



REACH FOR THE STARS:

SALARY REPORT BY GETLINKS 2019



FOREWORD

It seems like Silicon Valley is expanding further west, right across the Pacific. From Hong Kong to Ho Chi Minh City, Bangkok to Singapore, tech companies are opening offices across Asia. As the industry grows, so does the need for tech industry employees. IT professionals in Asia are set for a thriving future, and tech wages in the region are definitely on the rise.

Organizations are changing the way they approach and deliver services, driving the need to invest in bringing in the right mix of talents. As tech companies plan for robust salary increases in 2019, they continue to battle in maintaining low employee turnover rates.

Big players are now focused on business transformation, creating demand for HR professionals and talent managers. Employees with proven ability in cultural transformation will be chased after in 2019 as companies undergo further cultural and structural change.

But as the demand for talent grows, so do the demands of talents themselves. The top talents today increasingly demand autonomy, flexibility,

a diverse and modern workplace, social responsibility credentials and a competitive salary, as well as a beanbag or two. Organizations must increasingly prioritize employee experience to lure the best and brightest.

We believe that transparency is vital for the success of organizations and talents alike. That is why we've created this report to offer a comprehensive review of professional salaries and recruitment trends across Southeast Asia. Find out which jobs are expected to hold weight in the future and what skills are required to secure them.

Djoann Fal

Djoann Fal
co-founder and CEO of GetLinks

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Methodology

This report is based on proprietary information gathered and analyzed by various job search platforms, from [hired.com](https://www.hired.com), [ziprecruiter.com](https://www.ziprecruiter.com), [Stack Overflow Developer Survey Results 2017/2018](https://stackoverflow.com), [adecco.com](https://www.adeco.com) and our own database. For the purpose of this report, we focused on Software Engineers in 4 countries in SEA

OVERVIEW

GetLinks, the platform connecting tech talents to opportunities across Asia, has tapped into its data to reveal insights on software engineers' salaries and the hiring market more generally. We are on a mission to connect tech talents to opportunities across Asia.

Because GetLinks facilitates the job searching process from the initial interview request all the way to the final job offer, we have unprecedented visibility into salaries across a variety of positions and companies. Most of the tools available to companies and job seekers are flawed and inaccurate. Salary calculators don't account for company size, years of candidate experience or location, while many job sites are based on anonymous, self-reported data which can vary widely in accuracy.

GetLinks data, on the other hand, is based on actual job offers made to real people. With more than 11,151 Software Developers profiles on our platform, GetLinks is a

serious challenger for GitHub in Thailand that count to this day 6,856 accounts on this market. According to the number of developers in Thailand Software Developers in 2018 (139 230) GetLinks has a 8.10% market shares compared to 4.95% market shares of GitHub, making our company one of the fastest growing platforms in Thailand.

Our inaugural State of Salaries report is part of a larger effort to bring more transparency to the hiring process. We want to empower candidates to understand their market value based on their skills and experience so that they can approach the job searching process armed with information. We also want to help companies to recruit and hire with insight.

We believe transparency benefits everyone so that individuals can find jobs they love and companies can attract the individuals who will drive their businesses forward.

HIGHLIGHTS



Tech is driving growth in Southeast Asia.

The IT job market is booming. With the rise of companies like Grab, Alibaba, Line or SEA, IT jobs are more than ever in high demand. The number of Software Developers is increasing over the years, exceeding 33% across Southeast Asia, making it one of the fastest growing regions across the globe.



Singapore is one of the best places for tech-oriented jobs.

Thanks to its advanced infrastructure, Singapore is now among the top 12 startup ecosystems around the world. With more than 43,000 startups, the city-state has the largest number of developers in proportion to inhabitants, as Software Developers currently make up to 4.5% of its 3.31 million labor force.



Machine Learning, AI and Data Science are thriving right now.

Developers are more than ever required to diversify their skills in order to keep pace with the trends and evolution of the market. Flexibility and talent adaptivity are key to prevail in a fast changing world.



GoLang is the hottest programming skill to learn.

