

# SALARY SURVEY 2020

## SOUTH KOREA

“ WE ARE POWERING  
PEOPLE AND  
ORGANISATIONS TO  
FULFIL THEIR UNIQUE  
POTENTIAL. ”



# WELCOME TO ROBERT WALTERS

## SPECIALIST PROFESSIONAL RECRUITMENT



**ROBERT WALTERS,  
CHIEF EXECUTIVE OFFICER**

Since opening our doors over 30 years ago, people have been at the heart of everything we do, from the jobseeker to the hiring manager and those who bring them together. As a market-leading global recruitment group, we see our role as that of a trusted advisor – helping our candidates and clients to build fulfilling careers and grow effective teams both now and into the future.

As we continue to grow internationally, we remain committed to our founding principles: a strong team-based culture that puts clients and candidates first, a passion for quality in all that we do, a commitment to treating people with integrity, and an innovative spirit that propels us to constantly improve.

These values lead us to prioritise building long-term relationships – we advise and consult but never force people into making decisions that aren't right for their business or career goals. We believe that our consultative approach sets us apart from the competition and continues to cement our reputation as a recruiter of choice, trusted by the world's leading organisations and professionals.

In addition, we are experts in the disciplines we recruit for, enabling us to provide our clients and candidates with quality insights into hiring and salary trends. Our regional Salary Surveys are designed to help you make informed hiring decisions and salary negotiations. If you would like to discuss these topics further, please don't hesitate to contact your local Robert Walters office listed in the back of this book.

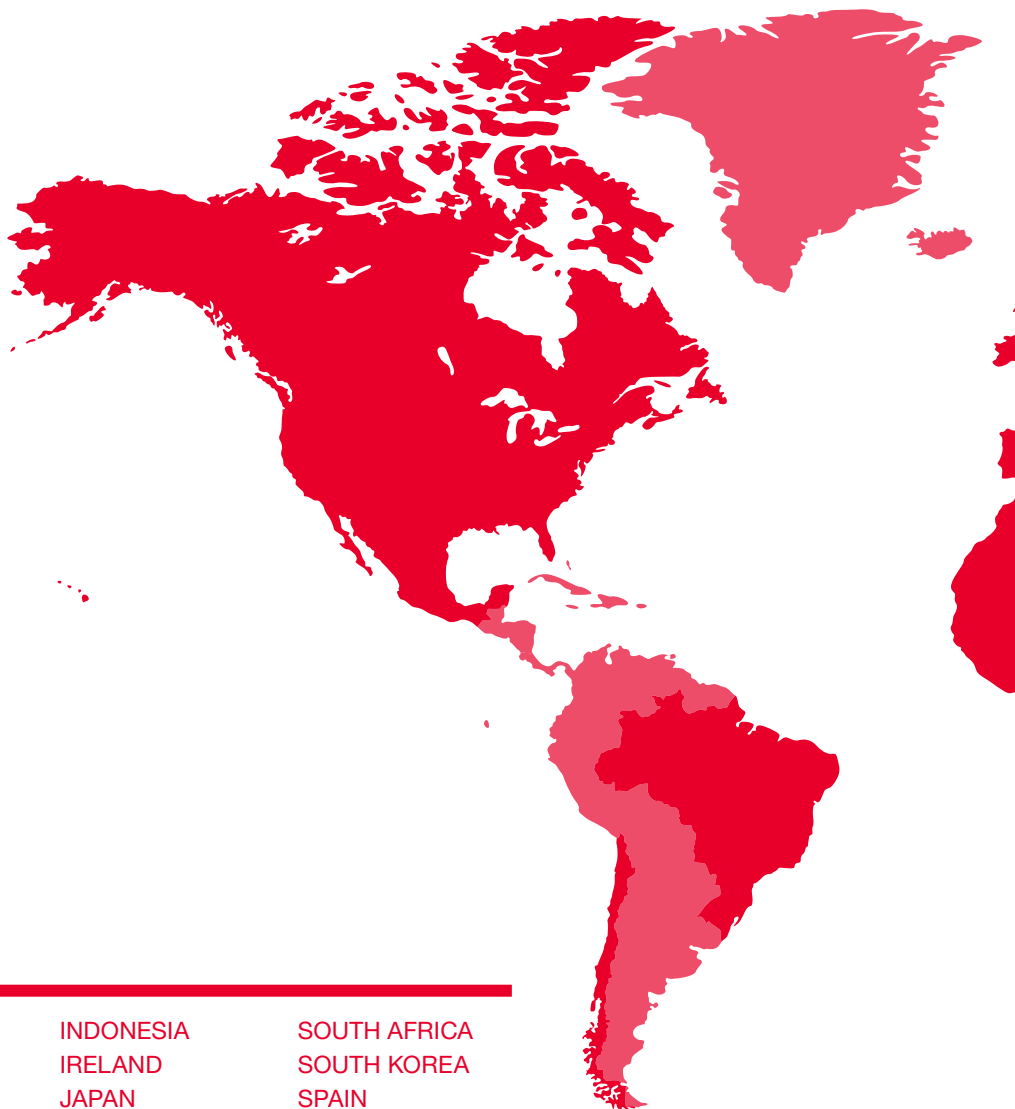
**Robert Walters**  
CEO  
Robert Walters Group

**69%** OF OUR BUSINESS  
IS FOCUSED ON  
PERMANENT  
RECRUITMENT, 31%  
ON CONTRACT

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# GLOBAL REACH, LOCAL EXPERTISE

