



# 2026 VIETNAM SALARY GUIDE





## EXECUTIVE NOTE

Amid Vietnam's evolving economic landscape, the momentum is clear.

Throughout 2025, I have watched this momentum translate into measurable progress. It shows in expansion of global technology firms and the scaled build-out of AI and semiconductor R&D nationwide. It is reinforced by Vietnam's strongest economic performance in over a decade - 8.23% GDP growth in Q3 2025 - and record foreign investment, largely flowing into high-value sectors such as advanced manufacturing, electronics, and real estate.

From the rapid digitalization of our financial services and supply chains to the government's bold national plans, Vietnam has cemented its position as one of Asia's most dynamic talent hubs. We are moving fast, and we are moving up.

Rapid progress inevitably introduces challenges.

Alongside this momentum, we recognize the complex operating environment that business leaders and partners are managing every day. New tariff policies and provincial restructuring are redrawing the map. The talent shortage is no longer a risk; it is a reality. The competition is fierce, creating a climate of uncertainty for both employers and candidates.

What matters now is how we respond. The urgent question for us is not just survival, but about balance: How do we build resilient businesses for the long haul, while ensuring our people feel truly happy and valued?

Consider the Manpower Vietnam Salary Guide 2026 your compass for this terrain.

We have curated the most up-to-date salary data for over 700 roles, enriched with practical talent insights. This guide is designed to help you stay agile and make informed, decisive moves in a year of change.

As you plan for 2026, let this resource empower you to build a workforce that is skilled, ready, and thriving. Let's unlock potential and shape a future where talent leads the way - with clarity and confidence.

**Trang Nguyen**

Head of Manpower Brand  
Manpower Vietnam



## About the Guide

Welcome to the **Manpower Vietnam Salary Guide 2026** - a resource designed not just to inform, but to help you navigate the complexities of Vietnam's talent economy with confidence.

As the leading global recruitment, staffing, and outsourcing company operating in Vietnam, Manpower Vietnam presents the latest edition to deliver insights that matter. Whether you're entering the market for the first time or steering an established organization, this guide offers a clear, data-driven perspective on workforce dynamics.

Covering 12 key industries and more than 700 roles, the guide goes beyond salary ranges. It provides a holistic view of total workforce costs including pay increases, bonus schemes, in-demand roles and skills, and the strategies major employers are using to attract and retain top talent.

The salary data is compiled from Manpower Vietnam's extensive talent pool and nationwide business partners. While thorough, the guide may not capture every company in Vietnam, but it offers a strong and representative overview of market trends.

All salary ranges reflect base monthly gross wages in U.S. dollars (USD), influenced by factors such as location, skill level, experience, education, company size, benefits, and market conditions.

If you use any part of this guide for personal or commercial purposes, please cite the source and include the full issuer name: "Manpower Vietnam Salary Guide 2026".



### THANH NGUYEN

Regional Manager - North, Permanent Recruitment Service

*77% of APAC businesses struggle to find skilled talent. Having the right market pay intelligence - within and beyond your industry - empower employers to make strategic decisions and secure the right talent at every stage of growth.*



### THUY VO

Regional Manager - South, Permanent Recruitment Service

*Entering Vietnam's fast-growing market demands precision. The right hiring trends and reward strategy insights help new investors minimize risk, accelerate market entry, and build a workforce aligned with local expectations and global standards.*



# Why This Guide

The Manpower Vietnam Salary Guide is more than a reference - it's your strategic view on Vietnam's talent economy.

- **Data you can trust:** Built on real-time data from candidates and business partners nationwide, it provides salary benchmarks for hundreds of roles across 12 key industries.
- **Beyond paychecks:** Cover compensation trends, in-demand skills and benefits that help employers understand comprehensive workforce cost structures, anticipate market shifts, and design talent strategies beyond salary.
- **Actionable Intelligence:** Presented in a clear, structured format, this guide turns salary data into practical insights – empowering leaders and professionals to make informed, data-driven decisions for competitive advantage.

# Understanding Experience Levels

Junior to Mid-Level

Employees with less than 5 years in the role or an equivalent position

Senior-Level

Employees with over 5 years in the role or an equivalent position

| Job Title            |                    | Salary Range (USD) Per Month |               |
|----------------------|--------------------|------------------------------|---------------|
| Digital & Technology |                    | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| SOFTWARE ENGINEERING | Solution Architect | 3,100 - 4,600                | 4,600 - 6,900 |
|                      | Technical Lead     | 3,100 - 3,800                | 3,800 - 5,000 |
|                      | Project Manager    | 1,900 - 2,700                | 2,700 - 4,200 |
|                      | Product Owner      | 1,900 - 2,900                | 2,900 - 4,400 |

Min

The recommended starting gross salary for the role

Max

The recommended upper gross salary for the role



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7. Hospitality, Travel & Tourism

**39**

8. Industrial Trading

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9. Logistics & Supply Chain

**50**

10. Manufacturing & Engineering

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11. Real Estate & Construction

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# BANKING & FINANCIAL SERVICES

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- Banking
- Insurance

- Asset & Wealth management
- Capital markets & Securities

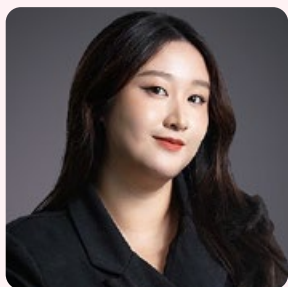
## Market overview

Vietnam's banking and financial services is expected to maintain stable growth in 2026, driven by strong digital transformation, broader financial inclusion, and deeper regional integration. However, this year also sees an increasingly competitive talent market as banks, financial institutions, and fintechs restructure and invest in technology, data, and AI to enhance productivity, customer experience, and innovation.

Recruitment focuses on data, AI, machine learning, and customer relationship roles aimed at market expansion, while demand rises for leaders with strategic vision and adaptability.

Rising cybersecurity risks drive demand for security, risk, and compliance specialists.

The talent market is shifting toward higher quality, specialization, and flexibility, requiring employers to offer competitive pay with clear career paths to attract and retain top talent.



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FTSE Russell will up-grade Vietnam's stock market to **Secondary Emerging**, effective September 2026.



By September 2025, Vietnam's bond market equaled 32.8% of GDP; equities **78.4%**.



Vietnam ranks top 4 globally in crypto adoption, with 21M investors and **US\$200B** in transactions.

### Top in-demand skills



Digital & Financial tech skills



Analytical & Data-driven decision-making



Relationship & Stakeholder management



Chinese  
Korean  
Japanese

### Key players' offerings



Staff loan



Stock option



Private insurance



**Annual pay raise**  
7% - 12%



**Bonus scheme**  
13<sup>th</sup>-month salary  
Performance bonus (2-5 months' salary)

Banking &  
Financial Services

Consumer Goods  
& Retail

Digital &  
Technology

Education &  
Professional Services

Energy, Oil & Gas

Healthcare &  
Life Sciences

Hospitality,  
Travel & Tourism

Industrial Trading

Logistics &  
Supply Chain

Manufacturing &  
Engineering

Real Estate &  
Construction

Semiconductor

### Top in-demand roles



AI/Machine Learning  
& Data Management



Cyber Security  
& Risk Management



Relationship Manager

Banking &  
Financial Services

| Job Title                         |                                | Salary Range (USD) Per Month |                 |
|-----------------------------------|--------------------------------|------------------------------|-----------------|
|                                   |                                | < 5 Yrs of Exp               | 5+ Yrs of Exp   |
| BANKING                           | CEO                            | 19,100 - 26,700              | 26,700 - 45,900 |
|                                   | Chief Strategy Officer         | 7,600 - 13,400               | 13,400 - 22,900 |
|                                   | Chief Data & Analytics Officer | 9,600 - 13,400               | 13,400 - 24,800 |
|                                   | Chief Information Officer      | 9,600 - 13,400               | 13,400 - 21,000 |
|                                   | Chief Technology Officer       | 7,600 - 13,400               | 13,400 - 21,000 |
|                                   | Chief Digital Officer          | 7,600 - 11,500               | 11,500 - 21,000 |
|                                   | Chief Financial Officer        | 7,600 - 13,400               | 13,400 - 21,000 |
|                                   | Chief Marketing Officer        | 7,600 - 13,400               | 13,400 - 17,200 |
|                                   | Chief Operations Officer       | 7,600 - 9,600                | 9,600 - 17,200  |
|                                   | Head of Legal & Compliance     | 6,900 - 9,600                | 9,600 - 15,300  |
|                                   | Chief Risk Officer             | 5,700 - 7,600                | 7,600 - 19,100  |
|                                   | Chief People Officer           | 5,700 - 9,600                | 9,600 - 15,300  |
|                                   | Head of Corporate Banking      | 7,600 - 9,600                | 9,600 - 21,000  |
| C-SUITE<br>& SENIOR<br>LEADERSHIP |                                |                              |                 |
|                                   |                                |                              |                 |
|                                   |                                |                              |                 |
|                                   |                                |                              |                 |
|                                   |                                |                              |                 |
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|                                   |                                |                              |                 |
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|                                   |                                |                              |                 |
|                                   |                                |                              |                 |

Consumer Goods  
& Retail

Digital &  
Technology

Education &  
Professional Services

Energy, Oil & Gas

Healthcare &  
Life Sciences

Hospitality,  
Travel & Tourism

Industrial Trading

Logistics &  
Supply Chain

Manufacturing &  
Engineering

Real Estate &  
Construction

Semiconductor





| Job Title         |                                                                     | Salary Range (USD) Per Month |                |
|-------------------|---------------------------------------------------------------------|------------------------------|----------------|
|                   |                                                                     | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
|                   | Head of Retail Banking                                              | 7,600 - 9,600                | 9,600 - 17,200 |
|                   | Head of Transaction Banking                                         | 5,700 - 7,600                | 7,600 - 13,400 |
|                   | Head of Global Markets                                              | 5,700 - 7,600                | 7,600 - 15,300 |
|                   | Head of Collection                                                  | 4,600 - 6,900                | 6,900 - 11,500 |
|                   | Head of Internal Audit                                              | 4,600 - 5,700                | 5,700 - 9,600  |
|                   | Head of Treasury                                                    | 5,700 - 7,600                | 7,600 - 15,300 |
| CORPORATE BANKING | Financial Institution/Multinational Corporation/Local Coverage Head | 5,000 - 5,700                | 5,700 - 10,700 |
|                   | Financial Institution/Corporate Relationship Manager                | 1,900 - 2,700                | 2,700 - 4,600  |
| RETAIL BANKING    | Head of Wealth Management                                           | 3,800 - 5,700                | 5,700 - 11,500 |
|                   | Head of Priority Banking                                            | 3,800 - 5,000                | 5,000 - 7,600  |
|                   | Head of Segmentation                                                | 3,800 - 5,000                | 5,000 - 9,600  |
|                   | Head of Bancassurance                                               | 3,800 - 5,000                | 5,000 - 9,600  |
|                   | Head of Partnership                                                 | 3,400 - 4,200                | 4,200 - 7,600  |
|                   | Head of Cards                                                       | 3,100 - 3,800                | 3,800 - 7,600  |

Banking & Financial Services

Consumer Goods & Retail

Digital & Technology

Education & Professional Services

Energy, Oil & Gas

Healthcare & Life Sciences

Hospitality, Travel & Tourism

Industrial Trading

Logistics & Supply Chain

Manufacturing & Engineering

Real Estate & Construction

Semiconductor



| Job Title            |                                                     | Salary Range (USD) Per Month |                |                                   |
|----------------------|-----------------------------------------------------|------------------------------|----------------|-----------------------------------|
|                      |                                                     | < 5 Yrs of Exp               | 5+ Yrs of Exp  |                                   |
| TECHNOLOGY & DIGITAL | Director of Software Engineering                    | 4,600 - 7,600                | 7,600 - 11,500 | Banking & Financial Services      |
|                      | Director of Enterprise Architect/Solution Architect | 4,600 - 7,600                | 7,600 -13,400  | Consumer Goods & Retail           |
|                      | Solution Architect/Technical Architect Expert       | 3,400 - 4,600                | 4,600 - 6,900  | Digital & Technology              |
|                      | Cloud Engineer/Expert                               | 1,500 - 2,300                | 2,300 - 3,100  | Education & Professional Services |
|                      | DevOps/DevSecOps Engineer                           | 1,700 - 2,700                | 2,700 - 3,800  |                                   |
|                      | Program Manager                                     | 2,300 - 3,800                | 3,800 - 7,600  | Energy, Oil & Gas                 |
|                      | Scrum Master/Agile Coach                            | 1,900 - 2,700                | 2,700 - 3,600  | Healthcare & Life Sciences        |
|                      | System/Network Engineer                             | 1,300 - 2,500                | 2,500 - 3,100  | Hospitality, Travel & Tourism     |
|                      | Technology Assurance                                | 1,500 - 2,300                | 2,300 - 3,800  |                                   |
|                      | Security Architect                                  | 1,900 - 3,100                | 3,100 - 4,600  | Industrial Trading                |
| RISK                 | Head of Credit Risk/Modelling                       | 3,100 - 4,600                | 4,600 - 7,600  | Logistics & Supply Chain          |
|                      | Head of Enterprise/Integrated Risk                  | 2,700 - 4,600                | 4,600 - 6,900  |                                   |
|                      | Head of Market/Liquidity Risk                       | 2,700 - 3,800                | 3,800 - 6,900  | Manufacturing & Engineering       |
|                      | Head of IT Risk/IT Audit                            | 2,700 - 3,800                | 3,800 - 5,700  | Real Estate & Construction        |
|                      | Head of Operational Risk                            | 2,700 - 3,800                | 3,800 - 5,700  |                                   |
|                      |                                                     |                              |                | Semiconductor                     |



