

The graphic features a dark blue background with a woman on the right holding a large megaphone. The megaphone is black with a blue rim and is emitting sound waves. Three blue circles with white exclamation marks are scattered around the woman. On the left, there are two blue speech bubbles, each containing a white dollar sign. The text 'Salary Report' is written in a large, white, sans-serif font, and '2022' is written in a smaller, white, sans-serif font below it.

# Salary Report

2022

**Agensi Pekerjaan & Perundingcara  
Bright Prospect Sdn Bhd**

# Accounting & Finance

Position	Years	Average Min. Salary	Average Max. Salary
<b>General / Cost Accounting</b>			
Chief Financial Officer	15-20	RM30,000	RM50,000
Financial Controller	12-16	RM20,000	RM30,000
Senior Finance Manager	10-15	RM14,000	RM20,000
Finance Manager	8-10	RM9,000	RM15,000
Senior Accountant	7-8	RM8,000	RM12,000
Accountant	4-6	RM5,500	RM7,000
Senior Accounts Executive	5-8	RM5,000	RM6,500
Accounts Executive	1-4	RM3,000	RM4,500
Credit Manager	7-10	RM8,000	RM12,000
Senior Credit Executive	5-6	RM5,000	RM6,500
Credit Executive	1-4	RM3,000	RM4,500
Accounts/Credit	Entry Level	RM2,600	RM2,800

# Accounting & Finance

Position	Years	Average Min. Salary	Average Max. Salary
<b>Audit &amp; Tax</b>			
Audit Manager	7-10	RM7,000	RM12,000
Senior Audit Executive	4-6	RM4,500	RM6,000
Audit Executive	1-3	RM3,000	RM4,500
Tax Manager	7-10	RM7,000	RM12,000
Senior Tax Executive	4-6	RM4,500	RM6,000
Tax Executive	1-3	RM3,000	RM4,500
Audit / Tax	Entry Level	RM2,200	RM3,500
<b>Financial</b>			
FP&A Manager	8-10	RM10,000	RM18,000
Senior Financial/Business Analyst	5-7	RM6,000	RM10,000
Financial/Business Analyst	2-4	RM4,000	RM5,500

# Accounting & Finance

Position	Years	Average Min. Salary	Average Max. Salary
<b>Share Service Centre</b>			
Shared Services Centre Director / General Manager	11-18	RM30,000	RM50,000
Team Manager (AP/AR/GL)	8-10	RM12,000	RM20,000
Team Leader (AP/AR/GL)	6-8	RM7,500	RM12,000
Senior Analyst (AP/AR/GL)	5-6	RM4,500	RM7,500
Analyst (AP/AR/GL)	1-4	RM3,200	RM4,500
Associate (AP/AR/GL)	Entry Level	RM2,800	RM3,300

# Admin & Office Professionals

Position	Years	Average Min. Salary	Average Max. Salary
<b>Admin &amp; Office Support</b>			
Office Manager	7-10	RM7,000	RM9,000
Administrator	5-6	RM5,000	RM6,000
Admin Executive	3-4	RM3,000	RM4,500
Admin Assistant	1-2	RM2,000	RM2,800
Receptionist	1-3	RM2,000	RM2,800
<b>Data Entry &amp; Master Data</b>			
Master Data Analyst	4-6	RM5,500	RM8,500
Master Data Coordinator	1-3	RM2,800	RM3,500
Data Entry	Entry Level	RM1,500	RM2,200
<b>Secretary &amp; Personal Assistant</b>			
Personal Assistant	8-10	RM5,500	RM9,000
Executive Assistant	4-6	RM5,000	RM8,300
Secretary	2-3	RM2,800	RM5,500

# Customer Service & Operations

Position	Years	Average Min. Salary	Average Max. Salary
<b>Customer Service</b>			
Customer Service Manager	7-10	RM7,000	RM10,000
Assistant Customer Service Manager	5-6	RM5,000	RM6,000
Customer Service Executive	4-5	RM3,500	RM4,500
Customer Service Representative	1-3	RM2,500	RM3,500
<b>Call Center</b>			
Senior Call Center Executive	3-5	RM3,500	RM4,500
Junior Call Center Executive	1-2	RM2,500	RM3,000
<b>Operations Support /Backend Processing</b>			
Operation Manager	8-10	RM7,000	RM10,000
Sales Support / Sales Admin Executive	3-5	RM3,000	RM4,500
Product Support Specialist	1-3	RM2,800	RM3,200
Order Processing Executive	1-3	RM2,500	RM3,500
Regional Backend Executive	1-3	RM3,000	RM4,000

