



SINGAPORE

Salary Guide 2025/2026

Reeracoen Singapore Pte. Ltd.

Version 1.0

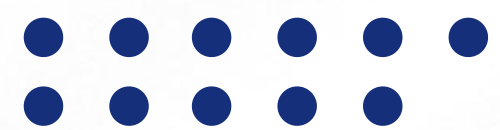


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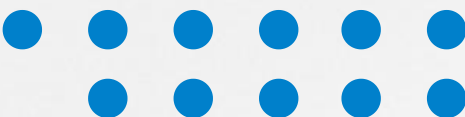
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INTRODUCTION



MESSAGE FROM OUR GROUP CEO

Dear Readers,

Singapore continues to demonstrate remarkable resilience amid shifting global and regional conditions. Over the past two years, our team at Reeracoen Singapore has analysed over **130,000 data points** from placements and job offers, revealing key changes shaping the nation's workforce.

While **overall job openings held steady**, the number of **active job seekers rose by nearly 8%** year-on-year, indicating a more competitive labour market. At the same time, the **average recruitment-to-resignation ratio** almost doubled from pre-pandemic levels, suggesting that companies are hiring primarily for replacement rather than expansion.

Wage growth has also stabilised. Median salaries in core sectors such as **semiconductors, IT, and professional services** outpaced the **2.4% CPI increase**, while consumer-facing industries like **retail and F&B** saw below-inflation adjustments. This signals a market that rewards specialised, high-impact roles even as employers stay cautious on overall costs.

The year ahead will continue to test balance — between retention and renewal, between automation and upskilling, and between cost management and talent motivation. Across Asia, our regional data shows a **12–18% premium** for candidates who combine technical fluency with soft skills such as leadership, adaptability, and language proficiency — a clear direction for where Singapore's next workforce transformation lies.

At Reeracoen, we believe that fair and data-driven compensation is not just good practice, but the foundation of innovation and loyalty. Through this two-year consolidated guide, we reaffirm our mission to **“Create a Wonderful Future with Those Pursuing Happiness.”**

Thank you for your continued trust and partnership.

Yours sincerely,
Kenji Naito
Group Chief Executive Officer, Reeracoen



OUR MISSION

*Create a
wonderful
future with
those pursuing
happiness.*



MISSION STATEMENT

In a world where happiness takes on various forms and meanings, it is our mission to pass happiness onto those believing in a better tomorrow.

Happiness is transferable.

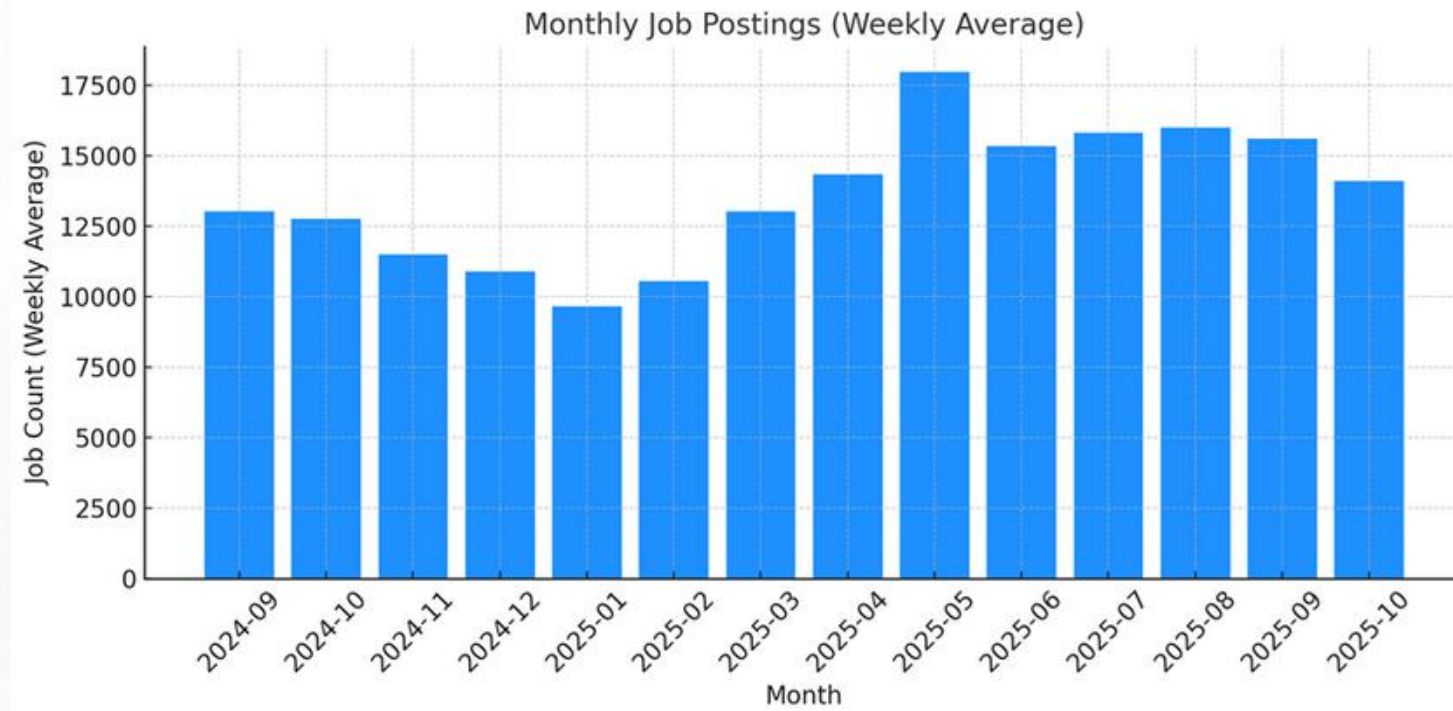
The seeds of happiness planted into people's hearts via each and every unexpected encounter will eventually blossom and become an abundant garden of happiness.