| Job Title                  |                                        | Salary Range (USD) Per Month |                 |
|----------------------------|----------------------------------------|------------------------------|-----------------|
|                            |                                        | < 5 Yrs of Exp               | 5+ Yrs of Exp   |
| DATA                       | Head of AI Center                      | 5,700 - 9,600                | 9,600 - 17,200  |
|                            | Head of Data Engineering/Architect     | 4,600 - 6,900                | 6,900 - 11,500  |
|                            | Head of Data Analytics                 | 4,600 - 6,900                | 6,900 - 9,600   |
|                            | Head of Data Governance                | 3,800 - 5,700                | 5,700 - 9,600   |
|                            | Data Privacy Expert                    | 2,500 - 4,000                | 4,000 - 5,000   |
| SECURITIES/FUND MANAGEMENT |                                        |                              |                 |
|                            | CEO                                    | 7,600 - 13,400               | 13,400 - 19,100 |
|                            | Deputy CEO                             | 5,700 - 9,600                | 9,600 - 13,400  |
|                            | Head of IT - Chief Information Officer | 3,400 - 6,500                | 6,500 - 7,600   |
|                            | Head of Investment Banking             | 3,800 - 5,700                | 5,700 - 7,600   |
|                            | Head of Wealth Management              | 3,800 - 5,700                | 5,700 - 7,600   |
|                            | Head of Risk Management                | 3,100 - 5,700                | 5,700 - 7,600   |
|                            | Head of Institutional Sales            | 3,400 - 5,300                | 5,300 - 7,600   |
|                            | Head of Research                       | 3,400 - 5,000                | 5,000 - 7,600   |
|                            | Head of Brokerage                      | 3,100 - 4,600                | 4,600 - 5,700   |
|                            | Head of Legal & Compliance             | 3,100 - 4,600                | 4,600 - 5,700   |

Banking & Financial Services

Consumer Goods & Retail

Digital & Technology

Education & Professional Services

Energy, Oil & Gas

Healthcare & Life Sciences

Hospitality, Travel & Tourism

Industrial Trading

Logistics & Supply Chain

Manufacturing & Engineering

Real Estate & Construction

Semiconductor





| Job Title |                                        | Salary Range (USD) Per Month |                 |
|-----------|----------------------------------------|------------------------------|-----------------|
|           |                                        | < 5 Yrs of Exp               | 5+ Yrs of Exp   |
|           | Investor Relations Manager             | 2,700 - 3,200                | 3,200 - 4,600   |
|           | Covered Warrant Manager                | 1,900 - 2,500                | 2,500 - 3,400   |
|           | Brokerage Manager/Branch Manager       | 1,500 - 2,300                | 2,300 - 3,100   |
| INSURANCE |                                        |                              |                 |
|           | CEO                                    | 14,300 - 19,900              | 19,900 - 30,600 |
|           | Chief Actuary Officer                  | 8,400 - 13,400               | 13,400 - 19,100 |
|           | Chief Financial Officer                | 7,600 - 11,500               | 11,500 - 15,300 |
|           | Chief Accountant                       | 2,300 - 3,800                | 3,800 - 7,600   |
|           | Chief Operations Officer               | 6,900 - 9,900                | 9,900 - 13,400  |
|           | Chief Technology Officer               | 6,900 - 9,900                | 9,900 - 15,300  |
|           | Chief Agency Officer                   | 6,900 - 9,900                | 9,900 - 13,400  |
|           | Chief Partnership Distribution Officer | 6,900 - 9,900                | 9,900 - 13,400  |
|           | Chief Marketing Officer                | 6,900 - 9,900                | 9,900 - 13,400  |
|           | Chief HR Officer                       | 5,700 - 9,900                | 9,900 - 13,400  |
|           | Chief Legal Officer                    | 6,900 - 9,900                | 9,900 - 13,400  |
|           | Head of Bancassurance                  | 5,000 - 7,600                | 7,600 - 9,600   |

Banking & Financial Services

Consumer Goods & Retail

Digital & Technology

Education & Professional Services

Energy, Oil & Gas

Healthcare & Life Sciences

Hospitality, Travel & Tourism

Industrial Trading

Logistics & Supply Chain

Manufacturing & Engineering

Real Estate & Construction

Semiconductor



| Job Title |                      | Salary Range (USD) Per Month |                |
|-----------|----------------------|------------------------------|----------------|
|           |                      | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
| Job Title | Head of Pricing      | 5,000 - 7,600                | 7,600 - 9,900  |
|           | Head of Valuation    | 5,000 - 7,600                | 7,600 - 11,500 |
|           | Head of Product      | 3,800 - 5,700                | 5,700 - 11,500 |
|           | Head of Digital      | 3,800 - 5,700                | 5,700 - 7,600  |
|           | Head of Training     | 3,400 - 4,600                | 4,600 - 6,900  |
|           | Head of Underwriting | 3,400 - 4,600                | 4,600 - 6,900  |

Banking & Financial Services

Consumer Goods & Retail

Digital & Technology

Education & Professional Services

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# CONSUMER GOODS & RETAIL

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- Fast-Moving Consumer Goods
- Retail
- E-Commerce
- Media & Advertising



## Market overview

Vietnam's FMCG and retail sector is set for steady but more selective growth in 2026. Digitalization, e-commerce, and omnichannel retail will keep driving expansion, while modern trade rises and traditional channels decline. Consumers continue shifting toward premium, healthy, and sustainable products as incomes grow.

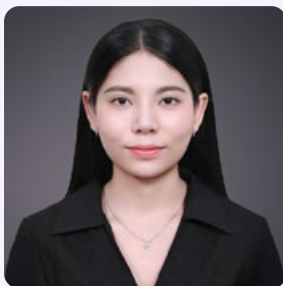
However, inflation, higher costs, and tighter trade conditions are pressuring margins and pushing companies to optimize pricing and efficiency. Foreign brands increasingly enter through distributor partnerships, leveraging Vietnam's strong demographics without heavy investment.

Talent needs are evolving toward digital marketing, data analytics, e-commerce operations, supply chain optimization, and customer experience. Success in 2026 will hinge on digital excellence, consumer understanding, and cost control in an ever more competitive market.



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Vietnam's retail sales of goods and services hit \$195B in Jan-Sep 2025, up **9.5%** year-over-year.



Modern trade reached 27% in 2025 and is projected to hit 35% by 2030 - the **fastest** growth rate in ASEAN.



Vietnam's e-commerce revenue hit **US\$4B** in Q3 2025, rising 2.6% from previous quarter.

### Top in-demand skills



Strategic planning



Business partnering



Digital competency



English  
Chinese  
Korean

### Key players' offerings



Premium healthcare insurance



Employee discounts



Flexible internal mobility



**Annual pay raise**  
3% - 7%



**Bonus scheme**  
13<sup>th</sup>-month salary  
Performance-based bonus  
(8% - 25% of annual salary)

Banking &  
Financial Services

Consumer Goods  
& Retail

Digital &  
Technology

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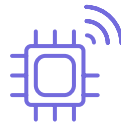
Semiconductor



### Top in-demand roles



Distribution  
Sales Manager



Digital Marketing



Trade Marketing

Banking &  
Financial Services

Consumer Goods  
& Retail

Digital &  
Technology

Education &  
Professional Services

Energy, Oil & Gas

Healthcare &  
Life Sciences

Hospitality,  
Travel & Tourism

Industrial Trading

Logistics &  
Supply Chain

Manufacturing &  
Engineering

Real Estate &  
Construction

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| Job Title                  |                                            | Salary Range (USD) Per Month |                |
|----------------------------|--------------------------------------------|------------------------------|----------------|
|                            |                                            | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
| FAST MOVING CONSUMER GOODS | General Manager/Country Manager            | 5,700 - 9,600                | 9,600 - 19,100 |
|                            | Commercial Director/Business Unit Director | 5,000 - 7,600                | 7,600 - 15,300 |
|                            | Vice President/Sales Director              | 5,000 - 6,900                | 6,900 - 11,500 |
|                            | Head of General Trade                      | 4,200 - 6,100                | 6,100 - 9,600  |
|                            | Head of Modern Trade                       | 3,800 - 5,700                | 5,700 - 9,600  |
|                            | Regional Sales Manager                     | 2,300 - 3,400                | 3,400 - 5,700  |
|                            | Key Account Manager                        | 1,900 - 3,100                | 3,100 - 3,800  |
|                            | Sales Capability Manager                   | 2,300 - 3,100                | 3,100 - 4,600  |
|                            | Route-to-Market Manager                    | 2,300 - 3,100                | 3,100 - 4,600  |
|                            | Area Sales Manager                         | 1,100 - 1,900                | 1,900 - 2,700  |
| TRADE MARKETING            | Head of Trade Marketing                    | 3,800 - 6,900                | 6,900 - 9,600  |
|                            | Trade Marketing Manager                    | 2,300 - 3,100                | 3,100 - 3,800  |

| Job Title       |                                | Salary Range (USD) Per Month |                |                                   |
|-----------------|--------------------------------|------------------------------|----------------|-----------------------------------|
|                 |                                | < 5 Yrs of Exp               | 5+ Yrs of Exp  | Banking & Financial Services      |
| BRAND MARKETING | CMO                            | 3,800 - 5,700                | 5,700 - 13,400 | Consumer Goods & Retail           |
|                 | Marketing Director             | 3,800 - 5,700                | 5,700 - 9,600  |                                   |
|                 | Marketing Manager              | 2,700 - 3,800                | 3,800 - 4,600  | Digital & Technology              |
|                 | Brand Manager                  | 2,300 - 2,900                | 2,900 - 4,200  | Education & Professional Services |
|                 | Assistant Brand Manager        | 1,300 - 1,700                | 1,700 - 2,300  |                                   |
|                 | PR & Communications Manager    | 1,500 - 2,300                | 2,300 - 3,100  | Energy, Oil & Gas                 |
|                 | Digital Marketing Manager      | 1,300 - 1,900                | 1,900 - 3,800  | Healthcare & Life Sciences        |
| RETAIL          |                                |                              |                |                                   |
|                 | Retail Director/Head of Retail | 3,100 - 4,800                | 4,800 - 11,500 | Hospitality, Travel & Tourism     |
|                 | Branch Manager                 | 2,500 - 3,800                | 3,800 - 5,700  | Industrial Trading                |
|                 | Senior Brand Manager           | 2,500 - 3,400                | 3,400 - 5,700  |                                   |
|                 | Operations Director            | 1,900 - 3,800                | 3,800 - 5,300  | Logistics & Supply Chain          |
|                 | Retail Operations Manager      | 1,500 - 2,500                | 2,500 - 3,400  | Manufacturing & Engineering       |
|                 | Category/Merchandise Manager   | 1,100 - 1,900                | 1,900 - 4,200  |                                   |
|                 | Store Manager                  | 1,100 - 1,900                | 1,900 - 3,800  | Real Estate & Construction        |
|                 | Visual Merchandising Manager   | 1,000 - 1,500                | 1,500 - 3,100  | Semiconductor                     |



| Job Title           |                             | Salary Range (USD) Per Month |               |
|---------------------|-----------------------------|------------------------------|---------------|
|                     |                             | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| E-COMMERCE          |                             |                              |               |
|                     | Head of E-commerce          | 3,100 - 4,200                | 4,200 - 6,100 |
|                     | E-commerce Manager          | 2,300 - 3,100                | 3,100 - 3,800 |
|                     | Key Account Manager         | 1,100 - 1,900                | 1,900 - 2,700 |
|                     | Category Manager            | 1,100 - 1,700                | 1,700 - 2,700 |
| MEDIA & ADVERTISING |                             |                              |               |
|                     | Managing Director           | 3,100 - 5,700                | 5,700 - 9,600 |
|                     | Strategic Planning Director | 2,700 - 3,800                | 3,800 - 5,700 |
|                     | Art Director                | 2,300 - 3,100                | 3,100 - 3,800 |
|                     | Creative Director           | 2,300 - 3,100                | 3,100 - 4,600 |
|                     | Account Director            | 1,500 - 2,300                | 2,300 - 3,100 |
|                     | Account Manager             | 1,000 - 1,300                | 1,300 - 1,900 |
|                     | Graphic Designer            | 1,000 - 1,300                | 1,300 - 1,900 |
|                     | Copywriter                  | 700 - 1,000                  | 1,000 - 1,300 |

Banking & Financial Services

Consumer Goods & Retail

Digital & Technology

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# DIGITAL & TECHNOLOGY

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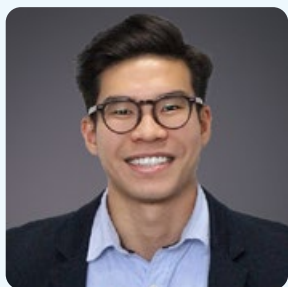
- Software Development
- Infrastructure & Cybersecurity
- Data & AI
- Digital Transformation
- Robotics & Automation

## Market overview

Digital & technology continues to grow, driven by government initiatives like the 2026 Digital Technology Industry Law, which aims to boost AI, data, and R&D. Digital transformation in banking, retail, logistics, and manufacturing fuels demand, while global firms expand semiconductor and digital operations in Vietnam.

