

# Malaysia Salary Guide 2026



Michael Page

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## A guide to salaries & trends in the labour market 2026

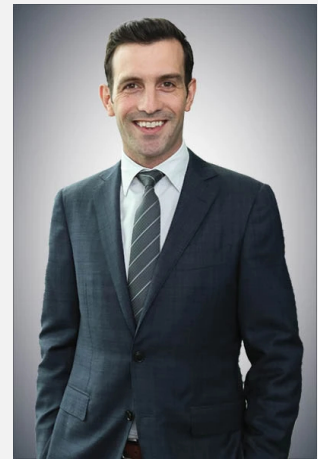
Malaysia's employment market is undergoing a transformation, marked by both opportunity and complexity. Unemployment stands at a historic low of 3% and labour force participation has reached 71%, signalling strong economic momentum. The country's affordability, livability, and regional competitiveness continue to attract investment and talent. Yet, this buoyancy is tempered by a persistent talent shortage. This is driven by mismatches in salary expectations and a growing gap between candidate aspirations and employer budgets.

Government-led investment policies have laid strong foundations for Malaysia's future, positioning it as a competitive hub in Asia. This forward-looking approach is drawing global businesses seeking cost-effective alternatives to traditional hubs like Hong Kong and Singapore. As a result, the country is not only a destination for foreign investment but also a compelling choice for talent relocation.

Key sectors are driving this momentum. The digital and technology sectors continue to lead growth, with sustained demand for expertise in data science, analytics, cybersecurity, and software development. Fintech continues to disrupt, while engineering, manufacturing (including aerospace), and green energy are emerging as growth engines. The expansion of shared services centres (SSCs) further highlights Malaysia's role as a strategic business hub.

However, opportunity comes with tension points. The market's candidate-driven nature presents challenges. Talent mobility is high, with professionals seeking salary increments of 30–40%, placing pressure on retention strategies. This trend, coupled with ongoing brain drain, calls for robust talent strategies.

For businesses, the imperative is clear: adapt to a candidate-driven market and invest in people. Embracing innovative workforce solutions, whether through contracting for flexibility or partnering with trusted recruiters, will be essential to remain competitive. Organisations that strengthen retention strategies to secure and sustain top talent will be best placed to unlock the immense potential that Malaysia offers.



Nic Chambers

Managing Director

Malaysia's accounting and finance sector is undergoing a digital transformation, driven by automation, artificial intelligence (AI), and regulatory changes. The government's phased rollout of the MyInvois e-invoicing system is pushing companies to adopt digital workflows. E-commerce, construction, and renewable energy sectors are expanding rapidly, creating demand for finance professionals with sector-specific experience. Employers are also prioritising candidates with digital proficiency, particularly in Excel, Enterprise Resource Planning (ERP) systems, and financial modelling tools.

Hiring is increasingly focused on candidates who can deliver strategic insights, not just transactional support. Roles such as Financial Analysts and Finance Business Partners are evolving to include data interpretation and commercial advisory. Companies are also re-hiring "boomerang" employees to reduce onboarding costs and are investing in employer branding to attract talent. Hybrid work remains a key draw, though some firms are scaling back remote options.

The sector is expected to see continued demand for professionals who can navigate Environmental, Social, and Governance (ESG) reporting, digital finance systems, and sector-specific compliance. As Malaysia's economy grows – particularly in tech, infrastructure, and green energy – finance professionals with niche expertise will be in high demand. Upskilling in automation, AI, and sustainability reporting will be essential.

Average salary increments for job movers range from 15% to 20%, with niche roles (e.g., ESG, digital finance) commanding up to 30% increases. However, overall salary growth is expected to be moderate due to cost pressures.

## Skills & roles driving hiring demand

### In-demand skills

- Proficiency in ERP systems
- Financial modelling
- Data visualisation tools
- Sustainability reporting frameworks
- Strategic business partnering

### In-demand roles

- FP&A Professionals, & Finance Business Partner
- Finance Managers with sector-specific experience
- ESG Reporting Specialists
- Group Consolidation & Financial Reporting Experts
- Digital Finance Analysts

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Accounting &amp; Finance</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Accounts Executive	53	63	74
Accounts Payable Assistant	63	74	84
Accounts Receivable Assistant	63	74	84
Audit Assistant	63	90	105
Accounts Senior Executive	63	74	84
Internal Auditor	64	86	107
Internal Controls Analyst	64	86	107
Audit and Accounts Semi Senior	74	79	84
Auditor	74	79	84
Accounting Assistant	74	84	95
Credit Controller	84	95	105
Senior Internal Auditor	84	110	116
Treasury Accountant	105	110	116
Accountant	107	118	128
Finance Analyst	107	118	139
Treasury Analyst	107	150	182
Pricing Analyst	116	126	168
Transfer Pricing Analyst	118	150	171
Accounts Receivable Manager	126	137	179
Project Accountant	126	147	179
Internal Audit Manager	126	158	168
Assistant Finance Business Partner	128	150	161
Management Accountant	128	139	150
Group Accountant	128	139	150
Cost Accountant	147	168	179
Accounts Payable Manager	147	158	179
Fund Accountant	147	158	179
Senior Financial Accountant	147	168	189
Audit Manager	150	161	182
Internal Controls Manager	158	168	179
Financial Planning and Analysis (FP&A) Analyst	168	179	189
Senior Accountant	168	179	189
Credit Control Manager	168	189	200
Accounting Manager	171	193	235
Financial Reporting Manager	189	210	252
Finance Manager	189	210	231
Senior Finance Analyst	193	214	257

# Accounting & Finance

Group Finance Manager	193	235	257
Project Controller	193	203	214
Finance Project Manager	193	200	214
Financial Planning and Analysis (FP&A) Manager	210	231	252
Head of Investor Relations	214	257	321
Plant Controller	225	235	246
Financial Controller	231	252	294
Business Controller	235	257	321
Finance Business Partner (FBP)	252	315	378
Internal Audit Director	252	273	294
Head of Finance	257	278	289
Group Financial Controller	268	289	321
Head of Treasury	294	315	347
Senior Financial Controller	300	321	342
Accounts Director	315	368	420
Audit Director	315	340	378
Finance Director	336	378	399
Head of Financial Planning and Analysis (FP&A)	378	399	504

<b>Tax</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Tax Associate	63	84	105
Corporate Tax Senior	84	116	126
Corporate Tax Manager	147	210	252
Group Tax Manager	189	231	252
Tax Manager	189	210	252
Head of Tax	315	347	378

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# Banking & Financial Services

The Malaysian banking sector is embracing digital banking, fintech partnerships, and open banking initiatives. Regulatory bodies are encouraging innovation while maintaining financial stability.

These developments are reshaping hiring practices, with banks seeking talent in cybersecurity, digital product development, and risk management. Traditional roles are evolving to incorporate tech-driven responsibilities.

By 2026, Malaysia's banking sector will likely see deeper integration of AI and machine learning (ML) in credit scoring, fraud detection, and customer service. ESG reporting will become mandatory for more institutions, increasing demand for sustainability-linked finance roles. The rise of family offices and high-net-worth clients will also expand the private banking and investment advisory space.

Job movers can expect salary increments of 20% to 25%, with niche roles (e.g., ESG, digital banking) commanding up to 30% to 40%. Candidates are increasingly factoring in flexibility and EPF benefits when evaluating offers.