Used by Google, Amazon, and Facebook, Go is also one of the fastest growing languages on Github. Go developers are offered great salaries, making it a must learn for full-stack developers. Thanks to its simplicity and adaptability, experts consider this language the future of Programming Software.



SOUTHEAST ASIA'S ECONOMY & WORKFORCE

With a total population of more than 640 millions inhabitants, Southeast Asia population is equivalent to 8.6% of the worldwide population. The region counts a labour force of more than 300 million people, making this a potential market 2 times bigger than the American market. The booming cities of Southeast Asia account for 65% of the region's GDP today. Moreover, more than 90 million people are expected to move to urban areas by 2030. With the influence of companies such as Alibaba, Tencent or Baidu, **Asian companies** have turned to the new technologies, affecting all sectors.

Countries like Vietnam, Thailand, and Indonesia are fast becoming **technological epicentres**, catching up with their western competitors. The emergence of new technologies changes the way we work and the skill set requirements; the need for developers and programmers is becoming more and more prominent.

Southeast Asia often gets lumbered as a homogenous region, but the dynamics of each country are extremely varied. This table represents the demographic and labor situation in Southeast Asia while diving deeper into the number of Software Developers for each country and showing the evolution of Software Developers in this region. We are seeing exciting growth

rates of software developers year on year throughout South East Asia. Particularly notable are growth rates in Vietnam and Myanmar at 50% and 100% respectively. The leading market for Software Developers in South East Asia appears to be Indonesia, which is home to 268,000 and rising.

Country	Labour Force (M)	Population (M)	SW Developers 2017 (K)	SW Developers 2018 (K)	Evolution of SW Developers (%)
Thailand	39.26	69.04	111 720	139 230	+ 24.6 %
Vietnam	58.04	95.54	131 662	197 568	+ 50 %
Singapore	3.31	5.61	113 618	150 486	+ 32 %
Indonesia	128.88	263.99	201 247	268 842	+ 33 %
Malaysia	15.74	31.62	107 789	143 115	+ 33.6 %
Philippines	45.54	104.92	158 575	217 707	+ 37.4 %
Myanmar	25.75	53.37	5 813	10 563	+ 81.8 %
Cambodia	9.49	16.01	8 467	10 542	+ 25 %
Total ASEAN	329.92	647.39	839 681	1 116 948	+ 33 %

Sources : [Stack Overflow Developer Survey Results 2018](#) [Stack Overflow Developer Survey Results 2017](#) [Stack Overflow](#)

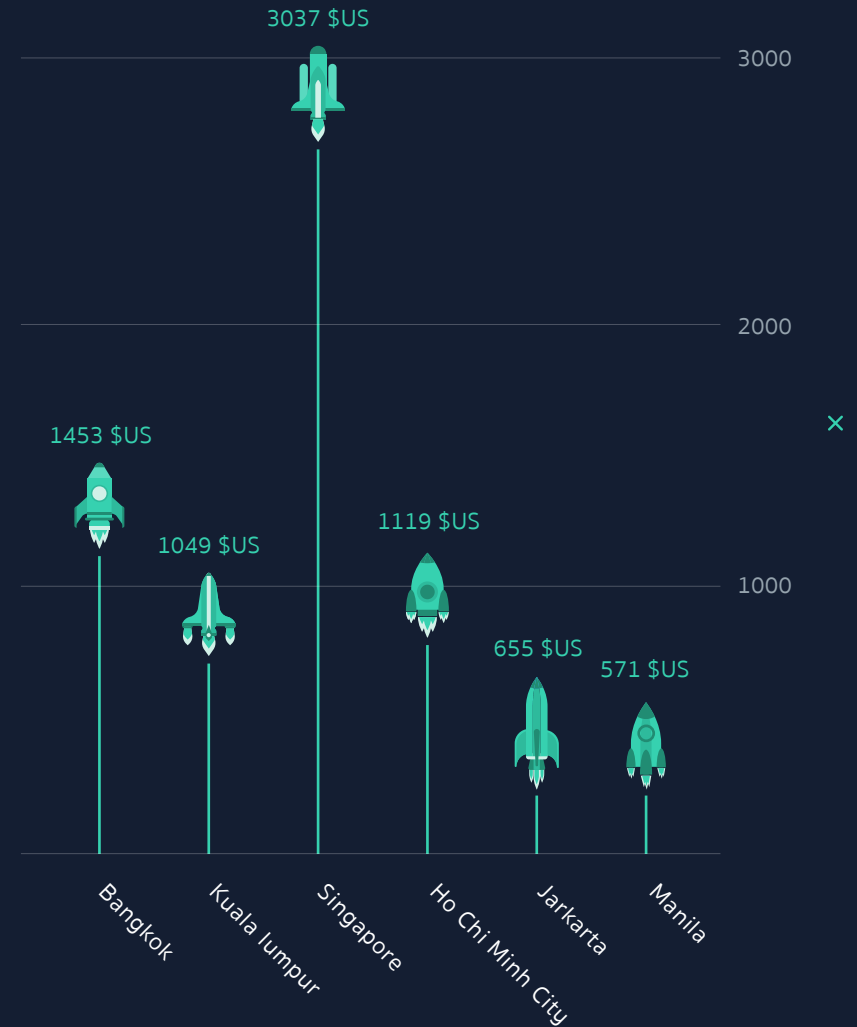
AVERAGE MONTHLY SALARY FOR SOFTWARE ENGINEERS (USD)

