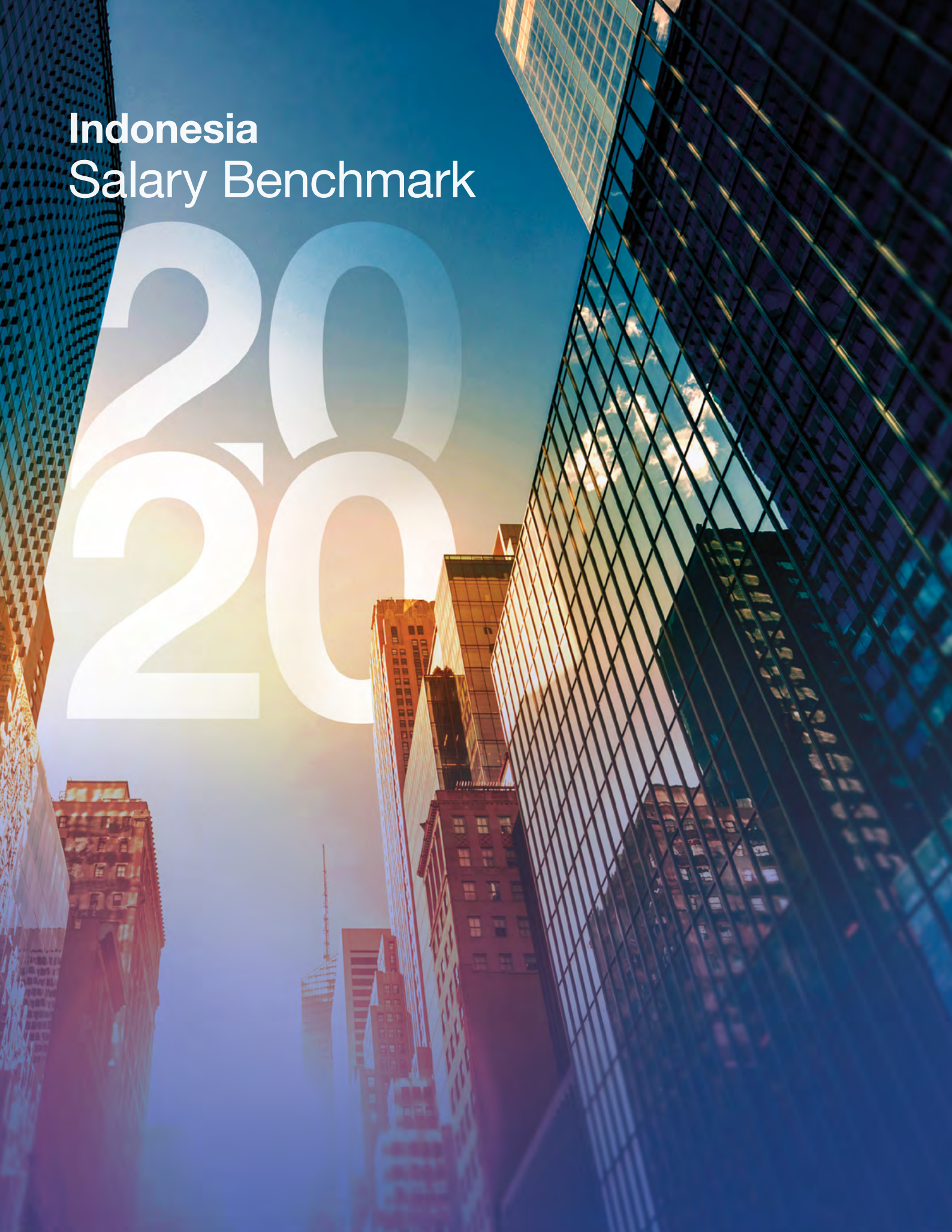




Indonesia Salary Benchmark

2020

About

The Michael Page Salary Benchmark is our annual salary report developed to provide hiring managers and candidates with salary references across various industries by job functions, including Finance, Technology, Human Resources, Sales and more.

