

KELLY.

INDONESIA SALARY GUIDE



2020

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.

Kelly Services Indonesia is an entity within the PERSOLKELLY company, a joint venture between PERSOL Group, and Kelly Services, Inc., forming one of the largest recruitment companies in Asia Pacific.

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

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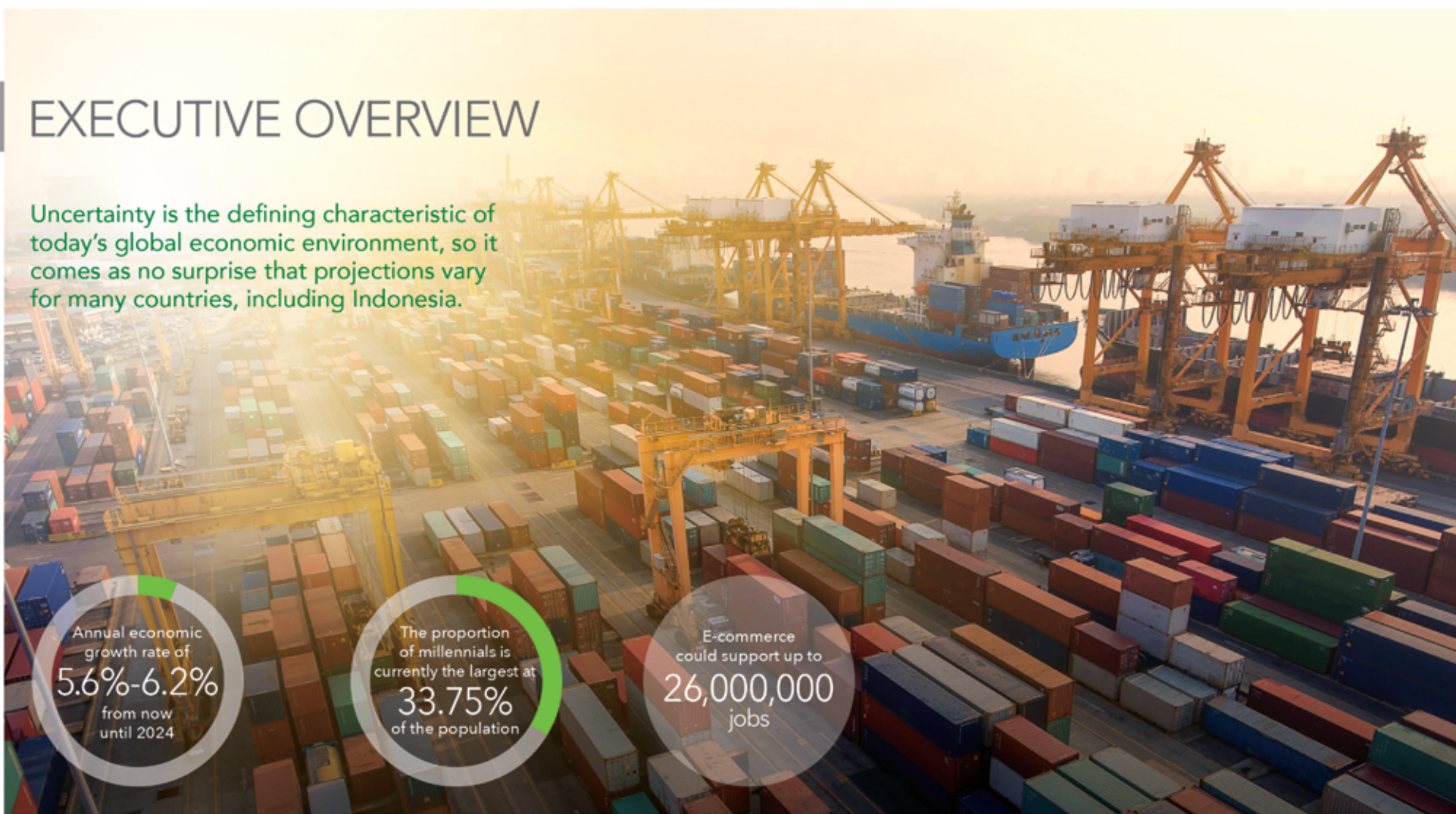
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Methodology: Salary figures included in the 2020 Indonesia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly network, as well as the latest job placement data recorded on the Kelly database.

EXECUTIVE OVERVIEW

Uncertainty is the defining characteristic of today's global economic environment, so it comes as no surprise that projections vary for many countries, including Indonesia.



Annual economic growth rate of **5.6%-6.2%** from now until 2024

The proportion of millennials is currently the largest at **33.75%** of the population

E-commerce could support up to **26,000,000** jobs

Trade tensions between the United States and China are ongoing, as other geopolitical risks emerge, weakening globalisation. On the other hand, digitalisation continues to rapidly penetrate most parts of the economy. These trends are expected to continue into 2020 and beyond.

Although the economic crystal ball is slightly unclear with the global economy in flux, various predictions for Indonesia's economy indicate moderate to positive growth, and in general point towards a rate of over 5% in 2020.¹

Most notably, the government is targeting an average annual economic growth rate of 5.6%-6.2% from now until 2024.² At its upper end, this target is significantly more ambitious than forecasts set last year.

The government has maintained a mantra of optimism in uncertain times, but these new growth targets do not come without challenges. Ongoing global trade frictions, domestic political challenges and environmental concerns may weigh on Indonesia's outlook.

However, economic growth is expected to be buoyed by various factors, such as maintained household consumption growth, as well as increased investments. The government has declared intentions for broad changes to labour rules, along with the opening up of more sectors to foreign investment.

One such move to increase opportunities for foreign investors is the relocation of the capital city from Jakarta to East Kalimantan, one of Southeast Asia's largest infrastructure projects in years to

come. Both state-owned and private entities will be involved under the public-private participation scheme, as various types of infrastructure and facilities will be required.

Attracting foreign firms to the country could also have benefits for Indonesia's education system; firms can play a role in training and upskilling Indonesians with crucial skillsets needed to thrive in the new economy.

A new engine of Indonesia's economic growth is believed to be its manufacturing sector, which will drive the country toward becoming an upper-middle-income economy in the next 15 years. The new strategy for the sector involves increasing high-value exports, while boosting employment in manufacturing to 20% of the nation's workforce by 2024.³ To do so, the government must effectively

balance national and foreign investor interests, supporting the growth of domestic companies, while creating a favourable business climate to draw new foreign investments.

E-commerce is further expected to create new employment opportunities at scale. By 2022, McKinsey estimates that e-commerce could directly or indirectly support up to 26 million jobs.⁴ Today, it is already helping to level the field between genders and support financial inclusion.

The millennial generation, which is increasingly dominating Indonesia's demographic mix, will present fresh challenges and at the same time new opportunities for companies. Compared to other generations, the proportion of millennials is currently the largest at 33.75% of the population.⁵ Companies must adapt to this new reality and make adjustments towards millennials to channel their potential towards business success.

While digital transformation has been recognised as a necessity, and business leaders are confident in their approach to digital transformation, many businesses have yet to realise the financial benefits of their investments. Beyond implementing the right technology, a greater focus on people – upskilling employees, adapting structures, teams, and ways of working – is required to achieve results.

In light of these developments, we are pleased to present the 2020 Indonesia Salary Guide, which we hope will provide you with vital insights into manpower and industry trends, and serve as a comprehensive guide for navigating Indonesia's evolving business landscape in the year ahead.

At Kelly Services Indonesia, we are ready to assist with any queries you might have on recruitment and hiring within Indonesia's key industries.

¹ Voice of Indonesia

² Reuters

³ ASEAN Today

⁴ McKinsey & Company

⁵ Deloitte Indonesia

ECONOMIC OUTLOOK

INFRASTRUCTURE DEVELOPMENT

Although Indonesia has significant infrastructure investment needs estimated at more than \$70 billion each year,¹ the government's renewed push for infrastructure development, coupled with external and private sector support, is gradually closing the gap.

The country has announced bold plans to accelerate infrastructure development from 2020 to 2024, a move that is anticipated to help lay a solid foundation for economic growth.

As part of the National Medium-Term Development Plan (RPJMN) announced last year, over US\$400 billion will be spent on a slew of new infrastructure projects, including airports, power plants, mass transit projects and waste-to-energy projects.² Around 60% of the investment value is slated for transport, while energy projects will receive the second largest share.³

Indonesia's new capital city, which will be relocated to East Kalimantan, is part of the government's strategy to reduce inequality, relieve liveability issues in Jakarta, and create new sources of growth.

The government is also focused on reducing regulations to attract more private investments across various sectors, while improving the quality of projects in the pipeline, with the private sector targeted to make up 35% of investments.⁴ By improving the country's track record of successful projects, the government hopes to increase private sector appetite for future infrastructure projects.

At the same time, projects funded by the Asian Infrastructure Investment Bank (AIIB) and the Belt and Road Initiative (BRI) are in the works.

More recently, the AIIB has provided a US\$500 million loan to improve the country's electricity distribution,⁵ and a US\$100 million loan to spur private sector investments in much-needed infrastructure projects.⁶ Across the archipelago, Indonesia is embarking on 23 projects through the BRI, including the construction of industrial estates and supporting infrastructure, waste processing power projects, and a technology park.⁷



Construction on Indonesia's new capital city, which will be relocated to East Kalimantan, is set to start this year. Pegged as a green, smart city, the new capital is part of the government's strategy to reduce inequality, relieve liveability issues in Jakarta, and create new sources of growth.

All eyes will be on the progress of the capital's development, which is considered among the most ambitious projects the country has ever embarked on.

HUMAN CAPITAL AND ECONOMIC DEVELOPMENT

Human resource planning is critical in an increasingly complex and competitive global environment. Recognising this, the government has laid out a vision to intensify human capital development over the next few years.

While infrastructure development continues to be important, raising talent standards has become a greater priority.

In the more immediate term, the government is emphasising the adoption of emerging skills to fill new roles and build businesses in up-and-coming industries. Job creation and appropriate skill-job matching will be areas of focus, such as linking vocational schools to the industry to ensure graduates can satisfy new sector demands.

This will be crucial, as skills mismatch has been identified as a top reason for unemployment in Indonesia. Skill requirements by companies are often not well-communicated or understood by technical education and vocational training institutes. Persistently high unemployment rates and job positions that remain vacant are frequently attributed to the mismatch between jobs and skills.

Setting up national talent management bodies and support for talented Indonesian diaspora are also among the government's priorities. Overseas Indonesians can help accelerate the

country's human capital development plans, and if synergised with the government's programmes, make an enormous impact in improving the quality of human resources back home.

Although people are key to its future, the country's current state of human capital development will require significant improvements. For Indonesia, which is currently experiencing a demographic bonus, it is an appropriate time for reform.

Job creation and skill-job matching will be areas of focus, such as linking vocational schools to the industry to ensure graduates satisfy new sector demands.



Major challenges that must be addressed include impaired growth, youth development, high maternal mortality rate, and education standards. Indonesia's Human Capital Index score is only 0.53, meaning that on average, the next generation of Indonesian workers will only be 53% as productive as they could be.⁸

In the long run, a holistic and integrated approach to human capital development – one that synergises health, education, social protection and financial inclusion – is needed to respond to these challenges.

¹ Asian Development Bank
^{2,3,4} KPMG
⁵ The Jakarta Post
⁶ Asian Development Bank
⁷ International Policy Digest
⁸ The World Bank

BANKING & FINANCE

With a clear digital vision outlined, 2020 could be the year that the digital revolution reaches its apex in Indonesia's banking and finance industry.

The recent introduction of the Indonesia Payment System Blueprint 2025 signals a giant leap forward for digital transformation in banking, and on a broader level, financial inclusion for Indonesian citizens.

A clear path has been laid out: the country's central bank will work in cooperation with the government, industry partners and associations to create an ecosystem that integrates e-commerce, fintech and open banking, and nurture local players that can compete on a global stage.

Since the start of 2020, a new single QR Code standard has been implemented to enhance transaction efficiencies and create a more interconnected and interoperable payment system.

Over the next five years, extensive improvements will be made to payment infrastructure, opening up access to financial services for 62.9 million small to medium enterprises and unbanked citizens – as many as 51% of Indonesians.¹ With its vast, largely young, and majority unbanked population, digitalisation presents plentiful opportunities for Indonesia to progress towards sustainable economic development.

Indonesia's thriving digital payment scene will continue to be a hot growth area. For Indonesians who need financial access,

digital platforms offer greater convenience and flexibility compared to traditional banking. Competition between industry players is expected to further intensify, as the projected worth of the market is anticipated to reach \$50 billion by 2027.²

Banks are also homing in on new demographics. Digital self-service lounges, card-less withdrawals and biometrics are among the non-traditional offerings banks have introduced to woo tech-savvy millennials. Between genders, the credit gap is shrinking due to increasing financial and non-financial support for women borrowers. Besides offering financing through means such as digital platforms, banks are taking a tailored approach

to better serve women borrowers, providing online consultations, advisory services, and more.

On the other hand, prospects for Shariah banking appear mixed. Despite ambitions to boost Shariah finance in Jakarta to a 20% market share by 2024, industry players are sceptical, with many predicting little growth over the next few years.³ Many have identified challenges such as human resource problems including risk management, and areas of competition with conventional banks, such as overlapping target markets as well as limited and less attractive products.

