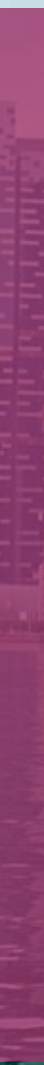




# MARKET TRENDS & SALARY REPORT

1H 2015 SINGAPORE

ambition





A photograph of the Singapore skyline, featuring several prominent skyscrapers. The image is overlaid with a semi-transparent green rectangle that serves as a background for the text. The water in the foreground is dark and reflects the buildings.

# CONTENTS

Introduction	4
Singapore Market Overview	
Banking & Financial Services	6
Finance & Accounting	10
Sales & Marketing	12
Supply Chain & Procurement	16
Technology	18
Singapore Market Survey Results	23
About Ambition	30

# INTRODUCTION

Throughout 2014, there has been continued demand for talent and this does not look likely to abate any time soon. Whilst The Fair Consideration Framework (FCF) has slowed some recruitment processes, particularly when it came to recruiting foreigners in Singapore, there is a continual shortage of high quality talent across the industries and functions in which we operate. Along with employer brand, the identification and retention of talent remains one of the key strategic objectives facing our clients in 2015.



Singapore does face its own challenges when attracting and retaining companies to its shores, the key ones being the rapidly increasing cost of living and the cost of operating and employing high numbers of employees. It is no doubt well positioned strategically as a headquarters for South East Asia, or even the APAC region, and continues to attract high profile global companies, such as Facebook, Uber and Twitter that have established their Asia HQ's here.

But we have also witnessed some large MNC's looking to downsize and streamline their leadership teams that are based in Singapore by moving roles to countries such as Malaysia or Thailand, where they still benefit from the logistics of global accessibility, but at a significant reduction in cost to the company. There is no doubt that, at present time, Singapore benefits from a much deeper and more experienced global talent pool to draw upon than its neighbours. But the cost of operating, combined with the tightening of foreign labour laws in Singapore, is certainly encouraging organisations to look to alternatives where cost can be reduced and/or global talent embraced more openly.

Coming back to general trends in the Singapore market, whilst we have seen continued demand at the junior to mid levels, there has been less movement except for critical positions at the most senior levels. There is certainly a deep pool of senior talent at Director level and above in Singapore, but there has been less movement as candidates at these levels adopt a much more passive approach.

---

As we go into 2015, the market will continue to go through some elements of transition due to the reasons cited above, but given Singapore's attraction from a lifestyle perspective, the advantages of a strategic location, the deeper experience, talent pools, the demand for high caliber talent is set to continue.

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 'Paul Endacott', with a stylized, overlapping loop structure.

**Paul Endacott**  
Managing Director, South East Asia

# BANKING & FINANCIAL SERVICES

Increased and more stringent regulations continue to shape the hiring landscape within the Banking & Financial Services market in Singapore with AML, Compliance, KYC, Client On-Boarding, Internal Audit and Corporate Governance roles dominating the sector. The growth of the contract and temporary market also continues apace as both the hiring companies and the candidate base increasingly recognise the benefits of the contingency recruitment market.

The Banking & Financial Services sector in Singapore has continued to grow at a steady rate in the second half of 2014. Although certain areas have been extremely competitive from a hiring perspective, other areas have remained stagnant. Within Finance & Accounting, Product Control and Valuations Control, we see a shortage of talent due to attrition as well as the continued onshoring of exotic products.

Many Product Controllers are looking to move into other areas and this exacerbates the candidate shortage situation in this space. Regulatory Reporting roles have also been on the increase due to more stringent demands from the MAS but it is met with a shortage of candidates with the required skills. Financial Planning & Analysis candidates on the other hand have found themselves with plenty of attractive career opportunities available to them as organisations highly value finance professionals who can add strategic focus. Candidates with a deep knowledge of IFRS have also remained in high demand.

Internal Audit, Compliance and Risk continue to be one of the most competitive and talent-short areas as increased regulatory pressures locally and regionally meant that most banks and financial services organisations are still growing headcount in these areas. Whilst the Big 4 accounting firms can provide a deep candidate pool at the more junior level, experienced candidates are very much what are in demand and the highest caliber candidates will often find themselves with several career opportunities to consider.

Financial Crime Compliance, FATCA, AML, Corporate Banking Audit and IT Audit roles have been particularly prevalent and talent short. Financial Crime candidates, specifically those with anti-bribery and corruption or sanctions experience, are in extremely short supply as clearly the reputational and financial costs of the recent AML scandals continue to have an impact here.

Within Banking Operations we have seen that KYC and COB, along with Reference Data, Trade Support and Trade Control have been the busiest areas due to the increased regulations whilst Credit and Loans roles have also been commonplace, largely due to replacement hiring needs. Documentation and Settlements remain quiet as so many of these functions have been offshored to lower cost locations.