Singapore is infamous for its high price rents and cost of living. While Singapore salaries are considerably high with software engineers making S\$50,000 on average, adjusting for cost of living shows a different reality. For example, an engineer in Bangkok making \$17,400 would need to make S\$50,000 in Singapore to maintain the same quality of life.

Thailand \$17,000

Singapore S\$50,000

While it's easy for job seekers to get excited over the salaries in Singapore (as an expatriate in Singapore you will be a part of the 7% that makes more than 200K a year worldwide, but the cost of living is one of the highest in the world next to Hong-Kong !) When you adjust for cost of living, an engineer's salary goes further in every city in our analysis with the exception of Jakarta.



Source: www.hired.com

COUNTRY BY COUNTRY BREAK DOWN



Thailand

Thailand is eager to compete with the biggest start-up hubs in SEA. To compete with [Singapore and Hong-Kong](#), Thailand is making strong efforts to become its own technological hub. Thailand 4.0 initiative is built on 4 objectives: economic prosperity, social well-being, raising human values and environmental protection. To reach this goal, the government is increasing R&D investments (0.20% in 2010 of GDP to 0.62% in 2016) across the country. Check out our website to learn more about the job trends in Thailand!

[Learn more](#)

Role	Average salaries per months (THB)					
	New Graduate		1-5 years		5 years and above	
	Min	Max	Min	Max	Min	Max
Software Engineer	15k	30k	30k	60k	60k	120k
Full-Stack Engineer	25k	35k	35k	65k	65k	120k
Back-End Engineer	25k	30k	30k	55k	65k	80k
Front-End Engineer	20k	35k	35k	65k	65k	120k
Mobile Engineer	18k	25k	25k	50k	60k	70k
Dev/Ops	15k	30k	30k	60k	60k	120k
QA Engineer	25k	35k	35k	70k	70k	150k
UI/UX	20k	30k	30k	45k	50k	80k

Source: www.adecco.co.th



Hong Kong

Having no government restrictions concerning importation of new technologies, [Hong Kong is one of the most dynamic cities in the world](#). Ranked 12th in the Network Readiness (NR is a key indicator measuring how well a country uses communications technologies to boost competitiveness and well-being) and a GDP growing by +1.5% in 2018, Hong Kong is investing strongly to spread technology across all sectors. Want to know what are the hottest industry and job trends in HK ? [Learn more](#)

