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Jobstore Salary Report

2018
/
2019



JOBSTORE.COM

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1.

Introduction

This report provides insight into hiring and salary trends in Malaysia. Jobstore.com has compiled this salary report based on the analysis of the job placement comprising 22 job categories presented in Jobstore.com as well as jobs from our 20+ partner job sites, salary surveys, recruitment trend researches and industry reports.

In the year of 2018/2019, the workforce has gradually shifted up the value chain to emphasise on more complex and specialised roles. The career landscape is evolving rapidly and one of the biggest contributors is the digital transformation of today's world due to automation. New jobs in Malaysia are not only emerging more rapidly, but traditional roles are also adapting to keep up-to-date with the economic transformation.

As digitalisation accelerates across all sectors in Malaysia, overall salary since 2010 and most industries are expected to maintain similar salary growth rates throughout the year of 2019. The Malaysia economic outlook in 2019 is expected to see stable growth whereas manufacturing, services and mining/quarrying sector projected a significantly higher growth output.

2.



About Jobstore

Jobstore Group Berhad is one of the largest and fastest growing online job distribution platforms in the Asia Pacific region, partnering with more than 50 job sites in Malaysia, Australia and Singapore. With our cutting-edge technology, a one-stop portal - linking jobs to some of the most powerful job listing sites across the globe, Jobstore Group Berhad has been recognised with multiple awards such as Top 100 Private Technology Company, Top 10 Consumer Cloud Application, etc.

Jobstore Group Berhad aims to serve employers of all sizes and industries with having more than 20,000 best companies and growing numbers of job postings, to connect with the right people with the right jobs. Jobstore Group Berhad provides simplified human resource management applications and solutions. Jobstore operates an online job site with an AI cloud-based technology for recruiting, sourcing human capital service and tracking users behaviours. Jobstore platform also integrates a state-of-the-art application tracking system that helps recruiters work more efficiently all in a single wired database.

At Jobstore, it is our goal to simplify the hiring process and get your vacancies filled quickly. If you are looking for a faster and easier way to reach more qualified candidates, Jobstore is here to help.

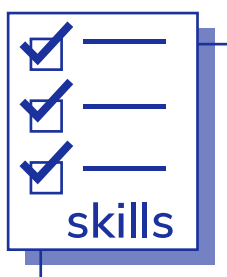


3.

Report Overview

3.1 Top 3 Stand-out Trends in Global Job Landscape

Digital transformation has rapidly changed the frontier between the work tasks performed by humans along with machines and algorithms as the global job landscape is undergoing major changes. The job market is becoming more complex and ever-changing, familiarising with the trends is essential. Through all the significant trends emerging annually or even quarterly, here are the top 3 key findings:

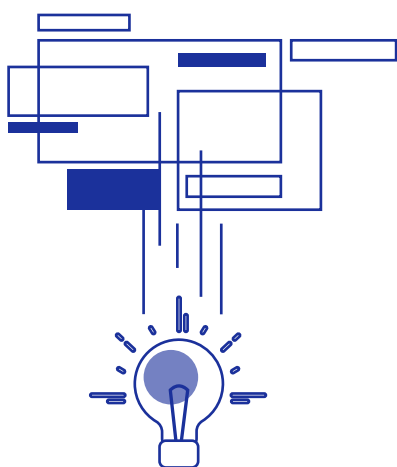
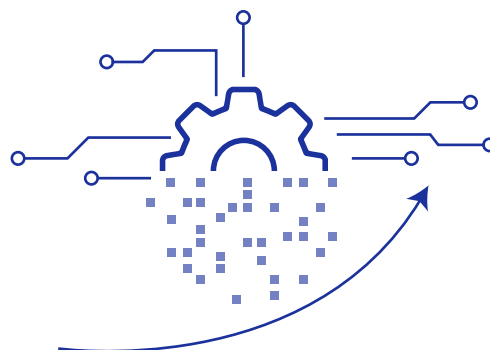


1 Hybrid jobs require hybrid skills

The hybridisation of jobs in Malaysia has become a trend in transforming the job market and changing what employers look for in employees. According to the 2019 Emerging Jobs in Malaysia Report by LinkedIn, the findings determine that there will be an increase in demand for jobs which require hybrid skills to help companies in Malaysia to navigate their digital transformation journey. The gradual expansion in new technology and digitisation of the economy have altered the character of jobs by combining elements of technology and traditional non-technical roles.

