

VIETNAM SALARY GUIDE 2024





About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills.

Our expert family of brands - Manpower, Experis and Talent Solutions - creates substantially more value for candidates and clients across 75 countries and territories and has done so for over 75 years. ManpowerGroup was listed one of Fortune's Most Admired Companies for the nineteenth year in 2021, and one of the World's Most Ethical Companies for the fourteenth year in 2023, confirming our position as the most trusted and admired brand in the industry.

Our Operation in Vietnam

ManpowerGroup is the leading global recruitment, staffing and outsourcing company in Vietnam. We are the first 100% foreign invested company licensed to provide recruitment, staffing and outsourcing services by the Ministry of Labor, Invalids and Social Affairs (MOLISA) since 2008.

Manpower is part of ManpowerGroup - the world's leading workforce expert. Every day, all around the world, hundreds of thousands of people go to work because of Manpower, and hundreds of thousands of companies thrive because of the people we find for them.

With 120+ experienced consultants, our thorough understanding of staffing trends and highly qualified candidate pool, ManpowerGroup Vietnam can deliver the talent, matching the right individual to the right job - faster and with better business results.



Simon Matthews

**Regional Manager, South East Asia
ManpowerGroup**

General Manager's Message

2024: Vietnam's economy is capable of recovering

Dear readers,

Vietnam has long been seen as a dreamland for FDI businesses with numerous favorable conditions offered, not to mention a huge pool of young labor force. The Vietnam labor market showed remarkable signs of recovery in the first nine months of 2023, with 52.3 million people employed and 27.3% of them having degrees or certificates (GSO).

Currently, the average salary for paid workers and employees rises by 7.6% to 7 million Vietnamese dong per month, compared to the same period last year. The regional minimum wage also increased by 6% in the second half of 2023, the first adjustment since 2020 due to COVID-19. Additionally, for the first time Vietnam introduced specific regulations on hourly regional minimum wages. It is expected to rise by 5-6% in 2024, if enterprises keep pace with growth momentum.

To support businesses of all sizes and industries interested in the Vietnam market, especially foreign enterprises who are new to this dynamic country, I am pleased to present our ManpowerGroup Vietnam Salary Guide 2024.

Vietnam Salary Guide 2024 provides a comprehensive overview of salary for hundreds of roles, plus an insightful overview of 10 key industries. It is packed with helpful information for hiring managers and candidates alike. The Guide serves as a reference for any business in Vietnam that wants to develop an effective talent strategy to win in this changing world of work.

Let's conquer the uncertainty and rock the Year of the Dragon 2024!

About Salary Guide 2024

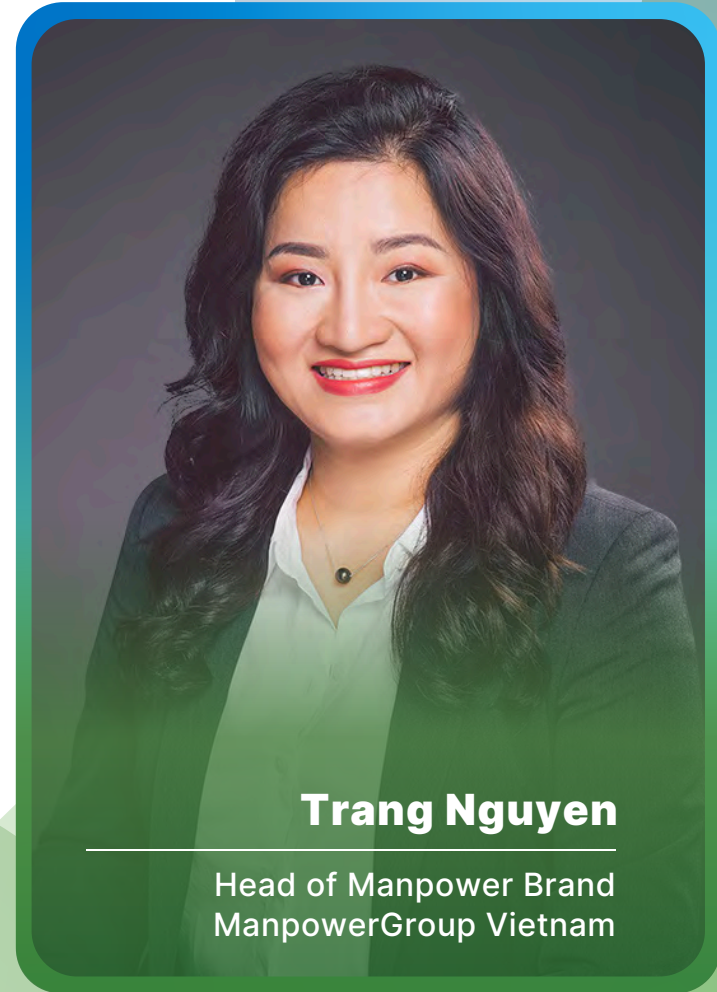
As the leading global recruitment, staffing and outsourcing company in Vietnam, we are pleased to share our latest edition of Salary Guide with you. ManpowerGroup Vietnam Salary Guide 2024 is aimed at sharing the salary range of various positions with candidates, employers and especially organizations who plan to or have recently entered the country. You may refer to this guide as an updated reference to Vietnam's recruitment market in 2024.

Our Guide covers 10 industries and skillsets and the most frequently hired positions, from middle level, senior to C-suite. The figures included in our Guide are the compilation of data retrieved from our candidates nationwide and our predictions for the year ahead. It is not conclusive and not representative of all businesses in Vietnam.

The salary range given in the Guide is the base salary only and is associated with locations, skills, work experience, education, and others. In fact, salaries for certain positions may be influenced by other factors like company size, benefits packages, market conditions and so on. All salaries mentioned in our Salary Guide 2024 are gross monthly wages in US dollars (USD).

In case any organizations or individuals may want to use part or all the information in this report for either personal or commercial purposes, please cite the source and mention in full its issuer's name - "ManpowerGroup Vietnam Salary Guide 2024".

Thank you and Happy reading!



Trang Nguyen

Head of Manpower Brand
ManpowerGroup Vietnam

SALARY GUIDE 2024

01 **MANUFACTURING & ENGINEERING** 06

02 **LOGISTICS & SUPPLY CHAIN** 13

03 **ENERGY, OIL & GAS** 20

04 **INDUSTRIAL & TRADING** 26

05 **BANKING & FINANCIAL SERVICES** 35

06 **CONSUMER GOODS & RETAIL** 47

07 **DIGITAL, MEDIA & TECHNOLOGY** 52

08 **HEALTHCARE & LIFE SCIENCES** 60

09 **REAL ESTATE & CONSTRUCTION** 64

10 **CONSULTING & PROFESSIONAL SERVICES** 74



Manufacturing & Engineering



Market overview

With manufacturing as its main engine, Vietnam has emerged as one of Asia's great success stories and fastest-growing economies. The nation boasts a stable political system, low inflation, young and digital population, and access to many Free Trade Agreements with partners across the globe, including WTO and AFTA. Its manufacturing sector is varied and vibrant, ranging from textile and garment, footwear and apparel to supporting industries and more. Recently, major electronics and automotive manufacturers have been drawn to the country because of its advantages as a manufacturing and processing hub, supply chain integration, skilled workforce, and growing domestic demand.

Furthermore, Vietnam is committed to digital transformation and sustainable development. The nation has integrated ESG principles into its policies and regulations, creating opportunities for foreign companies to implement green manufacturing practices, invest in renewable energy sources, and foster social responsibility. The country's geographical location, political stability, and economically viable labor force make it a magnet for international players who want to tap into a fast-growing market and contribute to sustainable development.



