business Development Manager / Specialist	-	-	50,000.00	80,000.00	100,000.00	250,000.00
Customer Service Executive (Coordinator / Order Administrator)	40,000.00	50,000.00	50,000.00	70,000.00	55,000.00	150,000.00
Operations Manager	-	-	50,000.00	100,000.00	50,000.00	110,000.00
Pre-Sales Consultant	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	70,000.00
Sales & Marketing Executive	50,000.00	50,000.00	50,000.00	70,000.00	50,000.00	80,000.00
Sales & Marketing Manager	-	-	80,000.00	150,000.00	80,000.00	150,000.00
Sales Administrative Assistant	-	-	50,000.00	80,000.00	-	-
Sales Administrator / Sales Support	50,000.00	50,000.00	50,000.00	80,000.00	70,000.00	80,000.00
Sales Coordinator (General)	50,000.00	50,000.00	60,000.00	100,000.00	60,000.00	120,000.00

### Assistant Branch Manager

Supervise day to day operations of the branch. Assign work and direct staff to ensure an adequate service is provided to members at all times. Support quality/service and sales activities, including marketing input, sales results, quality and service.

### Assistant Sales Manager

Develop and implement sales strategies. Provide close supervision of team to achieve sales targets. Monitor target in terms of annual sales figures and provide support by boosting your sales team confidence and motivation.

### Business Development Executive / Officer

Develop and implement sales strategy, market mapping and market analytics. Building trust-based, sustainable client relationships.

### Business Development Manager / Specialist

Conduct market and technology research. Set strategies, analyze and develop distribution channels. Handle new service / channels development planning and management.

### Customer Service Executive (Coordinator / Order Administrator)

Assist Department Manager in customer service functions, including receiving and processing sales orders, delivery tracking and monitoring, communicating and updating customers, preparing job orders, coordinating with operations departments, preparing reports, handling complaints and dealing with related documentation tasks.

### Operations Manager

Manage and supervise operations team to achieve company's objectives. Manage projects to improve or expand project to increase process capability and efficiency. Coordinate with other functions in any related activities.

### Pre-Sales Consultant

Assist sales team by providing technical support and demonstrating products in order to deliver the best solutions to clients.

### Sales & Marketing Executive

Manage organization's sales and marketing activities. Plan, coordinate and implement marketing programs to identify and acquire new customers. Ensure that sales and marketing objectives align with overall company goals. Work with major customer accounts and oversee the creation of sales collateral. Build and maintain relationships with outside vendors, partners and distributors.

### Sales & Marketing Manager

Train and supervise sales staff as well as establish territories and goals for sales teams. Review the market, help them to determine customer needs, sales volume potential and pricing schedules that will help them achieve company set goals.

### Sales Administrative Assistant

Provide administrative support to Sales department and work coordinately with clients and other related departments.

### Sales Administrator / Sales Support

Handle all documentation and paperwork. Liaise and coordinate with production and related departments. Support sales for any administrative related function.

### Sales Coordinator (General)

Provide support to Sales team. Handle related document and process sales orders on a daily basis. Work coordinately with clients during sales process. Prepare sales reports related to stock provision and stock reconciliations.

## Japanese Native Speaking Positions

**Adecco**  
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Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Sales Coordinator (Technical)	50,000.00	60,000.00	80,000.00	100,000.00	-	-
Sales Director	-	-	-	-	150,000.00	250,000.00
Sales Engineer	50,000.00	70,000.00	80,000.00	100,000.00	70,000.00	150,000.00
Sales Executive / Officer	50,000.00	80,000.00	80,000.00	120,000.00	80,000.00	150,000.00
Sales IT	50,000.00	55,000.00	50,000.00	150,000.00	75,000.00	150,000.00
Sales Manager	-	-	80,000.00	120,000.00	80,000.00	150,000.00
Sales Manager (IT)	-	-	50,000.00	120,000.00	70,000.00	150,000.00
Sales Manager (Technical)	-	-	50,000.00	80,000.00	70,000.00	145,000.00
Senior Sales Engineer	-	-	-	-	60,000.00	100,000.00
Senior Sales Executive	50,000.00	70,000.00	70,000.00	150,000.00	80,000.00	150,000.00
Senior Sales Manager	-	-	-	-	90,000.00	150,000.00
Store / Shop Manager	50,000.00	50,000.00	50,000.00	60,000.00	50,000.00	90,000.00

### Sales Coordinator (Technical)

Provide support to Sales team. Handle related document and process sales orders on a daily basis. Work coordinately with clients during sales process. Prepare sales reports related to stock provision and stock reconciliations.

