



Malaysia

Salary & Employment Outlook 2021/22





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Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

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Methodology: Salary figures included in the 2021/22 Malaysia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Malaysia network, as well as job placement data recorded on the PERSOLKELLY Malaysia database.

Executive Overview

With the National Covid-19 Immunisation Programme in the works, the country is making a beeline for economic recovery. Malaysia has taken strides forward in getting its citizens vaccinated. It is encouraging to witness employers taking proactive approaches to get their employees vaccinated.

Malaysians are in uncharted territories. Organisations have a mixture of both vaccinated and unvaccinated employees. Albeit an uphill battle, certain companies and businesses regained full-throttle in their operations successfully.

While the National Recovery Plan is in progress, most of us adopted a new lifestyle simultaneously. Despite that, many of us hope to return to our everyday life in great expectation.

Businesses have to endow themselves to coordinate both the vaccinated and unvaccinated employees concomitantly. As time passes, more organisations have taken up an active role in vaccinating their employees. Hence, enabling them to accomplish herd immunity at a swifter pace.

Now, 8 out of 10 Malaysian employees favour a work-from-home (WFH) arrangement. There may be varying opinions from different age groups. Nevertheless, most respondents concur that they are more productive working from home. It grants them flexibility and freedom to manage their schedules.

In future, employees envision working from home even when the pandemic ends.



Executive Overview

They discovered that balanced work and life is achievable. It serves as an alternative during these trying times. However, WFH will possibly be a standard of practice for many moving forward.

Contemporaneously, many Malaysians are experiencing mental health issues. The 18-25-year-old group, followed by the 26-45-year-old group, reported more anxiety, depressive and stress symptoms. Astonishingly, Gen Z's comprises the majority who are perturbed about their emotional well-being. The expectation of the younger workforce is bound to evolve as they commence their careers from home and not the office.

Gen Z is au fait that work-life balance is plausible, and employers recognise the importance of mental health. They are more attentive to an employee's general well-being. When an employee's welfare is cared for, both physically and mentally, productivity enhances significantly.

A new normal is rising, and the Covid-19 pandemic is unlikely to end soon. However, as the vaccination rate improves, we will understand how to live alongside the virus, akin to other types of flu in the community. As of now, one of the most viable options is through boosting the vaccination rates within organisations.



Employers can begin implementing procedures and protocols to safeguard employees. We have a huge role to play in our business operations. And in the process, kindling a more practical and functional work approach for our staff.

As the gears and cogs continue to return seamlessly to their position, rotating efficiently, let us all anticipate a booming economy across all industries once again.

Brian Sim

Managing Director & Country Head
PERSOLKELLY Malaysia

Skilled Talent Trends

While the new daily cases of Covid-19 remain high, the vaccination rate is improving via the National Covid-19 Immunisation Programme. More members of the general public are receiving their second dose. Herd immunity is paramount in alleviating the restriction measures, propelling the country towards economic recovery.



The pandemic has indirectly hastened digital growth within the country, allowing talents to pursue technical courses virtually

The Delta variant of Covid-19 is a cause of concern globally. The international community acknowledges that the pandemic may last longer than expected. Nevertheless, businesses and organisations have to adapt while leveraging advanced technologies to function more efficiently.

Labour Force Malaysia conducted a survey that showed that all sectors registered a decline month-on-month in employment. The unemployment rate ascended to 4.8% in June 2021 compared to 4.5% in May 2021.

In anticipation, the Malaysian government responded early by launching various recovery initiatives, including the Pakej Pelindungan Rakyat dan Pemulihan Ekonomi (PEMULIH), supporting businesses through financial subsidies.

The Wage Subsidy Programme (PSU 1.0) aided 322,177 employers and 2.64 million registered employees, with a value of RM12.91 billion. In PSU 2.0, the government provided an extra RM1.283 billion to retain employment and sustain business operations.

The pandemic has indirectly hastened digital growth within the country, allowing talents to pursue technical courses virtually. Companies favour all-rounder talents juxtaposed to those specialising in specific skillsets only. Being a graduate with academic qualifications is no longer a prerequisite to enter the workforce. Acquiring new skillsets has never been an easy task. Talents who graduated with a business degree can venture into data systems integration, learning the ins and outs within days or weeks.

The internet itself allowed work-from-home a possibility, which was not an option for many, pre-pandemic. Concurrently, it provides an avenue for home-based learning, a new norm that complements the lifelong learning concept that shapes a talent.

Besides technical skills, soft skills are now essentials too. Adaptability, problem-solving, critical thinking and time management skills are ingredients to overcoming the challenges in future. Digitalisation calls for jobseekers to be highly skilled, adaptive and resilient. Skills embracing social and emotional intelligence, analytical thinking, creativity and effective communication abilities are indispensable. Talents must stay ahead of competitors, delivering great value to organisations and companies.

SALARIES



Banking & Financial Services

When Movement Control Order (MCO) happened, there was a surge in online transactions. As a result, there is an increase in demand in the cybersecurity sector to render smooth and safe transactions across the world wide web.

Until today, data breaches remain a significant challenge for banks. In 2020 alone, there was an 82.5% increase in online incidents. As bank customers data becomes more easily accessible, financial institutions have to strengthen their defences against cyberattacks, mitigate and minimize risks.



Banking & Financial Services

Financial Technology (Fintech) sectors saw it as an advantage and offered more convenience to their consumers. And at times, way more than what the traditional banks can offer. And not surprising, customers are experiencing the benefits and considering alternative digital solutions for their financial needs.

Most banks are now facing a limitation in offering credit facilities to their existing and future clients. The high rates of defaults and moratorium on bank loans are some of the major precipitating factors.

Surprisingly, digital finance providers such as digital banks and Fintech solutions have become the saviour of many struggling businesses and the general public.

Thus, the traditional banks must innovate their current services to stay ahead of the pack. Otherwise, they may face potential disruption in the next few years. Besides, digital banks and Fintech solutions are at a stage which they can compete directly with traditional ones.

While services play a role in shaping both sectors, they recognise the importance of digital readiness. Since MCO, the dependency on technology and automation has been on the rise. Therefore, banking professionals with additional skill sets will have an advantage in securing a place within this sector.

For that reason, the banking industry seeks agile talents that can accommodate the shift in digital trends. The professionalism and trustworthiness of an individual will be the key determining factors for future hires.

Despite the challenges ahead, the banking and financial services continue to recruit actively. As more digital projects surface, there will be a surge in demand for more banking specialists to aid in the transformation process.



