

Welcome to the Adecco Thailand Salary Guide 2011!

2010 was a challenging year for many organizations based in Thailand. The economic and political situation caused disruption to many organizations and caused a reduction in hiring activity as companies played a 'wait and see' game to understand the stability of these differing situations. As we prepare to move into 2011, it's good to again see that we are experiencing some positive signs of job growth and that organizations are again preparing to take on more human capital – be this on a permanent or temporary basis.

As companies grow again, we will likely see some fierce competition from organizations seeking to identify the best talent. Every company wants to hire the best people – and to do that they need to pay attractive salary and compensation packages. This will be an interesting challenge for many companies who still have headcount restrictions in place and who are still moving forward with caution from a cost perspective. Adecco predicts that we will see far more flexibility in the workplace, with companies indeed taking on more talent, but keeping work arrangements very flexible.

The reality for many organizations has been the recognition that they are going to need to be highly creative in how they identify and retain top talent. Leading staffing and recruitment companies, such as Adecco, will continue to play their part in 2011 in consulting with corporate decision makers as to how their talent base can be structured and the steps needed to achieve work-force optimization. One thing for sure over the next year, is that the most qualified and experienced candidates will be looking for very attractive salary packages.

This Adecco Thailand Salary Guide takes an in-depth look at the salary scene in Thailand and attempts to give you a complete picture to support your evaluation of salaries for budgetary purposes. Adecco Managers would be pleased to liaise with you to further advise and support around specific salary information. Please do not hesitate to contact your Adecco representative for a face-to-face discussion.

I personally hope this Adecco Thailand Salary Guide is of great benefit to you and your colleagues.



Tidarat K.

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About the Adecco Salary Guide

The salary guide is an annual publication produced by Adecco Group Thailand. The salaries provided are average salaries derived from positions that Adecco recruited throughout the year 2010. The salaries exclude overtime payment, bonuses and other allowances.

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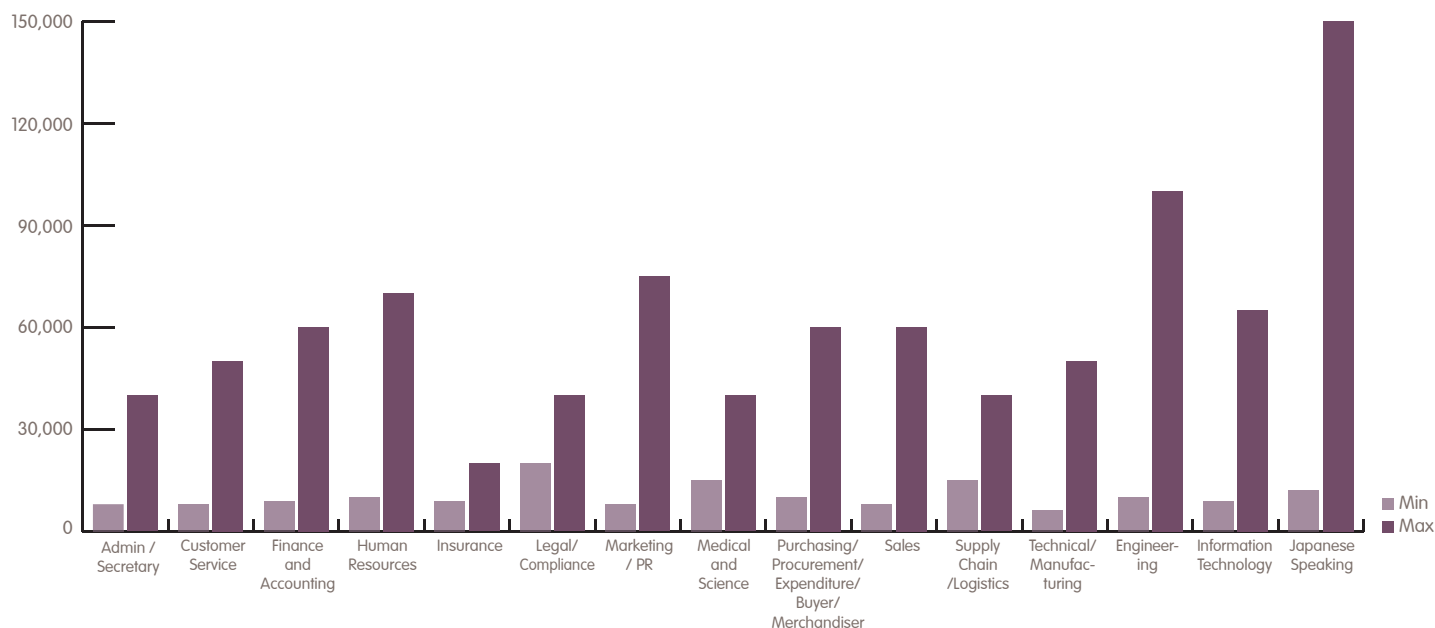
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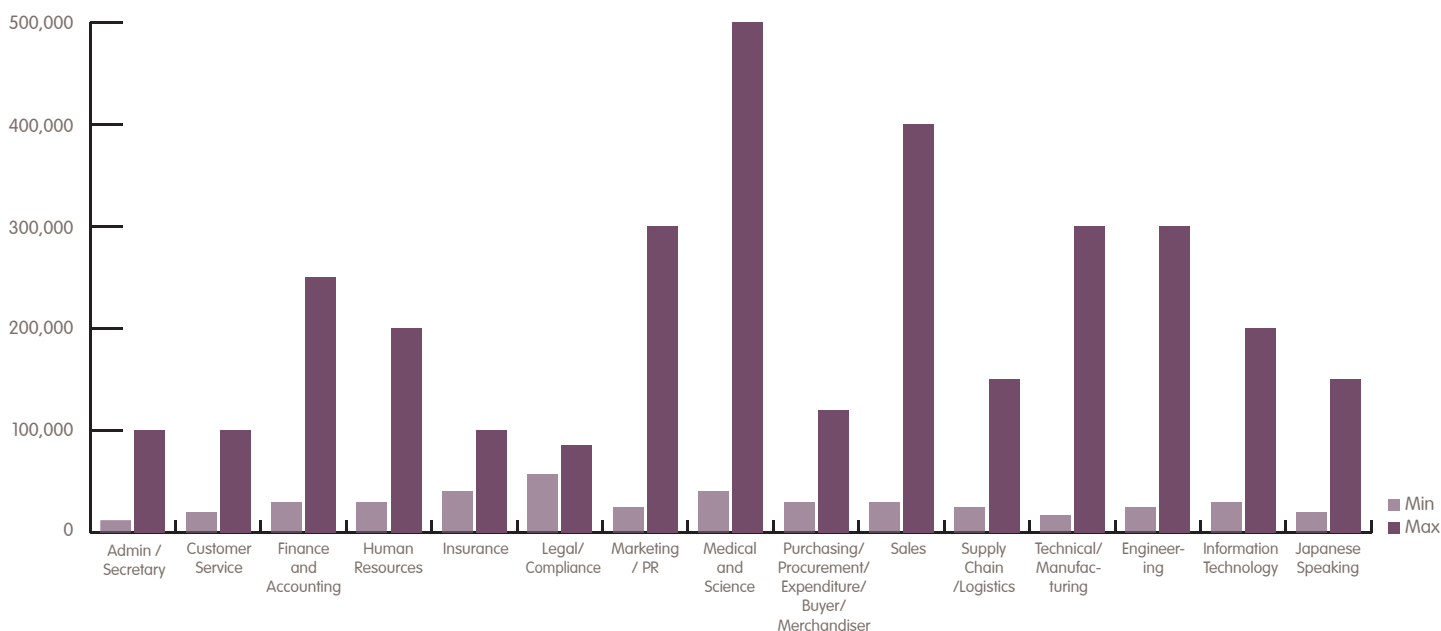
Part 1: Salary Analysis 2010/2011