The report also includes an overview of market trends, hiring demands and job seekers' sentiments within each industry. This year's Michael Page Salary Benchmark is available in 13 markets across the Asia Pacific: Australia, Hong Kong, India, Indonesia, Japan, Mainland China, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

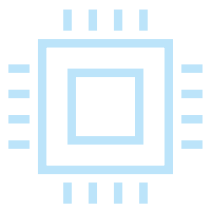
Report methodology

The Michael Page Salary Benchmark is derived from 5,000 data points in our proprietary data and network in Indonesia, which includes job advertisements and placements made between July 2018 and June 2019, incorporating salary projections for 2020, the Job Applicant Confidence Index, insights from our business leaders, our recruiters' interactions with companies and industry professionals, as well as other supplemental information from our various studies were also taken into consideration.

This year, the salary figures are represented by the minimum, maximum and median where median is a representation of the middle-most value in a set of data, arranged in ascending order. This means that, half the people who work in a specific field earns less than the median salary from the minimum, while the other half earns more towards the maximum.

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Indonesia sets its sails towards the hiring fast lane

With promising fundamentals for growth and investment, Indonesia is rightly embracing a wave of optimism.

Olly Riches
President Director
Michael Page Indonesia

We enter this new decade at an exciting moment for Indonesia. Despite what we see as short-term storm clouds for the global economic landscape, the Republic has successfully seen its Presidential election cycle pass, with a result widely viewed as positive in terms of quickly returning to the economic good news story that has dominated the last decade. Coming off a 10-year average annual GDP growth of 4.8% and with promising fundamentals in terms of macro-economic stability, market size and demographic profile, Indonesia is rightly embracing a wave of optimism and investment that should propel the country to new heights in the decade to come.

From Jakarta, we've keenly observed new investments, such as the recent mass rapid transit (MRT) launch and the rise in hiring demand from trending sectors like mobile and gaming. Furthermore, Indonesia recently welcomed yet another unicorn business (defined as privately held start-ups valued at over US\$1 billion), the fifth such company in the Republic. While these are all positive in terms of the hiring market, we remain short of match-ready talent in the top roles.

Thankfully, our successful Membangun Negeri campaign for returning Indonesians continues to net positive results for us in terms of the talent pipeline. That said, whether you head a technology-driven SME or a long-standing conglomerate firm here, it is still a market where your hiring strategy needs to be well-honed. We strongly recommend our new insights on Employee Experience (EX) for Indonesia within this report, and carefully consider the story you tell about the company, your leadership philosophy, where you see your new hire fitting in to an exciting decade of growth ahead.

THE MICHAEL PAGE JOB APPLICANT CONFIDENCE INDEX

A measure of how optimistic job applicants in Indonesia are about the job market.

58% ARE INCLINED TO
WORK OVERSEAS IN 2020

73% BELIEVE THEY
WILL TAKE LESS THAN
THREE MONTHS
TO FIND A NEW JOB *vs 73% in 2019*

61% FORESEE THEMSELVES
HAVING BETTER CAREER
PROGRESSION IN 2020 *vs 75% in 2019*

73% ARE POSITIVE ABOUT
THE JOB MARKET *vs 83% in 2019*



What is the Indonesia workforce thinking?

97%

of the Indonesian workforce feel they have **autonomy** at work

their personal **contribution** is **impactful to the company**



40%

of respondents feel they have **no freedom at all to have a break during work hours**

and **1 in 3** claim they have **no flexibility to work outside their office**

86%

of professionals in Indonesia reportedly work in a

HARMONIOUS WORKPLACE

with the top traits listed:

-  Collaborative
-  Problem solving
-  Empathetic



OBJECTIVES OF A LEADERSHIP TEAM



MOST IMPORTANT

48%

Having a **CLEAR DIRECTION AND VISION**

LEAST IMPORTANT

94%

PROFIT AND REVENUE

PROFESSIONAL DEVELOPMENT



26%

of the Indonesia workforce say their company neglected their professional coaching and development