In 2020 alone, there was an 82.5% increase in online incidents



The traditional banks must innovate their current services to stay ahead of the pack



Digital banks and Fintech solutions have become the saviour of many struggling businesses and the general public



There will be a surge in demand for more banking specialists as more digital projects surface

Banking & Financial Services

| | | | | Salary Range (per month) Unit: MYR | |
|--|-------|--------------------|--------|---------------------------------------|--|
| JOB TITLES | GRADE | EXPERIENCE (YEARS) | MIN | MAX | |
| Relationship Manager (Corporate Banking/Global Wholesale Banking/Investment Banking) | SVP | 15 & above | 25,000 | 40,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Relationship Manager (Commercial Banking/Mid Corp) | SVP | 15 & above | 20,000 | 30,000 | |
| | VP | 10-15 | 12,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Relationship Manager (Private Investment Banking/Premier/Preferred/Priority Banking) | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Debt Capital Markets | SVP | 15 & above | 25,000 | 35,000 | |
| | VP | 10-15 | 15,000 | 25,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Equity Capital Markets | SVP | 15 & above | 25,000 | 35,000 | |
| | VP | 10-15 | 15,000 | 25,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Treasury Markets  | SVP | 15 & above | 25,000 | 35,000 | |
| | VP | 10-15 | 15,000 | 25,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Fund Management | SVP | 15 & above | 20,000 | 30,000 | |
| | VP | 10-15 | 12,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |



Banking & Financial Services

| | | | | Salary Range (per month) Unit: MYR | |
|--|--------|--------------------|--------|---------------------------------------|--|
| JOB TITLES | GRADE | EXPERIENCE (YEARS) | MIN | MAX | |
| Merchant Sales (Retail Banking) | VP | 15 & above | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Branch Manager (Retail Banking) | AVP/VP | >8 | 8,000 | 12,000 | |
| Strategic Planning & Financial Analysis | SVP | 15 & above | 20,000 | 30,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Fund Accounting (Shared Services Centre) | SVP | 15 & above | 20,000 | 30,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Product Development (Retail Banking) | SVP | 15 & above | 15,000 | 20,000 | |
| | VP | 10-15 | 10,000 | 15,000 | |
| | AVP | 8-12 | 7,000 | 10,000 | |
| MIS Reporting | SVP | 15 & above | 18,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 18,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Credit Analyst (Corporate Banking/ Global Wholesale Banking/ Investment Banking) | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |

Banking & Financial Services

| | | | | Salary Range (per month) Unit: MYR | |
|---|-------|--------------------|--------|---------------------------------------|---|
| JOB TITLES | GRADE | EXPERIENCE (YEARS) | MIN | MAX | |
| Credit Risk (Corporate Banking/Global Wholesale Banking /Investment Banking) | SVP | 15 & above | 20,000 | 30,000 |  |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Operational Risk (Corporate Banking/Global Wholesale Banking/ Investment Banking) | SVP | 15 & above | 18,000 | 25,000 | |
| | VP | 10-15 | 12,000 | 18,000 | |
| | AVP | 8-12 | 8,000 | 12,000 | |
| Market Risk (ALM & CbSM) | SVP | 15 & above | 25,000 | 35,000 | |
| | VP | 10-15 | 15,000 | 25,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Internal Auditor | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Group Compliance (Investment Banking/Commercial Banking & Insurance) | SVP | 15 & above | 20,000 | 30,000 |  |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 8,000 | 15,000 | |
| AML (Investigations) | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Process Re-engineering (bPI/Operations) | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |

Banking & Financial Services

| | | | | Salary Range (per month) Unit: MYR | |
|--|-------|--------------------|--------|---------------------------------------|--|
| JOB TITLES | GRADE | EXPERIENCE (YEARS) | MIN | MAX | |
| Project Change Management (Digitalisation/Org Change)  | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Facility Management (Investment Banking) | SVP | 15 & above | 15,000 | 20,000 | |
| | VP | 10-15 | 10,000 | 15,000 | |
| | AVP | 8-12 | 7,000 | 10,000 | |
| Credit Administration (Commercial Banking) | SVP | 15 & above | 15,000 | 18,000 | |
| | VP | 10-15 | 10,000 | 15,000 | |
| | AVP | 8-12 | 7,000 | 10,000 | |
| Treasury Operations (Shared Services Centre)  | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| Custodian Services (Shared Services Centre) | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |
| AML Monitoring (Shared Services Centre) | SVP | 15 & above | 20,000 | 25,000 | |
| | VP | 10-15 | 15,000 | 20,000 | |
| | AVP | 8-12 | 10,000 | 15,000 | |

Engineering

Each time when a crisis happens, there will be areas and opportunities for rectification. Engineering has always been the driving force to get the economy back to its feet.

And in the Covid-19 pandemic, engineers played an important role to aid the economic recovery process. Be it chemical, computer, mechanical, electrical or optical engineers.

Therapeutics and vaccines demand increased tremendously over the past year. Engineers took on a humongous task in coping with the needs, especially in the manufacturing sector.



Engineering

The surge in telecommunications and internet usage skyrocketed. Virtual meetings are the norm. Software such as Zoom and other communication platforms are now necessities. Wireless networks and fibre broadband are a must to keep operations and businesses running amidst this pandemic.

Ministry of Finance states that the Malaysian economy expects to rebound between 6.0% and 7.5% through its gross domestic product in 2021. And civil engineering will be the one spurring the recovery.

The introduction of the economic stimulus package during Malaysia's Budget 2020 was a tremendous relief across the engineering sector. Projects such as East Coast Rail Link (ECRL), Mass Rapid Transit Line 2 (MRT2) and the National Fiberisation and Connectivity Plan (NFCP) will continue as planned.

As the engineering sector took a massive hit during lockdowns in the MCO period, many development projects came to a halt. While restrictions ease over the next few months, the employment of engineers will gradually improve.

The economy will return, and perhaps more bullish than ever before in the information technology and manufacturing sector. Engineers will play a pivotal role in ensuring that the economy bounces up again. That said, it remains a challenge to secure experienced and highly qualified engineers.

As the sector perpetuates to adapt to the pandemic, engineers should upskill their aptitude and abilities. Engineering consultancy practices and professional services firms must equip their talents with pertinent skillsets to stay relevant to current times.



