

INDONESIA

# 2018 SALARY GUIDE

# Company Overview

## ABOUT KELLY SERVICES

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

## ABOUT PERSOL INDONESIA

PERSOL, formerly known as Intelligence, is one of the largest and fastest growing HR service providers in the Asia Pacific regions. With presence in 10 key APAC markets, PERSOL leverages on its strong database of Japanese and Japanese-speaking candidates to provide tailored workforce solutions primarily to Japanese companies in this region.

Kelly Services and PERSOL Indonesia operates under the PERSOLKELLY company, a joint venture between PERSOL Holdings and Kelly Services, Inc., forming one of the largest recruitment companies in Asia Pacific.

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

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**Methodology:** Salary figures included in the 2018 Indonesia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly and PERSOL Indonesia network, as well as the latest job placement data recorded on the Kelly and PERSOL Indonesia database.

# EXECUTIVE OVERVIEW



Economic growth in Indonesia remains resilient, with GDP growing 5.1 per cent last year. The World Bank sees growth continuing to be stable going forward, at 5.3 per cent from 2018 to 2020, while the government had set a 5.4 per cent growth target in its 2018 state budget. Reasons for growth include an improvement in household consumption on the back of rising wages and climbing commodity prices, which benefits Indonesia as one of the world's largest commodity exporters.

The stable growth is supported by benign inflation. Bank Indonesia and the government targets inflation at between 2.5 to 4.5 per cent in 2018, and between 2 to 4.5 per cent in the subsequent three years. Infrastructure development, reducing inequality and improving human capital are key focuses for the government, while it continues to cut energy subsidies.

Based on market trending going forward, I am pleased to present the 2018 Indonesia Salary Guide. It seeks to present an overview of the business landscape, market insights, and trends of key industries currently driving the economy. I hope this guide will serve as an insightful tool to help you plan your talent compensation more competitively.

My team and I are ready to assist you with specific queries you may have on our sectors of specialisations within Indonesia. There are many aspects which make an employee productive – a competitive salary is one of them. I hope this effort of ours provides you that crucial input.

A handwritten signature in white ink, appearing to read 'Bernadette Themas', with a stylized flourish at the end.

**Bernadette Themas**  
Managing Director & Country Head, Indonesia

# 2018 INDONESIAN ECONOMIC OUTLOOK

## INFRASTRUCTURE DEVELOPMENT

Good infrastructure facilitates the conduct of business. Indonesia has a USD\$1.5 trillion infrastructure gap compared to other emerging economies, according to the World Bank. Hence President Widodo's five-year infrastructure plan, already half-way through its tenure, is critical. Construction targets specific to this year include 865 km of roads, 781 km of irrigation developments, and 13,405 units of subsidised apartments.

However, a USD\$150 billion gap looms, with the government so far receiving pledges for over half the USD\$327 billion it needs. Just USD\$15 billion has come from the state budget, with the bulk committed by private investors, including China.

Foreign direct investments in Indonesia last year reached USD\$32.2 billion, rising 11 per cent from 2016. Domestic investment rose 21 per cent to IDR 262.3 trillion, which the Investment Coordinating Board (BKPM) attributed partly to repatriation of funds from the government's tax amnesty programme in 2017. Overall, realised investment was IDR 692.8 trillion, a 13 per cent increase from 2016. BKPM is targeting a 10 per cent increase this year.

China was Indonesia's second-biggest source of foreign direct investment in 2017. Expectations are for inflows to continue to grow. China is also Indonesia's largest trading partner, with bilateral trade at USD\$63.4 billion last year, an increase of 17 per cent.

Singapore remains the country's biggest foreign investor, at USD\$8.4 billion, while combined investment from China and Hong Kong surged 12 per cent to USD\$5.5 billion, overtaking Japan's USD\$5 billion which was a 7 per cent decline.



Last year, China invested in the electricity sector, funding the construction of power plants and supporting facilities such as ports. It also poured money into downstream industries, mainly nickel smelters. Money from China's Belt and Road Initiative will go to the transportation industry and tourism industries such as construction of ports, airports, railways and a cruise terminal. Jakarta and Beijing have agreed to jointly develop infrastructure projects in three Indonesian provinces specifically designated for Belt and Road investments: North Sumatra, North Kalimantan and North Sulawesi. BKPM expects the investment to reach tens of trillions or even hundreds of trillions of rupiah.

## HUMAN CAPITAL AND ECONOMIC DEVELOPMENT

The country has made progress towards its developmental goals. Indonesia's Human Development Index improved to 70.2 in 2016 from 66.5 in 2010. Life expectancy has improved to 70.9 years. The people have an average of eight years of education, with this number expected to improve to 12.7 years. However, 64 per cent have only completed up to lower secondary education with illiteracy for those above 45 years of age at 11 per cent, indicating there is room to further improve the country's human capital.

On the economic front, the commitment to structural reforms has seen some key milestones reached. The country's sovereign debt is now rated investment grade by all the major rating agencies. The World Economic Forum's Global Competitiveness Index for 2017 to 2018 places Indonesia at 36th, way ahead of its 91st position previously. Indonesia achieved better scores in institution, infrastructure, macroeconomic, health, primary education, technological readiness and business sophistication.

The country also comes in first in Trust and Confidence in National Government, based on data from the Gallup World Poll which is used by the Organization for Economic Co-operation and Development.

Indonesia population is not only large, as the world's fourth most populous country, but also young, with a median age of 28. The share of the working-age population relative to the total continues to grow until 2030.

With a workforce of 128 million people, about seven million workers or 5.5 per cent were unemployed in August last year, according to the Central Statistics Agency (BPS). Of these, 11.4 per cent are senior high school graduates, the largest percentage among other school and university graduates.

The agricultural sector is the largest job provider with almost 36 million workers, employing 29.7 per cent of the total workforce. Services including community, trade, restaurant and accommodation, has 48.7 million workers or 40 per cent. Mining, industry, utilities and construction has almost 27 million workers making up 22.3 per cent, while transportation, warehousing and communications have 5.6 million workers, or 4.8 per cent.

Skilled workers are in demand. The vocational training system is expected to graduate 40,000 skilled workers with competence certificates this year. The Manpower Ministry expects cooperation with the Indonesian Chamber of Commerce and Industry to provide 200,000 internships and apprenticeships programs to roughly 2,000 companies.

The Indonesian Employers Association (Apindo) expects the government will try to improve the outputs of conventional industry sectors and new sectors such as tourism and creative industries in 2018. Political dynamics may however impact the economy, as 90 million Indonesians prepare to vote in regional elections in June, while the candidates for the 2019 presidential elections will begin campaigning in October.

Improving educational attainments by the population, better infrastructure and a stable economy bode well for the job marketplace, for both employers and employees. However, many industries are feeling the impact of digital disruption as economic activities shift online or automate. In response, workers need to continually build new skills as their jobs change, while companies need to innovate and adapt to remain competitive.

# OUR CSR INVOLVEMENTS



Kelly Services and PERSOL Indonesia has always pride ourselves for being an active participant in **Corporate Social Responsibility (CSR)**, which is aligned with our group vision of creating greater opportunity for personal growth to contribute to a brighter future for the community.

Our CSR commitments are built around four critical areas; mainly, **employees and people, ethnics and governance, engagement and environment**. The key objective is to ensure sustainability in the programmes that we choose to participate. This is done through a systematic process from planning to delivery to finally monitoring and evaluating the outcome of these involvements.

Our CSR efforts focus on **three** major areas:

- **Education** – This can be volunteering English Training or informal training to Elementary schools and street kids. Or conducting workshops and trainings for students in Universities and Colleges on jobs-related essentials like: How to write a CV, preparing for job interviews, salary negotiation, and employment contract review, etc.
- **Marginalised People** – We help create opportunities for recruiting and training marginalised people so that they can be given a chance to work in professional environment.

We started this initiative in 2008 by hiring children from Sanggar Anak Akar Indonesia as contract staff in our own organisation. Thereafter, we successfully placed more than 100 permanent staff in renowned organisations such as, AXA, Ajinomoto, Cigna, Johnson & Johnson, Teka Parquet, etc.

- **People with Disabilities** – This year, we started a new initiative in our recruitment drive, calling it **Difable Recruitment Day**. Through this initiative, we hope to start revolutionary workforce drive by encouraging employers to give people with disabilities an equal chance to integrate into the workforce.

Besides the three major areas mentioned, our CSR efforts also include **infrastructure improvements** for the under-privileged schools, **community development** like United Nations World Food Program, flood relief, Papua Community Development with ICSR Society, Coin a Chance! and more.

In 2017, Kelly Services Indonesia was awarded 2 Top CSR Award for being a **Top Leader in CSR commitment**; and on **Difabel Access to formal job**.

The basis for our motivation in being a leader in CSR to fulfill our group vision is build on a simple philosophy – **To Love and To Give!**





# LIFE SCIENCES

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Among the fastest-growing in the world and the largest in ASEAN, Indonesia's pharmaceutical market grew at a compound annual growth rate of 10.3 per cent to IDR 67.2 trillion in 2016, accounting for 27 per cent of ASEAN's pharmaceutical market. Indonesia is also the world's largest consumption of halal pharmaceutical products and cosmetics.

