

MYANMAR

SALARY SURVEY

June 2018



CCI FRANCE MYANMAR

FRENCH MYANMAR CHAMBER OF COMMERCE & INDUSTRY

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Introduction

Myanmar has been developing fast since its opening in 2011. The country offers a great potential of growth, in part thanks to its demography:

- Around 51 million inhabitants, which makes it one of the largest population in ASEAN;
- A young and active population (25% between 0 and 14 years old, 67.5% under 64 years old);
- 2.5% of annual urban population growth rate and 2% of annual population growth rate;
- An unemployment rate under 4%.

Yet, despite these strengths, Myanmar is also facing tremendous challenges, partly due to its long isolation, which need to be tackled in order to allow the country to achieve its potential and to realize its objectives, as well as a sustainable development.

One of the main challenges is the human resources and the issues which are related to them: low average level of education, lack of professional skills and of experience, difficulties in implementing international standards and processes, challenging legal & labour framework, misunderstandings in crosscultural work environments, important staff turnover, and so on.

In this context, CCI France Myanmar has decided to create a Human Resources Committee for its members. The main objective of this committee is to discuss the human resources challenges faced by companies in Myanmar and identify actions and projects which could be implemented to tackle these issues.

We decided to take on this project for the following key reasons:

- Myanmar doesn't have an accurate salary survey available for free, so companies have no way to see if they are under or overpaying their staff.
- All businesses benefit from knowledge of salary ranges in their industry as well as other industries.
- All developed markets have an accurate salary survey, but the salary surveys in Myanmar are only getting information from a small number of companies and are not an accurate representation of the market.

This Salary Survey should only be viewed as a guide. Our survey group was spread across a variety of industries and we received 243 completed responses. Yet, there were a couple of industries that are not thoroughly represented, any of these industries will be identified with "Small Survey Group" under the heading.

Human Resources Committee Members



We Find The Best Local Talent





PROCEDURE

This salary survey 2018 was conducted by CCI France Myanmar's Human Resources Committee, with the plan of doing it every six months. Invitation to complete the survey were sent in June 2018. Respondents were invited to submit their responses online anonymously in MMK.

Please, note what you can find the exchange rate calculator (MMK→USD) by clicking on this link: [MMK to USD Conversion](#)

They were asked to provide information about the industry to which they belong, the size of the organization in which they work, the minimum and maximum amount of their salary, the annual bonus, the commission for sales persons, the allowances and salary increase percentage for previous year, according to their respective departments and industries.

EXECUTIVE OVERVIEW

Myanmar is one of Asia's last frontier market, promising to become the next South-East Asian rising star. After years of isolation, the country opened up in 2011 and implemented substantial reforms that established the fundamental basis for the real development of the country. Following the historic election of National League for Democracy's Aung San Suu Kyi in November 2015, the peaceful transition of power put an end to decades of military rule.

Myanmar faces important challenges that all are potential opportunities for foreign investors. Its population is the second poorest in Asia but the demographic profile of the country is also a strong catalyst for economic expansion, with more than half of the 51 million people in Myanmar aged 27 or less. Even though Myanmar was previously known as the "missing link" between China and India, it has benefited across the last five years from massive public and private investments in infrastructure, which have turned the country into a new trade outpost for investors in the region.

They were not asked any other personal, company details or company's confidential information, so that employees feel comfortable giving the accurate information. This survey is 100% anonymous and free.

We have set out the survey results by industry in alphabetical order. Each job category and level will be listed, but in some cases where these positions or levels didn't exist in the category or industry, we have removed them to improve the presentation of the survey.

In some cases, we noticed that salaries were extremely low and therefore realized that some members in the survey group may not have understood the goal and therefore to ensure the survey integrity have removed that data.

If you have any questions about this survey and the results, please contact Ms. Pascaline Griffon at CCI France Myanmar via pascaline.griffon@ccifrance-myanmar.org.

2018 SALARY OUTLOOK

1,400Ks

= 1 US\$
in June 2018

4,800Ks

Per day of
minimum wage

6.8%

GDP growth
rate in 2018

6.2%

Inflation
rate in 2018

4%

Unemployment
rate in 2018



KEY TRENDS

◆ Salary Increments

42% of all respondents said they saw salary increases of between 6 -10% of salary for previous year 2017.

Industry	Salary Increase Percentage for Previous Year
Agriculture	6 – 10%
Construction	1 – 20%
Consumer Goods	1 – 15%
Education	1 – 10%
Financial Services	1 – 15%
Healthcare	6 – 15%
Hospitality	1 – 15%
Logistics	1 – 15%
Manufacturing	1 - >20%
NGO / NPO	1 – 20%
Services	1 - >20%

◆ Repatriate Remuneration

47% of the organizations in this survey employ repatriates.

Industry	Repat Employment Rate	What is the average difference in salary you pay a repat over a local for the same position?
Agriculture	33%	30%
Construction	48%	5 – 40%
Consumer Goods	52%	5 – 20%
Education	75%	5 – 15%
Financial Services	41%	5 – 40%
Healthcare	17%	5%
Hospitality	70%	5 – 40%
Logistics	29%	40%
Manufacturing	46%	5 – 40%
NGO / NPO	25%	5 – 40%
Services	52%	5 – 40%

◆ Benefits and Allowances

For allowances like travel allowance, medical allowance and meal allowance, 53 % of respondents provide transport allowance, 37% provide meal allowance and 54% provide medical allowance.

In the table below we have broken this down by industry.

Industry	Transport Allowance	Meal Allowance	Medical Allowance
Agriculture	100%	67%	100%
Construction	63%	19%	45%
Consumer Goods	70%	52%	49%
Education	80%	40%	40%
Financial Services	41%	41%	77%
Healthcare	83%	33%	50%
Hospitality	52%	62%	43%
Logistics	43%	14%	43%
Manufacturing	69%	31%	46%
NGO / NPO	21%	24%	90%
Services	49%	30%	39%

◆ Company Size by Industry

The below table shows the sizes of organizations we reached out to by Industry.

Industry	Size of the Organization
Agriculture	6 – 1,000
Construction	<=5 – 1,000
Consumer Goods	6 - >=1,001
Education	<=5 – 1,000
Financial Services	<=5 – 1,000
Healthcare	21 – 100
Hospitality	<=5 – 1,000
Logistics	11 – 200
Manufacturing	<=5 – 1,000
NGO / NPO	<=5 – 1,000
Services	<=5 – >=1,001

◆ **Fixed vs Variable Bonus**

33% of the organization in this survey are provided fixed bonus and 67% are provided variable bonus.

Industry	Fixed	Variable
Agriculture	67%	100%
Construction	19%	45%
Consumer Goods	52%	49%
Education	40%	40%
Financial Services	41%	77%
Healthcare	33%	50%
Hospitality	62%	43%
Logistics	14%	43%
Manufacturing	31%	46%
NGO / NPO	24%	90%
Services	30%	39%

◆ **Commission or Incentive Bonus Directly Related to their Performance / Revenue Generated for Sales Staff**

69% of companies from this survey pay their sales staff commission or an incentive bonus directly related to their performance / revenue generated.