2 Digital transformation accelerates in Malaysia

Malaysian employers are investing in digitising companies to enhance their global competitiveness, strengthen growth and productivity while creating high value-added jobs instead of relying on foreign labour. As a testament to government ambition in accelerating Industry 4.0 adoption, an allocation of RM210 million from 2019 until 2021 will be funded to support the transition of local businesses for "Readiness Assessment Programme" as a commitment to upskilling the workforce.



3 Agile talents are becoming more in-demand

Start-up companies are in constant competition to innovate new products and services for better customer experience. While organisations are actively searching for talents with a process-driven mindset, employers will need to upskill and reskill their employees to fill the widening skills gap. In hopes to prepare the future workforce, Malaysia Digital Economy Corporation (MDEC) is working with 12 universities to act as local training hubs for teachers who need to get trained in various digital tools. Some of the training hubs are acting as Digital Maker Hubs specialised in providing students with another option to explore and learn about various digital tools.



3.2 Fresh Graduate Salary Outlook 2019

Based on Bank Negara Malaysia(BNM) annual report indicate there is salary fall in the past decade due to an excess supply of graduates amid limited high-skilled jobs. In response to the news report, Malaysian Employers Federation(MEF) issued a press release to clarify that the starting pay of graduates is reflective of the current labour market.

MEF analysis have determined that the starting salary for fresh graduates in the private sector has been gradually increasing from 2010 to 2018.

Source Press Release: [Starting Pay of Graduates Reflective of Current Labour Market](#)

Here is a cross comparison between BNM and MEF basic monthly salary from 2010 to 2018:

	BNM	MEF
	<p>RM1,376 in 2018</p> <hr/> <p>A fresh graduate with a diploma.</p>	<p>RM1,661 in 2018</p> <hr/> <p>A fresh graduate with a diploma.</p>
	<p>RM2,169 in 2018</p> <hr/> <p>A fresh graduate with an Honours' degree holder.</p>	<p>RM2,618 in 2018</p> <hr/> <p>A fresh graduate with an Honours' degree holder</p>

Referring to Jobstore database, we have identified that the average monthly salary for a fresh graduate position is RM2,635. The data were compiled from salaries and job titles recorded in the database of Jobstore Group Berhad. Salary value is subject to the key roles and industries represented across any applicable industries in Malaysia.

As we are expecting an increase of hiring activity in 2019, employers should establish a balance between employee's desired benefits and offered benefits to be able to attract and retain talents.

3.3 Malaysia Economic Outlook & In-Demand Job Categories 2019

The significant changes in the local government have made a major impact on both business strategies and the employment outlook in Malaysia. Despite the changes and brief halts to infrastructure projects and key national investments, the slow pace of economic growth recently announced by the World Bank may just be the needed trade-off for long term stability.

Source:

[Key Statistics of Labour Force in Malaysia, January 2019](#)



3.3%

Unemployment rate as of January 2019



68.6%

Labour force participation rate as of January 2019



14.99 million

Malaysian population employed as of January 2019



31.4%

Working age population outside of the labour force



4.9%

Forecasted increase growth rate for GDP in 2019

Industry Expected to Grow in 2019



Manufacturing



Services



Mining & Quarrying

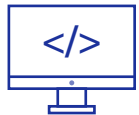
10 most in-demand job categories of 2018-2019

Here are the 10 most in-demand job categories of 2018-2019. These job categories are high skilled, strategic and in demand in Malaysia. These monthly salary ranges from minimum to maximum starting salary.



