

Adecco Thailand

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 Salary Guide 2025

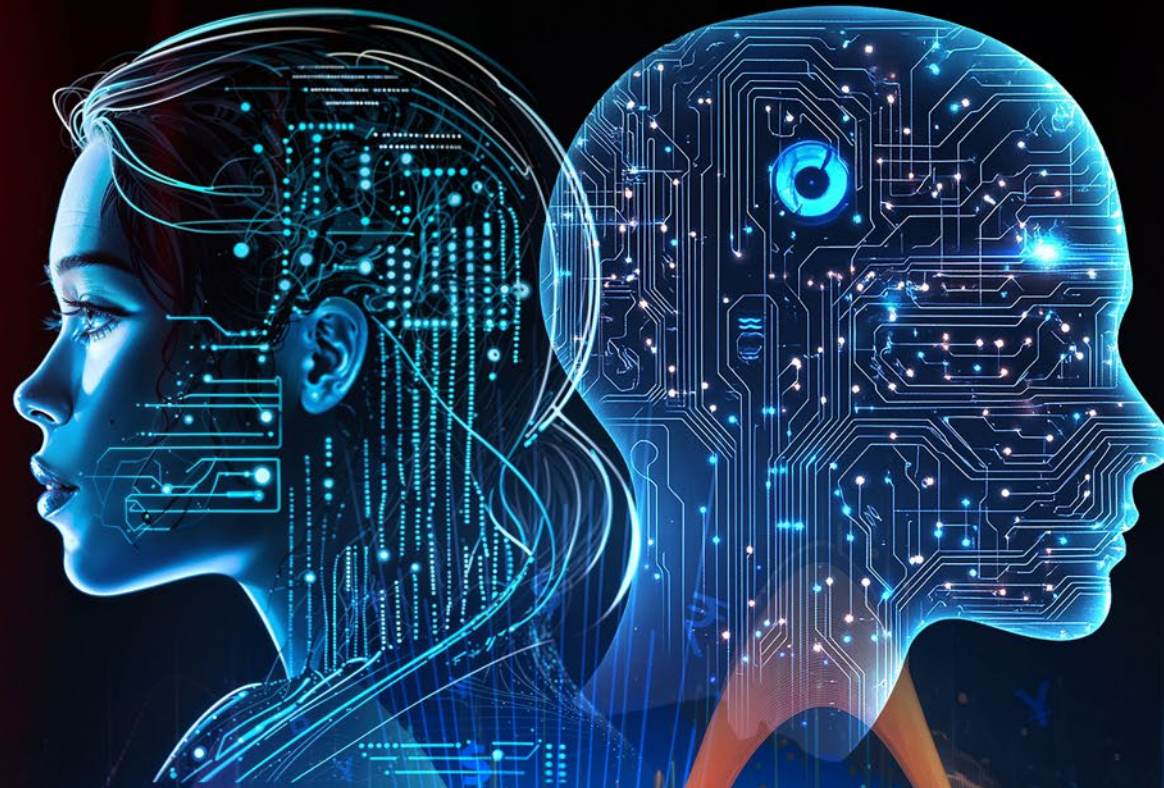


Table of Contents

Introduction

Message from Country Director	03
Thailand Labor Market 2024-2025	04
Thailand Survey Analysis	09
APAC Survey Analysis	21
About the salaries in this guide	30

Salary Guide

FMCG	31
Financial Services	46
Industrial and Manufacturing	54
Information Technology	72
Life Science / Medical	80
Non-Profit Organization / Public Sector	87
Property / Construction	92
Services / Consulting	100

About Adecco	113
--------------	-----



Message from Country Director

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

The year 2024 demonstrated the remarkable resilience of Thailand’s job market. Sectors such as technology, healthcare, and logistics experienced strong growth, reflecting ongoing adaptation to a rapidly changing economic landscape. Simultaneously, traditional industries like manufacturing and tourism made steady strides toward recovery, driven by renewed investments and innovation. Employers emphasized workforce adaptability through targeted upskilling initiatives, while job seekers increasingly focused on acquiring future-ready skills to meet evolving market demands.

Looking forward to 2025, we foresee continued momentum in technological advancements, sustainability initiatives, and flexible work arrangements. Demand for expertise in data analytics, AI, and green technology will intensify, while soft skills such as creativity, emotional intelligence, and collaboration will remain critical. Companies prioritizing a people-first approach and investing in their workforce will be better positioned to attract and retain top talent in this competitive landscape.

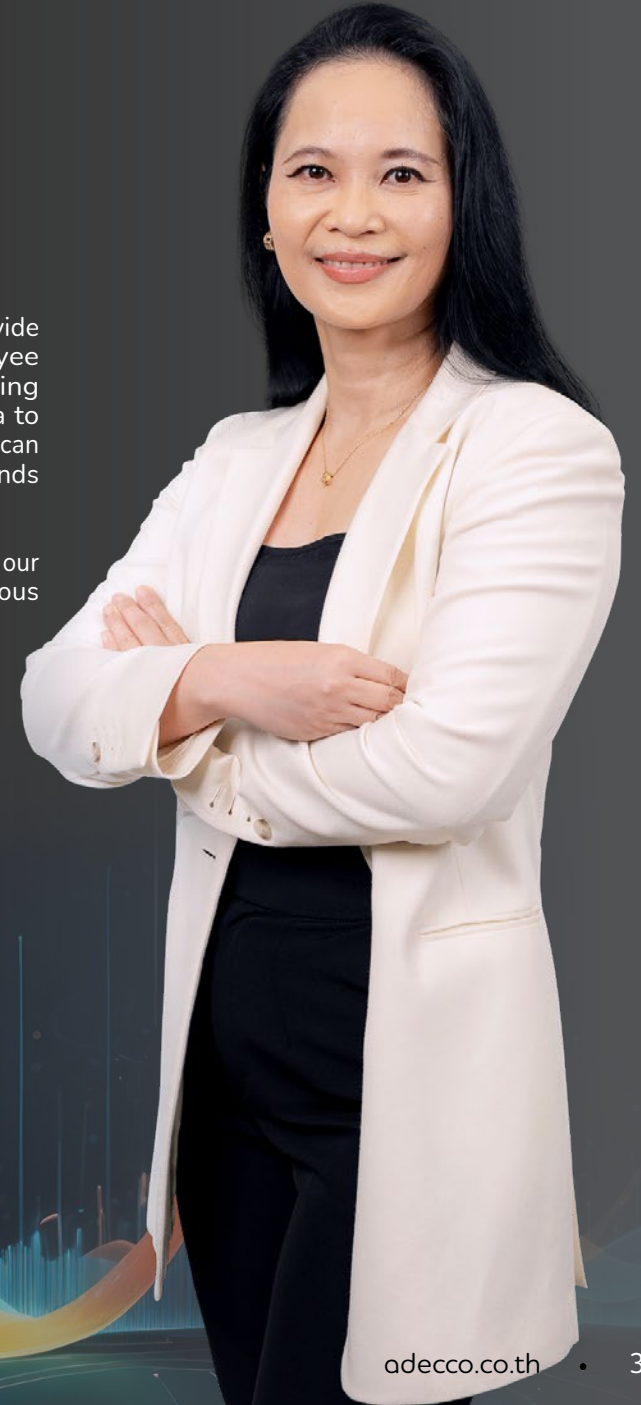
In this guide, apart from salary benchmark by industries and key roles, we also provide the results of our career and work trend survey, capturing insights from over 1,300 participants across Thailand. Notably, 50% of respondents are at the middle management level or higher, with 13% holding C-level or executive leadership positions. Additionally, we provide a comparative perspective with broader APAC data, offering

valuable regional context. These findings provide actionable insights into shifting employee expectations, industry trends, and emerging opportunities. Employers can use this data to refine their talent strategies, while job seekers can gain a clearer understanding of market demands to enhance their career prospects.

On behalf of Adecco Thailand, I’d like to extend our heartfelt wishes for a successful and prosperous new year to all stakeholders in the Thai labor market. Together, let us embrace the opportunities that lie ahead and work towards building a resilient workforce capable of thriving amidst change. We look forward to supporting you on this journey as we navigate the evolving landscape of work in Thailand.

Marie A.

Marie Antonette Anciro
Country Director – Adecco Thailand





Thailand Labor Market 2024-2025 Challenges, Trends, and the Road Ahead

The Thai labor market in 2024 experienced significant turbulence, reflecting broader economic shifts and technological disruptions. After a sluggish period lasting from late 2023 through mid-2024, hiring activity rebounded in the latter half of the year as businesses adapted to changes in the workforce landscape. This period of transformation has revealed emerging opportunities, persistent challenges, and a roadmap for stakeholders navigating the labor market.

By **Jutapat Sakajonpob**

Business Director & Head of Permanent Recruitment



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco





Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

A Year of Contrasts Across Industries

2024 showcased a tale of two labor markets. While some sectors thrived, others faced stagnation or decline. Semiconductor-related industries demonstrated remarkable resilience, even as a shortage of skilled professionals challenged growth. With Thailand exporting over \$10 billion in semiconductor products annually, the urgency to cultivate specialized talent in this sector cannot be overstated.

Conversely, the automotive industry saw contraction, with domestic production projected to decline by 2.5% to 3.5% annually through 2026. This downturn reflects a broader global shift, compelling companies to rethink their workforce strategies and focus on operational efficiency.

Employers Face Ongoing Challenges

Employers in Thailand face multiple hurdles in navigating this dynamic environment. Top of the list is the growing scarcity of skilled talent, particularly in emerging and technology-driven industries. The rise of generative AI and automation has not only displaced certain roles but has also heightened the demand for workers who can effectively integrate and utilize these technologies.

In response, many companies have overhauled their recruitment processes, introducing interview assessments that gauge candidates' analytical thinking, mindset, and adaptability – to ensure they bring the right talent that fits not only the job but also the company. Retaining employees has also become increasingly complex, as talents prioritize professional growth and opportunities to upskill over traditional career ladders.



In-Demand Skills and Roles in the Changing Landscape

The skills employers seek have evolved rapidly, with analytical thinking and data-driven decision-making now at the forefront. Adaptability to AI tools and systems is no longer optional—it is a critical competency for workers across sectors. Additionally, creativity and future-forward vision are increasingly valued, as businesses seek talent capable of addressing complex problems and driving innovation.

Fundamental functions remain crucial, but employers now seek professionals with a broader skill set and deeper expertise. For example, HR professionals are expected to have knowledge of business and strategies to excel in their roles. So, instead of hiring Data Analyst to do the people analysis, employers would rather hire HR with analytical skills to perform the role. This shift highlights the growing need for versatility and interdisciplinary skills in the workforce.

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

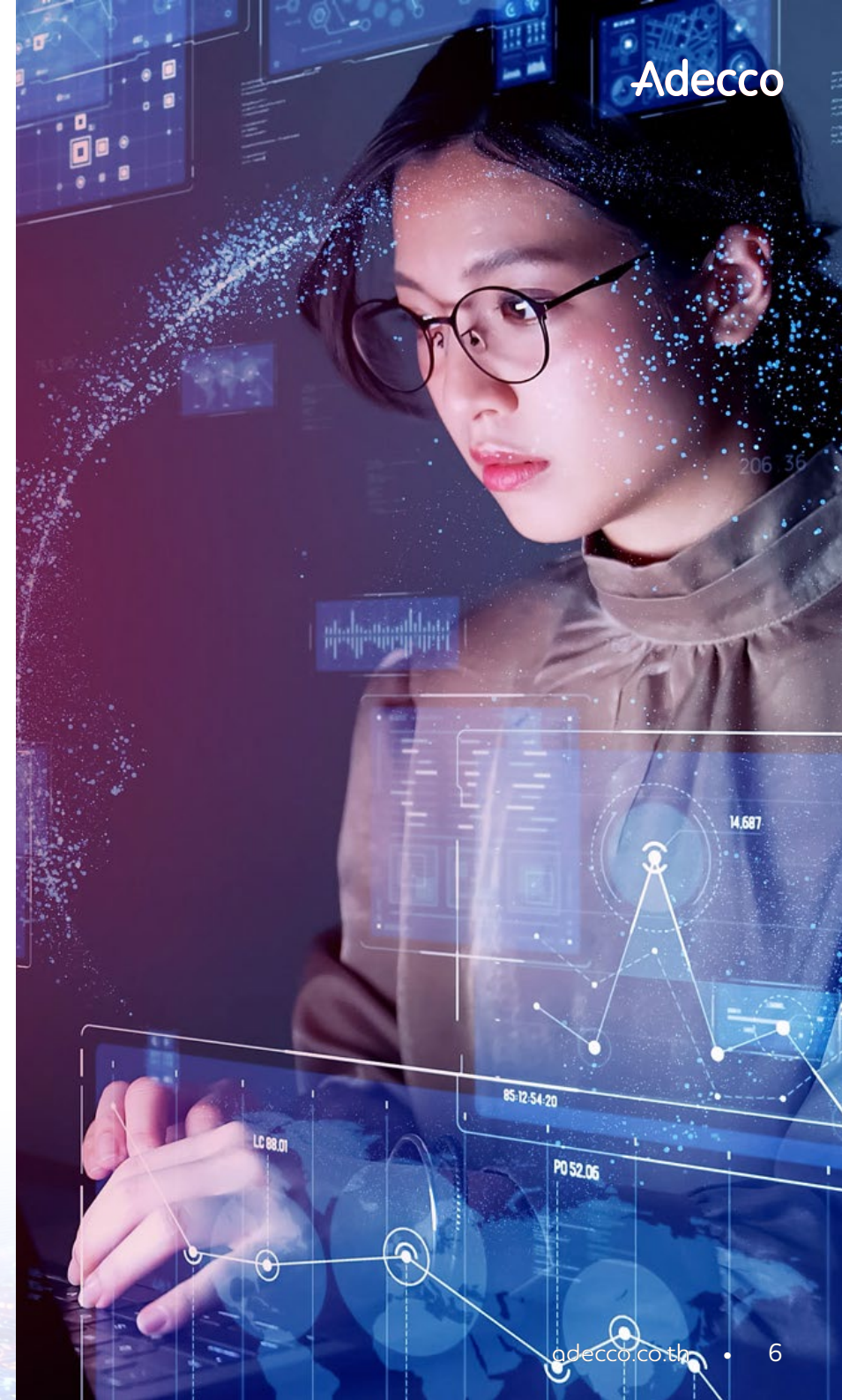
APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco





Looking Ahead to 2025

The Thai labor market is expected to continue its recovery in 2025. Although Thai economy being relatively stagnated might impact the overall employment, we hope that with businesses gradually adapting to technological and economic shifts, new opportunities will emerge.

However, challenges persist. Employers must navigate talent shortages and rethink traditional recruitment and retention strategies, while job seekers need to remain agile and proactive in acquiring relevant skills. As Thailand embraces the future of work, adaptability and collaboration will be the cornerstones of a resilient labor market.



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Recommendations for Employers and Job Seekers

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



For Employers

Retaining talent is as equally important as attracting. This involves prioritizing talent development and upskilling across all levels of the organization, from staff to management and executives. Bridging skill gaps is essential to stay competitive in a rapidly evolving market.

Additionally, leveraging technological tools to enhance efficiency—also encourage and support adoption among employees—can provide significant business advantages. The true key lies in employees’ understanding the full potential of these technologies and mastering their application to maximize business benefits.

For Job seekers

Emphasizing lifelong learning can future-proof their careers. Building proficiency in AI and analytics, along with developing multi-functional capabilities will be instrumental in staying relevant in the job market.

On the soft skills side, having a positive thinking mindset and a strong will to take on challenges are giving advantage to job interviews.

As part of the current trend, establishing a strong personal brand on social media and having a clear career trajectory can also enhance employability.

Thailand Career & Work Trend Survey 2024

Result Analysis



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco





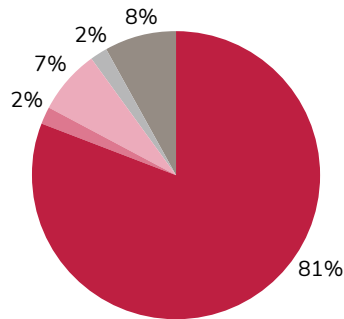
About the Survey

The survey was conducted online between **October 1-31, 2024**, gathering insights from **1,335 respondents** across Thailand. Participants represented diverse business sectors and held roles spanning all organizational levels, from entry-level to C-suite executives. The survey aimed to capture key workplace trends, employee perspectives, and industry-specific priorities, ensuring a comprehensive view of the evolving job market.

Respondents' profiles

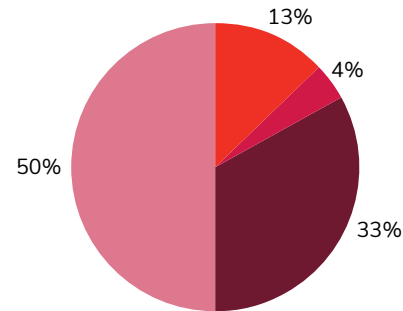
The majority of respondents are full-time individual contributors or in middle management roles. 40% of the sample is drawn from three key industries: manufacturing, retail/consumer goods, and IT.