Malaysian economy expects to rebound between 6.0% and 7.5% through its gross domestic product in 2021



In the Covid-19 pandemic, engineers played an important role to aid the economic recovery process






East Coast Rail Link, Mass Rapid Transit Line 2 and the National Fiberisation and Connectivity Plan will continue as planned






Software such as Zoom and other communication platforms are now necessities.

Engineering

| Salary Range (per month) Unit: MYR | | | |
|---|--------------------|--------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | MIN | MAX |
| Plant Manager | 10 & above | 15,000 | 20,000 |
| Head of Production | 10 & above | 18,000 | 25,000 |
| Engineering Manager | 8-10 | 15,000 | 20,000 |
| Utilities Manager | 8-10 | 15,000 | 20,000 |
| Head of Quality | 8-10 | 15,000 | 20,000 |
| Senior Project Manager | 8-10 | 15,000 | 20,000 |
| Lead Electrical Engineer  | 8 | 10,000 | 15,000 |
| Construction Manager | 8 | 9,000 | 17,000 |
| Project Manager | 8 | 9,000 | 17,000 |
| Quality Manager | 7-8 | 9,000 | 17,000 |
| Program Managers (Electronics/Semicon) | 7-8 | 9,000 | 16,000 |
| Operations Manager | 7 | 10,000 | 16,000 |
| Automation Manager | 6 | 10,000 | 16,000 |
| Piping Engineer | 5-7 | 6,500 | 9,500 |
| Process Engineer | 5-7 | 6,000 | 10,000 |
| Mechanical Engineer  | 5-7 | 6,000 | 10,000 |
| Project Sales Manager | 5 | 10,000 | 16,000 |
| HSE Manager (Health, Safety & Environment) | 5 | 10,000 | 15,000 |
| Production Supervisor | 5 | 5,000 | 8,000 |
| Firmware Engineer | 4-6 | 7,000 | 10,000 |
| Supplier Quality Engineer  | 4-6 | 7,000 | 10,000 |
| Product Engineer | 4-6 | 6,000 | 9,000 |

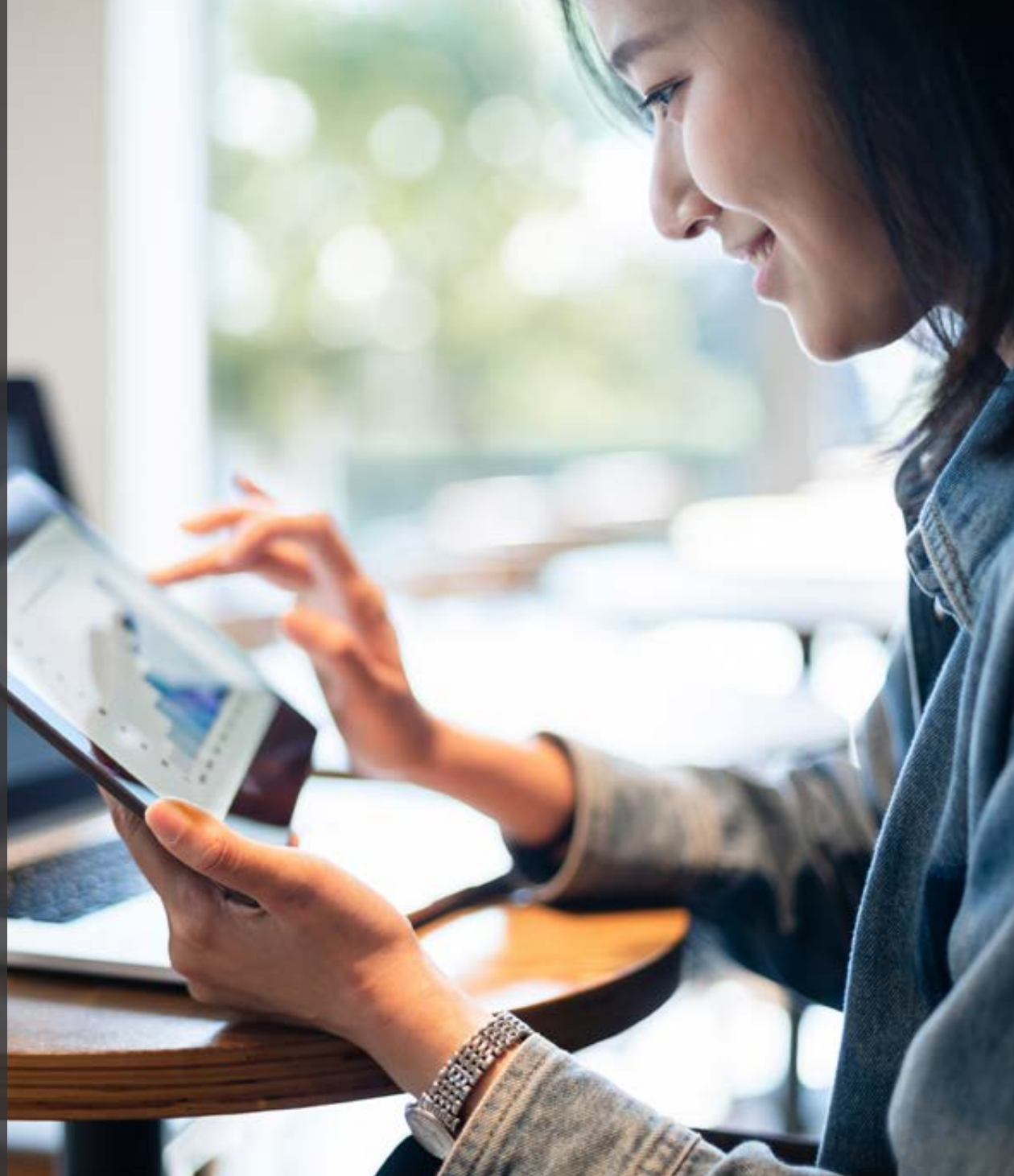
Engineering

| | | | Salary Range (per month) Unit: MYR | |
|---|--------------------|--|---------------------------------------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | | MIN | MAX |
| Electrical & Instrument Engineer | 4-6 | | 6,000 | 9,000 |
| Quality Engineer | 4-6 | | 6,000 | 9,000 |
| nPI Engineer  | 4-6 | | 6,000 | 9,000 |
| Associate Engineer | 4-5 | | 4,000 | 5,500 |
| QA Inspector | 4-5 | | 4,000 | 6,000 |
| Technical Manager | 4-5 | | 9,000 | 11,000 |
| Automation Engineer | 4 | | 6,000 | 8,000 |
| Charge Man | 4 | | 5,000 | 7,500 |
| Welding Engineer | 4 | | 5,000 | 7,000 |
| Project Manager | 4 | | 8,000 | 12,000 |
| Senior Design Engineer | 3-5 | | 6,500 | 9,000 |
| Service Engineer | 3-4 | | 3,500 | 5,500 |
| Design Engineer | 3-4 | | 3,500 | 5,500 |
| Chemical Engineer  | 3-4 | | 4,000 | 6,500 |
| Mechanical Engineer | 3-4 | | 4,000 | 6,500 |
| Civil Engineer | 3-4 | | 4,000 | 6,500 |
| Sales Engineer  | 3-4 | | 4,000 | 6,500 |
| Quantity Surveyor | 3-4 | | 4,500 | 7,500 |
| Maintenance Engineer | 3-4 | | 4,000 | 6,500 |
| R&D Engineer  | 2-3 | | 4,000 | 6,500 |
| Assembly Engineer | 2-3 | | 4,000 | 6,500 |