Driven by the government's Universal Health Coverage scheme (BPJS Kesehatan) which now covers an estimated 70 per cent of the population, and improved macroeconomic conditions, the market is expected to reach IDR 109.6 trillion in 2021.

There were 215 drug manufacturers in 2016, of which 70 per cent were domestic. Ownership restrictions had been eased, complete ownership by foreign companies is now permitted. Investment in the pharmaceutical sector is expected to reach USD\$19.8 billion during the 2015 to 2025 period.

The medical device market was worth USD\$2.28 billion in 2016 and is forecasted to grow to USD\$3.54 billion in 2018. Indonesia manufactures hospital beds, disposable supplies and wheelchairs, but imports over 90 per cent of its medical devices, as the domestic industry is under-developed.

# HOSPITAL & HEALTHCARE



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Marketing and Sales Director	S1	15+	110,000,000	180,000,000
Chief Financial Officer	S1	15+	100,000,000	200,000,000
HR Director	S1	10+	100,000,000	180,000,000
IT Director	S1	15+	75,000,000	100,000,000
Hospital Director 	S1	15+	50,000,000	100,000,000
Finance Accounting Manager	S1	10+	50,000,000	75,000,000
IT Manager	S1	10+	50,000,000	75,000,000
Purchasing Manager	S1	10+	50,000,000	70,000,000
HR Manager	S1	10+	40,000,000	60,000,000
Engineer Manager	S1	10+	40,000,000	50,000,000
Acute Therapy Development (Medical Doctor)	S1	3 – 5	30,000,000	40,000,000
Commercial Marketing Manager	S1	7+	30,000,000	40,000,000
Chief Nurse	D3	10+	20,000,000	40,000,000
Chief Engineer 	S1	10+	20,000,000	30,000,000
General Doctor	S1	3 – 5	20,000,000	30,000,000
Nurse 	D3	3 – 5	4,000,000	7,000,000

# MEDICAL DEVICES



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Chief Finance Officer	S1	15+	110,000,000	150,000,000
Corporate Communications Director	S1	15+	70,000,000	100,000,000
Head of Medical affair / Director	S1	15+	50,000,000	90,000,000
Regulatory Head ✖	S1	15+	50,000,000	90,000,000
Finance Controller ✖	S1	7+	50,000,000	80,000,000
Head of Legal	S1	10+	50,000,000	80,000,000
Head of HR	S1	15+	40,000,000	70,000,000
General Marketing Manager	S1	10+	35,000,000	50,000,000
Practice Development Manager	S1	7	30,000,000	40,000,000
Sales Force Effectiveness Manager	S1	5+	30,000,000	40,000,000
Business Development Manager ✖	S1	5	25,000,000	35,000,000
HR Manager ✖	S1	10+	25,000,000	35,000,000
Supply Chain Manager	S1	7+	25,000,000	35,000,000
Senior Commercial Marketing Executive	S1	5-7	20,000,000	30,000,000
Product Specialist ✖	S1	10+	16,000,000	30,000,000
Associate Clinical Manager	S1	7	15,000,000	18,000,000
Sales Manager	S1	5	12,000,000	18,000,000
Product Manager, Immunology	S1	5 – 10	10,000,000	15,000,000
Secretary	S1	5+	10,000,000	12,000,000
Category Manager	S1	5+	8,000,000	12,000,000
Product Specialist ✖	S1	5	8,000,000	9,500,000
Senior Accountant	S1	3+	8,000,000	9,000,000
Tax Administrator	S1	3+	6,000,000	8,000,000
Product Specialist ✖	D3	2-3	5,000,000	7,000,000
CMG Franchise Admin	S1	3+	5,000,000	6,000,000
CME Coordinator	S1	3+	4,500,000	5,500,000
Logistic Admin	S1	3+	4,500,000	5,500,000
Product Specialist	S1	1 – 5	4,000,000	9,000,000
Accountant	S1	1 – 3	4,000,000	5,000,000
Housekeeping Supervisor ✖	S1	1 – 3	4,000,000	5,000,000
Human Resource Clerk	S1	1 – 3	4,000,000	5,000,000
Purchasing Executive	S1	1 – 3	4,000,000	5,000,000

# PHARMACEUTICAL



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Managing Director / Chief Executive Officer *	S1	10+	150,000,000	300,000,000
Finance Director *	S1	15+	120,000,000	180,000,000
Commercial Director *	S1	10+	100,000,000	200,000,000
Business Unit Head / Director *	S1	15+	100,000,000	180,000,000
Head of Medical Affairs / Director *	S1	10 – 15+	90,000,000	160,000,000
Head of HR / HR Director	S1	15+	80,000,000	200,000,000
Head of Market Access / Director *	S1	10+	80,000,000	160,000,000
Corporate Communication Director *	S1	15+	80,000,000	150,000,000
Research & Development Director *	S1	10+	60,000,000	100,000,000
Head of Legal	S1	10+	50,000,000	90,000,000
Head of Regulatory *	S1	15+	40,000,000	100,000,000
Tax & Treasury Manager *	S1	5-7	25,000,000	35,000,000
HR Manager / HR Business Partner	S1	10+	20,000,000	80,000,000
Communications Manager	S1	5+	20,000,000	40,000,000
Market Access Manager	S1	5+	20,000,000	40,000,000
Medical Advisor	S1	5+	20,000,000	40,000,000
Product & Application Manager	S1	11	20,000,000	25,000,000
Clinical Research Associate Manager	S1	5+	15,000,000	25,000,000
Drug Regulatory Affairs Manager	S1	5+	15,000,000	25,000,000
Product Manager *	S1	3 – 5	15,000,000	25,000,000
Procurement Assistant Manager	S1	5	15,000,000	20,000,000
Retail Key Account Manager *	S1	3 – 5	15,000,000	20,000,000
Sales Manager	S1	5 – 10	15,000,000	20,000,000
Talent Acquisition Executive	S1	5	15,000,000	17,000,000
Assistant Service Manager	S1	12	14,000,000	16,000,000
Senior Medical Scientific Liaison	S1	5+	13,000,000	16,000,000
Area Sales Manager *	S1	5+	12,000,000	15,000,000
Regional Sales Manager	S1	5 – 10	12,000,000	15,000,000
Junior Drug Regulatory Affairs Manager	S1	3+	10,000,000	15,000,000
Pharmacovigilance Specialist	S1	1 – 3	10,000,000	15,000,000

# PHARMACEUTICAL



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Executive Assistant	S1	3	9,000,000	15,000,000
Tax Compliance Executive	S1	3	9,000,000	13,000,000
Procurement Admin	S1	6	9,000,000	11,000,000
Scanner Admin and Tax Officer	S1	3	9,000,000	10,000,000
Area Manager	S1	5 – 10	8,000,000	12,000,000
Category Manager	S1	5+	8,000,000	12,000,000
Clinical Research Associate	S1	3+	8,000,000	12,000,000
Medical Scientific Liaison	S1	3+	8,000,000	12,000,000
Accounting Analyst	S1	3+	8,000,000	9,000,000
Finance Analyst	S1	3	8,000,000	9,000,000
HR Operation	S1	2	8,000,000	9,000,000
Admin Analyst	S1	6	7,000,000	13,000,000
Drug Regulatory Affairs Associate	S1	3+	7,000,000	9,000,000
Product Representative	S1	3	7,000,000	9,000,000
Accounts Payable Executive	S1	3	7,000,000	8,000,000
IT Service Desk Analyst	S1	3	7,000,000	8,000,000
Logistic Executive +	S1	3	6,500,000	9,000,000
Payroll Officer & Contractor Coordinator	S1	3	6,500,000	7,500,000
Tax Accountant	S1	3+	6,000,000	8,000,000
Personal Assistant & General Affair Administration	D3	3	6,000,000	7,000,000
Regulatory Affair Officer	D3	1	6,000,000	7,000,000
Secretary	S1	1	5,500,000	6,500,000
Secretary Support	S1	2	5,000,000	7,500,000
Product Specialist +	D3	2 – 3	5,000,000	7,000,000
Accounting Executive	S1	1 – 3	5,000,000	6,000,000
Admin Marketing	S1	1	5,000,000	6,000,000
Benefit Administration Executive	S1	3	5,000,000	6,000,000
HR Admin Executive	S1	3	5,000,000	6,000,000
Marketing Admin	S1	1 – 3	5,000,000	6,000,000
Medical Admin	D3	3	5,000,000	6,000,000

# PHARMACEUTICAL



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Purchasing Executive	S1	1 – 3	5,000,000	6,000,000
Sales Analyst	D3	3	5,000,000	6,000,000
CME Coordinator	S1	3+	4,500,000	5,500,000
HRIS Officer	D3	2	4,500,000	5,500,000
PIC of RIGI Department	D3	3	4,500,000	5,500,000
PIC of SP Department	D3	3	4,500,000	5,500,000
Admin Assistant	S1	3	4,000,000	9,000,000
Accounting Clerk	S1	1 – 3	4,000,000	6,000,000
Finance Executive	S1	2	4,000,000	6,000,000
Finance Administration	D3	3	4,000,000	5,500,000
Data Entry Executive	D3	1	4,000,000	5,000,000
Data Entry Officer (Sales Force Effectiveness)	SMA	1	4,000,000	5,000,000
Packaging Operator	SMA	0	4,000,000	5,000,000
Payroll Admin Executive	D3	3	4,000,000	5,000,000



# ENGINEERING

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Indonesia has a IDR 1.5 trillion infrastructure gap compared to other emerging economies, according to the World Bank. A lack of good roads and transport corridors add to logistical barriers and drive up costs for business. Hence President Widodo's five-year infrastructure plan, which is already half-way through its tenure, is critical.

