

CONNECTUS
CONNECTING TALENTS • BUILDING SUCCESS

2025

JOB MARKET INSIGHT

市场趋势与薪资报告

屡获殊荣

Awards & Accolades

2024 HRO 排行榜 - 外资 / 合资 TOP 10【第一资源】

2024 人力资源服务机构百强榜【第一资源】

2023 年度人力资源服务机构 100 强【Hroot】

2023 年度上海市人力资源服务伯乐奖【上海市政府】

2023 猎届震撼大单奖【谷露】

2023 中国区十年匠心招聘服务机构【招聘联盟】

2023 年度前十非凡 Hunter【猎聘】

2023 智选潜力奖【smart HR】

2023 人力资源服务机构 100 强【第一资源】

2022 年度最佳综合猎企【谷露】

2022 年度最佳行业猎企 - 汽车 / 智能电车【谷露】

2022 年度先锋人力资源品牌【第一资源】

2022 华东区域优质雇主【脉脉】

2022 攻坚合作共赢奖【smart HR】

2022 年度最佳商业合作伙伴【TTI SI】

2022 中国区汽车行业卓越招聘服务机构【招聘联盟】

2022 新旗奖 - 年度解决方案奖【HRflag】

2022 年度优秀培训供应商【SCANFIL】

2022 最佳领导力解决方案供应商【好孩子】

2022 年亚洲十大猎头公司【Asia Business Outlook】

2022 新加坡最佳中层管理人才猎头公司 - 银奖【VOTY】

2022 新加坡新晋猎头公司 - 银奖【VOTY】

2022 新加坡最佳招聘门户 - 铜奖【VOTY】

2022 新加坡本地英雄 - 铜奖【VOTY】

Awards Accolades

高端猎头服务

Executive Search

CONNECTUS 的高端猎头服务，是针对企业的中高端管理层岗位、稀缺岗位、机密岗位以及专业型技术人才，我们能够提供快速且定向的招聘解决方案，帮助企业搜寻、筛选、匹配人才。



顾问式猎头 Consultative Experts

培养猎头成为客户和候选人的长期合作伙伴。定期提供系统性专业培训，不断赋能团队，倾力打造 360°优秀顾问。各团队资深顾问平均拥有 10 年 + 行业经验，团队服务专业、无忧。

跨行业合作 Cross-industry Database

不同行业猎头资源共通，打通行业壁垒。公司内部 10 大行业猎头利用内外部庞大数据库，有效集合各行业的优秀人才，挖掘综合性人才，满足客户多样性人才需求。

国际网络 International Network

国内办公室与海外办公室通力合作。深耕行业 10 年，公司在中国、新加坡与印度设立办公室，积累了大量人力资源，与多地政府机构构建了良好合作关系，与多行业卓越企业建立了战略合作关系，全力支持客户的海内外业务发展。

市场信息洞察 Market Intelligence

每年定期发布雇佣调查报告和行业薪资报告。报告数据来源 10 大热门行业，集合上千份真实反馈，已经成为业界风向标。顾问专业解读人才市场走向，与客户分享市场趋势，助其伫立行业前沿。

灵活用工服务

Flexible Staffing

CONNECTUS 的灵活用工服务，旨在优化企业的灵活用工服务，实现弹性用工闭环，打破目前比较单一的雇用形式，从而为企业完善复合型的用工模式。



核心聚焦 Core Focus

依托于对行业深度的纵度挖掘，对各类招聘职位需求的横向触达，我们致力于为企业提供灵活和专注的人力资源外包服务。

一站到底 One-stop Service

我们的薪酬管理、商业保险、健康体检、年节福利、人才背调等专业服务，也从前端到后端为企业提供全方位包围式的用工解决方案。

职位全面 Extensive Position Coverage

深耕于人事、行政、财务等传统职能岗位，升级加入互联网+、电商运营、工程技术、研发质控、营销服务等职位，打开外包岗位新格局。

灵活赋能 Flexible Empowerment

在企业应对突发性、季节性、临时性、周期性等用工需求和挑战时，我们的服务都能够给予企业及时和精准的人员供给和补充。

企业人才发展

Talent Development

我们专注于帮助企业培养卓越的领导者，从技术人员的领导力提升，到新任经理的管理技能训练，再到复杂的企业高管领导力发展项目，以终为始地帮助企业设计定制化的解决方案，通过培训、人才发展项目、工作坊、行动学习、团队教练、一对一教练等方式，系统地提升企业管理人员的领导力。



定制化服务 Customized Solutions

外界的变化速度越来越快，标准化的培训服务已经很难满足客户的需求，经验丰富的迅佰汇客户经理可以为客户提供多种定制化服务，帮助客户找到适合自己的学习方式，从而达成学习的目标。

丰富的产品 Wide Range of Product

得益于我们在学习行业多年的资源积累，我们可以运用包括测评、数字化沙盘、混合式学习产品、版权课程等多种形式，为客户提供丰富的学习产品。

高质量顾问 Professional Trainers

我们的顾问老师大都来自世界 500 强企业，有丰富的理论基础和授课经验，并且通过我们的精挑细选，有很高的配合度以及项目满意度，并和我们持续合作多年，是我们赢得客户信任的重要资源。

快速响应 Proactive Response

帮客户节约时间，就是创造价值。我们致力于用最快的速度响应客户，缩短从需求确认到提交方案的时间，帮助客户加速推进项目进度，节约客户宝贵的时间。

专家网服务

Expert Network

在 INITIAL，我们与客户携手，洞见未来趋势，引领行业潮流。以“客户与行业专家零距离”为服务理念，旨在以多年的行业经验及独到的视角为客户提供最契合要求的信息解决方案，协助客户在最短时间内做出在华投资和经营战略的精准决策。



专家资源充足 Extensive Expert Network
基于康耐仕在人力资源领域的深耕，目前拥有 100 万余名覆盖全行业的候选人资源，可以进行专家高效匹配和连接。且基于该庞大的猎头寻访网络和丰富的人才画像，Initial 的专家信息更为真实可靠。

专家经验丰富 Unique Insights
专家基本具有超过 10 年的行业经验，具有丰富的实战经验和行业洞察。

高效的响应 Responsive
高效的专家推荐服务，在接到项目需求后，initial 会在 2 小时内积极响应和跟进。

智能的系统 Hi-Tech System
Initial 有响应及时、流程管理高效的软件服务系统支撑，能快速高效的对在库专家进行筛选和推荐。

出海业务

Internationalization

GATEWAY SEARCH 旨在甄选市场上最优秀的人才，是许多寻求一流专业人才的全球客户的首选战略区域搜索合作伙伴。我们能迅速理解客户的需求，熟悉不同国家和地区的文化特点，更加精准的洞察，我们是人才的门户，助力企业“轻装上阵”出海。



