



Gemini Personnel Pte. Ltd.

GUIDE TO SG MARKET SALARIES MAY 2012

METHODOLOGY

Gemini's Guide to Singapore market salaries is prepared from three main sources of information:

- An analysis of Gemini's database of vacancies and applicants
- Discussions with clients
- A review of positions advertised in the local media

This guide is intended to give approximate salary ranges for the positions as described and specific skills or experience requirements can mean that a premium may need to be paid. Salaries are based on a 13-month per year payment. Gemini consultants are always available to advice on categories not shown in this guide or on more detailed job descriptions.

This compilation of salaries and job titles is updated 6-monthly to provide an insight to the latest salary ranges for various positions across industries in Singapore. The guide is available through the Gemini Internet pages.

GEMINI PERSONNEL

Gemini Personnel Private Limited is Singapore's leading Recruitment Company with trained consultants handle a wide spectrum of hiring needs, including Executive Search, General Recruitment and Interim Management. Our specializations include, but are not limited to Property & Construction, Hotel & Resorts, FMCG, Entertainment, Sales & Marketing, Public Relations, Light industry, Manufacturing, Technology and Investment Banking. The company adheres to the same values as the rest of Gemini, and develops organically its own business services and solutions that meet the individual requirements of the clientele within the region.



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JOB	EXP	QUALS	JOB DESCRIPTION	MONTHLY SALARY RANGE SGD
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SECRETARIAL & OFFICE SUPPORT

Mail Room Assistant/ Messenger	1-2 yr	'N'/'O' levels	Mail delivery & collection. Run simple errands.	\$1100 - 1500
Receptionist/ Front Office Assistant	1-3yrs	'N'/'O' levels	Handle switchboard/telephone calls, sort out mail, greet visitors, typing, stationery control and admin support	\$1200 - 2000
Administrative Assistant/ Coordinator	1-3 yrs	'N'/'O' levels	Sort & distribute mail. Prepare simple business correspondence & reports. Attend to telephone enquiries & visitors. Filing.	\$1300 - 2000
Secretary	2-4 yrs	PSC/ Diploma	Independent correspondence, draft fax, arrangement of appointments, travel arrangement, prepare presentation material and provide admin support	\$2200 - 3500
Executive Secretary/ PA	3-5 yrs	PSC/ Diploma	Responsible for all secretarial/PA duties including presentation material, audio typing, administration & personnel, supervise staff. Run the office in absence of boss	\$3500 - 5000
Administration Manager	4-6 yrs	Degree/ Diploma	Responsible for office administration & documentation matters. Assign work to other clerical employees & ensure conformance to office policies.	\$3500 - 6000
Office Manager	4-6 yrs	Degree/ Diploma	Responsible for office leases, property facilities and records. Ensure conformance to office policies.	\$3500 - 6000

JOB	EXP	QUALS	JOB DESCRIPTION	MONTHLY SALARY RANGE SGD
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ACCOUNTING & FINANCE