 Countries we operate in



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# 31

**WE RECRUIT  
ACROSS 31  
COUNTRIES  
GLOBALLY**

AUSTRALIA

BELGIUM

BRAZIL

CANADA

CHILE

CHINA

CZECH REPUBLIC

FRANCE

GERMANY

HONG KONG

INDIA

INDONESIA

IRELAND

JAPAN

LUXEMBOURG

MALAYSIA

MEXICO

NETHERLANDS

NEW ZEALAND

PHILIPPINES

PORTUGAL

SINGAPORE

SOUTH AFRICA

SOUTH KOREA

SPAIN

SWITZERLAND

TAIWAN

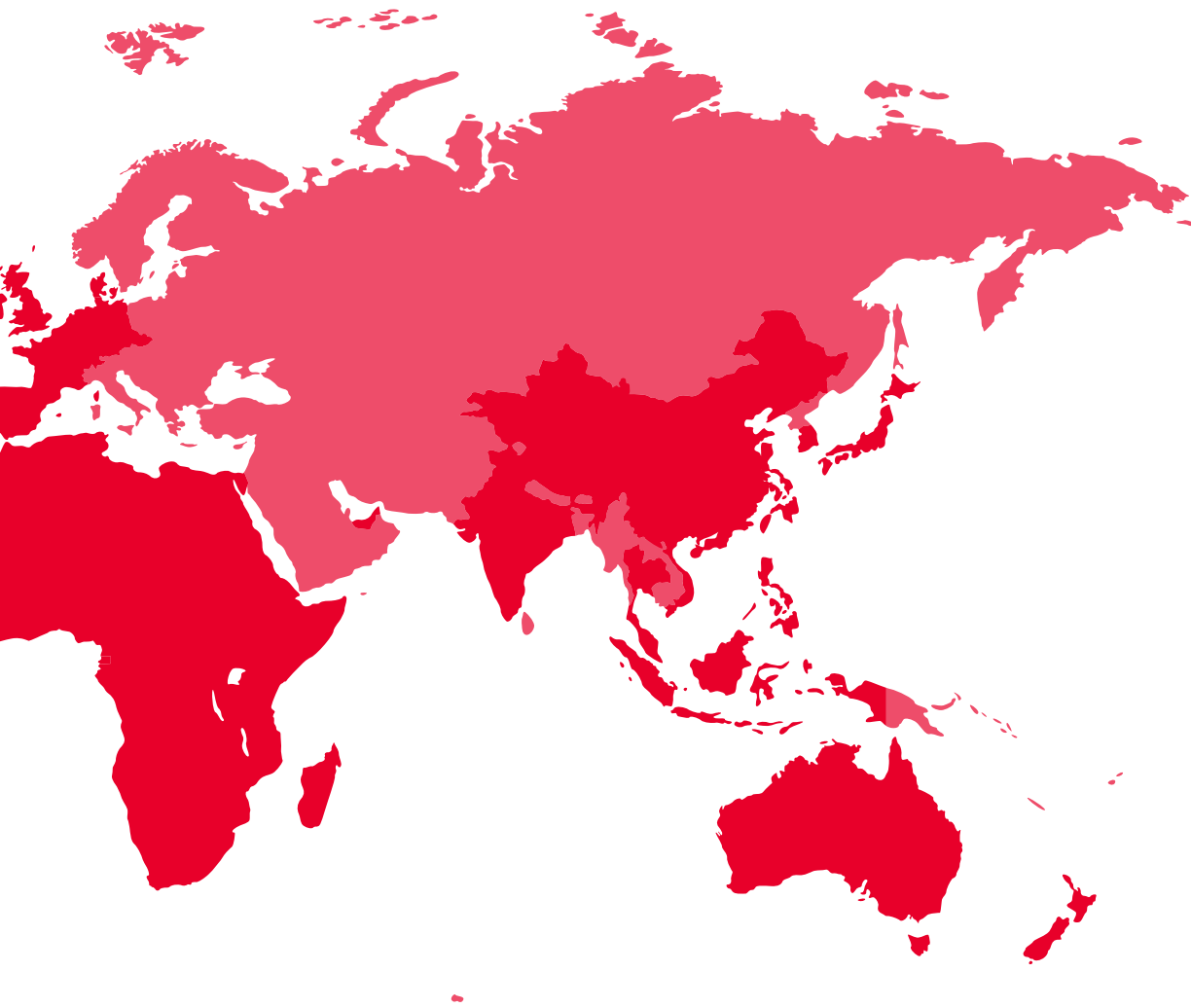
THAILAND

UAE

UK

USA

VIETNAM



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## DOWNLOAD OUR SALARY SURVEY BOOKS

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

- Australia & New Zealand
- Greater China & South East Asia
- Japan
- Belgium & Luxembourg
- France
- Germany
- Ireland
- Netherlands
- Portugal
- Spain
- Switzerland
- United Kingdom
- Middle East & Africa
- Canada
- Latin America

Download your copy today by visiting [www.robertwalters.com/salary-survey](http://www.robertwalters.com/salary-survey)



## OUR SERVICE

In an increasingly complex global recruitment market, the Robert Walters Group builds great teams for our clients by offering an end-to-end recruitment service, on a local, regional or global basis.

### OUR CORE DISCIPLINES INCLUDE:

- Banking & Finance
- Business Support
- Commerce
- Engineering & Construction
- Human Resources
- Legal
- Procurement & Supply Chain
- Sales & Marketing
- Technology

### 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.

“ Robert Walters is our preferred recruitment partner. They are able to identify talent that we would not have been able to find or engage with ourselves.

Razmig Hovaghimian,  
Founder & CEO,  
Hoodline, USA

”

“ Working with Robert Walters has been really seamless and rich, thanks to the insights that the consultants bring in. I've enjoyed my experience working with Robert Walters over the last 10 years.

Atul Gaur, HR Director,  
L'Oréal, Singapore and  
Malaysia

”

“ Robert Walters has open, honest and experienced consultants. They offer a broad knowledge of the market and have access to an extensive network of experienced candidates. I'd recommend using Robert Walters to any prospective organisation.

Shaq Mohajerani, Head  
of Development, Hanwha  
Energy, Australia

”

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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, which helps us to retain our top people, providing continuity for our clients. We're proud to say our senior management team is home-grown with an average tenure of 22 years.

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### 5. Innovation culture

We were the first recruiter to launch a recruitment process outsourcing business and we continue to lead the way with an in-house innovation team which tests and trials the latest recruitment technologies.