### Sales Director

Manage overall sales channels and ensure the achievement of the defined sales targets and revenue. Analyze sales strategy and conduct marketing opportunity analysis to determine business growth.

### Sales Engineer

Demonstrate usefulness of products or services to customers. Seek new customers and maintain good relationships with existing customers.

### Sales Executive / Officer

Initiate and establish new accounts and maintain good relationships with existing customers with high level of customer satisfaction. Provide support for all sales processes. Coordinate and follow up with relevant parties to ensure that sales objectives and targets are achieved.

### Sales IT

Get involved in supporting pre-sales activities by giving detailed information about technical specifications and the ways in which they could meet customer needs, including demonstrate product's features before selling. Provide technical support, which follows the sales, may include problems solving or maximizing the use of software features, as well as advising on appropriate user training.

### Sales Manager

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with Marketing team to implement the marketing program.

### Sales Manager (IT)

Achieve sales over target. Responsible for product selling. Implement field force strategic planner and Business environment training. Work coordinately with Marketing team to implement the marketing programs.

### Sales Manager (Technical)

Achieve sales over target. Responsible for product selling. Implement field force strategic planner, targets and schemes for incentive setting and Business environment training. Work coordinately with marketing team to implement the marketing program.

### Senior Sales Engineer

Establish and sell products to new accounts within assigned markets/territory. Prepare and review proposals, tenders, quotations to prospective customers. Negotiate with customers within the specified guidelines.

### Senior Sales Executive

Explore, identify and develop business opportunities. Build up market strategies to achieve corporate goals and objectives. Work coordinately with business partners on business related information, including needs analysis, product information and technical specifications. Develop and implement sales strategies and plans. Build and maintain good relationships with business partners. Need to travel upcountry occasionally.

### Senior Sales Manager

Develop and execute sales and marketing strategy and planning. Gather and analyze market information to expand business opportunity. Ensure budget and target are met.

### Store / Shop Manager

Oversee sales related matters. Recruit and train staff. Maintain Health and Safety in workplace. Set and manage security policies. Propose and implement promotions and special offers. Develop marketing strategies and do merchandising. Maintain the budgets and expenditure. Keep abreast of stocks and merchandise levels.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Store / Shop Staff	-	-	50,000.00	70,000.00	-	-
Technical Consultant	50,000.00	70,000.00	50,000.00	170,000.00	-	-

### Supply Chain / Logistics

Import & Export Officer / Coordinator	50,000.00	70,000.00	50,000.00	80,000.00	50,000.00	80,000.00
Logistic / Supply Chain & Warehouse Manager (Manufacturing)	-	-	60,000.00	120,000.00	70,000.00	130,000.00
Logistic Manager	-	-	-	-	80,000.00	100,000.00
Production Planner	50,000.00	60,000.00	50,000.00	120,000.00	70,000.00	150,000.00
Supply Chain Manager	-	-	80,000.00	100,000.00	80,000.00	120,000.00
Warehouse Manager	50,000.00	50,000.00	70,000.00	120,000.00	70,000.00	150,000.00

### Technical / Manufacturing

Assistant Purchasing Manager (Technical)	-	-	60,000.00	120,000.00	80,000.00	120,000.00
Factory Manager	-	-	100,000.00	160,000.00	100,000.00	250,000.00

#### Store / Shop Staff

Assist customers in an enthusiastic and courteous manner. Advise and assist customers with their choices of product for themselves and for gifts. Accurately complete sales using POS system according to established procedures. Stock and clean shop floor for the best sales appearance and ease of use for the customer. Assist with merchandising efforts, displays, and floor moves as needed. Assist with community/marketing events. Maintain a clean and safe workplace.

