



# MARKET TRENDS & SALARY REPORT

2H 2014 MALAYSIA

**ambition**



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# INTRODUCTION

Throughout the course of 2014, we have continued to see significant demand for talent across industry. There are various factors which appear to be contributing to this which include many multinational companies reaffirming their commitment to continue increasing headcount here. One of the key themes to growth in Malaysia is shared services and indeed has been for some time, though the basis for hiring and type of roles we see seem to be evolving considerably.



Many large institutions are looking to relocate niche global and regional corporate operations to Malaysia with a view to leveraging the cost advantages as compared with the likes of Singapore or Hong Kong. Whilst companies seem to remain committed to this agenda, it is not without challenges. As businesses seek to set up global functions in areas such as information security and risk or global finance functions, we encounter challenges around availability of local talent, especially given the fact that most international companies prefer hiring local talent.

Over the last 10 years many Malaysians at the executive level moved to other hubs such as Singapore or Hong Kong to pursue their careers in a more global context. To compound things, companies looking to set up here are not looking to lower the bar; in other words they are seeking the same level of executive or senior talent. This results in either certain key niche positions remaining open for an extended period of time or companies thinking out of the box in their recruitment strategies.

One theme we are seeing is the rise of returning Malaysians from the likes of Singapore or Hong Kong, many of whom will have secured highly desirable international experience. This is further supported by numerous income tax breaks afforded by the government to make the return more appealing. That said, we have seen a rise in expat hires at the more senior level, but this is normally only in cases where the company has MSC status. Ultimately, it is unlikely that companies will go over the 10% mark in terms of local versus expat hires and those expats that are hired will ultimately add considerable value operationally, managerially and in terms of helping to upskill local workforces for the long term.

At Ambition, we remain committed to Building Better Futures and providing our clients access to the best possible talent in the market and our candidates' access to career opportunities to fulfil their personal career aspirations. Relationships sit at the core of our ability to do this, and I would like to take this opportunity to thank you for working with Ambition. I hope you find this Market Trends Report useful, and as always, please contact us if we can provide any additional assistance.

Kind regards,

A handwritten signature in black ink, appearing to read 'S Baxendale', written over a light blue rectangular background.

**Sam Baxendale**  
Director, Malaysia



# FINANCE & ACCOUNTING

The Finance & Accounting market continues to see the growth and creation of new opportunities driven by very similar factors to the Technology sector. We see the finance sector as slightly more mature than Technology and the market appears to be better stocked with available talent on the ground up to senior level. The demands within these functions has been driven by two core areas.

The first driver is the demand within the Shared Service environment as companies continue to establish lower cost transactional hubs in Malaysia to support the regional and even global finance teams. The second area is within the Corporate teams, particularly within the consumer led industries as organisations experience growth and look to bolster their Finance functions in line with this. Certainly we have seen an increase in demand for Financial Planning and Analysis professionals and Commercial Finance Business Partners as organisations look to achieve greater visibility and control around the growth of their business in a dynamic market.

As demand increases, employers will find themselves having to offer a premium on salaries, and better career prospects including exposure to regional and global strategy to attract high performing Finance & Accounting talent. On average, professionals who secure new positions can still expect 20-25% salary increments which will have a net effect on salary benchmarking for this sector within Malaysia. We are also seeing a marked increase in availability of contract offers being put out by employers and provided the offer comes from a well established MNC, candidates appear to be more receptive than in the past if the opportunity suits long term career objectives.

# Finance & Accounting

## Commerce & Industry

Job Title	Experience	Annual salary range (MYR\$)
Audit / Internal Control		
Head of Audit	12 - 15	250K - 300K
Senior Audit Manager	8 - 10	120K - 140K
Internal Audit Manager	5 - 8	100K - 140K
Internal Auditor	3 - 5	80K - 100K
Finance Accounting		
CFO	15+	300K - 500K
Finance Director	12 - 15	240K - 420K
Regional Financial Controller	10+	200K - 300K
Financial Controller	8 - 10	180K - 220K
Finance / Accounting Manager	6 - 10	100K - 160K
Financial Accountant	3 - 6	70K - 100K
Accounts Payable / Accounts Receivable Accountant	Up to 8 years	50K - 100K
Management Accounting		
Manager - Management Accounting	8 - 10	110K - 140K
Senior Management Accountant	5 - 8	80K - 110K
Management Accountant	3 - 5	60K - 100K
Planning & Analysis		
Head of Planning & Analysis	10 - 12	180K - 240K
Financial Planning & Analysis	8 - 10	80K - 120K
Senior Financial Analyst	6 - 8	80K - 120K
Financial Analyst	3 - 6	50K - 100K
Tax		
Vice President / Head of Tax	12+	220K - 240K
Tax Director	12+	180K - 220K
Tax Manager	8 - 10	150K - 200K
Tax Accountant / Senior Accountant	3 - 7	50K - 90K
Treasury		
Head of Treasury	10 - 12	190K - 220K
Treasury Manager	7 - 10	150K - 190K
Treasury Accountant	3 - 6	70K - 100K