Manufacturing aims to contribute **30%** to GDP in coming years.¹



Vietnam's manufacturing may grow **7%** in 2023, faster than global 5.5%.²



Manufacturing received **60.6%** of Vietnam's FDI in 2022.³



Manufacturing is the **Second-largest** share of employment in Vietnam.⁴

Top 3 in-demand C&B benefits



Performance Bonus



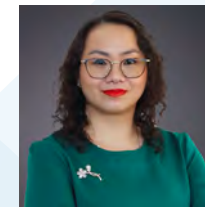
Provided Transportation



5-Day Workweek



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Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [McKinsey](#) 2. [GSO](#) 3. [MoPI](#) 4. [Statista](#)

Most frequently hired positions



Production Manager



Quality Manager



Supplier Quality Engineer



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
BOARD OF MANAGEMENT		
General Manager/General Director/Managing Director	5,000 - 7,000	6,000 - 20,000
Plant Manager/Factory Manager	4,000 - 5,000	5,000 - 10,000
Operation Manager	3,000 - 5,000	4,000 - 10,000
PRODUCTION MANAGEMENT		
Production Manager	2,000 - 3,500	3,500 - 5,000
Production Assistant Manager	1,500 - 2,000	2,000 - 2,500
Production Supervisor	1,000 - 1,200	1,200 - 1,500
Production Engineer	500 - 800	800 - 1,200



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
QUALITY MANAGEMENT		
Quality Assurance/Quality Control Manager	2,500 - 3,500	3,500 - 5,000
Quality Assurance/Quality Control Assistant Manager	1,500 - 2,000	2,000 - 2,500
Quality Assurance/Quality Control Supervisor	1,000 - 1,200	1,200 - 1,500
Quality Engineer	500 - 800	800 - 1,200
TECHNICAL & ENGINEERING		
Engineering/Industrial Engineer (IE) Manager/ Process Engineer (PE) Manager/Technical Program Manager	2,500 - 3,500	3,500 - 5,000
Tooling Manager	2,500 - 3,500	3,500 - 5,000
Project Manager/New Product Introduction Manager	2,000 - 3,000	2,500 - 7,000
Engineering/Industrial Engineering Manager	2,000 - 3,500	3,000 - 7,000
Process Engineering Manager	2,500 - 3,500	3,000 - 7,000
Technical Program Manager	2,500 - 3,500	3,000 - 7,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Engineering/Industrial Engineering/ Process Engineering (PE) Assistant Manager	1,500 - 2,000	2,000 - 2,500
Industrial Engineer/Process Engineering Engineer	600 - 1,000	1,000 - 1,500
Automation Engineer	600 - 1,000	1,000 - 1,500
Electrical/Mechanical Engineer	600 - 900	900 - 1,200
Chemical Engineer	500 - 1,000	800 - 2,000
HEALTH - SAFETY - ENVIRONMENT		
Health - Safety - Environment Manager	2,500 - 3,500	3,500 - 5,000
Health - Safety - Environment Specialist/Executive	1,200 - 1,500	1,500 - 2,000
RESEARCH & DEVELOPMENT (R&D)		
Research and Development Manager/ Product Development Manager	2,500 - 3,500	3,500 - 5,000
Research and Development/ Product Development Assistant Manager	1,500 - 2,500	2,000 - 3,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Research and Development Specialist/Engineer	1,200 - 1,500	1,500 - 2,000
PROJECT MANAGEMENT		
Project Manager	2,500 - 3,500	3,500 - 5,000
Project Engineer	1,000 - 1,500	1,500 - 2,000
FACILITY & MAINTENANCE		
Maintenance/Facility Manager	1,500 - 2,000	2,500 - 5,000
Maintenance/Facility Assistant Manager	1,000 - 2,000	2,000 - 2,500
Maintenance/Facility Supervisor	800 - 1,500	1,500 - 2,000
PRODUCTION PLANNING		
Planning Manager	2,500 - 3,500	3,500 - 5,000
Planning Assistant Manager	1,200 - 1,500	1,500 - 2,000
Planning Supervisor	800 - 1,200	1,000 - 2,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
MERCHANDISE		
Merchandise Manager	2,500 - 3,500	3,500 - 5,000
Merchandise Assistant Manager	1,200 - 1,500	1,500 - 2,000
Merchandiser	1,200 - 1,500	1,500 - 2,000
ONSITE ENGINEERS		
Technical Program Manager/Site Technical Manager	2,500 - 3,500	3,000 - 5,000
Operation Project Manager	2,500 - 3,500	3,000 - 5,000
Supplier Quality Engineer/Product Quality Engineer	2,000 - 3,500	3,000 - 5,000
Automation Manufacturing Engineer	2,500 - 3,500	3,000 - 4,500
Mechanical Quality Engineer	2,500 - 3,500	3,000 - 4,500
Test Engineer	2,000 - 3,500	3,000 - 4,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Logistics & Supply Chain



Market overview

Logistics and Supply Chain is a vital industry for Vietnam’s economic development in the era of globalization, as the country experiences rapid economic growth and joins many international trade agreements. To enhance its competitiveness in the global market, the country has invested significantly in infrastructure development and technology adoption, drawing foreign investment to boost logistics activities. The industry is also transforming itself with the latest trends, such as e-commerce, digitalization, and green practices, to optimize costs, reduce environmental impact, and enhance sustainability. Vietnam has a vision for the future, with logistics being one of its key priorities. The nation is shifting from global to regional, diversifying its supply chain to make it more resilient and customer-oriented.

The soon-to-be Asia’s “Logistics Star” welcomes foreign companies and startups in this sector to explore its potential and benefits. By establishing a presence in Vietnam, businesses can leverage the country’s strategic position as a gateway to other Southeast Asian countries and capture a larger share of the regional market.

Logistics sector grows **14-16%** yearly, worth US\$40-42 billion.¹

Vietnam in the **top 10** of 2023 Emerging Logistics Markets.²

Vietnam has **3,000+** domestic and 25 global logistics providers in 2023.³

Vietnam's express delivery to hit **US\$4.88 billion** in 2030.⁴

Top 3 in-demand C&B benefits



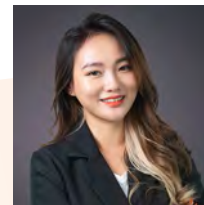
Performance Bonus



Overtime Allowance



Health Insurance



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Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [MoIT](#) 2. [Agility](#) 3. [VnEconomy](#) 4. [Allied Market Research](#)

Most frequently hired positions

 Sales Manager

 Operation Manager

 Warehouse Manager



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
BOARD OF MANAGEMENT		
Managing Director/General Director	5,000 - 8,000	9,000 - 20,000
Branch Manager	4,000 - 6,000	5,000 - 10,000
SALES & MARKETING		
Sales/Business Development Manager	2,000 - 3,000	2,500 - 4,000
Sales/Business Development Executive	800 - 1,200	1,000 - 1,500
Commercial Manager	1,800 - 3,000	3,000 - 5,000
Key Account Manager	1,300 - 2,000	2,000 - 3,000
PURCHASING/SOURCING/PROCUREMENT		
Purchasing/Sourcing/Procurement/Buying/Material Manager	1,500 - 2,000	2,000 - 4,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Purchasing/Sourcing/Procurement/Buying/ Material Executive	500 - 1,000	1,000 - 1,500
IMPORT EXPORT/CUSTOMS		
Import - Export Manager	1,500 - 2,000	2,000 - 3,000
Logistics Manager	1,200 - 2,000	2,000 - 4,000
Cross Border Manager	1,000 - 2,000	2,000 - 3,000
Customs Clearance Manager	1,200 - 1,500	1,500 - 2,500
Import - Export Executive	700 - 1,000	1,000 - 1,500
Customs Clearance Executive	600 - 800	800 - 1,200
PLANNING		
Demand Planning Manager	1,500 - 2,500	2,500 - 3,500
Supply Planning/Production Planning Manager	1,500 - 2,500	2,500 - 3,500
Material Planning Manager	1,200 - 2,000	2,000 - 3,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Demand Planning Executive	600 - 800	800 - 1,500
WAREHOUSING		
Warehouse Manager	1,200 - 2,000	2,000 - 3,000
Warehouse Executive	500 - 800	800 - 1,500
TRANSPORTATION & DISTRIBUTION		
Linehaul & Shuttle Manager	2,000 - 3,000	3,000 - 5,000
Process Innovation/Improvement/Excellence Manager	1,500 - 2,000	2,000 - 3,000
Transportation Manager	1,200 - 2,000	2,000 - 3,000
Distribution Center Manager	1,200 - 2,000	2,000 - 3,500
Shipping Manager	1,200 - 1,800	1,800 - 2,000
Fleet/Delivery Manager	1,000 - 1,500	1,500 - 2,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
CUSTOMER SERVICE		
Order Process Management/ Customer Service Logistics Manager	1,200 - 1,500	2,000 - 4,000
Order Process Management/ Customer Service Logistics Executive	700 - 1,000	1,200 - 1,500
CONSULTING		
Solution Manager	1,800 - 2,000	2,000 - 3,500
Logistics/Solution/Supply Chain Managing Consultant	1,500 - 2,500	2,500 - 6,000
ERP/SAP Implementation	1,000 - 2,000	2,000 - 3,500
OPERATION		
Operation Manager	2,000 - 3,000	3,000 - 4,000
Operation Executive	1,000 - 1,500	1,500 - 2,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
SUPPLY CHAIN		
Supply Chain Manager	2,500 - 3,500	3,500 - 5,000
Logistics Manager	1,500 - 2,500	2,500 - 3,500
Supply Chain Executive	600 - 1,000	1,000 - 1,500
Logistics Executive	600 - 1,000	1,000 - 1,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Energy, Oil & Gas



