

Indonesia Salary Guide 2025



Michael Page

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A Guide to Salaries & Trends in the Labour Market 2025

The Indonesian market stands at a pivotal moment of transformation, with business sentiment reflecting cautious optimism as the country enters a new chapter under fresh leadership. While companies maintain a measured approach to hiring, we're witnessing significant developments across multiple sectors that signal promising opportunities ahead.

The industrial manufacturing sector remains a cornerstone of Indonesia's economy, influencing various value chains. This strength is complemented by emerging opportunities in data centres, where local conglomerates and international players are establishing a presence.

Healthcare infrastructure development shows dynamism, with hospital construction expanding beyond Jakarta. This expansion, backed by private equity and venture capital investment, reflects confidence in Indonesia's healthcare sector.

The retail landscape is experiencing a notable shift, with Asian brands and local retail companies drawing substantial venture capital investment for expansion. Meanwhile, the FMCG sector faces exciting challenges, particularly in the mid-market segment, as consumer preferences adapt to economic conditions.

Salary trends remain relatively stable, with typical annual increments ranging from 5%-8% across industries. However, some sectors, mainly financial services, offer significant counter-offers to retain key talent, highlighting the growing competition for skilled professionals.

Infrastructure, manufacturing, and energy sectors are key focus areas for development and are expected to drive employment opportunities and economic growth. We anticipate more accessible pathways for foreign companies to establish operations, creating new opportunities.

For professionals, success depends on strong communication skills, effective leadership capabilities, and specialised expertise. While many aspire to generalist leadership roles, specialist career paths can command attractive compensation while offering deeper expertise.

As Indonesia strengthens its relationships with global partners and potentially streamlines processes for foreign investment, companies remain cautiously optimistic about the opportunities ahead. This balanced outlook, combined with the country's robust domestic market and potential policy reforms to ease foreign business entry, positions Indonesia favourably for continued growth and development.



Monico Lim

President Director

Salary Guide

Data below shows salary in IDR '000,000

Accounting and Finance	Average Gross Monthly Salary
Senior Accountant	25
Accounts Payable Manager	35
Accounts Receivable Manager	35
Accounting Manager	45
Finance Manager	50
Group Finance Manager	60
Head of Accounting	80
Head of Finance	100
Finance Director	180

Audit	Average Gross Monthly Salary
Internal Audit Manager	40
Internal Control Manager	45
Head of Internal Audit	120

Controller	Average Gross Monthly Salary
Cost Accountant	25
Credit Controller	35
Plant Controller	40
Project Controller	40
Assistant Financial Controller	45
Business Controller	50
Financial Controller	80
Group Financial Controller	100

Accounting & Finance

Corporate Finance and Treasury

Treasury Manager
Corporate Finance Manager
Head of Investor Relations
Head of Treasury
Head of Corporate Finance

Average Gross Monthly Salary

50
75
80
80
120

Financial Analysis

Assistant Finance Business Partner
Management Accountant
Finance Analyst
Pricing Analyst
Financial Planning & Analysis (FP&A) Manager
Finance Business Partner
Head of Financial Planning & Analysis (FP&A)

Average Gross Monthly Salary

25
25
28
30
50
60
85

Tax

Tax Accountant
Tax Manager
Transfer Pricing Manager
Head of Tax

Average Gross Monthly Salary

25
50
60
85

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Salary Guide

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Corporate Finance and Strategy	Average Gross Monthly Salary
Corporate Finance & Strategy Analyst / Associate	20
Corporate Finance & Strategy Manager	50
Corporate Finance & Strategy Head	120
Head of Corporate Finance	120
Corporate Finance & Strategy Director	150
Head of Corporate Strategy	150

Finance, Internal Audit, and Treasury	Average Gross Monthly Salary
Finance Manager	40
Finance, Accounting and Tax Manager	55
Actuary Manager	60
Vice President Tax	75
Finance Controller	80
Head of Treasury	80
Head of Internal Audit	90
Head of Finance	100