It is our ultimate goal to see these sporadic dots of happiness grow into an ever-expanding spiral of happiness. Because to us, nothing is more fulfilling than seeing countless smiling faces.

This is the wonderful future we strive to realise.

LABOUR MARKET TRENDS 2025 & RECOMMENDATIONS FOR 2026

Book a strategy call
and let our experts
assist you today.



In 2025, the number of job openings showed a modest recovery after Q1, with demand stabilising across many sectors while some outward-oriented industries softened. At the same time, unemployment inched up and the vacancy-to-unemployed balance stayed broadly unchanged, indicating a still-competitive market where firms remain selective in hiring.

*Population estimate is derived from an in-house model with sample data of our operation and data from MOM.

LABOUR MARKET TRENDS 2025 & RECOMMENDATIONS FOR 2026

After showing a modest recovery in Q1, the labour market in 2025 demonstrated stronger-than-expected growth, particularly in the third quarter. Total employment increased significantly (+24,800 in Q3), while unemployment rates and retrenchments remained low and stable.

However, this robust recovery has been uneven across sectors. While employment grew in domestically-oriented industries like Health & Social Services and Financial Services, outward-oriented sectors such as Information & Communications and Professional Services have shown a slowdown in growth.

Moving into 2026, employment is expected to remain positive, but as companies face cost pressures, wage growth is forecast to moderate (averaging 4.0% to 4.3% annually). Notably, the proportion of firms planning wage increases has declined the most in the Financial & Information & Communications sectors. Competition remains high as companies continue to be selective in securing talent with specific, in-demand skills (e.g., AI, Cybersecurity).