A potential growth area in banking could come from foreign investments. Asian banks are actively seeking growth opportunities in Indonesia, capitalising on the authority's plans to relax foreign ownership in local banks. Increasingly, banks from Japan, Korea

and Singapore are setting their sights on local acquisitions. Such moves would be welcome especially for smaller banks, which will need more capital as the country adopts a new accounting standard that will decrease banks' loan loss provisions.

Consolidation will also help create a more agile banking industry, enabling local banks to increase efficiencies and hold their own against rising competition from technology firms.

As banks embark on their digital transformation journeys, many have reduced their workforce and put a pause on expansion. Changing demands for roles mean that many existing employees are being reassigned or retrained. Banks are increasingly recruiting talents that can undertake more complex and higher value-added roles, such as digital or advisory positions.



RETAIL & CORPORATE BANKING

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
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LENDING

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)	
Account Officer	S1	2 - 5	7,000,000	11,000,000
Associate Vice President	S1	4 - 7	26,000,000	37,000,000
Head of Compliance	S1	12+	93,000,000	110,000,000
Head of Credit	S1	12+	93,000,000	130,000,000
Head of Risk	S1	12+	93,000,000	120,000,000
Relationship Manager	S1	3 - 5	9,000,000	15,000,000
Senior Associate	S1	2 - 4	23,000,000	28,000,000
Personal Banker	S1	2	7,000,000	9,000,000
Marketing Communication Manager	S1	7	18,000,000	25,000,000
Vice President	S1	10+	48,000,000	93,000,000

FUNDING AND OPERATION

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)	
Accounting Officer (Financial Reporting)	S1	5	7,000,000	9,000,000
Financial Reporting	S1	10	12,000,000	14,000,000
Associate	S1	4	9,000,000	11,000,000
Bank Operations Officer	S1	1 - 3	6,000,000	8,000,000
Bank Teller	D3	1 - 3	5,000,000	7,000,000
Collections/Debt Recovery Officer	S1	1 - 3	5,000,000	7,000,000
Compliance Officer	S1	1 - 3	5,000,000	9,000,000
Customer Service Officer	D3	1 - 3	5,000,000	7,000,000
General Manager	S1	6 - 10	35,000,000	70,000,000
Operations Director	S1	15+	168,000,000	330,000,000
Personal Financial Consultant/Personal Banker	S1	1 - 3	5,000,000	7,000,000
Priority Acquisition Officer	S1	2 - 4	6,000,000	9,000,000
Relationship Manager 	S1	4 - 9	10,000,000	25,000,000
Senior Analyst	S1	3 - 5	14,000,000	18,000,000
Trade Finance Clerk	S1	3 - 4	6,000,000	7,000,000

RETAIL & CORPORATE BANKING





Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
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ACCOUNTING FINANCE

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)	
Accounting Supervisor	S1	4	9,000,000	11,000,000
Assistant Audit Manager	S1	3 - 5	7,000,000	12,000,000
Audit Manager	S1	5 - 7	14,000,000	25,000,000
Bank Audit Executive	S1	2 - 3	6,000,000	8,000,000
Finance Director	S1	12+	120,000,000	260,000,000
Finance Manager	S1	6 - 8	25,000,000	50,000,000
Financial Controller 	S1	5 - 12	28,000,000	115,000,000
Head of Internal Audit	S1	10+	57,000,000	93,000,000
Head of Tax	S1	10+	57,000,000	93,000,000
Head of Product Control	S1	10+	50,000,000	93,000,000
Product Controller	S1	2 - 5	11,000,000	20,000,000
Senior Audit Manager	S1	7 - 10	14,000,000	50,000,000
Senior Finance Manager	S1	8	45,000,000	65,000,000
Senior Product Controller	S1	5 - 10	30,000,000	55,000,000
Senior Treasury Manager	S1	10+	55,000,000	70,000,000
Tax Accountant	S1	2 - 5	7,000,000	10,000,000
Tax Manager	S1	7 - 10	20,000,000	22,000,000
Treasury Accountant	S1	4 - 6	10,000,000	15,000,000
Treasury Manager	S1	7 - 10	20,000,000	40,000,000

IT

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)	
Chief Information Officer 	S1	15+	145,000,000	275,000,000
Chief Information Security Officer 	S1	10+	92,700,000	154,500,000
Senior Vice President Group, IT Business Solution & Application Services 	S1	15+	93,000,000	120,000,000
Senior Vice President, IT Infrastructure 	S1	15+	93,000,000	125,000,000

RETAIL & CORPORATE BANKING

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
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FINTECH

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)	
Head of Sales	S1	10	86,000,000	126,000,000
Head of Legal	S1	10	76,000,000	90,000,000
Head of Marketing	S1	10	80,000,000	120,000,000
Head of Product	S1	10	40,000,000	60,000,000
Head of UI/UX	S1	10	60,000,000	90,000,000
Head of Finance & Accounting	S1	10	60,000,000	100,000,000
Director of Customer Services	S1	10	70,000,000	100,000,000

INVESTMENT BANKING

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)	
Head of Marketing Communication	S1	10	18,000,000	25,000,000
Marketing Executive	S1	10	6,000,000	10,000,000
Business Alliance	S1	10	8,000,000	12,000,000
Internal Audit	S1	10	10,000,000	15,000,000
IT Support	S1	10	8,000,000	12,000,000
Finance Accounting Manager	S1	10	18,000,000	25,000,000
MIS Staff	S1	10	10,000,000	15,000,000
Accounting Staff	S1	10	7,000,000	9,000,000
IT Support Lead	S1	10	13,000,000	17,000,000
Software Engineer	S1	10	12,000,000	17,000,000
Sr. Software Engineer	S1	10	15,000,000	20,000,000



The Indonesia Payment System Blueprint 2025 signals a giant leap forward for digital transformation in banking and finance industry



Extensive improvements will be made to payment infrastructure, opening up access to financial services for 62.9 million over the next five years



Banks are increasingly recruiting talents such as digital or advisory positions

INSURANCE

Salary Range (per month)

QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
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QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)	
Admin staff	D3	0 - 1	4,500,000	5,000,000
Agency Recruitment Executive	S1	2	5,000,000	7,000,000
Call Centre Manager	S1	5	30,000,000	35,000,000
Chief Information Security Officer 	S1	10+	60,000,000	80,000,000
Customer Relation Officer	D3	3 - 5	4,500,000	5,000,000
Data Engineer	D3	0 - 1	4,500,000	5,000,000
Administration Staff	D3	1	4,500,000	5,000,000
Data Entry Clerk	D3	1 - 3	4,500,000	5,000,000
Finance Admin	D3	1	4,500,000	5,000,000
HR Manager	S1	10+	35,000,000	50,000,000
IT Helpdesk	D3	1	4,500,000	6,000,000
IT Product Setup Officer	S1	3	6,000,000	7,000,000
IT Support	S1	2	4,500,000	6,000,000
IT Technical Support	S1	2	5,000,000	7,000,000
Operations Manager	S1	5	30,000,000	35,000,000
PASD Maintenance	D3	0 - 1	4,500,000	5,000,000
Policy Administration & Services Officer	D3/S1	1	4,500,000	6,000,000
Printing and Delivery Officer	S1	0 - 1	4,500,000	5,000,000
Product Management Staff	S1	1	4,500,000	5,000,000
Professional Insurance Advisor	S1	1	5,000,000	6,000,000
Project Manager	S1	5+	30,000,000	40,000,000
Quality Assurance Officer	D3	1	5,000,000	6,000,000
Quality Monitoring Officer	S1	1	5,000,000	6,000,000
Receptionist	D3	1+	4,500,000	5,000,000
Sales Support Officer	S1	2 - 10	5,000,000	15,000,000
Staff Claim Ops/Helpdesk	S1	3 - 5	5,000,000	6,000,000
System Engineer	S1	2 - 4	6,000,000	9,000,000
Telemarketing Supervisor	S1	2+	5,000,000	7,000,000
Training Officer	S1	3	6,000,000	8,000,000
Underwriting Staff	D3	1	4,500,000	5,000,000

CONSUMER GOODS & SERVICES

Following a slowdown in preceding years, Indonesia's retail sector is fast tracking its return to growth. Expanding quicker than the country's GDP, the retail market is anticipated to reach a compound annual growth rate (CAGR) of 6% by 2023, potentially climbing even higher.¹

The strongest forces behind its growth: a burgeoning middle class population, and dramatic, ongoing shifts in the country's retail landscape.

The country's growing middle class, currently forming around 22% of the population, is bringing about greater purchasing power, and may soon increase in size as the upwardly mobile aspiring class – an emerging group of citizens that are no longer poor and making up 45% of the population – joins its ranks.²

Once highly fragmented, unorganised and dominated by smaller local players, Indonesia's physical retail landscape has since been transformed by improved infrastructure and communications. This has led to strong consolidation in the market; bigger retail brands are now present island-wide and are growing their operations at an accelerated rate. Retailers, both local and foreign, are ramping up their investments in the market.

Beyond the rise of conventional retail, Indonesia has also become one of the

fastest growing markets in the world for e-commerce, and is predicted to dominate ASEAN's digital economy with 40% of all transactions in 2025.³ In the nearer term, the Indonesian government has expressed ambitions to expand the e-commerce sector to US\$114 billion by this year.⁴

Despite the presence of big players in the market, there is still ample room for growth. With consumers looking online to purchase goods that are not locally

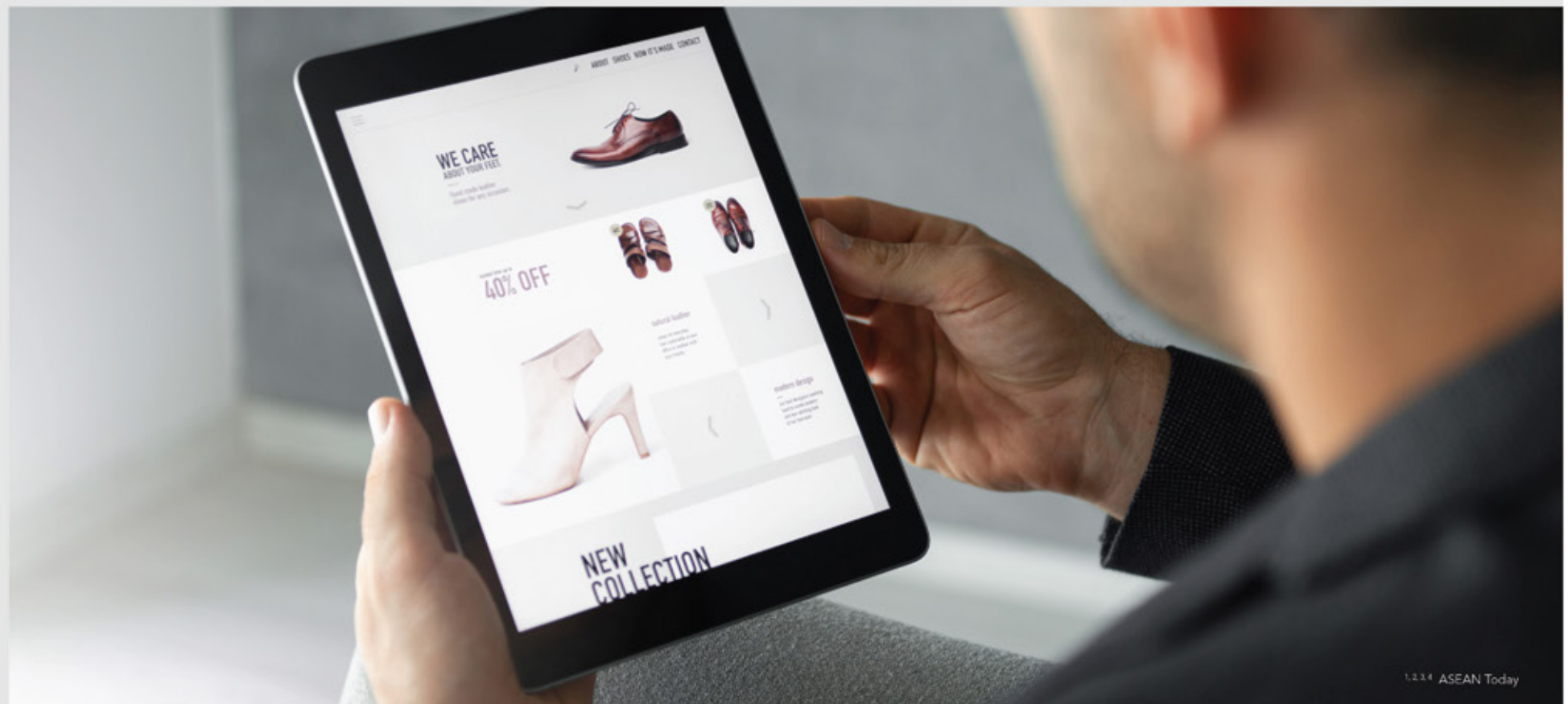
available, e-commerce adoption will rise for as long as its development outpaces conventional retail.


Industry players that provide faster deliveries, enabled by strong in-house logistics and warehousing infrastructure, are most likely to benefit. Better delivery experiences encourage consumers to make repeat online purchases, which in turn drives increasing adoption of e-commerce platforms.

Meanwhile, social commerce has suffered a drop in popularity due to concerns with quality of goods and unreliable reviews, sparking a shift among sellers away from social selling and onto more formal channels. As they grow in number, business-to-consumer (B2C) channels are becoming a popular option among sellers.

Corresponding to rising mobile penetration rates, the growth of m-commerce has emerged as a key trend, and retailers are capitalising on this by enhancing shopping experiences through new mobile websites and applications.

