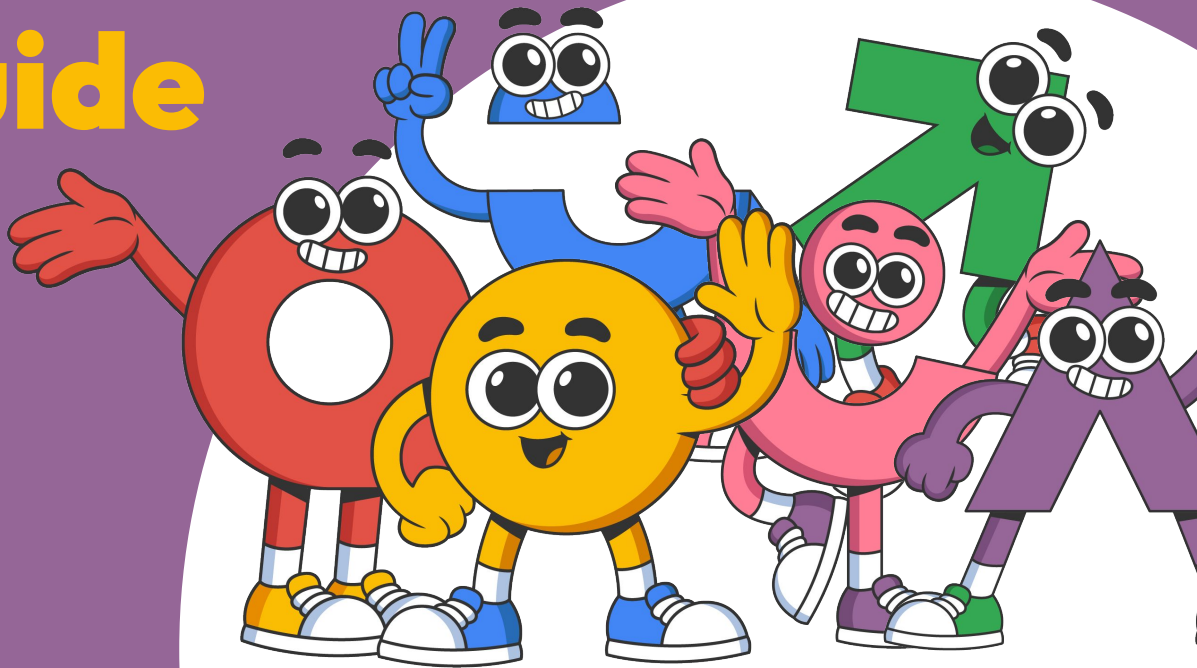


Vietnam Salary Guide 2024.



Leading the Way in Global Remote Work Solutions

Welcome to the 2024 Vietnam Salary Guide, tailored to assist in navigating the vibrant Vietnamese labor market. As Vietnam positions itself as a compelling destination for international businesses, understanding local salary standards across various industries and regions is crucial. This guide provides an in-depth analysis of prevailing wage trends, sector-specific data, and essential legal considerations to ensure competitive and compliant employment practices. Whether you are establishing a new venture or expanding existing operations, our insights will help you make informed decisions to attract and retain the best talent in Vietnam.

This Salary Guide will inform you of what we're seeing in the Vietnam market and what you'd expect to pay.

We hope it adds value to your hiring journey.

Efren Chaux

CEO, Filta



Embracing Remote Work in the Vietnam

In 2024, Vietnam continues to emerge as a significant hub for foreign investment, thanks to its stable economic growth, young and increasingly skilled workforce, and strategic location in Southeast Asia. The demand for skilled labor in sectors like technology, manufacturing, and services is driving salary trends.