## Skills & roles driving hiring demand

### In-demand skills

- Green finance expertise
- MUREX, AI tools, and blockchain platforms
- Certifications (ACAMS, CQF, etc.)
- Stakeholder management
- Data privacy and governance

### In-demand roles

- Risk Management Specialists
- Regulatory Compliance Officers
- Private Equity Analysts
- Wealth Management Advisors
- Finance Regulatory Reporting Analysts

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Banking &amp; Financial Services</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Private Equity Analyst	162	184	205
Investment Manager	184	194	205
Fund Management Manager	189	200	210
Investment Associate	221	231	242
Mergers and Acquisitions (M&A) Manager	235	246	268
Investment Director	460	482	503
Mergers and Acquisitions (M&A) Partner	503	535	556

<b>Compliance</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Anti-Money Laundering (AML) / Countering the Financing of Terrorism (CFT) Compliance Analyst	60	75	90
Know Your Customer (KYC) / Customer Due Diligence (CDD) Compliance Analyst	60	75	90
Regulatory Compliance Analyst	70	80	125
AML / CFT Compliance Manager	90	150	190
KYC / CDD Compliance Manager	90	150	190
Regulatory Compliance Manager	120	150	210
AML / CFT Compliance Head	190	220	220+
KYC / CDD Compliance Head	190	220	220+
Regulatory / Compliance Head	200	250	260

<b>Market Risk</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Analyst	70	90	160
Manager	140	180	220
Head	200	240	240+

<b>Credit Risk</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Analyst	60	75	115
Manager	110	150	220
Head	220	250	250+

<b>Operational Risk</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Analyst	60	75	100
Manager	120	160	170
Head	170	180	180+

## Internal Audit (Compliance, Operations)

	Minimum	Average	Maximum
Analyst	60	80	110
Manager	110	150	170
Head	170	200	200+

## ESG / Sustainability

	Minimum	Average	Maximum
Analyst	80	100	120
Manager	100	150	180
Head	180	220	220+

## Corporate Finance / Mergers & Acquisitions / Capital Markets / Investment

	Minimum	Average	Maximum
Analyst	80	120	150
Manager	120	180	250
Head	240	300	300+

## Actuarial

	Minimum	Average	Maximum
Analyst	65	80	120
Manager	120	160	200
Head	200	280	300+

## Underwriting

	Minimum	Average	Maximum
Analyst	80	120	150
Manager	120	160	220
Head	200	280	300+

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# Engineering & Manufacturing

Malaysia's manufacturing sector is regaining momentum, driven by global supply chain diversification, government incentives, and sustained demand in high-tech industries. Under the New Industrial Master Plan 2030, Malaysia is repositioning itself as a technologically advanced, digitally enabled, and sustainable manufacturing hub. The "China Plus One" strategy continues to attract FDI from Chinese and Western firms, boosting growth in semiconductors, EVs, chemicals, FMCG, medical devices, and green manufacturing.

Penang is emerging as a major semiconductor hub across assembly, testing, IC design, R&D, and advanced packaging. EV production is accelerating as players like Proton and Perodua invest in technology and ecosystem development. Chemicals are shifting toward specialty and green products, while FMCG manufacturers are advancing automation and digitalisation to improve efficiency and sustainability.

Malaysia also maintains its position as a global Halal hub. Medical devices and precision engineering are scaling up, supported by strong export demand. AI and machine learning (ML) adoption is rising, particularly in semiconductors, E&E, and automotive, alongside broader Industry 4.0 and robotics efforts aimed at boosting productivity and addressing talent gaps.

The talent shortage is widening, especially in semiconductor and EV roles, with demand for engineers outpacing supply. Companies are strengthening pipelines through university partnerships and specialist recruitment support. Hiring priorities increasingly focus on robotics, IoT, process optimisation, and high-skill technical roles as automation and digitalisation accelerate.

By 2026, Malaysia's manufacturing landscape will be more digitised, sustainable, and innovation-driven. R&D investment will continue in battery systems, autonomous vehicles, and smart factories. Companies will prioritise upskilling and retention to close technical gaps. Green manufacturing will become a key differentiator for export-oriented firms. Annual salary growth is projected at 8% to 12%, with the sharpest increases in sustainability and automation roles.

## Skills & roles driving hiring demand

### In-demand skills

- Industry 4.0 technologies
- Lean manufacturing
- ESG compliance
- CAD and simulation software
- Automation / Robotics Certifications

### In-demand roles

- Automation & Robotics Engineers
- Process Engineers
- R&D and Product Development Engineers
- Sustainability Compliance Officers
- Semiconductor Engineers

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Industrial Manufacturing</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Production Engineer	50	70	90
Health, Safety, and Environment (HSE) Engineer	50	70	100
Facility Engineer	50	70	90
Quality Engineer	50	70	90
Research and Development (R&D) Chemist	52	104	146
Research and Development (R&D) Engineer	52	73	94
Process Engineer	52	73	94
Electrical Engineer	52	73	94
Project Engineer	52	72	93
Maintenance Engineer	52	72	93
Automation Engineer	53	74	95
Production Manager	120	170	220
Engineering Manager	120	170	220
Mechanical Manager	120	170	220
Quality Manager	120	170	220
Facility Manager	120	170	220
Research and Development (R&D) Manager	125	187	250
Process Manager	126	179	231
Automation Manager	127	180	233
Health, Safety, and Environment (HSE) Manager	131	185	240
Project Manager	132	187	242
Manufacturing Manager	185	216	247
Factory Manager	194	259	324
Operations Director	240	360	480
Technical Director	240	330	420

<b>Consumer Goods</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Maintenance Engineer	60	80	100
Project Engineer	60	80	110
Production Executive	60	80	100
Quality Executive	60	80	100
Regulatory Affairs Executive	60	80	110
Research and Development (R&D) Executive	60	90	110
Health, Safety, and Environment (HSE) Executive	60	80	110
Automation Engineer	65	87	120
Regulatory Affairs Manager	140	190	240
Research and Development (R&D) Manager	140	220	300

# Engineering & Manufacturing

Health, Safety, and Environment (HSE) Manager	143	224	306
Continuous Improvement Manager	144	227	309
Quality Manager	144	227	309
Maintenance Manager	147	200	252
Production Manager	147	200	252
Project Manager	148	201	254
Engineering Manager	180	240	300
Plant Manager	240	330	420
Research and Development (R&D) Director	268	350	433
Operations Director	360	470	580

## Industrial Solutions

	Minimum	Average	Maximum
Field Service Engineer	50	60	80
Product Engineer	50	70	80
Project Engineer	50	70	80
Robotics Engineer	50	80	100
Safety Engineer	50	70	100
Technical Support Engineer (Pre-sales)	50	90	130
Commissioning Engineer	50	70	80
Controls Engineer	50	70	80
Mechanical Design Engineer	50	70	90
Electrical Design Engineer	54	76	97
Application Engineer	55	77	88
Automation Engineer	55	77	88
Software Engineer (PLC)	60	84	96
Senior Control Engineer	80	100	120
Senior Product Engineer	80	100	120
Senior Project Engineer	80	100	120
Senior Field Service Engineer	80	90	110
Senior Software Engineer (PLC)	88	121	143
Senior Electrical Design Engineer	90	110	120
Senior Mechanical Design Engineer	90	110	120
Senior Automation Engineer	100	120	140
Health, Safety, and Environment (HSE) Manager	120	150	180
Design Manager	126	158	189
Product Manager	126	179	231
Project Manager	126	179	231
Service Manager	126	179	231
Engineering Manager	189	252	315
Engineering Director	357	431	504