Digital payments are fast becoming the preferred mode of payment for consumers, particularly for daily transactions for transportation, food delivery and shopping. Various modes of e-payment, such as prepaid cards, e-wallets, and mobile banking, will play a significant role in the retail industry's future. To realise the potential of e- and m-commerce, implementing electronic payment solutions must become a priority for retailers.



EDUCATION				
			Salary Range (per month)	
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Operations Director	S1	10+	43,000,000	63,000,000
School Director	S1	10+	40,000,000	50,000,000
Campus Director	S1	10+	44,000,000	83,000,000
Centre Manager	S1	4+	8,300,000	15,500,000
Head of Sales & Operations 	S1	7+	23,000,000	33,000,000
Sales Manager 	S1	4+	12,000,000	33,000,000
Office Manager	S1	4+	12,000,000	22,000,000
Advertising Creative Executive	S1	2+	9,000,000	11,000,000
Education Consultant	S1	2+	5,500,000	7,000,000
Senior Education Consultant	S1	3 - 7	8,000,000	10,000,000
Accounts Executive	S1	1+	6,000,000	7,000,000
Strategic Marketing Manager	S1	10+	12,000,000	22,000,000
Public Relations Manager 	S1	10+	11,000,000	25,000,000
Regional Sales Operation Manager	S1	10+	15,500,000	36,100,000
Junior Education Consultant	S1	2 - 3	5,000,000	8,000,000
Career & Alumni Relations Officer	S1	3+	6,000,000	8,000,000
Assistant Human Resource Manager	S1	6+	7,200,000	13,400,000
Senior Finance & Treasury Manager	S1	10+	32,000,000	48,000,000
Finance Manager	S1	5+	11,300,000	22,700,000
Destination Manager	S1	12+	23,000,000	28,000,000
Senior Destination Manager	S1	10+	23,000,000	33,000,000
IELTS Sales and Operations Manager	S1	7+	22,700,000	34,000,000
Area Country Manager	S1	10+	34,000,000	44,000,000
Business Development Manager	S1	5+	11,000,000	25,000,000
Head of Marketing & Sales	S1	10+	30,000,000	45,000,000
Learning & Development Manager	S1	5+	17,000,000	22,000,000
HR Director	S1	20+	43,000,000	63,000,000
Programme Assistant	S1	3	9,000,000	17,000,000
Programme Officer	S1	3	10,000,000	17,000,000
Receptionist	S1	1	5,000,000	6,000,000
Student Services Executive	S1	2	7,000,000	10,000,000

EDUCATION				
			Salary Range (per month)	
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Business Development and Communication Advisor	S1	10	144,000,000	155,000,000
Personal Assistant	S1	5	12,000,000	20,000,000
General Manager, Marketing	S1	10	39,000,000	49,000,000
Centre Manager	S1	5 - 10	31,000,000	40,000,000
Head Of Programme	S1	5 - 10	20,000,000	35,000,000
Software Engineer	S1	3 - 7	11,400,000	34,000,000
UX Engineer	S1	5+	17,000,000	27,000,000
Data Analyst	S1	5+	12,000,000	16,000,000
Marketing Content Specialist	S1	3	7,000,000	8,000,000




ENGINEERING & TECHNICAL (MANUFACTURING)

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Account Executive	S1	3	7,500,000	15,000,000
Accountant Specialist	S1	7	9,500,000	12,000,000
Accounting and Tax Supervisor	S1	6	9,000,000	16,000,000
Administration Executive	S1	2	5,000,000	7,500,000
Admin, Finance	S1	3	4,000,000	6,000,000
Applications Engineer	S1	5	11,000,000	12,000,000
Area Sales Manager	S1	4	15,000,000	20,000,000
Assistant Technical Manager	S1	3	14,000,000	17,500,000
Business Development Techpack	S1	8	12,500,000	23,000,000
Consortium Site Quality Manager	S1	6	45,000,000	70,000,000
Construction Manager	S1	7 - 10	30,000,000	40,000,000
Cost Accountant	S1	7	10,000,000	15,000,000
Customer Service Manager	S1	10+	26,000,000	30,000,000
Country Manager	S1	10+	80,000,000	110,000,000
Development Engineer	S1	3 - 5	15,000,000	23,000,000
Electrical Design Engineer	S1	3 - 5	13,000,000	19,000,000
Electrical Engineer	S1	3 - 5	15,000,000	20,000,000
Engineering Manager	S1	10+	23,000,000	35,000,000
Finance & Admin Executive	S1	10+	12,000,000	17,000,000
Finance Controller	S1	3	7,000,000	11,000,000
Finance Executive	S1	3	8,000,000	9,000,000
Finance Manager	S1	3	22,000,000	25,000,000
Finance Supervisor	S1	3	7,000,000	12,000,000
Formulator	S1	11	10,000,000	11,000,000
Head of Finance	S1	6	10,000,000	13,000,000
HR Manager	S1	8+	20,000,000	30,000,000
HR & GA Supervisor	S1	3	8,000,000	13,000,000
Instrumentation Engineer	S1	5+	9,000,000	15,000,000
IT Executive	S1	2	7,000,000	12,000,000
Lead Application Scientist	S1	10	26,000,000	40,000,000
Maintenance Dept. Head	S1	10	16,000,000	20,000,000
Maintenance & Reliability Manager	S1	7 - 10	20,000,000	30,000,000
Manufacturing Director	S1	15+	95,000,000	165,000,000
Material Manager	S1	5 - 8	25,000,000	30,000,000
Mechanical Design Engineer	S1	3 - 5	10,000,000	17,000,000
Mechanical Engineer	S1	5+	10,000,000	17,000,000


ENGINEERING & TECHNICAL (MANUFACTURING)

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
People Development Officer	S1	4+	7,000,000	7,500,000
People Development Supervisor	S1	4	7,500,000	8,000,000
Planning Assistant Manager	S1	3 - 5	16,000,000	20,000,000
Planning Manager	S1	5-8	25,000,000	38,000,000
Plant Reliability Specialist	S1	4	40,000,000	46,000,000
PPIC Executive	S1	2	5,000,000	8,000,000
PPIC Supervisor	S1	3	8,000,000	10,000,000
Process Engineer	S1	3 - 5	20,000,000	30,000,000
Procurement Manager	S1	2+	13,000,000	20,000,000
Production Dept. Head (Polish & Sorter)	S1	10	16,000,000	20,000,000
Production Engineer Degree	S1	3 - 5	13,000,000	16,000,000
Production Manager	S1	7 - 10	20,000,000	30,000,000
Program Manager	S1	5 - 8	23,000,000	27,000,000
Project Administration	S1	3+	25,000,000	38,000,000
Project Engineer	S1	3 - 5	21,000,000	25,000,000
Project Manager	S1	3+	25,000,000	35,000,000
QA Engineer	S1	3 - 5	9,800,000	14,000,000
QA Supervisor	S1	4	12,000,000	19,000,000
QA/QC manager	S1	20	15,000,000	18,000,000
Regional Manager, Operations	S1	8	17,000,000	25,000,000
R&D Manager	S1	5	9,000,000	10,000,000
R&D Supervisor	S1	5	10,000,000	13,000,000
Sales Engineer 	S1	3+	13,000,000	30,000,000
Sales Engineer Assistant Manager	S1	13	16,000,000	28,000,000
Sales Executive	S1	2-3	7,000,000	11,000,000
Sales Manager 	S1	3	23,000,000	27,000,000
Section Head IE Teach Pack	S1	6	16,000,000	19,000,000
Senior Applications Engineer 	S1	6	9,000,000	13,000,000
Senior Design Engineer, Automation	S1	5 - 7	12,000,000	17,000,000
Sales Product Manager	S1	10	15,000,000	20,000,000
Senior Sales Engineer	S1	4	11,000,000	23,000,000
Service Manager	S1	10+	22,000,000	27,000,000
Site Quality Manager	S1	3+	31,000,000	57,000,000
Technical Sales Staff	S1	2	7,000,000	9,000,000
Warehouse Executive	S1	5	15,000,000	23,000,000
Workshop Dept. Head	S1	10	15,000,000	22,000,000

E-COMMERCE

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Account Manager 	S1	5+	15,000,000	30,000,000
Brand Associate	S1	5+	10,000,000	20,000,000
Business Development Associate	S1	5+	10,000,000	20,000,000
Category Manager	S1	5+	18,000,000	42,000,000
Chief Information Security Officer	S1	10+	72,200,000	90,000,000
Client Services Manager	S1	3	14,000,000	15,000,000
Content Manager	S1	5+	25,000,000	40,000,000
Customer Services Officer	S1	5+	6,000,000	16,000,000
Customer Success Manager	S1	3	15,000,000	20,000,000
Digital Marketing Executive 	S1	5+	15,000,000	20,000,000
Digital Marketing Manager 	S1	5+	30,000,000	55,000,000
Finance Manager	S1	5+	25,000,000	35,000,000
General Manager Merchandising	S1	8+	57,000,000	80,000,000
General Manager, Corporate and Strategic Planning	S1	10+	68,000,000	133,000,000
General Manager, Operations	S1	7+	70,000,000	95,000,000
Head of Communications & Partnership	S1	10+	60,000,000	65,000,000
Head of Customer Experience	S1	9+	25,000,000	45,000,000
Head of Marketing	S1	9+	40,000,000	70,000,000
Head of Operation	S1	8+	55,000,000	78,000,000
Head of Regional Marketing	S1	8+	70,000,000	90,000,000
IT Operation Manager	S1	5+	46,000,000	70,000,000
Junior Account Manager	S1	3+	9,000,000	16,000,000
Merchandiser Manager	S1	5+	18,000,000	32,000,000
Network Engineer	S1	7+	12,000,000	17,000,000
Operation Analyst	S1	5+	8,000,000	12,000,000
Platform Manager	S1	5+	30,000,000	50,000,000
Product Manager	S1	5+	35,000,000	55,000,000
Project Manager	S1	10+	65,000,000	80,000,000
QA Automation Supervisor	S1	4+	12,000,000	20,000,000
Sales Executive 	S1	3 - 5	10,000,000	15,000,000
Sales Manager 	S1	5+	25,000,000	35,000,000
Senior Front-end Designer	S1	8+	20,000,000	30,000,000
Software Engineer 	S1	3+	17,000,000	26,000,000

E-COMMERCE

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
System Engineer	S1	10+	15,000,000	18,000,000
UI/UX Manager	S1	5+	50,000,000	60,000,000
Vice President, Sales & Marketing	S1	6+	70,000,000	80,000,000
Vice President, Business Development & Offline Marketing	S1	7+	48,000,000	150,000,000
Vice President, Marketing	S1	5+	60,000,000	75,000,000
Vice President, Program and Technology	S1	8+	60,000,000	70,000,000



Indonesia is predicted to dominate ASEAN's digital economy for e-commerce with **40%** of all transactions in 2025





The Indonesian government has expressed ambitions to expand the e-commerce sector to **US\$114 billion** by this year.



Better delivery experiences encourage consumers to make **repeat online purchases**, which increase adoption of e-commerce platforms

FAST MOVING CONSUMER GOODS

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accountant	S1	3+	7,000,000	15,000,000
Accounting Manager	S1	9	25,000,000	30,000,000
Area Sales Manager 	S1	15+	13,000,000	28,000,000
Assistant Finance Manager	S1	7+	17,000,000	25,000,000
Brand Executive	S1	5+	13,000,000	18,000,000
Brand Manager	S1	7+	20,000,000	35,000,000
Business Development Manager	S1	15+	40,000,000	70,000,000
Call Centre Agent	S1	3 - 5	5,000,000	6,000,000
Channel Manager	S1	7+	20,000,000	35,000,000
Distribution Centre Representative	S1	D3	5,000,000	6,000,000
Document Control	D3	0 - 1	5,000,000	7,000,000
EHS Manager	S1	9	25,000,000	50,000,000
Finance Director	S1	15+	195,000,000	250,000,000
Finance Manager	S1	8 - 10	35,000,000	85,000,000
Finance Program Lead	S1	5+	20,000,000	35,000,000
General Manager, Sales & Marketing	S1	15+	85,000,000	155,000,000
Head of Human Resource	S1	15+	50,000,000	60,000,000
Head of International Sales	S1	15+	60,000,000	100,000,000
Head of Marketing	S1	15+	50,000,000	100,000,000
Head of Modern Trade	S1	15+	50,000,000	70,000,000
Head of Sales & Marketing	S1	10+	40,000,000	80,000,000
Head of Supply Chain Finance	S1	15+	105,000,000	120,000,000
HR Admin	S1	2	6,000,000	10,000,000
HR Director	S1	15+	155,000,000	315,000,000
Human Resource Business Partner	S1	10+	60,000,000	90,000,000
Human Resource Manager	S1	9 - 12	30,000,000	50,000,000
Invoice Administrator	S1	0 - 1	5,000,000	6,000,000
IT Manager	S1	8+	30,000,000	55,000,000
Key Account Manager 	S1	7+	23,000,000	35,000,000
Managing Director/CEO	S1	15+	273,000,000	420,000,000
Marketing Director	S1	15+	200,000,000	260,000,000
Marketing Executive	S1	5+	8,000,000	13,000,000