Accounts Clerk	1-3 yrs	'O' levels/ Certificate	Balance expenses, data entry, basic accounts support and other administrative duties.	\$1500 - 1800
Accounts Assistant	1-3 yrs	'O' levels/ Certificate	Record & compile summaries of organisation's financial transactions for management purposes. Assist in full set of accounts.	\$1800 - 2500
Auditor	2-4 yrs	Degree/ Professional Certificate	Ensure authenticity & accuracy of financial statements, especially assets & liabilities. Analyse samples of work done & conduct procedural interviews.	\$3000 - 4800
Accounts Supervisor	2-4 yrs	LCCI Higher/ Diploma/ Professional Certificate	Supervise full set of accounts. Assist in the analysis of financial statements & year-end closing/ audits.	\$2400 - 3600
Financial Analyst	2-3 yrs	Degree	Report & analyse financial & operating data.	\$3000 - 4500
Accountant	4-5 yrs	Degree/ Professional Certificate	In-charge of general accounting that involves the preparation of statistical data & financial reports concerning profits, cash & inventory. Analyse, report & provide advice on financial dealings or organisations/ individuals. Advise on associated record-keeping & compliance requirements.	\$4000 - 6500
Accounts Receivable Manager	5-6 yrs	Degree	Directs and coordinates the Accounts Receivable and Credit and Collections functions including billing, collections, bad debt reserve analysis, third-party commissions, and sales tax reporting. Prepares relevant general ledger account analyses and supports the monthly financial reporting process.	\$2800 - 4200
Accounts Payable Manager	5-6 yrs	Degree	Ensure timely payment of vendor invoices, expense vouchers & maintain accurate control reports. Staff management.	\$2800 - 4200
Treasury Manager	5-7 yrs	Degree	Manage a company's holdings in and trading in government and corporate bonds, currencies, financial futures, options and derivatives, payment systems and the associated financial risk management.	\$5750 - 12000
Internal Audit Manager	5-10 yrs	Degree	Supervisory role, analyzes business processes, procedures and activities with the goal of highlighting organizational problems and recommending solutions.	\$5500 - 13500
Head of Internal Audit	>8 yrs	Degree	Supervisory role, analyzes business processes, procedures and activities with the goal of highlighting organizational problems and recommending solutions.	\$9000 - 25000
Tax Accountant	3-5 yrs	Degree	Responsible for collation of information to enable reporting of financial information to comply with tax reporting requirements. Research on tax issues.	\$4000 - 8000
Tax Manager	5-7 yrs	Degree	Responsible for collation of information to enable reporting of financial information to comply with tax reporting requirements. Research on tax issues.	\$5500 - 14500
Tax Director/ Head	>8 yrs	Degree	Person responsible for overseeing tax function within an organisation and ensures compliance with local, state, federal and international taxes.	\$11500- 25000
Finance Manager	6-7 yrs	Degree	Prepare financial reports, i.e. income, expenses, capital usage & cash-flow. Preparation of strategic plans, budgets & financial forecasts. Develop accounting and management policies & procedures.	\$5500 - 9500
Financial Controller	10-12 yrs	Degree/ Postgrad	Supervise accounting and financial reporting within an organization. Oversee accounting and the implementation and monitoring of internal controls.	\$10000 - 22500

JOB	EXP	QUALS	JOB DESCRIPTION	MONTHLY SALARY RANGE SGD
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BANKING

Bank Teller	1-3 yrs	'N' levels with CO S/ 'O' levels	Handle general bookkeeping duties.	\$1100 - 1900
Remittance/ Settlement/ Loan Clerk	1-2 yrs	'O' / 'A' levels	Assist in performing settlement transactions. Cheque clearance, inward/ outward remittances, telegraphic transfer & demand drafts. Process & document housing loan applications.	\$1500 - 2000
Collection/ Debt Recovery Officer	1-3 yrs	'O' levels/ Diploma	Review collection procedures and ensure diligent debt recovery. Analyse customers' profile & propose viable solutions. Restructure & negotiate payment. Knowledge in legal/ litigation processes & documentation. Monitor delinquent accounts & collections functions.	\$1600 - 2200
Credit Control Clerk	1-2 yrs	'O' levels/ Diploma	Manage accounts receivables. Prepare reports of loans and accounts that are delinquent and forward reports for legal action.	\$1600 - 2000
Credit Control Officer	2-4 yrs	Diploma/ Degree	Contact customers. Send follow up inquiries. Negotiate with past due accounts for debt recovery.	\$1800 - 3000
Trade Finance Clerk	2-3 yrs	'O' levels/ Diploma	Process trade finance products with knowledge of various trade instruments e.g Letter of Credit, trade collections & payments, including accompanying payment processes.	\$1900 - 2600
Trade Finance Officer	1-2 yrs	Diploma/ Degree	Supervisory role in the processing of trade finance products.	\$2200 - 3000
Bank Operations Officer	0-1 yrs	Degree	Processing of trade settlements. Back-room admin duties.	\$1800 - 2600
Customer Service Officer	2-3 yrs	Diploma/ Degree	Attend to walk-in customers & follow-up on customer service issues as well as identify business potential from existing database.	\$2000 - 2800
Mortgage Sales Specialist	2-3 yrs	Diploma/ Degree	Identify prospective customers through lead generation to achieve desired mortgage and related lending product targets.	\$2000 - 3000
Personal Financial Consultant/ Personal Banker	2-3 yrs	Diploma/ Degree	Provide advice & recommend investment products according to clients' risk profile. Identify business potential from the execution of sales.	\$2200 - 3200
FX Dealer	2-3 yrs	Diploma/ Degree	Execute trading or corporate dealing in FX/MM or treasury products.	\$2500 - 5000
Compliance Officer	2-3 yrs	Degree	Ensure interpretation & adherence to all regulatory requirements. Conduct & review results of compliance surveillance test plans. Support the implementation and roll-out of compliance-related initiative.	\$2800 - 3600
Bank Auditor	2-3 yrs	Degree	Report audit findings, evaluate system effectiveness & assess procedural deficiencies. Ensure high level of internal control & system adherence to guard against fraud or procedural non-compliance.	\$2800 - 3800
Securities/ Equities Dealer	3-5 yrs	Degree	Support relevant teams and responsible for executing global equities, fixed income and structured products through brokers. Update market information. To work closely with operations staff to resolve trade discrepancies.	\$3500 - 6000
Settlement Officer	3-5 yrs	Degree	Perform settlement transactions for products of FX/MM/equities/ derivatives and carry out supervisory duties	\$3000 - 4000