1.1 Salary Comparison by job category (Junior level : Exp. 0-5 yrs)



	Admin / Secretary	Customer Service	Finance and Accounting	Human Resources	Insurance	Legal/ Compliance	Marketing / PR	Medical and Science	Purchasing/ Procurement/ Expenditure/ Buyer/ Merchandiser	Sales	Supply Chain /Logistics	Technical/ Manufacturing	Engineering	Information Technology	Japanese Speaking
Min	8,000	8,000	9,000	10,000	9,000	20,000	8,000	15,000	10,000	8,000	15,000	6,200	10,000	9,000	12,000
Max	40,000	50,000	60,000	70,000	20,000	40,000	75,000	40,000	60,000	60,000	40,000	50,000	100,000	65,000	150,000

1.2 Salary Comparison by job category (Senior level : Exp. 5-10 yrs)



	Admin / Secretary	Customer Service	Finance and Accounting	Human Resources	Insurance	Legal/ Compliance	Marketing / PR	Medical and Science	Purchasing/ Procurement/ Expenditure/ Buyer/ Merchandiser	Sales	Supply Chain /Logistics	Technical/ Manufacturing	Engineering	Information Technology	Japanese Speaking
Min	12,000	20,000	30,000	30,000	40,000	57,000	25,000	40,000	30,000	30,000	25,000	17,000	25,000	30,000	20,000
Max	100,000	100,000	250,000	200,000	100,000	86,000	300,000	500,000	120,000	400,000	150,000	300,000	300,000	200,000	150,000

Part 2 : Salary Guide 2011

2.1 Office Positions

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Admin / Secretary					
Administration Assistant	Handle documents and support functions such as filing and other administration functions. Coordinate with internal departments.	12,000	30,000	30,000	40,000
Administrative Director	Responsible for overall Administrative, HR, IT and Purchasing areas. Management functions to take care of other departments. Create new activities for Employee Relation in HR department.	N/A	N/A	60,000	120,000
Administrative Manager	Provide general administrative support to all departments. Handle supplier contract management) Coordinate and maintain company's documents and office properties.	N/A	N/A	40,000	120,000
Administrative Officer	Responsible for administrative function and support related section. Manage document support for related departments. Report directly to the Administrative Manager.	8,000	30,000	35,000	45,000
Driver (Goods/Products)	Responsible for driving to assigned destinations, running errands. Good driving record.	8,500	9,000	12,000	15,000
Executive Secretary	Support top Management and handle confidential matters. Responsible for secretarial tasks, appointment arrangements, travel arrangement and other tasks as assigned hands on. Some interpretation in the meetings and document translation required.	12,000	40,000	40,000	80,000
Interpreter	Provide a conversion to Thai/English and vice versa in a range of settings in business meetings, trainings, seminars and etc. Hands on document translation.	18,000	40,000	40,000	70,000
Office Manager	Provide general administrative support to all departments. Handle supplier contract management and some accounting tasks (tax, invoice and payroll).Coordinate and maintain company's documents and office properties.	20,000	40,000	45,000	100,000
Project Manager	Possess authority to manage a project. Responsible for controlling a budget, work plan and all Project Management Procedures.	25,000	40,000	60,000	80,000
Receptionist	Responsible for greeting and welcoming guests, handle guest's enquiries make outgoing calls and answer incoming calls, meeting room arrangements, maids and messengers handling.	10,000	25,000	N/A	N/A
Secretary	Provide secretarial and administrative support to department / senior secretary. Handle all secretarial duties include typing, filing and others tasks as assigned. Some interpretation in the meetings and document translation.	10,000	30,000	30,000	50,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Senior / Department Secretary	Provide admin support, handle secretarial tasks such as minute taking, meetings and appointment arrangements, presentation preparation, correspondences, screen calls & mails, travel arrangements and office management for department.	25,000	40,000	40,000	70,000

Customer Service

Call Center	Manage incoming and outgoing calls. Providing service and information to customers. Handle inquiries any complaints.	8,000	22,000	25,000	50,000
Customer Service	Responsible for greeting and welcoming customers, providing best service to customers and handling inquiries & complaints.	8,000	35,000	35,000	60,000
Customer Service Agent	Handle passenger queries regarding the flights and travel documents, process the check-in, inspecting travel documents, handle lost&found issues.	8,000	25,000	25,000	50,000
Customer Service Coordinator	Handle flight preparations (editing & close out), communication to internal & external people, special cases preparation, communication to technical crew and cabin crew, A/C loading, etc.	14,000	40,000	40,000	60,000
Customer Service Executive/Order Administrator	Assist the Department Manager in customer service functions include receiving and processing sales orders, delivery tracking and monitoring, communicating and updating to customers, preparing job orders, coordinating with operations departments, preparing reports and handling complaints and dealing with related documentation tasks.	10,000	35,000	35,000	60,000
Customer Service Manager	Manage overall functions in the customer service department. Monitor and ensure customer satisfaction. Handle customer complains and provide solutions to meet customer expectations.	25,000	40,000	40,000	80,000