FAST MOVING CONSUMER GOODS

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Marketing Manager 	S1	10+	40,000,000	60,000,000
National Key Account Manager	S1	15+	50,000,000	60,000,000
National Sales Manager	S1	15+	65,000,000	80,000,000
Packaging Development Officer	S1	5+	15,000,000	20,000,000
Plant Manager	S1	10+	25,000,000	65,000,000
Procurement Admin	S1	0 - 1	6,000,000	8,000,000
Production Supervisor	S1	10+	14,000,000	17,000,000
QA/QC Manager	S1	10+	20,000,000	35,000,000
Quality System Assistant	S1	5 - 10	7,000,000	9,000,000
Receptionist	S1	1+	4,500,000	6,000,000
Regional Sales Manager	S1	10+	20,000,000	30,000,000
Sales Director	S1	15+	155,000,000	262,000,000
Sales Manager 	S1	15+	45,000,000	60,000,000
Senior Sourcing Buyer	S1	5+	23,000,000	32,000,000
Senior Brand Manager	S1	7+	35,000,000	60,000,000
Senior Marketing Manager	S1	15+	50,000,000	60,000,000
Supply Chain Manager	S1	10+	35,000,000	45,000,000
Supporting Supervisor	S1	4	8,000,000	10,000,000
Tax Admin	D3	0 - 1	5,000,000	7,000,000
Warehouse Assistant	S1	1 - 4	5,500,000	7,000,000



LOGISTIC AND WAREHOUSE




Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Account Handler Staff	D3	2	5,000,000	6,000,000
Accounting & Finance Manager	S1	5 - 10	22,000,000	35,000,000
Accounting & Finance Staff	S1	1 - 3	6,000,000	9,000,000
Admin & Invoice Assistant	S1	2	5,000,000	7,000,000
Bank Reconciliation Assistant	S1	5	7,000,000	8,000,000
Billing Admin Assistant	S1	1	5,000,000	6,000,000
Business Development Manager	S1	6 - 10	25,000,000	36,000,000
Chief Executive Officer	S1	16+	124,000,000	150,000,000
Chief Operation Officer	S1	10 - 16	83,000,000	100,000,000
Clearance Admin Officer	D3	2	5,000,000	6,000,000
Clearance Officer	S1	2	5,000,000	6,000,000
Cold Hub Manager	S1	6 - 8	28,000,000	38,000,000
Commercial Director	S1	10 - 15	80,000,000	100,000,000
Commercial Manager	S1	5 - 8	38,000,000	40,000,000
Commercial Specialist	S1	2 - 4	8,000,000	15,000,000
Country Manager	S1	15+	130,000,000	165,000,000
Credit Control Admin Assistant	S1	2	5,000,000	6,000,000
Customer Service Staff	S1	4	6,000,000	9,300,000
Customer Service Manager	S1	5 - 8	23,000,000	38,000,000
Customer Service Representative	D3	2	5,000,000	7,000,000
Data Entry Officer	D3	2	5,000,000	7,000,000
Demand Planner	S1	2 - 4	8,000,000	17,000,000
Distribution Manager	S1	6 - 7	32,000,000	40,000,000
E-Procurement Manager	S1	6 - 10	25,000,000	45,000,000
Finance Administrator	S1	2 - 4	5,000,000	6,000,000
Front Desk Assistant	D3	2	5,000,000	6,000,000
HR Director	S1	15+	85,000,000	100,000,000
Implant Staff	S1	1	5,000,000	7,000,000
Inventory Manager	S1	6 - 10	25,000,000	30,000,000
Logistics Manager	S1	6 - 10	20,000,000	40,000,000
Logistics Specialist 	S1	2 - 4	9,000,000	10,000,000
Marketing Communication Executive	S1	1 - 3	6,000,000	8,000,000
Material Planner	S1	2 - 4	11,000,000	18,000,000
Operation Asst. Manager	S1	3 - 5	12,000,000	14,000,000
Operations Director	S1	10 - 15	66,000,000	100,000,000

LOGISTIC AND WAREHOUSE

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Operations Executive	S1	2 - 3	7,000,000	10,000,000
Operations Manager, Airfreight	S1	6 - 8	30,000,000	40,000,000
Operations Manager, Sea-Freight/Ocean-Freight	S1	6 - 8	30,000,000	50,000,000
Operations Manager, Sea-Freight/Ocean-Freight (Surabaya)	S1	6 - 8	10,000,000	16,000,000
Order Fulfilment Manager	S1	5 - 8	28,000,000	35,000,000
Procurement & Purchasing Manager/Director	S1	10 - 12	75,000,000	100,000,000
Project Management Office Manager	S1	8 - 10	22,000,000	30,000,000
Quote Desk Frontline Officer	S1	1	5,000,000	6,000,000
Sales & Order Management Manager	S1	5 - 8	25,000,000	28,000,000
Sales Executive 	S1	2	9,000,000	13,000,000
Sales Manager 	S1	3	16,000,000	18,500,000
Sales Trainer & CRM Manager	S1	8 - 10	30,000,000	47,000,000
Senior Project Logistic Officer	S1	3 - 5	33,000,000	45,600,000
Shipping Assistant	S1	1 - 3	5,000,000	6,000,000
Shipping Manager	S1	6 - 8	30,000,000	44,000,000
Shipping Supervisor	S1	4 - 5	9,000,000	14,000,000
Sourcing Manager	S1	6 - 10	32,000,000	45,000,000
Special Service Executive	S1	2	5,000,000	6,000,000
Special Service Front Line Executive	S1	2	5,000,000	6,000,000
Specialist Services Monitoring	S1	2	5,000,000	6,000,000
Strategic Procurement Manager	S1	6 - 10	30,000,000	55,000,000
Supply Chain Manager	S1	6 - 10	45,000,000	91,000,000
Supply Planner	S1	2 - 4	13,000,000	18,000,000
Telemarketing & Sales Executive	D3	1 - 3	5,000,000	7,000,000
Warehouse/Store Assistant	S1	1 - 3	5,000,000	6,000,000
Warehouse Manager	S1	4 - 5	12,500,000	25,000,000
Warehouse Supervisor	S1	3 - 5	9,000,000	19,000,000

RETAIL				
	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Area Manager, Fashion	S1	5+	18,000,000	23,000,000
Assistant Merchandiser	D3	3	15,000,000	19,000,000
Brand Manager 	S1	5+	20,000,000	30,000,000
Business Controller	S1	7+	15,000,000	27,000,000
Business Development Director	S1	15+	95,000,000	140,000,000
Buying Manager	S1	7	30,000,000	35,000,000
Category Manager	S1	7+	35,000,000	40,000,000
Digital Communications Manager 	S1	7+	28,000,000	40,000,000
Event Promotion Manager	S1	5+	20,000,000	30,000,000
Finance and Accounting Manager	S1	5	19,000,000	26,000,000
Floor Manager	S1	3	9,000,000	12,000,000
General Manager, Fashion	S1	10	40,000,000	45,000,000
General Manager, HR	S1	15+	47,000,000	75,000,000
General Manager, Operation	S1	10+	35,000,000	50,000,000
General Manager, Fashion Retail	S1	15+	30,000,000	45,000,000
General Manager, Retail Sales Operation	S1	10 - 15	50,000,000	70,000,000
Head of Channel Development	S1	7+	25,000,000	30,000,000
Head of Fashion Design	D3	5+	12,000,000	30,000,000
Head of Internal Audit	S1	10	45,000,000	65,000,000
Head of Retail Operations	S1	15+	55,000,000	80,000,000
Head of Sales	S1	10+	35,000,000	55,000,000
HR Business Partner	S1	7+	28,000,000	35,000,000
HR Director	S1	15+	75,000,000	155,000,000
HR Executive	S1	2+	6,800,000	10,000,000
HR Manager	S1	5+	19,000,000	35,000,000
IT Manager	S1	10	32,000,000	50,000,000
Junior Marketing Manager	S1	3	15,000,000	17,000,000
Key Account Manager	S1	5+	16,000,000	30,000,000
Learning and development Head	S1	8+	20,000,000	25,000,000
Marketing Manager 	S1	5+	16,000,000	30,000,000
Merchandising Manager	S1	5+	16,000,000	35,000,000
Operations Director	S1	15+	155,000,000	170,000,000
Operations Manager	S1	10+	25,000,000	30,000,000

RETAIL				
	Salary Range (per month)			
	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Operations Manager, F&B	S1	10+	15,000,000	20,000,000
Procurement Manager	S1	5	25,000,000	35,000,000
Product Development Manager	D3/S1	5+	13,000,000	23,000,000
Research & Development Executive, Design & Fashion	D3	5+	18,000,000	25,000,000
Retail Director	S1	20+	87,000,000	140,000,000
Retail Operations Manager, Fashion	S1	7+	12,000,000	20,000,000
Store General Manager, Supermarket	S1	10+	50,000,000	100,000,000
Store Manager	S1	5+	9,000,000	17,000,000
Senior Production & Product Developer	D3	5+	23,000,000	40,000,000
Tax Manager	S1	7+	40,000,000	45,000,000



Retail market is anticipated to reach a compound annual growth rate of **6%** by 2023

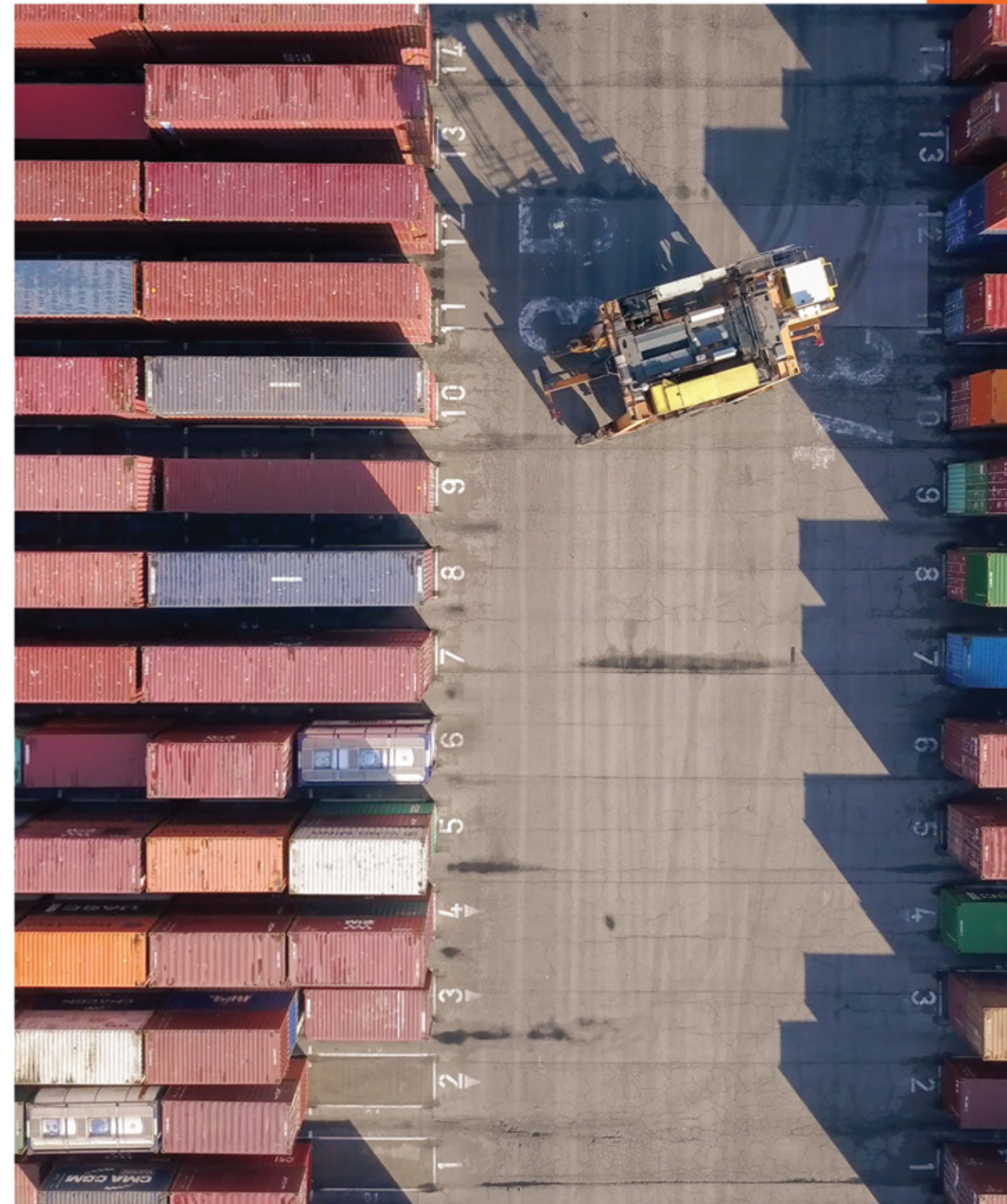


Retailers, both local and foreign, are ramping up their **investments** in the market

TRADING

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
HR & GA Manager	S1	5+	30,000,000	38,000,000
Legal & Compliance Officer	S1	3+	7,000,000	10,000,000
Sales Manager 	S1	5+	27,000,000	35,000,000
Sales Supervisor	S1	3 - 5	8,000,000	9,000,000
Sales Executive 	S1	1+	8,000,000	13,000,000
Accounting & Tax Manager	S1	10+	18,000,000	27,000,000
Accounting & Tax Assistant Manager	S1	5+	15,000,000	17,000,000
Accounting & Tax Supervisor	S1	3+	10,000,000	12,000,000
Accounting & Tax Executive	S1	1+	7,000,000	9,000,000
Purchasing Assistant Manager	S1	5+	17,000,000	20,000,000
Administration 	S1	1+	5,000,000	6,000,000
Project Sales Officer	S1	2+	6,000,000	15,000,000

 Hot Job | Figures are base salary not including superannuation.