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BANKING

Treasury Accountant	4-6 yrs	Degree	Manage a company's holdings in and trading in government and corporate bonds, currencies, financial futures, options and derivatives, payment systems and the associated financial risk management.	\$3800 - 7000
Treasury Manager	7-10 yrs	Degree	Supervisory role, manages a company's holdings in and trading in government and corporate bonds, currencies, financial futures, options and derivatives, payment systems and the associated financial risk management.	\$8000-11000
Senior Treasury Manager	>10 yrs	Degree	Supervisory role, manages a company's holdings in and trading in government and corporate bonds, currencies, financial futures, options and derivatives, payment systems and the associated financial risk management.	\$16000-26000
Assistant Audit Manager	3-5 yrs	Degree/ Postgrad	Analyze business processes, procedures and activities with the goal of highlighting organizational problems and recommending solutions.	\$4000 - 5700
Audit Manager	5-7 yrs	Degree/ Postgrad	Analyze business processes, procedures and activities with the goal of highlighting organizational problems and recommending solutions.	\$5000 -10500
Senior Audit Manager	7-10 yrs	Degree/ Postgrad	Supervisory role, analyzes business processes, procedures and activities with the goal of highlighting organizational problems and recommending solutions.	\$15000-23000
Finance Manager	6-8 yrs	Degree/ Postgrad	Responsible for providing financial advice and support to clients and colleagues to enable them to make sound business decisions.	\$6000 -11000

JOB	EXP	QUALS	JOB DESCRIPTION	MONTHLY SALARY RANGE SGD
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HUMAN RESOURCES