Sales & Marketing

Senior Manager & Manager Positions: RM6,000 - RM40,000
Senior & Junior Executive Positions: RM3,000 - RM15,000
Fresh Graduate: RM1,800 - RM4,000



Information Technology

Senior Manager & Manager Positions: RM8,000 - RM20,000
Senior & Junior Executive Positions: RM3,000 - RM7,000
Fresh Graduate: RM2,500 - RM3,800



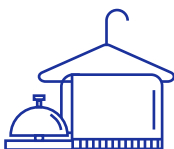
Accounting & Auditing

Senior Manager & Manager Positions: RM5,000 - RM22,000
Senior & Junior Executive Positions: RM2,500 - RM10,000
Fresh Graduate: RM2,500 - RM3,000



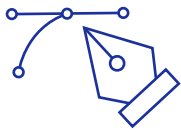
Customer Service

Senior Manager & Manager Positions: RM6,000 - RM11,000
Senior & Junior Executive Positions: RM3,000 - RM6,000
Fresh Graduate: RM1,800 - RM3,500



F&B/Tourism/Hospitality

Senior Manager & Manager Positions: RM4,000 - RM8,000
Senior & Junior Executive: RM1,500 - RM4,000
Fresh Graduate: RM1,500 - RM2,800



Art/Design/Entertainment

Senior Manager & Manager Positions: RM6,000 - RM8,000

Senior & Junior Executive Positions: RM2,000 - RM5,000

Fresh Graduate: RM2,000 - RM5,000



Engineering

Senior Manager & Manager Positions: RM5,000 - RM30,000

Senior & Junior Executive Positions: RM3,000 - RM11,000

Fresh Graduate: RM3,000 - RM4,000

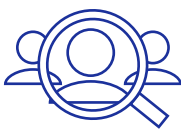


Construction/Property

Senior Manager & Manager Positions: RM5,000 - RM30,000

Senior & Junior Executive Positions: RM3,000 - RM11,000

Fresh Graduate: RM1,500 - RM2,500



Human Resource

Senior Manager & Manager Positions: RM7,000 - RM16,000

Senior & Junior Executive Positions: RM2,500 - RM5,000

Fresh Graduate: RM1,800 - RM2,500



Business Management/Project/ Planning

Senior Manager & Manager Positions: RM6,000 - RM30,000

Senior & Junior Executive Positions: RM3,000 - RM5,000

Fresh Graduate: RM3,000 - RM4,000

4.

Top 3 Talent Strategies

Employers need outstanding employees for the company to remain competitive, whereas job seekers have to stand out from the crowd in getting the best chance of attracting employers. It is imperative to adopt an effective and innovative talent strategy focusing on:

For Employers

Retain talents while attracting new ones

Talent attraction and retention are essential towards creating a positive workplace culture with careful planning and diligence. Learn to communicate the vision and the purpose of your company so employees feel like they are a major contributor to its success. Organisations are encouraged to practice a flexible work environment to increase employee engagement and commitment to your company.

Aligning jobs and people to bring future value

An alignment between jobs and people is the key to bringing values in satisfaction, a sense of happiness and fulfilment for job seekers and employees alike. Maintaining a great company culture should be the main focus for all business in order to bring future value to your employees.

For Jobseekers

Leveraging your network

As an active job seeker, networking is a good approach to discover more opportunities and lead you to your desired career path. Networking is about building long-term relationships, online or offline, among different groups of professionals to create shared values. They could be people working in the same field or any individual who shares the same interests as you, or industry players and influencers, use your domain as the compass to identify the direction of all those relationships.

Narrow the scope of your job search to only relevant position

To yield search results faster, focus on narrowing down the position and industry you are looking for. Reach out and follow recruiters who post jobs of your interest. Always have a specific purpose such as wanting to learn about company culture, seeking referrals for hiring or getting feedback about your candidacy.

