



Indonesia

Salary Guide 2024





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In Indonesia, PERSOLKELLY Indonesia has been recognised as an organisation in the HR industry with a global presence and holds an enviable reputation of working in partnership with our clients and candidates to provide an individual and personalised service.

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Contents

Global Reach	04
Executive Overview	06
Banking & Finance	08
Consumer Goods & Services	12
Engineering	22
Hi-Tech	30
Life Sciences	38
Native Japanese	42



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Methodology: Salary figures included in the 2024 Indonesia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Indonesia network, as well as job placement data recorded on the PERSOLKELLY Indonesia database.

Global Reach

We are one of the leading staffing, recruitment and HR solutions providers in the Asia Pacific region. Built on a legacy of innovation that dates back to the start of the modern staffing industry, PERSOLKELLY have a depth and breadth of expertise across diverse industries.

Our team of specialists take a collaborative approach to understand your unique challenges, leading to better relationships and results.

And our dynamic, fresh-thinking is paired with a focus on quality, creating greater value for your business.

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APAC

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Philippines, New Zealand, Singapore,
Taiwan, Thailand, Vietnam

To view our salary guides
across the APAC region visit
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Work and Smile

Working life is a journey of growth and creation.

We all have big dreams,
and there are many different paths to success.

Thus, we need to make our own choices
from a range of diversified work opportunities.

Our vision is to enrich society
so that all work leads to lives of happiness.



Executive Overview

Due to the decrease in commodity prices and demand, the global economy is facing a contraction in exports. The situation is further complicated by the ongoing conflicts in Ukraine and Gaza, which have the potential to affect global supply chains and energy prices. As a result, the global economy is expected to weaken in 2024 but show signs of recovery in 2025. Indonesia is proceeding with caution in its policy planning to tackle this situation.

For 2024, Indonesia has set a target of 5.2% national economic growth, accompanied by an inflation target within a range of 2.8%.¹ The government recognises the importance of preserving macroeconomic stability to attain its growth objectives and strategically manages the State Budget to mitigate inflationary pressures.²

The proposed 2024 State Budget, amounting to 3,304.1 trillion rupiah³, is pivotal in supporting the government agenda for economic transformation agenda and expediting the realisation of Indonesia's national development goals.⁴ Key areas of focus within the budget include advancing a green economy and driving reforms in bureaucracy and state apparatus, with an emphasis on

projects that combat climate change and promote climate-friendly initiatives.⁵ Indonesia has heightened its commitment to environmental sustainability by increasing its Nationally Determined Contribution (NDC) emission reduction targets, aligned with its vision of achieving net zero emissions by 2060.⁶



Furthermore, Indonesia anticipates a resurgence in its digital economy, projecting a return to pre-pandemic levels with an estimated value of around US\$110 billion in 2025.⁷ The e-commerce sector is expected to dominate, with digital payments and e-commerce significantly driving Indonesia's economic growth.⁸

These developments present promising opportunities for Indonesia's workforce to fully embrace the benefits of the digital economy, gaining access to emerging job opportunities.

At PERSOLKELLY, we take pride in being a strategic recruitment partner for companies of all sizes

in Indonesia. In the upcoming year, employers and HR leaders will need to navigate a rapidly changing employment landscape and uncertain macroeconomic conditions. We trust that this guide will serve as a valuable resource to assist companies in adapting their strategies for talent attraction, retention, and development, ensuring the growth of a resilient and future-ready workforce.



Sonny Subhan

Director, PERSOLKELLY Indonesia

Economic
growth projected
to reach

5.2%
in 2024.

Inflation rate
maintains at
a range of

2.8%
in 2024





Banking & Finance

In the near term, Indonesia's banking sector is poised for a positive outlook, driven by significant strides in adopting digital technology.⁹ This progress has significantly enhanced financial inclusion, reaching underserved populations, particularly in remote areas, through accessible platforms such as mobile banking and e-wallets.¹⁰

The challenge is to educate and incentivise the unbanked population to safely and effectively embrace digital services.¹¹ The country's thriving fintech ecosystem has introduced innovative digital financial products like peer-to-peer lending, digital payments, crowdfunding and

robo-advisory services.¹² However, cybersecurity and risk management are becoming critical concerns, which may encourage continued investments by Indonesia's financial institutions in these areas.¹³

As banks, finance companies, and fintechs enhance their collaboration, the distinctions between these segments may become blurred and lead to strategic mergers and partnerships.¹⁴ With Indonesia's sizable unbanked population and increasing digital connectivity, intense competition and offering digital services are expected to benefit consumers ultimately.¹⁵

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

RETAIL & CORPORATE BANKING

LENDING

Marketing Manager	S1	3+	12,000,000	30,000,000
Relationship Manager	S1	3-5	15,000,000	25,000,000
Relationship Manager Commercial Banking	S1	3	20,000,000	25,000,000

FINTECH

Business Development Staff	S1	3-5	15,000,000	25,000,000
Business Development Staff - Mandarin Speaker	S1	1-3	10,000,000	15,000,000
Head of IT	S1	7-10	20,000,000	30,000,000
Junior Back End Developer	S1	1	8,000,000	12,000,000
Senior Back End Developer	S1	5	20,000,000	40,000,000
Specialist Back End Developer	S1	3	10,000,000	15,000,000

CREDIT AGENCY - LEASING

Corp. Planning Manager Secretary	S1	10	30,000,000	35,000,000
Digital Marketing Manager	S2	2	14,000,000	17,000,000
HR Manager	S1	10	20,000,000	25,000,000
Internal Audit Staff	S1	1	5,000,000	6,000,000
IT Division Head	S1	15	35,000,000	45,000,000
Legal Compliance Manager	S1	8	25,000,000	30,000,000
Merger & Acquisition Manager	S1	2	14,000,000	17,000,000
Risk Management Manager	S1	8	25,000,000	30,000,000
Sales Staff	S1	2	8,000,000	10,000,000

Banking & Finance

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

INSURANCE

Accounting Senior Officer	S1	3-5	13,000,000	14,000,000
Admin	S1	1-3	5,000,000	6,000,000
Agency Development Admin Support Staff	S1	1-3	5,000,000	6,000,000
Architect Lead	S1	10	45,000,000	100,000,000
Claim Employee Benefit Staff	S1	1-3	6,000,000	7,000,000
Claim Staff	S1	1-3	5,000,000	6,000,000
Collection Officer	S1	1-3	6,000,000	7,000,000
Compliance Staff	S1	1-3	5,000,000	6,000,000
Content Admin	S1	1-3	5,000,000	6,000,000
Distribution Support Officer	S1	1-3	6,000,000	7,000,000
Employee Benefit Admin Support Officer	S1	1-3	7,000,000	9,000,000
Employee Benefit Underwriting Assistant Manager	S1	5-10	21,000,000	26,000,000
Finance Sales Admin Officer	S1	1-3	7,000,000	8,000,000
HR Admin	S1	1-3	5,000,000	6,000,000
IT Business Analyst Senior Officer	S1	3-5	16,000,000	19,000,000
IT Governance Staff	S1	1-3	5,000,000	7,000,000
IT Technical Support Staff	S1	1-3	5,000,000	6,000,000
IT Vendor Management Information	S1	1-3	5,000,000	6,000,000
Legal Assistant Manager	S1	5-10	19,000,000	24,000,000
Medical Underwriting Officer	S1	3-5	13,000,000	14,000,000
Policy Admin Staff	S1	1-3	5,000,000	6,000,000
Quality Assurance Officer	S1	1-3	5,000,000	6,000,000
Quality Monitoring Staff	S1	1-3	5,000,000	6,000,000
Reconfirmation Staff	S1	1-3	5,000,000	6,000,000
Relation Officer	S1	1-3	5,000,000	6,000,000
Strategic Development Officer	S1	1-3	5,000,000	6,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

INSURANCE

System Support Project Staff	S1	1-3	5,000,000	6,000,000
Tax Officer	S1	1-3	8,000,000	9,000,000
Team Coordinator Officer	S1	1-3	5,000,000	6,000,000
Technical Admin Employee Benefit Staff	S1	1-3	5,000,000	6,000,000
Telemarketing Trainer Officer	S1	3-5	7,000,000	8,000,000
Underwriting Employee Benefit Staff	S1	1-3	5,000,000	6,000,000
Underwriting Senior Officer	S1	3-5	16,000,000	19,000,000



Cybersecurity concerns may encourage more investment in Indonesia's finance sector.