Why CONNECTUS

- 10 获奖公司（中国十大人力资源咨询公司）
- 12 广泛的办事处网络（分布在 3 个国家的 12 个办事处）
- 5 全方位人力资源解决方案公司（5 个事业部）
- 500+ 强大的客户基础（500 多家跨国公司和领先的本地公司）
- 10 十年稳定增长，为未来高增长做好准备
- 1,000,000 百万候选数据库



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SINGAPORE

Introduction:

Singapore's job market remains strong, driven by economic recovery and growth across key sectors. Finance, technology, manufacturing, logistics, and healthcare are seeing steady expansion. The construction and real estate sectors are also picking up due to increased infrastructure projects. Demand for tech roles continues to rise, especially in AI, cybersecurity, cloud computing, and data analytics, as businesses accelerate digital transformation. The fintech, e-commerce, and startup sectors remain vibrant, offering numerous opportunities. Healthcare and biotech sectors are expanding, with ongoing demand for nursing, medical technology, research, and facility management outsourcing. The push for sustainability has led to a surge in green jobs, particularly in renewable energy, waste management, and environmental consulting. The construction of sustainable infrastructure and smart cities also drives demand for energy-efficient engineering. In financial services, there is a growing need for compliance, risk management, and ESG-related roles as businesses align with regulatory changes and sustainability goals.

Despite a positive outlook, many sectors continue to face skill and talent shortages, especially in tech and engineering. Companies are increasingly investing in training and upskilling their workforce while also considering the import of talent from the region as a short-term solution. Employers are prioritizing diversity and inclusion to foster more equitable workplaces and attract a wider talent pool. Many are embracing hybrid work models to offer flexibility, appealing to those who prefer remote or adaptable work environments. Additionally, businesses are exploring new markets and customer bases to diversify revenue streams, particularly in emerging regions with high growth potential.

The Singapore Government continues to implement programs to support job creation, training, and workforce development, helping both employers and job seekers adapt to changing market conditions. Some subsidies and grants are made available to support the organisations.

Overall, the trend of companies expanding overseas and increasing hiring is likely to continue as businesses seek growth opportunities, leverage diverse talent, and adapt to changing market dynamics. Organizations that effectively manage this expansion and prioritize cultural integration will be better positioned for success in the global marketplace.

2025 Singapore Salary Insight:

(Note: The salary scales can easily vary according to the location, company profile, skillset, experience, and other aspects.)

1. Supply Chain

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Vice President, Global Supply Chain	20 - 25	700K	500K – 1M
Supply Chain Director	15 - 20	250K	250K – 350K
Sourcing Director	15 - 20	250K	220K – 300K
Country Manager / Sales Director	15 - 20	250K	200K – 400K
(Senior) Sales Manager	8 - 15	150K	130K – 190K
(Senior) Logistics Manager	8 - 15	120K	120K – 18 0K
Trade/Customs Compliance Manager	8 - 10	120K	110K – 140K
Supplier Quality Manager	8 - 10	100K	90K – 120K
(Senior) Supplier Quality Engineer	3 - 5	80K	60K – 90K
(Senior) Sourcing Engineer	3 - 5	80K	60K – 90K

2. Industrial

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Research & Development Director	15	270K	240K-300K
Regional Sales Director	15	250K	180K-360K
Plant Director/GM	15	230K	210K-252K
Quality Manager	6-8	130K	112K-144K
Engineering Director	15	230K	210K-252K
Lead Research and Development Engineer	8-10	140K	112K-168K

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Senior Manufacturing Design Engineer	6-8	98K	84K-112K
NPI Program Manager	8-10	105K	84K-126K
Engineering Program Manager	8-10	105K	84K-126K
Engineering Manager	8-10	126K	112K-140K
Sales Manager	6-8	105K	98K-112K
Quality Manager	6-8	98K	84K-112K
Embedded System Manager	8-10	140K	126K-154K
Hardware Manager	8-10	126K	112K-140K
Operation Manager	6-8	98K	84K-112K
Operation Director	15	203K	182K-224K
Production Manager	6-8	98K	84K-112K
Quality, Health, Safety and Environmental Manager	8-10	126K	112K-140K
Environmental, Health & Safety Engineer	1-3	73K	63K-84K
Senior QA Engineer	3-5	91K	70K-98K
Senior Product Quality Engineer	3-5	84K	70K-98K
Senior Supplier Quality Engineer	3-5	84K	70K-98K
Production Engineer	1-3	60K	48K-77K
Senior Process Engineer	4-8	95K	84K-105K
Senior Equipment Engineer	4-8	95K	84K-105K
Mechanical/Electrical Design Engineer	3-5	77K	56K-98K
Mechanical/Electrical Engineer	3-5	77K	56K-98K
Senior Maintenance Engineer	3-5	90K	84K-98K
Senior Application Engineer	3-5	90K	84K-98K
Senior Field Service Engineer	3-5	90K	82K-96K

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Technical Sales Engineer	3-5	70K	60K-82K
Technical Support Engineer	3-5	63K	56K-70K
Senior Test Engineer	3-5	77K	70K-84K

3. Healthcare

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Sales, Manager	3 - 5	100K	80K-140K
Sales, Director	8 - 10	200K	150K-250K
Business Development Manager	6 - 10	180K	150K-240K
Marketing Manager	6 - 10	150K	130K-180K
Marketing Director	10 - 15	200K	200K-300K
Market Access	5 - 10	180K	150K-250K
Medical Science Liaison	3 - 5	80K	80K-120K
Medical Affairs Manager	5 - 8	150K	180K-240K
Medical Affairs Director	15+	200K	280K-350K
Regulatory Affairs Manager	5 - 8	150K	100K-180K
Regulatory Affairs Director	12+	200K	180K-240K
Clinical Research Project Director	10 - 15	200K	180K-250K
Government Affairs Manager	10	200K	160K-250K
Applications Manager	7 - 10	100K	120K-140K
Product Manager	3 - 5	100K	90K-140K
Clinical Research Project Manager /Director	6 - 10+	130K	100K-250K
Biology/Biochemical/Molecular Scientist	5 - 8+	90K	80K-100K
Supplier Quality Auditor/Manager	5 - 8+	80K	100K-140K

