



Philippines Salary Benchmark

2020

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About

The Michael Page Salary Benchmark is our annual salary report developed to provide hiring managers and candidates with salary references across various job functions, including Finance, Technology, Human Resources, Sales and more.

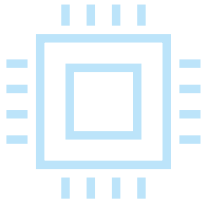
The report also includes an overview of market trends, hiring demands and job seekers' sentiments within each industry.

This year's Michael Page Salary Benchmark is available in 13 markets across the Asia-Pacific region: Australia, Hong Kong, India, Indonesia, Japan, Mainland China, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

Report methodology

The Michael Page Salary Benchmark is derived from our proprietary data and network as well as supplemental information from various PageGroup studies, such as the Job Applicant Confidence Index. Furthermore, insights from our business leaders, as well as the recruiters' interactions with companies and industry professionals, are taken into consideration.

All salary figures, insights and projections are reflective of those in the middle- and senior-level management, where majority of Michael Page's recruits are placed. Furthermore, in our report, the median salary is the middle-most value in a set of data, arranged in ascending order. In other words, half the people who work in a specific field makes less than the median salary, while the other half makes more.



Philippines progresses with game-changing reforms

Digital transformation continues to be a hot topic, and those bringing a solid track record in this area should garner more advantage.”

Carla Lastimosa
Director
Michael Page Philippines

One of Michael Page's newest focus markets in Asia-Pacific, the Philippines presents significant opportunities for our partners. This is in view of its recent return to stability and growth as well as the possibility of an even stronger decade ahead.

With a 10-year average GDP growth of 5.5%, and the World Bank forecasting growth of 6.1% and 6.2% in 2020 and 2021 respectively, we believe our growing range of focus markets will continue to show promise, in spite of mixed predictions on the global front.

Fortunately for the Philippines, lower inflation rates and a host of business incentives have seen more global businesses enter the market particularly those in the Technology, Manufacturing and FMCG areas. We foresee continued strong opportunities for returning talent who have relevant international experience to enhance the domestic workforce.

As with all markets, digital transformation continues to be a hot topic, and those bringing a solid track record in this area should garner more advantage; as will those with proven technology experience. This is especially evident in a market where Finance and Sales disciplines express interest in hiring ex-tech company professionals with experience in the mobile and e-commerce spheres.

Hiring managers in the Philippines will continue to seek experts in Finance, HR and Marketing, particularly those with data analytics and trend-spotting abilities. These hires are typically able to identify market opportunities with enough confidence to excel at stakeholder management.

In addition, we firmly believe that business leaders with a convincing growth story combined with sound organisational development strategies will see more success in employee retention.

We look forward to helping you expand your business horizons even further in the year ahead.



What is the Philippines workforce thinking?






92%

of professionals in Philippines reportedly work in a

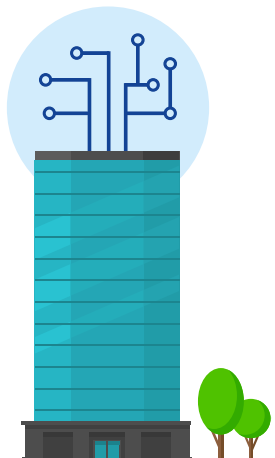
HARMONIOUS WORKPLACE

with the following top traits:

-  Collaborative
-  Problem solvers
-  Accountability

85%

of Philippines professionals feel their **COMPANY IS BEHIND IN DIGITAL TRANSFORMATION**



MOST IMPORTANT EXPECTATIONS OF A LEADERSHIP TEAM



55%

Having a **CLEAR DIRECTION AND VISION**



PROFESSIONAL DEVELOPMENT



23%

of the Philippines workforce say their **company neglected their professional coaching and development**



24%

of respondents feel their potential was **not maximised**

MOST IMPORTANT SOFT SKILLS



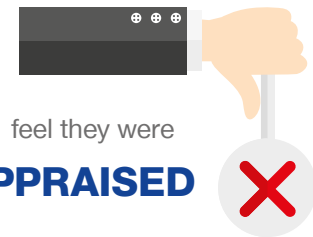
21%

of respondents feel they have **no freedom to have a break during work hours**

and **1 in 3** claims they have **no flexibility to work outside their office**

31%

UNFAIRLY APPRAISED



feel they were

RETENTION

Respondents say they would have stayed in their last company if



A monetary raise was offered



Training and development plans were scheduled



Employee engagement was strengthened



A flexible work schedule was accommodated



A promotion in job title was offered

SAYING GOODBYE



Here are the top factors:

- 1 A better opportunity somewhere else
- 2 Skills and abilities not put to good use
- 3 Unsatisfactory monetary benefits

87%

do not consider **unsatisfactory monetary benefits** as a top decision to leave their job



5 TOP CONSIDERATIONS WHEN ACCEPTING A NEW JOB

- 1 Work culture and team dynamics
- 2 Employee benefits
- 3 New challenges and industry exposure
- 4 Maximisation of skills and abilities
- 5 Monetary benefits



9 out of 10

claim they **WOULD GIVE MANAGEMENT THE HEADS UP** before their official resignation

Business & Financial Services

Top 3 hiring trends

1. Back office and transactional finance professionals are shifting their focus to domestic operations.
2. Finance business partners with commercial experience are in demand, particularly among Filipino companies.
3. Filipino returnees are more likely to secure higher salary and better overall job satisfaction.

Most active hiring functions



Finance & Accounting



Corporate &
Wholesale Banking

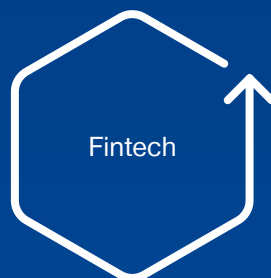


Digital



Legal

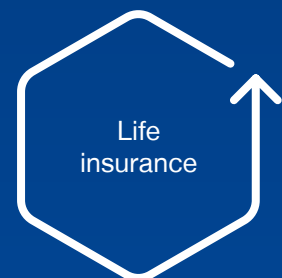
Trending skills



Fintech



Alternative
investments



Life
insurance

Roles in demand

- Product Analyst
- Product Manager
- Vice President Compliance
- Head of Operations
- Senior Portfolio Manager

25%

average salary increase
when switching jobs
within similar industries

Management Team

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
CEO	6.6	7.8	13.0
CFO	4.0	6.5	9.0
CMO	4.0	6.0	10.0
CTO	6.0	9.0	11.0
MD	3.0	5.0	7.5
Country Manager / General Manager	3.0	5.0	7.5

Finance

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Finance	3.0	4.0	6.0
Finance Director	4.0	5.0	6.0
Financial Controller	3.0	4.0	5.0
Senior Finance Manager	3.8	3.4	4.0

Human Resources

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of HR	2.6	4.5	6.0
Head of L&D	2.3	3.0	4.5
Head of TA	1.8	2.4	2.7
HRBP	1.8	2.4	3.0
Talent Management Manager	1.2	1.5	2.1
Recruitment / TA Manager	1.2	1.8	2.5
C&B Manager	1.2	1.5	2.1
Change Manager	1.4	1.8	2.4
Organisation Development Manager	1.0	1.5	2.5
Labour Relations Manager	1.0	1.5	2.5
HR Manager	1.2	1.8	2.4
Assistant Manager	0.6	0.96	1.2

Marketing

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Marketing / Marketing Director	4.0	6.0	10.0
Senior Communications Manager	3.0	3.5	5.5
Senior Brand Manager	1.5	2.0	3.0
Marketing Manager	1.8	3.0	5.0
Digital Manager	2.6	4.2	6.0

Procurement & Supply Chain

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
VP of Supply Chain	3.5	4.8	7.0
Head of Procurement / Procurement Director	2.4	3.0	4.8
Head of Sourcing	1.8	2.4	3.6
Head of Supply Chain / Supply Chain Director	2.4	3.0	3.3
Head of Purchasing	1.2	1.8	2.5
Project Manager	1.4	1.8	2.5
Procurement Manager	1.2	1.8	2.5
Purchasing Manager	1.2	1.8	2.5
Logistics Manager	1.2	1.8	2.5

Sales

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Sales	4.0	7.0	10.0
Sales Director	4.0	7.0	10.0
Senior BD Manager	2.0	3.2	5.0
Sales Manager	1.5	2.0	3.0

Technology

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Technology	4.0	5.2	6.6
Head of Data Analytics	3.9	6.5	9.0
Development Manager	3.0	3.8	4.6
Engineer	1.0	1.8	2.6

Digital & Technology

Top 3 hiring trends

1. As businesses continue to adopt digital transformation, talent with relevant expertise will be in demand.
2. Foreign investments are creating early growth potential for the local start-up ecosystem.
3. Software engineers, transformation experts and product leadership professionals are in high demand.