The government programmes include the construction of 35,000-megawatt power plants, 2,650 km of new roads, and 1,800 km of toll roads. Indonesia had 780 km of toll roads in 2014. The new 1,800 km of toll roads is expected to be completed in 2019. Digital infrastructure development includes the extension of fibre optic networks from 112,494 km in 2014 to 158,850 km in 2018.

However, a USD\$150 billion gap looms, with the government so far receiving pledges for over half the USD\$327 billion it needs. Just USD\$15 billion has come from the state budget, with the bulk committed by private investors, including from China.

Manufacturing industries contribute about 20 per cent of Indonesia's GDP. The government projects a 5.7 per cent growth rate for manufacturing this year, higher than the 4.7 per cent in 2017, because of strong growth in the food and beverage sector, chemicals, pharmaceutical and traditional medicines sector, and metal goods, electronics and electrical equipment sector.

The government will provide tax incentives to boost industry, such as a 200 per cent tax allowance for investments in vocational programmes to improve training and skills for workers, a 300 per cent tax incentive for investments in innovative products, and tax incentives for investments in labour-intensive industries that focus on exports.

Oil production has been declining due to ageing wells. To raise output, the government is trying to attract more investment for exploration. It scrapped 22 out of 51 rules for business license in the sectors of oil and gas, mineral resources and electricity, and set a USD\$1 billion target of investment for the energy sector in 2018.

# BUILDING, CONSTRUCTION & EPC



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Chief Executive Officer 🚩	S1	10+	250,000,000	400,000,000
Chief Operating Officer	S1	10+	150,000,000	250,000,000
VP, Land Acquisition	S1	10+	90,000,000	200,000,000
Head of Urban Development	S1	10+	80,000,000	250,000,000
Engineering Director	S1	10+	80,000,000	150,000,000
Country HR Director 🚩	S2	10+	60,000,000	146,000,000
Business Development Manager 🚩	S1	10+	50,000,000	140,000,000
Engineering Manager	S1	10+	50,000,000	85,000,000
General Counsel	S1	10+	45,000,000	140,000,000
Project Manager	S1	10+	45,000,000	85,000,000
General Marketing Manager	S1	10+	40,000,000	70,000,000
Corporate Communications Manager	S2	10+	40,000,000	60,000,000
Contract Manager 🚩	S1	10+	35,000,000	100,000,000
Environmental Specialist	S1	10+	35,000,000	45,000,000
Business Development Manager	S1	10+	30,000,000	75,000,000
Project Manager, High Rise Building	S1	10+	30,000,000	70,000,000
External Relation Manager 🚩	S1	7+	30,000,000	60,000,000
Construction Manager 🚩	S1	10+	30,000,000	50,000,000
Project Control Manager	S1	10+	30,000,000	50,000,000
Project Engineer	S1	8+	30,000,000	50,000,000
Data Management Manager	S1	10+	30,000,000	40,000,000
Legal Counsel, Land Acquisition	S1	7+	30,000,000	40,000,000
Procurement Manager	S1	5 – 8	25,000,000	55,000,000
Construction Manager, High Rise Building	S1	10+	25,000,000	50,000,000
HSE Manager	S1	10+	25,000,000	50,000,000
QC Manager	S1	10+	25,000,000	50,000,000
Quality Manager	S1	10+	25,000,000	40,000,000
Marketing Manager	S1	10+	22,000,000	35,000,000
Process Engineer 🚩	S1	7+	20,000,000	32,000,000
Finance & Accounting Manager	S1	10+	20,000,000	25,000,000
Electrical Engineer	S2	10+	18,500,000	25,000,000
Contraction Engineer	S1	5 – 8	18,000,000	30,000,000

# BUILDING, CONSTRUCTION & EPC



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Project Engineer	S1	5 – 8	18,000,000	30,000,000
BIM Manager	S1	10+	18,000,000	25,000,000
Process Safety / Loss Prevention Engineer	S1	5 – 8	15,000,000	45,000,000
Offshore Structural Engineer	S1	5 – 8	15,000,000	40,000,000
Pipeline Engineer	S1	5 – 8	15,000,000	40,000,000
Process Engineer	S1	5 – 8	15,000,000	40,000,000
Electrical Engineer	S1	5 – 8	15,000,000	35,000,000
Fabrication Engineer	S1	5 – 8	15,000,000	35,000,000
HVAC Engineer ✖	S1	5 – 10	15,000,000	35,000,000
Instrumentation Engineer	S1	5 – 8	15,000,000	35,000,000
Mechanical Rotating / Static Engineer	S1	5 – 8	15,000,000	35,000,000
Piping Engineer	S1	5 – 8	15,000,000	35,000,000
Project Control Engineer	S1	5 – 8	15,000,000	30,000,000
Site Manager	S1	10+	15,000,000	30,000,000
Chief Engineer	S1	5 – 10	15,000,000	25,000,000
Civil Engineer ✖	S1	5 – 8	15,000,000	25,000,000
MEP Engineer	S1	10+	15,000,000	25,000,000
Welding Inspector	S1	10+	15,000,000	25,000,000
Leasing Manager	S1	2	14,000,000	16,000,000
Senior Estimator	S1	5 – 8	12,000,000	25,000,000
HSE Supervisor	S1	10+	12,000,000	18,000,000
Automation Engineer	S1	5 – 8	10,000,000	35,000,000
Construction Engineer	S1	5 – 8	10,000,000	30,000,000
QC Engineer	S1	5 – 8	10,000,000	25,000,000
Contract Engineer	S1	5 – 8	10,000,000	23,000,000
Quantity Surveyor	S2	6+	9,500,000	15,000,000
Tax Officer	S1	9+	8,500,000	15,000,000
Architect	S1	5 – 8	8,000,000	15,000,000
Junior Sales Officer	S1	1	5,000,000	5,500,000
Sales Support Administration	S1	1	5,000,000	5,500,000

# MANUFACTURING



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Manufacturing Director	S1	15+	85,000,000	150,000,000
Engineering Manager	S1	10+	20,000,000	30,000,000
Project Manager	S1	5–8	20,000,000	30,000,000
Construction Manager	S1	7 – 10	20,000,000	25,000,000
Program Manager	S1	5–8	20,000,000	25,000,000
Sales Manager	S1	7	20,000,000	25,000,000
Maintenance & Reliability Manager	S1	7 – 10	18,000,000	25,000,000
Planning Manager	S1	5-8	18,000,000	25,000,000
Production Manager	S1	7 – 10	18,000,000	25,000,000
Project Manager	S1	3	17,000,000	20,000,000
Sales Engineer Assistant Manager	S1	13	15,000,000	23,000,000
Material Manager	S1	5 – 8	15,000,000	22,000,000
Process Engineer	S1	3 – 5	15,000,000	18,000,000
Production Manager, Chemical	S1	10+	15,000,000	18,000,000
Finance Manager	S1	3	15,000,000	17,000,000
Process Engineer, Chemical	S1	10+	15,000,000	17,000,000
Project Engineer	S1	3 – 5	15,000,000	17,000,000
Sales Manager	S1	3	15,000,000	17,000,000
Procurement Manager	S1	3+	14,000,000	17,000,000
Development Engineer Degree	S1	3 – 5	13,000,000	15,000,000
Electrical Engineer	S1	3 – 5	13,000,000	15,000,000
Planning Assistant Manager	S1	3 – 5	13,000,000	15,000,000
Production Engineer	S1	3 – 5	13,000,000	15,000,000
Service Manager	S1	10+	13,000,000	15,000,000

# MANUFACTURING



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Procurement Manager	S1	2	12,000,000	14,000,000
Area Sales Manager	S1	4	11,000,000	15,000,000
Asst. Technical Manager	S1	3	11,000,000	14,000,000
Senior Sales Engineer ☆	S1	4	10,000,000	17,000,000
Electrical Design Engineer	S1	3 – 5	10,000,000	15,000,000
Senior Design Engineer, Automation	S1	5 – 7	10,000,000	15,000,000
Mechanical Design Engineer ☆	S1	3 – 5	9,000,000	13,000,000
Instrument Engineer	S1	5+	8,000,000	12,000,000
QA Engineer ☆	S1	3 – 5	8,000,000	12,000,000
Sales Engineer ☆	S1	3 – 5	8,000,000	10,000,000
Senior Applications Engineer	S1	6	8,000,000	10,000,000
Electrical Engineer, Chemical	S1	5+	7,500,000	10,000,000
Applications Engineer	S1	5	7,000,000	9,000,000
PPIC Supervisor	S1	3	7,000,000	9,000,000
Finance Supervisor	S1	3	6,000,000	9,000,000
Sales Executive ☆	S1	2	6,000,000	9,000,000
Finance Controller	S1	3	6,000,000	8,000,000
HR & GA Supervisor	S1	3	6,000,000	8,000,000
Mechanical Engineer	S1	5+	5,500,000	13,000,000
IT Executive	S1	2	5,000,000	7,000,000
PPIC Executive	S1	2	5,000,000	7,000,000
Sales Engineer ☆	S1	1 – 3	4,500,000	6,000,000
Administration Executive	S1	2	4,000,000	6,000,000
Finance Executive	S1	3	4,000,000	6,000,000

