



Malaysia

Salary Guide 2025

Financial Forecast and Empowering
Malaysia's Workforce

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About FastLane

Fastlane Group, established in 2013, began as an innovative accountancy and advisory firm specializing in supporting SMEs, entrepreneurs, startups, high-growth companies, and businesses expanding globally. With a commitment to combining technology and expertise, we have consistently delivered best-in-class services, ensuring our clients in Hong Kong meet their financial and compliance needs, allowing them to focus on their core business objectives.

As the business landscape evolves, so have we. Recognizing the growing demand for flexible and cost-effective talent solutions, we have established FastLaneRecruit to assist clients with recruitment and building remote teams in Southeast Asia. This expansion allows our clients to access high-quality talent while benefiting from our comprehensive support in HR advisory, payroll administration, and compliance, helping them scale their businesses efficiently and confidently in a competitive environment.

Our Purpose

At FastLaneRecruit, our purpose is to empower businesses to achieve their full potential by delivering innovative and reliable recruitment and Employer of Record (EOR) solutions. We are dedicated to assisting our clients in building and managing remote teams in Southeast Asia, providing access to a diverse talent pool while ensuring seamless HR, payroll, and compliance management. Through our expertise and advanced technology, we strive to be the trusted partner that enables businesses to scale efficiently, reduce costs and focus on their strategic growth.

Our Mission

Our mission is to empower businesses to grow and thrive by providing innovative, reliable, and cost-effective recruitment and Employer of Record (EOR) solutions. We are committed to helping our clients navigate the complexities of talent acquisition and management, ensuring that they can build and scale their teams with confidence, efficiency, and compliance. Through our expertise and dedication, we aim to be the trusted partner for companies seeking to expand their capabilities and achieve long-term success in a competitive global market.

Our Principles

- **Client-Centric Focus:** Tailored solutions to address client-specific challenges.
- **Integrity and Transparency:** Uphold the highest standards in all interactions.
- **Innovation and Excellence:** Continuous improvement and adoption of the latest technology.
- **Collaborative Partnership:** Foster strong partnerships both within our team and with clients.
- **Responsiveness and Agility:** Adapt quickly to the evolving needs of clients and the market.

Our Values

- **Commitment to Quality:** Deliver high-quality services that exceed client expectations.
- **Respect and Integrity:** Treat everyone with respect and act with honesty.
- **Innovation:** Continuously seek innovative solutions.
- **Customer Focus:** Prioritize client needs and provide tailored solutions.
- **Collaboration:** Value teamwork and collaboration to achieve common goals.
- **Responsiveness:** Ensure timely and effective solutions.
- **Excellence:** Pursue excellence in all aspects of our work.

Get in Touch

For more information or to contact FastLane Group on Company Formation, please email:

enquiry@fastlanerecruit.com

Disclaimer

Information provided by our recruitment agency is general and without guarantees. Employers are responsible for their own assessments and due diligence when hiring. Our agency is not liable for any actions taken based on this information.

Financial Forecast and Empowering Malaysia's Workforce

The Malaysian job market is set to evolve further in 2025, with key shifts driven by digitalization, economic recovery, and the growing importance of niche skills. Whether you're an employer seeking top talent or a job seeker evaluating market trends, the **Malaysia Salary Guide 2025** offers comprehensive insights to help you make informed decisions. This guide captures salary trends across industries, highlights emerging roles, and provides actionable tips for navigating the competitive job landscape.

Key Insights for 2025

- **Digital Transformation:** Increased demand for roles in technology, data analytics, and artificial intelligence.
- **Salary Growth:** Over 88% of Malaysian employers plan to offer salary increments in 2025, with tech, finance, and healthcare sectors leading the way.
- **Talent Retention:** Companies are prioritizing flexible work arrangements and employee benefits to retain top talent.
- **Regional Variations:** Salaries in cities like Kuala Lumpur, Johor Bahru, and Penang remain higher due to the cost of living and demand for skilled professionals.