ENGINEERING

As part of Indonesia's strides towards greater economic growth, infrastructure development has become a strategic focus.

Earlier in 2019, plans were announced for a slew of infrastructure investments worth more than US\$400 billion,¹ spanning new airports, power plants, mass transit, and including groundwork development plans for the new capital city.

Construction on the new capital in East Kalimantan is anticipated to break ground this year, in a move expected to shift economic activity and bridge infrastructure gaps in Indonesia's side of Borneo. However, it remains to be seen how other connectivity initiatives, such as the Belt

and Road Initiative, will be integrated with Indonesia's development plans.

Enhanced connectivity across the sprawling archipelago is expected to facilitate the creation of an integrated industrial area, and provide opportunities for foreign investors to participate in sustainable infrastructure development in Indonesia.

Infrastructure development will also bolster the competitiveness of the logistics industry, which currently forms 25% of Indonesia's GDP.² Infrastructure improvement works – the construction of roads, railways, port and airport facilities – that have been initiated in the past few years are likely to reduce logistics costs by up to 20%.³

Manufacturing will form a new engine of growth for Indonesia's economy. The government has affirmed its commitment to diversify and upgrade the sector to increase GDP and maintain long-term growth. Plans include increasing the proportion of its workforce in manufacturing to 20% by 2024, with emphasis on growing the value-added manufacturing industry.⁴

With these developments, demand for labour is expected to increase in construction and manufacturing. Job losses may occur with the rise of automation, but could be more than compensated for with job creation, stemming from rising incomes and the government's archipelago-wide infrastructure push.

In the oil and gas sector, Indonesia is among the few Southeast Asian countries dominating production with the highest number of crude and natural gas projects lined up. However, tighter oil and gas supply and




demand dynamics could pose challenges. Despite new gas projects expected to come on stream within the next few years, demand from electricity and petrochemical industries, which is increasing alongside GDP growth, may outstrip supply in the long run.

While the country aims to achieve a 23% new and renewable energy mix by 2025, the target remains far ahead, requiring a US\$36.95 billion investment.⁵ To date, renewable energy realisation has only reached 8% of the country's total potential.⁶ A key challenge for the country remains its evolving policy and regulatory framework, which has been through numerous iterations over the years.






BUILDING, CONSTRUCTION & EPC

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting Officer	D3	1 - 4	5,000,000	7,200,000
Accounting Manager	S1	5 - 8	22,000,000	25,300,000
Architect 	S1	5 - 8	10,000,000	18,500,000
Automation Engineer	S1	5 - 8	11,000,000	25,000,000
BIM Manager	S1	10+	21,000,000	28,000,000
Business Development Manager 	S1	10+	40,000,000	80,000,000
Chief Engineer	S1	5 - 10	13,000,000	25,000,000
Chief Executive Officer	S1	10+	260,000,000	400,000,000
Chief Operating Officer	S1	10 +	155,000,000	250,000,000
Civil Engineer	S1	5 - 8	10,000,000	23,000,000
Construction Engineer	S1	5 - 8	10,000,000	24,500,000
Construction Management Officer	S1	1 - 3	5,200,000	8,000,000
Construction Manager 	S1	10+	35,000,000	57,000,000
Contract Engineer	S1	5 - 8	12,000,000	26,000,000
Contract Manager	S1	10 +	29,000,000	80,000,000
Construction Manager, High Rise Building	S1	10 +	28,000,000	55,000,000
Corporate Communication Manager	S2	10+	40,000,000	55,000,000
Head of Corporate Finance	S1	5 - 10	30,000,000	46,250,000
Country HR Director	S2	10+	68,000,000	160,000,000
Data Management Manager	S1	10+	34,000,000	44,000,000
Drafter Manager	S1	5+	15,000,000	20,000,000
Electrical Engineer Manager	S2	5+	20,000,000	32,000,000
Electrical Engineer Manager	S1	5+	16,000,000	25,000,000
Engineering Director	S1	10+	83,000,000	150,000,000
Engineering Manager	S1	10+	34,000,000	65,000,000
Environmental Specialist	S1	10+	35,000,000	45,000,000
External Relation Manager	S1	7+	15,000,000	35,000,000
Fabrication Engineer	S1	5 - 8	16,000,000	38,500,000
Field Engineer	S1	20	20,000,000	35,000,000
Finance & Accounting Manager	S1	10+	20,000,000	30,000,000
Finance & Accounting Supervisor	S1	5 - 10	8,200,000	15,000,000
Finance Officer	S1	4	6,500,000	9,500,000
General Counsel	S1	10 +	51,000,000	140,000,000
General Marketing Manager	S1	10+	60,000,000	75,000,000
Head of Facility Maintenance (MEP)	S1	10+	40,000,000	60,000,000

BUILDING, CONSTRUCTION & EPC

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Head of Urban Development	S1	10 +	82,400,000	250,000,000
HSE Manager	S1	10+	20,000,000	35,000,000
HSE Officer	D3	1 - 3	5,500,000	7,000,000
HSE Supervisor	S1	10+	9,000,000	18,000,000
HR Director	S1/S2	15 - 16	103,000,000	180,000,000
HVAC Engineer	S1	8+	7,000,000	23,000,000
Infrastructure Manager	S1/S2	10+	15,000,000	25,000,000
Instrumentation Engineer	S1	5 - 8	16,000,000	25,000,000
IT Executive	S1	1 - 3	8,000,000	13,500,000
Junior Sales Officer	S1	1	6,000,000	8,000,000
Leasing Manager	S1	2	17,000,000	35,000,000
Legal Counsel, Land Acquisition	S1	7+	62,000,000	82,000,000
Marketing Manager	S1	10+	15,000,000	35,000,000
Mechanical Rotating/Static Engineer	S1	5 - 8	17,000,000	39,000,000
MEP Engineer	S1	10+	12,000,000	16,000,000
Offshore Structural Engineer	S1	5 - 8	17,000,000	44,000,000
Piping Engineer	S1	5 - 8	7,000,000	10,000,000
Process & Application Senior Engineer	S1	5+	10,000,000	20,000,000
Process Engineer	S1	7+	12,000,000	17,000,000
Process Safety/Loss Prevention Engineer	S1	5 - 8	17,000,000	50,000,000
Procurement Manager	S1	5 - 8	27,000,000	35,000,000
Project Control Engineer	S1	5 - 8	7,000,000	10,000,000
Project Control Manager	S1	10+	25,000,000	35,000,000
Project Developer Manager	S1	10+	30,000,000	45,000,000
Project Engineer 	S1	3+	10,000,000	12,000,000
Project Engineer 	D3/S2	5+	8,000,000	13,000,000
Project Engineer	S1	8+	15,000,000	20,000,000
Project Engineer 	S1	15	25,000,000	30,000,000
Project Manager	S1	10+	25,000,000	35,000,000
Project Manager, High Rise Building	S1	10+	30,000,000	45,000,000
QC Engineer	S1	5 - 8	9,000,000	19,000,000
QC Engineer	S1	11	17,000,000	20,000,000
QC Manager	S1	10+	35,000,000	70,000,000
Quantity Engineer	S1	8	17,000,000	25,000,000
Quantity Surveyor	S2	6+	11,000,000	19,000,000
Real Estate/Property Developer	S1	10 - 15	16,000,000	30,000,000

BUILDING, CONSTRUCTION & EPC

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Safety Officer	S1	1 - 5	7,000,000	13,000,000
Sales Executive	S1	1	6,000,000	8,000,000
Sales Manager	S1	3	7,300,000	10,000,000
Sales Support Administration	S1	1	5,000,000	6,200,000
Senior Estimator	S1	5 - 8	13,000,000	27,500,000
Senior Sales Executive	S1	3	5,200,000	8,000,000
Site Manager 	D4	5+	15,000,000	15,000,000
Site Manager	S1	10 +	17,000,000	38,000,000
System & Support Engineer	S1	10+	15,000,000	25,000,000
Tax Officer	S1	9+	10,000,000	21,000,000
Vice President, Land Acquisition	S1	10 +	93,000,000	200,000,000
Water Treatment and Waste Water Treatment Technician	D3/S1	3+	5,000,000	8,000,000
Welding Inspector	S1	10+	15,000,000	21,000,000

 Construction on the new capital in East Kalimantan is expected to shift economic activity and bridge infrastructure gaps in Indonesia's side of Borneo

 Demand for labour is expected to increase in construction and manufacturing


PETROCHEMICAL

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Administrative Officer	S1	2	6,000,000	7,000,000
Business Development Executive	S1	3+	11,000,000	15,500,000
Business Development Manager	S1	10+	28,000,000	45,000,000
Customer Service Lead	S1	3+	23,000,000	33,000,000
Distribution Manager	S1	7+	11,400,000	17,000,000
Electrical Engineer	S1	5+	6,000,000	10,000,000
Engineer Director	S1	10+	154,500,000	200,000,000
Finance Head	S1	15+	30,000,000	45,000,000
Human Resources Executive	S1	3+	11,000,000	15,500,000
Human Resources Manager	S1	5+	23,000,000	40,000,000
Instrumentation Supervisor	D3	5+	6,000,000	11,000,000
Lead Electrical & Instrumentation Engineer	S1	7+	12,000,000	17,500,000
Lead Mechanical Engineer	S1	7+	11,500,000	21,000,000
Lead Piping Engineer	S1	7+	11,500,000	21,000,000
Lead Safety Manager	S1	7+	23,000,000	33,000,000
Logistic Transport Manager	S1	8+	15,000,000	20,000,000
Mechanical Construction Supervisor	D3	5+	17,000,000	21,000,000
Mechanical Engineer	S1	5+	23,000,000	38,500,000
Process Engineer	S1	7+	15,000,000	20,000,000
Production Engineer	S1	7+	11,000,000	16,500,000
Production Manager	S1	7+	27,300,000	42,000,000
Project Manager	S1	10+	36,000,000	45,000,000
QA Manager	S1	7+	52,000,000	70,000,000
QA Officer	S1	3+	8,000,000	10,000,000
Sales Development Manager	S1	7+	21,000,000	45,000,000
Sales Executive	S1	1	11,400,000	22,000,000
Sales Manager	S1	3	23,000,000	44,000,000
Senior Sales Executive	S1	3	12,000,000	17,600,000
Senior Engineering Specialist	S1	8+	15,000,000	20,000,000
Specification Specialist	S1	5+	28,000,000	45,000,000
Supply Chain Cost Controller Manager	S1	8+	15,000,000	20,000,000
Sustainability Specialist	S1	8+	15,000,000	20,000,000
Technical Sales Support Executive	S1	3+	17,000,000	33,000,000
Technical Service & Development Specialist	S1	10+	11,300,000	17,000,000

OIL & GAS

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Business Development Manager	S1	5 - 10	60,000,000	90,000,000
Chief Executive Officer	S1	10+	165,000,000	250,000,000
Construction/Installation Consultant	S1	5 - 10	75,000,000	110,000,000
Construction/Installation Advisor	S1	10 - 20	98,000,000	114,000,000
Downstream Operation Management Advisor	S1	10 - 20	79,000,000	103,000,000
Downstream Operation Management Manager	S1	5 - 10	56,000,000	78,000,000
Drilling Advisor	S1	10 - 20	90,000,000	153,000,000
Drilling Engineer	S1	7 - 15	40,000,000	65,000,000
Drilling Manager	S1	5 - 10	57,000,000	80,000,000
Electrical Manager	S1	5 - 10	47,000,000	60,000,000
Electrical Advisor	S1	10 - 20	83,000,000	120,000,000
Electrical Maintenance Supervisor	D3/S1	5+	9,000,000	11,000,000
Estimating/Cost Engineering Manager	S1	5 - 10	39,000,000	60,000,000
Estimating/Cost Engineering Advisor	S1	10 - 20	113,000,000	150,000,000
Geologist Engineer	S1	7 - 10	36,000,000	70,000,000
Geophysics Engineer	S1	7 - 10	36,000,000	70,000,000
Geoscience Advisor	S1	10 - 20	113,000,000	150,000,000
Geoscience Manager	S1	5 - 10	52,000,000	80,000,000
Geotechnical Engineer	S1	7 - 10	38,000,000	77,000,000
HR Manager 	S1	16+	50,000,000	65,000,000
HR Manager	S1	10+	63,000,000	110,000,000
HSE Advisor	S1	10 - 20	93,000,000	120,000,000
HSE Manager	S1	5 - 10	46,000,000	65,000,000
Logistic Advisor	S1	10 - 20	88,000,000	140,000,000
Logistic Manager	S1	5 - 10	46,000,000	65,000,000
Marine Manager	S1	5 - 10	56,000,000	80,000,000
Marine Advisor	S1	10 - 20	102,000,000	140,000,000
Market Research	S1	20 - 22	31,000,000	35,000,000
Mechanical Advisor	S1	10 - 20	93,000,000	110,000,000
Mechanical Manager	S1	5 - 10	43,000,000	90,000,000
Offshore Installation Manager	S1	10+	52,000,000	100,000,000
Petrophysics Engineer	S1	7 - 10	36,000,000	70,000,000
Piping Advisor	S1	10 - 20	82,000,000	110,000,000
Piping Manager	S1	5 - 10	49,000,000	80,000,000
Process Advisor	S1	10 - 20	96,000,000	130,000,000