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### 6. Long-term business focus

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. End-to-end recruitment service

We offer clients a true end-to-end recruitment service, from permanent, contract and interim recruitment through to recruitment process outsourcing.



“ WELCOME TO THE 21ST  
EDITION OF THE GLOBAL  
SALARY SURVEY, PROVIDING  
CREDIBLE INSIGHT INTO  
HIRING AND SALARY TRENDS  
WORLDWIDE. ”

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## ABOUT THE SALARY SURVEY

Welcome to the 21st edition of the annual Robert Walters 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 2019, 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 at the back of this book.

# GLOBAL TRENDS

## GLOBAL OVERVIEW

Overall the global hiring market was active in 2019 despite widespread economic and political uncertainty. Demand for specialist technology skill sets as well as risk, regulatory and compliance professionals led to candidate shortages in many markets.

Across Europe, we saw demand for talent outstripping supply as businesses continued to hire. In France, the recruitment market performed well in 2019 despite employers pausing hiring activity during times of difficulty such as the yellow vests (gilets jaunes) protests.

Belgium experienced strong economic growth in 2019, which led to an active hiring market and widespread talent shortages. Across the border in Germany, hiring was buoyant as traditional Mittelstand companies focused on digitalisation and foreign companies grew their presence. Similarly, in the Netherlands, a strong economy and an exceptionally low unemployment rate led to candidate shortages across all disciplines.

In Spain, hiring activity was high in the

first half of 2019 but reduced in the second half due to uncertainty caused by the US-China trade war, Brexit and the difficulty of building a stable government in Spain.

Brexit continued to dominate the headlines in the UK, impacting hiring in many sectors; however, there were pockets of hiring activity across technology, fintech, property and professional services.

In the Middle East, recruitment activity was high for most of 2019. Nationalisation remains a key priority in the UAE and Saudi Arabia, leading to local talent shortages, wage inflation and nationals moving roles more frequently. We saw similar trends across Africa as companies sought to adhere to government nationalisation policies.

Throughout Greater China, the local market outlook became increasingly uncertain in the latter half of 2019, with the US-China trade war weighing heavily on sentiment. Candidates became harder to source as professionals proved reluctant to change roles in uncertain

market conditions. We also saw manufacturers taking action to avoid US tariffs by moving specific aspects of production out of Mainland China to locations such as Taiwan and South East Asia, which impacted hiring.

South East Asia experienced a predominantly buoyant hiring market in 2019, particularly in the high-growth markets of Indonesia, the Philippines, Thailand and Vietnam. Demand for 'glocal' talent – professionals with a strong understanding of both global business practices and local cultural mindsets – continued as more businesses internationalised.

In Japan, acute talent shortages continued due to the nation's declining and ageing population as well as high demand for bilingual professionals with

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As top talent prioritise keeping their skills up to date, we recommend employers offer clear learning and development opportunities to attract in-demand professionals.

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international expertise. Companies specialising in cloud computing, AI, future mobility and smart factories increased hiring in 2019 in preparation for the rollout of 5G in 2020.

In Australia and New Zealand, the economic environment looks set to prevent any widespread jobs and salary growth in the near to mid-future. The exceptions will be in sectors where demand outstrips supply – most notably in technology, financial services and infrastructure.

## KEY TRENDS

### Acute tech talent shortages

Across most markets the demand for technology professionals with specialist skill sets will continue to outstrip supply in 2020. Digital transformations are continuing apace across many industries in China, Hong Kong, Australia and New Zealand, so in 2020 we expect to see employers vying for professionals with expertise in AI, big data, UX, development and cyber security.

Digital experts, data scientists and cyber security specialists will also be in high demand across Brazil, Chile and Mexico as companies migrate their businesses online and deal with the extra security challenges this presents. In San Francisco, companies will struggle to hire software and machine learning engineering specialists due to a shortage of qualified professionals.

### Demand for risk and compliance skill sets

As regulatory requirements evolve alongside digitalisation, companies are seeking professionals with expertise

in risk, compliance and audit. South East Asia saw strong demand for these skill sets within the banking and financial services sector as businesses sought to adhere to new regulations and guidelines set by their central banks. Japan continued to strengthen its financial regulations and companies faced greater scrutiny over their handling of personal data, leading to high demand for audit, risk and compliance professionals. In the Netherlands, salaries for compliance, regulatory reporting and risk management specialists are expected to rise in 2020 due to extreme talent shortages.

### Advice to employers

In order to secure top talent with specialist skill sets we recommend employers run swift and efficient recruitment processes, ensuring offers are made in a timely manner. As in-demand professionals consider moving roles they will focus on more than the salary on offer – they are keenly aware of the need to keep their specialist skills up to date, so we recommend businesses offer clear learning and development opportunities to attract the best talent on the market.



IN 2020 WE EXPECT TO SEE EMPLOYERS VYING FOR TALENT WITH EXPERTISE IN AI, BIG DATA, UX, DEVELOPMENT AND CYBER SECURITY.



# SOUTH KOREA

Robert Walters Korea started its operation in Seoul in 2010 and has been a driving force in the Korean bilingual recruitment market providing high quality candidates for our clients and access to the best jobs. We specialise in permanent recruitment across all industry sectors including accounting & finance, banking & financial services, human resources, technology, consumer & retail, chemical, healthcare, automotive, as well as supply chain & procurement.

## TOP 3 JOB SATISFACTION FACTORS



JOB CONTENT



WORK-LIFE  
BALANCE



ADVICE FROM  
MANAGER

# 94%

OF PROFESSIONALS ARE OPEN TO  
A JOB APPROACH EVEN WHEN NOT  
ACTIVELY LOOKING



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

With a deterioration in its cost competitiveness ascribable to the implementation of the 52-hour workweek, another rise in the minimum wage and prolonged US-China trade tensions, foreign direct investment (FDI) in South Korea declined in the first half of 2019. FDI during the same period in 2018 hit a record high, so a considerable part of the perceived decline comes from a base effect. The amount of investment during the first half of 2019 surpassed a ten-year average, indicating that general upward movement continues. Foreign investment was particularly active in areas such as high tech and new industries, which are tech-intensive and generate high levels of added value.

