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FRENCH MYANMAR CHAMBER OF COMMERCE & INDUSTRY

MYANMAR

SALARY SURVEY

2019





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Introduction

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

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

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

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

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

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

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

This 2019 edition is the second edition of our Myanmar Salary Survey, which will be conducted every year.

This Myanmar Salary Survey should only be viewed as a guide. Our survey group was spread across a variety of industries and we received 585 responses.



1 SUPPORTING BUSINESS' SINCE 2012 WITH THE HEADACHE OF HIRING

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PROCEDURE

This salary survey 2019 is the second edition of our Myanmar Salary Survey. It was conducted by CCI France Myanmar's Human Resources Committee, with the plan of doing it every year. Invitations to complete the survey were sent in February 2019. Respondents were invited to submit their responses online, anonymously, in MMK (Myanmar Kyat).

The average exchange rate used for this survey was the following: 1 USD = 1,550 MMK. A user guide was provided to explain to participants how to take the survey.

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

EXECUTIVE OVERVIEW

Myanmar is one of Asia's last frontier market, promising to become the next South-East Asian rising star. After years of isolation, the country opened up in 2011 and implemented substantial reforms that established the fundamental basis for the real development of the country.

The average annual growth Myanmar's GDP is now between 6 and 7%, making it one of the highest in Asia and in the World. The country will continue to develop at a similar pace in the future, thanks to its many resources, thus offering a great potential for companies investing and operating in the country.

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

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

In the present document, results are set out by industry in alphabetical order. Each job category and level is listed but, in some cases, positions or levels were removed or changed, if didn't exist in the category or industry, to improve the presentation of the survey.

This survey only concerns gross salaries (allowances and benefits excluded) for employees working in Myanmar under local contracts, both Myanmar Nationals and Foreigners.

In some cases, we noticed that salaries were extremely low or high and we therefore realized that some members in the survey group may not have understood the goal and rules of the survey. Therefore, we decided to removed these corrupted data to ensure the integrity of the results.

If you have any questions about this survey and the results, please contact Mrs. Pascaline Grifon at business.manager@ccifrance-myanmar.org.

2019 SALARY OUTLOOK

1,530Ks
= 1 US\$
in May 2019

4,800Ks
Per day of
minimum wage

6.8%
GDP growth
rate in 2018

6.1%
Inflation
rate in 2019

4%
Unemployment
rate in 2018

KEY TRENDS

♦ Salary Increments

54% of all respondents said they saw salary increases of between 1 –5% of salary for previous year 2017.

Industry	Salary Increase Percentage for Previous Year	Percentage
Construction	1 – 5%	69%
Consumer Goods	6 – 10%	42%
Education	1 – 5%	75%
Financial Services	1 – 5%	100%
Healthcare	1 – 10%	100%
Hospitality	6 –10%	57%
Logistics	1 – 10%	92%
Manufacturing	11 – 15%	100%
NGO / NPO	1 – 5%	85%
Services	1 – 10%	77%

♦ Repatriate Remuneration

39% of the organizations in this survey employ repatriates.

Industry	Repat Employment Rate	What is the average difference in salary you pay a repat over a local for the same position?
Construction	43%	5 – 40%
Consumer Goods	53%	5 – 40%
Education	17%	5 – 30%
Financial Services	33%	5 – 10%
Healthcare	17%	
Hospitality	57%	5 – 15%
Logistics	31%	5 – 20%
Manufacturing	0%	
NGO / NPO	36%	5 – 10%
Services	50%	5 – 30%

♦ Benefits and Allowances

For allowances like travel allowance, medical allowance and meal allowance, 59 % of respondents provide transport allowance, 35% provide meal allowance and 56% provide medical allowance.

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

Industry	Transport Allowance	Meal Allowance	Medical Allowance
Construction	79%	50%	57%
Consumer Goods	74%	21%	47%
Education	17%	17%	8%
Financial Services	83%	33%	50%
Healthcare	67%	33%	50%
Hospitality	57%	43%	43%
Logistics	77%	38%	62%
Manufacturing	0%	0%	0%
NGO / NPO	29%	36%	64%
Services	59%	23%	55%

♦ Company Size by Industry

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

Industry	Size of the Organization
Construction	0-10 – 1,000+
Consumer Goods	0-10 – 1,000 +
Education	0-10 – 1,000+
Financial Services	0-10 – 1,000+
Healthcare	0-10 – 1,000+
Hospitality	0-10 – 1,000+
Logistics	0-10 – 1,000+
Manufacturing	10 – 1,000+
NGO / NPO	0-10 – 1,000+
Services	0-10 – 1,000+

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

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

Industry	What is the rough percentage of revenue they are entitled to receive?	Commission or incentive bonus paid directly related to their performance / revenue generated
Construction	1-20%	91%
Consumer Goods	<1-40%	81%
Education	1-5%	50%
Financial Services	<1-40%	60%
Healthcare	<1-10%	75%
Hospitality	<1-10%	43%
Logistics	1-20%	50%
Manufacturing	21-40%	33%
Services	<1-20%	69%

Is bonus fixed or variable?

Industry	Fixed	Variable
Construction	25%	75%
Consumer Goods	34%	66%
Education	11%	89%
Financial Services	22%	78%
Healthcare	52%	48%
Hospitality	51%	49%
Logistics	26%	74%
Manufacturing	5%	95%
NGO / NPO	72%	28%
Services	35%	65%



