

# SALARY SURVEY 2018

## SOUTH KOREA

ROBERT WALTERS

“

FOR OVER 32 YEARS, BUSINESSES  
ACROSS THE GLOBE HAVE RELIED  
ON US TO FIND THE VERY BEST  
SPECIALIST PROFESSIONALS AND WE  
ARE TRUSTED TO HELP BUILD THE  
CAREERS OF THE WORLD'S LEADING  
EXECUTIVES, JOB MOVE AFTER JOB  
MOVE.

”

# WELCOME TO ROBERT WALTERS

SPECIALIST PROFESSIONAL RECRUITMENT



**ROBERT WALTERS,  
CHIEF EXECUTIVE OFFICER**

## MARKET LEADING GLOBAL BRAND

Our story begins in 1985 when the Group opened its first office in central London. Since then we have developed into a global specialist professional recruitment group, operating in a diverse range of markets worldwide.

For over 32 years, businesses across the globe have relied on us to find the very best specialist professionals, talented executives have trusted us to help build their careers, and companies have outsourced their recruitment processes to us. It's a success story we're proud of and one that's built on the strength and passion of our people.

As the business continues to expand, we operate with the same commitment to service and quality. Every candidate is treated as an individual with a focus on advising and consulting. It means we continually have the best candidates on the market to offer you.

At the heart of the Group's culture and business is our team-based profit share model which means that unlike the majority of our competition we do not pay individual commission. This ensures the needs of our clients and candidates always come first.

Although our reach is global we remain committed to hiring local talent so our people have a deep understanding of the local market and culture. It's what makes us unique and helps us remain a trusted recruitment partner of the world's leading firms.

**69%**

OF OUR BUSINESS  
IS FOCUSED ON  
PERMANENT  
RECRUITMENT, 31%  
ON CONTRACT

**Robert Walters,**  
CEO,  
Robert Walters Plc

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# GLOBAL REACH, LOCAL EXPERTISE

 Countries we operate in



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# 28

WE RECRUIT  
ACROSS 28  
COUNTRIES  
GLOBALLY

AUSTRALIA  
BELGIUM  
BRAZIL  
CANADA  
CHINA  
FRANCE  
GERMANY  
HONG KONG  
INDIA  
INDONESIA

IRELAND  
JAPAN  
SOUTH KOREA  
LUXEMBOURG  
MALAYSIA  
NEW ZEALAND  
PHILIPPINES  
PORTUGAL  
SINGAPORE  
SOUTH AFRICA

SPAIN  
SWITZERLAND  
TAIWAN  
THAILAND  
NETHERLANDS  
UAE  
UK  
USA  
VIETNAM



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To discover hiring and salary trends across the world, read our Global Trends on page 9 or download our books covering:

- Australia & New Zealand
- Brazil
- Canada
- Europe
- Greater China & South East Asia
- Japan
- South Korea
- Middle East & Africa
- USA salary data is available in our app

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[www.robertwalters.com/salary-survey](http://www.robertwalters.com/salary-survey)

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[Search for Robert Walters Salary Checker](#)



# OUR SERVICE

Our business is built on the quality of our people. The majority of our recruiters have direct industry experience so they truly understand the disciplines they are recruiting for and the challenges facing hiring managers.

## OUR CORE DISCIPLINES INCLUDE:

- Accounting & Finance
- Banking & Financial Services
- Engineering
- Human Resources
- Information Technology
- Legal
- Marketing
- Sales
- Supply Chain & Procurement

## WHAT MAKES US DIFFERENT

Bespoke, consultative service

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### 1. Commitment to quality

We focus on building long-term, high-quality relationships with clients and candidates. We consult and advise, helping our candidates make the right career move. This builds trust and loyalty and ensures we continually have the industry's top talent for our clients.

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### 2. Specialists

We hire from industry to ensure our consultants are specialists in the disciplines they recruit for. They also bring with them strong personal relationships and industry networks, enabling them to find hard to reach talent with niche skill sets.