In 2019, the Korean government has decided to focus on and nurture the biotechnology sector, along with future mobility and renewable energy, to lead the country's economic growth into the future. As a result, the biotechnology industry drew exceptional

attention from foreign investors in 2019, with demand for highly skilled talent in this potentially high-growth field remaining strong. In addition, the rapid growth of the biotechnology industry has expanded the market for analytical devices and diagnostics. This has prompted a significant inflow of new foreign investment in the areas of digital-based wearable medical devices, remote diagnostics, research and development facilities for the treatment of rare diseases, and anti-ageing products.

Competition for technology specialists continued to intensify with the development of new business models converging IT and healthcare, as well as an across-the-board digitalisation of various industries. A wave of digital innovation is sweeping across almost all areas including online shopping, unmanned stores, automated logistics and distribution, manufacturing, finance and even agriculture. Thus, demand for subject-matter experts in IoT, artificial intelligence (AI), and big data is expected to experience a surge, regardless of industry. Commercialisation of 5G technology has led to marked growth in services utilising IT, such as mobile platforms. Consequently, the number of new start-ups that offer mobile platforms for advanced consumer services are on the rise.

Demand for new technology skills remains strong in the manufacturing sector, where a transition to smart factories is taking place as part of the Fourth Industrial Revolution. Expertise in AI technology is critical to becoming a leader in the Fourth Industrial Revolution, which involves development of autonomous cars and smart homes. While electric car industries continued to boom, manufacturers of internal-combustion engine vehicles experienced a decline against a backdrop of poor business performance and the closing of their factories in South Korea. With that, the demand for bilingual data scientists, deep learning and autonomous system platform specialists and other experts in the manufacturing field will continue in 2020.

With geopolitical tensions, the semiconductor industry suffered from a decline in capital goods imports and exports due to sluggish facility investment. However, the semiconductor industry is expected to recover in the first half of 2020, as demand from server and smartphone makers is expected to recover and supply and demand imbalances seems to get eased. Conglomerates are now seeking to acquire foreign companies with key materials and components technologies and to establish joint ventures to strengthen their business competitiveness. As such, demand for SoC Design Engineers for high value-added core technologies such as ADAS, IoT, Big Data, and Smart Factory are sought after and they can expect salary increases averaging at 10-20% when changing jobs.

Turning to new and renewable energy, the Korean government has announced the 'Renewable Energy 3020 Implementation Plan', with the goal of producing 20% of the country's energy from renewable sources by 2030. This is part of the administration's goal to phase out nuclear power in South Korea. With the accelerated introduction of infrastructure for solar, wind and hydroelectric power generation, the demand for top talent in these areas is growing steadily.

With increasing expectations for 'good working conditions' and 'positive corporate culture' across Korean society, the government introduced new legislation to prevent workplace bullying into the legal domain. A number of changes in existing labour laws continue to be implemented, including amendments to the Fair Hiring Procedure Act and an easing of qualifications for maternity leave and pay support. Therefore, throughout 2020 demand will further increase for HR Business Partners (HRBPs) well versed in the rapidly changing labour environment in South Korea and who can adequately communicate these changes with overseas headquarters.

# MANUFACTURING KEY FINDINGS

## TOP ROLES IN DEMAND



ASIC/SoC  
Design Engineer



ADAS System  
Engineer



Infrastructure  
Project Manager

## 3-5 YEARS

Most manufacturing professionals in South Korea stay in the same organisation for 3-5 years.

## CONFIDENCE IN FUTURE OPPORTUNITIES

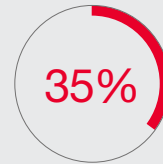


Confident about job opportunities

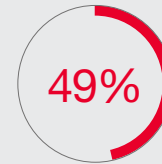


Looking to change jobs within 12 months

## SALARY EXPECTATION FROM CURRENT EMPLOYER



Expecting a 1-3% increase



Expecting a 4-6% increase

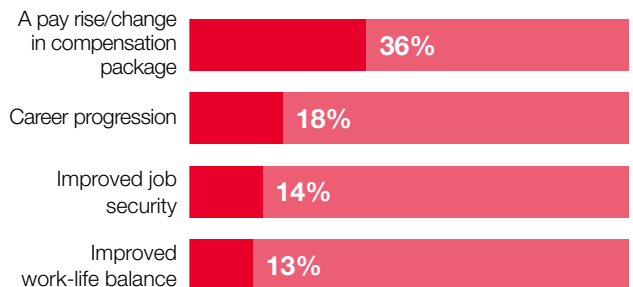


Expecting a 7-10% increase

94%

OF MANUFACTURING PROFESSIONALS ARE OPEN TO A JOB APPROACH EVEN WHEN NOT ACTIVELY LOOKING.

## TOP 4 MOTIVATORS TO MOVE JOBS



# MANUFACTURING SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Automotive</b>		
Country Manager - Small Organisation	100 - 150m	<b>130 - 160m</b>
Country Manager - Medium Organisation	150 - 250m	<b>180 - 250m</b>
Junior Application Engineer	45 - 65m	<b>40 - 70m</b>
Senior Application Engineer	70 - 100m	<b>70 - 90m</b>
Technical / R&D Engineer	40 - 60m	<b>50 - 80m</b>
Technical / R&D Manager	65 - 95m	<b>70 - 100m</b>
Sales Director	90 - 120m	<b>90 - 120m</b>
Sales Manager	70 - 90m	<b>60 - 90m</b>
Junior Project Manager	40 - 60m	<b>40 - 60m</b>
Senior Project Manager	60 - 80m	<b>60 - 80m</b>
Junior System Engineer	40 - 60m	<b>50 - 70m</b>
Senior System Engineer	60 - 80m	<b>70 - 90m</b>
Junior Software Engineer	40 - 60m	<b>40 - 60m</b>
Senior Software Engineer	60 - 80m	<b>60 - 90m</b>
Junior ADAS Engineer	50 - 70m	<b>50 - 70m</b>
Senior ADAS Engineer	70 - 100m	<b>70 - 100m</b>
Junior Sales Engineer	40 - 60m	<b>40 - 60m</b>
Senior Sales Engineer	60 - 80m	<b>60 - 80m</b>
Business Development Manager	70 - 90m	<b>70 - 90m</b>
Account Manager	60 - 80m	<b>60 - 90m</b>

