

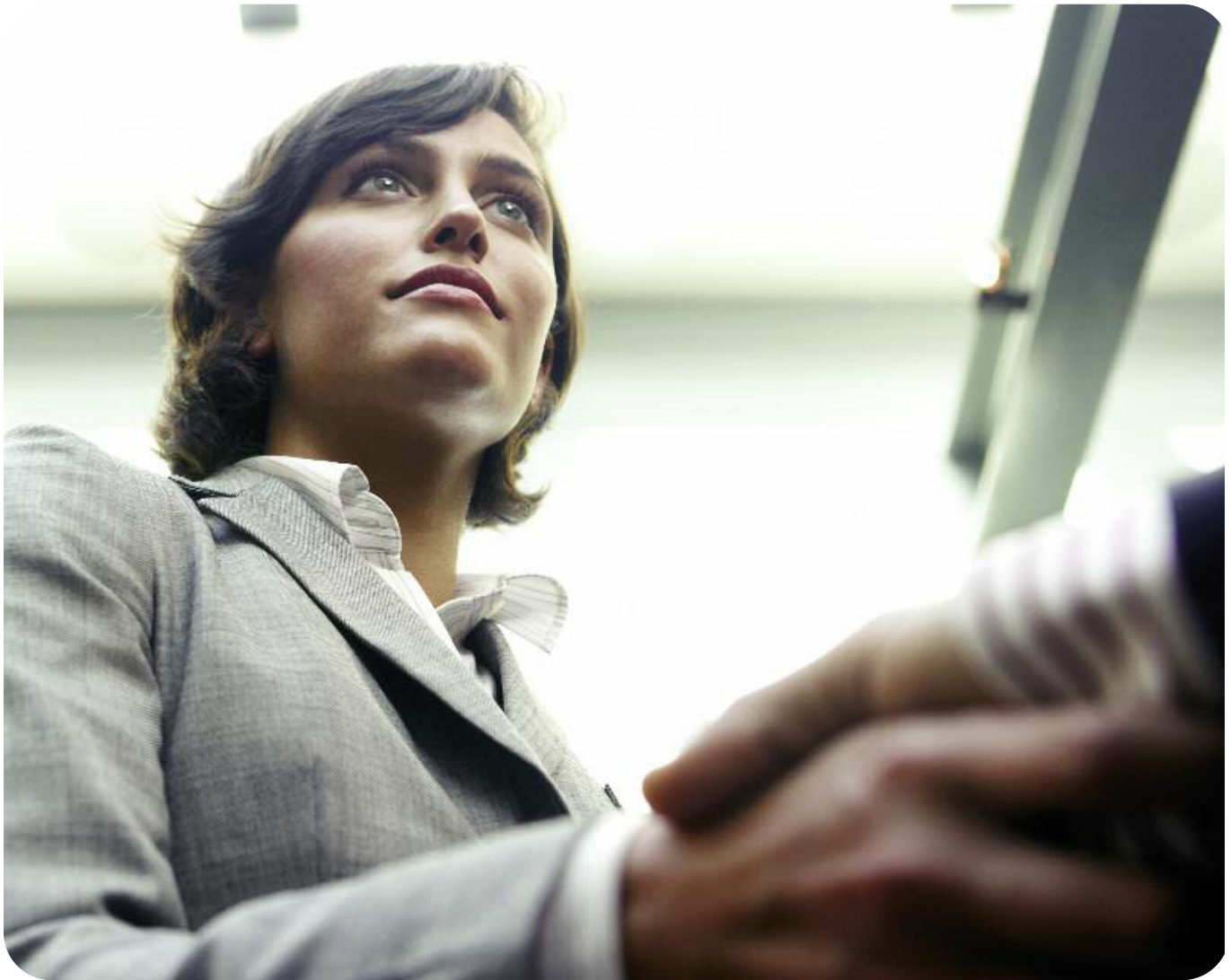
Adecco

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2009 Malaysia Salary Guide

Salaries solved



Accurate salary data.