# Engineering & Manufacturing

## Semiconductor

	Minimum	Average	Maximum
Manufacturing Engineer	74	95	117
Process Engineer	74	95	117
Equipment Engineer	74	95	117
Yield Engineer	74	95	117
Quality Engineer	74	95	117
Digital Design Engineer	74	95	127
Analog Design Engineer	74	95	127
Verification Engineer	74	95	117
Product Engineer	74	95	117
Application Engineer	74	95	117
Reliability Engineer	74	95	117
Failure Analysis Engineer	74	95	117
Test Sustaining Engineer	74	95	117
Test Development Engineer	74	106	138
Device Engineer	74	95	117
Materials Engineer	74	95	117
Staff Process Engineer	119	151	194
Staff Equipment Engineer	119	151	194
Staff Facilities Engineer	119	151	194
Staff Test Sustaining Engineer	119	162	205
Staff Reliability Engineer	119	162	205
Staff Failure Analysis Engineer	119	162	205
Staff Product Development Engineer	119	162	205
Staff Design Engineer	119	162	205
Manufacturing Manager	119	184	259
Quality Manager	119	184	259
Facilities Manager	119	184	259
Engineering Manager	119	184	259
Process Manager	119	184	259
Test Manager	119	184	259
Regulatory Manager	119	184	259
Research and Development (R&D) Manager	130	194	259
Staff Test Development Engineer	140	184	238
Principal Process Engineer	194	227	259
Principal Equipment Engineer	194	227	259
Principal Facilities Engineer	194	227	259
Principal Test Sustaining Engineer	205	238	259
Principal Reliability Engineer	205	238	259
Principal Failure Analysis Engineer	205	238	259
Principal Product Development Engineer	205	238	259
Principal Design Engineer	205	238	259

# Engineering & Manufacturing

Principal Test Development Engineer	238	259	281
Manufacturing Director	259	356	454
Research and Development (R&D) Director	259	356	454
Quality Director	259	356	454
Facilities Director	259	356	454
Engineering Director	259	356	454
Test Director	259	356	454
Operations Director	259	356	454
General Manager	454	551	648

## Medical Device

	Minimum	Average	Maximum
Field Service Engineer	53	74	84
Process Engineer	72	96	120
Facilities Engineer	72	96	120
Production Engineer (NPI)	72	96	120
Project Engineer	72	96	120
Laboratory Quality Engineer	72	96	120
Regulatory Affairs Engineer	72	96	120
Research and Development (R&D) Engineer	72	96	120
Reliability Engineer	72	96	120
Product Development Engineer	72	96	120
Manufacturing Engineer	100	110	120
Quality Engineer	100	110	120
Engineering Project Manager	120	150	180
Continuous Improvement Manager	120	210	300
Regulatory Affairs Manager	185	216	247
Health and Safety Manager	189	221	252
Maintenance Manager	189	221	252
Engineering Manager	189	221	252
Manufacturing Manager	189	221	252
Production Manager	189	221	252
Quality Manager	189	221	252
Research and Development (R&D) Manager	189	221	252
Operations Manager	225	263	300
Quality Director	275	378	481
Research and Development (R&D) Director	275	378	481
General Manager	300	375	525
Plant Manager	300	375	450
Engineering Director	320	401	481
Site Director	480	540	600

# Engineering & Manufacturing

## Electrical & Electronics

	Minimum	Average	Maximum
Field Service Engineer	53	74	84
Process Engineer	72	96	120
Automation Engineer	72	96	120
Continuous Improvement Engineer	72	96	120
Controls Engineer	72	96	120
Design Engineer	72	96	120
Electrical Engineer	72	96	120
Hardware Engineer	72	96	120
Electronics Engineer	72	96	120
Industrial Engineer	72	96	120
Maintenance Engineer	72	96	120
Manufacturing Engineer	72	96	120
Mechanical Engineer	72	96	120
Facilities Engineer	72	96	120
Production Engineer	72	96	120
Project Engineer	72	96	120
Quality Engineer	72	96	120
Robotics Engineer	72	96	120
Safety Engineer	72	96	120
Test Engineer	72	96	120
Computer Numerically Controlled Machinist	72	96	120
Research and Development (R&D) Engineer	84	112	140
Senior Automation Engineer	100	110	120
Engineering Project Manager	173	213	239
Continuous Improvement Manager	173	213	239
Health and Safety Manager	173	213	239
Maintenance Manager	173	213	239
Engineering Manager	173	213	239
Manufacturing Manager	173	213	239
Production Manager	173	213	239
Quality Manager	173	213	239
Research and Development (R&D) Manager	180	220	260
Operations Manager	217	267	301
Quality Director	240	320	400
Research and Development (R&D) Director	260	340	420
Engineering Director	266	333	400
Plant Manager	266	333	400
General Manager	343	472	601
Site Director	480	540	600

# Engineering & Manufacturing

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Malaysian companies are embedding AI into operations to boost efficiency and enhance customer experience, fuelling demand for tech-savvy leaders who can align technology with business goals. Combined with regional expansion and leadership localisation, these shifts are redefining executive hiring. Boards are now seeking leaders who can scale operations across ASEAN, integrate AI into core functions, and navigate complex stakeholder environments with agility.

Several key trends are driving this change. AI adoption continues to reshape business models, requiring leaders who can use technology to drive performance. Malaysia is strengthening its role as a regional hub, with many organisations moving leadership roles to Kuala Lumpur for cost efficiency and access to talent. Companies are also reducing reliance on expatriates, favouring local executives with regional influence and market insight. Meanwhile, Chinese Mainland's "Go Global" initiative is spurring new regional headquarters and manufacturing setups in Malaysia, intensifying competition for Chief Experience Officer (CXO) talent. Across the board, leadership agility and transformation capability are top priorities.

The executive talent pool remains tight, especially for roles demanding AI expertise, cross-border experience, and change management skills. Succession planning is gaining traction as boards invest in developing future-ready leaders. Hybrid work is now standard, and executives skilled in managing distributed teams are in high demand.

In compensation, salary increments for executive movers typically range from 15% to 25%, while roles tied to AI, transformation, and regional strategy command premiums of 30% to 35%. To stay competitive, companies are increasingly offering long-term incentives, flexible work options, and equity plans to attract top-tier talent.

## Skills & roles driving hiring demand

### In-demand skills

- AI strategy
- Regional business acumen
- Change management
- Regulatory risk management
- Local market expertise with regional leadership capability

### In-demand roles

- Country CEO / Managing Director (Malaysia-based, with ASEAN oversight)
- Chief Technology Officer (AI / automation expertise)
- Chief Financial Officer (cost-optimisation experience)
- Chief People Officer (workforce agility)
- Chief Risk Officer

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Executive</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Engineering Director	340	440	540
Finance Director	360	480	600
Strategy Director	420	570	720
Country Manager	420	630	840
Operations Director	420	540	660
Site Director	420	540	660
Executive Director	540	690	840
Chief Strategy Officer (CSO)	540	870	1200
Managing Director (MD)	540	870	1200
Chief Executive Officer (CEO)	600	1,050	1,500+

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# Healthcare & Life Sciences

Malaysia's healthcare and life sciences sector is experiencing robust growth, with a projected compound annual growth rate (CAGR) of 6% to 8% until 2030. The private healthcare segment has seen a 9.3% average growth from 2022 to 2024, outpacing previous years. This is driven by rising demand for private medical services, medical tourism, and technological advancements in diagnostics and treatment. Malaysia's dual healthcare system supports job creation, and its affordability and quality of care strengthen its position as a medical tourism hub. However, rising medical inflation and insurance premium hikes are emerging challenges.