Vietnam is cementing its role as a regional digital hub-driven by a young, skilled, cost-effective workforce, rapid growth in cloud and data infrastructure, and a rising wave of overseas Vietnamese talent returning home with global expertise.

The IT job market remains competitive, with 2026 hiring focused on AI/data, cybersecurity, cloud, DevOps, infrastructure, and leadership. Non-tech sectors also invest in digital talent, prioritizing upskilling, adaptability, and strong interpersonal skills. Hybrid and remote work will remain critical to attracting and retaining top talent.



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Vietnam maintains its **44<sup>th</sup> position** in WIPO's 2025 Global Innovation Index 2025.



Digital economy exceeded 18% of GDP in 2024 and targets **30-35%** by 2030.



Vietnam's mobile broadband speed hits **146.64 Mbps**, ranking 20<sup>th</sup> globally; 5G covers 26% population.

### Top in-demand skills



Advanced analytics



Cloud computing



System design



English  
Japanese  
Korean

### Key players' offerings



Flexible work arrangements



Structured career progression



Well-being & engagement programs



**Annual pay raise**  
10% - 15%



**Bonus scheme**  
13<sup>th</sup>-month salary  
Performance bonus  
(1-3 months' salary)

Banking &  
Financial Services

Consumer Goods  
& Retail

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Technology

Education &  
Professional Services

Energy, Oil & Gas

Healthcare &  
Life Sciences

Hospitality,  
Travel & Tourism

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Logistics &  
Supply Chain

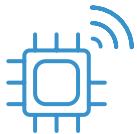
Manufacturing &  
Engineering

Real Estate &  
Construction

Semiconductor



### Top in-demand roles



Software Engineer



Solution/  
Technical Architect



AI/Data Engineer

| Job Title                   |                                                            | Salary Range (USD) Per Month |                 |
|-----------------------------|------------------------------------------------------------|------------------------------|-----------------|
|                             |                                                            | < 5 Yrs of Exp               | 5+ Yrs of Exp   |
| C-SUITE & SENIOR MANAGEMENT | CEO                                                        | 7,600 - 10,700               | 10,700 - 15,300 |
|                             | Chief Technology Officer                                   | 6,900 - 9,900                | 9,900 - 13,400  |
|                             | Head of Artificial Intelligence & Data Science             | 5,300 - 9,900                | 9,900 - 12,200  |
|                             | Head of Engineering/Vice President of Software Engineering | 5,700 - 6,900                | 6,900 - 10,700  |
|                             | Head of Digital Transformation                             | 5,000 - 6,500                | 6,500 - 9,200   |
|                             | Head of Delivery                                           | 5,000 - 6,100                | 6,100 - 8,400   |
|                             | Head of Infrastructure                                     | 4,200 - 5,300                | 5,300 - 6,900   |
| SOFTWARE SOLUTION SELLING   | Sales Director                                             | 3,100 - 5,000                | 5,000 - 6,900   |
|                             | Business Development Manager                               | 1,700 - 2,700                | 2,700 - 4,600   |
|                             | Partnership Manager                                        | 1,700 - 2,700                | 2,700 - 4,200   |
|                             | Customer Success Manager                                   | 1,500 - 2,300                | 2,300 - 3,800   |

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| Job Title            |                        | Salary Range (USD) Per Month |               |
|----------------------|------------------------|------------------------------|---------------|
|                      |                        | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| SOFTWARE ENGINEERING | Solution Architect     | 3,100 - 4,600                | 4,600 - 6,900 |
|                      | Technical Lead         | 3,100 - 3,800                | 3,800 - 5,000 |
|                      | Project Manager        | 1,900 - 2,700                | 2,700 - 4,200 |
|                      | Product Owner          | 1,900 - 2,900                | 2,900 - 4,400 |
|                      | Full-stack Developer   | 1,700 - 2,700                | 2,700 - 4,600 |
|                      | Business Analyst       | 1,100 - 1,900                | 1,900 - 3,100 |
|                      | Front-end Developer    | 1,300 - 1,900                | 1,900 - 3,100 |
|                      | Back-end Developer     | 1,300 - 2,300                | 2,300 - 3,400 |
|                      | UI/UX Designer         | 1,300 - 1,900                | 1,900 - 3,100 |
|                      | QA/QC Engineer         | 1,100 - 1,700                | 1,700 - 3,000 |
|                      | Mobile Developer       | 1,100 - 1,700                | 1,700 - 2,900 |
|                      | Game Developer         | 1,000 - 1,900                | 1,900 - 2,700 |
| AI & DATA ANALYTICS  | Data Scientist         | 2,300 - 4,600                | 4,600 - 6,900 |
|                      | Blockchain Engineer    | 1,700 - 2,700                | 2,700 - 4,600 |
|                      | AI/ML Engineer         | 1,700 - 2,700                | 2,700 - 4,600 |
|                      | Data/Big Data Engineer | 1,700 - 2,700                | 2,700 - 4,200 |

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| Job Title                           |                                      | Salary Range (USD) Per Month |               |
|-------------------------------------|--------------------------------------|------------------------------|---------------|
|                                     |                                      | < 5 Yrs of Exp               | 5+ Yrs of Exp |
|                                     | AI Researcher                        | 1,500 - 2,500                | 2,500 - 3,800 |
|                                     | Data Analyst/Business Intelligence   | 1,100 - 2,100                | 2,100 - 2,900 |
| ROBOTICS<br>DESIGN &<br>DEVELOPMENT | 3D Simulation Engineer               | 1,700 - 2,500                | 2,500 - 3,400 |
|                                     | Simulation Engine Engineer           | 1,700 - 2,500                | 2,500 - 3,400 |
|                                     | Robotics Application Engineer        | 1,700 - 2,500                | 2,500 - 3,400 |
|                                     | Robotics Engineer                    | 1,300 - 1,900                | 1,900 - 3,100 |
|                                     | Tele Operations                      | 1,000 - 1,300                | 1,300 - 1,900 |
| INFRASTRUCTURE                      | Cloud Architect                      | 2,300 - 4,600                | 4,600 - 6,900 |
|                                     | DevOps/DevSecOps Engineer            | 1,500 - 2,700                | 2,700 - 4,200 |
|                                     | System Engineer/System Administrator | 1,000 - 1,900                | 1,900 - 3,100 |
|                                     | IT Support/Helpdesk                  | 1,000 - 1,300                | 1,300 - 2,100 |

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# EDUCATION & PROFESSIONAL SERVICES

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- Education
- Management Consulting

- Legal & Compliance

## Market overview

Education’s promising outlook is driven by strong government commitment (e.g., Resolution No.71-NQ/TW), rising demand for global-standard learning, and digital adoption. Private school and EdTech investments increase, with IB and Cambridge programs popular among Gen Z and Gen Y parents. Qualified teacher shortages and digital upskilling needs make STEM, EdTech, and bilingual roles increasingly critical.

Meanwhile, professional services are growing alongside GDP gains, digital transformation, and foreign investment. Firms increasingly seek consulting, legal, and financial expertise to navigate regulations and scale. Major urban centers drive demand, especially after new rules like the Personal Data Protection Law (PDPL), which imposes stricter compliance and heavy penalties.

As automation and AI reshape workflows, digital fluency and competitive benefits are key to attracting talent.



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Vietnam will raise annual education spending to at least **20%** of the total state budget.



In October 2025, Vietnam’s M&A value neared **US\$720.5M**, led by real estate, energy, industrial manufacturing, and finance.



Vietnam’s higher education market is projected to grow by **US\$616.5M** from 2024 to 2029.

### Top in-demand skills



Digital transformation



Business development & Consulting



STEM & AI curriculum development



English  
Chinese  
Japanese

### Key players’ offerings



Flexible work arrangements



Health & Wellness benefits



Training & Professional development



**Annual pay raise**  
8% - 10%



**Bonus scheme**  
13<sup>th</sup>-month salary  
Annual bonus

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### Top in-demand roles



Business Development



Teacher



Digital Marketing

Banking & Financial Services

Consumer Goods & Retail

Digital & Technology

Education & Professional Services

Energy, Oil & Gas

Healthcare & Life Sciences

Hospitality, Travel & Tourism

Industrial Trading

Logistics & Supply Chain

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| Job Title           |                             | Salary Range (USD) Per Month |                            |
|---------------------|-----------------------------|------------------------------|----------------------------|
|                     |                             | < 5 Yrs of Exp               | 5+ Yrs of Exp              |
| EDUCATION           | Head of School (Expatriate) | 6,500 - 8,400                | 8,400 - 16,000             |
|                     | Principal                   | 3,200 - 5,300                | 5,300 - 7,600              |
|                     | Deputy Principal            | 2,700 - 3,800                | 3,800 - 4,600              |
|                     | Head of Academic            | 3,200 - 3,800                | 3,800 - 4,600              |
|                     | Head of Admissions          | 3,200 - 3,800                | 3,800 - 4,600              |
|                     | Head of Operations          | 2,100 - 3,800                | 3,800 - 4,600              |
|                     | Expatriate Teacher          | 2,300 - 3,200                | 3,200 - 3,800              |
|                     | Local Teacher               | 800 - 1,100                  | 1,100 - 1,900              |
|                     | Admissions Officer          | 800 - 1,000                  | 1,000 - 1,300              |
| BUSINESS CONSULTING | Partner                     | 15,300 - 19,100              | 19,100 - varies by project |
|                     | Director                    | 9,600 - 11,500               | 11,500 - 13,400            |
|                     | Senior Manager              | 4,600 - 6,900                | 6,900 - 8,400              |
|                     | Manager                     | 2,300 - 3,100                | 3,100 - 4,600              |
|                     | Senior Associate            | 800 - 1,100                  | 1,100 - 1,900              |





| Job Title        |                               | Salary Range (USD) Per Month |                            |
|------------------|-------------------------------|------------------------------|----------------------------|
|                  |                               | < 5 Yrs of Exp               | 5+ Yrs of Exp              |
| LEGAL CONSULTING | Partner                       | 13,400 - 17,200              | 17,200 - varies by project |
|                  | Counsel                       | 8,400 - 10,700               | 10,700 - 13,400            |
|                  | Senior Associate              | 3,800 - 5,700                | 5,700 - 8,400              |
|                  | Business Development Director | 2,300 - 4,600                | 4,600 - 5,700              |
|                  | Associate                     | 1,500 - 2,300                | 2,300 - 3,800              |
|                  | Paralegal                     | 500 - 800                    | 800 - 1,500                |

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# ENERGY, OIL & GAS

- Renewable Energy
- Oil & Gas

- Power Generation

## Market overview

Vietnam's energy sector is in a high-growth, high-stakes transition. The government's goals are clear: ensure energy security for rapid economic growth, diversify sources, and fulfill climate commitments (net-zero by 2050).

Vietnam is a net exporter of crude oil but a net importer of refined petroleum products, highlighting a refinery capacity gap. The sector is dominated by state-owned enterprises for oil & gas exploration/production and power generation/distribution. However, the government is actively encouraging private and foreign investment.

Renewable energy (solar, wind, hydrogen) offers major potential, driving demand for skilled professionals. Key roles include renewable engineers, project managers, and grid integration experts, all requiring strong technical and safety compliance skills. Digital specialists for smart grids and data analytics are also in high demand.



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Vietnam's power demand is expected to grow **8-10%** annually over the next decade.



Vietnam targets **74-75%** renewable energy share in its power mix by 2050.



By 2050, Vietnam aims for **14 GW** nuclear power and 10-20M tons hydrogen capacity annually.