Salary Trends by Sector

- 1. Technology:** As the tech industry booms, driven by advancements in AI and software development, salaries for IT professionals in Vietnam are competitive. Software developers, data analysts, and cybersecurity experts are in high demand.
- 2. Manufacturing:** Vietnam is a key player in the global supply chain. Salaries in this sector have seen a modest increase, particularly for roles in quality control and production management.
- 3. Services:** The service sector, especially financial services and customer service, shows robust salary growth. There's a particular demand for roles in digital marketing and e-commerce.

Regional Salary Variations

- **Hanoi and Ho Chi Minh City:** These major cities offer higher salaries compared to other regions, reflecting the concentration of multinational companies and the high cost of living.
- **Secondary cities (Da Nang, Can Tho):** While salaries are generally lower, these areas are experiencing growth in industries like tech and tourism, which may lead to competitive salary adjustments.

Cultural Considerations

Understanding the cultural context is crucial for foreign employers. Vietnamese workers value job security, opportunities for professional development, and a balanced approach to work-life commitments. Benefits and bonuses tied to performance, as well as annual salary reviews, are standard expectations.

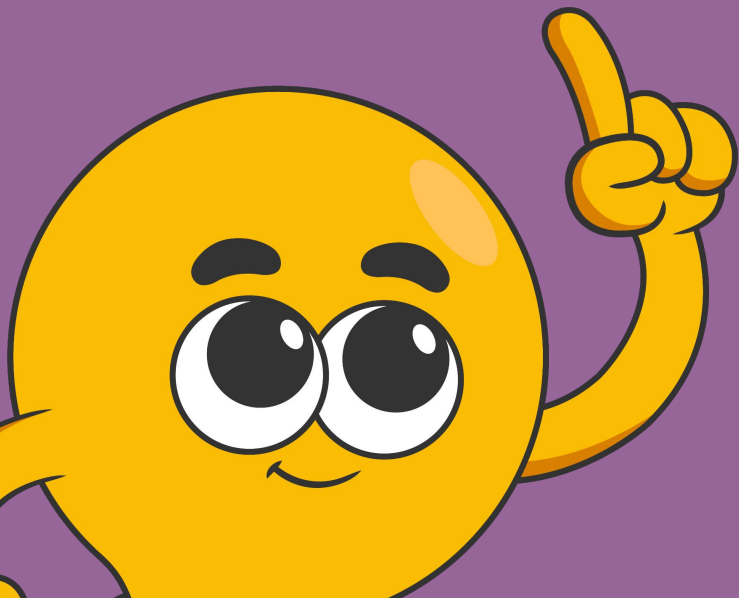
It's important to emphasise a corporate culture that aligns with Vietnamese values, such as community and respect for hierarchy.

Conclusion

Navigating the Vietnamese labor market requires an understanding of both economic and cultural landscapes. By offering competitive salaries, understanding regional differences, and respecting local practices, foreign employers can successfully leverage Vietnam's dynamic workforce. This guide serves as a starting point for setting up equitable and effective compensation strategies in Vietnam.

What this Salary Guide gives you and how to use it.

With this Salary Guide, it's our goal to give you as much information to make an informed decision when building your Vietnam-based outsourced team.



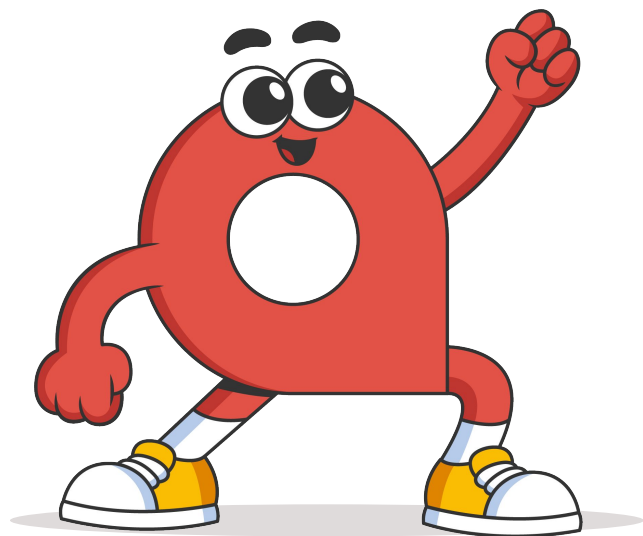
Our team of Talent Acquisition Specialists maintains continuous engagement with top talents in the Vietnam market. Their extensive networks and experiences have enabled us to create this guide, offering a current snapshot of the market.