# Engineering & Technical

Position	Years	Average Min. Salary	Average Max. Salary
<b>Mechanical, Electrical &amp; Electronics (E&amp;E)</b>			
Project Manager	7-10	RM10,000	RM20,000
Service Manager	7-10	RM9,500	RM15,000
Site Manager	7-10	RM9,500	RM15,000
Senior Project Engineer	5-6	RM7,500	RM8,500
Senior Service Engineer	5-6	RM7,500	RM8,000
Senior Site Engineer	5-6	RM7,500	RM8,000
Project Engineer	1-4	RM3,500	RM5,500
Service Engineer	1-4	RM3,500	RM5,500
Site Engineer	1-4	RM3,500	RM5,500
Engineer	Entry level	RM2,700	RM3,200
Technician	Entry level	RM1,600	RM2,000

# Engineering & Technical

Position	Years	Average Min. Salary	Average Max. Salary
<b>Manufacturing &amp; Production Operation</b>			
Plant Manager	8-10	RM12,000	RM20,000
Engineering Manager	8-10	RM12,000	RM20,000
R&D Manager	7-10	RM10,000	RM15,000
Production Manager	7-10	RM9,500	RM15,000
Quality Manager	7-10	RM9,000	RM15,000
Process Manager	7-10	RM9,000	RM15,000
Maintenance Manager	7-10	RM9,000	RM12,000
Senior R&D Engineer	5-6	RM6,500	RM8,000
Senior Design Engineer	5-6	RM6,500	RM8,500
Senior Electrical Instrument Engineer	5-6	RM6,500	RM8,500
Senior Production Engineer	5-6	RM6,500	RM8,500
Senior Process Engineer	5-6	RM6,500	RM7,500



# Engineering & Technical

Position	Years	Average Min. Salary	Average Max. Salary
<b>Manufacturing &amp; Production Operation</b>			
Senior Quality Engineer	5-6	RM6,500	RM7,500
Senior PLC Maintenance Engineer	5-6	RM6,500	RM7,500
R&D Engineer	1-4	RM3,500	RM5,500
Design Engineer	1-4	RM3,500	RM5,500
Electrical Instrument Engineer	1-4	RM3,500	RM6,000
Production Engineer	1-4	RM3,500	RM5,500
Process Engineer	1-4	RM3,500	RM5,500
Quality Engineer	1-4	RM3,500	RM5,500
PLC Maintenance Engineer	1-4	RM3,500	RM5,500
Engineer	Entry level	RM2,700	RM3,200
Technician	Entry level	RM1,600	RM2,000

# Healthcare & Life Science

Position	Years	Average Min. Salary	Average Max. Salary
<b>Chemist &amp; R&amp;D</b>			
Process Design Engineer	2-5	RM3,600	RM7,200
R&D Manager	5-10	RM7,250	RM13,500
R&D Executive	2-5	RM2,700	RM4,000
R&D Chemist	2-5	RM2,750	RM5,000
Chemical Engineer	2-5	RM3,300	RM8,300
Senior Chemist	4-6	RM4,500	RM6,400
Chemist	2-6	RM2,750	RM5,000

# Healthcare & Life Science

Position	Years	Average Min. Salary	Average Max. Salary
<b>Food Tech &amp; Laboratory</b>			
Lab Analyst	2-5	RM3,300	RM4,500
Laboratory Technician	2-5	RM1,900	RM2,800
Biotechnologist	2-6	RM2,500	RM8,500
Nutritionist	2-5	RM2,600	RM4,300
Food Technologist	2-6	RM3,000	RM6,000
<b>Quality Assurance</b>			
Quality Assurance Manager	5-10	RM6,750	RM11,200
Quality Assurance (QA) Specialist	3-6	RM3,900	RM6,400

# Healthcare & Life Science

Position	Years	Average Min. Salary	Average Max. Salary
<b>Medical &amp; Regulatory Affairs</b>			
Medical Affairs Manager	8-10	RM9,000	RM15,000
Medical Affairs Specialist	3-6	RM5,000	RM8,000
Regulatory Affairs Manager	8-10	RM7,500	RM13,500
Regulatory Affairs Specialist	3-6	RM4,000	RM6,000
Medical Scientific Liaison	3-6	RM6,250	RM8,000
Medical Writer	3-6	RM6,000	RM7,500
<b>Sales Force Effectiveness</b>			
Sales Force Effectiveness Manager	8-10	RM7,000	RM11,000
Sales Force Effectiveness Executive	3-6	RM3,500	RM5,500
Protégé Program	Entry level	RM2,000	RM2,000