4. Technology
Product & Engineering

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Senior UI Developer/ Lead/ Manager	10 - 15	150K	110K – 250K
UI Developer	5 - 10	80K	60K – 110K
Senior Java Back End Developer/ Lead/ Manager	10 - 15	150K	120K – 200K
Java Back End Developer	5 - 10	100K	85K -120K
Senior .Net Developer - Back End/ Lead/ Manager	10 - 15	150K	100K – 200K
.Net Developer - Back End	5 - 10	80K	60K -100K
Senior C++ Developer - Back End/ Lead/ Manager	10 - 15	150K	100K – 200K
C++ Developer - Back End	5 - 10	80K	60K -100K
Senior Java Developer - Full Stack/ Lead/ Manager	10 - 15	150K	120K – 200K
Java Developer - Full Stack	5 - 10	100K	85K -120K
Senior .Net Developer - Full Stack/ Lead/ Manager	10 - 15	150K	100K – 200K
.Net Developer - Full Stack	5 - 10	80K	60K -100K
Senior C++ Developer - Full Stack/ Lead/ Manager	10 - 15	150K	100K – 200K
C++ Developer - Full Stack	5 - 10	80K	60K -100K
Senior Mobile Developer/ Lead	10 - 15	150K	120K – 220K
Mobile Developer	5 - 10	120K	50K – 120K
QA Analyst	5 - 10	80K	60K – 100K
Performance Test Analyst	5 – 10	80K	70K - 100K
Automation Test Analyst	5 - 10	60K	50K – 90K
UI / UX Designer	10 - 15	150K	120K – 240K
UI / UX Designer	5 - 10	100K	50K – 120K
Application Director	10 – 15+	240K	200K - 300K

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Application Manager	5 - 10	160K	120K -200K
BI Manager	10 – 15+	170K	150K - 240K
Business Analyst	5 - 10	120K	85K – 160K
Digital Transformation Consulting Lead	10 – 15+	150K	120K – 200K
Digital Strategy Consulting Director	5 - 10	300K	180K - 350K
Head of Product Management	10 – 15+	200K	100K – 250K
Product Manager	5 - 10	80K	50K – 100K
Data Engineer	10 – 15+	120K	100K – 240K
Data Analyst	10 – 15+	100K	90K - 240K
Data Scientist	10 – 15+	200K	120K – 240K
Business Intelligence/ Data Engineering	10 – 15+	200K	120K – 240K
Business Intelligence/ Data Engineering	5 - 10	100K	60K -120K
Data Science/ Artificial Intelligence	10 – 15+	200K	120K – 240K
Data Science/ Artificial Intelligence	5 - 10	100K	60K -120K

Infrastructure/ Project & Change

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
CIO/ Chief Information Officer	15 – 20+	320K	260K – 420K
CTO/ Chief Technology Officer	15 – 20+	320K	200K – 420K
IT Director	10 - 15+	240K	180K - 350K
IT Manager	5 -10	120K	100K - 180K
Infrastructure Director	10 – 15+	180K	160K -250K

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Infrastructure Manager	5 -10	145K	110K -185K
Infrastructure Support Specialist/ Engineer	3 - 5	60K	55K - 90K
Data Centre Operations Manager	10 – 15+	140K	100K- 180K
Data Centre Operations Engineer	5 - 10	90K	70K – 110K
Implementation Manager	10 – 15+	130K	100K – 160K
Implementation Specialist	5 - 10	85K	70K – 100K
Data Centre Design Manager	10 – 15+	150K	110K – 180K
Data Centre Design Engineer	5 - 10	90K	80K – 110K
Critical Facilities Manager	10 – 15+	100K	90K – 120K
Critical Facilities Engineer	5 - 10	70K	50K – 90K
Database Manager	10 – 15+	150K	120K – 250K
Database Engineer	5 - 10	90K	70K – 120K
End-User Computing Manager	10 – 15+	180K	120K – 280K
End-User Computing Engineer	5 - 10	100K	80K – 150K
Cloud Manager	10 – 15+	200K	120K – 280K
Cloud Engineer	5 - 10	120K	80K – 150K
Network Manager	10 – 15+	180K	120K – 280K
Network Engineer	5 - 10	100K	80K – 150K
Server/ Storage Manager	10 – 15+	150K	120K – 250K
Server/ Storage Engineer	5 - 10	90K	70K – 120K
DevOps Manager	10 – 15+	200K	150K – 300K
DevOps Engineer	5 - 10	120K	100K- 150K

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Project Director	10 – 15+	200K	160K - 240K
Project Manager	5 - 10	120K	85K - 160K
Senior Business Analyst	10 – 15+	150K	100K – 200K
Business Analyst	5 - 10	70K	50K – 90K
SAP Program Director	15+	250K	250K - 350K
SAP Program Manager	10 - 15	200K	180K - 250K
SAP Consultant	5 - 10	120K	90K - 180K
Delivery Director	10 – 15+	250K	200K -350K
Delivery Manager	5 - 10	160K	80K - 200K
Solution Architect	10 -15+	240K	160K –280K+
Solution Consultant	5 -10	160K	140K – 200K
Business Transformation/ Change Director	10 – 15+	200K	150K – 300K
Business Transformation/ Change Manager	5 - 10	150K	120K – 180K
Helpdesk Support Manager	5 - 10	120K	100K – 150K

Helpdesk Support Engineer	3 - 5	70K	60K – 95K
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Cyber Security

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
CISO/ Chief Information Security Officer	15 – 20+	320K	260K – 420K
Cyber Security Director	10 – 15+	200K	180K – 300K
Cyber Security Manager	5 - 10	130K	125K – 190K
Cyber Security Operations Director	15+	220K	180K – 350K
Cyber Security Operations Manager	10 - 15	150K	120K – 180K
Cyber Security Operations Analyst	5 - 10	100K	60K – 150K
Cyber Security Architect/ Senior Architect	10 – 15+	250K	150K – 350K
Cyber Security Consultant	5 – 10	160K	120K - 180K
Cyber Security Consultant	3 – 5	110K	90K – 130K
Cyber Threat Intelligence	10 – 15+	220K	150K – 300K
Cyber Threat Intelligence	5 – 10	130K	90K – 150K
Cyber Security Analytics	10 – 15+	220K	150K – 300K
Cyber Security Analytics	5 – 10	130K	90K – 150K
IT Audit	10 – 15+	220K	160K – 300K
IT Audit	5 - 10	120K	100K - 160K
IT Security	10 – 15+	220K	160K – 300K
IT Security	5 - 10	120K	100K - 160K