HR Assistant	1-2 yrs	'O' levels/ Certificate	General HR admin duties. Maintenance of leave/ medical records. Coordinate interviews.	\$1400 - 2000
Training Executive/ Senior Executive	2-5 yrs	Diploma/ Degree	Conduct company training programmes. Knowledge of commonly used concepts, practices & procedures. Source for external trainers.	\$2500 - 4500
HR Officer/ Executive/ Senior Executive	3-6 yrs	Diploma/ Degree	Handling all or partial personnel functions including payroll, staff recruitment, training, employee benefits, MPF compensation & benefits	\$2500 - 4000
HR Assistant Manager	5-6 yrs	Diploma/ Degree	Assist with HR Manager in implementing HR policies & procedures.	\$3800 - 5500
Training Manager	5-8 yrs	Degree	Design, plan & implement training programmes; policies & procedures; and career development programmes.	\$6000- 10500
HR Generalist	5-10 yrs	Degree	Covers a wide array of duties including recruitment, employee benefits, payroll administration, performance management	\$5000 - 8000
HR Generalist	>10 yrs	Degree	Covers a wide array of duties including recruitment, employee benefits, payroll administration, performance management	\$8000 -12000
HR Manager (Local)	5-10 yrs	Degree	Covers a wide array of duties including recruitment, employee benefits, payroll administration, performance management with support typically from external advisors or regional internal specialists in C&B etc.	\$6000- 10000
HR Manager (Regional)	5-10 yrs	Degree	Responsible for multiple countries. Covers a wide array of duties including recruitment, employee benefits, payroll administration, performance management with support typically from external advisors or regional internal specialists in C&B etc.	\$7000 -15000
Recruiter	6-10 yrs	Degree	Responsible for internal recruitment requirements of an organisation.	\$6500 -11000
Recruitment Lead	8+	Degree	Typically responsible for a team of recruiters and oversees internal recruitment and attraction strategies for an organisation.	\$10500- 16000
Compensation & Benefits Executive/ Analyst	3-5 yrs	Degree	Responsible for analysing C&B matters within an organisation and benchmarking against competitors and market trends. Will analyse financial impact to an organisation. Responsible for working with HR to develop appropriate retention strategies.	\$4000 - 6000
Compensation & Benefits Manager	5-10 yrs	Degree	Responsible for analysing C&B matters within an organisation and benchmarking against competitors and market trends. Will analyse financial impact to an organisation. Responsible for working with HR to develop appropriate retention strategies.	\$8000- 12000
Compensation & Benefits Head	>10 yrs	Degree	Lead role responsible for analysing C&B matters within an organisation and benchmarking against competitors and market trends. Will undertake financial impact in an organisation. Responsible for working with HR to develop appropriate retention strategies.	\$14000+
HR Director (Local)	>10 yrs	Degree	Oversee a team of HR professionals typically covering multiple countries and functions.	\$12000+
HR Director (Regional)	>10 yrs	Degree	Oversee a team of HR professionals typically covering multiple countries and functions.	\$15000+

JOB	EXP	QUALS	JOB DESCRIPTION	MONTHLY SALARY RANGE SGD
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LOGISTICS & WAREHOUSING

Warehouse/ Store Assistant/ Operations Assistant	1-3 yrs	‘O’/ ‘N’ levels	Basic knowledge operations. Receive, stock-take & packing duties.	\$1100 - 1700
Shipping Assistant	1-3 yrs	‘O’ levels/ Certificate	Prepare shipping documentation. Knowledge of LC/BL. Ensure smooth delivery & handle customers’ enquiries. Verification of freight invoices, cycle count, etc.	\$1300 - 2200
Warehouse Supervisor	3-5 yrs	‘O’/ ‘N’ levels	Manage warehouse operations. Receive, stock-take, pack. Ensure timely shipment.	\$1600 - 2500
Operations Executive	2-3 yrs	Diploma/ Degree	Manage warehouse operations & ensure proper documentation. Plan cargo schedules. Inventory control/ management and reconciliation of suppliers’ invoices.	\$2300 - 3000
Demand Planner	2-4 yrs	Diploma/ Degree	Responsible for demand planning capability for the product line and customers to ensure demand creation and fulfilment activities from Sales and Marketing are fully rationalized.	\$2500 - 5000
Supply Planner	2-4 yrs	Diploma/ Degree	Manage inventory/ stock replenishments and generate as well as analyzing of demand forecasts.	\$2500 - 5000
Material Planner	2-4 yrs	Diploma/ Degree	Order processing, shipment arrangement, stock allocation and inventory management. Act as a coordinator to deal with vendors, customer service, salesmen and customer	\$2500 - 5000
Logistics Specialist	2-4 yrs	Degree	Responsible for the coordination of all day-to-day operational and logistic activities at the Singapore Distribution Centre involving both distribution centre operations and freight management.	\$2500 - 4000
Logistics Analyst	3-5 yrs	Degree	Responsible for analyzing monthly overall logistics spend and cost driver including freight and warehousing management.	\$3000 - 4500
Shipping Supervisor	4-5 yrs	Diploma/ Degree	Handle full set I/E, shipping and banking documents. Open L/C’s bills of exchange, supervise procedure by clerks.	\$1800 - 2800
Warehouse Manager	4-5 yrs	Diploma/ Degree	Plan for efficient storage & systematic retrieval. Manage all warehouse activities. Proper up keeping of the store and warehouse. Identify reliable and cost efficient freight forwarders.	\$3500 - 6000
Customer Service Manager	5-8 yrs	Degree	Lead and supervise a team of Customer Service Representatives and responsible for management & execution of elements of key Customer Interface Process.	\$4500 - 6500
Sales & Order Management Manager	5-8 yrs	Degree	Supervise and manage sales order execution function consisting of sales order review per company terms and conditions and all applicable import/ export rules for internal profit control as well as compliance purpose, procurement and logistics (shipment).	\$4500 - 6500
Distribution Manager	6-7 yrs	Degree	Manage ordering & distribution of goods. Ensure timely deliveries to maximise sales. Liaise with the forwarder on the timing of arrival of goods.	\$4500 - 6500
Operations Manager	6-8 yrs	Degree	Managing of Sea freight/ Airfreight operations ensuring timely deliveries.	\$6000 -10000
Shipping Manager	6-8 yrs	Degree	Managing of Shipping operations ensuring proper documentation.	\$6000 -10000
Supply Chain Manager	6-10 yrs	Degree	Lead efforts in streamlining efforts towards order fulfilment as well as drive global inventory control policies and procedures of high technology products and services.	\$4500 - 7500