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CONSUMER GOODS

CONSUMER GOODS - 100 responses

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Manager / Managing Director / CEO	500K	45M	3.25M	6.63M	0.5 - >3 Months	Variable
CFO / COO / CTO	500K	22.5M	6M	7.73M	1 - >3 Months	Variable
Sales						
Sales Director	400K	20M	4M	6.34M	1 - >3 Months	Variable
Senior Sales Manager	500K	6M	2.5M	2.57M	0.5 - >3 Months	Variable
Sales Manager	500K	4.9M	1.5M	1.7M	0.5 - >3 Months	Variable
Sales Supervisor / Assistant Sales Manager	200K	2M	800K	883K	0.5 - 3 Months	Variable
Sales Specialist / Senior Sales	200K	3.5M	600K	932K	0.5 - >3 Months	Variable
Sales Staff	100K	2M	350K	441K	0.5 - >3 Months	Variable
Marketing						
Marketing Director	1.1M	10M	3.5M	5M	1 - >3 Months	Variable
Senior Marketing Manager	1M	4.5M	3M	2.78M	1 - 2.5 Months	Variable
Marketing Manager	400K	3M	1.5M	1.5M	1 - 3 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	400K	2M	760K	886K	1 - 3 Months	Fixed and Variable
Marketing Specialist / Senior Marketing	200K	1.5M	800K	783K	1 - >3 Months	Fixed and Variable
Marketing Staff	150K	1M	400K	421K	1 - >3 Months	Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	1.1M	6M	3.25M	3.28M	1 - >3 Months	Variable
Senior Accounting & Finance Manager	1.5M	4M	2M	2.24M	1 - >3 Months	Fixed
Accounting & Finance Manager	1M	9M	1.5M	2.5M	1 - 1.5 Months	Fixed and Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	400K	2M	700K	827K	1 - >3 Months	Variable
Accounting & Finance Specialist / Senior Accounting & Finance	300K	1.4M	700K	775K	1 Month	Variable
Accounting & Finance Staff	150K	600K	310K	328K	0.5 - >3 Months	Variable
Information & Technology						
Senior IT Manager	3M	5M	3.75M	3.87M	1 Month	Fixed and Variable
IT Manager	500K	3.5M	2M	2M	1 - 2 Months	Variable
IT Supervisor / Assistant IT Manager	300K	4.5M	1M	1.38M	1 - 1.5 Months	Variable
IT Specialist / Senior IT	600K	3M	900K	1.2K	1 - 2 Months	Variable
IT Staff	200K	500K	400K	383K-	1 Month	Variable
Administration						
Admin Director	2M	5M	2.25M	2.87M	1 - 2 Months	Variable
Senior Admin Manager	500K	3.5M	2M	2M	0.5 - >1 Month	Variable
Admin Manager	800K	2.5M	1.5M	1.61M	1 - >1.5 Months	Variable
Admin Supervisor / Assistant Admin Manager	350K	1.5M	700K	738K	1 - 1.5 Months	Fixed
Admin Staff	200K	2.3M	450K	553K	1 - 1.5 Months	Fixed

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Human Resources						
HR Director	1.2M	1.4M	1.3M	1.3M	1 Month	Variable
Senior HR Manager	1.5M	3.5M	2.25M	2.37M	1 Month	Fixed and Variable
HR Manager	500K	3M	1.1M	1.3M	1 - >3 Months	Variable
HR Supervisor / Assistant HR Manager	300K	1.7M	650K	770K	1 - >3 Months	Variable
HR Specialist / Senior HR	200K	1M	600K	600K	1 Month	Fixed and Variable
HR Staff	200K	500K	300K	333K	1 Month	Variable
Supply Chain						
Supply Chain Director	3.5M	5M	4.25M	4.25M	1 Month	Variable
Senior Supply Chain Manager	700K	5M	1M	2.23M	1 –1.5 Months	Fixed
Supply Chain Manager	700K	1.8M	1M	1.1M	1 - 1.5 Months	Fixed
Supply Chain Supervisor / Assistant Supply Chain Manager	400K	2M	800K	931K	1 - 3 Months	Fixed and Variable
Supply Chain Staff	200K	500K	400K	375K	1 Month	Fixed
Procurement						
Senior Procurement Manager	5.4M	5.4M	5.4M	5.4M	0.5 - >3 Months	
Procurement Supervisor / Assistant Procurement Manager	600K	2.3M	1.1M	1.3M	1 - 1.5 Months	Fixed and Variable
Procurement Staff	200K	650K	425K	425K	1 Month	Fixed and Variable
Engineering						
Engineering Manager	1.6M	2.8M	2.2M	2.2M	1.5 Months	Fixed
Engineering Specialist / Senior Engineering	600K	1.2M	900K	900K	1 Month	Fixed
Engineering Staff	350K	600K	475K	475K	1 Month	Fixed



CONSTRUCTION

CONSTRUCTION - 49 responses

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	SALARY RANGE (PER MONTH)	
					ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Manager / Managing Director / CEO	700K	25M	2.5M	5.05M	0.5 - 3 Months	Variable
CFO / COO / CTO	600K	12.5M	3.5M	4.82M	0.5 - >3 Months	Variable
Sales						
Sales Director	700K	6M	2.25M	2.68M	1 - 3 Months	Variable
Senior Sales Manager	900K	7.27M	1.8M	2.49M	0.5 - 1 Month	Variable
Sales Manager	600K	3M	1.5M	1.66M	0.5 - > 3 Months	Variable
Sales Supervisor / Assistant Sales Manager	350K	15M	850K	2.64M	0.5 - 2 Months	Variable
Sales Specialist	310K	1.2M	850K	786K	0.5 - 1 Month	Variable
Sales Staff	260K	1M	550K	562K	0.5 - 3 Months	Variable
Marketing						
Marketing Director	1.8M	2.5M	2.25M	2.2M	1 –3 Months	Variable
Senior Marketing Manager	1.2M	2.2M	1.75M	1.72M	1 Month	Variable
Marketing Manager	800K	1.7M	1.35M	1.27M	1 Month	Variable
Marketing Supervisor / Assistant Marketing Manager	450K	700K	525K	566K	0.5 - 1 Month	Variable
Marketing Specialist	450K	650K	575K	562K	1 Month	Variable
Marketing Staff	260K	600K	355K	411K	1 - 3 Months	Variable
Accounting & Finance						
Accounting & Finance Director	1.5M	6M	3M	3.41M	0.5 - 3 Months	Fixed
Senior Accounting & Finance Manager	500K	7.5M	1M	1.81M	0.5 - 2 Months	Variable
Accounting & Finance Manager	400K	2.5M	700K	900K	0.5 - 2 Months	Fixed and Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	300K	1M	600K	596K	1 - 2 Months	Variable
Accounting & Finance Specialist / Senior Accounting & Finance	350K	1.25M	625K	675K	0.5 - 3 Months	Fixed and Variable
Accounting & Finance Staff	150K	1M	315K	426K	0.5 - 2 Months	Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Information & Technology						
Senior IT Manager	3M	4.5M	3.75M	3.75M	1 Month	Variable
IT Supervisor / Assistant IT Manager	300K	350K	325K	325K	0.5 - 2 Months	Fixed
IT Specialist / Senior IT	250K	1M	550K	587K	1 - 2.5 Months	Variable
IT Staff	200K	750K	300K	383K	0.5- 2 Months	Variable
Administration						
Admin Director	400K	700K	550K	550K	2 Months	Fixed
Admin Manager	500K	2M	950K	995K	1 - 2.5 Months	Variable
Admin Supervisor / Assistant Admin Manager	300K	1M	500K	565K	0.5 - >3 Months	Variable
Admin Staff	150K	600K	375K	303K	1– 1.5 Months	Variable
Facility & Property Management						
Facility & Property Manager	1M	2M	1.5M	1.5M		Variable
Human Resources						
HR Director	2M	6M	4.1M	4M	0.5 - 1 Month	Fixed and Variable
Senior HR Manager	500K	3.85M	1.77M	1.97M	1 Month	Variable
HR Manager	800K	1.8M	1.35M	1.32M	0.5 - 1 Month	Variable
HR Supervisor / Assistant HR Manager	300K	2.2M	600K	845K	0.5 - 1.5 Months	Variable
HR Specialist / Senior HR	850K	1M	950K	950K	1 Month	Fixed and Variable
HR Staff	150K	550K	300K	291K	0.5 - 1.5 Months	Fixed and Variable
Supply Chain						
Supply Chain Director	5M	5M	5M	5M	1 Month	Variable
Supply Chain Manager	1.5M	2M	1.75M	1.75M	1 Month	Variable
Supply Chain Supervisor / Assistant Supply Chain Manager	600K	800K	700K	700K	1 Month	Fixed
Supply Chain Staff	350K	550K	450K	450K	1 Month	Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Procurement						
Procurement Manager	950K	1.5M	1.22M	1.22M	1 Month	Variable
Procurement Supervisor / Assistant Procurement Manager	500K	550K	525K	525K	1 Month	Variable
Procurement Staff	150K	450K	325K	308K	0.5 - 1 Month	Variable
Engineering						
Engineering Director	2.5M	7.5M	4M	4.5M	1 - 1.5 Months	Fixed and Variable
Senior Engineering Manager (s)	1M	5.5M	3.25M	3.31M	1-2.5 Months	Variable
Engineering Manager	800K	2.5M	1.15M	1.33M	1 - 3 Months	Variable
Engineering Specialist / Senior Engineering	300K	1M	600K	648K	0.5 - 1 Month	Variable
Engineering Staff	200K	650K	450K	437K	1 Month	Variable