In creating this guide, we've aimed for simplicity and clarity. However, please consider the following points while using it:

- The salaries presented in this guide are approximate and have been compiled with utmost care, but they should be used as general guidelines rather than exact figures.
- The figures quoted are Monthly Gross Salaries and do not include added operations costs you would incur such as EOR fees, Government Mandated Benefits, Redundancy Provision, Non-Taxable Allowances, additional allowances/benefits or any other operational or management fees.
- All figures quoted are in Vietnam Pesos (VDN).
- United States dollar approximations are based on an exchange rate of VND 25,400 = USD 1.00.
- Australian dollar approximations are based on an exchange rate of VND 16,800 = AUD 1.00 and are excluding GST.
- For a quotation based on real-time exchange rates, please feel free to reach out to us.

What we offer.

We can offer you a variety of different services to cater for wherever you are in your business lifecycle.



filta EMPLOY

Our Employer of Record (EOR) service is designed to simplify the employment process and give clients and their employees more control.

filta RECRUIT

With over 70 years collective recruitment experience from around the world, we have the know-how to deliver a recruitment process built to find the right people for our clients – regardless of whether it's in their home country or overseas.

filta SPACE

We can source facilities for our clients in Hanoi.

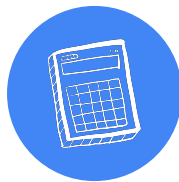
We are an **employer of record** in...



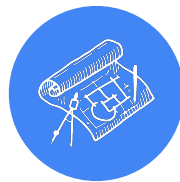
We source **talent** based in...



Finding great **talent** in the following disciplines...



**Accounting &
Finance**



**Design &
Architecture**



Administration



Customer Support



Creative Design



**Digital Marketing,
Search & Social**



**Advertising &
Marketing**



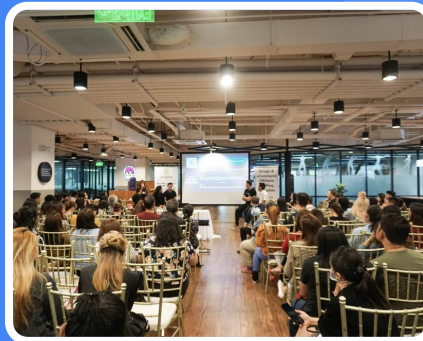
**Project Managers &
Account Managers**



**Development &
Software Engineers**

Host the **World's Largest Shopify Meetups.**

Filta hosts the world's largest in person and virtual eCommerce event with over 1,000 people joining to hear from international digital and eCommerce speakers.





Nerissa Chaux

Co-Founder &
Chief Growth Officer

Ready to **build
your team?**



Salary Guide Cheat Sheet.





Tech.

Apps & Software Development	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Software Engineer	11,434,500	450	684	22,869,000	900	1,368	50,820,000	2,000	3,040	71,148,000	2,800	4,256
C++	11,434,500	450	684	22,869,000	900	1,368	50,820,000	2,000	3,040	71,148,000	2,800	4,256
C#	11,434,500	450	684	22,869,000	900	1,368	50,820,000	2,000	3,040	71,148,000	2,800	4,256
HTML5	13,975,500	550	836	25,410,000	1,000	1,520	50,820,000	2,000	3,040	71,148,000	2,800	4,256
Full Stack	x	x	x	25,410,000	1,000	1,520	50,820,000	2,000	3,040	76,230,000	3,000	4,560
.Net	13,975,500	550	836	29,983,800	1,180	1,794	50,820,000	2,000	3,040	76,230,000	3,000	4,560
Java	13,975,500	550	836	29,983,800	1,180	1,794	50,820,000	2,000	3,040	76,230,000	3,000	4,560
Python	13,975,500	550	836	29,983,800	1,180	1,794	50,820,000	2,000	3,040	63,525,000	2,500	3,800



Tech.

