



*Korea*

## Salary Guide 2022





PERSOLKELLY is a joint venture established in 2016 between PERSOL HOLDINGS (previously Temp Holdings) and Kelly Services to cater to the rising workforce employment needs of the emerging Asia Pacific region. We are one of the largest workforce solutions providers in the region, spanning over 45 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

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As a global workforce solutions partner, PERSOLKELLY Korea provides end-to-end Human Resource services to all our clients.

 Since  
2008

 100  
professionals



#### AREAS OF EXPERTISE

- Automotive
- Banking and Finance
- Consumer Goods
- Emerging Tech Industry
- Healthcare and Life Sciences
- Information Technology and Services
- Manufacturing
- Chemical Industry
- Semiconductor
- Blockchain and Fintech
- Startups
- PERSOL Korea (Japan Desk)

#### GENERAL RECRUITMENT

- Executive Search
- Permanent Placement
- Temporary Staffing
- Contract Staffing
- On-site Staffing

#### OUTSOURCING

- Recruitment Process Outsourcing (RPO)
- Business Process Outsourcing (BPO)
- Managed Service Provider (MSP)

#### HR CONSULTING

- HR system design and establishment
- Establishment of management system
- Penetration of organisational goals
- Developing manager / employee skills

#### GOVERNMENT & CORPORATE SERVICES

- Internship programmes
- Global job support and job fair
- Outplacement and leadership coaching



# CONTENTS



## SALARY GUIDE

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**Methodology:** Salary figures included in the 2022 Korea Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Korea network, as well as job placement data recorded on the PERSOLKELLY Korea database.

We have achieved  
the highest sales  
in 2021!



2021 was a historical and unforgettable year for PERSOLKELLY Korea. We have achieved the highest sales in 2021 since the establishment of the Korean corporation in 2008. In particular, Executive Search, Permanent Placement and Recruitment Process Outsourcing (RPO) BUs were the largest contributors to our success. These are the 3 competitive advantages of PERSOLKELLY Korea that contribute to the success:



**1 PEOPLE**  
Our consultants are highly capable with vast experience.



**2 CUSTOMISED APPROACH**  
We are the expert in customising search strategy for each client to achieve a high success ratio.



**3 STRATEGIC PARTNERSHIP**  
We have long term partnership with our clients.

In addition, with the launch of the PERSOLKELLY Research Innovation Center, we manage to establish our positioning as the perfect recruitment partner that specialises in executive search & senior level search. Through this initiative, we provide junior positions for recruitment services.

These are the key industries in 2022: AI, Big Data, Content Marketing, Digital Marketing, ESG, K-battery, Metaverse, Mobility, NFT, Renewable Energy and Semiconductor.

With the growth of the K-industry, PERSOLKELLY will take a further leap forward. Passion is contagious. Positive energy is contagious. We will achieve win-win results through mutual cooperation. This year, PERSOLKELLY is looking forward to becoming better than 2021.

**Linda (Moon-Sook) Oh**

Consulting Director,  
Head of Executive Search, Permanent Placement & RPO  
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# Consumer / Retail

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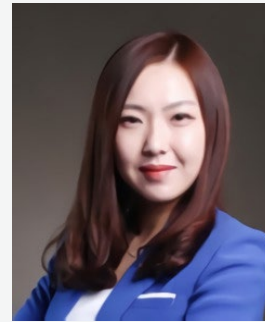
# Consumer / Retail

**C**COVID-19 was the most important factor that influenced the consumers' consumption patterns over the past two years. It changed the daily lives of people around the world and accelerated the trend of online purchase.

The luxury brand industry, which was conservative in its expansion of online channels, also turned digital. This was done by creating a convenient shopping experience to encourage more purchases from the MZ generation. As people stayed at home most of the time, the fashion industry evolved and introduced a new lifestyle-oriented market, namely the "athleisure" clothing market and this grew significantly.

Food consumption and the Beauty market have also grown as businesses promote themselves with this theme: "Health and Wellness." This trend is expected to continue exponentially in the future.

The Consumer / Retail industry has undergone many changes in a short period because of COVID-19. Companies need to make more effort to quickly grasp and cope with changing lifestyles and trends. They also need to take a step forward in preparing their workforces to be more flexibly so that they are able to manage the risk posed by COVID-19.



**Elly Park**

Team Leader of Perm  
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Elly Park is a Senior Consultant at PERSOLKELLY Korea. She focuses on the Retail and Consumer Industry and has over 14 years of experience in the search industry. Elly specialises in meeting the recruitment needs of both global and local companies.

She is responsible for client servicing, project management, identification of prospective candidates, and pre-screening of qualified candidates. Her searches range mostly from mid-level to senior executives.

Elly is mainly in charge of the search for C-Level Executives, Marketing, Sales, E-commerce, Retail, MD / VMD, Legal, HR, and Finance functions.

She was also the winner of the Top Performer Award in 2017.