The sector is a major job creator, with increased hiring across hospitals, pharmaceutical companies, and medtech firms. Employers are seeking talent in digital health, diagnostics, and regulatory affairs. The push for data-driven care, including the gradual adoption of the Diagnosis-Related Group (DRG) system, is reshaping operational models. Investment activity is also rising, with hospital acquisitions and IPOs (e.g., Sunway Healthcare Group) signalling investor confidence.

By 2026, Malaysia is expected to deepen its role as a regional healthcare hub. Digital health adoption will accelerate, with AI and telemedicine becoming mainstream. The ageing population and rising prevalence of non-communicable diseases (NCDs) will drive demand for chronic care management, diagnostics, and home-based services. Regulatory reforms and public-private partnerships will be key to sustaining growth.

Salary increments range from 12% to 18% for job movers, with digital health and regulatory roles seeing up to 25% increases. Private sector roles offer higher compensation, especially in urban centres and medical tourism hotspots.

## Skills & roles driving hiring demand

### In-demand skills

- Knowledge of DRG
- Digital health platforms
- Regulatory compliance (NPRA, GMP, ISO13485)
- Data analytics
- Multilingual communication for medical tourism

### In-demand roles

- Regulatory Affairs Specialists
- Patient Journey Partner/Managers
- Market Access Managers
- Medical Affairs Managers
- Health Informatics & Digital Health Managers

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Healthcare &amp; Life Science</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Inside Sales Representative	40	60	70
Clinical Research Associate (CRA)	41	102	143
Medical Sales Representative	42	63	84
Key Account Executive	42	60	84
Clinical Sales Representative	42	60	84
Product Specialist	48	66	84
Pharmacovigilance Specialist	48	72	108
Pharmacist	60	100	120
Territory Manager	60	85	106
Research Scientist	60	102	144
Digital Marketing Manager	60	122	160
Application Specialist	62	72	82
Regulatory Affairs Specialist	62	104	125
Medical Scientific Liaison	72	96	120
Professional Education Manager	74	109	144
Portfolio Manager	76	138	200
Sales Enablement Manager	84	115	144
Field Sales Manager	96	126	156
Biostatistician	96	120	144
Market Access Manager	100	140	190
Clinical Manager	100	140	180
Pharmacy Manager	100	120	180
Quality Assurance Manager	102	145	182
Business Development Manager	104	146	166
Key Account Manager	104	125	135
Product Manager	104	146	187
Sales Manager	114	146	187
Clinical Trial Manager	116	166	208
Director of Nursing	120	150	180
Regulatory Affairs Manager	125	187	229
Medical Manager	130	200	260
Senior Brand Manager	144	170	240
Regional Sales Manager	150	185	220
Marketing Manager	180	240	280
National Sales Manager	216	258	300
Business Unit Manager	220	280	340
Head of Marketing	240	300	360

# Healthcare & Life Sciences

Medical Affairs Director	260	300	400
Sales Director	260	340	420
Head of Sales	260	320	380
Market Access Director	280	340	400
Country Manager	300	400	540
Country Commercial Lead	300	390	480
Business Unit Director	300	390	480
Commercial Director	300	390	480
Marketing Director	300	350	400

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# Human Resources (HR)

HR in Malaysia is evolving with a focus on employee experience, hybrid work models, and digital HR platforms. Talent acquisition and retention strategies are being redefined.

HR hiring is shifting toward strategic, data-savvy professionals. HR Business Partners (HRBPs) are in high demand for their ability to align HR with business goals. Learning & Development (L&D) professionals are sought after to lead upskilling and reskilling initiatives, especially as companies adopt new technologies. At the same time, companies are placing greater emphasis on succession planning – ensuring a strong internal talent pipeline that can support long-term growth and leadership continuity.

The market is increasingly seeking Talent Acquisition specialists who possess the agility and business acumen often seen in agency recruiters. Professionals who can manage senior and executive-level hiring while navigating complex stakeholder expectations are highly sought after in this tight labour market.

While Compensation and Benefits experts continue to help organisations stay competitive amid rising living costs, the focus has expanded beyond pay alone. In recent years, employees are increasingly placing greater value on long-term security – asking not just “What’s my salary?” but “Will I be able to live comfortably after retirement?” As a result, benefits that support financial wellbeing, healthcare, and future stability are becoming key differentiators in attracting and retaining talent.

By 2026, HR will be even more data-driven and tech-enabled. AI and automation will streamline administrative tasks, freeing HR teams to focus on strategic initiatives. Diversity, equity, and inclusion (DEI) will become more central to employer branding. HR professionals with digital fluency, change management expertise, and regional experience will be highly valued.

## Skills & roles driving hiring demand

### In-demand skills

- HR analytics and interpretation
- Local labour laws and compliance
- Talent strategy and workforce planning
- Digital HR platforms
- Employer branding and DEI programme design

### In-demand roles

- HR Business Partners (HRBP)
- Talent Management / Organisational Development Specialist
- Executive Talent Acquisition Specialist
- Compensation & Benefits Specialist
- HR Data Analysts

# Human Resources (HR)

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Industrial &amp; Manufacturing</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Human Resources (HR) Executive	40	60	80
Human Resources (HR) Advisor	95	147	189
Human Resources (HR) Generalist	95	147	189
Recruitment Manager	120	140	180
Learning and Development Manager	120	180	220
Human Resources (HR) Manager	140	180	240
Learning and Development Manager / Talent Management Manager	144	192	216
Human Resources Business Partner (HRBP)	147	200	252
Reward and Benefits Manager	180	220	300
Head of Employee Relations	190	240	300
Head of Recruitment	190	240	300
Senior Human Resources Business Partner (HRBP)	200	252	315
Senior Human Resources (HR) Advisor	200	231	315
Senior Human Resources (HR) Manager	200	252	315
Recruitment Director	210	252	315
Head of Learning and Development	213	269	336
Head of Learning & Development / Head of Talent Management	216	240	360
Head of Reward	240	300	420
Human Resources (HR) Director	240	300	420
<b>Services</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Talent Acquisition (TA) Specialist	40	60	100
Learning and Development Specialist	40	60	80
Industrial Relations (IR) Specialist	40	60	80
Senior Human Resources (HR) Executive	63	95	105
Compensation and Benefits (C&B) Specialist	63	105	126
Human Resources Business Partner (HRBP)	105	126	231
Talent Acquisition (TA) Manager	126	189	231
Learning and Development Manager / Talent Management Manager	127	191	233
Compensation and Benefits (C&B) Manager / Rewards Manager	180	220	300
Regional Talent Acquisition (TA) Manager	190	220	300
Senior Human Resources (HR) Business Partner	220	240	300
Regional Human Resources (HR) Business Partner	220	260	360
Head of Learning and Development	220	260	360
Head of Industrial Relations	220	260	360
Head of Talent Acquisition (TA)	240	260	340
Regional Compensation and Benefits (C&B) Manager	240	260	340

# Human Resources (HR)

Head of Compensation and Benefits (C&B)	300	340	420
Human Resources Director (HRD)	300	340	420
<b>Retail</b>			
Human Resources (HR) Executive	40	60	80
Talent Acquisition (TA) Specialist	40	60	80
Senior Human Resources (HR) Executive	60	90	100
Compensation and Benefits (C&B) Specialist	60	100	120
Learning and Development Specialist	60	100	120
Human Resources Business Partner (HRBP)	80	100	140
Senior Human Resources (HR) Business Partner	100	120	220
Talent Acquisition (TA) Manager	120	180	220
Compensation and Benefits (C&B) Manager / Rewards Manager	180	220	300
Learning and Development Manager / Talent Management Manager	180	220	300
Regional Talent Acquisition (TA) Manager	200	231	252
Human Resources Director (HRD)	220	300	420
Head of Talent Acquisition (TA)	240	260	300
Regional Compensation and Benefits (C&B) Manager	240	260	340
Head of Compensation and Benefits (C&B)	300	340	420