“ I've been impressed with the service received by Robert Walters. They listened to our needs and managed to balance accommodating what we wanted with their obvious experience in the recruitment process.

Matt Earle, Regional Director ASEAN, First 4 Farming, Australia ”

“ Robert Walters has always been our preferred recruitment consultancy. Their regional presence and in-depth industry knowledge enables us to successfully hire high quality candidates across multiple locations.

Hagen Ong, APJ Head of Talent Acquisition & Talent Management, Schaeffler (Singapore) Pte Ltd, Singapore ”

“ Robert Walters has placed a number of finance professionals with us, developing a good understanding of our business needs, culture and talent profile.

Sue Mir, EMEA Business Analysis Director, Kimberly-Clark, UK ”

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### 3. No individual commission

We operate a team-based profit share system which, we believe, sets us apart from the vast majority of our competitors as it ensures the interests of both the client and candidate remain our number one priority. There is also no ownership of candidates, ensuring clients always see the best talent we have available.

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### 4. Our people and culture

We promote long term, international careers, helping us to retain our top people, which provides continuity for our clients. We're proud to say our senior management team is home-grown with an average tenure of 13 years.

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### 5. Innovation

We were the first recruiter to launch a recruitment process outsourcing business and we continue to lead the way with industry first sponsorships and brand development such as our sponsorship of the British and Irish Lions.

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### 6. Long-term outlook

Our strategy is one of organic growth through international expansion and discipline diversification. We invest in markets for the long-term and maintain our presence, even in tough times.

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### 7. Tailored solutions

We provide a bespoke, consultative service to our clients, from the largest corporates, through to SMEs and start-ups. This can include tailored premium advertising packages, enabling clients to access difficult to reach talent.



“ WELCOME TO THE 19TH  
EDITION OF THE SALARY  
SURVEY, PROVIDING  
CREDIBLE INSIGHT INTO  
HIRING AND SALARY TRENDS  
WORLDWIDE. ”

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# ABOUT THE SALARY SURVEY

Welcome to the nineteenth edition of the Robert Walters annual Salary Survey.

As the first recruitment company to produce a comprehensive overview of global salaries and recruitment trends across the world, we are pleased to share the latest edition with you.

Our Salary Survey is based on the analysis of permanent, interim and contract placements made across each of our geographies and recruitment disciplines during 2017, and our predictions for the year ahead.

## GET IN TOUCH

If you would like to find out more about salaries and recruitment trends in your industry, call one of our specialist consultants today. Contact details can be found on page 23.



# GLOBAL TRENDS



**GILES DAUBENY, DEPUTY  
CHIEF EXECUTIVE OFFICER**

## INTRODUCTION

While economic conditions varied in 2017, most markets experienced at least modest growth, which boosted hiring and led to candidate shortages in certain sectors.

The most significant change was in Europe, as the continent's economy and job market began to grow again following 10 years of stagnation. Strong business confidence and the onset of employment market deregulation

spurred job growth as companies were freed up to hire different types of interim and contract roles, whilst the permanent market also recovered.

Belgian businesses entered a period of expansion and there was job growth across France. The Spanish economy was buoyant and unemployment fell in Portugal as opportunities arose in the IT, manufacturing and engineering sectors across both countries. The Netherlands and Germany both saw strong hiring levels, especially in the financial services sector.

In the UK, despite uncertainty surrounding Brexit and the General Election, many sectors hired extensively – although there was a shift towards contract roles as businesses sought to build agile workforces able to quickly adapt to changing economic conditions.

In the Middle East, the total number of jobs declined but demand remained for highly skilled professionals. Both Africa and the Middle East saw a focus on nationalisation programmes as governments promoted hiring local talent. Returning nationals with

international business experience were therefore highly sought after.