Finance and Accounting

Account Payable	Provide clerical support to pay the obligations of the organization. Perform any combination of routine calculating, posting business transactions, processing invoices, and verifying financial data for use in maintaining accounts payable records. Clarify any questionable invoice items, prices, or receiving signatures; obtains proper information and/or data regarding invoice payments. Assemble invoices for payment.	10,000	40,000	40,000	45,000
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Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Accounts Receivable	Prepare invoices, receipt sand tax invoices, follow up customer payment and prepare VAT reports.	10,000	40,000	40,000	45,000
Accounting Analyst	Performs duties related to fixed-asset accounting, bank reconciliation, cost allocation, account closing, financial accounting and balance sheet accounts reconciliation.	20,000	40,000	40,000	60,000
Accounting Assistant	Handle general accounting functions including accounts payable, accounts receivable, and general ledger.	12,000	40,000	40,000	60,000
Accounting Director	Direct, coordinate, and administer accounting operations which may include general accounting, cost accounting, payroll, accounts payable, and accounts receivable. Analyze records of present and past operations, trends and costs, estimated and realized revenues, administrative commitments, and obligations incurred. Plan, direct, and coordinate ledger maintenance, report preparation, and operating statistics.	N/A	N/A	80,000	150,000
Accounting Executive/Officer	Record all transactions. Prepare and submit VAT reports. Assist for assets and inventory control and handle general accounting functions.	12,000	40,000	40,000	60,000
Accounting Manager	Ensure accuracy of accounting standards, all management reports, internal and external reporting. Control and monitor daily transactions. Responsible for all accounting and tax matters.	N/A	40,000	50,000	70,000
Accounting&Finance Supervisor (CPA)	Handle all management report and involved with analysis tasks. Oversee all operations for finance / accounts, month-end closing, financial statement reports and reporting packages. Maintain and update accounts code and assign cost center number to departments.	40,000	60,000	60,000	80,000
Assistant Account Manager	Manage and control in accounts function and monitor team performance.	N/A	35,000	40,000	50,000
Collection Manager	Create collection programs and manage the team to achieve target.	N/A	40,000	45,000	70,000
Collection Officer	Follow up client loans and prepare collection reports.	9,000	25,000	N/A	N/A
Collection Supervisor	Control collection team, create script and drive team to achieve target.	N/A	25,000	30,000	60,000
Corporate Finance Specialist	Recommend strategy focus including financing strategy, F/X management strategy and short term investment strategy. Coordinate with subsidiaries and bankers.	N/A	N/A	50,000	80,000
Costing Executive	Support and assist the Factory Controller to support manufacturing management in decision making processes. Responsible for cost improvements.	20,000	40,000	45,000	70,000
Credit Analyst	Analyze and create clients portfolio and approve clients' loan.	15,000	45,000	45,000	80,000
Finance & Accounting Manager	Manage financial and accounting functions. Ensure accounting & financial compliance, tax planning, budgeting, reporting and operating expenses.	N/A	40,000	60,000	150,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Finance Manager	Set up accounting systems, responsible for financial and accounting matters, timely and accurate reporting, instituting, reviewing and maintaining effective financial management systems and internal controls. Cash flow projection and management, Budgeting and variance analysis, Review key expenses, Monitor inventory and Recommend cost reduction program.	N/A	50,000	50,000	150,000
Financial Analyst	Responsible for business plan development, handling feasibility studies for new projects, industry analysis and financial projection, advise and analyze product pricing.	N/A	45,000	50,000	120,000
Financial Controller	Oversee the finance and accounting, treasury, budgeting, audit, tax, and purchasing. Responsible for cash flow management. Analyze and review financial statements, financial reporting and business trend analysis.	N/A	N/A	120,000	300,000
Personal Financial Officer	Responsible for approaching prospect clients and handling sales targets.	15,000	25,000	N/A	N/A
Project Accountant	Perform cost control activities, record and check expenditure. Monitor process of payments and prepares data for monthly cash calls, withholding tax and income tax submissions.	15,000	30,000	35,000	60,000
Relationship Manager	Expand business with prospects and existing clients and prepare credit proposals. Develop and execute market plans.	20,000	45,000	50,000	80,000
Risk Management Analyst	Analyze and manage portfolio delinquency and loss rates. Responsible for delivering credit losses within plan.	20,000	45,000	50,000	80,000
Risk Management Manager	Implement organization's risk management program. Develop systems, policies & procedure for identification, collection & risk analysis.	N/A	N/A	80,000	200,000
VP - Accounting and Finance	Has a wide range of duties related to overseeing and securing a company's finances. Some of these specific tasks include managing the company's debt, overseeing the company's accounting protocols, ensuring that the company's financial portfolio and its employees are following standard, legal accounting rules and acting as a leader within the company's executive framework.	N/A	N/A	80,000	120,000

Human Resource

Assistant HR Department Manager	Manage plan and develop HR strategies and HR functions for the expansion and development of the business. Assist the HR Manager in managing all HR functions.	30,000	60,000	35,000	80,000
HR Generalist, HR Specialist	Oversee Recruitment, Training and other specialty departments.	15,000	35,000	35,000	70,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Human Resource Development Manager (Regional)/ Director	Building foundations on corporate culture, Code of Conduct and Business Drivers. Designing and developing regional policies and procedures to enforce the same standard practices.	N/A	N/A	80,000	200,000
Human Resource Executive/Officer	Operate one or multiple general HR tasks such as recruitment, compensation and benefits, payroll, and welfare.	13,000	35,000	35,000	70,000
Human Resource Manager	Develop and implement HR policies and procedures. Responsible for overall HR functions such as recruitment, compensation and benefits, and performance evaluation. Provide the overall supervision of the HR department.	25,000	40,000	40,000	150,000
Human Resources Director	In charge of strategic HR planning and business direction. Plan, develop and evaluate HR functions. Develop appropriate policies and programs for effective management within the organization.	N/A	N/A	150,000	200,000
Payroll Officer	Responsible for the whole function of recruitment which includes sourcing, recruiting, selecting and employees.	13,000	30,000	30,000	50,000
Training Executive/ Officer	Administer training activities , prepare training plan & budget, and arrange all training logistics. Coordinate with HR & Campus activities.	10,000	35,000	35,000	60,000
Training Manager	Identify training needs, plan and organize internal and external training programs. Prepare the training plan & budget. Responsible for training activities for both soft and technical skills.	35,000	70,000	70,000	120,000
VP - Human Resource	Provide leadership and coordination of company Human Resource functions. Develop and implement corporate Human Resource strategy and programs. Oversee compensation programs to ensure regulatory compliance and competitive salary levels. Direct the administration of benefit programs to include: health, retirement, death, disability, and unemployment. Evaluate procedures and technology solutions to improve human resources data management.	N/A	N/A	70,000	120,000

Insurance

Administrative Manager	Provide general administrative support to all departments. Handle supplier contract management). Coordinate and maintain company's documents and office properties.	N/A	N/A	50,000	60,000
Claim Assessor (Nurse)	To provide hospital relations for medicare service and follow up claims.	18,000	20,000	N/A	N/A
Claims Manager	Responsible for the claims projects. Managing and coordinating with the claims team for all claims matters.	N/A	N/A	45,000	60,000
Credit Analyst	Analyze and create clients portfolio and approve clients' loans.	9,000	20,000	N/A	N/A

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Risk Management Analyst	Analyze and manage portfolio delinquency and loss rates. Responsible for delivering credit losses within plan.	N/A	N/A	60,000	70,000
Risk Management Manager	Implement organization's risk management program. Develop systems, policies & procedures for identification, collection & risk analysis.	N/A	N/A	80,000	100,000
Underwriting (Assistant Manager)	Consider proper coverage and rates. Analyzing statistics in relation to loss ration and underwriting rates.	N/A	N/A	40,000	60,000

Legal/ Compliance

Compliance Manager	Design and implement programs, policies, and practices to ensure that all business units are in compliance with regulatory requirements. Track laws and regulations that could affect the organization's policies. Prepare compliance reports to present to management.	N/A	N/A	45,000	70,000
Compliance Officer	Monitor and ensure all business units comply with Bank & BOT regulations.	20,000	40,000	N/A	N/A
Internal Audit Manager	Assess the adequacy & efficiency of risk management systems of internal controls and provide recommendation to enhance the control environment to mitigate associated risks.	N/A	N/A	60,000	100,000
Legal Manager	Draft and review contract, agreement, corporate documentation (including notice and minutes of board of directors meeting and shareholders meeting) of the public company and limited company.	N/A	N/A	50,000	70,000
Logistics Manager	Control and manage team in the Logistic Department.	N/A	N/A	50,000	70,000
Senior Compliance Manager	Ensure all business units comply with policies that have been put in place.	N/A	N/A	80,000	120,000