4.1 Upskilling and Reskilling

For Employers

Employee Retention

With the job market thriving, you should make every ounce of effort count to ensure your employees do not job hop to a different organisation causing your company to look for a last-minute replacement and costing thousands in recruitment on short notice.

Succession Planning

To ensure the organisation continues to operate seamlessly, upskilling your current employees through training, knowledge and experience is a great step to fill in the leadership roles of the company once key employee departs.

Talent Attraction

Employees strive for professional career growth and development opportunities. Adopting upskilling into the company culture will naturally attract job seekers who seek learning opportunities within the organisations.

For Jobseekers

Utilise online learning tools to become more employable

There are various online courses and learning portals available that are provided by top universities. These new skills will not only be a great fit for your CV, employers will also notice that you are an individual who seeks growth and development.

Meet like-minded people

Upskilling is a practice that helps you learn new skills and engage with like-minded individuals. Surrounding yourself with the right people will instil great things while providing you with valuable contacts that can certainly help you in your future career.

Discover new passions

Upskilling allows you to constantly be part of the learning environment which can be a great way to explore a new interest. For example, many human resource professionals transition into the marketing field. A common road map is to study a Diploma of Marketing so that you have a qualification to show potential employers as well as your current skills.

4.2 Utilising data and predictive analytics in the hiring process

For Employers

Predictive recruitment analytics allows recruiting teams to assess and anticipate candidate behaviors through personal details, education, skills and career background. Hence, employers can determine the standard profile of a candidate who is likely to thrive with the company. Once applied into the hiring process, predictive analytics helps to determine and optimise talent acquisition and planning. Improving your quality of hire can positively impact your employee retention rate. Jobstore applicant tracking system optimises your recruitment process by instantly matching active job applicants to your posting with our A.I. system.

For Jobseekers

To increase the best odds of getting employed, you need to explore all the online options by searching jobs on job sites, recruitment agencies and professional social networks. Be sure to highlight relevant skills and experiences that cater to the position you are searching for in your resume and cover letter.

4.3 Establishing a professional brand

For Employers

Encouraging and supporting employees' professional brand provides room for career growth. Establishing employee recognition and reward programs are great ways to help them build up their profile. With Jobstore career microsite, you can create the right impression to attract the cultural fit talents by customising the layout to reflect your corporate culture.

For Jobseekers

Professional branding does matter in the eyes of potential employers, networking contacts or any individuals who can assist you in finding a job to grow their career. Setting up a professional brand is not a one time deal. It takes time to set up a solid presence and should be an ongoing event throughout your career path. At Jobstore, we encourage job seekers to update your profile, from CV to latest contact details when necessary. Most importantly, set your profile settings to public to improve your visibility in the job market.

We hope this report serves as a helpful resource for both employers and job seekers can utilise for:

- **Learning** about the current challenges and openings that exist in Malaysia's job market.
- **Familiarising** the requirements such as skills and proficiencies needed instead of looking at job positions.
- **Gather** insights into what are the current on-demand job positions.

5.