Business Applications Development	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Sharepoint Developer	13,975,500	550	836	30,492,000	1,200	1,824	38,115,000	1,500	2,280	45,738,000	1,800	2,736
Solutions Developer	12,323,850	485	737	13,975,500	550	836	24,901,800	980	1,490	38,115,000	1,500	2,280
Solutions Architect	x	x	x	49,803,600	1,960	2,979	63,525,000	2,500	3,800	79,152,150	3,115	4,735

DevOps	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
DevOps Lead/Engineer	20,328,000	800	1,216	38,115,000	1,500	2,280	48,279,000	1,900	2,888	99,099,000	3,900	5,928
DevOps Manager	25,410,000	1,000	1,520	35,065,800	1,380	2,098	45,102,750	1,775	2,698	85,123,500	3,350	5,092

Figures above include gross salary only, per month.



Tech.

Front-end & Mobile Development	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Front End Developer/ Engineer	x	x	x	26,680,500	1,050	1,596	x	x	x	73,689,000	2,900	4,408
Angular	12,196,800	480	730	15,754,200	620	942	21,598,500	850	1,292	50,820,000	2,000	3,040
JavaScript	8,893,500	350	532	29,983,800	1,180	1,794	40,020,750	1,575	2,394	58,443,000	2,300	3,496
Mobile (Android/iOS)	10,164,000	400	608	14,991,900	590	897	29,983,800	1,180	1,794	40,020,750	1,575	2,394
Node.js	11,434,500	450	684	15,246,000	600	912	25,410,000	1,000	1,520	50,820,000	2,000	3,040
React	11,434,500	450	684	15,754,200	620	942	33,033,000	1,300	1,976	50,820,000	2,000	3,040
WordPress/Drupal	11,434,500	450	684	15,246,000	600	912	30,492,000	1,200	1,824	38,115,000	1,500	2,280
PHP	11,434,500	450	684	20,328,000	800	1,216	25,410,000	1,000	1,520	38,115,000	1,500	2,280



Tech.

Project Management	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Business Analyst	9,909,900	390	593	14,991,900	590	897	25,028,850	985	1,497	38,115,000	1,500	2,280
Project Coordinator	10,418,100	410	623	15,500,100	610	927	25,028,850	985	1,497	27,951,000	1,100	1,672
Project Manager	x	x	x	x	x	x	33,033,000	1,300	1,976	55,012,650	2,165	3,291
Project Manager (with dev/marketing experience)	x	x	x	x	x	x	35,065,800	1,380	2,098	59,967,600	2,360	3,587
Scrum Master	x	x	x	x	x	x	30,492,000	1,200	1,824	47,008,500	1,850	2,812

QA & Testing	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
QA Analyst	10,164,000	400	608	15,246,000	600	912	25,410,000	1,000	1,520	35,574,000	1,400	2,128
QA Manager	x	x	x	x	x	x	38,115,000	1,500	2,280	58,443,000	2,300	3,496



Creative.