# Human Resources (HR)

<b>Consumer</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Human Resources (HR) Executive	40	60	100
Talent Acquisition (TA) Specialist	40	60	80
Senior Human Resources (HR) Executive	60	90	100
Compensation and Benefits (C&B) Specialist	60	100	120
Learning and Development Specialist	60	100	120
Human Resources Business Partner (HRBP)	80	100	140
Talent Acquisition (TA) Manager	80	100	140
Senior Human Resources (HR) Business Partner	100	120	220
Compensation and Benefits (C&B) Manager / Rewards Manager	180	220	300
Learning and Development Manager / Talent Management Manager	180	220	300
Regional Talent Acquisition (TA) Manager	200	231	252
Human Resources Director (HRD)	220	300	420
Head of Learning and Development	240	260	340
Head of Talent Acquisition (TA)	240	260	300
Regional Compensation and Benefits (C&B) Manager	240	260	340
Head of Compensation and Benefits (C&B)	300	340	420

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# Legal & Governance

The legal sector in Malaysia is adapting to digitalisation, regulatory reforms, and increased demand for ESG compliance. Legal tech and remote legal services are gaining traction.

Hiring has diversified across private practice, in-house legal teams, and shared services. Employers are seeking lawyers and legal counsels with strong commercial acumen, stakeholder management skills, and the ability to navigate complex regulatory environments. Corporate secretaries are now expected to play advisory roles, guiding boards on governance and compliance. Hybrid legal-compliance roles are also emerging, especially in sectors such as financial services and technology. The market is highly competitive, with top talent receiving multiple offers and employers taking up to nine months to fill niche roles.

By 2026, legal hiring will be shaped by Malaysia's green transition, digital economy, and regional expansion. Legal professionals with cross-border or regional experience, Mandarin proficiency, and ESG expertise will be in high demand. In-house legal teams will continue to grow, with a focus on governance, risk, and compliance (GRC). Corporate secretaries will become strategic advisors, not just administrators. Salaries are increasing by 15% to 25%, with ESG and technology law roles seeing the highest adjustments.

## Skills & roles driving hiring demand

### In-demand skills

- Drafting and negotiating EPC, IT, SaaS, and procurement contracts
- Knowledge of capital markets regulations
- Board advisory
- ESG and sustainability law
- Bilingual proficiency (especially English and Mandarin)

### In-demand roles

- Corporate & commercial lawyers (M&A, IPO, JV)
- Fintech / digital banking legal counsels
- Regulatory & compliance officers
- Corporate secretaries with governance / PLC background
- Legal counsels for manufacturing, data centres, renewable energy

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

Legal	Minimum	Average	Maximum
Paralegal	80	90	100
Corporate Paralegal	80	90	100
Employment Lawyer	140	150	160
Intellectual Property Lawyer	150	160	170
In-House Solicitor	179	189	200
Contract Lawyer	180	190	200
Compliance Lawyer	180	190	200
Senior Lawyer	190	200	210
Legal Counsel	200	210	220
Corporate Lawyer	240	250	270
Senior Legal Counsel	240	250	270
Head of Legal	300	320	340

Risk & Compliance	Minimum	Average	Maximum
Compliance Administrator	60	70	80
Risk Analyst	60	70	80
Risk Compliance Officer	60	70	80
Risk Officer	60	70	80
Financial Crime Analyst	70	80	100
Risk Project Manager	120	140	160
Compliance Manager	147	158	179
Risk Manager	147	168	179
Data Protection Officer	150	160	180
Head of Compliance	242	286	330
Head of Risk	260	290	320

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Marketing in Malaysia is driven by digital channels, influencer marketing, and data-driven campaigns. Brands are focusing on customer engagement and personalisation.

Hiring is focused on digital-first marketers who can blend creativity with analytics. Companies are seeking talent in micro-video content, CRM, and e-commerce strategy. The rise of live-streaming commerce and mobile-first design is pushing marketers to adapt quickly. Brands are also prioritising emotional connection and cultural relevance, as Malaysian consumers increasingly value authenticity and social responsibility over traditional advertising.

By 2026, we expect deeper integration of AI in campaign optimisation, predictive analytics, and content generation. Malaysia's push to become a digital nomad hub and creative economy leader will further expand opportunities in content creation, branding, and digital storytelling. Besides short-form video, brands are heavily focusing on short-form content with educational or storytelling angles, including behind-the-scenes (BTS) content that showcases both new and established brands.

Salary increments for job movers range from 15% to 20%, with digital and e-commerce roles seeing up to 25%. Creative roles tied to video and influencer marketing are also commanding higher premiums.

## Skills & Roles Driving Hiring Demand

### In-demand skills

- Data analytics and campaign tracking
- Short-form video production
- Personalisation tools and AI platforms
- Cultural fluency and local insights
- Sustainability and purpose-driven branding

### In-demand roles

- Digital Marketing Managers
- CRM & Marketing Automation Specialists
- Content Marketing Creators
- E-Commerce Strategists
- Brand Managers with localisation expertise

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Agency &amp; Services</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Marketing Executive	40	45	50
Media Planner	40	45	50
Content Writer	40	60	70
Copywriter	40	60	70
Corporate Communications Executive	40	60	70
Graphic Designer	40	60	70
Marketing Specialist	40	60	70
Research Analyst	50	60	70
Senior Graphic Designer	50	80	140
Content Manager	70	100	120
Internal Communications Manager	100	120	180
Campaign Manager	100	120	140
Communications Manager	100	120	140
Corporate Communications Manager	100	120	140
Public Relations Manager	105	116	126
Creative Director	126	147	252
Product Marketing Manager	140	190	240
Head of Communications	189	231	378
Marketing Director	360	420	600

<b>Digital</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Customer Relationship Management (CRM) Executive	40	60	72
Digital Content Writer	40	60	72
Digital Marketing Executive	40	60	72
Search Engine Optimisation (SEO) Executive	40	60	72
Social Media Executive	40	60	72
Customer Relationship Management (CRM) Assistant Manager	60	100	110
Customer Relationship Management (CRM) Specialist	60	100	110
Social Media Manager	60	100	120
Digital Marketing Specialist	60	84	144
Digital Marketing Manager	70	120	180
Search Engine Optimisation (SEO) Manager	100	120	180
Customer Relationship Management (CRM) Manager	100	140	180
Head of Media Buying	180	240	300
Head of Digital	180	240	360
Digital Director	240	360	420

## FMCG

	Minimum	Average	Maximum
Product Executive	40	45	50
Brand Executive	40	45	50
Senior Brand Executive	50	55	60
Assistant Brand Manager	60	80	100
Brand Manager	105	126	147
Consumer Insights Manager	132	154	242
Senior Brand Manager	143	173	194
Marketing Manager	202	246	269
Head of Insights	220	260	300
Head of Marketing	240	300	420
Marketing Director	360	420	600

## Retail

	Minimum	Average	Maximum
Marketing Executive	40	45	50
Senior Marketing Executive	50	55	60
Assistant Marketing Manager	60	80	100
Marketing Manager	100	140	180
Head of Marketing	192	216	240
Brand Manager	216	240	300
Marketing Director	240	300	360

## Industrial & Manufacturing

	Minimum	Average	Maximum
Marketing Executive	40	48	72
Senior Marketing Executive	50	60	78
Assistant Marketing Manager	72	80	100
Marketing Manager	100	140	180
Senior Marketing Manager	180	220	264
Head of Marketing	180	240	300
Marketing Director	300	336	420

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# Procurement & Supply Chain

Malaysia is actively strengthening its supply chain ecosystem as part of its ASEAN Chairmanship 2025 and the New Industrial Master Plan 2030. The Ministry of Investment, Trade and Industry (MITI) has mapped eight critical supply chains – including pharmaceuticals, medical devices, E&E, automotive, and food & beverage – to identify vulnerabilities and enhance resilience. A Supply Chain Intelligent Management System and a Digital Platform are being launched to improve visibility, integration, and risk management across industries. These efforts are complemented by the Global Market Access Accelerator (Glomax), a RM100 million initiative to help small and medium-sized enterprises (SMEs) scale globally through financing and advisory support.