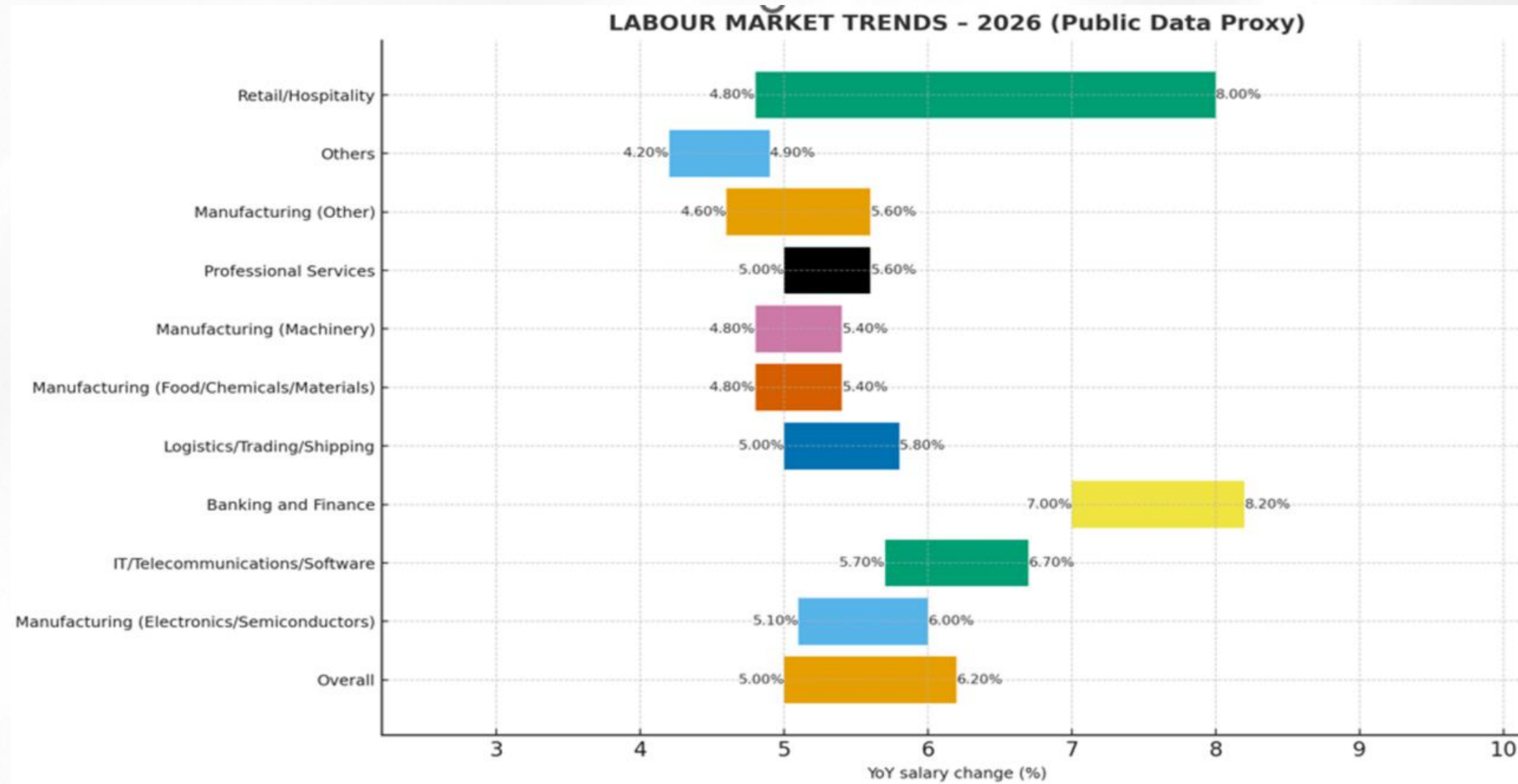
RECOMMENDATIONS FOR 2026

Refine Compensation Strategy: Amidst a moderating wage growth forecast, maintain competitiveness by continuing to offer strategic, above-market compensation packages for talent with highly sought-after skills (IT/AI).

Strengthen Retention Efforts: Advise clients in sectors where high turnover rates (26% in Manufacturing in 2025) have been observed to prioritize retention measures, including not only monetary rewards but also career development pathways and flexible work arrangements.

Sector-Specific Strategic Approach: For clients in sectors with lower projected salary budgets (e.g., Energy/Oil/Gas), recommend leveraging variable compensation (bonuses) and comprehensive benefits to flexibly attract and retain key talent.

LABOUR MARKET TRENDS 2025 & RECOMMENDATIONS FOR 2026



※ Red = Mid point on raise below Y-on-Y CPI

※ Yellow = Mid point on raise between Y-on-Y CPI and 4%

※ Blue = Midpoint of raise higher than 4%

Sources:

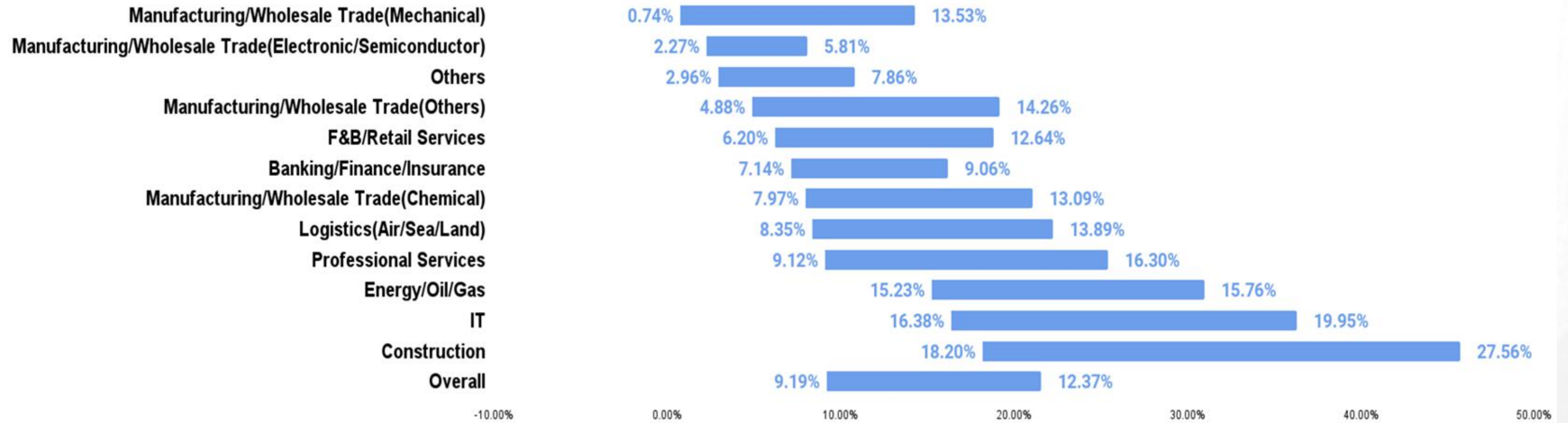
- Ministry of Manpower (MOM) – 'Report on Wage Practices 2024' (Chart 7: Total Wage Change by Industry):
 - <https://www.mom.gov.sg/newsroom/press-releases/2024/0619-report-on-wage-practices-2024>
 - MOM – 'Labour Market Advance Release 3Q 2025': <https://www.mom.gov.sg/newsroom/press-releases/2025/3010-labour-market-advance-release-3q-2025>
 - MTI / MAS