Current employment status



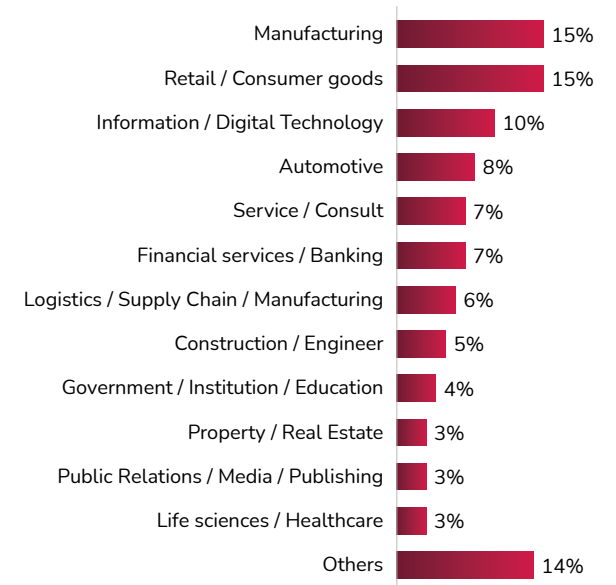
- Employed Full-time / Permanent (81%)
- Employed Part-time (2%)
- Employed Temporary / Contract (7%)
- Career break / Study (2%)
- Unemployed (8%)

Current role



- C-suite or Executive Leader (13%)
- Director / Senior Management (4%)
- Middle - Management (33%)
- Employee / Individual Contributor (50%)

Type of business



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Key Findings

From the survey, these significant insights are the highlights, showcasing emerging workplace trends, employee priorities, and industry-specific shifts, especially the coming of AI.

- Work-Life Balance and Growth are Job Seekers' Priorities
- Digitization and Flex Work: Leading Trends Transforming the Workplace
- AI: A Growing Tool for Leadership, Productivity, and Efficiency
- AI as a Game-Changer in Recruitment Process
- Upskilling is Needed to Tackle AI Skills Gap
- Staying Competitive in the Job Market with Essential Skills
- Unlocking DEI Success with Key Initiatives

The findings offer a comprehensive snapshot of how businesses and workers are navigating the evolving job market in Thailand.





Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

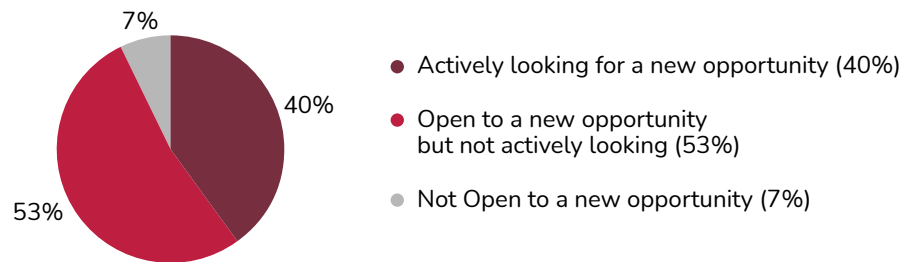
About Adecco

1. Work-Life Balance and Growth are Job Seekers' Priorities

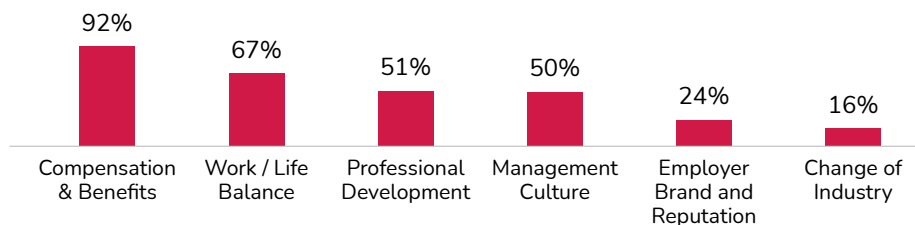
93% of respondents are open to new opportunities, with 40% actively looking—an increase of 3% compared to last year's survey. **Financial benefits, work-life balance, and professional development** remain the top reasons employees stay with their current companies, as well as key factors they consider when evaluating new employers.

The criteria have remained consistent with the 2023 survey; however, the emphasis on **work-life balance has grown significantly, increasing from 58% to 67% in 2024**. This indicates a rising awareness of the importance of achieving a healthy work-life integration among professionals, likely driven by evolving workplace expectations and priorities.

Career plans for the next 12 months

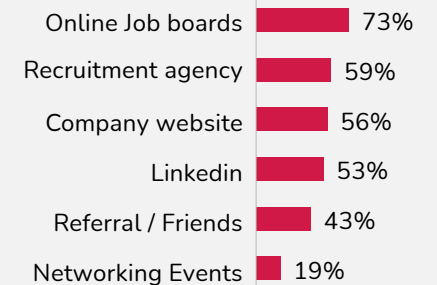


Top 3 main priorities in choosing the next employer



73% used Online Job boards as a tool to search for job, followed by Recruitment agency (59%) Company websites (56%), and LinkedIn (53%).

Job Search Channels





2. Digitization and Flex Work: Leading Trends Transforming the Workplace

Digitization and flexible work models are the most significant trends transforming the workplace, with strong adoption in IT, Service / Consulting, and Construction / Engineering industries.

Generative AI (GenAI) is more prominent in **Service / Consulting (51%)**, driven by the sector's reliance on advanced tools for client engagement, decision-making, and content generation. On the other hand, **Automation ranks higher in the Automotive industry (53%)**, reflecting the industry's ongoing focus on optimizing manufacturing processes and integrating advanced machinery to boost efficiency and reduce costs.

Megatrends that have the greatest impact on working life

	Total	Sector									
		Manu- facturing	Retail / Consumer goods	IT / Digital	Automotive	Service / Consulting	Financial services / Banking	Logistics / Supply Chain / Manufacturing	Construction / Engineering	Government / Institution / Education	Others
	%	%	%	%	%	%	%	%	%	%	%
Digitization	74	70	78	79	69	72	74	75	71	72	74
Flexible ways of working	74	62	72	82	77	85	78	68	81	78	73
Generative Artificial Intelligence	36	36	31	37	23	51	41	33	19	46	40
Automation	36	48	34	37	53	27	33	41	36	13	30
Talent scarcity or skills shortages	28	28	33	20	37	26	35	28	24	24	27
Transition to green economy	28	31	29	13	22	13	21	33	46	37	30
Artificial intelligence	24	25	22	32	19	26	19	20	22	28	25

These variations underscore how industry-specific challenges and opportunities shape the adoption of different technologies.

For employers, embracing flexible work models to attract talent and invest in digitization is the key to stay competitive and meet evolving workplace demands.

For job seekers, it is crucial to showcase the adaptability to hybrid or remote work in tech-driven industries, and highlight skills that align with digitization trends, even in on-site roles.

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

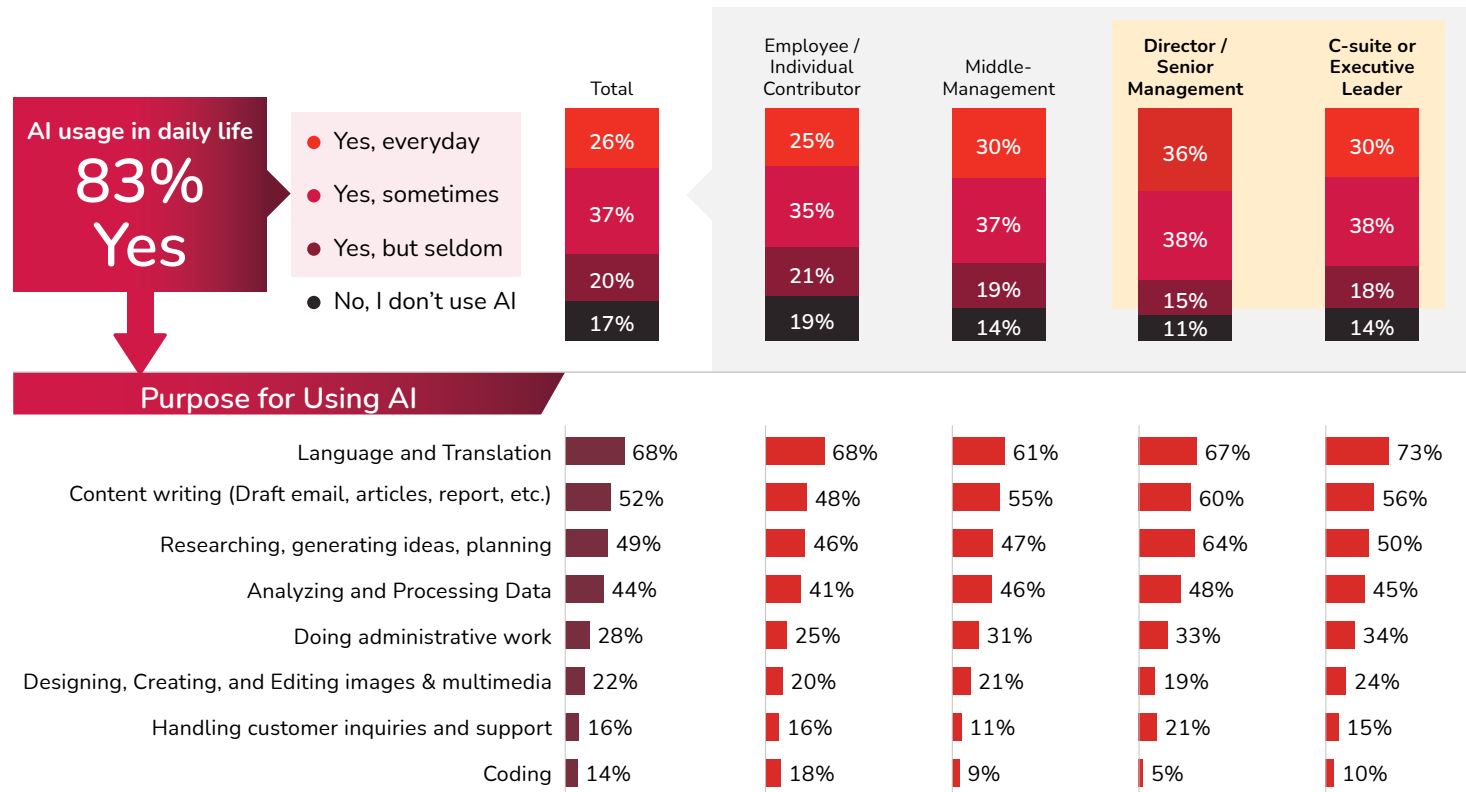


3. AI: A Growing Tool for Leadership, Productivity, and Efficiency

Over 83% of respondents use AI in their daily lives, with 26% said they use it everyday. AI usage is widely adopted across all organizational levels, with leadership roles such as directors and executives demonstrating the highest engagement, particularly for strategic and decision-making tasks, underlining its pivotal role in driving high-level decision-making.

The most prominent applications include language translation, content writing, and research, highlighting a strong focus on enhancing productivity and automating repetitive processes, helping in speeding up routine manual tasks as well as reducing the need for certain manual skills.

AI daily usage & objectives of usage



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



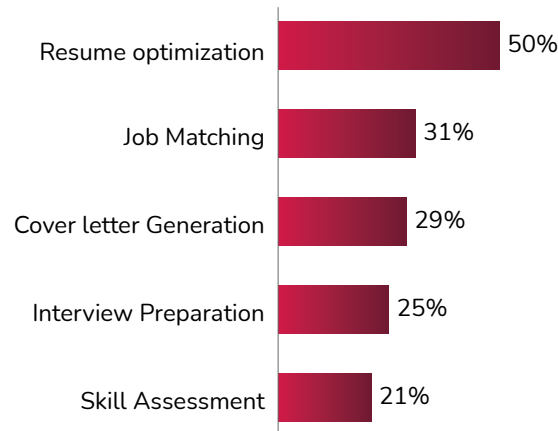
4. AI as a Game-Changer in Recruitment Process

Respondents have utilized AI during job applications, with tasks like **resume optimization, job matching, and cover letter generation** being the most common uses, consistently across industries.

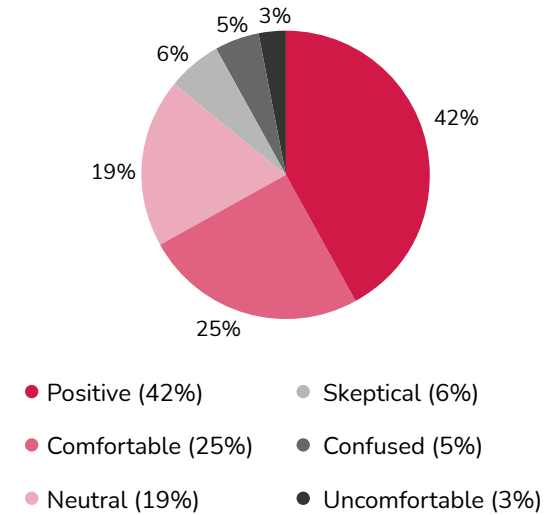
For job seekers, 67% feel either **positive or comfortable** with AI in the recruitment process, indicating AI technologies are increasingly becoming **an accepted and welcomed tool in job applications**.

A smaller proportion remains skeptical or uncomfortable, citing **doubts about fairness or unclear functionality**, emphasizing the need for greater transparency and user-friendliness.

How AI is used in Job Application



Feeling towards using AI in recruitment



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



4. AI as a Game-Changer in Recruitment Process

For employer, the use of AI in the recruitment process is not widespread, **with 49% of organizations currently utilizing it**, with applications focused on candidate **sourcing and screening**.

Most of them indicated that time-saving is the key benefit of using AI.

However, half of hiring managers (51%) still believe in human capability, especially in the **interviewing process (69%)**.

They believe that human involvement is essential for **assessing cultural fit and handling complex decision-making**, as well as fostering a long term engagement which AI tools cannot replicate.

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

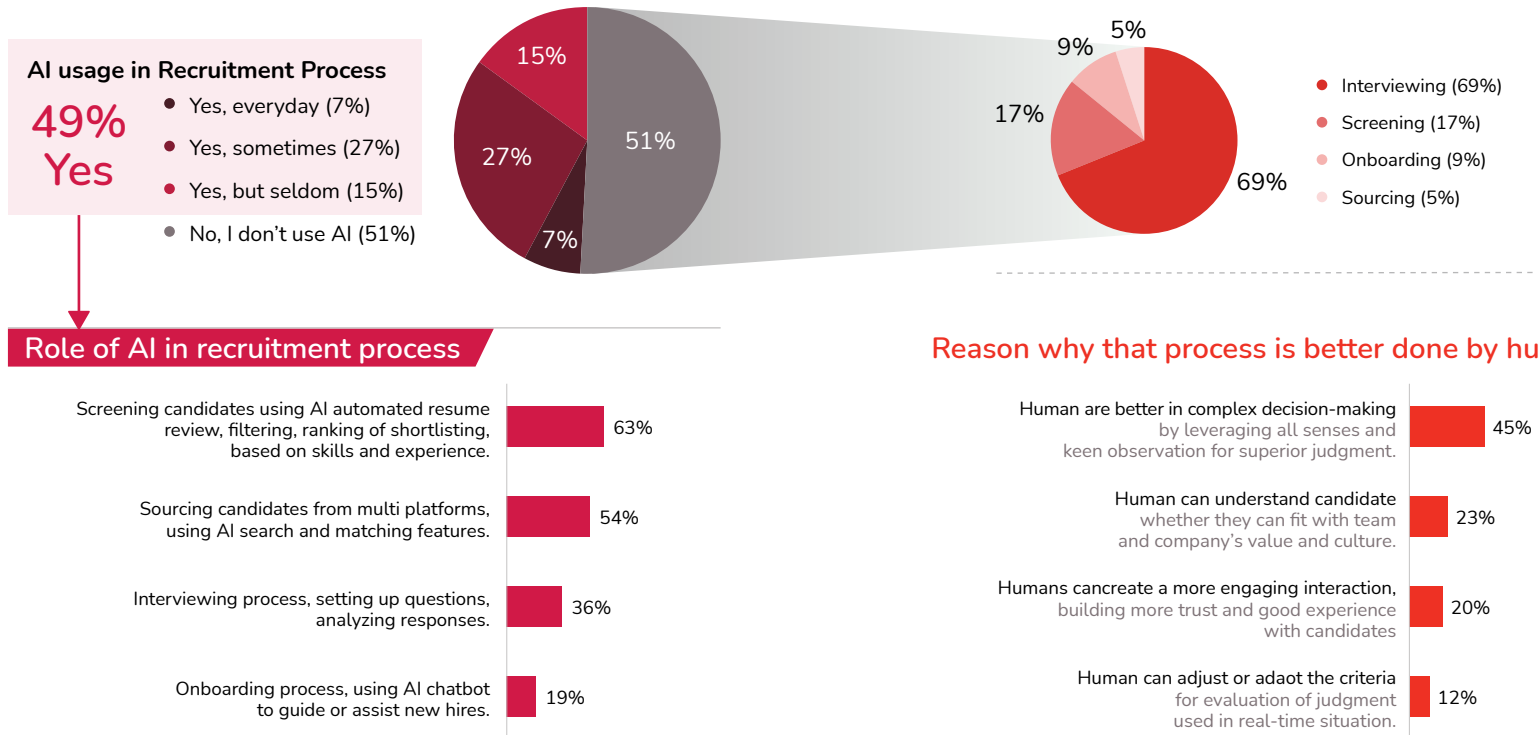
APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco





4. AI as a Game-Changer in Recruitment Process

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

When asked about their **attitude toward candidates using for their job application, 36% of hiring managers expressed skepticism.** Their concerns primarily revolve around the **potential biases** that AI-generated content might introduce, which could misrepresent a candidate's true abilities or fit for the role.