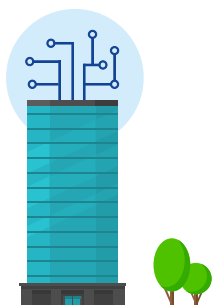


30%

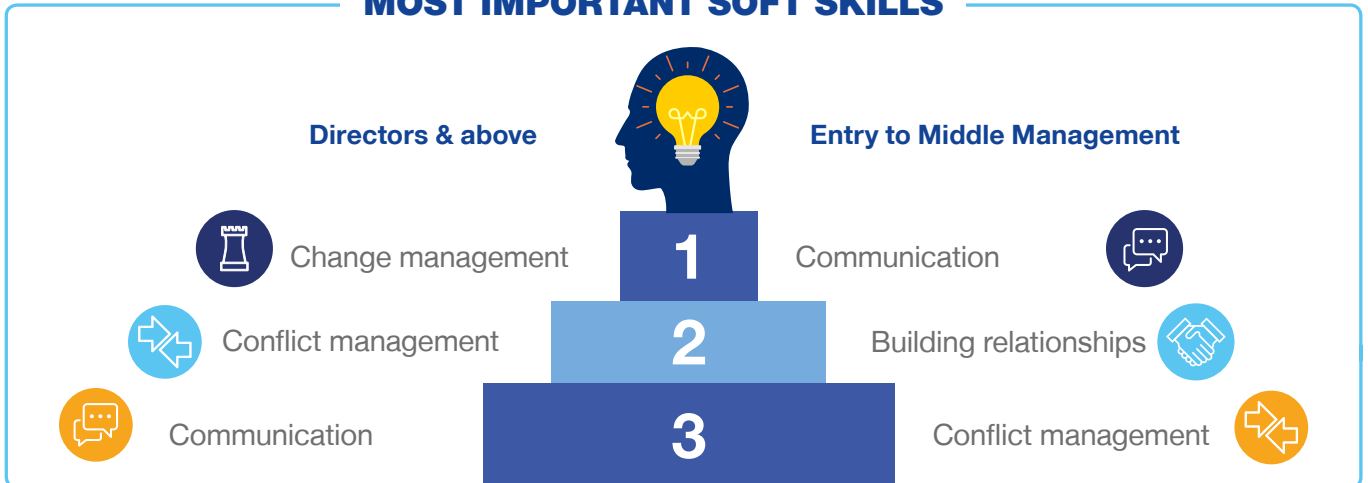
respondents feel their **potential was not maximised**

80%

of professionals from non-tech industries feel their **COMPANY IS WELL ADAPTED TO DIGITAL TRANSFORMATION**



MOST IMPORTANT SOFT SKILLS



RETENTION

Respondents say they would have stayed in their last company if



GEN X

respondents born between 1965 and 1980



Employee engagement was strengthened



A monetary raise was offered



A promotion in job title was offered

MILLENNIALS

respondents born between 1981 and 1996



Training and development plans were scheduled



A promotion in job title was offered



Employee engagement was strengthened

23%

of respondents feel they were



UNFAIRLY APPRAISED

and were **not given opportunities to voice out** their opinions at work

SAYING GOODBYE



Here are the top factors:

- 1 A better opportunity somewhere else
- 2 Unhealthy work culture
- 3 Misaligned leadership style

91%

do not consider **unsatisfactory monetary benefits** as the top reason to leave their job



5 TOP CONSIDERATIONS WHEN ACCEPTING A NEW JOB

- 1 Work culture and team dynamics
- 2 Employee benefits
- 3 New challenges and industry exposure
- 4 Maximisation of skills and abilities
- 5 Monetary benefits



92%

claim they **WOULD GIVE THE MANAGEMENT HEADS UP** before their official resignation

94%

would give **HONEST REASONS** for leaving

Business & Financial Services

Top 3 hiring trends

1. Investment and asset management firms are raising headcount, especially for research departments.
2. Hiring demand is high for wholesale, corporate and commercial banking talent.
3. Digitisation and fintech continue to open up opportunities within the retail sector.