Jobstore Salary Report 2018/2019

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) <small>May include Bonus + Commission</small>	Maximum Salary
Administrative / Clerical	Manager	<ul style="list-style-type: none"> ▪ Personal Assistant to CEO ▪ Administration / Office Manager 	5-10	5,000	10,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Personal Assistant ▪ Secretary 	3-10	5,000	9,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Administrator ▪ Document Controller ▪ Receptionist 	2-10	2,000	4,000
	Fresh Graduate	<ul style="list-style-type: none"> ▪ Admin Clerk ▪ Administrative Assistant / Executive 	0-1	1,800	3,000
Accounting / Auditing Finance / Banking / Insurance	Director/C-Level	<ul style="list-style-type: none"> ▪ Chief Financial Officer 	15 & Above	15,000	30,000
	Director/C-Level	<ul style="list-style-type: none"> ▪ Chief Risk Officer ▪ Director Of Compliance ▪ Finance Director ▪ Head of Risk Management 	10-20	12,000	28,000
	Senior Manager	<ul style="list-style-type: none"> ▪ Corporate Finance Manager ▪ Finance Head ▪ Financial Controller ▪ Risk Manager ▪ Senior Finance manager ▪ Strategic Planning & Analysis Manager ▪ Tax Manager ▪ Treasury Manager 	5-10	8,000	22,000
	Senior Manager	<ul style="list-style-type: none"> ▪ Financial Advisor ▪ Wealth Management Manager 	5-10	5,000	20,000
	Manager	<ul style="list-style-type: none"> ▪ Audit Manager ▪ Branch Manager ▪ Corporate Finance Manager ▪ Assistant Finance Manager 	5-10	7,500	17,000

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) May include Bonus + Commission	Maximum Salary
	Manager	<ul style="list-style-type: none"> ▪ Credit Controller Manager ▪ Finance & Administrative Manager ▪ Pricing Analyst ▪ Tax & Statutory Accounting Specialist 	5-10	6,000	10,000
	Senior Executive	<ul style="list-style-type: none"> ▪ Credit Controller Manager ▪ Senior Accountant ▪ Senior Auditor ▪ Senior Finance Executive ▪ Corporate Planning 	4-7	4,500	5,500
	Senior Executive	<ul style="list-style-type: none"> ▪ Financial Analyst ▪ Finance Consultant (Mortgage) ▪ Unit Trust Consultant 	2-5	3,000	10,000
	Junior Executive	<ul style="list-style-type: none"> ▪ Account Executive ▪ Bank Teller / Officer ▪ Finance Executive 	1-4	2,500	3,500
	Fresh Graduate	<ul style="list-style-type: none"> ▪ Audit Assistant ▪ Finance Executive ▪ Finance Officer ▪ Finance / Account Assistant 	0-1	2,500	3,000
Art / Design / Entertainment	Senior Manager, Manager	<ul style="list-style-type: none"> ▪ Design Manager ▪ Design Planning & Development ▪ Senior Animator ▪ Senior Art Director ▪ Senior Design Manager 	6-12	5,000	8,000
	Senior Executive	<ul style="list-style-type: none"> ▪ 2D & 3D Motion Graphics ▪ Senior Interior Designer ▪ UX Designer / Animator 	3-6	3,000	6,000
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Draughtsman ▪ Interior Designer ▪ Web / Graphic Designer 	0-3	2,000	5,000
Education / Training Human Resource	Director/C-Level	<ul style="list-style-type: none"> ▪ Chief HR Officer ▪ Chief People Officer ▪ HR Director ▪ Head of Talent Development 	15 & Above	15,000	35,000
	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ Head of HR ▪ Regional HR Manager ▪ Assistant Vice President ▪ Compensation & Benefits Manager ▪ Senior Recruitment Manager ▪ Training & Development Manager 	7-15	10,000	16,000