Industry	Commission or incentive bonus paid directly related to their performance / revenue generated
Agriculture	100%
Construction	71%
Consumer Goods	77%
Education	100%
Financial Services	56%
Healthcare	60%
Hospitality	53%
Logistics	57%
Manufacturing	54%
NGO / NPO	100%
Services	73%





**PURE ENERGY
FOR YOUR BUSINESS**

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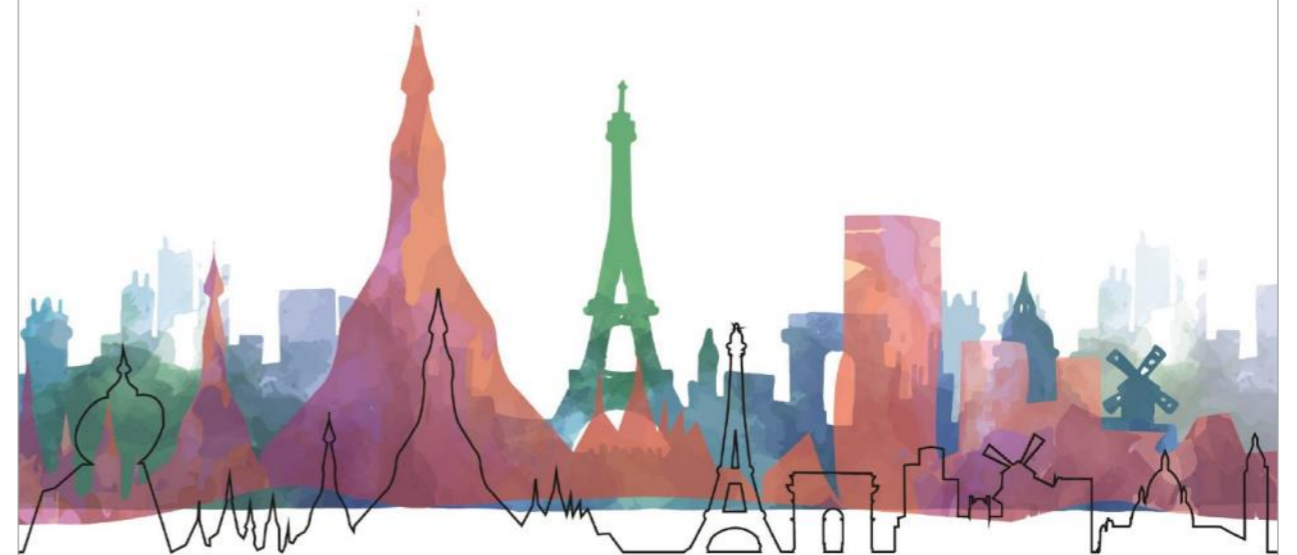
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CHAMBER
OF COMMERCE
AWARD**

2017 BEST PERFORMING
SMALL CHAMBER



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2018



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AGRICULTURE

AGRICULTURE - Small Survey Group

POSITION	SALARY RANGE (PER MONTH)			
	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	1.5M	5M	3.5M	0.5 Month
CFO / COO / CTO	1.5M	5M	3.2M	0.5 Month
Sales				
Senior Sales Manager	1.6M	2.7M	2M	3 Months
Sales Manager	1M	1.6M	1.3M	3 Months
Sales Supervisor / Assistant Sales Manager	150K	900K	580K	0.5 - 3 Months
Sales Staff	150K	600K	340K	0.5 – 3 Months
Marketing				
Marketing Manager	150K*	800K	475K	0.5 Month
Marketing Supervisor / Assistant Marketing Manager	150K	400K	275K	0.5 Month
Marketing Staff	150K	250K	200K	0.5 Month

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Accounting & Finance				
Senior Accounting & Finance Manager	350K*	2.5M	1.3M	0.5 – 3 Months
Accounting & Finance Manager	1.6M	2.5M	2M	3 Months
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	900K	1.3M	1.1M	3 Months
Accounting & Finance Specialist / Senior Accounting & Finance	350K	600K	475K	0.5 Months
Accounting & Finance Staff	200K	700K	385K	0.5 – 3 Months
Information & Technology				
IT Staff	160K	300K	230K	0.5 Month
Administration				
Admin Manager	350K*	600K	475K	0.5 Month
Admin Supervisor / Assistant Admin Manager	250K	400K	325K	0.5 Month
Admin Staff	160K	700K*	360K	0.5 Month - 3 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Human Resources				
Senior HR Manager	2.2M	2.8M	2.5M	3 Months
HR Manager	350K*	2.8M	1.5M	0.5 Month - 3 Months
HR Supervisor / Assistant HR Manager	250K	400K	325K	0.5 Month
HR Specialist / Senior HR	250K	400K	325K	0.5 Month
HR Staff	160K	800K	450K	0.5 Month - 3 Months
Engineering				
Engineering Staff	200K	400K	300K	0.5 Month
Program Management				
Senior Program Manager	1.1M	4.3M	2.7M	0.5 Month
Program Manager	350K*	4.3M	1.6M	0.5 Month
Program Supervisor / Assistant Program Manager	425K	2.1M	1.3M	0.5 Month
Program Staff	250K	400K	325K	0.5 Month

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.



CONSUMER GOODS

CONSUMER GOODS

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	1.5M	28M	7.6M	0.5 - >3 Months
CFO / COO / CTO	1.5M	28M	8.9M	0.5 - >3 Months
Sales				
Sales Director	1.2M	13.5M	3.9M	0.5 - >3 Months
Senior Sales Manager	600K	8.5M	2.9M	0.5 - >3 Months
Sales Manager	500K	5M	1.6M	0.5 - >3 Months
Sales Supervisor / Assistant Sales Manager	250K	2.8M*	820K	0.5 - 3 Months
Sales Specialist / Senior Sales	180K	3M*	724K	0.5 - >3 Months
Sales Staff	150K	1.7M	410K	0.5 - >3 Months
Marketing				
Marketing Director	2M	15M	5.4M	0.5 - >3 Months
Senior Marketing Manager	1.2M	8.5M	2.8M	0.5 - >3 Months
Marketing Manager	600K	4M	1.9M	0.5 - >3 Months
Marketing Supervisor / Assistant Marketing Manager	300K	2.8M	870K	0.5 - >3 Months
Marketing Specialist / Senior Marketing	200K	2M	710K	0.5 - >3 Months
Marketing Staff	130K	2M	535K	0.5 - >3 Months
Accounting & Finance				
Accounting & Finance Director	1.2M*	5M	2.4M	0.5 - >3 Months
Senior Accounting & Finance Manager	1.5M*	5M	2.4M	0.5 - >3 Months
Accounting & Finance Manager	800K	5M	1.9M	0.5 - >3 Months
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	400K	2M	985K	0.5 - >3 Months
Accounting & Finance Specialist / Senior Accounting & Finance	250K	2M	704K	0.5 - >3 Months
Accounting & Finance Staff	160K	1.4M	445K	0.5 - >3 Months