### Top in-demand skills



Renewable energy engineering & Grid integration



Digitalization, Automation & Data analytics



Project management & ESG compliance



English  
Chinese  
Japanese

### Key players' offerings



Flexible work arrangements



Upskilling & Reskilling programs



Employee wellbeing & Family benefits



**Annual pay raise**  
8% - 9%



**Bonus scheme**  
10% - 25% of annual salary  
(varies by level)

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### Top in-demand roles



Renewable Energy  
Project Manager



Grid Integration  
Engineer



Energy Storage  
Systems Specialist

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| Job Title                                                         |                                | Salary Range (USD) Per Month |                |
|-------------------------------------------------------------------|--------------------------------|------------------------------|----------------|
|                                                                   |                                | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
| RENEWABLE ENERGY                                                  |                                |                              |                |
| BUSINESS<br>DEVELOPMENT/<br>PROJECT<br>DEVELOPMENT/<br>COMMERCIAL | Country Manager                | 5,700 - 7,600                | 7,600 - 14,300 |
|                                                                   | Project Development Director   | 3,800 - 5,700                | 5,700 - 7,600  |
|                                                                   | Business Development Director  | 3,800 - 5,700                | 5,700 - 7,600  |
|                                                                   | Project Development Manager    | 2,300 - 3,100                | 3,100 - 3,800  |
|                                                                   | Business Development Manager   | 1,900 - 2,700                | 2,700 - 3,400  |
|                                                                   | Commercial/Contract Manager    | 1,900 - 2,700                | 2,700 - 3,400  |
| ENGINEERING &<br>CONSTRUCTION                                     | Engineering Director           | 3,800 - 5,000                | 5,000 - 6,700  |
|                                                                   | Engineering Manager            | 1,900 - 3,800                | 3,800 - 5,000  |
|                                                                   | Construction Manager           | 2,900 - 3,400                | 3,400 - 4,800  |
|                                                                   | Mechanical & Electrical Leader | 1,900 - 2,900                | 2,900 - 3,800  |
|                                                                   | E&I Leader                     | 1,900 - 2,900                | 2,900 - 3,800  |
|                                                                   | Site Manager                   | 2,500 - 3,100                | 3,100 - 3,800  |
|                                                                   | Site Supervisor                | 1,300 - 1,900                | 1,900 - 2,500  |





| Job Title                      |                                          | Salary Range (USD) Per Month |               |
|--------------------------------|------------------------------------------|------------------------------|---------------|
|                                |                                          | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| Wind Resources                 | Wind Resources Engineer                  | 1,300 - 1,900                | 1,900 - 2,500 |
|                                | WTG Engineer                             | 1,300 - 1,900                | 1,900 - 2,500 |
|                                | WTG Quality Inspector                    | 1,000 - 1,700                | 1,700 - 2,500 |
|                                | WTG Commissioning Technician             | 1,000 - 1,700                | 1,700 - 2,500 |
|                                | Blade Supervisor                         | 1,500 - 2,500                | 2,500 - 3,100 |
|                                | PV/Grid Connected BESS System Engineer   | 1,000 - 1,500                | 1,500 - 2,100 |
|                                | Solar Electrical Engineer                | 1,000 - 1,500                | 1,500 - 2,100 |
| OPERATION & MAINTENANCE        | Head of Legal                            | 2,900 - 3,800                | 3,800 - 7,600 |
|                                | Government/Communication Affairs Manager | 2,300 - 2,900                | 2,900 - 3,200 |
|                                | Project Finance Manager                  | 1,900 - 2,700                | 2,700 - 3,100 |
|                                | Project Finance Specialist               | 1,100 - 1,700                | 1,700 - 1,900 |
|                                | Plant Manager                            | 1,900 - 2,700                | 2,700 - 4,600 |
|                                | Operation & Maintenance Manager          | 1,500 - 2,300                | 2,300 - 3,100 |
|                                | Asset Management/Facility Manager        | 1,500 - 2,300                | 2,300 - 3,100 |
| Wind Field Services Technician |                                          | 1,000 - 1,700                | 1,700 - 2,500 |

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| Job Title                                         |                                           | Salary Range (USD) Per Month |               |
|---------------------------------------------------|-------------------------------------------|------------------------------|---------------|
|                                                   |                                           | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| CONSULTING                                        | Consultant                                | 1,900 - 2,500                | 2,500 - 3,800 |
|                                                   | Energy Analyst                            | 1,000 - 1,900                | 1,900 - 2,500 |
| HEALTH, SAFETY, ENVIRONMENTAL, AND QUALITY (HSEQ) | Health - Safety - Environment Manager     | 1,500 - 2,300                | 2,300 - 2,900 |
|                                                   | Quality Assurance/Quality Control Manager | 1,500 - 2,300                | 2,300 - 2,900 |
|                                                   | Environment Manager                       | 1,500 - 2,300                | 2,300 - 2,900 |
| OIL & GAS                                         |                                           |                              |               |
| DETAILED ENGINEERING, FEED, EPC, COMMISSIONING    | Project Engineer                          | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Process Engineer                          | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Safety Engineer                           | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Electrical Engineer                       | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Instrument Engineer                       | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Mechanical Engineer                       | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | HVAC Engineer                             | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Piping Engineer                           | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Structural Engineer                       | 1,000 - 1,700                | 1,700 - 3,100 |
|                                                   | Welding Inspector                         | 1,100 - 1,700                | 1,700 - 3,100 |

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| Job Title                                     |                                         | Salary Range (USD) Per Month |               |
|-----------------------------------------------|-----------------------------------------|------------------------------|---------------|
|                                               |                                         | < 5 Yrs of Exp               | 5+ Yrs of Exp |
|                                               | NDT Inspector                           | 1,100 - 1,700                | 1,700 - 3,100 |
|                                               | Painting and Coating Inspector          | 1,100 - 1,700                | 1,700 - 3,100 |
|                                               | Dimension Control Inspector             | 1,100 - 1,700                | 1,700 - 3,100 |
|                                               | Material Inspector                      | 800 - 1,300                  | 1,300 - 1,900 |
|                                               | QA/QC Document Control & Administrator  | 800 - 1,300                  | 1,300 - 1,900 |
| PROCESS,<br>OVERHAUL<br>& ASSET<br>MANAGEMENT | Distributed Control System (DCS) Leader | 3,200 - 4,400                | 4,400 - 7,600 |
|                                               | Process Control Advisor                 | 3,200 - 4,400                | 4,400 - 7,600 |
|                                               | Engineering Leader                      | 3,200 - 4,400                | 4,400 - 7,600 |
|                                               | Operational Field Risk Advisor          | 3,200 - 4,400                | 4,400 - 4,800 |
|                                               | Turnaround Supervisor                   | 2,900 - 3,800                | 3,800 - 4,800 |
|                                               | Berth Master                            | 2,900 - 3,800                | 3,800 - 4,800 |
|                                               | Marine Engineer                         | 1,000 - 1,300                | 1,300 - 1,700 |
|                                               | Cost Estimator                          | 1,000 - 1,300                | 1,300 - 1,700 |
|                                               | IT Master Data Specialist               | 1,000 - 1,300                | 1,300 - 1,700 |
|                                               | Warehouse Supervisor                    | 1,000 - 1,900                | 1,900 - 2,900 |
|                                               | Welding Engineer                        | 1,000 - 1,300                | 1,300 - 1,700 |
|                                               | Procurement & Contract Engineer         | 1,000 - 1,300                | 1,300 - 1,700 |

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| Job Title                     |                                       | Salary Range (USD) Per Month |               |
|-------------------------------|---------------------------------------|------------------------------|---------------|
|                               |                                       | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| POWER GENERATION              |                                       |                              |               |
| EPC,<br>COMMISSIONING,<br>HSE | Electrical Engineer (LNG CCPP)        | 1,100 - 1,700                | 1,700 - 2,300 |
|                               | Mechanical Engineer (LNG CCPP)        | 1,100 - 1,700                | 1,700 - 2,300 |
| OPERATION &<br>MAINTENANCE    | Power Production Leader               | 2,300 - 2,900                | 2,900 - 4,400 |
|                               | Coal Logistics Leader                 | 1,700 - 1,900                | 1,900 - 2,900 |
|                               | Electrical Leader                     | 1,700 - 2,500                | 2,500 - 3,100 |
|                               | Boiler Leader                         | 1,500 - 2,500                | 2,500 - 3,100 |
|                               | Flue Gas Desulfurization (FGD) Leader | 1,500 - 2,500                | 2,500 - 3,100 |
|                               | I&C Leader                            | 1,500 - 2,500                | 2,500 - 3,100 |
|                               | Maintenance Coal Handling Leader      | 1,500 - 2,500                | 2,500 - 3,100 |
|                               | Environment Chemical Leader           | 1,500 - 2,100                | 2,100 - 2,900 |
|                               | Biomass/LNG Sourcer/Buyer/Trader      | 800 - 1,100                  | 1,100 - 1,900 |
|                               | Operation Engineer (Field, DCS)       | 700 - 1,100                  | 1,100 - 1,900 |

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# HEALTHCARE & LIFE SCIENCES

- Healthcare Services
- Pharmaceuticals
- Medical Technology

- Biotechnology
- Digital Health



## Market overview

Vietnam’s healthcare and life sciences labor market is growing rapidly, fueled by rising domestic demand, digital transformation, and robust investment from both public and private sources. Workforce expansion is focused on supporting a modernizing health system, with particularly strong demand for professionals in clinical care, pharmaceuticals, medical devices, biotechnology, and digital health.

While urban centers experience a surge in new private hospitals and clinics, the public health system still contends with staffing shortages and uneven geographic distribution of talent. Technological adoption and the growth of healthtech are also generating new roles in telemedicine, AI-powered diagnostics, and health data analytics.

Despite clear progress, challenges remain in workforce quality, specialized training, and retention, especially in rural areas.



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About **300,000+** foreigners visit Vietnam annually for medical treatment.



Vietnam’s pharmaceutical market is projected to reach **US\$10B** by 2026.



By August 2025, private healthcare makes up 8% of the system, targeting **15%** by 2030.

### Top in-demand skills



Clinical competence



Digital health & Telemedicine



Biotech and R&D



English

### Key players’ offerings



Health insurance (including family)



Professional growth programs



International-standard facilities



**Annual pay raise**  
7% - 10%, based on annual profit



**Bonus scheme**  
**OTC:** Monthly or quarterly commissions; 13<sup>th</sup>-month salary; Year-end bonus  
**ETC:** Year-end bonus (2% - 3% of annual revenue); 13<sup>th</sup>-month salary

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### Top in-demand roles



Doctor



Regulatory Affairs  
Specialist



Product Manager

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| Job Title                       |                                 | Salary Range (USD) Per Month |                 |
|---------------------------------|---------------------------------|------------------------------|-----------------|
|                                 |                                 | < 5 Yrs of Exp               | 5+ Yrs of Exp   |
| PHARMACEUTICAL & MEDICAL DEVICE |                                 |                              |                 |
| BOARD OF<br>MANAGEMENT          | General Manager/Country Manager | 9,600 - 14,300               | 14,300 - 19,100 |
|                                 | Head of Business Unit           | 6,700 - 9,600                | 9,600 - 14,300  |
| SALES<br>& MARKETING            | Head of Commercial Excellence   | 3,800 - 5,700                | 5,700 - 9,600   |
|                                 | Head of Marketing               | 3,400 - 5,700                | 5,700 - 9,600   |
|                                 | Sales Director                  | 3,800 - 4,800                | 4,800 - 7,600   |
|                                 | Sales Manager                   | 1,900 - 2,900                | 2,900 - 3,800   |
|                                 | Marketing Manager               | 1,900 - 2,900                | 2,900 - 3,400   |
|                                 | Key Account Manager             | 1,300 - 1,900                | 1,900 - 2,900   |
|                                 | Key Account Executive           | 1,000 - 1,100                | 1,100 - 1,300   |
|                                 | Head of Medical Affairs         | 4,200 - 5,700                | 5,700 - 8,600   |
| PRODUCT &<br>MARKET ACCESS      | Head of Market Access           | 4,200 - 5,700                | 5,700 - 8,600   |
|                                 | Group Product Manager           | 3,800 - 4,800                | 4,800 - 6,700   |
|                                 | Medical Affairs Manager         | 2,900 - 3,800                | 3,800 - 4,800   |



| Job Title       |                                    | Salary Range (USD) Per Month |               |
|-----------------|------------------------------------|------------------------------|---------------|
|                 |                                    | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| Pharmaceuticals | Product Manager                    | 2,300 - 3,400                | 3,400 - 4,800 |
|                 | Market Access Manager              | 2,300 - 3,400                | 3,400 - 4,800 |
|                 | Regulatory Affairs Manager         | 1,900 - 2,900                | 2,900 - 4,800 |
|                 | Laboratory Manager                 | 1,900 - 2,900                | 2,900 - 4,800 |
|                 | Laboratory Technician              | 1,100 - 1,500                | 1,500 - 1,700 |
| HOSPITAL/CLINIC |                                    |                              |               |
| Hospital/Clinic | Chief Operation Officer (Hospital) | 5,700 - 6,700                | 6,700 - 9,600 |
|                 | Head of Marketing (Hospital)       | 3,400 - 4,400                | 4,400 - 6,700 |
|                 | Doctor                             | 1,900 - 2,900                | 2,900 - 6,700 |
|                 | Chief Nurse                        | 1,500 - 1,900                | 1,900 - 2,700 |

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# HOSPITALITY, TRAVEL & TOURISM

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- Hospitality Services
- Travel & Transport
- Destination & Tourism Management

## Market overview

Vietnam’s hospitality, travel, and tourism sectors enter 2026 with renewed energy and confidence. Major infrastructure projects, expanding resort destinations, and a growing middle class are redefining the country’s travel landscape. Growth is further propelled by visa exemption extensions and new international air routes, directly increasing accessibility. Sustainability and wellness are no longer trends - they have become core expectations from both guests and investors.

