



# IT ROLES SALARY GUIDE 2019

This brief salary guide is intended for HR and IT Managers to understand the current (September 2019) salary ranges in the Thai (Bangkok) market. Note that these prices are primarily for permanent positions and are based upon the individuals being fully competent\* at the role.

We've kept the roles relatively broad, however please be aware that specific skillsets (SAP ABAP for example) will come at a higher price.

As anyone in the IT market knows demand outstrips supply by a large margin - it is crucial therefore to get your salary positioning right from the outset in order to attract quality candidates. Furthermore, it is our experience that companies need to be creating individual specific career plans in respect of evaluations (see previous article on OKR's In IT) and, in particular, with respect to enhancing the effectiveness of your staff through proactive holistic training plans.

• Junior Programmer <1 exp.	22,000
• Junior Mobile Programmer <1 exp.	25,000
• Junior Programmer >1<2 exp.	35,000
• Junior Mobile Programmer >1<2 exp.	40,000
• Programmer >2<4 exp.	45,000 - 65,000
• Programmer Mobile >2<4 exp.	50,000 - 85,000
• Sen. Programmer >4 exp.	85,000 - 130,000
• Sen. Programmer Mobile >4 exp.	95,000 - 150,000
• Junior Business Analyst >2<3 exp.	60,000
• Business Analyst >3<4 exp.	85,000
• Senior Business Analyst >4<6 exp.	120,000
• Industry Domain experience Senior Business Analyst >4<6 exp.	150,000 - 200,000
• Junior Project Manager <2 exp.	75,000
• Project Manager >2<4 exp.	75,000 - 100,000
• Senior Project Manager (eg. Scrum Master)	125,000 - 150,000
• Information Security Officer (certified) >2 <4 exp.	65,000 - 75,000
• Information Security Officer (certified) >4 <6 exp.	85,000 - 120,000
• Assistant IT Manager >2 <4 exp.	45,000 - 65,000
• IT Manager >4 <8 exp.	75,000 - 150,000
• IT Director >8 exp.	170,000 - 250,000

\*Note: Pre-screening assessment by professionally qualified recruitment team is a must to avoid problems in under-qualified staff being employed.

Need expert guidance on how to shape an offer for a role in IT?  
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