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SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Information & Technology				
IT Director	6M	7M	6.5M	1 Month
Senior IT Manager	600K	5M	1.9M	0.5 - >3 Months
IT Manager	600K	3M	1.6M	0.5 - 3 Months
IT Supervisor / Assistant IT Manager	400K	2M*	1.7M	0.5 - 2 Months
IT Specialist / Senior IT	250K	2.5M*	940K	0.5 - 2.5 Months
IT Staff	200K	970K	593K	0.5 Month
Administration				
Senior Admin Manager	500K*	3M	1.5M	0.5 - >3 Months
Admin Manager	400K	2.6M	1.2M	0.5 - >3 Months
Admin Supervisor / Assistant Admin Manager	300K	1.5M*	640K	0.5 - 2.5 Months
Admin Staff	150K	1.6M*	410K	0.5 - >3 Months
Human Resources				
HR Director	2M	10M	5.5M	1 - >3 Months
HR Manager	300K*	4.6M	1.7M	0.5 - 3 Months
HR Supervisor / Assistant HR Manager	250K	1.7M	750K	1 - >3 Months
HR Specialist / Senior HR	300K	1M	500K	0.5 - 2.5 Months
HR Staff	150K	740K	320K	1 - >3 Months
Facility & Property Management				
Facility & Property Director	2.5M	5M	3.8M	1 Month
Facility & Property Manager	1.5M	3M	2.3M	1 Month
Facility & Property Staff	230K	500K	360K	1 Month
Legal				
Legal Manager	1.7M	3M	2.4M	1.5 - 3 Months
Legal Specialist / Senior Legal	650K	1M	825K	

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SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Supply Chain				
Supply Chain Director	3M	4M*	3.5M	1 - >3 Months
Senior Supply Chain Manager	2M	4.8M*	3.4M	>3 Months
Supply Chain Manager	1.5M	3.5M	2.3M	1 - 3 Months
Supply Chain Supervisor / Assistant Supply Chain Manager	300K	1.4M	750K	1 - 2 Months
Supply Chain Staff	180K	1.2M	450K	1 - 2.5 Months
Procurement				
Procurement Director	1.5M	1.5M*	1.5M	0.5 Month
Senior Procurement Manager	1M	5M*	2M	0.5 - >3 Months
Procurement Manager	300K	2M*	790K	0.5 - 2 Months
Procurement Supervisor / Assistant Procurement Manager	250K	1.5M	690K	0.5 - 2 Months
Procurement Staff	180K	890K	370K	0.5 - 2 Months
Engineering				
Engineering Director	2M	3M*	2.5M	1 Month
Engineering Manager	800K	10M*	2.2M	0.5 - >3 Months
Engineering Specialist / Senior Engineering	300K	2.8M	890K	0.5 - >3 Months
Engineering Staff	200K	600K	380K	0.5 - >3 Months
Operations				
Operations Manager	4M	4M	4M	1 Month
Operations Supervisor / Assistant Operations Manager	300K*	3.5M	1.7M	1 Month
Operations Staff	700K*	1M	840K	1 Month

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CONSTRUCTION

CONSTRUCTION

POSITION	SALARY RANGE (PER MONTH)			
	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	1M	22M	6.2M	0.5 - 3 Months
CFO / COO / CTO	1.3K	17M	5.5M	0.5 - >3 Months
Sales				
Sales Director	2M	16M	6.2M	0.5 - 3 Months
Senior Sales Manager	700K	7M	2.3M	0.5 - 2 Months
Sales Manager	500K	7M	2.2M	0.5 - 2 Months
Sales Supervisor / Assistant Sales Manager	144K	2M	750K	0.5 - 2 Months
Sales Specialist / Senior Sales	144K	1.4M	863K	0.5 - 2 Months
Sales Staff	144K	1M	422K	0.5 - 2 Months
Marketing				
Marketing Director	1.5M*	6M*	2.7M	0.5 - 2 Months
Senior Marketing Manager	4.5M*	7M*	5.7M	0.5 Month
Marketing Manager	800K	5M	1.5M	0.5 - 1.5 Months
Marketing Supervisor / Assistant Marketing Manager	500K	1.2M	760K	0.5 - 1.5 Months
Marketing Staff	180K	800K	420K	0.5 - 2 Months
Accounting & Finance				
Accounting & Finance Director	1.6M	16M	5.6M	0.5 - 3 Months
Senior Accounting & Finance Manager	700K	4.5M	2.4M	0.5 - 2.5 Months
Accounting & Finance Manager	600K	3.5M	1.4M	0.5 - 2.5 Months
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	250K	2M	900K	0.5 - 2 Months
Accounting & Finance Specialist / Senior Accounting & Finance	300K	2M	670K	0.5 - 2 Months
Accounting & Finance Staff	200K	1M	460K	0.5 - 2 Months

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SALARY RANGE (PER MONTH)