The job market in South East Asia remained active, due largely to new companies entering the market and the expansion of existing businesses, despite variable economic conditions.

Vietnam and the Philippines faced ongoing talent shortages with many companies reaching out to overseas nationals to attract them back home with lucrative opportunities. Meanwhile in Indonesia businesses competed to hire high-potential, local bilingual candidates.

Japan also continued to face talent shortages as the government announced a record high in the job

“ As candidate shortages grow across the world we advise companies to be flexible and open to hiring professionals with transferable skills.

”

opening to applicants ratio, leading to strong competition for specialists across many sectors. In particular, professionals with artificial intelligence (AI) and Internet of Things skills and experience were highly sought after.

Despite some global economic uncertainty, China continued its growth momentum bolstering confidence and hiring activity.

Digital, IT, fintech and e-commerce skill sets will continue to be in demand due to the national 'Internet Plus' strategy and companies' digital transformation projects. We also expect to see 12-18% pay rises for technology professionals in China in 2018.

Australia and New Zealand's job markets were generally healthy and this looks set to continue in 2018. Of particular note were the booming infrastructure and technology sectors, leading to demand for project managers and engineers as well as cyber security and AI specialists. Although both countries are relatively close to full employment, we expect salary growth to be marginal in New Zealand and flat in Australia in 2018.

## KEY TRENDS

As in previous years the trend towards digitalisation meant that professionals with digital expertise were in high demand across the globe.

Cyber security and fintech were noticeable growth sectors and demand for big data specialists continued at pace as companies sought to implement new systems to benefit from the insights afforded by big data.

Tech start-ups were active recruiters in, for example, London, San Francisco and Dublin, often competing against larger, more traditional companies by offering candidates equity stakes in the business.

Banks and financial services firms continued to bear the brunt of heavier regulation. This resulted in strong demand for regulatory and compliance skill sets along with risk, audit and legal. In 2018 we expect to see sustained demand for regulatory and compliance professionals, along with salary increases for these sought-after professionals.

For those facing candidate shortages our advice is to be flexible and consider hiring professionals with transferable skills, even if they are not an exact fit for the job description. It's also vital for companies to streamline their recruitment processes, making them efficient and timely to avoid losing top talent to competitors. Employers should also be aware that salary alone will not attract high-calibre candidates as they are increasingly motivated by work-life balance, company culture, structured career progression and flexible working.



**CYBER SECURITY  
AND FINTECH  
WERE NOTICEABLE  
GROWTH SECTORS  
AND DEMAND FOR  
BIG DATA SPECIALISTS  
CONTINUED AT PACE.**



# SOUTH KOREA

The South Korean Presidential election in May reduced the level of uncertainty companies had felt in the aftermath of the impeachment of President Park and there was a big boost in overall hiring as a result. There were strong hiring activities across South Korean organisations to attract global talent.

Due to a sharp increase in the hourly minimum wage, relevant companies' wages on all levels including those of minimum wage earners are expected to increase. As a result, employers will likely seek compensation and benefits professionals with the ability to adjust the wage system and keep the increased labour costs to a minimum. With recent court rulings on a variety of ordinary wage cases, the need for HR managers with significant employee relations and union experience is predicted to continue to rise.

Within the banking and financial services sector, recruitment for actuaries in life and non-life insurance continued to gain traction. Actuaries are still in great demand, especially for new entrants.

The gaming sector was a dominant force in the global gaming landscape. Some South Korean offices of global game companies started investing heavily and developing game titles within South Korea.

The demand for digital marketing and retail managers in the cosmetics industry remained high due to the expansion of health and beauty (H&B) stores and new spa and resort openings.

Record levels of foreign cars being sold in South Korea has resulted in a buoyant automotive market for international companies. In particular, the demand for engineers with quality assurance, technical

sales, and electrical engineering experience remained consistently high. Within the manufacturing sector, local parts-related affiliates and global mobile phone parts suppliers are making solid earnings. As a result, parts suppliers sought to hire technical sales professionals who were able to create new business opportunities and expand their market share.