Indonesia's banking sector, boosted by digital adoption, enhances financial inclusion for remote areas.



Consumer Goods & Services

With sluggish growth expected across various FMCG categories and heightened consumer cost-consciousness, FMCG brands in Indonesia must embrace innovation to attract new shoppers.¹⁶ Delivering a seamless strategy across both online and offline channels and optimising different price points and touchpoints will be essential to effectively engage with varying segments of shoppers.¹⁷

Meanwhile, Indonesia's e-commerce market has rapidly grown into the ninth-largest sector

globally, accounting for over 13% of Indonesia's annual GDP.¹⁸ Within the e-commerce space, the vast majority or 85% of merchants are resellers or distributors, representing US\$115-125 in gross merchandise value.¹⁹

As this growing segment has unaddressed needs, consumer goods companies, online retailers and e-commerce platforms have the opportunity to implement collaborative and mutually beneficial approaches to assist in the growth of these businesses.²⁰

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

LOGISTIC AND WAREHOUSE

Business Process & IT Personnel	S1	5	7,000,000	13,000,000
Business Support	D3	1-3	5,000,000	7,000,000
Clearance Admin	D3	1-3	5,000,000	6,000,000
Clearance Agent	D3	1-3	5,000,000	6,000,000
Clearance Agent PIB	D3	1-3	6,000,000	7,000,000
Clearance Assistant	D3	1-3	5,000,000	6,000,000
Customer Financial Services Representative	D3	1-3	5,000,000	7,000,000
Data Admin	D3	1-3	5,000,000	6,000,000
Data Base Assistant	D3	1-3	5,000,000	6,000,000
Duty Tax Admin	D3	1-3	5,000,000	6,000,000
Finance Accounting Manager	S1	5	20,000,000	25,000,000
Forwarding Manager	S1	5	8,000,000	11,000,000
Head of Sales	S1	7	10,000,000	15,000,000
Head of Sales	S1	10	35,000,000	55,000,000
HRGA Assistant Manager	S1	7	10,000,000	16,000,000
Import Admin	D3	1-3	5,000,000	6,000,000
IT Specialist	D3	1-3	7,000,000	8,000,000
Operation Assistant Manager	S1	8	17,000,000	18,000,000
Operation Support Agent (OSA)	D3	1-3	5,000,000	6,000,000
Operations Support	D3	1-3	5,000,000	6,000,000
People Operation Coordinator	D3	1-3	7,000,000	8,000,000
Porter	High School	1-3	5,000,000	6,000,000
Project Manager	S1	10	30,000,000	35,000,000
Sales	S1	4	7,000,000	10,000,000
Sales (Korean Native)	S1	5	40,000,000	50,000,000
Sales Coordinator	D3	1-3	5,000,000	6,000,000
Sales Manager	S1	5	15,000,000	20,000,000
Sales Trucking	S1	5	7,000,000	9,000,000
STC ADMIN	D3	1-3	6,000,000	7,000,000
Telemarketing	D3	1-3	5,000,000	6,000,000
Warehouse Helper	High School	1-3	5,000,000	6,000,000

Consumer Goods & Services

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

SERVICES

Business Development Manager	S1	8	18,000,000	25,000,000
Commercial Legal Manager	S1	10	25,000,000	30,000,000
Finance Business Partner	S1	5	23,000,000	25,000,000
General Affairs (Japanese Speaker)	S1	2	10,000,000	15,000,000
Head of Category Procurement	S1	15	35,000,000	40,000,000
HR Assistant Manager	S1	5	10,000,000	20,000,000
HR Dept. Head	S1	5	20,000,000	25,000,000
Human Resources Assistant Manager	S1	5	10,000,000	15,000,000
Project Support	S1	1-3	5,000,000	9,000,000
Receptionist	D3	0-1	8,000,000	9,000,000
Recruiting Assistant	S1	1-3	7,000,000	8,000,000
Senior Sales Manager (Sales GM)	S1	3	25,000,000	30,000,000
Technical Advisory	S1	10	25,000,000	30,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

ENGINEERING & TECHNICAL (MANUFACTURING)

Accountant	S1	5	15,000,000	20,000,000
Account Payable	S1	5	8,000,000	10,000,000
Accounting Head	S1	8	10,000,000	15,000,000
Automation Mechatronic Engineering	S1	5	10,000,000	12,000,000
Chinese Translator	S1	1	5,000,000	9,000,000
Development Engineer	S1	5	9,000,000	12,000,000
Factory General Manager	S1	10	22,000,000	27,000,000
Finance Manager	S1	10	13,000,000	16,000,000
HR General Manager	S1	15	30,000,000	40,000,000
Legal Supervisor	S1	5	12,000,000	20,000,000
Maintenance Staff	D3	3	5,000,000	7,000,000
Mechatronic Engineer	S1	5	10,000,000	12,000,000
Production Control Manager	S1	7	15,000,000	30,000,000
Regulatory Affairs	S1	3	10,000,000	15,000,000
Sales & Marketing General Manager	S1	12	20,000,000	25,000,000
Sales Admin - Japanese Speaker	S1	1	6,000,000	7,000,000
Sales Engineer	S1	5	8,000,000	10,000,000
Total Quality Management & Health, Safety, and Environmental Supervisor	S1	3	9,000,000	13,000,000

Consumer Goods & Services

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

TRADING

Account Services Manager	S1	5	10,000,000	15,000,000
API Developer	S1	3	10,000,000	15,000,000
Assistant General Affair	S1	1	5,000,000	6,000,000
Brand Manager	S1	10	30,000,000	50,000,000
Business & Quality Analyst	S1	2	8,000,000	9,000,000
Business & Quality Analyst Executive	S1	2	8,000,000	9,000,000
Business Development Manager	S1	5	15,000,000	25,000,000
Cash Terminal Developer	S1	1	6,000,000	8,000,000
E-channel System Analyst	S1	3	10,000,000	15,000,000
Ecommerce Supervisor	S1	3	8,000,000	15,000,000
Engineering & Maintenance Manager	S1	5	20,000,000	25,000,000
Finance, Accounting, and Tax Executive	S1	3	8,000,000	9,000,000
Fullstack Software Developer	S1	3	10,000,000	15,000,000
General Affair Manager	S1	5	21,000,000	23,000,000
HR & GA Manager	S1	5	15,000,000	25,000,000
HR and Legal Manager	S2	7	20,000,000	35,000,000
HR Manager	S1	5	15,000,000	25,000,000
HR Senior Executive	S1	3	8,000,000	10,000,000
HR Senior Staff	S1	5	7,000,000	9,000,000
IT Security	S1	3	10,000,000	15,000,000
Japanese Interpreter	S1	2	10,000,000	12,000,000
Legal Manager	S1	10	21,000,000	23,000,000
Logistics Analyst & Optimisation Staff	S1	3	6,000,000	8,000,000
Maintenance Support Executive	S1	2	6,000,000	8,000,000
Management Director	S1	8	45,000,000	60,000,000
Marketing Senior Staff	S1	4	10,000,000	20,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

TRADING

Procurement & GA Executive	S1	3	8,000,000	9,000,000
Product Development	S1	2	8,000,000	9,000,000
Sales Account Manager	S1	3	15,000,000	20,000,000
Sales Assistant Manager	S1	3	10,000,000	19,000,000
Sales Lead	S1	5	25,000,000	35,000,000
Sales Staff	S1	2-3	10,000,000	15,000,000
Sales Support Admin	S1	2	6,000,000	8,000,000
Software Engineer	S1	3	8,000,000	9,000,000
Software Support	S1	2	6,000,000	8,000,000
Switching Specialist	S1	3	10,000,000	15,000,000
Switching Technical Specialist Support	S1	2	6,000,000	8,000,000
System Analyst	S1	3	10,000,000	15,000,000
Tax Assistant Manager	S1	3	11,000,000	13,000,000
Technical Support	S1	2	6,000,000	8,000,000
Web App Developer	S1	3	10,000,000	15,000,000

