

SALARY SURVEY 2018

SOUTH KOREA

ROBERT WALTERS

“

FOR OVER 32 YEARS, BUSINESSES
ACROSS THE GLOBE HAVE RELIED
ON US TO FIND THE VERY BEST
SPECIALIST PROFESSIONALS AND WE
ARE TRUSTED TO HELP BUILD THE
CAREERS OF THE WORLD'S LEADING
EXECUTIVES, JOB MOVE AFTER JOB
MOVE.

”

WELCOME TO ROBERT WALTERS

SPECIALIST PROFESSIONAL RECRUITMENT



**ROBERT WALTERS,
CHIEF EXECUTIVE OFFICER**

MARKET LEADING GLOBAL BRAND

Our story begins in 1985 when the Group opened its first office in central London. Since then we have developed into a global specialist professional recruitment group, operating in a diverse range of markets worldwide.

For over 32 years, businesses across the globe have relied on us to find the very best specialist professionals, talented executives have trusted us to help build their careers, and companies have outsourced their recruitment processes to us. It's a success story we're proud of and one that's built on the strength and passion of our people.

As the business continues to expand, we operate with the same commitment to service and quality. Every candidate is treated as an individual with a focus on advising and consulting. It means we continually have the best candidates on the market to offer you.

At the heart of the Group's culture and business is our team-based profit share model which means that unlike the majority of our competition we do not pay individual commission. This ensures the needs of our clients and candidates always come first.

Although our reach is global we remain committed to hiring local talent so our people have a deep understanding of the local market and culture. It's what makes us unique and helps us remain a trusted recruitment partner of the world's leading firms.

69%

OF OUR BUSINESS
IS FOCUSED ON
PERMANENT
RECRUITMENT, 31%
ON CONTRACT

Robert Walters,
CEO,
Robert Walters Plc

GLOBAL REACH, LOCAL EXPERTISE

 Countries we operate in



28

WE RECRUIT
ACROSS 28
COUNTRIES
GLOBALLY

AUSTRALIA
BELGIUM
BRAZIL
CANADA
CHINA
FRANCE
GERMANY
HONG KONG
INDIA
INDONESIA

IRELAND
JAPAN
SOUTH KOREA
LUXEMBOURG
MALAYSIA
NEW ZEALAND
PHILIPPINES
PORTUGAL
SINGAPORE
SOUTH AFRICA

SPAIN
SWITZERLAND
TAIWAN
THAILAND
NETHERLANDS
UAE
UK
USA
VIETNAM



DOWNLOAD OUR SALARY SURVEY BOOKS

To discover hiring and salary trends across the world, read our Global Trends on page 9 or download our books covering:

- Australia & New Zealand
- Brazil
- Canada
- Europe
- Greater China & South East Asia
- Japan
- South Korea
- Middle East & Africa
- USA salary data is available in our app

Download your copy today by visiting
www.robertwalters.com/salary-survey

Download our app from iTunes & Google Play
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OUR SERVICE

Our business is built on the quality of our people. The majority of our recruiters have direct industry experience so they truly understand the disciplines they are recruiting for and the challenges facing hiring managers.

OUR CORE DISCIPLINES INCLUDE:

- Accounting & Finance
- Banking & Financial Services
- Engineering
- Human Resources
- Information Technology
- Legal
- Marketing
- Sales
- Supply Chain & Procurement

WHAT MAKES US DIFFERENT

Bespoke, consultative service

1. Commitment to quality

We focus on building long-term, high-quality relationships with clients and candidates. We consult and advise, helping our candidates make the right career move. This builds trust and loyalty and ensures we continually have the industry's top talent for our clients.

2. Specialists

We hire from industry to ensure our consultants are specialists in the disciplines they recruit for. They also bring with them strong personal relationships and industry networks, enabling them to find hard to reach talent with niche skill sets.

“ I've been impressed with the service received by Robert Walters. They listened to our needs and managed to balance accommodating what we wanted with their obvious experience in the recruitment process.

Matt Earle, Regional Director ASEAN, First 4 Farming, Australia ”

“ Robert Walters has always been our preferred recruitment consultancy. Their regional presence and in-depth industry knowledge enables us to successfully hire high quality candidates across multiple locations.