As digital adoption accelerates, hotels and travel operators are reimagining the guest journey through AI, data, and personalized experiences. The year will center on smart recruitment and talent localization, with rising demand for professionals who combine digital fluency, service excellence, and a global mindset to elevate Vietnam’s position on the regional tourism map.



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Vietnam’s hospitality market reached US\$22.44B in 2025 and is projected at **US\$31.84B** by 2030.



Vietnam welcomed 17.2 million visitors in the first 10 months of 2025, up **21.5%** year-over-year.



In 2025, **58%** of Vietnamese travelers aimed to adopt eco-friendly habits, e.g., avoiding single-use items.

### Top in-demand skills



Customer experience



CRM & Loyalty management



Sustainability & Green management



Chinese  
Japanese  
Korean

### Key players’ offerings



Global career growth



Impactful projects



Employee discounts



**Annual pay raise**  
3% - 5%



**Bonus scheme**  
Tips/Monthly services charge  
Performance-based bonus

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### Top in-demand roles



Sales & Marketing



Customer Experience



Operations

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| Job Title             |                                         | Salary Range (USD) Per Month |                |
|-----------------------|-----------------------------------------|------------------------------|----------------|
|                       |                                         | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
| HOSPITALITY           |                                         |                              |                |
| GENERAL<br>MANAGEMENT | (Cluster) General Manager (Expatriate)  | 7,600 - 9,600                | 9,600 - 11,500 |
|                       | General Manager (Expatriate)            | 4,600 - 5,700                | 5,700 - 7,600  |
|                       | General Manager (Vietnamese)            | 3,800 - 4,600                | 4,600 - 6,100  |
| SALES<br>& MARKETING  | (Cluster) Director of Sales & Marketing | 3,400 - 4,600                | 4,600 - 5,700  |
|                       | Director of Revenue Management          | 2,900 - 3,800                | 3,800 - 4,600  |
|                       | Director of Public Relations            | 2,900 - 3,800                | 3,800 - 4,600  |
|                       | Director of Digital Marketing           | 2,900 - 3,800                | 3,800 - 4,600  |
|                       | Director of Corporate Sales             | 2,900 - 3,800                | 3,800 - 4,600  |
|                       | Director of MICE Sales                  | 2,900 - 3,800                | 3,800 - 4,600  |
|                       | Director of Event Sales                 | 2,900 - 3,800                | 3,800 - 4,600  |
|                       | Marketing & Communications Manager      | 1,900 - 2,300                | 2,300 - 3,100  |
|                       | Digital/Performance Marketing Manager   | 1,900 - 2,300                | 2,300 - 3,100  |
|                       | Sales Manager (Group, Leisure, Online)  | 1,900 - 2,300                | 2,300 - 3,100  |



| Job Title        |                                     | Salary Range (USD) Per Month |               |
|------------------|-------------------------------------|------------------------------|---------------|
|                  |                                     | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| HOTEL OPERATIONS | Revenue Manager                     | 1,500 - 2,300                | 2,300 - 3,100 |
|                  | (Group) Director of Human Resources | 3,400 - 4,600                | 4,600 - 5,700 |
|                  | (Cluster) Director of Finance       | 3,400 - 4,600                | 4,600 - 5,700 |
|                  | Director of Rooms                   | 2,300 - 2,700                | 2,700 - 3,100 |
|                  | Director of Food & Beverage         | 2,300 - 2,700                | 2,700 - 3,100 |
|                  | Director of Engineer                | 2,300 - 2,700                | 2,700 - 3,100 |
|                  | Director of Spa & Wellness          | 2,300 - 2,700                | 2,700 - 3,100 |
|                  | Finance Manager                     | 1,900 - 2,300                | 2,300 - 2,700 |
|                  | Chief Accountant/Accounting Manager | 1,500 - 1,900                | 1,900 - 2,300 |
|                  | Front Office Manager                | 1,100 - 1,500                | 1,500 - 1,900 |
|                  | Housekeeping Manager                | 1,100 - 1,500                | 1,500 - 1,900 |
|                  | Executive Chef/Head Chef            | 1,500 - 2,300                | 2,300 - 3,100 |
|                  | F&B Manager                         | 1,100 - 1,500                | 1,500 - 1,900 |
|                  | Outlet Manager                      | 1,100 - 1,500                | 1,500 - 1,900 |
|                  | Restaurant Manager                  | 1,100 - 1,500                | 1,500 - 1,900 |
|                  | Concierge Manager                   | 1,100 - 1,500                | 1,500 - 1,900 |

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| Job Title                         |                                      | Salary Range (USD) Per Month |               |
|-----------------------------------|--------------------------------------|------------------------------|---------------|
|                                   |                                      | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| Banking & Financial Services      | Entertainment Manager                | 1,100 - 1,500                | 1,500 - 1,900 |
|                                   | Spa Manager                          | 1,100 - 1,500                | 1,500 - 1,900 |
|                                   | Security Manager                     | 1,100 - 1,500                | 1,500 - 1,900 |
|                                   | Maintenance/Engineering Manager      | 1,100 - 1,500                | 1,500 - 1,900 |
|                                   | IT Manager                           | 1,100 - 1,500                | 1,500 - 1,900 |
| TRAVEL & TOURISM                  |                                      |                              |               |
| Consumer Goods & Retail           | Regional Manager                     | 2,300 - 3,100                | 3,100 - 4,600 |
|                                   | Director of Travel Operations        | 1,900 - 2,300                | 2,300 - 3,100 |
| Digital & Technology              | Director of Sales & Marketing        | 1,500 - 2,300                | 2,300 - 3,100 |
|                                   | Director of Business Development     | 1,500 - 1,900                | 1,900 - 2,300 |
| Education & Professional Services | Director of Tourism                  | 1,500 - 1,900                | 1,900 - 2,300 |
|                                   | Director of Customer Experience      | 1,500 - 1,900                | 1,900 - 2,300 |
| Energy, Oil & Gas                 | Director of Product Development      | 1,500 - 2,100                | 2,100 - 2,700 |
|                                   | Director of Partnerships & Alliances | 1,500 - 1,900                | 1,900 - 2,300 |
| Healthcare & Life Sciences        | Director of Finance                  | 1,500 - 2,300                | 2,300 - 3,100 |
|                                   | Product Manager                      | 1,100 - 1,500                | 1,500 - 1,900 |



| Job Title                                                                                                                                             |  | Salary Range (USD) Per Month |               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------|---------------|
|                                                                                                                                                       |  | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| <div>Destination Manager</div> <div>Tour Manager</div> <div>Yield &amp; Revenue Manager</div> <div>Contracting Manager</div> <div>Sales Manager</div> |  | 1,100 - 1,500                | 1,500 - 1,900 |
|                                                                                                                                                       |  | 1,000 - 1,300                | 1,300 - 1,900 |
|                                                                                                                                                       |  | 1,000 - 1,300                | 1,300 - 1,900 |
|                                                                                                                                                       |  | 1,000 - 1,300                | 1,300 - 1,900 |
|                                                                                                                                                       |  | 800 - 1,100                  | 1,100 - 1,500 |

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# INDUSTRIAL TRADING

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- Machinery & Industrial Equipment
- Electrical & Electronic Components
- Materials & Industrial Supplies



## Market overview

Vietnam’s industrial trading sector is thriving in 2025, fueled by strong foreign direct investment, expanding manufacturing hubs, and favorable trade agreements. Vietnam’s Purchasing Managers’ Index (PMI) rose to 54.5 in October, the highest in 16 months, signaling robust production and new orders. Government initiatives, such as the North-South high-speed railway project, energy incentives, and smart-factory support, are catalyzing growth in industrial trading.

Companies are actively hiring for technical sales, supply chain, automation, and operations management roles, with a growing emphasis on bilingual and digitally skilled professionals. However, talent shortages - especially at mid- to senior-level positions - and high turnover rates are pushing employers to invest in training, employer branding, and regional talent sourcing to remain competitive amid a tightening labor market.



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In Jan-Sep 2025, manufacturing IIP rose 10.4% year-over-year, the **highest** since 2020.



Imports of production materials reached US\$348.23B, accounting for **93.8%** of total imports in Jan-Oct 2025.



In the first nine months of 2025, manufacturing **drove exports**, hitting US\$297.2B (85.2%).

### Top in-demand skills



Business development (B2B)



Market insights & Networking



Interpersonal skills



English  
Chinese  
Korean  
Japanese

### Key players’ offerings



Employee & dependent health coverage



International training



Career advancement opportunities



**Annual pay raise**  
6% - 8%



**Bonus scheme**  
10% - 25% of annual salary, based on company/team/individual performance

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### Top in-demand roles



Sales Manager  
Sales Engineer



Business Development  
Manager



Service Engineer

| Job Title                    |                                      | Salary Range (USD) Per Month |               |
|------------------------------|--------------------------------------|------------------------------|---------------|
|                              |                                      | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| BOARD OF MANAGEMENT          | General Manager/Managing Director    | 5,700 - 7,600                | 7,600 - 9,600 |
|                              | Chief Representative                 | 3,800 - 5,700                | 5,700 - 7,600 |
| SALES & BUSINESS DEVELOPMENT | Sales Director/Country Sales Manager | 2,900 - 3,800                | 3,800 - 5,700 |
|                              | Business Development Manager         | 1,900 - 2,900                | 2,900 - 3,800 |
|                              | Regional Sales Manager               | 1,700 - 2,300                | 2,300 - 3,400 |
|                              | Key Account Manager                  | 1,500 - 1,900                | 1,900 - 3,100 |
|                              | Sales Manager                        | 1,500 - 1,900                | 1,900 - 3,400 |
|                              | Sales Executive                      | 1,000 - 1,100                | 1,100 - 1,500 |
|                              | Sales Application Engineer           | 1,000 - 1,100                | 1,100 - 1,500 |
| MARKETING                    | Marketing Head/Director              | 2,900 - 3,300                | 3,300 - 4,800 |
|                              | Marketing Manager                    | 1,900 - 2,500                | 2,500 - 2,900 |
|                              | Marketing Executive                  | 1,000 - 1,100                | 1,100 - 1,500 |

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| Job Title                       |                                         | Salary Range (USD) Per Month |               |
|---------------------------------|-----------------------------------------|------------------------------|---------------|
|                                 |                                         | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| TECHNICAL SERVICE & AFTER SALE  | Technical Director                      | 2,900 - 3,800                | 3,800 - 5,700 |
|                                 | After Sales Manager                     | 2,300 - 2,900                | 2,900 - 3,400 |
|                                 | Technical Service Manager               | 1,900 - 2,500                | 2,500 - 3,400 |
|                                 | Customer Service/After Sales Executive  | 1,100 - 1,300                | 1,300 - 1,700 |
|                                 | Technical Support Engineer              | 1,000 - 1,100                | 1,100 - 1,300 |
|                                 | Service Engineer                        | 1,000 - 1,100                | 1,100 - 1,300 |
| SOURCING                        | Sourcing Head                           | 3,800 - 4,800                | 4,800 - 7,600 |
|                                 | Sourcing Manager                        | 2,300 - 2,900                | 2,900 - 3,800 |
|                                 | Sourcing Specialist                     | 1,100 - 1,500                | 1,500 - 1,900 |
| BACK OFFICE                     |                                         |                              |               |
| HUMAN RESOURCE & ADMINISTRATION | HR Manager/HR & Admin Manager           | 1,500 - 2,100                | 2,100 - 2,900 |
|                                 | Admin/Office Manager                    | 1,100 - 1,900                | 1,900 - 2,900 |
|                                 | HR Executive/Specialist                 | 1,000 - 1,100                | 1,100 - 1,500 |
|                                 | HR Business Partner (HRBP)              | 1,000 - 1,100                | 1,100 - 1,500 |
|                                 | Talent Acquisition Executive/Specialist | 800 - 1,000                  | 1,000 - 1,500 |

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| Job Title            |                                     | Salary Range (USD) Per Month |               |
|----------------------|-------------------------------------|------------------------------|---------------|
|                      |                                     | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| FINANCE & ACCOUNTING | Finance Manager                     | 1,900 - 2,500                | 2,500 - 3,800 |
|                      | Chief Accountant/Accounting Manager | 1,700 - 2,300                | 2,300 - 2,900 |
|                      | Finance Assistant Manager           | 1,300 - 1,700                | 1,700 - 1,900 |
|                      | General Accountant                  | 1,100 - 1,300                | 1,300 - 1,500 |
| LEGAL & COMPLIANCE   | Legal Manager                       | 2,500 - 2,900                | 2,900 - 3,800 |
|                      | Legal Specialist                    | 1,000 - 1,500                | 1,500 - 1,900 |
|                      | Senior Legal & Compliance Officer   | 1,000 - 1,100                | 1,100 - 1,500 |
|                      | Compliance Officer                  | 1,000 - 1,100                | 1,100 - 1,500 |

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# LOGISTICS & SUPPLY CHAIN

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- Transportation & Freight
- Warehousing & Distribution
- Freight Forwarding & Brokerage
- Supply Chain Management & Technology
- Specialized Logistics



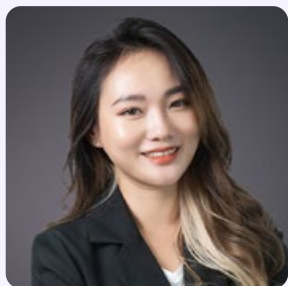
## Market overview

The global logistics industry in 2026 is being reshaped by rapid e-commerce growth, digital transformation, and rising sustainability demands. Asia-Pacific leads as the fastest-growing region, valued at US\$4.56 trillion in 2024 and projected to reach US\$8.28 trillion by 2034.