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

# MANUFACTURING SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Semiconductor</b>		
Junior Application Engineer	60 - 80m	<b>50 - 70m</b>
Senior Application Engineer	80 - 110m	<b>70 - 100m</b>
Technical / R&D Engineer	60 - 80m	<b>60 - 90m</b>
Technical / R&D Manager	80 - 100m	<b>80 - 100m</b>
Country Manager - Small Organisation	100 - 150m	<b>130 - 160m</b>
Country Manager - Medium Organisation	150 - 250m	<b>180 - 250m</b>
Sales Director	80 - 120m	<b>80 - 120m</b>
Sales Manager	60 - 90m	<b>60 - 80m</b>
RF Engineer	50 - 70m	<b>50 - 70m</b>
IC Design Engineer	40 - 60m	<b>50 - 70m</b>
Principal IC Design Engineer	70 - 100m	<b>70 - 100m</b>
Junior System Engineer	40 - 60m	<b>50 - 70m</b>
Senior System Engineer	60 - 80m	<b>70 - 100m</b>
Junior Software Engineer	40 - 60m	<b>50 - 70m</b>
Senior Software Engineer	60 - 80m	<b>70 - 100m</b>
Junior Sales Engineer	40 - 50m	<b>40 - 60m</b>
Senior Sales Engineer	50 - 70m	<b>60 - 80m</b>
Junior Process Engineer	40 - 60m	<b>40 - 60m</b>
Senior Process Engineer	50 - 70m	<b>50 - 70m</b>
Business Development Manager	70 - 90m	<b>60 - 90m</b>
Account Manager	70 - 90m	<b>60 - 80m</b>

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# MANUFACTURING SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Industrial Automation</b>		
Account Manager	80 - 100m	<b>80 - 100m</b>
Business Development Manager	75 - 100m	<b>75 - 100m</b>
Country Head - Medium Organisation	160 - 240m	<b>160 - 240m</b>
Country Head - Small Organisation	135 - 160m	<b>140 - 160m</b>
Marketing Director	80 - 110m	<b>80 - 110m</b>
Marketing Manager	55 - 70m	<b>55 - 70m</b>
Project Manager	70 - 80m	<b>60 - 80m</b>
Process Engineer	45 - 60m	<b>45 - 60m</b>
Sales Director	95 - 135m	<b>90 - 120m</b>
Sales Engineer	40 - 55m	<b>40 - 55m</b>
Sales Manager	55 - 80m	<b>55 - 80m</b>
Inside Sales Representative	40 - 55m	<b>40 - 55m</b>
Customer Service Representative	40 - 50m	<b>40 - 55m</b>
Service Engineer	45 - 60m	<b>45 - 60m</b>
Service Manager	60 - 90m	<b>60 - 90m</b>
Application Engineer	40 - 60m	<b>40 - 60m</b>
Mechanical Engineer	40 - 50m	<b>40 - 55m</b>
Automation Engineer	40 - 60m	<b>40 - 60m</b>
Junior Software Engineer	50 - 70m	<b>50 - 70m</b>
Senior Software Engineer	70 - 90m	<b>70 - 90m</b>

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# MANUFACTURING SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Energy &amp; Infrastructure</b>		
Country Manager	120 - 160m	<b>120 - 160m</b>
Sales Director	80 - 100m	<b>80 - 100m</b>
Sales Manager	55 - 70m	<b>55 - 70m</b>
Technical Head	80 - 100m	<b>80 - 100m</b>
Technical Manager	60 - 80m	<b>60 - 80m</b>
Technical Engineer	45 - 60m	<b>45 - 60m</b>
Senior Project Developer	70 - 100m	<b>70 - 100m</b>
Junior Project Developer	50 - 70m	<b>50 - 70m</b>
Senior Asset Manager	80 - 110m	<b>80 - 110m</b>
Junior Asset Manager	50 - 70m	<b>50 - 70m</b>
Property Manager	60 - 80m	<b>60 - 80m</b>
Construction Manager	60 - 100m	<b>60 - 100m</b>
Project Manager	60 - 70m	<b>60 - 70m</b>
Real Estate Manager	60 - 80m	<b>60 - 80m</b>

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# MANUFACTURING SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Chemical</b>		
Country Manager	140 - 200m	<b>100 - 230m</b>
Business Development Manager	65 - 100m	<b>65 - 100m</b>
Marketing Specialist	50 - 80m	<b>50 - 80m</b>
Researcher	60 - 90m	<b>60 - 90m</b>
R&D Director	120 - 170m	<b>120 - 170m</b>
R&D Manager	90 - 130m	<b>80 - 130m</b>
Technical Service / Application Development	40 - 100m	<b>40 - 100m</b>
Sales Director	90 - 150m	<b>90 - 150m</b>
Sales Manager	80 - 100m	<b>80 - 110m</b>
Sales Representative	50 - 80m	<b>40 - 80m</b>