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LOGISTICS & WAREHOUSING

Inventory Manager	6-10 yrs	Degree	Responsible for the development and management of inventory processes, skills, resources, and technology to ensure optimum service, cycle time, quality, and efficiency for the core processes.	\$4500 - 7500
Logistics Manager	6-10 yrs	Degree	Effective management of daily logistics and warehousing activities ensuring prompt and professional delivery service to customers.	\$4500 - 7500
Procurement/ Purchasing Manager/Director	10-12 yrs	Degree/ Master	Manage the operations of regional sourcing, procurement & management of suppliers.	\$10000 - 18000

INFORMATION TECHNOLOGY

Helpdesk Analyst	1-3 yrs	Diploma/ Degree	Remotely troubleshoot problems through email/ telephone by taking over the control of users' terminal via LAN/WAN connections. Plan, coordinate & support business processes, systems & end-users.	\$2500 - 3500
Analyst Programmer/ Software Engineer	2-5 yrs	Diploma/ Degree	Program development, system design, user training and support	\$3500 - 5000
Systems/ Network Administrator	2-5 yrs	Degree	Administer & operate LAN & WAN networks, system management & hardware support.	\$3500 - 5500
Business/ System Analyst	3-5 yrs	Degree	Perform systems feasibility studies, analysis & design. Translate business rules and requirements into system specifications. Work closely with Engineers & Technical Support to resolve customer issues. Provide technical application support to users.	\$4500 - 6000
Technical Consultant	3-6 yrs	Degree	Track problems & changes. Continuity of ownership & documentation of IT operational problems from occurrence to resolution, including post-resolution analysis. Provide solutions to IT-related service problems.	\$4000 - 7000
Technical Support/ Presales/ Consultant	3-5 yrs	Degree	Presales support, technical support, proposal writing, consultancy and application implementation	\$5000 - 8000
Post-sales Consultant	3-5 yrs	Degree	Responsible for product implementation, ongoing technical support and maintenance. May be required to work onsite with customers and provide regular updates.	\$5000 - 8000
Web Server Administrator	3-6 yrs	Degree	A good understanding of web-based application with strong Unix/ Windows Operating Systems and Scripting skills. Technical support of Web/Application servers such as Apache/ TomCat/ WebSphere/ Weblogic/ SunONE, etc.	\$3500 - 6000
Database Administrator	4-7 yrs	Degree	Responsible for administration & technical maintenance of the company's distributed database system.	\$5500 - 8000