Consumer Price Developments in September 2025:

- <https://www.mas.gov.sg/news/media-releases/2025/consumer-price-developments-in-september-2025>

JAPANESE LANGUAGE PREMIUM BY INDUSTRY

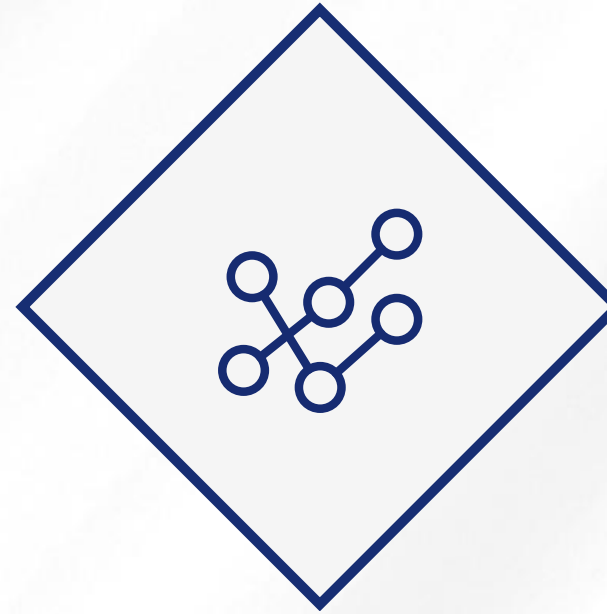
Estimate Japanese Language speaker salary premium by industry at 25th and 75th percentile



METHODOLOGY



15 INDUSTRIES



**140,000 VALIDATED
DATA POINTS**



95 JOB CATEGORIES

SOURCES

*Based on findings of Job Demand from internal sources, JobStreet, and Ministry of Manpower for 2025.

SALARY DATA COMBINES

The salary data for this report was generated using sample data collected from our activities from 30 Sep 2024 to 31 Sep 2025.

Job seeker estimates are based on an in-house model with inputs from our operations and MOM data.

CURRENCY AND UNITS

The monthly salaries are reflected in **thousand SGD (\$,000)**.



HOW THE DATA IS PRESENTED

We want to present an easy-to-read guide so that both employers and job seekers can get a better benchmark for compensation planning or salary negotiations.

These salary percentiles are determined by a candidate's skillset, experience level, and premiums. The salary figures represent basic monthly salaries. Additional benefits, bonuses, incentives, and other forms of remuneration are not considered as they vary from company to company.

The salaries listed are based on data collected from job placements handled by our Singapore office, analysis of the demand for the role, the supply of talents, and other market conditions during the data collection period.

EXPERIENCE LEVEL	
Junior	Professionals with around 3 years of experience in the industry.
Senior	Experienced professionals with around 5 years of experience, but not in a managerial position.
Manager	Individuals with around 7 or more years of experience, typically leading a team or holding a managerial role.

※ SMG = Senior Manager

※ We indicate “-” if that position doesn’t have an SMG or Director career path.

Salary Information For Job Categories Common Across All Industries

- Sales
- Administrative
- Human Resources
- Accounting/Audit
- Marketing



Disclaimer:

Reeracoen has compiled the information to the best of our knowledge, and is accurate at the time of this guide's publication. We want to present an easy-to-read guide that both clients and candidates can use to get a better benchmark for compensation planning or salary negotiations. These salary percentiles are determined by a candidate's skillset, experience level, and premiums. The salary figures represent basic monthly salaries. Additional benefits, bonuses, incentives, and other forms of remuneration are not considered as they vary from company to company. While every care is taken in the collection and compilation of data, the guide is interpretive and indicative, not conclusive. The information in this guide should be used as a guideline only and may not be reproduced in whole or by section without written permission from Reeracoen.