Consumer / Retail

Salary Range (per year) Unit: Million KRW												
JOB TITLES	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing	35.0	47.0	43.0	58.0	55.0	80.0	75.0	110.0	115.0	185.0	200.0	450.0
HR / Admin	33.0	45.0	40.0	50.0	48.0	75.0	70.0	95.0	100.0	170.0		
Finance	33.0	45.0	40.0	50.0	48.0	75.0	70.0	95.0	100.0	170.0		
IT	33.0	42.0	40.0	55.0	48.0	75.0	70.0	110.0	100.0	170.0		
CS	28.0	32.0	30.0	38.0	35.0	50.0	45.0	70.0	65.0	100.0		
Sales	35.0	45.0	43.0	57.0	55.0	80.0	75.0	110.0	105.0	180.0		
Supply Chain / Logistics	33.0	45.0	43.0	55.0	57.0	75.0	70.0	120.0	110.0	170.0		
E-commerce	33.0	45.0	43.0	60.0	55.0	75.0	73.0	105.0	100.0	160.0		



# Emerging Tech / Startups

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# Emerging Tech / Startups

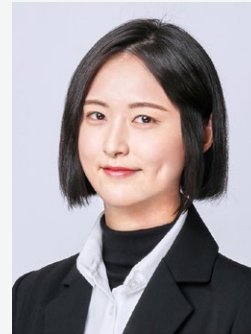
**T**he working environment has rapidly changed over the past couple of years.

Phase one: the transition from working in an office to working from home was successful with the help of highly developed technology and collaborative tools and platforms such as video conferencing and data virtualisation softwares.

Phase two: with the help of Natural Language Processing (NLP) and machine learning, many business functions have bridged the gap between virtual and reality. Voice cognitive applications, chat bot, and Automatic recognition and processing services play a major role in easing the work for both companies and end users.

Phase three: Our real-world spaces have been extended beyond our physical boundaries and technology has created a digital world, namely the Metaverse. Recently many companies regardless of their industry, are focusing on how to integrate their expertise into this new world, such as adopting cryptocurrency, digital humans (avatars), digital artwork, digital architecture, and so on.

By bridging the gap between reality and virtual reality, the industry will continue to thrive and as a result, new startups and new job opportunities will flourish. All HR-related personnel should pay attention to the change and be sure to update the company.



**Mina Park**  
Consultant  
Mina\_Park@persolkelly.com

Mina Park is an experienced consultant who deals with High-tech, Semiconductor and Automotive customers.

She established her expertise by recruiting a wide range of Software Engineers including the Full-Stack Developer, Data Scientist, System Engineer, Devops Engineer and Hardware Engineers, including Customer Engineer, Quality Engineer, and Installation Engineer.

At present, Mina is actively identifying potential candidates for Cloud Computing, Platform Architect, AI, and Machine Learning.

Emerging Tech

Salary Range (per year) Unit: Million KRW												
JOB TITLES	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing	32.0	48.2	47.1	63.2	60.2	62.6	88.0	126.6	104.2	158.4	153.0	306.0+
HR / Admin	34.8	41.7	41.7	52.1	56.3	66.8	89.3	89.8	114.8	147.4		
Finance	31.3	47.4	47.1	64.0	67.8	83.4	83.4	114.8	114.8	171.9		
Sales	41.7	51.5	52.1	65.0	73.0	88.6	114.8	136.6	126.4	193.7		
Engineer	39.2	48.7	46.9	57.3	57.3	76.5	86.9	136.7	135.7	178.0		
CS	30.0	35.0	35.0	43.0	53.0	70.0	70.0	93.0	98.0	120.0		
R&D	39.4	50.8	51.4	65.5	62.6	81.5	76.9	117.2	128.7	189.1		
Others	34.2	51.3	49.5	52.1	73.0	85.0	93.8	125.5	135.7	139.0		



Startups

Salary Range (per year) Unit: Million KRW						
JOB TITLES	JUNIOR		MIDDLE		SENIOR	
	MIN	MAX	MIN	MAX	MIN	MAX
PR & Marketing	37.7	52.1	52.1	62.6	62.6	83.4+
Sales	41.1	52.1	52.1	73.0	73.0	93.8+
IT	-	-	62.6	83.4	83.4	122.4+
Legal & Risk	-	-	-	-	83.4	132.6+
HR / Admin	-	-	43.5	62.6	62.6	86.9+
Finance	-	-	52.1	73.0	73.0	122.4+
Design	-	-	52.1	73.0	73.0	91.8+
Data Analyst	-	-	52.1	73.0	73.0	122.4+
Platform Planning	41.7	52.1	52.1	73.0	73.0	102.0+
Service Planning	41.7	52.1	52.1	73.0	73.0	102.0+

# Information Technology



# Information Technology

2022 can be described as the era of virtualisation, a time when the Internet environment will change significantly. Consumers prefer to use a mobile service environment through mobile devices rather than using web services through a PC. So, for the field of digital marketing, which includes performance marketing and growth marketing, it is important to hire talented people with the ability to attract consumers through either mobile channels or to convert consumers who are focusing on mobile environments to web environments.

Additionally, professionals in various IT industries are no longer moving toward hardware-based industries such as laptops, mobile phones, and robots, but they prefer to join the software-based industries such as AI, multi-cloud, network infrastructure, and storage solutions.

The blockchain-based metaverse industry has also grown over the past decade and has begun to firmly establish a new NFT (Non-Fungible Token) market by providing platform services that offer XR devices to users, with the aggressive investment from global leading companies such as META (previously known as Facebook), Tesla, and Apple.

As a result, the metaverse industry is increasingly recognised by people for providing a solid solution to accumulate non-fungible permanent assets in the 3-dimensional virtual world.

Therefore, the IT market in 2022 is expected to focus on securing business development talent with more than 3 years experience, who also have a deep understanding of blockchain, VR, XR metaverse, AI, cloud-based software, as well as digital data analysis tools.