Finance & Accounting

Bank Negara Malaysia (BNM) recently announced that Malaysia's Growth Domestic Product (GDP) grew 16.1% year-on-year in the second quarter, while it declined 2.0% quarter-on-quarter. (1) It is understandable as the Covid-19 virus outbreak continues to put a halt on the Malaysian economy.

The economy is recovering, albeit at a slower rate due to the reimposition of the MCO. As a consequence, the industry will need to develop novel strategies to stay afloat. Incorporating artificial intelligence (AI) in business operations will now be the primary focus.



Finance & Accounting

AI and machine learning are commonly associated with manufacturers. Not so much with accountants. However, the pandemic accelerated the transformation, nudging finance and accounting practitioners towards the usage of AI. Its advantages are too significant to be ignored.

There are initial concerns about the risks of using AI. Yet, the pandemic hastened the adoption rate among its industry leaders. Intelligent machines are capable of analysing and storing big data. Thus, increasing efficiency and producing instantaneous results. It allows leaders to assess conditions accurately rather than performing menial tasks like data entry.

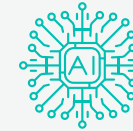
Undeniably, the emergence of the unprecedented pandemic challenged the financial industry to be flexible. There is no longer a one-size-fits-all approach when it comes to managing the workforce too. Finance officers and accountants will need the right mix. Knowledge is essential but not the only ingredient. Possessing relevant soft skills and being digital-savvy sets one apart.

In the future, employees will require upskilling to meet global standards. The ability to demonstrate relevancy in assisting business recoveries will be an added

advantage. Supplementary professional development courses by financial institutions are crucial in knowledge expansion and career advancement.

The Fourth Industrial Revolution (IR4.0) is shaping the finance and accountancy landscape. Finance officers and accountants have to be competent in automation processes, cybersecurity, IT audit, etc. Organisations should delve deeper into the development of world-class accountancy programs with subsidies provided by the government.

Those who are agile in IR4.0 will be the main disruptors. In current times of economic volatility, finance and accounting candidates must hone their skills to safeguard their careers through continuous professional development programs. For accounting firms, automation is highly desirable to achieve a better level of productivity and accuracy.



Incorporating AI in business operations will now be the primary focus



AI allows leaders to assess conditions accurately rather than performing menial tasks like data entry






Possessing relevant soft skills and being digital-savvy sets one apart in Finance and Accounting industry



Finance officers and accountants have to be competent in automation processes, cybersecurity, IT audit, etc.

Finance & Accounting

| | | Salary Range (per month) Unit: MYR | |
|---|--------------------|---------------------------------------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | MIN | MAX |
| Chief Financial Officer (MNC) | 15-20 | 40,000 | 60,000 |
| Finance Director | 15-20 | 30,000 | 40,000 |
| Financial Controller (MNC/LC)  | 10-15 | 20,000 | 30,000 |
| Finance Head | 10-15 | 15,000 | 20,000 |
| Tax Manager  | 10-15 | 15,000 | 20,000 |
| Corporate Finance/Corporate Planning Manager | 10-15 | 15,000 | 20,000 |
| Finance Manager  | 6-7 | 10,000 | 15,000 |
| Internal Audit Manager | 6-7 | 10,000 | 15,000 |
| Senior Accountant | 6-7 | 7,500 | 9,500 |
| Finance and Administrative Manager | 6-7 | 8,000 | 10,000 |
| Audit Senior | 5-6 | 7,000 | 8,500 |
| Accountant  | 4-5 | 6,000 | 8,000 |
| Credit Control Manager | 4-5 | 6,800 | 7,800 |
| Financial Analyst | 3-4 | 4,500 | 6,800 |
| Accounts Payable Manager | 4-5 | 8,000 | 9,500 |
| Cost Accountant | 3-4 | 6,500 | 8,000 |
| Team Leader, Accounts | 3-4 | 6,500 | 7,500 |
| Auditor | 3-4 | 4,500 | 6,500 |
| Senior Accounts Executive | 3-4 | 5,500 | 6,500 |
| Finance Executive  | 2-4 | 3,200 | 5,500 |
| Accounts Executive | 1-3 | 3,200 | 5,500 |
| Accounts Specialist (AP/AR) | 1-3 | 3,200 | 5,000 |
| Credit Control Officer | 1-3 | 3,200 | 5,000 |

Human Resources & Administrative

The Human Resource (HR) transitioned into a frantic state is an understatement. When the Covid-19 pandemic struck, lockdowns imposed resulted in a massive shift in the workforce.

HR played a crucial role in transforming the workforce of organisations. The sudden changes were abrupt as the pandemic spread like wildfire. With a tremendous increase in remote work, HR contributed massively to keep businesses operating optimally.

While the pandemic remains a global issue, we see an alteration in the workforce. The job losses were trending at an alarming rate in the early stages. As the Malaysian government foisted stricter regulations to curb the rise of daily infections, remote work was compulsory.



Human Resources & Administrative

To make the switch swiftly, HR had an enormous mission ahead. The current workforce either requires upskilling or reskilling to adapt to the new challenges.

And not surprising, mental health issues were on the rise. With employees cooped at home, the lack of social interactions kept workers in isolation. As a result, anxiety and low-moods hampered productivity. Virtual meetings became a norm, and “Zoom fatigue” sets in due to the demand for video conferencing.

It becomes a pressing matter that HR engages the employees at all levels too. Creating a conducive environment that keeps employees healthy, both mentally and physically, will be the goal moving forward.

