

Vietnam

Salary Guide 2022





PERSOLKELLY is a joint venture established in 2016 between PERSOL HOLDINGS (previously Temp Holdings) and Kelly Services to cater to the rising workforce employment needs of the emerging Asia Pacific market. We are one of the largest workforce solutions providers in the region, spanning over 45 offices across 13 markets, including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

Our reach, scope, and scale of operations have set the industry standards for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100TM companies for their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed after they acquired Kelly Services in April 2020.

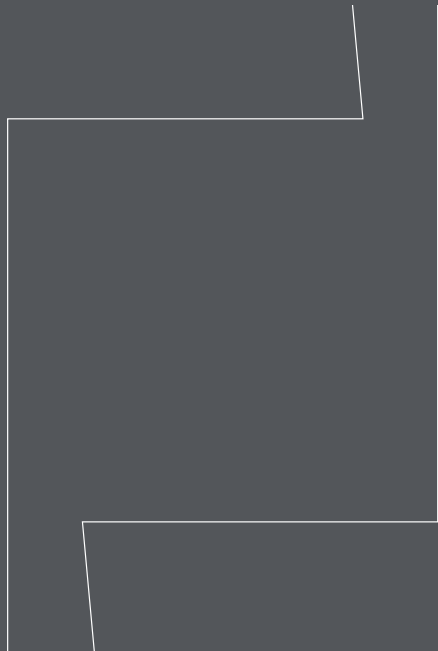
About PERSOLKELLY Vietnam

Founded more than 20 years ago, PERSOLKELLY Vietnam (formerly known as First Alliances) is one of the leading and largest HR agencies in Vietnam, with a growing team of more than 190 professional recruitment and HR consultants in Ho Chi Minh City and Hanoi. We provide end-to-end HR services with expertise in 10 different industries. We combine our expertise with human insights to provide strategic solutions for your HR needs to achieve more together.

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SALARIES

Methodology: Salary range figures included in our **PERSOLKELLY Vietnam Salary Guide 2022** are derived from the combination of data collected from our internal expert sources as well as latest data from recently placed Talents within our PERSOLKELLY Vietnam's system.

Our Services

Focusing on the important parts of your business, so you can move with confidence

As marketplaces turn increasingly global, so do the challenges faced by HR and business leaders. It has been our mission to keep up with these challenges, define and solve specific staffing needs, thereby allowing companies the time and freedom to focus on their core business.

We provide holistic and integrated end-to-end HR solutions, comprising of Permanent Recruitment, Temporary Staffing, Executive Search, Payroll Outsourcing, Recruitment Process Outsourcing, and Consulting.

PERSOLKELLY Vietnam specializes in Accounting, Banking, Finance & Insurance, Construction & Real Estate, Consumer Goods, Healthcare, HR & Administration, Hospitality, Industrial, IT & Telecommunication, Supply Chain. We are also one of the firsts to incorporate the Japan Desk – to also provide a one-stop hiring solution for our Japanese clients.



Executive Search & Selection



Temporary/Contract Staffing



Payroll Outsourcing



Recruitment Process Outsourcing



2021 The Launch Of Regional Talent Solutions (RTS)

The future of workforce is transforming in the world of technology, and the pandemic has accelerated the pace with remote work. Our expertise and presence across APAC will allow you to gain new insights to the right talent solution.

In meeting the Future of Work, we offer borderless customized solutions, leveraging on our capabilities as Regional Specialist in End-to-End HR Solutions. We want to partner you in your journey to build workforce solutions to meet your business needs.

We design and deliver workforce end-to-end solutions in 13 markets across APAC offering following services



Borderless Recruitment



Flexible Workforce Solution (FWS)



Global Professional Employer Organization (GPEO)



HR Advisory

Whatever the workforce challenges, we will handle it with care and commitment. Together, we'll help you achieve more.

Contact Us: TalentsSolution@persolkelly.com

Executive Overview



The Covid-19 pandemic has impacted the unemployment rate in Vietnam and it has caused a significant change of lifestyle among most Vietnamese as the people adapted to the new norm.



General Statistics Office of Vietnam also recorded a decline in month-on-month employment rate. The Unemployment Rate in Vietnam increased from 2.62% in the second quarter of 2021 to 3.72% in the third quarter of 2021¹.

If the infection rate of Covid-19 could be contained by December 2021, Vietnam's GDP is expected to reach between 3.5% to 4% by the end of 2021². This forecast is 0.8% lower than the projection made by the World Bank Group in July 2021, right after the first outbreak in H1, as the World Bank Group has to take into account the fact that the ongoing Covid-19 pandemic has impacted the country's economic activity negatively.

If the latest forecast turns out to be accurate, Vietnam would fall short of its target growth rate for two consecutive years. This will affect the implementation of the overall development plan for the period of 2021 till 2025. In 2020, Vietnam recorded 2.92% of GDP growth due to the impact of Covid-19 pandemic.

The Delta variant of Covid-19 poses a threat to the global economy and the pandemic may last longer than expected.

While businesses acknowledge that this is an uphill battle, Vietnam companies are expected to re-accelerate their business operations.

Executive Overview

In this situation, businesses should equip themselves to manage both the vaccinated and unvaccinated employees better. For example, employers have taken up an active role in vaccinating their employees to help their organizations in achieving herd immunity sooner. Flexible work schedules have been implemented to ensure that at any point in time, only a maximum of 50% of vaccinated employees is allowed to work at the office. At the same time, employers are guided to implement procedures and protocols to safeguard the employees.

To thrive in the current business' environment, companies have to compete in hiring for the best Digital Marketing Talent as the demand for digital skillset is increasing.

In recent years, the demand for digitally equipped Talents with relevant skills is increasing because of digitization, and this has a significant impact on the job market. Organizations, particularly in the Asia Pacific region, have to quickly embark on the digital transformation journey to streamline operations and reach out to digital-savvy consumers. These developments are driving demand for next-generation sales professionals who can harness the power of analytics, digital tools and agile processes.



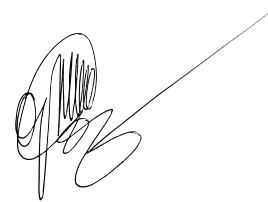
The demand for digitally equipped Talents with relevant skills is increasing because of digitization, and this has a significant impact on the job market

The Covid-19 disruption also has led these agile companies to take advantage of the rapidly evolving digital marketplace to generate demand from the reliable online platform so that they may engage with their target markets such as clients and end consumers. In order to generate sales from the digital marketplace, companies need to hire Talents who have expertise in Technology, Business Development, Digital Marketing or E-commerce³.

The unprecedented impact of the pandemic has clouded the economic outlook and employment market. However, we will continue to provide relevant insights on the overall salary

outlook so that it will help you in talent sourcing and strategizing for your HR needs to stay on top of the game.

We are here to help you and together we can manage the uncertainties better. Let's achieve more, together.



Cong Ong
General Director, PERSOLKELLY Vietnam
Head of Regional Business Group

¹ <https://tradingeconomics.com/vietnam/unemployment-rate>

² <https://en.vietnamplus.vn/vietnams-gdp-growth-may-reach-354-percent-in-2021-if-pandemic-well-controlled-in-september/208033.vnp>

³ <https://www.persolkelly.com.vn/2021-apac-workforce-insights>

SALARIES



Accounting

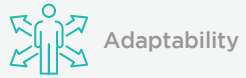
The 4th wave of the Covid-19 pandemic occurred from May to October 2021 and it caused a great turbulence in the job market for the Accounting and Corporate Finance industries. Many employees were affected negatively due to job insecurities, layoffs, rotating work schedules, reduced working hours, and pay cuts.

As the market opens up and adapts to the new normal, it is predicted that Accounting Firms will go through a higher turnover in the first quarter of 2022. There will be more vacancies for senior level positions in Corporate Finance after the Tet holiday.



Accounting

TOP 10 In-demand Skills



Adaptability



Industry Knowledge



Budgeting & Forecasting



Finance Transformation



Financial Reporting



Financial Analysis



Auditing



Taxation



Financial Accounting



Internal Controls

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

INTERNAL ACCOUNTING & FINANCE

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer	12-20	5,000	15,000
Finance Director	12-20	4,000	10,000
Financial Controller	10-15	4,000	10,000
Senior Finance Manager	N/A	N/A	N/A
Finance Manager	8-12	3,000	6,000
Financial Analyst	2-6	1,500	2,500
Internal Audit Director	10-20	5,000	9,000
Internal Audit Manager	6-12	3,000	6,000
Treasury Manager	6-12	2,000	4,000
Tax Manager	6-12	2,000	4,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

EXPERIENCE (YEARS)	MIN	MAX
12-20	5,000	13,000
12-20	4,000	10,000
10-14	2,500	5,000
10-14	3,000	4,000
8-12	2,000	3,500
2-6	800	2,000
N/A	N/A	N/A
5-8	1,500	3,000
N/A	N/A	N/A
N/A	N/A	N/A

Accounting



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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INTERNAL ACCOUNTING & FINANCE

Chief Accountant/Accounting Manager	6-12	2,000	4,500
Deputy Chief Accountant/ General Accountant	3-8	1,000	2,500
Accounts Receivable/Accounts Payable/ Accounting Executive	2-4	700	1,000

EXTERNAL FINANCIAL SERVICE*

Director Level (Local & Expat)	10-15	7,000	12,000
Director Level (Expat)	N/A	N/A	N/A
Director (Local)	N/A	N/A	N/A
Manager Level (Expat)	8-10	4,000	7,000
Manager Level (Local)	8-10	2,000	4,000
Assistant Manager Level (Expat)	5-8	2,500	4,500
Assistant Manager Level (Local)	5-8	1,000	2,000

MANAGEMENT CONSULTING SERVICE

Director	15-20	8,000	20,000
Manager	10-15	4,000	10,000
Senior Consultant	N/A	N/A	N/A
Consultant	5-7	2,000	6,000



EXPERIENCE (YEARS)	MIN	MAX
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INTERNAL ACCOUNTING & FINANCE

5-8	1,000	3,000
3-5	800	2,000
2-4	500	1,000

EXTERNAL FINANCIAL SERVICE*

N/A	N/A	N/A
8-12	7,000	15,000
8-12	4,000	6,000
8-10	2,500	6,000
8-10	1,500	5,000
5-8	2,000	3,500
5-8	1,000	1,500

MANAGEMENT CONSULTING SERVICE

15-20	10,000	20,000
10-15	4,000	10,000
7-10	2,000	4,000
5-7	800	2,000

* Including Audit, Accounting, Tax, Forensic, Risk Management Advisory Services

Salary Range (per month) – Unit: USD

Banking & Finance

Vietnam's banking landscape is set to accelerate digital transformation in 2022. The Covid-19 pandemic has led to a major change in customer behavior and the way customers work with banks. Digital platforms will most likely become the favored and predominant channel for banks and financial institutions. These banks and financial institutions will be actively hiring and opening up more positions as digital transformation is fully integrated into the business operations. The newly created roles include Sales and Marketing, Partnership and Business Development, IT, Risk Management, Legal Compliance and Human Resources for various levels of positions.