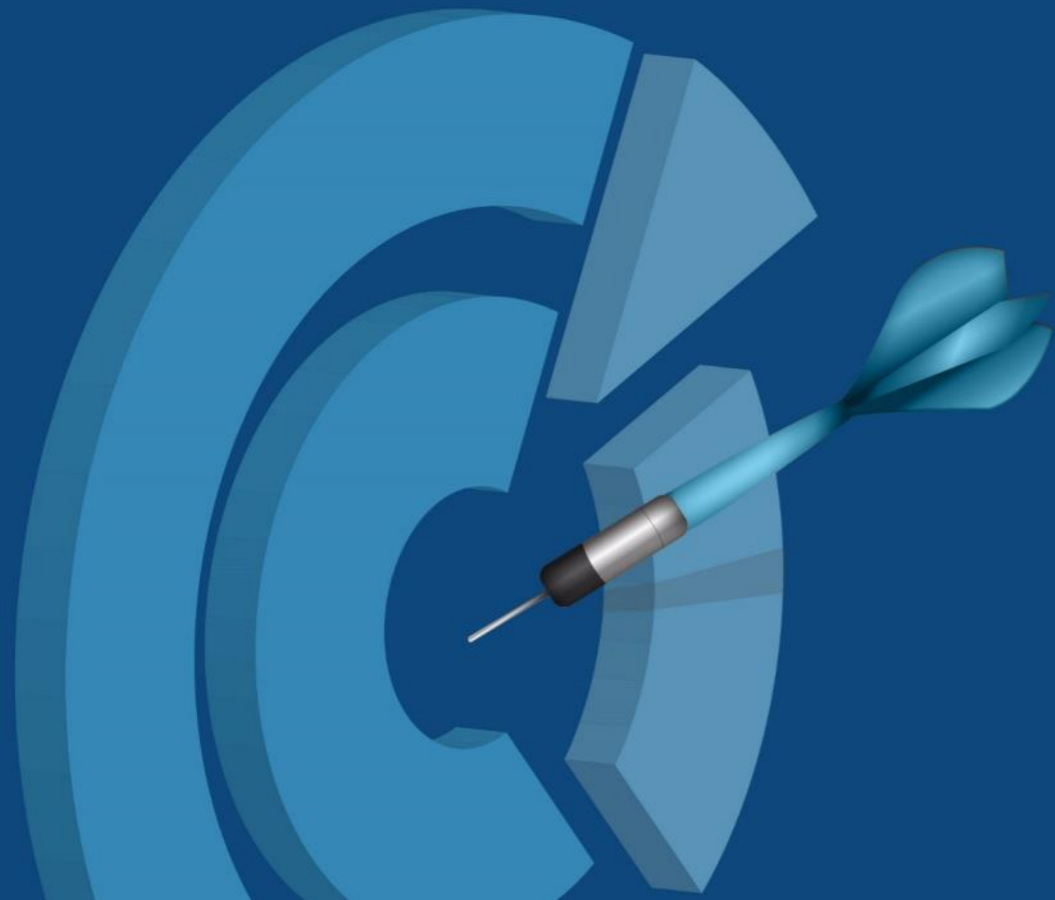
POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Information & Technology				
Senior IT Manager	1M	2M*	1.5M	0.5 - 1 Month
IT Manager	500K	3M*	1.6M	0.5 - 2 Months
IT Supervisor / Assistant IT Manager	500K	2M	860K	0.5 - 2 Months
IT Specialist / Senior IT	350K	1.5M	760K	0.5 - 1 Month
IT Staff	300K	900K	550K	1- 2 Months
Administration				
Admin Director	1.8M	10M	6M	0.5 - 1 Month
Senior Admin Manager	1M	1.5M*	1.4M	0.5 - 1 Month
Admin Manager	500K	2M*	900K	0.5 - 2 Months
Admin Supervisor / Assistant Admin Manager	300K	1.5M*	620K	0.5 - 2 Months
Admin Staff	150K	700K	350K	0.5 - 2 Months
Human Resources				
HR Director	3M	11M	7.3M	0.5 - 2 Months
Senior HR Manager	1.2M	2M*	1.5M	1 Month
HR Manager	700K	3.5M*	1.4M	0.5 - 2 Months
HR Supervisor / Assistant HR Manager	300K	2M*	760K	0.5 - 2 Months
HR Specialist / Senior HR	300K	1.2M	580K	0.5 - 1 Month
HR Staff	200K	800K	380K	1 - 2 Months
Facility & Property Management				
Facility & Property Manager	700K	2.5M	1.8M	0.5 - 2 Months
Facility & Property Supervisor / Assistant Facility & Property Manager	500K	800K	650K	2 Months
Facility & Property Staff	200K	750K	475K	1 Month

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SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Legal				
Senior Legal Manager	2M	2.5M	2.2M	2 Months
Legal Manager	1.5M	2M	1.7M	2 Months
Legal Specialist / Senior Legal	350K*	2M	1.2M	1 Month - 2 Months
Legal Staff	800K*	1.2M	1M	2 Months
Supply Chain				
Senior Supply Chain Manager	2.5M	3.5M*	3M	2 Months
Supply Chain Manager	2M	2.5M*	2.2M	1.5 Months
Supply Chain Supervisor / Assistant Supply Chain Manager	1M	2M	1.4M	1 - 2 Months
Supply Chain Staff	350K	1M	600K	1 - 1.5 Months
Procurement				
Senior Procurement Manager	6M	8M	7.4M	1 Month
Procurement Manager	600K	4M	1.7M	0.5 - 2 Months
Procurement Supervisor / Assistant Procurement Manager	300K	1.7M	875K	0.5 - 2 Months
Procurement Staff	150K	1M	500K	0.5 - 2 Months
Engineering				
Engineering Director	1.8M	15M	5.5M	0.5 - 3 Months
Engineering Manager	700K	5M	1.8M	0.5 - 2 Months
Engineering Specialist / Senior Engineering	400K	3M	1M	0.5 - 2 Months
Engineering Staff	250K	1M	500K	0.5 - 2 Months
Operations				
Operations Supervisor / Assistant Operations Manager	700K	1.6M	990K	0.5 - >3 Months
Operations Staff	300K	700K	560K	0.5 - 1 Month

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EDUCATION

EDUCATION - Small Survey Group

POSITION	SALARY RANGE (PER MONTH)			
	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	1M	9M	3M	0.5 - >3 Months
CFO / COO / CTO	1M	9M	5M	0.5 - >3 Months
Sales				
Sales Director	700K*	2.5M	1.5M	0.5 - >3 Months
Senior Sales Manager	600K*	800K	675K	1 - >3 Months
Sales Manager	600K	600K*	600K	>3 Months
Sales Supervisor / Assistant Sales Manager	400K	650K*	500K	1 - >3 Months
Sales Specialist / Senior Sales	400K	600K	450K	1 - >3 Months
Sales Staff	200K	500K	320K	0.5 - >3 Months
Marketing				
Marketing Director	4M	5.5M	4.7M	0.5 Month
Marketing Manager	3M	5M	4M	2 Months
Marketing Supervisor / Assistant Marketing Manager	800K	1.2M	1M	0.5 - 1.5 Months
Marketing Specialist / Senior Marketing	500K	1M	750K	0.5 Month
Marketing Staff	200K	400K	300K	0.5 Month

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SALARY RANGE (PER MONTH)

POSITION MIN (MMK) MAX (MMK) AVERAGE SALARY ANNUAL BONUS COMMISSION

Accounting & Finance				
Accounting & Finance Director	1.6M	1.8M*	1.7M	1 Month
Senior Accounting & Finance Manager	650K*	2M*	1.2M	1 - >3 Months
Accounting & Finance Manager	700K*	700K*	700K	0.5 - >3 Months
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	400K	1M*	730K	1 - >3 Months
Accounting & Finance Staff	400K	700K	500K	1 - 1.5 Months
Information & Technology				
Senior IT Manager	800K	1.5M	890K	0.5 - >3 Months
IT Supervisor / Assistant IT Manager	300K	1.3M	650K	1 - >3 Months
IT Specialist / Senior IT	500K	800K*	650K	0.5 Month
IT Staff	300K	900K*	540K	1 - 1.5 Months
Administration				
Senior Admin Manager	600K*	650K*	625K	>3 Months
Admin Manager	600K*	1.4M*	890K	1 - >3 Months
Admin Supervisor / Assistant Admin Manager	400K	550K*	480K	1 - >3 Months
Admin Staff	250K	700K*	300K	1 - >3 Months

