



IT Salaries in Thailand

As of **2016-Q4**, multinational companies in Thailand were typically paying salaries for IT positions as shown in the following table. The job categories in the table are arranged by skill and level of experience. The column headed “Experience” refers to total years of IT work experience, not necessarily just experience with that specific skill.

Continued demand for good coders is again reflected in the market salaries being paid for technically strong programmers and programmer/analysts. Java, across all platforms, still tops the list of skills which employers are looking for in those positions. Mobile app development experience also remains a near-certain guarantee of finding a good job. The sometimes vague phrase “full-stack programmer” has been showing up in a lot of job descriptions this year, which basically means that employers want to hire developers who have the scope to work on all aspects of an application, including both front- and back-end functionality, database access, as well as an understanding of middleware tools and web server configuration. If they are versatile enough to work with more than one programming language, so much the better.

Another area where we expect to see growing demand is experience with the application of new technology for financial services, or “Fintech”. Although still mostly a buzzword, look for more and more actual job descriptions and new positions requiring knowledge of these concepts, as the big (and not so big) banks (and telcos) continue to pour money and resources into development of new payment models and fund transfer methods.

Fixed-term contracting, as an alternative to “permanent” employment, is continuing to become a more viable alternative for many IT professionals and employers. The benefits (for employers) of more granular resource control and less exposure to staff turnover, and the advantages (for contractors) of higher monthly incomes and greater career flexibility are becoming more and more obvious.

After a year of low demand for technology sales and pre-sales staff, there are signs that vendors are slowly starting to hire again. But it’s still too early to say for certain, and a lot of vendor headcount will depend on the how the overall economy performs in the next one or two quarters.

The amounts shown in the table are basic monthly salary only. Although generally not guaranteed, most companies also pay an annual bonus of at least one month. Many larger companies also offer health insurance and some also contribute to a provident fund on the employee’s behalf. Senior management positions often include benefits such as a car (or a transportation allowance), laptop, and mobile phone. Companies located in the provinces will sometimes offer an “upcountry allowance” or relocation benefit as an added incentive for skilled staff to take a job outside Bangkok.

The salaries assume staff who are Thai nationals with at least a reasonable command of English (or better, for the more senior jobs). If the English proficiency is not strong, salaries may be slightly lower. Similarly, for those positions where certifications are indicated in the job description, candidates without certification can generally be hired for somewhat less.

Contractors are also often available on a fixed-term basis for many of these job functions. Contract rates are generally higher than salaries for permanent staff in the same position. Rates are also significantly affected by variables such as length of the contract.

Please feel free to call or e-mail us if you have any questions, or would like more detail about the salaries and availability of permanent staff or contractors in Thailand for a particular IT skill set or job function.

Job Description	Experience	Salary Range
Application Developer / Software Engineer / Programmer / Programmer Analyst (.NET, XML, Java, Java EE, C#, MySQL, PHP, Ruby, Ajax, OOP tools, etc.)	2 - 3 years	30,000 - 50,000
	3 - 7 years	50,000 - 70,000
	7 - 10+ years	70,000 - 120,000+
Programmer/Analyst (RPG/400, COBOL)	5 - 7+ years	55,000 - 75,000+
System Analyst (salary varies with technical or application-specific skills and industry knowledge)	5 - 7 years	55,000 - 70,000
Mobile Developer (iOS SDK, Android SDK, UI / UX development)	2 - 3 years	30,000 - 50,000
	3 - 5 years	50,000 - 70,000+
Web Designer / Graphic Designer	3 - 5 years	35,000 - 50,000
	5 - 8 years	55,000 - 70,000
Digital Marketing / Search Specialist (SEM, SEO, PPC, AdWords, etc.)	2 - 5 years	35,000 - 50,000
Digital Marketing Manager	5 - 10+ years	55,000 - 80,000+
Business Analyst (liaise between users and IT; not technology-specific) Business Process Improvement / Management (BPM)	5 - 7+ years	60,000 - 80,000+
	8 - 10+ years	80,000 - 100,000+
Business Intelligence Developer / Data Modeler (Cognos, SAS, Business Objects, Hyperion, QlikView, Tableau, Crystal Report, ETL, etc.)	5 - 7 years	60,000 - 80,000
Implementation Consultant, ERP / Business Intelligence / Data Warehouse (SAP, Oracle, Dynamics, SharePoint, Cognos, Business Objects, Teradata, etc.)	5 - 7 years	55,000 - 70,000
	7 - 12 years	70,000 - 150,000
DBA (Oracle, SQL-Server)	5 - 7+ years	55,000 - 80,000
Data Architect / Data Scientist (higher end of salary range includes "Big Data" experience, e.g. Hadoop, Hive, Netezza, Redshift, Teradata, etc.)	12 - 15 years	140,000 - 250,000+
Software Development Manager	10 - 12+ years	90,000 - 140,000+
Solutions Architect / System Architect	12 - 15 years	120,000 - 150,000+
Cloud Technology Architect	10 - 15 years	130,000 - 170,000
Helpdesk / IT Support	3 - 5 years	30,000 - 45,000
Software Tester / QA Engineer / UAT Specialist	3 - 5 years	30,000 - 45,000
	5 - 7 years	45,000 - 60,000+
Software Quality Assurance Manager / Testing Manager	10+ years	110,000 - 150,000+
IT Auditor, with certifications (CISA, CPA, COBIT, etc.)	10 - 12+ years	100,000 - 150,000
Presale Technical Consultant (Network / System Engineer, Cloud / Virtualization Consultant, for an IT vendor)	7 - 12+ years	70,000 - 100,000+
Network Engineer / Network Operations Center, with relevant certifications (CCNA, JNCIA, CompTIA Network+, etc.)	3 - 5 years	35,000 - 50,000+
Network Administrator / Telecom Engineer, with relevant certifications	5 - 7+ years	50,000 - 70,000
System Engineer / System Administrator, with relevant certifications (MCSE, MCSA, SCCM, SCOM, CompTIA Server+, etc.)	3 - 5 years	50,000 - 55,000
	5 - 7 years	55,000 - 65,000
Network Security Administrator with vendor or other relevant certifications (Cisco, Checkpoint, CompTIA Security+, etc.)	5 - 7 years	50,000 - 70,000
Infrastructure Manager, with vendor or other relevant certifications (CCNP, MCSE, CompTIA Network+, etc.)	7 - 10+ years	70,000 - 90,000+
Senior Infrastructure Manager / Data Center Manager	10 - 15 years	120,000 - 150,000
Project Manager / Service Delivery Manager, with certifications (PMP, ITIL etc.)	10 - 12+ years	110,000 - 160,000+
Release Manager / Configuration Manager	10 - 15 years	120,000 - 170,000
Project Director / Program Director	15 - 20 years	200,000 - 300,000
IT Manager (salary varies significantly by industry and by the size of IT department and IT infrastructure)	10 - 12 years	90,000 - 150,000
IT Director / Digital Technology Director / Mobile Technology Director	15+ years	180,000 - 250,000+
Chief Information Officer / Chief Technology Officer (often includes some regional responsibility)	15 - 20+ years	250,000 - 400,000+