5. Web3

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Head of HR (Regional/Global)	20	300K	216K – 500K
Head of Engineering	15	480K	400K – 800K
Software Engineering Lead / Principal	10	300K	260K – 480K
Product Director	15	360K	300K – 550K
Product Lead / Principal	10	280K	200K – 400K
Head of Marketing (Regional / Global)	15	400K	300K – 600K
Marketing Director	10	280K	240K – 380K
SRE Head	15	360K	300K – 550K
Head of Investment	15	350K	300K – 600K
Head of Finance	20	350K	300K – 450K
Senior Legal Counsel	10	240K	200K – 340K
Senior Compliance Manager	10	220K	200K – 280K
Finance Director	15	250K	200K – 330K
BD Director	12	230K	200K – 350K
Product Manager	5	168K	140K – 200K
Software Engineer	5	170K	150K – 200K
TA Manager (Sr.)	8	120K	98K – 170K
Community Manager	6	90K	84K – 120K

6. Gaming

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Esport Director	12 – 20+	230K	160K – 300K
Esport Manager / Coordinator	3 - 12	100K	60K – 130K
Games User Research Manager	10 - 15	150K	120K – 180K
Senior Games User Researcher	3 - 10	95K	70K – 120K
Gaming Operations Manager	3 - 10	110K	60K – 150K
QA Manager / Head of QA	12 - 15+	150K	120K – 180K
Lead Games Tester / QA Lead	8 - 12	105K	90K – 120K
Games Tester/Quality Assurance Tester	3 - 8	70K	45K – 90K
Gaming Data Analyst / Senior Data Analyst	3 - 10	95K	65K – 120K
Games Publishing Lead	5 - 15	115K	80K – 150K
Creative Director	12 – 20+	250K	200K – 300K
Lead Game Designer	10 - 15	160K	120K – 200K
Senior Game Designer	6 - 10	105K	90K – 120K
Games Designer	3 - 6	75K	60K – 90K
Games Developer	3 - 10	75K	50K – 100K
Game Producer	3 - 10	80K	60K – 100K

7. Human Resource

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
HR Generalist	5 – 10	80K	70K-100K
HR Manager	10 – 15	140K	110K-160K
HR Senior Manager/ Associate Director	15+	180K	150K-200K
HR Director/ Head of HR	15+	230K	200K-350K
HR Business Partner	10 – 15	150K	120K – 180K
Talent Acquisition Specialist	5 – 10	100K	70K-110K
Talent Acquisition Manager	10 – 15	160K	110K-180K
Talent Acquisition Director/ Head of TA	15+	250K	180K-300K
L&D Specialist	5 – 10	90K	70K-110K
L&D Manager	10 – 15	140K	110K-150K
L&D Director/ Head of L&D	15+	250K	180K-280K
C&B Specialist	5 – 10	100K	80K – 110K
C&B Manager	10 – 15	120K	110K – 150K
C&B Director/ Head of C&B	15+	250K	180K – 300K
Payroll Manager	5 – 10	100K	85K – 120K
Payroll Director	10 – 15	180K	150K –200K
Talent Management Manager	5 – 10	110K	90K – 130K
Talent Management Director	10 – 15	200K	150K – 250K

8. Accounting & Finance

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Chief Financial Officer	15+	300K	250K - 350K
Country Finance Director	10-15	180K	170K - 260K
Regional Finance Director	10-15	230K	200K - 260K
Country Finance Controller	10-15	200K	150K - 260K
Regional Finance Controller	10-15	230K	200K - 260K
Accountant	3 - 5	65K	48K - 78K
Accounting, Manager	5 – 10	110K	90K - 140K
Accounting, Senior Manager	10 - 15	150K	140K -170K
FP&A, Manager	5 - 10	100K	90K - 120K
FP&A, Senior Manager	10 - 15	140K	120K - 170K
FP&A, Director	15+	250K	230K - 280K
Finance, Manager	5 – 10	120K	90K - 150K
Finance, Senior Manager	10 – 15	170K	150K - 200K
Internal Audit, Manager	5 -10	100K	80K - 120K
internal Audit, Senior Manager	10 - 15	130K	120K - 140K
Internal Audit, Director	15+	180K	140K - 260K
Tax, Manager	5 - 10	110K	80K - 140K
Tax, Senior Manager	10 - 15	165K	140K - 195K
Tax, Director	15+	250K	200K - 350K
Treasury, Manager	5 - 10	130K	100K - 150K
Treasury, Senior Manager	10 - 15	170K	150K - 200K
Treasury, Director	15+	230K	200K - 300K

9. Legal

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Associate (Law firm)	1 - 3	80K	65K - 105K
Senior Associate (Law firm)	4 - 7	120K	110K - 170K
Legal Counsel (In-house)	5 - 8	150K	120K - 170K
Senior Counsel	9 - 12	200K	170K - 220K
Regional Legal Counsel	9 - 12	220K	170K - 240K
General Counsel/ Head of Legal	12 - 20	300K	250K - 390K
Chief Legal Officer	20 +	400K	350K +
Contracts Manager	1 - 3	85K	70K - 100K
Contracts Manager	4 - 7	120K	100K - 150K
Company Secretary	1 - 3	70K	60K - 80K
Company Secretary	4 - 7	110K	80K - 130K

10. Branding & Communications

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Head of Communications	15 - 20	260K	220K - 340K
Senior Manager, Communications	10 - 15	180K	150K – 240K
Manager, Marketing Communication	5 - 10	180K	120K - 200K
Manager, Internal Communications	5 -10	180K	120K - 200K
Head of Branding	15 - 20	240K	200K - 320K
Senior Manager, Branding	10 - 15	180K	150K – 240K
Manager, Branding	5 - 10	120K	100K – 150K
Head of Social Media	15 - 20	240K	200K - 320K
Social Media Manager	5 - 10	180K	120K - 200K