Marketing / PR

Assistant Marketing Manager	Assist the Marketing Manger. Analyze budget plan, SWOT and support Product Management.	25,000	40,000	40,000	70,000
Bancassurance Business Development Manager	Maintain relationship with customers' Senior Management. Fully responsibility for business development functions to meet production growth targets and increase number of business partners. To identify and secure business opportunities and build strong value.	30,000	40,000	40,000	80,000
Brand Manager	Hold ownership of the marketing plan for key brand(s). Full P&L responsibility for brand in development of Product, Advertising, Research, etc.	40,000	50,000	40,000	100,000
Business Development Manager / Specialist	Responsible for market and technology research, formulation of strategy and distribution channel analysis .	12,000	50,000	50,000	250,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
CRM Consultant	Provide consultation and advice to clients regarding Customer Relationship Management (CRM) application package.	30,000	50,000	40,000	100,000
Key Account Manager	Responsible for sales targets of products through the assigned modern accounts. Develop account plans, trade terms and promotional activities.	25,000	75,000	75,000	250,000
Management Trainee	Be empowered in regional cross-functional Project Management roles. Work in a dynamic environment with high performance teams flawlessly executing high-impact game-changing projects.	10,000	12,000	N/A	N/A
Marketing Coordinator/Assistant	Assist, support and provide back up the Marketing Manager in terms of marketing, media and CRM and events, production and PR activities.	10,000	35,000	40,000	70,000
Marketing Director	Manage overall marketing functions including strategic planning, corporate communications and business development. Develop, analyze, implement and measure strategic marketing plan, market potential and profitability. Create brand equity and ensure effective brand positioning, brand awareness, and product launches. Engage with product teams on the launch and lifecycle management of products including development of key deliverables. Work closely with top management.	N/A	N/A	100,000	300,000
Marketing Executive	Create and execute marketing strategy. Conduct market survey and assist in updating information. Assist in creating marketing materials, coordinate among the specialist trainer and schedule for seminars. Develop brand awareness and communication. Support Technical and Sale Executive Team for seminars and PR events. Participate to marketing budget plan.	15,000	40,000	40,000	70,000
Marketing Manager	Responsible for press relations, develop marketing campaigns and deliver meaningful messages and the vision of the company to customers and other audience.	35,000	50,000	50,000	300,000
Marketing Researcher/Analyst	Conduct market research using both qualitative and quantitative approaches. Responsible for analyzing market trends.	10,000	25,000	25,000	40,000
Product Development Manager	Initiate new product and analyze data / statistics.	15,000	40,000	60,000	80,000
Product Manager	Responsible for planning, strategic marketing, implementation of activities and budget allocation for assigned products.	25,000	50,000	50,000	80,000
Project Manager	Authority to manage a projects responsible for controlling budgets, work plan and all Project Management Procedures.	N/A	N/A	50,000	150,000
Public Relations/Corporate Communications Manager	Oversee marketing communications activities such as advertising, brand promotion and company's image through various sources of media to align with business direction and brand marketing strategies. Coordinate with PR events and activities.	25,000	50,000	40,000	100,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Public Relations/ Corporate Communications Executive	Execute communications activities, assist the Public Relations/ Corporate Communications Manager in implementing general PR / communications activities including PR events.	15,000	50,000	50,000	70,000
Relationship Manager	Expand business with prospects and existings client and prepare credit proposals. Develop and execute market plans.	N/A	45,000	50,000	60,000
Research & Development Manager	Manage, research and develop new products by information gathering, analysis, experiment and test runs.	N/A	40,000	40,000	100,000
Research & Development Officer	Research and Develop new products or improvement by information gathering, analysis, experiments and test run.	20,000	40,000	40,000	50,000
Senior Marketing officer	Control and manage marketing team. Responsible for events and projects.	20,000	40,000	40,000	60,000
Telesales/ Telemarketeers	Present product information to clients. Contact/ approach customers and able to close deals.	8,000	25,000	30,000	50,000
Trade Marketing Manager	Responsible for developing and implementation of channel plans, category management, promotional planning, execution & evaluation. Develop launch activities and trade presentation.	40,000	50,000	50,000	100,000
Training Manager	Identify training needs, plan and organize internal and external training programs. Prepare training plans & budget. Responsible for training activities, for both soft and technical skills	30,000	50,000	45,000	100,000

Medical and Science

Medical Director	Responsible for the company's development and strategic matters with doctors. Provide strong effective clinical leadership and advice.	N/A	N/A	300,000	500,000
Medical Marketing Manager	Lead overall marketing strategies.	N/A	N/A	200,000	300,000
Medical Sales Representative	Maintain and service existing customers and assists in developing new business opportunities. Gain market share by promoting, selling and servicing. Expand the customer base.	15,000	40,000	40,000	100,000

Purchasing/Procurement/Expenditure/Buyer/Merchandiser

Assistant Purchasing Manager	Maintain knowledge of all organizational and governmental rules affecting purchases, and provide information about these rules to staff members and vendors. Monitor in-house inventory movement and complete inventory transfer forms for bookkeeping purposes. Make recommendations for developing or revising internal procurement procedures.	30,000	45,000	40,000	100,000
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Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Procurement officer	Handing all purchasing, procurements matters.	15,000	35,000	35,000	60,000
Project Manager	Manages a projects and responsible for controlling budgets, work plan and all Project Management Procedures.	25,000	45,000	50,000	100,000
Purchasing Manager	Managing and lead the integrated country purchasing organization in order to bring value-adds for the operations.	30,000	40,000	80,000	250,000
Purchasing Manager / Plant Buyer	Conduct and manage procurement activities , Select and establish suppliers for the supply of resources required by production at the lowest overall cost. Continuously monitor and set objectives to improve the performance and cost effectiveness of the suppliers. Material requirement planning. Maintain accurate procurement data. Study market trends and recommend new strategies to meet business objectives.	40,000	60,000	60,000	250,000
Purchasing Officer	Prepare purchase orders and liaise between suppliers and related departments. Perform buying duties when necessary. Review requisition orders in order to verify accuracy, terminology, and specifications. Prepare, maintain, and review purchasing files, reports and price lists. Handle other related tasks or clerical duties as assigned.	10,000	35,000	35,000	80,000
Regulatory Affairs Officer	Manage regulatory affairs regarding product registration including preparing product information and submit registration documents to FDA.	15,000	30,000	30,000	60,000