Design	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Art Director	x	x	x	x	x	x	37,987,950	1,495	2,272	49,930,650	1,965	2,987
Creative Manager	x	x	x	x	x	x	38,115,000	1,500	2,280	58,443,000	2,300	3,496
Graphic Designer	7,623,000	300	456	12,069,750	475	722	12,450,900	490	745	25,028,850	985	1,497
CGI Designer	10,164,000	400	608	15,246,000	600	912	20,328,000	800	1,216	30,492,000	1,200	1,824
Motion Graphics Designer	8,004,150	315	479	12,069,750	475	722	18,041,100	710	1,079	25,028,850	985	1,497
Visual Designer	11,993,520	472	717	19,946,850	785	1,193	25,028,850	985	1,497	29,983,800	1,180	1,794
Web Designer	11,053,350	435	661	19,946,850	785	1,193	29,983,800	1,180	1,794	38,115,000	1,500	2,280
3D Designer	11,053,350	435	661	14,991,900	590	897	19,946,850	785	1,193	29,983,800	1,180	1,794



Creative.

UX/UI	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
UX/UI Designer	x	x	x	x	x	x	x	x	x	45,738,000	1,800	2,736
UX/UI Developer	10,164,000	400	608	14,991,900	590	897	19,946,850	785	1,193	x	x	x

Videography	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Video Editor	13,086,150	515	783	19,946,850	785	1,193	25,028,850	985	1,497	29,983,800	1,180	1,794

Figures above include gross salary only, per month.



Digital Marketing.

Analytics	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Google Analytics Expert	8,004,150	315	479	13,086,150	515	783	16,516,500	650	988	x	x	x
Marketing Data Analyst	8,893,500	350	532	13,086,150	515	783	14,991,900	590	897	22,869,000	900	1,368
Digital Marketing Analyst	12,069,750	475	722	14,991,900	590	897	20,073,900	790	1,201	24,901,800	980	1,490
Web Analysis	10,164,000	400	608	14,991,900	590	897	19,946,850	785	1,193	27,951,000	1,100	1,672
Lead Generation Specialist	x	x	x	19,946,850	785	1,193	27,951,000	1,100	1,672	x	x	x

Figures above include gross salary only, per month.



Digital Marketing.

Client Services & Digital Strategy	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Account Executive	x	x	x	15,246,000	600	912	19,819,800	780	1,186	22,869,000	900	1,368
Account Manager	x	x	x	15,246,000	600	912	20,328,000	800	1,216	40,020,750	1,575	2,394
Digital Producer	9,147,600	360	547	14,991,900	590	897	25,028,850	985	1,497	29,983,800	1,180	1,794
Digital Project Manager	x	x	x	x	x	x	25,028,850	985	1,497	35,574,000	1,400	2,128
Digital Strategist	x	x	x	15,246,000	600	912	22,996,050	905	1,376	27,951,000	1,100	1,672
Digital Media Planner	9,147,600	360	547	13,086,150	515	783	22,869,000	900	1,368	30,492,000	1,200	1,824

Figures above include gross salary only, per month.



Digital Marketing.

Content & Social	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Community Manager	9,147,600	360	547	14,991,900	590	897	19,946,850	785	1,193	x	x	x
CopyWriter/Editor	6,352,500	250	380	11,434,500	450	684	17,787,000	700	1,064	x	x	x
Social Media Specialist	x	x	x	x	x	x	25,028,850	985	1,497	27,951,000	1,100	1,672
Social Media Manager	x	x	x	x	x	x	22,869,000	900	1,368	30,492,000	1,200	1,824

Figures above include gross salary only, per month.



Digital Marketing.

eCommerce	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
eCommerce Developer (Shopify, BigCommerce, WooCommerce)	x	x	x	27,951,000	1,100	1,672	40,020,750	1,575	2,394	48,279,000	1,900	2,888
eCommerce Developer (Magento)	x	x	x	30,492,000	1,200	1,824	45,738,000	1,800	2,736	63,525,000	2,500	3,800
eCommerce Coordinator	8,893,500	350	532	12,069,750	475	722	14,991,900	590	897	x	x	x
eCommerce Specialist	x	x	x	13,086,150	515	783	19,946,850	785	1,193	27,951,000	1,100	1,672
eCommerce Manager	x	x	x	15,246,000	600	912	20,328,000	800	1,216	30,492,000	1,200	1,824
eCommerce Project Manager	x	x	x	x	x	x	25,410,000	1,000	1,520	35,574,000	1,400	2,128

Figures above include gross salary only, per month.