**Jennie Kim**  
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Jennie Kim is a consultant who deals with Technology Recruitment within the IT Industry.

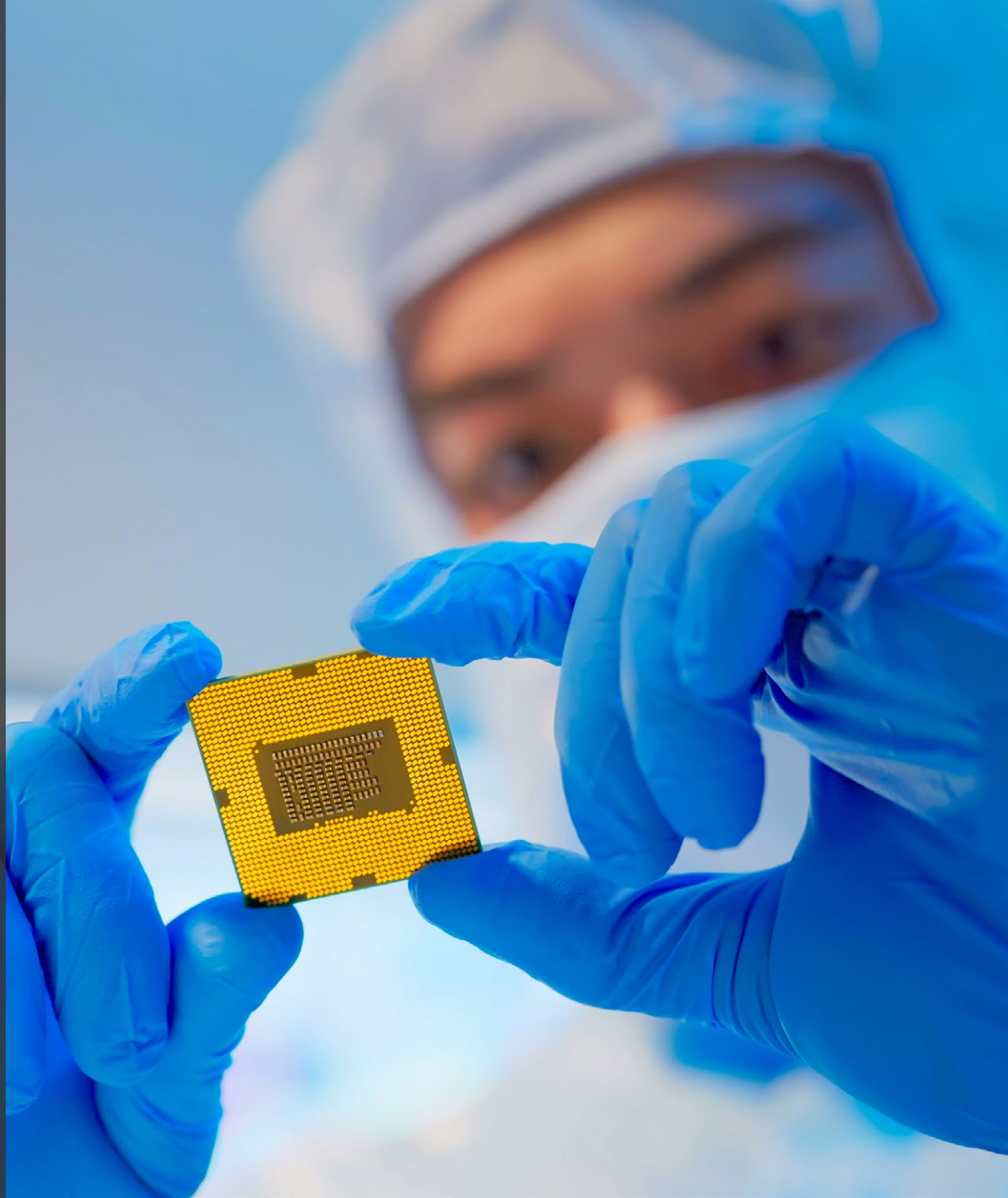
Jennie has experience in sourcing for Software Developers, Digital Marketers, and Technical Sales in XR, Game, Telecommunications Service, Digital & Cloud Solutions, and the Network Infrastructure industry.



Salary Range (per year) Unit: Million KRW												
JOB TITLES	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing / PR	33.0	61.4	46.0	76.7	65.0	86.9	80.0	100.0	95.0	242.6	125.2	417.3
HR / Admin	30.0	51.1	45.0	63.9	56.0	74.1	69.0	86.9	88.6	130.6		
Finance	36.0	56.2	41.0	71.6	58.0	80.0	78.0	100.0	100.0	184.1		
IT	28.0	51.1	45.0	61.4	55.0	76.7	77.0	90.0	107.4	153.4		
Engineer	40.9	51.0	41.0	65.0	68.0	94.0	82.0	120.0	138.1	281.2		
Sales	28.0	41.0	35.0	57.0	47.0	75.0	60.0	90.0	70.0	120.0		
Others	31.0	42.0	35.0	52.0	41.0	63.0	62.0	78.0	82.0	120.0		

# Semiconductor

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# Semiconductor

The supply shortage of semiconductors due to production setbacks has impacted the semiconductor industry. America, Europe, and China are actively promoting the construction of semiconductor factories in their respective countries because the shortage of semiconductors affects both the supply of electric vehicles and smartphones. Because of this situation, the investment amount this year was \$152 billion, a 34% increase from last year's \$113.1 billion.