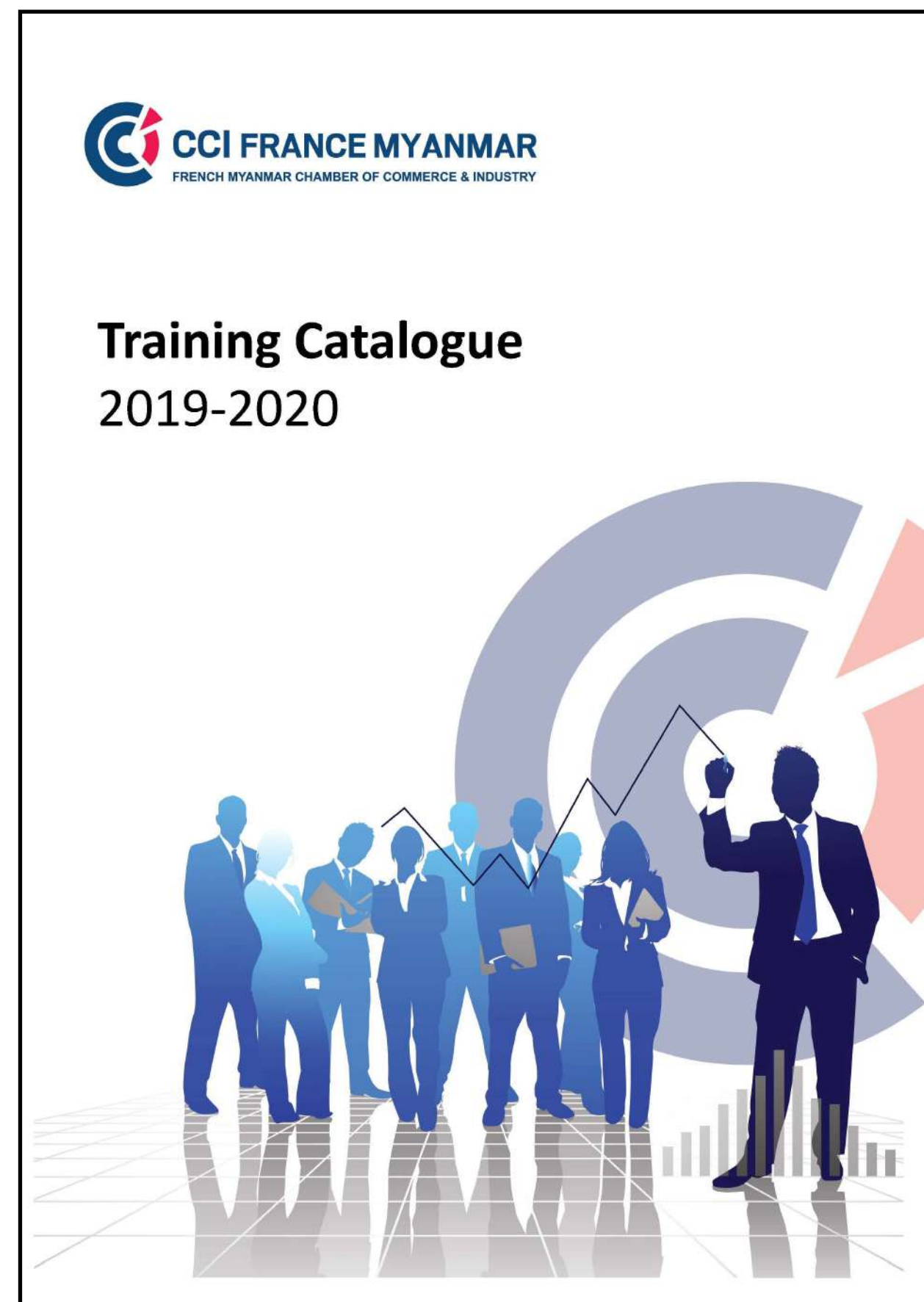


EDUCATION

EDUCATION - 35 responses

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	434K	15M	1.4M	2.88M	0.5 - >3 Months	Variable
CFO / COO / CTO	1.4M	1.4M	1.4M	1.4M	0.5 - >3 Months	Variable
Sales						
Sales Director	3M	5M	3.3M	3.76M	1 - >3 Months	Variable
Senior Sales Manager	300K	3M	1.3M	1.47M	0.5 - >3 Months	Variable
Sales Manager	300K	1.24M	776K	782K	0.5 - >3 Months	Variable
Sales Supervisor / Assistant Sales Manager	230K	300K	265K	265K	0.5 Month	Variable
Sales Specialist / Senior Sales	450K	450K	450K	450K	1 Month	Variable
Sales Staff	200K	300K	250K	250K	0.5 - 1 Month	Variable