A purpose-driven culture will provide employees with a clear sense of direction. Values align when the purpose speaks to them at a personal level. It enables an organisation to stay on track concurrently. A win-win situation in which HR strives to retain employees.

Moreover, there is a significant correlation between Covid-19, salary and layoff. The hiring trend is uncannily similar to a rollercoaster ride. HR should dive deep into devising new strategies and policies in managing the side effects caused by the pandemic while acclimatising to the new normal.

Amidst the pandemic, digitalisation has become one of HR's arsenals. As conventional face-to-face training is not viable, virtual ones will be the focus. Live or asynchronous sessions will take precedence for further reskilling and upskilling sessions. Most employees require additional skillsets in manoeuvring through these challenging times.

Malaysia Labour Force finally reported positive growth in March 2021 (+58,700 people) by 0.4% from February 2021. The number of employed people was on a declining trend since April 2020. The employment-to-population ratio rose by 0.2%, to a record of 65.4%. It is an indication of a recovering economy that created more job vacancies. (1)

Furthermore, the Ministry of Finance (MoF) introduced the Malaysia Short Term Employment Programme earlier this year. Also known as MySTEP, the initiative addresses the rising unemployment issues within the country. It aims to provide more job opportunities in the government and private sectors across all industries.

As the economy recovers, recruitment will start to ramp up. HR will undeniably continue to spearhead the change of the future workforce. The move to digital will be the priority of many organisations to face new obstacles ahead. Data analytics will be the latest currency. It is an exciting time to be in HR, especially innovation, change and personal growth is of interest.



HR contributed massively to keep businesses operating optimally with a tremendous increase in remote work



To keep employees healthy, both mentally and physically, will be the goal moving forward









+58,700

The number of employed persons continued to increase by 0.4% from February 2021



MySTEP is a programme introduced by the MoF to address the rising unemployment issues

Human Resources & Administrative

| | | | Salary Range (per month) Unit: MYR | |
|---|--------------------|--|---------------------------------------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | | MIN | MAX |
| Chief HR Officer | 20 & above | | 25,000 | 50,000 |
| HR Director (SME) | 15 & above | | 15,000 | 30,000 |
| Head of Recruitment | 9-15 | | 15,000 | 25,000 |
| Vice President, Learning & Development | 8-10 | | 15,000 | 25,000 |
| Senior HR Manager  | 8-10 | | 9,000 | 20,000 |
| Regional HR Manager | 7-10 | | 12,000 | 25,000 |
| Senior Recruitment Manager | 7-10 | | 10,000 | 20,000 |
| Head of Rewards | 7-10 | | 10,000 | 20,000 |
| Head of Human Resources Business Partner | 7-10 | | 10,000 | 25,000 |
| Head of Change Management | 6-8 | | 12,000 | 25,000 |
| Head of Talent Management  | 6-8 | | 12,000 | 25,000 |
| Head of Organizational Development | 6-8 | | 12,000 | 25,000 |
| Head of Performance Management | 6-8 | | 12,000 | 25,000 |
| Talent Acquisition Manager  | 6-8 | | 8,000 | 15,000 |
| Training & Development Manager | 6-8 | | 8,000 | 15,000 |
| Head of Industrial Relations | 6-8 | | 10,000 | 20,000 |
| Compensation and Benefits Manager  | 6-8 | | 8,000 | 15,000 |
| HR Manager | 6-8 | | 8,000 | 12,000 |
| HR Manager | 3-4 | | 5,000 | 8,000 |
| Recruitment Manager  | 3-4 | | 5,000 | 9,000 |
| Recruitment Specialist  | 2-3 | | 2,800 | 4,500 |

Human Resources & Administrative

| | | Salary Range (per month) Unit: SGD | |
|--------------------------------------|--------------------|---------------------------------------|-------|
| JOB TITLES | EXPERIENCE (YEARS) | MIN | MAX |
| Compensation and Benefits Specialist | 2-3 | 2,800 | 5,000 |
| HR Generalist | 2-3 | 2,800 | 5,000 |
| HR Officer/Executive | 2-3 | 2,800 | 4,500 |
| IR Executive | 2-3 | 3,000 | 4,800 |
| Training Specialist | 2-3 | 3,000 | 4,800 |
| Recruitment Executive | 2 | 2,800 | 3,500 |
| HR Assistant | 1-2 | 2,000 | 3,500 |
| Personal Assistant to CEO | 8-10 | 5,500 | 9,000 |
| Office Manager | 4-6 | 5,000 | 9,000 |
| Safety Officer | 4-7 | 4,000 | 7,000 |
| Administrator | 3-5 | 3,000 | 5,000 |
| Document Controller | 2-5 | 2,800 | 6,000 |
| Secretary | 2-3 | 2,800 | 5,500 |
| Administrative Executive | 2-3 | 2,500 | 4,500 |

Information Technology

The Information and Technology (IT) industry continues to relish tremendous growth since the pandemic started. It is one of the fastest-growing sectors in the Malaysian market to date.

According to a report by GlobalData Market Opportunities Forecasts, IT expenditure in Malaysia will reach RM103.75 billion by 2023. The National Policy on Industry Revolution 4.0 (Industry4WRD), spearheaded by the Ministry of International Trade and Industry (MITI), will play a vital role in promoting digitalisation across all sectors.

Businesses are starting to pivot their operations to enable remote capabilities, no longer restricted to borders and time zone differences.



Information Technology

The new norm of working from home is a major contributing factor. As remote work protracts indefinitely, businesses are adapting to a hybrid work model.

Larger organisations are making efforts to integrate IT into their operations. Cybersecurity and data systems integration solutions are burgeoning. The essentialities of such services received acknowledgement by SMEs, and the adoption rate reflects the shift. And predictably, the top 10% of job opportunities in Malaysia are cybersecurity-related.

More businesses and companies understand the significance of cybersecurity. With the ongoing global pandemic, most industries are going digital, which indirectly necessitate cybersecurity protection. It is imperative to keep organisations safe by executing new technologies to address the potential risks.

Budget 2021 allocated RM27million for cybersecurity programs alone. That itself forms the fundamental building blocks of the digital transition under the Malaysian Digital Economy roadmap.

Although data systems integration (internet of things, artificial intelligence, cloud computing, big data analytics) and cybersecurity remains one of the greater

potentials, the government is looking into creating 5G ecosystems. The local authorities recognise the extensiveness of its business capabilities in powering up Smart Cities in the future.