While promoting the construction of semiconductor factories, new process lines were established, and funds were invested to purchase production equipment. The global semiconductor equipment market also achieved its highest sales ever. The global semiconductor equipment market reached \$103 billion, a 44.7% increase from last year's \$71 billion in sales.

The semiconductor industry achieved record-breaking investments and sales in 2021 and the semiconductor industry employment market also boomed. Semiconductor companies carried out large-scale recruitment and it was the most active period for experienced workers to look out for jobs - among the job positions, engineers filled most of the hired position.



**Claire Lee**  
Consultant  
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Claire Lee has extensive experience in the search industry and she specialises in Semiconductors.

She successfully hired applicants for 50 positions in 2020, including Customer Engineers, Industrial Engineers, Manufacturing Engineers, and Quality Engineers.

She is competent in figuring out requirements and expectations of clients and candidates, and she has good communication skills.

Due to large-scale investments by major chipmakers, sales of semiconductor equipment companies also increased.



Semiconductor

Salary Range (per year) Unit: Million KRW												
JOB TITLES	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing	32.0	48.2	47.1	63.8	60.3	76.1	62.6	104.3	83.4	146.1	104.3	261.9
HR / Admin	31.3	41.7	36.5	52.1	41.7	62.6	52.1	99.1	73.0	140.9		
Finance	31.3	47.4	47.4	64.0	57.5	82.9	62.6	104.3	83.4	146.1		
Sales	31.3	46.9	41.7	62.6	52.1	73.0	62.6	125.2	73.0	208.6		
Logistics	30.6	44.5	40.7	58.0	52.1	71.3	65.4	100.9	88.6	120.0		
Engineer	31.3	44.4	39.2	57.3	49.6	67.8	62.6	101.7	88.6	187.8		
Quality	36.5	51.1	51.1	61.5	61.5	74.1	74.1	90.3	-	-		
R&D	39.5	50.8	51.4	65.5	62.6	81.5	75.5	117.2	112.2	188.7		

# Healthcare / Life Sciences

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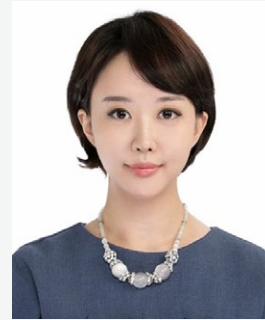


# Healthcare / Life Sciences

Due to the impact of COVID-19, supply chain systems that are agile and strategic, are becoming a key differentiator in the healthcare industry. It becomes a critical aspect to improve the level of care provided, medication, and the vaccination delivery process.

The new supply chain models are developing faster with the development of automation healthcare software and AI technologies. In addition, acceleration of digitalisation, cloud-based systems, and remote engagement in healthcare practices such as RPMS (Remote Patient Monitoring Systems) are growing faster and showing the synergy of technology and healthcare practices.

With this continuous disruption, the healthcare industry is also evolving and improving in many ways, and we expect to see an increase in jobs within the healthcare and life sciences industries. Talents like Digital Marketing Specialists, Software Engineers, SCM Experts, Clinical Trial Managers, and Data Analysts will be in demand.



**Alison Lee**  
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Alison Lee is a Senior Consultant in the PERSOLKELLY Scientific Resources division, and she has over 8 years of experience in Executive Search and Senior-Level Assignments for leading global Healthcare, Medical Devices, and Life Sciences companies.

Prior to joining PERSOLKELLY Korea, Alison specialised in Healthcare, where she led senior leadership engagements and brought industry perspectives to clients.

She has a proven track record in Commercial, Finance, and Technical hiring for clients and she earned a Bachelor of Arts in Sociology from the University of California, Berkeley.



## Healthcare / Life Sciences

Salary Range (per year) Unit: Million KRW												
		STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR
JOB TITLES	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HR	-	-	-	-	-	-	73.2	104.5	94.1	135.9	156.8	350.0
HR Business Partner	-	-	-	-	-	-	73.2	99.3	-	-		
Finance	-	-	-	-	-	-	83.6	115.0	94.1	156.8		
Sales	-	-	-	-	-	-	98.5	156.1	104.5	177.7		
Marketing	-	-	53.3	70.0	63.7	90.9	94.5	125.4	106.6	159.9		
PM / Branding	-	-	52.3	67.9	62.7	88.8	83.6	125.4	-	-		
Medical Advisor	-	-	104.5	156.8	125.4	209.0	188.1	240.4	-	-		
Medical Affairs	-	-	-	-	-	-	78.4	125.4	-	-		
Medical Science Liaison	41.8	52.3	52.3	62.7	52.3	83.6	-	-	-	-		
Regulatory Affairs	-	-	47.0	67.9	52.3	83.6	78.4	115.0	104.5	156.8		
Pricing & Reimbursement	-	-	-	-	-	-	78.4	99.3	125.4	177.7		
Clinical Research	-	-	47.0	67.9	-	-	83.6	125.4	-	-		
Clinical Project	-	-	-	-	62.7	83.6	-	-	-	-		
Quality Manager (Pharmacist)	-	-	47.0	57.5	62.7	78.4	83.6	125.4	-	-		

Bio



# Bio

The fastest-growing field in the bio-industry in 2021 was 'In Vitro Diagnostics' (IVD), related to the COVID-19 virus. Within the IVD field, the molecular diagnosis, immunoassay, and point-of-care testing (POCT) market have grown rapidly, due to respiratory diseases related to the COVID-19 pandemic. In a complete paradox, the COVID-19 diagnostic kit industry has become the center of growth in the Korean bio market.