Consumer Goods & Services

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

E-COMMERCE

Account Management Staff	S1	1-3	6,000,000	7,000,000
Billboard Operations Staff	S1	1-3	7,000,000	8,000,000
Community Support	S1	1-3	7,500,000	8,500,000
Content Operations Speaclist	S1	1-3	7,500,000	8,500,000
Creative and Design Staff	S1	3-5	11,000,000	12,000,000
Creator Management Staff	S1	3-5	9,000,000	10,000,000
E-Commerce Operation Staff	S1	1-5	7,000,000	10,000,000
HR Generalist	S1	3-5	10,000,000	11,000,000
Motion Grapic Designer	S1	3-5	13,000,000	14,000,000
Narration Account Operations Staff	S1	1-3	7,000,000	8,000,000
Payment Operation Specialist	S1	3-5	10,000,000	11,000,000
Studio Equipment Management Officer	S1	1-3	6,000,000	7,000,000
Studio Management Officer	S1	3-5	11,000,000	12,000,000

RETAIL

Accounting Manager	S1	6	10,000,000	18,000,000
Demand Planning Manager	S1	3-5	22,000,000	28,000,000
Demand Planning Senior Manager	S1	7+	28,000,000	45,000,000
Senior Marketing Manager	S1	7	20,000,000	25,000,000
Store Manager	S1	2-4	5,000,000	10,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

FAST MOVING CONSUMER GOOD

Admin Inbound/Outbound	High School	1-3	5,000,000	6,000,000
Admin Invoice Controller	High School	1-3	5,000,000	6,000,000
Analytical Laboratory Operator	S1	1-3	5,000,000	6,000,000
Apparel QA Technician	S1	3-5	29,000,000	31,000,000
Billing Admin	D3	1-3	5,000,000	6,000,000
Brand Development Senior Manager	S1	7-9	30,000,000	35,000,000
Brand Manager	S1	3-5	20,000,000	26,000,000
Business Analyst Staff	S1	1-3	8,000,000	9,000,000
Business Manager	S1	3-5	24,000,000	28,000,000
Business Support Representative Officer	S1	1-3	5,000,000	6,000,000
Call Center Officer	D3	1-3	5,000,000	6,000,000
Channel Manager	S1	3-5	24,000,000	28,000,000
Claim Admin Staff	D3 / S1	1-3	5,000,000	6,000,000
Cleaner and Gardener	High School	1-3	5,000,000	6,000,000
Cleaning and Sanitation Officer	High School	1-3	5,000,000	6,000,000
Collection Assistance	D3	1-3	5,000,000	6,000,000
Commercial Finance Analyst	S1	3-5	23,500,000	26,500,000
Commisioning Officer	High School	1-3	5,000,000	6,000,000
Corporate Strategy Officer	S1	4	20,000,000	25,000,000
Demand Planning Manager	S1	5	24,000,000	26,000,000
Demand Planning Senior Manager	S1	7+	28,000,000	33,000,000
Distributor Center Representative Officer	D3 / S1	1-3	5,000,000	6,000,000
Driver	High School	1-3	5,000,000	6,000,000
Encoder Operator	D3	1-3	5,000,000	6,000,000
Finance Administrator	S1	1-3	6,000,000	7,000,000
Finance Planning Analyst Manager	S1	3-5	24,000,000	28,000,000

Consumer Goods & Services

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

FAST MOVING CONSUMER GOOD

Food Safety and Quality Copacker Staff	S1	1-3	6,000,000	7,000,000
Forklift Boiler	High School	1-3	5,000,000	6,000,000
Forklift Operator	High School	1-3	5,000,000	6,000,000
HR Manager	S1	5	18,000,000	19,000,000
IT Analyst Manager	S1	3-5	24,000,000	28,000,000
Laboratory Analyst	High School	1-3	5,000,000	6,000,000
Lead Coordinator – HR Representative	High School	1-3	5,000,000	6,000,000
Maintenance Planner	High School	1-3	5,000,000	6,000,000
Marketing Finance Manager	S1	3-5	24,000,000	28,000,000
Micro Analyst	High School	1-3	5,000,000	6,000,000
Office Administration	S1	1-3	6,000,000	7,000,000
Office Boy	High School	1-3	5,000,000	6,000,000
Operator Cross Border	High School	1-3	5,000,000	6,000,000
Procurement Manager	S1	3-5	20,000,000	40,000,000
QA STAFF	S1	1-3	5,500,000	6,500,000
QC Inspector	S1	1-3	8,500,000	9,500,000
Quality Analyst Officer	High School	1-3	5,000,000	6,000,000
Quality Improvement Staff	High School	1-3	5,000,000	6,000,000
Quality Incoming Staff	S1	1-3	6,000,000	7,000,000
Repack Operator	High School	1-3	5,000,000	6,000,000
Sales Finance Analyst	S1	1-3	6,000,000	7,000,000
Sales Finance Manager	S1	3-5	24,000,000	28,000,000
Sales Manager	S1	10	30,000,000	35,000,000
Senior Brand Manager	S1	7-9	30,000,000	60,000,000
Service Admin	S1	1-3	6,000,000	7,000,000

► Salary Range (per month)

QUALIFICATION

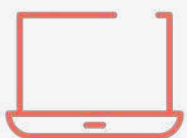
EXPERIENCE
(YEARS)

MIN

MAX

FAST MOVING CONSUMER GOOD

Service Administration	D3	1-3	5,000,000	6,000,000
Social Media Specialist	D3	1-3	5,000,000	6,000,000
Staff POD (Proof of Delivery)	High School	1-3	5,000,000	6,000,000
Stock Checker Operator	High School	1-3	5,000,000	6,000,000
Store Operator	High School	1-3	5,000,000	6,000,000
Supply Chain Management Manager	S1	4	15,000,000	20,000,000
Technician Operator	High School	1-3	5,000,000	6,000,000
Trade Marketing Manager	S1	5	14,000,000	25,000,000
Warehouse Staff	D3	1-3	5,000,000	6,000,000



Indonesia's **e-commerce**,
now the world's ninth-largest,
contributes over
13% to its GDP.



Indonesian FMCG brands must
innovate and blend
online-offline tactics
to engage cost-conscious consumers
amid slow growth.



Engineering

Indonesia's construction industry is poised for robust growth, anticipated to expand by over 5% annually from 2024 to 2027.²¹ This upswing is fueled by transport, energy, housing and industrial investments.²² In its 2024 budget, Indonesia is expected to dedicate 40.6 trillion rupiah (US\$2.7 billion) to constructing its new capital city and an additional 35 trillion rupiah to public works, infrastructure and housing for civil servants.²³

The government's commitment to reducing greenhouse gas emissions and transitioning

towards clean energy will also support the industry's growth.²⁴ Indonesia has outlined ambitious plans requiring a US\$172 billion investment until 2040 to increase renewable energy use to reach net zero emissions by 2060.²⁵

However, challenges persist in balancing grid decarbonisation while maintaining affordable electricity, as the transition to clean energy is financially demanding, and new coal power plants continue to be built amid plans to retire older plants early.²⁶