OIL & GAS

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Process Manager	S1	5 - 10	62,000,000	90,000,000
Production Operation Manager	S1	5 - 10	80,000,000	140,000,000
Purchasing Manager	S1	18	20,000,000	27,000,000
Project Control Advisor	S1	10 - 20	93,000,000	120,000,000
Project Control Manager	S1	5 - 10	80,000,000	100,000,000
QA/QC Advisor	S1	10 - 20	93,000,000	128,000,000
QA/QC Manager	S1	5 - 10	60,000,000	90,000,000
Reservoir/Petroleum Engineering Manager	S1	5 - 10	62,000,000	80,000,000
Reservoir/Petroleum Engineering Advisor	S1	10 - 20	82,000,000	110,000,000
Reward Manager	S1	10+	41,000,000	80,000,000
Senior Buyer	S1	4+	11,300,000	17,000,000
Senior Geologist Engineer	S1	10 - 15	72,000,000	100,000,000
Subsea/Pipelines Manager	S1	5 - 10	77,000,000	100,000,000
Subsea/Pipelines Advisor	S1	10 - 20	144,000,000	170,000,000
Supply Chain 	S1	2	8,000,000	10,000,000
Supply Chain/Procurement Manager	S1	5 - 10	62,000,000	90,000,000
Supply Chain/Procurement Advisor	S1	10 - 20	93,000,000	130,000,000
Technical Safety Manager	S1	5 - 10	67,000,000	85,000,000
Technical Safety Advisor	S1	10 - 20	86,000,000	115,000,000
Vice President, Exploration	S1	10 - 20	103,000,000	160,000,000
Vice President, Marketing	S1	10 - 20	93,000,000	160,000,000
Vice President, Production	S1	10 - 20	103,000,000	160,000,000






Indonesia is among the few Southeast Asian countries dominating production with the highest number of crude and natural gas projects



Indonesia aims to achieve a 23% new and renewable energy mix by 2025

POWER PLANT

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting & Finance Asst. Manager	S1	8 - 10	19,000,000	33,000,000
Accounting & Finance General Manager	S1	10+	55,000,000	80,000,000
Accounting & Finance Manager	S1	10+	25,000,000	55,000,000
Accounting & Finance Staff	S1	3 - 5	7,000,000	12,000,000
Accounting & Finance Supervisor	S1	5 - 8	12,000,000	23,000,000
Business Analyst	S1	5+	26,000,000	35,000,000
Coal Handling Department Head	S1	10+	20,000,000	25,000,000
Consortium Site Quality Manager	S1	5+	50,000,000	74,000,000
Electric Manager	S1	10+	23,000,000	34,000,000
Head of Analyst	S1	5+	103,000,000	130,000,000
HSE Manager 	S2	10+	30,000,000	45,000,000
HR & GA Asst. Manager	S1	8 - 10	23,000,000	35,000,000
HR & GA Manager	S1	10+	35,000,000	67,000,000
HR & GA Staff	S1	3 - 5	7,000,000	12,000,000
HR & GA Supervisor	S1	5 - 8	12,000,000	23,000,000
HR General Manager	S1	15+	108,000,000	130,000,000
Maintenance Manager	S1	10+	56,700,000	87,600,000
Plant Manager	S1	10+	25,000,000	36,000,000
Plant Performance Engineering	S1	10+	20,000,000	38,000,000
Plant Reliability Specialist	S1	10+	30,000,000	47,000,000
Plant Supervisor	S1	5 - 8	6,000,000	12,000,000
Power Plant Manager 	S1	10+	29,000,000	55,000,000
Power Plant Officer	S1	3 - 5	6,000,000	11,000,000
Power Plant Supervisor	S1	5 - 8	13,000,000	17,000,000
Procurement & Shipping Asst. Manager	S1	8 - 10	22,000,000	32,000,000
Procurement & Shipping General Manager	S1	10+	55,000,000	70,000,000
Procurement & Shipping Manager 	S1	10+	23,000,000	66,000,000
Procurement & Shipping Officer	S1	3 - 5	7,000,000	15,000,000
Procurement & Shipping Supervisor	S1	5 - 8	8,000,000	13,000,000
Project Manager	S1	7+	20,000,000	30,000,000
Sales & Marketing Asst. Manager	S1	4+	13,000,000	16,000,000

POWER PLANT

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Sales & Marketing General Manager	S1	15+	51,000,000	80,000,000
Sales & Marketing Manager 	S1	6+	24,000,000	25,000,000
Sales & Marketing Executive	S1	3 - 5	6,000,000	12,000,000
Sales & Marketing Supervisor	S1	5 - 8	13,000,000	18,000,000
Site Quality Manager	S1	10+	45,000,000	57,000,000
Strategic Planning Officer	S1	5+	11,000,000	15,000,000
Technical & Operation Manager for Power & Utility	S1	10+	35,000,000	40,000,000

MINING

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Business Development Manager	S1	10+	33,000,000	43,000,000
Chief Geologist	S1	10 - 20	20,000,000	40,000,000
Chief Marketing Officer	S1	10 - 20	105,000,000	168,000,000
Chief Operating Officer	S1	10 - 20	155,000,000	300,000,000
Civil Engineer 	S1	5 - 10	14,000,000	21,500,000
Construction Superintendent	S1	10 - 15	12,000,000	20,000,000
Document Controller	S1	5 - 10	13,000,000	26,000,000
Drilling & Blasting Engineer	S1	5 - 10	17,000,000	28,000,000
Earthworks Supervisor	S1	5 - 8	9,000,000	15,000,000
Engineer Manager	S1	5 - 10	15,000,000	28,000,000
Environmental Manager	S1	10 - 20	15,000,000	25,000,000
Exploration Manager	S1	10+	56,700,000	113,300,000
Field Geologist	S1	5 - 10	22,660,000	51,500,000
Chief Executive Officer	S1	10 - 20	109,000,000	350,000,000
Geologist Development	S1	5 - 10	23,000,000	50,000,000
Geotechnical Engineer	S1	5 - 10	12,000,000	25,000,000
Heavy Equipment Training Supervisor	S1	8 - 15	16,000,000	30,000,000
HSE Engineer	S1	5 - 10	22,700,000	23,400,000
HSE Manager	S1	10+	20,000,000	40,000,000
HSE Superintendent	S1	10 - 15	15,000,000	20,000,000
Land Acquisition Manager	S1	8+	11,000,000	20,000,000
Lead Contract & Procurement Administrator	S1	10 - 20	41,000,000	60,000,000
Maintenance Manager	S1	10+	37,000,000	53,000,000
Material Controller	S1	5 - 15	11,000,000	25,000,000
Mechanical Engineer	S1	5 - 10	23,000,000	31,000,000
Metallurgy Engineer	S1	5 - 10	23,000,000	31,000,000
Metallurgy Manager	S1	10 - 20	37,000,000	53,000,000
Mining Engineer	S1	5 - 10	12,000,000	25,000,000
Mining Manager	S1	10+	30,000,000	45,000,000
Process Engineer	S1	5 - 10	28,400,000	51,000,000
Production Superintendent	S1	10 - 20	23,000,000	30,000,000

MINING

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Project Manager	S1	10 - 20	20,000,000	30,000,000
Project Support Officer	S1	5 - 8	8,000,000	16,000,000
QHSE Manager	S1	10+	30,000,000	40,000,000
Safety Manager/HSE Manager	S1	10 - 20	23,000,000	55,000,000
Sales Manager, Heavy Equipment 	S1	5 - 8	17,000,000	39,000,000
Senior Contract Administrator	S1	8 - 15	13,000,000	26,000,000
Senior Drill & Blast Engineer	S1	5 - 10	14,000,000	28,000,000
Senior Exploration Geologist	S1	10 - 20	15,000,000	25,000,000
Senior Geologist	S1	10+	45,400,000	46,800,000
Senior Geotechnical Engineer	S1	10 - 20	44,000,000	66,000,000
Senior Mining Engineer	S1	5 - 10	27,000,000	45,000,000
Superintendent Project Logistics	S1	15 - 20	47,000,000	70,000,000
Supply Chain Manager 	S1	10+	25,000,000	54,000,000
Technical Service Manager 	S1	10 - 20	50,000,000	70,000,000
Technical Service Superintendent	S1	10 - 20	25,000,000	33,000,000

LIFE SCIENCE

Indonesia's universal healthcare programme was a landmark for health reform when it was introduced in 2014. More than five years on, the National Health Insurance scheme (Jaminan Kesehatan Nasional, or JKN) has achieved eight of its policy targets.

However, with deficits mounting, the scheme is posing a growing fiscal risk for the economy, leading to the introduction of premium hikes in 2020 to help reduce the shortfall.

To sustain the provision of healthcare services for all, critical issues must be addressed quickly. Hospitals have been found to overstate their class category to charge higher premiums, while companies under-report numbers and salaries of their employees to pay lower premiums. Medical supply shortages and healthcare procurement fraud are also among the problems plaguing the sector. These point to a need for stronger surveillance and enforcement for a more effective and efficient universal healthcare system.

As Indonesia seeks to enhance patient outcomes and transform healthcare, the country is adopting technology-based solutions, creating healthtech opportunities for companies. Companies and start-ups have already begun to foray into the space and are narrowing gaps in healthcare inclusion, from connecting patients with doctors, labs and pharmacies all in one mobile app, to the rise of online

pharmacies. Ultimately, players that can surmount challenges such as regulations, funding and connectivity gaps, could play a significant role in driving the nation towards its goal of providing accessible, high-quality healthcare for all.

In the pharmaceutical sector, licensing is now a requirement for any non-indigenous pharmaceutical products. The right to

retail intellectual property is a fundamental prerequisite for biotech sectors to thrive. Hence, the move may result in intellectual property rights issues that would deter foreign direct investment.






On a brighter note, Indonesia's medical device market is expected to continue to be among the world's fastest growing over the next five years, due to investment incentives and an improving regulatory environment. Healthcare expenditure is forecast to rise to US\$78 billion in 2027 at a compound annual growth rate almost 12% – a positive indication of the market's potential.¹

The medical device sector's development is a priority. With local companies currently contributing to just 10% of the market total, the government aims to increase production of such premium products.² The market will still remain heavily import dependent, but manufacturers may find opportunities to expand production of glass products for the healthcare and pharmaceutical sectors across both domestic and international markets.




MEDICAL DEVICES

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting & Finance Staff	S1	3+	6,000,000	7,000,000
Administrator (Japanese Speaking)	S1	2	10,000,000	12,000,000
Application & Product Manager	S1	8	15,000,000	20,000,000
Assistant Service Manager	S1	5 - 10	10,000,000	15,000,000
Associate Clinical Manager	S1	7	17,000,000	21,000,000
Brand Development Officer	S1	2 - 3	6,000,000	11,000,000
Business Development Manager 	S1	5 - 10	40,000,000	55,000,000
Category Manager	S1	5+	7,000,000	15,000,000
Chief Finance Officer	S1	15+	118,500,000	164,800,000
Clinical Educator	S1	5 - 15	8,000,000	20,000,000
CME Coordinator	S1	3+	6,000,000	7,000,000
CMG Franchise Admin	S1	3+	6,000,000	7,000,000
Corporate Communications Director	S1	15+	79,400,000	113,300,000
Customer Service Asst. Manager	D3	10 - 15	20,000,000	25,000,000
Designer Staff	S1	2	5,000,000	6,000,000
Finance Controller	S1	10+	51,500,000	92,700,000
Finance Officer	S1	3 - 5	7,000,000	8,000,000
General Manager, Marketing	S1	10+	28,000,000	55,000,000
Head of HR	S1	13+	35,000,000	75,000,000
Head of Legal	S1	10+	51,500,000	87,550,000
Head of Medical Affair	S1	15+	56,700,000	103,000,000
Hospital Representative 	S1	3 - 5	6,000,000	8,000,000
Housekeeping Supervisor	S1	1 - 3	6,000,000	7,000,000
HR Business Partner	S1	5 - 10	26,000,000	30,000,000
HR Manager	S1	10+	31,000,000	40,000,000
Human Resource Officer	S1	1 - 3	7,000,000	8,000,000
Innovation Project Manager	S1	7+	36,000,000	45,000,000
Legal Manager	S2	5 - 10	21,000,000	25,000,000
Logistic Coordinator	S1	3+	6,000,000	10,000,000
Logistic Officer	S1	3+	6,000,000	7,000,000
Marketing Manager 	S1	10	19,000,000	25,000,000
Marketing Officer 	S1	1 - 5	6,000,000	7,000,000
Medical Representative 	S1	3 - 10	6,000,000	7,000,000
Practice Development Manager	S1	7	34,000,000	45,400,000
Product Manager	S1	3 - 10	21,000,000	30,000,000

MEDICAL DEVICES

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Product Specialist 	S1	1 - 5	6,000,000	10,000,000
Purchasing Officer	S1	1 - 3	5,000,000	6,000,000
Purchasing Supervisor	S1	1 - 5	9,000,000	13,000,000
QA/QC Manager	S1	5 - 10	26,000,000	30,000,000
Regulatory Affair	S1	4	6,000,000	7,000,000
Regulatory Head	S1	15+	30,000,000	100,000,000
Sales Engineer	S1	13	9,000,000	11,000,000
Sales Engineer	S1	2	6,000,000	7,000,000
Sales Manager	S1	7+	26,000,000	55,000,000
Sales Marketing	S1	3	7,000,000	8,000,000
Secretary	S1	3+	8,000,000	11,000,000
Senior Accountant	S1	3+	8,800,000	10,300,000
Senior Commercial Marketing Executive	S1	5 - 7	23,000,000	35,000,000
Supply Chain Manager	S1	7+	28,000,000	42,000,000
Talent Acquisition Officer	S1	1 - 3	6,000,000	9,000,000
Tax Administrator	S1	1 - 3	7,000,000	8,000,000
Tax Staff	S1	6+	10,000,000	13,000,000
Treasury Officer	S1	1 - 3	6,000,000	8,000,000