Hagen Ong, APJ Head of Talent Acquisition & Talent Management, Schaeffler (Singapore) Pte Ltd, Singapore ”

“ Robert Walters has placed a number of finance professionals with us, developing a good understanding of our business needs, culture and talent profile.

Sue Mir, EMEA Business Analysis Director, Kimberly-Clark, UK ”

3. No individual commission

We operate a team-based profit share system which, we believe, sets us apart from the vast majority of our competitors as it ensures the interests of both the client and candidate remain our number one priority. There is also no ownership of candidates, ensuring clients always see the best talent we have available.

4. Our people and culture

We promote long term, international careers, helping us to retain our top people, which provides continuity for our clients. We're proud to say our senior management team is home-grown with an average tenure of 13 years.

5. Innovation

We were the first recruiter to launch a recruitment process outsourcing business and we continue to lead the way with industry first sponsorships and brand development such as our sponsorship of the British and Irish Lions.

6. Long-term outlook

Our strategy is one of organic growth through international expansion and discipline diversification. We invest in markets for the long-term and maintain our presence, even in tough times.

7. Tailored solutions

We provide a bespoke, consultative service to our clients, from the largest corporates, through to SMEs and start-ups. This can include tailored premium advertising packages, enabling clients to access difficult to reach talent.



“ WELCOME TO THE 19TH
EDITION OF THE SALARY
SURVEY, PROVIDING
CREDIBLE INSIGHT INTO
HIRING AND SALARY TRENDS
WORLDWIDE. ”

ABOUT THE SALARY SURVEY

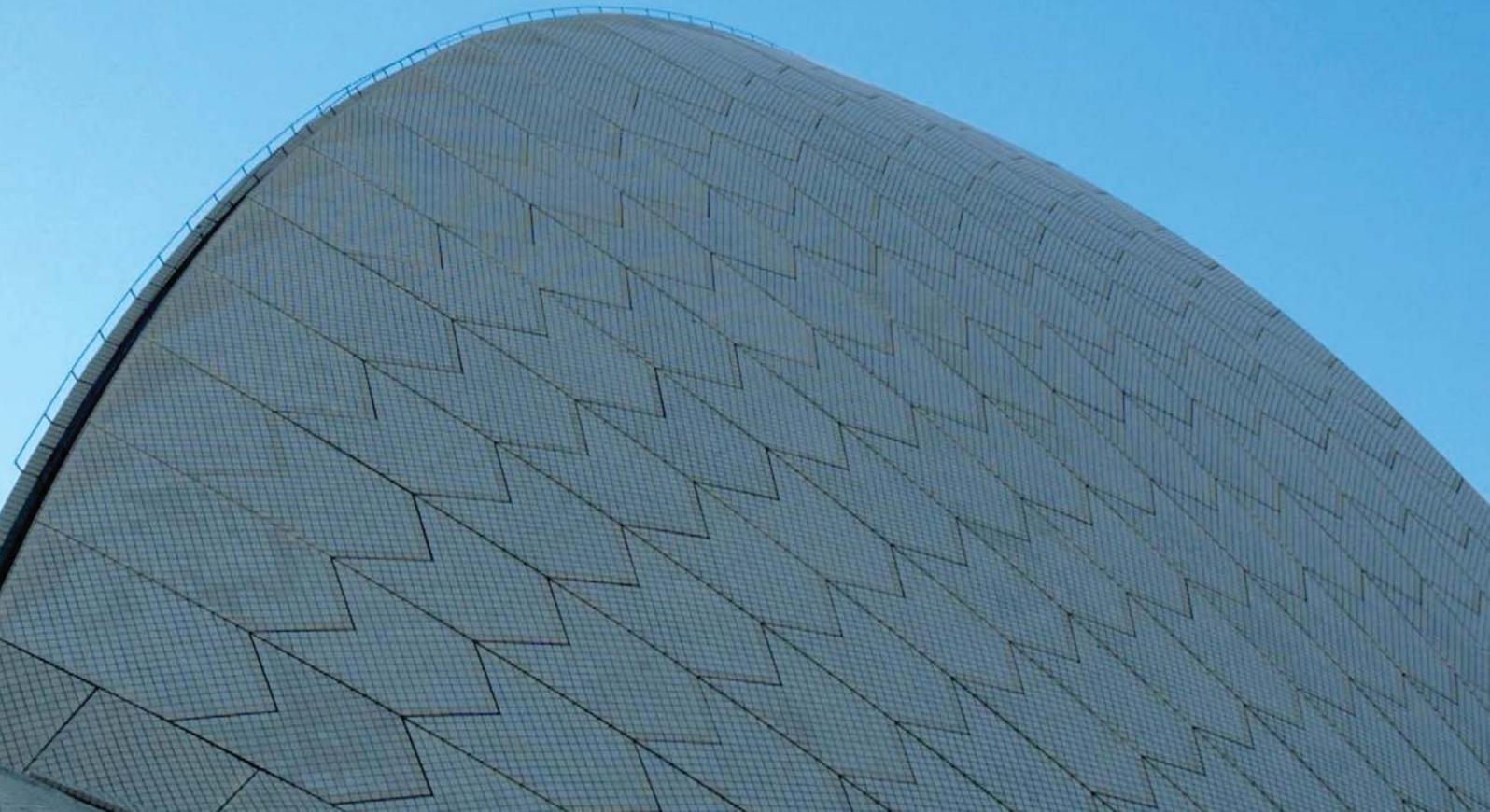
Welcome to the nineteenth edition of the Robert Walters annual Salary Survey.