These days, building and retaining a great team is becoming more and more difficult. An already tight labor market — along with a looming talent shortage due in part to Baby Boomer retirements — is making the demand for top professionals even more acute.

Our 2009 Salary Guide helps you determine the cost of talent. The data in this guide is compiled from 3 different sources, spanning a period from December 2007 to November 2008. The salaries exclude overtime payment, commissions, allowances and bonuses.

To further define compensation packages for your specific job market and hiring specifications, please contact your local Adecco representative today.

* Information provided in this guide is intended to provide general information on matters of interest only. The user accepts full responsibility for the use of any information provided in this guide. Adecco makes no warranty of any kind as to the completeness or accuracy of the information contained in this guide.

Part 1: Salaries for Office Positions Across All Sectors/Industries

These are mean salaries derived from positions recruited by Adecco from December 2007 to November 2008. They exclude overtime payment, commissions, allowances and bonuses.

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
ADMINISTRATION & OFFICE SUPPORT					
Administration Manager	Report to Director or General Manager. Responsible for office administration and management. Formulates administration policies. Source for and negotiates with vendors. Performs supervisory role.	Diploma/Degree	5+ 8+	3,700.00 5,600.00	5,200.00 7,700.00
Administration Executive	Prepares reports and documents. Sources for and collates information on vendors, as required.	STPM/Diploma	2 to 5	1,800.00	3,000.00
Administration Assistant	General administration duties such as filing, typing and data entry, etc.	SPM/STPM/Certificate	0 to 2	1,200.00	1,800.00
Receptionist	Handles switchboard duties. Receives visitors. Arranges for courier delivery and pick-up. May perform administrative duties.	SPM	0 to 2 2+	1,100.00 1,500.00	1,500.00 1,800.00
Despatch	Performs internal / outdoor delivery. With or without vehicle. Able to speak and write in English.	Primary or secondary education	0 to 2 3 to 5	900.00 1,200.00	1,200.00 1,300.00
Driver (Personal)	Primarily acts as a chauffeur to the company's top management and overseas business visitors. Able to communicate effectively in English.	Primary or secondary education	0 to 5	1,200.00	1,800.00
Driver (Goods/Products)	Performs delivery and collection of goods. Maintains the company van. Able to write and speak in English.	Secondary education+ GDL	0 to 5	980.00	1,600.00
ACCOUNTING & FINANCE					
Finance Manager	Responsible for strategic financial management. Establishes financial policies and plays an advisory role to management on business operations.	Degree/ACCA/CPA	6+	5,700.00	9,100.00
Accountant	Responsible for financial and management accounting. May be required to supervise junior staff.	Degree/ACCA/CPA	2 to 4	3,800.00	4,500.00
Accounts Executive/Officer	Manages full set of accounts. May be required to supervise junior staff.	Degree/ACCA/Diploma	0 to 4	2,000.00	3,000.00
Senior Accounts Assistant	Responsible for partial set of accounts.	LCCI Higher/Diploma	2 to 4	1,900.00	2,600.00
Accounts Assistant	Responsible for partial set of accounts.	LCCI/STPM/Diploma	0 to 2	1,400.00	1,800.00
Junior Accounts Assistant	Duties include preparing vouchers, typing and filing.	SPM/LCCI	0 to 2	1,200.00	1,400.00
Internal Auditor	Assesses effectiveness and efficiency of internal controls. Review business processes, policies and procedures. Performs financial and compliance audits.	Degree/ACCA/CPA	3 to 5	3,000.00	4,600.00
Financial Analyst	Responsible for analysis of financial data, generating reports and making strategic recommendations.	Degree/ACCA/CPA	2 to 4	2,700.00	4,200.00
SECRETARIAL					
Executive Secretary	Supports top management. Responsibilities include preparation of proposals, agreements, presentation materials, handling confidential matters, diary management, travel arrangement and supervising administrative staff.	PSC/Diploma/Degree	6+	3,700.00	5,100.00