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) May include Bonus + Commission	Maximum Salary
	Manager	<ul style="list-style-type: none"> ▪ Senior Lecturer ▪ HR Manager ▪ Payroll Manager ▪ Recruitment Manager 	5-10	5,000	15,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ In-House Recruiter ▪ Lecturer 	5-8	5,000	7,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Compensation & Benefits Specialist ▪ HR Generalist ▪ Recruitment Specialist 	1-5	3,000	5,000
	Junior Executive	<ul style="list-style-type: none"> ▪ Payroll Executive 	1-3	2,500	3,500
	Fresh Graduate	<ul style="list-style-type: none"> ▪ HR Assistant ▪ HR Generalist 	0	1,800	2,500
Engineering Construction / Property Manufacturing/ Production Science / R&D / Research	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ General Manager ▪ HSE Director ▪ Operations Director ▪ Quality Director ▪ Head of M&E ▪ Marine Engineer 	10 & above	15,000	40,000
	Senior Manager, Manager	<ul style="list-style-type: none"> ▪ Engineering Manager ▪ General Manager ▪ Utilities Manager ▪ R&D Manager ▪ Project Manager 	8-10	8,000	30,000
	Manager	<ul style="list-style-type: none"> ▪ Senior Designer ▪ Senior Engineer ▪ HSE Manager ▪ MEP Manager ▪ QA/QC Manager ▪ Senior Site Engineer 	5-10	5,000	16,000
	Manager / Senior Executive	<ul style="list-style-type: none"> ▪ Chief Engineer ▪ Industrial Engineer ▪ Test Application Engineer ▪ Software Engineer ▪ Mechanical Engineer 	5-8	6,000	10,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Sales Engineer ▪ Design Engineer ▪ Civil Engineer ▪ Biomedical Engineer ▪ Quantity Surveyor 	2-8	3,500	11,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Production Engineer ▪ Technician ▪ Chemist ▪ Chemical Engineer ▪ Site Supervisor ▪ Draughtsman 	2-5	3,000	8,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Real Estate Agent 	2 & above	4,000	30,000

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) May include Bonus + Commission	Maximum Salary
	Fresh Graduate	<ul style="list-style-type: none"> ▪ Associate Engineer ▪ R&D Executive 	0-3	3,000	4,000
	Fresh Graduate	<ul style="list-style-type: none"> ▪ Production Technician ▪ Operation Technician 	0-3	1,500	2,500
Information Technology	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ Chief Technology Officer ▪ IT Director ▪ VP of IT 	15-25	25,000	40,000
	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ Project Director ▪ Head of IT 	15-25	15,000	20,000
	Senior Manager	<ul style="list-style-type: none"> ▪ Senior Project Manager ▪ Senior Program Manager 	8-15	10,000	15,000
	Senior Executive	<ul style="list-style-type: none"> ▪ Chief Data Scientist ▪ Solution Architect ▪ ERP Consultant 	8-15	8,000	20,000
	Manager	<ul style="list-style-type: none"> ▪ Development Manager ▪ Infrastructure manager ▪ Service Delivery Manager 	6-12	8,000	12,000
	Manager	<ul style="list-style-type: none"> ▪ Application Project Manager ▪ IT Security Manager ▪ IT Manager ▪ Presales Manager ▪ Test Manager 	6-12	8,000	12,000
	Senior Executive	<ul style="list-style-type: none"> ▪ Business Analyst ▪ Data Scientist ▪ Senior Cyber Security Engineer ▪ Senior Network Engineer ▪ Senior Software Engineer 	3-10	4,000	7,000
	Senior Executive	<ul style="list-style-type: none"> ▪ Database Administrator ▪ Server Administrator ▪ System Analyst 	5-8	4,000	6,000
	Senior Executive	<ul style="list-style-type: none"> ▪ Network Administrator ▪ Network Support Engineer 	4-6	4,000	6,000
	Junior Executive	<ul style="list-style-type: none"> ▪ Cyber Security Engineer ▪ Mobile Developer ▪ Server Administrator ▪ Software Engineer 	1-3	3,000	6,000
	Fresh Graduate	<ul style="list-style-type: none"> ▪ Software Engineer ▪ Test Engineer ▪ IT Assistant ▪ IT Executive 	0-4	2,500	3,800