## Banking & Financial Services

Job Title	Experience	Annual Salary Range (\$\$)
<b>Audit / Internal Control</b>		
Head of Audit / Internal Control / Operational Risk	15+	280K+
Senior Vice President	15+	180K - 250K
Vice President	12 - 15	140K - 200K
Assistant Vice President	7 - 12	85K - 140K
Analyst / Associate	1 - 8	45K - 90K
<b>Compliance</b>		
Head of Compliance	15+	250K+
Senior Vice President	15+	180K - 250K
Vice President	12 - 15	130K - 200K
Assistant Vice President	7 - 12	80K - 130K
Senior Associate	3 - 7	60K - 90K
Compliance Officer / Analyst	1 - 3	40K - 80K
<b>Credit Risk</b>		
Head of Credit Risk	15+	250K+
Senior Vice President	12+	160K - 220K
Vice President	10 - 12	130K - 160K
Assistant Vice President	6 - 10	85K - 130K
Associate	3 - 5	60K - 90K
Analyst	1 - 3	40K - 65K
<b>Market Risk</b>		
Head of Market Risk	15+	300K+
Senior Vice President	12+	180K - 280K
Vice President	10 - 12	140K - 180K
Assistant Vice President	6 - 10	85K - 140K
Associate	3 - 5	60K - 90K
Analyst	1 - 3	40K - 65K
<b>Operational Risk</b>		
Head of Operational Risk	15+	280K+
Senior Vice President	12+	180 - 280K
Vice President	10 - 12	120K - 180K
Assistant Vice President	6 - 10	70K - 120K
Associate	3 - 5	50K - 70K
Analyst	1 - 3	40K - 50K

## Banking & Financial Services

Job Title	Experience	Annual Salary Range (S\$)
<b>CFO</b>		
Regional Chief Financial Officer	15+	300K - 500K
Country Chief Financial Officer	12+	200K - 300K
<b>Management Reporting / FP &amp; A</b>		
Head of Management Reporting	15+	260K+
Senior Vice President	15+	180K - 240K
Vice President	12 - 15	150K - 180K
Assistant Vice President	7 - 12	90K - 130K
Management Accountant	3 - 6	60K - 90K
Junior Accountant / Analyst	1 - 3	40K - 60K
<b>Regulatory Reporting / Financial Accounting</b>		
Regional Financial Controller	15+	220K+
Senior Vice President	15+	180K - 220K+
Vice President	12 - 15	150K - 180K
Assistant Vice President	7 - 12	80K - 150K
Accountant	3 - 6	60K - 90K
Junior Accountant	1 - 3	45K - 70K
<b>Product Control</b>		
Head of Product Control	15+	250K+
Senior Vice President	15+	200K - 250K
Vice President	10 - 15	145K - 200K
Assistant Vice President	6 - 12	85K - 145K
Associate	3 - 6	60K - 90K
Analyst	1 - 3	40K - 60K
<b>Tax</b>		
Head of Tax (large bank)	15+	220K - 300K
Head of Tax (small bank)	12 - 15	180K - 280K
Senior Vice President	15+	180K - 220K
Vice President	12 - 15+	140K - 180K
Assistant Vice President	7 - 12	80K - 140K
Tax Accountant	3 - 7	50K - 80K



## Banking & Financial Services

Job Title	Experience	Annual Salary Range (\$\$)
<b>Operations</b>		
Head of Operations	15+	250K+
Senior Vice President	12+	180 - 250K
Vice President	12 - 15	140K - 180K
Assistant Vice President	7 - 10	80K - 140K
Associate	3 - 7	60K - 80K
Analyst	1 - 3	35K - 60K
<b>Client Services</b>		
Head of Client Services	15+	250K+
Senior Vice President	12+	180 - 250k
Vice President	12 - 15	140K - 180K
Assistant Vice President	7 - 10	80K - 140K
Associate	3 - 7	60K - 80K
Analyst	1 - 3	35K - 60K
<b>Project Management</b>		
Head of Project Management	15+	280K+
Senior Vice President	15+	200 - 250k
Vice President	12 - 15	150K - 200K
Assistant Vice President	7 - 10	80K - 150K
Associate	3 - 7	55K - 80K
Analyst	1 - 3	40K - 55K

# FINANCE & ACCOUNTING

The second half of 2014 has seen steady economic growth although it slowed slightly from the same period of 2013. This has been seen across manufacturing, especially in biomedical and electronics, and construction. Business services on the other hand is performing well. This has largely been reflected in the hiring trends within the Finance & Accounting sector in which there has been a significant candidate shortage in several high-demand areas.

We have seen consistent and significant hiring within the Pharmaceutical, Healthcare and Medical Technology industries and the Commodities sector has been expanding in Singapore. Singapore's status as a trade hub led Logistics, Distribution and Shipping industries to remain relatively buoyant from a hiring perspective with Automotive and Aviation also proving to be growth sectors. Within IT and Telecoms most roles have been at the senior level whilst support roles within the larger businesses are slowing due to the continued trend of establishing Shared Service Centres in lower cost locations outside of Singapore.

Sectors that have been slow from a hiring perspective include Retail, which has been static for most of 2014, Media and Advertising, FMCG, Oil & Gas, and Construction & Property in which both government and private sector spendings have slowed.

Whilst Q4 in general will be slower than other times of the year, due to candidates waiting for their bonuses and hiring managers holding off on adding new headcount until Q1, we have still seen consistent hiring in the market, although largely for replacement roles.

We have seen a shortage of high calibre candidates in several niche areas such as Supply Chain Finance, Financial Planning & Analysis and in Internal Audit whilst in other more general finance areas the candidate pool has been deeper. Businesses are keen to hire strong finance business partners who can add value commercially whilst traditional financial accounting has been less in demand as many of these functions are being offshored.

A continued focus on corporate governance has meant that Internal Auditors have been in high-demand, especially those who are willing to travel extensively. Compliance, Tax and Treasury professionals have also found there to be a steady supply of career opportunities for them to consider. There has also been a shortage of finance professionals with Pricing and Revenue recognition skills so candidates with this exposure have been in high demand.