Transformation Heads, Risk Managers, Underwriters and Credit Policy Makers, Credit Analysts, Communications Specialists and Investor Relations Managers are examples of the highly sought-after roles for this year. Talents who improve their skill sets in Credit Analysis, Financial Accounting and Financial Reporting will be able to get the most out of the emerging job opportunities.

Besides these roles, companies are constantly managing the Covid-19 risk, therefore they are always looking out for Talents with these skill sets: Process Improvement Management, Strategic Planning, Problem Solving and Risk Management. These skills will help the companies manage the challenges that the pandemic may pose in the future.



Banking & Finance

TOP 10 In-demand Skills



Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

BANKING

BOARD OF MANAGEMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
CEO	10+	25,000	40,000
Deputy CEO	10+	15,000	30,000

FRONT OFFICE - RETAIL BANKING

Head of Retail Banking	10+	10,000	30,000
Branch Director/Manager	6-8	2,000	7,000
Transaction Manager	6-8	1,500	5,000
Regional Sales Director/Manager	10+	3,000	6,000
(Provincial) Retail Sales Manager	6-8	1,000	2,000
Retail Team Leader/Supervisor	5-7	1,000	1,500
Retail Senior Relationship Manager	3-5	800	1,500
Retail Relationship Manager	0-2	400	1,300

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	10+	15,000	30,000
	10+	10,000	15,000
	10+	8,000	15,000
	6-8	1,500	5,000
	6-8	1,500	2,000
	8-10	3,000	6,000
	6-8	1,200	2,000
	5-7	700	1,500
	3-5	600	1,000
	0-2	500	800

Banking & Finance



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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BANKING

FRONT OFFICE - CORPORATE BANKING			
Head of Corporate Banking	10+	10,000	30,000
Head of Sales	7-10	5,000	15,000
Regional Sales Director	8-10	2,500	10,000
Business Center Director	8-10	2,500	8,000
Senior Relationship Manager	4-8	2,000	8,000
Relationship Manager	2-5	1,000	5,000
Assistant Relationship Manager	0-2	600	1,200
OPERATION DEPARTMENT			
Operations Manager	7+	2,000	6,000
Senior Operations Officer	3-5	1,000	1,500
Operations Officer	2-3	500	1,000
CREDIT APPROVAL DEPARTMENT			
Head of Credit Approval	8+	4,000	10,000
Credit Manager	6+	2,500	6,000
Senior Credit Officer/Specialist	4-6	1,500	3,000
Credit Approval Officer	2-4	500	2,000



EXPERIENCE (YEARS)	MIN	MAX
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10+	10,000	15,000
7-10	4,000	7,000
8-10	2,500	6,000
8-10	2,500	6,000
4-8	1,500	5,000
2-5	800	3,500
0-2	600	800
7+	2,000	5,000
3-5	1,000	1,500
2-3	500	1,000
8+	4,000	8,000
6+	2,500	4,000
4-6	1,500	2,500
2-4	500	1,000

Banking & Finance

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

BANKING

RISK MANAGEMENT DEPARTMENT

Risk Management Director	8+	7,000	20,000
Risk Management Manager	4-8	2,500	7,000
Senior Risk Management Officer	3-5	1,500	2,500
Risk Management Officer	2-4	600	1,200

INTERNAL AUDIT DEPARTMENT

Internal Audit Director	10+	4,000	7,000
Internal Audit Manager	7-10	3,000	5,000
Internal Audit Specialist	5-7	1,500	2,500
Internal Audit Officer	2-5	600	1,300

COLLECTION DEPARTMENT

Head of Collection	6-10	4,000	8,000
Collection Manager	5-7	2,000	5,000
Collection Specialist/Officer	3-5	700	1,200

TREASURY DEPARTMENT

Head of Treasury	10+	10,000	20,000
Deputy Head of Treasury	8-10	6,000	12,000
Senior Treasury Sales	6-8	1,200	3,000
Treasury Officer	4-5	1,000	2,000
Head of Treasury (Local Bank)	N/A	N/A	N/A
Deputy Head of Treasury (Local bank)	N/A	N/A	N/A
Senior Treasury Sales (Foreign Bank)	N/A	N/A	N/A
Treasury Officer (Local bank)	N/A	N/A	N/A

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	8+	7,000	10,000
	4-8	2,000	4,000
	3-5	1,500	2,500
	2-4	600	1,200
	10+	4,000	6,000
	7-10	3,000	5,000
	5-7	1,300	2,500
	2-5	600	1,300
	6-10	3,000	8,000
	5-7	2,000	5,000
	3-5	600	1,200
	N/A	N/A	N/A
	N/A	N/A	N/A
	N/A	N/A	N/A
	N/A	N/A	N/A
	10+	7,000	10,000
	8-10	3,000	6,000
	6-8	1,200	3,000
	4-5	1,000	2,000

Banking & Finance

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

BANKING

TRANSACTION BANKING DEPARTMENT

Head of Transaction Banking	8+	4,000	12,000
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CONSUMER FINANCE

SALES DEPARTMENT

National Sales Director	8-10	5,000	8,000
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Regional Sales Manager	5-7	3,500	4,700
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District Sales Manager/Hub Manager	3-4	900	2,000
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RISK AND COLLECTION DEPARTMENT

Head of Collection	10-20	3,000	6,000
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Security Manager	5-7	1,700	2,500
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Field Collection Manager	5-7	1,700	3,000
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Underwriting Manager	5-7	1,700	2,500
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Anti-Fraud Manager	5-7	1,700	3,000
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QUALITY ASSURANCE DEPARTMENT

Head of Quality Assurance	8-15	3,000	5,000
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Project Manager	5-10	2,500	3,500
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OPERATION DEPARTMENT

Head of Telesales	10-20	3,500	5,000
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Operations Manager	5-10	2,500	3,500
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Call Center Manager	7-10	2,000	3,500
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Telesales Manager	5-7	2,000	3,500
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Customer Service Manager	5-7	2,000	3,500
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Hanoi



EXPERIENCE (YEARS)

MIN

MAX

N/A	N/A	N/A
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8-10	5,000	8,000
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5-7	3,500	4,700
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3-4	900	1,800
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7-10	3,000	5,000
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5-7	1,700	2,500
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5-7	1,700	2,500
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5-7	1,700	2,500
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5-7	1,700	2,500
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8-10	3,000	5,000
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5-7	2,200	3,300
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6-8	3,500	4,700
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5-7	2,200	3,300
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5-7	2,750	3,500
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4-6	2,200	3,300
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5-7	2,200	3,300
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Banking & Finance

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

FUND MANAGEMENT

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Investment Director	10-20	10,000	15,000
Senior Investment Manager	7-8	5,000	10,000
Investment Manager	5-7	3,000	5,000
Investment Officer	2-3	1,500	3,000
Investor Relation Officer	4-6	1,500	2,000
Head of Research	10-20	6,000	15,000
Senior Research Manager	5-10	3,500	8,000
Senior Research Analyst	3-7	2,000	3,000
Research Analyst	0-4	600	2,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Person In Charge	5+	2,000	4,000

SECURITIES

Head of Research	10+	5,000	10,000
Senior Research Manager	5-10	2,000	6,000
Senior Research Analyst	4-8	2,000	3,000
Research Analyst	0-4	600	2,000
Trading Manager	4-8	1,800	2,500
Regulatory Affairs Person in Charge	10+	2,000	4,000
Senior Investment Banking Manager	7+	3,000	7,500
Brokerage Branch Director	10+	2,500	4,000
Brokerage Branch Deputy Director	10+	2,000	3,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	10-15	8,000	12,000
	7-8	4,500	10,000
	5-7	3,000	5,000
	2-3	1,200	2,700
	4-6	1,500	2,000
	10-15	3,000	7,000
	5-8	2,500	5,000
	3-5	1,000	2,500
	0-4	500	1,000
	4-8	1,800	2,500
	5+	2,500	4,000

	10+	2,000	5,000
	5-10	1,500	4,000
	4-8	1,000	2,300
	0-4	600	1,000
	4-8	1,800	2,500
	10+	2,500	4,000
	7+	3,000	5,000
	10+	2,500	4,000
	10+	2,000	3,000

Banking & Finance

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

LIFE INSURANCE

BANCASSURANCE			
Head of Bancassurance	10-20	5,000	10,000
Senior Manager	7-15	2,500	6,000
Relationship Manager	5-7	800	2,000
Relationship Officer	1-3	500	800
AGENCY			
Agency Director	10-15	4,500	10,000
Senior Manager	7-10	2,500	4,000
Manager	5-7	1,500	3,000
Insurance Specialist/Officer	1-2	500	800
UNDERWRITING			
Head of Underwriting	10-15	2,500	4,500
Manager	7-10	2,000	3,000
Assistant Manager	5-7	1,500	2,000
Executive	3-5	1,000	1,500
CLAIM			
Head of Claim	10-15	2,500	3,500
Senior Manager	7-10	2,000	2,500
Manager	5-7	1,500	2,000
Assistant Manager	2-3	1,000	1,500

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	10-15	4,500	7,000
	7-10	2,500	4,000
	5-7	800	2,000
	1-3	500	800
	10-15	4,500	10,000
	7-10	2,500	4,000
	5-7	1,500	3,000
	1-2	500	800
	10-15	2,500	4,500
	7-10	2,000	3,000
	5-7	1,500	2,000
	3-5	1,000	1,500
	10-15	2,500	3,500
	7-10	2,000	2,500
	5-7	1,300	1,700
	2-3	1,000	1,500

Banking & Finance



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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LIFE INSURANCE

ACTUARIAL			
Chief Actuary	10-15	10,000	20,000
Senior Manager	7-10	5,000	8,000
Manager	5-7	4,000	5,000
Actuary Officer	2-3	1,500	2,500
PRODUCT			
Head of Product Management	10-15	6,000	10,000
Head of Product Solution	7-10	3,000	5,000



EXPERIENCE (YEARS)	MIN	MAX
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10-15	10,000	20,000
7-10	5,000	8,000
5-7	4,000	5,000
2-3	1,500	2,500
N/A	N/A	N/A
N/A	N/A	N/A

Banking & Finance



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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NON-LIFE INSURANCE

SALES & MARKETING			
Sales Director	10-15	2,500	5,000
Sales Manager	7-10	1,500	2,500
Deputy Sales Manager	7-10	1,000	2,000
Senior Sales Executive	3-5	800	1,500
Sales Executive	1-2	500	800
UNDERWRITING			
Head of Underwriting	10-15	2,500	4,000
Underwriting Manager	7-10	2,000	2,500
Assistant Underwriting Manager	5-7	1,000	1,500
Underwriting Executive	1-2	600	1,000
CLAIM			
Head of Claim	10-15	2,500	5,000
Manager	7-10	2,000	2,500
Assistant Manager	5-7	800	1,200
Claim Executive	1-2	500	800



EXPERIENCE (YEARS)	MIN	MAX
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10-15	2,500	5,000
7-10	1,500	2,500
7-10	1,200	1,700
3-5	800	1,500
1-2	500	800
10-15	2,500	4,000
7-10	2,000	2,700
5-7	1,000	1,600
1-2	600	1,000
10-15	2,500	3,500
7-10	2,000	2,500
5-7	800	1,200
1-2	600	800

Construction & Real Estate

The strict implementation of social distancing to curb the spread of Covid-19 has affected all levels of society, including the people in Ho Chi Minh City and Hanoi in Q3 of 2021. The revenue from Real Estate Sales and Leasing has dropped to the lowest point in the past five years. Customers no longer have confidence in developers as they are afraid that the developers may not be able to deliver the new projects on time.