# Human Resources

Position	Years	Average Min. Salary	Average Max. Salary
<b>Corporate</b>			
HR Director	20-30	RM16,000	RM30,000
HR Senior Manager	10-20	RM8,000	RM16,000
HR Manager	7-12	RM5,000	RM10,000
HR Assistant Manager	5-8	RM4,500	RM6,000
HR Senior Executive	4-6	RM3,600	RM5,000
HR Executive	1-3	RM3,000	RM3,800
HR Management Trainee	Entry Level	RM2,800	RM3,200
HR Assistant	Non-Exec	RM1,600	RM2,800

# Human Resources

Position	Years	Average Min. Salary	Average Max. Salary
<b>Human Resource Global Shared Service Centre</b>			
Head of SSC	10-20	RM25,000	RM40,000
Team Manager (Payroll/ Mobility/ HR Services)	8-10	RM12,000	RM20,000
HR Team Leader	6-8	RM7,500	RM12,000
HR Specialist	4-6	RM4,500	RM8,000
HR Senior Analyst	3-5	RM3,600	RM4,500
HR Analyst	1-3	RM3,200	RM4,000
HR Associate	Entry Level	RM2,800	RM3,200

# Information Technology

Position	Years	Average Min. Salary	Average Max. Salary
<b>IT - Software</b>			
Senior Software Manager	10-15	RM15,000	RM20,000
Software Development Manager	8-10	RM10,000	RM14,000
Senior Software Developer	5-8	RM6,000	RM9,000
Junior Software Developer	1-3	RM3,500	RM5,000
Senior Software Engineer/Analyst Programmer	5-8	RM6,000	RM9,000
Junior Software Engineer	1-3	RM3,500	RM5,000
Solutions/System Programmer	1-2	RM4,000	RM6,000
SAP Team Lead	5-8	RM9,000	RM15,000
SAP Consultant/Support Analyst	3-5	RM6,000	RM8,000
Junior SAP Consultant/Support Analyst	1-2	RM3,500	RM4,500
Web Developer	2-3	RM3,500	RM5,000

# Information Technology

Position	Years	Average Min. Salary	Average Max. Salary
<b>IT - Hardware</b>			
Senior IT Manager	15-20	RM15,000	RM25,000
IT Manager/Project Manager	5-10	RM8,000	RM15,000
IT Helpdesk Analyst	3-5	RM4,000	RM5,000
IT Networking Specialist/Engineer	3-5	RM4,500	RM6,000
IT Helpdesk/Executive	1-3	RM3,500	RM5,000
Junior IT	Entry Level	RM2,800	RM3,200



# Procurement, Supply Chain & Logistic

Position	Years	Average Min. Salary	Average Max. Salary
<b>Procurement</b>			
Procurement Director	20-25	RM20,000	RM30,000
Sourcing Manager	10-15	RM13,000	RM20,000
Procurement Manager	10-15	RM10,000	RM18,000
Purchasing Manager	8-10	RM8,000	RM15,000
Procurement Analyst	6-10	RM7,000	RM15,000
Procurement Specialist	3-5	RM4,500	RM8,000
Procurement Engineer	3-5	RM4,000	RM6,000
Senior Procurement Executive	4-6	RM4,500	RM7,000
Procurement Executive	1-3	RM2,500	RM4,000
Procurement Officer / Assistant	Entry Level	RM1,800	RM2,500

# Procurement, Supply Chain & Logistic

Position	Years	Average Min. Salary	Average Max. Salary
<b>Supply Chain</b>			
Supply Chain Director	20-25	RM20,000	RM40,500
Supply Chain Manager	10-15	RM10,000	RM18,000
Supply Chain Specialist	4-6	RM4,500	RM8,000
Supply Chain Executive	1-3	RM2,500	RM4,000
Supply Chain Officer / Assistant	Entry Level	RM1,800	RM2,500
<b>Material Planning</b>			
Demand / Supply Planning Manager	8-12	RM9,000	RM15,000
Material Planning Manager	8-12	RM7,000	RM14,000
Demand / Supply Planner	3-5	RM4,500	RM6,500
Material Planner	3-5	RM4,000	RM6,000