As the first recruitment company to produce a comprehensive overview of global salaries and recruitment trends across the world, we are pleased to share the latest edition with you.

Our Salary Survey is based on the analysis of permanent, interim and contract placements made across each of our geographies and recruitment disciplines during 2017, and our predictions for the year ahead.

GET IN TOUCH

If you would like to find out more about salaries and recruitment trends in your industry, call one of our specialist consultants today. Contact details can be found on page 23.



GLOBAL TRENDS



GILES DAUBENY, DEPUTY CHIEF EXECUTIVE OFFICER

INTRODUCTION

While economic conditions varied in 2017, most markets experienced at least modest growth, which boosted hiring and led to candidate shortages in certain sectors.

The most significant change was in Europe, as the continent's economy and job market began to grow again following 10 years of stagnation. Strong business confidence and the onset of employment market deregulation

spurred job growth as companies were freed up to hire different types of interim and contract roles, whilst the permanent market also recovered.

Belgian businesses entered a period of expansion and there was job growth across France. The Spanish economy was buoyant and unemployment fell in Portugal as opportunities arose in the IT, manufacturing and engineering sectors across both countries. The Netherlands and Germany both saw strong hiring levels, especially in the financial services sector.

In the UK, despite uncertainty surrounding Brexit and the General Election, many sectors hired extensively – although there was a shift towards contract roles as businesses sought to build agile workforces able to quickly adapt to changing economic conditions.

In the Middle East, the total number of jobs declined but demand remained for highly skilled professionals. Both Africa and the Middle East saw a focus on nationalisation programmes as governments promoted hiring local talent. Returning nationals with

international business experience were therefore highly sought after.

The job market in South East Asia remained active, due largely to new companies entering the market and the expansion of existing businesses, despite variable economic conditions.

Vietnam and the Philippines faced ongoing talent shortages with many companies reaching out to overseas nationals to attract them back home with lucrative opportunities. Meanwhile in Indonesia businesses competed to hire high-potential, local bilingual candidates.

Japan also continued to face talent shortages as the government announced a record high in the job

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As candidate shortages grow across the world we advise companies to be flexible and open to hiring professionals with transferable skills.

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opening to applicants ratio, leading to strong competition for specialists across many sectors. In particular, professionals with artificial intelligence (AI) and Internet of Things skills and experience were highly sought after.

Despite some global economic uncertainty, China continued its growth momentum bolstering confidence and hiring activity.

Digital, IT, fintech and e-commerce skill sets will continue to be in demand due to the national 'Internet Plus' strategy and companies' digital transformation projects. We also expect to see 12-18% pay rises for technology professionals in China in 2018.

Australia and New Zealand's job markets were generally healthy and this looks set to continue in 2018. Of particular note were the booming infrastructure and technology sectors, leading to demand for project managers and engineers as well as cyber security and AI specialists. Although both countries are relatively close to full employment, we expect salary growth to be marginal in New Zealand and flat in Australia in 2018.

KEY TRENDS

As in previous years the trend towards digitalisation meant that professionals with digital expertise were in high demand across the globe.