The sales growth of the top 10 global companies recorded \$85.91 billion (as of 2020) within the IVD market, which was an increase of 14.2% from the previous year (Source, KBIOIS\_ Latest Trend Brief Vol. 50\_2021.11.03). The IVD market growth rate is expected to be more dramatic as the spread of COVID-19 accelerates, because of the emergence of Omicron.

Within the recruitment market for the bio-industry in 2021, the demand for new manpower stood out for the bioprocess, especially for talents with a master degree or doctorate and with experience in production facilities, quality control, or R&D.



**Tate Kim**  
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Tate Kim is a Senior Consultant who focuses on C-Level executives and senior position placements for global Biotechnology and Medical Device companies.

She has extensive experience working with various executive in talent mapping services for the Korea branch. Tate also focuses on setting up and reorganisation of global companies.

She has a good track record in Commercial, HR, Finance, and Technical Recruitment, and she has built up a wide network of clients and candidates. Prior to joining PERSOLKELLY, she worked at a Global Executive Search firm and was awarded for her outstanding performance as the winner of Q1 and Q3 in 2020.

Salary Range (per year) Unit: Million KRW												
JOB TITLES	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing / PR	30.6	36.7	35.7	45.9	45.0	60.0	60.0	80.0	80.0	140.0	150.0	280.0
HR / Admin	33.7	40.8	41.8	47.9	42.0	60.0	65.0	99.0	90.0	115.0		
Finance	33.2	45.0	35.0	45.0	45.0	70.0	68.0	95.0	90.0	120.0		
IT	30.9	36.7	35.7	45.9	60.0	75.0	75.0	98.0	80.6	90.3		
Engineer	38.0	45.0	45.0	58.0	50.0	70.0	80.0	105.0	100.0	130.0		
Sales	33.2	45.9	45.9	56.1	55.1	71.4	73.0	95.0	98.0	150.0		
QA / QC	30.0	44.0	44.0	52.0	52.0	68.0	68.0	110.0	98.0	135.0		
R&D	38.0	48.0	49.0	60.0	60.0	78.0	78.0	95.0	100.0	135.0		



# Manufacturing

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# Manufacturing

The manufacturing industry was slightly impacted by the COVID-19 pandemic. However, it is recovering gradually and the employment market, which also experienced a slump, is expected to become active once again. Once the economy revives, the demand for workforce is expected to increase as the factory utilisation rate starts to rise. In particular, the growth prospects of the manufacturing industry is anticipated, as the whole world focuses on building a production base, centered on promising industries such as Semiconductors, Batteries, and Hydrogen.

Additionally, the growth of the eco-friendly industry, which is currently a hot topic, is also expected to gain more publicity. As companies focus on the expansion of eco-friendly infrastructure, the growth of eco-friendly manufacturing industries such as core parts for electric cars are expected. Thus, the growth of the manufacturing industry is expected to continue while the growth of the related employment market will likely follow suit.



**Lynn Chung**  
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Lynn Chung is a Recruitment Consultant at PERSOLKELLY, focusing on the Semiconductor industry. She is in charge of recruiting for the non-engineering sector, such as SCM, Buyer, IT, QC, HR, Sales, and etc. She has a wide range of experience in recruiting for entry-level, mid-level, and senior-level positions for various roles. As such, she has a deep understanding of the Semiconductor field.

Manufacturing

Salary Range (per year) Unit: Million KRW												
JOB TITLES	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing / PR	32.0	45.0	45.0	56.0	56.0	70.0	70.0	93.0	93.0	130.0	148.9	273.9
HR / Admin	31.0	38.0	38.0	48.5	48.5	59.0	59.0	85.0	85.0	100.0		
Finance	33.0	47.0	47.0	56.0	56.0	70.0	70.0	95.0	95.0	130.0		
IT	33.0	48.0	48.0	60.0	60.0	75.0	75.0	110.0	110.0	150.0		
Engineer	33.0	47.5	47.5	57.0	57.0	72.0	72.0	100.0	100.0	175.0		
CS	39.2	54.5	54.5	58.8	63.9	80.1	95.5	144.9	144.9	170.4		
Sales	29.0	45.0	45.0	59.5	59.5	74.0	74.0	100.0	100.0	130.0		



# Automotive / Mobility



C.A.S.E. is considered the megatrend for the future of automotive industries, which stands for Connected, Autonomous, Sharing, and Electricity. The traditional automotive manufacturers are experiencing great changes due to C.A.S.E.

Most countries declared to commit in achieving a Net Zero (Carbon Neutral) policy by 2050 and the EU has tightened regulations on automotive emission of carbon dioxide.



# Automotive / Mobility

With current trend, automotive industries have changed from internal combustion engines to eco-friendly electricity and hydrogen vehicles.

Autonomous cars are expected to occupy approximately 25% of the entire automotive market by 2035, and car makers are currently focusing on research and development. Electric cars are installed with autonomous functions and various convenient functions for infotainment, car-sharing and etc. Therefore, they need to improve their software to meet such trends as well as improve their accumulated hardware capability.