Vietnam and many countries in the world are in favor of the idea of implementing the vaccine passport so that the countries can reopen the borders and improve the socioeconomic. With the reopening of borders, the Real Estate and Construction industry looks promising in 2022. Experts predict that there will be a surge in property transactions, but the prices may remain consistent for Residential and Commercial sectors. Many developers are heavily investing in developing Industrial Property, and they put in a lot of effort to acquire new projects in the provinces. With new projects underway, the demand for skilled labor employees is still high.



Construction & Real Estate

TOP 10 In-demand Skills



Project Management



Business Development



Strategic Planning



Authority Networking



Risk Management



Feasibility Studies



Cost Planning



Contract Management



Sales Planning



Problem-solving

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

REAL ESTATE DEVELOPMENT

EXECUTIVE			
General Director (Expat)	15+	15,000	30,000
General Director	15+	10,000	20,000
Deputy General Director - Project Management (Expat)	10+	8,000	15,000
Deputy General Director - Project Management	10+	7,000	10,000
Deputy General Director - Investment	10+	7,000	10,000
SALES & MARKETING			
Head of Sales & Marketing	10+	7,000	10,000
Sales Director	10+	4,000	7,000
Sales Manager	5+	2,000	3,500
Head of Commercial Leasing	10+	4,000	7,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	N/A	N/A	N/A
	15+	6,000	14,000
	10+	5,000	10,000
	10+	4,000	7,000
	10+	5,000	7,000
	10+	3,500	7,000
	10+	2,500	4,000
	5+	1,500	3,000
	10+	2,500	5,000

Construction & Real Estate

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

REAL ESTATE DEVELOPMENT

SALES & MARKETING			
Head of Industrial Leasing	10+	4,000	7,000
Retail Leasing Manager	5+	1,500	3,000
Industrial Leasing Manager	5+	2,000	3,000
Office Leasing Manager	5+	2,000	3,000
Customer Service/After Sales Director	10+	4,000	7,000
Customer Service/After Sales Manager	5+	2,000	3,000
Marketing Director	10+	5,000	7,000
Marketing Manager	5+	2,000	3,000
PR and Communications Manager	5+	2,000	3,000
PROJECT MANAGEMENT & DEVELOPMENT			
Project Director (Expat)	15+	10,000	15,000
Project Director	15+	4,000	7,000
Project Manager	10+	2,000	3,500
Government Affair Director	10+	7,000	10,000
General Affair Director	N/A	N/A	N/A
Project Development Director	10+	5,000	8,000
Project Development Manager	7+	3,000	6,000
Planning Manager	7+	2,500	3,500
Investment Director	10+	5,000	7,000
Investment Manager	7+	2,000	3,000
Investor Relations Manager	7+	3,000	4,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	N/A	N/A	N/A
	5+	1,500	2,500
	N/A	N/A	N/A
	5+	1,500	3,500
	N/A	N/A	N/A
	5+	1,300	2,500
	10+	2,500	6,000
	5+	2,000	3,000
	5+	1,500	3,000
	15+	5,000	10,000
	15+	3,000	7,000
	10+	2,000	4,000
	N/A	N/A	N/A
	10+	2,500	5,000
	N/A	N/A	N/A
	7+	2,000	3,500
	7+	2,000	3,000
	10+	3,500	8,000
	7+	2,000	4,000
	N/A	N/A	N/A

Construction & Real Estate



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT			
Asset Director	10+	5,000	7,000
Asset Manager	7+	2,500	3,500
Business Development Manager	7+	3,000	4,000
Head of Property Management	10+	5,000	7,000
Township Manager	7+	2,500	3,500
Property Manager	5+	2,000	3,000
Project Legal Director	10+	5,000	10,000
Project Legal Manager	5+	2,000	4,000
Project Legal Executive	3+	1,000	1,500
Design Director (Expat)	12+	10,000	15,000
Design Director	10+	4,000	7,000
(Concept) Design Manager/ Chief Architect	5+	3,000	4,000
Head of Landscape Design	10+	4,000	5,000
Landscape Manager	5+	1,500	3,000
Urban Planning Manager	5+	1,500	3,000
MEP Director	10+	4,000	6,000



EXPERIENCE (YEARS)	MIN	MAX
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N/A	N/A	N/A
7+	2,000	4,000
7+	2,000	5,000
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
7+	1,500	3,000
N/A	N/A	N/A
12+	6,000	8,000
10+	3,000	5,000
5+	2,000	3,000
N/A	N/A	N/A
5+	1,500	3,000
10+	2,500	5,000
N/A	N/A	N/A

Construction & Real Estate



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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REAL ESTATE DEVELOPMENT

PROJECT MANAGEMENT & DEVELOPMENT			
MEP Design Manager	5+	2,000	3,000
MEP Manager	5+	2,000	3,000
Construction Manager	5+	2,000	2,500
QA/QC Manager	5+	2,000	2,500
HSE Manager	5+	2,000	2,500
Cost & Contract Director	10+	5,000	7,000
QS Manager	5+	2,000	2,500
INDUSTRIAL REAL ESTATE			
General Director	N/A	N/A	N/A
Head of Industrial Leasing	N/A	N/A	N/A
Industrial Leasing/ Sales Manager	N/A	N/A	N/A
Industrial Leasing/ Sales Executive	N/A	N/A	N/A
Key Account Manager	N/A	N/A	N/A
Business Development Manager	N/A	N/A	N/A



EXPERIENCE (YEARS)	MIN	MAX
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5+	1,500	4,000
5+	1,500	4,000
5+	1,500	2,500
5+	1,500	2,500
5+	1,500	3,000
10+	2,500	4,000
5+	2,000	3,000
10+	5,000	8,000
7+	3,000	5,000
5+	2,000	3,500
3+	700	1,500
5+	2,000	4,000
5+	2,000	6,000

Construction & Real Estate



JOB TITLES EXPERIENCE (YEARS) MIN MAX

REAL ESTATE SERVICES

REAL ESTATE & PROPERTY SERVICES			
Associate Director - Sales	10+	4,000	5,000
Associate Director - Valuation & Advisory Services	10+	4,000	5,000
Associate Director - Research	N/A	N/A	N/A
Head of Commercial	10+	4,000	5,000
Sales Manager	5+	1,800	2,500
Valuation & Advisory Service Manager	5+	1,800	2,500
Research Manager	5+	1,800	2,500
Leasing Manager	5+	1,500	2,000
Project Marketing Manager	5+	1,500	2,500
Marketing & Communications Manager	5+	2,000	4,000
PROJECT MANAGEMENT			
Project Director	10+	5,000	10,000
Project Manager	7+	2,000	4,000
QA/QC Manager	5+	1,500	2,500
QS Manager	5+	1,500	3,000
HSE Manager	5+	1,500	3,000
MEP Manager	5+	1,500	3,000



EXPERIENCE (YEARS) MIN MAX

10+	3,000	6,000
10+	3,000	5,000
10+	3,000	4,500
10+	3,000	6,000
5+	1,500	2,500
5+	2,000	3,000
5+	2,000	3,000
5+	1,500	3,000
5+	1,200	2,500
5+	2,000	4,000
10+	5,000	10,000
7+	2,000	3,000
5+	1,500	2,500
5+	1,500	2,500
5+	1,500	2,500
5+	1,200	2,500

Construction & Real Estate



Ho Chi Minh City

JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

REAL ESTATE SERVICES

CONSTRUCTION FIRM			
Head of Project Management/ Project Director	15+	4,000	7,000
Business Development Director	10+	3,000	5,500
Cost & Contract Manager	7+	2,000	3,000
Project Manager	5+	3,000	5,000
Construction Manager	5+	2,000	3,000
QA/QC Manager	5+	2,000	3,000
QS Manager	5+	2,000	3,000
HSE Manager	5+	2,000	4,000
MEP Manager	5+	2,000	3,000
Site Manager	5+	1,500	2,000



Hanoi

EXPERIENCE (YEARS)

MIN

MAX

	15+	5,000	8,000
	N/A	N/A	N/A
	7+	2,000	3,500
	5+	2,000	3,000
	5+	1,200	2,000
	5+	1,500	2,500
	5+	1,700	3,000
	5+	1,500	3,000
	5+	1,500	2,500
	5+	1,000	2,000

Construction & Real Estate



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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REAL ESTATE SERVICES

ARCHITECT/INTERIOR

Design Director/Head of Design	15+	4,000	5,000
Design Manager/Chief Architect	7+	2,000	3,000
Business Development Manager	7+	2,000	3,000
Business Development Executive	3+	700	1,000
Interior Design Manager	7+	1,500	3,000
Project Manager (Fit-out)	7+	1,600	2,500
Architect	3+	1,000	2,000
Interior Designer	3+	700	1,000
Drafter	2+	400	500
Revit Drafter	3+	450	1,000
BIM Manager	8+	2,000	3,500
BIM Coordinator	3+	1,000	1,500

OTHERS

Site Expansion Manager	5+	2,500	3,500
Site Expansion Executive	3+	1,000	1,500



EXPERIENCE (YEARS)	MIN	MAX
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ARCHITECT/INTERIOR

15+	4,000	7,000
7+	2,000	4,000
N/A	N/A	N/A
N/A	N/A	N/A
7+	1,700	3,000
7+	2,000	3,000
3+	800	1,800
3+	800	1,500
2+	500	1,000
3+	700	1,500
N/A	N/A	N/A
N/A	N/A	N/A

OTHERS

5+	1,500	3,500
3+	500	1,000

Consumer Goods

The Covid-19 pandemic, which caused a 1-month nationwide lockdown and 3-month quarantine, has posed tremendous challenges for businesses across Vietnam. The Retail industry witnessed the longest standstill during this time. However, they quickly built their presence on e-commerce platforms and strategized for selling through multichannel. Retail sales are expected to recover post-pandemic.