Cyber security and fintech were noticeable growth sectors and demand for big data specialists continued at pace as companies sought to implement new systems to benefit from the insights afforded by big data.

Tech start-ups were active recruiters in, for example, London, San Francisco and Dublin, often competing against larger, more traditional companies by offering candidates equity stakes in the business.

Banks and financial services firms continued to bear the brunt of heavier regulation. This resulted in strong demand for regulatory and compliance skill sets along with risk, audit and legal. In 2018 we expect to see sustained demand for regulatory and compliance professionals, along with salary increases for these sought-after professionals.

For those facing candidate shortages our advice is to be flexible and consider hiring professionals with transferable skills, even if they are not an exact fit for the job description. It's also vital for companies to streamline their recruitment processes, making them efficient and timely to avoid losing top talent to competitors. Employers should also be aware that salary alone will not attract high-calibre candidates as they are increasingly motivated by work-life balance, company culture, structured career progression and flexible working.



**CYBER SECURITY
AND FINTECH
WERE NOTICEABLE
GROWTH SECTORS
AND DEMAND FOR
BIG DATA SPECIALISTS
CONTINUED AT PACE.**



SOUTH KOREA

The South Korean Presidential election in May reduced the level of uncertainty companies had felt in the aftermath of the impeachment of President Park and there was a big boost in overall hiring as a result. There were strong hiring activities across South Korean organisations to attract global talent.

Due to a sharp increase in the hourly minimum wage, relevant companies' wages on all levels including those of minimum wage earners are expected to increase. As a result, employers will likely seek compensation and benefits professionals with the ability to adjust the wage system and keep the increased labour costs to a minimum. With recent court rulings on a variety of ordinary wage cases, the need for HR managers with significant employee relations and union experience is predicted to continue to rise.

Within the banking and financial services sector, recruitment for actuaries in life and non-life insurance continued to gain traction. Actuaries are still in great demand, especially for new entrants.

The gaming sector was a dominant force in the global gaming landscape. Some South Korean offices of global game companies started investing heavily and developing game titles within South Korea.

The demand for digital marketing and retail managers in the cosmetics industry remained high due to the expansion of health and beauty (H&B) stores and new spa and resort openings.

Record levels of foreign cars being sold in South Korea has resulted in a buoyant automotive market for international companies. In particular, the demand for engineers with quality assurance, technical

sales, and electrical engineering experience remained consistently high. Within the manufacturing sector, local parts-related affiliates and global mobile phone parts suppliers are making solid earnings. As a result, parts suppliers sought to hire technical sales professionals who were able to create new business opportunities and expand their market share.

Across the chemical, medical, and healthcare sectors, as the government enhanced health-related regulations with advanced medical technology, companies sought to retain bilingual regulatory affairs managers.

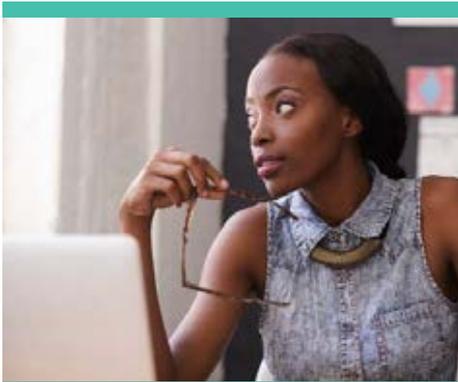
**DUNCAN HARRISON,
COUNTRY MANAGER,
ROBERT WALTERS KOREA**

“

There was a big boost in overall hiring. In particular, there were strong hiring activities across South Korean organisations to attract global talent.

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OVERVIEW



68%

WOULD LIKE TO CHANGE JOBS
WHENEVER THE OPPORTUNITY
ARISES

BANKING & FINANCIAL SERVICES

Hiring across banking and securities in South Korea continued to decline with a number of European and North American companies closing their local entities. Life insurance has continued to consolidate with a number of European companies selling their South Korean businesses to Asian/South Korean players. IFRS-related recruitment is still a hot topic amongst life insurers in South Korea.

Non-life insurance was buoyant in South

Korea in 2017 with new entrants in the South Korean market. The candidate supply in 2017 was buoyed by recent graduates with ASAs entering the life insurance market.