SALES

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Banking and Finance	4.0–5.5	5.5–8.0	7.5–11.0	8.6–20.5
IT/Telecommunications/Software	4.0–5.3	5.0–7.7	7.8–11.0	7.6–20.4
Logistics/Trading/Shipping	3.5–4.5	4.0–6.3	6.5–8.0	7.0–15.0
Manufacturing (Electronics/Semiconductors)	3.9–4.5	4.0–6.5	6.5–10.3	8.0–15.0
Manufacturing (Food/Chemicals/Materials)	3.8–4.6	4.5–6.3	6.5–9.0	8.0–15.0
Manufacturing (Machinery)	3.5–4.0	4.0–6.3	6.5–8.0	7.0–15.0
Manufacturing (Others)	4.0–5.2	4.5–6.3	6.5–7.8	7.6–15.5
Professional Services	3.5–5.0	4.0–7.0	6.5–11.0	8.0–20.0
Retail/Hospitality	3.0–4.0	4.0–6.2	6.3–9.2	7.6–15.0

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

ADMINISTRATIVE

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Banking and Finance	4.0–5.0	5.0–7.0	6.0–10.0	7.0–13.5
IT/Telecommunications/Software	4.0–5.0	5.0–7.0	7.0–10.0	7.3–13.6
Logistics/Trading/Shipping	3.0–4.0	4.0–5.8	6.0–8.5	7.0–12.0
Manufacturing (Electronics/Semiconductors)	3.5–4.0	4.0–6.0	6.5–8.5	8.0–13.0
Manufacturing (Food/Chemicals/Materials)	3.3–4.0	4.0–5.7	6.0 – 7.5	7.6 – 12.6
Manufacturing (Machinery)	3.0–4.0	4.0–5.8	6.3–8.0	7.0–12.5
Manufacturing (Others)	3.0–4.0	4.0–6.0	6.0–7.0	7.7–12.8
Professional Services	3.5–4.5	4.5–6.5	6.0–10.0	7.6–13.0
Retail/Hospitality	3.0–4.5	5.0–7.0	6.5–8.5	8.3–12.6

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

HUMAN RESOURCES

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Banking and Finance	4.0–5.5	4.5–7.0	6.0–10.5	9.5–15.1
IT/Telecommunications/Software	4.0–4.6	4.5–7.0	6.5–10.9	9.0–15.9
Logistics/Trading/Shipping	3.5–4.5	4.5–6.5	6.5–9.0	9.0–13.5
Manufacturing (Electronics/Semiconductors)	3.5–5.0	4.8–6.5	6.0–9.5	9.0–14.0
Manufacturing (Food/Chemicals/Materials)	3.0–4.0	4.5–6.6	6.0–9.5	8.0–13.0
Manufacturing (Machinery)	3.5–4.0	4.0–6.5	6.0–9.5	7.0–13.0
Manufacturing (Others)	3.3–4.5	4.0–6.5	6.5–9.3	7.0–13.2
Professional Services	4.0–5.0	5.0–7.0	7.0–10.8	9.0–14.0
Retail/Hospitality	3.0–4.0	4.0–6.5	6.5–9.9	7.0–13.0

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

ACCOUNTING/AUDIT

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Banking and Finance	4.0–5.0	5.0–7.5	7.0–9.5	9.0–18.0
IT/Telecommunications/Software	3.9–5.0	5.0–7.5	7.0–9.4	8.7–14.5
Logistics/Trading/Shipping	3.5–4.7	4.5–6.5	6.5–9.2	8.0–13.6
Manufacturing (Electronics/Semiconductors)	3.5–4.8	4.5–7.0	6.8–9.5	7.3–13.2
Manufacturing (Food/Chemicals/Materials)	3.5–4.8	4.5 – 6.8	6.7 – 9.0	8.5–13.0
Manufacturing (Machinery)	3.5–5.0	4.5–6.9	6.5–9.0	7.5–13.5
Manufacturing (Others)	3.8–4.9	4.5–6.7	6.5–9.0	7.0–14.0
Professional Services	3.8–5.0	4.5–7.0	7.0–9.5	8.0–14.0
Retail/Hospitality	3.5–4.6	5.5–7.0	6.5–9.3	7.0–13.5

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

MARKETING

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Banking and Finance	4.0–5.5	4.5–7.2	6.5–10.8	9.7–15.4
IT/Telecommunications/Software	4.7–5.4	5.0–7.5	6.5–11.0	9.0–15.1
Logistics/Trading/Shipping	3.5–4.5	4.5–6.8	6.0–9.5	9.6–13.1
Manufacturing (Electronics/Semiconductors)	3.8–4.5	4.5–7.5	6.0–9.5	9.6–13.4
Manufacturing (Food/Chemicals/Materials)	3.5–4.3	5.0–6.8	6.0–9.8	9.5–13.8
Manufacturing (Machinery)	3.5–4.5	4.5–6.8	6.0–9.5	9.4–13.2
Manufacturing (Others)	3.5–5.0	4.5–7.0	5.5–11.0	9.0–13.5
Professional Services	3.5–5.0	4.5–7.0	6.0–11.0	9.0–15.1
Retail/Hospitality	3.7–5.3	6.0–7.5	6.5–10.0	9.0–14.1