Investment	Average Gross Monthly Salary
Investment Banking Analyst	36
Investment Banking Associate	39
Investment Banking Manager	70
Fund Manager	80
Investment Banking Director	150

Banking & Financial Services

Know Your Customer (KYC) , Anti Money Laundering (AML), and Compliance	Average Gross Monthly Salary
Data Protection Officer	23
KYC Associate	25
Financial Crime Analyst	27
Investigations Manager	30
AML Manager	42
Compliance Manager	50
Head of Compliance	90
Compliance Director	200
Operations	Average Gross Monthly Salary
Credit Analyst	25
Claims Manager	30
Underwriting Manager	40
Credit Reviewer	45
Desk / Field Collection Senior Manager	45
Head of Client Services	70
Head of Collection	72
Senior Vice President Credit Control	80
Technical Director	100
Vice President Customer Excellence	100
Vice President Operations	100
Retail and Corporate Sales	Average Gross Monthly Salary
Equity Sales Retail	20
Retail Relationship Manager	25
Priority Banking Relationship Manager	28
Credit Analyst	30
Branch Manager Retail	50
Head of Business Development	70

Banking & Financial Services

Corporate Banking Relationship Manager

75

Equity Sales Institutional

80

Head of Funding

80

Head of Lending

80

Vice President Retail Banking

90

Risk

Average Gross Monthly Salary

Risk Analyst / Analyst

30

Operational Risk Manager

37

Risk Manager

60

Head of Risk

100

Risk Director

200

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Commercial	Average Gross Monthly Salary
Estimator	13
Quantity Surveyor	13
Senior Estimator	22
Senior Quantity Surveyor	22
Bid Manager	41

Construction	Average Gross Monthly Salary
Civil Site Engineer	13
MEP Site Supervisor	13
Construction Project Engineer	15
Senior Civil Site Engineer	20
Senior Project Engineer	22
Site Manager	28
Construction Project Manager	36
Senior Construction Project Manager	61
Construction Project Director	92

Engineering	Average Gross Monthly Salary
MEP Engineer	15
Structural Engineer	15
Senior Structural Engineer	22
Building Information Modeling (BIM) Coordinator	23
Building Information Modeling (BIM) Manager	36
Engineering Manager	36

Health, Safety, Environment, and Quality (HSEQ)	Average Gross Monthly Salary
HSEQ Officer	13
HSEQ Manager	36

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Agribusiness	Average Gross Monthly Salary
Process Engineering Manager	40
Utility Manager	45
Estate Manager	50
GM Downstream	50
GM Plantation	50
Plant Manager	50
Head of Agronomist	60
Head of Engineering	80
Plantation Director	100
COO Downstream	120

Mining and Minerals	Average Gross Monthly Salary
Project Cost Controller	25
Geologist	27
Geotechnical Engineer	29
Metallurgist	32
Maintenance Manager	38
Health, Safety, and Environment (HSE) Manager	39
Senior Geotechnical Engineer	39
Exploration Manager	40
Penanggung Jawab Operational (PJO)	40
Senior Geologist	40
Senior Metallurgist	40
Engineering Manager	44
Commodity Trader Supervisor	45

Energy & Natural Resources

Mine Engineering Manager

50

Project Manager

60

Mine Operations Manager

64

Trading Manager

65

Process Plant Manager

68

Smelter Operation Manager

70

Chief of Mine (KTT)