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

BUILDING, CONSTRUCTION & EPC

Accounting Assistant	S1	1-3	5,500,000	9,000,000
Accounting Manager	S1	10	20,000,000	22,000,000
Architectural Department Manager	S1	20	30,000,000	45,000,000
Assistant Project Manager	S1	5	15,000,000	20,000,000
Assistant Sales Account	S1	1-5	14,000,000	17,000,000
Branch Manager	S1	5	8,000,000	15,000,000
Building Management Administration Staff	S1	3	8,000,000	10,000,000
Business Manager	S1	5-7	24,000,000	27,000,000
Civil Engineer/Planning Engineer	S1	5	10,000,000	20,000,000
Commisioning Engineer	S1	3-5	19,000,000	22,000,000
Contract Administrator	S1	5	16,000,000	22,000,000
Contract Manager	S1	8	30,000,000	50,000,000
Corporate Secretary (Japanese Speaker)	S1	3	15,000,000	25,000,000
Customer Support	S1	3-5	10,000,000	13,000,000
Design HSE Engineering	S1	8-10	25,000,000	35,000,000
Electrical CAD Operator	S1	3	5,000,000	8,000,000
Electrical Engineer	S1	3	6,000,000	10,000,000
Electrical Engineer	S1	8	12,000,000	16,000,000
Engineer Manager	S1	5-10	20,000,000	30,000,000
English Interpreter / Document Contoroller	S1	3	12,000,000	15,000,000
Fieldservice Commissioning Engineer	S1	5-10	47,000,000	50,000,000
Fire & Gas Engineer	S1	10	40,000,000	55,000,000
Fit Out Executive	S1	2	6,000,000	8,000,000
GA Japanese Interpreter	S1	5	8,000,000	15,000,000
General Manager	S1	5	20,000,000	25,000,000
Interpreter, Accounting Support	S1	1	10,000,000	12,000,000
IT Infrastructure Department Head	S1	10	25,000,000	30,000,000
IT Support	S1	3	7,000,000	10,000,000

Engineering

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

BUILDING, CONSTRUCTION & EPC

Japanese Interpreter	S1	5	8,000,000	15,000,000
Junior Process Engineer	S1	5	35,000,000	40,000,000
Legal Manager	S1	6	15,000,000	18,000,000
Maintenance Department Head	S1	10	25,000,000	30,000,000
Marketing Assistant Manager	S1	5	10,000,000	15,000,000
Marketing Manager	S1	5	8,000,000	15,000,000
Mechanical Engineer	D3 / S1	3-7	6,000,000	10,000,000
MEP Building Assistant Operation Manager	S1	10	15,000,000	25,000,000
MEP Building Senior Operation Executive	S1	5	10,000,000	15,000,000
Office Engineer	S1	5	10,000,000	20,000,000
Order Management	S1	3-5	11,000,000	14,000,000
Order Management	S1	1-3	8,500,000	9,500,000
Planning Engineer	S1	5	10,000,000	20,000,000
Project Accountant	S1	1-3	8,500,000	9,500,000
Project Management	S1	10	20,000,000	40,000,000
Project Manager	S1	10	20,000,000	30,000,000
QC Manager	S1	5	20,000,000	30,000,000
Quality Assurance Manager	S1	5	10,000,000	12,000,000
Quality Assurance Supervisor	S1	5	8,000,000	10,000,000
Quantity Surveyor	S1	10	10,000,000	20,000,000
Quantity Surveyor Supervisor	S1	5	8,000,000	12,000,000
Receptionist	S1	1-3	5,000,000	6,000,000
Sales Manager	S1	5-7	26,000,000	29,000,000
Sales Supervisor	S1	5	15,000,000	20,000,000
Schedule Controller/IT Operator	S1	2	7,000,000	8,000,000
Service Engineer	S1	5-10	33,000,000	38,000,000
Sales Officer	S1	1-3	7,000,000	8,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

BUILDING, CONSTRUCTION & EPC

Senior Accountant	S1	3	15,000,000	25,000,000
Senior Control & Instrument Engineer	S1	10	55,000,000	60,000,000
Senior Mechanical Engineer Static	S1	8	40,000,000	55,000,000
Senior Process Engineer	S1	10	45,000,000	55,000,000
Tax Manager	S1	5	15,000,000	20,000,000
Technical Advisor Support	S1	3-5	16,000,000	19,000,000

PETROCHEMICAL

HR Manager	S1	3	25,000,000	30,000,000
Instrument Engineering	S1	5-8	25,000,000	30,000,000
Procurement Officer	S1	1-3	9,000,000	12,000,000
Project Lead	S1	5-8	30,000,000	35,000,000
Purchasing Manager	S1	5-7	17,000,000	20,000,000
Sales Engineer	S1	3	8,000,000	10,000,000
Schedule Turnaround Specialist	S1	5-10	30,000,000	33,000,000

Engineering

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

OIL & GAS

Additive Scheduler Staff	S1	1-3	7,000,000	8,000,000
Administration Staff	S1	1-3	7,000,000	10,000,000
Administrative Assistant	S1	3-5	11,000,000	14,000,000
B2B Route to Market Analyst	S1	3-5	11,000,000	12,000,000
B2C Direct Sales Admin	S1	3-5	11,000,000	14,000,000
B2C Marketing Implementer	S1	3-5	18,000,000	21,000,000
BIWS, CIWS, Hub Admin	S1	3-5	11,000,000	14,000,000
Cash Collection Leader	S1	3-5	15,000,000	18,000,000
Channel Development and Project Leader	S1	5-7	27,000,000	30,000,000
Co-Locator Support	S1	3-5	17,000,000	20,000,000
Communication Executive	S1	3-5	10,000,000	13,000,000
Credit & Collection Analyst	S1	1-3	7,000,000	8,000,000
Credit Supply Chain Admin	S1	1-3	8,000,000	9,000,000
Customs Clearance Admin	S1	1-3	5,500,000	6,500,000
Data Analyst	S1	1-3	6,000,000	7,000,000
Digital Business Development Executive	S1	5-7	23,000,000	26,000,000
Direct Channel Executive	S1	3-5	13,000,000	16,000,000
Distributor Development Executive	S1	3-5	16,500,000	19,500,000
Document Controller Staff	S1	3-5	10,000,000	11,000,000
Driver	S1	1-3	5,000,000	6,000,000
E-Commerce Business Implementer	S1	3-5	11,000,000	12,000,000
Financial Consultant to B2C Distributor	S1	7-10	62,000,000	67,000,000
Finance Admin Support	S1	1-5	6,000,000	7,000,000
Finance Officer	S1	1-3	8,000,000	9,000,000
GA Manager	S1	7	20,000,000	30,000,000
General Admin for B2B Direct Marketing Executive	S1	5-7	18,000,000	21,000,000
General Admin for Contact Procurement	S1	3-5	12,000,000	15,000,000
General Admin for Legal	S1	3-5	18,000,000	22,000,000
General Admin for Logistic	S1	1-5	5,000,000	9,000,000
General Admin for Marketing	S1	3-5	7,000,000	8,000,000
General Admin for Sales & Operations Analyst	S1	3-5	10,000,000	11,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

OIL & GAS

General Admin for Senior Account Payable	S1	1-3	6,000,000	7,000,000
General Admin for Supply Scheduler	S1	3-5	9,000,000	10,000,000
General Admin for Tax	S1	1-3	6,000,000	7,000,000
General Ledger, Financial Reporting Analyst	S1	5-7	23,000,000	26,000,000
HRGA Legal Senior Manager	S1	15	40,000,000	50,000,000
HRGA Staff - Japanese Speaker	S1	2	6,000,000	8,000,000
IT Support	S1	3-5	12,000,000	15,000,000
Junior Procurement Engineer	S1	1-3	9,000,000	10,000,000
Junior Tax Officer	S1	1-3	8,000,000	9,000,000
Logistic Officer	S1	3-5	17,000,000	20,000,000
Logistic Scheduling Admin	D3	3-5	8,000,000	9,000,000
Marketing Analyst	S1	1-3	7,000,000	8,000,000
Marketing Assistant Manager	S1	3-5	11,000,000	14,000,000
Marketing Implementer Assistant Manager	S1	3-5	15,000,000	18,000,000
Marketing Implementer Officer	S1	3-5	11,000,000	19,000,000
Marketing Sales Executive	S1	3-5	19,000,000	22,000,000
Operation Excellence Executive	S1	3-5	11,000,000	14,000,000
Pricing & Product Life-cycle Management Analyst	S1	3-5	11,000,000	14,000,000
Product Execution Coordinator	S1	3-5	11,000,000	14,000,000
Project Admin Support	S1	5-7	21,000,000	24,000,000
Project Engineer	S1	1-3	8,000,000	9,000,000
Project Secretary	S1	5-7	23,000,000	26,000,000
Retail General Admin Support	D3 / S1	3-5	13,000,000	17,000,000
Retail General Admin Support	D3 / S1	1-3	8,000,000	10,000,000
Retail Site Assurance Advisor	S1	3-5	14,000,000	17,000,000
Sales Admin	S1	3-5	12,000,000	15,000,000
Sales and Marketing Executive	S1	3-5	15,000,000	18,000,000
Sales and Marketing Supervisor	S1	5	12,000,000	14,000,000
Sales Executive	S1	3-5	18,000,000	21,000,000
Sales Manager	S1	5	15,000,000	20,000,000
Sales Staff	S1	3-5	19,000,000	22,000,000

