

A photograph of three business professionals in an office setting. A woman in a white blouse is pointing at a whiteboard filled with charts and graphs, including a 'Financial Report' and a 'Monthly Budget'. A man in a dark suit stands to the right with his arms crossed, looking towards the whiteboard. Another woman is partially visible in the foreground, looking at the whiteboard. The scene is overlaid with a blue tint.

Singapore Salary Guide 2025

Navigating Market Value in Evolving Economy

FastLaneRecruit Building Teams,
Powering Growth

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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.

1 Introduction

As Singapore's economy continues to adapt to global and local challenges, understanding market value becomes increasingly vital for businesses and job seekers alike. The **Singapore Salary Guide 2025** offers a comprehensive overview of salary trends across industries. This guide incorporates updates reflecting the shifting economic landscape, evolving job market trends, and the increasing importance of emerging roles.

2 Staying Ahead in 2025

The job market in Singapore is ever-changing, influenced by advancements in technology, sustainability imperatives, and dynamic workforce preferences. The 2025 Salary Guide is a critical tool for hiring managers, HR professionals, and job seekers to stay informed about the latest salary benchmarks.

While 2024 emphasized a cautious yet optimistic hiring landscape, 2025 sees stronger momentum in key sectors like **technology, healthcare, and sustainability**. This guide not only provides updated salary data but also highlights sector-specific trends and projections to equip readers with actionable insights.



3 Key Insights for 2025

Sectoral Growth

- **Technology:** Continues to dominate, with increased demand for AI specialists, data scientists, and cybersecurity experts. The rise of generative AI has reshaped job roles, creating opportunities for innovation.
- **Healthcare:** Expanding roles in medical affairs and regulatory compliance, driven by technological integration and post-pandemic learnings.
- **Sustainability:** Growth in ESG consulting and carbon credits trading reflects Singapore's commitment to a green economy.

Work Models and Flexibility

- Flexible work arrangements, which gained traction during the pandemic, are now a norm. Hybrid roles in **technology, finance, and digital marketing** are especially prevalent.
- The gig economy continues to thrive in sectors like **financial services and FMCG**, offering companies adaptable staffing solutions.

Salary Trends

With inflation and market shifts, average salaries have been adjusted:

- Executive-level roles, particularly **CEOs and CFOs**, see stable growth.
- Mid-level roles in **digital marketing and engineering** experience notable salary increases.
- Emerging roles in **ESG and renewable energy** command competitive packages as talent demand outpaces supply.

4 Salary Guide

Executive

Role	Annual Average Base Salary (SGD)
Company Secretary	120,000
Non-Executive Director	150,000
Assistant General Counsel	211,000
Operations Director	213,000
Chief Sustainability Officer	240,000
Chief Executive Officer	420,000

Accounting and Finance

Role	Annual Average Base Salary (SGD)
Accountant	80,000
Finance Manager	120,000
Finance Director	200,000
Financial Controller	180,000
M&A Associate	91,000

Banking and Financial Services

Role	Annual Average Base Salary (SGD)
Investment Analyst	110,000
Private Banking Client Advisor	190,000
Corporate Banking Relationship Manager	290,000
Buy-side, Investment Vice President	200,000
Fund Manager	200,000

Digital

Role	Annual Average Base Salary (SGD)
Digital Marketing Specialist	105,000
Social Media Manager	104,000
User Experience Designer (UX/UI)	128,000
Head of Digital	192,000
Digital Director	210,000

Engineering and Manufacturing

Role	Annual Average Base Salary (SGD)
Electrical Engineer	66,000
Maintenance Manager	120,000
Production Engineer	72,000
Engineering Director	300,000
Plant Manager	180,000

Healthcare and Life Sciences

Role	Annual Average Base Salary (SGD)
Biotechnologist	72,000
Quality Chemist	48,000
Medical Affairs Manager	180,000
Regulatory Affairs Director	250,000
Senior Scientist	120,000

Technology

Role	Annual Average Base Salary (SGD)
Data Scientist	180,000
Cybersecurity Manager	158,000
Full-stack Developer	135,000
IT Director	235,000
Solution Architect	176,000

Legal

Role	Annual Average Base Salary (SGD)
Legal Counsel	160,000
Compliance Manager	132,000
Banking Lawyer	200,000
Risk Officer	108,000
Head of Legal	215,000

Marketing

Role	Annual Average Base Salary (SGD)
Marketing Specialist	60,000
Senior Brand Manager	108,000
Product Marketing Manager	96,000
Marketing Manager	120,000
Marketing Director	276,000