The government's push for localisation and vendor development is creating new procurement opportunities for SMEs. Large corporations are being encouraged to integrate local vendors into their supply chains, reducing reliance on imports and boosting domestic value creation. This is reshaping procurement to prioritise resilience, traceability, and ESG compliance. Meanwhile, rising costs – driven by currency fluctuations, energy prices, and global logistics disruptions – are forcing companies to adopt cost optimisation and digital procurement tools.

By 2026, Malaysia's supply chain landscape will be more digitised and regionally integrated. The rollout of AI-powered procurement platforms and predictive analytics will enhance demand forecasting and supplier risk management. ESG-linked procurement will become standard, especially for export-oriented firms. Malaysia's participation in the Regional Comprehensive Economic Partnership (RCEP) and Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) will also open new sourcing and export markets, further diversifying supply chains. Salary increments range from 15% to 20% for job movers, with strategic and digital procurement roles seeing up to 25%. SMEs offering local sourcing solutions are also offering competitive packages to attract experienced talent.

## Skills & roles driving hiring demand

### In-demand skills

- Digital procurement platforms
- Supplier risk and ESG compliance
- Data analytics and demand forecasting
- Contract negotiation and cost control
- Regional trade and sourcing knowledge

### In-demand roles

- Strategic Procurement Managers
- Supply Chain Analysts
- Vendor Development & Compliance Officers
- Logistics & Distribution Managers
- Demand, Supply and Inventory Planners

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

### Logistics

	Minimum	Average	Maximum
Import / Export Officer	52	73	94
Shipping Coordinator	52	73	94
Customs Agent	62	73	83
Logistics Officer	62	83	104
Logistics Specialist	62	83	104
Stock Controller	62	83	104
Import / Export Manager	85	117	148
Fleet Manager	95	127	148
Freight Controller	94	125	146
Transport Planner	95	127	148
Transport Manager	147	189	231
Warehouse Manager	147	189	231
Logistics Manager	148	191	233
Head of Logistics	233	276	318
Logistics Director	318	350	382

### Procurement & Supply Chain

	Minimum	Average	Maximum
Order Specialist	62	73	94
Supply Chain Coordinator	62	73	94
Procurement Officer	73	83	104
Inventory Controller	73	94	114
Direct Buyer	74	105	126
Demand Planner	85	117	148
Procurement Analyst	104	125	146
Procurement Specialist	104	125	146
Production Planner	104	125	146
Inventory Planner	105	126	147
Inventory Manager	105	126	147
Indirect Buyer	105	126	147
Procurement Manager	106	138	180
Supply Chain Analyst	116	137	168
Supply Planner	116	137	168
Supply Chain Manager	126	158	189
Information Technology Procurement Manager	126	158	189
Category Buyer	127	159	191
Sourcing Manager	127	159	191
Supplier Manager	127	159	191

# Procurement & Supply Chain

Senior Demand Planner	127	159	191
Contract Manager	147	189	231
Procurement Business Partner	147	200	252
Planning Manager	148	201	254
Buying Manager	187	218	250
Sales and Operations Planning Manager	191	254	318
Head of Supply Chain	233	276	318
Head of Procurement	233	276	318
Supply Chain Director	318	382	445

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Sales in Malaysia is evolving rapidly with e-commerce expansion, CRM adoption, and stronger customer-centric strategies. Both B2B and B2C models are integrating digital tools for lead generation and conversion as digital commerce continues to grow.

Malaysia's highly connected population fuels strong demand for sales talent across FMCG, retail, technology, automotive, and services. With 98% internet penetration and widespread mobile use, omnichannel strategies are essential, blending traditional sales with digital fluency. Evolving retail formats, seamless online-to-offline experiences, rising incomes, urbanisation, and digital adoption continue to create opportunities, while inflationary pressures and subsidy rationalisation push companies toward value-based selling and stronger retention efforts.

The industrial sector is also gaining traction, supported by export-oriented manufacturing in E&E, machinery, and palm-based products. Rising global demand for semiconductors, precision components, and sustainable materials is accelerating automation, digitalisation, and ESG compliance. Construction and building materials remain strong with double-digit growth and a booming data centre market expected to triple by 2030, while traditional oil and gas players shift toward renewables, carbon capture, and hydrogen. These trends drive demand for technically capable sales and business development professionals who can manage cross-border clients, navigate complex supply chains, and deliver sustainability-driven, consultative solutions.

By 2026, Malaysia's sales landscape will be fully tech-enabled and customer-focused. AI-driven CRM, predictive analytics, and automated lead generation will become standard. Sales leaders will need digital fluency, consultative selling skills, and strong business development capability. High-demand roles will emerge in e-commerce, advanced manufacturing, tech-enabled sectors, renewable energy, and logistics, where data-driven prospecting and strategic relationship management will be key to driving sustainable growth.

## Skills & roles driving hiring demand

### In-demand skills

- CRM & sales automation
- Data-driven sales forecasting
- Multilingual (English, Bahasa, Mandarin)
- Omnichannel & social commerce
- Customer relationship & retention

### In-demand roles

- Key Account Managers
- Trade Marketing Managers
- E-Commerce Sales Managers
- B2B Sales Managers
- Business Development Managers

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Services</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Inside Sales Representative	50	60	70
Telesales Executive	50	60	70
Business Development Executive	60	70	80
Sales Executive	60	70	80
Junior Account Manager	70	80	100
Sales Analyst	70	80	90
Senior Account Executive	70	80	100
Account Manager	100	130	150
Key Account Manager	100	120	140
Client Services Manager	110	120	140
Customer Success Manager	110	130	150
Business Development Manager	120	140	160
Area Sales Manager	120	150	170
Sales Manager	120	150	170
Commercial Manager	130	150	170
Senior Account Manager	140	160	190
Senior Key Account Manager	140	170	190
Senior Business Development Manager	170	190	220
Business Development Director	190	250	300
Sales Director	220	290	360
Country Head	300	390	480

<b>FMCG</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Sales Analyst	60	80	100
Assistant Trade Marketing Manager	70	80	100
Assistant Key Account Manager	80	90	100
Area Sales Manager	100	110	120
Assistant E-Commerce Manager	100	110	120
Key Account Manager	110	130	140
Export Sales Manager	120	140	160
Business Development Manager	120	140	160
Sales Operations Manager	120	140	160
Sales Effectiveness Manager	120	140	160
Route-to-Market Manager	120	140	160
Trade Marketing Manager	120	130	140
Senior Sales Analyst	120	140	160
Regional Sales Manager	140	160	180