Digital Marketing.

Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Email Marketing Coordinator	6,479,550	255	388	12,069,750	475	722	14,483,700	570	866	20,582,100	810	1,231
Email Marketing Specialist	9,020,550	355	540	13,975,500	550	836	16,008,300	630	958	25,028,850	985	1,497
Email Designer	7,495,950	295	448	14,991,900	590	897	16,516,500	650	988	x	x	x
Marketing Coordinator	7,114,800	280	426	14,991,900	590	897	20,328,000	800	1,216	x	x	x
Research Coordinator	10,036,950	395	600	20,328,000	800	1,216	25,028,850	985	1,497	30,492,000	1,200	1,824
Market Researcher	10,164,000	400	608	14,991,900	590	897	22,106,700	870	1,322	33,033,000	1,300	1,976

Figures above include gross salary only, per month.



Digital Marketing.

Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Market Research Team Leader	x	x	x	24,901,800	980	1,490	35,065,800	1,380	2,098	44,467,500	1,750	2,660
Campaign Manager	x	x	x	x	x	x	38,115,000	1,500	2,280	48,279,000	1,900	2,888
Marketing Manager	x	x	x	27,951,000	1,100	1,672	38,115,000	1,500	2,280	45,738,000	1,800	2,736

Figures above include gross salary only, per month.



Digital Marketing.

Marketing Search & Digital Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Ad Ops Specialist	10,164,000	400	608	12,705,000	500	760	16,516,500	650	988	19,819,800	780	1,186
Ad Trafficking Manager	x	x	x	x	x	x	x	x	x	x	x	x
Digital Media Buyer/Planner	x	x	x	x	x	x	25,410,000	1,000	1,520	32,016,600	1,260	1,915
Paid Search/Social/SEM Specialist	x	x	x	15,246,000	600	912	22,869,000	900	1,368	30,492,000	1,200	1,824
Paid Search/Social/SEM Manager	x	x	x	x	x	x	30,492,000	1,200	1,824	48,279,000	1,900	2,888
Programmatic Specialist	x	x	x	8,893,500	350	532	15,246,000	600	912	22,869,000	900	1,368

Figures above include gross salary only, per month.



Digital Marketing.

Marketing Search & Digital Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Programmatic Media Manager	x	x	x	15,246,000	600	912	20,328,000	800	1,216	30,492,000	1,200	1,824
SEO/SEM Specialist	x	x	x	20,073,900	790	1,201	29,983,800	1,180	1,794	40,020,750	1,575	2,394
SEO Manager	x	x	x	x	x	x	38,115,000	1,500	2,280	48,279,000	1,900	2,888
PPC Specialist	x	x	x	20,328,000	800	1,216	25,028,850	985	1,497	27,951,000	1,100	1,672
Paid Search Specialist	x	x	x	12,705,000	500	760	15,246,000	600	912	22,869,000	900	1,368

Figures above include gross salary only, per month.



Digital Marketing.

Marketing Search & Digital Marketing (with international experience)	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Google Ads Specialist	6,352,500	250	380	10,036,950	395	600	x	x	x	x	x	x
Social Media Coordinator	x	x	x	x	x	x	14,991,900	590	897	24,901,800	980	1,490
Digital Marketing Coordinator	x	x	x	16,923,060	666	1,012	20,328,000	800	1,216	x	x	x
Performance Marketing Specialist	x	x	x	8,004,150	315	479	14,991,900	590	897	24,139,500	950	1,444
Digital Marketing Specialist	x	x	x	14,991,900	590	897	19,946,850	785	1,193	29,983,800	1,180	1,794

Figures above include gross salary only, per month.



Administration & Customer Support.