Sales

Account Director	Assume responsibility for the growth, management, retention, and satisfaction of a portfolio of key accounts. Demonstrate marketing ability to lead clients strategically and tactically. Provide engagement leadership and develop strong relationships with key client contacts and penetrate organization. Motivate, lead, and manage internal teams to develop and manage interactive marketing programs that meet clients' business objectives.	N/A	N/A	100,000	150,000
Account Executive	Contact existing and new clients. Build strong relationship Manage/ execute sales plan.	15,000	35,000	35,000	60,000
Account Manager	In charge of specific accounts and day to day management	40,000	60,000	60,000	100,000
Assistant Sales Manager	Manage sub-distributors, key wholesalers & retail networks. Develop/implement sales strategies and close supervision of team to achieve sales targets.	25,000	40,000	40,000	80,000
Branch Manager	Monitor branch operations and staff performance. Achieve branch targets.	20,000	30,000	60,000	100,000
Operations Manager	Maintain good service to clients and handle overall branch operations. Analyze branch performance and report to GM. Recruiting and training staffs.	40,000	50,000	50,000	100,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Operations Director	Manage and increase the effectiveness and efficiency of sales and services operations through improvements to each function as well as coordination and communication between support and business functions. Play a significant role in long-term planning, including initiatives geared toward operational excellence.	N/A	N/A	100,000	250,000
Pre-Sales Consultant	Assist sales team by providing technical support and demonstrate products in order to deliver the best solutions to clients.	20,000	40,000	40,000	60,000
Sales & Marketing Manager	Train and supervise sales staffs, establishing territories, goals, for sales teams. Reviewing the market helps them to determine customer needs, sales volume potential, and pricing schedules that will help meet company goals.	25,000	50,000	50,000	150,000
Sales Admin/ Sales Support	Sales administration & customer service/ Liaise with production, documentation and related departments. Support sales and marketing.	8,000	35,000	30,000	50,000
Sales and Marketing Director	Manage overall sales & marketing functions including strategic sales planning, corporate communications and business development. Work closely with the management team.	N/A	N/A	80,000	400,000
Sales Coordinator	Provide support the Sales team. Handle related document and process sales orders a daily basis. Coordinate with clients on process. Handle sales reports related to stock provision and stock reconciliations.	12,000	30,000	30,000	50,000
Sales Director	Manage overall sales channels and ensure the achievement of defined sales targets. Analyze sales strategy and conduct marketing opportunity analysis to determine business growth.	N/A	N/A	100,000	400,000
Sales Executive	Initiate and establish new accounts and maintain good relationships with existing customers with high level of customer satisfaction. Provide support for all sales processes. Coordinate and follow up with relevant parties to ensure that sales objectives and targets are achieved.	8,000	30,000	30,000	50,000
Sales Manager	Achieve sales over target, Responsible to sales of products, Implement field force strategic planner, target and schemes for incentive setting, Business environment training , Aligned with marketing to implement marketing program.	30,000	50,000	60,000	150,000
Sales Operations Manager	Provide sales operation consulting to team. Create channel service strategy. Develop, collect and analyze sales through data and metrics. Develop system to audit on selling procedure.	30,000	50,000	60,000	100,000
Senior Sales Executive	Explore, identify and develop business opportunities, Build up market strategies to achieve corporate goals and objectives. Coordinate business information including needs analysis, product information and technical specifications with the retail business partners. Develop and implement sales strategies and plans. Build and maintain good relationships with business partners. Need to travel occasionally.	20,000	35,000	35,000	60,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Senior Sales Manager	Responsible for developing and executing sales and marketing strategy and planning. Gather and analyze market information to expand business opportunities. Ensure budget and targets are met.	N/A	N/A	50,000	120,000

Supply Chain/Logistics

Supply Chain Manager	Manage flow of finished goods for the whole Commercial Unit to optimize inventory for Commercial and distribution centers Establish monthly forecasts in order to define quantity to be purchased.	N/A	N/A	50,000	100,000
Export Manager	Organise the import-export operational structure and ensure a consistently high standard of performance from import&export employees . Ensure good teamwork and effective communication.	30,000	40,000	40,000	100,000
Export Officer	Prepare B/L, AWB, PI, PL / Coordinate with customer for the shipment.	15,000	25,000	25,000	50,000
Import Officer	Take responsibility for imported raw materials/ Arrange Delivery for domestic user.	15,000	25,000	25,000	50,000
Logistic Manager	Control and manage team in the Logistics Department.	N/A	N/A	40,000	100,000
Logistic officer	Contact with Customs.	15,000	35,000	30,000	50,000
Logistic Supervisor	Supervise subordinates and handle the logistic process.	20,000	40,000	40,000	50,000
Senior Import-Export Officer	Control all Export & Import Documents. Support Logistics Information, Customs Formalities. Coordinate with Overseas Customer and Supplier for Export & Import Regulations. Direct Import-Export Staff.	15,000	35,000	35,000	60,000
Senior Supply Chain Manager	Manage supply chain and logistics operations to serve factory requirements in order to achieve lowest operation cost and highest efficiency.	N/A	N/A	60,000	150,000