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SALES, MARKETING & ADVERTISING

Promoter/ Retail assistant	1-2 yrs	'O'/ 'N' levels	Promote products in store or over the counter.	\$1100 - 1600
Sales Coordinator	2-3 yrs	'O'/ 'N' levels	Coordinate client leads & customer sales. Process sales order.	\$1500 - 2200
Sales Executive	1-3 yrs	Diploma/ Degree	Lead generation. Sell products & services. Prepare & submit proposals.	\$2000 - 3500
PR Executive	1-3 yrs	Degree	Assist the PR Manager in executing communication activities.	\$2200 -3500
Customer Service Executive	2-3 yrs	Diploma/ Degree	Attend to customer enquiries. Service existing customers and their needs, visit customers when necessary.	\$1800 - 3000
Market Researcher	2-4 yrs	Diploma/ Degree	Collect & analyse information to assist in marketing.	\$2000 - 2300
Marketing Executive/ Senior Executive	2-5 yrs	Diploma/ Degree	Marketing of new or existing products and services. Collate market trends for product development. Liaise with advertising agencies and suppliers. Production of marketing materials.	\$2500 - 4000
Marketing Assistant/ Manager	4-5 yrs	Higher Diploma/ Degree	Actively plan and implement marketing initiatives. Ensure that all marketing plans are executed.	\$4200 -7000
Advertising Manager	4-5 yrs	Diploma/ Degree	Develop company's advertising strategy according to brand/ product/ corporate policies. Liaise with advertising agencies.	\$3500 -5200
PR Manager	3-6 yrs	Degree	Plan & develop communication strategies. Promote complete information flow within the organisation & build positive media & public relations.	\$4000 -6000
Product Manager	3-7 yrs	Diploma/ Degree	Responsible for applying varying marketing techniques to raise of particular product line.	\$4500 - 8200
Brand Manager	4-8 yrs	Diploma/ Degree	Responsible for applying various marketing techniques to raise awareness of particular business.	\$5000 -10000
Sales Manager	5-7 yrs	Degree	Plan & develop communication strategies. Meet sales targets & quotas. Develop consulting service/ product according to market needs. Coordinate activities of sales team. Monitor budget achievement. Prepare budget forecasts.	\$3500 -7000
Sales/ Key Account Manager	5-10 yrs	Diploma/ Degree	Responsible for sales to a specific client base, responsible for client relationship most important for a company.	\$6000 -12500
Marketing Manager	>5 yrs	Diploma/ Degree	Ownership of marketing requirements for an organisation or division of a business. Multi-faceted role including marketing, communications and PR.	\$7000 -10000
Marketing Director	>10 yrs	Diploma/ Degree	Oversee other marketing personnel and typically responsible for multiple business lines or geographic locations.	\$10000 - 22000
Sales Director	>10 yrs	Diploma/ Degree	Lead a team of sales staff with responsibility for overall management of sales target.	\$12000 - 20000+
General Manager	>12 yrs	Diploma/ Degree	Oversee business operations including sales, administration and operations.	\$15000 - 30000+