The recent slowdown in global economic growth does bring some uncertainty to the market as candidates in secure jobs may decide to wait and see how the situation develops before making a career move. However, for the most part candidates are still willing to move for a better opportunity. Salary increments have been between 10% and 15% and there is a general

acceptance from candidates in the market that the days of companies offering 20% salary increments are fewer and further between.

Hiring organisations do need to be aware that the best candidates in the market, and the ones who have the in-demand skills, will almost always be looking for a premium salary because that is what the market dictates and competition for talent has driven up salaries. However, candidates also need to be aware that hiring organisations do have a limit to their budgets and there will almost always be a second choice candidate the company can turn to instead.

Whilst losing people is inevitable, improved retention of key personnel is still a hot topic in the market. As bonuses and annual salary reviews are generally expected to remain lower than in the past, organisations are still focusing on improving their retention strategies through offering creative and more flexible benefits to their employees.

## Finance & Accounting

### Commerce & Industry

Job Title	Experience	Annual Salary Range (\$\$)
Audit / Internal Control		
Head of Audit	12 - 15	180K - 350K
Senior Audit Manager	8 - 10	130K - 180K
Internal Audit Manager	5 - 8	90K - 130K
Internal Auditor	3 - 5	50K - 90K
Financial Accounting		
CFO	15+	250K - 500K
Finance Director	12 - 15	200K - 300K
Regional Financial Controller	10+	150K - 250K
Financial Controller	8 - 10	120K - 150K
Finance / Accounting Manager	6 - 10	80K - 120K
Financial Accountant	3 - 6	50K - 80K
Accounts Payable / Accounts Receivable Accountant	Up to 8 years	40K - 60K
Management Accounting		
Manager - Management Accounting	8 - 10	120K - 180K
Senior Management Accountant	5 - 8	80K - 100K
Management Accountant	3 - 5	50K - 80K
Planning & Analysis		
Head of Planning & Analysis	10 - 12	140K - 220K
Financial Planning & Analysis	8 - 10	80K - 140K
Senior Financial Analyst	6 - 8	80K - 120K
Financial Analyst	3 - 6	50K - 80K
Tax		
Vice President / Head of Tax	12+	180K - 350K
Tax Director	10+	200K - 350K
Tax Manager	8 - 10	110K - 200K
Tax Accountant / Senior Accountant	3 - 7	70K - 110K
Treasury		
Head of Treasury	10 - 12	170K - 350K
Treasury Manager	7 - 10	90K - 170K
Treasury Accountant	3 - 6	50K - 90K

# SALES & MARKETING

After a slow start to 2014, a strong Q2 was followed by a strong second half of the year that saw a high demand for Sales & Marketing professionals in Singapore. Some of our busiest areas included the Consumer space where we saw a continued need for Senior Brand Managers both at a local and regional level, and more commercial profiles ranging from those at Key Account Manager level right through to General Manager and Country Manager levels.

We also saw greater demand from our clients in some of the other emerging markets outside of Singapore including Malaysia, Thailand, Indonesia and Vietnam particularly at a senior level with candidates who were mobile and have strong in-country knowledge getting the pick of the roles.

The other growth areas in 2014 were technology, eCommerce and digital across media, agency, and travel, with employers paying a premium for those individuals with strong search, data/ analytics, mobile, content and programmatic media experience. Going into 2015 we expect this trend to continue with many opportunities arising in established businesses looking for eCommerce / digital experience, and new start-ups looking to capitalise on the regional opportunity.

Roles in Marketing & Communications within Banking & Financial Services and Professional Services remained fairly static as a result of a lot of structural change and consolidation within teams in the earlier part of the year. We would expect pockets of hiring at the end of Q1 and Q2 for next year however it is still unclear whether 2015 will see a considerable uplift in this area..

Across Industrial, Manufacturing and Engineering we continued to see a steady need for strong B2B Sales Managers with most of the demand at junior to mid level management. Although most businesses will look to consolidate their positions, we still expect those candidates with strong sales track records and stability in their CV to have a number of opportunities presented to them going into the new year.

## Sales & Marketing

### Banking & Financial Services

Job Title	Experience	Annual Salary Range (\$\$)
Marketing Director	15+	250K - 350K
VP Marketing	10+	150K - 220K
Marketing Manager	6+	80K - 130K
Executive Director, Corporate Communications / Affairs	20+	350K+
Director, Corporate Communications / Affairs	15+	175K - 275K
VP, Corporate Communications / Affairs	10+	150K - 200K
AVP, Corporate Communications / Affairs	6 - 8	100K - 150K
Internal Communications Manager	6 - 8	100K - 125K
Executive Director, Events	20+	200K - 300K
Director, Events	15+	175K - 225K
Conference / Event Manager	6 - 10	80K - 120K
Event Specialist	3 - 5	60K - 80K
Media Relations Manager	6 - 8	70K - 100K
Head of Market Research / Business Intelligence	15+	175K - 250K
Market Research / Business Intelligence Manager	8 - 10	100K - 150K

### Commerce & Industry

Job Title	Experience	Annual Salary Range (\$\$)
Broadcasting / Entertainment		
Vice President / Marketing Director	15+	200K- 300K
Associate Director	10+	150K - 200K
Marketing Manager	5 - 8	60K - 150K
Vice President / Director, Distribution	12+	200K - 300K
Associate Director, Distribution	10+	125K - 175K
Distribution Manager	6 - 8	80K - 120K
Vice President / Director, Advertising Sales	12+	200K - 300K
Associate Director, Sales	10+	125K - 175K
Sales Manager	8+	80K - 130K