#### Technical Consultant

Understand technical aspects of all products and solutions of the company. Design, deploy and perform on-going administration and troubleshooting of the systems.

#### Import & Export Officer / Coordinator

Responsible for import & export procedures and coordinate between internal production, shipping agents and customers for documents and delivery.

#### Logistic / Supply Chain & Warehouse Manager (Manufacturing)

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

#### Logistic Manager

Control and manage Logistics team.

#### Production Planner

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

#### Supply Chain Manager

Manage flow of finished goods for the whole Commercial Unit to optimize inventory for Commercial and distribution centers. Establish monthly forecasts in order to define quantities to be purchased.

#### Warehouse Manager

Manage and control inventory to ensure production continuity and materials do not run out of stock. Inspect material received and report any issue. In charge of inventory control of all warehouse stock and verify all document related to warehouse stock system.

#### Assistant Purchasing Manager (Technical)

Provide technical support to the purchasing process and assign staff with specific responsibility for processing bid and purchasing related documents and materials. Respond to related inquiries and maintain vendor/source information and inventories.

#### Factory Manager

Manage, monitor and supervise production team to achieve the set goals. Work coordinately with other departments to support the production process.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Operations Manager	-	-	50,000.00	100,000.00	50,000.00	110,000.00
Plant Engineer	-	-	50,000.00	75,000.00	70,000.00	185,000.00
Plant Manager	-	-	70,000.00	120,000.00	70,000.00	150,000.00
Product Development Officer / Staff	-	-	80,000.00	100,000.00	-	-
Production Engineer	-	-	50,000.00	70,000.00	60,000.00	100,000.00
Production Manager	-	-	50,000.00	120,000.00	60,000.00	200,000.00
Production Planner	50,000.00	60,000.00	50,000.00	120,000.00	70,000.00	150,000.00
Production Supervisor / Chief	-	-	60,000.00	80,000.00	60,000.00	100,000.00
QA / QC Engineer	-	-	50,000.00	200,000.00	-	-
Quality Manager	-	-	60,000.00	135,000.00	60,000.00	150,000.00
Senior Product Manager	-	-	70,000.00	120,000.00	-	-
Technical Consultant	50,000.00	70,000.00	50,000.00	170,000.00	60,000.00	190,000.00

Technical / Manufacturing

#### Operations Manager

Manage and supervise operations team to achieve company's objectives. Manage projects to improve or expand project to increase process capability and efficiency. Coordinate with other functions in any related activities.

#### Plant Engineer

Initiate and modify process flow to maximize process capability. Solve a quality related problems as well as maintain a quality system toward quality policy and organizational objectives.

#### Plant Manager

Responsible for all aspects in manufacturing area, including production, safety, quality, cost management, supply chain, and customer service.

#### Product Development Officer / Staff

Assist in managing the product development process from the concept phase to the post-launch analysis phase. Oversee coordination of concept art and samples creation, secure approvals during the process and finalizing all product and packaging prior to launch. Ensure the accuracy of product and packaging samples and seek required approvals.

#### Production Engineer

Plan and control overall production process to ensure customer's standards, i.e. quality, cost and delivery, are met.

#### Production Manager

Plan and monitor daily production volumes based on cycle times and availability. Control production and process to ensure customer needs are met.

#### Production Planner

In charge of production planning, scheduling and material control. Ensure the availability of materials to meet production processing plans.

#### Production Supervisor / Chief

Supervise production team to achieve company goal. Coordinate with other departments to support production line.

#### QA / QC Engineer

Solve quality related problems and maintain quality system toward quality policy and organization's objective.

#### Quality Manager

Manage, implement and maintain factory's quality management system.

#### Senior Product Manager

In charge of strategic marketing planning, activities implementation and budget allocation for the assigned products.