As automotive industries are evolving and mobility services are maturing, the automotive manufactures will need new skilled engineers who can develop and manufacture such vehicles. However, the automakers, suppliers, and mobility companies are experiencing a severe shortage of talent because they need to compete with IT companies to obtain such highly skilled talent. In order to meet the industrial needs, mobility engineers should be equipped with extensive skills in data science, AI/machine learning, software programming for various new technologies and etc.

From horsepower to computing, from hardware to software, and from machines to electronics, automobiles are experiencing dynamic changes. Hence, technology development and talent training are more important than ever before. Although it was a conservative industry without much change in the past, the rapid talent acquisition that follows such change is key to surviving in this industry.



**Yumi Lim**  
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Yumi Lim has ample experience in recruiting executives and mid-level placements for various industries. During the increasing trends of carbon neutral and ESG management, she has better developed her skills to source and recruit professionals within the industries of Automotive, Mobility, Manufacturing, Management Consulting and etc.

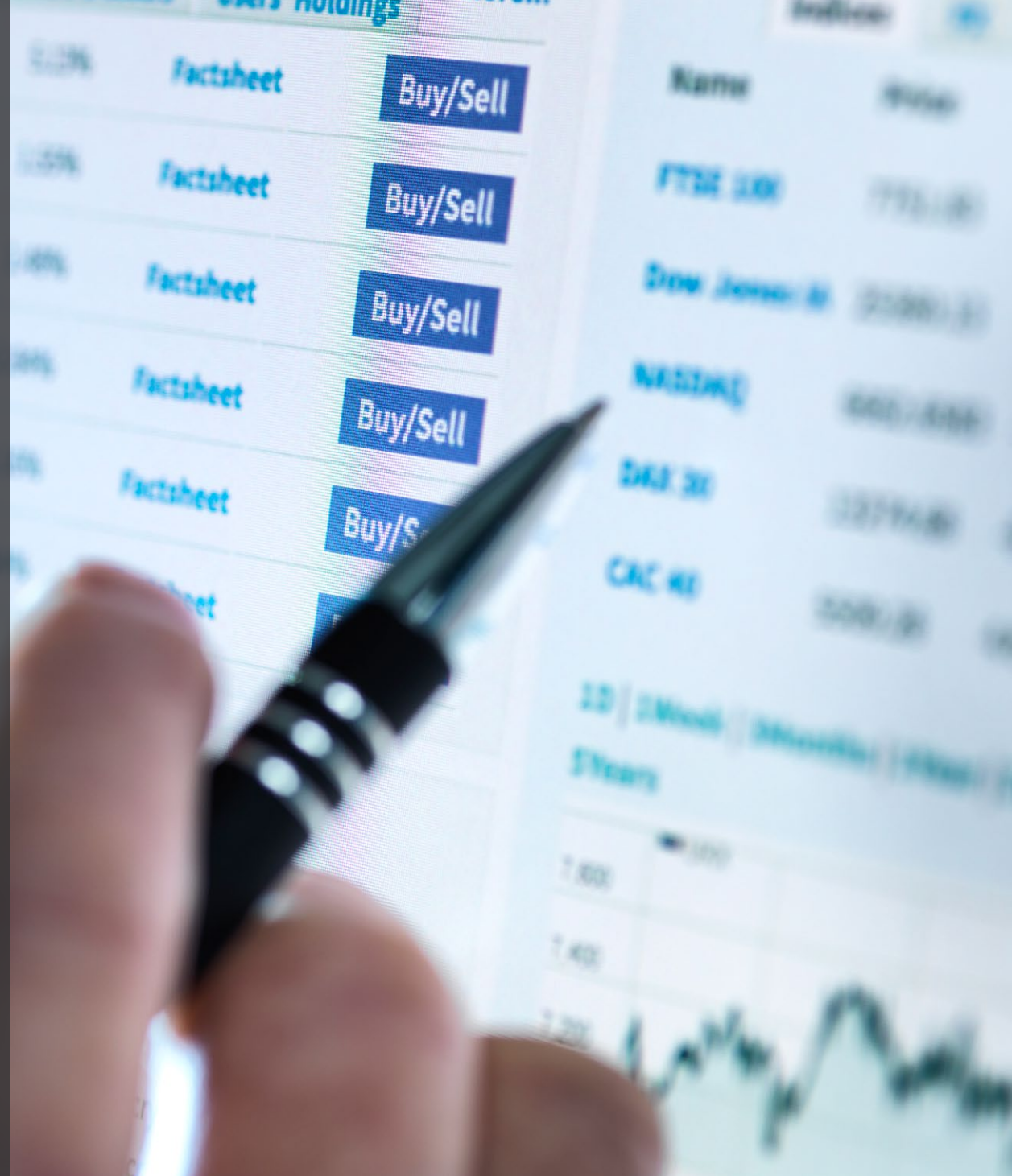
She is also the winner of the APAC Top Performer 2021.