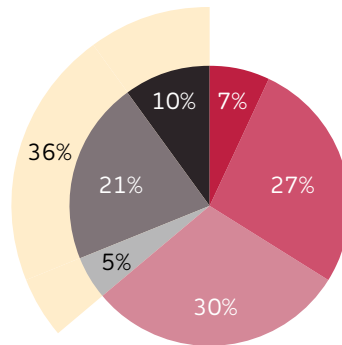
Additionally, they worry that **an over-reliance on AI** might indicate a lack of critical thinking, creativity, or effort on the candidate's part—qualities they consider essential for many positions.

It is crucial for job seekers to not only strategically use AI tools to enhance their job applications, but also to use it responsibly, ensuring the information provided remains truthful and accurately reflects their skills and experiences.

Employers, in turn, should prioritize transparency in their AI-driven recruitment processes by clearly communicating how these tools are used and ensuring they are designed to promote fairness, inclusivity, and user trust.

Attitude Towards AI usage in Recruitment Process

- **Supportive:** It's a smart way to improve application quality and efficiency. (7%)
- **Positive:** It is a sign of adaptability and resourcefulness. (27%)
- **Neutral:** It doesn't influence my opinion. (30%)
- **Skeptical:** Not sure that adds value or not. (5%)
- **Concerned:** Worry about might misrepresent skills. (21%)
- **Cautious:** Need to ensure about inaccuracies or biases in the evaluation process. (10%)



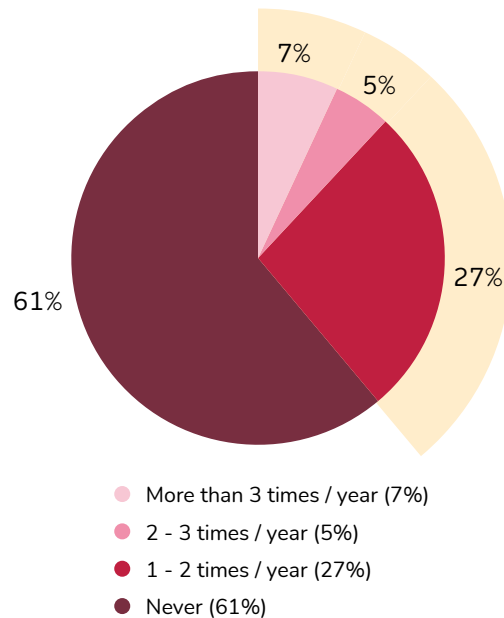


5. Upskilling is Needed to Tackle AI Skills Gap

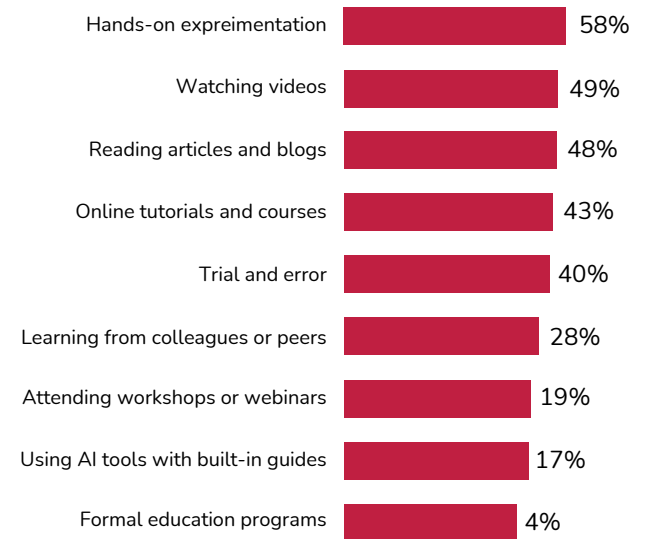
Despite widespread usage, both in daily life and in job application, **only one-third of organizations provide AI training**, usually limited to 1-2 sessions per year. This reflects a gap in equipping employees with advanced AI skills.

Mostly, workers learn **through hands-on experiment by themselves, and watching available resources online**, including VDOs, articles, or tutorial courses, likely because it offers flexibility, immediate application, and cost-effectiveness compared to formal training programs.

Frequency of AI training



Methods used for learning GenAI



Providing user-friendly tools to encourage self-learning is important, but employers can also consider pairing these with structured training or certification programs to ensure employees gain deeper expertise in GenAI and emerging technologies.

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

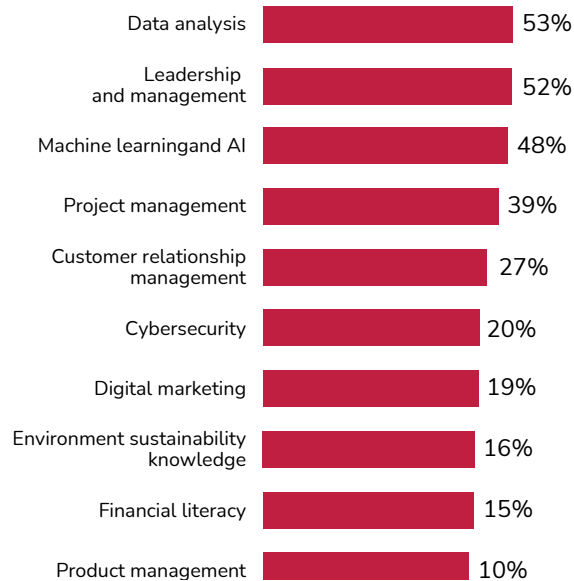
About Adecco



6. Staying Competitive in the Job Market with Essential Skills

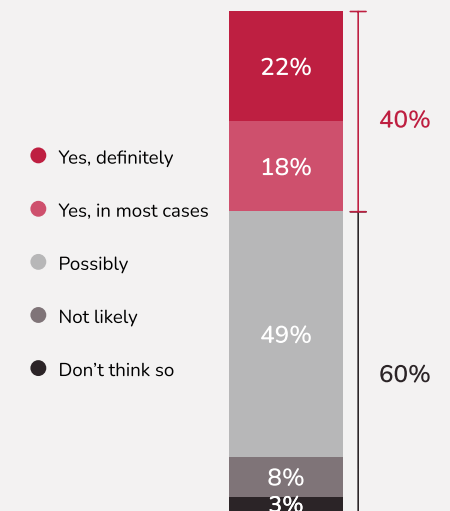
Skills such as **data analysis, leadership & management, and machine learning / AI** were rated as essential for maintaining competitiveness. Variations exist across industries—for example, construction and engineering emphasize project management as the most critical skill, IT sector shows a higher demand for AI and machine learning expertise, while traditional industries lean towards foundational leadership and operational skills.

Essential skills to stay competitive



Especially for AI skills, **40%** of those who use AI in daily work believes that **AI skills will help them secure job offers**, receive promotions or earn salary increase.

Impact of AI skills on your career opportunity and growth



Job seekers should focus on building a well-rounded skill set that combines technical expertise with strong soft skills. While developing proficiency in high-demand areas can open doors to many opportunities, equipping oneself with soft skills is equally critical. Balancing between the two not only boosts career advancement but also prepares professionals to adapt to diverse roles across industries.

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



7. Unlocking DEI Success with Key Initiatives

The majority of respondents consider **flexible working policies** to be the most impactful DE&I initiatives, followed by **transparent communication, pay equity reviews, diversity training programs, and inclusive hiring practices.**

Flexible work arrangements empower employees to balance their professional and personal lives, which is particularly important for diverse groups, such as working parents, caregivers, or individuals with disabilities. This inclusivity fosters a sense of belonging and equity by accommodating varied circumstances.

DE&I initiatives with the most impact in workplace



Meanwhile, transparent communication of DE&I goals ensures that employees are aware of the organization's efforts and progress, fostering trust and accountability. Clear, measurable DE&I objectives and regular updates make employee likely to feel engaged, valued, and aligned with the company's mission to build an inclusive culture.



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



APAC Career & Work Trend Survey Analysis

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco





About the research



The Adecco Group surveyed:

8,997 professionals including both employers and employees across APAC region

9 Countries - Australia, Hong Kong, India, New Zealand, Singapore, South Korea, Taiwan, Thailand, and Vietnam.

Working in **13 Industries**

- Aerospace / Defense
- Automotive
- Consulting
- Financial services / Banking
- Government / Institution / Education
- Information / Digital Technology
- Legal
- Life sciences / Healthcare
- Logistics / Supply Chain / Transportation and Mobility
- Manufacturing / Engineering (Incl. Semi conductors)
- Property / Real Estate
- Public Relations / Media / Publishing
- Retail / Consumer goods (Including FMCG)



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Megatrends that have the most influence on work life

Across the APAC region, digitization and flexible working are the most influential megatrends, reflecting a paradigm shift toward digital workplaces and hybrid work models.

Digitization leads in **Thailand (74%)**, **India (64%)**, **Vietnam (64%)**, and **Taiwan (54%)**. Meanwhile, **Flexible Working** adoption is notably high in **Thailand (74%)**, **India (61%)**, **Hong Kong (58%)**, and **Vietnam (58%)**.

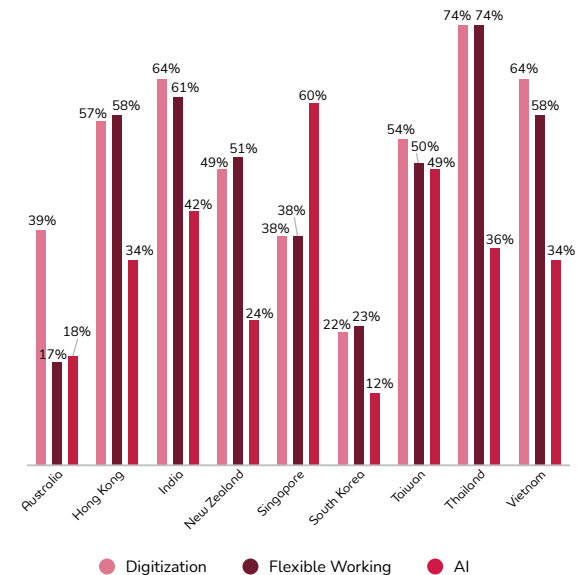
Artificial Intelligence (AI) is highly significant in tech-forward nations like **Singapore (60%)**, **Taiwan (49%)**, and **India (42%)**.

New Zealand shows moderate adoption across **digitization (49%)** and **flexible working (51%)**, suggesting a balanced approach to workplace transformation. In contrast, **South Korea** shows potential for growth.

Key Priorities for Employers:

- **Priorities digitization and automation** to maintain operational efficiency
- High demand for hybrid and gig-based models underscores the need for policy and infrastructure adjustments by employers.
- Embrace AI adoption to drive innovation and improve productivity.

Top 3 megatrends influencing work life



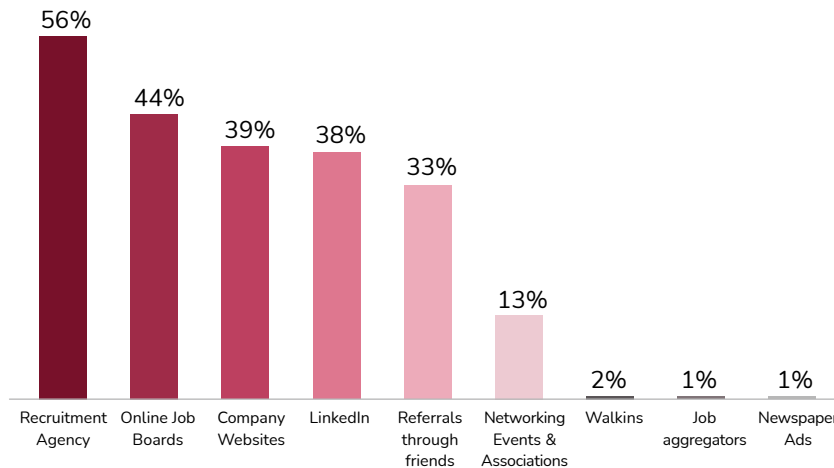


Preferred Channels for New Opportunities for APAC region

APAC's job seekers primarily rely on **recruitment agencies (56%)**, reflecting their strong role as the preferred job search channel across the region.

Recruitment agencies dominate job searches in Taiwan (80%), South Korea (78%), and Vietnam (77%), highlighting their critical role in connecting job seekers with opportunities efficiently across the APAC region. **Company websites** are widely used particularly in Singapore (66%) and India(53%). Meanwhile, **referrals through friends** remain a popular channel, especially in **Taiwan (61%)** and **Vietnam (60%)**, showcasing the importance of personal networks in job searches.

Most Used Job Search Channels



Key Priorities for Employers:

- Use recruitment agencies and networks to source talent.
- Strengthen employer branding online.
- Align hiring strategies with local preferences.

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Career Movements and Employer Implications

The region demonstrates high flexibility, with the majority being open to new opportunities (averaging 50%), but only a smaller segment actively searching (30-40%).

Australia leads with 62% actively seeking new roles, indicating high job mobility. Singapore demonstrates strong workforce stability with only 23% actively looking for opportunities. South Korea has 46% actively searching and 48% open to opportunities, showing both active and passive interest.

Taiwan and New Zealand reflect stable workforces, with 30% and 23% actively looking, respectively, while 55% and 50% are open to new roles. Hong Kong and Thailand show moderate mobility, with 33% and 40% actively looking, respectively.

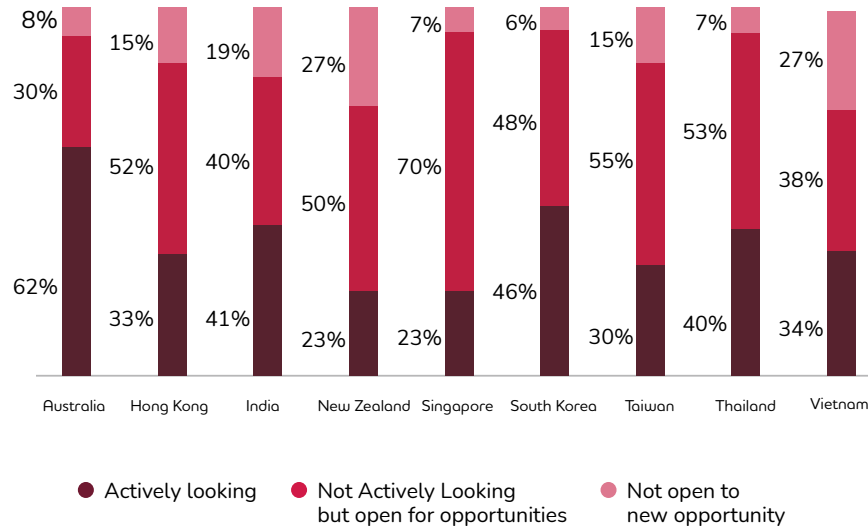
Overall, 42% of professionals are actively seeking opportunities, with 47% open to new roles but not currently searching, showcasing a dynamic job market with both challenges and opportunities for employers.

Retention Challenges: High job mobility in Australia, South Korea, and Thailand demands robust retention strategies.

Talent Acquisition: Stability in Singapore and moderate activity in Hong Kong allow employers to focus on nurturing internal talent pools.

Tailored Initiatives: Employers in high-mobility markets must emphasize upskilling, career advancement opportunities, and competitive benefits to attract and retain employees.

Career Aspirations Across APAC Countries



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

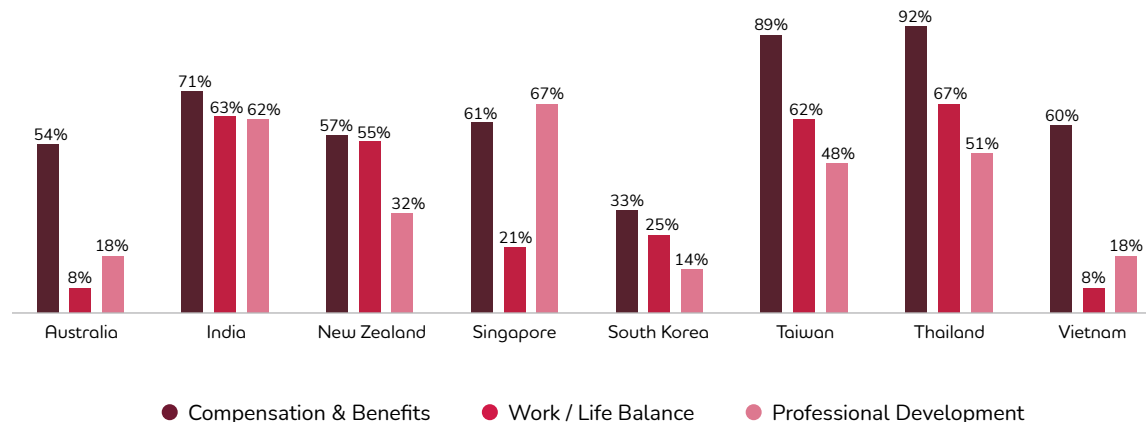
Key Priorities When Considering a Job Change in the Next 12 Months

Understanding the key priorities that influence job and company choices is essential. From insights on salary trends across various industries to shifts in consumer and employee behaviors, staying informed about the evolving labor market landscape can guide individuals toward making informed decisions. Resources like salary guides and megatrend reports provide valuable data to navigate these decisions effectively.