Role	Average salaries per months (THB)					
	New Graduate		1-5 years		5 years and above	
	Min	Max	Min	Max	Min	Max
Software Engineer	25k	30k	30k	55k	55k	90k
Full-Stack Engineer	15k	30k	35k	50k	55k	90k
Back-End Engineer	12k	30k	20k	35k	40k	70k
Front-End Engineer	12k	30k	25k	40k	45k	70k
Mobile Engineer	18k	30k	30k	55k	55k	80k
Dev/Ops	18k	25k	25k	45k	45k	60k
QA Engineer	20k	28k	30k	50k	50k	80k
UI/UX	25k	35k	40k	60k	60k	80k

Source: www.robertwalters.com/salary-survey

COUNTRY BY COUNTRY BREAK DOWN

Singapore

The city of Singapore is one of the best prepared countries for the 4th industrial revolution. By engaging itself in the “SmartCountry Program”, Singapore is planning to integrate digital technologies in all parts of society : education, economy, infrastructures and so on. The city-state is one of the favorite destinations for any tech firms across the globe. Discover the hottest industries and **hotjobs in demand** in Singapore.

Role	Average salaries per months (THB)					
	New Graduate		1-5 years		5 years and above	
	Min	Max	Min	Max	Min	Max
Software Engineer	5k	8k	8k	13k	13k	17k
Full-Stack Engineer	5k	8k	8k	12k	12k	16k
Back-End Engineer	5k	8k	8k	12k	12k	16k
Front-End Engineer	5k	8k	8k	12k	12k	15k
Mobile Engineer	5k	8k	8k	12k	12k	14k
Dev/Ops	3k	5k	7k	10k	10k	15k
QA Engineer	3k	5k	6k	8k	10k	17k
UI/UX	4k	6k	6k	10k	10k	15k

Source: www.robertwalters.com/salary-survey

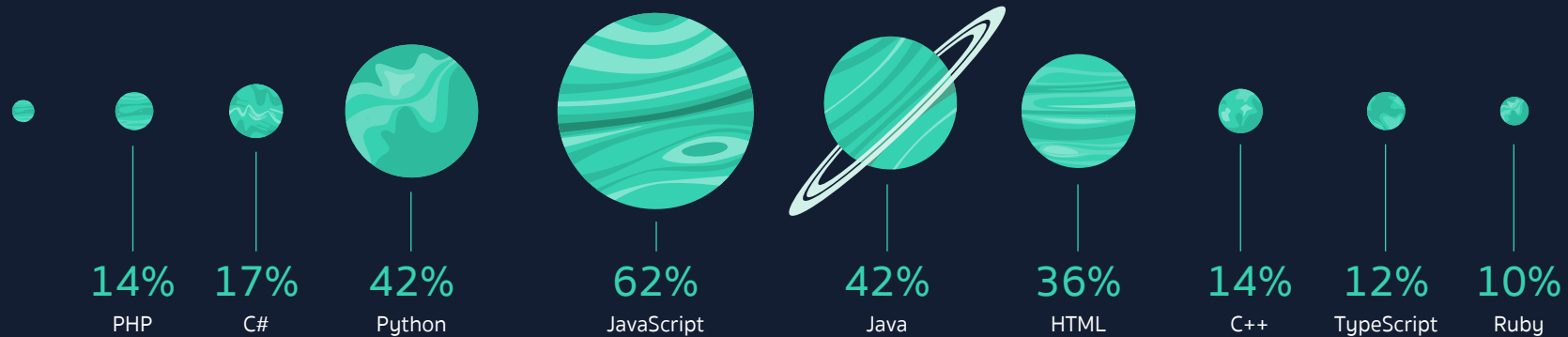
Vietnam

The **start-up ecosystem in Asia** is very dynamic. In SEA Vietnam is one of the countries that wants to take part in the transformation that spread across Asia. With strong investments from the government and one of the fastest growing economies in the region (+6.88% GDP in 2018, for a GDP 223.86 billion US dollars), Vietnam is a country of the future. Take a look at the most trendy industries and **hottest jobs in demand** in Vietnam !