Recruitment for actuaries in life and non-life insurance continued to gain traction around IFRS- and product-related areas. Digital services in insurance continued to grow, with new and innovative products being launched. Actuaries are still in great demand, especially for new entrants. Salary increases across the board for actuaries averaged 10-15%.

Consolidation in the life insurance market will continue, and skilled IFRS actuaries will be in demand. Salaries for actuaries will continue to rise throughout 2018, with a faster increase for IFRS actuaries as they are in short supply.

FINANCE & ACCOUNTING

With an increasing number of foreign companies entering the South Korean market, bilingual finance directors were highly sought after, particularly those with CPAs and up-to-date financial knowledge. Finance directors with 10-15 years' experience saw significant salary increases of 10-15%.

The salary levels for junior to mid-level accountants and financial analysts with five years' experience varied depending on the industry. However, overall salaries for senior

managers remained high across all industries.

There was strong demand for a young workforce as more companies considered hiring those in their late 30s to early 40s as CFOs or finance directors. We anticipate this trend will continue in 2018.

Candidates tend to expect much higher salary increases when moving to start-ups or foreign companies entering the country. These finance professionals will be able to command salary increases of 15-20% when changing jobs.

We saw significant demand for female finance managers who are able to communicate with regional offices. Those who are able to demonstrate strong language and solid communication skills will remain the most sought after in 2018, and they can expect salary increases of 15-20%.

There were especially low levels of hiring for general accounting administrative roles, as companies used electronic processing to reach high levels of efficiency in routine administrative tasks that have progressively been automated such as cost allocations and tax returns. As a result, finance professionals with strong strategic planning and analysis skills will be continuously sought after.

HUMAN RESOURCES

Demand was high for HR managers with 10-15 years' experience, as companies sought to reduce labour costs by cutting senior HR workers' wages and using the money to hire younger HR specialists who could take on senior managerial roles. These professionals can expect significant salary increases of 10-15% when changing roles. We expect this trend will continue in 2018.

Employers will likely face challenges in managing increased labour costs and job losses with new government plans to convert irregular workers to regular workers. As a result, the need will continuously grow for HR managers with significant employee relations and union experience to resolve disputes and reduce conflicts between employees and management.

We saw more HR professionals look for better work-life balance and a positive work culture when changing jobs. These factors will be the key to securing top talent.

Technological advances provide opportunities for HR specialists in the ways that firms attract potential talent by using big data and AI (artificial intelligence). However, companies tend to be slow and averse to change.

The shift away from HR as an administrative function is becoming more pronounced. As a

result, the salaries of junior HR generalists will remain frozen or even decrease.

INFORMATION TECHNOLOGY

Reluctance to switch to SaaS (software as a service) and public cloud environments remained an issue for IT vendors due to data security concerns. These concerns are high in South Korea after a large financial sector data breach in 2014.

The South Korean gaming sector was a dominant force in the global gaming landscape. Some South Korean offices of global game companies started investing heavily and developing game titles within South Korea, which were traditionally developed outside South Korea for multinational game companies. Highly qualified engineers could expect 15-20% salary increases when moving to other companies, which further exacerbated the candidate shortage due to a significant gap between supply and demand.

Game companies may try other ways to overcome the candidate shortage such as keeping highly skilled engineers and supplementing with lesser skilled ones. However, polarization is expected between highly skilled and average engineers. Salary increases were witnessed due to high competition for talented game engineers and

mobile and PC game engineers can expect increases of approximately 25%.

For IT vendors, we saw many candidates coming into the market who faced challenging sales targets hit by South Korean domestic issues. There was even greater demand for candidates who could demonstrate strong sales target achievement to replace low performers.

Big data scientists, solid direct enterprise sales candidates, and back-end developers can also expect salary increases of at least 25%.

SALES & MARKETING

AUTOMOTIVE

Record levels of foreign cars being sold in South Korea has resulted in a buoyant imported automotive market for international companies in the first half of 2017.

Foreign auto parts suppliers that heavily rely on South Korea's top automakers were affected by a sharp decline in auto exports to China in the wake of China's economic retaliation. As more companies close their operations and withdraw from the Chinese market due to sluggish sales, we anticipate Chinese trade retaliation against South Korean businesses to continue.