Distributor Development Manager	140	160	180
E-Commerce Manager	140	160	180
Senior Key Account Manager	160	170	180
E-Commerce Senior Manager	180	230	280
Head of Trade Marketing	216	240	264
Head of Modern Trade	216	240	264
Head of General Trade	216	240	264
Sales Director	260	340	420
Head of E-Commerce	300	330	360

## Industrial

	Minimum	Average	Maximum
Sales Executive	48	60	84
Senior Sales Executive	60	78	100
Sales Engineer	60	78	100
Inside Sales Representative	60	78	100
Key Account Executive	60	78	100
Assistant Sales Manager	72	96	120
Assistant Aftersales Manager	72	96	120
Key Account Manager	96	120	180
Inside Sales Manager	96	144	180
Area Sales Manager	96	120	180
Sales Manager	96	144	180
Business Development Manager	96	180	216
Aftersales Manager	96	144	180
Senior Business Development Manager	144	264	300
Senior Key Account Manager	160	240	300
Head of Aftersales	180	264	300
Head of Sales	180	300	360
Regional Sales Manager	180	264	300
Country Sales Manager	180	264	300
Country Head	300	420	480
Sales Director	300	360	420

## Retail

	Minimum	Average	Maximum
Key Account Manager	70	80	100
Assistant E-Commerce Manager	80	90	100
Merchandising Manager	100	120	140
Assistant Store Manager	100	110	120
Senior Key Account Manager	120	140	160
Area Sales Manager	120	150	180
E-Commerce Manager	120	150	180
Store Manager	140	160	180
Head of Merchandising	180	270	360
Retail Manager	180	230	280
Head of Retail / Retail Director	180	330	480
Head of E-Commerce	180	270	360

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Malaysia is accelerating its ESG agenda through regulatory reform and national frameworks. The Bursa Malaysia Sustainability Reporting Framework has been enhanced to align with global standards, and the Simplified ESG Disclosure Guide (SEDG) was launched to help SMEs adopt ESG practices. The National Energy Transition Roadmap (NETR) and i-ESG Framework under the New Industrial Master Plan 2030 are central to Malaysia's push toward carbon neutrality by 2050. ESG reporting is no longer limited to listed companies – non-listed firms and SMEs are increasingly expected to comply, especially those in supply chains of multinational corporations.

Hiring is rising across sectors for ESG-related roles, particularly in compliance, sustainability strategy, and green finance. Companies are investing in AI-powered ESG platforms such as ESGpedia to streamline data collection and reporting. SMEs face challenges due to limited resources, but digital tools and government incentives are helping bridge the gap. ESG is also influencing procurement, with corporates preferring suppliers that demonstrate sustainability credentials. Greenwashing scrutiny is intensifying, pushing firms to ensure transparency and legitimacy in their ESG claims.

By 2026, ESG reporting will likely become mandatory for more sectors, including large non-listed companies. AI and fintech will play a larger role in ESG data harmonisation and risk prediction. Malaysia's green economy is projected to generate RM220 billion in GDP and create over 300,000 green jobs by 2050. Companies that embed ESG early will gain access to green financing and long-term resilience. Salary growth ranges from 12% to 18%, with ESG reporting and climate risk roles seeing the highest adjustments.

## Skills & roles driving hiring demand

### In-demand skills

- ESG frameworks
- Carbon accounting & GHG tracking
- AI & data analytics for ESG reporting
- Stakeholder engagement & materiality
- Regulatory knowledge

### In-demand roles

- ESG & Compliance Officers
- Sustainability Consultants
- Green Finance Analysts
- Environmental Assessors
- Sustainable Supply Chain Managers

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

<b>Sustainability &amp; Environmental, Social, Governance (ESG)</b>	<b>Minimum Gross Salary</b>	<b>Average Gross Salary</b>	<b>Maximum Gross Salary</b>
Sustainability Executive	53	74	84
Sustainability Consultant	105	158	179
Environmental, Social, Governance (ESG) Advisor	147	157	168
Environmental, Social, Governance (ESG) Manager	147	189	210
Sustainability Manager	168	178	189
Head of Sustainability	231	252	315

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Malaysia's technology sector is experiencing robust growth, driven by a global rebound in the semiconductor market, rising investments in AI infrastructure, and the expansion of data centres. The National Semiconductor Strategy and Digital Economy Blueprint are key government initiatives supporting this momentum. The electrical and electronics (E&E) industry remains a cornerstone, with Malaysia playing a vital role in global supply chains. AI, cloud computing, cybersecurity, and robotics are emerging as high-growth verticals, with local automated test equipment (ATE) manufacturers reporting increased demand.

Hiring is surging across software engineering, data science, and infrastructure roles. Companies are seeking talent with experience in AI model deployment, cloud architecture, and cybersecurity governance. The rise of data centres – driven by demand for generative AI and digital services – is creating new opportunities in infrastructure, DevOps, and network engineering. However, talent shortages and global competition are pushing firms to offer flexible work, upskilling programmes, and regional mobility options to attract and retain skilled professionals.

By 2026, Malaysia is expected to solidify its position as a regional tech hub. The booming data centre, semiconductor, fintech, and manufacturing sectors will lead growth, while AI and cloud services will become deeply embedded in business operations. The government's push for digital sovereignty and local innovation will also drive demand for homegrown tech solutions and cybersecurity frameworks. Job movers can expect salary increases of 20% to 30%, with AI, cloud, and cybersecurity roles commanding the highest premiums. Companies are also offering equity, remote work, and international exposure to attract top-tier tech talent.

## Skills & roles driving hiring demand

### In-demand skills

- AI model training and deployment
- Cloud platforms
- Cybersecurity frameworks
- DevOps and containerisation
- Data engineering and analytics

### In-demand roles

- AI / ML Engineers
- Cloud Infrastructure Architects
- Cybersecurity Analysts
- Full-Stack Developers
- Solution Architects

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

### Analytics

	Minimum	Average	Maximum
Junior Data Analyst	103	113	124
Data Analyst	144	155	175
Business Intelligence Analyst	155	175	185
Business Intelligence Developer	160	170	190
Master Data Manager	160	180	190
Data Governance Engineer	160	180	190
Statistician	168	179	200
Business Analytics Manager	190	210	220
Data Architect	194	214	224
Data Scientist	210	231	242
Data Science Consultant	221	242	252
Data Science Manager	246	268	278
Head of Data	294	305	326
Power Business Intelligence Developer	120	130	150
Data Engineer	144	165	175

### Infrastructure

	Minimum	Average	Maximum
Information Technology Support Technician	70	90	100
Program Administrator	80	100	110
Database Administrator	100	120	130
Information Technology Support Analyst	110	120	140
Information Manager	117	138	148
Information Technology Project Coordinator	120	140	150
Technical Business Analyst	120	140	150
Application Support Analyst	130	140	160
Implementation Manager	140	150	170
Information Technology Auditor	143	153	173
Information Technology Manager	144	165	175
Service Delivery Manager	147	158	179
Information Technology Security Manager	147	168	179
Information Technology Security Engineer	150	170	180
Infrastructure Engineer	150	170	180
Network Engineer	152	172	182
Information Technology Project Manager	155	165	185
Information Technology Security Consultant	155	175	185
Robotic Process Automation Developer	159	170	191
DevOps Engineer	160	170	190

# Technology

Information Technology Audit Manager	160	180	190
Information Technology Consultant	165	185	196
Salesforce Consultant	168	189	200
Enterprise Architect	173	204	235
Systems, Applications, and Product Consultant	180	190	210
Infrastructure Architect	180	210	250
Solution Architect	184	205	216
Cybersecurity Director	353	396	439