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	SALARY RANGE (PER MONTH)		
				AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Senior Account- ing & Finance Manager	800K	1.1M	1.1M	1M	0.5 Month	Variable
Accounting & Finance Manager	500K	1M	600K	700K	0.5 Months	Variable
Accounting & Finance Supervi- sor / Assistant Accounting & Finance Manager	400K	550K	475K	475K	0.5 - >1 Month	Variable
Accounting & Finance Staff	200K	900K	310K	411K	0.5 - >3 Months	Variable
Information & Technology						
Senior IT Manag- er	500K	1.5M	1M	1M	0.5 Month	Variable
IT Specialist / Senior IT	500K	1.3M	900K	900K	0.5 Month	Variable
Administration						
Admin Director	270K	4.5M	2.29M	2.33M	0.5 ->3 Months	Variable
Senior Admin Manager	300K	3.25M	650K	1.24M	0.5 ->3 Months	Variable
Admin Staff	150K	930K	250K	314K	0.5 - >3 Months	Fixed and Va- riable
Engineering Department						
Engineering Spe- cialist (s)	1.55M	2.32M	1.93M	1.93M	0.5 Months	Variable



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FINANCIAL SERVICES

FINANCIAL SERVICES - 62 responses

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Manager / Managing Director / CEO	1.3M	30M	4.82M	7.47M	0.5 - 3 Months	Variable
CFO / COO / CTO	1.5M	20M	7.18M	8.33M	0.5 - 3 Months	Variable
Sales						
Sales Director	4M	4M	4M	4M	1 - 2.5 Months	Variable
Senior Sales Manager	1M	10M	3M	3.71M	1 - 2.5 Months	Variable
Sales Manager	400K	6M	1.75M	2M	1 - 1.5 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	250K	2.8M	850K	1M	0.5 - >3 Months	Variable
Sales Specialist / Senior Sales	400K	1.2M	700K	750K	1 - > 3 Months	Variable
Sales Staff	150K	2.5M	375K	580K	1 - >3 Months	Variable
Marketing						
Senior Marketing Manager	700K	2M	1M	1.21M	1 - >3 Months	Variable
Marketing Manager	500K	6M	1.5M	2.13M	1 - 3 Months	Variable
Marketing Supervisor / Assistant Marketing Manager	300K	1M	450K	557K	1-3 Months	Variable
Marketing Specialist / Senior Marketing	800K	1.2M	1M	1M	>3 Months	Variable
Marketing Staff	200K	1.1M	300K	438K	1 - 3 Months	Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	230K	1.7M	965K	965K	1 Month	Fixed
Senior Accounting & Finance Manager	600K	6M	2M	2.2M	0.5 - 3 Months	Variable
Accounting & Finance Manager	700K	3M	1.65M	1.66M	0.5 - 1.5 Months	Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	350K	1M	600K	633K	1 - >3 Months	Fixed and Variable
Accounting & Finance Specialist / Senior Accounting & Finance	500K	550K	525K	525K	3 Months	Variable
Accounting & Finance Staff	190K	1M	425K	461K	1 - >3 Months	Variable
Information & Technology						
Senior IT Manager	800K	3M	1M	1.46M	1 - >3 Months	Variable
IT Manager	600K	2M	800K	1.04M	1 - 3 Months	Variable
IT Supervisor / Assistant IT Manager	400K	2M	600K	885K	1 - >3 Months	Variable
IT Specialist / Senior IT	250K	600K	400K	416K	1->3 Months	Variable
IT Staff	190K	500K	250K	312K	1->3 Months	Variable
Administration						
Admin Director	3M	3.5M	3.25M	3.25M	0.5 Month	Variable
Senior Admin Manager	650K	4M	1.5M	1.8M	1 - >3 Months	Variable
Admin Manager	500K	1.5M	700K	771K	1 - >3 Months	Variable
Admin Supervisor / Assistant Admin Manager	300K	800K	400K	458K	1- >3 Months	Variable
Admin Staff	190K	1M	325K	373K	1 - >3 Months	Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Human Resources						
Senior HR Manager	1M	2M	1.5M	1.5M	1 - >3 Months	Variable
HR Manager	500K	4M	1.25M	1.66M	1 - >3 Months	Variable
HR Supervisor / Assistant HR Manager	350K	800K	450K	500K	1 ->3 Months	Fixed and Variable
HR Staff	190K	1.1M	325K	413K	1 - 3 Months	Variable
Legal						
Senior Legal Manager	800K	2M	1.4M	1.4M	>3 Months	
Legal Specialist / Senior Legal	700K	800K	750K	750K	3 Months	Variable
Engineering						
Engineering Manager	400K	1M	700K	700K	>3 Months	Variable
Engineering Staff	200K	400K	300K	300K	>3 Months	Variable



HEALTHCARE

HEALTHCARE - 28 responses

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	500K	10M	1.5M	2.81M	0.5 - >3 Months	Variable
CFO / COO / CTO	1.45M	8M	5.75M	5M	1 - 2 Months	Variable
Sales						
Senior Sales Manager	1M	3.5M	2.05M	2.13M	0.5 - >3 Months	Variable
Sales Manager	700K	2M	1.1M	1.22M	0.5 - >3 Months	Variable
Sales Supervisor / Assistant Sales Manager	500K	2M	700K	850K	0.5 - >3 Months	Variable
Sales Specialist / Senior Sales	500K	1M	750k	750K	0.5 Month	Fixed
Sales Staff	200K	500K	300K	328K	0.5 - >3 Months	Variable
Marketing						
Senior Marketing Manager	500K	2.4M	1.25M	1.35M	0.5 - >3 Months	Variable
Marketing Manager	1.1M	1.5M	1.3M	1.3M	0.5 Month	Variable
Marketing Supervisor / Assistant Marketing Manager	500K	1M	600K	662K	0.5 - >3 Months	Variable
Marketing Staff	400K	2M	1.2M	1.2M	0.5 Month	Variable
Accounting & Finance						
Accounting & Finance Director	1.7M	2.47M	2M	2M	1 Month	Fixed
Senior Accounting & Finance Manager	600K	10M	1.57M	3.34M	0.5 - 1.5 Months	Fixed and Variable
Accounting & Finance Manager	1.1M	1.67M	1.1M	1.2M	0.5 - 1 Month	Fixe
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	812K	1.6M	1.2M	1.2M	1-1.5 Months	Fixed and Variable
Accounting & Finance Specialist / Senior Accounting & Finance	400K	400K	400K	400K	0.5 Month	Fixe
Accounting & Finance Staff	200K	759K	387K	433K	0.5 - 1 Month	Fixe