Hiring across the automotive industry was consistent throughout 2017. In particular, the demand for engineers with quality assurance, technical sales, and electrical engineering experience remained consistently high. Salary increases for junior engineers are estimated to be in the range of 12-15%. However, senior engineers are likely to be paid 25% more than in their previous roles. Employers relaxed their language requirements to hire factory/plant managers as long as the candidate has strong technical acumen.

As the number of global auto parts companies entering South Korea continuously increased, the demand

THE TOP 3 THINGS RESPONDENTS WHO DO NOT INTEND TO CHANGE JOBS ARE SATISFIED WITH



#1
Work content



#2
Corporate culture



#3
Salary

for technical sales remained high. Sales engineers with engineering experience and technical background were highly sought after, and salary increases for technical sales professionals averaged 25-30%.

INDUSTRIAL

Overall, we saw a marked increase in hiring across the manufacturing and semiconductor sectors.

As South Korean conglomerates such as Samsung have expanded their mobile business they have also seen a growth in sales, and local parts-related affiliates and global parts suppliers for mobile phones are making solid earnings as well. As a result, parts suppliers sought to hire technical sales professionals who were able to create new business opportunities and expand their market share. These skilled technical sales engineers with 5-10 years' experience could expect salary increases of 15-20%.

With the trend towards smart factories and automation, factories will look for engineering professionals with production management skills and experience. As a result, the demand for engineers will be high. Senior-level engineers will be required to have English proficiency to communicate with regional offices, and the salaries for those engineers with English language skills will continue to grow by up to 20%.

The semiconductor industry experienced significant improvement as the memory markets continued to grow. Engineers with an understanding of the semiconductor production processes could expect salary increases of approximately 12%.

Several regional governments strive to create a business-friendly environment through free trade zones to facilitate the entry of foreign manufacturing businesses into the South Korean market. As a result, newly created factory and plant managerial positions to help with production operations were in demand.

MEDICAL DEVICE & CHEMICAL

The demand for sales and business development managers continued to remain high in the medical device and chemical sectors spurring business growth. Sales professionals with more than ten years' experience were in demand from medical device manufacturers.

With an advanced medical device industry, companies in the sector sought to retain bilingual regulatory affairs managers as the government tightens regulations. These specialists were able to negotiate higher salaries due to significant shortages of qualified regulatory candidates in the market.

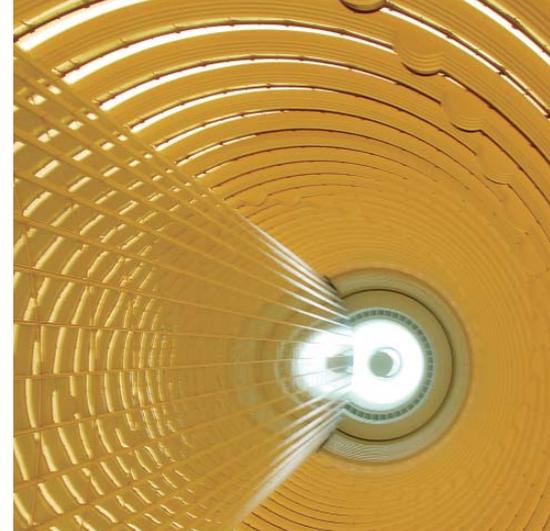
Research and development specialists in the medical industry remained in short supply and employers struggled to attract and retain these specialists. Senior-level research and development managers will continue to be highly sought after.

Hiring across the pharmaceutical sector was buoyant in 2017 with a number of pharmaceutical and biotech companies retaining bilingual talent.

As the cosmetic industry has quickly grown, there was an increase in demand for those managing cosmetic materials and raw ingredients. Skin care research and development candidates with 5-10 years' experience will continue to be in high demand. We expect this trend to continue in 2018.

CONSUMER & RETAIL

Uncertainty caused by the presence of THAAD (regional missile defense) and China's subsequent retaliation against South Korean business made recruiting within the retail sector more challenging in the first half of 2017. In particular, luxury retailers and duty-free shops suffered a steep decline in sales which led to hiring freezes. Nevertheless, the demand for digital marketing and retail managers in the cosmetics industry remained high due to the expansion of sales channels



such as health & beauty (H&B) stores and new spas and resorts.