The Dynamics of Malaysia's Job Market

In 2025, Malaysia's employment landscape is marked by growth in high-value roles, especially in sectors like technology, engineering, healthcare, and shared services. Employers are shifting their focus from aggressive hiring to retaining top talent, recognizing the importance of employee satisfaction in a competitive talent market. **Hybrid work models** and **flexible arrangements** have become the norm, reshaping workplace dynamics and performance measurement.

Government initiatives such as **Malaysia Digital** are also driving significant transformations, promoting digital adoption and fostering innovation across industries. This shift has created a strong demand for professionals with niche skills, especially in artificial intelligence, cybersecurity, and digital transformation roles.

For employees, salary remains a critical factor when considering job changes. By offering insights based on over our 2024 data points, this guide equips businesses and professionals with the tools to stay competitive and make informed decisions.



Key Trends Across Industries

Finance & Accounting

The finance sector remains robust with roles like Chief Financial Officers and Finance Managers commanding high salaries. Entry-level positions like Junior Accountants are also on the rise, providing excellent opportunities for those starting their careers. As financial regulations become more complex, skilled accountants and financial analysts are in greater demand than ever.



Technology

Technology roles continue to dominate, with competitive salaries for software developers, data analysts, and IT security specialists. Professionals with expertise in cloud computing, AI, and DevOps are in particularly high demand. The tech industry is constantly evolving, making it an exciting field for innovation and growth.

Healthcare & Life Sciences

Despite a slight dip post-pandemic, healthcare remains a vital sector. Roles in research and development, regulatory affairs, and clinical management are key focus areas. The need for skilled professionals in these areas continues to grow, ensuring that healthcare remains a promising career path.



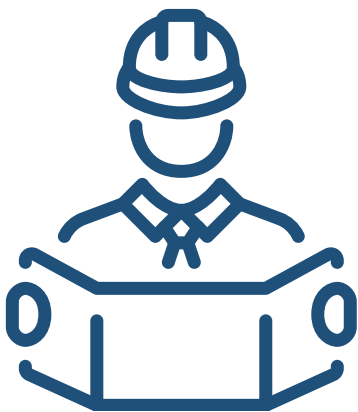


Marketing & Digital

With businesses increasingly moving online, digital marketing roles such as SEO specialists, social media managers, and e-commerce strategists are on the rise. These roles are crucial for businesses looking to enhance their online presence and engage with a digital audience effectively.

Logistics & Supply Chain

The logistics and supply chain sector is booming, driven by the need for efficient delivery systems and global supply chain management. Roles like Supply Chain Managers and Logistics Coordinators are in high demand. The industry's growth is propelled by the increasing complexity of global trade and the need for streamlined logistics operations.



Engineering & Manufacturing

The engineering sector is flourishing, driven by infrastructure development and demand for electronic components. Engineers specializing in automation, process improvement, and robotics are highly sought after. The continuous push for innovation in manufacturing processes ensures a steady demand for skilled engineers.

Salary Comparisons for 2025

Finance & Accounting

Role	Experience Level	2024 Salary Range (MYR)	2025 Salary Range (MYR)
Chief Financial Officer	15+ years	30,000 - 50,000	32,000 - 55,000
Finance Manager	8-12 years	10,000 - 20,000	12,000 - 22,000
Accountant	3-5 years	4,000 - 8,000	5,000 - 9,000
Junior Accountant	1-3 years	2,500 - 4,500	3,000 - 5,000

Technology & IT

Role	Experience Level	2024 Salary Range (MYR)	2025 Salary Range (MYR)
Chief Technology Officer	15+ years	30,000 - 50,000	35,000 - 55,000
IT Manager	8-12 years	10,000 - 20,000	12,000 - 22,000
Software Developer	3-5 years	6,000 - 12,000	7,000 - 14,000
Junior Developer	1-3 years	3,500 - 6,000	4,000 - 7,000
Data Analyst	3-5 years	6,000 - 12,000	7,500 - 13,000
Junior Data Analyst	1-3 years	3,500 - 6,500	4,000 - 7,000

