



MARKET TRENDS & SALARY REPORT

1H 2014 MALAYSIA

ambition



WELCOME

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INTRODUCTION



Throughout 2013 we have seen the Malaysia market continue to build pace across the fields of Technology and Finance & Accounting.

The headline demand in IT is very much centred around core IT, i.e Infrastructure, service management and delivery, ERP, and software development. In addition, we are seeing acute demand for experienced and qualified Project Managers across all disciplines, especially those that have regional exposure.

Within Finance there has been consistent demand as companies establish and build out their Finance regional support centres in Malaysia, so there has been significant and continued demand for experienced Shared Service Centre professionals. In addition, we have witnessed a trend in organisations moving some of their regional Finance roles from the traditional hubs of Singapore and Hong Kong to Malaysia. These roles span the accounting functions, with a significant demand on roles supporting the business, such as Financial Planning and Analysis, and Commercial Finance positions.

Our wider observation is that the KL Shared Services(SS) territory is being evaluated as a more solid choice for higher value activities versus some of the larger mainstream SSC location such as Manila and Chennai.

The strategy of many of the institutions is to add more senior strategic roles into the KL SS operation; roles that may typically have been positioned in Singapore and Hong Kong. This has led to a new breed of senior roles, offering upper quartile salaries and global reach, which is great for the local workforce in terms of career visibility.

The challenge remains finding locals who have the relevant C-level capabilities and it will put continued pressure on the need to identify foreign talent. KL is likely to remain an economic hub built for cost competitiveness, so offering salaries that are attractive on the global stage will remain a challenge. This is where factors such as lifestyle and local cost of living play a part.

On this note, many businesses are involved in the process of retracting IT and Finance activities away from outsourcing firms in favour of making direct hires, which shows a further faith and commitment to local workforce. The main reasons seem to be cost, quality, control and sustainability.

Whilst such activity will put more pressure on identifying strong local talent, the fact that companies have taken steps to a long term commitment to KL and are actively looking to place key strategic positions in this market bode well for the future.

We look forward to working with you on your career or organisation's recruitment needs.

Best Wishes for 2014

Sam Baxendale

Director, Malaysia

Finance & Accounting Professionals

| Job Title | Experience | Annual salary range (RM) |
|--|------------|--------------------------|
| Chief Financial Officer | | 275K - 500K |
| Finance Director - Large Organisation | | 300K - 360K |
| Finance Director - Small/Medium Organisation | | 240K - 300K |
| Financial Controller - Large Organisation | | 200K - 300K+ |
| Corporate Finance | | 140K - 210K+ |
| Finance Director - Small/Medium Organisation | | 180K - 220K+ |
| Tax Manager | | 145K - 200K |
| Commercial Manager | | 120K - 180K |
| Treasury Manager | | 150K - 190K |
| Pricing Manager | | 120K - 180K |
| Finance Manager | 4 - 6 | 105K - 150K |
| Credit Controller | 6+ | 96K - 144K+ |
| Financial Analyst | 6 - 10 | 85K - 120K |
| Internal Auditor-Director | | 252K - 300K+ |
| Business Analyst | 6 - 10 | 85K - 120K |
| Internal Auditor - Manager | | 96K - 120K |
| Cost Controller | 6 - 10 | 85K - 144K |
| Finance Manager | 3 - 5 | 84K - 105K |
| Financial Analyst | 3 - 5 | 54K - 96K |
| Auditor | 8 | 120K+ |
| Auditor | 3 | 44K - 88K |
| Cost Accountant | 3 - 5 | 60K - 65K |
| Tax Accountant Senior | 6+ | 84K - 90K |
| Business Analyst | 3 | 50K - 78K |
| Accountant | 3 - 5 | 48K - 84K |
| Tax Accountant | 3 - 5 | 48K - 85K |
| Accounts Payable/Receivable | 3 - 5 | 48K - 84K |