## Leadership

	Minimum	Average	Maximum
Head of Information Technology	180	200	210
Chief Information Security Officer (CISO)	254	276	297
Information Technology Director	420	483	536
Chief Technology Officer (CTO)	452	494	525
Chief Information Officer (CIO)	478	530	562

## Software Development

	Minimum	Average	Maximum
Junior Software Developer	61	71	92
Backend Developer	84	105	116
Java Developer	84	105	116
Front-End Developer	105	116	137
Test Analyst	110	120	140
Web Developer	110	120	140
Software Developer	116	126	147
Software Engineer	116	126	147
.NET Developer	137	147	168
Android Developer	137	147	168
Full-Stack Developer	139	150	171
Senior Java Developer	140	160	170
Programmer	140	160	170
Business Analyst	150	160	180
Senior .NET Developer	158	168	189
Scrum Master	162	182	202
Product Manager	163	204	235
C++ Developer	165	206	237
Product Owner	168	189	200
Senior Software Developer	168	189	200
Test Lead	172	182	202
Senior Product Manager	242	294	336

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# Shared Services

Malaysia's shared services sector is expanding steadily, supported by strong growth in the broader services industry, which reached RM630 billion in Q1 2025 – a 6% year-on-year increase. The professional, administrative, and office services segment grew by 10.4%, with office services alone rising 16.9%. This growth is driven by rising demand for digitalisation, cost optimisation, and regional consolidation of business functions. Malaysia remains a preferred hub for shared services due to its multilingual talent pool, competitive costs, and government support through agencies such as MDEC and InvestKL.

Hiring is focused on finance, HR, IT, and procurement functions within shared services centres (SSCs). Companies are increasingly centralising operations in Malaysia to serve APAC, EMEA, and global markets, especially in Penang, Johor, and Greater KL. The shift to hybrid work has also enabled SSCs to tap into talent beyond Klang Valley. Automation and AI adoption are reshaping job scopes, with transactional roles being phased out in favour of analytical and strategic functions. Employers are prioritising candidates with regional exposure, process improvement experience, and digital fluency.

By 2026, Malaysia's shared services sector will become more specialised and tech-driven. Robotic Process Automation (RPA), AI, and cloud-based ERP systems will be widely adopted. SSCs will evolve into Global Business Services (GBS) hubs, offering higher-value services such as data analytics, ESG reporting, and strategic sourcing. Talent with cross-functional and cross-border capabilities will be in high demand. Salary increments for job movers range from 15% to 20%, with transformation and automation-related roles seeing up to 25% to 30%. SSCs are also offering flexible work, wellness benefits, and structured career paths to retain talent.

## Skills & roles driving hiring demand

### In-demand skills

- ERP systems
- Process automation
- Shared services governance and SLAs
- Regional stakeholder management
- Continuous improvement (Lean Six Sigma)

### In-demand roles

- Finance & Accounting Analysts
- HR Shared Services Specialists
- Procurement Operations Executives
- RPA/ Process Analysts
- GBS Transformation Managers

## Salary Guide

Salaries shown are gross annual amounts in Malaysian Ringgit (MYR '000).

### Business Technology

	Minimum	Average	Maximum
Core Infrastructure Analyst	84	95	105
Network and Voice over Internet Protocol (VOIP) Analyst	84	105	126
Global Technology Services (GTS) Analyst	84	95	105
Business Analyst	84	100	116
Applications Support Engineer	84	110	137
Database Administrator	84	116	147
Global Technology Services (GTS) Senior Analyst	108	130	151

### Personal Development and Human Resources

	Minimum	Average	Maximum
Junior Human Resources (HR) Specialist	60	70	80
Human Resources (HR) Administrator	61	71	82
Human Resources (HR) Data and Reporting Analyst	71	82	92
Talent Development Specialist	73	83	94
Human Resources (HR) Specialist	83	94	104
Senior Human Resources (HR) Specialist	96	112	128
Human Resources (HR) Business Partner	116	141	167
Talent Development Human Resources (HR) Business Partner	128	144	161

### Data & Insight

	Minimum	Average	Maximum
Sales Insights Analyst	72	82	93

# Shared Services

<b>Finance</b>	<b>Minimum</b>	<b>Average</b>	<b>Maximum</b>
Credit Administrator	60	63	80
Coordinator of Finance	60	63	80
Payroll and Billing Specialist	60	63	80
Payroll Specialist	60	72	88
Order-to-Cash (O2C) Senior Cash Allocator	63	74	84
Procure-to-Pay (P2P) Specialist	63	74	84
Order-to-Cash (O2C) Billing Specialist	63	74	84
Order-to-Cash (O2C) Collections Specialist	63	74	84
Order-to-Cash (O2C) Compliance Specialist	63	74	84
Procure-to-Pay (P2P) Senior Specialist	76	86	97
Order-to-Cash (O2C) Compliance Senior Specialist	76	86	120
Order-to-Cash (O2C) Billing Senior Specialist	78	87	120
Order-to-Cash (O2C) Collections Senior Specialist	78	87	120
Accountant	84	95	105
Senior Finance and Payroll Specialist	86	97	120
Senior Finance Specialist	86	97	120
Senior Payroll Specialist	86	102	117
Record-to-Report (R2R) Accountant	93	108	140
Financial Accountant	95	110	126
Financial Planning and Analysis (FP&A) Regional Analyst	95	121	150
Global Financial Services (GFS) Senior Analyst	97	113	130
Record-to-Report (R2R) Senior Accountant	105	126	160
Project Manager	122	138	180

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# About Michael Page

## PERMANENT HIRING

Michael Page is a global recruitment consultancy specialising in mid- to senior-level placements across industries such as finance, technology, healthcare, and professional services. Our consultants deliver tailored hiring solutions, leveraging deep market expertise and an extensive candidate network to ensure the right fit for permanent roles.

## TEMPORARY AND INTERIM HIRING

We provide contracting solutions that help businesses stay agile through flexible workforce models. Our consultants connect employers with skilled professionals for fixed-term, project-based, or interim assignments across all functions and levels. Backed by a global network and strong compliance framework, we deliver an end-to-end service – from recruitment and onboarding to payroll management and post-placement support – ensuring a seamless experience for both clients and contractors.

## TALENT MAPPING

We identify and profile potential candidates to support short-, medium-, and long-term hiring needs, enabling businesses to plan ahead with a clear understanding of talent availability, skill set, and market positioning.

## SALARY BENCHMARKING

We provide salary benchmarking tools and guides powered by real placement data. These resources enable employers to compare compensation packages against market averages, ensuring competitiveness and fairness. Insights cover base salaries, allowances, bonuses, and long-term incentives across multiple sectors.

## SOURCING SOLUTION

Our approach goes beyond traditional networking. Before engaging candidates, we identify and evaluate the entire talent pool to ensure a comprehensive view of available professionals. With access to extensive local, national, and global databases, we can identify millions of potential profiles. We proactively reach out to suitable candidates, including passive talent, and leverage professional networks, industry associations, and long-standing relationships to extend our reach.

## OUTPLACEMENT

Michael Page supports organisations with outplacement programmes designed to assist employees during career transitions. These services typically include coaching, job search support, and resources to help individuals secure new roles quickly.

[Request a call back](#)

The background features three overlapping circles of varying shades of blue, from a deep navy to a lighter, muted blue. A vertical line of a slightly different shade of blue runs down the center of the page, bisecting the circles and the text.

Michael Page