## Sales & Marketing

### Commerce & Industry

Job Title	Experience	Annual Salary Range (S\$)
<b>FMCG</b>		
General Manager	15+	250K - 300K
Sales Director	12+	150K - 225K
Sales Manager	8+	60K - 120K
Key Account Manager	5 - 8	50K - 100K
Assistant Key Account Manager	2 - 4	40K - 55K
Marketing Director	15+	125K - 220K
Marketing Manager	10+	75K - 125K
Assistant Marketing Manager	6 - 8	60K - 90K
Senior Brand Manager	8 - 10	90K - 120K
Brand Manager	6 - 10	70K - 110K
Assistant Brand Manager	5 - 8	50K - 70K
Category Manager	5 - 8	90K - 130K
Assistant Category Manager	3 - 5	50K - 70K
Product Manager	5 - 8	50K - 80K
Assistant Product Manager	3 - 5	40K - 60K
Trade Marketing Manager	5 - 8	50K - 90K
Assistant Trade Marketing Manager	3 - 5	40K - 60K
<b>IT / Telecommunications</b>		
Sales / Business Development Director	10 - 15+	200K - 350K
Account Director	10 - 15+	200K - 300K
Marketing Director	15+	200K - 250K
Marketing Manager	8+	100K - 175K
Assistant Marketing Manager	6+	50K - 80K
Product Manager	3 - 5	60K - 90K
<b>Professional Services</b>		
Marketing Director	15+	150K - 250K
Marketing Manager	6 - 8+	80K - 120K
Business Development Director	15+	150K - 200K
Business Development Manager	6 - 8+	90K - 130K
PR Manager	6 - 8+	70K - 110K
<b>Publishing</b>		
Publisher	20+	275K+
Circulation Director	15+	150K - 225K
Circulation Marketing Manager	6 - 8+	60K - 90K
Circulation Sales Manager	6 - 8+	60K - 90K
Advertising Sales Director	15+	150K - 200K
Advertising Sales Manager	6 - 8	60K - 90K

# Sales & Marketing

## Commerce & Industry

Job Title	Experience	Annual Salary Range (\$\$)
<b>Retail</b>		
Head of Marketing	15+	180K - 250K
Marketing Manager	10+	70K - 120K
Assistant Marketing Manager	5 - 8	40K - 70K
Marketing Executive	1 - 3	30K - 45K
Brand Manager	5 - 8	70K - 100K
Assistant Brand Manager	3 - 5	50K - 80K
PR Manager	5 - 8	60K - 80K
Assistant PR Manager	3 - 5	40K - 60K
Merchandising / Buyer Manager	8+	70K - 100K
CRM Director	15+	200K - 250K
CRM Manager	8+	80K - 130K
<b>Advertising Agency</b>		
Group Managing Director	20+	500K
Managing Director	15+	250K - 400K
Business Director / Management Supervisor	12+	175K - 250K
Client Services Director	12+	150K - 300K
Strategic Planning Director	12+	200K - 275K
Group Account Director	10+	150K - 200K
Account Director	6 - 8	75K - 125K
Account Manager	5+	40K - 60K
<b>PR Agency</b>		
Managing Director	20	250K - 350K
Director / Practice Leader	15+	175K
Account Director	6 - 8	90K - 130K
Account Manager	5+	40K - 70K
<b>Online</b>		
Sales Director	15+	200K - 250K
Sales Manager	8+	100K - 150K
<b>Online / Digital / E-commerce</b>		
Managing Director	12+	250K - 400K
Marketing Director	10+	150K - 300K
Sales Director	10+	150K - 200K
Marketing Manager	5+	75K - 125K
Sales Manager	5+	75K - 100K
<b>Travel &amp; Hospitality</b>		
Marketing Director	10+	200K
Sales Director	10+	150 - 200K
Marketing Manager	6 - 8	70K - 120K
Account Manager	5+	50K - 90K
Sales Manager	5+	60K - 100K

# SUPPLY CHAIN & PROCUREMENT

In the second half of 2014, the Supply Chain & Procurement market displayed strong hiring patterns. We particularly saw strong hiring activity across Oil & Gas, Consumer Goods and Professional Services businesses. We have also observed customs brokerage and operations professionals to be high in demand within the 3 PL market. This was particularly strong because of an upward curve in the eCommerce industry.

Across Banking and Professional Services industries, sourcing and contract managers were seen to be most in demand. While within the FMCG and Pharmaceutical industry, Quality Assurance and Regulatory Affairs were the most highly sought after areas with candidates with strong crisis management and product development experience being the most desirable profiles for potential employers.

Business process management remained a focus area across most industries. The market displayed great opportunities for professionals with a strong track record of driving transformation and change across the supply chain. Candidates with strong e-sourcing experience across manufacturing businesses were also high in demand.

Overall recruitment within Supply Chain & Procurement looks in a healthy place for 2015. There are a lot of doors opened for professionals at a leadership level who can show a depth of experience at a functional level. Across the mid to senior end of the market, Demand & Supply Planners, Warehouse Managers and Sourcing Managers are likely to be highly sought after. With this level of demand it is likely that there will be an upward pressure on salaries as companies try to retain and attract the highest caliber individuals in the market.