Technology

Commerce & Industry Professionals

| Job Title | Experience | Annual salary range (RM) |
|--|------------|--------------------------|
| Business Change | | |
| IT Director | 10 - 15+ | 180K - 250K |
| Program Manager | 10 - 15+ | 160K - 240K |
| PM | 8 - 12 | 150K - 180K |
| Business Analyst | 5 - 12 | 120K - 160K |
| Application Development | | |
| Solutions Architect | 10 - 15+ | 180K - 220K |
| Development Manager | 10 - 15+ | 100K - 140K |
| C++ / Java / .Net | 3 - 8 | 80K - 140K |
| RDBMS developer/DBA | 3 - 8 | 80K - 140K |
| Infrastructure | | |
| Infrastructure Director | 10 - 15+ | 180K - 240K |
| Infrastructure Manager | 8 - 12+ | 140K - 180K |
| Solutions Architect | 10 - 15+ | 140K - 200K |
| Systems Administrator | 5 - 8 | 80K - 120K |
| IT Security Analyst | 5 - 8 | 80K - 120K |
| Testing | | |
| Test Analyst | 4 - 7 | 60K - 100K |
| Test Lead | 7 - 10 | 100K - 150K |
| Test Manager | 11+ | 120K - 160K |
| SAP | | |
| SAP Technical Analyst | 5 - 8 | 50K - 90K |
| SAP Business Analysts | 5 - 8 | 80K - 120K |
| SAP Techno Functional Consultants | 5 - 10 | 90K - 160K |
| SAP Functional Consultants | 5 - 10 | 90K - 180K |
| SAP Functional Lead | 8 - 12 | 120K - 200K |
| SAP Project / Program Managers | 10+ | 120K - 220K |
| SAP Regional / Global Managers | 12+ | 200K - 260K |
| Oracle | | |
| Oracle E biz Suite Technical (Developer) | 5 - 10 | 80K - 100K |
| Oracle E biz Suite Techno Functional | 5 - 10 | 80K - 120K |
| Oracle E Biz Functional | 7 - 15 | 100K - 180K |
| Oracle E Biz Project Manager | 10+ | 120K - 220K |



Technology

Banking & Financial Services Professionals

| Job Title | Experience | Annual salary range (RM) |
|--------------------------------|------------|--------------------------|
| Business Change | | |
| Program Manager | 10 - 15+ | 220K - 300K |
| PM | 8 - 12+ | 180K - 220K |
| Business Analyst | 5 - 12+ | 150K - 180K |
| Application Development | | |
| Solutions Architect | 10 - 15+ | 150K - 220K |
| Development Manager | 10 - 15+ | 240K - 280K |
| C++ / Java | 3 - 8 | 100K - 150K |
| .Net | 3 - 8 | 100K - 150K |
| RDBMS developer/DBA | 3 - 8 | 100K - 150K |
| Infrastructure | | |
| Infrastructure Director | 10 - 15+ | 220K - 300K |
| Infrastructure Manager | 8 - 12+ | 150K - 180K |
| Infrastructure Engineer | 5 - 8 | 90K - 120K |
| Systems Administrator | 5 - 8 | 90K - 120K |
| Info Security Director | 10 - 15+ | 150K - 180K |
| Info Security Specialist | 5 - 8 | 90K - 120K |

Notes to salary tables:

1. Titles and levels vary from organisation to organisation.
2. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12 month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances. Bonus ranges from 1 month at the low end to 100%+ at the upper.
6. Holiday entitlements range from 12 - 25 days with senior executives not usually receiving less than 18 days. Less than 15 is very rare and 20 days is becoming the norm.
7. Healthcare policies are standard.
8. Pension plans vary with some companies offering greater than the standard contribution. Top up schemes can increase employer contribution levels as much as 15-20 percent of the base salary for senior executives.

ABOUT AMBITION

Ambition is a leading global boutique recruitment business listed on the Australian Securities Exchange. With coverage across Hong Kong, Singapore, Sydney, Japan, Malaysia, Melbourne, Brisbane, Perth and London we specialise within the areas of Banking & Financial Services, Finance & Accounting, Sales & Marketing, Supply Chain & Logistics, and Technology.

We are best known for specialisation with in-depth knowledge and expertise, well-established networks and deep relationships.

What makes us different

We believe our size is a significant differentiator in the recruitment industry. We are big enough to undertake large scale projects for our clients, yet small enough to retain the soul and personality of a smaller company.

We work relentlessly to reinforce our purpose and culture and believe passionately that no one in the company is too small to make a difference.

As a global boutique recruitment business, our offices are extremely closely connected. Our management structure is geared towards facilitating communication between offices and our processes and technology go further to support this connection. Ultimately, this means we are well placed to source the hardest to find candidates and to extend client relationships to our international office network.

For more information, please visit www.ambition.com.my

Get Social

Ambition are committed to driving innovation and have a strong social media presence allowing us to interact and engage through videos, whitepapers, surveys, webinars, trends and blogs via LinkedIn, Twitter, YouTube and Facebook.



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Malaysia

15th Flr, West Block,
Wisma Selangor Dredging 142C, Jalan Ampang 50450 KL
Phone: +603 2168 4200 Fax: +603 2168 4201

www.ambition.com.my