Concurrently, the e-commerce space is revelling positive growth amidst the pandemic. With the MCO in place, consumers shop virtually. Retail sectors are occupying the e-commerce space while platforms such as Lazada and Shopee are booming. The government understands the merits of e-commerce enterprises. Thus, implementing various initiatives to strengthen Malaysia's digital economy.

In addition, there is an allotment of RM300 million for the existing Penjana Micro & SMEs eCommerce, Penjana Shop Malaysia Online, Selangor e-Bazar and Buy Malaysia initiatives by the government encouraging consumers to shop online. As a result, more than 500,000 local SMEs will procure benefits from them.

As the economy rebounds, the emphasis on Industrial Revolution 4.0 will be the centre of focus. Aligning with the government's effort, the digital transformation across all sectors and industries will be inevitable. IT professionals will play an active role in the process to keep businesses up-to-date and relevant.



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There is an allotment of RM300 million by the Malaysian government to encourage consumers to shop online.






As the economy rebounds, the emphasis on Industrial Revolution 4.0 will be the centre of focus



Information Technology

| | | | Salary Range (per month) Unit: MYR | |
|---|--------------------|--|---------------------------------------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | | MIN | MAX |
| Chief Information Officers | 12-18 | | 25,000 | 40,000 |
| Program Director | 12-18 | | 20,000 | 30,000 |
| Project Director | 12-18 | | 15,000 | 25,000 |
| Service Delivery Directors | 12-18 | | 20,000 | 30,000 |
| Sales Directors | 12-18 | | 25,000 | 40,000 |
| Inside Sales Manager | 4-5 | | 5,000 | 7,000 |
| Project Manager  | 3-5 | | 5,000 | 8,000 |
| Business Development Manager | 3-5 | | 5,000 | 7,000 |
| IT Supply Chain Manager  | 3-5 | | 4,500 | 7,000 |
| Account Manager | 3-4 | | 4,000 | 6,000 |
| IT Procurement Specialist | 2-4 | | 4,000 | 6,000 |
| IT Marketing Communications Executive | 2-4 | | 3,000 | 5,000 |
| IT Trainers | 2-3 | | 4,000 | 6,000 |
| Channel Sales Specialist | 2-3 | | 4,000 | 6,000 |
| Inside Sales Specialists | 2-3 | | 3,000 | 5,000 |
| SAP Team Lead | 8-12 | | 9,000 | 16,000 |
| Software Development Manager | 8-12 | | 13,000 | 20,000 |
| Senior Solutions Architect | 6-10 | | 9,000 | 11,000 |
| Lead Software Developer | 5-8 | | 9,000 | 14,000 |
| Business Consultant | 5-7 | | 8,000 | 14,000 |
| SAP Consultants | 4-6 | | 6,000 | 10,000 |

Information Technology

| | | | Salary Range (per month) Unit: MYR | |
|--|--------------------|--|---------------------------------------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | | MIN | MAX |
| Software Sales Manager | 4-6 | | 7,000 | 12,000 |
| ETL Developers | 3-6 | | 5,500 | 8,000 |
| Websphere Application Developer | 3-5 | | 8,000 | 10,000 |
| BI Consultant  | 3-5 | | 6,500 | 10,000 |
| Systems Analyst | 3-5 | | 6,000 | 9,000 |
| Quality Assurance Specialist/Test Engineers | 3-5 | | 6,000 | 9,000 |
| Junior Solutions Architect | 2-4 | | 4,500 | 7,000 |
| Software Engineer | 2-3 | | 7,000 | 12,000 |
| Systems Programmer | 2 | | 6,000 | 9,000 |
| Web Designer | 2 | | 7,000 | 10,000 |
| Analyst Programmer | 2 | | 7,000 | 11,000 |
| Java Developer  | 1-3 | | 6,000 | 12,000 |
| Programmer | 1-2 | | 4,500 | 7,000 |
| Billing Systems Specialist | 6-10 | | 5,500 | 7,500 |
| Implementation & Technical Support Manager | 6-8 | | 6,000 | 9,000 |
| Information Security Manager  | 5-8 | | 4,000 | 6,000 |
| Unix Specialist | 5-8 | | 5,500 | 7,500 |
| Service Delivery Manager | 5-8 | | 9,000 | 14,000 |
| Senior Systems Engineer | 5 | | 8,000 | 14,000 |
| Wintel Specialist | 4-8 | | 6,000 | 10,000 |
| IT Manager | 4-6 | | 7,000 | 12,000 |

Information Technology

| | | | Salary Range (per month) Unit: MYR | |
|--|--------------------|-------|---------------------------------------|--|
| JOB TITLES | EXPERIENCE (YEARS) | MIN | MAX | |
| Problem & Change Management Specialist | 3-5 | 5,500 | 8,000 | |
| Security Analyst  | 3-5 | 8,000 | 10,000 | |
| Technical Writer | 3-5 | 6,500 | 10,000 | |
| Unix/Linux OS Engineer | 2-5 | 6,000 | 9,000 | |
| Pre-sales Engineer | 2-4 | 6,000 | 9,000 | |
| Billing Systems Engineer | 2-4 | 4,500 | 7,000 | |
| Database Administrator  | 2-3 | 7,000 | 12,000 | |
| Systems Engineer | 2-3 | 6,000 | 9,000 | |
| Technical Consultant | 2-3 | 7,000 | 10,000 | |
| Network Administrator | 2-3 | 7,000 | 11,000 | |
| Helpdesk Tech Support (Foreign Language Expertise) | 2-3 | 6,000 | 12,000 | |
| Help Desk Analyst | 2-3 | 4,500 | 7,000 | |
| IT Executive | 2 | 5,500 | 7,500 | |
| Automation Support Engineer | 1-3 | 6,000 | 9,000 | |
| Technician | 1-3 | 4,000 | 6,000 | |
| IT Administrator | 1-2 | 5,500 | 7,500 | |

Property & Construction

2021 has been a formidable year for the property and construction industry. While labour shortages and rising construction costs persist, it challenges the industry to be agile and innovative. The pandemic has changed how the industry manages its business processes.

Many industries are looking into ways of operating their business more efficiently to curb error and waste. Similarly, the property and construction industry are treading on an identical path as the economy recovers. The Covid-19 transformed the hiring trend of workers, the landscape of securing and closing projects, and even the implementation of new technologies at the construction sites.



Property & Construction

The 5-year centralised economic development plan, known as the Malaysia Plan, will be one of the keys to driving the construction sector up to pace again. The government has plans to expand and modernise the public infrastructures within the country.