Candidates in FMCG are not keen to look out for new job openings in 2021 as they are concerned with job security. Therefore, the supply of Candidates is very limited. At the same time, there are vacancies for positions that need to be filled quickly as companies need Talents with specific skill sets. FMCG will need a large number of employees to fill the roles for Sales and Marketing for the next few years.

Businesses with or without any presence in the marketplace are increasing their headcounts for Talents with digital or e-commerce skill sets. These Talents are in high demand as companies need their expertise to drive digital transformation.



Consumer Goods

TOP 10 In-demand Skills



Digital Marketing



Sales Planning



Account Management



Business Development



Sales Training



Sales



Problem Solving / Creative Thinking



Communications / Presentation



Negotiation



Leadership

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

FAST MOVING CONSUMER GOODS

SALES			
Commercial Director	15-20	10,000	15,000
Head of Sales	10-15	6,000	10,000
Regional Sales Manager	8-12	3,000	4,500
Area Sales Manager	3-7	2,000	3,500
Modern Trade Head	7-10	4,000	7,500
Key Account Manager	5-10	1,500	3,000
Sales Operation Manager	8+	2,500	5,000
Sales Capability/Training Manager	5+	2,000	3,500
TRADE MARKETING			
Head of Trade Marketing	7-12	5,000	8,000
Trade Marketing Manager	5-10	1,800	2,700

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	N/A	N/A	N/A
	10-15	4,000	10,000
	10+	3,000	5,000
	3-10	1,500	3,000
	N/A	N/A	N/A
	5-10	1,500	3,000
	8+	2,000	4,000
	5+	2,000	3,500
	N/A	N/A	N/A
	5-10	2,000	3,500

Consumer Goods



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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FAST MOVING CONSUMER GOODS

MARKETING			
Chief Marketing Officer	N/A	N/A	N/A
Marketing Director	6-10	4,500	10,000
Marketing Manager/Category Lead	7+	3,000	5,000
Brand Manager	3-8	1,500	2,500
Assistant Brand Manager	1-3	800	1,500

RETAIL

Operation Director	7-10	3,000	4,500
Operation Manager	5-7	1,500	2,000
Head Of Marketing	10+	4,000	5,000
Branch Manager	N/A	N/A	N/A
Store Manager	5-10	800	1,500
Purchasing Director	7-10	2,000	3,500
Merchandise/Category Manager	5-7	1,200	2,000
Merchandiser/Buyer	N/A	N/A	N/A

FASHION & COSMETICS

Country Manager	8-10	8,000	10,000
Group Brand Manager	7+	3,000	5,000
Senior Brand Manager	N/A	N/A	N/A
Brand Manager	5+	1,500	3,000



EXPERIENCE (YEARS)	MIN	MAX
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8-15	4,000	10,000
10+	3,000	5,000
7+	2,000	3,500
3-8	1,500	2,500
1-3	700	1,500

N/A	N/A	N/A
5-7	1,500	3,000
10+	3,500	5,000
10-15	3,000	5,000
5-10	1,500	3,000
7-10	2,500	5,000
5-7	1,500	3,000
1-3	500	1,000

N/A	N/A	N/A
N/A	N/A	N/A
10+	3,000	5,000
5-10	2,000	3,000

Consumer Goods



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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FASHION & COSMETICS

Assistant Brand Manager	2-5	1,000	1,500
Operation Manager	3-5	1,000	2,500
Merchandise Manager	3-5	1,200	1,500
Retail Manager	N/A	N/A	N/A
Store Manager	5+	1,000	1,500
Store Supervisor	2-4	800	1,000
Visual Merchandise Manager	3-5	1,200	1,500
Training Manager	5+	1,200	1,500

COMMUNICATIONS & MEDIA

Managing Director	10+	7,000	9,000
Client Service Head/Group of Account	10+	5,000	6,500
Business Development Director	7+	3,500	4,500
Account Director	7+	4,000	5,000
Account Manager	3-5	2,000	3,000
Media Director	8+	3,000	4,000
Creative Director	8+	3,000	4,000
Art Director	3-8	2,000	3,000
Strategic Planning Director	8+	3,500	4,500
Copywriter	N/A	N/A	N/A
Graphic Designer	N/A	N/A	N/A
Senior Account Executive	2 - 5	1,000	1,500
Account Executive	1 - 3	500	600



EXPERIENCE (YEARS)	MIN	MAX
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5+	1,500	2,000
5+	1,500	2,000
5+	1,200	2,000
5-10	1,500	3,000
5+	1,000	2,000
2-4	500	1,000
5+	1,000	2,000
5+	1,000	2,000

N/A	N/A	N/A
10+	3,000	6,000
N/A	N/A	N/A
7+	3,000	5,000
3-10	1,000	3,000
8+	2,000	5,000
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
2-8	1,000	3,000
2-8	1,000	3,000
2-5	1,000	1,500
1-3	800	1,200

Healthcare

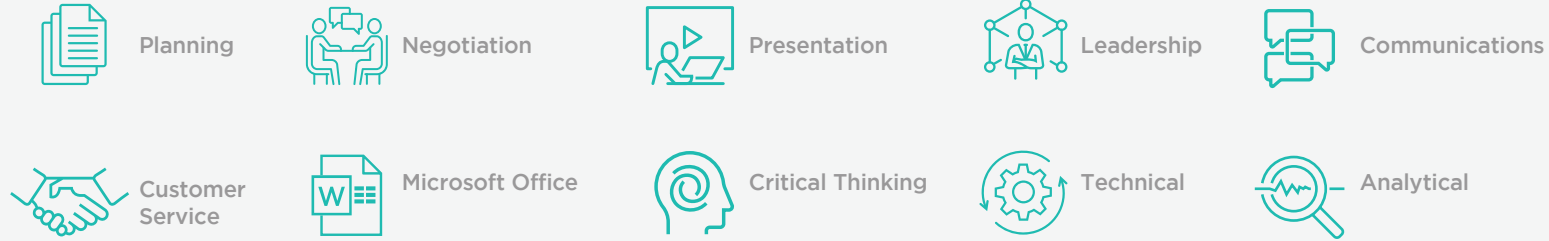
Vietnam is currently undergoing economic and demographic transformations that provide great potential for its healthcare industry. Vietnam's healthcare industry is segmented into three sub-sectors: medical equipment, pharmaceuticals, as well as hospitals & clinics. Nowadays, healthcare organizations are transitioning their business operations to adopt Health Information Systems (HIS). This system is powered by cloud computing and has data analytics tools to enable smart digital healthcare solutions in real-time.

The healthcare industry is set to see a continuous economic growth. As the consumer market matures, the awareness of the importance of healthcare increases. The positive change in consumers behavior opens up more opportunities for the growth of pharmaceutical and medical device sector. With this growth, quality human resources from the healthcare industry will be in demand. The commercial market sees the highest demand for recruitment.



Healthcare

TOP 10 In-demand Skills



Ho Chi Minh City

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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PHARMACEUTICAL & MEDICAL NUTRITION

GENERAL MANAGEMENT			
General Manager	18+	12,000	20,000
Head of Business Unit	15+	7,000	10,000
MARKETING			
Head of Marketing	12+	7,000	8,500
Group Product Manager	10+	5,000	7,000
Product Manager/ Senior Product Manager	6-10	2,500	4,000
Product Executive	4-6	1,000	1,500
SALES			
Head of Sales	15+	6,000	8,000
Second Line Manager	8+	3,000	5,000
First Line Manager	5-10	1,500	2,500

Hanoi

EXPERIENCE (YEARS)	MIN	MAX
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N/A	N/A	N/A
15+	5,000	8,000
N/A	N/A	N/A
N/A	N/A	N/A
5-12	2,000	3,500
3-6	1,000	1,500
N/A	N/A	N/A
10+	3,000	5,000
5-10	1,500	2,500

Healthcare



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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PHARMACEUTICAL & MEDICAL NUTRITION

MARKET ACCESS			
Head of Market Access	13+	6,500	9,000
National Key Account Manager	10+	4,500	6,000
Regional Key Account Manager	7-10	3,500	4,000
Key Account Manager	3-7	1,500	3,000
Key Account Specialist	1-3	1,100	1,500
COMMERCIAL EXCELLENCE			
Head of Commercial Excellence	15+	5,000	7,500
SFE Manager	8+	2,500	4,500
Sales Force Training Manager	7+	2,000	3,500
MEDICAL AFFAIRS & CLINICAL RESEARCH			
Head of Medical Affairs	18+	6,000	9,000
Medical Affairs Manager/Advisor	10+	3,000	4,500
Medical Science Liaison	5+	1,500	2,500
Head of Clinical	10-15	4,500	6,000
Clinical Research Manager	5-10	2,000	4,000
Clinical Research Associate	3-5	1,500	2,500



EXPERIENCE (YEARS)	MIN	MAX
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12+	6,000	8,000
N/A	N/A	N/A
N/A	N/A	N/A
7+	2,000	4,000
5-7	1,000	1,500
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
3+	2,000	3,000
3+	1,500	2,500
10-15	4,000	6,000
5-10	2,000	4,000
3-5	1,000	2,200

Healthcare

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

PHARMACEUTICAL & MEDICAL NUTRITION

REGULATORY AFFAIRS & QUALITY ASSURANCE

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Head of Regulatory Affairs	15+	4,500	6,500
Regulatory Affairs Manager	10+	2,200	4,000
Regulatory Affairs Executive	3-5	800	1,700
QA Manager	10+	2,200	4,500
QA Executive	5+	800	1,500

MEDICAL DEVICE | HOSPITAL | CLINIC

MEDICAL DEVICE

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Product Manager/Senior Product Manager	10+	2,500	3,500
Product Manager	N/A	N/A	N/A
Sales Manager	10+	2,500	4,000
Sales Executive	2-5	900	1,500
Service Manager	10+	2,000	3,500
Service Engineer	2-7	800	1,200
Application Specialist	2-7	800	1,500

HOSPITAL | CLINIC

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Chief Operation Officer	15+	6,000	8,000
Operation Manager	10+	3,000	5,000
Head of Marketing	N/A	N/A	N/A
Doctor	5-10	2,500	3,500
Chief Nurse	10+	1,500	3,000
Nurse	2-5	600	1,200

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
	15+	5,000	8,000
	10+	2,500	4,500
	3-5	1,000	2,000
	N/A	N/A	N/A
	N/A	N/A	N/A

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
	N/A	N/A	N/A
	7+	1,500	2,500
	10+	2,500	3,500
	3-7	800	1,200
	5+	1,500	2,000
	3-7	1,000	1,500
	2-7	900	1,200

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
	15+	5,000	6,000
	7+	2,500	3,500
	10+	3,000	5,000
	5-10	2,000	5,000
	10+	1,500	3,000
	2-5	600	1,200

Hospitality

Since the outbreak of Covid-19 in Vietnam, many businesses have been affected. Hospitality industry suffered the worst impact among all industries. All businesses within this industry such as the international hotels, restaurant chains, multinational airlines as well as smaller family-owned restaurants and accommodations were being affected.