#### Technical Consultant

Understand technical aspects of all products and solutions of the company. Design, deploy and perform on-going administration and troubleshooting of the systems.

## Japanese Native Speaking Positions

**Adecco**  
Thailand Salary Guide 2019

Job Position	New Graduate		Exp. 1-5 years		Exp. 5 years and up	
	Min (฿)	Max (฿)	Min (฿)	Max (฿)	Min (฿)	Max (฿)
Technical Service Manager	-	-	50,000.00	50,000.00	-	-
Technician	-	-	50,000.00	50,000.00	-	-
<b>Others</b>						
Newspaper Journalist	-	-	50,000.00	50,000.00	-	-

## Executive Positions

Job Position	Min (฿)	Max (฿)
Country Manager	80,000.00	250,000.00
Director / General Manager	100,000.00	300,000.00
General Manager	100,000.00	250,000.00
Managing Director	180,000.00	300,000.00

### Technical Service Manager

Oversee installation, setting up, testing and commissioning of products. Manage preventive maintenance and calibration plan. Provide solutions to customers where appropriate.

### Technician

Ensure high quality products is made with efficient, accurate, safe and on time process. Utilize manufacturing equipment and in-process instrumentation to manufacture products in accordance to current manufacturing standard, company policy and safety regulations.

### Newspaper Journalist

Conduct research and write stories for national, regional and local press. Report general news, politics, sports, arts and culture, science and business. Cover national and local events, entertainment and human interest stories. Interview people in a range of different circumstances. Attend press conferences and ask related questions. Produce a concise and accurate copy according to the newspaper's house style, and strict deadlines. Able to 'live' online reporting or real-time blogging when covering important events.

### Country Manager

Ensure office's operations align with the organization's mission, strategic objectives and policies. Manage staff, oversee projects and sales, ensure the organization follows local laws and regulations. Liaise with management at the main office and provide reports on activities. Ensure proper financial controls are in place and represent the organization at meetings.

### Director / General Manager

Oversee general management of new company investments in Thailand. Besides sales management, oversee and handle all administrative and accounting related duties. Identify business opportunities which are in line with corporate objectives. Develop and implement marketing plan.

### General Manager

Oversee general management of new company investments in Thailand. Besides sales management, oversee and handle all administrative and accounting related duties.

### Managing Director

Set company culture and develop strategies and directions for the company. Be the leader of executive/senior management team (oversee also hiring and firing). In charge of financial and resources management.

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# Adecco Offices in Thailand

## Corporate Office

### Adecco Consulting Limited

Central Plaza Chaengwattana (Tower Office) Unit No.2005-2008, 20th Floor  
99/9 Moo 2 Chaengwattana Road Bangtarad Parkret Nonthaburi 11120  
Tel: 02-832-3399 Fax: 02-832-3300

## Talent Recruitment Center

### Bangkok hub

#### Adecco Recruitment Thailand Limited

388 S.P. Building, 11th Floor, Zone A, Samsennai, Phayathai, Bangkok 10400  
Tel: 02-121-3555 Fax: 02-121-3544

### Industrial hub

#### Adecco Eastern Seaboard Recruitment Limited

190/25 Habor Pattaya Building, Unit 10R09, 10th Floor, Moo 9, Tambol Nongprue, Amphur Banglamung, Chonburi 20150  
Tel: 038-199-339 Fax: 038-199-334

## Employment Staffing

### Adecco Phaholyothin Limited

388 S.P. Building, 11th Floor, Zone A, Samsennai, Phayathai, Bangkok 10400  
Tel: 02-121-3555 Fax: 02-121-3544

### Adecco Praram 4 Recruitment Limited

990 Abdulrahim Place, 9th Floor, Unit 904, Rama IV Road, Silom, Bangrak, Bangkok 10500  
Tel: 02-636-1950 Fax: 02-636-1949

### Adecco New Petchburi Recruitment Limited

2034/60, 63-64 Italthai Tower, 12Ath Floor  
New Petchburi Road, Bangkokpi  
Huay Kwang, Bangkok 10310  
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