## Supply Chain & Procurement

Job Title	Experience	Annual Salary Range (\$\$)
Supply Chain		
Head of Supply Chain	18+	180K - 300K
Regional Supply Chain Director/VP	15+	120K - 180K
Supply Chain Director/VP	12+	120K - 200K
Supply Chain Manager	8 - 12	90K - 120K
Assistant Supply Chain Manager	6 - 8	60K - 100K
Senior Supply/Demand Planner	4 - 6	50K - 80K
Supply/Demand Planner	3 - 5	45K - 70K
Logistics / Warehouse / Operations		
Head of Logistics/Warehouse Operations	18+	180K - 300K
Regional Director/VP	15+	160K - 200K
Director/VP	12+	140K - 180K
Regional Manager	7 - 10	80K - 140K
Manager	5 - 8	55K - 80K
Assistant Manager	3 - 5	40K - 70K
Procurement/Purchasing		
Head of Procurement	15+	180K - 300K
Director/VP	12+	150K - 250K
Senior Manager	10+	100K - 180K
Manager	8 - 10	80K - 130K
Assistant Manager	5 - 7	50K - 80K

# TECHNOLOGY

## BANKING & FINANCIAL SERVICES

Within Banking & Financial Services in 2014 there has been a steady demand for business facing technology professionals. Specific roles include Application Support Analysts, Agile Developers, Cyber Security professionals, Business Analysts and Project Managers

Several international European banks continued to offshore which resulted in reduced positions in Singapore. Although there has been a continued theme of offshoring to lower cost to locations such as Malaysia, India and China, Singapore remains a key regional location and centre of excellence for several banks in particular for business analysis and project management roles.

Going into 2015, financial institutions will continue to recruit candidates for roles such as Cyber Security Engineers, Agile Developers and product centric Project Managers, Business Analysts and Application Support. Skilled Agile Developers and Scrum Masters will continue to be in demand for projects related to cash management systems and trading platform upgrades.

### Technology

#### Banking & Financial Services Professionals

Job Title	Experience	Annual Salary Range (S\$)
<b>Business Change</b>		
IT Director (D-MD)	15+	300K - 500K
Program Manager (VP-D)	15+	150K - 300K
PM (AVP-VP)	10 - 15	110K - 210K
Business Analyst (AVP-VP)	6 - 15	80K - 170K
<b>Application Development</b>		
Development Director (D-MD)	12 - 18	250K - 400K
Solutions Architect (VP-SVP)	12 - 18	150K - 240K
Development Manager (VP-SVP)	10 - 15	150K - 240K
C++/Java	6 - 15	80K - 140K
.Net	6 - 15	80K - 140K
RDBMS developer/DBA	6 - 15	70K - 150K
<b>Infrastructure</b>		
Infrastructure Director (D-MD)	15+	250K - 400K
Infrastructure Manager (VP)	10 - 15	150K - 250K
Infrastructure Engineer (AVP)	6 - 15	90K - 130K
Systems administrator	4 - 8	60K - 90K
L2 Support	5 - 10	60K - 90K
Trading systems support (Front Office)	6 - 15	70K - 140K
Info Security Director (VP-D)	15+	150K - 250K
Info Security Specialist (AVP-VP)	8 - 15	100K - 150K
Security Analyst	4 - 8	70K - 100K



---

# TECHNOLOGY

## COMMERCE & INDUSTRY

Across the commerce and industry sectors, employers sought candidates with strong backgrounds in data centre infrastructure, cloud/virtualisation and IT pre-sales. IT professionals experienced in business intelligence/big data also remained in demand.

System integrators, vendors and telecommunication companies continued to look for strong pre-sales candidates with skills in IT security and Microsoft products such as Lync and Azure.

Developers with skills in mobile, web and games development were highly sought after due to the surge in the eCommerce industry and high volume of start-up web businesses in Singapore. Skills in both Android and IOS have been equally in demand.

In the first half of 2015 it is unlikely the demand for the above skills will wane considering technology job volumes are currently at record heights. Organisations will continue to look at the way they engage with their customers and the trend of hiring business intelligence, analytics and big data professionals will remain. There is likely to be shortage of technologists with this experience.

## Technology

### Commerce & Industry Professionals

Job Title	Experience	Annual Salary Range (S\$)
Business Change		
IT Director	10+	200K - 300K
Program Manager	8+	130K - 220K
Project Manager	5 - 8	80K - 140K
Business Analyst	5 - 8	60K - 100K
Application Development		
Solutions Architect	8 - 12	90K - 160K
Development Manager	8 - 12	90K - 140K
C++ / Java / .Net	5 - 10	60K - 110K
RDBMS developer/DBA	5 - 8	50K - 100K
Infrastructure		
Infrastructure Director	10+	160K - 220K
Infrastructure Manager	8+	100K - 160K
Solutions Director / Head of Presales	8+	150K - 250K
Solutions Architect / Presales	5+	80K - 180K
Systems Administrator	5+	50K - 80K
Network Administrator	5+	50K - 80K
Network or Systems Engineer / 3rd line Support	5+	60K - 100K
Capacity Planning Engineer	5+	60K - 80K
Capacity Planning Manager	6 - 8	70K - 120K
IT Security Director	8+	120K - 200K
IT Security Manager	6 - 10	80K - 120K
IT Security Analyst	5+	60K - 100K
Helpdesk Team Lead / Manager	5 - 8	80K - 120K
Helpdesk / Desktop Support	3 - 7	40K - 70K