Key drivers across the region include compensation and benefits (77%), work-life balance (48%), and professional development (44%). These preferences reflect a growing emphasis on both financial security and personal well-being, with significant regional variations that underline cultural and economic differences.

- **Compensation & Benefits:** Thailand (92%), Taiwan (89%), India (71%), and Vietnam (60%) show a strong focus on financial rewards.
- **Work-Life Balance:** Thailand (67%), India (63%), Taiwan (62%), and New Zealand (55%) place higher emphasis on maintaining work-life
- **Professional Development:** Singapore (67%) and India (62%) prioritize growth opportunities significantly above the regional average.

What Job Seekers Value Most



Key Priorities for Employers:

- Offer competitive compensation and benefits.
- Foster a positive work-life balance culture.
- Strengthen employer brand to attract top talent.

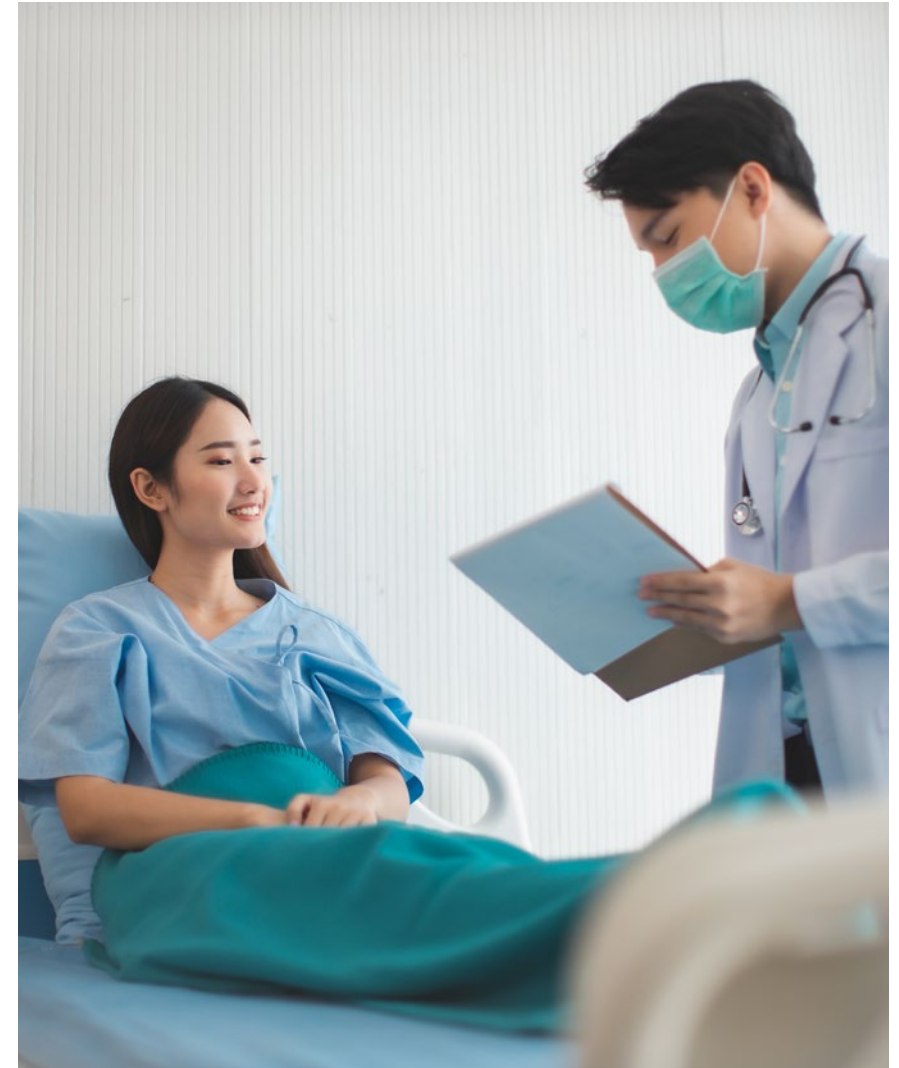
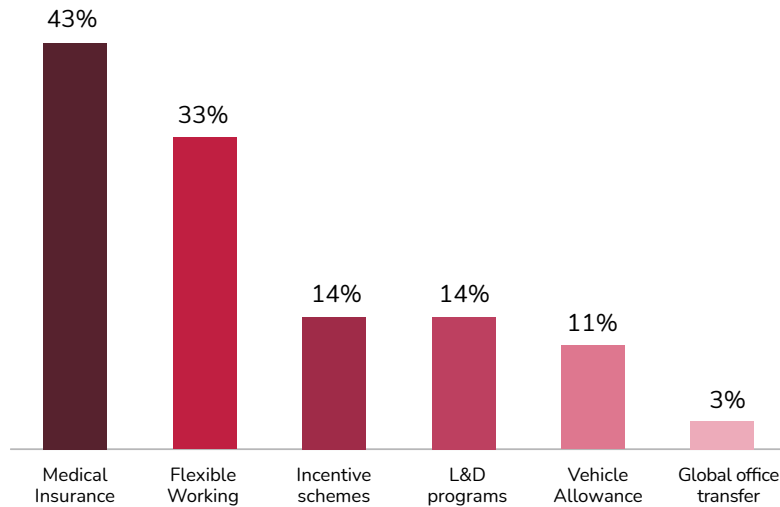


Employee Benefits and Perks

Across APAC, health/medical insurance and flexible working arrangements are the most provided non-financial benefits, reflecting a broader shift towards employee well-being and work-life balance.

Learning and Development programs need to be more utilized, representing a missed opportunity to drive long-term growth and retention.

Non-Financial Benefits Offered



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Insights on GenAI

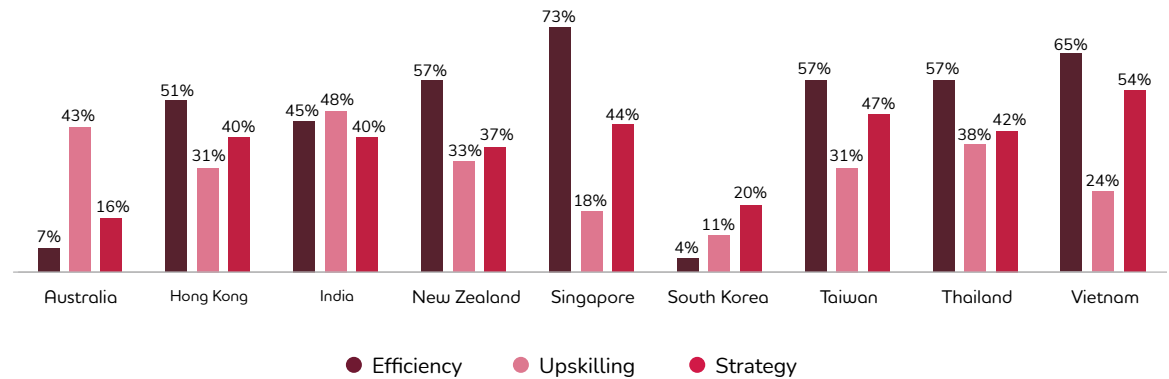
In today's rapidly evolving workforce, the role of GenAI is becoming increasingly pivotal. It is not just a technological advancement—it's a game-changer that is redefining how businesses and employees interact, create, and innovate. From enhancing productivity to fostering new job roles, GenAI is reshaping industries across the globe. Its ability to generate content, automate processes, and assist in decision-making is empowering companies to remain competitive while enabling workers to focus on higher-value tasks.

Across the region, **Efficiency** and **Upskilling** stand out, with Singapore and Vietnam leading in productivity, while Australia shows room for improvement. Upskilling remains a focus in India, Australia, Thailand, reflecting the need to meet evolving market demands, while Taiwan and Hong Kong take a balanced approach.

Strategic Roles are prominent in Vietnam, Taiwan, Singapore, and Hong Kong, aligning leadership with long-term goals. India combines strategy with skill development, fostering sustainable growth. New Zealand balances efficiency, upskilling, and strategy, driving steady progress.

While priorities vary, tailored strategies and GenAI adoption can enhance workforce capabilities, drive innovation, and unlock growth opportunities.

AI's Impact on Industry Skill Requirements: Key Trends and Priorities



Key Priorities for Employers:

- Prioritize skills development in leadership, AI, cybersecurity, and ethical compliance to ensure a competitive workforce and meet evolving market demands.
- Invest in tailored training programs and reskilling initiatives to address dynamic workforce needs and support organizational growth.
- Focus on enhancing leadership and strategic thinking capabilities to foster innovation and drive long-term success.

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

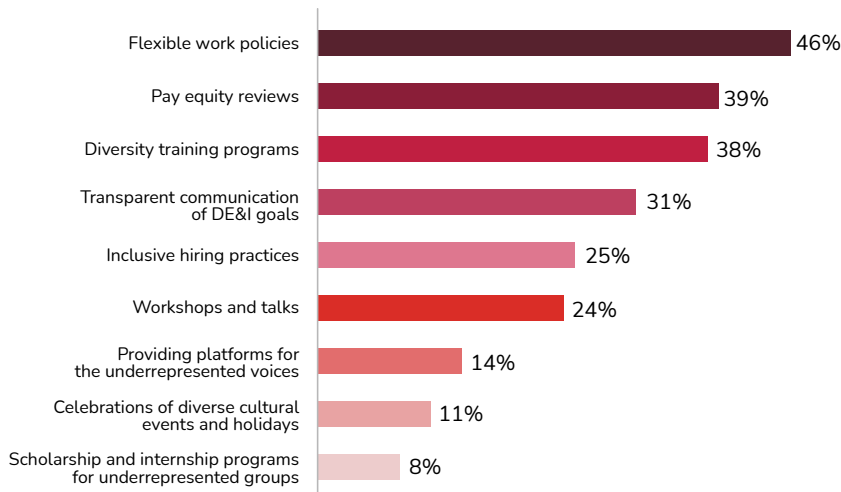
- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Insights on Diversity, Equity, and Inclusion

The emphasis on flexible work policies and pay equity reviews indicates that employees expect employers to create equitable and adaptable work environments. Diversity Training programs highlight the need for raising awareness about unconscious biases, while transparent communication is crucial for building trust and accountability. Employers who invest in these initiatives are likely to see increased engagement, retention, and productivity.

DE&I Priorities Across APAC region



The APAC region shows a robust inclination toward flexible work policies, followed by diversity training programs and pay equity reviews, reflecting a mix of priorities for work-life balance, education, and compensation equity.



Key Priorities for Employers:

- APAC employers should prioritize flexible work policies and pay equity reviews to foster inclusive and equitable workplaces.
- Boost employee engagement with training programs and transparent communication to build trust and accountability.
- Invest in inclusive hiring practices (25%) and workshops and talks (24%) to support diverse talent and development.
- Incorporate platforms for underrepresented voices (14%) and celebrations of events (11%) into DE&I strategies to reflect employees' needs for inclusion and cultural recognition.



About the salaries in this guide

The figures in this salary guide are based on data from Adecco Thailand’s clients and candidates. They reflect the typical salary for an individual’s job based on location, experience, education, qualifications, and other considerations. **The figures in our guide represent monthly base salary only. The years of experience represents the total years of working in the career.** Salaries for each position may be further influenced by company size, benefits offered, and local supply and demand trends.

The positions are divided in to 8 market segments or industries covering many types of businesses, including;

Fast-Moving Consumer Goods (FMCG): Consumer Durables, Consumer Electronics, Fashion & Accessories, Food & Beverage, Luxury, Personal Care / Cosmetics, Retail, Sporting Goods

Financial Services: Asset Management, Credit Cards / Services, Fintech, Insurance, Investment / Corporate Bank, Private Banking, Private Equity /Venture Capital, Rating / Consulting, Retail Banking

Industrial and Manufacturing: Agriculture, Chemicals, Distribution Logistics, Diversified Manufacturing, Electronic Components / EMS / CMS, Energy / Power / Utilities, Heavy Industry / Equipment Manufacturers, Marine & Shipping, Metalwork, Railway & Transportation, Semiconductor

Information Technology: Hardware, Software, Cloud Computing, E-Commerce, Gaming, IT Consulting, Networks, Security, Sys Integrator / Service Provider, Telecom / Mobile

Life Science and Medical: Hospitals / Nursing, Medical devices / equipment, OTC / Healthcare, Pharmaceutical

Non-Profit Organization / Public Sector: Arts, Entertainment and ecreation, Education Consultancy, Government, Higher Education, International School, NPO / Charity

Property / Construction: Architecture, Building Materials, Construction, Interior Design, Property Development, Real Estate Consultancy

Services / Consulting: Accommodation and food service activities, Accounting Services, Advertising / PR / Market Research, Airlines, BPO /Outsourcing, Call Centre, Engineering Consulting, Hospitality & Tourism, Law / Advisory, Management Consulting, Publishing

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

For more information on salaries in your job market, please contact your Adecco representative or send an email to webmaster@adecco.co.th



Fast - Moving Consumer Goods



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	25,000	35,000	30,000	50,000	-	-
Executive Secretary / PA	25,000	35,000	30,000	60,000	60,000	90,000
Interpreter	-	-	30,000	50,000	-	-
Office Manager	-	-	45,000	60,000	-	-
Customer Service						
CRM Manager	-	-	50,000	120,000	100,000	150,000
Customer Service Executive (Coordinator / Order Administrator)	25,000	30,000	30,000	40,000	-	-
Customer Service Manager	-	-	40,000	80,000	80,000	150,000
Relationship Manager	-	-	30,000	50,000	-	-
Engineering						
Application Engineer	-	-	60,000	90,000	-	-
Construction Manager	-	-	-	-	70,000	100,000
Design Engineer	20,000	40,000	40,000	70,000	-	-

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Electrical Engineer	-	-	-	-	80,000	120,000
Engineering / IE / Process Improvement Manager	20,000	40,000	40,000	80,000	100,000	150,000
Engineering Manager	-	-	50,000	100,000	100,000	150,000
Environmental Engineer	-	-	50,000	70,000	80,000	150,000
Factory Manager	-	-	50,000	70,000	100,000	150,000
Head of Engineering / Engineering Director / VP	-	-	-	-	200,000	300,000
Manufacturing Engineer	-	-	50,000	70,000	-	-
Mechanical Engineer	-	-	35,000	70,000	-	-
Operations Manager	-	-	50,000	80,000	100,000	350,000
Planning Manager	-	-	60,000	90,000	100,000	120,000
Plant Engineer	-	-	-	-	100,000	120,000
Plant Manager	-	-	60,000	120,000	150,000	250,000
Process Engineer	30,000	60,000	40,000	80,000	80,000	120,000
Product Development Manager	-	-	80,000	120,000	100,000	200,000
Product Manager	-	-	80,000	130,000	-	-
Production Engineer	25,000	30,000	40,000	60,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco



Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Production Manager	-	-	50,000	120,000	100,000	150,000
Production Supervisor / Chief	-	-	40,000	55,000	-	-
Project Engineer	-	-	50,000	80,000	-	-
Project Manager	-	-	80,000	150,000	100,000	150,000
QA / QC Engineer	-	-	30,000	60,000	50,000	100,000
Quality Manager	-	-	40,000	100,000	70,000	100,000
Research & Development Engineer	50,000	60,000	50,000	70,000	-	-
Research & Development Manager	-	-	50,000	100,000	70,000	400,000
Research & Development Officer	-	-	-	-	30,000	40,000
Research & Development Specialist	-	-	100,000	150,000	-	-
Safety Manager	-	-	-	-	90,000	120,000
Safety Officer	-	-	50,000	70,000	-	-
Service Engineer / Technical Support	24,000	60,000	18,000	40,000	-	-
Technical Service Manager	-	-	35,000	41,000	-	-
Technician	15,000	25,000	30,000	40,000	-	-