Market overview

Vietnam is a promising market in the renewable energy industry, ranking second among developing economies in attracting FDI from 2015 to 2022. The country has a wealth of natural resources and a strategic location that enables it to harness the power of renewable sources, especially wind and solar energy. These green sources can help the Southeast Asian nation meet its growing energy demand, enhance its energy security, and reduce its reliance on fossil fuel imports.

2023 is a pivotal year for Vietnam's energy transition, as the country embarks on a green transformation that is both a priority and a necessity. The National Energy Masterplan and the Power Development Plan VIII (PDP 8) set the direction and framework for energy development, independence and integration. Vietnam also offers a conducive environment for oil and gas companies, which remain a vital sector for its economic growth and energy security. Its commitment to sustainable development further boosts its attractiveness, creating ample opportunities for growth and profitability for companies in the energy, oil and gas sectors.



Renewables to cover **32%** of the country's energy needs by 2030 to meet Net Zero by 2050.¹



Vietnam has **1,000 GW** potential for wind and solar.³



Rooftop solar power may add **32.3 MW** to clean energy and reduce 15,530 tons CO₂ by 2025.²



Green hydropower may produce **10-20 million** tonnes annually by 2050.⁴

Top 3 in-demand C&B benefits



Working Arrangement (Hybrid/Flexible)



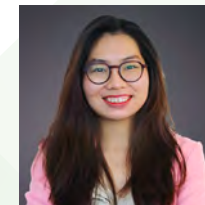
Housing & Transportation Allowance



Paid Annual Leave



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Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [McKinsey](#) 2. [ADB](#) 3. [McKinsey](#) 4. [MoC](#)

Most frequently hired positions



Business & Project Development Manager



Construction/Maintenance Engineer



EHS Supervisor



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
RENEWABLE ENERGY		
Business Development/Project Development/Commercial		
Country Manager	6,000 - 9,000	8,000 - 18,000
Project Development Director	5,000 - 8,000	9,000 - 15,000
Business Development Director	4,000 - 7,000	6,000 - 12,000
Project Development Manager	3,000 - 5,000	4,000 - 7,000
Business Development Manager	3,000 - 5,000	4,000 - 7,000
Commercial/Contract Manager	3,000 - 5,000	4,000 - 6,000
Engineering & Construction		
Engineering Director	4,000 - 6,000	5,000 - 9,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Engineering Manager	3,500 - 5,000	4,000 - 6,000
Construction Manager	3,000 - 4,500	3,500 - 5,000
Mechanical & Electrical Leader	2,000 - 3,500	3,000 - 4,000
E&I Leader	2,000 - 3,500	3,000 - 4,000
Site Supervisor	1,500 - 2,500	2,000 - 3,000
Wind Turbine Engineer	1,500 - 2,500	2,000 - 3,000
Operation & Maintenance		
Legal Manager	3,000 - 4,000	5,000 - 12,000
Government/Communication Affairs Manager	2,500 - 3,500	3,000 - 6,000
Project Finance Manager/Specialist	2,500 - 3,500	3,500 - 13,000
Plant Manager	2,000 - 3,000	2,500 - 8,000
Operation & Maintenance Manager	2,000 - 3,000	3,000 - 6,000
Asset Management/Facility Manager	2,000 - 2,500	2,500 - 4,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Health - Safety - Environment, Quality Assurance/ Quality Control		
Health - Safety - Environment Manager	3,000 - 4,000	3,500 - 9,000
Quality Assurance/Quality Control Manager	3,000 - 4,000	4,000 - 7,000
Environment Manager	2,500 - 3,500	3,000 - 4,500
REFINERY/PETROCHEMICAL		
Process, Overhaul & Asset Management		
Distributed Control System (DCS) Leader	3,500 - 4,500	5,000 - 8,000
Process Control Advisor	3,500 - 4,500	5,000 - 8,000
Engineering Leader	3,500 - 4,500	4,000 - 8,000
Operational Field Risk Advisor	3,500 - 4,500	4,000 - 7,000
Turnaround Supervisor	3,000 - 4,000	3,500 - 7,000
Berth Master	3,000 - 4,000	4,000 - 7,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Cost Estimator	2,000 - 3,000	2,500 - 4,500
POWER GENERATION		
Operation & Maintenance		
Power Production Leader	2,800 - 3,500	3,000 - 4,500
Coal Logistics Leader	1,800 - 2,500	2,000 - 3,000
Electrical Leader	1,800 - 2,500	2,000 - 4,500
Boiler Leader	1,500 - 2,500	2,000 - 3,500
Flue Gas Desulfurization (FGD) Leader	1,500 - 2,500	2,000 - 3,500
I&C Leader	1,500 - 2,500	2,000 - 3,500
Maintenance Coal Handling Leader	1,500 - 2,500	2,000 - 3,500
Environment Chemical Leader	1,500 - 2,000	2,000 - 3,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Industrial & Trading



Market overview

The industrial and trading sector drives Vietnam’s economic development, thanks to its strengths in demographics, politics, location, and investments. The government aims to make Vietnam a leading industrialized nation in Southeast Asia by 2030 and has taken various steps to achieve this goal. Some of these include improving the business environment, attracting investment in high-tech and export-oriented industries, and most importantly, entering 15 free trade agreements with partners from all continents that offer lower trade tariffs. Despite the pandemic’s impact, Vietnam’s industrial output showed resilience and recovery in the second half of 2023 and is expected to be back in full swing by H2 2024. The Northern region is the most vibrant market for industrial projects, while the U.S. is the main export destination.

Industrialization is the key to Vietnam’s economic progress, but it also demands science, technology, innovation, green growth, and sustainability. With the government’s dedication to economic development and the country’s competitive edge, Vietnam is a bright spot in the region’s economic recovery and an attractive destination for investors.

Vietnam's industrial production increased by **4.1%** YoY in October 2023.¹



The industrial sector employed over **15 million** in 2022.³



29.4% of Vietnam's exports go to the US, its biggest market.²



IIP up in **49** cities/provinces in the first 8 months of 2023.⁴



Top 3 in-demand C&B benefits



Incentive Performance Bonus



Health Insurance



Work Flexibility



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- Ho Chi Minh City



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [MoIT](#) 2. [S&P](#) 3. [Savills](#) 4. [GSO](#)