Many hospitality providers realized that international travelers would not be able to visit them anytime soon, thus, they pivoted their businesses to cater to the local tourists so that they could survive through the economic downturn. This industry is predicted to be the slowest to fully recover from the impact of Covid-19. Vietnam has contained the spread of Covid-19 to its minimum and now its hospitality industry is seeing a recovery.



Hospitality



Ho Chi Minh City

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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HOTEL

EXECUTIVE			
General Manager (Expat)	15+	6,000	10,000
General Manager	15+	4,000	6,000
Executive Assistant Manager	10+	2,500	5,000
F&B AND KITCHEN			
Executive Chef (Expat)	15+	4,000	8,000
Executive Chef	15+	3,000	5,000
Executive Sous Chef	10+	2,000	3,000
Director of Food and Beverage (Expat)	10+	5,000	8,000
Director of Food and Beverage	10+	3,000	5,000
Food and Beverage Manager	7+	2,000	3,000
Pastry Chef (Expat)	7+	3,000	5,000
Pastry Chef	7+	1,500	3,000
OPERATION			
Director of Rooms	10+	3,000	4,000
Executive Housekeeper	10+	1,500	2,000



Hanoi

EXPERIENCE (YEARS)	MIN	MAX
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15+	4,500	8,000
15+	2,500	5,000
10+	2,000	3,500
15+	3,500	7,000
15+	2,000	5,000
10+	1,500	3,000
10+	4,000	7,000
10+	2,500	4,500
7+	1,500	3,000
7+	2,000	4,000
7+	1,000	2,500
10+	2,500	4,000
10+	1,000	2,000

Hospitality



Ho Chi Minh City

JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

HOTEL

SALES & MARKETING

Group Director of Sales & Marketing (Expat)	15+	6,000	10,000
Director of Sales & Marketing (Expat)	10+	4,000	6,000
Director of Sales & Marketing	10+	3,000	5,000
Director of Sales	7+	2,500	4,000
Sales Manager	5+	1,500	3,000
E-Commerce Manager	5+	1,000	2,000
Marketing Communications Manager	5+	1,500	2,500
Digital Marketing Manager	3+	1,500	2,000

F&B CHAINS

General Manager	10+	5,000	8,000
Operations Director	10+	3,000	5,000
Operations Manager	7+	2,000	3,500
Area Manager/District Manager	5+	1,000	2,000
Restaurant Manager/Store Manager	3+	1,000	1,500
Marketing Director	10+	3,000	6,000
Marketing Manager/Brand Manager	5+	1,500	3,000
QA Manager	10+	2,000	5,000
R&D Manager	7+	1,500	2,000
R&D Chef	10+	2,500	5,000
Head Chef/Executive Chef	10+	2,500	5,000



Hanoi

EXPERIENCE (YEARS)

MIN

MAX

	15+	5,000	9,000
	10+	4,000	6,000
	10+	2,000	5,000
	7+	2,000	3,500
	5+	1,000	3,000
	N/A	N/A	N/A
	5+	1,000	2,500
	3+	1,000	2,000

	10+	3,000	7,000
	10+	2,500	5,000
	7+	1,500	2,500
	5+	1,000	2,000
	3+	800	1,500
	10+	2,000	5,000
	5+	1,000	2,500
	10+	2,000	4,000
	7+	1,000	3,000
	10+	2,000	3,500
	10+	2,000	4,000

Hospitality



Ho Chi Minh City

JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

RECREATION

GOLF			
Director of Golf Membership	10+	3,000	5,000
Golf Sales Manager	5+	1,000	2,000
Golf Club Manager	5+	1,500	2,500
GAMBLING			
Operations Manager (Expat)	7+	5,000	7,000
Premium Marketing Manager	7+	3,000	5,000
Guest Service Manager	5+	1,500	2,500
SPA & FITNESS			
Fitness Club General Manager	10+	2,500	5,000
Spa Therapist (Expat)	7+	2,000	3,000
Fitness Manager (Expat)	7+	3,000	4,000
Spa Therapist (Vietnamese)	7+	1,000	2,000
Fitness Manager (Vietnamese)	7+	1,500	2,500



Hanoi

EXPERIENCE (YEARS)

MIN

MAX

	10+	3,000	6,000
	5+	1,000	2,000
	5+	1,500	2,500
	7+	3,000	6,000
	7+	2,500	5,000
	5+	1,000	2,500
	10+	1,500	3,500
	7+	2,000	3,000
	7+	3,000	4,000
	7+	800	2,000
	7+	1,000	2,500

Human Resources & Administration

The Covid-19 pandemic has impacted all companies around the world. Thousands of employers and employees found themselves in a chaotic and uncertain environment. This became a big challenge for human resource operations. The work dynamic between employees changed dramatically. For example, employees now have lesser face-to-face interaction and the workforce is increasingly dispersed. Chief Human Resources Officers (CHROs) have to prioritize planning for work-from-home as well as providing mental and physical health supports to all employees in order to ensure business operations are not affected.

The human resource operations are expected to function at its optimum to ensure the organization is far more resilient than before. CHROs are expected to adopt new tactics in sourcing and hiring the right Talents; learning and growing; managing and rewarding performance; tailoring employee experience; and optimizing workforce planning due to the “new normal” brought by the Covid-19 pandemic.



Human Resources & Administration

TOP 10 In-demand Skills



Building HR Capacity



Communications



Strategic Workforce Planning



Organizational Design



Worker's Compensation



Digital Literacy



HR Advisory



Coaching



Adaptability



Employee Relations

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

HR & ADMIN

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
HR Director/Head of HR	12+	6,000	12,000
HR Manager	7-10	3,500	6,000
HR Business Partner Manager	5-8	2,500	4,500
HR Deputy Manager/HR Assistant Manager	5-7	2,000	4,000
HR Supervisor	3-5	1,500	2,500
HR Executive	0-3	400	1,200
Recruitment/Talent Acquisition Manager	4-8	2,000	5,000
Recruitment Manager	N/A	N/A	N/A
Recruitment Supervisor	3-5	1,000	2,000
Recruitment Executive	0-3	400	1,200
Total Reward Manager	5-8	2,000	4,500

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

EXPERIENCE (YEARS)	MIN	MAX
12+	4,000	10,000
7-10	2,000	4,000
5-8	1,500	4,000
5-7	1,500	2,500
3-5	1,000	1,500
1-3	400	1,000
5-8	2,000	4,000
4-6	1,500	3,000
3-5	800	1,500
1-3	400	1,000
6-8	1,500	4,000

Human Resources & Administration

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

HR & ADMIN

Job Title	Experience (Years)	Min	Max
C&B Supervisor	3-5	1,000	2,500
Learning & Development Manager	5-8	2,000	5,000
Training Manager	4-6	2,000	4,500
Training Supervisor	3-5	1,000	2,500
Admin Manager	5-8	1,500	2,500
Admin Supervisor	0-5	400	1,500
Office Manager	4-6	1,500	2,500
Executive Secretary	4-6	1,200	2,500
Personal Assistant	2-4	600	1,500
Receptionist	0-2	400	1,200

IN-HOUSE LEGAL

Job Title	Experience (Years)	Min	Max
Legal Director	12+	7,000	15,000
Legal Manager	8-10	5,000	8,000
Assistant Legal Manager/ Deputy Legal Manager	7-9	3,000	5,000
Legal Executive	2-6	800	3,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

Job Title	Experience (Years)	Min	Max
C&B Supervisor	3-5	800	2,000
Learning & Development Manager	6-8	1,500	4,000
Training Manager	4-6	1,500	3,000
Training Supervisor	3-5	800	1,500
Admin Manager	5-8	1,300	3,000
Admin Supervisor	4-6	800	1,200
Office Manager	4-6	1,000	2,500
Executive Secretary	4-6	1,000	2,500
Personal Assistant	2-4	1,000	1,500
Receptionist	0-2	400	700

Job Title	Experience (Years)	Min	Max
Legal Director	12+	6,000	14,000
Legal Manager	8-10	3,000	6,000
Assistant Legal Manager/ Deputy Legal Manager	7-9	1,500	3,000
Legal Executive	2-5	800	1,500

Human Resources & Administration



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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LAW FIRM

Managing Partner	10+	8,000	15,000
Partner/Legal Counsel	8-10	6,000	10,000
Senior Associate	6-8	3,000	6,000
Associate	4-6	1,700	3,000
Paralegal	2-4	800	1,700

COMPLIANCE

Compliance Director	12+	6,000	12,000
Compliance Manager	8-10	4,500	6,000
Assistant Compliance Manager	7-9	2,500	4,500
Compliance Executive	2-6	800	2,500

EDUCATION

CEO	12+	5,000	12,000
Head Of Sales	7-10	3,000	6,000
Head of Operation	7-10	3,000	6,000
Group Center Manager	10+	5,000	8,000
Center Manager	5+	2,000	4,000
Brand Manager	5+	2,000	4,000
Education Counsellor	1-5	500	2,500
Academic Manager	6-10	2,000	4,000



EXPERIENCE (YEARS)	MIN	MAX
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10+	15,000	20,000
8-10	10,000	15,000
6-8	4,000	10,000
4-6	2,000	4,000
2-4	800	1,200

N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A

12+	4,000	9,000
7-10	3,000	5,000
7-10	3,000	4,000
10+	3,000	5,000
5+	1,500	3,000
5+	1,500	3,000
1-5	400	1,000
6-10	2,000	4,000

Human Resources & Administration



Ho Chi Minh City

JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

EDUCATION

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Teacher Coordinator	3-5	500	1,500
Academic Coordinator	N/A	N/A	N/A
Customer Service Supervisor	3-5	500	1,500
Front Office Supervisor	3-5	500	1,500
Native Teacher	1+	1,500	3,000

IMMIGRATION

Branch Manager	5+	2,000	5,000
Brand Manager	5+	2,000	4,000
Sales Manager	5+	2,000	4,000
Sales Consultant	1-4	500	1,500



Hanoi

EXPERIENCE (YEARS)

MIN

MAX

N/A	N/A	N/A
3-5	1,000	1,500
3-5	800	1,500
3-5	800	1,500
1+	1,500	4,000

N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A

Information Technology & Telecommunications

Information Technology (IT) and Telecommunications continues to enjoy a significant growth since the start of Covid-19 pandemic.

IT and Telecommunications is one of the fastest growing industries in Vietnam. The use of technology has been inevitable since Covid-19 hit the market as most organizations are forced to change their business operations; employees are encouraged to work-from-home instead to minimize the number of headcounts in the office in order to reduce the risk of Covid-19 infections.

More and more organizations are embracing digital transformation and investing in upgrading their IT systems, including software and hardware. Organizations are willing to invest in technology that helps in protecting their data from cyberthreat and increasing the employees' productivity. Besides system integration, internet of things, AI, cloud computing, big data and cybersecurity, 5G is also trending in this industry. Various industries deploy technology to improve the business capability. On the other hand, many Candidates prefer to work in a company that has technologies which promote remote work.