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# MANUFACTURING SEOUL

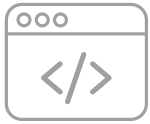
ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Supply Chain</b>		
Country Manager	130 - 160m	<b>130 - 160m</b>
Plant Manager	100 - 140m	<b>100 - 140m</b>
Operation Director	80 - 100m	<b>80 - 100m</b>
Operation Manager	50 - 80m	<b>50 - 80m</b>
Production Manager	60 - 80m	<b>60 - 80m</b>
Sales Director	70 - 90m	<b>70 - 90m</b>
Sales Manager	50 - 70m	<b>50 - 70m</b>
Key Account Manager	45 - 65m	<b>45 - 65m</b>
Warehouse Manager	50 - 70m	<b>50 - 70m</b>
Customer Support Representative	40 - 55m	<b>40 - 55m</b>
SCM Director	70 - 90m	<b>70 - 90m</b>
SCM Manager	50 - 70m	<b>50 - 70m</b>
Purchasing Manager	50 - 70m	<b>50 - 70m</b>
Lean Engineer	50 - 60m	<b>50 - 60m</b>
Quality Engineer	45 - 55m	<b>45 - 55m</b>
Quality Manager	60 - 75m	<b>60 - 75m</b>
Maintenance Engineer	40 - 55m	<b>40 - 55m</b>

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# TECH & TRANSFORMATION

## KEY FINDINGS

### TOP ROLES IN DEMAND



Web Developer



Mobile Application  
Developer

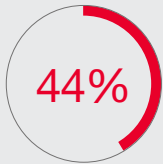


Data Engineer

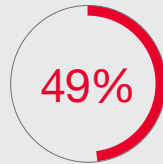
## 3-5 YEARS

Most technology professionals in South Korea stay in the same organisation for 3-5 years.

### CONFIDENCE IN FUTURE OPPORTUNITIES



Confident about job opportunities



Looking to change jobs within 12 months

### SALARY EXPECTATION FROM CURRENT EMPLOYER



Expecting a 1-3% increase



Expecting a 4-6% increase



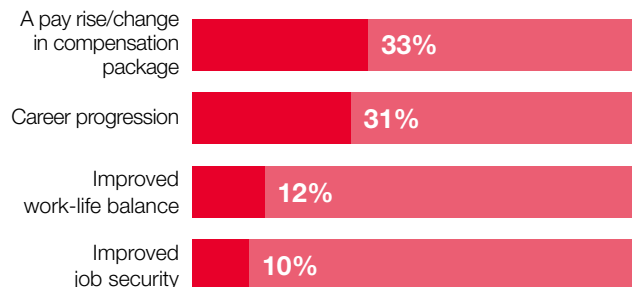
Expecting a 7-10% increase



# 92%

OF TECHNOLOGY PROFESSIONALS ARE OPEN TO A JOB APPROACH EVEN WHEN NOT ACTIVELY LOOKING.

### TOP 4 MOTIVATORS TO MOVE JOBS



# TECH & TRANSFORMATION

## SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
Chief Information Officer	100 - 200m	<b>100 - 250m</b>
Chief Technology Officer	100 - 200m	<b>100 - 250m</b>
Cloud Architect	80 - 120m	<b>80 - 220m</b>
Customer Service Engineer	50 - 75m	<b>50 - 80m</b>
Post-sales Engineer	50 - 75m	<b>50 - 95m</b>
Pre-sales Engineer	70 - 100m	<b>70 - 90m</b>
Project Manager	70 - 120m	<b>70 - 120m</b>
Solutions Architect	80 - 120m	<b>80 - 150m</b>
Systems Engineer	70 - 100m	<b>70 - 100m</b>
Technical Support Engineer	50 - 75m	<b>50 - 75m</b>
Front-End Developer	35 - 80m	<b>40 - 90m</b>
Back-End Developer	45 - 120m	<b>50 - 120m</b>
Mobile Developer	40 - 90m	<b>45 - 100m</b>
Game Developer	45 - 100m	<b>45 - 120m</b>
Blockchain Developer	50 - 150m	<b>50 - 120m</b>
AI Developer / Algorithm	50 - 100m	<b>55 - 130m</b>
Machine Learning Engineer	50 - 110m	<b>55 - 130m</b>
Computer Vision Engineer	55 - 120m	<b>55 - 130m</b>
Data Analyst	45 - 85m	<b>50 - 90m</b>
Data Engineer	50 - 100m	<b>50 - 120m</b>
Data Scientist	50 - 90m	<b>55 - 110m</b>
DevOps Engineer	55 - 120m	<b>55 - 130m</b>

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

# TECH & TRANSFORMATION SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Design</b>		
UI / UX Designer	30 - 90m	<b>35 - 100m</b>
Graphic Designer	30 - 70m	<b>30 - 80m</b>
Product Owner	42 - 100m	<b>45 - 110m</b>

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

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Sales &amp; Marketing</b>		
Account Manager	50 - 80m	<b>50 - 80m</b>
Business Development Manager	60 - 120m	<b>60 - 125m</b>
Channel Manager	70 - 120m	<b>70 - 120m</b>
Country Head - Medium Organisation	170 - 275m	<b>170 - 280m</b>
Country Head - Small Organisation	130 - 160m	<b>130 - 180m</b>
Major Account Manager	80 - 100m	<b>80 - 100m</b>
Marketing Director	80 - 175m	<b>80 - 180m</b>
Sales Director	100 - 175m	<b>100 - 180m</b>
Sales Manager	80 - 130m	<b>80 - 130m</b>

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

# HEALTHCARE KEY FINDINGS

## TOP ROLES IN DEMAND



RAQA Specialist/  
Manager



HEOR / GA /  
MA Specialist



Healthcare AI  
Engineer

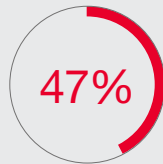
## 3-5 YEARS

Most healthcare professionals in South Korea stay in the same organisation for 3-5 years.