The industry also looks forward to a prompt economic recovery in 2021, presuming there will be no repetition of the movement control orders. In December 2020, the government approved a 2021 budget worth RM322.5 billion (US\$73.3 billion). 73.3% for operational expenditure, 21.4% towards development expenditure and the balance of 5.3% to tackle the Covid-19 pandemic.

As the East Coal Rail Line aims for completion in 2027, others projects continue to boost Malaysia's construction sector. These include the Mass Rail Transit 2, Light Rail Transit 3, Electrified Double Track Gemas-Johor Bahru, Klang Valley Double Track Phase 2, Pan Borneo Highway and Coastal Highway.

With projects underway, there is a surge in demand for skilled labour workers. Nevertheless, quality labour is both expensive and competitive. The property and construction industry has

been concentrating its efforts on hiring Generation Z. Utilising new technologies, property and construction firms demonstrate potential career growth in their industry. In return, it attracts the younger pool of talents.

Furthermore, the government introduced the Locals@Work scheme, which encourages employers to hire local workers. With incentives on board, it allows the industry not to rely heavily on low-skilled foreign workers.

During the recent Housing and Property Summit 2021, experts predicted that there would be a surge in property transactions. However, the prices will remain consistent in 2022. Astonishingly, the market transactional values and volumes grew by 28% in 2021 compared to 19.5% in 2020 despite lockdowns.

The outlook of the property and construction industry looks promising. With new practices and technologies in place, construction builders and property developers can attenuate risk and procure more projects while reaping more revenue in years to come.



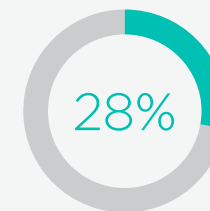
The Malaysia Plan will be one of the keys to driving the construction sector up to pace again.






Malaysia approved a 2021 budget worth RM322.5b to boost economy recovery



The Property and Construction industry has been concentrating its efforts on hiring Generation Z



The property market transactional values and volumes grew by 28% in 2021

| | | Salary Range (per month) Unit: MYR | |
|---|--------------------|---------------------------------------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | MIN | MAX |
| Construction Director | 15 & above | 33,000 | 45,000 |
| Project Director, High Rise | 8-10 | 20,000 | 30,000 |
| Project Director, Residential | 7-10 | 20,000 | 30,000 |
| Technical Director | 7-10 | 20,000 | 30,000 |
| Commercial Manager | 7-10 | 18,000 | 25,000 |
| GM Business Development | 7-10 | 20,000 | 25,000 |
| Head of HSSE | 7-10 | 19,500 | 32,000 |
| HSSE Manager | 7-10 | 10,500 | 16,500 |
| Project Manager | 6-8 | 11,000 | 20,000 |
| Civil & Structural Manager  | 6-8 | 11,000 | 20,000 |
| Mechanical & Electrical Manager  | 6-8 | 11,000 | 20,000 |
| Mechanical Engineers  | 6-8 | 6,000 | 10,000 |
| Resident Engineer | 6-8 | 8,000 | 15,000 |
| Electrical Engineers  | 6-8 | 6,000 | 10,000 |
| Infrastructure Engineers | 6-8 | 6,000 | 10,000 |
| Facilities Manager | 6-8 | 9,000 | 16,000 |
| QA/ QC Managers | 6-8 | 11,000 | 20,000 |
| Site Manager | 6-8 | 7,000 | 12,000 |
| QA/QC Engineers  | 2-3 | 3,500 | 6,000 |
| Site Executive | 2-3 | 2,500 | 5,000 |

Sales & Marketing

With a progressive shift towards digitalisation, traditional marketers are swaying towards digital channels to improve sales performance. Akin to other industries, sales and marketing sectors are accelerating in the digital space during the season of Covid-19.

Retailers discovered imaginative and innovative ways to showcase their products. Through virtual reality, retailers enable consumers to have an interactive experience. It allows customers the opportunity to view services and products in the comfort of their homes. Therefore, eliminating the constraints of visiting retailers during opening hours.



Sales & Marketing

Sales and marketing thrived on physical human interactions before the pandemic. As movement restrictions ease, virtual platforms are now the preferred choice of contact.

More organisations are presently geared toward online events, contriving advanced business funnels.

In the meantime, customers desire brands that speak to them at a personal level. Many businesses are utilising storytelling to tap into the hearts of their consumers, creating brand loyalty sublimely.

Apart from utilising traditional digital ads, businesses aim to break the trend by engaging social media influencers to promote their products. Word of mouth is a powerful tool. Statistics prove that most buyers rely on recommendations from friends and family before deciding on a purchase. In this age and era, one will have at least a social media account. Hence, the probability of an encounter with an influencer is considerably high.

It is foreseeable that the advertising revenue in Malaysia will balloon to RM5.1 billion this year, which contracted by 20% in 2020 due to the pandemic. As

the economy gains traction and digital growth ensues, the country's advertising expenditure will surge approximately by 12.8% in 2021.

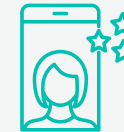
As the use of digital methods continues to rise, businesses are tapping into the unique lifestyle of consumers while creating niche needs. A 550% YoY growth for the search for halal brands is one of the fine examples.

Data from LinkedIn shows an astounding increase of 48% for more digital marketers and content creators. The surge in demand is a by-product of the shift we currently observe.

Sales and marketing will undoubtedly evolve over the next few years. Upskilling of existing teams will be a prerequisite to stay relevant to current times. And organisations should appraise new and upcoming marketing methods in improving their reach, capturing sales in the process.



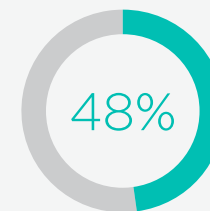
Virtual platforms are now the preferred choice of contact as movement restrictions ease



Apart from utilising traditional digital ads, businesses aim to break the trend by engaging social media influencers to promote their products



Malaysia's advertising expenditure will surge approximately by 12.8% in 2021.