Most active hiring functions



Technology



Sales



Finance



Marketing

Trending skills



Roles in demand

- Software Engineer
- Developer
- Software Manager
- Project Manager
- Human Resource Manager

25-40%

average salary increase
when switching jobs
within similar industries

Management Team

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
CEO	6.6	7.8	13.0
CFO	4.0	6.5	9.0
CMO	3.0	4.5	9.1
CTO	6.0	9.0	11.0
MD	3.0	5.0	7.5
Country Manager / General Manager	3.0	5.0	7.5

Finance

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Finance	3.0	4.0	6.0
Finance Director	4.0	5.0	6.0
Senior Finance Manager	3.8	3.4	4.0

Human Resources

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of HR	2.1	2.4	6.0
Head of L&D	1.4	2.5	3.5
Head of TA	1.8	2.4	2.7
HRBP	1.8	2.4	3.0
Talent Management Manager	1.2	1.5	2.1
Recruitment / TA Manager	1.2	1.8	2.5
C&B Manager	1.2	1.5	2.1
Change Manager	1.4	1.8	2.4
Organisation Development Manager	1.8	2.1	3.0
Labour Relations Manager	1.2	1.5	2.1
HR Manager	1.2	1.4	2.4
Assistant Manager	0.6	0.96	1.2

Marketing

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Marketing / Marketing Director	3.0	4.5	9.1
Senior Communications Manager	1.5	2.0	4.5
Senior Brand Manager	1.5	2.0	2.7
Marketing Manager	1.8	2.5	5.0

Procurement & Supply Chain

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
VP of Supply Chain	3.5	4.8	7.0
Head of Procurement / Procurement Director	2.4	3.0	4.8
Head of Sourcing	1.8	2.4	3.6
Head of Supply Chain / Supply Chain Director	2.4	3.0	3.3
Head of Purchasing	1.2	1.8	2.5
Project Manager	1.4	1.8	2.5
Procurement Manager	1.2	1.8	2.5
Purchasing Manager	1.2	1.8	2.5
Logistics Manager	1.2	1.8	2.5

Sales

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Sales	2.0	6.0	10.0
Sales Director	3.0	6.0	10.0
Senior BD Manager	2.0	3.0	5.0
Sales Manager	1.5	2.0	2.8

Technology

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Technology	4.0	5.2	6.6
Head of Data Analytics	3.9	6.5	9.0
Digital Architecture Director	2.6	4.2	5.8
IT Manager	2.6	3.6	4.5
Development Manager	3.0	3.8	4.6

Fast Moving Consumer Goods (FMCG) & Retail

Top 3 hiring trends

1. Consumer businesses are using e-commerce as a pivotal market expansion & business growth strategy.
2. More retail and F&B businesses are setting up due to a rising middle class and increased MNC presence.
3. Filipino returnees are in high demand as local companies are looking to expand both in the Philippines and overseas.

Most active hiring functions



Marketing



Sales

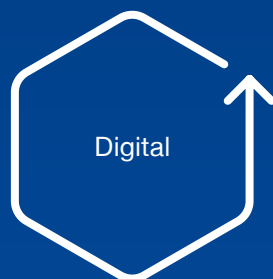


Digital



Human Resources

Trending skills



Digital



Data-driven and analytical



Business partnering - all functions

Roles in demand

- Country Sales Manager
- Head of Marketing
- Director Digital Transformation
- Human Resource Business Partner
- Head of E-commerce

20-35%

average salary increase when switching jobs within similar industries

Fast Moving Consumer Goods (FMCG) & Retail

Salary Tables

Management Team

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
CEO	5.0	8.0	13.0
CFO	4.0	6.5	9.0
CHRO	4.2	6.0	12.0
CMO	4.0	6.0	10.0
CTO	6.0	9.0	11.0
MD	4.5	8.0	13.0
Country Manager / General Manager	4.5	8.0	13.0