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SALARY RANGE (PER MONTH)

POSITION MIN (MMK) MAX (MMK) AVERAGE SALARY ANNUAL BONUS

Human Resources				
HR Director	1.3M	3M	2M	0.5 - 1 Month
Senior HR Manager	600K*	2M	1.3M	>3 Months
HR Manager	600K*	2M	1.3M	1.5 - >3 Month
HR Supervisor / Assistant HR Manager	800K*	900K	850K	1 Month
HR Specialist / Senior HR	500K	750K	625K	0.5 Month
HR Staff	250K	650K	420K	1 - >3 Months
Engineering				
Engineering Specialist / Senior Engineering	500K	550K	525K	1 Month
Engineering Staff	300K	350K	325K	1 Month

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FINANCIAL SERVICES

FINANCIAL SERVICES

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	900K	14M	5.2M	0.5 - 3 Months
CFO / COO / CTO	1.3M	13M	3.6M	0.5 - 3 Months
Sales				
Sales Director	1.4M	6M	2.6M	0.5 - 3 Months
Senior Sales Manager	770K	2M*	1.4M	1 - 2.5 Months
Sales Manager	660K	3M*	1.5M	0.5 - 3 Months
Sales Supervisor / Assistant Sales Manager	200K	1.5M	615K	0.5 - 1 Month
Sales Specialist / Senior Sales	250K	600K*	450K	0.5 - 1 Month
Sales Staff	140K	1M*	420K	0.5 - 2 Months
Marketing				
Senior Marketing Manager	500K*	5M	2M	1 - >3 Months
Marketing Manager	400K*	2M	1M	0.5 - 3 Months
Marketing Supervisor / Assistant Marketing Manager	1.2M*	1.5M	1.3M	1 Month
Marketing Specialist / Senior Marketing	500K	750K	624K	3 Months
Marketing Staff	250K	600K	380K	0.5 - 3 Months
Accounting & Finance				
Accounting & Finance Director	500K*	7M*	4M	1 - 1.5 Months
Senior A&F Manager	500K*	10M*	2.7M	1 - 3 Months
Accounting & Finance Manager	400K*	3.5M	1.6M	0.5 - 2.5 Months
A&F Supervisor / Assistant A&F Manager	400K	2M	1.1M	0.5 - 2 Months
Accounting & Finance Specialist / Senior Accounting & Finance	600K	1.2M*	850K	0.5 - 3 Months
Accounting & Finance Staff	200K	1.6M*	600K	0.5 - 3 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Information & Technology				
Senior IT Manager	700K	3.5M	1.5M	1 - 1.5 Months
IT Manager	500K	2M	1.1M	0.5 - 3 Months
IT Supervisor / Assistant IT Manager	350K	2M*	780K	0.5 - 2.5 Months
IT Specialist / Senior IT	300K	3M*	1M	1 Month - 3 Months
IT Staff	200K	1M	430K	0.5 Month - 3 Months
Administration				
Senior Admin Manager	770K	2.5M*	1.7M	1 - 1.5 Months
Admin Manager	440K	3M*	1.4M	0.5 - 2 Months
Admin Supervisor / Assistant Admin Manager	280K	350K*	310K	1 Month
Admin Staff	200K	1.3M*	500K	0.5 - 2.5 Months
Human Resources				
Senior HR Manager	700K*	3.5M	1.7M	1 - 1.5 Months
HR Manager	450K*	3M	1.5M	0.5 - 3 Months
HR Supervisor / Assistant HR Manager	300K	1.5M	870K	1 Month
HR Specialist / Senior HR	340K	800K*	560K	1 - 2.5 Months
HR Staff	230K	1M*	420K	0.5 - 3 Months
Facility & Property Management				
Facility & Property Manager	1.6M	1.8M	1.7M	3 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Legal				
Legal Manager	500K	6M	2.4M	1 Month - 3 Months
Legal Specialist / Senior Legal	700K	800K	750K	2 Months
Supply Chain				
Supply Chain Manager	3.5M	4M	3.7M	3 Months
Engineering				
Engineering Specialist / Senior Engineering	1M	1.5M	1.2M	1.5 Months
Engineering Staff	600K	1.1M	850K	1.5 Months
Operations				
Senior Operations Manager	770K	3.5M	1.8M	0.5 Month - 1 Month
Operations Manager	250K*	1.5M	1.3M	1 Month
Operations Supervisor / Assistant Operations Manager	300K	1.4M	730K	0.5 - 1 Month
Operations Staff	200K	400K	245K	1 Month

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.



HEALTHCARE

HEALTHCARE - Small Survey Group

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	2M	12M	5.9M	1 - 3 Months
CFO / COO / CTO	2M	4M	3.2M	1 - 3 Months
Sales				
Sales Director	1M	2M*	1.4M	>3 Months
Senior Sales Manager	800K	4.5M*	2M	1 - >3 Months
Sales Manager	500K*	3M	1.5M	1 - >3 Months
Sales Supervisor / Assistant Sales Manager	500K	1.7M	1M	1 - >3 Months
Sales Specialist / Senior Sales	500K	1.1M	740K	1 - >3 Months
Sales Staff	300K	900K	500K	1 - 3 Months
Marketing				
Marketing Director	1.2M	9M	5.1M	>3 Months
Senior Marketing Manager	800K	3.5M	1.9M	1 - >3 Months
Marketing Manager	800K	2.5M	1.6M	1 - >3 Months
Marketing Supervisor / Assistant Marketing Manager	600K	1.5M	1M	1 - 2.5 Months
Marketing Staff	300K	800K	390K	1 - 3 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Accounting & Finance				
Accounting & Finance Director	2.5M	5M	3.5M	1 Month
Senior Accounting & Finance Manager	600K*	3M	1.9M	1 - 3 Months
Accounting & Finance Manager	800K	1M	800K	3 Months
Accounting & Finance Specialist / Senior Accounting & Finance	500K	800K	590K	1 - 3 Months
Accounting & Finance Staff	300K	800K	430K	1 - 3 Months
Information & Technology				
Senior IT Manager	800K	1M	900K	3 Months
IT Specialist / Senior IT	300K	500K	350K	3 Months
IT Staff	300K	500K	400K	3 Months
Administration				
Senior Admin Manager	1M	1.5M	1.2M	3 Months
Admin Supervisor / Assistant Admin Manager	400K	800K	500K	3 Month
Admin Staff	300K	600K	380K	0.5 - 3 Months
Human Resources				
Senior HR Manager	700K	2M	1.1M	2.5 - 3 Months
Facility & Property Management				
Senior Facility & Property Manager	500K*	650K	575K	
Facility & Property Staff	180K	250K	215K	

