



# Welcome to the **Jobstore** 2017 / 2018 Salary Report

This report provides insight into hiring and salary trends in Malaysia. Jobstore compiled this salary report based on the analysis of the job placements of the 22 job categories presented in [Jobstore.com](http://Jobstore.com) as well as jobs from our 20+ partner job sites, salary surveys, recruitment trend researches and industry reports.

While Malaysian Job Trends are different from other regional trends as economic conditions vary from country to country, there is no doubt that global job trends may affect Malaysia due to the globalisation of job roles and also, increasing numbers of multinational companies in Malaysia.





# About Jobstore ◀



**F**irst launched in New York back in 2013, Jobstore is the biggest job distribution platform, offering services in over 5 countries.

It's the simplest way for employers & recruiters to post jobs on multiple job sites, classified ads and social network sites with **ONE** submission, fulfilling the need to get the right talent while minimizing the cost.

We aim to be the biggest global job distribution platform with support from 100+ job sites and social networks.

We are changing the human resources industry standards with our all-in-one solution for recruitment and talent acquisition. With a single submission, recruiters and employers can advertise jobs on multiple job sites and manage the entire recruiting process using cloud-based application.



# Summary of Report

## ● Top 3 Stand-out Trends in Global Job Landscape

It is clear that job landscapes in Malaysia as well as Global are changing. The recruitment and HR market is reinventing itself, with all the disruptive changes taking place. With all the significant trends emerging every year or even every quarters, we identified these 3 stand-out trends that have tremendous effect on the job landscapes.

### ● Technology is Here to Stay

**Technology Jobs and Skills** have been in **Top Growth** and are here to stay, with demand coming from **Tech and Non-Tech Companies** alike.

### ● Customer is King

Roles that involve **Understanding and Working** with **Potential and Current Customers** are critical for business success.

### ● Change, Change, Change

There are **Constant Changes** in **Technology**, the **Way We Work** and the **Way We Manage Organisations**.





## ● Top 6 Job Categories in High Demand

Here are the 6 most in-demand job categories of 2017-2018. These job categories are high skilled, strategic and in demand in Malaysia, which correlates to the list published by TalentCorp for The Critical Occupation List 2017/2018 recently.

Reference: [TalentCorp's Critical Occupation List 2017/2018](#)

### Sales & Marketing

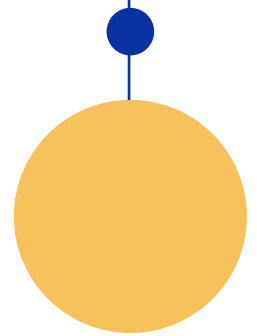
- **Revenue-generating roles** are very crucial in this fast-paced competitive business environment.
- Increased focus in **Branding and Digital Effort** to continuously engage with customers or potential customers - Marketing Manager, Product Manager.

### Information Technology

- Continued high demand for **Software Engineers** and **Data Scientist**.
- **Emerging Technologies** (Blockchain) and **Maturing Technologies** (Artificial Intelligence (AI), Big Data) requires niche skills.

### Finance & Accounting

- Increasing demand for **credit risk and regulatory reporting skill** due to tighter and ever-changing financial regulations.
- Growing demands for **technical-savvy analyst roles** who can decipher data and make informed financial decisions.





## Customer Service

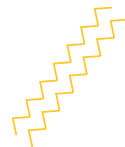
- Expanding shared or outsourcing services in the region and increased focus on **customer experience**
- The rise of “**Empathy Economy**” from the Sharing Economy and Job loss from automation makes CS the new star.

## F&B / Tourism / Hospitality

- **Steady annual growth** of F&B, Tourism and Hospitality Establishments in Malaysia since 2010.
- **Growth in International Arrivals** - Malaysia is still an attractive destination for tourists.