# MINING



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Chief Operating Officer	S1	10 – 20	150,000,000	300,000,000
General Manager	S1	10 – 20	100,000,000	300,000,000
Chief Marketing Officer	S1	10 – 20	100,000,000	160,000,000
Technical Service Manager	S1	10 – 20	70,000,000	90,000,000
Chief Geologist	S1	10 – 20	60,000,000	80,000,000
Mine Manager	S1	10 – 20	60,000,000	80,000,000
Exploration Manager	S1	10+	50,000,000	100,000,000
Senior Geotechnical Engineer	S1	10 – 15	50,000,000	80,000,000
Maintenance Manager	S1	10+	45,000,000	85,000,000
Mining Manager	S1	10+	45,000,000	85,000,000
Senior Geologist	S1	10+	40,000,000	70,000,000
Maintenance Manager	S1	10 – 20	40,000,000	60,000,000
Project Manager	S1	10 – 20	40,000,000	60,000,000
Senior Exploration Geologist	S1	10 – 20	40,000,000	60,000,000
Senior Geotechnical Engineer	S1	10 – 20	40,000,000	60,000,000
HSE Manager	S1	10+	35,000,000	60,000,000
Supply Chain Manager	S1	10+	35,000,000	50,000,000
Business Development Manager	S1	10+	30,000,000	75,000,000
Engineering Manager	S1	5 – 10	30,000,000	60,000,000
Technical Service Superintendent	S1	10 – 20	30,000,000	60,000,000
Electrical Engineer	S1	5 – 10	30,000,000	50,000,000
Environmental Manager	S1	10-20	30,000,000	50,000,000
Mechanical Engineer	S1	5-10	30,000,000	50,000,000
Metallurgy Manager	S1	10 – 20	30,000,000	50,000,000
Production Superintendent	S1	10 – 20	30,000,000	50,000,000
Land Acquisition Manager	S1	8+	25,000,000	50,000,000
Process Engineer	S1	5 – 10	25,000,000	45,000,000
Safety Manager / HSE Manager	S1	10 – 20	20,000,000	50,000,000

# MINING



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Drilling & Blasting Engineer	S1	5 – 10	20,000,000	45,000,000
Field Geologist	S1	5 – 10	20,000,000	45,000,000
Geologist Development	S1	5 – 10	20,000,000	45,000,000
Geotechnical Engineer	S1	5 – 10	20,000,000	45,000,000
HSE Engineer	S1	5 – 10	20,000,000	45,000,000
Metallurgy Engineer	S1	5 – 10	20,000,000	45,000,000
Mine Engineer	S1	5 – 10	20,000,000	45,000,000
Senior Drill & Blast Engineer	S1	5 – 10	20,000,000	40,000,000
Senior Mining Engineer	S1	5 – 10	20,000,000	40,000,000
Civil Engineer	S1	5 – 10	15,000,000	35,000,000
Electrical Engineer	S1	5 – 10	15,000,000	35,000,000
Mechanical Engineer	S1	5 – 10	15,000,000	35,000,000
Sales Manager, Heavy Equipment	S1	5 – 8	15,000,000	35,000,000

# OIL & GAS



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Chief Executive Officer 🚩	S1	10+	160,000,000	250,000,000
Subsea / Pipelines Advisor	S1	10 – 20	140,000,000	170,000,000
Geoscience Advisor	S1	10 – 20	110,000,000	150,000,000
Estimating / Cost Engineering Advisor	S1	10 – 20	110,000,000	150,000,000
Vice President, Production	S1	10 – 20	100,000,000	160,000,000
Vice President, Exploration	S1	10 – 20	100,000,000	160,000,000
Construction / Installation Advisor	S1	10 – 20	100,000,000	120,000,000
Marine Advisor	S1	10 – 20	99,000,000	140,000,000
Process Advisor	S1	10 – 20	93,000,000	130,000,000
Project Control Advisor	S1	10 – 20	90,000,000	120,000,000
Drilling Advisor	S1	10 – 20	90,000,000	150,000,000
Vice President, Marketing	S1	10 – 20	90,000,000	160,000,000
HSE Advisor 🚩	S1	10 – 20	90,000,000	120,000,000
Mechanical Advisor	S1	10 – 20	90,000,000	110,000,000
Supply Chain / Procurement Advisor	S1	10 – 20	90,000,000	130,000,000
QA / QC Advisor	S1	10 – 20	90,000,000	128,000,000
Logistic Advisor	S1	10 – 20	85,000,000	140,000,000
Technical Safety Advisor	S1	10 – 20	83,000,000	115,000,000
Electrical Advisor	S1	10 – 20	80,000,000	120,000,000
Piping Advisor	S1	10 – 20	80,000,000	110,000,000
Reservoir / Petroleum Engineering Advisor	S1	10 – 20	80,000,000	110,000,000
Downstream Operation Management Advisor	S1	10 – 20	79,000,000	105,000,000
Production Operation Manager	S1	5 – 10	77,000,000	140,000,000
Project Control Manager	S1	5 – 10	77,000,000	100,000,000
Construction / Installation	S1	5 – 10	76,000,000	100,000,000
Subsea / Pipelines	S1	5 – 10	75,000,000	100,000,000
Senior Geologist Engineer	S1	10 – 15	70,000,000	100,000,000
Technical Safety	S1	5 – 10	65,000,000	85,000,000

# OIL & GAS



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Business Development Manager ✖	S1	5 – 10	60,000,000	90,000,000
Process Manager	S1	5 – 10	60,000,000	90,000,000
Reservoir / Petroleum Engineer	S1	5 – 10	60,000,000	80,000,000
Supply Chain / Procurement Manager	S1	5 – 10	60,000,000	90,000,000
QA / QC Manager	S1	5 – 10	58,000,000	90,000,000
Drilling Manager	S1	5 – 10	55,000,000	80,000,000
Marine Manager	S1	5 – 10	54,000,000	80,000,000
Downstream Operation Management Manager	S1	5 – 10	53,000,000	79,000,000
Geoscience Manager	S1	5 – 10	50,000,000	80,000,000
Offshore Installation Manager	S1	10+	50,000,000	100,000,000
Piping Manager	S1	5 – 10	48,000,000	80,000,000
Electrical Manager	S1	5 – 10	46,000,000	60,000,000
HSE Manager	S1	5 – 10	45,000,000	65,000,000
Logistic Manager	S1	5 – 10	45,000,000	65,000,000
Mechanical Manager	S1	5 – 10	42,000,000	90,000,000
Estimating / Cost Engineering Manager	S1	5 – 10	37,500,000	60,000,000
Drilling Engineer	S1	7 – 15	35,000,000	70,000,000
Geotechnical Engineer	S1	7 – 10	35,000,000	70,000,000
Geologist Engineer	S1	7 – 10	35,000,000	70,000,000
Geophysicist Engineer	S1	7 – 10	35,000,000	70,000,000
Petrophysicist Engineer	S1	7 – 10	35,000,000	70,000,000
HSE Manager ✖	S1	5 – 10	27,000,000	36,000,000
HR Manager ✖	S1	10+	60,000,000	100,000,000
Reward Manager ✖	S1	10+	40,000,000	80,000,000

# PETROCHEMICAL



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Engineering Director	S1	10+	150,000,000	200,000,000
Business Development Manager	S1	10+	50,000,000	70,000,000
Production Manager	S1	7+	30,000,000	45,000,000
Technical Service & Development	S1	10+	30,000,000	40,000,000
Production Engineer	S1	7+	25,000,000	45,000,000
Account Manager, Water Solutions	S1	7+	25,000,000	40,000,000
Distribution Manager	S1	7+	25,000,000	40,000,000
QA Manager	S1	7+	25,000,000	40,000,000
Lead Electrical & Instrumentation	S1	7+	20,000,000	40,000,000
Lead Mechanical Engineer	S1	7+	20,000,000	40,000,000
Lead Piping Engineer	S1	7+	20,000,000	40,000,000
Lead Safety Officer	S1	7+	20,000,000	40,000,000
Sales Development Manager	S1	7+	20,000,000	35,000,000
Process Engineer	S1	7+	20,000,000	32,000,000
Human Resources Manager	S1	5+	20,000,000	30,000,000
Project Manager	S1	10+	15,000,000	30,000,000
Superintendent	S1	5+	15,000,000	22,000,000
Sales Manager	S1	3	15,000,000	18,000,000

