Banking
& Financial Services

Consumer Goods
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Engineering

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Life Science

Indonesia

Salary Guide
2020/21

KELLY

With more than 30 years of experience and offices at strategic locations in Indonesia, Kelly provides a comprehensive and innovative range of precise workforce solutions which includes mid to senior level executive search, permanent placement, as well as temporary and contract staffing to a broad spectrum of industries in Indonesia.

Visit **www.kellyservices.co.id**

PERSOL INDONESIA

PERSOL Indonesia, formerly known as Intelligence, is one of the largest and fastest growing HR service providers in the Asia Pacific regions. With presence in 13 key APAC markets, PERSOL leverages on its strong database of Japanese and Japanese-speaking candidates to provide tailored workforce solutions primarily to Japanese companies in this region. The solutions include permanent and contract staffing, recruitment process outsourcing and payroll outsourcing.

Visit **www.persolid.com**

Kelly and PERSOL Indonesia operate under the PERSOLKELLY company, a joint venture between PERSOL Holdings and Kelly Services

PERSOL**KELLY**

PERSOLKELLY is one of the largest recruitment companies in Asia Pacific that provides comprehensive end-to-end workforce solutions.

Headquartered in Singapore, PERSOLKELLY spans over 50 officaes across 13 markets including: Australia, China, Hong Kong, India, Indonesia, Korea, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

For more information, please visit www.persolkelly.com

Methodology:
Salary figures included in the 2020/21 Indonesia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly and PERSOL Global network, as well as the latest job placement data recorded on the database.

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Despite the outbreak, Indonesian economy in the third quarter of 2020 grew better by 5.1% (q-to-q) compared to the second quarter of 2020 which experienced a growth contraction of 4.2%.

Uncertainty is the defining characteristic of today's global economic environment[1] so it comes as no surprise that in the year of 2020, Indonesia's has revised down its forecast for gross domestic product this year to a range of 1.1% contraction to 0.2% growth.[2]

As Indonesia grapples with the pandemic, the government has been actively introducing variety of supports, regulation and policy to buffer against COVID-19 impact. With focus on six different sector, Indonesian government announced that there will be allocation of IDR 366.5 trillion (US$24 billion) towards accelerating the National Economic Recovery program in the 2021 state budget following the various economic stimulus that have been launched in 2020 in response to the COVID-19 pandemic.[3]

Even though the outbreak disrupts business activity during the year of 2020 and predicted to continue disrupting the business until Q2-Q3 2021, Indonesian economy in the third quarter of 2020 grew better by 5.1% (q-to-q) compared to the second quarter of 2020 which experienced a growth contraction of 4.2%.[4]

While growth occurred in all business fields, there are three industries that have been well improving in the midst of outbreak, which are Transportation and Warehousing, FMCGs, and Healthcare Services.[5]

1 V O I
2 Reuters
3 Setkab.go.id
4 Trading Economics
5 BPS

At Kelly and PERSOL Indonesia, we are committed to help rebuild the confidence of the nation's talent market and workforce along with government programs. We remain optimistic that the combined and concerted efforts of government agencies, industry associations, and businesses will create significant opportunities for jobseekers, and hopefully lower the country's employment rate.

We hope the data in this Salary Guide can still provide relevant insights that help you navigate the current talent market and to develop more strategic, forward-looking recruitment and retention plans for your prospective employees and existing talents. We are here to help you meet your talent needs, we are here to be your partner in workforce solution.

The outbreak is resulting in the unfavorable condition of Indonesian talent market. According to Statistics Indonesia (BPS), the outbreak brings the highest unemployment rate since 2011.[6]

Despite the gloomy outlook, this increment in availability of manpower in Indonesia due to the outbreak has been responded by Indonesian government in optimistic manner with program such as Reskilling Program.

At a national scale, with the renewed workforce and recovering economy, Indonesia is planning to maintain the recovery pace to meet the rebound momentum in the Q2 2021 when the vaccines being available.

Besides the pandemic, Indonesia's government focus will also be on expanding manufacturing and investment footprint via the recently passed Manpower Bill and finalization of the Regional Comprehensive Economic Partnership (RCEP) multilateral agreement, and also the development of Indonesia Industry 4.0.[7]

> We are here to be your partner in workforce solution, and help you navigate the current talent market

Sonny Subhan
Director, Indonesia

[6] The Jakarta Post
[7] Jakarta Globe

Banking & Financial Services

Salary Range (per month)
Unit: IDR

BANKING

	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Lending				
Account Officer	S1	2-5	6,000,000	10,000,000
Associate Vice President	S1	4-7	32,000,000	45,000,000
Head of Compliance	S1	12+	75,000,000	90,000,000
Head of Credit	S1	10	40,000,000	60,000,000
Head of Risk	S1	12+	50,000,000	75,000,000
Marketing Communication Manager	S1	7	17,000,000	25,000,000
Personal Banker	S1	2	5,000,000	9,000,000
Relationship Manager	S1	3-5	8,000,000	15,000,000
Senior Associate	S1	2-4	17,000,000	23,000,000
Vice President	S1	10+	60,000,000	75,000,000
Funding and Operation				
Accounting Officer (Financial Reporting)	S1	5	8,000,000	12,000,000
Associate	S1	4	6,500,000	9,000,000
Bank Operations Officer	S1	1-3	7,000,000	8,000,000
Bank Teller	D3	1-3	5,000,000	7,000,000
Collection / Debt Recovery Officer	S1	1-3	4,000,000	7,000,000
Compliance Officer	S1	1-3	5,000,000	9,000,000

Salary Range (per month)
Unit: IDR

	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Funding and Operation				
Customer Service Officer	D3	1-3	5,000,000	7,000,000
Financial Reporting	S1	10	13,000,000	16,000,000
General Manager	S1	6-10	60,000,000	70,000,000
Operations Director	S1	15+	160,000,000	330,000,000
Personal Financial Consultant / Personal Banker	S1	1-3	5,500,000	7,000,000
Priority Acquisition Officer	S1	2-4	7,000,000	9,000,000
Relationship Manager	S1	4-9	10,000,000	23,000,000
Senior Analyst	S1	3-5	10,000,000	13,000,000
Trade Finance Clerk	S1	3-4	7,000,000	8,000,000
Accounting Finance				
Accounting Supervisor	S1	4	9,000,000	11,000,000
Assistant Audit Manager	S1	3-5	10,000,000	15,000,000
Audit Manager	S1	5-7	16,000,000	20,000,000
Bank Audit Executive	S1	2-3	6,000,000	8,000,000
Finance Director	S1	12+	100,000,000	125,000,000
Finance Manager	S1	6-10	18,000,000	30,000,000
Financial Controller	S1	5-7	27,000,000	35,000,000