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Supply Chain				
Supply Chain Director	2.5M	3.5M	3M	1 Month
Senior Supply Chain Manager	1M	1.5M	1.2M	3 Months
Supply Chain Manager	800K	1M	900K	3 Months
Supply Chain Supervisor / Assistant Supply Chain Manager	500K	800K	650K	1 Month
Supply Chain Staff	300K	500K	400K	3 Months
Procurement				
Senior Procurement Manager	900K*	1.1M*	1M	
Procurement Manager	2M*	2.5M*	2.2M	0.5 Month
Procurement Supervisor / Assistant Procurement Manager	500K	650K	575K	
Procurement Staff	400K	500K	450K	
Engineering				
Engineering Director	2M	3M	2.5M	3 Months
Engineering Manager	700K	1.5M	1.1M	1 - 3 Months
Engineering Specialist / Senior Engineering	500K	1M	660K	1 - 3 Months
Engineering Staff	300K	800K	437K	3 Months

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HOSPITALITY

HOSPITALITY

SALARY RANGE (PER MONTH)

POSITION MIN (MMK) MAX (MMK) AVERAGE SALARY ANNUAL BONUS

Executive Management

Country Manager / Managing Director / CEO	800K	20M*	6.3M	1 - 2 Months
CFO / COO / CTO	1.5M	40M*	7M	1 - 2 Months

Sales

Sales Director	1.5M	6M	3.1M	0.5 - 2.5 Months
Senior Sales Manager	500K*	3.2M	1.4M	1 - >3 Months
Sales Manager	200K*	3M	1M	1 - 2.5 Months
Sales Supervisor / Assistant Sales Manager	300K	1.8M	650K	0.5 - 2.5 Months
Sales Specialist / Senior Sales	250K	1.2M	490K	0.5 - 2.5 Months
Sales Staff	150K	850K	310K	0.5 - 2.5 Months

Marketing

Marketing Director	1.5M	10M	3.9M	1 - 2 Months
Senior Marketing Manager	1M	4M	2.2M	1 - 2 Months
Marketing Manager	600K	4M	1.9M	1 - 2 Months
Marketing Supervisor / Assistant Marketing Manager	270K	1.2M*	630K	1 - 2 Months
Marketing Specialist / Senior Marketing	350K	1.8M*	940K	1 - 2 Months
Marketing Staff	180K	800K	330K	1 - 2.5 Months

Accounting & Finance

Accounting & Finance Director	1.2M	7.5M	3.4M	1 - 2 Months
Senior Accounting & Finance Manager	650K*	5M	2.4M	0.5 - 2 Months
Accounting & Finance Manager	700K	4M	1.5M	1 - 2.5 Months
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	400K	1.4M	680K	0.5 - 2 Months
Accounting & Finance Specialist / Senior Accounting & Finance	200K	900K*	540K	0.5 - 2 Months
Accounting & Finance Staff	150K	1.6M*	420K	1 - 2.5 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Information & Technology				
IT Director	3.5M	4.5M	4M	0.5 Month
Senior IT Manager	3.5M	3.6M	3.5M	1.5 Months
IT Manager	700K	3M	1.7M	0.5 - 2 Months
IT Supervisor / Assistant IT Manager	400K	2M	720K	0.5 - 2 Months
IT Specialist /Senior IT	150K	800K	365K	0.5 - 2.5 Months
IT Staff	150K	800K	280K	0.5 - 2 Months
Administration				
Senior Admin Manager	4M	6.5M	5.2M	2 Months
Admin Manager	700K	1.6M	1M	1 Month
Admin Supervisor / Assistant Admin Manager	300K	1.2M	610K	1 - 1.5 Months
Admin Staff	150K	600K	290K	1 - 2 Months
Human Resources				
HR Director	2M	6M	3.9M	1 - 1.5 Months
Senior HR Manager	1M	2M*	1.6M	1.5 - 2 Months
HR Manager	700K	3M*	1.5M	0.5 - 2.5 Months
HR Supervisor / Assistant HR Manager	300K	2M	830K	0.5 - 2 Months
HR Specialist /Senior HR	230K	650K*	470K	0.5 - 2 Months
HR Staff	150K	800K*	300K	0.5 - 2.5 Months
Supply Chain				
Senior Supply Chain Manager	1.5M	2.5M	1.8M	1 - 2 Months
Supply Chain Manager	1M	1.8M	1.4M	1 Month
Supply Chain Supervisor / Assistant Supply Chain Manager	600K	900K	750K	1 Month
Supply Chain Staff	300K	300K	300K	1 Month

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Procurement				
Procurement Director	3M	4.5M	3.7M	1 Month
Procurement Manager	1M	1.8M	1.4M	0.5 - 2 Months
Procurement Supervisor / Assistant Procurement Manager	150K	1.2M	640K	1 - 2.5 Months
Procurement Staff	150K	700K	300K	0.5 - 2.5 Months
Engineering				
Engineering Director	4M	6M	4.7M	1 - 1.5 Months
Engineering Manager	750K	3M	1.4M	0.5 - 2.5 Months
Engineering Specialist / Senior Engineering	350K	2M	790K	0.5 - 2.5 Months
Engineering Staff	150K	1.5M	430K	0.5 - 2.5 Months
F & B				
F & B Director	2.5M	6.7M	4.6M	
Senior F & B Manager	1M	3M	1.7M	1 - 1.5 Months
F & B Manager	400K*	2M	1.2M	1 - 2.5 Months
F & B Supervisor / Assistant F & B Manager	200K	2M*	520K	0.5 - 2 Months
F & B Staff	150K	2.5M*	430K	0.5 - 2.5 Months
Operations				
Senior Operations Manager	1M	3M*	2.4M	1 - 3 Months
Operations Manager	600K	4M*	1.5M	1 - 2.5 Months
Operations Supervisor / Assistant Operations Manager	400K	1.2M*	700K	1 - 2 Months
Operations Staff	150K	1.5M*	400K	0.5 - 2.5 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.



LOGISTICS

LOGISTICS - Small Survey Group

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	1M	17M	4.5M	0.5 - 1 Month
CFO / COO / CTO	1.5M	3M	2.2M	1 Month
Sales				
Sales Director	1.5M	3M	2.2M	0.5 Month
Senior Sales Manager	2M	2M*	2M	1 Month
Sales Manager	200K*	2.5M*	1.6M	0.5 - 1 Month
Sales Supervisor / Assistant Sales Manager	400K	1.5M	960K	1 Month
Sales Specialist / Senior Sales	300K	500K	400K	1 Month
Sales Staff	200K	300K	250K	1 Month
Marketing				
Marketing Supervisor / Assistant Marketing Manager	700K	900K	800K	1 Month
Marketing Specialist / Senior Marketing	400K	700K	550K	1 Month
Marketing Staff	200K	350K	275K	1 Month