Administration & eCommerce Customer Support	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
eCommerce Customer Support	5,082,000	200	304	10,164,000	400	608	19,057,500	750	1,140	x	x	x
Customer Experience Specialist	x	x	x	10,164,000	400	608	19,057,500	750	1,140	x	x	x
Technical Support Specialist	x	x	x	x	x	x	17,787,000	700	1,064	27,442,800	1,080	1,642
Administration Assistant	x	x	x	x	x	x	19,946,850	785	1,193	24,901,800	980	1,490
Sales Administrator	23,250,150	915	1,391	x	x	x	25,410,000	1,000	1,520	x	x	x

Figures above include gross salary only, per month.



Administration & Customer Support.

Administration & eCommerce Customer Support	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Project Administrator	10,164,000	400	608	15,246,000	600	912	25,410,000	1,000	1,520	30,492,000	1,200	1,824
Project Coordinator	10,164,000	400	608	15,246,000	600	912	20,328,000	800	1,216	25,410,000	1,000	1,520
Project Manager	x	x	x	x	x	x	25,410,000	1,000	1,520	38,115,000	1,500	2,280
Personal Assistant	x	x	x	15,246,000	600	912	22,869,000	900	1,368	38,115,000	1,500	2,280
Executive Assistant	x	x	x	22,869,000	900	1,368	38,115,000	1,500	2,280	50,820,000	2,000	3,040

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Commerce	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Accounts Payable Officer	5,082,000	200	304	8,893,500	350	532	19,057,500	750	1,140	24,139,500	950	1,444
Accounts Receivable Officer	5,082,000	200	304	8,893,500	350	532	19,057,500	750	1,140	24,139,500	950	1,444
Accounts Clerk	5,082,000	200	304	7,623,000	300	456	15,246,000	600	912	25,410,000	1,000	1,520
Credit Controller	5,082,000	200	304	7,623,000	300	456	15,246,000	600	912	25,410,000	1,000	1,520
Purchasing Officer	5,082,000	200	304	10,164,000	400	608	20,328,000	800	1,216	34,989,570	1,377	2,093

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Commerce	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Bookkeeper	x	x	x	10,164,000	400	608	20,328,000	800	1,216	27,951,000	1,100	1,672
Payroll Officer	5,082,000	200	304	10,164,000	400	608	15,246,000	600	912	25,410,000	1,000	1,520
Payroll Manager	x	x	x	x	x	x	30,492,000	1,200	1,824	35,574,000	1,400	2,128
Assistant Accountant	x	x	x	10,164,000	400	608	19,819,800	780	1,186	25,028,850	985	1,497
Financial Accountant	x	x	x	11,434,500	450	684	19,819,800	780	1,186	30,492,000	1,200	1,824

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Commerce	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Management Accountant	x	x	x	10,164,000	400	608	17,787,000	700	1,064	27,951,000	1,100	1,672
Group Accountant	x	x	x	10,164,000	400	608	19,057,500	750	1,140	30,492,000	1,200	1,824
Finance Manager	x	x	x	x	x	x	30,492,000	1,200	1,824	38,115,000	1,500	2,280
Financial Controller	x	x	x	x	x	x	38,115,000	1,500	2,280	63,525,000	2,500	3,800

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Professional	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Business Services Graduate	12,069,750	475	722	x	x	x	x	x	x	x	x	x
Business Services (CPA/CA, Senior Supervisor, Assistant Manager)	x	x	x	13,975,500	550	836	24,901,800	980	1,490	35,065,800	1,380	2,098
Business Services Manager, Senior Manager	x	x	x	20,328,000	800	1,216	38,115,000	1,500	2,280	53,361,000	2,100	3,192
External Audit Graduate	8,639,400	340	517	x	x	x	x	x	x	x	x	x
External Audit (CPA/CA, Senior Supervisor, Assistant Manager)	x	x	x	x	x	x	25,028,850	985	1,497	38,115,000	1,500	2,280

Figures above include gross salary only, per month.