## Automotive / Mobility

Salary Range (per year) Unit: Million KRW												
	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
JOB TITLES	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
HR / Admin	36.8	50.1	44.6	57.2	54.1	73.7	75.2	94.2	93.0	109.0	184.1	450.0
Finance	37.0	50.5	45.3	57.8	54.4	79.2	78.0	101.2	101.0	110.5		
Marketing	36.9	47.1	46.9	62.7	60.0	81.2	80.0	94.3	99.4	143.4		
Sales	39.4	52.2	50.0	62.0	58.0	81.6	75.6	98.2	99.1	147.5		
Production	39.3	50.3	46.3	59.1	56.1	77.1	70.8	98.8	99.2	101.8		
IT	39.0	52.1	50.0	69.0	68.4	81.4	81.3	101.0	100.5	165.0		
Logistics	36.9	45.3	48.0	56.3	51.0	69.0	68.5	93.4	92.6	132.0		
CS	36.7	47.6	46.9	59.4	56.8	77.2	72.7	84.2	83.8	98.7		
QA	38.4	49.1	58.0	65.0	64.2	81.3	79.2	102.4	102.1	154.0		
R&D	41.8	52.3	50.0	62.0	60.0	82.6	83.1	104.1	103.5	156.8		
Legal	36.7	45.9	44.5	64.9	52.2	85.0	68.6	120.6	102.2	172.9		

# Banking / Financial Services

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# Banking / Finance

Prospective employees claim that it is difficult to find a job, while companies claim that there is a labour shortage. This ironic situation has been going on for almost two years and it is no different in the Banking & Finance industry. As it becomes harder to obtain the budget for a new employee, the company's expectations became more specific to prepare for future business.

The fluctuation and uncertainty of the global economy has forced Banks and other firms to pay greater attention to Real Estate. They invest, develop, and manage properties that are considered less risky. Thus, the industry needs professionals with Architecture, Real Estate, and Engineering backgrounds.

The digital transformation around the globe has forced the Banks and other firms to recruit more Developers, Software Engineers and Compliance / Risk Management Managers. As the society becomes more health conscious, the demand for those with experience in Health / Pharmaceutical / Medical Devices and etc has increased.

In summary, recruitment within the Banking & Finance industry was not impacted badly by the pandemic; in fact, it created more opportunities for professionals with diverse backgrounds.



**Crystal Lee**

Senior Consultant

- Banking & Financial Services

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Crystal Lee is a seasoned Recruiting Consultant with more than 10 years of experience in Headhunting Business. She is skilled in Executive and mid-level placements, specialising in Banking and Financial Services – Commercial / Investment Banking, Private Equity, Real Estates and Management Consulting. She won the Regional Top Performer award in 2020.



## Banking / Finance

Salary Range (per year) Unit: Million KRW							
		JUNIOR		MIDDLE		SENIOR	
JOB TITLES		MIN	MAX	MIN	MAX	MIN	MAX
BANKING	Trader	48.0	91.8	75.0	153.0	98.0	357.0
	Product Sales	40.8	75.4	65.4	132.6	85.6	306.0
	Relationship Manager	40.8	70.2	61.2	102.0	85.0	204.0
	Private Banking	-	-	68.0	121.6	102.0	255.0
	Trade Finance	40.8	70.2	61.2	91.8	83.8	183.6
	Cash Management	40.8	68.4	60.8	91.8	82.8	204.0
	Credit Risk	40.8	68.2	57.8	112.4	92.4	204.0
	Market Risk	40.8	67.8	59.2	122.4	90.4	204.0
IB / M&A / ECM	-	51.0	80.4	72.0	153.0	123.0	357.0
PE / VC	-	51.0	83.4	70.6	142.4	102.0	306.0
ASSET MANAGEMENT	Research Analyst	45.9	71.4	58.3	94.8	78.8	153.0
	Portfolio Manager	45.9	66.3	61.2	102.0	92.0	204.0
INSURANCE	Underwriting	35.7	58.0	51.0	80.4	71.4	101.8
	Actuary	35.7	61.2	56.1	88.6	81.6	122.0
BACK OFFICE	Human Resources	35.7	56.1	45.9	107.0	84.0	255.0
	Finance / Finance Controller / CFO	35.7	55.2	52.2	112.2	82.3	306.0
	Legal & Compliance	35.7	61.2	58.2	122.4	102.4	306.0
	Internal Audit	35.7	60.0	51.0	102.0	88.2	204.0

# Blockchain / Fintech

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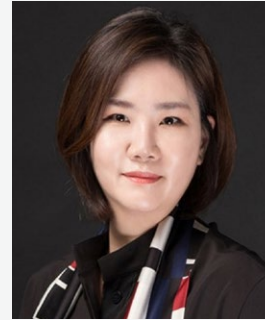


# Blockchain / Fintech

In 2021, blockchain adoption in various industries skyrocketed. The use of NFT technology has increased for artwork and consumer goods. The use of blockchain technology has increased in ESG-related fields such as energy and recycling. Besides that, blockchain is being used to respond to COVID-19 such as for digital ID's and vaccine supply. The introduction of blockchain-based Central Bank Digital Currency (CBDC) in each country was reviewed.

The market size of the blockchain industry is growing every year. It recorded \$4.5 billion in 2020 and is estimated to reach \$6.6 billion in 2021. It is further expected to increase at an average annual rate of 42.3% to reach \$19 billion in 2024.

The size of blockchain startups reached an all-time high in the third quarter of 2021 (up 384% as compared to the previous year). Therefore, it is expected that there will be active recruitment in industries related to blockchain in 2022.



**Sofia Chung**

Senior Consultant

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Sofia Chung is a Senior Consultant, specialising in the IT field and she has been in charge of Blockchain, Logistics, Energy, Renewable Energy, AI, Cloud, Big Data and Solutions for many years.