11. Sales & Marketing

Sales

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
CRO/ Chief Revenue Officer	15 – 20+	650K	-
VP Sales	15 – 20+	550K	500K-800K
Director/ Managing Director	15 – 20+	450K	400K -500K
Country Manager/ Commercial Director	15+	350K	200K-400K
Head of Sales/ Business Development Director	10 – 15	180K	150K – 240K
Account Director (Regional)	15+	350K	300K- 380K
Account Director (Local)	10 – 15	260K	220K-300K
Senior Account Manager	10 – 15	200K	160K – 220K
Account Manager	5 – 10	140K	120K – 180K
Channels/ Partnership/ Alliance Manager	5 – 10	200K	150K – 230K
Channels/ Partnership/ Alliance Director	10 – 15	260K	230K – 300K
Key Account Manager	5 – 10	200K	160K – 250K
Global Account Manager	10 – 15	250K	200K – 300K
Inside Sales/ Sales Development Representative	10 – 15+	250K	180K - 350K
Inside Sales/ Sales Development Representative	5 – 10	150K	120K – 180K
Business Development	10 – 15+	300K	200K - 350K
Business Development	5 – 10	180K	120K – 200K
Product Sales Specialist	5 – 10	100K	80K-120K
Product Sales Manager	10 – 15	150K	120K-180K
Product Sales Director	15+	250K	200K-300K

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Pre-Sales/ Solution Sales Engineer	5 – 10	100K	85K-120K
Pre-Sales/ Solution Sales Manager	10 – 15	150K	120K-180K
Pre-Sales/ Solution Sales Director	15+	250K	200K-300K
Business Manager	10 – 15	150K	120K-180K

Marketing

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Chief Marketing Office/ CxO	15+	400K	300K-500K
Vice-President/President	15+	320K	240K – 420K
Associate Director/ Director	10 – 15	250K	180K – 300K
Head of Marketing	10 – 15	180K	150K – 240K
Senior Marketing Manager	10 – 15	160K	150K – 180K
Marketing Manager	5 – 10	120K	100K – 150K
Marketing Executive	3 – 10	100K	80K – 120K

Digital Marketing

Job Roles	Years of Experience	Median Salary (SGD)	Salary Range (SGD)
Digital Marketing Director/ Senior Director	10 – 15	250K	200K – 320K
Senior Digital Marketing Manager	5 – 10	150K	120K – 180K
Digital Marketing Manager	5 – 10	120K	100K – 160K
SEO Director	10 – 15+	120K	150K – 250K
SEO Manager	5 – 10	100K	80K – 150K
Art Director/ Graphic Design	10 – 15	150K	120K – 180K
Head of Content/ Director	10 – 15	144K	150K – 250K
Content Strategist	3 – 10	90K	60K – 150K





INDIA

Introduction:

The Indian job market is poised for significant workforce expansion, with growth projected to rise to 6.33% in H1 FY25, compared to 4.2% in H2 FY24. This reflects increasing economic confidence, business planning, and strategic workforce alignment. Global uncertainties like trade tensions and rising interest rates persisted in 2023, but the economy proved resilient, and major setbacks were avoided. Domestically, the job market trends like "quiet quitting," "layoffs," and "bare minimum Mondays" created shifts in workplace dynamics. As 2024 unfolds, ongoing tensions between employee well-being and productivity expectations continue, driven by changes such as remote work and the gig economy.

Despite external challenges, India's economic growth remains strong, projected at 6.2% in 2024. This growth is supported by a robust financial sector and monetary policies aimed at balancing inflation with expansion. Job creation is expected across industries, as companies focus on hiring and workforce expansion in response to technological progress and regulatory shifts. India is also projected to become the third-largest economy by 2027-28, with GDP expected to cross USD 5 trillion.

By 2025, major transformations are anticipated in India's job market due to technological advancements, changing demographics, and business demands. Key sectors like AI, IT, and the gig economy will drive growth, with 350 million gig jobs expected by 2025. Skilled workers will be in high demand as industries like real estate, construction, hospitality, and EV infrastructure see the most workforce growth. To thrive, job seekers will need to prioritize skill development and continuous learning, ensuring they remain adaptable in this evolving market.

2025 India Salary Insight:

(Note: The salary scales can easily vary according to the location, company profile, skillset, experience, and other aspects.)

1. Information Technology

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Product Manager/Product Head/VP Product	7 - 20	₹1.50 crore	₹30L – ₹3 crore
Artificial Intelligence (AI) Engineer	3 - 10	₹55L	₹25L – ₹85L
Cloud Architect	3 - 10	₹60L	₹35L – ₹85L
DevOps Engineer	3 - 10	₹32L	₹10L – 55L
Blockchain Engineer	3 - 10	₹35L	₹18L – ₹60L
Full Stack Developer	3 - 10	₹52L	₹30L – ₹75L
Software Architect	10 - 15	₹55L	₹45L – ₹85L
Big Data Engineer	3 - 10	₹35L	₹15L – 55L
Data Scientist	3 - 10	₹40L	₹18L – 70L
Internet of Things (IoT) Solutions Architect	3 - 10	₹30L	₹15L – ₹60L
CTO/Head of Engineering/Director Engineering	15 - 20	₹2 crore	₹80L – ₹3 crore
Head of Tech Support	10 - 15	₹67L	₹55L – ₹80L
Design & Architecture	10 - 15	₹75L	₹60L – ₹90L

2. Finance

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Chief Financial Officer	15 - 20	₹1.50 crore	₹80L – ₹2.5 crore
Financial Advisor	10 - 12	₹55L	₹45L – ₹80L
Financial Analyst	3 - 6	₹20L	₹18L – ₹30L
Accountant	3 - 6	₹15L	₹12L – ₹20L
Equity Research Associate	3 - 6	₹20L	₹15L – ₹25L
Accounts and Finance Manager	5 - 10	₹40L	₹25L – ₹60L

3. Industrial: Engineering

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Aerospace and Aeronautical Engineers	8 - 15	₹95L	₹45L – ₹1.5 crore
Civil Engineers	7 - 10	₹40L	₹30L – ₹55L
Electrical Engineers	7 - 10	₹55L	₹45L – ₹70L
Industrial and Mechanical Engineers	7 - 10	₹55L	₹45L – ₹70L
Mining Engineers	7 - 10	₹45L	₹30L – ₹65L
Telecommunication Engineers	7 - 10	₹55L	₹45L – ₹80L
Chemical and Material Engineers	7 - 10	₹50L	₹45L – ₹65L
Manufacturing Engineers	7 - 10	₹50L	₹45L – ₹65L
Process Engineers	7 - 10	₹45L	₹30L – ₹65L