Procurement and Supply Chain

Role	Annual Average Base Salary (SGD)
Supply Chain Manager	110,000
Inventory Controller	60,000
Procurement Manager	120,000
Head of Commodity/Sourcing	250,000
Vice President Procurement	300,000

Sale

Role	Annual Average Base Salary (SGD)
Inside Sales Representative	54,000
Senior Account Manager	108,000
Business Development Manager	120,000
Sales Manager	159,000
Sales Director	218,000

Secretarial and Business Support

Role	Annual Average Base Salary (SGD)
Receptionist	54,000
Administrative Assistant	57,000
Legal Secretary	100,000
Office Manager	110,000
Legal Services Admin	180,000

Sustainability and ESG

Role	Annual Average Base Salary (SGD)
ESG Consultant	72,000
ESG Analyst	96,000
Carbon Credits Trader	110,000
ESG Consulting Manager	190,000
Sustainable Finance Vice President	200,000

5 Emerging Roles and Trends

New Roles

- **AI Specialists:** Growing across all industries, reflecting the surge in machine learning applications.
- **Sustainability Consultants:** Increasing demand due to enhanced corporate ESG commitments.
- **Renewable Energy Engineers:** Driving innovation in the energy sector.

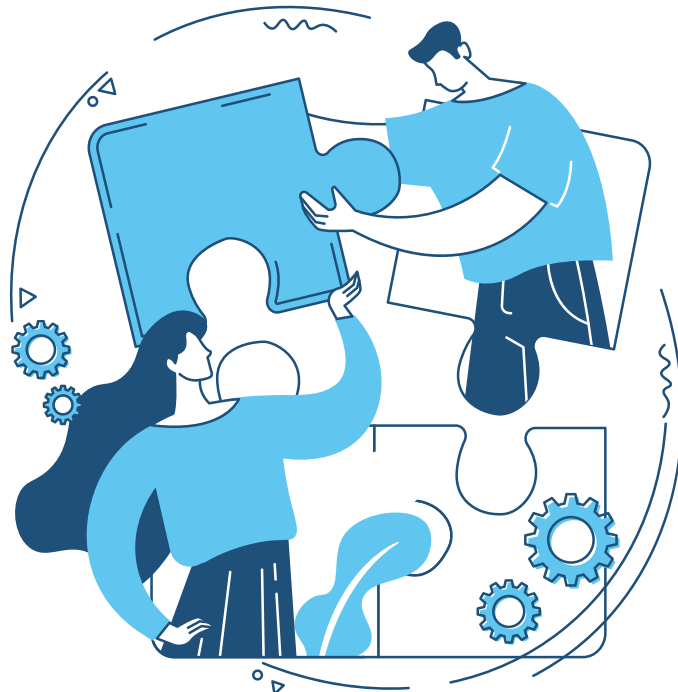
Sector-Specific Updates

- **Healthcare:** Adoption of tech tools, such as telemedicine, boosts demand for medical technologists.
- **Digital Marketing:** New roles like social commerce managers emerge as online platforms evolve.
- **Construction:** Green building specialists become critical as Singapore advances its sustainability goals.

6 Conclusion

In conclusion, the Singapore job market in 2025 is marked by resilience and adaptability, with sectors like technology, healthcare, and sustainability driving growth and innovation. Emerging roles such as AI specialists and sustainability consultants highlight the market's response to global trends and local priorities. Salary trends reflect a balance between inflationary pressures and the growing demand for specialized skills, particularly in mid-level and executive roles.

As flexible work models and the gig economy gain prominence, businesses and professionals must stay agile to capitalize on opportunities in this evolving landscape. This guide serves as a vital resource for aligning career aspirations and talent strategies with Singapore's shifting economic and workforce landscape for continued innovation and beyond.



Hire Top Talent with FastLaneRecruit

Hiring in Singapore requires an understanding of local labour laws and cultural nuances. FastLaneRecruit simplifies the process by providing expert guidance on the talent landscape and employment regulations. Whether you're hiring for executive roles, expanding your digital team, or seeking the next ESG leader, FastLaneRecruit is your strategic partner. Contact us today for personalized assistance!





Please drop us an email at
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Book an appointment and swing by
our offices for a chat and coffee.



Scan our QR code to visit our
website, alternatively visit us on
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FastLaneRecruit

'Building Teams, Powering Growth'

**Building Teams, Powering Growth
Talk to one of our recruiter today.**

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