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Accounting & Finance Supervisor (CPA)	-	-	40,000	50,000	-	-
Accounting Executive / Officer	20,000	40,000	25,000	80,000	-	85,000
Accounting Manager	-	-	60,000	80,000	50,000	200,000
Accounts Payable Accountant	22,000	35,000	40,000	60,000	30,000	35,000
Accounts Receivable Accountant	22,000	35,000	40,000	60,000	-	-
Cost Accountant	30,000	40,000	-	-	-	-
Costing Manager	-	-	70,000	100,000	-	-
Credit Control Manager	-	-	-	-	90,000	120,000
Finance & Accounting Director / VP	-	-	-	-	250,000	350,000
Finance & Accounting Manager	-	-	45,000	120,000	80,000	150,000
Finance Manager	-	-	-	-	100,000	180,000
Financial Administrator / Officer	-	-	60,000	80,000	-	-
Financial Analyst	-	-	40,000	45,000	-	-
Financial Controller	-	-	140,000	160,000	-	-
Financial Planning & Analysis Manager	-	-	100,000	120,000	-	-
Head of Finance and Accounting	-	-	-	-	100,000	150,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Internal Audit Manager	-	-	50,000	60,000	-	-
Senior Accountant	-	-	30,000	40,000	-	-
Senior Cost Accountant	-	-	40,000	60,000	-	-
Tax Consultant	-	-	40,000	50,000	-	-
Tax Manager	-	-	120,000	200,000	200,000	270,000
Treasury	-	-	60,000	100,000	100,000	200,000
Healthcare						
Medical Product Specialist / Expert	-	-	60,000	200,000	-	-
Medical Sales Representative	40,000	60,000	60,000	80,000	-	-
Operations Manager	-	-	80,000	100,000	100,000	180,000
Optometrist	30,000	40,000	40,000	75,000	-	-
Hospitality & Tourism						
Barista	50,000	70,000	-	-	-	-
Chef	-	-	-	-	120,000	160,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Hospitality & Tourism						
F&B Director	-	-	-	-	120,000	160,000
Operations Manager	-	-	20,000	30,000	-	-
Human Resources						
Assistant Human Resources Manager	-	-	45,000	60,000	70,000	100,000
Compensation and Benefit Manager	-	-	-	-	100,000	250,000
Head of Human Resources	-	-	-	-	250,000	600,000
Head of Talent Acquisition	-	-	-	-	150,000	250,000
HR / Administrative Officer	20,000	35,000	40,000	60,000	-	-
HR Business Partner	-	-	40,000	100,000	100,000	150,000
HR Generalist / HR Specialist	25,000	35,000	35,000	80,000	-	-
HROD Manager	-	-	65,000	120,000	100,000	250,000
HRIS	25,000	40,000	40,000	90,000	100,000	150,000
Human Resources Director / VP	-	-	-	-	250,000	600,000
Human Resources Executive / Officer / Staff	20,000	35,000	40,000	60,000	-	-
Human Resources Manager	-	-	70,000	120,000	100,000	150,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Payroll Officer	20,000	35,000	40,000	60,000	-	-
Talent Acquisition Manager	-	-	80,000	150,000	-	-
Talent Acquisition Specialist	-	-	60,000	80,000	80,000	150,000
Training Executive / Officer	25,000	35,000	35,000	60,000	-	-
HRD Manager	-	-	65,000	120,000	100,000	200,000
VP - Human Resources	-	-	-	-	150,000	350,000
Information Technology						
Data Analyst	-	-	-	-	100,000	150,000
Data Scientist / Data Engineer	35,000	50,000	-	-	-	-
ERP Consultant	-	-	-	-	80,000	100,000
IT Application Support	25,000	40,000	45,000	50,000	-	-
IT Auditor	25,000	35,000	-	-	-	-
IT Business Partner	-	-	70,000	120,000	100,000	200,000
IT Director	-	-	-	-	150,000	350,000
IT Manager	-	-	80,000	120,000	100,000	200,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
IT Security Manager	-	-	-	-	120,000	150,000
IT Support	25,000	40,000	45,000	75,000	70,000	100,000
Programmer	30,000	60,000	60,000	100,000	-	-
Programmer / Software Developer (Mobile Applications)	30,000	40,000	45,000	90,000	-	-
Project Manager	-	-	60,000	65,000	-	-
SAP Consultant	-	-	40,000	90,000	-	-
Software Engineer	30,000	40,000	50,000	100,000	60,000	130,000
Legal & Compliance						
Compliance Officer	25,000	40,000	40,000	60,000	-	-
Legal Manager	-	-	80,000	100,000	100,000	200,000
Legal Officer	25,000	35,000	40,000	60,000	-	-
Life Sciences & Pharmaceutical						
Laboratory Manager	-	-	40,000	50,000	50,000	80,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Life Sciences & Pharmaceutical						
Nutritionist	22,000	40,000	40,000	65,000	-	-
Regulatory Affairs Associate/Officer	25,000	30,000	-	-	-	-
Regulatory Affairs Specialist	30,000	50,000	50,000	70,000	70,000	100,000
Marketing						
Assistant Marketing Manager	-	-	30,000	80,000	80,000	120,000
Brand Manager	30,000	40,000	40,000	100,000	80,000	200,000
Digital Content Editor / Content Creator / Social Media Content Editor	20,000	40,000	40,000	70,000	-	-
Digital Marketing Analyst	20,000	35,000	30,000	70,000	-	-
Digital Marketing Manager	-	-	50,000	120,000	70,000	200,000
Digital Marketing Specialist	20,000	35,000	35,000	90,000	-	-
Event Manager	-	-	60,000	100,000	100,000	150,000
Graphic Designer	20,000	35,000	30,000	50,000	50,000	80,000
Head of Digital Marketing	-	-	-	-	100,000	350,000

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Head of Marketing	-	-	80,000	120,000	100,000	500,000
Marketing Coordinator / Assistant	25,000	40,000	40,000	60,000	-	-
Marketing Director / VP	-	-	-	-	100,000	700,000
Marketing Executive / Officer	20,000	40,000	30,000	70,000	-	-
Marketing Manager	-	-	45,000	150,000	80,000	250,000
Marketing Researcher / Analyst	20,000	40,000	40,000	80,000	-	-
Product Manager	-	-	35,000	80,000	80,000	180,000
Public Relations / Corporate Communications Manager	-	-	30,000	80,000	80,000	150,000
Trade Marketing Executive	25,000	40,000	30,000	60,000	-	-
Trade Marketing Manager	-	-	40,000	80,000	60,000	150,000
Retail & Consumer Products						
Assistant Branch Manager	20,000	40,000	35,000	65,000	-	-
Branch Manager	-	-	30,000	60,000	40,000	70,000
Category Manager	-	-	60,000	100,000	80,000	120,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco



Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Retail & Consumer Products						
Merchandiser	-	-	35,000	45,000	-	-
Merchandising Manager	-	-	-	-	80,000	140,000
Retail Manager	-	-	50,000	100,000	100,000	200,000
Retail Operation Executive	20,000	30,000	30,000	55,000	-	-
Store / Shop Manager	25,000	50,000	30,000	100,000	100,000	150,000
Store / Shop Staff	13,000	30,000	20,000	50,000	-	-
Sales & Business Development						
Account Manager	-	-	40,000	100,000	60,000	200,000
Business Development Manager / Specialist	-	-	50,000	150,000	80,000	200,000
Commercial Director / VP	-	-	-	-	150,000	700,000
E-Commerce Manager	-	-	40,000	100,000	80,000	200,000
Group Key Account Manager	-	-	-	-	150,000	220,000
Key Account Executive	25,000	40,000	40,000	90,000	-	-
Key Account Manager	-	-	50,000	150,000	70,000	150,000
National Sales Manager / Sales Director / VP	-	-	-	-	170,000	500,000

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco



Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Regional Sales Manager	-	-	-	-	100,000	250,000
Sales & Marketing Manager	-	-	50,000	120,000	70,000	200,000
Sales Administrator / Sales Support	18,000	40,000	25,000	60,000	-	-
Sales Coordinator (General)	25,000	35,000	30,000	45,000	-	-
Sales Director	-	-	100,000	200,000	150,000	700,000
Sales Engineer	23,000	35,000	40,000	80,000	-	-
Sales Executive / Officer	18,000	45,000	25,000	80,000	-	-
Sales Manager	-	-	50,000	100,000	70,000	150,000
Sales Manager (Technical)	-	-	50,000	120,000	80,000	200,000
Sales Operations Manager	-	-	-	-	80,000	150,000
Senior Sales Executive	-	-	40,000	90,000	-	-
Senior Sales Manager	-	-	80,000	100,000	100,000	250,000
Telesales / Telemarketers	15,000	20,000	-	-	-	-
VP - Sales & Marketing	-	-	-	-	150,000	300,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Export Manager	-	-	40,000	80,000	80,000	100,000
Export Officer	18,000	35,000	30,000	40,000	40,000	70,000
Head of Logistics	-	-	-	-	100,000	150,000
Import & Export Officer / Coordinator	18,000	35,000	30,000	60,000	60,000	90,000
Import Manager	-	-	40,000	80,000	80,000	100,000
Logistic Manager	-	-	40,000	100,000	80,000	150,000
Procurement Manager	-	-	50,000	90,000	100,000	150,000
Procurement Officer	25,000	40,000	35,000	55,000	60,000	90,000
Purchasing / Buyer / Procurement Engineer	20,000	35,000	40,000	80,000	80,000	100,000
Purchasing Executive	-	-	45,000	70,000	80,000	100,000
Purchasing Manager	-	-	50,000	90,000	90,000	150,000
Purchasing Officer	25,000	40,000	30,000	50,000	50,000	70,000
Supply Chain Director / VP	-	-	-	-	120,000	400,000
Supply Chain Manager	-	-	60,000	90,000	100,000	250,000
Supply Chain Planner	-	-	30,000	70,000	70,000	90,000
Warehouse Director / VP	-	-	-	-	100,000	180,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco



Fast - Moving Consumer Goods

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Warehouse Manager	-	-	40,000	65,000	80,000	120,000
Top Management						
Chief Commercial Officer (CCO)	-	-	-	-	350,000	450,000
Chief Executive Officer (CEO)	-	-	-	-	500,000	800,000
Chief Financial Officer (CFO)	-	-	-	-	200,000	600,000
Chief Operating Officer (COO)	-	-	-	-	200,000	300,000
General Manager	-	-	-	-	300,000	500,000
Managing Director	-	-	-	-	150,000	280,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Financial Services



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- **Financial Services**
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Financial Services

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	20,000	35,000	40,000	60,000	-	-
Executive Secretary / PA	30,000	40,000	50,000	70,000	65,000	80,000
Office Manager	-	-	-	-	80,000	120,000
Banking & Financial Services						
Asset Manager	-	-	-	-	300,000	500,000
Claim Manager	40,000	50,000	-	-	100,000	140,000
Custodian Operation	30,000	40,000	40,000	80,000	80,000	100,000
Head of Collection	-	-	-	-	150,000	200,000
Head of Product	-	-	-	-	200,000	400,000
Product Manager	-	-	130,000	200,000	-	-
Customer Service						
Call Center	15,000	40,000	-	-	-	-
Customer Service Executive (Coordinator / Order Administrator)	18,000	30,000	30,000	50,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG

- Financial Services

- Industrial and
Manufacturing

- Information
Technology

- Life Science / Medical

- Non-Profit
Organization /
Public Sector

- Property /
Construction

- Services / Consulting

About Adecco

Financial Services

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Customer Service						
Customer Service Staff	15,000	20,000	30,000	40,000	-	-
Relationship Manager	-	-	40,000	100,000	100,000	120,000
Engineering						
Process Improvement Engineer	-	-	50,000	95,000	-	-
Product Development Manager	-	-	-	-	150,000	200,000
Finance & Accounting						
Accounting Executive / Officer	25,000	35,000	35,000	60,000	70,000	80,000
Accounting Manager	-	-	-	-	120,000	170,000
Actuarial Manager	-	-	-	-	150,000	200,000
Collection Manager	-	-	-	-	80,000	200,000
Collection Officer	20,000	30,000	40,000	50,000	-	-
Credit Analyst	-	-	45,000	90,000	90,000	200,000
Credit Control Manager	-	-	-	-	150,000	200,000
Finance & Accounting Director / VP	-	-	-	-	150,000	250,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco



Financial Services

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Finance Manager	-	-	80,000	100,000	100,000	150,000
Financial Advisor	-	-	50,000	70,000	-	-
Financial Analyst	-	-	100,000	140,000	250,000	300,000
Financial Planning & Analysis Manager	-	-	-	-	120,000	180,000
Head of Finance and Accounting	-	-	-	-	150,000	250,000
Internal Audit Manager	-	-	100,000	120,000	-	-
Investment Analyst	-	-	-	-	70,000	80,000
Investor Relations Manager	-	-	90,000	120,000	100,000	150,000
Investor Relations Officer	30,000	40,000	-	-	-	-
Risk Management Analyst	20,000	40,000	30,000	70,000	70,000	140,000
Risk Management Manager	-	-	50,000	120,000	150,000	200,000
Tax Consultant	-	-	60,000	80,000	100,000	160,000
Treasury	-	-	60,000	80,000	80,000	200,000
VP - Accounting and Finance	-	-	-	-	150,000	250,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and Manufacturing

• Information Technology

• Life Science / Medical

• Non-Profit Organization / Public Sector

• Property / Construction

• Services / Consulting

About Adecco

Financial Services

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Head of Human Resources	-	-	-	-	150,000	350,000
HR / Administrative Officer	20,000	35,000	40,000	60,000	-	-
HR Business Partner	25,000	50,000	50,000	70,000	70,000	250,000
HRIS	25,000	40,000	40,000	90,000	100,000	150,000
Human Resources Manager	-	-	50,000	90,000	100,000	150,000
VP - Human Resources	-	-	-	-	150,000	200,000
Information Technology						
Back End Developer	-	-	50,000	120,000	120,000	250,000
Business Analyst	25,000	50,000	50,000	120,000	-	-
Compliance Officer	25,000	40,000	30,000	100,000	-	-
Data Analyst	-	-	40,000	70,000	-	-
Front End Developer	-	-	50,000	100,000	-	-
Full Stack Developer	-	-	80,000	100,000	-	-
Head of Information Technology	-	-	-	-	150,000	200,000
IT Manager	-	-	60,000	120,000	120,000	170,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Financial Services

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
IT Support	20,000	40,000	30,000	60,000	-	-
Network Engineer	-	-	-	-	60,000	80,000
System Analyst	25,000	50,000	50,000	80,000	80,000	120,000
System Engineer	-	-	40,000	100,000	-	-
UX / UI Designer	-	-	70,000	100,000	-	-
Legal & Compliance						
Compliance Officer	25,000	35,000	40,000	60,000	-	-
Head of Legal & Compliance	-	-	-	-	150,000	300,000
Legal Consultant / Specialist	-	-	50,000	100,000	100,000	180,000
Legal Director / VP	-	-	-	-	180,000	350,000
Legal Manager	-	-	80,000	100,000	100,000	200,000
Marketing						
Digital Content Editor / Content Creator / Social Media Content Editor	25,000	30,000	-	-	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Financial Services

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Digital Marketing Analyst	-	-	30,000	60,000	-	-
Graphic Designer	25,000	30,000	30,000	50,000	60,000	80,000
Marketing Director / VP	-	-	-	-	150,000	500,000
Marketing Executive / Officer	20,000	30,000	35,000	60,000	50,000	80,000
Marketing Manager	-	-	50,000	100,000	80,000	350,000
Sales & Business Development						
Business Development Manager	-	-	50,000	100,000	80,000	250,000
Change Management	-	-	60,000	100,000	-	-
Commercial Director / VP	-	-	-	-	200,000	700,000
Sales Administrator / Sales Support	15,000	20,000	20,000	35,000	-	-
Sales Director	-	-	-	-	150,000	700,000
Top Management						
Chief Executive Officer (CEO)	-	-	-	-	600,000	800,000
Chief Financial Officer (CFO)	-	-	-	-	200,000	350,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

• FMCG

• Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco



Financial Services

Job Position

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Top Management						
Chief Information Officer (CIO)	-	-	-	-	250,000	300,000
Chief Operating Officer (COO)	-	-	-	-	150,000	200,000
Managing Director	-	-	-	-	400,000	500,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Industrial and Manufacturing