Most frequently hired positions

 Sales Manager

 Sales Engineer

 Service Engineer



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
BOARD OF MANAGEMENT		
General Manager/Managing Director	6,000 - 10,000	10,000 - 20,000
Chief Representative	6,000 - 8,000	7,000 - 12,000
SALES & BUSINESS DEVELOPMENT		
Sales Director/Country Sales Manager	4,000 - 6,000	6,000 - 12,000
Business Development Manager	2,500 - 3,500	3,000 - 5,000
Regional Sales Manager	2,500 - 3,500	3,000 - 5,000
Sales Manager	1,500 - 2,500	2,000 - 4,500
Key Account Manager	1,000 - 2,000	2,000 - 3,000
Sales Executive	1,200 - 2,000	1,500 - 2,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Sales Application Engineer	1,000 - 1,500	1,500 - 2,000
MARKETING		
Marketing Head/Director	3,000 - 5,000	5,000 - 7,000
Marketing Manager	2,000 - 3,000	2,500 - 3,500
Marketing Executive	1,200 - 1,500	1,500 - 2,000
TECHNICAL & AFTER-SALES SERVICE		
After Sales Manager	2,500 - 3,500	3,000 - 4,000
Technical Service Manager	2,500 - 3,500	3,000 - 4,000
Customer Service/After Sales Executive	1,200 - 1,500	1,500 - 2,000
Technical Support Engineer	1,200 - 1,500	1,500 - 2,000
Service Engineer	1,200 - 1,500	1,500 - 2,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
SOURCING		
Sourcing Head	4,000 - 6,000	5,000 - 10,000
Sourcing Manager	2,500 - 3,500	3,000 - 5,000
Sourcing Specialist	1,200 - 1,500	1,500 - 2,500

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Back Office



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Ha Noi 
Ho Chi Minh City 

Most frequently hired positions



 HR Manager

 Talent Acquisition/Recruitment Manager

 Finance Manager

Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
HUMAN RESOURCE (HR) AND ADMINISTRATION		
HR Director/Head of HR/Chief HR Officer	4,500 - 8,000	8,000 - 15,000
HR Manager/HR & Admin Manager	2,500 - 3,500	3,000 - 6,000
Learning & Development/Training Manager	2,500 - 4,000	3,000 - 5,000
Talent Acquisition/Recruitment Manager	2,500 - 4,000	3,000 - 5,000
Total Rewards/C&B Manager	2,500 - 4,000	3,000 - 5,000
HR Business Partner Manager	2,000 - 3,000	2,500 - 5,000
Employee Relations Manager	2,000 - 3,000	2,500 - 3,500
Admin/Office Manager	1,300 - 2,000	1,500 - 3,500
HR Assistant Manager	1,300 - 1,500	1,500 - 2,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
HR Executive/Specialist	1,200 - 1,500	1,300 - 1,800
FINANCE & ACCOUNTING		
Chief Financial Officer (CFO)	6,000 - 10,000	8,000 - 12,000
Finance Director	5,000 - 8,000	6,000 - 10,000
Internal Audit Manager	2,500 - 5,000	4,000 - 10,000
Tax Manager	2,000 - 4,000	4,000 - 8,000
Finance Manager	2,000 - 3,500	3,000 - 8,000
Chief Accountant/Accounting Manager	2,000 - 3,000	3,000 - 8,000
Treasury Manager	2,000 - 3,000	3,000 - 4,000
Finance Assistant Manager	1,500 - 1,800	1,500 - 2,000
General Accountant	1,200 - 1,500	1,300 - 2,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
LEGAL & COMPLIANCE		
Head of Legal & Compliance	3,000 - 5,000	5,000 - 8,000
Legal Manager	2,000 - 3,000	2,500 - 4,000
Inhouse Lawyer	2,000 - 3,000	3,000 - 5,000
Compliance Manager	1,500 - 2,000	2,000 - 4,000
Legal Specialist	1,500 - 2,000	2,000 - 2,500
Senior Legal & Compliance Officer	1,000 - 1,500	1,200 - 1,800
Compliance Officer	1,000 - 1,200	1,200 - 1,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Banking & Financial Services



Market overview

With more liberal policies and a growing appetite for wealth management, Vietnam has achieved remarkable growth in its financial markets in recent years. Its economy and market have proven to be resilient and robust, bouncing back from the Covid-19 pandemic. The country's personal financial assets growth rate has outpaced that of other Asian countries over the past decade and its stock market has outperformed other emerging markets by offering a higher long-term rate of return. Vietnam is also at the forefront of fintech innovation in ASEAN, fueled by the rising use of digital payments, consumer lending as well as the emergence of super apps that offer a holistic banking experience.

The banking sector is transforming, with local banks gaining momentum and global banks increasing their presence. The banks leverage technology to offer digital wealth solutions that are convenient, secure, and personalized. They also support Vietnam's green economy and ESG goals by focusing on sustainable finance, especially green bonds. Vietnam is one of the most promising emerging markets with immense potential for those who aspire to make their mark in the dynamic world of finance.



Vietnam is projected to be a **US\$600 billion** wealth market by 2027.¹



Vietnam's Fintech may hit **US\$18 billion** by 2024.²



249% surge in investment for financial services.³



More than **70%** of adults have banking accounts.⁴

Top 3 in-demand C&B benefits



Work Flexibility



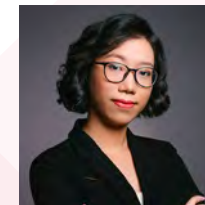
**Stock Options/
Staff Loan**



Year-end Bonus



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Ha Noi



Ho Chi Minh City



Manufacturing & Engineering

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Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [McKinsey](#) 2. [Acclime](#) 3. [NIC](#) 4. [SBV](#)