# Procurement, Supply Chain & Logistic

Position	Years	Average Min. Salary	Average Max. Salary
<b>Logistic</b>			
Logistics Manager	8-10	RM8,000.00	RM15,000.00
Logistics Specialist	4-6	RM4,200.00	RM7,500.00
Logistics Executive	1-3	RM2,500.00	RM4,000.00
Logistics Officer / Assistant	Entry Level	RM1,800.00	RM2,500.00

# Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
<b>Sales</b>			
Sales Director	15-20	RM18,000	RM25,000
Senior Sales Manager	10-15	RM12,000	RM18,000
Sales Manager	8-10	RM8,000	RM12,000
Senior Sales Executive	6-8	RM5,000	RM7,000
Sales Executive	3-5	RM3,500	RM5,000
Junior Sales Executive	1-2	RM2,500	RM3,500
Senior Sales Engineer	3-5	RM5,000	RM7,000
Sales Engineer	1-3	RM3,000	RM4,500

# Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
<b>Business Development</b>			
Business Development Manager	6-8	RM7,000	RM9,000
Senior Business Development Executive	3-5	RM4,500	RM6,000
Business Development Executive	1-3	RM3,000	RM4,500
Key Account Manager	3-5	RM4,000	RM6,000
Key Account Executive	1-3	RM2,800	RM4,000
Senior Medical Representative	3-5	RM4,500	RM6,500
Medical Representative	1-3	RM3,000	RM4,500

# Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
<b>Marketing</b>			
Marketing Director	15-25	RM12,500	RM29,500
Marketing Manager	10-15	RM6,300	RM15,400
Marketing Executive	2-5	RM3,000	RM4,700
Marketing Coordinator	2-5	RM2,500	RM5,100
Marketing Assistant	1-3	RM2,500	RM4,300
Digital Marketing Manager	10-15	RM6,500	RM12,000
Digital Marketing Executive	2-5	RM3,500	RM5,600
Digital Marketing Associate	1-3	RM2,800	RM3,600
Product Marketing Manager	10-15	RM7,000	RM15,500
Content Marketing Manager	10-15	RM6,000	RM8,500

# Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
<b>Brand/Social Media/SEO/Copy Writer/PR/Event</b>			
Brand Manager	10-15	RM7,500	RM12,000
Brand Executive	2-5	RM3,000	RM4,700
Marketing Research Analyst	2-5	RM2,600	RM6,000
Social Media Specialist	2-5	RM3,000	RM5,000
SEO Specialist	2-5	RM3,000	RM7,000
Copywriter	2-5	RM3,400	RM5,000
Public Relation Manager	10-15	RM6,750	RM12,000
Public Relation Executive	2-5	RM3,000	RM5,000
Event Manager	10-15	RM5,250	RM9,000
Event Coordinator	2-5	RM2,500	RM4,400

# Top Management

Position	Years	Average Min. Salary	Average Max. Salary
<b>Management</b>			
CEO	15-30	RM20,000	RM50,000
COO	15-25	RM18,000	RM30,000
GM	10-20	RM12,000	RM30,000
Deputy GM	10-15	RM10,000	RM18,000



# Warehouse & Store

Position	Years	Average Min. Salary	Average Max. Salary
<b>Warehouse</b>			
Senior Warehouse Manager	8-10	RM8,000	RM12,000
Warehouse Manager	5-8	RM6,000	RM8,000
Warehouse Executive	3-4	RM3,500	RM4,500
Warehouse Supervisor	1-2	RM2,500	RM3,000
Warehouse Assistant / Clerk	Entry Level	RM1,500	RM2,300
<b>Distribution/Transportation/Inventory</b>			
Distribution Supervisor	2-5	RM2,500	RM4,000
Transportation Supervisor	2-5	RM2,500	RM4,000
Inventory Executive	2-5	RM3,000	RM4,000
Inventory Assistant	Entry Level	RM1,500	RM2,000

# Warehouse & Store

Position	Years	Average Min. Salary	Average Max. Salary
<b>Store</b>			
Store Manager	5-8	RM5,000	RM7,000
Store Supervisor	1-3	RM2,000	RM3,000
Store Assistant/ Store Clerk	Entry Level	RM1,500	RM2,000
<b>Forklift</b>			
Forklift Driver	2-5	RM1,500	RM2,500