Across the chemical, medical, and healthcare sectors, as the government enhanced health-related regulations with advanced medical technology, companies sought to retain bilingual regulatory affairs managers.

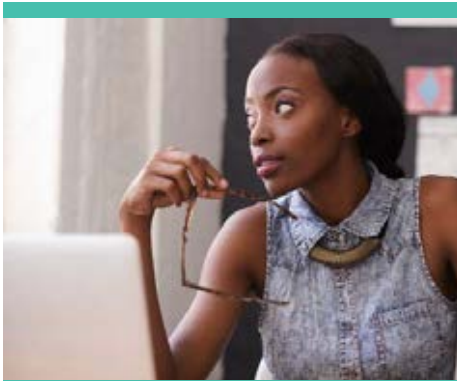
**DUNCAN HARRISON,  
COUNTRY MANAGER,  
ROBERT WALTERS KOREA**

“

There was a big boost in overall hiring. In particular, there were strong hiring activities across South Korean organisations to attract global talent.

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# OVERVIEW



# 68%

WOULD LIKE TO CHANGE JOBS  
WHENEVER THE OPPORTUNITY  
ARISES

## BANKING & FINANCIAL SERVICES

Hiring across banking and securities in South Korea continued to decline with a number of European and North American companies closing their local entities. Life insurance has continued to consolidate with a number of European companies selling their South Korean businesses to Asian/South Korean players. IFRS-related recruitment is still a hot topic amongst life insurers in South Korea.

Non-life insurance was buoyant in South

Korea in 2017 with new entrants in the South Korean market. The candidate supply in 2017 was buoyed by recent graduates with ASAs entering the life insurance market.

Recruitment for actuaries in life and non-life insurance continued to gain traction around IFRS- and product-related areas. Digital services in insurance continued to grow, with new and innovative products being launched. Actuaries are still in great demand, especially for new entrants. Salary increases across the board for actuaries averaged 10-15%.

Consolidation in the life insurance market will continue, and skilled IFRS actuaries will be in demand. Salaries for actuaries will continue to rise throughout 2018, with a faster increase for IFRS actuaries as they are in short supply.

## FINANCE & ACCOUNTING

With an increasing number of foreign companies entering the South Korean market, bilingual finance directors were highly sought after, particularly those with CPAs and up-to-date financial knowledge. Finance directors with 10-15 years' experience saw significant salary increases of 10-15%.

The salary levels for junior to mid-level accountants and financial analysts with five years' experience varied depending on the industry. However, overall salaries for senior

managers remained high across all industries.

There was strong demand for a young workforce as more companies considered hiring those in their late 30s to early 40s as CFOs or finance directors. We anticipate this trend will continue in 2018.

Candidates tend to expect much higher salary increases when moving to start-ups or foreign companies entering the country. These finance professionals will be able to command salary increases of 15-20% when changing jobs.

We saw significant demand for female finance managers who are able to communicate with regional offices. Those who are able to demonstrate strong language and solid communication skills will remain the most sought after in 2018, and they can expect salary increases of 15-20%.

There were especially low levels of hiring for general accounting administrative roles, as companies used electronic processing to reach high levels of efficiency in routine administrative tasks that have progressively been automated such as cost allocations and tax returns. As a result, finance professionals with strong strategic planning and analysis skills will be continuously sought after.

## HUMAN RESOURCES

Demand was high for HR managers with 10-15 years' experience, as companies sought to reduce labour costs by cutting senior HR workers' wages and using the money to hire younger HR specialists who could take on senior managerial roles. These professionals can expect significant salary increases of 10-15% when changing roles. We expect this trend will continue in 2018.

Employers will likely face challenges in managing increased labour costs and job losses with new government plans to convert irregular workers to regular workers. As a result, the need will continuously grow for HR managers with significant employee relations and union experience to resolve disputes and reduce conflicts between employees and management.