Engineering & Manufacturing

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Operations / Operations Director	2.4	3.6	5.4
Head of Manufacturing	2.4	3.6	5.4
Head of Maintenance	2.4	2.6	3.0
Head of Plant	2.4	3.6	5.4
Senior QA Manager	1.8	2.1	2.4
Senior Production Manager	1.8	2.1	2.4
Senior Engineering Manager	1.8	2.1	2.4
Senior Maintenance Manager	1.8	2.1	2.4
Manufacturing Manager	2.4	3.6	5.4
Plant Manager	2.4	3.6	5.4
Production Manager	1.2	1.4	1.8
Maintenance Manager	1.2	1.4	1.8
Project Manager	1.2	1.4	1.8
Engineering Manager	1.2	1.4	1.8
QA Manager	1.2	1.4	1.8
R&D Manager	1.2	1.4	1.8
EHS Manager	1.2	1.4	1.8
Assistant QA Manager	0.96	1.2	1.6
Assistant Project Manager	0.96	1.2	1.6
Assistant Production Manager	0.96	1.2	1.6
Assistant Engineering Manager	0.96	1.2	1.6
Process Engineer	0.6	0.84	1.2
Engineer	0.6	0.84	1.2

Fast Moving Consumer Goods (FMCG) & Retail

Salary Tables

Finance

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Finance	3.0	4.0	6.0
Finance Director	4.0	5.0	6.0
Financial Controller	3.0	4.0	5.0
Senior Finance Manager	2.8	3.4	4.0

Human Resources

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of HR	2.1	2.4	6.0
Head of L&D	1.8	2.4	3.6
Head of TA	1.8	2.4	3.6
HRBP	1.8	2.1	3.0
Talent Management Manager	1.2	1.5	2.2
Recruitment / TA Manager	1.2	1.5	2.2
C&B Manager	1.2	1.5	2.2
Change Manager	1.2	1.5	2.2
Organisation Development Manager	1.2	1.5	2.2
Labour Relations Manager	1.2	1.5	2.2
HR Manager	1.8	2.4	3.0
Assistant Manager	1.2	1.5	2.4

Marketing

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Marketing / Marketing Director	5.0	6.0	10.0
Senior Communications Manager	3.0	3.5	5.5
Senior Brand Manager	2.0	2.7	4.0
Marketing Manager	1.8	3.0	5.0
Trade Marketing Manager	1.8	3.6	5.0
Digital Manager	2.6	4.2	6.0

Fast Moving Consumer Goods (FMCG) & Retail

Salary Tables

Procurement & Supply Chain

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
VP of Supply Chain	3.5	4.8	7.0
Head of Procurement / Procurement Director	3.5	4.8	7.0
Head of Sourcing	1.8	2.1	3.0
Head of Supply Chain / Supply Chain Director	3.0	4.5	7.0
Head of Purchasing	1.8	2.1	3.0
Project Manager	1.4	1.8	2.5
Procurement Manager	1.8	2.1	2.5
Purchasing Manager	1.2	1.8	2.5
Logistics Manager	1.4	1.8	2.1
Inventory Manager	1.2	1.8	2.1
Planning Manager	1.4	1.8	2.1
Supply Chain Manager	1.8	2.8	3.6
S&OP Manager	1.8	2.8	3.6
Assistant Procurement Manager	0.96	1.2	1.4
Supply Planner	2.1	2.4	3.0

Sales

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Sales	4.0	8.0	10.0
Head of Retail	4.0	5.8	10.0
General Manager, Retail	5.0	7.0	10.0
Sales Director	4.0	8.0	10.0
Senior BD Manager	2.0	3.5	5.0
Sales Manager	1.8	2.5	3.0
Retail Manager	1.3	2.5	3.0
Account Manager	1.0	1.8	2.0

Fast Moving Consumer Goods (FMCG) & Retail

Salary Tables

Technology

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Technology	4.0	5.2	6.6
IT Manager	2.6	3.6	4.5

Industrial & Manufacturing

Top 3 hiring trends

1. Investments from China-based businesses are driving up demand for talent with Mandarin proficiency.
2. Hiring managers from MNCs prefer talent with regional experience, especially in Singapore, China, Malaysia, Hong Kong and Thailand.
3. Demand is high for certified practitioner of process improvement tools like Six Sigma and Value Stream.