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Information & Technology						
IT Manager	1.8M	2.3M	2M	2M	0.5 Month	Variable
IT Supervisor / Assistant IT Manager	525K	759K	642K	642K	1 Month	Fixed
IT Specialist / Senior IT	812K	1.16M	986K	986K	1 Month	Fixed
Administration						
Admin Supervisor / Assistant Admin Manager	525K	759K	642K	642K	1 Month	Fixed
Admin Staff	400K	643K	515K	518K	1 Month	Fixed
Human Resources						
HR Director	2.8M	4M	3.4M	3.4M	1.5 Months	Variable
Senior HR Manager	950K	1.38M	1.16M	1.16M	1 Month	Fixed
HR Manager	700K	1M	900K	875K	0.5 Month	Fixed and Variable
HR Supervisor / Assistant HR Manager	525K	1.25M	879K	883K	1 –1.5 Months	Fixed and Variable
HR Staff	352K	511K	431K	431K	1 Month	Variable
Facility & Property Management						
Senior Facility & Property Manager	1.27M	1.88M	1.57M	1.57M	1 Month	Fixed
Facility & Property Manager	1.1M	1.67M	1.39M	1.39M	1 Month	Fixed
Facility & Property Supervisor / Assistant Facility & Property Manager	525K	759K	642K	642K	1 Month	Fixed
Facility & Property Staff	352K	511K	431K	431K	1 Month	Fixed

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Legal Department						
Legal Manager (s)	525K	759K	642K	642K	1 Month	Fixed
Supply Chain						
Senior Supply Chain Manager	950K	1.38M	1.16	1.16M	1 Month	Fixed
Supply Chain Manager	812K	1.16M	986K	986K	1 Month	Fixed
Supply Chain Supervisor / Assistant Supply Chain Manager	714K	1M	867K	867K	1 Month	Fixed
Supply Chain Staff	352K	511K	431K	431K	1 Month	Fixed
Procurement						
Senior Procurement Manager	950K	1.38M	1.16M	1.16M	1 Month	Fixed
Procurement Manager	812K	1.16M	986K	986K	1 Month	Fixed
Procurement Supervisor / Assistant Procurement Manager	525K	759K	642K	642K	1 Month	Fixed
Procurement Staff	352K	511K	431K	431K	1 Month	Fixed
Engineering						
Engineering Staff	430K	643K	537K	537K	1 Month	Fixed



HOSPITALITY

HOSPITALITY - 32 responses

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	800K	17M	3.7M	5.55M	0.5 - >3 Months	Variable
CFO / COO / CTO	1.8M	8M	4M	4.57M	0.5 - >3 Months	Fixed and Variable
Sales						
Sales Director	900K	5.42M	3M	2.63M	0.5 - 1 Month	Fixed
Senior Sales Manager	600K	4M	1.35M	1.61M	0.5 - 1 Month	Fixed
Sales Manager	300K	2M	600K	821K	0.5 ->3 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	300K	1.3M	500K	637K	1 - >3 Months	Fixed
Sales Specialist / Senior Sales	160K	1M	450K	504K	0.5 - >3 Months	Fixed and Variable
Sales Staff	100K	900K	250K	280K	0.5 - >3 Months	Variable
Marketing						
Marketing Director	1M	3.6M	2.17M	2.23M	1 Month	Fixed
Senior Marketing Manager	1M	1M	1M	1M		
Marketing Manager	350K	1.8M	900K	928K	0.5 - >3 Months	Variable
Marketing Supervisor / Assistant Marketing Manager	250K	450K	325K	337K	1 Month	Fixed and Variable
Marketing Specialist / Senior Marketing	180K	250K	215K	215K	>3 Months	Fixed and Variable
Marketing Staff	150K	450K	250K	266K	0.5 - 1 Month	Variable

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	3M	4.23M	4M	3.78M	1 Month	Fixed
Senior Accounting & Finance Manager	450K	2.3M	1M	1.18M	1 Month	Fixed
Accounting & Finance Manager	1M	2.2M	1.1M	1.32M	0.5 - 1 Month	Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	556K	1.3M	900K	931K	0.5 - 1 Month	Variable
Accounting & Finance Specialist / Senior Accounting & Finance	200K	700K	500K	450K	0.5 - >3 Months	Variable
Accounting & Finance Staff	144K	600K	400K	372K	0.5 - 1 Month	Fixed and Variable
Information & Technology						
IT Director	1.8M	2M	1.9M	1.9M	1 Month	Fixed
IT Manager	1.14M	1.14M	1.14M	1.14M	1 Month	Fixed
IT Supervisor / Assistant IT Manager	450K	600K	525K	525K	1 Month	Fixed
IT Staff	228K	405K	405K	346K	1 Month	Fixed
Administration						
Admin Director	1M	1M	1M	1M	1 Month	Variable
Admin Manager	850K	1.6M	1.26M	1.24M	1 Month	Fixed and Variable
Admin Staff	300K	839K	400K	463K	1 Month	Fixed and Variable
Human Resources						
HR Director	3M	3.5M	3.25M	3.25M	1 Month	Fixed
HR Manager	1M	2M	1.62M	1.46M	0.5 - 1 Month	Fixed and Variable
HR Supervisor / Assistant HR Manager	700K	1.5M	900K	1M	0.5 - 1 Month	Fixed and Variable
HR Specialist / Senior HR	400K	600K	500K	500K	0.5 Month	Variable
HR Staff	200K	457K	400K	352K	0.5 Month	Variable

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Facility & Property Management						
Facility & Property Manager	1.22M	1.22M	1.22M	1.22M		
F&P Staff	480K	480K	480K	480K		
Procurement						
Procurement Manager	700K	870K	785K	785K	1 Month	Fixed
Procurement Supervisor / Assistant Procurement Manager	300K	1M	631K	616K	0.5 - 1 Month	Fixed and Variable
Procurement Staff	144K	500K	300K	285K	0.5 - 1 Month	Fixed
Engineering						
Engineering Director	2M	2.8M	2.46M	2.43M	1 Month	Fixed
Senior Engineering Manager	900K	1.2M	1M	1M	1 Month	Fixed
Engineering Manager	800K	1.22M	1M	1M	1 Month	Fixed
Engineering Staff	144K	480K	153K	245K	1 Month	Fixed
F & B						
F & B Director	1.77M	3.96M	2.5M	2.6M	1 Month	Fixed
F & B Manager	300K	2.5M	1M	1.22M	0.5 ->3 Months	Variable
F & B Supervisor / Assistant F & B Manager	205K	656K	205K	355K	0.5 –1 Month	Fixed and Variable
F & B Staff	144K	400K	153K	221K	0.5 –1 Month	Fixed and Variable
Operations						
Operations Director	2.49M	6.22M	2.49M	3.74M	1 Month	Fixed
Operations Manager	600K	1.5M	600K	825K	0.5 Month	Variable
Operations Supervisor / Assistant Operations Manager	400K	800K	600K	600K	0.5 Month	Variable
Operations Staff	145K	686K	275K	319K	0.5 - >3 Months	Variable