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
Senior Secretary	Support senior management. Handles independent correspondences, calendar management, travel arrangements, co-ordination of meetings, preparation of presentation for managers, and assist in supervising junior staff.	PSC/Diploma	4 to 6	3,000.00	4,300.00
Department Secretary	Supports a work group or department. Handles correspondences, calendar management, travel arrangements, co-ordination of meetings, preparation of presentation for managers, etc. Provides administrative support.	PSC	3 to 4	2,100.00	2,700.00
Secretary	Supports mid-level management. Handles correspondences, calendar management, travel arrangements, co-ordination of meetings, preparation of presentation for managers, etc. Provides administrative support.	PSC	3 to 4	2,400.00	3,300.00
Junior Secretary	Supports executive/senior secretary. Duties include typing, filing and making travel arrangements.	PSC	1 to 2	1,600.00	2,200.00

HUMAN RESOURCE

Human Resource Manager	Responsible for the planning and control of the full spectrum of HR, including recruitment, compensation and benefits, training and labour relations.	Degree with a relevant post graduate qualification	8+	5,400.00	8,100.00
Assistant Human Resource Manager	Responsible for the planning and control of the full spectrum of HR, including recruitment, compensation and benefits, training and labour relations.	Degree with a relevant post graduate qualification	5 to 8	3,400.00	5,000.00
Senior Human Resource Executive/Officer	Generalist or Specialised portfolio.	Degree/Diploma from a relevant discipline	3 to 5	2,800.00	3,900.00
Human Resource Executive/Officer	Generalist or Specialised portfolio.	Diploma/Degree from a relevant discipline	0 to 3	2,100.00	2,900.00
Human Resource Assistant	Provides administrative support to the HR Department.	SPM/Diploma/Degree	0 to 3	1,400.00	2,000.00
Training Manager	Responsibilities include performance management and training evaluation. Formulates career development and management development programmes.	Degree and possibly, a post graduate qualification in HR or Training	4 to 6	3,100.00	4,400.00
Training Executive/Officer	Assists Training Manager. Conducts Training Needs Analysis. Identifies and recommends training courses. Monitors and implements Training programmes.	Degree or Diploma from a relevant discipline	2 to 4	2,000.00	2,900.00

SALES & CUSTOMER SERVICE

Sales Manager	Manages a team of sales executives. Responsibilities include planning, setting sales targets, preparing and analysing reports.	Diploma/CIM/Degree	5+	4,400.00	6,900.00
Senior Sales Executive	Performs outdoor sales. Duties include prospecting, preparing proposals and business development plans.	Diploma/CIM/Degree	3 to 5	2,600.00	3,700.00
Sales Executive	Performs outdoor sales. Duties include prospecting, preparing proposals and business development plans.	Diploma/CIM/Degree	0-3	1,500.00	2,400.00
Customer Service Manager	Manages a team of customer service personnel. Develops customer satisfaction indicators and customer retention programmes. Customises and conducts training programmes and resolve issues.	Diploma/Degree	5+	4,000.00	5,500.00
Customer Service Executive/ Order Administrator	Handles customer inquiries/feedback independently. Order processing duties including pre-sales and post-sales support.	Diploma/Degree	2 to 5	1,700.00	2,800.00

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
Sales Coordinator	Prepares and maintains contacts. Work with internal staff or liaises with clients directly. Order processing duties and prepare delivery schedules.	SPM/STPM/Diploma	0 to 2	1,500.00	2,000.00
Sales Admin Assistant	Provides administration support to the sales department.	SPM	1 to 3	1,200.00	1,800.00
Telemarketer	Sells products/services by phone.	SPM/STPM/Diploma	0 to 3	1,500.00	2,000.00