# TECHNOLOGY

Looking closer at specific markets, we see Technology as one of the fastest growth markets in Malaysia right now. Key areas of demand include senior infrastructure professionals in areas such as network design, security and storage; senior development staff in areas such as J2EE. In addition, we are seeing increases in digital related technologies while ERP remains a hugely in demand sector, especially in areas such as FMCG, pharmaceutical / life science and manufacturing.

It is worth noting that the growth seems to be across the key IT pillars, and also demand professionals who can help to implement IT transformation rather than those who simply follow procedures. However Kuala Lumpur is moving away from being perceived as an only back office shared services hub. These days the types of roles you see are at more senior levels such as solution architects and senior engineers. The demand for senior professionals able to deliver technology change end to end is also increasing, such as service delivery and project managers.

The key requirement for such roles is increasingly the ability to manage multi-cultural teams and manage stakeholders across different geographies, so leadership and communication skills are playing a much greater role. We would add that the developments above are leading to adjustments on salary benchmarks as companies accept that quality does come at a price in a competitive market. The need to provide sufficient allure to returning Malaysians and expats considering their next international move has clearly contributed to this, though companies will be mindful of retaining Malaysia's status as being more competitive than Singapore and Hong Kong when it comes to labour costs.



# Technology

## Commerce & Industry

Job Title	Experience	Annual salary range (MYR\$)
Business Change		
IT Director	10 - 15+	250K - 350K
Program Manager	10 - 15+	200K - 300K
PM	8 - 12	160K - 220K
Business Analyst	5 - 12	120K - 180K
Application Development		
Solutions Architect	10 - 15+	180K - 250K
Development Manager	10 - 15+	180K - 250K
C++ / Java / .Net	3 - 8	100K - 150K
RDBMS developer/DBA	3 - 8	100K - 150K
Infrastructure		
Infrastructure Director	10 - 15+	180K - 250K
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

## Technology

### Commerce & Industry

Job Title	Experience	Annual salary range (MYR\$)
SAP		
SAP Technical Analyst	5 - 8	80K - 100K
SAP Business Analysts	5 - 8	80K - 120K
SAP Techno Functional Consultants	5 - 10	100K - 180K
SAP Functional Consultants	5 - 10	100K - 180K
SAP Functional Lead	8 - 12	140K - 220K
SAP Project / Program Managers	10+	160K - 250K
SAP Regional / Global Managers	12+	200K - 350K
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

Job Title	Experience	Annual salary range (MYR\$)
Business Change		
Program Manager	10 - 15+	220K - 320K
PM	8 - 12+	180K - 250K
Business Analyst	5 - 12+	150K - 180K
Application Development		
Solutions Architect	10 - 15+	180K - 250K
Development Manager	10 - 15+	180K - 250K
C++ / Java	3 - 8	100K - 150K
.Net	3 - 8	100K - 150K
RDBMS developer/DBA	3 - 8	100K - 150K
Infrastructure		
Infrastructure Director	10 - 15+	220K - 320K
Infrastructure Manager	8 - 12+	150K - 200K
Infrastructure Engineer	8 - 12+	120K - 200K
Systems Administrator	5 - 8	100K - 150K
Info Security Director	10 - 15+	180K - 250K
Info Security Specialist	5 - 8	120K - 200K

#### 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, Malaysia, Sydney, Japan, Melbourne, Brisbane and London. We specialise within the areas of Banking & Financial Services, Finance & Accounting, Sales & Marketing, Supply Chain & Procurement, 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](http://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.









**BUILDING  
BETTER  
FUTURES.**

**ambition**

**Malaysia**

15th Flr, West Block, Wisma Selangor Dredging 142C,  
Jalan Ampang 50450 KL  
Phone: +603 2168 4388 Fax: +603 2168 4201

[www.ambition.com.my](http://www.ambition.com.my)