Most frequently hired positions

 Head of Product

 Head of Business Development

 Senior Data/Risk positions



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
BANKING		
C-Suite & Senior Leadership		
CEO	17,000 - 35,000	25,000 - 60,000
Deputy CEO	10,000 - 20,000	12,000 - 30,000
Chief Information Officer	9,000 - 17,000	12,000 - 25,000
Chief Data Officer	10,000 - 16,000	14,000 - 25,000
Chief Technology Officer	10,000 - 15,000	15,000 - 20,000
Head of Treasury	10,000 - 15,000	10,000 - 20,000
Chief Digital Officer	8,000 - 15,000	15,000 - 20,000
Chief Financial Officer	8,000 - 15,000	10,000 - 20,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Chief Marketing Officer	8,000 - 15,000	15,000 - 18,000
Chief Operation Officer	8,000 - 15,000	10,000 - 20,000
Chief Risk Officer	8,000 - 15,000	10,000 - 20,000
Chief People Officer	8,000 - 15,000	10,000 - 20,000
Head of Corporate Banking	9,000 - 15,000	14,000 - 25,000
Head of Retail Banking	8,000 - 15,000	14,000 - 25,000
Head of Transaction Banking	10,000 - 15,000	10,000 - 20,000
Head of Customer Experience	8,000 - 15,000	15,000 - 18,000
Chief Legal & Compliance	8,000 - 13,000	13,000 - 16,000
Head of Digital Transformation	5,000 - 7,000	7,000 - 10,000
Head of Collection	4,000 - 5,000	7,000 - 10,000
Head of Internal Audit	4,000 - 5,000	5,000 - 7,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Head of Securities Services	4,000 - 5,000	5,000 - 7,000
Head of Health and Wellbeing	3,500 - 4,000	4,000 - 4,500
Financial Institution/Multinational Corporation/ Local Coverage Head	5,000 - 7,000	6,000 - 15,000
Financial Institution/Corporate Relationship Manager	2,000 - 3,500	3,000 - 6,500
Head of Wealth Management	7,000 - 10,000	10,000 - 15,000
Head of Priority Banking	6,000 - 10,000	8,000 - 12,000
Head of Bancassurance	5,000 - 8,000	7,000 - 10,000
Head of Partnership	4,000 - 8,000	7,000 - 10,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Technology & Digital		
Head of Department	5,000 - 15,000	12,000 - 20,000
Solution Architect/Technical Architect	3,000 - 4,800	4,500 - 10,000
Technical/Software Development	2,000 - 4,000	4,000 - 8,000
Cloud Engineer/Expert	2,000 - 4,000	3,500 - 7,000
DevOps/DevSecOps Engineer	1,900 - 3,500	3,200 - 6,000
Middleware/Integration Engineer	2,000 - 3,000	2,000 - 5,000
Security Engineer/Expert	1,500 - 3,000	2,500 - 5,000
System/Network Engineer	1,500 - 2,800	1,800 - 5,000
Technology Assurance	1,300 - 2,500	2,000 - 5,000
IT Card Development/Operations	1,500 - 2,000	1,700 - 3,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Risk		
Head of Enterprise/Integrated Risk	2,500 - 7,000	4,000 - 10,000
Head of Credit Risk/Modelling	3,500 - 5,500	4,000 - 8,000
Head of Market/Liquidity Risk	2,500 - 5,000	4,000 - 8,000
Head of IT Risk	2,200 - 3,500	3,000 - 6,000
Head of Operational Risk	2,000 - 5,000	4,000 - 8,000
Data		
Head of Data Analytics	5,000 - 7,000	6,000 - 15,000
Head of Data Engineering/Architect	5,000 - 7,000	6,000 - 15,000
Head of Data Governance	5,000 - 7,000	6,000 - 12,000
FUND MANAGEMENT		
Group CEO	8,000 - 15,000	15,000 - 25,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Investment Director	5,000 - 7,000	10,000 - 15,000
Head of Investment Banking	4,000 - 7,000	7,000 - 10,000
Head of Research	3,000 - 5,000	6,000 - 12,000
Investor Relations Manager	2,500 - 4,000	4,000 - 7,000
Investment Manager	2,500 - 4,000	4,000 - 7,000
Investment Analyst	1,000 - 2,000	2,000 - 3,000
Research Analyst	600 - 2,000	2,000 - 3,000
SECURITIES		
CEO	7,000 - 10,000	10,000 - 15,000
Head of Wealth Management	4,000 - 5,000	5,000 - 7,000
Head of IT	4,000 - 5,000	5,000 - 7,000
Head of Institutional Sales	4,000 - 5,000	5,000 - 7,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Head of Research	4,000 - 5,000	5,000 - 7,000
Head of Investment Banking	4,000 - 6,000	6,000 - 9,000
Head of Marketing & Communication	2,500 - 4,000	4,000 - 6,000
Head of Human Resources	2,500 - 4,000	4,000 - 6,000
Product Development Manager	1,500 - 2,500	2,500 - 4,000
Marketing/Brand Manager	1,500 - 2,000	2,000 - 4,000
Brokerage Director	2,000 - 3,500	2,500 - 5,000
Head of Risk Management	2,500 - 3,500	3,500 - 5,000
Head of Legal & Compliance	2,500 - 3,000	3,000 - 5,000
Trading Manager	1,500 - 2,000	2,000 - 3,000
Research Manager	1,500 - 2,500	2,500 - 3,500
Investment Banking Manager	1,500 - 2,500	2,500 - 3,500
IT Manager	1,700 - 2,000	2,000 - 4,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
INSURANCE		
CEO	15,000 - 20,000	20,000 - 25,000
Chief Actuary	10,000 - 15,000	15,000 - 20,000
Chief Technology Officer	7,000 - 10,000	10,000 - 15,000
Chief Financial Officer	10,000 - 15,000	15,000 - 20,000
Chief HR Officer	7,000 - 10,000	10,000 - 15,000
Chief Operation Officer	7,000 - 10,000	10,000 - 15,000
Chief Marketing Officer	7,000 - 10,000	10,000 - 15,000
Chief Legal & Compliance Officer	7,000 - 10,000	10,000 - 15,000
Chief Agency Officer	7,000 - 10,000	10,000 - 15,000
Chief Partnership Distribution Officer	7,000 - 10,000	10,000 - 15,000
Head of Pricing	7,000 - 10,000	10,000 - 15,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Head of Product	7,000 - 10,000	10,000 - 15,000
Head of Agency Distribution	4,000 - 7,000	7,000 - 10,000
Head of Bancassurance	5,000 - 8,000	7,000 - 10,000
Head of Digital Channel	4,000 - 6,000	6,000 - 8,000
Head of Strategy	5,000 - 7,000	7,000 - 10,000
Head of Valuation	5,000 - 7,000	7,000 - 10,000
Head of Compliance	5,000 - 7,000	7,000 - 10,000
Head of Risk	5,000 - 7,000	7,000 - 10,000
Head of Marketing	5,000 - 7,000	7,000 - 10,000
Head of Training	4,000 - 5,000	5,000 - 7,000
Head of Underwriting	4,000 - 5,000	5,000 - 7,000
Agile Coach	3,000 - 4,000	4,000 - 6,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Product Manager	2,000 - 4,000	4,000 - 6,000
Head of Claim	2,500 - 3,500	3,000 - 5,000
Talent Acquisition Manager	2,000 - 2,500	2,500 - 3,000
Regional Sales Head	2,000 - 3,000	3,000 - 4,000
Accounting Manager	2,000 - 3,000	3,000 - 4,000
Total Rewards Manager	2,500 - 3,000	3,000 - 5,000
Business Development Manager	1,000 - 2,000	2,000 - 3,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Consumer Goods & Retail



Market overview

Vietnam is a land of opportunity for the Consumer Goods & Retails Industry. With 100 million people, a booming economy and a rising living standard, the country is ripe for retail growth and innovation. The retail market is fierce, as local and foreign players compete for customers and loyalty. In the first seven months of 2023, the total retail sales rose by 10.4% year-on-year, reflecting the strong demand and spending power of Vietnamese shoppers. E-commerce continues to be a bright spot in the retail scene, growing fast and steady despite the global slowdown. It is fueled by urbanization, income growth, and internet and smartphone penetration.

Additionally, to address the consumer gaps and adopt cost-saving behaviors, the industry is also going beyond e-commerce to offer seamless omnichannel experiences and customer services. Technology has undoubtedly revolutionized the way businesses operate and meet customer needs. With the government support to ensure consumer safety and rights, Vietnam is an attractive destination for investment and expansion in the sector. The country is committed to ESG practices, has a large and young consumer base, and is strategically located in Southeast Asia. By entering Vietnam, businesses, who are catching up with global trends, can contribute to the development and tap into the huge potential of this dynamic market.

Vietnam's e-commerce market may reach **US\$16.4 billion**, 7.5% of consumer revenue.¹

Retail trade may make **59%** of the total domestic product sales.³

Vietnam's retail industry is expected to grow to **US\$350 billion** by 2025.²

Vietnam's e-commerce may hit **US\$39 billion** by 2050.⁴

Top 3 in-demand C&B benefits



Salary & Bonus



Premium Health Insurance



Work Flexibility



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- Ho Chi Minh City



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [MoIT](#) 2. [MoIT](#) 3. [MoIT](#) 4. [Lazada](#)

Most frequently hired positions



Retail Operations Manager



Trade Marketing/Brand Manager



Route-to-Market Manager

Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
FAST MOVING CONSUMER GOODS		
General Manager/Country Manager	8,000 - 15,000	9,000 - 20,000
Commercial Director/Business Unit Director	7,000 - 12,000	10,000 - 15,000
SALES		
Vice President/Sales Director	5,000 - 10,000	8,000 - 12,000
Head of General Trade	4,500 - 8,000	6,000 - 10,000
Head of Modern Trade	4,000 - 8,000	5,000 - 10,000
Regional Sales Manager	2,000 - 3,500	3,000 - 5,000
Key Account Manager	1,200 - 4,000	2,000 - 5,000
Sales Capability Manager	1,000 - 3,000	2,000 - 4,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Route-to-Market Manager	1,000 - 3,000	2,000 - 4,000
Area Sales Manager	1,000 - 2,200	2,000 - 3,500
TRADE MARKETING		
Head of Trade Marketing	2,000 - 8,000	5,000 - 10,000
Trade Marketing Manager	2,000 - 4,000	3,000 - 7,000
MARKETING		
Marketing Director	4,000 - 8,000	5,000 - 8,000
Vice President	4,000 - 6,000	5,500 - 10,000
Marketing Manager	4,000 - 5,000	5,000 - 6,500
Brand Manager	1,500 - 2,500	2,000 - 4,500
Assistant Brand Manager	1,000 - 1,500	1,200 - 2,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
RETAIL		
Retail Director/Head of Retail	4,000 - 6,000	5,000 - 7,000
Branch Manager	3,000 - 5,000	4,000 - 6,000
Operations Director	3,000 - 4,000	4,000 - 5,500
Retail Operations Manager	2,000 - 3,000	2,500 - 3,500
Senior Brand Manager	2,000 - 3,000	5,000 - 7,000
Category/Merchandise Manager	1,000 - 2,500	2,000 - 4,000
Store Manager	1,200 - 2,000	1,800 - 3,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Digital, Media & Technology



Market overview

Vietnam aims to become a fully digital society by 2030 and a high-income economy by 2045, with a strong focus on the digital economy. The government has been driving digital transformation in various sectors, launching the National Digital Transformation Program and other initiatives to encourage businesses to go digital. The country also has a vibrant startup ecosystem and innovation culture, supported by a range of services such as incubators, accelerators, and venture capital firms.