Healthcare & Life Sciences

Role	Experience Level	2024 Salary Range (MYR)	2025 Salary Range (MYR)
Medical Director	10+ years	25,000 - 40,000	28,000 - 45,000
Pharmaceutical Sales Manager	5-10 years	8,000 - 15,000	9,000 - 16,000
Clinical Research Associate	3-5 years	5,000 - 10,000	6,000 - 11,000
Junior Clinical Research Associate	1-3 years	3,000 - 5,000	3,500 - 6,000

Marketing & Digital

Role	Experience Level	2024 Salary Range (MYR)	2025 Salary Range (MYR)
Marketing Director	10+ years	18,000 - 35,000	20,000 - 38,000
Digital Marketing Manager	5-10 years	8,000 - 15,000	9,000 - 16,500
SEO/SEM Specialist	3-5 years	5,000 - 9,000	6,000 - 10,000
Junior Marketing Specialist	1-3 years	3,500 - 6,000	4,000 - 7,000



Logistics & Supply Chain

Role	Experience Level	2024 Salary Range (MYR)	2025 Salary Range (MYR)
Supply Chain Manager	8-12 years	10,000 - 15,000	11,000 - 16,500
Logistics Coordinator	3-5 years	4,000 - 7,000	5,000 - 8,000
Junior Logistics Coordinator	1-3 years	2,500 - 4,500	3,000 - 5,000

Engineering & Manufacturing

Role	Experience Level	2024 Salary Range (MYR)	2025 Salary Range (MYR)
Chief Engineer	15+ years	35,000 - 55,000	38,000 - 60,000
Engineering Manager	8-12 years	20,000 - 35,000	22,000 - 38,000
Mechanical Engineer	5-7 years	15,000 - 25,000	16,500 - 27,000
Electrical Engineer	3-5 years	10,000 - 18,000	11,000 - 20,000
Junior Mechanical Engineer	1-3 years	7,000 - 12,000	8,000 - 14,000
Junior Electrical Engineer	1-3 years	6,000 - 11,000	7,000 - 13,000

These tables provide a comprehensive overview of the expected salary ranges for various roles in 2025, considering different experience levels. This information can help employers make informed decisions when planning their staffing and budget needs for the upcoming year.

Key Trends Influencing Salaries

01



Engineering & Manufacturing

Roles in AI, machine learning, and blockchain are seeing increased demand and competitive pay.

02



Hybrid Work Models

Flexible arrangements continue to attract and retain talent, particularly in tech and finance.

03



Upskilling & Certifications

Professionals with certifications such as ACCA, PMP, or Google Analytics command higher salaries.

04



Regional Disparities

Salaries remain highest in **Kuala Lumpur**, followed by **Penang** and **Johor Bahru**.

05



Demand for Soft Skills

Communication, leadership, and adaptability are increasingly valued across industries.

Conclusion

Employers and employees must contribute to the Employees' Provident Fund (EPF) and Social Security Organization (SOCSO), which provide retirement, disability, and medical benefits. As Malaysia's job market continues to evolve, staying informed is more important than ever. The Malaysia Salary Guide 2025 is your roadmap to understanding market value and empowering businesses and professionals to thrive in a competitive landscape. By leveraging accurate salary data and insights, you can make strategic decisions that drive growth and success.

Let FastLaneRecruit be your partner in achieving your recruitment and career aspirations. Reach out to us today and take the first step toward a brighter future.

How FastLaneRecruit Can Help

Navigating the complexities of recruitment and market dynamics can be daunting. At FastLaneRecruit, we specialize in connecting businesses with top talent and guiding professionals to their ideal roles. Here's how we can support you:



For Employers

Our tailored recruitment strategies help you attract and retain the best talent, ensuring your organization remains competitive. From understanding market benchmarks to crafting compelling job offers, we're here to support your hiring goals.



For Job Seekers

Whether you're exploring a career change or negotiating your salary, our consultants provide personalized advice and access to exclusive opportunities to advance your career.

With our deep industry insights and commitment to excellence, FastLaneRecruit is your trusted partner in navigating Malaysia's job market.



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Book an appointment and swing by
our offices for a chat and coffee.



Scan our QR code to visit our
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