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ENGINEERING & TECHNICAL

Development Engineer	3-5 yrs	Diploma/ Degree	Product design, building automation or HVACR, electro-mechanical systems and modules. Familiar with 2D & 3D-CAD systems. Hands-on experience in engineering drawing, part assembly, machining, electro-mechanical system. Testing & commissioning.	\$3000 - 5000
Electrical Engineer	3-5 yrs	Diploma/ Degree	Design of electrical diagrams for upgrades or modifications. Design machine control systems and panels. Experience with AutoCad.	\$3000 - 5000
Equipment Engineer	3-5 yrs	Diploma/ Degree	Provide sales & service to local & international customers. Prepare quotation, presentation material, sales analysis report, customer complaints report, etc.	\$3000 - 4500
Manufacturing Supervisor	3-5 yrs	Diploma/ Degree	Liaise with operators, line leaders & other supporting departments to carry out production/manufacturing operations & projects. Monitor & coordinate machines installation setup. Monitor production issues to ensure targets are met & quality issues minimized.	\$3500 - 5000
Mechanical Engineer	3-5 yrs	Diploma/ Degree	Strong analytical skills in design process. Proficient in Pro-E CAD modelling skills.	\$3000 - 4500
Planner	3-5 yrs	Diploma/ Degree	Regularly schedule/plan production. Plan production manufacturing loadings include work in process and ship dates to meet customer demands. Respond to customer enquiries.	\$3000 - 5000
Process Engineer	3-5 yrs	Diploma/ Degree	Develop process for new products & improve product process for current products. Knowledge of SPC, DOE & FMEA.	\$3000 - 5000
Production Engineer	3-5 yrs	Diploma/ Degree	Responsible for the area of productivity improvement, process efficiencies, cost reduction and facility layout. Manages all aspects of the development and implementation of production projects. Prepare cost analysis for project evaluation for COO, Regional VP, GMO and plant management. Maintain an up-to-date knowledge of related machinery and equipment for possible operation applications and assist plants in machinery and equipment specification. Monitor assigned plant's compliance to policies and procedures.	\$3000 - 5000
QA Engineer	3-5 yrs	Diploma/ Degree	Plan and direct activities in development, application and maintenance of quality standards. Monitor and maintain Quality Assurance activity experience with CE, FDA, ISO13485, ISO 16949.	\$3000 - 5000
Sales Engineer	3-5 yrs	Diploma/ Degree	Provide sales & service to local & international customers. Prepare quotation, presentation material, sales analysis report, customer complaints report, etc.	\$3000 - 5000
Service Engineer	3-5 yrs	Diploma/ Degree	Technical servicing, support, enquiries for customers onsite locally & regionally. Resolve technical & quality issues.	\$3000 - 5000
Systems Design Engineer	3-5 yrs	Diploma/ Degree	Product development support/system level design/failure analysis.	\$3000 - 5000
Project Engineer	3-5 yrs	Diploma/ Degree	Engineering projects execution. Electrical & Electronics system design & integration, troubleshooting, testing, installation and commissioning. Hands-on experience preferable in solar PV, servicing inverters, battery chargers, UPS, diesel generators, and/ or other power system components.	\$4000 - 7000

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ENGINEERING & TECHNICAL

Program Manager	5-8 yrs	Diploma/ Degree	Plan and introduce products regionally and internationally. 3 rd language (Japanese/Korean) a must. Business development managing and planning. Channel building.	\$4500 - 9000
Project Manager	5-8 yrs	Diploma/ Degree	Projects execution in Oil & Gas, Petrochemical, Chemical, Civil & Structural, Solar, Energy, Wastewater Treatment sectors. Electrical & electronics systems design & integration, troubleshooting, testing, installation and commissioning. Hands-on experience in energy, water, infrastructure, solar, inverters, battery, UPS, diesel generators and power system.	\$6500 - 9000
Planning Manager	3-5 yrs	Degree/ MSc/ MBA	Operations management in engineering/ manufacturing. Execute and roll out plans.	\$6000 - 9000
Material Manager	5-8 yrs	Degree/ MSc	Generate clear-to-build quantity plan based on orders. Expedite with buyers on material shortages & ensure availability. Monitor inventory performance to meet goals set.	\$6000 -10000
Procurement Manager	>8 yrs	Degree/ MSc	Strategic sourcing of suppliers and materials. Proficient in mechanical, electrical, electronic parts. >50% travel.	\$6000 - 8000
Engineering Manager	>10 yrs	MSc/ MBA/ PHD	R&D, design and patent for that company product. Oversee and lead entire engineering teams (QA, R&D). Lead and oversee engineering team. Master Black Belt/ Black Belt holder. Conduct induction training. Product development.	\$7000 -10000

Visit the Gemini Personnel Web Site at www.gemini.sg
Email: gemhq@gemini.sg

Tel: (65) 6238 7069
Fax: (65) 6557 0617

Singapore Office:
137 Market Street, #04-01
Singapore 048943