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

Salary Information For Job Categories Specific To Industries

- IT/Telecommunications/Software
- Banking & Finance
- Logistics/Trading/Shipping
- Retail/Hospitality
- Professional Services
- Manufacturing (Machinery)
- Manufacturing (Electronics/Semiconductors)
- Construction
- Energy/Oil/Gas
- Manufacturing/Wholesale Trade (FMCG)
- Manufacturing/Wholesale Trade (Medical/Pharmaceutical)
- Real Estate Services
- Other Job Positions



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IT/TELECOMMUNICATIONS/SOFTWARE

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Software Developer	5.0 - 7.5	8.0 - 15.0	15.1 - 17.2	17.3 - 17.8
Database Architect	5.0-7.0	5.0-8.5	6.5-8.6	7.3-10.6
Internal IT Systems/MIS	4.0-6.0	5.0-7.5	6.5-8.5	7.3-10.6
Network Engineer	4.0-6.1	5.0-6.4	6.5-8.5	7.3-10.6
Software Developer	5.0-7.0	5.0-8.5	6.5-8.6	8.7-9.2
Project Manager	4.6-6.5	5.5-8.0	6.0-10.0	7.5-11.2
Research & Development	4.7-6.3	5.0-8.5	6.5-8.6	7.0-10.0
Security Engineer	4.0-5.5	5.0-6.3	6.5-8.5	7.3-10.6
Server Architect	4.0-6.3	5.5-7.2	6.5-8.5	7.3-10.6
Software Engineer	5.0 - 7.5	8.0 - 15.0	15.1 - 17.2	17.3 - 17.8

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

BANKING & FINANCE

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Fund/Investment Management	5.0–8.0	6.0–8.1	6.5–10.0	6.5–15.0
Analyst/Economist/Strategist	6.0–8.0	6.0–8.1	6.1–10.0	6.2–15.0
Investment Banking	5.0–8.0	5.8–8.1	6.0–10.0	6.0–15.0
Risk Management	4.0–5.5	5.4–8.0	6.0–9.4	6.7–11.8
Banking Operations	4.8–6.0	5.0–8.0	5.0–9.0	5.6–11.2
Financial Management	4.5–6.5	5.5–8.0	7.0–10.0	10.0–15.0
Investment Theory/Actuary/Product Development	6.0–10.0	6.2–10.1	6.3–10.1	6.3–15.0
Regulatory Compliance	6.5–8.5	6.5–8.6	6.6–8.6	6.7–10.0
Credit Control	4.4–5.5	6.4–8.2	12.5–16.5	14.0–20.6

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

LOGISTICS/TRADING/SHIPPING

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Shipment/Import & Export Executive	2.8–3.5	3.5–4.5	4.6–6.0	-
Sales Executive/Business Development	3.0–3.5	4.5–6.0	6.0–8.0	10.0–12.0
Supply Chain Executive	3.5–4.0	4.0–6.0	5.5–7.0	-
Customer Service Associate/Executive	2.8–3.8	4.5–5.5	5.8–7.0	-
Purchase/Procurement Executive	3.0–3.8	3.8–5.5	5.8–7.0	7.1–7.6
Warehouse Assistant	2.4–3.2	3.0–3.5	4.0–6.0	-
Trading Executive/Trader	3.5–4.0	4.0–6.7	7.8–15.0	12.0–20.5
International/Commodity Trading Operations Executive	3.0–3.8	4.0–5.0	4.5–7.0	10.0–15.0
Risk Operation Analyst	3.3–3.8	4.2–5.4	5.0–7.5	-

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

RETAIL/HOSPITALITY

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Area Manager	4.0–5.0	4.0–5.0	4.1–5.5	5.0–6.5
Head Chef	3.5–4.5	3.5–4.5	3.6–4.6	5.0–6.5
Floor Manager	4.0–6.0	4.0–6.0	4.1–6.1	4.2–6.2
Hotel Management	3.5–5.0	4.8–6.0	5.3–7.3	6.0–9.2
Retail Sales	2.5–3.0	3.5–5.0	5.0–6.2	5.0–6.5
Store Development	3.5–4.5	3.5–4.5	4.0–5.0	5.0–6.5
Store/Branch Management	3.8–4.8	4.0–6.0	4.0–6.0	4.1–6.1
Store/Sales Staff Manager	4.0–5.5	4.0–5.5	4.1–5.6	5.5–6.5
Waiter	3.5–4.5	3.5–4.5	3.6–4.6	3.6–5.3