Engineering

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

OIL & GAS

Sales Support	S1	3-5	6,000,000	7,000,000
Secretary	S1	3-5	11,500,000	14,500,000
Senior General Admin for Road To Market Data Analyst	S1	5-7	20,000,000	23,000,000
Service and Marketing Implementer Staff	S1	1-3	8,000,000	9,000,000
Site Assistant Test-Commissioning Supervisor	S1	1-3	5,000,000	6,000,000
Site Safety Officer	S1	1-3	6,000,000	7,000,000
Sourcing & Procurement Senior Staff	S1	3-5	19,000,000	22,000,000
Structural Analytical Synthesis (SAS) Drafter	S1	1-3	7,000,000	8,000,000
Talent Acquisition Staff	S1	5-7	20,000,000	23,000,000
Tax Admin	S1	1-3	6,000,000	7,000,000
Tax and Audit Assistant	S1	3-5	18,000,000	21,000,000
Telecom Engineer	S1	1-3	8,000,000	9,000,000

MINING

Construction Manager	S1	5	16,000,000	18,000,000
Country Tax Manager	S1	10-12	40,000,000	45,000,000
Deputy Project Director (GM)	S1	5	20,000,000	25,000,000
Document Controller	S1	2	5,000,000	6,000,000
Finance Accounting	S1	5	12,000,000	15,000,000
HRBP Sr. Manager	S1	12-15	45,000,000	55,000,000
Personal Assistant	S1	10	30,000,000	35,000,000
Project Controller	S1	2	11,000,000	12,000,000
Project Engineer	S1	3	16,000,000	18,000,000
Project Manager	S1	5	20,000,000	25,000,000
Project Scheduler	S1	2	6,000,000	8,000,000
Quarry Manager	S1	5	30,000,000	50,000,000
Safety Officer	S1	5	8,000,000	10,000,000
Sr. Specialist Engineer	S1	10-12	45,000,000	60,000,000
Structural & Civil Engineer	S1	5	11,000,000	12,000,000
Tax Accountant	S1	5	10,000,000	12,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

POWER PLANT

Account Payable	S1	3-5	8,000,000	10,000,000
ASEAN Talent Acquisition Partner	S1	5-10	42,000,000	47,000,000
Communications Assistant	S1	3-5	11,000,000	14,000,000
Courier Staff	High School	1-3	6,000,000	7,000,000
Custom Associate	S1	1-3	8,000,000	9,000,000
Driver	High School	1-3	6,000,000	7,000,000
Executive Assistant	S1	3-5	30,000,000	35,000,000
IT Services Depot Staff	S1	1-3	11,000,000	14,000,000
Logistic Assistant	S1	1-3	10,000,000	11,000,000
Logistics Operations Assistant	S1	1-3	8,000,000	9,000,000
Logistics Support	S1	1-3	12,000,000	15,000,000
Marketing Specialist	S1	3-5	19,000,000	22,000,000
Operations and Analytical Consultant	S1	1-3	14,000,000	17,000,000
Regulatory Affairs Admin	S1	1-3	10,500,000	13,500,000
Sales Admin Support	S1	1-3	14,000,000	17,000,000
Senior Service Operations Specialist	S1	1-3	9,000,000	10,000,000
Service Operations Specialist	S1	1-3	8,000,000	9,000,000
Service Sales Administrator	S1	1-3	8,000,000	9,000,000

Indonesia plans to spend
40.6 trillion rupiah
to constructing its new capital city.

Indonesia's clean energy shift and
emission reduction goals, needing
\$172 billion by 2040,
aim for net-zero by 2060.



Hi-Tech

Indonesia has made considerable strides in its digitalisation efforts and prioritises digital transformation as a critical national agenda. To accelerate public sector digital transformation, the government plans to expand the Ministry of Health's Digital Transformation Office and establish an independent body that will become Indonesia's primary driver of digital transformation.²⁷

Tech professionals who are interested in contributing to the public sector may have additional employment prospects to look forward

to. Meanwhile, in the private sector, venture capital funding has been projected to decline by up to 80% in 2023.²⁸

Despite the market's deceleration, tech professionals may still uncover opportunities in certain sectors that are growing quickly in popularity, such as climate tech and the green economy.²⁹ Additionally, industries with tangible needs and significant potential for tech-driven transformation, such as aquaculture, may remain promising for these professionals.³⁰

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

INFORMATION TECHNOLOGY

.NET Developer	S1	5	20,000,000	25,000,000
.NET Team Lead	S1	5	13,000,000	17,000,000
.NET Technical Lead	S1	5	15,000,000	20,000,000
Account Executive	S2	5-10	70,000,000	74,000,000
Account Manager	S1	2	10,000,000	15,000,000
Account Manager	S1	3-5	34,000,000	37,000,000
Account Payable Process Specialist	S1	1-3	8,000,000	9,000,000
Account Payable Specialist	S1	1-3	6,000,000	7,000,000
Admin & Workspace Executive	S1	3-5	18,000,000	20,000,000
API Developer	S1	3	8,000,000	15,000,000
ASEAN Digital Marketing Specialist	S1	5-10	44,000,000	49,000,000
Bilingual Engineer (placed in Japan)	S1	1	15,000,000	46,000,000
Business Development Manager	S1	3-5	12,000,000	30,000,000
Business Development Manager	S1	7-8	35,000,000	38,000,000
Business Manager	S2	5-10	60,000,000	65,000,000
Channel Marketing Assistant Manager	S1	3-5	12,500,000	13,500,000
Channel Sales	S1	3-5	14,000,000	16,000,000
Channel Sales Manager	S2	5-10	87,000,000	92,000,000
Client Services Specialist	S1	5	21,000,000	30,000,000
Cost Control Manager	S1	5	40,000,000	50,000,000
Country Manager Indonesia	S2	10-15	254,000,000	264,000,000
Country Sales Manager	S2	5-10	82,000,000	87,000,000
Data Center Admin Support (DCAS) Manager	S1	8	45,000,000	50,000,000
Data Center Admin Support (DCAS) Lead	D3	3	35,000,000	40,000,000
Data Center Engineering Support (DCES) Lead	D3	5	35,000,000	40,000,000
Data Center Engineering Support (DCES) Manager	S1	8	45,000,000	50,000,000
Data Center Service Assurance (DCSA) Lead	D3	5	35,000,000	40,000,000
Data Center Service Assurance (DCSA) Manager	S1	8	70,000,000	80,000,000
Data Center Service Operation (DCSO) Lead	D3	3	35,000,000	40,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

