



2010 – 2011 Salary Survey

MGA Finance & Accounting Practice

MGA Human Resources Practice

MGA Supply Chain Practice

MGA Sales & Marketing Practice

MGA Finance & Accounting Practice

	Years of experience	Small Company	Mid-Company	Large Company
CORPORATE FINANCE				
Manager	5-10	150K-250K	225K-400K	400K-800K
Controller / Director	10-20	600K-800K	800K-1.2M	800K-1.5M
CFO	15+	N/A	1M-1.5M	1.5M-3M
PLANNING ANALYST				
Analyst	3-5	100K-200K	100K-250K	100K-300K
Manager	5-8	200K-400K	250K-400K	300K-500K
Director	8+	N/A	N/A	800K-1.3M
ACCOUNTING				
Accountant	1-5	50K-150K	50K-150K	50K-250K
Manager	6-8	150K-300K	150K-350K	250K-400K
Director	8+	N/A	N/A	500K-1M
TREASURY				
Analyst	3-6	N/A	100K-200K	100K-250K
Manager	7-11	N/A	200K-300K	250K-550K
Director	12+	N/A	N/A	550K-1M
CREDIT				
Credit Manager	6-8	N/A	200K-300K	250K-400K
Credit Controller	8+	N/A	N/A	400K-800K
TAX				
Advisor / Accountant	1-5	60K-100K	80K-150K	100K-250K
Manager	5-10	N/A	150K-450K	250K-600K
Director	10+	N/A	N/A	600K-1.5M
INTERNAL AUDIT				
Auditor	3-6	150K-250K	200K-300K	250K-300K
Manager	6-10	300K-600K	300K-600K	400K-800K
Director	10+	N/A	600K-1M	800K-1.5M

MGA Human Resources Practice

	Years of experience	Small Company	Mid-Company	Large Company
HR GENERALIST				
Officer	1-5	80K-100K	100K-150K	150K-200K
Manager	5-12	100K-150K	150K-250K	250K-600K
Director	12+	150K-300K	250K-600K	600K+
RECRUITMENT				
Officer	1-5	50K-100K	60K-120K	60K-150K
Manager	5-12	100K-200K	120K-300K	150K-500K
Director	12+	N/A	300K-500K	500K+
COMPENSATION & BENIFITS				
Officer	1-5	50K-80K	100K-150K	80K-200K
Manager	5-12	80K-150K	150K-300K	200K-600K
Director	12+	N/A	300K-500K	600K+
Training & Development				
Officer	1-5	80K-100K	100K-150K	100K-200K
Manager	5-12	100K-150K	150K-300K	300K-600K
Director	12+	200K-400K	400K-500K	500K+
ORGANISATION Development				
Consultant	1-5	100K-150K	150K-350K	350K-500K
Manager	5-12	200K-450K	350K-700K	600K-800K
Director	12+	N/A	700K-1M	800K+

MGA Supply Chain Practice

	Years of experience	Small Company	Mid-Company	Large Company
MGMT				
Plant Manager	10-15	500K-800K	800K-1M	1M-1.2M
Regional General Manager	15+	600K-800K	800K-1.2M	1.2M-2M
OPERATION				
Operation Manager	10-15	300K-450K	450K-600K	600K-800K
Operation Director	15+	450K-600K	600K-1M	800K-1.5M
PLANNING				
Planning Supervisor	3-6	50K-100K	90K-120K	100K-150K
Planning Manager	6-10	150K-200K	200K-300K	200K-350K
PROCUREMENT				
Procurement Manager	8-15	200K-300K	300K-450K	450K-600K
Head of Procurement	15+	300K-500K	450K-800K	800K-1.5M
LOGISTICS				
Logistics Manager	6-15	150K-350K	200K-350K	250K-400K
Logistics Director	15+	350K-500K	350K-500K	600K-800K
MANUFACTURING				
Manufacturing Manager	8-15	200K-300K	250K-350K	300K-400K
Manufacturing Director	10+	300K-400K	400K-500K	500K-800K
ENGINEERING				
Engineering Manager	8-15	200K-300K	200K-400K	300K-450K
Engineering Director	12+	300K-500K	400K-700K	500K-1M
QUALITY CONTROLLING				
Quality Manager	8-12	250K-350K	300K-450K	400K-500K
Quality Director	12+	350K-450K	450K-700K	700K-1.2M
SALES & MARKETING (B2B)				
Sales Manager	5-12	150K-250K	150K-300K	200K-350K
Sales Director	10+	300K-500K	400K-600K	500K-1.5M

MGA Sales & Marketing Practice

B2C	Years of experience	Small Company	Mid-Company	Large Company
MARKETING				
Marketing Manager	10+	200K-400K	300K-500K	500K-800K
Marketing Director	15+	500K-800K	800K-1.2M	1.2M+
SALES				
Sales Manager	5-8	400K-600K	500K-800K	600K-1M
Sales Director	15+	800K-1.2M	1M-1.5M	1.5M-2M
BRAND				
Brand Manager	5-10	300K-400K	400K-600K	600K-800K
Brand Director	12+	500K-800K	800K-1.2M	1.2M+
RETAIL				
Store Manager	5+	200K-300K	300K-400K	400K-800K
Merchandising Manager	5+	N/A	300K-600K	500K-800K
Operation Manager	5+	N/A	400K-800K	600K-800K
TRADE MARKETING				
Trade Marketing Manager	5+	N/A	300K-500K	500K-600K
KEY ACCOUNT MGMT				
Key Account Manager	3+	N/A	300K-600K	500K-800K
Key Account Director	10+	N/A	800K+	1M+
PUBLIC RELATIONSHIP				
Event Manager	3+	N/A	N/A	300K-500K
Public Relationship Manager	5+	300K-400K	400K-500K	500K-600K
Marketing Communication Manager	5+	300K-500K	400K-600K	500K-800K
Government Relationship Manager	8+	N/A	N/A	800K-1.2M
Public Relationship Director	12+	N/A	600K-800K	800K-1.5M
OTHERS				
CRM Manager	3+	N/A	N/A	150K-400K
Visual Merchandising Manager	3+	N/A	100K-150K	150K-400K
Internet Marketing / E-Marketing Manager	3+	N/A	N/A	150K-400K