We saw more HR professionals look for better work-life balance and a positive work culture when changing jobs. These factors will be the key to securing top talent.

Technological advances provide opportunities for HR specialists in the ways that firms attract potential talent by using big data and AI (artificial intelligence). However, companies tend to be slow and averse to change.

The shift away from HR as an administrative function is becoming more pronounced. As a

result, the salaries of junior HR generalists will remain frozen or even decrease.

## INFORMATION TECHNOLOGY

Reluctance to switch to SaaS (software as a service) and public cloud environments remained an issue for IT vendors due to data security concerns. These concerns are high in South Korea after a large financial sector data breach in 2014.

The South Korean gaming sector was a dominant force in the global gaming landscape. Some South Korean offices of global game companies started investing heavily and developing game titles within South Korea, which were traditionally developed outside South Korea for multinational game companies. Highly qualified engineers could expect 15-20% salary increases when moving to other companies, which further exacerbated the candidate shortage due to a significant gap between supply and demand.

Game companies may try other ways to overcome the candidate shortage such as keeping highly skilled engineers and supplementing with lesser skilled ones. However, polarization is expected between highly skilled and average engineers. Salary increases were witnessed due to high competition for talented game engineers and

mobile and PC game engineers can expect increases of approximately 25%.

For IT vendors, we saw many candidates coming into the market who faced challenging sales targets hit by South Korean domestic issues. There was even greater demand for candidates who could demonstrate strong sales target achievement to replace low performers.

Big data scientists, solid direct enterprise sales candidates, and back-end developers can also expect salary increases of at least 25%.

## SALES & MARKETING

### AUTOMOTIVE

Record levels of foreign cars being sold in South Korea has resulted in a buoyant imported automotive market for international companies in the first half of 2017.

Foreign auto parts suppliers that heavily rely on South Korea's top automakers were affected by a sharp decline in auto exports to China in the wake of China's economic retaliation. As more companies close their operations and withdraw from the Chinese market due to sluggish sales, we anticipate Chinese trade retaliation against South Korean businesses to continue.

Hiring across the automotive industry was consistent throughout 2017. In particular, the demand for engineers with quality assurance, technical sales, and electrical engineering experience remained consistently high. Salary increases for junior engineers are estimated to be in the range of 12-15%. However, senior engineers are likely to be paid 25% more than in their previous roles. Employers relaxed their language requirements to hire factory/plant managers as long as the candidate has strong technical acumen.

As the number of global auto parts companies entering South Korea continuously increased, the demand

### THE TOP 3 THINGS RESPONDENTS WHO DO NOT INTEND TO CHANGE JOBS ARE SATISFIED WITH



#1

Work content



#2

Corporate culture



#3

Salary

for technical sales remained high. Sales engineers with engineering experience and technical background were highly sought after, and salary increases for technical sales professionals averaged 25-30%.

## INDUSTRIAL

Overall, we saw a marked increase in hiring across the manufacturing and semiconductor sectors.

As South Korean conglomerates such as Samsung have expanded their mobile business they have also seen a growth in sales, and local parts-related affiliates and global parts suppliers for mobile phones are making solid earnings as well. As a result, parts suppliers sought to hire technical sales professionals who were able to create new business opportunities and expand their market share. These skilled technical sales engineers with 5-10 years' experience could expect salary increases of 15-20%.

With the trend towards smart factories and automation, factories will look for engineering professionals with production management skills and experience. As a result, the demand for engineers will be high. Senior-level engineers will be required to have English proficiency to communicate with regional offices, and the salaries for those engineers with English language skills will continue to grow by up to 20%.

The semiconductor industry experienced significant improvement as the memory markets continued to grow. Engineers with an understanding of the semiconductor production processes could expect salary increases of approximately 12%.