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	15,000	40,000	30,000	50,000	-	-
Executive Secretary / PA	25,000	40,000	40,000	60,000	60,000	100,000
Interpreter	30,000	40,000	50,000	80,000	-	-
Office Manager	-	-	50,000	80,000	80,000	100,000
Receptionist	15,000	25,000	-	-	-	-
Customer Service						
CRM Manager	-	-	50,000	70,000	-	-
Customer Service Executive (Coordinator / Order Administrator)	25,000	50,000	30,000	80,000	-	-
Customer Service Manager	-	-	50,000	80,000	80,000	100,000
Relationship Manager	-	-	45,000	75,000	-	-
VP - Customer Services	-	-	-	-	150,000	200,000
Engineering						
Application Engineer	20,000	25,000	-	-	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Chemical Engineer	-	-	40,000	60,000	-	-
Construction Engineer	30,000	45,000	50,000	100,000	-	-
Construction Manager	-	-	70,000	80,000	80,000	150,000
Design Engineer	25,000	60,000	40,000	80,000	80,000	100,000
Electrical Engineer	20,000	30,000	35,000	90,000	55,000	140,000
Engineer	28,000	55,000	40,000	60,000	-	-
Engineering / IE / Process Improvement Manager	-	-	35,000	85,000	80,000	150,000
Engineering Manager	-	-	45,000	125,000	60,000	130,000
Environmental Engineer	30,000	35,000	50,000	120,000	120,000	160,000
Facility Engineer	-	-	55,000	80,000	80,000	150,000
Factory Manager	-	-	70,000	150,000	100,000	250,000
Head of Engineering / Engineering Director / VP	-	-	-	-	200,000	250,000
Head of Operation	-	-	-	-	120,000	180,000
Instrumentation / Control Engineer	22,000	32,000	-	-	100,000	130,000
Maintenance Chief / Manager	-	-	45,000	120,000	70,000	180,000
Maintenance Engineer	-	-	30,000	60,000	45,000	120,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Manufacturing Engineer	28,000	35,000	35,000	80,000	-	-
Mechanical Engineer	25,000	50,000	40,000	120,000	70,000	200,000
Operations Manager	-	-	60,000	100,000	100,000	150,000
Planning Executive/ Officer	20,000	35,000	30,000	90,000	-	-
Planning Manager	-	-	-	-	80,000	150,000
Plant Engineer	-	-	60,000	100,000	-	-
Plant Manager	-	-	100,000	120,000	100,000	300,000
Process Engineer	-	-	50,000	80,000	60,000	120,000
Process Improvement Engineer	-	-	50,000	70,000	60,000	120,000
Product Development Manager	-	-	60,000	100,000	80,000	130,000
Product Executive / Manager (Technical Sales & Marketing)	-	-	35,000	70,000	-	-
Product Manager	-	-	45,000	100,000	100,000	150,000
Production Engineer	20,000	40,000	30,000	60,000	70,000	100,000
Production Manager	-	-	40,000	90,000	60,000	120,000
Production Supervisor / Chief	20,000	50,000	30,000	70,000	50,000	150,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Project Coordinator (Technical)	25,000	40,000	50,000	70,000	-	-
Project Engineer	28,000	40,000	40,000	95,000	-	-
Project Manager	-	-	50,000	120,000	70,000	200,000
QA / QC Engineer	25,000	60,000	40,000	100,000	50,000	120,000
Quality Manager	-	-	40,000	150,000	60,000	200,000
Research & Development Engineer	-	-	60,000	85,000	-	-
Research & Development Manager	-	-	60,000	100,000	100,000	120,000
Safety Engineer / Officer	25,000	35,000	40,000	75,000	80,000	100,000
Safety Manager	-	-	50,000	130,000	80,000	150,000
Senior Sales Engineer	-	-	50,000	100,000	80,000	220,000
Service Engineer / Technical Support	18,000	70,000	30,000	80,000	80,000	100,000
Service Manager	30,000	35,000	50,000	80,000	85,000	100,000
Technician	18,000	25,000	30,000	70,000	-	-
Finance & Accounting						
Accounting Analyst	30,000	40,000	40,000	70,000	50,000	95,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Accounting Assistant	25,000	30,000	30,000	70,000	-	-
Accounting Executive / Officer	17,000	40,000	25,000	70,000	-	-
Accounting Manager	35,000	50,000	50,000	80,000	80,000	150,000
Accounts Payable Accountant	25,000	35,000	35,000	60,000	-	-
Accounts Receivable Accountant	20,000	25,000	30,000	40,000	-	-
Chief Accountant	-	-	-	-	90,000	140,000
Collection Manager	-	-	80,000	100,000	100,000	180,000
Collection Officer	25,000	35,000	30,000	50,000	-	-
Corporate Finance Specialist	-	-	50,000	70,000	-	-
Cost Accountant	-	-	40,000	50,000	-	-
Costing Executive	20,000	30,000	40,000	70,000	-	-
Costing Manager	-	-	80,000	100,000	100,000	120,000
Credit Analyst	-	-	40,000	90,000	-	-
Finance & Accounting Manager	-	-	55,000	120,000	100,000	180,000
Finance and Accounting Director / VP	-	-	-	-	140,000	200,000
Finance Manager	35,000	50,000	50,000	150,000	60,000	200,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Financial Administrator / Officer	-	-	40,000	60,000	-	-
Financial Analyst	-	-	40,000	120,000	40,000	150,000
Financial Controller	-	-	40,000	150,000	100,000	200,000
Financial Planning & Analysis Manager	-	-	70,000	120,000	90,000	150,000
Financial Project Manager	-	-	50,000	120,000	-	-
Head of Finance and Accounting	-	-	-	-	130,000	300,000
Internal Audit Manager	-	-	45,000	80,000	100,000	150,000
Internal Auditor	30,000	40,000	40,000	80,000	-	-
Investor Relations Manager	-	-	70,000	120,000	90,000	150,000
Investor Relations Officer	-	-	50,000	70,000	-	-
Regulatory Affairs Associate/Officer	-	-	60,000	80,000	-	-
Risk Management Analyst	20,000	40,000	40,000	80,000	-	-
Senior Accountant	-	-	40,000	80,000	-	-
Tax Manager	-	-	60,000	125,000	90,000	250,000
Treasury	-	-	30,000	50,000	75,000	90,000
VP - Accounting and Finance	-	-	-	-	150,000	250,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services

• Industrial and
Manufacturing

• Information
Technology

• Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Assistant Human Resources Manager	-	-	45,000	60,000	70,000	100,000
Compensation and Benefit Manager	-	-	50,000	100,000	100,000	200,000
Head of Human Resources	-	-	-	-	100,000	220,000
HR / Administrative Officer	22,000	30,000	25,000	40,000	-	-
HR Business Partner	-	-	50,000	70,000	60,000	100,000
HR Generalist / HR Specialist	20,000	40,000	30,000	60,000	60,000	80,000
HRD Manager	-	-	45,000	80,000	80,000	150,000
HRM Manager	-	-	50,000	80,000	80,000	150,000
Human Resources Director / VP	-	-	-	-	150,000	220,000
Human Resources Executive / Officer / Staff	25,000	40,000	40,000	60,000	-	-
Human Resources Manager	-	-	60,000	80,000	80,000	150,000
Recruitment Officer	25,000	40,000	40,000	60,000	-	-
Senior Human Resources Executive / Officer	-	-	40,000	60,000	60,000	80,000
Talent Acquisition Manager	-	-	50,000	80,000	60,000	120,000
Talent Acquisition Specialist	-	-	40,000	65,000	-	-
Training Executive / Officer	20,000	40,000	40,000	60,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
VP - Human Resources	-	-	-	-	150,000	220,000
Information Technology						
Back End Developer	30,000	60,000	70,000	150,000	-	-
Business Analyst	-	-	60,000	100,000	100,000	200,000
Compliance Officer	-	-	30,000	45,000	-	-
Data Analyst	35,000	40,000	40,000	75,000	-	-
Data Center Manager / Infrastructure Manager	-	-	40,000	100,000	90,000	200,000
Data Governance	25,000	30,000	70,000	120,000	-	-
Data Scientist / Data Engineer	-	-	70,000	120,000	-	-
Digital Transformation Manager	-	-	60,000	75,000	70,000	100,000
ERP Consultant	30,000	70,000	40,000	120,000	-	-
Full Stack Developer	-	-	80,000	140,000	-	-
IT Application Manager	-	-	-	-	120,000	150,000
IT Application Support	30,000	50,000	50,000	100,000	-	-
IT Auditor	25,000	35,000	40,000	60,000	80,000	100,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
IT Director	-	-	-	-	100,000	200,000
IT Manager	-	-	80,000	100,000	90,000	200,000
IT Security Analyst / Engineer	20,000	40,000	60,000	90,000	-	-
IT Support	15,000	26,000	30,000	100,000	-	-
Network Engineer	-	-	30,000	85,000	-	-
Product Manager	-	-	30,000	80,000	50,000	130,000
Programmer	25,000	54,000	30,000	80,000	-	-
Programmer / Software Developer (ABAP)	-	-	40,000	60,000	-	-
Programmer / Software Developer (C, C++)	-	-	40,000	70,000	-	-
Programmer / Software Developer (JAVA)	-	-	40,000	80,000	70,000	100,000
Programmer / Software Developer (Mobile Applications)	-	-	50,000	100,000	-	-
Programmer / Software Developer (Specific Applications)	-	-	50,000	85,000	60,000	100,000
Project Manager	-	-	40,000	150,000	80,000	180,000
QA Engineer / Software Tester	30,000	45,000	50,000	100,000	-	-

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
Regional IT Manager	-	-	-	-	200,000	250,000
SAP Consultant	-	-	40,000	150,000	120,000	150,000
Software / Solutions Architect	-	-	40,000	60,000	-	-
Software Engineer	20,000	30,000	45,000	100,000	100,000	150,000
System Analyst	-	-	35,000	150,000	-	-
System Engineer	25,000	40,000	30,000	110,000	-	-
UX / UI Designer	30,000	70,000	40,000	100,000	-	-
Legal & Compliance						
Company Secretary	-	-	60,000	120,000	-	-
Compliance Manager	-	-	70,000	100,000	100,000	150,000
Compliance Officer	-	-	60,000	120,000	-	-
Legal Counsel	-	-	50,000	100,000	100,000	350,000
Legal Director / VP	-	-	-	-	150,000	300,000
Legal Manager	-	-	60,000	80,000	80,000	150,000
Legal Officer	25,000	35,000	35,000	60,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services

- Industrial and
Manufacturing

- Information
Technology

- Life Science / Medical

- Non-Profit
Organization /
Public Sector

- Property /
Construction

- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal & Compliance						
Regulatory Affairs Manager	-	-	70,000	90,000	90,000	120,000
Marketing						
Digital Content Editor / Content Creator / Social Media Content Editor	30,000	45,000	70,000	90,000	-	-
Digital Marketing Analyst	30,000	50,000	50,000	80,000	-	-
Digital Marketing Manager	-	-	60,000	100,000	-	-
Digital Marketing Specialist	-	-	35,000	80,000	60,000	90,000
Event Manager	-	-	50,000	70,000	-	-
Graphic Designer	25,000	45,000	35,000	50,000	-	-
Head of Digital Marketing	-	-	-	-	100,000	450,000
Head of Marketing	-	-	-	-	120,000	250,000
Marketing Coordinator / Assistant	20,000	30,000	30,000	45,000	-	-
Marketing Director / VP	-	-	-	-	150,000	500,000
Marketing Executive / Officer	20,000	35,000	30,000	60,000	40,000	80,000
Marketing Manager	-	-	40,000	100,000	80,000	250,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Public Relations / Corporate Communication Manager	-	-	80,000	120,000	80,000	150,000
Trade Marketing Manager	-	-	80,000	100,000	100,000	180,000
Retail & Consumer Products						
Category Manager	-	-	80,000	90,000	-	-
Merchandising Manager	-	-	70,000	120,000	-	-
Retail Manager	-	-	70,000	100,000	100,000	200,000
Store / Shop Manager	-	-	30,000	45,000	40,000	65,000
Sales & Business Development						
Account Manager	25,000	45,000	40,000	70,000	100,000	130,000
Account Manager (Technical)	30,000	90,000	70,000	100,000	80,000	150,000
Aftersales Manager	-	-	45,000	100,000	100,000	150,000
Assistant Sales Manager	-	-	40,000	50,000	80,000	90,000
Assistant Sales Manager (Technical)	-	-	40,000	90,000	60,000	100,000

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Business Development Executive / Officer	25,000	70,000	30,000	90,000	-	-
Business Development Manager	35,000	45,000	40,000	150,000	70,000	250,000
Business Development Manager / Specialist (Technical)	-	-	30,000	120,000	90,000	150,000
Commercial Director / VP	-	-	-	-	100,000	700,000
E-Commerce Director	-	-	-	-	100,000	400,000
E-Commerce Manager	-	-	50,000	100,000	70,000	280,000
Head of Business Development	-	-	-	-	100,000	300,000
Head of Commercial	-	-	80,000	140,000	130,000	500,000
Head of Sales	-	-	-	-	200,000	500,000
Key Account Executive	30,000	50,000	40,000	100,000	-	-
Key Account Manager	-	-	40,000	120,000	70,000	180,000
Regional Sales Manager	-	-	150,000	200,000	200,000	300,000
Sales & Marketing Executive	25,000	30,000	30,000	60,000	-	-
Sales & Marketing Manager	-	-	40,000	80,000	60,000	150,000
Sales Administrator / Sales Support	15,000	40,000	25,000	60,000	-	-

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Sales Director	-	-	100,000	200,000	150,000	500,000
Sales Engineer	20,000	50,000	30,000	100,000	50,000	150,000
Sales Executive / Officer	20,000	50,000	30,000	100,000	-	-
Sales Manager	-	-	30,000	170,000	50,000	200,000
Sales Operations Executive	-	-	50,000	60,000	70,000	100,000
Sales Operations Manager	-	-	60,000	100,000	100,000	180,000
Senior Sales Manager	-	-	-	-	100,000	180,000
Telesales / Telemarketers	15,000	40,000	-	-	-	-
VP - Sales & Marketing	-	-	-	-	130,000	250,000
Supply Chain & Logistics						
AVP - Logistics	-	-	-	-	100,000	150,000
Customs Clearance Manager	-	-	-	-	80,000	150,000
Customs Officer	20,000	30,000	30,000	50,000	50,000	70,000
Customs Supervisor	30,000	50,000	40,000	60,000	70,000	90,000
Export Manager	-	-	60,000	90,000	120,000	150,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Export Officer	25,000	40,000	30,000	60,000	70,000	90,000
Import & Export Manager	-	-	50,000	100,000	90,000	120,000
Import & Export Officer / Coordinator	25,000	35,000	45,000	55,000	50,000	70,000
Logistic Director	-	-	-	-	80,000	140,000
Logistic Engineer / Supervisor	-	-	40,000	70,000	60,000	90,000
Logistic Manager	-	-	30,000	120,000	100,000	150,000
Logistic Officer	25,000	40,000	35,000	50,000	50,000	70,000
Logistic Supervisor	-	-	40,000	70,000	60,000	90,000
Operation Staff	15,000	30,000	30,000	45,000	35,000	55,000
Operations Manager	-	-	50,000	100,000	80,000	150,000
Procurement Director	-	-	-	-	140,000	200,000
Procurement Manager	-	-	80,000	120,000	100,000	160,000
Procurement Officer	15,000	40,000	35,000	50,000	50,000	80,000
Purchasing / Buyer / Procurement Engineer	25,000	50,000	50,000	60,000	50,000	80,000
Purchasing Executive	20,000	50,000	40,000	70,000	50,000	90,000
Purchasing Manager	-	-	50,000	70,000	70,000	150,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Purchasing Officer	15,000	40,000	35,000	80,000	50,000	80,000
Senior Procurement Officer	-	-	40,000	60,000	60,000	80,000
Senior Supplier Quality Engineer	-	-	50,000	90,000	100,000	120,000
Supply Chain Director / VP	-	-	-	-	150,000	400,000
Supply Chain Manager	-	-	40,000	150,000	60,000	200,000
Supply Chain Officer / Executive	25,000	30,000	30,000	70,000	70,000	90,000
Supply Chain Planner	-	-	50,000	70,000	70,000	120,000
Supply Chain Supervisor	-	-	50,000	70,000	70,000	90,000
Warehouse Director / VP	-	-	-	-	150,000	220,000
Warehouse Manager	-	-	40,000	60,000	60,000	80,000
Top Management						
Chief Commercial Officer (CCO)	-	-	-	-	400,000	700,000
Chief Executive Officer (CEO)	-	-	-	-	150,000	300,000
Chief Financial Officer (CFO)	-	-	-	-	150,000	500,000
Chief Human Resources Officer (CHRO)	-	-	-	-	150,000	350,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Industrial and Manufacturing

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Top Management						
Chief Operating Officer (COO)	-	-	-	-	150,000	400,000
Director / General Manager	-	-	-	-	180,000	400,000
General Manager	-	-	-	-	100,000	200,000
Managing Director	-	-	-	-	150,000	700,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Information Technology



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and
Manufacturing
- Information
Technology
- Life Science / Medical
- Non-Profit
Organization /
Public Sector
- Property /
Construction
- Services / Consulting