Indonesia's medical device market is expected to be among the world's fastest growing over the next five years





The government aims to increase production of premium medical devices



Manufacturers may expand production of glass products for the healthcare and pharmaceutical sectors

HOSPITAL & HEALTHCARE

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting Officer 	S1	3 - 5	6,000,000	8,000,000
Acute Therapy Development Specialist (Medical Doctor)	S1	3 - 5	22,000,000	45,000,000
Business Development Advisor	S1	15 - 20	21,000,000	32,000,000
Buyer	S1	2 - 4	8,000,000	9,000,000
Channel Activation Support	S1	2 - 3	7,000,000	8,000,000
Channel Admin	S1	1 - 3	5,000,000	6,000,000
Channel and E-commerce Support	S1	5+	16,000,000	17,000,000
Chief Engineer	S1	10+	24,000,000	35,000,000
Chief Financial Officer	S1	15+	108,200,000	216,300,000
Chief Nurse	D3	10+	22,000,000	45,400,000
CMG Admin	S1	3 - 5	9,000,000	10,000,000
Commercial Analyst	S1	2 - 4	11,000,000	12,000,000
Commercial Marketing Manager	S1	7+	35,000,000	45,000,000
Engineer Manager	S1	6 - 10	11,000,000	22,000,000
Finance & Accounting Manager 	S1	10+	44,000,000	85,000,000
Finance Admin	D3	1	4,500,000	5,000,000
Finance Admin Project	D3	1 - 2	5,000,000	6,000,000
General Practitioner (Doctor)	S1	2 - 5	16,000,000	33,000,000
Halal Quality Specialist	S1	2 - 3	7,000,000	8,000,000
Hospital Director	S1	15+	85,000,000	105,000,000
Hospital General Manager	S1	8+	47,000,000	55,000,000
Hospital Relation Officer	S1	1 - 5	8,000,000	11,000,000
Chief of HR, GA	S1	10+	100,000,000	195,700,000
HR GA Officer	S1	5	6,000,000	7,000,000
HR Manager	S1	10+	20,000,000	30,000,000
IT Director 	S1	15+	82,400,000	113,300,000
IT Manager 	S1	10+	16,000,000	35,000,000
Junior Buyer	S1	2 - 5	11,000,000	12,000,000
Legal Asst. Manager	S1	7 - 10	10,000,000	13,000,000
Lifescan Graphic Designer	S1	3 - 5	16,000,000	17,000,000
LKA Admin	S1	2 - 5	9,000,000	10,000,000
Mailing Room	D3	1 - 2	4,500,000	5,000,000
Marketing Admin	S1	2 - 4	8,000,000	9,000,000
Marketing Admin Assistant	S1	3 - 5	12,000,000	13,000,000
Marketing and Sales Director	S1	15+	113,000,000	180,000,000

HOSPITAL & HEALTHCARE

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Marketing Manager 	S2	5 - 10	16,000,000	30,000,000
NKA Hyper/Super Admin & Analyst	S1	2 - 3	8,000,000	9,000,000
Nurse	S1	3 - 5	5,000,000	8,000,000
Promotion Executive	S1	3+	8,000,000	9,000,000
Purchasing Manager	S1	8	40,000,000	60,000,000
Sales Incentive Admin	S1	2 - 3	7,000,000	8,000,000
Sales Solution & Capabilities	S1	3 - 5	9,000,000	10,000,000
Secretary	S1	4+	15,000,000	16,000,000
Secretary & PA	S1	5+	21,000,000	22,000,000
Secretary Director	S1	6+	7,000,000	8,000,000
Senior Admin Assistant	S1	7+	25,000,000	27,000,000
Supplier Quality	S1	3 - 5	10,000,000	11,000,000
Tax Officer	S1	2 - 3	8,000,000	9,000,000
Warehouse Officer	S1	4	6,000,000	8,000,000



Healthcare expenditure is forecast to rise to **US\$78 billion** in 2027 at a compound annual growth rate almost 12%



Indonesia is adopting technology-based solutions, creating **healthtech opportunities** for companies

PHARMACEUTICAL

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Account Manager	S1	15	20,000,000	23,000,000
Accounting Analyst	S1	3+	8,000,000	12,000,000
Accounting Clerk	S1	1 - 3	5,000,000	7,000,000
Accounting Executive	S1	1 - 3	5,000,000	7,000,000
Accounts Payable Executive	S1	1 - 4	5,000,000	10,000,000
Admin Analyst	S1	1 - 3	5,000,000	6,000,000
Admin Assistant	S1	3	5,000,000	10,000,000
Admin, Marketing	S1	1	5,000,000	6,000,000
Admin Secretary	S1	2 - 5	6,000,000	10,000,000
Admin Supply Chain	S1	1 - 4	5,000,000	9,000,000
Area Manager	S1	5 - 10	15,000,000	20,000,000
Assistant Service Manager	S1	12	14,000,000	17,000,000
Associate Principal Scientist (Formulator)	S1	10	17,000,000	20,000,000
Benefit Admin	S1	2 - 3	6,000,000	7,000,000
Budgeting Admin	S1	2 - 3	7,000,000	8,000,000
Business Assistant	S1	2 - 5	8,000,000	9,000,000
Business Unit Head/Director	S1	15+	113,300,000	185,400,000
Category Manager	S1	5+	7,000,000	10,000,000
Clinical Research Associate	S1	3+	10,000,000	16,000,000
Clinical Research Associate Manager	S1	5+	15,000,000	30,000,000
CME Coordinator	S1	3+	6,000,000	7,000,000
Commercial Director	S1	10+	110,000,000	190,000,000
Communications Manager	S1	7+	25,000,000	55,000,000
Corporate Communications Director	S1	15+	84,000,000	158,000,000
Customer Service	S1	1 - 2	14,000,000	15,000,000
Data Entry Executive	D3	1	5,000,000	6,000,000
Director/Head of Market Access	S1	10+	82,400,000	164,800,000
Director/Head of Media Affairs	S1	10 - 15+	134,000,000	164,800,000
Drug Regulatory Affairs Associate	S1	1 - 5	6,000,000	14,000,000
Drug Regulatory Affairs Manager	S1	5+	15,000,000	25,000,000
Executive Assistant	S1	3	8,000,000	15,000,000
Finance Administrator	D3	0 - 1	5,000,000	6,000,000
Finance Analyst	S1	3	10,000,000	12,000,000
Finance Director	S1	15+	134,000,000	185,400,000
Finance Executive	S1	2	6,000,000	7,000,000


PHARMACEUTICAL

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
General Sales Administration	S1	2 - 5	11,000,000	12,000,000
Head of Business Development & Licensing	S1	5+	45,000,000	57,000,000
Head of Commercial Excellence	S1	15+	138,000,000	140,000,000
Head of HR/HR Director	S1	15+	85,000,000	154,500,000
Head of Legal	S1	10+	56,700,000	92,700,000
Head of Regulatory	S1	15+	40,000,000	100,000,000
HR Staff	S1	1 - 2	6,000,000	7,000,000
HR & Communication Officer	S1	1 - 2	8,000,000	9,000,000
HR & GA Admin Assistant	S1	1 - 2	6,000,000	7,000,000
HR Admin	S1	3	5,000,000	7,000,000
HR Manager/HRBP	S1	10+	30,000,000	40,000,000
HR Operation Executive	S1	2	6,000,000	7,000,000
HR Operations and Benefit Specialist	S1	2 - 4	11,000,000	12,000,000
HR Supervisor	S1	5+	14,000,000	17,000,000
HRGA Assistant Manager	S1	14	15,000,000	18,000,000
HRIS Officer	D3	2	6,000,000	9,000,000
Internal Design	S1	1 - 2	5,000,000	6,000,000
IT Service Supervisor	S1	1 - 2	10,000,000	12,000,000
IT Service Officer	S1	1 - 3	5,000,000	6,000,000
Junior Drug Regulatory Affairs Manager	S1	3+	11,000,000	16,000,000
Key Account Manager	S1	5+	27,000,000	31,000,000
Logistic Executive	S1	3	6,000,000	8,000,000
MAGARA Associate	S1	5+	21,000,000	22,000,000
Managing Director/CEO	S1	10+	154,500,000	309,000,000
Market Access Manager	S1	5+	20,000,000	45,000,000
Market Access Scientific Support	S1	2 - 4	5,000,000	6,000,000
Marketing Admin	S1	1 - 3	6,000,000	8,000,000
Marketing Director	S1	15+	22,000,000	65,000,000
Medical Admin	D3	3	5,000,000	6,000,000
Medical Advisor	S1	5+	15,000,000	30,000,000
Medical Affair Admin	S1	2 - 3	8,000,000	9,000,000
Medical Scientific Liaison Officer	S1	3+	9,000,000	13,000,000
Metabolic Admin Assistant	S1	2 - 5	7,000,000	8,000,000
PA & GA Admin	S1	2 - 4	6,000,000	7,000,000
Patient Access Support	S1	1 - 3	6,000,000	8,000,000

PHARMACEUTICAL

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Patient Safety Administrator	S1	1 - 3	5,000,000	6,000,000
Payroll Admin	D3	3	5,000,000	6,000,000
Payroll Officer & Contractor Coordinator	S1	3	7,000,000	10,000,000
Personal Assistant & General Affair Administrator	D3	3 - 5	5,000,000	12,000,000
Pharmacovigilance Administrator	S1	1 - 3	5,000,000	7,000,000
Pharmacovigilance Specialist	S1	2 - 4	7,000,000	12,000,000
PIC of RIGI Department	D3	3	5,200,000	6,200,000
PIC of SP Department	D3	3	5,200,000	6,200,000
Pre-Launch Marketing Officer	S1	5+	14,000,000	15,000,000
Procurement Administrator	S1	3+	5,000,000	10,000,000
Procurement Assistant Manager	S1	5	15,000,000	25,000,000
Product & Application Manager	S1	11	20,000,000	25,000,000
Product Manager 	S1	3 - 5	15,000,000	30,000,000
Product Representative	S1	3	8,000,000	10,000,000
Product Specialist	D3	2 - 3	6,000,000	8,000,000
Production Engineer	S1	2	7,000,000	10,000,000
Production Manager	S1	5	10,000,000	15,000,000
Production Specialist	S1	1 - 3	6,000,000	9,000,000
Purchasing Officer	S1	1 - 3	6,000,000	7,000,000
QA Specialist	S1	1 - 3	5,000,000	7,000,000
Quality Assurance Associate	S1	5+	16,000,000	18,000,000
Quality Assurance Manager	S1	10	15,000,000	20,000,000
Quality Control Specialist	S1	2	5,000,000	8,000,000
Quality Control Supervisor	S1	4	9,000,000	13,000,000
R&D Director	S1	10+	64,900,000	108,200,000
Receptionist	D3	0 - 2	5,000,000	6,000,000
Regional Sales Manager 	S1	5 - 10	11,000,000	19,000,000
Regulatory Affairs Associate	S1	2 - 3	6,000,000	7,000,000
Regulatory Affairs Officer	D3	1	5,000,000	9,000,000
Regulatory Affairs Executive	S1	1 - 5	6,000,000	15,000,000
Respiratory Admin Assistant	S1	3 - 5	8,000,000	9,000,000
Retail Key Account Manager 	S1	3 - 5	12,000,000	22,000,000
Sales Admin	D3	1 - 2	5,000,000	6,000,000
Sales Admin Supervisor	S1	3 - 5	12,000,000	13,000,000

PHARMACEUTICAL

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Sales Analyst	D3	3	6,000,000	7,000,000
Sales Engineer – ASP	S1	1 - 2	5,000,000	7,000,000
Sales Manager 	S1	4+	15,000,000	20,000,000
Sales Secretary	S1	5+	18,000,000	19,000,000
Scanner Admin and Tax Officer	S1	3	6,000,000	10,000,000
Secretary	S1	1	6,000,000	8,000,000
Secretary Support	S1	2	7,000,000	10,000,000
Senior Medical Scientific Liaison	S1	5+	14,500,000	17,600,000
Senior Product Manager	S1	5	30,000,000	40,000,000
SFE Administrator	S1	1 - 3	5,000,000	6,000,000
SFE Data Analyst	S1	1 - 3	5,000,000	7,000,000
Supply Chain Executive	S1	1 - 5	5,000,000	11,000,000
Supply Chain Staff	S1	1 - 3	7,000,000	8,000,000
System Analyst	S1	1 - 2	5,000,000	6,000,000
Talent Acquisition Executive	S1	5	10,000,000	15,000,000
Tax & Treasury Manager	S1	5 - 7	25,000,000	40,000,000
Tax Accountant	S1	3+	5,000,000	8,000,000
Tax Compliance Executive	S1	3	6,000,000	13,000,000
TB Program Officer	S1	1 - 2	8,000,000	12,000,000
Associate Corporate Secretary	S1	2 - 3	6,000,000	8,000,000

HI - TECH

IT/TELECOMMUNICATIONS

Indonesia's expanding information and communications technology (ICT) sector has spurred the growth of e-commerce and other digital services, which are in turn driving demand for ICT specialists. Around 500,000 ICT professionals and technicians are currently employed across all industries.¹ However, the industry faces numerous challenges where manpower is concerned; there is a shortage of graduates who possess the specific technical and soft skills that are required, along with a poor rate of English proficiency among professionals.