MARKETING

Marketing Manager	Oversees strategic marketing planning (advertising, PR, promotion, etc); Budgeting, Measurement of ROI.	CIM/Degree	5+	4,500.00	6,900.00
Marketing Executive	Handles the implementation of Advertising, Events, PR, Direct Mail, Promotions activities. Produces brochures and other marketing collaterals. Liaise with agencies. Reports to Marketing Manager.	Diploma/Degree	3 to 5	2,400.00	3,600.00
Marketing Co-ordinator/ Assistant	Assists in advertising, media, events co-ordination, liaise with agencies, etc. Provides administrative support to Marketing team.	Diploma	0 to 3	1,600.00	2,300.00
Public Relations/Corporate Communications Manager	Manages strategic external and internal communications, media relations, employee communication, community relations, corporate sponsorships.	Degree	5+	4,200.00	6,600.00
Public Relations/Corporate Communications Executive	Assists the PR/Corporate Communications Manager in executing and monitoring related activities.	Diploma/Degree	2 to 5	2,300.00	3,500.00
Brand Manager	Plans, develops and directs all marketing efforts for a particular brand or product. Oversees activities in production, sales, advertising, promotion, research and development, marketing research, marketing communications, package development, etc.	Degree	4+	4,200.00	6,400.00
Brand Executive	Assists the Brand Manager in preparing brand strategies and campaign launches. Responsible for executing marcom activities to build brand share.	Diploma/Degree	0 to 3	2,100.00	3,000.00

Part 2: Salaries for Industry-specific Positions

These are mean salaries derived from positions recruited by Adecco from December 2007 to November 2008. They exclude overtime payment, commissions, allowances and bonuses.

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
Branch Manager	Responsible for branch administration and operations, personnel management and customer service. Ensures the profitability of the branch.	Diploma/Degree	5+	4,600.00	7,700.00
Credit Manager	Responsible for credit policies and procedures. Supervises credit analysis and verifies financial standing of customers. Sets Credit limits.	Diploma/Degree	5 to 8	4,400.00	6,700.00

BANKING & FINANCE

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
Credit Analyst/Officer	Responsible for credit analysis, proposals and credit line evaluation.	Diploma/Degree	2 to 3	1,800.00	3,000.00
Senior Credit/Loans Clerk	Prepares follow up documents. Provides administrative support for credit control and liability.	SPM/STPM	0 to 2	1,200.00	1,800.00
Settlement Manager	Manages follow up settlement procedures and upgrading systems. Acts as the Head of Department.	Diploma/Degree	5 to 7	3,600.00	5,800.00
Settlement Supervisor	Supervises overall operations of the department.	Diploma/Degree	3 to 5	2,000.00	3,500.00
Bills Manager	Monitors smooth daily operations of the Bills department.	Diploma/Degree	5+	3,600.00	5,000.00
Bills Officer	Assists manager in day-to-day activities.	STPM/Diploma	3 to 5	2,100.00	3,300.00
Bills Checker	Checks all bill transactions.	SPM/STPM	3 to 5	1,200.00	1,800.00
Trust Administrator	Performs administration duties that includes preparing and checking documents and data entry.	SPM	3+	1,200.00	1,500.00
Clerk-Operations	Performs administrative duties such as filing, typing and data entry.	SPM	0 to 3	980.00	1,500.00
Dealing/Trade support Assistant	Provides administrative support to dealers/traders	SPM/STPM/Diploma	0 to 3	1,100.00	1,800.00
Accounts Officer	MAS Reporting, Nostro Reconciliation, reporting to head office.	SPM/Diploma/Degree in Banking & Finance	2 to 5	1,300.00	2,500.00
Compliance Officer	Review procedures and operations. Identifies weakness to streamline processes. Conducts audit follow-up and assists in implementation of new compliance issue or procedures. Advises on applicable laws and regulations.	Degree in Banking & Finance or Accountancy	3+	2,600.00	3,600.00
Trade Finance Officer/Executive	Performs settlement of LC trades. Liaises with customers.	Diploma/Degree in Banking & Finance	3+	2,100.00	3,000.00
Operations Executive	Performs middle office administrative support in booking of trades, confirmation etc.	Diploma/Degree	3+	1,900.00	3,000.00
Bank Officer	Performs customer service, administrative and/or accounting duties. Processes and verifies documentation, reports and data.	Diploma/Degree	0	1,600.00	2,400.00
Bank Teller	Performs front-line customer service duties.	SPM/STPM	0 to 3	990.00	1,300.00
Client Service Associate, Private Banking Operations	Assists Private Bankers in administrative duties, trade confirmation, booking, etc.	Degree	0 to 3	1,700.00	2,500.00
Personal Financial Consultants	Analyses clients' financial needs. Recommends suitable investment solutions. Manages client profiles and develops relationships with clients. Performs sales planning.	Degree in Banking & Finance	0 to 3	2000 + commission	3000 + commission
Middle Office Officer	Responsible for quoting rates to clients, brokers and interbank counterparts; raising order forms for order received. Liaises with front and back offices.	Degree in Banking & Finance	0 to 3	1,900.00	2,800.00
CALL CENTRE					
Call Centre Manager	Oversees the daily operations of a call centre. Ensures that calls are answered and/or delivered with speed and efficiency and that customer enquiries/orders are dealt with effectively. Manages and motivates call centre staff.	Diploma/Degree	5+	4,700.00	7,000.00