# PETROCHEMICAL



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Specification Specialist	S1	5+	10,000,000	20,000,000
Key Account Manager, Microbiological Control	S1	5+	10,000,000	18,000,000
Eelctrical Engineer	S1	5+	10,000,000	17,000,000
Mechanical Engineer	S1	5+	10,000,000	17,000,000
Business Development Executive, Automotive	S1	3+	10,000,000	15,000,000
Customer Service Lead	S1	3+	10,000,000	15,000,000
Human Resources Executive	S1	3+	10,000,000	15,000,000
Instrument Supervisor	D3	5+	10,000,000	15,000,000
Mechanical Construction Supervisor	D3	5+	10,000,000	15,000,000
Technical Sales Support	S1	3+	10,000,000	15,000,000
Senior Sales Executive	S1	3	8,000,000	15,000,000
Sales Executive	S1	1	5,000,000	10,000,000
QA Officer	S1	3+	5,000,000	7,000,000
Administrative Executive	S1	2	4,000,000	5,000,000

# POWER PLANT



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Human Resource General Manager	S1	15+	100,000,000	125,000,000
Human Resource & GA Manager	S1	10+	30,000,000	60,000,000
Human Resource & GA Asst. Manager	S1	8 – 10	20,000,000	30,000,000
Human Resource & GA Supervisor	S1	5 – 8	10,000,000	20,000,000
Human Resource & GA Executive	S1	3 – 5	4,500,000	10,000,000
Sales & Marketing General Manager	S1	15+	100,000,000	150,000,000
Sales & Marketing Manager	S1	10+	30,000,000	60,000,000
Sales & Marketing Asst. Manager	S1	5 – 8	20,000,000	30,000,000
Sales & Marketing Supervisor	S1	5 – 8	11,000,000	15,000,000
Sales & Marketing Executive	S1	3 – 5	5,000,000	10,000,000
Accounting & Finance General Manager	S1	10+	60,000,000	100,000,000
Accounting & Finance Manager	S1	10+	25,000,000	60,000,000
Accounting & Finance Asst. Manager	S1	8 – 10	20,000,000	30,000,000
Accounting & Finance Supervisor	S1	5 – 8	10,000,000	20,000,000
Accounting & Finance Executive	S1	3 – 5	6,000,000	10,000,000
Power Plant Supervisor	S1	5 – 8	11,000,000	15,000,000
Power Plant Executive	S1	3 – 5	4,000,000	10,000,000
Power Plant Manager 	S1	10+	30,000,000	100,000,000
Maintenance Manager 	S1	10+	50,000,000	80,000,000
Electric Manager	S1	10+	20,000,000	30,000,000
Procurement & Shipping General Manager	S1	10+	60,000,000	100,000,000
Procurement & Shipping Manager 	S1	10+	20,000,000	60,000,000
Procurement & Shipping Asst. Manager	S1	8 – 10	20,000,000	30,000,000
Procurement & Shipping Supervisor	S1	5 – 8	10,000,000	20,000,000
Procurement & Shipping Executive	S1	3 – 5	6,000,000	10,000,000
Plant Manager 	S1	10+	10,000,000	15,000,000
Plant Supervisor	S1	5 – 8	6,000,000	10,000,000

# HIGH TECH

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## **IT/Telecommunications**

Broadband penetration in Indonesia has grown exponentially, with the country now having the largest population subscribed to social media in the world. According to a 2016 survey of internet use by the Indonesian Internet Service Provider Association (APJII), the number of internet users grew by 50 per cent to 132.7 million from 2014 to 2016. However, progress is uneven, with 65 per cent of these users living on Java, while 7.2 per cent lived in the archipelago's eastern region.

Growth is set to continue, with an ASEAN study forecasting 215 million internet users by 2020. Online shopping has taken off, with e-commerce transactions at 36 per cent and estimated to reach USD\$81 billion before 2025.

The Investment Coordinating Board (BKPM) recorded foreign investment of USD\$4.8 billion in the digital economy last year. According to its officials, this indicates an annual growth of 30 to 50 per cent in start-up firms, with start-ups becoming a target of foreign investment.

A new e-commerce road map to provide guidelines for the country's digital economy sector will regulate technology, and cover issues such as logistics, cyber securities, taxation, human resources development, consumer protection, the national payment gateway (GPN), and record online transaction information.

Indonesia's recently established National Cyber and Encryption Agency (BSSN) will recruit hundreds of workers in the coming months. The agency has been set up amid rising concern over online misinformation and hoaxes ahead of simultaneous local elections set to take place across the country later this year.

## **Automotive**

The automotive industry is an important component of Indonesia's economy, with 1.1 million cars produced each year, of which 200,000 are destined for export. The Industry Ministry is targeting total production for four-wheel vehicles to reach 2.5 million by 2020.

Employing three million workers, the transportation equipment industry is the third biggest contributor to GDP among the non-oil industry sectors at 10.5 per cent, after food and beverage (32.8 per cent) and the metals, computers, electronics, optics and electrical equipment sector (10.7 per cent).

The automotive market is expected to remain resilient this year, according to Frost and Sullivan, with sales forecasted to reach 1.125 million units at a growth rate of 4.6 per cent. Commercial vehicles are expected to be in high demand, alongside steady growth in the low cost green cars and MPV segments.

# AUTOMOTIVE



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Vice President, Sales	S1	10+	60,000,000	70,000,000
Public & Government Relations Manager	S1	7+	40,000,000	50,000,000
Senior Sales Manager	S1	10+	30,000,000	40,000,000
Sales Manager	S1	5 – 10	29,000,000	40,000,000
R&D Manager	S1 / D3	5 – 10	25,000,000	40,000,000
Accounting Manager	S1	3 – 6	20,000,000	30,000,000
HR Manager	S1	4 – 6	20,000,000	30,000,000
Area Manager	S1	5 – 10	15,000,000	25,000,000
Sales Assistant Manager	S1	4 – 8	15,000,000	20,000,000
Accounting Supervisor	S1	2 – 4	10,000,000	15,000,000
Sales Supervisor	S1	2 – 4	8,000,000	15,000,000
Technical Sales Supervisor	S1	5 – 6	8,000,000	12,000,000
QC Officer	S1 / D3	4 – 8	7,000,000	10,000,000
Accounting Executive	S1	1 – 3	5,000,000	8,000,000
Export Import Officer	S1	1 – 2	5,000,000	7,000,000
GA Executive	S1	1 – 3	4,000,000	6,000,000
HR Executive	S1	1 – 3	4,000,000	6,000,000
Sales Executive	S1	1 – 3	4,000,000	6,000,000

# INFORMATION TECHNOLOGY



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Business Development Director ☆	S2	20	130,000,000	150,000,000
Country Manager ☆	S1	10 – 15	125,000,000	250,000,000
Sales Director	S1	10+	100,000,000	120,000,000
Chief Information Officer ☆	S1	10+	60,000,000	120,000,000
Regional Sales Manager	S1	5	50,000,000	8,000,000
Territory Account Manager	S2	5	45,000,000	75,000,000
Technical Sales Manager	S1	7	45,000,000	60,000,000
Senior Systems Engineer	S1	5	35,000,000	60,000,000
Team Leader / Sales Manager	S1	7+	30,000,000	60,000,000
Sales Manager	S1	10	30,000,000	40,000,000
Platform Manager	S1	5 – 10	25,000,000	40,000,000
UI / UX Manager	S1	5 – 10	25,000,000	40,000,000
Maintenance Service Representative	S1	5	25,000,000	35,000,000
Project Manager	S1	5 – 10	20,000,000	50,000,000
Post-sales Consultant	S1	5+	20,000,000	45,000,000
IT Operations Manager	S1	5 – 10	20,000,000	40,000,000
Project Manager, Infrastructure	S1	5 – 10	20,000,000	40,000,000
Sales Representative	S1	3	20,000,000	30,000,000
Office Administration	S1	10	20,000,000	25,000,000
Sales Manager Software	S1	5 – 8	17,000,000	38,000,000
IT Project Lead	S1	5 – 8	15,000,000	35,000,000
Software Developer	S1	5 – 10	15,000,000	35,000,000
Senior Sourcing Buyer	S1	5	15,000,000	30,000,000
Office Manager cum Executive Assistance	S1	5	14,500,000	19,500,000
Account Manager / Sales Manager ☆	S1	5+	10,000,000	25,000,000
Enterprise Architect	S1	8+	10,000,000	20,000,000
Security Consultant	S1	5 – 7	10,000,000	20,000,000
Field Engineer	S1	5 – 10	10,000,000	15,000,000
Technical Consultant	S1	3 – 6	10,000,000	15,000,000
Data Analyst	S1	2	10,000,000	12,500,000