With the digital economy being prioritised for growth, new digital infrastructure projects have been lined up to bolster the ICT sector. A new data centre, to be completed this year, will provide higher data speeds and lower latencies for domestic companies, while Softbank and Grab will be undertaking an upgrade of digital infrastructure, including a new urban transportation network based on electric vehicles, over the next five years.

A 35,000-kilometre fibre optic network, the result of the US\$1.3 billion Palapa Ring broadband project, will be operational by end 2020. When up and running, the network will support the government's push for 4G services and broadband penetration across the entire archipelago.² In the meantime, 3G will continue to dominate the telecoms market, as 4G growth picks up pace.

Further down the line, 5G will provide a significant boost to telecommunications operators' revenues, with enterprises being major contributors over consumers. Various telecommunications players today have started developing innovations to prepare for future 5G networks.

Besides better infrastructure, tech-based companies may soon benefit from improved access to credit. A local start up, NextlCorn, is spearheading an initiative in this area to connect local start-ups with suitable financial backers.

Government efforts to improve the domestic ICT ecosystem are also bearing fruit. The local internet economy is valued at \$40 billion today, having quadrupled since 2015.³ Five of Southeast Asia's eight unicorns – start-ups valued at US\$1 billion or more – have originated from Indonesia.⁴ The country is currently home to the fifth largest population of start-ups – 2,100 start-ups – in the world.⁵

The country is already Southeast Asia's largest digital economy, and is projected to be valued at US\$130 billion by 2025.⁶ Progress has been predominantly driven by the rapid growth of digital payments. In 2018, the value of digital transactions quadrupled to US\$3.3 billion.⁷ To ensure that the wider economy benefits from the digital economy's growth, the government is also updating legislation such as tax laws on digital payments.

AUTOMOTIVE

Following a plunge in 2019 due to an economic slowdown, Indonesia's automotive sector is on the rebound this year. Vehicle sales are expected to receive a boost from new measures stimulating loan growth.

Indonesia is well-positioned to become an electric-vehicle (EV) hub, given that it has no short supply of essential metals – raw materials for battery construction – to build up an inexpensive industry.

In hopes of accelerating the industry's development, Indonesia is overhauling its automotive industry regulations.

Manufacturers and drivers can look forward to a slew of incentives, such as benefits for EV owners and lower taxes, that the government is planning to spur EV adoption and establish a base for EV production and export. Establishing this new market will take time, but by 2030, Indonesia aims for EVs to make up a quarter of car production output.⁸

Even before the new rules have been introduced, global carmakers including the likes of Toyota and Hyundai have committed billions in investments in the market.⁹ The automakers are also planning further investments leading up to 2023, which will be significant for Indonesia's growth into a globally competitive automotive hub.



¹ International Labour Organization
^{2,3,4} The Jakarta Post
⁵ International Labour Organization
^{6,7} The Jakarta Post







INFORMATION TECHNOLOGY

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Account Manager	S1	5+	8,000,000	15,000,000
Accounting Officer	S1	4 - 7	9,000,000	14,000,000
Analyst Programmer/Software Engineer 	S1	2 - 5	7,000,000	15,000,000
Assessor	S1	1 - 3	5,000,000	8,000,000
Junior Back End Developer	S1	1 - 3	6,000,000	8,000,000
Back End Developer	S1	1 - 3	8,000,000	12,000,000
Business/Systems Analyst	S1	3 - 6	9,000,000	12,000,000
Business Development Director	S2	20	140,100,000	157,000,000
Channel Sales Manager	S1	5	51,500,000	60,000,000
Chief Information Officer	S1	10+	64,900,000	125,000,000
Cloud Engineer 	S1	3 - 5	9,000,000	16,000,000
Customer Service Engineer	S1	5 - 10	25,800,000	29,000,000
Customer Service Representative	S1	4 - 5	4,500,000	7,000,000
Country Manager	S1	10 - 15	70,000,000	200,000,000
Data Analyst 	S1	2+	8,000,000	28,000,000
Data Engineer	S1	1 - 3	10,000,000	15,000,000
Database Administrator	S1	4 - 7	10,000,000	19,000,000
Enterprise Architect Degree	S1	8+	9,000,000	27,000,000
Field Engineer	S1	5+	15,000,000	25,000,000
Field Officer	S1	1 - 5	5,000,000	6,000,000
Finance Technology Director	S1	3 - 5	30,000,000	50,000,000
Finance Manager	S1	5	15,000,000	25,000,000
Full Stack Developer	S1	5	10,000,000	20,000,000
Functional Trainer	S1	2+	5,000,000	7,000,000
Head of Analytics and Digital Operations	S1	5	25,000,000	40,000,000
Head of Product Marketing	S1	5	25,000,000	40,000,000
Head Regional Marketing	S1	4	25,000,000	40,000,000
Helpdesk Analyst	S1	1 - 3	6,000,000	8,000,000
Inside Sales Representative	S1	3 - 5	5,000,000	17,000,000
Inventory Coordinator	S1	3	9,100,000	13,000,000
IT Auditor	S1	4 - 7	7,000,000	18,000,000
IT Operations Manager	S1	5 - 10	25,000,000	40,000,000
IT Project Lead 	S1	3+	15,000,000	21,000,000
IT Project Manager 	S1	5+	15,000,000	18,000,000
IT Programmer 	S1	2+	7,000,000	8,000,000

INFORMATION TECHNOLOGY

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
IT Security Engineer	S1	5	15,000,000	20,000,000
IT Specialist	S1	4 - 5	15,000,000	20,000,000
IT Support Consultant ERP	S1	10	10,000,000	12,000,000
IT Support Engineer	S1	3+	5,000,000	6,000,000
IT Support 	S1	5	8,000,000	15,000,000
Java Programmer 	S1	3+	8,000,000	15,000,000
Lead Engineer (Mobile Application)	S1	5+	20,000,000	25,000,000
Licensed Engineer	S1	5	30,000,000	38,000,000
Marketing Communications Administrator	S1	3	12,000,000	21,000,000
Marketing Manager	S1	5	33,000,000	35,000,000
Mobile Application Engineer	S1	1 - 2	10,000,000	12,000,000
Office Administration	S1	10	15,000,000	25,800,000
Office Manager Cum Executive Assistance	S1	5	16,000,000	20,000,000
Operational Manager	S1	3+	10,000,000	15,500,000
Platform Manager	S1	5 - 10	14,000,000	44,000,000
Post-Sales Consultant	S1	5+	22,700,000	49,000,000
Pre-Sales Consultant	S1	5+	10,000,000	22,000,000
Product Sales Specialist	S1	5+	11,000,000	13,500,000
Product Marketing Representative	S1	2	7,000,000	9,000,000
Product Marketing Manager	S1	5	25,000,000	40,000,000
Product Owner	S1	4	60,000,000	90,000,000
Professional Photographer	S1	2	16,500,000	17,000,000
Project Manager 	S1	5 - 10	25,000,000	52,000,000
Project Manager, IT Infrastructure 	S1	5 - 10	23,000,000	44,000,000
Regional Sales Manager	S1	5	40,000,000	60,000,000
Robotics Process Automation (RPA) System Analyst	S1	1 - 2	7,000,000	9,000,000
Sales Director	S1	10+	108,200,000	126,000,000
Sales Executive	S1	5+	7,000,000	15,000,000
Sales Engineer	S1	3 - 5	10,000,000	15,000,000
Sales Manager	S1	5 - 10	34,000,000	55,000,000
Sales Representative	S1	3	22,700,000	33,000,000
Security Engineer	S1	5 - 7	11,400,000	22,000,000
Senior Systems Engineer 	S1	5	40,000,000	66,000,000
Senior IT Consultant	S1	5 - 7	15,000,000	25,000,000
Software Developer 	S1	5 - 10	16,000,000	45,000,000











INFORMATION TECHNOLOGY

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Software QA/Test Analyst	S1	3 - 5	9,100,000	13,000,000
Software Quality Engineer 	S1	1 - 2	10,000,000	12,000,000
Solutions Architect Degree	S1	5+	7,300,000	16,000,000
Special Collection Officer	S1	1	8,300,000	8,800,000
Senior Sourcing Buyer	S1	5	16,500,000	33,000,000
Subscription Sales Officer	S1	0 - 1	5,700,000	6,050,000
System Administrator	D3	2	5,000,000	6,000,000
System Development	S1	16+	15,000,000	18,000,000
System Engineer 	S1	10+	15,000,000	50,000,000
Systems/Network Administrator	S1	3+	8,000,000	20,000,000
Quality Assurance	S1	2+	6,000,000	8,000,000
Team Leader CS	S1	2+	7,000,000	10,000,000
Team Leader/Sales Manager	S1	7+	35,000,000	60,000,000
Technical Consultant	S1	3 - 6	13,000,000	18,000,000
Technical Sales Manager	S1	20 - 25	50,500,000	66,000,000
Territory Account Manager	S1	5	76,300,000	85,000,000
UI/UX Manager	S1	5 - 10	12,000,000	58,000,000
UX Researcher	S1	3 - 5	10,000,000	15,000,000
VP IT Engineering	S1	8	60,000,000	90,000,000
Vice President, People Operations	S1	8	25,000,000	40,000,000
Web Designer 	S1	2 - 5	10,000,000	12,000,000
Web Developer 	S1	1	6,000,000	8,000,000

AUTOMOTIVE

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Accounting Executive	S1	1 - 3	6,000,000	9,000,000
Accounting Manager	S1	3 - 6	20,000,000	30,000,000
Accounting Supervisor	S1	2 - 4	13,000,000	18,000,000
After Sales Service Manager 	S1	10+	20,000,000.0	25,000,000
Area Manager	S1	5 - 10	20,000,000	25,000,000
Export Import Officer	S1	1 - 2	5,000,000	8,000,000
GA Executive	S1	1 - 3	4,500,000	7,000,000
HR Executive	S1	3+	5,000,000	8,000,000
HR Manager	S1	4 - 6	25,000,000	38,000,000
HSE Supervisor	S1	4+	10,000,000	13,000,000
ISO Staff	D3	1	5,000,000	5,500,000
Logistics Administrator	D3	5+	5,000,000	7,000,000
Marketing Officer	S1	1 - 2	4,500,000	8,000,000
Public & Government Relations Manager	S1	7+	45,000,000	52,000,000
QC Officer 	S1/D3	4 - 8	5,000,000	15,000,000
R&D Manager 	S1/D3	5 - 10	27,900,000	44,000,000
Sales Assistant Manager 	S1	4 - 8	12,000,000	17,000,000
Sales Executive 	S1	1 - 3	6,000,000	8,000,000
Sales Manager 	S1	5+	32,000,000	44,000,000
Sales Supervisor 	S1	2 - 4	9,000,000	17,000,000
Senior Sales Manager 	S1	10+	34,000,000	44,000,000
Technical Sales Manager 	S1	25	56,700,000	65,000,000
Technical Sales Supervisor 	S1	5 - 6	8,000,000	16,000,000
Technical Specialist 	S1	1 - 5	12,000,000	25,000,000
Vice President, Sales	S1	10+	64,900,000	73,000,000



The Palapa Ring broadband

project will support the government's push for 4G services and broadband penetration across the entire archipelago



Indonesia is already Southeast Asia's largest digital economy, and is projected to be valued at

US\$130 billion
by 2025



Five of Southeast Asia's eight unicorns - start-ups valued at

US\$1 billion
or more - have originated from Indonesia

TELECOMMUNICATION

Salary Range (per month)

	QUALIFICATIONS	EXPERIENCE (YEARS)	MIN (IDR)	MAX (IDR)
Academy Learning Manager	S1	7+	22,700,000	33,000,000
Account Director	S1	10+	79,400,000	132,000,000
Account Executive 	S1	1 - 3	5,700,000	8,800,000
Account Manager	S1	5 - 7	22,700,000	55,000,000
Billing Manager	S1	5 - 8	18,600,000	38,000,000
Business Analyst	S1	3 - 5	18,600,000	30,000,000
Chief Information Security Officer	S1	10+	7,200,000	90,000,000
Collection Officer	S1	1+	6,200,000	9,000,000
Legal Contract Administrator	S1	1 - 3	5,700,000	13,000,000
Country General Manager	S1	10 - 15	113,400,000	192,000,000
General Manager	S1	10+	34,000,000	55,000,000
Head of PMO	S1	3 - 5	18,600,000	27,000,000
HR Operation Expert	S1	3+	9,100,000	13,000,000
Marketing Director	S1	10+	79,400,000	132,000,000
Call Centre Operation Manager	S1	10+	13,600,000	16,500,000
Product Development Manager	S1	5 - 8	18,600,000	33,000,000
Analyst, Project Management Officer	S1	3 - 5	11,330,000	16,000,000
Project Manager 	S1	10 - 15	18,600,000	77,000,000
Senior Account Manager	S1	5+	11,330,000	75,000,000
Senior Radio Frequency Engineer	S1	5 - 10	45,400,000	66,000,000
Site Administrator	S1	10 - 15	56,700,000	70,000,000
Tax Administration Officer	S1	1 - 3	5,700,000	11,000,000
VAS Senior Manager	S1	10+	56,700,000	88,000,000
Management Trainee	S1	1	5,200,000	10,000,000



Around **500,000**
ICT professionals and
technicians are currently
employed across
all industries



5G will provide a
significant boost to
telecommunications operators'
revenues, with enterprises
being major contributors
over consumers

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