4. Industrial: Ecommerce, Procurement and Supply Chain

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Procurement Manager	7 - 10	₹25L	₹15L – ₹30L
Procurement Head	10 - 15	₹55L	₹45L – ₹60L
Logistics Manager (incl Transportation & Warehousing)	7 - 10	₹25L	₹20L – ₹30L
Supply chain manager	7 - 10	₹30L	₹18L – ₹35L
Sourcing Manager	7 - 10	₹20L	₹15L – ₹25L
Planning Manager	7 - 10	₹20L	₹15L – ₹25L
Vendor & Supplier Relationship Manager	7 - 10	₹20L	₹15L – ₹25L
Category Manager/Head	8 - 15	₹45L	₹25L – ₹55L
GM & Head of Procurement	15 - 18	₹45L	₹25L – ₹55L
Commercial Head	10 - 15	₹35L	₹25L – ₹45L

5. Industrial: Manufacturing

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Utilities and Controls	7 - 15	₹35L	₹18L – ₹50L
Maintenance Manager	7 - 10	₹33L	₹24L – ₹43L
Production/Manufacturing Manager	7 - 15	₹45L	₹20L – ₹55L
Quality Assurance / Control	7 - 10	₹28L	₹19L – ₹38L
Health, Safety and Environment (HSE) Manager / Head	7 - 15	₹40L	₹21L – ₹55L
Process / Operational Excellence	7 - 15	₹60L	₹36L – ₹90L
Plant / Site Head	10 - 15	₹65L	₹55L – ₹80L
Head of Manufacturing / Operations / Chief Operations Officer (COO)	10 - 15	₹1.50 crore	₹70L – ₹2.50 crore
Project / Program Director	10 - 15	₹97L	₹70L – ₹1.25crore
Head of Department (Engineering)	10 - 15	₹73L	₹55L – ₹83L
Project Engineer	5 - 10	₹22L	₹18L – ₹32L

6. HR & Corporate Functions

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Head of Human Resources (Large Companies)	10 – 15	₹1.37crore	₹75L – 2 crore
Head of Human Resources (Small/Medium Sized Companies)	10 – 15	₹1crore	₹60L – ₹1.2 crore
HR Generalist / Business Partner	3 - 10	₹39L	₹18L – ₹60L
HR Generalist / Business Partner	10 - 15	₹70L	₹65L – ₹80L
Learning & Development	5 - 10	₹55L	₹35L – ₹60L
Learning & Development	10 -15	₹70L	₹60L – ₹80L
Talent Management / Organizational Development (OD)	5 - 10	₹50L	₹47L – ₹60L

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Talent Management / Organizational Development (OD)	10 - 15	₹75L	₹65L – ₹90L
Compensation & Benefits	5 - 10	₹63L	₹50L – ₹73L
Compensation & Benefits	10 - 15	₹90L	₹60L – ₹1.2 crore
Industrial Relations	5 - 10	₹45L	₹32L – ₹58L
Industrial Relations	10 - 15	₹80L	₹60L – ₹90L
HR Operations / Payroll / HRIS	5 - 10	₹35L	₹19L – ₹42L
HR Operations / Payroll / HRIS	10 - 15	₹50L	₹45L – ₹65L
HR Consulting	5 - 10	₹65L	₹53L – ₹80L
Talent Acquisition	5 - 10	₹32L	₹20L – ₹45L
Talent Acquisition	10 - 15	₹65L	₹45L – ₹85L

7. Sales and Marketing

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Inside Sales	5 - 10	₹40L	₹30L – ₹60L
Channels / Alliances	5 - 10	₹45L	₹20L – ₹50L
Marketing Manager/Sr. Manager Marketing	5 - 10	₹40L	₹25L – ₹45L
Marketing Head	10 - 15	₹68L	₹66L – ₹70L
Director Marketing	15 - 20	₹1 crore	₹80L-₹1.2 crore
VP Marketing	15 - 20	₹1.2 crore	₹90L– ₹1.5 crore
CMO	20 - 25	₹1.5 crore	₹1crore – ₹2crore

8. Digital Marketing, Media & PR

Job Roles	Years of Experience	Median Salary (INR)	Salary Range (INR)
Communications Director	10 - 15	₹1.50 crore	₹70L – ₹2.5crore
Communication Strategist	5 - 10	₹60L	₹45L – ₹70L
Public Relations (PR) Manager	5 - 10	₹40L	₹30L – ₹55L
Content Marketing Manager	3 - 7	₹25L	₹20L – ₹30L
Digital Marketing Manager	6 - 10	₹55L	₹40L – ₹65L
Graphic Designer	3 - 7	₹15L	₹10L – 20L
Editor	3 - 7	₹17L	₹15L – ₹20L



MIDDLE EAST

Market insights for the Gulf Cooperation Council

For the GCC's (Gulf Co-operation Council) labor market, especially in Dubai's job market is vibrant and diverse, offering opportunities across multiple sectors. As we approach 2025, the city's economic diversification is opening new doors, especially in technology and sustainability. Dubai's forward-thinking environment continues to attract job seekers worldwide.

In a recent study done by BCG, Dubai (Top 3) and Abu Dhabi(Top 4) remains top on the list for most desirable cities to work in, coming after London (Top 1) and New York (Top 5). (Extract from BCG report)

The talent pool is still mostly male and expatriate, it is increasingly shifting towards female and national. The UAE remains the leader in attracting talent, although Saudi Arabia's talent market continues to make big strides.

The employee growth rate in the GCC is overall positive. Saudi Arabia saw the highest employee growth rate in the region and Qatar, on the other hand, saw the lowest. That may be due to the completion of projects after the 2022 FIFA World Cup, held in Qatar.

For the current year, the outlook is more positive. Organizations in KSA have the highest expectation of growth potentially due to investment in various mega projects to boost tourism and the hiring for mega-projects such as **Neom and The Line**.

There is significant competition in the region, with powerhouses KSA and UAE competing to attract foreign talent, which make up the majority of their workforce. Indians make up the largest group of foreign nationals working in the GCC region, followed by local nationals, and Egyptians in third.

The emerging sectors and job trends particularly in artificial intelligence, cybersecurity, and digital transformation remain in high demand. Renewable energy, e-commerce, healthcare, and sustainable construction are also expanding, contributing to a more resilient economy and increasing job opportunities.

Dubai fosters innovation and entrepreneurship through innovation hubs, free zones, and startup incubators. These initiatives attract local and international talent, presenting numerous opportunities in tech startups and creative enterprises. The supportive environment for entrepreneurs helps new ideas thrive and boosts job creation.