Companies are leveraging automation, AI, and data analytics to improve warehouse efficiency, optimize routing, and enhance end-to-end visibility. Sustainability is now essential, driving investment in electric vehicles, greener packaging, and carbon-cutting initiatives.

Meanwhile, geopolitical tensions and climate risks continue to test supply chain resilience, pushing firms to diversify networks and increase transparency. The industry still faces high fuel costs, labor shortages, and complex regulations.

Last-mile delivery remains a hurdle, spurring new solutions in micro-fulfillment and autonomous transport.



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Vietnam ranks **43<sup>rd</sup>** out of 154 economies in the World Bank Logistics Performance Index.



Freight transport rose 15.1% in the first 10 months of 2025, while cargo turnover grew **14.1%** year-over-year.



Vietnam's freight and logistics market is projected to hit **US\$71.88B** by 2030.

### Top in-demand skills



Digital & Technology



Supply chain & Process optimization



Communication & Interpersonal skills



English  
Chinese  
Korean

### Key players' offerings



Career growth & Training



Flexible hours & Work-life balance



Recognition, Wellness & Safety program



**Annual pay raise**  
10% - 20%



**Bonus scheme**  
Lunar New Year bonus  
Performance bonus  
13<sup>th</sup> month salary bonus

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### Top in-demand roles



Supply Chain Manager/  
Director



Warehouse Manager/  
Operations Manager  
4PL Specialist



Quality Control  
Automation & Tech Roles

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| Job Title                               |                                                           | Salary Range (USD) Per Month |               |
|-----------------------------------------|-----------------------------------------------------------|------------------------------|---------------|
|                                         |                                                           | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| BOARD OF<br>MANAGEMENT                  | Managing Director/General Director                        | 5,700 - 7,600                | 7,600 -19,900 |
|                                         | Branch Manager                                            | 3,200 - 5,000                | 5,000 - 6,900 |
| SALES &<br>MARKETING                    | Head of Commercial                                        | 3,100 - 4,600                | 4,600 - 6,900 |
|                                         | Sales/Business Development Manager                        | 1,500 - 2,700                | 2,700 - 3,400 |
|                                         | Sales/Business Development Executive                      | 1,100 - 1,900                | 1,900 - 2,700 |
|                                         | Key Account Manager                                       | 1,000 - 1,500                | 1,500 - 1,900 |
| PURCHASING/<br>SOURCING/<br>PROCUREMENT | Purchasing/Sourcing/Procurement/Buying/Material Manager   | 1,900 - 2,300                | 2,300 - 3,100 |
|                                         | Purchasing/Sourcing/Procurement/Buying/Material Executive | 600 - 1,000                  | 1,000 - 1,500 |
| IMPORT EXPORT/<br>CUSTOMS               | Import - Export Manager                                   | 2,100 - 2,200                | 2,200 - 3,200 |
|                                         | Logistics Manager                                         | 1,300 - 2,200                | 2,200 - 3,200 |
|                                         | Customs Clearance Manager                                 | 1,300 - 1,900                | 1,900 - 3,200 |
|                                         | Import - Export Executive                                 | 600 - 1,000                  | 1,000 - 1,100 |
|                                         | Logistics Executive                                       | 600 - 1,000                  | 1,000 - 1,500 |
|                                         | Customs Clearance Executive                               | 600 - 1,000                  | 1,000 - 1,100 |



| Job Title                     |                                                   | Salary Range (USD) Per Month |               |
|-------------------------------|---------------------------------------------------|------------------------------|---------------|
|                               |                                                   | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| PLANNING                      | Supply Planning/Production Planning Manager       | 2,300 - 3,100                | 3,100 - 3,800 |
|                               | Demand Planing Manager                            | 2,300 - 3,100                | 3,100 - 3,800 |
|                               | Material Planning Manager                         | 1,700 - 2,500                | 2,500 - 3,800 |
|                               | Demand Planing Executive                          | 600 - 800                    | 800 - 1,100   |
| WAREHOUSING & INVENTORY       | Warehouse Manager                                 | 1,300 - 1,900                | 1,900 - 3,100 |
|                               | Warehouse Executive                               | 1,300 - 1,900                | 1,900 - 2,300 |
|                               | Inventory Manager                                 | 500 - 600                    | 600 - 1,000   |
|                               | Inventory Executive                               | 500 - 600                    | 600 - 1,000   |
| TRANSPORTATION & DISTRIBUTION | Linehaul & Shuttle Manager/Head                   | 2,300 - 3,100                | 3,100 - 4,600 |
|                               | Process Innovation/Improvement/Excellence Manager | 1,500 - 1,900                | 1,900 - 3,100 |
|                               | Transportation Manager                            | 1,500 - 1,900                | 1,900 - 3,100 |
|                               | Distribution Center Manager                       | 1,500 - 1,900                | 1,900 - 3,100 |
|                               | Shipping Manager                                  | 1,500 - 1,900                | 1,900 - 2,300 |
|                               | Fleet/Delivery Manager                            | 1,100 - 1,500                | 1,500 - 1,900 |

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| Job Title        |                                                               | Salary Range (USD) Per Month |               |
|------------------|---------------------------------------------------------------|------------------------------|---------------|
|                  |                                                               | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| CUSTOMER SERVICE | Order Process Management/Customer Service Logistics Manager   | 1,300 - 1,900                | 1,900 - 2,700 |
|                  | Order Process Management/Customer Service Logistics Executive | 500 - 600                    | 600 - 1,000   |
| SUPPLY CHAIN     | Supply Chain Manager/Director                                 | 2,700 - 3,800                | 3,800 - 5,700 |
|                  | Supply Chain Executive                                        | 600 - 1,000                  | 1,000 - 1,100 |
| OPERATION        | Operations Manager/Director                                   | 2,700 - 3,800                | 3,800 - 5,700 |
|                  | Operations Executive                                          | 600 - 1,000                  | 1,000 - 1,100 |

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# MANUFACTURING & ENGINEERING

- 
- Automotive
  - Chemicals & Materials
  - Electronics & Electrical
  - Food & Beverage (F&B)
  - Pharmaceuticals & Medical Devices
  - Textiles & Apparel



## Market overview

In 2026, Vietnam’s manufacturing sector continues moving toward smarter, greener, and more technology-driven operations. Rising offshoring and friendshoring to Vietnam, coupled with decree 205/2025/ND-CP offering up to 70% funding for expert/technical workforce training in supporting industries, is positioning Vietnam as a high-skill manufacturing hub.

The adoption of AI, automation, and data analytics is transforming factory performance and enabling real-time decision-making. As supply chains localize and sustainability drives growth, demand is surging for talent in digital transformation, production optimization, and green manufacturing.

Employers also seek professionals who can bridge engineering expertise with data-driven insight. With technology and sustainability shaping the future, workforce capability remains the key competitive advantage for manufacturers.



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During Jan–Oct 2025, manufacturing & processing accounted for **56.7%** of newly licensed FDI in Vietnam.



Vietnam’s industrial robotics market is projected to reach **US\$309.8** million by 2028.



Mechanical manufacturers account for nearly **30%** of all manufacturing firms in Vietnam.

### Top in-demand skills



Project management & Operational efficiency



Quality management



Digital transformation & Automation



English Chinese

### Key players’ offerings



Family health insurance



Learning & Development programs



Sustainability manufacturing practices



**Annual pay raise**  
5% - 10%



**Bonus scheme**  
10% - 25% of annual salary

Banking & Financial Services

Consumer Goods & Retail

Digital & Technology

Education & Professional Services

Energy, Oil & Gas

Healthcare & Life Sciences

Hospitality, Travel & Tourism

Industrial Trading

Logistics & Supply Chain

Manufacturing & Engineering

Real Estate & Construction

Semiconductor

### Top in-demand roles



Plant Manager



QA/QC Manager



Supply Chain  
Manager

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& Retail

Digital &  
Technology

Education &  
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Energy, Oil & Gas

Healthcare &  
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Hospitality,  
Travel & Tourism

Industrial Trading

Logistics &  
Supply Chain

Manufacturing &  
Engineering

Real Estate &  
Construction

Semiconductor

| Job Title                          |                                                                 | Salary Range (USD) Per Month |                |
|------------------------------------|-----------------------------------------------------------------|------------------------------|----------------|
|                                    |                                                                 | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
| MANAGEMENT<br>& LEADERSHIP         | General Manager/General Director/Managing Director (Expatriate) | 7,900 - 9,900                | 9,900 - 19,900 |
|                                    | General Manager/General Director/Managing Director (Vietnamese) | 5,000 - 8,900                | 8,900 - 14,900 |
|                                    | Plant Manager/Factory Manager/Operations Manager (Vietnamese)   | 3,500 - 5,000                | 5,000 - 9,900  |
| RESEARCH<br>& DEVELOPMENT<br>(R&D) | R&D Director/Product Development Director                       | 5,000 - 7,000                | 7,000 - 14,900 |
|                                    | R&D Manager/Product Development Manager                         | 2,300 - 3,500                | 3,500 - 5,000  |
|                                    | Project Manager/New Product Introduction Manager                | 2,000 - 3,000                | 3,000 - 4,600  |
|                                    | R&D Specialist/Engineer                                         | 1,000 - 1,300                | 1,300 - 1,500  |
|                                    | Project Engineer                                                | 800 - 1,000                  | 1,000 - 1,200  |
| ENGINEERING                        | Head of Engineering/Engineering Director                        | 3,400 - 4,600                | 4,600 - 7,600  |
|                                    | Engineering Manager                                             | 1,700 - 2,500                | 2,500 - 3,400  |
|                                    | Lean/Continuous Improvement Manager                             | 1,700 - 2,500                | 2,500 - 3,400  |
|                                    | Industrial Engineer (IE)/Process Engineer (PE) Manager          | 1,700 - 2,500                | 2,500 - 3,400  |
|                                    | Tooling Manager                                                 | 1,700 - 2,500                | 2,500 - 3,400  |
|                                    | Lean/Continuous Improvement Engineer                            | 800 - 1,000                  | 1,000 - 1,300  |



| Job Title             |                                                | Salary Range (USD) Per Month |               |
|-----------------------|------------------------------------------------|------------------------------|---------------|
|                       |                                                | < 5 Yrs of Exp               | 5+ Yrs of Exp |
|                       | Process Improvement Engineer                   | 800 - 1,000                  | 1,000 - 1,300 |
|                       | Industrial Engineer (IE)/Process Engineer (PE) | 800 - 1,000                  | 1,000 - 1,300 |
|                       | Automation Engineer                            | 800 - 1,000                  | 1,000 - 1,300 |
|                       | Electrical/Mechanical Engineer                 | 800 - 1,000                  | 1,000 - 1,300 |
|                       | Chemical Engineer                              | 800 - 1,000                  | 1,000 - 1,300 |
| PRODUCTION MANAGEMENT | Production Director                            | 3,100 - 3,800                | 3,800 - 5,700 |
|                       | Production Manager                             | 1,500 - 2,100                | 2,100 - 3,100 |
|                       | Production Supervisor                          | 1,000 - 1,100                | 1,100 - 1,300 |
|                       | Production Engineer                            | 700 - 800                    | 800 - 1,000   |
| QUALITY MANAGEMENT    | Head of Quality/Quality Director               | 3,100 - 4,600                | 4,600 - 6,900 |
|                       | Quality Assurance/Quality Control Manager      | 1,700 - 2,300                | 2,300 - 3,100 |
|                       | Quality Assurance/Quality Control Supervisor   | 1,100 - 1,300                | 1,300 - 1,700 |
|                       | Quality Engineer                               | 800 - 1,000                  | 1,000 - 1,100 |

