



MARKET TRENDS & SALARY REPORT

1H 2015 MALAYSIA

ambition





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INTRODUCTION

2014 has been a very active year across our core markets: Technology, Finance & Accounting and most recently, Banking. There are a number of political and economic reasons that could be influencing this, but the key observation is that many international companies are now committing long term to either locating new operations here or augmenting existing. This new job creation bodes well across all three sectors for the foreseeable future.



Whilst business growth at the local level in terms of consumer demand, a widening middle class, and perhaps a growth in local banking interests is leading to increased opportunities, the real influence is Kuala Lumpur's (KL) role on the world stage when it comes to shared services. The Shared Services (SS) landscape in KL has been transforming over the last few years and the perception of it being process oriented is changing. MNCs are now moving further up the value chain in terms of how best to leverage this model for the purposes of driving performance, integration and optimisation besides saving costs. This has a significant impact on seniority and scope of roles now available in the market.

We expect 2015 to continue in the same vein as MNCs carry out their global consolidation programs. Companies will continue to test the market in terms of how much they can position here versus higher cost locations. The trade-off will always be the quality and availability of talent, but the gap is closing on this point for what is still a significant cost saving.

Outside of salary, factors such as quality of management, company benefits, learning and development, culture and quality of workload will play major parts in influencing competition for talent as well as employer brand perception within the candidate market. On this last point, we are seeing more companies launching strategies to combat high attrition rates often associated with the KL SS market. This is a positive development as businesses look to evolve their operations from the culture of low cost hub to a more value based sustainable operation.

On a general note, we see the topic of returning Malaysians as being hugely significant to job market developments. Given 5% of Malaysians work abroad, this represents a much higher

percentage if we are to measure this against the active Malaysia professionals available. Up till recently, most Malaysians working abroad were unlikely to consider a move back home based on salary differentials and scope of roles available. This led to a certain cynicism in the market around prospects for attracting Malaysians back home. However, with the evolving landscape and the increased quality and range of roles paying salaries closely aligned to more mature markets at the very top end, we do see perceptions changing. Overall in 2015, we see the notion of reaching out to Malaysians abroad as an extremely viable solution to the ongoing war on talent.

It is going to be a year of growth for the Malaysian market and we look forward to continue partnering you on your recruitment and career needs in 2015.

Best Regards,

Sam Baxendale
Director, Malaysia

FINANCE & ACCOUNTING

Within Finance & Accounting, especially within SS (Shared Services) we have seen an increasing demand for transactional accounting skills such as P2P, R2R and OTC, as well as experienced migration and process leads.

Candidates with multi-lingual capability in the above process teams are also highly valued which does open up the market for foreign talent. There is continued growth in demand for finance business partners who work closely with different business units such as sales, marketing, supply chain, and operations to assist them with critical financial information to increase efficiencies and minimise costs. On a similar note, we are seeing increased demand for Financial Planning & Analysis professionals who play a key role in the providing the wider business with relevant financial information to support strategic commercial decision making. We see also Risk & Compliance as one to watch in 2015 in light of ever changing regulatory frameworks and as more businesses migrate specialist functions here to support a regional or even APAC mandate.

Overall, Finance & Accounting functions are no longer viewed as solely support functions as they have evolved to bridge the gap between finance and the rest of the business. As a result, in terms of evaluating potential talent, growing importance is placed on effective communication, stakeholder engagement and being a value added partner to the business.

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 - 540K
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	96K - 144K
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

Within Technology, we are seeing more Malaysian returnees compared to other sectors which is a very positive sign. This is also a sign of the extent to which new requirements are emerging in areas not supported fully by the local workforce, so businesses are looking to attract from elsewhere. This includes IT security, Cloud, Big Data, 'business change' as well as at C-Level as greenfield global operations are set up.

Attracting candidates from more mature markets like Singapore, Australia or UK is becoming more commonplace and within these populations, a shrewd strategy is to identify those of Malaysian origin. We are also seeing an uptick in the demand for business change professionals, across areas such as Business Analysis, Project Management and PMO. In other words, companies need more professionals that can bridge business and technology and also lead delivery within budget. This is especially acute with areas such as banking where an understanding of the business is deemed essential.

Consequently, MNCs have increased the salary on offer for roles requiring this kind of niche subject matter expertise or experience of managing a region at senior level. Though within the SS environment even though there has to be sensitivity around cost, it seems to be recognised that to make things work overall, the best talent need to be paid at globally competitive rates.

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

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+	150K - 220K
Development Manager	10 - 15+	240K - 300K
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

BANKING

As our business continues to develop, we are now formalising the setting up of our Banking division in line with our global brand, but also based on the growth in opportunities here in the region.

As we have been very active in the Technology market helping banks with their search for talent, we are increasingly relied upon to support them with growth plans across middle and back office operations, treasury, finance, risk, audit and areas such as business change.

This growth seems mainly within the global shared services organisations who are augmenting numbers as part of their global operations matrix but in 2015, we also expect to see local banks and Malaysian entities of Western banks increase headcount. The topic of Malaysia's play as a global hub for Islamic banking is also taking shape and we expect to see huge demand for experienced professionals in this area.

Banking

Banking & Financial Services

Job Title	Experience	Annual Salary Range (MYR\$)
Audit / Internal Control		
Head of Audit / Operational Risk	12+	200K - 250K
VP	8 - 12	120K - 200K
Head of Compliance		
VP	8 - 12	120K - 200K
Management Reporting / FP&A		
Head of Management Reporting	12+	180K - 220K
VP	8 - 12	150K - 180K
Management Accountant	5 - 8	100K - 150K
Product Control		
Head of Product Control	12+	220K - 280K
VP	8 - 12	150K - 220K
Regulatory Reporting / Financial Accounting		
Regional Financial Controller	12+	220K - 280K
VP	8 - 12	150K - 220K
Tax		
Head of Tax	12+	250K - 300K
VP	8 - 12	180K - 250K

Banking

Banking & Financial Services

Job Title	Experience	Annual Salary Range (MYR\$)
Operations & Risk Professionals		
Head of Operations	12+	220K - 280K
VP	8 - 12	150K - 220K
Head of Middle & Back Office	12+	220K - 280K
VP	8 - 12	150K - 220K
Head of Credit Risk	12+	200K - 250K
VP	8 - 12	150K - 220K
Head of Market Risk	12+	220K - 280K
VP	8 - 12	150K - 220K
Business Change		
Business Analyst	8 - 12	150K - 220K
Project Manager	8 - 12	150K - 220K
Program Manager	12+	220K - 300K

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, Kuala Lumpur, Sydney, Tokyo, 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

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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