## CONFIDENCE IN FUTURE OPPORTUNITIES

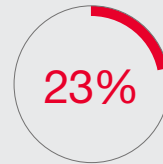


Confident about job  
opportunities

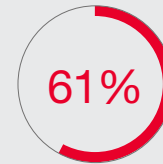


Looking to change jobs  
within 12 months

## SALARY EXPECTATION FROM CURRENT EMPLOYER



Expecting a  
1-3% increase



Expecting a  
4-6% increase

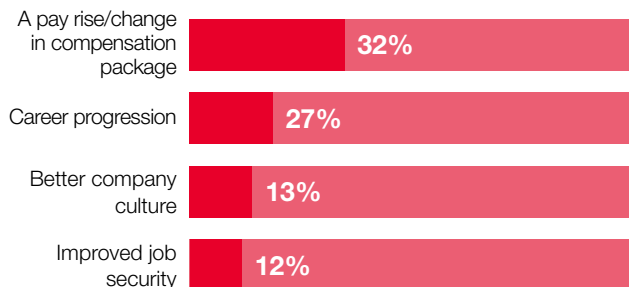


Expecting a  
7-10% increase

# 97%

OF HEALTHCARE  
PROFESSIONALS  
ARE OPEN TO A JOB  
APPROACH EVEN  
WHEN NOT ACTIVELY  
LOOKING.

## TOP 4 MOTIVATORS TO MOVE JOBS





# HEALTHCARE SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
Country Manager	100 - 220m	<b>100 - 260m</b>
Sales Director	80 - 150m	<b>80 - 150m</b>
Sales Manager	60 - 80m	<b>60 - 90m</b>
Sales Representative	45 - 60m	<b>45 - 70m</b>
Marketing Manager	50 - 80m	<b>50 - 100m</b>
Product Manager	45 - 60m	<b>45 - 70m</b>
R&D Director	90 - 150m	<b>90 - 150m</b>
R&D Manager	65 - 110m	<b>65 - 110m</b>
Researcher	50 - 90m	<b>50 - 90m</b>
Service Director	80 - 120m	<b>80 - 120m</b>
Service Manager	65 - 85m	<b>65 - 85m</b>
Service Engineer	40 - 75m	<b>40 - 75m</b>
RAQA Manager	70 - 120m	<b>70 - 150m</b>
RAQA Specialist	40 - 70m	<b>40 - 80m</b>
HEOR / GA / MA Specialist	80 - 130m	<b>80 - 150m</b>
Medical Science Liaison	40 - 80m	<b>40 - 90m</b>
AI Engineer	60 - 80m	<b>60 - 100m</b>

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

# CONSUMER & RETAIL

## KEY FINDINGS

### TOP ROLES IN DEMAND



E-Commerce  
Manager



Digital Marketing  
Manager



Duty Free  
Operation Manager

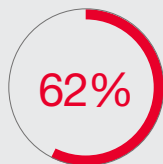
## 3-5 YEARS

Most consumer & retail professionals in South Korea stay in the same organisation for 3-5 years.

### CONFIDENCE IN FUTURE OPPORTUNITIES

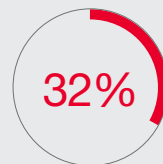


Confident about job  
opportunities

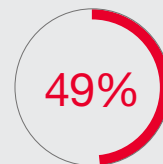


Looking to change jobs  
within 12 months

### SALARY EXPECTATION FROM CURRENT EMPLOYER



Expecting a  
1-3% increase



Expecting a  
4-6% increase

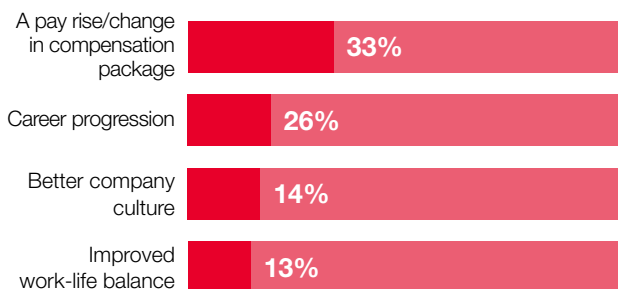


Expecting a  
7-10% increase

# 96%

MOST CONSUMER &  
RETAIL PROFESSIONALS  
ARE OPEN TO A JOB  
APPROACH EVEN  
WHEN NOT ACTIVELY  
LOOKING.

### TOP 4 MOTIVATORS TO MOVE JOBS



# CONSUMER & RETAIL SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
Country Head - Large Organisation	200 - 300m	<b>200 - 300m</b>
Country Head - Small/Medium Organisation	150 - 200m	<b>150 - 200m</b>
Retail Sales Director	100 - 140m	<b>110 - 145m</b>
Retail Sales Manager	70 - 85m	<b>70 - 90m</b>
Duty Free Operation Manager	70 - 85m	<b>70 - 90m</b>
Key Account Manger	45 - 75m	<b>50 - 75m</b>
E-Commerce Manager	45 - 75m	<b>60 - 85m</b>
E-Commerce Specialist	40 - 50m	<b>45 - 55m</b>
Marketing Director	90 - 130m	<b>90 - 130m</b>
Marketing Manager	80 - 105m	<b>80 - 105m</b>
Brand / Product Manager	50 - 75m	<b>50 - 75m</b>
Digital Marketing Manager	50 - 75m	<b>50 - 75m</b>
Trade Marketing Manager	50 - 75m	<b>60 - 75m</b>
Merchandising Manager	60 - 85m	<b>70 - 100m</b>
Merchandising Specialist	40 - 55m	<b>45 - 60m</b>
Visual Merchandising Manager	60 - 85m	<b>60 - 90m</b>
Visual Merchandising Specialist	35 - 50m	<b>40 - 55m</b>

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

# ACCOUNTING & FINANCE

## KEY FINDINGS

### TOP ROLES IN DEMAND



Financial Analyst



Financial Controller



Tax Specialist

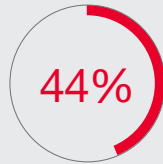
## 3-5 YEARS

Most financial professionals in South Korea stay in the same organisation for 3-5 years.