2.2 Engineering and Technical Positions

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Engineer					
Architect / Interior	Design architecture and manage projects, such as Houses, Condominiums, High-rise buildings, Office renovations, etc. Coordinate with draftsmen for the design, Able to do drafting, drawing by themselves (if necessary). Contact and do presentation to clients (in Thailand and overseas).	20,000	50,000	50,000	80,000
Chief Engineer	Coordinate, maintenance, and work closely with the Supervisor to ensure that project specific requirements are installed and maintained.	30,000	50,000	50,000	120,000
Construction Manager	Responsible for overall Construction project work. Take care of construction costs, quality and schedule.	50,000	100,000	100,000	150,000
Customer Service Engineer	To oversee all correspondence for the technical service department towards internal and external, customer, suppliers, etc regarding the products specifications and solutions. To develop customer proactive approach to help coping with customers' needs, to achieve the total effectiveness of the team.	30,000	50,000	N/A	N/A
Customer Service Manager	Manage overall functions in customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer's expectation.	N/A	N/A	55,000	85,000
Design Engineer	To be in charge of product design and engineering specifications of customer and supplier as the well as contact for all engineering issues including new product design.	15,000	40,000	55,000	100,000
Director/ General Manager	Operations Management: administration, supervision of team. Identifying business opportunities which are in line with corporate objectives. Development and Implementation on marketing plans.	N/A	N/A	100,000	300,000
Electrical Engineer	Site Engineer - Develop projects from concept to completion. Supervision of contractors and vendors to maintain control of project schedules and costs. Conducts field investigations and prepare reports for problems or issues. Mentor and evaluate electrical engineering staff and design teams. Works with project managers to assure work meets business needs. Design Engineer- Design, Calculate, Drawing Blue Print.	10,000	30,000	35,000	140,000
Engineer	Initiate, modify process flow to maximize process capability. Solve quality related problems as well as maintain quality system toward quality policy and organizational objective.	10,000	50,000	50,000	100,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Engineering Manager	Manage, control and supervise team to achieve company goals. Modify, create and improve production capabilities. Organize, analyze and perform professional engineering work in the line.	30,000	70,000	70,000	200,000
Environmental Engineer	Managing and monitoring environmental, health and safety activities. Supervising the factory's daily operation. Supervising equipment.	20,000	50,000	60,000	120,000
Facility Engineer	Control operation of all maintenance work for office buildings, test buildings, and other areas in company such as electrical systems, air conditioning and ventilation system (Plumbing system, Sanitary system, Cooling water system, Chilling water system, etc).	28,000	40,000	40,000	100,000
Factory Manager	Manage, monitor and supervise production team to achieve company goals. Coordinate with other departments to support the production line.	N/A	N/A	80,000	120,000
Maintenance Chief	Maintain all machines and facilities in plant.	30,000	50,000	50,000	100,000
Maintenance Engineer	To Support and maintain for factory utility, facility system and machines, also running PM plan activity.	14,000	50,000	50,000	100,000
Mechanical Engineer	Prepare General specifications, Equipment Data Sheets, Drawings, Piping specifications and Technical bids.	14,000	50,000	50,000	80,000
Process Engineer	Provide technical support to operations, developing & designing process and reviewing assigned units' operating conditions and data with recommendations resulting which maximize their operating efficiency.	15,000	30,000	30,000	50,000
Production Engineer	Plan and control overall production process to ensure meeting customer's standards i.e. quality, cost, and delivery	14,000	50,000	50,000	100,000
Project Engineer	Responsible for overall project management. Take care of projects' costs, quality and schedule.	N/A	N/A	50,000	100,000
Purchasing / Buyer / Procurement Engineer	Source and establish suppliers which are globally competitive in price, quality, service and consistency. Maintain accurate information and track Commodity Charts with department objectives.	15,000	40,000	N/A	N/A
Purchasing Manager (Engineer)	To manage and lead the integrated country purchasing organization in order to bring the value-adds for the operations.	N/A	N/A	70,000	120,000
QA/QC Engineer	Solve quality related problems and maintain quality systems toward quality policy and organizational objective.	15,000	30,000	30,000	80,000
Quality Engineer	To Maintain and improve quality control systems and manage Quality Document Control.	15,000	30,000	30,000	80,000
Research & Development Officer	Research and Develop new products or improvements by information gathering, analysis, experiment, trial, and test runs.	15,000	40,000	40,000	120,000
Safety Manager	Responsible for all EHS activities at strategic level. Facilitate compliance with EHS Management Systems.	N/A	N/A	40,000	120,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Safety Officer	Control the working environment, take care of safety activity. Permiss of working method to other department.	18,000	25,000	25,000	50,000
Sales & Marketing Manager	Train and supervise sales staff, establishing territories and goals, for the sales team. Review market to determine customer needs, sales volume potential, and pricing schedules that will meet company goals.	30,000	60,000	60,000	150,000
Sales Engineer	Demonstrate usefulness of products or services to customers. Seek new customers and also keep good relationship with existing customers.	10,000	50,000	50,000	100,000
Sales Manager	Achieve sales over target. Responsible for sales of products, Implement field force strategic planner, Target and scheme incentive setting, Business environment training , Aligned with marketing to implement marketing program.	N/A	N/A	80,000	150,000
Senior Purchasing Engineer	To source both local & overseas suppliers of automotive parts and materials for production and exporting, run cost reductions and of charge in price negotiation.	N/A	N/A	50,000	100,000
Service Engineer/ Technical Support	Install, troubleshoot, and maintain products/equipments. Train employees, identify, analyze, and repair product failures, order and replace parts as needed. Determine and recommend which products or services best fit the customers' needs.	15,000	40,000	40,000	80,000
Structural Engineer	Prepare and check for Structural deliverables including; Reports, Material Take-Offs, Calculations, Specifications, Drawings and Weight Control.	20,000	50,000	N/A	N/A
Supply Chain Engineer	Check stock and issue purchase orders to suppliers. Follow up shipment and plan for shipment schedules. Issue invoice for the customer and handle stock controlling.	20,000	45,000	N/A	N/A
Supply Chain Manager	Manage flow of finished goods for the whole Commercial Unit, to optimize inventory for the Commercial and Distribution center. Establish monthly forecasts in order to define quantities.	N/A	N/A	80,000	150,000
System Analyst / Business Analyst	Perform systems feasibility studies, analysis and design to meet the users' requirements. Work closely with programmers and software engineers.	25,000	70,000	N/A	N/A
Technical Service Manager	Preparing the environmental risk assessment. Control and monitoring water treatment system and other related activities. Being a coordinator or auditor in Environmental Management System.	60,000	80,000	80,000	100,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Technical/Manufacturing					
Draftsman	In charge of computer drawing follow up for construction and designed.	8,500	17,000	20,000	25,000
Factory Manager	Manage, monitor and supervise production team to achieve company goals. Coordinate with other departments to the support production line.	N/A	N/A	100,000	300,000
Field Operator	Control and monitor all plant equipment.	6,200	20,000	20,000	25,000
Plant Manager/ Factory Manager	Responsible for all aspects in manufacturing including production, safety, quality, cost management, supply chain, and customer service.	N/A	N/A	70,000	110,000
Production Manager	Plan and monitor daily production volume based on cycle time and availability. Control products and process to ensure quality is in place.	N/A	N/A	65,000	100,000
Production Planner	Production Planning, scheduling and material Controlling. Ensure availability of materials to meet production loading plans.	15,000	20,000	N/A	N/A
Production Supervisor / Chief	To supervise production team to achieve company goals. Coordinate with other departments to support the production line.	25,000	40,000	40,000	60,000
Production Supervisor	Manage & supervise the production team to achieve goals.	16,000	40,000	17,000	50,000
Quality Manager	Manage, implement and maintain quality systems a factory environment.	20,000	50,000	90,000	150,000
Research & Development Officer	Research and development of new products and improvements by information gathering, analysis, experiment, trail, and test runs.	N/A	N/A	80,000	120,000
Safety Officer	Ensuring the full safety and softy activites This may includes training of other employees.	15,000	40,000	40,000	80,000
Service Engineer/ Technical Support	Install, troubleshoot, and maintain products/ equipment. Train employees, identify, analyze, and repair product failures, order and replace parts as needed. Determine and recommend which products or services best fit the customers' needs.	25,000	45,000	50,000	80,000
Settlement/ Operation Officer	Monitor day-to-day operations.	16,000	N/A	N/A	N/A
Technical Consultant	Understand technical aspects of all products and company solution. Design, deploy and on-going administrate and troubleshoot of systems.	10,000	N/A	N/A	100,000