Notably, e-commerce in Vietnam has grown rapidly, thanks to the rise of online shopping and the growing trust in digital transactions. Furthermore, emerging technologies such as artificial intelligence, blockchain, and the IoT are expected to shape Vietnam’s digital economy and attract more investment and collaboration. The country’s IT landscape has also benefited from the presence of multinational corporations and tech giants, which have enabled knowledge transfer and allowed local talent to learn from the best in the industry. With the government’s support, a young and tech-savvy workforce, a favorable business environment, and increasing global recognition, Vietnam’s digital, media and technology sector is poised for further growth and success.



Vietnam's digital economy potential worth **US\$45 billion** by 2025.¹



E-commerce may be **56%** of Vietnam's digital economy by 2025.²



79.1% of Vietnam's population were Internet users in early 2023.³



94% of Vietnamese people use Internet regularly.⁴

Top 3 in-demand C&B benefits



Competitive Salary



Flexible Working Hours



Sign-on Bonus



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- Ha Noi
- Ho Chi Minh City



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [Google](#) 2. [Google](#) 3. [Kepios](#) 4. [MoC](#)

Most frequently hired positions

 Software Engineer

 Data Analyst/Scientist/Engineer

 AI/ML Engineer



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
C-SUITE & SENIOR LEADERSHIP		
CEO	8,000 - 23,000	from 12,000
Chief Technology Officer (CTO)	7,000 - 15,000	10,000 - 18,000
Chief Information Officer (CIO)	7,000 - 19,000	10,000 - 24,000
Head of Product	7,000 - 8,000	8,000 - 10,000
Head of Engineering	7,000 - 8,000	8,000 - 10,000
Chief Data Officer	6,000 - 10,000	7,000 - 12,000
Head of Security/Chief Information Security Officer (CISO)	5,000 - 8,000	6,500 - 10,000
Head of Infrastructure	5,000 - 8,000	6,000 - 10,000
Head of Machine Learning	4,000 - 8,000	from 5,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Product Manager	3,000 - 6,000	4,000 - 8,000
SOFTWARE		
Delivery Manager	2,500 - 3,500	3,500 - 5,000
Engineering Manager	2,500 - 5,000	4,000 - 7,000
Solution Architect	2,100 - 3,500	3,000 - 6,500
Project Manager/Product Owner	2,000 - 4,000	3,500 - 6,000
Back-end Developer	1,500 - 3,000	1,900 - 5,000
Mobile Developer	1,500 - 3,000	1,900 - 5,000
Full-stack Developer	1,500 - 3,500	2,000 - 5,500
Front-end Developer	1,350 - 2,500	1,800 - 4,500
Game Developer	1,000 - 3,000	from 2,500
Business Analyst	800 - 2,000	1,500 - 3,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
DATA, AI, ML		
Data Scientist	2,000 - 5,000	3,000 - 7,000
AI Engineer/Machine Learning (ML) Engineer	1,500 - 3,000	2,400 - 5,000
Data Management/Data Governance	1,500 - 3,000	2,200 - 4,500
Data Engineer	1,500 - 4,500	2,100 - 7,000
Database Administrator	1,200 - 2,000	1,800 - 2,500
Data Analyst/Business Intelligence	800 - 2,000	1,700 - 3,500
SECURITY		
IT Security Manager	2,100 - 3,500	2,500 - 6,000
QA/QC Engineer	1,000 - 1,800	1,700 - 2,500
IT Security Engineer	1,000 - 2,000	1,700 - 3,000
Penetration Tester	1,000 - 2,000	1,700 - 3,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
INFRASTRUCTURE		
Cloud Engineer	1,800 - 2,700	2,500 - 4,000
Site Reliability Engineer/DevOps Engineer	1,550 - 3,200	2,300 - 4,500
System Engineer/System Administrator	750 - 1,550	1,450 - 2,500
Network Engineer	750 - 1,550	1,450 - 2,500
IT CONSULTING		
Pre-Sales Manager	1,500 - 2,800	2,500 - 5,500
Enterprise Resource Planning (ERP)/ Systems Applications and Products (SAP) Consultant	1,000 - 2,000	2,000 - 3,500
Sales/Account Manager	900 - 3,000	2,000 - 4,000
IT IN-HOUSE		
IT Director	4,000 - 5,000	6,000 - 8,000
IT Manager	2,500 - 3,500	3,000 - 4,500

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
IT Support/Helpdesk	800 - 1,500	1,300 - 2,000
E-COMMERCE TECH STARTUP		
Head of Marketplace	4,000 - 5,000	5,000 - 8,000
Head of Category	3,000 - 4,500	5,000 - 7,000
Head of Sales	3,000 - 4,500	5,000 - 7,000
Head of Marketing/Head of Growth	3,000 - 4,500	5,000 - 7,000
Customer Success Manager	2,500 - 3,000	3,000 - 4,000
DIGITAL MEDIA & ADVERTISING		
Creative Director	3,500 - 4,000	4,500 - 5,500
Sales Director	2,500 - 3,500	4,000 - 6,000
Digital Director	2,500 - 3,500	3,500 - 5,500
Account Director	2,500 - 3,500	3,500 - 4,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Art Director	2,000 - 3,000	3,000 - 3,500
BACK OFFICE		
HR Director/Manager	2,000 - 3,000	3,000 - 4,500
Human Resources Business Partner (HRBP)	1,500 - 2,000	2,000 - 3,000
Talent Acquisition	800 - 1,800	1,800 - 3,500

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Healthcare & Life Sciences



Market overview

Vietnam is an emerging star in the Healthcare and Life Sciences sector, thanks to the rising middle class, increased healthcare spending, and government reforms. The country has made impressive strides in improving its healthcare quality and access, becoming the second-biggest healthcare spender in Southeast Asia. The government, in particular, has launched a Health Digital Transformation program and other measures to support health-tech businesses in upgrading the health system and attracting medical tourists. Additionally, the pharmaceutical sector is a hotspot for global investment, owing to its growth potential and R&D capabilities. To improve quality and competitiveness in this sector, the government is encouraging domestic production and M&A partnerships with foreign investors.

Overall, with a market size of over 100 million people, its commitment to digital transformation and being a gateway to neighboring regions, Vietnam offers a unique opportunity for growth and success. Companies that expand into Vietnam can not only tap into a flourishing market but also contribute to the development of a robust healthcare ecosystem that benefits all stakeholders.

Vietnam aims for **95%** Universal Health Coverage by 2025.¹

Healthcare spending may **TRIPLE** to US\$42.9 billion by 2028.