Several regional governments strive to create a business-friendly environment through free trade zones to facilitate the entry of foreign manufacturing businesses into the South Korean market. As a result, newly created factory and plant managerial positions to help with production operations were in demand.

## MEDICAL DEVICE & CHEMICAL

The demand for sales and business development managers continued to remain high in the medical device and chemical sectors spurring business growth. Sales professionals with more than ten years' experience were in demand from medical device manufacturers.

With an advanced medical device industry, companies in the sector sought to retain bilingual regulatory affairs managers as the government tightens regulations. These specialists were able to negotiate higher salaries due to significant shortages of qualified regulatory candidates in the market.

Research and development specialists in the medical industry remained in short supply and employers struggled to attract and retain these specialists. Senior-level research and development managers will continue to be highly sought after.

Hiring across the pharmaceutical sector was buoyant in 2017 with a number of pharmaceutical and biotech companies retaining bilingual talent.

As the cosmetic industry has quickly grown, there was an increase in demand for those managing cosmetic materials and raw ingredients. Skin care research and development candidates with 5-10 years' experience will continue to be in high demand. We expect this trend to continue in 2018.

## CONSUMER & RETAIL

Uncertainty caused by the presence of THAAD (regional missile defense) and China's subsequent retaliation against South Korean business made recruiting within the retail sector more challenging in the first half of 2017. In particular, luxury retailers and duty-free shops suffered a steep decline in sales which led to hiring freezes. Nevertheless, the demand for digital marketing and retail managers in the cosmetics industry remained high due to the expansion of sales channels



such as health & beauty (H&B) stores and new spas and resorts.

With an increasing number of foreign companies entering the market, the demand was high for those with hands-on experience who were able to set up new operations. In particular, young sales professionals with 15 years' experience were sought after.

Hiring activity gained momentum, led by an increase in companies looking for online sales and marketing specialists. However, there was a shortage of digital marketing specialists with 5-8 years' experience. Jobseekers with these niche skills are likely to be paid up to 20% more when they move to a new employer.

Companies sought to develop sales and marketing strategies with a strong focus on cost effectiveness. This resulted in a high number of companies retaining digital, mobile, and trade (shopper) marketing specialists.

Due to a rise in sales across multiple channels, particularly online and drugstores, sales managers with English language skills were highly in demand. These bilingual professionals with an understanding of the local market and sales experience can expect salary increases of 15-20%.

# SEOUL

## FINANCE & ACCOUNTING BANKING & FINANCIAL SERVICES

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Actuary - Analyst	70 - 85m	<b>76 - 92m</b>
Actuary - Director	155 - 180m	<b>165 - 190m</b>
Actuary - Manager	95 - 115m	<b>100 - 120m</b>
Compliance - Analyst	58 - 63m	<b>62 - 65m</b>
Compliance - Director	160 - 220m	<b>165 - 225m</b>
Compliance - Manager	87 - 120m	<b>92 - 128m</b>
Financial Control & Tax - Analyst	60 - 75m	<b>65 - 80m</b>
Financial Control & Tax - Director	135 - 185m	<b>140 - 190m</b>
Financial Control & Tax - Manager	80 - 100m	<b>85 - 105m</b>
Management Reporting - Analyst	55 - 70m	<b>60 - 75m</b>
Management Reporting - Director	110 - 130m	<b>115 - 140m</b>
Management Reporting - Manager	75 - 90m	<b>80 - 95m</b>
Market/Credit/Operations Risk - Analyst	60 - 75m	<b>65 - 80m</b>
Market/Credit/Operations Risk - Director	145 - 200m	<b>150 - 210m</b>
Market/Credit/Operations Risk - Manager	75 - 90m	<b>80 - 95m</b>
Middle Office & Trade Support - Analyst	55 - 70m	<b>60 - 75m</b>
Middle Office & Trade Support - Director	115 - 145m	<b>118 - 150m</b>
Middle Office & Trade Support - Manager	67 - 85m	<b>70 - 90m</b>
Product Control - Analyst	50 - 65m	<b>53 - 68m</b>
Product Control - Director	125 - 160m	<b>130 - 165m</b>
Product Control - Manager	83 - 100m	<b>87 - 110m</b>
Settlements & Processing - Analyst	57 - 70m	<b>60 - 73m</b>
Settlements & Processing - Director	110 - 160m	<b>115 - 165m</b>
Settlements & Processing - Manager	77 - 92m	<b>80 - 96m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.