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
Call Centre Supervisor	Manages all telephone queries and/or attends to after-sales queries. Supervises and motivates the team.	SPM/Diploma/Degree	3 to 5	2,600.00	3,400.00
Call Centre Assistant	Provides admin support to the call centre team. Handles documentation and responds to customer's queries.	SPM/STPM/Diploma	0 to 2 3 to 4	1,400.00 1,800.00	1,800.00 2,300.00
Helpdesk/ Hotline Officer	Handles inbound calls. Provides customer with accurate information. Usually works on shifts.	SPM/Diploma/Degree	0 to 2	1,400.0	2,000.00
Telemarketer (Outbound sales calls)	Performs sales duties by making outbound sales calls. Supports the sales team.	SPM/Diploma/Degree	0 to 2	1500+ incentives	2000+ incentives

INFORMATION TECHNOLOGY (IT)

Network Administrator	To monitor and maintain, network infrastructure and security for the region and to implement network projects.	Degree/Certified MCSE, MCP	2 to 3	2,600.00	3,600.00
Network Administrator	Administers network and security.	Degree/Diploma	2 to 4	2,700.00	3,800.00
Analyst Programmer	Develops programs, performs systems analysis and design.	Degree/Diploma	1 to 3	3,300.00	4,400.00
Analyst Programmer	To write VB, VB.NET, SQL Server, ASP.NET, C++, Crystal Report, Power Builder and Java Development.	Degree/ MBA	3 to 4	4,300.00	6,200.00
Software Product Manager	Synthesizing customer needs and requirements into detailed product requirements.	Degree/ MBA	3 to 4	4,200.00	6,200.00
Technical Consultant	To implement business software solutions, database management.	Degree/ MBA	3 to 4	3,600.00	4,300.00
Technical Consultant	Provides Consultancy services and support to clients in the areas of SAP, System Integration, Oracle, etc	Degree	2 to 5	3,900.00	5,400.00
Business Development Manager	Planning & implementation at every software development stage, sales & marketing.	Degree/MBA	4 to 5	4,500.00	6,000.00
Solution Architect	Serve as technical liaison between sales, customers and engineering for pre-sales issues. Assist sales division.	Degree / Diploma	2 to 3	3,700.00	5,200.00
Business Analyst	To establish IS business processes & requirements by coordinating, planning & projects with regional program office.	Degree	5	4,700.00	5,500.00
System Engineer	Support ebDesk application, to enhance & guide web team development on application development in project or any development in project or any development.	Degree	1++	2,300.00	3,000.00
System Engineer	Installs & maintains systems (mainframe, mid-range, mini); performance training and systems upgrade.	Degree / Diploma	2 to 4	2,900.00	3,600.00
Oracle DBA	To implement Oracle SDLC development.	Degree	5++	5,200.00	6,700.00
Application Developer	Developing, debugging, testing and enhancement of software application with Linux, Solaris, MySQL	Degree	3++	4,000.00	5,500.00
IT Manager	Implement SMS gateway, LINUX, Sun Solaris, MySQL, EJB, JBoss.	Degree / Diploma	7	6,100.00	7,900.00
IT Support	Responsible of statistical reporting, developing, debugging, testing, documentation and enhancement of software application.	Degree / Diploma	3	2,400.00	3,400.00
Network Support Engineer	Provides technical support to network centres on a shift basis. Reports and troubleshoot network issues encountered.	Degree / Diploma	2 to 4	3,100.00	4,000.00
Database Administrator	Monitors & maintains RDMS and ensure the continuity and optimization of database operations and performance.	Degree / Diploma	2 to 4	3,700.00	4,900.00