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) May include Bonus + Commission	Maximum Salary
Business Management / Project / Planning Customer Service PR / Media / Communications Sales / Marketing	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ Business Development Director ▪ Chief Operations Officer ▪ Head of Sales ▪ Managing Director ▪ Regional Sales Director ▪ Vice President (Sales & Marketing, Strategic & Planning) ▪ General Manager ▪ Business Development Manager ▪ Senior Marketing Manager ▪ Senior Project Manager 	8 & above	12,500	30,000
	Manager	<ul style="list-style-type: none"> ▪ Key Account Manager ▪ Sales Manager 	5-10	5,500	40,000
	Manager	<ul style="list-style-type: none"> ▪ Brand Manager ▪ PR Manager ▪ Product Manager ▪ Project Manager 	4-10	5,000	11,000
	Manager	<ul style="list-style-type: none"> ▪ Digital Marketing Manager ▪ Investor Relations Manager ▪ Marketing Communications Manager ▪ Marketing Manager 	4	6,000	13,000
	Manager	<ul style="list-style-type: none"> ▪ Category Manager ▪ Channel Manager ▪ Customer Service Manager ▪ Customer Success Manager ▪ Merchandising Manager ▪ Retail Operations Manager 	5	6,000	8,000
	Manager	<ul style="list-style-type: none"> ▪ Event Manager ▪ Retail Supervisor ▪ Store Manager 	5	3,000	6,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Senior Sales Executive ▪ Sales Executive 	1-7	3,000	15,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Marketing Executive / Specialist ▪ Brand / Product Executive ▪ Event Executive ▪ Market Research ▪ Merchandiser / Buyer 	0-4	2,500	6,000
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Merchandising Assistant ▪ Call Centre Officer ▪ Customer Service Executive ▪ Inside Sales Support Representative ▪ Sales Coordinator ▪ Telemarketer 	0-2	3,000	4,000

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) May include Bonus + Commission	Maximum Salary
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Retail Coordinator ▪ Promoter / Retail Assistant ▪ Customer Service Executive 	0-1	1,800	3,500
F&B / Tourism / Hospitality	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ General Manager ▪ F&B Director ▪ Sales & Marketing Director 	4-10	10,000	20,000
	Senior Manager, Manager	<ul style="list-style-type: none"> ▪ Hotel Manager ▪ Operations Manager ▪ Sushi Chef 	4-10	5,000	6,500
	Manager	<ul style="list-style-type: none"> ▪ F&B Manager ▪ Business Centre Manager 	5	5,000	8,000
	Manager	<ul style="list-style-type: none"> ▪ Facilities Maintenance Manager 	5	4,500	7,000
	Manager / Senior Executive	<ul style="list-style-type: none"> ▪ Assistant Manager ▪ Banquet Operations Manager ▪ Front Office / Desk Manager ▪ Restaurant Chef ▪ Restaurant Manager 	5	4,000	5,000
	Manager / Senior Executive	<ul style="list-style-type: none"> ▪ Lounge Manager 	5	3,000	4,000
	Senior Executive	<ul style="list-style-type: none"> ▪ Captain ▪ Reservation Associate 	2	2,300	3,000
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Assistant Chef ▪ Front Office / Desk Assistant 	0-5	1,500	2,800
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Hostess ▪ F&B Server ▪ Kitchen Assistant ▪ Kitchen Crew ▪ Waiter / Waitress ▪ Steward 	0-2	1,500	2,000
Health / Beauty / Fitness	Director/C-Level	<ul style="list-style-type: none"> ▪ Medical Director 	10 & above	20,000	30,000
	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ Clinical Research Manager ▪ Director of Nursing ▪ General Manager ▪ Market Access Manager 	10 & above	10,000	18,000
	Senior Manager	<ul style="list-style-type: none"> ▪ Regulatory Affairs Manager (Regional) ▪ Resident Medical Officer ▪ Aesthetic Doctor ▪ Specialist Doctor (Pediatrician, Gynaecologist, etc) 	5-20	12,000	100,000
	Senior Manager, Manager	<ul style="list-style-type: none"> ▪ Medical Affairs Manager ▪ Medical Scientific Liaison ▪ Spa Director ▪ Spa Manager ▪ Pharmacist 	3-15	5,000	9,000