---

### **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.





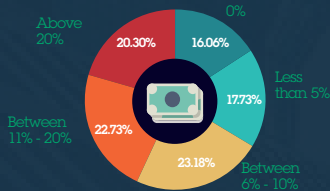
# AMBITION MARKET SURVEY 1H 2015



**BENEFITS & REMUNERATION**

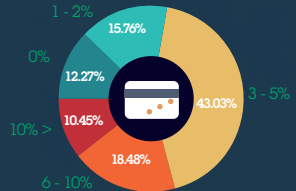
**WHAT ARE YOUR BONUS PAYOUT EXPECTATIONS (FOR THE YEAR 2014) IN 2015?**

Bonus payout expectations in %

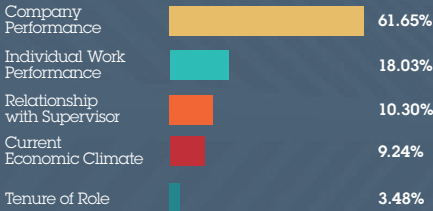


**WHAT ARE YOUR SALARY INCREMENT EXPECTATIONS IN 2015?**

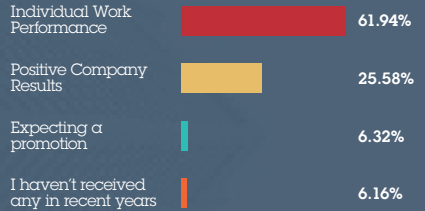
Salary increment expectations in %



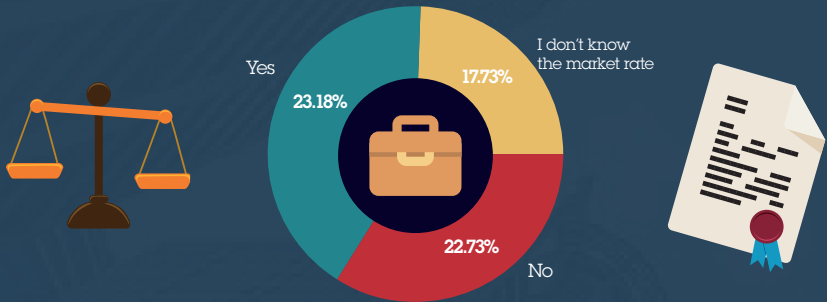
**WHAT DO YOU THINK IS THE MOST IMPORTANT FACTOR THAT WILL AFFECT YOUR BONUS FIGURES?**



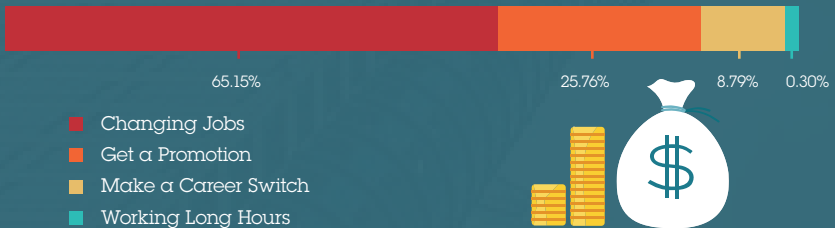
**WHY DO YOU THINK YOU WOULD GET A SALARY INCREMENT IN 2015?**



**DO YOU THINK YOU ARE PAID IN LINE WITH THE MARKET RATE?**

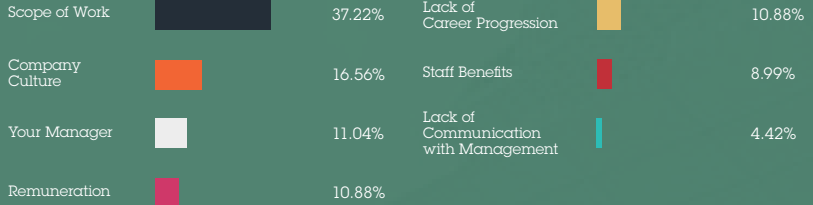


**WHAT DO YOU THINK IS THE BEST WAY TO GET YOU A GOOD SALARY INCREMENT?**

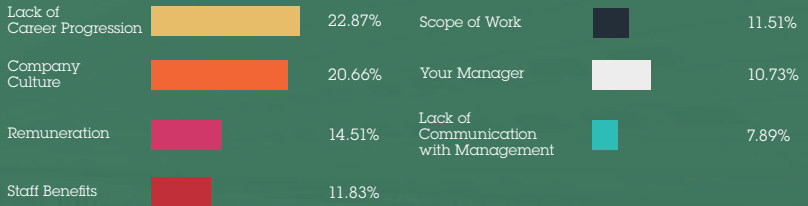


## CAREER

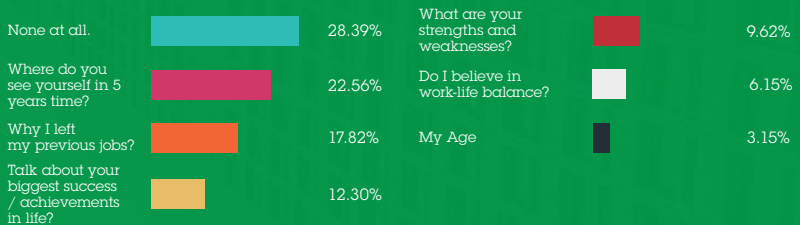
### WHAT DO YOU LIKE MOST ABOUT YOUR CURRENT JOB?



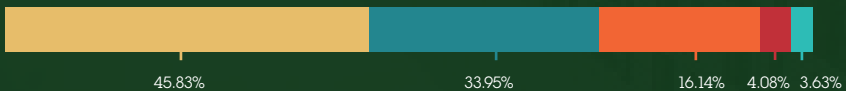
### WHAT DO YOU LIKE LEAST ABOUT YOUR CURRENT JOB?