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

PROFESSIONAL SERVICES

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Analyst/Economist/Strategist	4.0–4.8	4.9–7.0	6.5–9.0	7.0–15.0
Consultant (Other)	4.0 –5.0	5.5–7.0	6.5–9.0	7.0–13.0
Finance/Financial Consultant	5.0–7.5	6.0–8.6	7.0–9.0	7.0–12.0
Fund/Investment Management	4.5–8.0	6.0–8.1	6.0–10.0	7.0.–15.0
Interpreter/Translator	3.5–4.0	4.0–5.0	4.5–6.0	10.8–11.0
IT Systems Consultant	3.8–7.0	8.0–12.0	8.1–12.1	9.0–12.1
Legal/Patent	4.0–5.5	5.0–6.5	6.0–9.0	9.0–18.0
Regulatory Compliance	4.0–4.6	5.0–8.0	6.0–9.0	7.8–9.2
Strategy/Management Consultant	4.5- 6.5	6.6 - 8.2	7.0–10.0	10.0–20.0
Systems Analyst/Consultant	4.0–5.0	4.0–6.0	6.5–8.5	6.5–8.6

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

MANUFACTURING (MACHINERY)

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Mechanical Design	3.2–4.4	4.3–6.6	6.8–8.9	-
Product Specialist	3.0–4.0	4.0–5.3	4.5–8.8	7.8–9.2
Production Engineer/Technician	2.7–3.5	3.2–4.4	5.0–8.1	-
Project Engineer	2.9–3.6	3.6–5.5	6.1–8.5	8.8–9.7
Quality Control/Quality Assurance	2.8–3.5	3.8–4.3	6.2–7.0	7.5–8.8
Research & Development	3.8–4.5	4.5–5.6	6.1–8.0	8.7–9.8
Service Engineer	2.8–3.7	3.5–4.8	5.8–8.0	-
Supply Chain	3.0–3.6	3.4–4.3	4.5–8.2	8.5–9.8

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

MANUFACTURING (ELECTRONICS/SEMICONDUCTORS)

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Application Engineer	4.0–5.0	5.2–7.2	7.0–9.0	-
Electrical Engineer	3.5–4.4	4.8–6.9	7.0–8.9	9.5–11.0
Product Specialist	3.5–4.5	4.3–6.5	6.9–8.5	9.8–12.0
Production Engineer/Technician	2.5–3.9	4.5–6.5	7.0–9.0	-
Project Engineer	3.5–4.0	4.5–6.7	7.0–8.5	9.0–10.2
Purchase/Procurement	2.9–3.6	3.0–4.3	5.0–8.9	8.8–10.0
Quality Control/Quality Assurance	3.0–4.0	4.2–6.2	6.5–7.0	8.5–9.8
Research & Development (R&D)	3.5–4.5	4.0–5.8	7.2–9.8	10.0–15.0
Service Engineer/Customer Engineer	3.0–4.0	3.5–4.6	5.2–7.5	-
Process Engineer	3.5–4.0	4.5–6.7	7.0–8.5	-

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

MANUFACTURING (FOOD/CHEMICALS/MATERIALS)

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Quality Control/Quality Assurance	3.0–4.5	4.2–5.0	5.2–8.1	-
Production Engineer/Technician	2.5–3.5	3.8–4.5	5.2–7.6	-
Process Engineer	3.5–4.0	4.5–5.5	5.8–7.0	-
Research & Development (R&D)	3.5–4.5	4.5–6.0	6.3–7.3	8.0–12.3
Project Engineer	3.0–3.9	3.8–4.6	4.3–5.6	-
Purchase/Procurement	3.5–4.2	3.5–6.0	4.2–7.6	4.8–9.5
E&I Engineer	3.6–4.8	4.7–7.0	7.5–10.5	-

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

CONSTRUCTION

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Design/Development	3.8-4.4	4.2-6.3	5.8-8.4	-
Environmental, Health & Safety Engineer (HSE)	3.2-4.3	4.0-5.4	5.5-7.9	8.2-12.8
Facility Construction/Construction Management	4.0-5.9	6.5-9.5	10.0-12.6	13.0-15.4
M&E Engineer	3.5-4.5	4.3-6.0	5.5-8.9	9.5-10.9
Project Engineer	3.5-4.5	4.2-6.1	5.7-9.0	9.7-11.0
Quantity Surveyor	3.6-4.8	4.5-5.8	6.8-9.3	-
Site Engineer	3.3-4.2	4.0-5.3	4.8-7.5	-
Structural Engineer	3.6-4.4	4.0-6.5	6.0-8.5	-