Data from LinkedIn shows an astounding increase of 48% for more digital marketers and content creators

Sales & Marketing

| Salary Range (per month) Unit: MYR | | | |
|--|--------------------|--------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | MIN | MAX |
| Sales Director, Asia Pacific | 10 & above | 28,000 | 35,000 |
| Sales director, Industrial Engineering | 10 & above | 18,000 | 25,000 |
| Vice President, Sales & Marketing | 10 & above | 18,000 | 27,000 |
| Sales Channel Director | 10 & above | 18,000 | 28,000 |
| GM Marketing & Sales Property | 10 & above | 18,000 | 30,000 |
| Senior Global Brand Manager | 10 & above | 18,000 | 25,000 |
| Head of Sales & Marketing | 10 & above | 15,000 | 25,000 |
| Sales Director | 10 & above | 18,000 | 27,000 |
| Regional VP Marketingl | 8-10 | 15,000 | 25,000 |
| Corporate Communications Director | 8-10 | 15,000 | 25,000 |
| Business Development Director | 8-10 | 15,000 | 20,000 |
| VP Corporate Strategy & Planning | 7-10 | 12,000 | 20,000 |
| Assistant Country Manager | 7-10 | 12,000 | 20,000 |
| Head of Channel Management | 8 | 12,000 | 18,000 |
| Sales Manager  | 8 | 9,000 | 13,000 |
| Marketing Communication Manager | 8 | 9,000 | 13,000 |
| Key Account Manager  | 8 | 9,000 | 13,000 |
| Business Development Manager  | 8 | 9,000 | 13,000 |
| Marketing Manager | 8 | 9,000 | 12,000 |
| Brand Manager  | 5-8 | 8,000 | 12,000 |

Sales & Marketing

| Salary Range (per month) Unit: MYR | | | | |
|--|--------------------|-------|--------|--|
| JOB TITLES | EXPERIENCE (YEARS) | MIN | MAX | |
| Area Sales Manager | 5-8 | 8,000 | 12,000 | |
| Channel Sales Manager | 5-7 | 8,000 | 12,000 | |
| PR Manager | 5-6 | 6,000 | 10,000 | |
| Channel Manager | 4-5 | 6,000 | 9,000 | |
| Marketing Manager | 4-5 | 6,000 | 9,000 | |
| Sales Manager  | 4-5 | 6,000 | 9,000 | |
| Advertising Manager | 4-5 | 6,000 | 9,000 | |
| PR Manager | 4-5 | 5,500 | 9,000 | |
| Key Account Manager  | 3-5 | 5,000 | 8,000 | |
| Senior Sales Executive | 3-5 | 4,000 | 7,000 | |
| Retail Supervisor / Retail Executive | 3-5 | 2,500 | 4,000 | |
| Brand/Product Manager | 3-4 | 4,000 | 9,000 | |
| Marketing Executive | 2-4 | 3,000 | 4,000 | |
| Market Research | 2-4 | 3,000 | 4,000 | |
| Customer Service Executive  | 2-3 | 3,000 | 4,000 | |

Supply Chain & Logistics

It has been an extraordinary time for many industries, including supply chains and logistics. In the pandemic, a break in the clouds happened as there is a surge in usage of warehouses. Despite disruptions, e-commerce has been the driving force for the growth of the industry.

Logistic and fulfilment centres have reported an increased activity due to the backlog of orders across different industries. Raw materials and retail products are occupying a majority of the spaces in warehouses.

The Covid-19 has indirectly expedited the growth of e-commerce businesses, especially in warehousing and logistics.



Supply Chain & Logistics

Supply chains and logistics remain essential constituents. It is a requisite to keep the components operating smoothly to provide on-time delivery of services.

The increase in e-commerce amenities fuelled higher demand for warehouse and logistics skilled talents, requiring professionals with varying skills and experience.

In addition, the Malaysian government aims to relieve cash flow issues of SMEs through its initiative called Jana Niaga, especially ones which supply the government and government-linked companies (GLCs). Through Budget 2021, Exim Bank Malaysia would allocate RM300 million in driving up the national supply chain finance platform.

Given the importance of supply chains, no surprise that the industry is centring around improvements and innovations. Consumers are now more accustomed to making purchases virtually. The switch of habits is propelling the industry to refocus its approach to accommodate the current times.

Companies are capitalising on the emergence of e-commerce. The growth of this sector is imminent, with plenty of areas for refinement. Delivery times will be shorter across the supply chains while lowering the costs of delivery. Enhancements such as port upgrades, expansion of road networks and advanced IT systems will be mandatory.

As the supply chain shift towards digitalisation, the industry is investing heavily in automation, the Internet of Things and blockchain. It creates a safety net for the supply chain sectors, minimising future disruptions.

An increase in the workforce will be necessary to accommodate the fast-growing e-commerce space in the country. Free trade zones and fulfilment centres will see an increase in new jobs creation. Undeniably, the supply chains and logistics sectors are on the way to be the top performers in 2021.



The increase in e-commerce amenities fuelled higher demand for warehouse and logistics skilled talents



Exim Bank Malaysia would allocate RM300 million in driving up the national supply chain finance platform









As the supply chain shift towards digitalisation, the industry is investing heavily in automation, the Internet of Things and blockchain.



Free trade zones and fulfilment centres will see an increase in new jobs creation

Supply Chain & Logistics

| | | | Salary Range (per month) Unit: MYR | |
|--|--------------------|--|---------------------------------------|--------|
| JOB TITLES | EXPERIENCE (YEARS) | | MIN | MAX |
| Director of Supply Chain | 10-15 | | 20,000 | 35,000 |
| Strategic Sourcing Manager  | 8-10 | | 12,000 | 20,000 |
| Senior Warehouse Manager | 8-10 | | 9,000 | 15,000 |
| Purchasing Manager  | 8-10 | | 8,000 | 15,000 |
| Senior buyer  | 8-10 | | 7,000 | 10,000 |
| Purchasing Manager | 6-8 | | 8,000 | 12,000 |
| Supply Chain Manager  | 5-8 | | 8,000 | 15,000 |
| Logistic & Planning Manager | 5-8 | | 7,000 | 15,000 |
| Warehouse Manager | 4-5 | | 6,000 | 12,000 |
| Assistant distribution Manager | 4-5 | | 5,000 | 7,000 |
| Purchasing Executive | 4-5 | | 4,000 | 6,000 |
| Warehouse Supervisor | 3-5 | | 4,000 | 5,500 |
| Logistic Coordinator  | 3-5 | | 3,500 | 5,500 |
| Procurement Executive | 3-5 | | 4,000 | 6,000 |
| Shipping Supervisor | 3-5 | | 4,000 | 5,000 |
| Buyer  | 2-3 | | 3,000 | 5,000 |
| Operations Executive | 2-3 | | 3,500 | 4,500 |
| Warehouse Executive | 2-3 | | 2,500 | 4,500 |
| Stock Controller | 2-3 | | 2,000 | 3,500 |

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