About Adecco



Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	25,000	35,000	-	-	-	-
Administrative Manager	-	-	70,000	90,000	90,000	120,000
Executive Secretary / PA	25,000	40,000	40,000	60,000	60,000	100,000
Engineering						
Design Engineer	25,000	45,000	30,000	80,000	-	-
Electrical Engineer	-	-	40,000	50,000	-	-
Engineer	-	-	50,000	60,000	-	-
Environmental Engineer	-	-	-	-	100,000	150,000
Material Engineer	-	-	40,000	60,000	-	-
Product Development Manager	-	-	80,000	120,000	-	-
Product Manager	-	-	-	-	60,000	100,000
Product Manager (IT)	-	-	60,000	100,000	75,000	120,000
Project Coordinator (Technical)	-	-	-	-	40,000	45,000
Project Manager	-	-	50,000	140,000	70,000	170,000
QA / QC Engineer	-	-	50,000	70,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Technical Consultant	-	-	50,000	70,000	-	-
Finance & Accounting						
Accounting Executive / Officer	25,000	30,000	30,000	50,000	50,000	70,000
Accounting Manager	-	-	50,000	100,000	120,000	150,000
Finance & Accounting Manager	-	-	70,000	100,000	-	-
Finance Manager	-	-	100,000	150,000	150,000	200,000
Financial Analyst	-	-	60,000	80,000	-	-
Financial Planning & Analysis Manager	-	-	80,000	100,000	140,000	150,000
Investor Relations Manager	-	-	60,000	80,000	70,000	100,000
Senior Accountant	-	-	30,000	50,000	45,000	80,000
Human Resources						
HR Business Partner	-	-	40,000	100,000	100,000	150,000
HRD Manager	-	-	65,000	120,000	100,000	200,000
Human Resources Executive / Officer / Staff	22,000	35,000	40,000	60,000	50,000	80,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Human Resources Manager	-	-	70,000	120,000	100,000	150,000
Talent Acquisition Specialist	-	-	60,000	80,000	80,000	150,000
Information Technology						
AI Developer	-	-	150,000	170,000	-	-
Back End Developer	-	-	30,000	100,000	100,000	150,000
Business Analyst	-	-	40,000	100,000	100,000	150,000
Data Analyst	-	-	100,000	150,000	-	-
Data Center Manager / Infrastructure Manager	-	-	80,000	100,000	-	-
Data Scientist / Data Engineer	-	-	80,000	120,000	100,000	150,000
DevOps Engineer	-	-	80,000	120,000	-	-
ERP Consultant	20,000	40,000	60,000	80,000	100,000	160,000
Front End Developer	35,000	40,000	40,000	100,000	-	-
Full Stack Developer	25,000	100,000	50,000	120,000	60,000	150,000
Head of Information Technology	-	-	75,000	80,000	80,000	150,000
IT Application Support	-	-	50,000	95,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
IT Director	-	-	-	-	150,000	300,000
IT Manager	-	-	60,000	130,000	80,000	140,000
IT Security Analyst / Engineer	25,000	50,000	65,000	80,000	70,000	100,000
IT Support	20,000	40,000	30,000	50,000	-	-
Network Engineer	30,000	45,000	30,000	60,000	50,000	70,000
Programmer	30,000	60,000	80,000	100,000	-	-
Project Manager	-	-	80,000	140,000	100,000	170,000
QA Engineer / Software Tester	30,000	35,000	40,000	80,000	-	-
SAP Consultant	25,000	60,000	60,000	130,000	120,000	150,000
Software / Solutions Architect	-	-	80,000	130,000	150,000	170,000
Software development and Software operation (Dev Opt)	30,000	70,000	120,000	150,000	100,000	500,000
Software Engineer	30,000	70,000	80,000	150,000	120,000	200,000
System Analyst / Business Analyst	20,000	70,000	40,000	90,000	-	-
System Engineer	40,000	65,000	50,000	100,000	-	-
Technical Consultant	-	-	75,000	85,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal & Compliance						
Compliance Manager	-	-	-	-	80,000	100,000
Regulatory Affairs Manager	-	-	-	-	80,000	100,000
Marketing						
Brand Manager	-	-	-	-	80,000	200,000
Creative Director	-	-	-	-	50,000	100,000
Digital Content Editor / Content Creator / Social Media Content Editor	-	-	35,000	50,000	-	-
Digital Marketing Manager	-	-	-	-	100,000	300,000
Event Manager	-	-	60,000	80,000	-	-
Graphic Designer	-	-	30,000	40,000	45,000	75,000
Marketing Executive / Officer	30,000	50,000	40,000	50,000	-	-
Marketing Manager	-	-	40,000	120,000	100,000	350,000
Marketing Researcher / Analyst	-	-	60,000	70,000	-	-
Trade Marketing Manager	-	-	70,000	100,000	100,000	200,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Account Executive	30,000	50,000	40,000	80,000	-	-
Account Manager	-	-	55,000	100,000	80000p	150,000
AVP - Sales & Marketing	-	-	-	-	150,000	350,000
Business Development Executive / Officer	30,000	50,000	40,000	60,000	-	-
Business Development Manager	-	-	50,000	100,000	80,000	200,000
E-Commerce Manager	-	-	-	-	100,000	250,000
Head of Business Development	-	-	-	-	150,000	300,000
Head of Commercial	-	-	-	-	150,000	700,000
Pre-Sales Consultant	35,000	50,000	50,000	70,000	70,000	90,000
Sales & Marketing Executive	25,000	30,000	-	-	-	-
Sales & Marketing Manager	-	-	50,000	100,000	80,000	200,000
Sales Director	-	-	-	-	120,000	700,000
Sales Engineer	30,000	50,000	40,000	80,000	80,000	120,000
Sales Executive / Officer	25,000	40,000	30,000	60,000	-	-
Sales Manager	-	-	30,000	70,000	70,000	120,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Information Technology

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Logistic Officer	-	-	30,000	50,000	70,000	90,000
Purchasing Executive	40,000	50,000	50,000	70,000	70,000	90,000
Senior Supply Chain Manager	-	-	-	-	110,000	150,000
Supply Chain Supervisor	-	-	40,000	60,000	60,000	80,000
Top Management						
Chief Human Resources Officer (CHRO)	-	-	-	-	200,000	400,000
Chief Information Officer (CIO)	-	-	-	-	150,000	500,000
Chief Technology Officer (CTO)	-	-	-	-	150,000	400,000
General Manager	-	-	-	-	100,000	150,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Life Science / Medical



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and
Manufacturing
- Information
Technology
- Life Science / Medical
- Non-Profit
Organization /
Public Sector
- Property /
Construction
- Services / Consulting

About Adecco

Life Science / Medical

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Executive Secretary / PA	25,000	40,000	40,000	60,000	60,000	100,000
Customer Service						
Customer Service Manager	-	-	-	-	70,000	90,000
Engineering						
Application Engineer	-	-	-	-	90,000	100,000
Chemical Engineer	-	-	-	-	70,000	80,000
Construction Engineer	-	-	40,000	50,000	-	-
Engineering Manager	-	-	50,000	70,000	70,000	100,000
Facility Engineer	-	-	40,000	50,000	-	-
Factory Manager	-	-	-	-	100,000	200,000
Head of Operation	-	-	-	-	100,000	150,000
Plant Manager	-	-	-	-	180,000	200,000
Process Engineer	-	-	30,000	50,000	-	-
Production Engineer	-	-	50,000	70,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Life Science / Medical

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Production Supervisor / Chief	-	-	35,000	45,000	-	-
Project Engineer	-	-	-	-	60,000	70,000
Project Manager	-	-	-	-	90,000	110,000
QA / QC Engineer	-	-	-	-	80,000	100,000
Quality Manager	-	-	50,000	90,000	100,000	150,000
Research & Development Engineer	-	-	-	-	120,000	150,000
Research & Development Manager	-	-	45,000	90,000	80,000	120,000
Research & Development Specialist	30,000	50,000	-	-	-	-
Safety Engineer / Officer	-	-	70,000	90,000	-	-
Safety Manager	-	-	90,000	120,000	-	-
Service Engineer / Technical Support	35,000	50,000	80,000	100,000	-	-
Finance & Accounting						
Accounting Executive / Officer	20,000	30,000	30,000	50,000	-	-
Accounting Manager	-	-	50,000	80,000	80,000	150,000
Finance & Accounting Director / VP	-	-	-	-	150,000	250,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical

• Non-Profit
Organization /
Public Sector

• Property /
Construction

• Services / Consulting

About Adecco

Life Science / Medical

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Finance & Accounting Manager	-	-	40,000	60,000	60,000	150,000
Internal Audit Manager	-	-	-	-	80,000	160,000
Healthcare						
Medical Marketing Manager	-	-	-	-	100,000	150,000
Medical Product Specialist / Expert	40,000	60,000	60,000	100,000	-	-
Medical Sales Representative	18,000	30,000	30,000	50,000	-	-
Physical Therapist	25,000	50,000	-	-	-	-
Human Resources						
Assistant Human Resources Manager	-	-	45,000	60,000	70,000	100,000
HR Generalist / HR Specialist	20,000	40,000	35,000	80,000	80,000	120,000
HRD Manager	-	-	45,000	80,000	80,000	150,000
HRIS	25,000	40,000	40,000	90,000	100,000	150,000
Human Resources Director / VP	-	-	-	-	150,000	220,000
Human Resources Executive / Officer / Staff	25,000	40,000	40,000	60,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Life Science / Medical

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
Human Resources Manager	-	-	60,000	80,000	80,000	150,000
Talent Acquisition Manager	-	-	50,000	80,000	60,000	120,000
Information Technology						
Data Governance	-	-	-	-	80,000	120,000
IT Manager	-	-	80,000	100,000	100,000	150,000
IT Security Manager	-	-	80,000	120,000	-	-
SAP Consultant	-	-	50,000	65,000	-	-
Software development and Software operation (Dev Opt)	-	-	-	-	120,000	150,000
Life Sciences & Pharmaceutical						
QA / QC Pharmacist	30,000	40,000	40,000	60,000	-	-
Regulatory Affairs Manager	-	-	50,000	80,000	80,000	160,000
Regulatory Affairs Specialist	30,000	50,000	50,000	70,000	70,000	100,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical

- Non-Profit Organization / Public Sector

- Property / Construction

- Services / Consulting

About Adecco

Life Science / Medical

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Marketing Executive / Officer	20,000	45,000	30,000	50,000	-	-
Marketing Manager	-	-	70,000	100,000	100,000	350,000
Product Manager	-	-	80,000	100,000	100,000	200,000
Public Relations / Corporate Communications Manager	-	-	40,000	60,000	-	-
Retail & Consumer Products						
Branch Manager	-	-	80,000	100,000	-	-
Category Manager	-	-	60,000	100,000	100,000	120,000
Sales & Business Development						
Business Development Manager	-	-	60,000	100,000	80,000	200,000
Sales & Marketing Director	-	-	-	-	120,000	500,000
Sales & Marketing Manager	-	-	50,000	100,000	100,000	250,000
Sales Director	-	-	-	-	120,000	700,000
Sales Engineer	30,000	50,000	50,000	70,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Life Science / Medical

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Sales Executive / Officer	18,000	30,000	30,000	50,000	-	-
Sales Manager	-	-	50,000	100,000	80,000	200,000
Sales Operations Manager	-	-	55,000	80,000	-	-
Senior Sales Executive	-	-	40,000	80,000	-	-
Supply Chain & Logistics						
Purchasing Manager	-	-	-	-	80,000	100,000
Supply Chain Manager	-	-	60,000	100,000	90,000	220,000
Supply Chain Planner	-	-	60,000	80,000	80,000	100,000
Top Management						
Chief Executive Officer (CEO)	-	-	-	-	300,000	500,000
Chief Financial Officer (CFO)	-	-	-	-	200,000	300,000
Chief Operating Officer (COO)	-	-	-	-	200,000	230,000
Director / General Manager (Technical)	-	-	-	-	180,000	200,000
General Manager	-	-	-	-	150,000	200,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Non-Profit Organization / Public Sector

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Non-Profit Organization / Public Sector

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Officer / Staff	25,000	30,000	-	-	-	-
Executive Secretary / PA	30,000	40,000	35,000	45,000	-	-
Office Manager	-	-	-	-	60,000	90,000
Customer Service						
CRM Manager	-	-	40,000	50,000	-	-
Education						
Dean	-	-	-	-	70,000	120,000
Lecturer	-	-	40,000	80,000	70,000	100,000
Principal	-	-	-	-	100,000	200,000
Finance & Accounting						
Accounting Executive / Officer	-	-	30,000	60,000	70,000	90,000
Finance & Accounting Director / VP	-	-	-	-	100,000	200,000
Finance & Accounting Manager	-	-	60,000	100,000	80,000	150,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Non-Profit Organization / Public Sector

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Hospitality & Tourism						
Barista	17,000	26,000	-	-	-	-
Operations Manager	-	-	50,000	80,000	80,000	100,000
Server	13,000	25,000	-	-	-	-
Human Resources						
Human Resources Manager	-	-	50,000	100,000	80,000	150,000
Information Technology						
Compliance Officer	-	-	70,000	100,000	-	-
Head of Information Technology	-	-	-	-	150,000	200,000
IT Application Manager	-	-	-	-	90,000	120,000
IT Support	20,000	35,000	-	-	-	-
Network Engineer	-	-	40,000	60,000	-	-
Programmer / Software Developer (PHP)	-	-	40,000	60,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Non-Profit Organization / Public Sector

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal & Compliance						
Legal Manager	-	-	-	-	100,000	180,000
Marketing						
Digital Marketing Specialist	-	-	35,000	50,000	-	-
Marketing Executive / Officer	20,000	30,000	25,000	50,000	-	-
Marketing Manager	-	-	40,000	80,000	100,000	350,000
Retail & Consumer Products						
Store / Shop Manager	-	-	40,000	60,000	-	-
Sales & Business Development						
Business Development Manager	-	-	60,000	100,000	80,000	150,000
Sales Director	-	-	-	-	100,000	500,000
Sales Manager	-	-	30,000	70,000	100,000	200,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Non-Profit Organization / Public Sector

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Procurement Director	-	-	-	-	160,000	180,000
Top Management						
Director / General Manager	-	-	-	-	100,000	300,000
Managing Director	-	-	-	-	100,000	300,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Property / Construction

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Property / Construction

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Manager	-	-	30,000	50,000	50,000	70,000
Administrative Officer / Staff	18,000	30,000	30,000	50,000	50,000	70,000
Executive Secretary / PA	25,000	40,000	40,000	60,000	60,000	100,000
Receptionist	18,000	20,000	-	-	-	-
Banking & Financial Services						
Claim Manager	-	-	80,000	120,000	-	-
Customer Service						
Customer Service Manager	-	-	40,000	70,000	70,000	100,000
Engineering						
Construction Engineer	-	-	30,000	50,000	-	-
Construction Manager	-	-	50,000	90,000	85,000	150,000
Design Engineer	-	-	70,000	120,000	-	-
Facility Engineer	-	-	40,000	50,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Property / Construction

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Maintenance Engineer	20,000	35,000	45,000	80,000	-	-
Production Supervisor / Chief	-	-	50,000	60,000	-	-
Project / Construction Manager	-	-	70,000	80,000	60,000	90,000
Project Manager	-	-	40,000	70,000	80,000	150,000
Safety Manager	-	-	30,000	50,000	60,000	70,000
Service Engineer / Technical Support	20,000	50,000	35,000	50,000	70,000	90,000
Finance & Accounting						
Accounting Executive / Officer	20,000	40,000	30,000	80,000	-	-
Accounting Manager	-	-	40,000	100,000	70,000	120,000
Finance & Accounting Director / VP	-	-	-	-	120,000	150,000
Finance & Accounting Manager	-	-	40,000	100,000	-	-
Finance Manager	-	-	40,000	100,000	90,000	160,000
Financial Analyst	40,000	45,000	50,000	100,000	80,000	150,000
Internal Audit Manager	-	-	35,000	100,000	80,000	170,000
Investment Analyst	-	-	80,000	100,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Property / Construction

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Investor Relations Manager	-	-	80,000	100,000	-	-
Human Resources						
Assistant Human Resources Manager	-	-	40,000	60,000	50,000	70,000
Head of TA	-	-	-	-	150,000	200,000
Human Resources Director / VP	-	-	-	-	150,000	250,000
Human Resources Executive / Officer / Staff	25,000	40,000	40,000	60,000	-	-
Human Resources Manager	-	-	50,000	100,000	70,000	120,000
Talent Acquisition Manager	-	-	-	-	70,000	120,000
Talent Acquisition Officer	25,000	40,000	40,000	60,000	-	-
Information Technology						
Data Analyst	-	-	70,000	90,000	-	-
Data Scientist / Data Engineer	35,000	70,000	70,000	90,000	-	-
IT Manager	-	-	50,000	140,000	100,000	180,000
IT Support	-	-	55,000	60,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Property / Construction

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
System Engineer	-	-	80,000	100,000	-	-
Legal & Compliance						
Company Secretary	-	-	50,000	80,000	80,000	100,000
Legal Director / VP	-	-	-	-	200,000	250,000
Legal Manager	-	-	-	-	100,000	120,000
Marketing						
Brand Manager	30,000	40,000	40,000	100,000	80,000	200,000
Digital Marketing Manager	-	-	50,000	120,000	70,000	200,000
Event Manager	-	-	60,000	100,000	100,000	150,000
Head of Marketing	-	-	-	-	100,000	500,000
Marketing Director / VP	-	-	-	-	150,000	500,000
Marketing Executive / Officer	20,000	35,000	30,000	60,000	40,000	80,000
Marketing Manager	-	-	40,000	100,000	80,000	200,000
Marketing Researcher / Analyst	30,000	50,000	50,000	80,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Property / Construction

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Product Manager	-	-	35,000	80,000	80,000	180,000
Public Relations / Corporate Communications Manager	-	-	50,000	80,000	70,000	150,000
Real Estate & Property						
Facility Manager	-	-	-	-	120,000	150,000
Interior Design / Architect	-	-	30,000	50,000	50,000	80,000
Leasing Manager	-	-	50,000	100,000	-	-
Head of Utility	-	-	-	-	120,000	250,000
Retail & Consumer Products						
Retail Manager	-	-	40,000	60,000	-	-
Sales & Business Development						
Account Manager	25,000	45,000	40,000	70,000	100,000	130,000
Aftersales Manager	-	-	45,000	100,000	100,000	150,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Property / Construction