INFORMATION TECHNOLOGY

Data Center Service Operation (DCSO) Specialist	D3	1	18,000,000	21,000,000
Data Center Service Provisioning (DCSP) Manager	S1	8	45,000,000	50,000,000
Data Center Technical Support (DCTS) Lead	D3/S1	5	35,000,000	40,000,000
Data Center Technical Support (DCTS) Manager	S1	8	45,000,000	50,000,000
Developer Community Manager	S1	3-5	33,000,000	36,000,000
Education Adoption Lead	S2	5-10	63,000,000	68,000,000
Enterprise Account Manager	S2	5-10	50,000,000	55,000,000
ESH ESG Senior Manager	S1	10	60,000,000	70,000,000
Field Data Collection Staff	High School	1-3	5,000,000	6,000,000
Finance Director	S1	15	85,000,000	95,000,000
Firmware Engineer	S1	1	10,000,000	15,000,000
Firmware Engineer Leader	S1	2	20,000,000	25,000,000
Fullstack Software Developer	S1	5	12,000,000	16,000,000
Education Adoption Specialist	S1	3-5	28,000,000	31,000,000
Head of End User Services	S1	>10	50,000,000	55,000,000
Head of HR	S1	10	30,000,000	35,000,000
HR Business Partner	S1	1-3	8,000,000	12,000,000
iOS Developer	S1	2-3	9,000,000	12,000,000
IT Consultant	S1	5	17,000,000	20,000,000
IT Developer Lead	S1	2-4	13,000,000	15,000,000
IT Manager	S1	10	45,000,000	50,000,000
IT Sales Representative	S1	7	15,000,000	20,000,000
IT Support	S1	1	5,000,000	7,000,000
Java Developer	S1	8-10	30,000,000	40,000,000
Java Developer	S1	1-5	12,000,000	28,000,000
Java Programmer	S1	1-2	10,000,000	15,000,000
Junior Consultant	S1	3-5	10,000,000	11,000,000
Junior Programmer	S1	1	6,000,000	8,000,000
Junior Sales Manager	S1	3	16,000,000	24,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

INFORMATION TECHNOLOGY

Marketing Manager	S1	3-5	36,000,000	39,000,000
Marketing Manager	S2	5-10	68,000,000	73,000,000
Middle .NET Developer	S1 / S2	3	9,000,000	12,000,000
Middle Drupal Developer	D3/S1	3	8,000,000	12,000,000
Network and Cloud System Engineer	S1	5	10,000,000	19,000,000
Onboarding & Training Specialist	S1	3-5	14,000,000	15,000,000
Onboarding and Technical Support Specialist	S1	3-5	14,000,000	15,000,000
Online Marketing Manager	S1	3-5	20,000,000	22,000,000
Partner Account Manager	S2	5-10	90,000,000	95,000,000
Payroll Lead	S1	6	20,000,000	25,000,000
PHP Tech Lead	D3 / S1	5	15,000,000	20,000,000
Product Development Assistant Manager	S1	4+	20,000,000	25,000,000
Program Manager	S1	5	50,000,000	60,000,000
Project Leader	S1	8	20,000,000	40,000,000
Project Manager	S1	5-10	20,000,000	52,000,000
Project Manager	S1	2-5	10,000,000	15,000,000
React Native Developer	S1	1-2	10,000,000	11,000,000
Reception & Facility	D3	1-3	9,000,000	10,000,000
Resident Consultant	S1	3-5	32,000,000	35,000,000
Risk Business Manager	S1 / S2	5-10	17,000,000	25,000,000
Sales Admin	S1	1-3	8,000,000	9,000,000
Sales Development Representative	S1	3-5	27,000,000	30,000,000
Sales Executive	D3 / S1	3-5	15,000,000	18,000,000
Sales Manager	S1	3	15,000,000	20,000,000
Sales Manager	D3 / S1	3-7	15,000,000	70,000,000
Sales Representative	S1	1-3	8,000,000	9,000,000
SAP HCM SF Consultant	S1	3-5	20,000,000	25,000,000
Search Operations Lead	S1	3	10,000,000	12,000,000
Secretary - Japanese Speaker	S1	3	10,000,000	15,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

INFORMATION TECHNOLOGY

Senior .NET Developer	D3 / S1	5	10,000,000	15,000,000
Senior Account Acquisition	S1	8	20,000,000	25,000,000
Senior Customer Success Engineer	S1	6	15,000,000	20,000,000
Senior Drupal Developer	D3 / S1	5	13,000,000	18,000,000
Senior Full Stack Developer	High School	5	10,000,000	25,000,000
Senior HR Executive	S1	4	15,000,000	18,000,000
Senior Legal & Compliance Manager	S1	10	60,000,000	70,000,000
Senior Marketing Communications Manager	S1	8-10	60,000,000	70,000,000
Senior PHP Developer	S1	5	15,000,000	20,000,000
Senior Product Manager	S1	10-15	35,000,000	70,000,000
Senior Project Manager	S1	5-10	58,000,000	62,000,000
Senior SAP Basis Consultant	S1	10+	25,000,000	30,000,000
Senior System Engineer	S1	5-10	41,000,000	76,000,000
Senior System Engineer	S2	5-10	54,000,000	87,000,000
Senior Technical Consultant	S1	5	20,000,000	25,000,000
Senior Wordpress Developer	High School	5	10,000,000	25,000,000
SITECH Business Manager	S1	5-10	20,000,000	30,000,000
Software Developer	S1	2-5	10,000,000	18,000,000
Software Engineer	S1	2	8,000,000	20,000,000
Startup Ecosystem Manager	S1	3-5	36,000,000	39,000,000
Strategic Sales General Manager	S1	15	30,000,000	40,000,000
Switching Specialist	S1	5	13,000,000	17,000,000
System Engineer	S1	5-10	55,000,000	60,000,000
System Engineering Senior Manager	S2	10-15	92,000,000	97,000,000
Tax Manager	S1	8	40,000,000	50,000,000
Team Lead - Enterprise Account	S2	10-15	98,000,000	103,000,000
Team Lead - Enterprise Account	S2	5-10	79,000,000	84,000,000
Technical Account Manager	S1	1-3	8,000,000	15,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

INFORMATION TECHNOLOGY

Technical Consultant	S1	3	10,000,000	15,000,000
Technical Lead	S1	7	28,000,000	30,000,000
Technical Support Specialist	S1	3-5	13,000,000	14,000,000
Technology Manager	S1	3-5	40,000,000	45,000,000
Technology Project Operations Environment, Project Engineer	S1	7-8	25,000,000	30,000,000
Technology Project Operations Environment, Project Manager	S1	8-10	30,000,000	45,000,000
Technology Project Operations Environment, Senior Project Manager	S1 / S2	15	50,000,000	65,000,000
Vice President	S1	10	30,000,000	50,000,000
Vice President of Technology	S1	10	55,000,000	60,000,000
Visual Basic of Application Officer	High School	3	8,000,000	15,000,000
Web Developer	S1	1-5	12,000,000	28,000,000
You Tube Project Administration	S1	3-5	14,000,000	15,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

TELECOMMUNICATION

Account Manager	S1	3-5	20,000,000	50,000,000
Advertising Sales Manager	S1	5	18,000,000	20,000,000
Commercial Business Manager	S1	5+	20,000,000	50,000,000
Contract Commercial Manager	S1	3-5	30,000,000	39,000,000
Contract Scenario Expert	S1	3-5	10,000,000	17,000,000
Delivery Manager	S1	3-5	34,000,000	40,000,000
Director	S2	3-5	42,000,000	47,000,000
Field Engineer	S1	3-5	30,000,000	33,000,000
General Affair - Mandarin Speaker	S1	0	6,000,000	8,000,000
HRBP Supervisor - Mandarin Speaker	S1	3	13,000,000	15,000,000
Laboratory Technician	Vocational School	0	8,000,000	10,000,000
Lead Associate	S1	1-3	9,000,000	10,000,000
Management Trainee Sales - Mandarin Speaker	S1	0	6,000,000	8,000,000
Mobile Phone Reliability Engineer- Mandarin Speaker	S1	0	8,000,000	10,000,000
Network Product Manager	S1	6	22,000,000	40,000,000
Office Boy	High School	1-3	6,000,000	7,000,000
Product Management Control - Mandarin Speaker	S1	3	8,000,000	10,000,000
Regional Sales Manager	S1	5	16,000,000	18,000,000
Repair Engineer	S1	1-3	11,000,000	12,000,000
Senior Channel Manager	S1	5+	40,000,000	70,000,000
Senior Director - Solutions Sales	S2	5-10	107,000,000	112,000,000
Senior Engineer	S1	1-3	11,000,000	12,000,000
Senior Executive	S1	1-3	9,000,000	10,000,000
Senior Techical Lead	S1	3-5	36,000,000	38,000,000
Technical Lead	S1	1-3	6,000,000	7,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

AUTOMOTIVE

Axor Sales Manager	S1	8-10	18,000,000	20,000,000
Operation Manager	S1	5	20,000,000	25,000,000
Plant Manager	S1	5	20,000,000	25,000,000
Product Sales Manager	S1	8-11	18,000,000	20,000,000

Indonesia prioritises
digital transformation,
planning to expand the Health
Ministry's Digital Office and create
a leading digital agency.