Role	Average salaries per months (THB)					
	New Graduate		1-5 years		5 years and above	
	Min	Max	Min	Max	Min	Max
Software Engineer	8k	10k	15k	18k	20k	30k
Full-Stack Engineer	5k	8k	8k	12k	12k	16k
Back-End Engineer	5k	8k	8k	12k	12k	16k
Front-End Engineer	5k	8k	8k	12k	12k	15k
Mobile Engineer	5k	8k	10k	10k	12k	14k
Dev/Ops	3k	5k	7k	10k	10k	15k
QA Engineer	3k	6k	8k	10k	12k	14k
UI/UX	4k	6k	8k	10k	10k	15k

Source: www.vietnamworks.com
www.fa.net.vn

MOST USED PROGRAMMING SKILLS



The technological environment is constantly changing. In this environment Software Developers need to continuously improve their skills by developing their expertise in new areas to adapt to the new requirements of the development environment. Machine Learning, Autonomous Driving, AI and Medical Diagnosis are domains that have a great potential and attract a lot of developers.

Among all programming skills, Javascript is the most used by developers. In 1 year Javascript has acquired more developer than Rubi, Swift and Kotlin all together. However, developers are trying to diversify their skills as much as possible and other programming skills are becoming more and more popular due to their usability in various domains such as Data Science, UI/UX programming and Cloud Development. That's why programming skills like Python, Swift or Golang are becoming more popular, Python is a must if you want to get into Machine Learning and Data Science. Swift and Golang, on the other hand, are programming skills that allow a lot of flexibility and speed up the workflow during app creation.

The general trend is clear, diversification of skills is the key and a **Developer is more than ever required to be polyvalent**. Candidates with experience in Go and React.js will most likely earn an interview request due to the rise of those programming skills. Golang (Go) is the highest paid programming language in the world due to it's spreading across all the major tech companies such as Google, Amazon, and Facebook. Node.js is very popular and high paid programming skill due to its flexibility and popularity across all developers. If you want to discover the Hottest Engineering Jobs right now check this out : [Learn more](#)

Source: www.developereconomics.com

MOST USED PROGRAMMING SKILLS

Golang (Go) : Developed by Google since 2007, Golang is heavily used by companies like Amazon, Netflix or Dropbox.

Python : Python is still one of the most popular programming languages in 2019. Used for Data Mining and Machine Learning, the rising demand for Data Scientists and Machine Learning Developers is making this language one of the hottest right now.

JavaScript : Used by more than 80% of developers, this programming language is mostly used for interactive web pages in all web browsers. Popular jobs for Java developers include web developer, full-stack developer, and front-end developer.

React.js : React.js is a library that allows developers to build single page applications and user friendly interfaces. Due to its popularity and job demand, there are still many JavaScript developers who want to learn React.js

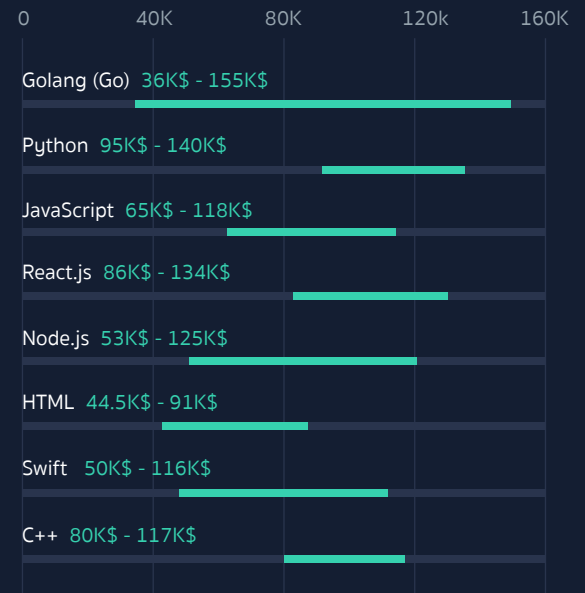
Node.js : Node.js is a JavaScript runtime environment that achieves low latency by taking an approach to serving requests. It is often used to run real time applications such as chat, newsfeed or push notifications.