## Engineering

- Civil, Industrial, Production, Mechanical, Chemical, Mining, Electrical, Electronic, Telecommunication Engineers are in high demands
- More opportunities in thriving cities like Penang and Kulim acting as **hubs for semiconductors and E&E manufacturing.**



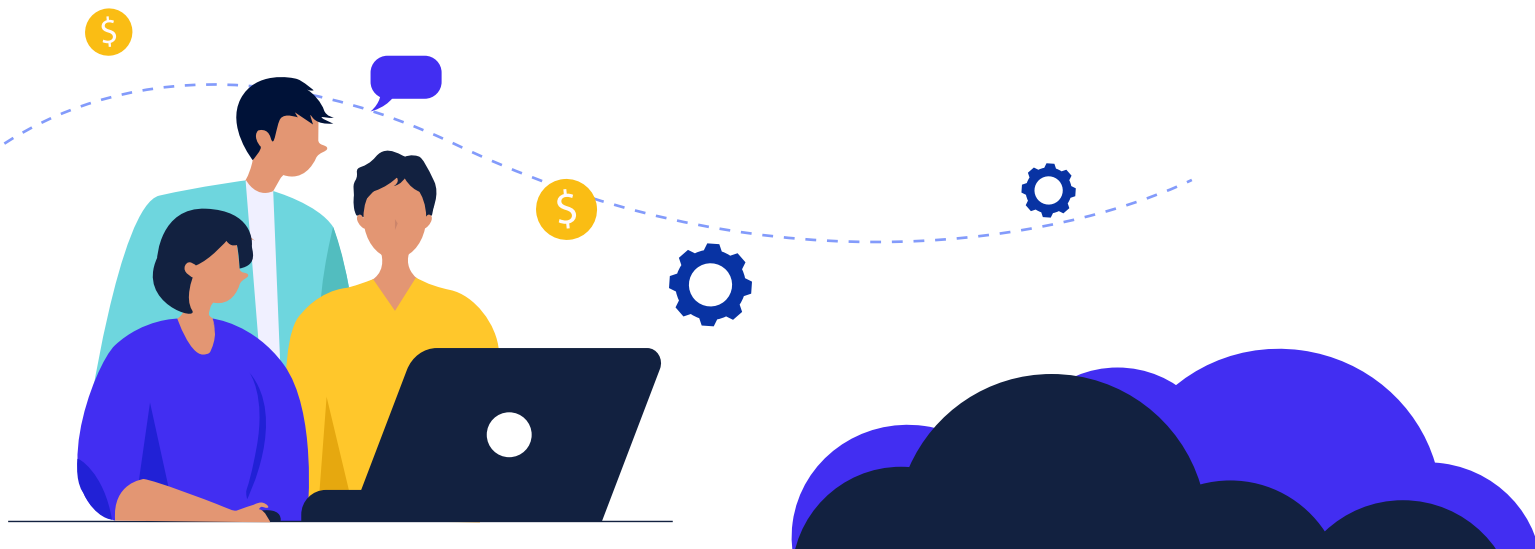
## Top 6 Talent Strategies

In the race to secure the top talents, it is imperative to implement effective and innovative talent strategies focusing on:

1. Retaining employees and minimising turnover (**Internal**)
2. Making it faster and more effective to attract and hire great candidates (**External**)

Here are the Top 6 Talent Strategies that you can focus on this year:

Internal		Internal & External
Salary Review	Career Progression	Data Driven
<p>It is typical for candidates to expect 15-25% increments when they move jobs and candidates with niche skills can negotiate up to 30% increment.</p> <p>Perform internal salary review based on compensation analysis, salary survey, industry trends, and employee performance.</p>	<p>Implementation and communication of a longterm employee development plan can increase employee engagement, morale, career satisfaction and productivity.</p> <p>Employee Career Progression Plan provides employees with ongoing mechanism to enhance their skills and knowledge that can lead to mastery of their current jobs, promotions and transfer to new or different positions.</p>	<p>Data driven technologies and Artificial intelligence (AI) is a game-changer in talent management to support the <b>ever-changing business needs and increased market competitiveness.</b></p> <p>AI brings insights where more sophisticated HR strategies can be built for better hiring, employee retention, career development and succession planning.</p>



## External

Efficient Hiring Process	Recruitment Channel Diversification	Employer Branding Process
<p>Ensure effectiveness in the hiring process by attracting, assessing, screening, and selecting prospective and qualified individuals.</p> <p>You can optimise the time spent on filtering candidates by utilising an applicant tracking system that automatically filter qualified candidates based on the job requirements.</p>	<p>Diversify your recruitment techniques and channels to source top and diversified talents. Multiple channels like social media (LinkedIn, Facebook, Instagram, Twitter, Youtube, Google Search), Job boards and career sites.</p> <p>A job distribution platform like <a href="#">Jobstore.com</a> can provide leverage in helping you minimise the cost of listing job vacancies on multiple job boards and sites.</p>	<p>Organisations need to deploy relevant employer branding strategies to promote their organisational credibility as a great place to work. In order to attract the right candidates, companies must treat talents as their customers and offer the values and experience that are most ideal to their personalities.</p> <p>From the career site to the the application stage, it's crucial to maintain consistency and positive candidate experience.</p>