Information Technology & Telecommunications

TOP 10 In-demand Skills



Java



.NET



QA/QC
(Automation/
Manual)



Ruby on Rail



Embedded



Python



Mobile
Development



Product /Project
Management



Web
Services



Nodejs

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

SOFTWARE DEVELOPMENT

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
CEO	10+	17,000	28,000
CIO/CTO	15+	10,000	16,000
Technical Director/Head of Engineering	12+	7,000	10,000
Solution Architect	10+	5,000	7,000
Technical Architect	9-10	3,500	5,000
Principal Developer	6-9	2,500	3,500
Senior Developer	3-6	1,500	3,000
Developer	0-3	600	1,500
Data Scientist	1-5	1,500	4,500
Senior Bridge System Engineer (BSE)	6-10	2,000	3,000
Bridge System Engineer (BSE)	3-5	1,500	2,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

EXPERIENCE (YEARS)	MIN	MAX
10+	12,000	25,000
10+	8,000	15,000
10-15	5,000	10,000
5-10	2,500	5,000
5-10	2,000	5,000
7-10	2,500	3,500
3-7	1,500	3,000
1-3	600	1,500
1-5	1,500	4,500
N/A	N/A	N/A
3-5	1,500	2,000

Information Technology & Telecommunications



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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SOFTWARE DEVELOPMENT

Data Engineer	N/A	N/A	N/A
Delivery Manager/Program Manager	8+	3,000	4,000
Project Manager	5-10	2,500	3,500
Product Manager/Product Owner	5-10	2,500	5,000
Business Analyst	3-8	1,500	3,000
QA/QC Manager	6+	2,000	3,500
QA/QC Engineer	1-6	800	2,000
Senior Tester/Test Lead	3-5	1,000	2,000
Sales Manager/ Business Development Manager	7+	1,800	3,000
Sales Executive/Account Manager	2-7	800	1,800
ERP/SAP Consultant Lead	5-10	2,000	4,000
ERP/SAP Consultant	2-5	1,000	2,000

IT IN-HOUSE

Head of IT/IT Director	10+	3,000	5,000
IT Manager	8-10	2,000	3,000
IT Infrastructure Support/Network/ System/Help Desk Support	3-8	800	1,500



EXPERIENCE (YEARS)	MIN	MAX
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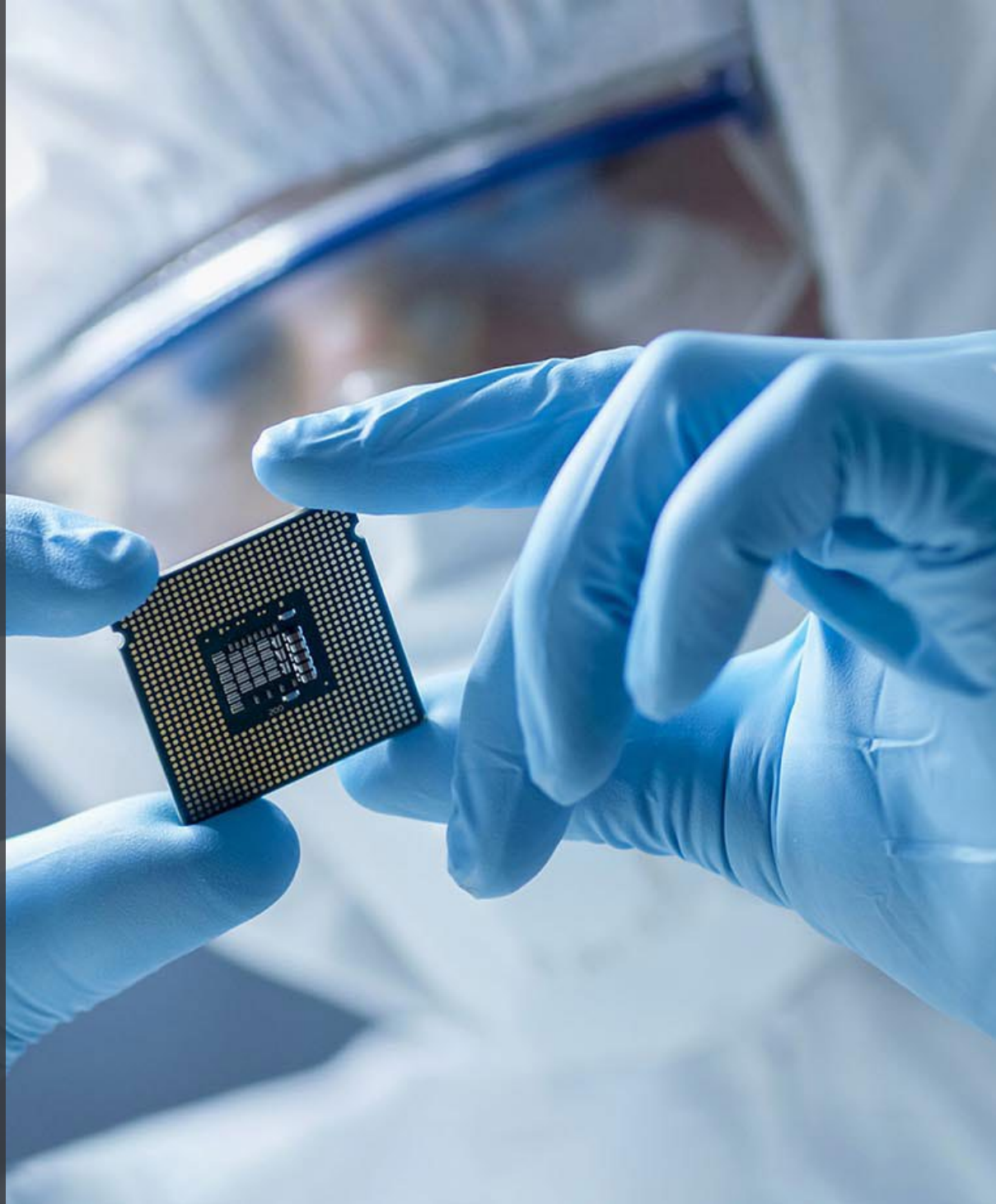
1-3	1,500	4,000
8-12	2,500	4,000
5-10	2,000	3,500
5-10	2,000	5,000
2-5	1,000	2,500
6+	1,500	3,000
1-6	600	1,800
3-5	800	2,000
5-10	1,500	3,500
2-7	600	1,800
5-10	1,500	4,000
2-5	1,000	2,000

10+	3,000	5,000
5-10	1,500	3,000
2-5	800	1,500

Manufacturing

Since the beginning of 2021, Industrial Manufacturing & Trading Firms have changed their hiring requirements. Local firms and MNCs are reducing the work shifts and hiring of Junior Executives, blue-collar labors, C-Level Executives, and Senior Expatriates to reduce the operating cost of production, so that they can reserve the funds to revive the business when opportunity comes.

HR agencies are sourcing for the right Talents who are skillful in controlling the operating cost of production and knowledgeable in managing the risk of Covid-19 infection in a manufacturing environment. These skills are essential in helping the Industrial Firms to survive the Covid-19 impact on their businesses and rebound their businesses in the future. The leaders of Industrial Firms will play a key role in reforming their organizational structures so that the organizations will be more resilient than before.



Manufacturing

TOP 10 In-demand Skills



Communication skills in English



Hands-on production experience



Up-to-date knowledge on Covid-19 protocol



Resilience



SAP or ERP Literacy



Leadership



Research & Development



Problem-solving



Time Management



Engineering

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

MANUFACTURING

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Senior Technical Manager	8-10	3,500	5,000
Technical Manager	5-7	2,000	3,000
Production/Manufacturing Director	10-15	4,000	7,000
Production/Manufacturing Manager	5-10	2,000	3,000
Production Supervisor	4-6	1,200	1,500
Production Executive	2-5	700	1,100
Operational Excellence/Continuous Improvement Manager	8-12	3,500	5,000
Process Engineer	3-7	700	1,200
Project Management Manager	7-10	3,500	5,000
Facilities/Maintenance/Engineering Director	10-15	3,000	4,000
Facilities/Maintenance/Engineering Manager	7-10	2,500	3,000

Manufacturing



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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MANUFACTURING

Facilities/Maintenance/Engineering Supervisor	5-7	1,200	1,800
Facilities/Maintenance/Engineering Executive	3 - 5	800	1,000
OHSE/HSE Manager	10 - 15	3,500	4,500
HSE Supervisor	5-10	1,400	2,000
HSE Executive	2 - 5	800	1,200
General Manager/COO (Factory)/Operations Director/Manager	12+	4,000	7,000
Factory/Plant Director	10+	4,000	5,000
Factory/ Plant Manager	10+	3,000	4,000
Design Manager	7-15	3,000	5,000
Design Engineer	3-7	1,200	2,000
Industrial Engineering Manager (IE Manager)	5-10	2,500	3,500
Industrial Engineer	1-5	1,000	2,000
Research and Development Manager	10-15	2,500	4,000
Research and Development Supervisor	7-10	1,500	2,200
Research and Development Engineer	3-7	1,000	1,400

Manufacturing



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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TRADING

AGRICULTURE			
Sales Director	5-10	4,000	7,000
Sales Manager	5-10	3,000	5,000
Marketing Director	5-10	4,000	8,000
Marketing Manager	5-10	3,000	5,000
Product Manager	3-5	2,500	3,500
Key Account Manager	5-10	2,500	3,500
Sales Executive	1-5	600	1,000
R&D Manager	5-10	2,000	3,000
R&D Supervisor	3-5	800	1,500
R&D Executive	1-3	300	600
QA/QC Manager	5-10	2,000	3,000
QA/QC Supervisor	3-5	800	1,500
QA/QC Staff	1-3	300	600
Lab Manager	5-10	2,000	3,500
Lab Supervisor	3-5	1,200	1,500

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

TRADING

CHEMICAL				
Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)	
Chief Representative/Country Manager	7-10	5,000	10,000	
Technical Sales Director	7-10	4,000	8,000	
Technical Sales Manager	5-7	2,500	4,000	
Senior Technical Sales Executive	3-5	1,500	2,500	
Technical Sales Executive	1-3	600	1,500	
Key Account Manager	5-10	2,000	3,000	
Technical Service Manager	7-10	2,000	4,000	
Lab Manager	5-10	2,000	3,000	
Lab Supervisor	3-5	1,100	1,800	
QA/QC Manager	5-10	2,000	3,000	
QA/QC Supervisor	3-5	800	1,500	
QA/QC Staff	1-3	300	600	
R&D Manager	5-10	2,000	3,000	
R&D Supervisor	3-5	1,000	1,500	
R&D Staff	1-3	500	900	

