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47 PART 1 - GENERAL

48 Managing Director

49 General Manager

50 Head of Operations (Services)

51 Administration Manager

52 Operations Manager (Services)

53 Personal Assistant

54 Administration Executive

55 Operations Executive

56 Administration Assistant/Secretary

57 Clerk

58 Receptionist

59 PART 2 - FINANCE

CONTENTS

60 Head of Finance

61 Financial Controller

62 Finance Manager

63 Internal Auditor

64 Accountant (up to 5 years)

65 Accountant (5 years +)

66 Management Accountant

67 Assistant Financial Controller

68 Accounts Executive

69 Credit Controller

70 Junior Credit Controller

71 Accounts Clerk

72 Junior Accounts Clerk

73 Cost Control Clerk

74 Head of Risk

75 Risk Manager

76 Financial Analyst

77 PART 3 - HUMAN RESOURCES

78 Head of Human Resources

CONTENTS

79 Human Resources Manager

80 Human Resources Business Partner

81 Human Resources Executive

82 Human Resources Administrator/Coordinator

83 Training/Learning & Development Specialist

84 Recruitment Specialist

85 Payroll Specialist

86 PART 4 - CUSTOMER SERVICE

87 Head of Customer Service

88 Customer Service Manager

89 Customer Service Executive/Team Leader

90 Customer Service Assistant

91 PART 5 - MARKETING

92 Head of Marketing

93 Marketing Manager

94 Brand Manager

95 Marketing Executive

96 Brand Executive

97 Digital Marketing Executive

CONTENTS

98 Business/Markets Analyst

99 Marketing Assistant

100 Merchandiser

101 PART 6 - BUSINESS DEVELOPMENT AND SALES

102 Head of Business Development

103 Business Development Manager

104 Sales Manager

105 Client Account Manager

106 Business Development Executive

107 Client Account Executive

108 Shop Manager

109 Sales Administrator

110 Sales Executive (Indoor)

111 Sales Executive (Outdoor)

112 Sales Assistant/Cashier

113 Medical Representative

114 PART 7 - LEGAL AND COMPLIANCE

115 Head of Legal and Compliance

116 Legal Manager/Senior Legal Counsel

CONTENTS

117 Legal Counsel/Lawyer

118 Junior Legal Counsel/Lawyer

119 Legal Assistant

120 Compliance Manager

121 Compliance Executive

122 Data Protection Officer

123 Money Laundering Reporting Officer

124 AML, Risk, Fraud and Payments Analyst

125 Corporate Services Manager

126 Corporate Services Executive

127 PART 8 - INFORMATION AND TECHNOLOGY

128 Head of Technology

129 IT Manager

130 IT Project Manager

131 Data Analyst

132 Business Intelligence Developer

133 Senior Software Developer

134 Software Developer

135 DevOps Engineer

CONTENTS

136 Systems Engineer

137 Systems Administrator

138 IT Administrator

139 IT Technician

140 Information Security Engineer

141 Graphic Designer

142 AI Engineer

143 PART 9 - PURCHASING AND LOGISTICS

144 Head of Purchasing/Supply Chain Management

145 Purchasing/Supply Chain Manager

146 Purchasing/Supply Chain Executive

147 Purchasing Clerk

148 Warehouse Manager

149 Warehouse Coordinator

150 Storekeeper

151 Delivery Person

152 Warehouse Assistant

153 Shipping & Logistics Manager

CONTENTS

154 Shipping & Logistics Planner/Coordinator

155 Shipping/Logistics Clerk

156 PART 10 - PRODUCTION AND QUALITY

157 Head of Operations (Manufacturing)

158 Operations Manager (Manufacturing)

159 Planning Manager

160 Planning Specialist

161 Production Coordinator/Supervisor/Shift Leader

162 Operator

163 Research and Development Manager

164 Research and Development Specialist

165 Head of Quality

166 Quality Manager

167 Quality Control Specialist

168 Quality Assurance Specialist

169 Quality Analyst

170 PART 11 - ENGINEERING AND TECHNICAL

171 Engineering Manager

CONTENTS

172 Technical Services Manager

173 Project Manager

174 Project Leader

175 Maintenance Manager

176 Engineer

177 Junior Engineer

178 Maintenance Supervisor

179 Technician

180 Junior Technician

181 Maintenance Officer

182 Mechanic

183 PART 12 - FACILITIES

184 Facilities Manager

185 Facilities Coordinator

186 Environmental, Health and Safety Manager

187 Environmental, Health and Safety Coordinator

188 Security Manager (Physical)

189 Security Officer

190 Driver/Messenger

191 Cleaner/Housekeeper

192 APPENDIX 1 - Basic Annual Salary

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199 APPENDIX 2 - Basic Annual Salary + Variable

206 APPENDIX 3 - Total Annual Salary