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
Software Engineer	Involved in design, development and testing.	Degree / Diploma	3 to 5	3,700.00	6,200.00
IT Executive	Provides on-site IT support; trouble-shooting.	Degree / Diploma	3 to 5	2,400.00	3,300.00
Helpdesk Analyst	Provides IT support; troubleshooting; escalate problem to second-level engineers.	Diploma	0 to 2	2,000.00	2,700.00
Regional Sales Manager	Responsible for the sourcing, managing, direction setting, deployment, assessment and development of Sales.	Degree/MBA	8 to 10	7700+ commission	12700+ commission
Area Sales Manager	Responsible for sales and market development of company's product and services in the region.	Degree/MBA	6 to 7	6200+ commission	8200+ commission
Service Delivery Manager	Manages, leads and ensure integration of delivery of services.	Degree/MBA	6 to 8	5,700.00	7,300.00
Strategic / Major Account Manager	Develops and manages strategic business solutions and new sales potential with existing clients.	Degree/MBA	6 to 8	4,400.00	5,700.00
Products Marketing Manager	Responsible for overall marketing strategy, monitoring market trends regionally.	Degree/MBA	5 to 8	5,100.00	6,900.00
Sales / Channel Sales Account Manager	Develops new accounts and manages designated accounts in various industry sector; also includes those covering channel sales of services.	Degree/Diploma	3 to 5	4200 + commission	5800 + commission
MIS / IT Manager	Head of Dept. Responsible for infrastructure and systems software development. Plans IT direction programmes.	Degree	6+	4,700.00	7,100.00
Project Manager	Responsible for workflow and project life cycle. Manages complex projects in a multi-platform systems development environment.	Degree	5+	6,000.00	8,400.00
IT Security Manager	Responsible for the security and audit of systems.	Degree	8 to 10	5,300.00	7,000.00
Systems Analyst	Develops systems design & systems analysis. Develops & implements application systems. Supervises programmers.	Degree / Diploma	3 to 5	3,500.00	5,000.00
System Administrator	Supports and administer daily office IT operations.	Degree / Diploma	2 to 3	3,500.00	4,700.00
Programmer	Develops programmes.	Degree / Diploma	0 to 2	2,500.00	3,300.00
Network Engineer	Plans network infrastructure; Maintains and implements networks; Improves network performance.	Degree / Diploma	2 to 4	2,800.00	4,100.00
Web Designer	Responsible for conceptualizing and designing websites.	Diploma	3 to 5	2,700.00	3,600.00
SHIPPING					
Shipping Manager	Ensures smooth operations in cargo handling/delivery. Responsible for documentation and management reporting in the team.	Diploma / Degree	5+	4,700.00	6,900.00
Operations Executive	Responsible for vessel operations, cargo handling plan and shipping documentation.	Diploma / Degree	0 to 3	2,200.00	3,300.00
Shipping Supervisor	Handles the full set of shipping/bank documentation. Operates TradeNet. Supervises clerks or assistants.	STPM / Diploma	5+	2,100.00	3,000.00
Senior Shipping Clerk/Assistant	Handles the full set of shipping documentation. Operates TradeNet.	SPM/STPM	3 to 4	1,700.00	2,200.00
Shipping Clerk	Handles import export documentation.	SPM	0 to 3	1,200.00	1,700.00
Documentation Clerk	Provides administration support to the department.	SPM	0 to 3	1,000.00	1,500.00