Manufacturing

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

TRADING

ELECTRICAL/ELECTRONIC			
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Country Manager/General Manager	5-10	5,000	8,000
Technical Sales & Marketing Director	5-10	4,000	8,000
Technical Sales & Marketing Manager	5-10	3,000	5,000
Technical Sales Director	5-10	4,000	9,000
Technical Senior Sales Manager	5-10	2,000	3,500
Technical Sales Manager	5-10	1,500	2,500
Technical Sales Executive	2-5	600	1,200
Project/Field Sales Manager	5-10	1,500	2,500
Project/Field Sales Executive	2-5	600	1,200
Service/Maintenance Manager	10-15	2,500	3,500
Service/Maintenance Supervisor	5-10	1,200	2,000
Service/Maintenance Engineer	3-5	900	1,000
Quality Manager	10-15	2,200	3,000
Quality Supervisor	7-10	1,400	2,000
Supplier Quality Engineer	4-7	1,200	2,000
Quality Engineer	4-7	1,100	1,800

Manufacturing

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

TRADING

MACHINERY/AUTOMOTIVE/HEAVY INDUSTRIAL				
Country Manager/General Manager	10+	5,000	10,000	
Regional Sales Manager/Sales Manager	3-5	3,000	5,000	
Marketing Manager	3-5	3,000	5,000	
Sales Engineer/Sales Executive	3-5	800	1,000	
Technical Sales	1-3	600	1,000	
Project Sales Manager	3-5	1,500	2,500	
Project Engineer	1-3	800	1,000	
AFTER-SALES SERVICE				
Senior CS Manager/Senior After-Sales Manager (Director)	5-10+	3,500	10,000	
CS Manager/After-Sales Manager	3-5	2,000	4,000	
CS Supervisor/After-Sales Supervisor (Team Leader)	3-5	1,500	2,000	
CS Staff/After-Sales Engineer	1-3	600	1,000	
Site Manager/Field Service Manager	3-5	1,500	2,500	
Senior Site Engineer/Senior Field Service Engineer	5+	1,500	2,500	
Site Engineer/Field Service Engineer	3-5	800	1,500	
Site Engineer/Field Service Engineer	1-3	500	1,000	
TECHNICIAN				
Senior Technician	5-10	500	900	
Operator/Technician	1-5	350	600	

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

SPECIAL SECTORS

FURNITURE				
Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)	
Chief Representative	10-15	3,500	5,000	
Sourcing Manager	5-10	2,500	4,000	
Sales Manager/Merchandising Manager	10-15	2,000	3,000	
Senior Merchandiser	5-10	1,400	2,500	
Merchandiser	3-5	800	1,100	
Product Development Manager	7-15	1,800	3,500	
Furniture/Product Engineer	3-7	1,000	1,500	
QA/QC Manager	7-15	2,000	3,000	
QA/QC Supervisor	4-7	900	1,500	
QC/QC Staff	1-3	500	800	

Manufacturing



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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SPECIAL SECTORS

GARMENT/FOOTWEAR			
Sourcing Manager	10-15	2,500	4,000
Sales Manager/Merchandising Manager	7-15	2,000	3,000
Product/Sample Development Manager	8-10	2,000	3,000
Product/Sample Development Executive/Developer	4-7	700	1,100
QA/QC Manager	5-10	2,000	3,000
QA/QC Supervisor	3-5	900	1,500
QA/QC Staff	1-3	500	800
Planning Manager	5-10	2,000	3,500
Pattern Maker Manager	5-10	1,500	2,000
Pattern Maker	4-7	500	800
Senior Merchandising Manager	5+	2,500	4,000
Merchandising Manager	5+	2,000	3,000
Merchandising Supervisor	5+	1,000	1,500
Merchandising Staff	3-5	700	1,000
Footwear Commercialisation Manager	10-15	2,000	4,000
EXPATRIATE EMPLOYEE		Local Employee Salary + (20% to 50%)	

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

MANUFACTURING

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Senior Technical Manager	5+	3,500	5,000
Technical Manager	3-5	2,000	3,500
Shift Leader / Senior Technician	5+	900	1,200
Technician	3-5	600	900
Operator	5-10	350	500
Production Director (Expat)	5-10+	6,000	8,000
Production Director	10-15	4,000	7,000
Production Manager	5-10	2,000	4,000
Production Supervisor	3-5	1,200	2,000
Production Staff	3-5	600	900
Process Engineer	2-5	600	1,300
Project Manager (Expat)	7-10+	4,000	8,000
Project Manager	7-10+	3,000	5,000
Assistant Project Manager	3-5	1,500	2,500
Maintenance Manager	5-10	1,500	3,500
Facilities Manager	5-10	1,500	3,500
Process Manager	5-10	1,500	3,500
Operational Excellence / Continuous Improvement Manager	5-10+	2,500	5,000
HSE Manager	10-15	2,000	5,000
HSE Supervisor	5-10	1,500	2,500

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

MANUFACTURING

Job Title	Experience (Years)	Min	Max
QA/QC Manager	5-10	2,000	3,500
QA/QC Supervisor	3-5	1,000	2,000
QA/QC Staff	1-3	600	800
Factory / Plant Director (Expat)	10+	6,000	12,000
Factory / Plant Director	15-20	4,000	10,000
Factory / Plant Manager	10-15	3,500	6,000
Plant Engineering Director	10-15	4,000	8,000
Plant Engineering Manager	5-10	2,500	6,000

TRADING

COMMODITIES

Job Title	Experience (Years)	Min	Max
Branch Manager	5-10	5,000	10,000
Sales Director	5-10	3,000	6,000
Sales Manager	5-10	1,500	3,000
Product Manager	3-5	1,000	2,000

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

TRADING

CHEMICAL/PLASTIC				
Country Manager (Expat)	5-10	7,000	10,000	
Country Manager	7-10	4,000	7,000	
Sales Director	7-10	3,000	5,000	
Sales Manager	5-7	2,000	3,500	
Sales Executive	1-5	500	1,500	
Key Account Manager	5-10	2,000	3,000	
Technical Service Manager	7-10	2,500	3,500	
Lab Manager	5-10	2,000	3,000	
Lab Supervisor	3-5	1,000	1,500	
R&D Manager	5-10	2,000	3,000	
R&D Supervisor	3-5	1,500	2,000	
R&D Staff	1-3	500	1,000	
ELECTRICAL/ELECTRONIC				
Country Manager (Expat)	5-10	7,000	10,000	
Country Manager	5-10	5,000	7,000	
R&D Manager	5-10	3,000	5,000	
Sales Director	5-10	3,500	5,000	
Sales Manager	5-10	3,000	4,000	
Sales Engineer/Technical Sales Engineer	2-5	800	1,500	

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

TRADING

ELECTRICAL/ELECTRONIC				
	Technical Service Manager	5-10	2,500	3,500
	Technical Service Engineer	2-5	800	1,500
	Account Manager	5-10	2,000	3,000
MACHINERY/AUTOMOTIVE				
	Country Manager (Expat)	5-10	7,000	10,000
	Country Manager	5-10	4,000	6,000
	Technical Manager	3-10	2,500	3,500
	Technical Engineer	2-3	500	1,000
	Field Service Manager	3-10	2,500	3,500
	Senior Field Service Engineer	5-10	1,000	1,500
	Field Service Engineer	2-5	500	1,000
	After-Sales Director	5-10	3,000	4,000
	After-Sales Manager	3-5	2,500	3,500
	After-Sales Supervisor	3-5	1,000	1,500
	After-Sales Engineer	1-3	500	1,000
	Sales Director	5-10	3,000	4,000
	Sales Manager	3-5	2,500	3,500
	Sales Supervisor	3-5	1,000	1,500
	Sales Executive	1-3	500	1,000

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

ENERGY/HEAVY INDUSTRIAL

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
General Director	10+	7,000	10,000
Project Development Manager	5-10+	3,000	6,000
Project Manager	3-5	2,500	5,000
Technical Manager	5-10+	2,500	5,000
Project Coordinator Assistant	5-10+	2,000	3,000
Site Manager	5-10+	3,000	5,000
Site Engineer	3-5	1,500	2,000
Plant Operation Manager	5-10+	3,000	4,000
Procurement Manager	5-10+	2,000	3,500
Procurement Staff	3-5	1,000	1,500

SPECIAL SECTORS

FURNITURE

Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)
Chief Representative	10-15	3,000	5,000
Sourcing Manager	5-10+	1,800	3,000
Sales Manager	5-10+	1,500	3,000
QA/QC Manager	5-10+	1,500	3,000
QA/QC Supervisor	3-5	800	1,500
Packaging Manager	5-10+	1,300	2,500
Finishing Manager	5-10+	1,300	2,500
Finishing Supervisor	3-5	800	1,300

Manufacturing



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

SPECIAL SECTORS

GARMENT/FOOTWEAR				
Job Title	Experience (Years)	Min Salary (USD)	Max Salary (USD)	
BDM/Marketing Manager	5+	2,000	3,500	
Technician Manager	5-10	2,000	4,000	
Sourcing Manager	5-10	2,000	3,000	
QA/QC Manager	5-10	1,500	3,000	
QA/QC Supervisor	3-5	1,000	2,000	
QA/QC Staff	1-3	700	1,000	
Planning Manager	5-10	2,000	3,500	
Pattern Maker Manager	5-10	1,500	2,000	
Pattern Maker	5+	600	900	
Senior Merchandising Manager	10+	2,000	4,000	
Merchandising Manager	5-10	2,000	3,000	
Merchandising Supervisor	5+	1,000	1,500	
Merchandising Staff	3-5	600	1,000	
Sample Manager	5-10	1,000	2,000	
Cutting Manager	5-10	1,000	2,000	
Lab Manager	5-10	1,800	3,000	
Product Development Manager (Expat)	10-15	4,000	6,000	
Product Development Manager	8-10	3,000	5,000	
Dyeing Manager	5-10	2,000	3,000	
Inspector	5+	900	1,200	

Supply Chain

According to VLA's statistics, Vietnam currently has about 30,000 enterprises in the field of Logistics & E-logistics, which include 4,000 foreign enterprises. The industrial and logistics activities in Ho Chi Minh City, Binh Duong, Dong Nai, Ba Ria-Vung Tau, Mekong Delta and South Central provinces suffered the most from the Covid-19 impact.

Businesses have to use technology and robots to reduce human labor, and this causes a decrease in job openings. On the other hand, employees are leaving the labor market, as they experience SOP-fatigue. Thus, there is a shortage of Talents and it requires more time and effort to recruit, train and retain a new workforce as compared to pre-COVID time.

Vietnam's logistics industry is expected to grow in 2021 as the global economy recovers. Hence, businesses will plan for future recruitment needs and employees need to be equipped with relevant skills.