Tech professionals interested in
public sector roles
may see more job opportunities.



Life Science

Over the past five years, Indonesia's pharmaceutical sector has experienced consistent growth, with GDP increasing from Rp 179.79 trillion in 2019 to Rp 235.48 trillion in 2022.³¹ The government's commitment to bolstering domestic pharmaceutical production, as outlined in the National Industrial Development Master Plan 2015-2035, has played a pivotal role in this progress.³²

Recent deliberations on a Health Bill in Parliament from May to June 2023 underscore the government's focus on improving healthcare

access and quality. The bill aims to involve foreign entities in improving hospital services, technological capabilities, human resources, and pharmaceutical sufficiency.³³

Indonesia is also emerging as a critical hub for medical device manufacturing, with the industry projected to reach \$6.5 billion by 2026.³⁴ Factors such as a burgeoning population, rising middle class, increasing chronic diseases, and a supportive government implementing policies that attract domestic and foreign medical device manufacturers contribute to the industry's robust growth.³⁵

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

PHARMACEUTICAL

Admin & Secretary	S1	0-2	8,000,000	10,000,000
Commercial Head	S1	5	40,000,000	50,000,000
Computerised System Validation Officer	S1	0-2	6,000,000	9,000,000
Customer Engagement Associate	S1	2	7,000,000	11,000,000
Documentation Officer	S1	0-2	5,000,000	7,000,000
Driver	S1	2-4	5,000,000	6,500,000
EHS Staff	S1	0-2	8,000,000	11,000,000
Equipment Qualification Officer	S1	2-4	8,000,000	13,000,000
Export Import Admin	S1	0-2	7,000,000	10,000,000
IT Project Officer	S1	0-2	5,000,000	7,000,000
Liason Officer	S1	0-2	5,000,000	7,000,000
Medical Education and Compliance Associate	S1	0-2	6,000,000	9,000,000
Packaging Engineer	S1	2-4	10,000,000	14,000,000
Packaging Specialist	S1	2-4	10,000,000	14,000,000
Program Administrator	S1	2-4	10,000,000	14,000,000
Project Executive	S1	0-2	5,000,000	8,000,000
QA Admin	S1	0-2	6,000,000	9,000,000
Quality Assurance Associate	S1	6-8	19,000,000	23,000,000
Quality Control Officer	S1	0-2	6,000,000	9,000,000
Sales Manager	S1	5-8	15,000,000	40,000,000
Sales Secretary	S1	6-8	22,000,000	27,000,000
Supply Chain Manager	S1	3	10,000,000	20,000,000
Oracle Fusion Human Capital Management Senior Staff	S1	10	15,000,000	20,000,000
Oracle Functional Staff	S1	1	8,000,000	10,000,000
Business Analyst Associate Manager	S1	4	15,000,000	20,000,000
Building Management Senior Manager / GM	S1	15	50,000,000	70,000,000
Associate Product Manager	S1	1	12,000,000	15,000,000
Costing Manager	S1	7	20,000,000	30,000,000
GA Manager	S1	10-15	20,000,000	30,000,000
Head of Marketing	S1	15	80,000,000	85,000,000
Head of Business	S1	15	80,000,000	85,000,000
Customer Service Manager	S1	5	18,000,000	20,000,000
Finance Controller	S1	7-10	40,000,000	45,000,000

Life Science

► Salary Range (per month)

	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MEDICAL DEVICES				
Access Project Officer	S1	4-6	10,000,000	12,000,000
Accounting Administration Assistant	S1	0-2	8,000,000	10,000,000
Assistant Product Manager	S1	3	13,000,000	15,000,000
Associate Manager of Communication & Public Affairs	S1	6-8	26,000,000	30,000,000
Budgeting Analyst	S1	0-2	7,000,000	10,000,000
Business Development Manager	S1	5-7	30,000,000	50,000,000
Clinical Specialist	S1	2-4	7,000,000	10,000,000
Commercial Quality Specialist	S1	2-4	9,000,000	13,000,000
Customer Service	S1	4-6	15,000,000	19,000,000
Data Analytics - Business Analyst	S1	2-4	8,000,000	11,000,000
Finance Admin	S1	0-2	5,000,000	9,000,000
General Sales Administration	S1	2-4	14,000,000	17,000,000
Logistic Admin	S1	0-2	8,000,000	10,000,000
Logistic Staff	S1	0-2	8,000,000	10,000,000
Mailing Officer	S1	0-2	5,000,000	9,000,000
Marketing Product Manager	S1	5-7	25,000,000	40,000,000
Marketing Product Specialist	S1	2-3	15,000,000	22,000,000
Medical Admin	S1	2-4	9,000,000	13,000,000
Medical Consultant - Japanese Speaker	S1	3	13,000,000	15,000,000
Medical Technician Officer	S1	0-2	6,000,000	9,000,000
National Sales Manager	S1	15	20,000,000	25,000,000
Partner Manager	S1	13	45,000,000	65,000,000
People Experience Operations Specialist	S1	0-2	6,000,000	10,000,000
Private Health Insurance Project Officer	S1	4-6	10,000,000	12,000,000
Procurement Contract Specialist	S1	4-6	13,000,000	17,000,000
Product Manager - Medical Device	S1	3	8,000,000	10,000,000
Product Manager - Medical Equipment	S1	3	15,000,000	20,000,000
Product Specialist	S1	3	8,000,000	10,000,000
Project Admin	S1	0-2	5,000,000	9,000,000
Project Manager	S1	4-6	82,000,000	117,000,000
R2P Account Payable	S1	0-2	5,000,000	9,000,000
Regulatory Affairs Specialist	S1	1-6	7,000,000	16,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

MEDICAL DEVICES

Sales Admin	S1	0-4	6,000,000	13,000,000
Sales and Marketing Administration	S1	0-2	6,000,000	9,000,000
Sales Executive	S1	2-3	5,000,000	8,000,000
Sales Manager	S1	5-7	30,000,000	60,000,000
SAP Business Support	S1	0-2	5,000,000	8,000,000
Supply Chain Analyst	S1	0-2	7,000,000	10,000,000
Service Engineer	S1	3	8,000,000	10,000,000
SFE Analyst	S1	0-2	6,000,000	9,000,000
Supply Chain Admin Staff	S1	0-2	8,000,000	10,000,000
Supply Chain Staff	S1	0-2	7,000,000	10,000,000
Surgical Specialist	S1	0-2	6,000,000	9,000,000
System Service Admin	S1	0-2	8,000,000	10,000,000

HOSPITAL & HEALTHCARE

Corporate Business Development and Marketing Executive	S1	5	40,000,000	50,000,000
Digital Marketing Manager	S1	5	30,000,000	35,000,000
Marketing Manager	S1	5	30,000,000	35,000,000
Medical Coordinator	S1	3	14,000,000	16,000,000
Personal Assistant	S1	8	25,000,000	30,000,000
Recruitment Coordinator	S1	5	20,000,000	25,000,000



Native Japanese

The Indonesia-Japan Economic Partnership Agreement was recently amended to promote bilateral trade and investment by maximising the comparative advantages of both countries.³⁶

Japan's banks have already been accelerating their investments and acquisitions in Indonesia's digital finance sector, and are expected to continue doing so into 2024.³⁷ In other sectors, such as the automotive industry, Indonesia's government is offering incentives to draw investment into electric vehicle (EV) production, which may appeal to

Japanese automakers who seek to expand their production capacity.³⁸

Japan is already the fourth largest investor in Indonesia, with Japanese direct investment reaching US\$1 billion in the first three months of 2023.³⁹ These recent developments spark increased optimism for advancing Indonesia-Japan relations, the continued collaboration between both countries as pivotal trade and investment partners⁴⁰, and bountiful career opportunities for professionals with Japanese language skills and market familiarity in the years ahead.