Most active hiring functions



Finance & Accounting



Corporate &
Wholesale Banking

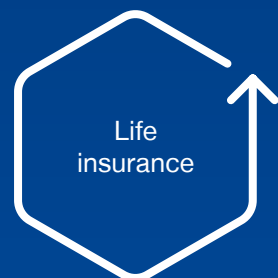
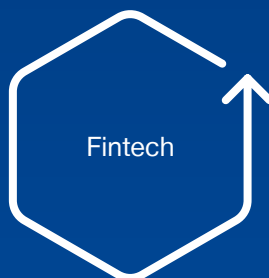


Digital



Legal

Trending skills



Roles in demand

- Fintech Specialist
- Fixed Income Market Specialist
- Compliance Manager
- Risk Manager
- Relationship Manager

25%

average salary increase
when switching jobs
within similar industries

C-Suite

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Chief Executive Officer	150	250	500
Chief Financial Officer	95	130	400

Finance & Accounting

Accounting

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Cost Manager	40	80	120

Audit & Control

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Senior Audit Manager	30	50	70
Head of Internal Audit	50	100	150
Financial Controller	30	50	90
Head of Credit Control	30	80	150

Assurance, Compliance & Risk Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Know Your Customer (KYC) Associate	15	20	25
Compliance Manager	20	30	40
Head of Compliance	50	75	100
Risk Executive	20	30	60
Head of Risk	80	150	250
Risk Director	80	150	250

Finance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Finance Manager	25	40	60
Senior Finance Manager	35	50	70
Head of Finance	70	95	120

Business & Financial Services

Salary Tables

Financial Analytics

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Equity Analyst	15	23	30

Financial Services

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Equity Sales Associate	20	62	100
Fund Manager	30	80	150
Relationship Manager (Retail)	10	33	50
Relationship Manager (Wealth)	15	68	120
Relationship Manager (Corporate)	15	68	120
Bank Branch Manager (Retail)	30	36	40
Vice President Retail Banking	60	80	100

Human Resources (HR)

HR Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of HR	65	73	150
HR Business Partner (HRBP)	30	35	40

Talent Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Recruitment Manager	15	17	20
Talent Acquisition Manager	20	22	25
Head of Learning and Development	70	85	100

IT

Data Management & Analytics

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Development Manager	25	29	35
Head of Data Analytics	68	77	86

General

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
IT Chief	59	71	84

Product

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Product Manager	35	39	45

Legal

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Legal Manager	35	37	40
Legal Counsel	50	53	60
Assistant Legal Compliance Manager	19	20	25
Head of Legal	75	81	110
Corporate Secretary	65	70	85

Marketing

Design

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Graphic Designer	15	17	20

Business & Financial Services

Salary Tables

Digital

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Digital / E-commerce Manager	30	40	50

Marketing Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Marketing Manager	40	45	50
Head of Marketing	80	90	100

Sales

Business Development

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Business Development Manager	30	34	40
Senior Business Development Manager	30	36	40
Head of Business Development	50	80	120

Sales Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Centre Manager	20	21	24
General Manager Sales	35	41	45
Senior Sales Manager	35	43	50
Head of Sales	40	43	50
Sales Director	60	66	70
Country Sales Director / Vice President	70	95	125
Business Consultant	50	61	70

Consumer & Retail

Top 3 hiring trends

1. Efficiencies, e-commerce and digital transformation are three main focal points for MNCs in this space.
2. Chinese investments are pouring in, especially in the electronics and consumer goods sectors.
3. Beauty industry continues its ascend, burgeoned by social media and presence of global brands.