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

ENERGY/OIL/GAS

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Bunker Trader	4.5-7.0	6.5-10.0	9.5-16.0	13.5-22.0
Charterer	4.8-6.5	7.5-10.0	8.0-12.0	10.0-15.0
EHS	3.6-5.7	5.0-7.0	7.0-9.0	8.8-11.2
Freight Administrator/Ops	4.5-5.5	5.5-6.9	6.9-15.5	8.6-19.4

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

MANUFACTURING/WHOLESALE TRADE (FMCG)

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Quality Control/Quality Assurance	3.4-3.9	3.9-4.9	4.0-5.9	-
Process Engineer	3.5-3.9	3.9-4.8	5.6-8.5	-
Supply Chain	3.1-4.2	3.8-4.6	4.5-6.2	7.3-10.7
Research & Development	3.5-4.1	3.9-6.5	6.0-8.5	8.7-12.7
Brand/Product Management	3.5-4.0	4.2-5.8	6.0-8.8	9.0-12.8
Merchandiser	2.8-3.5	3.8-4.5	5.2-8.9	-
Sales/Business Development	3.3-4.0	4.2-6.5	7.2-9.8	10.2-13.5

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

MANUFACTURING/WHOLESALE TRADE (MEDICAL/PHARMACEUTICAL)

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Production Engineer/Technician	2.5-3.8	3.9-5.9	5.8-8.8	-
Project Engineer	3.0-4.5	4.8-7.6	8.3-10.5	11.2-14.8
Quality Control/Quality Assurance	3.8-4.5	4.2-7.9	8.6-11.1	-
Service Engineer	3.6-4.6	4.3-6.8	7.4-9.8	10.4-14.9
Supply Chain/Procurement	3.0-4.0	4.3-6.3	6.6-9.5	10.1-14.8
Regulatory Affairs	3.8-4.5	4.4-6.8	7.2-9.7	10.8-14.2
Chemist	3.1-3.8	4.1-5.8	6.8-8.9	-

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

MANUFACTURING/WHOLESALE TRADE (OTHERS)

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Manufacturing Engineer	3.0-3.8	3.6-4.6	5.0-7.3	8.0-9.9
Process Engineer	3.4-4.2	4.5-6.4	6.0-8.6	8.2-10.2
Production Engineer/Technician	2.8-3.7	3.8-5.1	5.0-7.1	-
Project Engineer	3.5-4.2	4.2-5.1	6.0-8.2	7.2-8.6
Research & Development	3.8-4.7	4.5-6.8	6.5-9.2	9.1-12.4
Supply Chain	3.1-4.1	3.6-4.6	5.0-8.6	8.8-9.7

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

REAL ESTATE SERVICES

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Analyst/Economist	4.0–5.0	5.0–7.0	6.0–8.0	7.5–10.0
Financial Management	3.5–4.5	5.5–8.0	7.0–10.0	9.0–12.0
Fund/Investment Consultant	4.0–5.5	6.0–8.0	8.0–11.0	10.0–14.0
Property Manager	3.5–4.5	4.5–6.0	6.0–8.0	7.5–11.5

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

OTHER JOB POSITIONS

Basic monthly Salary in thousand SGD

Job Type Grouped	Junior	Senior	Manager	SMG or Director
Event Planning/Management	3.0–4.5	4.0–5.0	4.5–6.0	6.0–8.5
Product Management/Vendor/Purchasing/Logistics	3.0–4.5	4.5–5.8	5.5–8.5	8.0–10.5
Researcher	3.0–4.2	4.5–6.0	6.0–8.5	–
Interpreter/Translator	3.5–4.2	4.2–5.8	5.5–8.0	–
Technical Support	2.4–4.0	4.0–5.5	5.0 – 7.5	7.6 – 8.7
Legal/Patent	3.5–5.5	5.0–7.5	7.0–9.0	9.0–11.4
Medical Representative	4.5–5.5	5.0–9.0	8.0–13.0	10.0–18.0

Data reflects Sep 2024 – Sep 2025 market & Reeracoen job data.

CONCLUSION



Annex/ Industry Grouping

This salary guide uses Reeracoen's proprietary classification aligned with the **Singapore Standard Industrial Classification (SSIC)** system.

All 95 job categories are grouped under fifteen industries to enable consistent cross-market benchmarking.

- IT/Telecommunications/Software
- Banking & Finance
- Logistics/Trading/Shipping
- Retail/Hospitality
- Professional Services
- Manufacturing (Machinery)
- Manufacturing (Electronics/Semiconductors)
- Construction
- Energy/Oil/Gas
- Manufacturing/Wholesale Trade (FMCG)
- Manufacturing/Wholesale Trade (Medical/Pharmaceutical)
- Real Estate Services
- Other Job Positions

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