74

GM Operations

90

Oil and Gas

Average Gross Monthly Salary

Geoscientist

23

Energy Trader

28

Drilling Engineer

30

Process Engineer

30

Reservoir Engineer

30

Drilling Supervisor

40

Senior Process Engineer

40

Petroleum Engineer

40

Senior Petroleum Engineer

50

Senior Reservoir Engineer

50

Process Engineering Manager

65

Wireline Service Manager

75

Rotating and Static Equipment Manager

90

Oil and Gas Exploration Manager

105

Oil and Gas Drilling Manager

115

Energy & Natural Resources

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Salary Guide

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Engineering, Maintenance, and Utilities	Average Gross Monthly Salary
Computer-Aided Design (CAD) Technician	15
Engineering Technician	15
Maintenance Technician	15
Field Service Technician	16
Mechanical Technician	17
Electronics Technician	18
Maintenance Engineer	19
Test Engineer	19
Project Engineer	20
Energy Manager	22
Marine Engineer	22
Telecommunications Engineer	22
Aerospace Engineer	26
Field Service Engineer	27
Robotics Engineer	27
Controls Engineer	28
Automation Engineer	29
Chemical Engineer	29
Commissioning Engineer	29
Design Engineer	29
Electrical Engineer	29
Mechanical Engineer	29
Biomedical Engineer	30
Maintenance Manager	34

Engineering & Manufacturing

Senior Automation Engineer

36

Senior Design Engineer

36

Senior Electrical Engineer

36

Engineering Manager

40

Engineering Operations Manager

40

Engineering Project Manager

40

Engineering Director

80

Health, Safety, and Environment (HSE)

Average Gross Monthly Salary

HSE Administrator

13

Safety Engineer

23

Environmental Engineer

28

HSE Manager

35

Senior HSE Manager

60

Manufacturing Operations

Average Gross Monthly Salary

Continuous Improvement Engineer

22

Industrial Engineer

22

Manufacturing Engineer

22

Senior Manufacturing Engineer

31

Workshop Manager

36

Continuous Improvement Manager

37

Deputy General Manager

42

Manufacturing Manager

42

Plant Manager

52

Site Director

98

Engineering & Manufacturing

Production	Average Gross Monthly Salary
Production Operator	10
Production Engineer	16
Production Supervisor	18
Shift Manager	21
Production Manager	28

Quality	Average Gross Monthly Salary
Quality Engineer	18
Quality Auditor	21
Senior Quality Engineer	28
Quality Manager	32
Quality Director	77

Research and Development	Average Gross Monthly Salary
Research and Development Engineer	18
Innovation Manager	35
Research and Development Manager	35
Research and Development Director	80

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Salary Guide

Data below shows salary in IDR '000,000

Job Title	Average Gross Monthly Salary
Operations Director	96
Non-Executive Director	100
Partner	146
Chief Data Officer (CDO)	150
Chief Information Officer (CIO)	150
Chief Information Security Officer (CISO)	150
Chief People Officer (CPO)	150
Chief Technology Officer (CTO)	150
Director	150
Director of Corporate Secretary	150
Chief Human Resources Officer (CHRO)	169
Chief Legal Officer (CLO)	180
Chief Operations Officer (COO)	180
Chief Strategy Officer (CSO)	180
Transformation Director	180
Chief Risk Officer (CRO)	185
Chief Marketing Officer (CMO)	190
Executive Director	190
Country Manager	202
Managing Director	218
Chief Financial Officer (CFO)	225
President Director	238
Regional Managing Director, SEA	266
Chief Executive Officer (CEO)	519

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Salary Guide

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Healthcare	Average Gross Monthly Salary
Nurse	6
Pharmacist	7
Physiotherapist	8
Radiographer	9
Clinical Psychologist	10
Medical Doctor	12
Clinic Manager	25
Hospital Nursing Manager	30
Hospital Marketing Manager	35
Ancillary & Medical Affairs Manager	45
Hospital Director	75

Life Sciences	Average Gross Monthly Salary
Application Specialist	18
Clinical Specialist	18
Area Sales Manager	19
Regulatory Affairs Specialist	20
Product Manager	23
Medical Affairs Manager / Specialist	27
Service Manager	28
Government Affairs Manager	35
Market Access Manager	35
Regulatory Affairs Manager	35
Regional Sales Manager	36
Commercial Excellence & Sales Force Effectiveness (SFE) Manager	40

Healthcare & Life Sciences

Medical Affairs Senior Manager	54
Marketing Manager	55
Business Unit Manager	60
National Sales Manager	60
Government Affairs Director	70
Sales & Marketing Head	84
Commercial Excellence Head	90
Business Unit Director	100
Country Director	162