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Accounting & Finance				
Senior Accounting & Finance Manager	2M	5M	3.3M	1 Month
Accounting & Finance Manager	400K*	1.7M	1.2M	0.5 - 1 Month
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	500K	1.3M	980K	1 Month
Accounting & Finance Specialist / Senior Accounting & Finance	400K	1M	800K	0.5 - 1 Month
Accounting & Finance Staff	250K	850K	520K	0.5 - 1 Month
Information & Technology				
IT Specialist / Senior IT	700K	800K	750K	1 Month
Administration				
Admin Manager	1.5M	1.7M	1.6M	0.5 - 1 Month
Admin Supervisor / Assistant Admin Manager	500K	700K	600K	1 Month
Admin Staff	300K	600K	400K	0.5 - 1 Month

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Human Resources				
HR Manager	500K*	2.5M	1.6M	1 Month
HR Supervisor / Assistant HR Manager	500K	800K	650K	1 Month
HR Specialist / Senior HR	500K	800K	650K	0.5 Month
Procurement				
Procurement Manager	1M	1.7M	1.3M	0.5 - 1 Month
Procurement Staff	500K	1M	650K	0.5 - 1 Month
Operations				
Operations Manager	1M	1.5M	1.3M	1 Month
Operations Supervisor / Assistant Operations Manager	800K	1M	900K	1 Month
Operations Staff	250K	500K	390K	1 Month

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MANUFACTURING

MANUFACTURING

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	1.4M	42M	7.3M	0.5 - >3 Months
CFO / COO / CTO	150K	5M	2.8M	0.5 - >3 Months
Sales				
Sales Director	150K*	7M	3.1M	0.5 - >3 Months
Senior Sales Manager	300K*	4M	2M	0.5 - >3 Months
Sales Manager	300K*	3M	1.2M	0.5 - >3 Months
Sales Supervisor / Assistant Sales Manager	150K	3M	650K	0.5 - >3 Months
Sales Specialist / Senior Sales	200K	2M	630K	0.5 - 3 Months
Sales Staff	150K	650K	290K	0.5 - >3 Months
Marketing				
Senior Marketing Manager	1M	1.5M*	1.2M	0.5 Month
Marketing Manager	400K*	3.3M*	1.5M	0.5 Month - >3 Months
Marketing Supervisor / Assistant Marketing Manager	250K	2.5M	840K	0.5 Month - >3 Months
Marketing Specialist / Senior Marketing	200K	1M	625K	0.5 Month - 1 Month
Marketing Staff	150K	1M	425K	0.5 Month - >3 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK/USD)	MAX (MMK/USD)	AVERAGE SALARY	ANNUAL BONUS
Accounting & Finance				
Accounting & Finance Director	1.4M	3M	2.2M	
Senior Accounting & Finance Manager	350K*	2M	1.4M	0.5 - >3 Months
Accounting & Finance Manager	350K*	2M	1M	0.5 - >3 Months
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	200K	1.5M	550K	1 Month
Accounting & Finance Specialist / Senior Accounting & Finance	300K	550K*	450K	1 Month
Accounting & Finance Staff	150K	2M*	510K	1 - 3 Months
Information & Technology				
Senior IT Manager	1.5M	2.5M	1.7M	1 - >3 Months
IT Manager	800K	1.5M	1.2M	1 - >3 Months
IT Supervisor / Assistant IT Manager	300K	1M	625K	1 - 3 Months
IT Specialist / Senior IT	300K	800K	510K	1 - 2 Months
IT Staff	200K	600K	410K	1 - 2 Months
Administration				
Admin Director	3M	5M	4M	1 Month
Admin Manager	350K*	1.6M	840K	0.5 - >3 Months
Admin Supervisor / Assistant Admin Manager	200K	1.2M	560K	1 - 2 Months
Admin Staff	200K	1.2M	470K	0.5 - -2 Months

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SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Human Resources				
Senior HR Manager	400K*	2.5M	1.5M	0.5 - >3 Months
HR Manager	600K*	1.5M	945K	0.5 - 1 Month
HR Supervisor / Assistant HR Manager	250K	800K	430K	1 Month
HR Specialist / Senior HR	300K	600K	450K	0.5 - >3 Months
HR Staff	200K	550K	290K	0.5 - 1 Month
Legal				
Senior Legal Manager	800K	2M	1.4M	1 Month
Legal Manager	800K	1M	900K	0.5 Month
Procurement				
Procurement Manager	700K	2.5M	1.2M	0.5 - >3 Months
Procurement Supervisor / Assistant Procurement Manager	250K	1.2M	610K	0.5 - 2 Months
Procurement Staff	200K	1M	390K	0.5 - 2 Months
Engineering				
Engineering Manager	800K	2M	1.2M	1 Month
Engineering Specialist / Senior Engineering	300K	600K*	460K	1 Month
Engineering Staff	180K	1.6M*	500K	1 - 2 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.



NGO / NPO

NGO / NPO

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	1.8M	17M	6.7M	0.5 - 1 Month
CFO / COO / CTO	1.5M	12M	5M	0.5 - 1 Month
Sales				
Sales Director	3M	4.5M	4M	0.5 Month
Senior Sales Manager	800K	3M	1.5M	0.5 - 2 Months
Sales Manager	350K*	2M	930K	0.5 - 2 Months
Sales Supervisor / Assistant Sales Manager	400K	700K	550K	1 Month
Sales Staff	150K	450K	290K	0.5 - 1 Month
Marketing				
Senior Marketing Manager	1.6M	3M	2.3M	0.5 - 1 Month
Marketing Manager	1.5M	3M	2.1M	1 Month
Marketing Supervisor / Assistant Marketing Manager	500K	700K*	600K	1 Month
Marketing Staff	400K	800K*	600K	
Accounting & Finance				
Accounting & Finance Director	1.9M	7M	3.5M	0.5 - 1 Month
Senior Accounting & Finance Manager	600K*	4M	2M	0.5 - >3 Months
Accounting & Finance Manager	700K	4M	1.9M	0.5 - 1 Month
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	140K	2M	790K	0.5 - 1 Month
Accounting & Finance Specialist / Senior Accounting & Finance	400K	2M	1M	0.5 - >3 Months
Accounting & Finance Staff	300K	1.5M	850K	0.5 - >3 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Information & Technology				
IT Director	3M	6M	4.8M	0.5 Month
Senior IT Manager	4M	4M	4M	0.5 Month
IT Manager	1.2M	1.5M	1.3M	1 Month
IT Supervisor / Assistant IT Manager	350K	1M*	870K	0.5 - 1 Month
IT Specialist / Senior IT	300K	2M*	900K	0.5 - 1 Month
IT Staff	300K	1.5M	750K	0.5 - 1 Month
Administration				
Admin Director	700K*	2.5M*	1.5M	1 Month
Senior Admin Manager	900K	3M*	1.2M	1 Month
Admin Manager	700K	2M	1M	1 Month
Admin Supervisor / Assistant Admin Manager	450K	1.6M	837K	1 - >3 Months
Admin Staff	200K	1.5M	740K	1 - >3 Months
Human Resources				
HR Director	700K*	5.4M*	2.8M	1 Month
Senior HR Manager	700K*	8M*	3.7M	0.5 - 1 Month
HR Manager	700K	1.6M*	1M	1 Month
HR Supervisor / Assistant HR Manager	400K	2M*	1.3M	0.5 - 1 Month
HR Specialist / Senior HR	600K	2.4M*	1.1M	0.5 - >3 Months
HR Staff	230K	650K	480K	0.5 - 1 Month
Facility & Property Management				
Senior Facility & Property Manager	2M	4M	3M	