# INFORMATION TECHNOLOGY



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Sales Executive	S1	5+	9,000,000	17,000,000
Marketing Communications Administrator	S1	3	9,000,000	11,000,000
Java Programmer <span style="color: red;">✦</span>	S1	3 – 8	8,000,000	20,000,000
Software QA / Test Analyst	S1	3 – 5	8,000,000	15,000,000
Accounting Officer	S1	4 – 7	8,000,000	12,000,000
Inventory Coordinator	S1	3	8,000,000	12,000,000
System Engineer	S1	3	7,500,000	15,000,000
Special Collect	S1	1	7,500,000	8,000,000
Solutions Architect	S1	5+	7,000,000	25,000,000
Business / Systems Analyst	S1	3 – 6	7,000,000	18,000,000
Database Administrator	S1	4 – 7	7,000,000	17,000,000
IT Auditor	S1	4 – 7	7,000,000	17,000,000
Pre-sales Consultant <span style="color: red;">✦</span>	S1	5+	7,000,000	15,000,000
Systems / Network Administrator	S1	2 – 6	6,000,000	15,000,000
Analyst Programmer / Software Engineer	S1	2 – 6	5,000,000	15,000,000
Inside Sales Representative	S1	3 – 5	5,000,000	15,000,000
Storage Consultant	S1	3 – 7	5,000,000	15,000,000
Subscription Sales	S1	0	5,000,000	5,500,000
System Engineer	S1	1	4,500,000	6,500,000
Helpdesk Analyst	S1	1 – 3	4,000,000	7,000,000
Assessor	S1	1 – 3	4,000,000	6,500,000
Data Analyst	D3	1	4,000,000	4,500,000

# TELECOMMUNICATIONS



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Country General Manager	S1	10 – 15	100,000,000	175,000,000
Account Director	S1	+10	70,000,000	120,000,000
Marketing Director	S1	+10	70,000,000	120,000,000
Chief Information Security Officer ✱	S1	10+	60,000,000	80,000,000
VAS Senior Manager	S1	10+	50,000,000	80,000,000
Site Administrator	S1	10 – 15	50,000,000	65,000,000
Project Manager	S1	10 – 15	40,000,000	70,000,000
Senior Radio Frequency Engineer	S1	5 – 10	40,000,000	60,000,000
Senior Account Manager	S1	7 – 10	35,000,000	75,000,000
General Manager	S1	10+	30,000,000	50,000,000
Account Manager	S1	5 – 7	20,000,000	50,000,000
Academy Learning Manager	S1	7+	20,000,000	30,000,000
Billing Manager	S1	5 – 8	17,000,000	35,000,000
Product Development Manager	S1	5 – 8	17,000,000	30,000,000
Business Analyst	S1	3 – 5	17,000,000	28,000,000
Head of PMO	S1	3 – 5	17,000,000	25,000,000
Operation Manager, Call Center ✱	S1	10+	12,000,000	15,000,000
Project Management Officer Analyst	S1	3 – 5	10,000,000	15,000,000
HR Operation Expert ✱	S1	3+	8,000,000	12,000,000
Contract Administrator, Legal ✱	S1	1 – 3	5,000,000	12,000,000
Tax Administration Officer ✱	S1	1 – 3	5,000,000	10,000,000
Account Executive ✱	S1	1 – 3	5,000,000	8,000,000





# BANKING & FINANCE

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Indonesia's banking sector enjoys attractive margins relative to other financial services in the regions. Near term prospects for loan growth and economic growth are healthy with a longer-term potential of growth given the country's current low banking penetration.

To extend banking's reach, the country's largest banks have driven vans into rural areas to provide services. The Financial Services Authority (OJK) signed a regulation in 2015 enabling branchless banking which helps in expanding financial inclusion in rural areas. Indonesia's central bank expects loan growth to pick up this year to the tune of 10 to 12 per cent, while the economy improves, supported by a rise in household consumption and stronger exports.

Keen to tap this potential, foreign players have been purchasing stakes in Indonesian banks, with Mitsubishi UFJ Financial Group Inc agreeing to purchase a USD\$1.2 billion stake in PT Bank Danamon Indonesia in December last year. In February this year, South Korea's Industrial Bank of Korea announced its intention to take a majority stake in Indonesian lender Bank Agris. According to the Financial Services Authority (OJK), the government wants to see more similar investments as it seeks to boost lending and fund infrastructure projects.

The government and the House of Representatives have also agreed to ratify a protocol under the ASEAN Framework Agreement on Services which

would liberalise the banking market by allowing banks from other ASEAN countries to open branches.

The International Monetary Fund (IMF) assesses Indonesia's financial sector to be stable - systemic financial risks have been contained and the banking system remains sound with a 23.2 per cent capital adequacy ratio, ample liquidity and strong profitability. Stress tests conducted under the IMF assessment showed most banks could weather the most severe tests, but small banks were vulnerable to liquidity shocks, including foreign exchange liquidity shortfalls due to their reliance on short-term deposits and limited access to the money market.

Sharia banking assets continue to grow, standing at IDR 435 trillion or about 5.8 per cent of total bank assets, while non-bank Islamic finance industry assets have doubled since 2013. Indonesia's sharia capital market continues to take market share for sukuk, reaching 19 per cent of all sukuk issued worldwide.

The industry is undergoing a technology-driven transformation. Technology is seen by mid-sized banks as a way to level the playing field with larger banks, by providing new access to customers while driving down the cost of acquisition and servicing. A survey by PwC last year indicated that 84 per cent of bankers said they are likely or very likely to invest in technology transformation over the next 18 months.

# INSURANCE



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Chief Information Security Officer *	S1	10+	60,000,000	80,000,000
Project Manager	S1	7	43,500,000	50,000,000
Call Center Manager	S1	5	40,000,000	45,000,000
Operations Manager	S1	5	35,000,000	40,000,000
Telemarketing Supervisor *	S1	3	4,500,000	6,000,000
Training Officer	S1	3	4,500,000	5,000,000
IT Product Setup Officer	S1	3	4,000,000	5,500,000
Professional Insurance Advisor (PIA) *	S1	1	4,500,000	5,000,000
Policy Admin Services Officer	D3 / S1	1	4,000,000	5,000,000
Quality Assurance Officer *	D3 / S1	1	4,000,000	5,000,000
Quality Monitoring Officer	S1	1	4,000,000	4,500,000
Data Entry Clerk	S1	2	4,000,000	4,500,000
Sales Support Officer	S1	2	4,000,000	6,000,000
Receptionist	D3	4	3,700,000	4,500,000

# RETAIL & CORPORATE BANKING



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
<b>LENDING</b>				
Head of Credit	S1	12+	80,000,000	120,000,000
Head of Risk	S1	12+	80,000,000	120,000,000
Head of Compliance	S1	12+	80,000,000	110,000,000
Vice President ✖	S1	10+	60,000,000	100,000,000
Associate Vice President ✖	S1	4 – 7	25,000,000	35,000,000
Senior Associate ✖	S1	2 – 4	20,000,000	25,000,000
Account Officer	S1	2 – 3	8,000,000	10,000,000
<b>FUNDING AND OPERATION</b>				
Operation Director	S1	15+	150,000,000	300,000,000
General Manager ✖	S1	10+	60,000,000	80,000,000
Manager	S1	5 – 10	30,000,000	50,000,000
Senior Analyst	S1	3 – 5	10,000,000	25,000,000
Compliance Officer	S1	2 – 3	5,500,000	8,000,000
Personal Financial Consultant / Personal Banker	S1	2 – 3	5,000,000	7,500,000
Priority Acquisition Officer	S1	2 – 3	4,000,000	6,500,000
Customer Service Officer	S1	2 – 3	4,000,000	6,000,000
Bank Operations Officer	S1	1 – 2	4,000,000	5,000,000
Bank Teller	S1	1 – 3	4,000,000	5,000,000
Collection / Debt Recovery Officer	S1	1 – 3	4,000,000	5,000,000
Trade Finance Clerk	S1	2 – 3	4,000,000	5,000,000

# RETAIL & CORPORATE BANKING



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
<b>ACCOUNTING FINANCE</b>				
Chief Finance Officer / Finance Director	S1	12+	120,000,000	250,000,000
Financial Controller	S1	10 – 12	70,000,000	110,000,000
Head, Product Control	S1	10+	50,000,000	90,000,000
Head of Internal Audit	S1	10+	50,000,000	85,000,000
Head of Tax	S1	10+	50,000,000	80,000,000
Senior Treasury Manager	S1	10+	45,000,000	70,000,000
Senior Finance Manager	S1	8 – 10	45,000,000	60,000,000
Senior Product Controller	S1	5 – 10	30,000,000	50,000,000
Treasury Manager	S1	7 – 10	30,000,000	40,000,000
Senior Audit Manager	S1	7 – 10	25,000,000	45,000,000
Finance Manager	S1	6 – 8	25,000,000	40,000,000
Audit Manager 	S1	5 – 7	15,000,000	30,000,000
Product Controller	S1	2 – 5	12,000,000	18,000,000
Tax Manager	S1	7 – 10	10,000,000	20,000,000
Treasury Accountant	S1	4 – 6	8,000,000	18,000,000
Assistant Audit Manager	S1	3 – 5	7,000,000	15,000,000
Tax Accountant	S1	2 – 5	7,000,000	15,000,000
Bank Auditor Executive	S1	2 – 3	4,000,000	8,000,000
<b>IT</b>				
Chief Information Officer	S1	15+	150,000,000	250,000,000
Senior Vice President, IT Infrastructure	S1	15+	75,000,000	150,000,000
Senior Vice President, Group IT Business Solution & Application Service	S1	15+	75,000,000	150,000,000
Chief Information Security Officer 	S1	10+	60,000,000	90,000,000

# CONSUMER GOODS & SERVICES

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While private consumption accounts for more than 50 per cent of GDP, retail sales growth is only 7.5 per cent in 2017, compared to 9 per cent in 2015 and 15 per cent in 2014. This is according to the report by Indonesian Retailers Association (Aprindo).