Most active hiring functions



Marketing



Finance



Sales



Technology

Trending skills



Roles in demand

- Brand Manager
- Channel / Business Development Manager
- Digital Manager
- Key Account Manager
- Commercial Finance Manager

25%

average salary increase
when switching jobs
within similar industries

C-Suite

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Chief Financial Officer	110	125	200

Finance & Accounting

Accounting

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Cost Accountant	20	23	25
Cost Manager	30	38	45
Accounting Manager	40	50	60

Control

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Financial Controller	50	65	80

Finance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Finance Manager	38	44	49
Senior Finance Manager	50	65	80
Head of Finance	150	175	200

Financial Analyst

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Financial Analyst	18	25	30

Tax

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Tax Manager	35	50	60

Engineering & Manufacturing

Engineering

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Engineer	15	17	20
Engineering Manager	33	36	44

Maintenance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Maintenance Manager	16	17	18
Head of Maintenance	29	30	33

Project Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Assistant Project Manager	15	16	18
Project Manager	33	38	43

Human Resources (HR)

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
HR Business Partner (HRBP) Manager	35	38	45
Talent Management Manager	40	42	45
Head of Talent Acquisition	40	46	50
Head of HR (Retail)	40	45	65
Head of HR (Consumer)	80	90	100

IT

General

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
IT Manager	25	29	32
Head of IT	40	50	60

Legal

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Senior Legal Counsel	35	41	55
Legal Director	85	97	110

Marketing

Brand Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Assistant Brand Manager	10	14	18
Brand Manager	18	27	35
Senior Brand Manager	30	40	50

Communications

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Marketing Communications Manager	20	30	40

Customer Relationship Management (CRM)

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
CRM Manager	20	25	30

Digital & Social Media

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Social Media Manager	18	22	25
Digital Marketing Manager	25	38	50
Head of Digital Marketing	60	80	100

Consumer & Retail

Salary Tables

Consumer Research & Marketing Insight

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Research Manager	20	28	35
Consumer Research and Market Insights Manager	30	45	60
Innovation Manager	25	43	60

Go-to-market

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Trade Marketing Manager	18	25	32
Head of Trade Marketing	60	80	100

Marketing Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Marketing Coordinator	20	21	22
Marketing Manager	50	65	80
Marketing Director	100	150	350
Head of Marketing	80	110	140

Procurement & Supply Chain

Logistics

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Logistics Manager	25	26	30

Procurement

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of Sourcing	70	80	100

Supply Chain Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Planning Manager	17	18	20
Supply Planner	17	21	23
Inventory Manager	25	27	30
Director Supply Chain	100	103	110

Property, Construction & Facilities Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Facilities Manager	25	27	30

Retail

Design

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Junior Designer	15	23	30

Merchandising

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Merchandising Manager	20	30	40

Store Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Retail Manager	35	43	50
Store Manager	20	30	40
General Manager Store Management	60	70	80

Sales

General Trade

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Area Sales Manager	15	20	25
Branch Sales Manager	20	28	35
Regional Sales Manager	25	38	50
Head of Channel Sales	40	55	70
National Sales Manager	50	65	80
General Manager Sales	80	95	110
Sales Director	110	155	200
Country Sales Manager	100	175	250
Business Director	100	110	120
Trade Marketing Manager	30	40	50

Modern Trade

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Key Account Manager	15	20	25
Senior Key Account Manager	25	33	40
National Key Account Manager	40	50	60

Specialty Channel

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
E-commerce Manager	25	43	60
Sales Manager	25	38	50
Head of Servicing	60	75	90

Digital & Technology

Top 3 hiring trends

1. Unlike the P2P / I2P lending, the digital payment space now presents more opportunities for candidates.
2. Agritech, logistics, education and healthcare are all high-growth sectors for candidates.
3. Demand is high for data scientists, cybersecurity experts, engineers and product managers.