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
LOGISTICS					
Warehouse Manager	Plans and manages storage and retrieval. Manages all aspects of warehouse activities.	Diploma / Degree	4 to 5	3,700.00	5,700.00
Distribution Manager	Manages ordering and distribution of goods. Ensure timely delivery of goods to maximise sales.	Diploma / Degree	5 to 7	4,300.00	6,500.00
Operations Executive	Coordinates shipping operations and ensure proper documentation. Plans cargo schedules.	Diploma / Degree	2 to 3	2,300.00	3,200.00
Supply Chain Manager	Responsible for supplier relationship management materials planning and procurement. Develops policies and material control systems to reduce costs and streamline procedures.	Degree	5 to 8	4,400.00	6,800.00
Supply Chain Executive	Manages the order fulfillment process, from order taking through delivery. Handles forecast, purchasing, coordination, delivery management and inventory management.	Diploma/Degree	2 to 5	2,300.00	3,400.00
Logistics/ Warehouse Assistant	Handles basic warehouse operations, including receiving, packing, checking and storing of goods.	SPM	1 to 3	1,100.00	1,500.00
Cargo Hand	Duties include breaking bulk cargo and other general duties.	Secondary education	1 to 2	900.00	1,200.00
Forklift Driver/ Reach Truck Operator	Operates forklifts. Possesses valid licence.	Secondary education	1 to 2	1,000.00	1,300.00
Store/ Warehouse Assistant	Assists in basic warehouse operations. Packing/unpacking; basic paperwork	SPM	0 to 2	900.00	1,300.00

PHARMACEUTICAL

Medical Affairs Manager	Establishes relationships with opinion leaders and relevant public health agencies. Responsible for internal and external communication collaterals, presentations and training. Responsible for interfacing with medical, commercial, clinical and regulatory groups.	MBBS or equivalent	2 to 5	4,900.00	7,300.00
Product Manager - Pharmaceutical	Provides product expertise and marketing support to the sales team. Develops and manages product marketing plan. Develops key opinion leaders in related fields.	Degree, preferably from a Life Science field	2 to 5	4,100.00	6,400.00
Medical Sales Executive	Responsible for developing and maintaining new and existing business relationships with key prescribers.	Degree, preferably from a Life Science field	4+	2,900.00	4,000.00
Clinical Research Manager	Manages all aspects of clinical trials, ensuring that deadlines and quality requirements are adhered to. Trains Clinical Research Assistants. Reports the progress of clinical trials to Head Office.	Degree from a Life Science field, preferably Pharmacy	5	4,000.00	5,700.00
Clinical Research Assistant	Ensures effective implementation of clinical trials. Monitors clinical trial budget. Identifies, corrects or proposes solutions for clinical trial delays. Co-ordinate orders based on forecasts for clinical trial supplies. May provide clinical trial training when required.	Degree from a Science field, preferably Pharmacy	1	2,100.00	2,800.00
Regulatory Affairs Executive	Responsible for ensuring regulatory compliance and interfacing with relevant government and regulatory agencies to obtain market approval.	Degree from a Life Science field, preferably Pharmacy	2 to 5	2,500.00	3,900.00