E-commerce sales has become important, reaching USD\$5.6 billion in 2016, in data from Bank Indonesia. More than 1,700 start-up companies operate a wide range of businesses, such as ride-hailing, retail and payment gateways, according to Startup Ranking. Only India, the United Kingdom and the United States have more start-ups than Indonesia. Among these are four unicorns or e-commerce companies with a valuation of at least

USD\$1 billion – Go-Jek, Tokopedia, Bukalapak and Traveloka.

While maintaining physical retail outlets, nearly all retailers had joined the digital revolution to compete with online marketplaces. 35,000 of Aprindo's members have a digital platform, with only about 5 per cent holding out.

Last mile delivery remains challenging. National postal service PT Pos Indonesia is spending IDR 1 trillion on new distribution centres and overhauling its IT systems, in expectation that its handling rate of 2 million parcels per day in 2016 will grow to 20 million by 2030.

# E-COMMERCE



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
UI / UX Manager	S1	5+	30,000,000	50,000,000
IT Operation Manager	S1	5+	25,000,000	40,000,000
Platform Manager	S1	5+	25,000,000	40,000,000
General Manager, Corporate and Strategic Planning	S1	10+	60,000,000	90,000,000
General Manager, Operations	S1	7+	60,000,000	90,000,000
Chief Information Security Officer <span style="color: red;">✦</span>	S1	10+	60,000,000	80,000,000
General Manager Merchandising	S1	8+	50,000,000	70,000,000
Head of Operation	S1	8+	50,000,000	70,000,000
Vice President Sales & Marketing	S1	6+	50,000,000	65,000,000
Vice President, Marketing	S1	5+	50,000,000	60,000,000
Vice President, Business Development & Offline Marketing	S1	7+	45,000,000	55,000,000
Head of Communications & Partnership	S1	10+	40,000,000	55,000,000
Head of Marketing <span style="color: red;">✦</span>	S1	9+	35,000,000	50,000,000
Digital Marketing Executive	S1	5+	25,000,000	55,000,000
Product Manager	S1	5+	25,000,000	50,000,000
Account Manager	S1	5+	25,000,000	27,000,000
Content Manager	S1	5+	20,000,000	40,000,000
Merchandising Manager	S1	3 – 5	20,000,000	40,000,000

# E-COMMERCE



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Category Manager ✖	S1	9+	20,000,000	35,000,000
Digital Marketing Manager ✖	S1	5+	20,000,000	35,000,000
Head of Customer Experience ✖	S1	9+	20,000,000	35,000,000
Head of Digital Marketing	S1	5+	20,000,000	30,000,000
Sales Manager	S1	5+	20,000,000	30,000,000
Finance Manager ✖	S1	5+	15,000,000	30,000,000
Junior Account Manager ✖	S1	3+	15,000,000	25,000,000
Merchandiser Manager ✖	S1	5+	15,000,000	25,000,000
Customer Success Manager	S1	3	11,000,000	15,000,000
Client Services Manager	S1	3	10,000,000	12,000,000
Sales Executive	S1	3 – 5	7,000,000	12,000,000
Brand Associate ✖	S1	5+	5,000,000	15,000,000
Business Development Associate ✖	S1	5+	5,000,000	15,000,000
E-commerce Supervisor ✖	S1	5+	5,000,000	15,000,000
Operation Analyst ✖	S1	5+	5,000,000	10,000,000
Customer Services ✖	S1	5+	4,000,000	10,000,000

# EDUCATION SERVICES



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Business Development and Communications Advisor	S1	10	135,000,000	150,000,000
Campus Director *	S1	10+	40,000,000	60,000,000
HR Director	S1	20+	40,000,000	60,000,000
Operations Director *	S1	10+	40,000,000	60,000,000
General Manager, Marketing	S1	10	35,000,000	45,000,000
Area Country Manager	S1	10+	30,000,000	40,000,000
Center Manager	S1	5-10	30,000,000	40,000,000
Center Manager *	S1	4+	30,000,000	35,000,000
Head of Marketing & Sales	S1	10+	30,000,000	35,000,000
Senior Finance & Treasury Manager	S1	10+	25,000,000	35,000,000
Head of Programs	S1	5 – 10	20,000,000	30,000,000
Head of Sales & Operations *	S1	7+	20,000,000	30,000,000
IELTS Sales and Operations Manager	S1	7+	20,000,000	30,000,000
Senior Destination Manager	S1	10+	20,000,000	30,000,000
Destination Manager *	S1	2+	20,000,000	25,000,000
Programme Officer	S1	3	20,000,000	23,000,000
UX Engineer	S1	5+	15,000,000	25,000,000
Learning & Development Manager	S1	5+	15,000,000	20,000,000
Programme Assistant	S1	3	13,000,000	15,000,000
Secretary, Japanese Speaking *	S1	4+	12,000,000	15,000,000
Sales Manager *	S1	4+	10,000,000	30,000,000

# EDUCATIONS SERVICES



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Software Engineer	S1	3-7	10,000,000	30,000,000
Finance Manager	S1	5+	10,000,000	20,000,000
Personal Assistant	S1	5	10,000,000	20,000,000
Public Relations Manager	S1	10+	10,000,000	20,000,000
Regional Sales Operations Manager	S1	10+	10,000,000	20,000,000
Strategic Marketing Manager	S1	10+	10,000,000	20,000,000
Data Analyst	S1	5+	10,000,000	18,000,000
Office Manager ✖	S1	4+	10,000,000	15,000,000
Destination Manager	S1	5+	9,000,000	12,000,000
Advertising Creative ✖	S1	2+	8,000,000	10,000,000
Business Development Manager	S1	5+	7,000,000	15,000,000
Senior Education Consultant	S1	3 – 7	7,000,000	9,000,000
Assistant Human Resource Manager	S1	6+	6,000,000	12,000,000
Student Service Executive	S1	2	6,000,000	8,500,000
Education Counselor ✖	S1	2+	6,000,000	8,000,000
Career & Alumni Relations Officer	S1	3+	5,000,000	7,000,000
Accounts Executive ✖	S1	1+	5,000,000	6,000,000
Junior Education Consultant	S1	2 – 3	4,000,000	6,000,000
Receptionist	S1	1	4,000,000	5,000,000

# FAST MOVING CONSUMER GOODS (FMCG)



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Managing Director *	S1	15+	200,000,000	400,000,000
HR Director	S1	15+	150,000,000	300,000,000
Finance Director *	S1	15+	150,000,000	250,000,000
Marketing Director	S1	15+	150,000,000	250,000,000
Sales Director	S1	15+	120,000,000	250,000,000
General Manager, Sales & Marketing *	S1	15+	70,000,000	150,000,000
Head of International Business	S1	15+	50,000,000	75,000,000
National Sales Manager	S1	15+	50,000,000	70,000,000
Head of Marketing *	S1	15+	40,000,000	80,000,000
Head of Sales *	S1	15+	40,000,000	80,000,000
Human Resource Business Partner	S1	10+	40,000,000	65,000,000
Head of Modern Trade	S1	15+	40,000,000	55,000,000
National Key Account Manager	S1	15+	40,000,000	50,000,000
Senior Marketing Manager	S1	15+	40,000,000	50,000,000
Business Development Manager *	S1	15+	35,000,000	50,000,000
Finance Manager *	S1	10+	35,000,000	50,000,000
Head of Human Resource	S1	15+	35,000,000	50,000,000
Plan Manager	S1	15+	35,000,000	45,000,000
Marketing Manager *	S1	10+	30,000,000	50,000,000
Sales Manager *	S1	15+	30,000,000	50,000,000
Senior Brand Manager	S1	7+	30,000,000	50,000,000
Human Resource Manager	S1	12+	25,000,000	40,000,000
Key Account Manager	S1	7+	18,000,000	35,000,000
Area Sales Manager	S1	15+	18,000,000	25,000,000
Brand Manager *	S1	7+	15,000,000	30,000,000
Channel Manager	S1	7+	15,000,000	30,000,000
QA / QC Manager	S1	10+	15,000,000	30,000,000
Assistant Finance Manager	S1	7+	15,000,000	20,000,000
Brand Executive	S1	5+	10,000,000	15,000,000
Packaging Development	S1	5+	10,000,000	15,000,000
Production Supervisor	S1	10+	10,000,000	15,000,000
Accountant	S1	3+	5,000,000	10,000,000
Marketing Executive	S1	5+	5,000,000	10,000,000