# Jobstore Salary Report 2017/2018

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) May include Bonus+Commission	Maximum Salary
<b>Administrative / Clerical</b>	Manager	<ul style="list-style-type: none"> <li>Personal Assistant to CEO</li> </ul>	5-10	5,000	12,000
	Manager	<ul style="list-style-type: none"> <li>Administration/Office Manager</li> <li>Safety Manager</li> </ul>	5-8	6,000	10,000
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>Personal Assistant</li> <li>Secretary</li> </ul>	3-10	4,500	10,000
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>Administrator</li> <li>Document Controller</li> </ul>	2-10	2,500	6,000
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>Receptionist</li> </ul>	3-10	1,800	3,500
	Fresh / Entry Level	<ul style="list-style-type: none"> <li>Admin Clerk</li> <li>Administrative Assistant / Executive</li> </ul>	0-1	1,800	2,500
<b>Accounting / Auditing</b> <b>Finance / Banking / Insurance</b>	Director / C-Level	<ul style="list-style-type: none"> <li>Chief Financial Officer</li> </ul>	15 & Above	20,000	53,000
	Director / C-Level	<ul style="list-style-type: none"> <li>Chief Risk Officer</li> <li>Director of Compliance</li> <li>Finance Director</li> </ul>	10-20	12,000	28,000
	Senior Manager	<ul style="list-style-type: none"> <li>Corporate Finance Manager</li> <li>Finance Head</li> <li>Financial Controller</li> <li>Risk Manager</li> <li>Senior Finance Manager</li> <li>Strategic Planning &amp; Analysis Manager</li> <li>Tax Manager</li> <li>Treasury Manager</li> </ul>	5-10	7,500	25,000
	Senior Manager	<ul style="list-style-type: none"> <li>Personal Financial Consultant</li> </ul>	5-12	6,000	20,000
	Manager	<ul style="list-style-type: none"> <li>Audit Manager</li> <li>Branch Manager</li> <li>Corporate Finance Manager</li> </ul>	6-10	8,000	15,000



Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
	Manager	<ul style="list-style-type: none"> <li>• Credit Controller Manager</li> <li>• Finance and Administrative Manager</li> <li>• Tax &amp; Statutory Accounting Specialist (Team Lead)</li> </ul>	3-5	7,000	11,000
	Senior Executive	<ul style="list-style-type: none"> <li>• Assistant Finance Manager</li> <li>• Credit Controller</li> <li>• Senior Accountant</li> <li>• Senior Audit</li> <li>• Senior Financial</li> </ul>	4-7	4,500	9,000
	Senior Executive	<ul style="list-style-type: none"> <li>• Corporate Planning</li> </ul>	3-5	3,500	8,000
	Senior Executive	<ul style="list-style-type: none"> <li>• Pricing Analyst</li> </ul>	2-5	3,500	6,000
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>• Finance Consultant (Mortgage)</li> <li>• Finance Software Consultant</li> <li>• Unit Trust Consultant</li> </ul>	1-10	3,000	20,000
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>• Accountant</li> <li>• Audit &amp; Compliance Officer</li> <li>• Internal Audit Executive</li> </ul>	3-5	5,000	10,000
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>• Financial Analyst</li> </ul>	3-5	5,000	8,000
	Junior Executive	<ul style="list-style-type: none"> <li>• Account Executive</li> <li>• Bank Teller / Officer</li> <li>• Finance Executive</li> </ul>	1-4	2,500	4,500
	Fresh / Entry Level	<ul style="list-style-type: none"> <li>• Audit Assistant</li> <li>• Finance Executive</li> <li>• Finance Officer</li> <li>• Finance / Account Assistant</li> </ul>	0-1	2,000	3,000
<b>Art / Design / Entertainment</b>	Senior Manager, Manager	<ul style="list-style-type: none"> <li>• Design Manager</li> <li>• Design Planning &amp; Development</li> <li>• Senior Animator</li> <li>• Senior Art Director</li> <li>• Senior Design Manager</li> </ul>	6-12	6,000	15,000
	Senior Executive	<ul style="list-style-type: none"> <li>• 2D &amp; 3D Motion Graphics</li> <li>• Senior interior Designer</li> <li>• UX Designer / Animator</li> </ul>	3-6	2,500	6,500

Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
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	Junior Executive	<ul style="list-style-type: none"> <li>· Draughtsman</li> <li>· Interior Designer</li> <li>· Web/ Graphic Designer</li> </ul>	1-3	1,800	4,000
	Fresh / Entry Level	<ul style="list-style-type: none"> <li>· Designer</li> </ul>	0	1,500	2,500
<b>Education / Training</b> <b>Human Resource</b>	Director / C-Level	<ul style="list-style-type: none"> <li>· Chief HR Officer</li> <li>· Chief People Officer</li> <li>· HR Director</li> </ul>	15 & Above	15,000	50,000
	Director / C-Level, Senior Manager	<ul style="list-style-type: none"> <li>· Head (Recruitment, Talent Management, Change Management, Learning &amp; Development, Performance Management, Organizational Development)</li> <li>· Regional HR Manager</li> <li>· Vice President</li> </ul>	10-15	10,000	25,000
	Senior Manager	<ul style="list-style-type: none"> <li>· Compensation and Benefits Manager</li> <li>· Senior HR Manager</li> <li>· Senior Recruitment Manager</li> <li>· Training &amp; Development Manager</li> </ul>	7-12	7,000	15,000
	Manager	<ul style="list-style-type: none"> <li>· Senior Lecturer</li> </ul>	7-10	6,000	10,000
	Manager	<ul style="list-style-type: none"> <li>· HR Manager</li> <li>· Payroll Manager</li> <li>· Recruitment Manager</li> </ul>	5-10	5,000	12,500
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>· In-house Recruiter</li> </ul>	5-8	5,000	10,000
	Senior / Junior Executive	<ul style="list-style-type: none"> <li>· Compensation and Benefits Specialist</li> <li>· HR Generalist</li> <li>· Lecturer</li> <li>· Recruitment Specialist</li> </ul>	1-5	3,000	6,000
	Junior Executive	<ul style="list-style-type: none"> <li>· Payroll Executive</li> </ul>	1-3	2,000	3,600
	Fresh / Entry Level	<ul style="list-style-type: none"> <li>· HR Assistant</li> <li>· HR Generalist</li> </ul>	0	1,800	3,000
	<b>Engineering</b> <b>Construction / Property</b> <b>Manufacturing / Production</b>	Director / C-Level, Senior Manager	<ul style="list-style-type: none"> <li>· General Manager</li> <li>· HSE Director</li> <li>· Operations Director</li> <li>· Quality Director</li> </ul>	10 & Above	20,000
Senior Manager, Manager		<ul style="list-style-type: none"> <li>· Engineering Manager</li> <li>· General Manager</li> <li>· Utilities Manager</li> </ul>	8-10	12,000	23,500

Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
Science / R&D / Research	Senior Manager, Manager	• Construction Manager	8-15	9,000	18,000
	Senior Manager, Manager	• Operations Manager • Project Manager • Plant Manager • Product Manager • R&D Manager • Site Manager	6-10	7,000	16,000
	Senior Manager, Manager	• HSE Manager • MEP Manager • QA/QC Manager	5-10	8,000	15,500
	Manager	• Manufacturing Manager • Production Manager • QA Manager (Manufacturing)	5-10	6,500	10,000
	Manager	• Piping Supervisor	5-10	5,000	8,500
	Senior / Junior Executive	• Civil & Structural Engineer	5-10	7,000	14,000
	Senior / Junior Executive	• Mechanical Engineer • Production Supervisor • Product Engineer • Project Engineer • Resident Engineer • Site Supervisor	4-6	5,000	10,000
	Senior / Junior Executive	• Assembly Engineer • Associate Engineer • Chemist • Chemical Engineer • R&D Engineer • Scientist	1-4	4,000	8,000
	Senior / Junior Executive	• Environment Health & Safety Engineer • HSE Engineer • MEP Engineer	3-8	3,500	7,500
	Senior / Junior Executive	• Equipment Engineer • Industrial Engineer	2-5	3,000	5,500
Senior / Junior Executive	• Drafter • Electrical / Electronics Design Engineer • Electrical & instrumentation Engineer • Field Applications Engineer • QA Engineer • R&D Engineer • Sales Engineer • Service Engineer • Technician / Technical Specialist	2-5	2,600	4,500	

Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
	Senior / Junior Executive	· Quantity Surveyor	1-8	3,000	11,000
	Fresh / Entry Level	· Associate Engineer · R&D Executive	0	2,500	3,500
	Fresh / Entry Level	· Production Technician · Operation Technician	0-3	1,300	1,800
Information Technology	Director / C-Level, Senior Manager	· Chief Technology Officer · IT Director · VP of IT	15-25	15,000	50,000
	Director / C-Level, Senior Manager	· Project Director	15-25	14,000	27,000
	Senior Manager	· Senior Project Manager · Senior Program Manager	8-15	10,000	22,000
	Senior Executive	· Chief Data Scientist · Solution Architect · Consultant (ERP)	8-15	9,000	30,000
	Manager	· Development Manager · Infrastructure Manager · Service Delivery Manager	8-15	8,000	20,000
	Manager	· Application Project Manager · IT Security Manager · IT Manager · Presales Manager · Test Manager	6-12	8,000	15,000
	Senior Executive	· Business Analyst · Data Scientist · Senior Cyber Security Engineer · Senior Network Engineer · Senior Software Engineer	3-10	6,000	15,000
	Senior Executive	· Database Administrator · Server Administrator · System Analyst	5-8	4,500	11,000
	Senior Executive	· Network Administrator · Network Support Engineer	4-6	3,500	7,500
	Junior Executive	· Cyber Security Engineer · Mobile Developer · Server Administrator · Software Engineer	1-3	3,500	6,500

Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
	Fresh Graduate	<ul style="list-style-type: none"> <li>Software Engineer</li> <li>Test Engineer</li> </ul>	0	2,500	3,800
	Junior Executive / Fresh Graduate	<ul style="list-style-type: none"> <li>IT Assistant</li> <li>IT Executive</li> </ul>	0-4	1,800	3,500
<b>Business Management / Project / Planning</b> <b>Customer Service</b> <b>PR / Media / Communications</b> <b>Sales / Marketing</b>	Director / C-Level, Senior Manager	<ul style="list-style-type: none"> <li>Business Development Director</li> <li>Chief Operation Officer</li> <li>Head of Sales</li> <li>Managing Director</li> <li>Sales Director (Regional)</li> <li>Vice President (Sales &amp; Marketing, Strategic &amp; Planning)</li> </ul>	10 & Above	15,000	50,000
	Senior Manager	<ul style="list-style-type: none"> <li>Business Development Manager</li> <li>Country Manager</li> <li>General Manager</li> <li>Head of Sales</li> <li>Sales Director</li> <li>Senior Marketing Manager</li> <li>Senior Project Manager</li> </ul>	8 & Above	12,000	40,000
	Manager	<ul style="list-style-type: none"> <li>Key Account Manager</li> <li>Sales Manager</li> </ul>	5-10	6,000	30,000
	Manager	<ul style="list-style-type: none"> <li>Brand Manager</li> <li>PR Manager</li> <li>Product Manager</li> <li>Project Manager</li> </ul>	4-10	5,000	12,000
	Manager	<ul style="list-style-type: none"> <li>Digital Marketing Manager</li> <li>Investor Relation Manager</li> <li>Marketing Communications Manager</li> <li>Marketing Manager</li> </ul>	4+	5,000	10,000
	Manager	<ul style="list-style-type: none"> <li>Category Manager</li> <li>Channel Manager</li> <li>Customer Service Manager</li> <li>Customer Success Manager</li> <li>Merchandising Manager</li> <li>Retail Operations Manager</li> </ul>	5+	5,000	7,000
	Manager	<ul style="list-style-type: none"> <li>Event Manager</li> <li>Retail Supervisor</li> <li>Store Manager</li> </ul>	5+	2,800	5,500
	Senior Executive / Junior Executive	<ul style="list-style-type: none"> <li>Sales Executive</li> <li>Senior Sales Executive</li> </ul>	1-7	2,800	18,000

Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
	Senior Executive / Junior Executive	<ul style="list-style-type: none"> <li>Marketing Executive / Specialist</li> <li>Brand / Product Executive</li> </ul>	0-4	2,800	6,000
	Senior Executive / Junior Executive	<ul style="list-style-type: none"> <li>Event Executive</li> <li>Market Research</li> <li>Merchandiser/Buyer</li> </ul>	1-4	2,500	4,500
	Junior Executive	<ul style="list-style-type: none"> <li>Merchandising Assistant</li> </ul>	2+	3,000	4,000
	Junior Executive	<ul style="list-style-type: none"> <li>Retail Coordinator</li> </ul>	1+	2,500	3,000
	Junior Executive	<ul style="list-style-type: none"> <li>Call Centre Officer</li> <li>Customer Service Executive</li> <li>Inside Sales Support Representative</li> <li>Sales Coordinator</li> <li>Telemarketer</li> </ul>	0-2	2,000	3,500
	Fresh / Entry Level	<ul style="list-style-type: none"> <li>Promoter / Retail Assistant</li> </ul>	0-1	1,500	2,000
	Fresh / Entry Level	<ul style="list-style-type: none"> <li>Customer Service Executive</li> <li>Receptionist</li> </ul>	0-1	1,200	3,000
<b>F&amp;B / Tourism / Hospitality</b>	Director / C-Level, Senior Manager	<ul style="list-style-type: none"> <li>F&amp;B Director</li> </ul>	4-10	7,000	12,000
	Senior Manager, Manager	<ul style="list-style-type: none"> <li>Hotel Manager</li> <li>Operation Manager</li> <li>Sushi Chef</li> </ul>	4-10	5,000	10,000
	Manager	<ul style="list-style-type: none"> <li>F&amp;B Manager</li> </ul>	5+	5,000	6,500
	Manager	<ul style="list-style-type: none"> <li>Facilities Maintenance Manager</li> </ul>	5+	4,500	7,000
	Manager	<ul style="list-style-type: none"> <li>Business Centre Manager</li> </ul>	5+	4,000	6,000
	Manager, Senior Executive	<ul style="list-style-type: none"> <li>Assistant Manager</li> <li>Banquet Operations Manager</li> <li>Front Office / Desk Manager</li> <li>Restaurant Chef</li> <li>Restaurant Manager</li> </ul>	5+	3,600	5,500
	Manager, Senior Executive	<ul style="list-style-type: none"> <li>Lounge Manager</li> </ul>	5+	3,000	4,000
	Senior Executive	<ul style="list-style-type: none"> <li>Captain</li> </ul>	2+	2,300	2,800

Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
	Junior Executive , Fresh Graduate	<ul style="list-style-type: none"> <li>Assistant Chef</li> <li>F&amp; B Server</li> <li>Kitchen Assistant</li> <li>Kitchen Crew</li> <li>Waiter/ Waitress</li> </ul>	0-5	1,200	2,800
	Junior Executive , Fresh Graduate	<ul style="list-style-type: none"> <li>Hostess</li> </ul>	0-2	1,200	2,000
	Junior Executive , Fresh Graduate	<ul style="list-style-type: none"> <li>Steward</li> </ul>	0-2	2,000	1,500
<b>Health / Beauty / Fitness</b>	Director / C-Level	<ul style="list-style-type: none"> <li>Medical Director</li> </ul>	10+	20,000	30,000
	Director / C-Level, Senior Manager, Manager	<ul style="list-style-type: none"> <li>Clinical Research Manager</li> <li>Director of Nursing</li> <li>General Manager</li> <li>Market Access Manager</li> </ul>	10+	10,000	18,000
	Senior Manager, Manager	<ul style="list-style-type: none"> <li>Regulatory Affairs Manager (Regional)</li> </ul>	5+	10,000	15,000
	Manager, Senior Executive	<ul style="list-style-type: none"> <li>Aesthetic Doctor</li> <li>Specialist Doctor (Pediatrician, Gynaecologist, etc.)</li> </ul>	5-20	12,000	100,000
	Senior Manager, Manager	<ul style="list-style-type: none"> <li>Clinical Research Manager</li> <li>Medical Affairs Manager</li> <li>Medical Scientific Liaison</li> <li>Spa Director</li> <li>Spa Manager</li> </ul>	3-15	5,000	9,000
	Senior, Junior Executive	<ul style="list-style-type: none"> <li>Clinical Research Associate</li> </ul>	2+	3,000	5,000
	Senior, Junior Executive	<ul style="list-style-type: none"> <li>Beauty Trainer</li> <li>Nutritionist</li> <li>Senior Beauty Consultant</li> <li>Senior Nurse</li> </ul>	3-10	3,500	5,000
	Junior Executive	<ul style="list-style-type: none"> <li>Regulator Affairs Executive</li> </ul>	2+	2,200	3,500
	Junior Executive , Fresh Graduate	<ul style="list-style-type: none"> <li>Junior Beauty Consultant</li> <li>Staff Nurse</li> </ul>	0-5	1,800	4,000
	Junior Executive , Fresh Graduate	<ul style="list-style-type: none"> <li>Beauty Advisor</li> <li>Make-up Artist</li> </ul>	0-5	1,800	3,000

Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
<b>Legal / Public / Security</b>	Director / C-Level, Senior Manager	<ul style="list-style-type: none"> <li>• Head of Compliance</li> <li>• Head of Legal</li> <li>• Head of Regulatory</li> <li>• Legal &amp; Compliance</li> <li>• General Manager (Legal)</li> <li>• Group Legal &amp; Compliance</li> <li>• Regional Legal Head</li> <li>• Section Head</li> <li>• Vice President Legal</li> </ul>	Above 8	10,000	25,000
	Manager, Senior Executive	<ul style="list-style-type: none"> <li>• Group Company Secretary</li> <li>• Legal &amp; Corporate Secretarial</li> <li>• Legal &amp; Regulatory</li> <li>• Legal Manager/ VP</li> <li>• Legal Manager</li> <li>• Senior Legal Manager</li> </ul>	5-10	7,500	15,000
	Senior Executive	<ul style="list-style-type: none"> <li>• Legal Counsel</li> <li>• Senior Secretarial Executive</li> </ul>	2-6	3,000	6,000
	Junior Executive	<ul style="list-style-type: none"> <li>• Biomedical Engineer</li> </ul>	2+	3,000	4,000
	Junior Executive	<ul style="list-style-type: none"> <li>• Assistant Company Secretary</li> <li>• Legal Assistant</li> <li>• Legal Executive</li> </ul>	0-4	2,800	4,000
<b>Maintenance / Repair</b> <b>Quality Assurance</b> <b>Purchasing / Procurement / Inventory</b> <b>Production / Manufacturing</b> <b>Transportation / Logistics</b>	Director / C-Level	<ul style="list-style-type: none"> <li>• Airfreight/Seafreight Director</li> <li>• Operations Director</li> <li>• Procurement Director</li> <li>• Supply Chain Director</li> </ul>	Above 10	20,000	40,000
	Senior Manager	<ul style="list-style-type: none"> <li>• General Manager</li> <li>• Senior Logistics/ Transportation Manager</li> <li>• Regional Procurement Manager</li> <li>• Senior Supply Chain Manager</li> </ul>	8-12	10,000	25,000
	Manager	<ul style="list-style-type: none"> <li>• Strategic Sourcing Manager</li> </ul>	8-12	13,000	19,200
	Manager	<ul style="list-style-type: none"> <li>• Procurement Manager</li> <li>• Production/Material Planning Manager</li> </ul>	7-10	8,000	15,000
	Manager	<ul style="list-style-type: none"> <li>• Category Procurement Manager</li> <li>• Contract Manager</li> <li>• Logistics Manager</li> <li>• Supply Chain Manager</li> </ul>	5-8	6,000	12,000



Job Categories	Level	Position	Experience	Minimum Salary	Maximum Salary
			(In Years)	(Monthly Salary in MYR) May include Bonus+Commission	
	Manager, Senior Executive	· Senior Buyer	7-10	7,000	12,800
	Manager	· Airfreight/ Seafreight Manager · Distribution Manager · Transportation Manager	5-8	7,000	10,000
	Manager, Senior Executive	· Demand/ Supply Planner · Shipping Supervisor · Warehouse Manager	3-5	4,500	8,500
	Senior, Junior Executive	· Procurement Specialist	3-5	4,000	6,500
	Senior, Junior Executive	· Logistics Supervisor · Shipping Executive · Supply Chain Executive	2-4	2,800	4,500
	Junior Executive , Fresh Graduate	· Buyer · Operations Executive · Stock Controller · Warehouse Executive · Warehouse Supervisor	2-5	2,200	5,300
	Junior Executive	· Shipping Coordinator / Assistant	0-3	2,500	3,500
	Junior Executive	· Logistics / Warehouse Assistant	0-3	1,800	3,500



# THE END

THANK YOU



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