The continuous high demand for tech professionals in AI, machine learning, cybersecurity, data science, cloud computing, and blockchain remain strong.

Green Jobs are also on the rise to due to increase share of renewable energy in its energy mix, there will be substantial demand for jobs in solar energy, wind power, and green hydrogen. Projects like the Mohammed bin Salman Solar Project will create roles for engineers, environmental scientists, and project managers.

The job market in Saudi Arabia in 2025 is expected to be shaped by the Kingdom’s ambitious Vision 2030 strategy, which aims to diversify the economy away from oil and develop new sectors.

Chinese Companies investment into GCC

In 2024 and 2025, Chinese companies looking to enter the UAE and Saudi Arabia will find significant opportunities driven by growing economic ties, large-scale infrastructure projects, and both countries' economic diversification efforts. The ongoing Belt and Road Initiative (BRI), coupled with the UAE and Saudi Arabia’s strategic positions in global trade, presents attractive markets for Chinese businesses.

China's economic ties with the Middle East have been rapidly expanding, with bilateral trade reaching approximately \$500 billion in both 2022 and 2023. This surge in economic activity has led to a growing trend of Chinese companies investing in various sectors across the region, from infrastructure to new energy vehicles.

China has become the third largest foreign investor in the United Arab Emirates (UAE), and according to data from Emirates NBD Bank, China was Saudi Arabia's largest greenfield investor in 2023, with investment accounting for 58 percent of the latter's total greenfield investment.

Large central or State-owned engineering enterprises from China have almost all set up regional offices or branches in Dubai, and the projects undertaken by Chinese contractors range from power stations and solar energy to roads, bridges, ports and high-rise buildings, covering all industries. This group of contractors has gained experience over many years, and many have managed to localise their operations. In the past two years, more Chinese companies of a smaller size have begun to enter the Middle East to meet huge infrastructure renewal needs in the Middle East, especially from Saudi Arabia."

The other is e-commerce. "According to public reports, Shein, Temu and Alibaba already have business presence in the Middle East via the business model of selling low-cost Chinese products to the Middle East through digital platforms. (extract from Legal Asian Business)

Extracts from Legal Asian Business and Boston Consulting Group (BCG), The Network, of which Jobstreet by SEEK is a part of, and The Stepstone Group. Titled Decoding Global Talent 2024, the study is based on survey data from more than 150,000 respondents in the workforce spanning 188 countries.

2025 Salary Guide: Expansion into UAE (Dubai)

Job Roles	Years of Experience	Median Salary (AED)	Salary Range (AED)
HR Director (Regional)	15	400K	360K - 500K
Finance Director	12	500K	400K - 700K
Senior Legal Counsel	10	500K	450K - 600K
Sales Director	15	550K	400K - 680K
Marketing Director	10	450K	400K - 680K
Project Manager	10	350K	270K - 450K
Finance Manager	8	310K	230K – 460K
Tax Manager	8	310K	230K – 460K
HR Manager	10	200K	150K – 360K
Recruiter	5	110K	91K - 140K
Senior Software Engineer	5	400K	320K - 500K
Product Manager	3	380K	300K - 500K
Admin Manager	8	150K	120K – 200K

2025 Salary Guide: Expansion into Saudi Arabia (Riyadh)

Job Roles	Years of Experience	Median Salary (SAR)	Salary Range (SAR)
HR Director	15	400K	360K - 500K
Finance Director	12	470K	400K - 680K
Senior Legal Counsel	10	380K	300K - 600K
Sales Director	15	500K	400K - 700K
Marketing Director	10	500K	400K - 650K
Project Manager	10	250K	200K - 300K
Finance Manager	8	300K	230K – 580K
Tax Manager	8	300K	200K – 400K
HR Manager	10	200K	150K – 380K
Recruiter	5	110K	80K - 150K
Senior Software Engineer	5	280K	210K - 400K
Product Manager	3	270K	200K - 450K
Admin Manager	8	160K	140K – 200K

Notes: Other roles’ salary available upon request



灵活用工市场 Flexible Staffing

2025 Hot Jobs

销售	Sales
人事	Human Resources
财务	Finance
市场	Marketing
采购	Purchaser
零售类（店长、店员等）	Retail
运营类（展馆、主题乐园、表演剧院、影院等）	Operation
餐饮服务（前厅、后厅支持）	Catering
工程师	Engineering

2025 市场趋势

2025 Market Trends

当前全球经济增长持续放缓, 贸易局势紧张, 加上我国老龄化程度加剧, 人口红利逐渐消失, 企业面临用人成本增加的挑战。在此背景下, 传统的用工模式已无法满足人们的需求, 越来越多劳动者选择灵活的工作方式, 灵活用工模式也逐渐成为劳动市场中不可忽视的一部分。

中国灵活用工市场先后经历了非全日制用工和劳务派遣灵活用工, 到目前进入了互联网平台灵活用工。“互联网+”、人工智能、大数据、共享经济、零工经济等新模式的产生, 使得灵活就业的形式更加多样。根据《2024中国灵活用工发展白皮书》的预测, 2024年我国灵活用工市场规模将突破1.7万亿。

目前灵活用工已从共享经济延伸到传统行业, 覆盖场景更加广泛、多元化。中国灵活用工最先进入生活服务业, 如餐饮、零售、酒店、快递等, 后渗透到制造业和服务业。随着后疫情时代下文化娱乐、艺术展览、境内外旅游行业的复苏, 不少文化、娱乐、旅游企业对于灵活用工的需求日益扩大。

相关调查统计显示, 未来61%的雇主计划将30%的全职岗位替换成灵活用工从业者, 更多类型、级别的岗位会采用灵活用工模式, 这就表明未来的灵活用工将从基础劳动重复型工作向更复杂的技能型、专业型工作延伸, 对于人员的素质要求和技术要求会逐渐提升。

零工经济的发展打破了传统用工模式下企业人才类型较为单一的状况, 随着对零工平台和用工进一步的明确和规范, 零工模式成为了企业人才库的重要补充。常见灵活用工通常涉及到企业、灵活用工平台和灵活用工人员。灵活用工平台助力企业完成人员招聘和管理, 企业和灵活用工人员围绕工作开展考核与交付, 降低了企业“选育用留”的成本。随着国家出台相关政策, 不断规范灵活用工业务, 未来的灵活用工服务商和平台会逐渐体系化、专业化、合规化。