# LOGISTICS & WAREHOUSE



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Country Manager	S1	15+	100,000,000	150,000,000
HR Director ✱	S1	15+	80,000,000	100,000,000
Commercial Director	S1	10 – 15	60,000,000	100,000,000
Operations Director	S1	10 – 15	60,000,000	90,000,000
Procurement / Purchasing Manager / Director	S1	10 – 12	60,000,000	90,000,000
Supply Chain Manager	S1	6 – 10	40,000,000	80,000,000
Senior Project Logistic ✱	S1	3 – 5	30,000,000	40,000,000
Strategic Procurement Manager	S1	6 – 10	25,000,000	50,000,000
Shipping Manager	S1	6 – 8	25,000,000	40,000,000
Sourcing Manager	S1	6 – 10	25,000,000	40,000,000
Cold Hub Manager	S1	6 – 8	25,000,000	35,000,000
Commercial Manager ✱	S1	5 – 8	25,000,000	35,000,000
Distribution Manager	S1	6 – 7	25,000,000	35,000,000
Operations Manager, Airfreight	S1	6 – 8	25,000,000	35,000,000
Operations Manager, Sea Freight	S1	6 – 8	25,000,000	35,000,000
Order Fulfillment Manager	S1	5 – 8	25,000,000	30,000,000
Logistics Manager	S1	6 – 10	22,000,000	40,000,000
E-Procurement Manager	S1	6 – 10	20,000,000	40,000,000
Customer Service Manager	S1	5 – 8	20,000,000	35,000,000
Business Development Manager ✱	S1	6 – 10	20,000,000	30,000,000
Sales Trainer & CRM Manager ✱	S1	8 – 10	20,000,000	30,000,000
Inventory Manager	S1	6 – 10	20,000,000	25,000,000
Project Management Office Manager ✱	S1	8 – 10	20,000,000	23,000,000
Sales & Order Management Manager	S1	5 – 8	20,000,000	22,000,000
Accounting & Finance Manager ✱	S1	5 – 10	18,000,000	30,000,000
Sales Manager	S1	3	12,000,000	15,000,000
Warehouse Manager	S1	4 – 5	10,000,000	20,000,000
Assistant Operations Manager ✱	S1	3 – 5	9,000,000	12,000,000
Warehouse Supervisor	S1	3 – 5	8,000,000	15,000,000
Sales Executive	S1	2	8,000,000	10,000,000
Demand Planner	S1	2 – 4	7,500,000	15,000,000
Material Planner	S1	2 – 4	7,500,000	15,000,000

# LOGISTICS & WAREHOUSE



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Supply Planner	S1	2 – 4	7,500,000	15,000,000
Logistics Specialist	S1	2 – 4	7,500,000	10,000,000
Shipping Supervisor	S1	4 – 5	6,500,000	10,000,000
Commercial Specialist	S1	2 – 4	6,000,000	10,000,000
Bank Reconciliation Assistant	S1	5	6,000,000	6,500,000
Operations Executive	S1	2 – 3	4,500,000	7,000,000
Accounting & Finance Executive <span style="color: red;">✱</span>	S1	1 – 3	4,000,000	6,000,000
Account Handler Executive	D3	2	4,000,000	5,000,000
Admin & Invoice Assistant	S1	2	4,000,000	5,000,000
Billing Admin Assistant	S1	2	4,000,000	5,000,000
Buy Back And Trade In Specialist	SMA	1	4,000,000	5,000,000
Clearance Admin Officer	D3	2	4,000,000	5,000,000
Clearance Export Officer	S1	2	4,000,000	5,000,000
Credit Control Admin Assistant	S1	2	4,000,000	5,000,000
Customer Service Representative	D3	2	4,000,000	5,000,000
Data Entry Officer	D3	2	4,000,000	5,000,000
Finance Admin Assistant	S1	2 – 4	4,000,000	5,000,000
Front Desk Assistant	D3	2	4,000,000	5,000,000
General Service Crew (Ob)	SMA	3	4,000,000	5,000,000
Marketing Communications Executive	S1	1 – 3	4,000,000	5,000,000
Shipping Assistant	S1	1 – 3	4,000,000	5,000,000
Special Service Executive	S1	2	4,000,000	5,000,000
Special Service Front Line Executive	S1	2	4,000,000	5,000,000
Specialist, Services Monitoring	S1	2	4,000,000	5,000,000
Storapart Warehouse Crew	SMA	2	4,000,000	5,000,000
Telemarketing & Sales Executive	S1	1 – 3	4,000,000	5,000,000
Telesales Executive	D3	2	4,000,000	5,000,000
Warehouse / Store Assistant	S1	1–3	4,000,000	5,000,000
Warehouse Crew	S1	2	4,000,000	5,000,000
Quote Desk Frontline Executive	S1	2	3,700,000	4,000,000

# RETAIL



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Operations Director	S1	15+	100,000,000	150,000,000
HR Director	S1	15+	90,000,000	150,000,000
Business Development Director	S1	15+	80,000,000	125,000,000
Retail Director	S1	20+	80,000,000	100,000,000
Head of Internal Audit	S1	10	50,000,000	80,000,000
Head of Retail Operations	S1	15+	50,000,000	70,000,000
General Manager, HR	S1	10+	40,000,000	70,000,000
Store General Manger	S1	10+	40,000,000	60,000,000
Senior Operations Manager (Food & Beverage)	S1	15+	40,000,000	55,000,000
General Manager, Retail Sales Operation	S1	10+	40,000,000	50,000,000
General Manager, Fashion	S1	10	35,000,000	40,000,000
Head of Sales ✖	S1	10+	30,000,000	50,000,000
Category Manager, Garment	S1	7+	30,000,000	40,000,000
General Manager, Operations ✖	S1	10+	30,000,000	40,000,000
IT Manager	S1	10	30,000,000	40,000,000
Store Development Manager	S1	10+	25,000,000	50,000,000
Operations Manager (Food & Beverage)	S1	10+	25,000,000	45,000,000
Buying Manager	S1	7	25,000,000	30,000,000
Finance and Accounting Manager	S1	5	22,000,000	25,000,000
General Manager, Retail (Fashion)	S1	15+	20,000,000	35,000,000
Operations Manager ✖	S1	10+	20,000,000	35,000,000
Business Controller	S1	7+	20,000,000	30,000,000
Digital Communications Manager	S1	7+	20,000,000	30,000,000
Key Account Manager ✖	S1	5+	20,000,000	30,000,000

# RETAIL



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
Senior Operations Manager (Fashion)	S1	10+	20,000,000	30,000,000
Senior Production Product Developer	D3	5+	20,000,000	30,000,000
Brand Manager <span style="color: red;">✦</span>	S1	5+	20,000,000	25,000,000
Head of Channels Development	S1	7+	20,000,000	25,000,000
Procurement Manager	S1	5	20,000,000	25,000,000
HR Business Partner	S1	7+	18,000,000	28,000,000
Merchandising Manager	S1	5	17,000,000	25,000,000
Event Promotion Manager <span style="color: red;">✦</span>	S1	5+	15,000,000	25,000,000
Marketing Manager <span style="color: red;">✦</span>	S1	5+	15,000,000	25,000,000
Merchandising Manager <span style="color: red;">✦</span>	S1	5+	15,000,000	25,000,000
Brand Manager	S1	5	15,000,000	20,000,000
HR Manager <span style="color: red;">✦</span>	S1	5+	15,000,000	20,000,000
Retail Operations Manager (Fashion)	S1	7+	12,000,000	20,000,000
Head of Fashion Design	D3	5+	10,000,000	25,000,000
Product Development Manager	D3 – S1	5+	10,000,000	20,000,000
Research & Development Executive (Designer) – Fashion	D3	5+	10,000,000	20,000,000
Area Manager, Fashion	S1	5+	10,000,000	15,000,000
Assistant Merchandiser	D3	3	10,000,000	15,000,000
Junior Marketing Manager	S1	3	10,000,000	12,000,000
Floor Manager	S1	3	7,000,000	11,000,000
HR Executive <span style="color: red;">✦</span>	S1	2+	6,000,000	8,000,000

# TRADING



	QUALIFICATION	EXPERIENCE (YEARS)	MONTHLY SALARY RANGE (IDR)	
			MIN	MAX
HR & GA Manager	S1	5 – 10	25,000,000	35,000,000
Sales Manager	S1	5 – 10	20,000,000	30,000,000
Legal & Compliance Officer	S1	3 – 5	20,000,000	25,000,000
Accounting & Tax Manager	S1	10+	15,000,000	25,000,000
Purchasing Assistant Manager	S1	5 – 10	15,000,000	20,000,000
Accounting & Tax Assistant Manager ✚	S1	5 – 10	10,000,000	15,000,000
Finance & Administration Executive, Japanese Speaking ✚	S1	3+	10,000,000	13,000,000
Sales Executive	S1	3 – 5	8,000,000	12,000,000
Accounting & Tax Supervisor	S1	3 – 5	7,000,000	9,000,000
Sales Supervisor ✚	S1	3 – 5	6,000,000	8,500,000
Accounting & Tax Executive	S1	1 – 3	4,000,000	7,000,000
Administrative Executive ✚	S1	1 – 2	4,000,000	5,000,000
Sales Executive	S1	1 – 3	4,000,000	5,000,000



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