### CONFIDENCE IN FUTURE OPPORTUNITIES



Confident about job opportunities

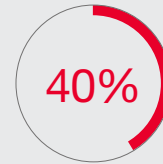


Looking to change jobs within 12 months

### SALARY EXPECTATION FROM CURRENT EMPLOYER



Expecting a 1-3% increase



Expecting a 4-6% increase

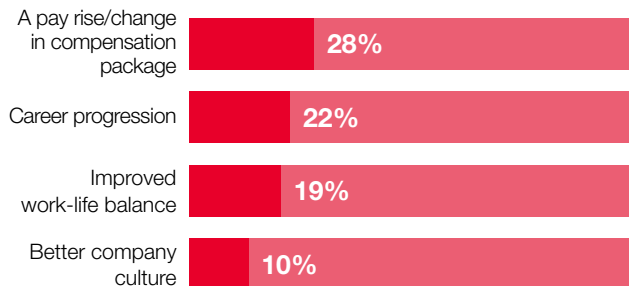


Expecting a 7-10% increase

# 92%

OF FINANCIAL PROFESSIONALS ARE OPEN TO A JOB APPROACH EVEN WHEN NOT ACTIVELY LOOKING.

### TOP 4 MOTIVATORS TO MOVE JOBS



# ACCOUNTING & FINANCE

## SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Banking &amp; Financial Services</b>		
Compliance - Analyst	62 - 65m	<b>62 - 65m</b>
Compliance - Director	165 - 225m	<b>165 - 225m</b>
Compliance - Manager	92 - 128m	<b>92 - 128m</b>
Financial Control & Tax - Analyst	65 - 80m	<b>65 - 80m</b>
Financial Control & Tax - Director	140 - 190m	<b>140 - 190m</b>
Financial Control & Tax - Manager	85 - 105m	<b>85 - 105m</b>
Management Reporting - Analyst	60 - 75m	<b>60 - 75m</b>
Management Reporting - Director	115 - 140m	<b>115 - 140m</b>
Management Reporting - Manager	80 - 95m	<b>80 - 95m</b>
Market / Credit / Operations Risk - Analyst	65 - 80m	<b>65 - 80m</b>
Market / Credit / Operations Risk - Director	150 - 210m	<b>150 - 210m</b>
Market / Credit / Operations Risk - Manager	80 - 95m	<b>80 - 95m</b>
Middle Office & Trade Support - Analyst	60 - 75m	<b>60 - 75m</b>
Middle Office & Trade Support - Director	118 - 150m	<b>118 - 150m</b>
Middle Office & Trade Support - Manager	70 - 90m	<b>70 - 90m</b>
Product Control - Analyst	53 - 68m	<b>53 - 68m</b>
Product Control - Director	130 - 165m	<b>130 - 165m</b>
Product Control - Manager	87 - 110m	<b>87 - 110m</b>
Settlements & Processing - Analyst	60 - 73m	<b>60 - 73m</b>
Settlements & Processing - Director	115 - 165m	<b>115 - 165m</b>
Settlements & Processing - Manager	80 - 96m	<b>80 - 96m</b>

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

# ACCOUNTING & FINANCE

## SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
<b>Commerce &amp; Industry</b>		
Chief Financial Officer	160 - 220m	<b>160 - 220m</b>
Credit Manager	50 - 70m	<b>60 - 80m</b>
Finance Controller – Large Organisation	100 - 130m	<b>100 - 130m</b>
Finance Controller – Small / Medium Organisation	80 - 100m	<b>80 - 100m</b>
Finance Director – Large Organisation	140 - 180m	<b>140 - 180m</b>
Finance Director – Small / Medium Organisation	140 - 180m	<b>140 - 180m</b>
Finance Manager	70 - 90m	<b>70 - 90m</b>
Financial Analyst	50 - 70m	<b>60 - 80m</b>
Financial Planning / Analysis Manager	70 - 100m	<b>70 - 100m</b>
Internal Audit Manager	70 - 100m	<b>80 - 100m</b>
Internal Auditor	50 - 75m	<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 - 100m	<b>70 - 100m</b>
Treasury Manager	70 - 100m	<b>70 - 100m</b>

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

# HUMAN RESOURCES

## KEY FINDINGS

### TOP ROLES IN DEMAND



HRBP



Technical Recruiter



HRD / Trainer

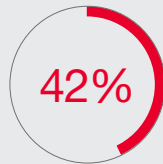
# 37%

of HR professionals in South Korea stay in the same organization for less than 2 years.

### CONFIDENCE IN FUTURE OPPORTUNITIES



Confident about job opportunities



Looking to change jobs within 12 months

### SALARY EXPECTATION FROM CURRENT EMPLOYER



Expecting a 1-3% increase



Expecting a 4-6% increase



Expecting a 7-10% increase

# 91%

OF HUMAN RESOURCE PROFESSIONALS ARE OPEN TO A JOB APPROACH EVEN WHEN NOT ACTIVELY LOOKING.

### TOP 4 MOTIVATORS TO MOVE JOBS

Career progression

33%

Better company culture

21%

A pay rise/change in compensation package

19%

Improved work-life balance

9%

# HUMAN RESOURCES

## SEOUL

ROLE	SALARY PER ANNUM KRW (₩)	
	2019	2020
Compensation & Benefits Manager	55 - 70m	<b>55 - 80m</b>
HR Director / Head of HR	120 - 180m	<b>120 - 180m</b>
HR Manager / HRBP	70 - 100m	<b>70 - 100m</b>
HRD / Trainer	80 - 100m	<b>80 - 100m</b>
HR Senior Generalist	55 - 80m	<b>55 - 80m</b>
HR Specialist / Generalist	55 - 70m	<b>55 - 70m</b>
HR Administrator	35 - 45m	<b>35 - 45m</b>
Recruitment / Staffing Manager	55 - 75m	<b>55 - 75m</b>
Office Manager	55 - 80m	<b>55 - 80m</b>
Technical Recruiter	50 - 90m	<b>50 - 90m</b>

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



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Permanent recruitment across the core disciplines of: accounting & finance ; banking & financial services; business support; commerce; engineering & construction; healthcare; human resources; legal; procurement & supply chain; sales & marketing; and technology.

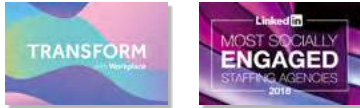
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