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

MEDIA

Editor Staff	S1	3-5	20,000,000	30,000,000
Sales Staff	S1	1	10,000,000	15,000,000

HOSPITALITY (HOTEL)

Guest Relations Staff	S1	3	18,000,000	23,000,000
Sales Manager	S1	3	20,000,000	30,000,000
Sales Staff	S1	3	20,000,000	25,000,000

CONSULTING

Accounting Consultant	S1	3-5	20,000,000	40,000,000
Accounting / Tax Consultant	S1	5-10	45,000,000	70,000,000
HR Consultant	S1	3-5	25,000,000	45,000,000
Japan Desk Representative Staff	S1	5-10	60,000,000	70,000,000
Marketing & Customer Services Staff	S1	3-5	25,000,000	30,000,000
Sales Staff	S1	5	30,000,000	60,000,000

Native Japanese

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

SERVICES

Building Equipment Maintenance Engineer	S1	3-5	25,000,000	30,000,000
Chef & Store Management Staff	S1	3-5	25,000,000	30,000,000
Chef Staff	S1	3-5	30,000,000	40,000,000
Customer Services Staff	S1	1-3	15,000,000	20,000,000
Customer Support Staff	S1	1-3	27,000,000	30,000,000
Guest Relations & Sales Staff	S1	3-5	31,000,000	39,000,000
Guest Relations Staff	S1	1-3	18,000,000	22,000,000
Operation Staff	S1	3-5	30,000,000	40,000,000
Personal Asisstant of President Director	S1	3-5	50,000,000	60,000,000
Sales Manager	S1	3-5	28,000,000	30,000,000
Sales Staff	S1	3-5	20,000,000	30,000,000
Senior Customer Relations Supervisor	S1	1-3	22,000,000	24,000,000
Store Management Staff	S1	1-5	25,000,000	40,000,000
Sales Manager	S1	3-5	28,000,000	30,000,000
Store Management Staff	S1	1-5	25,000,000	40,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

ENGINEERING & TECHNICAL (MANUFACTURING)

Accounting Advisor	S1	3-5	20,000,000	35,000,000
Accounting General Manager	S1	5	35,000,000	40,000,000
Accounting Manager	S1	3-5	20,000,000	35,000,000
Administration & Production Staff – Japanese Interpreter	S1	3-5	25,000,000	30,000,000
Back Office Interpreter	S1	1-3	25,000,000	30,000,000
Back Office Manager	S1	3-5	40,000,000	50,000,000
Electrical Engineer	S1	5	30,000,000	40,000,000
Factory Director	S1	5-10	35,000,000	45,000,000
Factory Manager	S1	3-5	25,000,000	35,000,000
Finance & Accounting Staff	S1	5	30,000,000	50,000,000
General Administration	S1	3-5	25,000,000	30,000,000
General Manager	S1	5-10	70,000,000	80,000,000
General Manager Assistant	S1	3-5	20,000,000	25,000,000
Manufacturing Department Staff	S1	3-5	20,000,000	25,000,000
Marketing General Manager	S1	3-5	30,000,000	60,000,000
Mold Department Manager	S1	5-10	30,000,000	50,000,000
President Director	S1	5-10	45,000,000	50,000,000
President's Secretary	S1	3-5	25,000,000	30,000,000
Production & Quality Control	S1	3-5	30,000,000	50,000,000
Production Control Staff	S1	3-5	20,000,000	40,000,000
Production Department Translator Staff	S1	3-5	30,000,000	50,000,000
Production Engineering Staff	S1	3-5	30,000,000	40,000,000
Production Manager	S1	3-5	25,000,000	30,000,000
Project Manager	S1	5	25,000,000	50,000,000
Project Support Manager	S1	3-5	25,000,000	30,000,000
Quality Assurance Advisor	S1	3-5	30,000,000	50,000,000
Quality Assurance / Development Staff	S1	3-5	30,000,000	32,000,000
Quality Control & Production Control Staff	S1	3-5	20,000,000	30,000,000
Quality Control Senior Manager	S1	3-5	25,000,000	30,000,000
Sales & Marketing Manager	S1	3-5	30,000,000	40,000,000

Native Japanese

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

ENGINEERING & TECHNICAL (MANUFACTURING)

Sales Engineer	S1	3-5	25,000,000	30,000,000
Sales Representative	S1	3-5	23,000,000	25,000,000
Sales Staff	S1	3-5	30,000,000	50,000,000
Sales Staff	S1	1-3	18,000,000	30,000,000
Sales Support	S1	1-3	20,000,000	25,000,000
Secretary	S1	1-5	20,000,000	60,000,000
Secretary & General Affair	S1	3-5	25,000,000	30,000,000
Secretary & Interpreter	S1	3-5	25,000,000	35,000,000
Senior Factory Management Manager	S1	3-5	25,000,000	30,000,000
Service Manager	S1	3-5	30,000,000	50,000,000
Trade Office Manager	S1	1-3	10,000,000	15,000,000
Welding Engineer	S1	3-5	25,000,000	30,000,000

LOGISTIC AND WAREHOUSE

Sales Manager	S1	3-5	30,000,000	32,000,000
Sales Management Staff	S1	3-5	30,000,000	32,000,000

TRADING

Accounting Staff	S1	3-5	30,000,000	32,000,000
Head of Business Administration Assistant	S1	3-5	23,000,000	25,000,000
Sales Quality Control Manager	S1	3-5	30,000,000	40,000,000
Sales Staff	S1	5-10	37,000,000	58,000,000
Sales Staff	S1	3-5	20,000,000	40,000,000
Special Sales Department Manager	S1	3-5	30,000,000	50,000,000

► Salary Range (per month)

QUALIFICATION

EXPERIENCE
(YEARS)

MIN

MAX

RETAIL PROPERTY

Accounting Staff	S1	3-5	20,000,000	25,000,000
Architect	S1	5-10	30,000,000	50,000,000
Facilities Management Staff	S1	3-5	25,000,000	30,000,000
Factory Manager	S1	5-10	30,000,000	50,000,000
Real Estate Development Product Manager	S1	5-10	40,000,000	100,000,000
Sales & After-sale Services Staff	S1	3-5	20,000,000	30,000,000

BUILDING, CONSTRUCTION & EPC

Admin staff	S1	3-5	20,000,000	30,000,000
Admin staff	S1	5-10	40,000,000	70,000,000
Architectural Engineer	S1	3-5	30,000,000	50,000,000
Back Office Support	S1	5	30,000,000	50,000,000
Building Estimation Staff	S1	10	50,000,000	100,000,000
Construction Management Staff	S1	5-10	50,000,000	100,000,000
Contract Management Manager	S1	5-10	30,000,000	100,000,000
Designer Staff	S1	5-10	50,000,000	100,000,000
Engineering Manager	S1	5-10	30,000,000	60,000,000
Equipment Engineer	S1	5-10	40,000,000	55,000,000
Equipment Manager	S1	5-10	60,000,000	80,000,000
Project Manager	S1	10	50,000,000	70,000,000
Quality Control Management	S1	5	31,000,000	39,000,000
Safety Officer	S1	10	50,000,000	70,000,000
Sales Staff	S1	3-5	30,000,000	40,000,000
Site Engineer	S1	5	40,000,000	70,000,000
Site Manager	S1	5-10	50,000,000	70,000,000

INFORMATION TECHNOLOGY

Security Engineer	S1	3-5	25,000,000	40,000,000
System Development Manager	S1	5-7	40,000,000	50,000,000

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