Most active hiring functions



Engineering

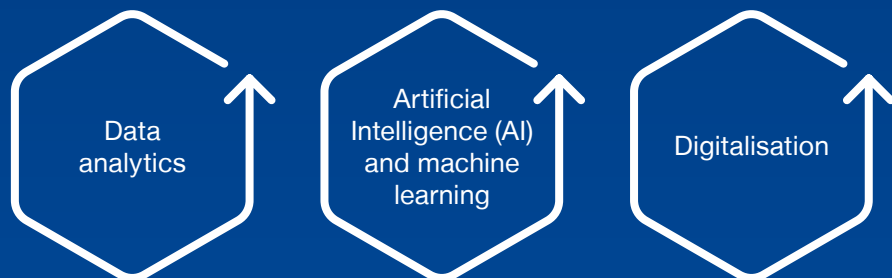


Sales



Marketing

Trending skills



Roles in demand

- Head of Engineering
- Head of Digital
- Data Analyst
- Digital Marketing Manager
- Product Manager

15-50%

average salary increase
when switching jobs
within similar industries

Engineering

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of Engineering	50	117	120
Vice President Engineering	100	129	150

General & Project Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of Project Management	50	63	75

Finance & Accounting

Control

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Financial Controller	45	53	60

Finance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Finance Manager	35	36	40
Senior Finance Manager	40	43	50
Head of Finance	100	125	150

Financial Analyst

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Financial Analyst	15	20	25

Tax & Treasury

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Tax Accountant	20	22	25
Head of Treasury	96	107	120

IT

Data Management & Analytics

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Data Center Manager	30	45	60
Vice President Data Science	30	50	70

Development & Architecture

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Director Digital Architecture	55	67	80

General

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
IT Manager	25	29	32

Product

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Senior Product Manager	35	48	60

Software

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Software Developer	15	25	35
Technology Lead	20	35	50

Systems

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Systems Engineer	20	22	25

Legal

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Legal Manager	25	31	35
Head of Legal	50	57	60
Legal Director	80	95	110
Vice President Government Relations	80	91	100

Marketing

Communications

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Content Creator	12	16	22
Head of Communications	35	50	100

Digital

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Digital Marketing Manager	25	37	50

Marketing Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Marketing Manager	32	40	50
Head of Marketing	50	57	70

Strategy & Analysis

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Strategy Manager	60	80	100

Sales

Account Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Account Manager	20	27	35
Key Account Manager	25	35	50

Business Development

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Business Development Manager	25	33	35
Head of Business Development	40	60	80

Sales Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Sales Executive	10	12	15
Sales Manager	25	31	35
Head of Sales	40	52	70
Country Sales Manager	80	113	150

Strategy & Analysis

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of Partnership	40	56	70

Energy & Natural Resources

Top 3 hiring trends

1. With more drilling operations come a high demand for talent with technical expertise in the oil and gas industry.
2. European investments are driving up demand for fresh talent in renewable energy.
3. Mining industry is in holding position due to various government regulations around environmental impact.

Most active hiring functions



Engineering &
Manufacturing



Finance



Legal

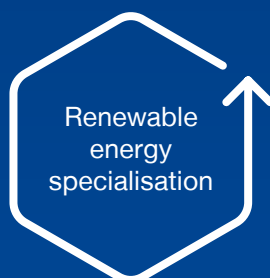


Sales

Trending skills



Route-to-market
strategy



Renewable
energy
specialisation



Retail
consumer
sales

Roles in demand

- Construction Manager
- Project Manager
- Environment, Health and Safety Manager
- Engineering Manager
- Cost Accountant

10-15%

average salary increase
when switching jobs
within similar industries

Finance & Accounting

Accounting

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Cost Accountant	20	22	25
Consolidation Manager	20	27	30

Finance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Finance Manager	35	43	50
Head of Finance	80	115	150

Tax

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Tax Manager	35	43	55

Engineering & Manufacturing

Engineering

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Civil Engineer	20	25	30
Mechanical Engineer	20	27	35
Electrical Engineer	20	27	35
Instrument & Control Engineer	20	27	35
Utility Engineer	20	27	35
Mining Engineer	25	32	40
Petroleum Engineer	25	32	40
Engineering Manager	35	47	60
Process Engineer	30	50	70