2.3 Information Technology Positions

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Information Technology					
Administrative officer	Responsible for administrative function and supporting related sections. Manage document support for related departments. Reports directly to the Administrative Manager.	9,000	20,000	N/A	N/A
Business Development Manager / Specialist	Responsible for market and technology research, formulation of strategy, distribution channel analysis and development. Handles new service development planning and management.	30,000	50,000	50,000	80,000
CRM Consultant	Provides consultation and advice to clients regarding Customer Relationship Management (CRM) application packages.	40,000	65,000	65,000	80,000
Data warehouse Consultant / Business Intelligence	Develops the database architecture, extracts data, and prepares report to the executive level of the company. Must have good knowledge of database, warehouse and data mining.	25,000	50,000	50,000	80,000
Data/Report Analyst	Performs complex data analysis in support of ad-hoc and standing management or customer requests, Sometimes performs data entry, data auditing, creating data reports and monitoring of data for accuracy.	12,000	30,000	30,000	50,000
Database Administrator	Administrate and monitor database server to maintain the reliability.	18,000	40,000	40,000	80,000
Digital Content Editor/Content Creator/Social Media Content Editor	Experienced copy editor or production editor within an online environment. Writing copy and generating original ideas for content for email newsletters, websites, and social media sites. Solid understanding of IT technologies and some knowledge of Content Management Systems (CMS). Previous experience using HTML and Photoshop and some knowledge of basic web development.	12,000	30,000	35,000	60,000
Digital Marketing Analyst	Conduct online marketing efforts and creates articles and contents for clients. Develop and improve digital marketing. Maintain online presence including websites and landing pages.	15,000	40,000	N/A	N/A
Digital Marketing Manager	Conduct online marketing efforts and create articles and contents for clients. Manage and operate the Online marketing team.	N/A	N/A	50,000	70,000
ERP Consultant	Provide consultation and advice to clients regarding Enterprise Resources Planning (ERP) application package i.e. Finance, Accounting, Logistics and Sales and Distribution modules.	25,000	50,000	50,000	120,000
GIS Analyst	Schedule and execute production database integrity checks, analyse results and run fix tools in order to have fully consistent databases for daily production activities. Provide second line production support.	15,000	35,000	35,000	60,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
GIS Manager	Supervises the work productivity of subordinate GIS specialists, Utilizes mathematical functions such as geometric spheres, vector conversion and real analysis to create geographical maps. Reviews each project proposal or plan to determine the appropriate time frame, resources, procedures and processes for completing GIS projects.	N/A	N/A	60,000	80,000
IT Application Support	Delivers support to end users about how to use various types of software programs efficiently and effectively in fulfilling business objectives. This includes troubleshooting applications and software for all internal customers, such as operations, development, and other business units. Responsible for assisting in the design, delivery, and improvement of in-house software applications training programs and related courseware.	15,000	45,000	45,000	60,000
IT Auditor	Review of a company's IT management to determine company standards in place for system development, IT operations and overall information security. Provides suggestions on compliance with regulatory and procedural IT issues, and ensure that there are adequate controls maintained over all aspects of the IT environment.	18,000	40,000	40,000	75,000
IT Director	Manage and implement the company's IT operational systems as well as formulate and run software and hardware strategy in order to gain competitive advantage.	N/A	N/A	150,000	200,000
IT Manager	Oversee all aspects of managing and processing information. Develops and implements all IT systems for the company.	N/A	N/A	60,000	120,000
IT Security Analyst/Engineer	In charge of the Information Security Management function. Design, implementation, operation and maintenance of the Information Security Management System. Performs security awareness and security risk assessments.	20,000	50,000	50,000	80,000
IT Support	Maintains, monitors and performs troubleshooting of computer problems for end users.	12,000	40,000	40,000	60,000
Network Administrator	Administrates and monitors network system to maintain system reliability.	15,000	50,000	50,000	60,000
Network Engineer	Designs and implements network infrastructure including WAN, wireless network, routers and switches to meet business requirements with suitable design and security.	20,000	50,000	50,000	70,000
Operations Director	Improves operational systems, processes and policies in support of organizations mission Manage and increases the effectiveness and efficiency of Support Services (HR, IT and Finance), through improvements to each function as well as coordination and communication between support and business functions, Oversees overall financial management, planning, systems and controls.	N/A	N/A	100,000	120,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Pre-Sales Consultant	Assists the sales team by providing technical support and demonstrate products in order to deliver the best solutions to clients.	25,000	50,000	50,000	70,000
Programmer	Implement web interfaces using primarily PHP, XHTML, CSS, and JavaScript. Work closely with product and design teams to define feature specifications. Work closely with operations and infrastructure to build and scale back-end services. Build report interfaces and data feeds.	15,000	40,000	40,000	80,000
Programmer/ Software Developer (.NET)	Responsible for Application Framework Design and Coding using Microsoft .net technology (ASP.NET,C#, VB.NET), Manage technical issues dealing with development environment.	18,000	50,000	60,000	80,000
Programmer/ Software Developer (ABAP)	Understand client requirements and utilize ABAP tools to meet expectations, Develop ABAP programming in project implementation as a team member. Able to support customers after successful implementation.	20,000	60,000	60,000	80,000
Programmer/ Software Developer (C, C++)	Responsible for Application Framework Design and Coding using C,C++ .Manage technical issues and dealing with development environment.	20,000	45,000	45,000	80,000
Programmer/ Software Developer (JAVA)	Responsible for Application Framework Design and Coding using JAVA technology. Manage technical issues and dealing with development environment.	18,000	50,000	50,000	70,000
Programmer/ Software Developer (Mobile Applications)	Develop applications on mobile phone according to customer business requirement on following mobile platforms that include iPhone, Android, Blackberry, Windows Mobile, Symbian.	18,000	50,000	50,000	80,000
Programmer/ Software Developer (ORACLE PL/SQL)	Responsible for design, development, implement and support software applications. Prepare technical documentation as required for the projects.	18,000	45,000	45,000	70,000
Programmer/ Software Developer (PHP)	Responsible for PHP programming, Produce Data Flow, Design & develop Web Applications on the website, Design & develop other website programming.	15,000	50,000	50,000	65,000
QA Engineer/ Software Tester	Create test cases and perform testing Follow test cases to ensure software standardization.	17,000	50,000	50,000	80,000
Sales IT	Involved in supporting pre-sales activities by giving detailed information about technical specifications and the ways in which they could meet a customer's needs. This often includes demonstrating those features before a sale. Technical support, which follows the sale, may include solving faults and problems, or maximizing the use of software features, as well as advising on appropriate user training.	18,000	35,000	35,000	60,000
SAP Consultant	Provide functional or technical advice on the implementation of SAP. Must have business process knowledge and IT knowledge.	20,000	60,000	60,000	120,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Senior Project Manager	Plan and execute capital investment projects in order to expand production capacity, improve process efficiency, improve product quality and maintain compliance with all legal and SHEQ requirements.	N/A	N/A	50,000	150,000
Software Engineer	Develop software or applications starting from analysis, designing, coding, testing and training users.	15,000	50,000	50,000	80,000
System Administrator	Administrate and monitor servers and data center to maintain system reliability.	15,000	55,000	55,000	65,000
System Analyst / Business Analyst	Perform systems feasibility studies, analysis and design to meet the users' requirements. Work closely with programmers and software engineers.	20,000	60,000	60,000	85,000
Systems Engineer	Analyse, design, and provide configuration of server systems to clients.	18,000	55,000	55,000	85,000
Technical Consultant	Understand technical aspects of all products and solutions of the company. Design, deploy and on on-going basis administrate and troubleshoot systems.	30,000	50,000	50,000	80,000
Training Executive/ Officer	Administer training activities , prepare on the training plan & budget, and arrange all training logistics. Coordinate HR & Campus activities.	15,000	45,000	45,000	60,000
Web Designer	Design and develop website contents by using multimedia tools.	12,000	25,000	30,000	45,000
Webmaster	Development, maintenance, and analysis of web content. Assist with implementation and on-going management of web site analytics and tracking tools. Provide technical support, troubleshoot, debug and solve problems.	12,000	25,000	30,000	45,000

2.4 Japanese Speaking Positions

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Accounting					
Accounting Executive/Officer	Record all transactions. Prepare and submit VAT reports. Assist for assets and inventory control and handle general accounting functions.	22,000	35,000	40,000	60,000
Accounting Manager	Ensure accuracy of accounting standards, all management reports, internal and external reporting. Control and monitor daily transactions. Responsible for all accounting and tax matters.	N/A	N/A	50,000	80,000
Admin / Secretary					
Administrative Manager	Provide general administrative support to all departments. Handle supplier contract management Coordinate and maintain company's documents and office properties.	N/A	N/A	40,000	80,000
Administrative officer	Responsible for administrative function and support related sections. Manage document support for related department. Report directly to the Administrative Manager.	16,000	35,000	35,000	60,000
Interpreter	Provide interpretation a range of business settings in the business meeting, production line, training, seminar and so on. Hands on document translation required.	20,000	40,000	50,000	60,000
Receptionist	Responsible for greeting and welcoming guests, handle guest's enquiries make outgoing calls and answer incoming calls, meeting room arrangements, maids and message handling.	13,000	15,000	N/A	N/A
Secretary	Provide secretarial and administrative support to department / senior secretary. Handle all secretarial duties include computer work, filing and others tasks as assigned. Some interpretation required for meetings.	18,000	30,000	32,000	60,000
Customer Service					
Call Center	Manage incoming and outgoing calls. Providing service and information to customers. Handle enquiries and complaints.	15,000	20,000	30,000	50,000
Customer Service	Responsible for greeting, welcoming and providing best service to customers and handling enquiries and complaints .	13,000	60,000	N/A	N/A
Customer Service Coordinator	Handle and coordinate with other department. Contact with internal department, handle documentation part, deal with Engineer and Technical department regarding the technical services.	20,000	32,000	N/A	N/A

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Customer Service Executive/Order Administrator	Assist the Department Manager on customer service functions include receiving and processing sales orders, delivery tracking and monitoring, communicating and updating customers, preparing job orders and coordinating with operation departments.	22,000	35,000	35,000	45,000
Customer Service Manager	Manage overall functions in customer service department. Monitor and ensure customer satisfaction. Handle customer complaints and provide solutions to meet customer expectations.	N/A	N/A	40,000	55,000