HTML : HTML can structure and format the content of pages, including multimedia resources and images, input forms and computer programs. It is an easy skill to learn for freelancers.

Swift : Developed in 2014 by Apple, Swift's advantage is its easy use and speed in terms of working on a project. Swift is becoming more and more popular among the programming languages.

C++ : The versatility of C++ is what helps remain one of the hottest programming languages year after year. Used for numerous application as coding apps, games, and software making a key hiring requirement for a variety of Tech roles.

Salaries (global scale in \$US)



CONCLUSION



In 2018 South East Asia's job market continued to grow, attracting new market entrants and supporting the expansion of existing businesses. A strong economic outlook and ongoing digitalization, as well as steady market expansion, are set to drive salaries up in 2019.

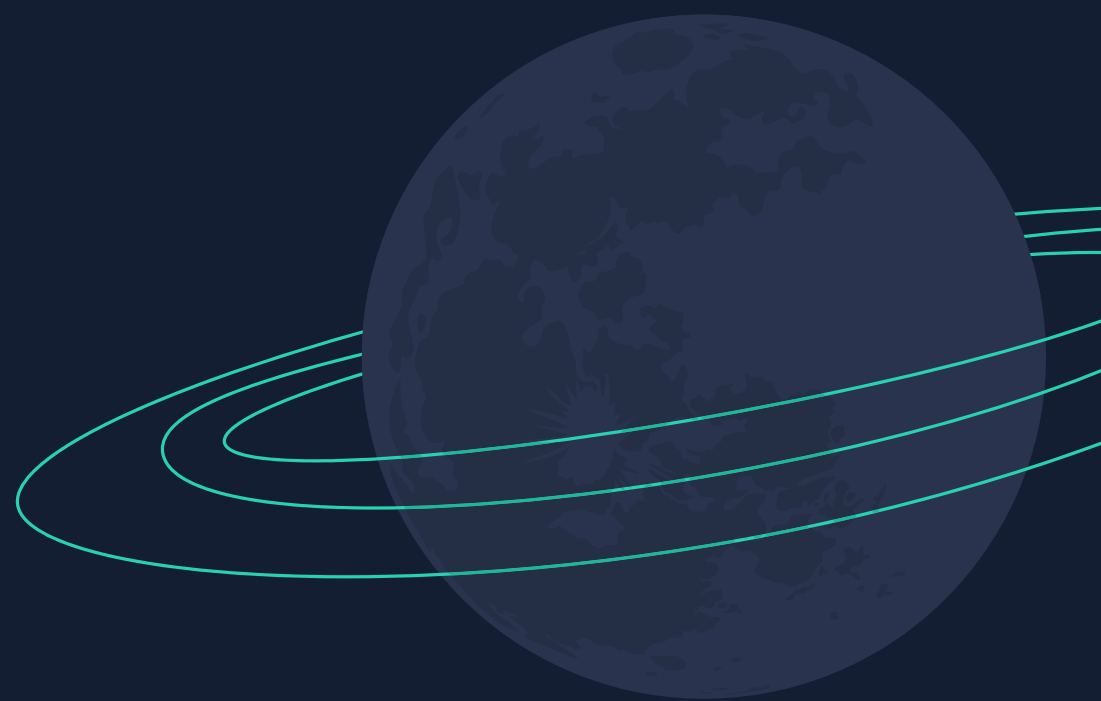
Candidates with strong technical skills and international backgrounds are set to be highly sought after. There's a growth in demand for professionals with digital expertise, across both marketing and IT. While most businesses in Southeast Asia are hiring locally, forward-thinking employers are looking for locally based staff with international experience.

Salaries are set to rise for job movers, especially for those with niche skill sets.

To be able to command the highest salaries, talents will need to become adaptive.

AI is here and it will surely impact certain types of jobs more dramatically than others. However, machines won't replace those who can fit alongside and complement the automation. These **adaptive talents** will evolve with the technologies and blend in easily in emergent markets that are eager to bring talents to their workforce.

In conclusion, it is people, organizations and societies that must embrace change if they are to thrive in a technology-driven world.





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