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Human Resources (HR)

Salary Guide

Data below shows salary in IDR '000,000

Generalist Roles	Average Gross Monthly Salary
HR Operations	16
HR Generalist	21
HR Superintendent	25
HR Project Manager	31
HR Advisor	35
HR Manager	35
HR Business Partner	45
HR Services Manager	45
Senior HR Business Partner	55
Head of HR	100
HR Director	120

Secretarial and Office Support	Average Gross Monthly Salary
Personal Assistant	14
Executive Assistant	19
Office Manager	25

Specialist Roles	Average Gross Monthly Salary
Recruitment Specialist	17
Learning and Development Specialist	18
Technical Recruiter	20
Mobility and Staffing Specialist	21
Industrial Relations Manager	28
Recruitment Manager	28
HR Information System (HRIS) Manager	30

Human Resources (HR)

Learning and Development Manager

40

Reward and Benefits Manager

40

Head of Recruitment

45

HR Centre of Excellence (CoE) Manager

52

Head of Learning and Development

55

Head of Rewards

60

Organisation Development and Talent Management Manager

66

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Salary Guide

Data below shows salary in IDR '000,000

Government Relation and Public Policy	Average Gross Monthly Salary
Government Relations Manager	55
Head of Government Relations	110

Legal	Average Gross Monthly Salary
Permit and License Lead	30
Legal and Compliance Manager	40
Senior Legal Counsel	55
Middle Associate (International Law Firm)	70
Permit and License Manager	70
Head of Corporate Secretary	75
Head of Legal and Compliance	75
Head of Permit and License	95
Senior Associate (International Law Firm)	110
General Counsel	140
Legal Director	150

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Data below shows salary in IDR '000,000

Logistics	Average Gross Monthly Salary
Import / Export Supervisor	17
Warehouse Supervisor	22
Fleet Manager	23
Transport Manager	28
Logistics Manager	45
Warehouse Manager	45
Head of Logistics	65
Logistics Director	120

Procurement	Average Gross Monthly Salary
Procurement Specialist	17
Direct Buyer	24
Indirect Buyer	24
Demand Planner	26
Sourcing Manager	30
Assistant Procurement Manager	31
Category Buyer	46
Contract Manager	50
Procurement Manager	51
Head of Procurement	82
Procurement Director	101

Procurement & Supply Chain

Supply Chain	Average Gross Monthly Salary
Inventory Planner	23
Production Planning and Inventory Control	23
Supply Planner	24
Inventory Manager	29
Technical Customer Service Manager	30
Senior Demand Planner	35
Supply and Operations Planning	45
Supply Chain Manager	45
Head of Supply Chain	72
Supply Chain Director	126

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Salary Guide

Data below shows salary in IDR '000,000

Facilities Management	Average Gross Monthly Salary
Data Centre Facility Engineer	16
Shift Electrical / Mechanical Engineer	16
Assistant Property Manager	17
Building Management System Engineer	18
Facilities Administrator	18
Estate Agent	20
Property / Building Manager	22
Facilities Manager	25
Technical Manager	28
Chief Security	31
Data Centre Facility Supervisor	31
Development Manager	32
Asset Manager	36
Contracts Manager	41
Data Centre Facility Manager	46
Data Centre Operations Director	92

Property Development	Average Gross Monthly Salary
Security Officer	12
Maintenance Electrician	13
Real Estate Analyst	14
Architect	16
Interior Designer	16
Lease Administration	16
Urban Designer	16

Property & Facilities Management

Security Manager	22
Technical Services Manager	28
Expansion Manager	31
Portfolio Manager	31
Acquisition Manager	36
Design Manager	36
Leasing Manager	41

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Salary Guide

Data below shows salary in IDR '000,000

Job Title	Average Gross Monthly Salary
Assistant Store Manager	15
Assistant Buyer	18
Merchandiser	21
Retail Buyer	21
Store Manager	21
Assistant Retail General Manager	26
Senior Merchandiser	26
Retail Category Manager	38
Retail General Manager	75
Retail Operations Director	86