# SEOUL

## FINANCE & ACCOUNTING COMMERCE & INDUSTRY

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
CFO	150 - 220m	<b>160 - 220m</b>
Credit Manager	50 - 65m	<b>50 - 70m</b>
FC (Large Organisation)	90 - 110m	<b>90 - 120m</b>
FC (Small/Medium Organisation)	80 - 90m	<b>80 - 100m</b>
FD (Large Organisation)	130 - 165m	<b>140 - 170m</b>
FD (Small/Medium Organisation)	110 - 130m	<b>140 - 180m</b>
Finance Manager	70 - 85m	<b>70 - 90m</b>
Financial Analyst	50 - 70m	<b>50 - 70m</b>
Financial Planning/Analysis Manager	70 - 85m	<b>70 - 90m</b>
Internal Audit Manager	70 - 90m	<b>70 - 100m</b>
Internal Auditor	50 - 70m	<b>50 - 75m</b>
Senior Financial Accountant	55 - 60m	<b>55 - 60m</b>
Senior Financial Analyst	70 - 80m	<b>70 - 80m</b>
Tax Accountant	50 - 60m	<b>50 - 60m</b>
Tax Manager	70 - 85m	<b>70 - 90m</b>
Treasury Manager	70 - 85m	<b>70 - 90m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# SEOUL

## HUMAN RESOURCES

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Compensation & Benefits Manager	55 - 70m	<b>55 - 70m</b>
HR Director / Head of HR	120 - 160m	<b>120 - 160m</b>
HR Specialist / Generalist	35 - 40m	<b>50 - 70m</b>
HR Manager / HR BP	70 - 100m	<b>75 - 100m</b>
HR Senior Generalist	45 - 70m	<b>50 - 70m</b>
HR Administrator	45 - 55m	<b>35 - 40m</b>
Recruitment/Staffing Manager	60 - 85m	<b>60 - 85m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# SEOUL

## INFORMATION TECHNOLOGY

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Cloud Architect	80 - 100m	<b>80 - 110m</b>
Customer Service Representative	45 - 75m	<b>45 - 75m</b>
Post-sales Support Representative	45 - 75m	<b>45 - 75m</b>
Pre-sales Engineer	70 - 100m	<b>70 - 100m</b>
Program Manager	70 - 100m	<b>70 - 100m</b>
Project Manager	70 - 100m	<b>70 - 110m</b>
Software Developer	50 - 75m	<b>50 - 90m</b>
Solution Architect	80 - 100m	<b>80 - 110m</b>
Systems Engineer	70 - 100m	<b>70 - 100m</b>
Technical Support	45 - 65m	<b>45 - 65m</b>
Technical Support Representative	45 - 75m	<b>45 - 75m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# SEOUL

## SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
<b>Automotive</b>		
Application Engineer	50 - 70m	<b>50 - 70m</b>
Country Manager	130 - 180m	<b>130 - 200m</b>
Quality Customer Manager	50 - 70m	<b>50 - 70m</b>
Quality Manager	50 - 70m	<b>50 - 70m</b>
Sales Director	100 - 130m	<b>100 - 140m</b>
Sales Manager	50 - 70m	<b>55 - 80m</b>
<b>Industrial</b>		
Account Manager	75 - 100m	<b>80 - 100m</b>
Business Development Manager	75 - 100m	<b>75 - 100m</b>
Country Head - Medium Organisation	160 - 210m	<b>160 - 230m</b>
Country Head - Small Organisation	130 - 160m	<b>135 - 160m</b>
Marketing Manager	55 - 70m	<b>55 - 70m</b>
Project Manager	55 - 70m	<b>70 - 80m</b>
Sales Director	90 - 130m	<b>95 - 135m</b>
Sales Engineer	75 - 100m	<b>40 - 55m</b>
Sales Manager	75 - 100m	<b>55 - 80m</b>
Service Engineer	40 - 55m	<b>45 - 60m</b>
Service Manager	60 - 70m	<b>70 - 90m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# SEOUL

## SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
<b>Chemical</b>		
Business Development Manager	60 - 90m	<b>65 - 100m</b>
Country Manager	150 - 180m	<b>150 - 190m</b>
Marketing Specialist	45 - 70m	<b>50 - 75m</b>
Researcher	55 - 80m	<b>60 - 90m</b>
R&D Director	130 - 150m	<b>130 - 160m</b>
R&D Manager	85 - 120m	<b>90 - 130m</b>
Sales Director	90 - 130m	<b>90 - 140m</b>
Sales Manager	75 - 90m	<b>80 - 90m</b>
Sales Representative	45 - 75m	<b>50 - 80m</b>
<b>Healthcare</b>		
Country Manager	120 - 180m	<b>130 - 190m</b>
Marketing Manager	60 - 75m	<b>60 - 80m</b>
Product Manager	45 - 60m	<b>45 - 60m</b>
R&D Director	80 - 130m	<b>90 - 150m</b>
R&D Manager	60 - 100m	<b>65 - 110m</b>
RA Manager	65 - 100m	<b>70 - 110m</b>
RA Specialist	45 - 65m	<b>50 - 70m</b>
Researcher	50 - 80m	<b>50 - 90m</b>
Sales Director	75 - 140m	<b>80 - 150m</b>
Sales Manager	60 - 75m	<b>60 - 80m</b>
Sales Representative	40 - 60m	<b>45 - 60m</b>
Service Director	80 - 110m	<b>85 - 120m</b>
Service Engineer	40 - 70m	<b>40 - 75m</b>
Service Manager	60 - 80m	<b>65 - 85m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# SEOUL

## SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
<b>Technology</b>		
Account Manager	50 - 80m	<b>50 - 80m</b>
Business Development Manager	55 - 90m	<b>60 - 90m</b>
Channel Manager	50 - 80m	<b>50 - 80m</b>
Country Head - Medium Organisation	170 - 250m	<b>170 - 275m</b>
Country Head - Small Organisation	130 - 160m	<b>130 - 160m</b>
Major Account Manager	80 - 100m	<b>80 - 100m</b>
Marketing Director	80 - 120m	<b>80 - 120m</b>
Sales Director	100 - 130m	<b>100 - 160m</b>
Sales Manager	75 - 110m	<b>100 - 120m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# SEOUL

## SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
<b>Consumer &amp; Retail</b>		
Country Head - Small/Medium Organisation	150 - 200m	<b>150 - 200m</b>
Digital Marketing Manager	75 - 95m	<b>50 - 75m</b>
Key Account Manger	50 - 70m	<b>50 - 75m</b>
Marketing Director	125 - 175m	<b>115 - 175m</b>
Marketing Manager	70 - 95m	<b>80 - 105m</b>
Merchandising Manager	45 - 65m	<b>40 - 60m</b>
National Key Account Manager	100 - 135m	<b>90 - 115m</b>
Brand / Product Manager	60 - 80m	<b>50 - 75m</b>
Retail Director	100 -130m	<b>100 - 130m</b>
Retail Manager	80 - 105m	<b>75 - 100m</b>
Sales Director	125 - 145m	<b>115 - 145m</b>

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# CONTACT US

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