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) May include Bonus + Commission	Maximum Salary
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Clinical Research Associate ▪ Beauty Trainer ▪ Nutritionist ▪ Senior Beauty Consultant ▪ Senior Nurse 	3-10	3,000	5,000
	Junior Executive	<ul style="list-style-type: none"> ▪ Regulatory Affairs Executive 	2	2,200	3,500
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Junior Beauty Consultant ▪ Staff Nurse 	0-5	1,800	4,000
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Beauty Advisor ▪ Make-up artist 	0-5	1,800	3,000
Legal / Public / Security	Director/C-Level, Senior Manager	<ul style="list-style-type: none"> ▪ Head of Compliance ▪ Head of Legal ▪ Head of Regulatory ▪ Legal & Compliance ▪ General Manager ▪ Group Legal & Compliance ▪ Regional Legal Head ▪ Section Head ▪ Legal Vice President 	8 & above	10,000	25,000
	Manager, Senior Executive	<ul style="list-style-type: none"> ▪ Group Company Secretary ▪ Legal & Corporate Secretarial ▪ Legal & Regulatory ▪ Legal Manager ▪ Senior Legal Manager 	5-10	10,000	17,000
	Senior Executive	<ul style="list-style-type: none"> ▪ Legal Counsel ▪ Senior Secretarial Executive 	2-6	3,000	6,000
	Junior Executive	<ul style="list-style-type: none"> ▪ Assistant Company Secretary ▪ Legal Assistant ▪ Legal Executive 	0-4	2,800	4,000
Maintenance / Repair Quality Assurance Purchasing/ Procurement / Inventory Transportation / Logistics	Director/C-Level	<ul style="list-style-type: none"> ▪ Airfreight / Seafreight Director ▪ Operations Director ▪ Procurement Director ▪ Supply Chain Director 	10 & Above	20,000	40,000
	Senior Manager	<ul style="list-style-type: none"> ▪ General Manager ▪ Senior Logistics/Transportations Manager ▪ Regional Procurement Manager ▪ Senior Supply Chain Manager 	8-12	10,000	25,000
	Manager	<ul style="list-style-type: none"> ▪ Strategic Sourcing Manager 	8-12	13,000	19,200
	Manager	<ul style="list-style-type: none"> ▪ Procurement Manager ▪ Production/ Material Planning Manager ▪ QA Manager 	5-10	7,500	15,000

Job Categories	Level	Position	Experience (In Years)	Minimum Salary (Monthly Salary in MYR) <small>May include Bonus + Commission</small>	Maximum Salary
	Manager	<ul style="list-style-type: none"> ▪ Category Procurement Manager ▪ Contract Manager ▪ Logistics Manager ▪ Supply Chain Manager ▪ Operations Manager ▪ Maintenance Manager 	5-8	6,000	12,000
	Manager	<ul style="list-style-type: none"> ▪ Airfreight / Seafreight Manager ▪ Distribution Manager ▪ Transportation Manager 	5-8	7,000	10,000
	Manager, Senior Executive	<ul style="list-style-type: none"> ▪ Demand / Supply Planner ▪ Shipping Supervisor ▪ Warehouse Manager 	3-5	4,000	6,000
	Senior / Junior Executive	<ul style="list-style-type: none"> ▪ Logistics Supervisor ▪ Shipping Executive ▪ Supply Chain Executive ▪ Logistics / Warehouse Assistant ▪ Maintenance Technician 	2-4	2,500	5,000
	Junior Executive	<ul style="list-style-type: none"> ▪ Buyer ▪ Operations Executive ▪ Stock Controller ▪ Warehouse Executive ▪ Warehouse Supervisor 	2-5	2,200	5,300
	Junior Executive, Fresh Graduate	<ul style="list-style-type: none"> ▪ Shipping Coordinator / Assistant 	0-3	2,500	3,500

Thank You.

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