She has successfully placed various experts for C-level, HR, Finance, Strategic Planning, Sales, BD, Marketing, Engineering and etc.

Sofia is trusted by customers and candidates because she has an excellent understanding and analytical skills for projects; she had successfully recommended the right talent for every role. This is because she can grasp customers' needs accurately.

Salary Range (per year) Unit: Million KRW												
JOB TITLES	STAFF		JUNIOR		SENIOR		MANAGER		DIRECTOR		MANAGING DIRECTOR	
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Marketing / PR	30.3	40.7	36.5	53.8	50.0	80.0	60.0	114.6	112.0	158.4	125.2	306.0+
HR / General Administration	36.5	46.9	41.7	52.1	45.0	75.0	60.0	85.0	90.0	110.0		
Finance	31.3	47.4	46.9	64.0	62.2	82.9	76.1	106.1	100.9	171.9		
IT	37.8	48.2	45.6	56.1	45.0	85.0	70.0	110.0	100.0	150.0		
Engineer	35.5	48.7	45.2	60.8	60.8	74.2	78.6	118.6	108.0	153.5		
Sales	34.7	51.5	49.6	66.2	64.4	70.0	81.5	133.4	118.4	193.7		



# Global Search

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# Global Search

In the past, Vietnam and Malaysia were attractive places for setting up a regional office or factory, but now, Indonesia is fast becoming an attractive country. This is due to the FDI-friendly laws and regulations that are being imposed by the Indonesian government. It looks like Indonesia is competing with other countries to be the most innovative market.

Apart from this, many digital companies are based in the Middle East or Southeast Asia; they are rapidly diversifying and planning to be listed as public companies. Some of the well-known companies received fundings more than past years' record. We can expect that in the near future, more companies will move to the ASEAN region to grow their market share because of the friendlier trade policies that are being introduced by the local governments. Some startups are still undergoing intense digital transformations and are expected to be the next emerging businesses that will influence the APAC region.



**Davlat Vafoiyon**

Consultant

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Davlat Vafoiyon specialises in recruiting mid to senior-level positions mainly for industries like Biotech, Pharmaceuticals, Marketing, Advertising and etc. He has an enthusiastic spirit and he has the ability to focus on his work while communicating with various people from different levels and backgrounds.

Before joining PERSOLKELLY Korea, he worked for a global recruitment company where he developed dynamic work principles. He demonstrated a hard working attitude that achieved considerable results.

- Graduated with a Degree in International Business
- Experience in International & Domestic Sales, Marketing and Business Development. He serves Korean & global companies
- Fluent in Persian / Tajik, Uzbek, Russian, English and Korean



# Research Innovation Center

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The purpose of establishing the Research Innovation Center team is to hire people without any experience in the recruitment industry so that we can train them to become qualified consultants; thus, we're breaking away from the traditional protocol, which allows us to hire only the experienced consultants. We believe that we can launch this initiative because we have many experienced consultants working at PERSOLKELLY. This means that we already have a well-organised global training system.



# Research Innovation Center

Most of the consultants in the headhunting industry were senior employees in the past. This was so because the main sector of this industry used to hire only the executives at foreign companies or conglomerates. However, the overall trend of recruitment has transformed in the recent years. As such, the needs of clients from both startups and venture companies have increased drastically, which means that clients' needs to recruit younger employees has increased as well. This transformation has escalated the importance of hiring junior consultants in search firms like us.

The RIC team provides many opportunities for junior consultants to experience different positions in various industries. Our team also offers training sessions from the basics of recruitment right down to practical experience. Comparing with the previous system of the headhunting department that focused mainly on hiring experienced consultants and assigning projects to them immediately, the current RIC team focuses primarily on training consultants before they are being assigned with new tasks. This team functions in a way that helps junior researchers to develop their career as consultants. I firmly believe that it can provide more opportunities to juniors who are interested in either headhunting or recruitment positions, especially if they had lost their chance in the past due to a lack of working experience.

PERSOLKELLY Korea is well known for offering competent recruitment services to senior-level or executive-level professionals. In the past, our main business focus was in recruitment services for senior-level positions. However, with the launch of this RIC team, we are able to provide recruitment services for junior positions thereby broadening our market segment. This has helped PERSOLKELLY Korea in providing holistic recruitment services to clients for all HR needs.

I believe this is a great opportunity for us to build better partnerships with our clients and to further expand our business in the future.



**Jeehye Moon**

Head of Research Innovation Center  
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Jeehye Moon is the Head of Research Innovation Center in the Executive Search and Headhunting Division. She is responsible for training and coaching junior consultants, as well as recruiting, planning, directing and overseeing the operations within the organisation.

With over 18 years of experience in Search, Jeehye is currently expanding her expertise in the Executive Search division, such as providing strategic consulting to organisations other than Manufacturing and Executives in large companies.



PERSOLKELLY CONSULTING is a leading global HR consulting and professional services company.

With offices across Asia Pacific region in South Korea, Hong Kong, India, Indonesia, Malaysia, Singapore, China, Thailand, Vietnam and Japan (through collaboration with PERSOL Research and Consulting), we are committed to shaping the future of workforce and empowering individuals, organisations and societies.

We understand and analyse clients' challenges to provide customised HR advisory with cultural consideration, end-to-end HR solutions, as well as market insights for various industries, which include salary trends report, for effective business operations.

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## OUR SERVICES



Organisation  
Development



Learning Academy



Career Transition &  
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Advisory Services





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