Environment, Health & Safety (EHS)

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
EHS Manager	30	36	50

Project Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Project Manager	30	41	50
Project Director	70	88	100

Legal

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Senior Legal Counsel	65	72	85
Head of Legal	70	91	100

Sales

Account Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Key Account Manager	20	25	35

Business Development

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Senior Business Development Manager	35	53	70

Sales Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Sales Manager	20	31	50

Industrial & Manufacturing

Top 3 hiring trends

1. Government initiatives are driving up demand for chemical, material and heavy equipment businesses.
2. European and Southeast Asian firms are looking to recruit key roles across the manufacturing sector.
3. Chinese and Korean manufacturing firms are looking for talent with relevant language skills.

Most active hiring functions



Procurement &
Supply Chain



Sales

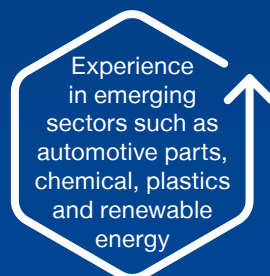


Marketing



Human Resources

Trending skills



Experience
in emerging
sectors such as
automotive parts,
chemical, plastics
and renewable
energy



Plant
operations
outside of
Jakarta



Ability to
upskill

Roles in demand

- Plant Director
- Operations Manager
- Maintenance Manager
- Logistics Manager
- Procurement Manager

15-25%

average salary increase
when switching jobs
within similar industries

Industrial & Manufacturing

Salary Tables

C-Suite

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Chief Financial Officer	85	110	200

Engineering & Manufacturing

Engineering

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Engineer	10	13	20
Engineering Manager	40	43	45
Senior Engineering Manager	40	53	65

Environment, Health & Safety (EHS)

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
EHS Manager	23	25	31

Facilities & Maintenance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Plant Controller	30	33	40
Plant Manager	40	51	60
Plant Director	50	71	100

Maintenance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Senior Maintenance Engineer	15	21	25
Maintenance Manager	15	28	40
Head of Maintenance	25	33	40

Process

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Process Engineer	15	19	25

Industrial & Manufacturing

Salary Tables

Production & Manufacturing

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Production Manager	15	19	25
Senior Production Manager	20	32	40
Manufacturing Manager	36	39	45
Manufacturing Director	80	97	120

Project Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Project Manager	39	43	49

Quality Assurance (QA)

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Assistant QA Manager	20	22	25
Senior QA Manager	34	38	44

Test

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Test Manager	20	27	35

Finance & Accounting

Accounting

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Senior Accountant	12	15	18
Assistant Accounting Manager	25	30	35
Accounting Manager	30	40	50
Head of Accounting	50	60	70
Cost Accountant	9	12	13
Cost Manager	22	25	30

Audit & Control

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Business Controller	30	35	40
Internal Audit Manager	30	35	45
Assistant Finance Controller	43	45	52
Finance Controller	55	58	65

Finance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Finance Executive	17	18	20
Finance Business Partner	35	50	55
Finance Manager	35	50	55
Senior Finance Manager	40	55	60

Financial & Business Analytics

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Business Analyst	28	30	33
Pricing Manager	40	41	45

Tax

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Tax Accountant	18	19	23
Assistant Tax Manager	20	25	30
Tax Manager	50	53	60
Head of Tax	50	61	70

Human Resources

Compensation & Benefits (C&B)

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
C&B Manager	40	43	50

Industrial & Manufacturing

Salary Tables

Human Resources (HR) Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
HR Manager	20	21	24
Head of HR	70	77	90

IT

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of IT	35	45	65

Legal

Compliance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Assistant Compliance Manager	15	17	20
Compliance Manager	25	31	35

General

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Government Relations Manager	35	39	45
Legal Counsel	35	41	45
Legal Manager	25	28	31
Head of Legal	35	47	60

Marketing

Brand Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Brand Manager	30	40	45

Marketing Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Marketing Coordinator	12	13	15
Marketing Officer	15	16	18
Assistant Marketing Manager	20	22	25
Marketing Manager	40	43	50
Head of Marketing	45	52	60
Marketing Director	50	56	70