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
RETAIL & FMCG					
Senior Merchandiser	Responsible for pre-production samples, sourcing and following up on orders. Supervises a team.	Diploma	3 to 5	2,600.00	3,300.00
Merchandiser	In charge of shopfloor and promotional activities. Performs inventory control and stock replenishment.	Diploma	2 to 3	1,900.00	2,500.00
Merchandising Assistant	Prepares shipping/QC forms. Helps in following up on orders. Conducts overall co-ordination of stock movement from warehouse to stores.	Diploma	0 to 1	1,200.00	1,800.00
Beauty Trainer	Plans and conducts training programs. Monitors progress and measures effectiveness of training programs.	Diploma	2+	2,000.00	2,800.00
Beauty Advisor	Demonstrates cosmetic product applications. Analyses customers' needs and recommends suitable products.	SPM	0 to 2	1200 + commission	1800 + commission
Counter Manager	Responsible for the smooth operations and profitability of retail counters. Manages, motivates and trains retail staff.	SPM & above	4+	2,000.00	2,900.00
Promoters / Retail Assistants	Performs frontline sales and customer service duties.	SPM & above	0 to 2	900.00	1,400.0
TECHNICAL & ENGINEERING					
Equipment Engineer	Plans, organises and manages equipment installation, upkeep and enhancement of equipment in manufacturing industry.	Degree in Engineering discipline	2 to 4	2,700.00	3,000.00
Chemist / Lab Technician	Mixes formulation, tests & analyses chemicals/solvents/food & beverages.	Diploma/Degree in Chemical Process / Chemical Engineering/ Food Technology	3+	2,500.00	3,100.00
Drafters	Drafts mechanical parts or components/electrical drafting using AutoCAD R13/R14.	Diploma	2+	1,700.00	1,900.00
Mechanical Designer/ Design Engineer	Designs and drafts Mechanical parts or components, using ProEngineer/Unigraphics/Solidworks/Catia.	Diploma/Degree in Mechanical Engineering	3 to 5	3,000.00	4,200.00
Sales Engineer	Responsible for Account servicing and business development and meeting specified sales targets.	Degree or Diploma in an Engineering discipline	2+	1900+ commission	2700 + commission
Service Engineer	Travels nationwide to provide servicing of equipment at clients' site.	Degree or Diploma in an Engineering discipline.	2+	1,600.00	2,400.00
Field Applications Engineer	Support pre-sales teams in bids, provide FAE solutions and product development coordination between customer R&D and in-house sales team.	Degree or Diploma in an Engineering discipline	3 to 5	1,900.00	3,000.00
Applications Engineer	Provide on-site/remote support and problem solving on products, coordinate design and development activities, conduct technical training & product demonstrations.	Degree in Electrical/ Electronics Engineering	3 to 5	2,000.00	3,300.00
Electrical / Electronics Design Engineer	Undertakes R&D role in electrical aspects, evaluation, problem solving & product development in electrical aspects ie. Electrical circuitries, PWB layout, schematic designs, embedded firmware and microcontroller designs	Degree in Electrical/ Electronics Engineering	3 to 5	2,300.00	4,600.00
Software Design Engineer	Undertakes R&D role in product development and design on software codes and components and embedded systems aspects.	Degree in Electronics/ Computer Engineering	0 to 4	1,900.00	3,900.00

Position	Job Description	Qualification	Experience (In Years)	Minimum Salary Offered (Monthly Salary In RM)	Maximum Salary Offered
Environment Health and Safety Engineer	Ensures Safety and Fire Safety in accordance to Factories Act and Fire Safety Act, facilitates site compliance with requirements.	Degree in Engineering discipline	5 to 7	2,900.00	4,500.00
Industrial Engineer	Plans factory layout, monitors and conducts capacity planning for equipment and machinery, establishes manufacturing cycle time for new processes; familiar with AutoCAD.	Degree in Industrial/ Manufacturing/Production Engineering/Engineering Management	2+	1,900.00	2,700.00
Assistant/Associate Engineers / Engineering Assistant	Performs support role in R&D and manufacturing.	Diploma in Engineering discipline	0 to 2	1,200.00	1,600.00
Technician / Technical Specialist / Engineering Specialist	Conducts maintenance and preventive maintenance on machineries, equipment and etc in manufacturing environment.	Degree in Engineering discipline	0 to 3	900.00	1,500.00
Quality Assurance Assistant Engineer/ Engineer	Assures quality for incoming or manufactured part/ components/modules; maintains quality e.g. ISO 9000, QS 9000	Diploma/Degree in Engineering or Quality Assurance Management	1 to 2	1,400.00	2,000.00

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