LOGISTICS

LOGISTICS - 32 responses

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	SALARY RANGE (PER MONTH)	
					ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Manager / Managing Director / CEO	780K	15M	4.28M	6.24M	0.5 - >3 Months	Fixed and Variable
CFO / COO / CTO	1M	2.5M	1.5M	1.71M	1-2 Months	Variable
Sales						
Sales Director	200K	2.5M	250K	800K	3 ->3 Months	Fixed
Senior Sales Manager	800K	1.3M	1M	1M	2 Months	Fixed
Sales Manager	100K	2.5M	950K	1.12M	1 - >3 Months	Variable
Sales Supervisor / Assistant Sales Manager	300K	1.55M	800K	823K	0.5 ->3 Months	Variable
Sales Staff	200K	1M	600K	595K	0.5->3 Months	Variable
Marketing						
Marketing Manager	500K	1M	650K	700K	2 ->3 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	500K	800K	650K	650K	1 ->3 Months	Variable
Marketing Specialist / Senior Marketing	300K	500K	400K	400K	1 Month	Variable
Marketing Staff	200K	300K	250K	250K	2 ->3 Months	Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	4.2M	5M	4.6M	4.6M	>3 Months	Fixed and Variable
Senior Accounting & Finance Manager	900K	7.1M	1.5M	2M	0.5 ->3 Months	Variable
Accounting & Finance Manager	800K	2.7M	1.5M	1.54M	0.5 - >3 Months	Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	300K	1.3M	600K	666K	0.5 ->3 Months	Variable
Accounting & Finance Specialist / Senior Accounting & Finance	400K	1M	700K	680K	1 Month	Variable
Accounting & Finance Staff	200K	1M	400K	446K	0.5 - 3 Months	Variable
Information & Technology						
Senior IT Manager	800K	1M	900K	900K	1 –2 Months	Fixed and Variable
IT Manager	600K	800K	700K	700K	1 –2 Months	Fixed and Variable
IT Supervisor / Assistant IT Manager	400K	900K	750K	700K	1 Month	Variable
IT Specialist / Senior IT	300K	2.5M	1M	1.27M	1 Month	Variable
IT Staff	300K	2M	450K	800K	2 Months	Fixed
Administration						
Senior Admin Manager	800K	1.8M	1.3M	1.3M	>3 Months	Variable
Admin Manager	400K	1.5M	800K	907K	0.5 - >3 Months	Variable
Admin Supervisor / Assistant Admin Manager	400K	800K	550K	583K	1 - 3 Months	Variable
Admin Staff	200K	650K	300K	319K	0.5 - 3 Months	Variable
Legal						
Legal Manager (s)	800K	1.8M	1.3M	1.3M	>3 Months	Variable
Legal Staff	250K	600K	425K	425K	3 Months	Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Human Resources						
Senior HR Manager	800K	1M	900K	900K	2 Months	Fixed
HR Manager	600K	3M	900K	1.31M	0.5 ->3 Months	Variable
HR Supervisor / Assistant HR Manager	400K	1.5M	800K	764K	1 –3 Months	Variable
HR Specialist / Senior HR	400K	1M	600K	650K	1 Month	Variable
HR Staff	200K	500K	300K	328K	0.5 –3 Months	Variable
Supply Chain						
Senior Supply Chain Manager (s)	1.3M	1.8M	1.55M	1.55M	>3 Months	Variable
Supply Chain Manager (s)	800K	1.8M	1.3M	1.3M	>3 Months	Variable
Supply Chain Supervisor/ Assistant Supply Chain Manager	700K	1.2M	950K	950K	>3 Months	Variable
Supply Chain Staff	200K	350K	275K	275K	3 Months	Variable
Procurement						
Procurement Manager	900K	1.7M	1.2M	1.26M	1 Month	Variable
Procurement Supervisor / Assistant Procurement Manager	450K	700K	500K	550K	1 Month	Variable
Engineering						
Senior Engineering Manager	4M	5M	4.5M	4.5M		
Engineering Specialist (s)	500K	700K	600K	600K	2 Months	Fixed
Engineering Staff	350K	350K	350K	350K		



MANUFACTURING

MANUFACTURING - 23 responses

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Man- ager / Manag- ing Director / CEO	1M	20M	2.6M	6.24M	0.5 - >3 Months	Variable
CFO / COO / CTO	7M	20M	13.5M	13.5M	1 Month	Variable
Sales						
Sales Director	1M	1.25M	1.12M	1.12M	1 - >3 Months	Variable
Senior Sales Manager	1M	5M	1.5M	2.25M	1 - >3 Months	Variable
Sales Manager	1M	4.4M	1.75M	2.18M	0.5 - >3 Months	Variable
Sales Special- ist / Senior Sales	400K	1M	742K	742K	0.5 Month	Variable
Sales Staff	220K	1M	468K	487K	0.5 - 1 Month	Variable
Marketing						
Marketing Di- rector	5.5M	8M	6.75M	6.75M	1 Month	Variable

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Senior Account- ing & Finance Manager	7M	10M	8.5M	8.5M	1 Month	Variable
Accounting & Finance Manager	1.3M	2.5M	1.4M	1.65M	0.5 Month	Variable
Accounting & Finance Supervi- sor / Assistant Accounting & Finance Manager	800K	1.5M	840K	1M	0.5 –1.5 Months	Variable
Accounting & Finance Staff	270K	700K	290K	353K	0.5 - 1.5 Months	Variable
Administration						
Senior Admin Manager	1M	2M	1.5M	1.5M	0.5 Month	Variable
Admin Manager	1M	1.5M	1.25M	1.25M	0.5 Month	Variable
Admin Supervi- sor / Assistant Admin Manager	800K	1.5M	1.15M	1.15M	0.5 Month	Variable
Admin Staff	200K	700K	450K	450K	0.5 Month	Variable
Human Resources						
Senior HR Man- ager	1.3M	4M	1.9M	2.27M	0.5 - 1.5 Months	Variable
HR Manager	1.3M	1.3M	1.3M	1.3M	1.5 Months	Variable
HR Supervisor / Assistant HR Manager	800K	1.4M	1.1M	1.1M	0.5 Month	Variable
HR Staff	200K	600K	262K	331K	0.5 - 1.5 Months	Variable