Most active hiring functions



Human Resources



Supply Chain & Procurement



Engineering & Manufacturing



Finance

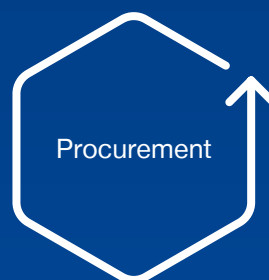


Sales

Trending skills



Specialised engineering skills



Procurement



Supply chain experience in Southeast Asia

Roles in demand

- Human Resources Business Partner
- Operations / Manufacturing Director
- Plant Manager
- Continuous Improvement Manager
- Process Engineering Manager

20-25%

average salary increase when switching jobs within similar industries

Management Team

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
CEO	6.6	7.8	13.0
CFO	4.0	6.5	9.0
CHRO	3.6	5.0	10.0
CMO	4.5	6.0	8.0
CTO	6.0	9.0	11.0
MD	3.6	5.0	13.0
Country Manager / General Manager	3.6	5.0	13.0

Engineering & Manufacturing

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Operations / Operations Director	2.1	2.4	3.0
Head of Manufacturing	3.6	3.8	5.5
Head of Maintenance	2.4	2.6	3.0
Head of Plant	3.6	3.8	5.5
Senior QA Manager	1.8	2.1	2.4
Senior Production Manager	1.8	2.1	2.4
Senior Engineering Manager	1.8	2.1	3.0
Senior Maintenance Manager	1.0	1.2	1.8
Manufacturing Manager	2.4	2.6	3.0
Plant Manager	2.4	2.6	3.0
Production Manager	1.2	1.4	1.8
Maintenance Manager	1.2	1.4	2.2
Project Manager	1.2	1.4	2.5
Engineering Manager	1.2	1.4	2.0
QA Manager	1.4	2.1	2.4
R&D Manager	1.8	2.4	3.0
EHS Manager	1.2	1.4	2.0
Assistant QA Manager	1.0	1.2	1.4
Assistant Project Manager	0.96	1.2	1.6
Assistant Production Manager	0.96	1.2	1.6
Assistant Engineering Manager	0.96	1.2	1.6
Process Engineer	0.8	1.0	1.4
Engineer	0.6	1.0	1.2

Finance

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Finance	3.0	4.0	6.0
Finance Director	4.0	5.0	6.0
Financial Controller	3.0	4.0	5.0
Senior Finance Manager	2.8	3.4	4.0

Human Resources

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of HR	3.0	3.3	4.2
Head of TA	1.8	2.4	2.6
HRBP	2.4	2.8	3.0
Talent Management Manager	1.2	1.5	2.1
Recruitment / TA Manager	1.2	1.5	2.1
C&B Manager	1.2	1.8	2.5
Organisation Development Manager	1.8	2.4	2.6
Labour Relations Manager	1.8	2.4	2.6
HR Manager	1.2	1.4	2.5
Assistant Manager	0.96	1.2	1.6

Marketing

Annual Base Salary (Gross) PHP in MIL

Role	Min	Median	Max
Head of Marketing / Marketing Director	4.5	6.0	8.0
Senior Communications Manager	1.5	2.0	4.5
Senior Brand Manager	1.5	2.0	2.7
Marketing Manager	1.8	2.6	3.3
Trade Marketing Manager	1.8	2.6	3.3

Procurement & Supply Chain

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
VP of Supply Chain	3.0	4.2	7.0
Head of Procurement / Procurement Director	2.1	2.4	4.0
Head of Sourcing	1.8	2.1	3.0
Head of Supply Chain / Supply Chain Director	2.4	3.5	4.0
Head of Purchasing	1.8	2.1	3.2
Project Manager	1.4	1.8	2.1
Procurement Manager	1.4	1.8	2.5
Purchasing Manager	1.2	1.8	2.5
Logistics Manager	1.2	1.8	2.5
Inventory Manager	1.2	1.8	2.5
Planning Manager	1.2	1.8	2.5
Supply Chain Manager	1.4	1.8	2.5
Assistant Procurement Manager	1.2	1.8	2.1
Supply Planner	0.84	0.96	1.2

Sales

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Sales	2.0	4.5	7.0
Sales Director	2.0	4.5	7.0
Senior BD Manager	2.0	3.2	4.5
Sales Manager	1.5	2.0	2.5

Technology

Role	Annual Base Salary (Gross) PHP in MIL		
	Min	Median	Max
Head of Technology	4.5	5.5	6.5

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