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Healthcare & Life Sciences

Hospitality, Travel & Tourism

Industrial Trading

Logistics & Supply Chain

Manufacturing & Engineering

Real Estate & Construction

Semiconductor



| Job Title                                                       |                                         | Salary Range (USD) Per Month |               |
|-----------------------------------------------------------------|-----------------------------------------|------------------------------|---------------|
|                                                                 |                                         | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| MAINTENANCE & FACILITY                                          | Facility/Maintenance Manager            | 1,700 - 2,300                | 2,300 - 3,800 |
|                                                                 | Facility/Maintenance Supervisor         | 1,100 - 1,300                | 1,300 - 1,500 |
|                                                                 | Maintenance Engineer                    | 800 - 1,000                  | 1,000 - 1,100 |
| SUPPLY CHAIN & MATERIAL MANAGEMENT                              | Head Supply Chain/Supply Chain Director | 3,800 - 4,600                | 4,600 - 7,600 |
|                                                                 | Supply Chain Manager                    | 1,700 - 2,300                | 2,300 - 3,800 |
|                                                                 | Procurement/Purchasing Manager          | 1,700 - 2,300                | 2,300 - 3,800 |
|                                                                 | Logistics Manager                       | 1,700 - 2,300                | 2,300 - 3,100 |
|                                                                 | Planning Manager                        | 1,700 - 2,300                | 2,300 - 3,100 |
|                                                                 | Logistic Supervisor                     | 1,100 - 1,300                | 1,300 - 1,500 |
|                                                                 | Planning Supervisor                     | 1,100 - 1,300                | 1,300 - 1,500 |
|                                                                 | Material Planner                        | 700 - 900                    | 900 - 1,100   |
|                                                                 | Logistics Coordinator                   | 700 - 900                    | 900 - 1,100   |
| HEALTH - SAFETY - ENVIRONMENT (HSE) & SUSTAINABILITY MANAGEMENT | HSE Director                            | 3,100 - 4,600                | 4,600 - 6,900 |
|                                                                 | HSE Manager                             | 2,500 - 3,000                | 3,000 - 5,000 |
|                                                                 | HSE Specialist/Executive                | 2,000 - 2,500                | 2,500 - 3,100 |
|                                                                 | Sustainability/Wellbeing Manager        | 1,000 - 1,200                | 1,200 - 1,500 |

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| Job Title              |                                                    | Salary Range (USD) Per Month |               |
|------------------------|----------------------------------------------------|------------------------------|---------------|
|                        |                                                    | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| DIGITAL TRANSFORMATION | Manufacturing IT Manager                           | 1,500 - 2,500                | 2,500 - 4,000 |
|                        | Manufacturing Execution System (MES) Engineer      | 800 - 1,100                  | 1,100 - 1,500 |
|                        | AI/ML Engineer                                     | 800 - 1,100                  | 1,100 - 1,700 |
|                        | Robotics Engineer                                  | 800 - 1,100                  | 1,100 - 1,700 |
| MERCHANDISE            | Merchandise Manager                                | 2,500 - 3,500                | 3,500 - 4,000 |
|                        | Merchandise Assistant Manager                      | 1,200 - 1,500                | 1,500 - 2,000 |
|                        | Merchandiser                                       | 800 - 1,000                  | 1,000 - 1,200 |
| ONSITE ROLES           | Technical Program Manager/Site Technical Manager   | 2,500 - 3,000                | 3,000 - 5,000 |
|                        | Operations Project Manager                         | 2,000 - 3,000                | 3,000 - 5,000 |
|                        | Supplier Quality Engineer/Product Quality Engineer | 2,000 - 3,000                | 3,000 - 5,000 |
|                        | Automation Manufacturing Engineer                  | 2,500 - 3,000                | 3,000 - 4,500 |
|                        | Mechanical Quality Engineer                        | 2,500 - 3,000                | 3,000 - 4,500 |
|                        | Test Engineer                                      | 2,000 - 3,000                | 3,000 - 4,000 |

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| Job Title                       |                                         | Salary Range (USD) Per Month |                |
|---------------------------------|-----------------------------------------|------------------------------|----------------|
|                                 |                                         | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
| BACK OFFICE                     |                                         |                              |                |
| HUMAN RESOURCE & ADMINISTRATION | HR Director/Head of HR/Chief HR Officer | 4,000 - 6,000                | 6,000 - 17,900 |
|                                 | HR Manager/HR & Admin Manager           | 2,000 - 3,000                | 3,000 - 4,000  |
|                                 | Learning & Development/Training Manager | 2,000 - 3,000                | 3,000 - 5,000  |
|                                 | Talent Acquisition/Recruitment Manager  | 2,000 - 3,000                | 3,000 - 5,000  |
|                                 | Total Rewards/C&B Manager               | 2,000 - 3,000                | 3,000 - 5,000  |
|                                 | HR Business Partner Manager             | 2,000 - 3,000                | 3,000 - 5,000  |
|                                 | Employee Relation Manager               | 2,000 - 3,000                | 3,000 - 3,500  |
|                                 | Operations Manager                      | 1,500 - 2,000                | 2,000 - 3,000  |
|                                 | Admin/Office Manager                    | 1,300 - 1,500                | 1,500 - 2,500  |
|                                 | HR Assistant Manager                    | 1,300 - 1,500                | 1,500 - 2,000  |
|                                 | HR Executive/Specialist                 | 1,000 - 1,200                | 1,200 - 1,500  |
|                                 | HR Business Partner (HRBP) Specialist   | 1,000 - 1,500                | 1,500 - 1,800  |
|                                 | Talent Acquisition Specialist           | 800 - 1,000                  | 1,000 - 1,200  |

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| Job Title            |                                                              | Salary Range (USD) Per Month |                |
|----------------------|--------------------------------------------------------------|------------------------------|----------------|
|                      |                                                              | < 5 Yrs of Exp               | 5+ Yrs of Exp  |
| FINANCE & ACCOUNTING | Chief Financial Officer (CFO)                                | 7,000 - 8,900                | 8,900 - 14,900 |
|                      | Finance Director                                             | 5,000 - 6,000                | 6,000 - 9,900  |
|                      | Finance Manager                                              | 2,500 - 3,500                | 3,500 - 5,000  |
|                      | Finance Assistant Manager                                    | 1,500 - 1,800                | 1,800 - 2,500  |
|                      | Internal Audit Manager                                       | 2,500 - 3,500                | 3,500 - 4,600  |
|                      | Chief Accountant/Accounting Manager/Chief Accounting Officer | 1,900 - 3,100                | 3,100 - 7,600  |
|                      | Tax Manager                                                  | 1,700 - 2,700                | 2,700 - 5,700  |
|                      | Treasury Manager                                             | 1,700 - 2,100                | 2,100 - 3,500  |
|                      | General Accountant                                           | 1,200 - 1,500                | 1,500 - 1,700  |
| LEGAL & COMPLIANCE   | Head of Legal & Compliance                                   | 4,000 - 6,000                | 6,000 - 9,900  |
|                      | Legal Manager                                                | 2,000 - 3,000                | 3,000 - 4,000  |
|                      | Inhouse Lawyer                                               | 2,000 - 3,000                | 3,000 - 5,000  |
|                      | Compliance Manager                                           | 2,500 - 3,000                | 3,000 - 4,000  |
|                      | Senior Legal & Compliance Officer                            | 1,000 - 1,500                | 1,500 - 2,000  |
|                      | Legal Specialist                                             | 1,000 - 1,200                | 1,200 - 1,500  |
|                      | Compliance Officer                                           | 1,000 - 1,200                | 1,200 - 1,500  |

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# REAL ESTATE & CONSTRUCTION

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- Residential Real Estate
- Commercial Real Estate
- Industrial Real Estate
- Hospitality/Leisure Real Estate
- PropTech & Smart Buildings
- Property Management
- Construction & Infrastructure
- Building Materials & Equipment

## Market overview

Real estate benefits from lower lending rates and more favorable financing, particularly for affordable housing. The new Land Law and related reforms provide clearer regulations for mixed-use/resort projects while streamlining approvals. Robust demand remains driven by rapid urbanization, a growing middle class, rising FDI, and industrial expansion in manufacturing & logistics. Government’s social housing targets and policies easing development, cutting costs, and boosting transparency bolster the sector’s outlook.

Regarding construction, mega infrastructure projects nationwide - from expressways to airports - are set to transform connectivity and attract significant FDI into large-scale developments. Sustainability and technology are reshaping the industry, with growing adoption of green building practices and digital solutions (BIM, automation, and PropTech).

Upskilling is critical as demand rises for client-facing, cost control, procurement, and ESG.



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In Jan–Sep 2025, the industrial and construction sector grew 8.69% YoY, a **6.11% increase** from 2024.



Northern Vietnam’s industrial real estate market to grow strongly through 2028, adding **6,500 hectares**.



Over **86,000** new housing units were added in Jan–Sep 2025, 1.3× the full-year 2024 total.

### Top in-demand skills



Market intelligence



Sales & Business development



Financial analysis



English  
Chinese  
Korean

### Key players’ offerings



Sales commission



Paid industry certification training



Awards & Recognition



**Annual pay raise**  
3% - 5%



**Bonus scheme**  
13<sup>th</sup>-month salary;  
Annual performance bonus  
(up to 25% of base salary)

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Consumer Goods & Retail

Digital & Technology

Education & Professional Services

Energy, Oil & Gas

Healthcare & Life Sciences

Hospitality, Travel & Tourism

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Real Estate & Construction

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### Top in-demand roles



Sales & Marketing



Business Development  
& Investment



Project Development  
& Management

Banking &  
Financial Services

Consumer Goods  
& Retail

Digital &  
Technology

Education &  
Professional Services

Energy, Oil & Gas

Healthcare &  
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| Job Title                 |                                             | Salary Range (USD) Per Month |                 |
|---------------------------|---------------------------------------------|------------------------------|-----------------|
|                           |                                             | < 5 Yrs of Exp               | 5+ Yrs of Exp   |
| C-SUITE<br>& EXECUTIVE    | Group General Director/CEO                  | 9,600 - 11,500               | 11,500 - 13,400 |
|                           | Deputy General Director/Deputy CEO          | 6,900 - 7,600                | 7,600 - 9,600   |
|                           | Chief Operations Officer                    | 5,700 - 6,900                | 6,900 - 8,400   |
|                           | Chief Finance Officer                       | 5,700 - 6,900                | 6,900 - 8,400   |
|                           | Chief Investment Officer                    | 5,700 - 6,900                | 6,900 - 8,400   |
|                           | Chief Human Resources Officer               | 5,700 - 6,900                | 6,900 - 8,400   |
|                           | Legal Director                              | 4,600 - 5,700                | 5,700 - 7,600   |
| INDUSTRIAL<br>REAL ESTATE | Head of Commercial                          | 5,700 - 7,600                | 7,600 - 9,600   |
|                           | Head of Finance/Project Finance Director    | 5,700 - 7,600                | 7,600 - 9,600   |
|                           | Head of Investment & Asset Management       | 5,700 - 7,600                | 7,600 - 9,600   |
|                           | Industrial Leasing Manager/Senior Manager   | 2,300 - 3,100                | 3,100 - 4,600   |
|                           | Business Development Manager/Senior Manager | 2,300 - 3,100                | 3,100 - 4,600   |
|                           | Key Account Manager                         | 1,500 - 2,300                | 2,300 - 3,100   |





| Job Title                        |                                        | Salary Range (USD) Per Month |               |
|----------------------------------|----------------------------------------|------------------------------|---------------|
|                                  |                                        | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| SALES & MARKETING                | Director of Sales & Marketing          | 4,600 - 5,700                | 5,700 - 6,900 |
|                                  | Marketing Director                     | 3,100 - 4,600                | 4,600 - 5,700 |
|                                  | Sales Director                         | 3,100 - 4,600                | 4,600 - 5,700 |
|                                  | Head of Research - Market Intelligence | 3,100 - 3,800                | 3,800 - 4,600 |
|                                  | Head of Customer Service & Admins      | 2,700 - 3,400                | 3,400 - 4,200 |
|                                  | PR, Event & Communications Manager     | 1,900 - 2,300                | 2,300 - 3,100 |
|                                  | Office Leasing Manager                 | 1,500 - 1,900                | 1,900 - 2,300 |
|                                  | Residential Leasing Manager            | 1,500 - 1,900                | 1,900 - 2,300 |
|                                  | Retail Leasing Manager                 | 1,500 - 1,900                | 1,900 - 2,300 |
| PROJECT MANAGEMENT & DEVELOPMENT | Investment Director                    | 3,800 - 4,600                | 4,600 - 5,700 |
|                                  | Project Development Director/Head      | 3,800 - 4,600                | 4,600 - 5,700 |
|                                  | Project Legal Head                     | 3,100 - 3,800                | 3,800 - 4,600 |
|                                  | Design Director                        | 3,100 - 4,600                | 4,600 - 6,100 |
|                                  | Investment Manager                     | 2,300 - 3,100                | 3,100 - 3,800 |
|                                  | Investor Relations Manager             | 2,300 - 3,100                | 3,100 - 3,800 |
|                                  | Legal Manager                          | 2,300 - 2,700                | 2,700 - 3,100 |

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| Job Title         |                                                     | Salary Range (USD) Per Month |               |
|-------------------|-----------------------------------------------------|------------------------------|---------------|
|                   |                                                     | < 5 Yrs of Exp               | 5+ Yrs of Exp |
|                   | Project Manager                                     | 2,300 - 2,700                | 2,700 - 3,100 |
|                   | Architect/Interior Design Manager                   | 1,900 - 2,300                | 2,300 - 3,100 |
|                   | Landscape Manager                                   | 1,900 - 2,300                | 2,300 - 3,100 |
|                   | Urban Planning Manager                              | 1,900 - 2,300                | 2,300 - 2,700 |
|                   | Mechanical Electrical Plumbing (MEP) Design Manager | 1,900 - 2,300                | 2,300 - 2,700 |
|                   | Construction Manager                                | 1,500 - 1,900                | 1,900 - 2,300 |
|                   | Planning Manager                                    | 1,500 - 1,900                | 1,900 - 2,300 |
| PROPERTY SERVICES | Property Manager                                    | 1,500 - 2,300                | 2,300 - 3,100 |
|                   | Facilities/Workplace Services Manager               | 1,500 - 2,300                | 2,300 - 3,100 |
|                   | Chief Engineer                                      | 1,500 - 1,900                | 1,900 - 2,700 |

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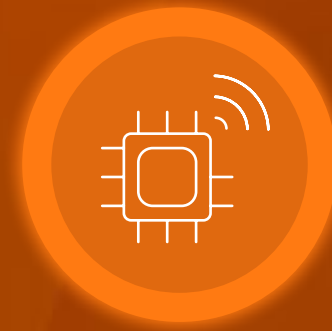
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# SEMICONDUCTOR

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- IC Design
- EDA & Design Services

- Assembly & Test

## Market overview

Vietnam is rising as a key diversification hub for global semiconductor supply chains, driven by geopolitical shifts and "China+1" strategies. The government has declared it a national priority, backing its National Semiconductor Strategy with tax incentives and high-level support.