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Facility & Property Management						
Facility & Property Supervisor/ Assis- tant Facility & Property Manager	600K	900K	750K	750K	0.5 Month	Variable
Facility & Property Staff	200K	400K	300K	300K	0.5 Month	Variable
Legal						
Legal Manager	1.6M	2.5M	2M	2M	0.5 Month	Variable
Legal Staff	400K	800K	600K	600K	0.5 Month	Variable
Supply Chain						
Supply Chain Su- pervisor/ Assistant Supply Chain Manager	850K	850K	850K	850K	1.5 Months	Variable
Supply Chain Staff	180K	291K	235K	235K	1.5 Months	Variable
Procurement						
Procurement Man- ager	800K	1.6M	1.2M	1.2M	0.5 Month	Variable
Procurement Su- pervisor / Assis- tant Procurement Manager	600K	1M	800K	800K	0.5 Month	Variable
Procurement Staff	400K	800K	600K	600K	0.5 Month	Variable
Engineering						
Senior Engineer- ing Manager	5.5M	6M	5.75M	5.75M	1 Month	Variable
Engineering Spe- cialist	700K	705K	702K	702K	1.5 Months	Variable
Engineering Staff	180K	700K	295K	367K	0.5 - 1.5 Months	Variable



NGO / NPO

NGO / NPO - 83 responses

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Manager / Managing Director / CEO	800K	17M	3M	4.88M	0.5 - >3 Months	Fixed and Variable
CFO / COO / CTO	950K	14M	4M	5.42M	0.5 - 3 Months	Fixed
Marketing						
Marketing Manager	2.5M	2.5M	2.5M	2.5M	0.5 Month	Variable
Accounting & Finance						
Accounting & Finance Director	500K	6M	3M	2.82M	0.5 - >3 Months	Fixed and Variable
Senior Accounting & Finance Manager	450K	6M	1M	1.53M	0.5 - >3 Months	Fixed
Accounting & Finance Manager	300K	6M	1.35M	1.69M	0.5 - >3 Months	Fixed
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	200K	2.2M	610K	912K	0.5 - >3 Months	Fixed and Variable
Accounting & Finance Specialist / Senior Accounting & Finance	700K	900K	800K	800K	1 Month	Fixed
Accounting & Finance Staff	300K	1.6M	500K	658K	1 - >3 Months	Fixed

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Information & Technology						
Senior IT Manag- er	1.6M	3M	2M	2.17M	1 –3 Months	Fixed
IT Manager	970K	2.3M	1.5M	1.56M	1 –3 Months	Fixed
IT Specialist / Senior IT	600K	1.6M	870K	930K	1 - >3 Months	Fixed
IT Staff	200K	1.3M	785K	723K	1 - >3 Months	Fixed
Administration						
Admin Director	1.5M	1.5M	1.5M	1.5M	1 Month	Fixed
Senior Admin Manager	1.6M	2.3M	1.95M	1.95M	1 ->3 Months	Fixed
Admin Supervi- sor / Assistant Admin Manager	500K	1M	750K	750K	1 Month	Fixed
Admin Staff	200K	600K	350K	375K	0.5 –1 Month	Fixed
Human Resources						
Senior HR Man- ager	800K	1M	900K	900K	1 Month	Variable
HR Manager	970K	1.5M	1.23M	1.23M	1 Month	Fixed
HR Specialist / Senior HR	870K	870K	870K	870K		
HR Staff	400K	900K	635K	642K	1 Month	Fixed
Legal Department						
Legal Staff	500K	800K	650K	650K	1 Month	Fixed
Supply Chain						
Senior Supply Chain Manager	1.8M	3M	2.4M	2.4M	1 Month	Fixed
Supply Chain Manager	970K	2M	1.48M	1.48M	1 Month	Fixed
Supply Chain Staff	560K	970K	765K	765K	1 Month	Fixed
Procurement						
Procurement Staff	300K	800K	550K	550K		

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Program Management						
Program Director	2M	5M	3.87M	3.68M	0.5 - 1 Month	Fixed and Variable
Senior Program Manager	1.2M	2.5M	2.14M	2M	0.5 - >3 Months	Fixed
Program Manager	970K	4.5M	2.33M	2.47M	0.5 - 1 Month	Fixed
Program Supervi- sor / Assistant Pro- gram Manager	750K	16M	1.39M	5.72M	0.5 - >3 Months	Fixed
Program Staff	250K	1.1M	640K	610K	0.5 - >3 Months	Fixed