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
AVP - Sales & Marketing	-	-	-	-	100,000	120,000
Business Development Executive / Officer	25,000	70,000	30,000	90,000	-	-
Business Development Manager	35,000	45,000	40,000	150,000	70,000	150,000
Sales & Marketing Director	-	-	-	-	100,000	500,000
Sales & Marketing Manager	-	-	40,000	120,000	80,000	200,000
Sales Director	-	-	-	-	100,000	500,000
Sales Engineer	20,000	50,000	30,000	100,000	50,000	150,000
Sales Executive / Officer	20,000	50,000	30,000	100,000	-	-
Sales Manager	-	-	30,000	170,000	50,000	200,000
VP - Sales	-	-	-	-	130,000	250,000
Supply Chain & Logistics						
AVP - Purchasing / Procurement	-	-	-	-	100,000	160,000
Purchasing / Buyer / Procurement Engineer	25,000	30,000	30,000	50,000	50,000	70,000
Purchasing Executive	20,000	30,000	30,000	50,000	50,000	70,000
Purchasing Manager	-	-	-	-	70,000	100,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Property / Construction

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Purchasing Officer	20,000	30,000	30,000	35,000	40,000	70,000
Supply Chain Manager	-	-	50,000	70,000	70,000	150,000
Top Management						
Chief Commercial Officer (CCO)	-	-	-	-	500,000	800,000
Chief Executive Officer (CEO)	-	-	-	-	300,000	400,000
Chief Financial Officer (CFO)	-	-	-	-	150,000	400,000
Chief Marketing Officer (CMO)	-	-	-	-	150,000	400,000
Chief Operating Officer (COO)	-	-	-	-	120,000	300,000
Chief Sales Officer (CSO)	-	-	-	-	400,000	450,000
Country Manager	-	-	-	-	300,000	350,000
General Manager	-	-	-	-	150,000	250,000
Managing Director	-	-	-	-	150,000	350,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Services / Consulting

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Administration						
Administrative Manager	-	-	50,000	70,000	80,000	100,000
Administrative Officer / Staff	18,000	30,000	30,000	40,000	-	-
Executive Secretary / PA	25,000	35,000	30,000	60,000	60,000	90,000
Operation Manager	-	-	50,000	70,000	80,000	100,000
Customer Service						
Call Center	15,000	26,000	-	-	-	-
CRM Officer / Executive	18,000	30,000	30,000	45,000	-	-
Customer Service Manager	-	-	50,000	100,000	50,000	120,000
Engineering						
Application Engineer	-	-	40,000	50,000	80,000	120,000
Construction Engineer	-	-	-	-	120,000	150,000
Construction Manager	-	-	-	-	100,000	150,000
Electrical Engineer	-	-	-	-	130,000	160,000
Engineering Manager	-	-	-	-	160,000	200,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Engineering						
Environmental Engineer	-	-	45,000	60,000	-	-
Estimation Engineer	-	-	50,000	60,000	-	-
Facility Engineer	-	-	40,000	55,000	-	-
Facility Manager	-	-	-	-	85,000	100,000
Head of Engineering / Engineering Director / VP	-	-	-	-	80,000	100,000
Maintenance Engineer	-	-	35,000	50,000	-	-
Operations Manager	-	-	-	-	100,000	150,000
Planning Executive/ Officer	-	-	35,000	60,000	-	-
Product Manager	-	-	70,000	100,000	150,000	250,000
Production Manager	-	-	-	-	80,000	120,000
Project Coordinator	27,000	30,000	40,000	80,000	100,000	120,000
Project Engineer	20,000	50,000	50,000	100,000	100,000	120,000
Project Manager	-	-	70,000	100,000	100,000	120,000
Senior Sales Engineer	-	-	-	-	100,000	120,000
Service Engineer / Technical Support	35,000	60,000	50,000	70,000	70,000	100,000
Structural Engineer	-	-	-	-	250,000	300,000

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Accounting Assistant	25,000	30,000	40,000	60,000	-	-
Accounting Executive / Officer	25,000	35,000	30,000	50,000	-	-
Accounting Manager	-	-	-	-	50,000	140,000
Accounts Payable Accountant	25,000	35,000	35,000	45,000	35,000	45,000
Accounts Receivable Accountant	30,000	40,000	50,000	70,000	-	-
Corporate Finance Specialist	-	-	60,000	100,000	-	-
Costing Executive	18,000	35,000	30,000	60,000	-	-
Finance & Accounting Director / VP	-	-	-	-	200,000	300,000
Finance & Accounting Manager	-	-	55,000	100,000	80,000	130,000
Finance Manager	-	-	-	-	60,000	120,000
Financial Administrator / Officer	25,000	35,000	-	-	-	-
Financial Advisor	20,000	35,000	40,000	70,000	-	-
Financial Analyst	-	-	70,000	130,000	100,000	150,000
Financial Controller	-	-	90,000	120,000	120,000	180,000
Financial Planning & Analysis Manager	-	-	80,000	100,000	90,000	120,000
Financial Project Manager	-	-	100,000	120,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Finance & Accounting						
Head of Leasing	-	-	-	-	100,000	120,000
Internal Auditor	-	-	40,000	60,000	80,000	120,000
Investor Relations Manager	-	-	60,000	90,000	-	-
Senior Accountant	-	-	50,000	60,000	-	-
Treasury	-	-	40,000	50,000	-	-
Hospitality & Tourism						
Barista	16,000	25,000	20,000	40,000	-	-
Chef	20,000	40,000	40,000	50,000	80,000	90,000
F&B Manager	-	-	60,000	100,000	-	-
Hotel Manager	-	-	80,000	120,000	100,000	150,000
Operations Director / VP	-	-	-	-	150,000	200,000
Operations Manager	-	-	50,000	100,000	50,000	100,000
Restaurant Manager	-	-	30,000	100,000	80,000	120,000
Restaurant Supervisor	-	-	30,000	40,000	-	-
Server	16,000	25,000	-	-	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Hospitality & Tourism						
Sommelier	-	-	30,000	70,000	-	-
Human Resources						
Assistant Human Resources Manager	-	-	45,000	60,000	70,000	100,000
Compensation and Benefit Manager	-	-	60,000	100,000	100,000	150,000
HR Business Partner	-	-	40,000	100,000	100,000	150,000
HR Generalist / HR Specialist	25,000	35,000	35,000	80,000	-	-
HRD Manager	-	-	65,000	120,000	100,000	200,000
Human Resources Director / VP	-	-	-	-	150,000	300,000
Human Resources Executive / Officer / Staff	20,000	35,000	40,000	60,000	-	-
Human Resources Manager	-	-	60,000	80,000	80,000	150,000
Payroll Officer	20,000	35,000	40,000	60,000	-	-
Recruitment Officer	25,000	40,000	40,000	60,000	-	-
Talent Acquisition Manager	-	-	80,000	150,000	-	-
Talent Acquisition Specialist	-	-	60,000	80,000	80,000	150,000
Training Executive / Officer	25,000	35,000	35,000	60,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Human Resources						
HRD Manager	-	-	65,000	120,000	100,000	200,000
Information Technology						
Business Analyst	30,000	70,000	80,000	130,000	100,000	200,000
Data Center Manager / Infrastructure Manager	-	-	80,000	100,000	-	-
Data Scientist / Data Engineer	30,000	70,000	50,000	100,000	100,000	150,000
Data Warehouse Consultant	-	-	80,000	120,000	150,000	200,000
ERP Consultant	30,000	70,000	50,000	100,000	100,000	200,000
Full Stack Developer	40,000	70,000	50,000	120,000	-	-
IT Manager	40,000	60,000	100,000	150,000	120,000	170,000
IT Security Manager	-	-	-	-	120,000	200,000
IT Support	25,000	50,000	80,000	100,000	-	-
Programmer	-	-	45,000	80,000	100,000	130,000
Programmer / Software Developer (Specific Applications)	30,000	70,000	60,000	130,000	130,000	340,000
Project Manager	30,000	70,000	100,000	150,000	200,000	300,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Information Technology						
QA Engineer / Software Tester	-	-	100,000	150,000	-	-
SAP Specialist	50,000	80,000	100,000	150,000	200,000	300,000
Software / Solutions Architect	-	-	70,000	100,000	150,000	200,000
Software Engineer	30,000	70,000	70,000	100,000	100,000	150,000
Software Quality Assurance Manager	-	-	50,000	120,000	-	-
System Analyst	30,000	70,000	40,000	60,000	80,000	120,000
System Engineer	-	-	50,000	100,000	-	-
Tech Lead	-	-	200,000	250,000	200,000	340,000
UX / UI Designer	25,000	50,000	50,000	80,000	-	-
Legal & Compliance						
Company Secretary	-	-	50,000	70,000	-	-
Compliance Manager	-	-	80,000	100,000	90,000	200,000
Legal & Compliance						
Compliance Officer	30,000	50,000	55,000	65,000	-	-



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Legal & Compliance						
Customs Officer	25,000	50,000	-	-	-	-
Lawyer (Attorney)	-	-	80,000	120,000	200,000	250,000
Legal Consultant / Specialist	-	-	50,000	100,000	100,000	120,000
Legal Director / VP	-	-	-	-	130,000	150,000
Legal Manager	-	-	90,000	120,000	100,000	150,000
Legal Officer	-	-	50,000	70,000	70,000	100,000
Marketing						
Brand Manager	30,000	40,000	40,000	100,000	80,000	200,000
Digital Content Editor / Content Creator / Social Media Content Editor	25,000	40,000	35,000	50,000	-	-
Digital Marketing Analyst	25,000	50,000	30,000	80,000	-	-
Digital Marketing Manager	-	-	60,000	100,000	80,000	150,000
Digital Marketing Specialist	20,000	60,000	35,000	80,000	60,000	90,000
Event Manager	-	-	50,000	70,000	60,000	80,000
Graphic Designer	25,000	45,000	35,000	50,000	-	-

Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Marketing						
Head of Digital Marketing	-	-	-	-	100,000	400,000
Marketing Coordinator / Assistant	20,000	30,000	30,000	45,000	-	-
Marketing Director / VP	-	-	-	-	150,000	500,000
Marketing Executive / Officer	20,000	35,000	30,000	60,000	40,000	80,000
Marketing Manager	-	-	50,000	100,000	80,000	250,000
Marketing Researcher / Analyst	20,000	40,000	30,000	80,000	-	-
Media Planner	-	-	40,000	70,000	-	-
Product Manager	-	-	80,000	100,000	100,000	200,000
Public Relations / Corporate Communications Executive	20,000	35,000	30,000	60,000	-	-
SEO / SEM Specialist	25,000	40,000	40,000	70,000	-	-
Real Estate & Property						
Facility Manager	-	-	60,000	80,000	100,000	150,000
Leasing Manager	-	-	-	-	80,000	120,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

Job Position	Exp. 0-3 yrs		Exp. 3-7 yrs		More than 7 yrs	
	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Retail & Consumer Products						
Branch Manager	-	-	50,000	75,000	60,000	100,000
Category Manager	-	-	60,000	100,000	100,000	150,000
Retail Manager	-	-	-	-	100,000	120,000
Store / Shop Manager	20,000	30,000	30,000	40,000	-	-
Store / Shop Staff	13,000	30,000	20,000	50,000	-	-
Sales & Business Development						
Account Director	-	-	-	-	150,000	300,000
Account Executive	25,000	40,000	30,000	60,000	60,000	100,000
Account Manager	-	-	40,000	100,000	70,000	150,000
Business Development Director	-	-	100,000	200,000	150,000	500,000
Business Development Executive / Officer	25,000	70,000	30,000	90,000	-	-
Business Development Manager	35,000	45,000	40,000	150,000	70,000	250,000
E-Commerce Manager	-	-	50,000	100,000	70,000	280,000
Head of Commercial	-	-	80,000	140,000	130,000	500,000
Key Account Manager	-	-	40,000	120,000	70,000	180,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Services / Consulting

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Sales & Business Development						
Management Trainee	30,000	50,000	-	-	-	-
Regional Sales Manager	-	-	150,000	200,000	200,000	300,000
Sales Administrator / Sales Support	15,000	40,000	25,000	60,000	-	-
Sales Coordinator (General)	15,000	30,000	25,000	40,000	-	-
Sales Director	-	-	100,000	200,000	150,000	500,000
Sales Engineer	20,000	50,000	30,000	100,000	50,000	150,000
Sales Executive / Officer	25,000	45,000	30,000	90,000	-	-
Sales Manager	-	-	30,000	170,000	50,000	200,000
Sales Operations Manager	-	-	60,000	100,000	100,000	180,000
Telesales / Telemarketers	15,000	40,000	-	-	-	-
VP - Sales & Marketing	-	-	-	-	130,000	250,000
Supply Chain & Logistics						
Procurement Manager	-	-	60,000	70,000	70,000	150,000
Purchasing Executive	-	-	40,000	55,000	55,000	70,000
Purchasing Manager	-	-	-	-	50,000	100,000



Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Services / Consulting

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	min(฿)	max(฿)	min(฿)	max(฿)	min(฿)	max(฿)
Supply Chain & Logistics						
Purchasing Officer	20,000	30,000	25,000	40,000	40,000	70,000
Supply Chain Manager	-	-	50,000	100,000	100,000	150,000
Warehouse Manager	-	-	70,000	80,000	100,000	150,000
Top Management						
Chief Financial Officer (CFO)	-	-	-	-	200,000	400,000
Chief Operating Officer (COO)	-	-	-	-	200,000	220,000
Chief Product Development Officer (CPDO)	-	-	-	-	150,000	220,000
Country Manager	-	-	-	-	150,000	200,000
Director / General Manager	-	-	-	-	100,000	200,000
General Manager	-	-	-	-	150,000	250,000
Managing Director	-	-	-	-	300,000	400,000

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

About Adecco

Adecco

Adecco is part of The Adecco Group. **We are a leading global workforce solutions provider** active in 62 countries, with 25,000 colleagues working for us. We are currently providing jobs for over 600,000 people daily around the world.

Adecco Thailand operates nine business units, connecting over 21,000 associates daily through the efforts of more than 400 dedicated employees. With over 30 years of experience, we have grown by deeply understanding and responding to our clients' human resource needs, helping them recruit the right talent at the right time. Simultaneously, we support job seekers in finding the right opportunities to advance their careers. Our wide range of services includes recruitment, staffing, outsourcing, and upskilling and development.



The Adecco Group is the world's leading talent company. Our purpose is making the future work for everyone. Everyday, we enable more than 3.5 million careers worldwide through our three global business units - **Adecco, Akkodis and LHH** - across 60 countries.

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Message from
Country Director

Thailand Labor Market
2024-2025

Career & Work Trend
Survey 2024:
Result Analysis

APAC Survey 2024:
Result Analysis

About the salaries
in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco

Adecco Service Offerings



Service Outsourcing

- Chat Agent Outsourcing Service
- Convenience Stores Service Outsourcing (CVS)
- IT Support Outsourcing Service (ITSOS)
- Office Assistant on Demand
- Receptionist On-Call
- Retail Operation & Field Sales Marketing Service
- Tech Services (Infra, App, Engineering)
- Thai-Chinese Interpreter Outsourcing
- Visa & Work Permit Administration Service



Business Process Outsourcing

- Payroll Administration
- HR Administration
- Master Service Provider



Employment Staffing Service

- Temporary Staffing
- Contract Staffing
- Payroll Staffing
- PC Workforce
- Tech Staffing



Human Capital Solutions

- Training
 - In-House and Public
- Consulting Solutions: Recruit - Reskill - Retain - Reimagine
 - HR Advisory On-demand
 - Interview Toolkit and Selection Design
 - Employee Engagement Survey
 - Talent Development & Succession Planning
 - Salary Structure & Benefit Design
 - Performance Management
- Outsourcing
 - Training Process and Administration Management
- Assessment Tools



Recruitment Service

- Executive Recruitment
 - C-Suite Level
 - Mid to Senior Management
- Functional Recruitment
 - Finance, Accounting & Legal
 - Sales & Marketing
 - HR, Admin & Support functions
 - Industrial & Engineering
 - Digital & Technology
 - Supply Chain & Logistics
 - Healthcare & Life sciences
 - Environmental, social, and corporate governance (ESG)
- Recruitment Process Outsourcing (RPO)
- Volume Recruitment
- Talent Mapping Service



Adecco Offices in Thailand

Message from Country Director

Thailand Labor Market 2024-2025

Career & Work Trend Survey 2024: Result Analysis

APAC Survey 2024: Result Analysis

About the salaries in this guide

Salary Guide

- FMCG
- Financial Services
- Industrial and Manufacturing
- Information Technology
- Life Science / Medical
- Non-Profit Organization / Public Sector
- Property / Construction
- Services / Consulting

About Adecco



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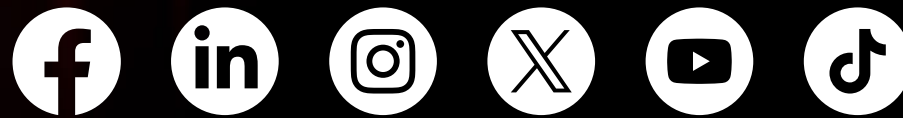
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