Engineer

Electrical Engineer	Planning preventive maintenance plans for machinery and equipment. Monitoring the electrical power supply system. Analyzing and solving the problem of machine breakdowns.	N/A	N/A	100,000	140,000
Engineer	Initiate and modify process flow to maximize process capability. Solve a quality related problems as well as maintain quality system toward quality policy and organizational objectives.	22,000	45,000	N/A	N/A
Engineering Manager	Manage, control and supervise the team to achieve company goals. Modify, create and improve production capabilities. Organize, analyze and perform professional engineering work.	N/A	N/A	38,000	80,000
QA/QC Engineer	Solve quality related problems and maintain quality systems toward quality policy and organizational objective.	22,000	45,000	N/A	N/A
Quality Engineer	To maintain and improve quality control system and manage Quality Document Control.	22,000	45,000	N/A	N/A
Quality Manager	Manage, implement and maintain quality system in factory.	N/A	N/A	45,000	100,000

Finance

Credit Analyst	Analyze and create clients portfolio and approve client loan.	25,000	38,000	40,000	55,000
Financial Analyst	Responsible for business plan development, handling feasibility studies for new projects, industry analysis and financial projection, advise and analyze product pricing.	N/A	N/A	55,000	80,000
Relationship Manager	Expand business with prospects and existing clients and prepare credit proposals. Develop and execute market plans.	N/A	N/A	50,000	60,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Human Resource					
Human Resource Executive/Officer	Operate one or multiple general HR tasks such as recruitment, compensation and benefits, payroll, and welfare.	22,000	35,000	40,000	60,000
Human Resource Manager	Develop and implement HR policies and procedures. Responsible for overall HR functions such as recruitment, compensation and benefits, and performance evaluation. Provide the overall supervision of the HR Department.	N/A	N/A	50,000	80,000
Human Resource Officer	Operate one or multiple general HR tasks such as recruitment, compensation and benefits, payroll, and welfare.	22,000	35,000	35,000	60,000
Information Technology					
Data warehouse Consultant / Business Intelligence	Develop database architecture, extract data, and prepare reports to the executive level of the company. Must have good knowledge in database, warehouse and data mining.	N/A	N/A	60,000	100,000
IT Manager	Oversee all aspects of managing and processing information. Develop and implement all IT systems.	N/A	N/A	50,000	80,000
Programmer/ Software Developer (Specific Applications)	Implement web interfaces using primarily PHP, XHTML, CSS, and JavaScript. Work closely with product and design teams to define feature specifications. Work closely with operations and infrastructure to build and scale back-end services. Build report interfaces and data feeds.	25,000	45,000	80,000	100,000
Systems Engineer	Analyse, design, and provide configuration of server systems to clients.	25,000	45,000	50,000	70,000
Marketing / PR					
Assistant Marketing Manager	Assist Marketing Manger. Analyze budget plan, SWOT and monitor product management.	25,000	40,000	25,000	40,000
Business Development Manager / Specialist	Responsible for market and technology research, formulation of strategy, distribution channel analysis and development. Handle new service development planning and management	N/A	N/A	60,000	120,000
Key Account Manager	Responsible for sales target of products for specific accounts. Develop account plans, trade terms and promotional activities.	N/A	N/A	50,000	80,000
Marketing Coordinator/ Assistant	Assist, support and provide back up to Marketing Manager in terms of marketing, media and CRM and events, production and PR activities.	25,000	40,000	40,000	50,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Marketing Executive/Officer	Create and execute marketing strategy. Conduct market surveys and assist in updating information. Assist in creating marketing materials, coordinate among specialist trainers and schedule seminars. Develop brand awareness and communication.	25,000	40,000	N/A	N/A
Marketing Researcher/Analyst	Conduct market research using both qualitative and quantitative approach. Responsible also in analyzing of market trend.	25,000	35,000	35,000	40,000
Senior Marketing officer	Control and manage the marketing team. Responsible for special events and projects.	N/A	N/A	45,000	65,000

Purchasing/Procurement/Expenditure/Buyer/Merchandiser

Purchasing Executive/Officer	Monitor contractor performance, recommending contract modifications when necessary. Compare prices, specifications, and delivery dates in order to determine the best bid among potential suppliers.	20,000	55,000	60,000	80,000
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Sales

Account Manager	In charge of specific accounts related to each sales team & business functions.	N/A	N/A	45,000	60,000
Assistant Sales Manager	Manage sub-distributors, key wholesalers & retail networks on performance. Develop/implement sales strategy and close supervision of the team to achieve sales targets.	25,000	35,000	N/A	N/A
Pre-Sales Consultant	Assist sales team by providing technical support and demonstrate products in order to deliver the best solutions to clients.	30,000	50,000	N/A	N/A
Sales & Marketing Manager	Train and supervise sales staff, establishing territories goals, for sales teams. Reviewing market analyze to determine customer needs and sales volume potential, and pricing schedules that will meet company goals.	N/A	N/A	50,000	70,000
Sales Admin/ Sales Support	Sales administration & customer service/ Liaise with production, documentation and related departments/ Support sales/marketing.	18,000	35,000	N/A	N/A
Sales Administration Assistant	Provide administrative support to the sales department and coordinate with clients and other related departments.	18,000	35,000	N/A	N/A
Sales Coordinator	Provide support to Sales team. Handle related document and process sales orders on a daily basis. Coordinate with clients on processes. Handle sales reports related to stock provision and stock reconciliations.	18,000	35,000	N/A	N/A
Sales Director	Manage overall sales channels and ensure the achievement of defined sales targets. Analyze sales strategy and conduct marketing opportunity analysis to determine businessgrowth.	N/A	N/A	50,000	100,000

Job Position	Job Description	Exp. 0-5		Exp. 5 up	
		Min	Max	Min	Max
Sales Engineer	Demonstrate usefulness of products or services to customers. Seek new customers and also maintain good relationships with existing customers.	25,000	38,000	60,000	100,000
Sales Executive	Initiate and establish new accounts and maintain good relationships with existing customers with high level of customer satisfaction. Provide support for all sales processes in preparation of correspondences, proposals and contracts. Coordinate and follow up on required.	25,000	50,000	50,000	80,000
Sales Manager	Achieve sales over target, Responsible for sales of products, Implement field force strategic planning, Target and scheme incentive setting, Business environment training , Aligned with marketing to implement marketing program.	N/A	N/A	50,000	150,000

Supply Chain/Logistics

Export Manager	Organise the import-export operational structure and ensure a consistently high standard of performance from import&export operations employees. Good teamwork; effective communication and consistently positive results are required.	N/A	N/A	45,000	60,000
Logistic Supervisor	Supervise subordinates and handle logistics processes.	N/A	N/A	45,000	60,000
Senior Import-Export Officer	Control all Export & Import Documents. Support Logistics Information, Customs Formalities. Coordinate with Overseas Customers and Suppliers for Export & Import Regulations. Direct Import-Export Staff.	30,000	40,000	40,000	50,000

Technical/Manufacturing

Production Manager	Plan and monitor daily production volume based on cycle times and availability. Control products and processes to ensure meeting customer's standards.	N/A	N/A	50,000	80,000
Production Supervisor	Manage & supervise production teams to achieve goals.	25,000	40,000	N/A	N/A
Research & Development Manager	Manage, research and develop new products or improvements by information gathering, analysis, experiment, trial, and test runs.	N/A	N/A	40,000	70,000
Research & Development Officer	Research and Develop new products or improvements by information gathering, analysis, experiment, trial, and test runs.	25,000	40,000	N/A	N/A

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