### WHICH QUESTION DO YOU FIND THE HARDEST TO ANSWER DURING AN INTERVIEW?



### DO YOU WISH TO FURTHER YOUR STUDIES? IF SO, WHAT DO YOU WANT TO PURSUE?

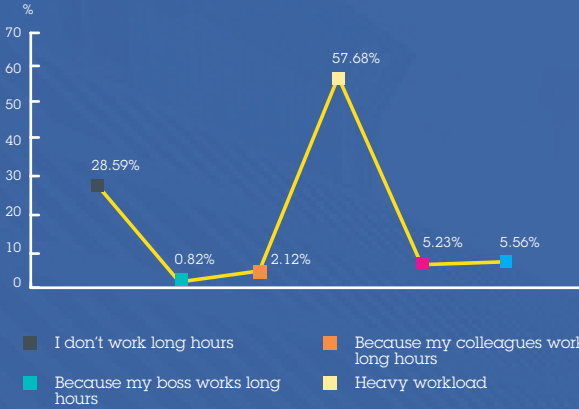


- No, I don't wish to pursue my studies.
- Yes, I wish to pursue my Masters.
- Yes, I wish to pursue a relevant course/diploma.
- Yes, I wish to pursue my degree.
- Yes, I wish to pursue my PHD/Doctorate



WORKPLACE CONDITIONS & DIVERSITY

WHAT ARE THE REASONS THAT YOU WORK LONG HOURS?



WHAT LOWERS YOUR PRODUCTIVITY IN THE OFFICE?

**35.13%**  
Slow Network/  
Technology System

**2.61%**  
Smoke  
Breaks

**57.35%**  
Long  
Meetings

**8.99%**  
Office Layout  
& Settings

**18.95%**  
Chatty  
Colleagues

**8.82%**  
Social  
Media

HOW DO YOU SPEND YOUR LUNCH HOUR?

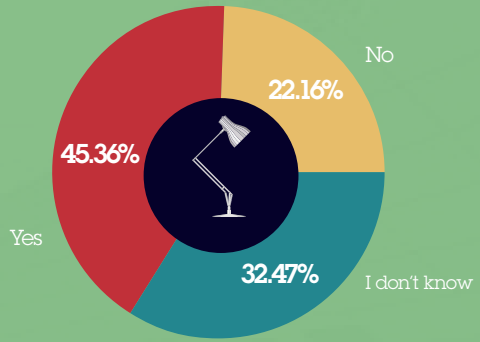
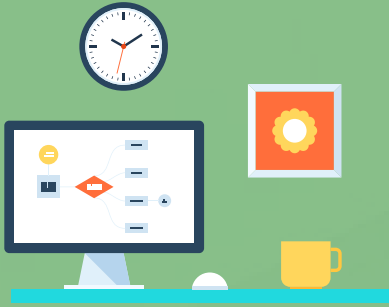


- I always eat out
- Sometimes I eat out
- I always eat at my desk while working
- Going to the gym/working out



## WORKPLACE CONDITIONS & DIVERSITY

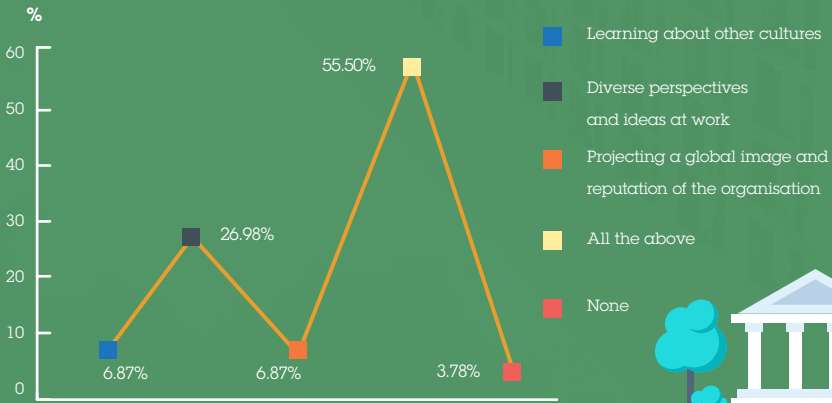
DOES YOUR COMPANY PROMOTE AND PRACTISE WORKPLACE DIVERSITY IN ITS HIRING PROCESS?



DO YOU BELIEVE MORE CAN BE DONE WITHIN YOUR ORGANISATION TO SUPPORT WORKPLACE DIVERSITY?

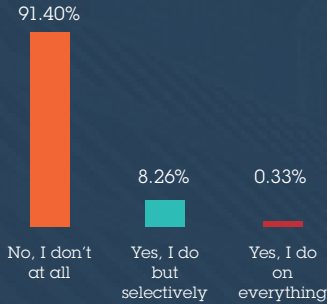


WHAT DO YOU THINK IS THE MAIN BENEFIT OF WORKPLACE DIVERSITY?

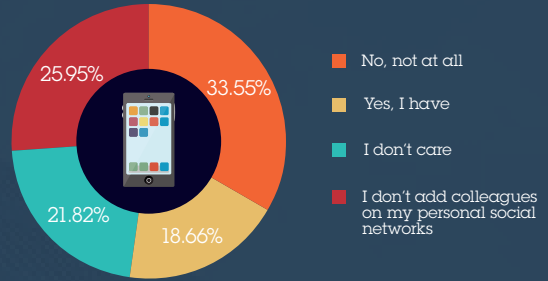


ONLINE AND SOCIAL MEDIA

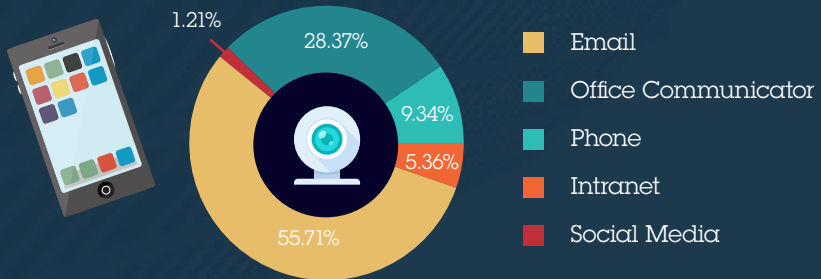
DO YOU BRING UP WORK ISSUES ON YOUR SOCIAL MEDIA PAGES (ETC FACEBOOK, TWITTER)?