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Salary Guide

Data below shows salary in IDR '000,000

Consumer Products	Average Gross Monthly Salary
Marketing Executive	12
Assistant Brand Manager	20
Trade Marketing Manager	28
Marketing Communications Manager	30
Brand Manager	35
Corporate Communications Manager	35
Performance Marketing Manager	35
Public Relations Manager	35
Consumer Insights Manager	50
Innovation Manager	50
Senior Brand Manager	50
Head of Customer Relationship Management (CRM)	55
Marketing Manager	70
Head of Corporate Communications	80
Head of Marketing	90
Marketing Director	130

Digital & Services	Average Gross Monthly Salary
Content Creator	18
Digital Marketing Specialist	22
Senior Graphic Designer	22
Content Strategist	25
Social Media Manager	30
Key Account Manager	35
Business Development Manager	40

Sales & Marketing

Campaign Manager	40
Category Manager	40
Creative Director	40
Customer Relationship Management (CRM) Manager	40
Digital Marketing Manager	40
Product Marketing Manager	40
E-commerce Manager	45
Performance Marketing Manager	50
Agency Account Director	60
Head of Customer Relationship Management (CRM)	70
Head of Growth	70
Special Project	80
Chief of Staff	100
Vice President Marketing	120
Vice President Sales	120
Country Director	140

Industrial & Manufacturing

Industrial & Manufacturing	Average Gross Monthly Salary
Sales Engineer	18
Sales Executive	18
Sales Project Manager	28
Account Manager	30
Export Sales Manager	30
Technical Sales Manager	30
Commercial Manager	32
Key Account Manager	32
Aftersales Manager	35
Area Sales Manager	35
Business Development Manager	35

Sales & Marketing

Part Sales Manager	35
Sales Manager	35
Sales Planning Manager	35
Senior Account Manager	35
Brand Manager	40
Marketing Communication Manager	40
Public Relations Manager	40
Regional Sales Manager	40
National Sales Manager	50
Head of Sales	65
Head of Marketing	70
Country Head	80
General Manager Sales	80
General Manager	90
Marketing Director	120
Sales Director	120

Tech Sales

Account Manager	25
Business Development Manager	25
Presales	25
Channel Manager	35
Senior Key Account	35
Customer Success Manager	40
Senior Presales	40
Regional Sales Manager	60
Account Director	80
Channel Director	80
Sales Director	120

Average Gross Monthly Salary

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Salary Guide

Data below shows salary in IDR '000,000

Analytics	Average Gross Monthly Salary
Business Intelligence (BI) Analyst	27
Lead Data Analyst	30
Business Analytics Manager	39
Lead Data Engineer	42
Lead Data Scientist	46
Data Science Manager	72
Head of Data	80
Vice President Data	132

Cloud and Infrastructure	Average Gross Monthly Salary
Senior Network Engineer	25
Senior DevOps Engineer	35
IT Infrastructure Manager	39
Cloud Architect	50
DevOps Manager	50
Head of Infrastructure	54

Cybersecurity	Average Gross Monthly Salary
Senior Security Engineer	35
Security Manager	55
Head of IT Security	80
Vice President Security	115

Technology

Development	Average Gross Monthly Salary
Front-end Developer	20
Quality Assurance (QA) Engineer	23
Back-end Developer	25
Mobile Developer	25
Full-stack Developer	30
Tech Lead	40
Solution Architect	55
Engineering Manager	67
Head of Engineering	81
Vice President Engineering	108

IT Enterprise	Average Gross Monthly Salary
ERP Functional (Subject Matter Expert)	37
IT Governance, Risk, and Compliance (GRC) Manager	40
IT Manager	50
Head of IT	85
IT Director	120

Product and Project Manager	Average Gross Monthly Salary
Product Manager	25
Senior Product Manager	35
Senior Project Manager	35
User Experience / User Interface (UX / UI) Designer	43
Head of Programme Management	50
Head of Product Manager	60
Vice President Product Manager	90

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