Vietnam's hospital market may grow to **US\$11.23 billion** by 2028.³

Medical tourism in Vietnam earns **US\$2 billion** annually.⁴

Top 3 in-demand C&B benefits



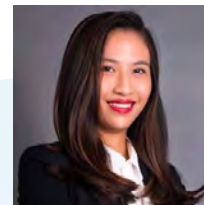
Total package



Flexibility



Retention Bonus



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■ Ho Chi Minh City



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [KPMG](#) 2. [BMI](#) 3. [Research & Markets](#) 4. [Department of Tourism](#)

Most frequently hired positions



Regulatory Affairs Manager



Product Manager



Sales & Marketing



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
PHARMACEUTICAL & MEDICAL		
General Manager/Country Manager	15,000 - 20,000	from 20,000
Marketing Director	10,000 - 12,000	12,000 - 15,000
Head of Business Unit	4,000 - 12,000	7,000 - 15,000
Head of Marketing	3,000 - 12,000	6,000 - 15,000
Head of Commercial Excellence	3,000 - 9,000	4,000 - 12,000
Marketing Manager	5,000 - 7,000	7,000 - 8,000
Head of Medical Affairs	3,000 - 6,000	4,000 - 9,000
Head of Market Access	4,000 - 6,000	5,000 - 10,000
Group Product Manager	4,000 - 5,000	5,000 - 7,000
Sales Director (Pharma)	4,000 - 5,000	5,000 - 7,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Sales Force Effectiveness Manager	2,000 - 5,000	2,500 - 7,000
Sales Manager (Devices)	2,000 - 4,000	2,500 - 5,000
Regional Sales Manager (Pharma)	3,000 - 4,000	4,000 - 5,000
Product Manager	3,000 - 4,000	4,000 - 5,000
Medical Affairs Manager	3,000 - 4,000	4,000 - 5,000
Sales Manager	3,000 - 4,000	4,000 - 5,000
Market Access Manager	2,000 - 3,000	2,500 - 5,000
Regulatory Affairs Manager	2,000 - 3,000	3,000 - 5,000
HOSPITAL/CLINIC		
Chief Operation Officer (Hospital)	5,000 - 7,000	6,000 - 8,500
Head of Marketing (Hospital)	3,500 - 5,000	4,500 - 7,000
Doctor	2,000 - 4,000	3,000 - 7,000
Chief Nurse	1,500 - 2,500	2,000 - 3,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services




Real Estate & Construction




Market overview


Vietnam is attracting a flock of real estate & construction investors, thanks to its high urbanization rate, growing middle class, and young and tech-savvy population. These industries have been a major contributor to the GDP in recent years and the real estate alone have lured about 9.6% of total FDI in the first 9 months of 2023. In addition, the Ministry of Construction has set a goal of building one million apartments for low-income earners by 2030 and removing the legal bottlenecks. This will drastically improve the investment environment for the housing market in Vietnam.

Besides, industrial parks are becoming a hot commodity with limited supply and soaring prices. Especially, those in satellite areas, with reasonable land prices, increasing supply, and a strategic location, will become increasingly vibrant and competitive. By committing to sustainable development and infrastructure improvements, the government adds the final touch to the appeal of this emerging market and creates a favorable environment for companies with expertise in modern and green technologies to thrive.

 Construction's growth rate outpaced GDP with **4.74%** YoY in the first 5 months.¹

 M&A in real estate assets accounted for **65%**.²

 Over **78%** occupancy for industrial real estate in H1 2023.³

 Vietnam aims for **45%** urbanization by 2025.⁴

Top 3 in-demand C&B benefits



Salary



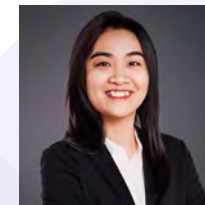
Commission



Social Insurance



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 Ho Chi Minh City



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

1. [GSO](#) 2. [EY](#) 3. [MoPI](#) 4. [MoC](#)

Most frequently hired positions



Head of Sales & Marketing



Head of Leasing & Asset Management



Head of Investment



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
C-SUITE & EXECUTIVE		
General Director/CEO (Expatriate)	10,000 - 15,000	15,000 - 20,000
General Director/CEO	9,000 - 12,000	12,000 - 18,000
Deputy General Director/Deputy CEO	8,000 - 10,000	10,000 - 15,000
Chief Operations Officer	8,000 - 10,000	10,000 - 15,000
Chief Finance Officer	8,000 - 10,000	10,000 - 15,000
Chief Investment Officer	8,000 - 10,000	10,000 - 15,000
Chief People Officer	8,000 - 10,000	10,000 - 15,000
Legal Counsel	8,000 - 10,000	10,000 - 15,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
SALES & MARKETING		
Director of Sales & Marketing	4,000 - 6,000	7,000 - 9,000
Marketing Director	3,500 - 5,000	5,000 - 7,000
Sales Director	3,500 - 5,000	5,000 - 7,000
PR, Event and Communications Manager	2,500 - 3,500	3,500 - 4,500
Industrial Leasing Manager	2,500 - 4,000	4,000 - 5,000
Office Leasing Manager	2,000 - 3,000	3,000 - 4,000
Residential Leasing Manager	2,000 - 3,000	3,000 - 4,000
Retail Leasing Manager	2,000 - 3,000	3,000 - 4,000
PROJECT MANAGEMENT & DEVELOPMENT		
Project Legal Director	4,000 - 5,500	5,500 - 8,000
Investment Director	4,000 - 5,500	5,500 - 8,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Division Project Development Director	4,000 - 5,500	5,500 - 7,000
Mechanical Electrical Plumbing (MEP) Director	3,500 - 5,000	50,000 - 6,500
Government Affair Director	3,500 - 5,000	50,000 - 6,500
Design Director	3,500 - 5,000	5,000 - 6,000
Cost & Contract Director	2,500 - 3,500	3,500 - 5,000
Head of Project Management	2,500 - 4,000	4,000 - 6,000
Investor Relations Manager	2,000 - 2,500	2,500 - 3,500
Property Manager	2,000 - 2,500	2,500 - 3,500
Architect/Interior Design Manager	2,000 - 2,500	2,500 - 3,500
Landscape Manager	2,000 - 2,500	2,500 - 3,500
Project Manager	2,000 - 2,500	2,500 - 3,500
Urban Planning Manager	2,000 - 2,500	2,500 - 3,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Mechanical Electrical Plumbing (MEP) Design Manager	2,000 - 2,500	2,500 - 3,500
Legal Manager	2,000 - 3,000	3,000 - 4,000
Investment Manager	2,000 - 3,500	3,500 - 5,000
Quality Assurance/Quality Control Manager	1,800 - 2,500	2,500 - 3,500
Construction Manager	1,800 - 2,500	2,000 - 3,000
Planning Manager	1,800 - 2,500	2,500 - 3,500
INDUSTRIAL REAL ESTATE		
Head of Commercial	6,000 - 9,000	9,000 - 12,000
Head of Finance/Project Finance Director	5,000 - 7,000	7,000 - 10,000
Head of Investment & Asset Management	5,000 - 7,000	7,000 - 10,000
Industrial Leasing Manager	2,500 - 4,000	4,000 - 6,000
Business Development Manager	2,000 - 3,000	3,500 - 5,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Key Account Manager	1,800 - 3,000	3,500 - 5,000
PROPERTY SERVICES		
Head of Capital Markets	4,000 - 6,000	6,000 - 8,000
Head of Commercial	3,500 - 5,000	6,000 - 8,000
Director - Valuation & Advisory Services	3,500 - 5,000	5,000 - 7,500
Director - Research	3,500 - 5,000	5,000 - 7,500
Head of Tenant Representative	3,000 - 3,500	3,500 - 5,000
Chief Engineer	2,000 - 3,000	3,000 - 4,000
Facilities Manager	2,000 - 3,000	3,000 - 4,000
Property Manager	2,000 - 3,000	3,000 - 4,000
Valuation & Advisory Services Manager	2,000 - 3,000	3,000 - 4,000
Research Analyst Manager	2,000 - 3,000	3,000 - 4,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Leasing/Client Solution Manager	2,000 - 3,000	3,000 - 4,000
Project Marketing Manager	2,000 - 3,000	3,000 - 4,000
Marketing & Communication Manager	2,000 - 3,000	3,000 - 4,000
HOTEL & HOSPITALITY		
Cluster General Manager	10,000 - 12,000	12,000 - 15,000
General Manager (Expatriate)	6,000 - 8,000	8,000 - 10,000
General Manager	4,000 - 5,000	5,000 - 8,000
SALES & MARKETING		
Cluster Director of Sales & Marketing (Expatriate)	5,000 - 7,000	7,000 - 9,000
Director of Sales & Marketing (Expatriate)	4,000 - 5,000	5,000 - 7,000
Cluster Director of Sales & Marketing	4,000 - 5,000	5,000 - 7,000
Director of Sales & Marketing	3,000 - 4,000	4,000 - 5,000