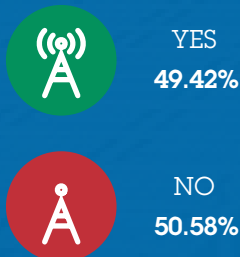
HAVE YOU EVER CHANGED YOUR IMPRESSIONS OF YOUR COLLEAGUES FOR THE WORST BASED ON THEIR SOCIAL MEDIA UPDATES?



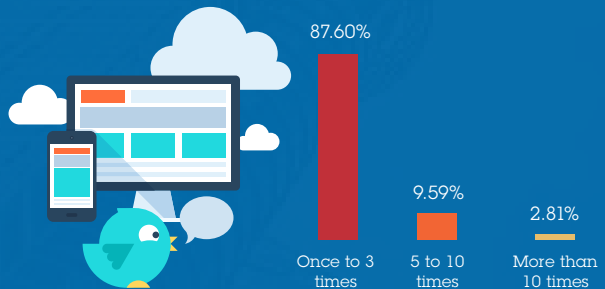
HOW DO THE EMPLOYEES IN YOUR ORGANISATION COMMUNICATE WITH ONE ANOTHER THE MOST?



DO YOU GO ONTO YOUR SOCIAL MEDIA ACCOUNTS DURING OFFICE HOURS?



HOW OFTEN DO YOU ACCESS YOUR SOCIAL MEDIA ACCOUNTS DURING OFFICE HOURS?



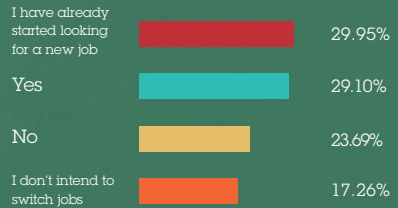


## MARKET

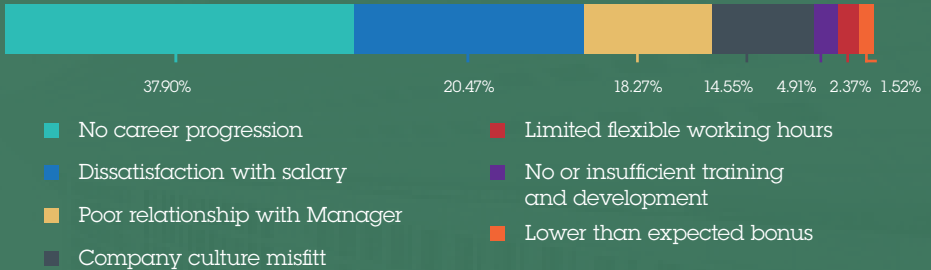
DO YOU THINK YOUR COMPANY UPDATES ITS STAFF SUFFICIENTLY AND FREQUENTLY ENOUGH ON COMPANY MATTERS/PERFORMANCE?



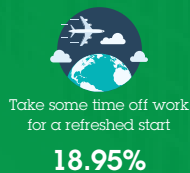
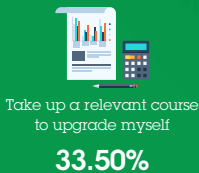
ARE YOU WAITING FOR YOUR BONUS PAYOUT AND/OR PAY INCREMENT BEFORE YOU START YOUR JOB SEARCH?



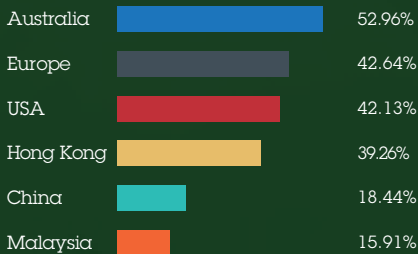
WHAT IS THE MAIN REASON YOU WOULD RESIGN OR HAVE PREVIOUSLY RESIGNED FROM YOUR JOB?



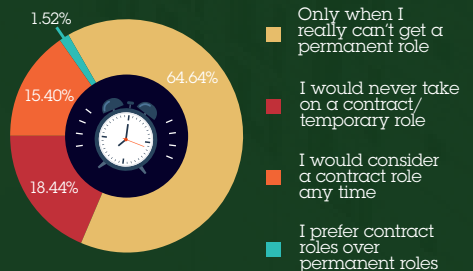
WHAT WOULD YOU DO IF YOU FEEL YOUR CAREER HAS COME TO A STANDSTILL?



WHERE WOULD YOU LIKE TO RELOCATE TO FURTHER YOUR CAREER?



WOULD YOU CONSIDER A CONTRACT/TEMPORARY JOB?



# ABOUT AMBITION

Ambition is a leading global boutique recruitment business listed on the Australian Securities Exchange.

With coverage across Hong Kong, Singapore, Kuala Lumpur, Tokyo, Sydney, 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.sg](http://www.ambition.com.sg)

## 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**

Singapore

65 Chulia Street, #39-05/06 OCBC Centre, Singapore 049513

T: +65 6854 5600 F: +65 6854 5650

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