



# TECHNOLOGY

As we progressed through the second quarter of 2017, the demand for high-quality technology talent showed no sign of slowdown across all industries in Malaysia.

## ROBUST HIRING DEMAND FOR TECHNOLOGY PROFESSIONALS

In Q2 2017, we continued to see a healthy hiring demand across the following areas:

- Infrastructure Services such as networks, platforms and specialist areas such as Cloud and Virtualisation
- IT Services Management and Governance areas such as ITIL and Lean IT, as businesses pushed to drive operational efficiency into their IT service delivery
- ERP, EAI and other specialist off-the-peg solutions from large vendors such as SAP, Oracle and Salesforce
- Digital Platform Development in areas such as .NET, Full Stack Java, Ruby on Rails, DevOps and QA
- Business Change and Transformation, an increasingly dominant area of IT given the level of IT transition in Malaysia, which tends to be either technologically, functionally or business-aligned
- Big Data Analytics technology

## TECHNOLOGY CONTRACTORS INCREASING IN DEMAND

We have seen, in the second quarter of this year, that there has been a steady increase in the demand for contract Technology professionals as companies drove implementation projects.

The challenge in hiring contractors was often in finding professionals with the right level of experience for a short term role, along with the existing demand for permanent employment in the market.

However, we observed that there were job seekers who looked at contract assignments as a more flexible career option. It will be interesting to see whether this approach develops a wider appeal among job seekers in the coming months.

## FUTURE CONTINUES TO BE BRIGHT FOR TECHNOLOGY TALENT

Moving into the months ahead, from an overall perspective, we see no signs of abating on the demand for Technology talent.

With digitalisation adopted as a broad strategy across all companies, the continued drive for efficiency gains, and the consistent threat of cyber security attacks, the need for exceptional Technology talent has never been greater. We can only expect the robust demand for these professionals to continue throughout Q3 2017 and the year.

## SALARY REPORT FOR Q3 2017\*

### Commerce & Industry

Job Title	Years of Experience	Annual Salary Range (RM\$)	Contract Rate per Month (RM\$)
Business Change			
CIO / CTO	12–15+	360K–600K	NA
IT Director	10–15+	250K–360K	21K–30K
Program Manager	10–15+	200K–350K	17K–29K
Project Manager	8–12	160K–220K	13K–18K
Business Analyst	5–12	120K–190K	10K–16K
Application Development			
Head of Engineering	12–15+	300K–600K	NA
Product Manager	7–12+	145K–220K	12K–18K
Solutions Architect	10–15+	180K–250K	15K–21K
Development Manager	10–15+	180K–250K	15K–21K
Mobile Developer	7–12+	96K–150K	8K–13K
Front End Developer	7–12+	96K–150K	8K–13K
C++ / Java / .NET	3–8	100K–150K	8K–13K
RDBMS developer / DBA	3–8	100K–150K	8K–13K
Robotic Process Automation (RPA)	5-8	96K–144K	NA
Infrastructure			
Infrastructure Director	10–15+	180K–350K	15K–29K
Infrastructure Manager	8–12+	140K–180K	12K–15K
Solutions Architect	10–15+	140K–200K	12K–17K
Systems Administrator	5–8	80K–120K	7K–10K
IT Security Analyst	5–8	80K–120K	7K–10K

Job Title	Years of Experience	Annual Salary Range (RM\$)	Contract Rate per Month (RM\$)
Testing			
Test Manager	11+	120K–160K	10K–13K
Test Lead	7–10	100K–150K	8K–13K
Test Analyst	4–7	60K–100K	5K–8K
SAP			
SAP Regional / Global Managers	12+	200K–350K	17K–29K
SAP Project / Program Managers	10+	160K–260K	13K–22K
SAP Functional Lead	8–12	140K–220K	12K–18K
SAP Functional Consultants	5–10	100K–180K	8K–15K
SAP Techno Functional Consultants	5–10	100K–180K	8K–15K
SAP Business Analysts	5–8	80K–120K	7K–10K
SAP Technical Analyst	5–8	80K–100K	7K–8K
Oracle			
Oracle E biz Suite Technical (Developer)	5–10	80K–100K	7K–8K
Oracle E biz Suite Techno Functional	5–10	80K–120K	7K–10K
Oracle E Biz Functional	7–15	100K–180K	8K–15K
Oracle E Biz Project Manager	10+	120K–220K	10K–18K

## Banking & Financial Services

Job Title	Years of Experience	Annual Salary Range (RM\$)	Contract Rate per Month (RM\$)
Business Change			
Program Manager	10–15+	220K–320K	18K–27K
Project Manager	8–12+	180K–250K	15K–21K
Business Analyst	5–12+	80K–180K	7K–15K

Job Title	Years of Experience	Annual Salary Range (RM\$)	Contract Rate per Month (RM\$)
Application Development			
Solutions Architect	10–15+	150K–250K	13K–21K
Development Manager	10–15+	240K–300K	20K–25K
C++ / Java	3–8	60K–150K	5K–13K
.NET	3–8	60K–150K	5K–13K
RDBMS developer	3–8	60K–150K	5K–13K
Robotic Process Automation (RPA)	5–8	96K–144K	NA
Infrastructure			
Infrastructure Director	10–15+	220K–320K	18K–27K
Infrastructure Manager	8–12+	150K–200K	13K–17K
Infrastructure Engineer	8–12+	120K–200K	10K–17K
Systems Administrator	5–8	100K–150K	8K–13K
Info Security Director	10–15+	180K–250K	15K–21K
Info Security Specialist	5–8	120K–200K	10K–17K
Database Administrator	3–8	80K–150K	7K–13K

**\* Notes about salary table:**

1. Titles and levels vary from organisation to organisation.
2. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12-month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances. Bonus ranges from 1 month at the low end to 100%+ at the upper.
6. Holiday entitlements range from 12–25 days with senior executives not usually receiving less than 18 days. Less than 15 is very rare and 20 days is becoming the norm.
7. Healthcare policies are standard.
8. Pension plans vary with some companies offering greater than the standard contribution. Top up schemes can increase employer contribution levels as much as 15–20% of the base salary for senior executives.