Finance & Accounting.

Accounting - Professional	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
External Audit Manager, Senior Manager	x	x	x	x	x	x	38,115,000	1,500	2,280	50,820,000	2,000	3,040
Tax Graduate	10,036,950	395	600	x	x	x	x	x	x	x	x	x
Tax (CPA/CA, Senior Supervisor, Assistant Manager)	x	x	x	x	x	x	29,983,800	1,180	1,794	40,020,750	1,575	2,394
Tax Manager, Senior Manager	x	x	x	x	x	x	44,975,700	1,770	2,690	63,525,000	2,500	3,800

Figures above include gross salary only, per month.



Manufacturing.

Manufacturing & Operations	Graduate			Junior			Intermediate			Senior		
	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD	VND	USD	AUD
Drafter	8,004,150	315	479	11,434,500	450	684	20,328,000	800	1,216	26,680,500	1,050	1,596
CAD Drafter	8,004,150	315	479	11,434,500	450	684	20,328,000	800	1,216	26,680,500	1,050	1,596
Drafter - Rendering	8,004,150	315	479	11,434,500	450	684	20,328,000	800	1,216	26,680,500	1,050	1,596
Mechanical Design Engineer	11,434,500	450	684	13,975,500	550	836	20,328,000	800	1,216	27,951,000	1,100	1,672
Electrical Engineer	11,434,500	450	684	13,975,500	550	836	20,328,000	800	1,216	27,951,000	1,100	1,672
Design Engineer	11,434,500	450	684	13,975,500	550	836	20,328,000	800	1,216	27,951,000	1,100	1,672
Estimator	12,705,000	500	760	15,246,000	600	912	22,869,000	900	1,368	30,492,000	1,200	1,824

Figures above include gross salary only, per month.

Other **costs** to keep in mind.

Depending on your preferred method of employing and engaging your staff, there are additional costs to be mindful of prior to commencing your staffing journey. It's important to be aware of obligations (both for yourself and your staff member) and how they may affect the business continuity of your team.

Here is a list of some of the costs and approximate pricing to help you cost out the total investment.



Other costs to keep in mind

VND

AUD

USD



Mandated Government benefits including:

- SSS - Social Security
- PhilHealth
- PAG-IBIG - mandatory housing loan loan fund

Approx. VND
6,000

Approx. 176
per person
per month

Approx. 108
per person
per month



Setup Fee – Employer of Record providers such as Filta & BPO's will include this cost to take into account coordinating with the new hire for pre-employment requirements, such as medical exams and police clearance, establishing payroll and bank accounts for employees, ensuring government benefits by confirming employee registrations with relevant agencies, and integrating with HR and security systems.

Approx. USD
249 - 499

Approx. USD
249 - 499



Monthly Management Fee – Employer of Record providers such as Filta & BPO's will include this cost to take into account operational expenses such as legal employment of your employee, processing of payroll and all government obligations by our team of payroll professionals, HR and payroll induction and orientation of new employees & processing of employee promotions, salary increases, resignations, terminations and redundancies.

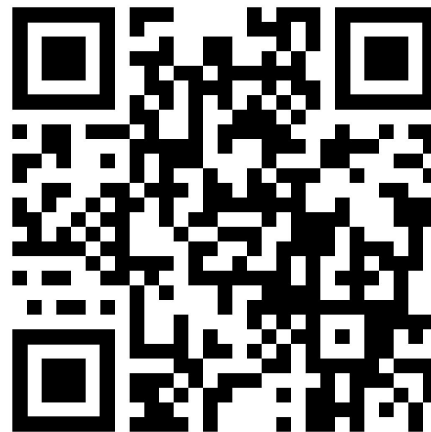
Approx. USD
399 - 999



Nerissa Chaux

Co-Founder &
Chief Growth Officer

Ready to **build
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