With an increasing number of foreign companies entering the market, the demand was high for those with hands-on experience who were able to set up new operations. In particular, young sales professionals with 15 years' experience were sought after.

Hiring activity gained momentum, led by an increase in companies looking for online sales and marketing specialists. However, there was a shortage of digital marketing specialists with 5-8 years' experience. Jobseekers with these niche skills are likely to be paid up to 20% more when they move to a new employer.

Companies sought to develop sales and marketing strategies with a strong focus on cost effectiveness. This resulted in a high number of companies retaining digital, mobile, and trade (shopper) marketing specialists.

Due to a rise in sales across multiple channels, particularly online and drugstores, sales managers with English language skills were highly in demand. These bilingual professionals with an understanding of the local market and sales experience can expect salary increases of 15-20%.

SEOUL

FINANCE & ACCOUNTING BANKING & FINANCIAL SERVICES

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Actuary - Analyst	70 - 85m	76 - 92m
Actuary - Director	155 - 180m	165 - 190m
Actuary - Manager	95 - 115m	100 - 120m
Compliance - Analyst	58 - 63m	62 - 65m
Compliance - Director	160 - 220m	165 - 225m
Compliance - Manager	87 - 120m	92 - 128m
Financial Control & Tax - Analyst	60 - 75m	65 - 80m
Financial Control & Tax - Director	135 - 185m	140 - 190m
Financial Control & Tax - Manager	80 - 100m	85 - 105m
Management Reporting - Analyst	55 - 70m	60 - 75m
Management Reporting - Director	110 - 130m	115 - 140m
Management Reporting - Manager	75 - 90m	80 - 95m
Market/Credit/Operations Risk - Analyst	60 - 75m	65 - 80m
Market/Credit/Operations Risk - Director	145 - 200m	150 - 210m
Market/Credit/Operations Risk - Manager	75 - 90m	80 - 95m
Middle Office & Trade Support - Analyst	55 - 70m	60 - 75m
Middle Office & Trade Support - Director	115 - 145m	118 - 150m
Middle Office & Trade Support - Manager	67 - 85m	70 - 90m
Product Control - Analyst	50 - 65m	53 - 68m
Product Control - Director	125 - 160m	130 - 165m
Product Control - Manager	83 - 100m	87 - 110m
Settlements & Processing - Analyst	57 - 70m	60 - 73m
Settlements & Processing - Director	110 - 160m	115 - 165m
Settlements & Processing - Manager	77 - 92m	80 - 96m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SEOUL

FINANCE & ACCOUNTING COMMERCE & INDUSTRY

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
CFO	150 - 220m	160 - 220m
Credit Manager	50 - 65m	50 - 70m
FC (Large Organisation)	90 - 110m	90 - 120m
FC (Small/Medium Organisation)	80 - 90m	80 - 100m
FD (Large Organisation)	130 - 165m	140 - 170m
FD (Small/Medium Organisation)	110 - 130m	140 - 180m
Finance Manager	70 - 85m	70 - 90m
Financial Analyst	50 - 70m	50 - 70m
Financial Planning/Analysis Manager	70 - 85m	70 - 90m
Internal Audit Manager	70 - 90m	70 - 100m
Internal Auditor	50 - 70m	50 - 75m
Senior Financial Accountant	55 - 60m	55 - 60m
Senior Financial Analyst	70 - 80m	70 - 80m
Tax Accountant	50 - 60m	50 - 60m
Tax Manager	70 - 85m	70 - 90m
Treasury Manager	70 - 85m	70 - 90m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SEOUL

HUMAN RESOURCES

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Compensation & Benefits Manager	55 - 70m	55 - 70m
HR Director / Head of HR	120 - 160m	120 - 160m
HR Specialist / Generalist	35 - 40m	50 - 70m
HR Manager / HR BP	70 - 100m	75 - 100m
HR Senior Generalist	45 - 70m	50 - 70m
HR Administrator	45 - 55m	35 - 40m
Recruitment/Staffing Manager	60 - 85m	60 - 85m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SEOUL