SERVICES

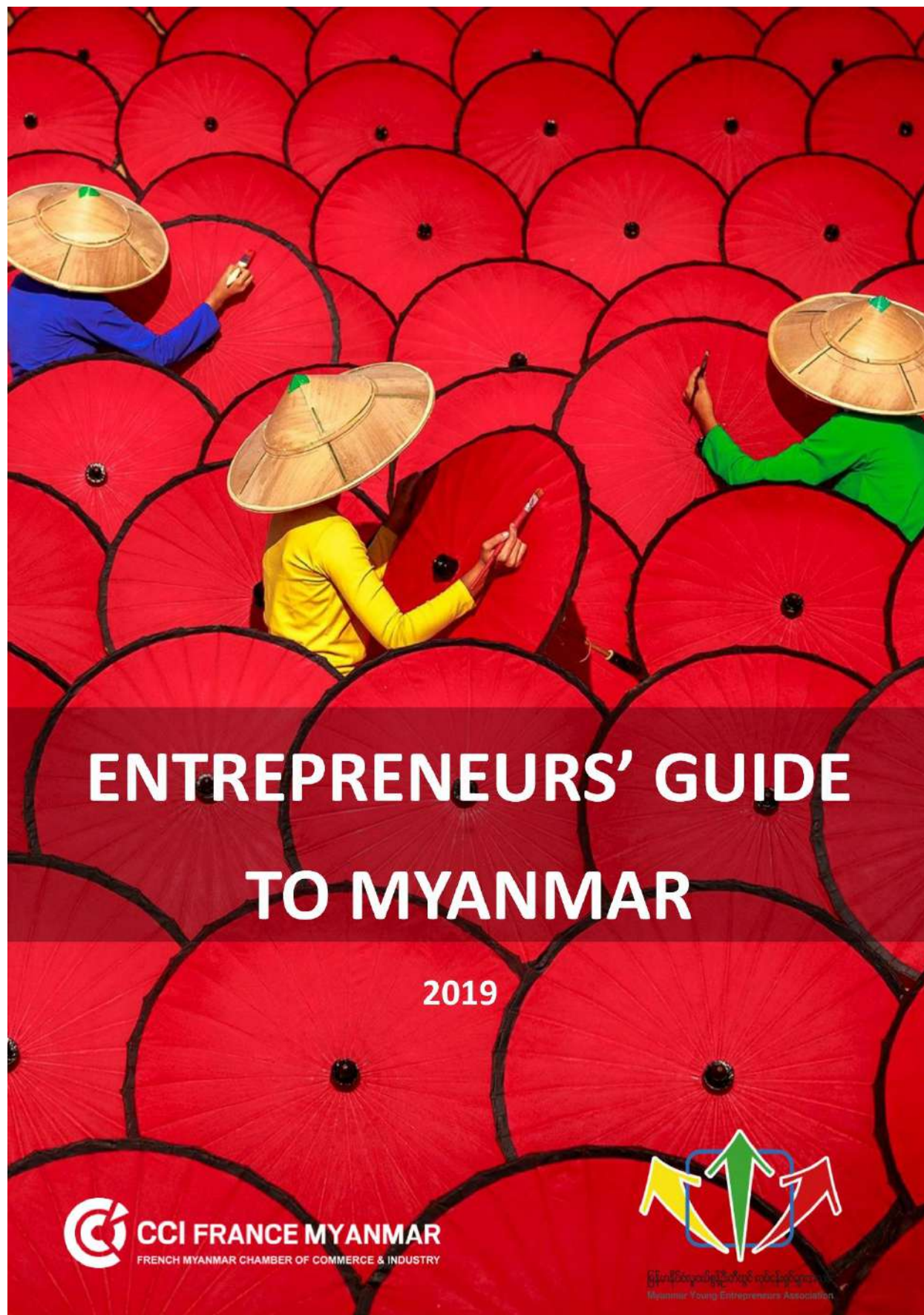
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SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Manager / Managing Director / CEO	800K	30M	4M	6.77M	0.5 - >3 Months	Variable
CFO / COO / CTO	2M	20M	3.5M	6.07M	0.5 - >3 Months	Variable
Sales						
Sales Director	1M	15M	3M	4.84M	0.5 - >3 Months	Variable
Senior Sales Man- ager	800K	20M	1.5M	3M	0.5 - >3 Months	Fixed and Va- riable
Sales Manager	450K	2M	1M	1.1M	0.5 - >3 Months	Variable
Sales Supervisor / Assistant Sales Manager	300K	1.5M	800K	916K	0.5 - >3 Months	Fixed and Va- riable
Sales Specialist / Senior Sales	400K	2M	700K	818K	0.5 - 2 Months	Variable
Sales Staff	150K	1M	400K	449K	0.5 - 2 Months	Fixed
Marketing						
Marketing Director	1.5M	5M	3.25M	3.37M	1 - 1.5 Months	Fixed
Senior Marketing Manager	500K	500K	500K	500K	0.5 - 1 Month	Fixed and Va- riable
Marketing Manager	500K	5M	1.65M	2M	0.5 - 2 Months	Variable
Marketing Supervi- sor / Assistant Mar- keting Manager	1M	4M	2.25M	2.37	1 Month	Fixed
Marketing Special- ist / Senior Market- ing	400K	4.4M	575K	1.48M	1 - 2 Months	Fixed
Marketing Staff	150K	2M	350K	550K	0.5 - 2 Months	Fixed and Va- riable

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	500K	6.97M	3.1M	2.99M	1 –2 Months	Variable
Senior Accounting & Finance Manager	500K	4M	1.75M	1.97M	1 - >3 Months	Variable
Accounting & Finance Manager	800K	4.5M	1.52M	1.95M	0.5 - 2 Months	Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	300K	1.8M	900K	962K	0.5 - >3 Months	Variable
Accounting & Finance Specialist / Senior Accounting & Finance	400K	1M	750K	733K	1 - 2 Months	Variable
Accounting & Finance Staff	200K	1M	400K	466K	0.5 - >3 Months	Variable
Information & Technology						
IT Director	1M	4.4M	2M	2.31M	1 –3 Months	Variable
Senior IT Manager	500K	3.9M	1.8M	1.84M	1 - 2 Months	Variable
IT Manager	500K	2.5M	1.5M	1.45M	0.5 - 2 Months	Variable
IT Supervisor / Assistant IT Manager	350K	2.3M	675K	925K	1 - 2 Months	Variable
IT Specialist / Senior IT	250K	1.7M	700K	825K	0.5 - 2 Months	Variable
IT Staff	250K	1M	450K	512K	0.5 - 2 Months	Fixed and Variable
Administration						
Admin Director	4.65M	9M	5.82M	6.32M	1 - 1.5 Months	Fixed and Variable
Senior Admin Manager	1M	9.8M	2.25M	3.86M	0.5 - 1 Month	Fixed and Variable
Admin Manager	400K	1.75M	1M	1.06M	0.5 - >3 Months	Variable
Admin Supervisor / Assistant Admin Manager	300K	1.2M	600K	660K	0.5 - 2 Months	Variable
Admin Staff	200K	1M	420K	462K	0.5 - >3 Months	Fixed and Variable

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Human Resources						
HR Director	2.5M	3.5M	3M	3M		Variable
Senior HR Manager	1.5M	2M	1.75M	1.75M	1 Month	Fixed
HR Manager	500K	3M	1.5M	1.58M	1 - 2 Months	Variable
HR Supervisor / Assistant HR Manager	500K	1.5M	750M	850K	0.5 - 2 Months	Variable
HR Specialist / Senior HR	350K	1M	550K	608K	0.5 - 1 Month	Variable
HR Staff	200K	1M	425K	498K	0.5 - 2 Months	Variable
Facility & Property Management						
Facility & Property Director	5M	6M	5.5M	5.5M	1 Month	Fixed
Senior Facility & Property Manager	2M	3M	2.5M	2.5M	1 Month	Fixed
Legal						
Senior Legal Manager	1M	1.6M	1.55M	1.42M	0.5 Month	
Legal Specialist / Senior Legal	500K	800K	650K	650K		Variable
Supply Chain						
Supply Chain Manager	1.8M	2.35M	2M	2M	2 Months	Variable
Supply Chain Supervisor / Assistant Supply Chain Manager	1M	1.45M	1.22M	1.22M	2 Months	Variable
Supply Chain Staff	300K	850K	650K	612K	2 Months	Variable
Procurement						
Procurement Manager	1M	2.2M	1.65M	1.62M	2 Months	Variable
Procurement Supervisor / Assistant Procurement Manager	1M	1.5M	1.25M	1.25M	2 Months	Variable
Procurement Staff	300K	850K	675K	625K	2 Months	Variable
Engineering						
Senior Engineering Manager (s)	1.5M	3M	2.25M	2.25M		
Engineering Manager	1.2M	1.5M	1.35M	1.35M		
Engineering Specialist	1M	1.8M	1.4M	1.4M		
Engineering Staff	300K	1M	650K	650K		



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