Major players - such as Intel, Amkor, Samsung, and Qualcomm - are investing billions to expand assembly, test, substrate, and design capacity, solidifying Vietnam's back-end strength.

The strategic focus is on moving up the value chain: leveraging this advanced packaging and test (ATP) foundation to cultivate a robust fabless design ecosystem and develop supporting local supply chains for materials and equipment.

With new facilities under construction, rising domestic partnerships, and strong FDI, Vietnam is positioned to capture a larger share of the global market, particularly in AI, automotive, and IoT semiconductors.



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The semiconductor market is projected to grow from US\$10.16B in 2025 to **US\$16.51B** by 2030.



Vietnam hosts **170+** foreign-invested semiconductor projects, focused on chip design and packaging/testing stages.



There are **23,600+** employed skilled engineers and technicians in semiconductor, and about **19,000** more in the talent pipeline.

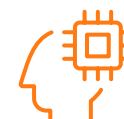
### Top in-demand skills



RTL & Front-end design



Verification



Physical design



English  
Korean  
Chinese

### Key players' offerings



International training



Relocation opportunity



Employee stock options



**Annual pay raise**  
Roughly 10%



**Bonus scheme**  
Performance bonus  
(1-4 months' base salary)

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### Top in-demand roles



Design Verification Engineer



RTL/Front-End Design Engineer



Physical Design Engineer

| Job Title  |                                      | Salary Range (USD) Per Month |               |
|------------|--------------------------------------|------------------------------|---------------|
|            |                                      | < 5 Yrs of Exp               | 5+ Yrs of Exp |
| MANAGEMENT | General Manager/Managing Director    | 5,700 - 6,500                | 6,500 - 9,600 |
|            | Design Verification Manager          | 3,100 - 4,600                | 4,600 - 5,700 |
| FRONT END  | Design Verification Engineer         | 1,100 - 1,900                | 1,900 - 3,100 |
|            | RTL Design Manager                   | 3,100 - 4,600                | 4,600 - 5,700 |
|            | RTL Design Engineer                  | 1,000 - 1,700                | 1,700 - 3,100 |
|            | System-on-Chip (SoC) Designer        | 1,000 - 1,700                | 1,700 - 3,100 |
|            | Design for Test (DFT) Manager        | 3,100 - 4,200                | 4,200 - 5,000 |
| MIDDLE END | Design for Test (DFT) Engineer       | 1,000 - 1,700                | 1,700 - 2,900 |
|            | Implementation/Integration Engineer  | 1,000 - 1,700                | 1,700 - 2,500 |
| BACK END   | Physical Design Manager              | 3,100 - 4,200                | 4,200 - 5,000 |
|            | Physical Design Engineer             | 800 - 1,500                  | 1,500 - 2,700 |
|            | Layout Engineer                      | 800 - 1,300                  | 1,300 - 2,300 |
|            | Verification and Validation Engineer | 800 - 1,700                  | 1,700 - 2,300 |

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| Job Title                             |                                     | Salary Range (USD) Per Month |               |
|---------------------------------------|-------------------------------------|------------------------------|---------------|
|                                       |                                     | < 5 Yrs of Exp               | 5+ Yrs of Exp |
|                                       | Package Design Engineer             | 800 - 1,500                  | 1,500 - 2,300 |
|                                       | Failure Analysis Engineer           | 800 - 1,500                  | 1,500 - 2,700 |
|                                       | Test Engineer                       | 800 - 1,300                  | 1,300 - 2,500 |
| BACK OFFICE                           |                                     |                              |               |
| HUMAN<br>RESOURCE &<br>ADMINISTRATION | HR Manager/HR & Admin Manager       | 1,700 - 2,300                | 2,300 - 3,400 |
|                                       | Chief Accountant/Accounting Manager | 1,700 - 2,100                | 2,100 - 3,100 |
|                                       | HR Executive/Specialist             | 700 - 1,100                  | 1,100 - 1,500 |
|                                       | General Accountant                  | 800 - 1,100                  | 1,100 - 1,500 |
|                                       | Legal Specialist                    | 800 - 1,100                  | 1,100 - 1,700 |

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# ABOUT US



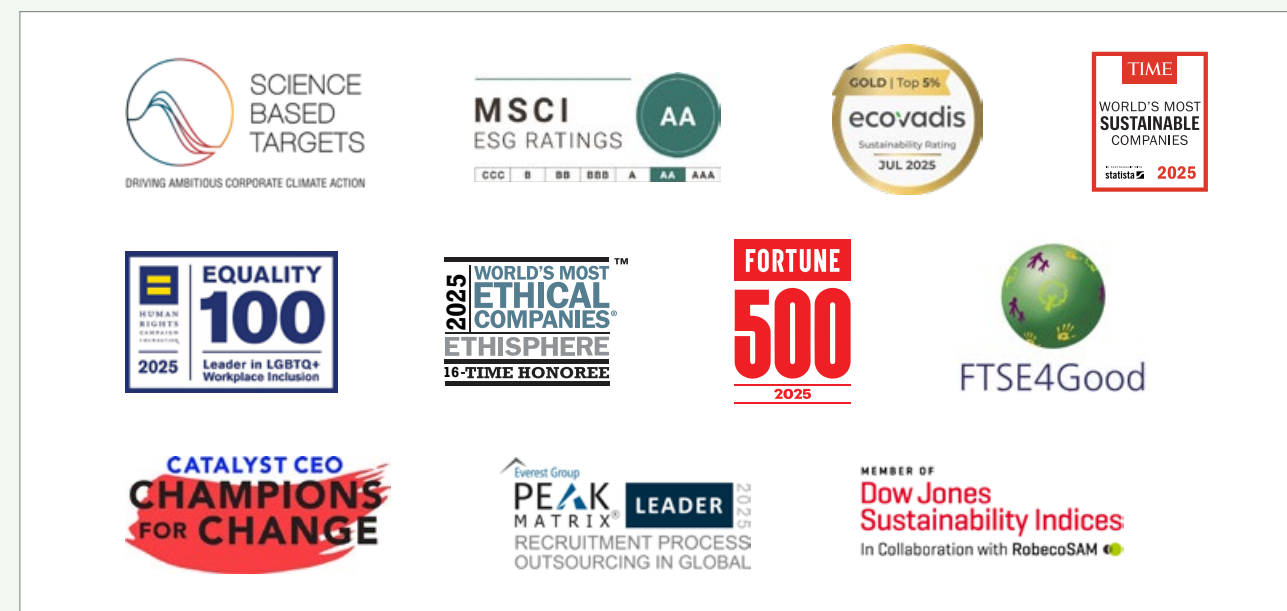
## About Manpower Vietnam

Manpower Vietnam is a global leader in contingent staffing and permanent recruitment, operating in the country since 2008. We are a 100% foreign invested company licensed to provide recruitment, staffing and outsourcing services since our first footprints in Vietnam.

Through our expertise in talent resourcing and workforce management, we provide rapid access to a highly qualified and productive pool of candidates. For over 18 years, Manpower Vietnam has empowered businesses with the workforce agility they need to success.

Manpower® is part of ManpowerGroup® (NYSE: MAN), the world's leading workforce solutions company that helps organizations thrive by sourcing, assessing, developing, and managing the talent they need to win. Through its brands - Manpower®, Experis®, and Talent Solutions®, ManpowerGroup® creates substantial value for candidates and clients in over 70 countries and territories, and has done so for 78 years.

## Accolades & Awards





### Why Manpower Vietnam

Nationwide  
recruitment  
hubs

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Companies  
served

2,000+

Talent matched  
annually

8,800+

Expatriates  
supported  
annually

700+

### Our services

| Permanent Recruitment                                                                                                                                                                | Mass Recruitment                                                                                                                                                                                                              | Staffing & Outsourcing                                                                                                                                                                                    | Payroll Outsourcing                                                                                                                                                                                       | Expat Mobility                                                                                                                                                                                                            | HR Consulting                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>- Executive search</li><li>- Permanent hiring</li><li>- Headhunting</li><li>- Consulting</li><li>- Offer &amp; compliance management</li></ul> | <ul style="list-style-type: none"><li>- Full-cycle recruitment</li><li>- Project recruitment</li><li>- On-site recruiter</li><li>- Employer branding &amp; recruitment marketing</li><li>- On-demand hiring support</li></ul> | <ul style="list-style-type: none"><li>- Temporary recruitment</li><li>- Flexible staffing</li><li>- On-site management</li><li>- Independent contractor management</li><li>- Employer of record</li></ul> | <ul style="list-style-type: none"><li>- Payroll management</li><li>- PIT management</li><li>- Tax finalization</li><li>- HRIS-based workforce management</li><li>- Employee self-service portal</li></ul> | <ul style="list-style-type: none"><li>- Work permit application</li><li>- Visa application</li><li>- Temporary residence card</li><li>- Relocation support</li><li>- Administrative &amp; compliance procedures</li></ul> | <ul style="list-style-type: none"><li>- HR policy development</li><li>- Workforce mobility &amp; Career management</li><li>- Outplacement</li><li>- Leadership and team development</li><li>- Succession planning</li></ul> |



## Permanent Recruitment - 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:

**Credibility  
& Stability**

**Speed  
& Efficiency**

**Recruiting  
Ability  
& Quality**

### **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-Qualification Screening
- Manpower interview
- Skill & Aptitude Assessments
- Client Interview and Site Visit
- Background & Reference Checks





## FREQUENTLY ASKED QUESTIONS

### 1. What is a salary guide?

A salary guide provides typical salary ranges for various roles within a sector. Unlike a salary survey, which collects historical data from specific respondents, a salary guide reflects both current market pays and short-term forecasts, making it a sustainable and quick reference tool.

### 2. Why are there only 12 industry verticals?

Industries are grouped based on their similarity in business nature, production process, products, and services for effective analysis and planning. This Guide covers 12 major industry verticals in Vietnam's economy, encompassing a significant number of enterprises and workers.

### 3. What sources were used to determine the salaries in this Guide?

The salary ranges and market information in this Guide are up-to-date, compiled from ManpowerGroup Vietnam's extensive talent pool and business partners. They also include our projections for 2026, based on the market outlook and our expertise. We did the heavy lifting so you don't have to!

### 4. What is the best way to read this Salary Guide?

The industry verticals in this salary guide are organized alphabetically. You can follow the Guide page by page or jump to your industry of interest by clicking its name in the sidebar menu or Table of Contents (page 5). Use the toolbar at the top of each page to ensure you don't miss any valuable sections.

### 5. Who should I contact for consulting on a specific industry?

In each industry vertical, you will find the names of our featured consultants, with hyperlinked LinkedIn profiles and email addresses for easy reach-out. With deep understanding of your area, they can provide prompt advice and additional information upon request.

### 6. What should I do if I cannot find a specific job position?

Unfortunately, just like you can't fit the ocean into a cup, our Salary Guide can't cover every job position. However, the best way to get detailed information is by speaking with a person. If you need insights on a role that's not listed, our consultant is just one click away!

### 7. What major market trends should I expect in 2026?

We've got you covered! To save you time from digging through all 12 industry verticals, we have analyzed and highlighted the most significant labor market trends in Vietnam for 2026. Explore them on our website or in our press release.

### 8. Can I download this Guide?

Manpower Vietnam Salary Guide is free and fully accessible online. You can view the complete Guide on both our website and mobile for an optimal experience. Sharing it with your network is also easier via a link! If you prefer a downloadable copy, simply complete our form, and you will get immediate access to download the Guide.



# Manpower Vietnam Solutions Across the Entire HR Life Cycle



Workforce Consulting  
& Analytics



Workforce  
Management



Talent  
Resourcing



Career  
Management



Career  
Transition



Top Talent  
Attraction



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