INFORMATION TECHNOLOGY

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Cloud Architect	80 - 100m	80 - 110m
Customer Service Representative	45 - 75m	45 - 75m
Post-sales Support Representative	45 - 75m	45 - 75m
Pre-sales Engineer	70 - 100m	70 - 100m
Program Manager	70 - 100m	70 - 100m
Project Manager	70 - 100m	70 - 110m
Software Developer	50 - 75m	50 - 90m
Solution Architect	80 - 100m	80 - 110m
Systems Engineer	70 - 100m	70 - 100m
Technical Support	45 - 65m	45 - 65m
Technical Support Representative	45 - 75m	45 - 75m

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SEOUL

SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Automotive		
Application Engineer	50 - 70m	50 - 70m
Country Manager	130 - 180m	130 - 200m
Quality Customer Manager	50 - 70m	50 - 70m
Quality Manager	50 - 70m	50 - 70m
Sales Director	100 - 130m	100 - 140m
Sales Manager	50 - 70m	55 - 80m
Industrial		
Account Manager	75 - 100m	80 - 100m
Business Development Manager	75 - 100m	75 - 100m
Country Head - Medium Organisation	160 - 210m	160 - 230m
Country Head - Small Organisation	130 - 160m	135 - 160m
Marketing Manager	55 - 70m	55 - 70m
Project Manager	55 - 70m	70 - 80m
Sales Director	90 - 130m	95 - 135m
Sales Engineer	75 - 100m	40 - 55m
Sales Manager	75 - 100m	55 - 80m
Service Engineer	40 - 55m	45 - 60m
Service Manager	60 - 70m	70 - 90m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SEOUL

SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Chemical		
Business Development Manager	60 - 90m	65 - 100m
Country Manager	150 - 180m	150 - 190m
Marketing Specialist	45 - 70m	50 - 75m
Researcher	55 - 80m	60 - 90m
R&D Director	130 - 150m	130 - 160m
R&D Manager	85 - 120m	90 - 130m
Sales Director	90 - 130m	90 - 140m
Sales Manager	75 - 90m	80 - 90m
Sales Representative	45 - 75m	50 - 80m
Healthcare		
Country Manager	120 - 180m	130 - 190m
Marketing Manager	60 - 75m	60 - 80m
Product Manager	45 - 60m	45 - 60m
R&D Director	80 - 130m	90 - 150m
R&D Manager	60 - 100m	65 - 110m
RA Manager	65 - 100m	70 - 110m
RA Specialist	45 - 65m	50 - 70m
Researcher	50 - 80m	50 - 90m
Sales Director	75 - 140m	80 - 150m
Sales Manager	60 - 75m	60 - 80m
Sales Representative	40 - 60m	45 - 60m
Service Director	80 - 110m	85 - 120m
Service Engineer	40 - 70m	40 - 75m
Service Manager	60 - 80m	65 - 85m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SEOUL

SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Technology		
Account Manager	50 - 80m	50 - 80m
Business Development Manager	55 - 90m	60 - 90m
Channel Manager	50 - 80m	50 - 80m
Country Head - Medium Organisation	170 - 250m	170 - 275m
Country Head - Small Organisation	130 - 160m	130 - 160m
Major Account Manager	80 - 100m	80 - 100m
Marketing Director	80 - 120m	80 - 120m
Sales Director	100 - 130m	100 - 160m
Sales Manager	75 - 110m	100 - 120m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SEOUL

SALES & MARKETING

ROLE	SALARY PER ANNUM KRW (₩)	
	2017	2018
Consumer & Retail		
Country Head - Small/Medium Organisation	150 - 200m	150 - 200m
Digital Marketing Manager	75 - 95m	50 - 75m
Key Account Manger	50 - 70m	50 - 75m
Marketing Director	125 - 175m	115 - 175m
Marketing Manager	70 - 95m	80 - 105m
Merchandising Manager	45 - 65m	40 - 60m
National Key Account Manager	100 - 135m	90 - 115m
Brand / Product Manager	60 - 80m	50 - 75m
Retail Director	100 -130m	100 - 130m
Retail Manager	80 - 105m	75 - 100m
Sales Director	125 - 145m	115 - 145m

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CONTACT US

ROBERT WALTERS KOREA

East Center, Center 1 Building 21st Floor
26 Eulji-ro 5gil, Jung-gu, Seoul
04539

T: +82 (0)2 6454 7000

F: +82 (0)2 6454 7099

E: seoul@robertwalters.co.kr

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BELGIUM
BRAZIL
CANADA
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