Supply Chain

TOP 10 In-demand Skills



Time Management



Supply Chain & Logistics knowledge



Project Management



Budget Management



Coordination



Regulatory Compliance



Procurement



Strategic Thinking



Communications



Leadership

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

FUNCTIONAL

CUSTOMER SERVICE LOGISTICS			
Order Process Management/ Customer Service Logistics Officer	3-6	600	1,500
Order Process Management/ Customer Service Logistics Manager	5-10	1,100	4,000
PURCHASING			
Purchasing/Sourcing/Procurement/ Buyer Officer	2-5	500	1,500
Purchasing/Sourcing/Procurement/ Buyer Manager	5-10	1,200	5,000
SYSTEM			
ERP/SAP Implementation Leader	2-10	1,000	3,500

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	3-6	700	1,500
	5-10	1,500	4,000
	2-5	600	1,500
	5-10	1,500	3,000
	2-10	1,000	3,500

Supply Chain

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

FUNCTIONAL

PLANNING			
Supply Planning/ Production Planning Officer	1-5	600	1,500
Supply Planning/ Production Planning Manager	5-15	1,500	5,000
Demand Planning Officer	1-5	600	2,000
Demand Planning Manager	5-10	1,000	5,000
Logistics Planning Officer	2-5	600	2,000
Logistics Planning Manager	5-15	1,200	3,500
Material Planning Manager	5-12	1,200	4,500
Supply Chain Planning Officer	3-5	800	2,000
Supply Chain Planning Manager	5-15	2,000	10,000
LOGISTICS			
Logistics Officer	2-5	600	1,500
Logistics Manager	5-10	1,200	4,000
SUPPLY CHAIN			
Supply Chain Officer	2-5	600	1,500
Supply Chain Manager	5-15	1,200	6,000
WAREHOUSE			
Warehouse Officer	2-5	600	1,500
Warehouse Manager	5-15	1,200	3,000
Inventory Officer	1-5	600	1,000
Inventory Manager	5-10	1,200	2,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	1-5	700	1,500
	5-15	1,500	4,000
	1-5	600	2,000
	5-10	1,500	4,000
	2-5	700	2,000
	5-15	1,200	3,500
	5-12	1,500	4,500
	3-5	800	2,000
	5-15	2,000	7,000
	2-5	600	1,500
	5-10	1,300	4,000
	2-5	700	1,500
	5-15	1,500	7,000
	2-5	500	1,200
	5-15	1,200	3,500
	1-5	500	1,000
	5-10	1,000	2,000

Supply Chain

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

FUNCTIONAL

WAREHOUSE & LOGISTICS			
Warehouse & Logistics Officer	2-5	700	1,500
Warehouse & Logistics Manager	5-10	1,200	3,000
TRANSPORTATION			
Transportation Officer	2-5	500	1,200
Transportation Manager	5-10	1,200	2,500
Fleet/Delivery Officer	1-5	500	1,000
Fleet/Delivery Manager	5-10	1,000	2,500
DISTRIBUTION			
Distribution Center Officer	2-5	600	1,000
Distribution Center Manager	5-15	1,200	3,500
CONSULTING			
Supply Chain Consultant	2-5	1,000	3,000
Supply Chain Managing Consultant	5-10	1,500	6,000
Customs & International Trade Consultant	3-5	1,000	2,000
Customs & International Trade Managing Consultant	5-10	1,500	5,000
IMPORT EXPORT/ CUSTOMS			
Import Export Officer/Customs Officer	2-5	600	1,500
Import Export Manager/Customs Manager	5-10	1,000	3,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	2-5	700	1,500
	5-10	1,300	3,000
	2-5	500	1,200
	5-10	1,300	3,000
	1-5	500	1,000
	5-10	1,200	2,500
	2-5	600	1,000
	5-15	1,300	4,000
	N/A	N/A	N/A
	N/A	N/A	N/A
	N/A	N/A	N/A
	N/A	N/A	N/A
	2-5	600	1,300
	5-10	1,500	3,500

Supply Chain



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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LOGISTICS SERVICES

LOGISTICS			
Logistics Officer	2-5	600	1,500
Logistics Manager	3-15	1,200	4,000
WAREHOUSE			
Warehouse Officer	2-5	500	1,500
Warehouse Manager	5-10	1,200	3,000
Warehouse Supervisor	3-5	900	1,200
Contract Logistics Operation Manager	5-10	2,000	4,000
Warehouse Solution Manager	5-10	2,000	3,500
Warehouse Implementation Manager	5-10	2,000	3,500
TRANSPORTATION			
Transportation/Delivery Officer	2-5	600	1,500
Transportation/Delivery Manager	5-10	1,200	3,000
Route Design Manager	5-12	1,200	3,000
CUSTOMER SERVICE LOGISTICS			
Customer Service Officer	2-5	600	1,500
Customer Service Manager	5-12	1,200	4,000
CUSTOMS			
Customs Officer	2-5	600	1,100
Customs Manager	5-10	1,000	3,500
Cross Border Manager	5-15	1,000	5,000
Air/Sea Freight/International Freight Forwarding Officer	2-5	600	1,100
Air/Sea Freight/International Freight Forwarding Manager	5-10	1,000	3,000



EXPERIENCE (YEARS)	MIN	MAX
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2-5	600	1,000
3-15	1,300	3,000
2-5	500	1,000
5-10	1,700	2,500
3-5	900	1,200
5-10	1,800	4,000
5-10	2,000	3,000
5-10	2,000	3,000
2-5	500	1,000
5-10	1,500	2,300
N/A	N/A	N/A
2-5	400	750
5-12	1,500	2,300
2-5	400	700
5-10	1,500	2,200
5-15	2,000	2,800
2-5	400	750
5-10	1,500	2,500

Supply Chain

Ho Chi Minh City



JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

LOGISTICS SERVICES

OPERATION			
Operation Officer	2-5	500	1,100
Operation Manager	5-10	1,200	3,000
IMPROVEMENT			
Process Innovation/Excellence/Improvement Officer	2-5	800	1,500
Process Innovation/Excellence/Improvement Manager	5-10	1,500	3,000
SALES			
Sales/Business Development Officer	3-5	600	1,200
Sales/Business Development Manager	5-10	1,200	3,000
Key Account Manager	5-10	1,300	3,000
Commercial Director	5-15	1,800	5,000
BRANCH			
Branch Manager	5-10	1,500	3,000
DISTRIBUTION CENTER/ HUBS			
Distribution Center Officer	2-5	600	1,500
Distribution Center Manager	5-10	1,200	3,000
SHIPPING			
Shipping Manager	5-10	1,200	2,000

Hanoi



EXPERIENCE (YEARS)

MIN

MAX

	2-5	600	1,000
	5-10	1,700	3,000
	N/A	N/A	N/A
	N/A	N/A	N/A
	3-5	550	1,100
	5-10	1,500	2,500
	5-10	1,200	2,200
	10-15	2,500	3,500
	5-10	2,200	5,000
	2-5	600	1,000
	5-10	1,500	3,500
	N/A	N/A	N/A

Japanese Speaking

The friendly Japan-Vietnam relations become stronger over the years. Japan-Vietnam relations are important for mutual benefits - whether in the aspect of economy, politics or cultural exchange. The number of Japanese companies expanding into Vietnam is expected to increase in the future.

Although it will take some time for the economy to recover to pre-pandemic level, the strong partnerships between both governments indicate that businesses will continue to operate as usual. The demand for Japanese-speaking professionals, as well as professionals who are familiar with the Japanese market and culture will continue to grow. Such Talents are needed to facilitate the trade ties for cross-border businesses.



Japanese Speaking

TOP 5 In-demand Skills



Punctuality



Cooperativeness



Process-oriented



“Ho-Ren-So”
(Inform, Contact, Discuss)



Respect for Seniors

Ho Chi Minh City

JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

MANUFACTURING

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Technical Staff	1-3	600	1,000
Technical Manager	5-10	1,500	2,500
QA/QC Staff	1-3	500	1,000
QA/QC Manager	5-10	2,000	2,500
Production Manager	5-10	2,000	2,500
Assistant Production Manager	3-5	1,200	2,000
Equipment Maintenance Staff	1-3	500	1,000

INFORMATION TECHNOLOGY

Programmer Leader	3-5	2,300	4,500
Programmer Manager	5-10	2,800	5,000
Mobile Team Leader	3-5	2,300	4,500
Engineering	1-3	1,200	2,500
Operator	1-3	1,200	1,800
Communicator	1-3	1,000	1,500

Hanoi

EXPERIENCE (YEARS)

MIN

MAX

	1-3	600	1,000
	5-10	1,200	2,000
	1-3	600	1,000
	5-10	1,200	2,000
	5-10	1,200	2,000
	3-5	1,000	1,500
	1-3	600	1,000

	3-5	1,500	4,000
	5-10	2,000	5,000
	3-5	1,500	4,000
	1-3	1,000	2,000
	1-3	1,000	1,500
	1-3	1,000	1,500

Japanese Speaking



Ho Chi Minh City

JOB TITLES

EXPERIENCE (YEARS)

MIN

MAX

TRADING

JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Support Project Manager	N/A	N/A	N/A
Sales Manager	3-10	2,000	3,500
Sales Staff	1-3	500	1,200
Market Research Staff	1-3	600	1,200
Logistics Staff	1-3	600	1,200

GENERAL AFFAIRS POSITIONS

General Affairs Staff	1-3	600	1,500
General Affairs Manager	3-10	1,500	2,500
Assistant to Manager	1-5	1,000	1,500
Interpreter/Translator	1-5	600	1,500



Hanoi

EXPERIENCE (YEARS)

MIN

MAX

EXPERIENCE (YEARS)	MIN	MAX
N/A	N/A	N/A
3-10	1,500	3,000
1-3	600	1,200
1-3	600	1,200
1-3	600	1,000

1-3	600	1,000
3-10	1,200	2,500
1-5	700	1,500
1-5	600	1,500

Japanese Speaking



JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
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NATIVE JAPANESE POSITIONS

SALES POSITIONS			
Staff	0-3	1,500	2,500
Assistant Manager	3-5	2,000	3,000
Manager	5+	2,500	5,000
PRODUCTION CONTROL/QC POSITIONS			
Staff	0-3	2,000	2,500
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	6,000
IT/WEB POSITIONS			
Staff	1-3	1,800	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
FINANCE			
Staff	1-3	2,000	3,000
Assistant Manager	3-5	2,500	3,500
Manager	5+	3,000	5,000
OTHERS			
Accounting Manager	5+	3,000	5,000
Customer Service	0-3	1,500	2,500



EXPERIENCE (YEARS)	MIN	MAX
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0-3	1,500	2,500
3-5	2,000	3,000
5+	2,500	5,000
0-3	2,000	2,500
3-5	2,500	3,500
5+	3,000	6,000
1-3	1,800	3,000
3-5	2,500	3,500
5+	3,000	5,000
1-3	2,000	3,000
3-5	2,500	3,500
5+	3,000	5,000
5+	3,000	5,000
0-3	1,500	2,500



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