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Marketing & Communication Manager	2,000 - 3,000	3,000 - 4,000
Digital Marketing Manager	2,000 - 3,000	3,000 - 4,000
OPERATIONS		
Director of Human Resources	4,000 - 5,000	5,000 - 7,000
Director of Finance	4,000 - 5,000	5,000 - 7,000
Director Of Rooms	3,000 - 4,000	4,000 - 5,000
Director of Food And Beverage	3,000 - 4,000	4,000 - 5,000
Executive Chef	2,000 - 3,000	3,000 - 5,000
Chief Accountant	1,500 - 2,000	2,000 - 3,000
Revenue Manager	1,500 - 2,000	2,000 - 3,000
Outlet Manager	1,500 - 2,000	2,000 - 3,000
Restaurant Manager	1,500 - 2,000	2,000 - 3,000

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Concierge Manager	1,500 - 2,000	2,000 - 3,000
Legal Manager	1,500 - 2,000	2,000 - 3,000
Front Office Manager	1,500 - 2,000	2,000 - 3,000
Housekeeping Manager	1,500 - 2,000	2,000 - 3,000
Entertainment Manager	1,500 - 2,000	2,000 - 3,000
Maintenance/Engineering Manager	1,200 - 1,500	1,500 - 2,500
IT Manager	1,200 - 1,500	1,500 - 2,500

Manufacturing
& Engineering

Logistics
& Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking
& Financial Services

Consumer Goods
& Retail

Digital, Media
& Technology

Healthcare
& Life Sciences

Real Estate
& Construction

Consulting
& Professional Services



Consulting & Professional Services



Market overview

Vietnam's burgeoning economy is a beacon for professional services and consulting firms seeking to broaden their horizons. As ESG becomes an Expectation, not just Aspiration and Digital Transformation tops the National Agenda, there is a pressing need for expert advice to enhance operational efficiency, navigate the digital terrain, and pursue sustainable growth. The service sector in Vietnam is not just surviving, it's thriving. It boasts a comprehensive suite of solutions that span strategic planning, operational management, human resources, and technological innovation. Firms that excel in niche services - especially in cybersecurity, cloud computing, data analytics, and artificial intelligence - are empowering Vietnamese enterprises to harness the power of digitalization and maintain a competitive edge on the world stage.

Moreover, with a rich talent pool and a growing entrepreneurial spirit, Vietnam offers an ecosystem that fosters creativity and innovation. The market is teeming with potential, ready for those willing to embrace the current trends and unlock the nation's promise. In doing so, foreign companies can not only fuel Vietnam's economic ascent but also capitalize on its dynamic market and pioneering spirit.

Vietnam's consulting market may hit **US\$411.48** million by 2028.¹



66% of organizations have implemented ESG programs.³



36% of local businesses seek independent assurance services on ESG reporting.²



Up to **40%** of Vietnam's jobs have high potential to become green.⁴



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

Top 3 in-demand C&B benefits



Salary



Project Bonus



Flexible Working Hours



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1. [Mordor Intelligence](#)

2. [PwC](#)

3. [PwC](#)

4. [GSO & WB](#)

Most frequently hired positions



Vice President



Senior Associate



Business Development Director

Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
MANAGEMENT CONSULTING		
Partner	15,000 - 20,000	20,000 - 25,000
Principal	10,000 - 12,000	12,000 - 15,000
Project Leader	5,000 - 8,000	8,000 - 10,000
Senior Associate	3,000 - 5,000	5,000 - 7,000
Associate	2,000 - 4,000	4,000 - 6,000
Business Analyst	1,500 - 3,000	3,000 - 5,000
DEALS ADVISORY		
Partner	12,000 - 15,000	15,000 - 20,000
Director	8,000 - 10,000	10,000 - 12,000



Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services



Job Titles	Salary Range (USD) Per Month	
	< 5 Yrs of Exp	5+ Yrs of Exp
Vice President	4,000 - 5,000	5,000 - 8,000
Senior Associate	3,000 - 3,500	3,500 - 4,000
Investor Relations/Business Development	2,500 - 4,000	4,000 - 6,000
Associate	2,000 - 2,500	2,500 - 3,000
Analyst	1,000 - 1,500	1,500 - 2,000
BUSINESS/LEGAL CONSULTING		
Partner	10,000 - 15,000	15,000 - 20,000
Counsel	8,000 - 10,000	10,000 - 15,000
Senior Associate	3,000 - 5,000	5,000 - 8,000
Business Development Director	3,000 - 5,000	6,000 - 8,000
Associate	1,500 - 2,000	2,000 - 3,000
Business Development Manager	1,500 - 3,000	3,000 - 5,000
Paralegal	800 - 1,000	1,000 - 1,500

Manufacturing & Engineering

Logistics & Supply Chain

Energy, Oil & Gas

Industrial & Trading

Back Office

Banking & Financial Services

Consumer Goods & Retail

Digital, Media & Technology

Healthcare & Life Sciences

Real Estate & Construction

Consulting & Professional Services

ABOUT US

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As a one-stop HR solutions company, we provide innovative, flexible and effective Permanent Recruitment, Staffing, Payroll and Outsourcing services, apart from HR consulting services and others, to over 500 businesses in Vietnam.

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HR Consulting**

**Staffing &
Outsourcing
Mass
Recruitment**

**Payroll
Expatriate
services**

**Recruitment
Process
Outsourcing
(RPO)**



Our Services

As the leading global recruitment, headhunting, staffing, payroll and outsourcing company in Vietnam, ManpowerGroup Vietnam helps our clients win in the ever changing world of work today. We leverage 16 years of HR knowledge in the market and our unmatched expertise in sourcing and managing talent to recruit, execute and deliver the results you need to win.

Why Us?



Function-based
**strong team
expertise**



**120+ experienced
consultants**
nationwide specializing
in diversified
industries



**Maximizing results
with technology**



**100k top-notch
candidate database**

Executive Search - Headhunting Services

Manpower Vietnam delivers full spectrum placement solutions via leveraging our recruitment power and expertise to advance your hiring success and complete your team with:



Our Strategies: Targeted. Relevant. Proactive

- Community Engagement
- Digital Campaigns
- Social Media Presence
- Talent Attraction/Job Boards
- Local & National Partnerships

Diversity Recruiting That Extends Across All Channels

- Intentional Attraction & Recruitment
- Clear & Measurable Goals
- Conscious Inclusion
- Training & Awareness
- Support & Development

Customizable Compliance & Screening Process

- Pre-Qualify Screening
- Pre-Qualify
- Manpower Interview
- Assessments
- Client Interview & Site Visit



We are the leading headhunting service provider in Vietnam, with **2,000+** placement annually and **500+** satisfied clients nationwide. Our team of **120+** dedicated consultants connects the best-fit talent with meaningful & sustainable employment opportunities, and helps our clients achieve their strategic goals. We are not just headhunters, we are partners in growth.

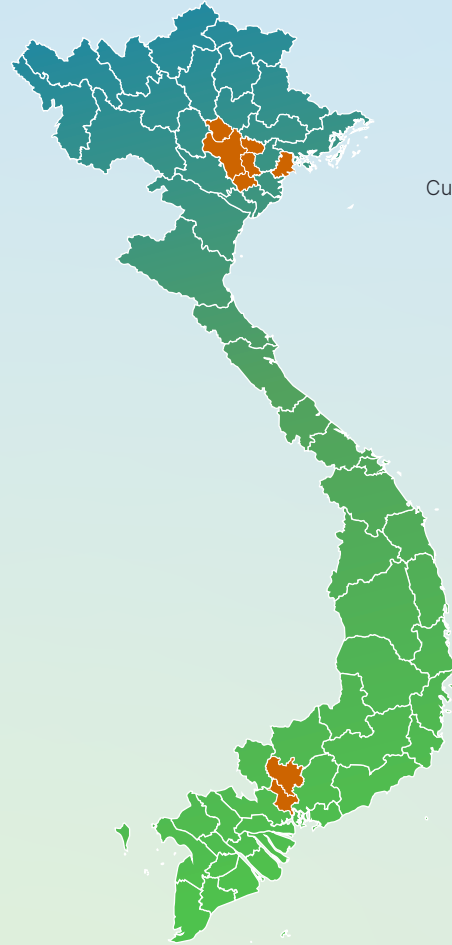
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Manager,
PERM Recruitment & Consulting Services

Our Recognition



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Hung Yen



Vinh Phuc



Ha Nam



Hai Phong



Binh Duong



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