Research

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of Research	40	45	50

Procurement & Supply Chain

Logistics

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Logistics Coordinator	10	11	15
Logistics Manager	25	38	50

Operations

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Project Manager	30	33	40
Operations Director	70	87	100

Procurement & Purchasing

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Assistant Procurement Manager	15	21	25
Procurement Manager	25	29	35
Procurement Director	80	99	120
Purchasing Manager	40	51	60
Head of Purchasing	50	63	80

Industrial & Manufacturing

Salary Tables

Supply Chain Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Supply Chain Manager	25	33	45

Property, Construction & Facilities Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Project Manager	40	43	50

Sales

Account Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Key Account Manager	20	25	30
Account Manager	35	40	50

Business Development

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Business Development Manager	40	45	65

Sales Generalist

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Sales Engineer	15	18	21
Senior Sales Engineer	18	22	25
Sales Manager	25	28	33
Senior Sales Manager	35	40	45
Head of Sales	40	45	50
General Manager Sales	40	45	60
Sales Director	55	70	100
Area Sales Manager	15	20	25
Lane Sales Manager	20	22	25
Acquisition Manager	25	27	35
Assistant Training Manager	17	18	18
Training Manager	25	26	30

Sales Operations

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Operations Manager	40	43	50

Property & Construction

Top 3 hiring trends

1. Construction companies are now encouraged to embrace various digital systems in view of Industry 4.0.
2. More government projects are expected in the sector, both on the renewable and non-renewable front.
3. Demand is high for business development talent among property developers.

Most active hiring functions



Sales



Marketing



Finance



Legal

Trending skills



Roles in demand

- Chief Executive Officer
- Project Director
- Head of Sales
- Design Director
- Head of Business Development

20-35%

average salary increase
when switching jobs
within similar industries

C-Suite

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Chief Executive Officer	120	137	200
Chief Investment Officer	150	175	200
Chief Financial Officer	120	137	150
Chief Operating Officer	120	145	170

Finance & Accounting

Accounting

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Cost Manager	33	36	38
Senior Accounting Manager	30	35	38

Finance

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Finance Manager	80	86	93
Finance Director	80	91	100

Tax

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Tax Manager	40	43	50

Engineering & Manufacturing

Engineering

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Mechanical / Electrical / Plumbing Manager	25	27	30
Maintenance Manager	25	27	30
Structural Engineer	15	20	25
Structural Manager	25	32	40
Civil Engineer	15	20	25
Site Manager	25	30	35
Construction Manager	35	42	50
Technical Director	90	110	130

Facilities Engineer

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Facilities Engineer	15	17	20
Facilities Manager	23	26	30

General & Project Management

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Project Manager	25	37	50
Project Director	80	130	180
Managing Director Project Management	100	140	180

Human Resources (HR)

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Head of HR	90	93	100

Legal

Gross base salary range per month (IDR in MIL)

Role	Min	Median	Max
Chief of Legal and Corporate Secretary	65	82	100

Marketing

Communications

Role	Gross base salary range per month (IDR in MIL)		
	Min	Median	Max
Senior Communications Manager	35	40	45

Design

Role	Gross base salary range per month (IDR in MIL)		
	Min	Median	Max
Design Director	105	132	160

Digital

Role	Gross base salary range per month (IDR in MIL)		
	Min	Median	Max
Senior Digital Marketing Manager	20	27	35

Procurement & Supply Chain

Procurement

Role	Gross base salary range per month (IDR in MIL)		
	Min	Median	Max
Procurement Manager	30	35	35

Sales

Business Development

Role	Gross base salary range per month (IDR in MIL)		
	Min	Median	Max
Head of Business Development	50	56	60

Sales Generalist

Role	Gross base salary range per month (IDR in MIL)		
	Min	Median	Max
Sales Manager	25	32	35
Sales Director	90	130	150

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