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Supply Chain				
Senior Supply Chain Manager	1.3M	2M	1.6M	1 Month
Supply Chain Manager	900K	1.2M	1M	1 Month
Supply Chain Supervisor / Assistant Supply Chain Manager	450K	950K	645K	1 Month
Supply Chain Staff	280K	700K	450K	1 Month
Procurement				
Senior Procurement Manager	1.5M	2.7M	2.1M	
Procurement Manager	700K	2M	1.2M	0.5 - 1 Month
Procurement Supervisor / Assistant Procurement Manager	350K	960K*	760K	1 Month
Procurement Staff	150K	1M*	560K	0.5 - 1 Month
Engineering				
Engineering Manager	900K	1.2M	1.1M	1 Month
Engineering Specialist / Senior Engineering	680K	1M	850K	1 Month
Operations				
Operations Manager	1M	3.4M	2.1M	
Operations Staff	300K	700K	500K	
Program Management				
Program Director	2.4M	8M	4.8M	0.5 - 1 Month
Senior Program Manager	1M	5.5M	2.3M	0.5 - 3 Months
Program Manager	800K	3.4M	1.6M	0.5 - 1 Month
Program Supervisor / Assistant Program Manager	500K	2.3M	1.1M	0.5 - 1 Month
Program Staff	260K	1.7M	835K	0.5 - 1 Month

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.



SERVICES

SERVICES

POSITION	SALARY RANGE (PER MONTH)			
	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Executive Management				
Country Manager / Managing Director / CEO	945K	32M	8M	0.5 - >3 Months
CFO / COO / CTO	800K	15M	5M	1 - >3 Months
Sales				
Sales Director	1.2M	12M	4M	1 - >3 Months
Senior Sales Manager	300K*	4M*	1.6M	1 - 3 Months
Sales Manager	500K	8M*	1.6M	0.5 - 3 Months
Sales Supervisor / Assistant Sales Manager	200K	5M*	840K	0.5 - >3 Months
Sales Specialist / Senior Sales	180K	7.5M*	1.3M	0.5 - 2.5 Months
Sales Staff	150K	1M	750K	0.5 - 3 Months
Marketing				
Marketing Director	400K*	12M	4M	1 - 3 Months
Senior Marketing Manager	400K*	3M*	1.6M	0.5 - 1.5 Months
Marketing Manager	400K	3.2M*	1.3M	1 - 1.5 Months
Marketing Supervisor / Assistant Marketing Manager	200K	2.7M	650K	0.5 - >3 Months
Marketing Specialist / Senior Marketing	250K	850K*	460K	0.5 - 1 Month
Marketing Staff	200K	1.4M*	520K	0.5 - >3 Months
Accounting & Finance				
Accounting & Finance Director	600K*	4.5M*	2.2M	1 Month
Senior Accounting & Finance Manager	700K	7.5M*	2.1M	0.5 - >3 Months
Accounting & Finance Manager	380K*	2.5M	1.2M	1 - >3 Months
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	200K	1M	600K	0.5 - 2 Months
Accounting & Finance Specialist / Senior Accounting & Finance	200K	5M*	1.3M	0.5 - 3 Months
Accounting & Finance Staff	150K	3M*	600K	0.5 - >3 Months

*Companies have different appreciation of position titles. Therefore, some salaries might not accurately reflect the level of responsibilities.

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Information & Technology				
Senior IT Manager	700K	3M*	1.4M	0.5 - >3 Months
IT Manager	500K	4M*	1.6M	0.5 - 2 Months
IT Supervisor / Assistant IT Manager	200K	4M	1.1M	0.5 - 3 Months
IT Specialist / Senior IT	250K	1.5M	640K	1 - 3 Months
IT Staff	150K	1.3M	530K	0.5 - 3 Months
Administration				
Admin Director	800K*	3M	1.9M	1 - 3 Months
Senior Admin Manager	500K*	2.8M	1.3M	1 - 3 Months
Admin Manager	380K*	1M*	745K	1 - >3 Months
Admin Supervisor / Assistant Admin Manager	250K	1.5M*	675K	1 - >3 Months
Admin Staff	150K	800K	300K	0.5 - >3 Months
Human Resources				
Senior HR Manager	800K	2M*	1.4M	1 - 2 Months
HR Manager	350K*	2.5M*	995K	1 - >3 Months
HR Supervisor / Assistant HR Manager	200K	4M*	920K	1 - >3 Months
HR Specialist / Senior HR	300K	1.9M*	770K	0.5 - 1 Month
HR Staff	150K	2M*	425K	0.5 - >3 Months
Facility & Property Management				
Senior Facility & Property Manager	2M	2.5M*	2.2M	1 Month
Facility & Property Manager	1.2M	7.5M*	3.2M	1 - 2 Months
Facility & Property Staff	1M	2.5M	1.6M	1 Month
Legal				
Senior Legal Manager	1.5M	4M*	2.7M	1 Month
Legal Manager	400K*	4.8M*	1.9M	1 Month
Legal Specialist / Senior Legal	2.8M	13M	8.5M	1 Month
Legal Staff	500K	2.5M	1.4M	1 Month

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SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	AVERAGE SALARY	ANNUAL BONUS
Supply Chain				
Supply Chain Manager	2.6M	7.5M	3.6M	1 - 2 Months
Supply Chain Staff	150K	2.5M	1M	1 - 3 Months
Procurement				
Procurement Manager	350K*	870K	765K	1 Month
Procurement Supervisor / Assistant Procurement Manager	330K	580K	455K	1 Month
Procurement Staff	150K	450K	225K	1 - 3 Months
Engineering				
Engineering Manager	700K	3M	1.6M	1 - 3 Months
Engineering Specialist / Senior Engineering	450K	2.5M	455K	1 Month
Engineering Staff	150K	1.5M	225K	0.5 - 1 Month
F & B				
F & B Manager	1M	2M	1.5M	>3 Months
F & B Supervisor / Assistant F & B Manager	800K	1.5M	1.2M	>3 Months
F & B Staff	250K	800K	525K	>3 Months
Operations				
Senior Operations Manager	1M	2.7M	1.6M	0.5 - 1 Month
Operations Manager	400K*	2.7M	1.5M	0.5 - >3 Months
Operations Supervisor / Assistant Operations Manager	250K	1.5M	870K	0.5 - >3 Months
Operations Staff	250K	850K	500K	0.5 - >3 Months

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