Crystal Chen

2025 薪资预测

2025 Salary Insight

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
销售专员	Sales	0-3	150K	120-180K
		3-5	200K	180-240K
人事专员	HR	0-3	100K	90-110K
		3-5	160K	150-180K
采购专员	Purchaser	0-3	120K	100-150K
		3-5	150K	130-180K
财务专员	Finance Specialist	0-3	100K	90-110K
		3-5	120K	110-130K

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
市场专员	Marketing Specialist	0-3	130K	100-160K
		3-5	170K	160-200K
法务专员	Legal Specialist	0-3	120K	100-140K
		3-5	150K	140-180K
行政专员	Admin	0-3	80k	70-100K
		3-5	120K	100-140K
IT技术支持	IT Support	0-3	100K	80-120K
		3-5	130K	120-160K
Java/C++	Java/C++	0-3	150K	120-180K
		3-5	220K	180-250K
机械工程师	Mechanical Engineer	0-3	140K	120-160K
		3-5	180K	150-210K
机械项目管理	Mechanical PM	5-8	180K	160-220K
零售店员	Retail Sales Assistant	0-3	90K	80-110K
		3-5	110K	90-140K
零售店长	Retail Sales Manager	5-8	190K	130-250K
签证专员	Visa Specialist	0-3	80K	70-90K
现场执行/运营专员	Operation/On-site Execution	0-3	80K	70-100K
		3-5	100K	90-120K
舞台技术员	Technician	3-5	120K	110-150K
舞台道具师	SSP Technician	3-5	140K	140-180K
剧院服装/妆造	Dresser/ Makeup Stylist	0-3	120K	100-150K



汽车行业

Automotive

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汽车行业 - 研发

Automotive-R&D

2025 Hot Jobs

智能驾驶端到端数据开发专家	Expert in end-to-end data development for intelligent driving
自动驾驶系统架构师	ADAS System Architect
自动驾驶软件架构师	ADAS Software Architect
感知 / 决策与规划算法专家	Perception/Planning & Control Algorithm Expert
软件研发质量专家	Software Quality Expert
智驾数据闭环专家	Intelligent Driving Data Loop Expert
智能驾驶仿真技术开发专家	ADAS Simulation Expert
自动驾驶大模型算法专家	Expert in Autonomous Driving Large Models Algorithm
智能驾驶计算平台开发专家	Expert in the development of intelligent driving computing platform
导航应用开发	Navigation Development
智能语音开发	Intelligent Voice Development Engineer
座舱产品经理	Product Manager
BMS 系统工程师	BMS System Engineer
底盘高级工程师（线控）	Chassis Sr. Engineer(SBW)
HIL 测试工程师	HIL Test Engineer
动力电池系统开发工程师	Power Battery System Development Engineer
热管理工程师	Thermal Management Engineer
逆变器电路设计	Inverter Hardware Engineer
电驱动软件工程师	e-Drive Software Engineer
充电桩设计工程师	Charging Design Engineer

2025 市场趋势

2025 Market Trends

随着全球汽车行业向电动化、智能化、网联化和共享化的快速发展，中国汽车行业的研发岗位正经历着前所未有的变革。基于 2024 年的市场数据，分析了中国汽车行业研发岗位的现状和未来发展趋势。

2025 年汽车市场将呈现多元化的发展趋势，包括混合动力汽车的普及、电动化进程的加速、自动驾驶技术的商业化落地、以及数字化与网联化的融合。

智能驾驶

端到端技术成为关注焦点：在汽车研发领域中，端到端技术因其通过简化的神经网络模型提高自动驾驶性能而受到关注。尽管大多数企业对于大规模自研投入持谨慎态度，但有少数企业正在尝试小规模研发，以测试这一技术的潜力和可行性。

智能底盘

智能底盘市场的需求会持续增长，随着智能驾驶技术的商业化落地可行性的到来，智能底盘实现线控技术的必要性亦清晰可见；目前本土整车厂在该项技术的自研投入度持续加码，另外一部分新锐零部件公司在近两年加速度投入，也因此给研发人才市场需求带来一定程度的紧迫度，尤其是底层软件开发，NVH 开发，高精度结构件开发等岗位。

电动化

关键词：技术突破

在全球碳中和行动愈发坚定的形势下以及海外市场电动汽车较大的增长空间，2025 年电动化领域的新技术的突破将会聚焦在以下三个方向：固态电池技术的重大突破，超级充电技术将实现更快的充电速度，而电机电控变速器的集成化与轻量化技术将进一步提升电动汽车的性能和效率。

电动汽车行业在 2025 年的市场上持续以技术开发来引领行业变革，同时也是各家企业加强自身竞争力的重要窗口期，技术趋势与需求引导人才市场风向标，以上三大领域的研发人才缺口和优化会持续发生。

综上所述，企业更加清晰自己的定位和发展方向，在自己的核心业务和重点发力点进行人才的整合和搭建。这种策略的调整有助于企业集中资源，提升核心竞争力。中国在软件开发方面的全球影响力在持续扩大：中国的研发体验和速度正在超过全球其他国家，吸引了越来越多的外资企业在中国增加投入。中国在软件开发方面的能力，正在反向赋能外资研发总部，为全球市场提供创新解决方案。

2025 年的汽车研发招聘市场呈现出招聘总量调整、精准定位和人才整合、端到端技术关注增加、跨域融合趋势明显，以及中国在全球软件研发领域的影响力增强等特点。这些趋势反映了汽车行业在技术创新、市场竞争和全球布局方面的新动向。人才画像会聚焦在以下特征：

跨学科知识：研发人员需要具备跨学科的知识背景，如机械工程、电子工程、计算机科学和人工智能。

软件开发能力：随着汽车行业软件化趋势的加强，熟练掌握编程语言和软件工程的技能越来越重要。

自研能力：即便是项目管理、系统开发岗位仍希望在全自研背景的团队出身。

量产能力：对于人选过往真正落地的产品（项目）能力更为看重。

创新能力：在激烈的市场竞争中，具备创新思维的研发人员更受欢迎。

Borskar Zhou & Irene Zou & Ken Zhang & Nora Liu

2025 薪资预测

2025 Salary Insight

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
整车总工	Engineering Head	15-20	700K	600-800K
智能座舱负责人	Head of Intelligent Cockpit	15-20	1M	800K-1M
热管理系统架构和集成匹配总工程师	Chief Engineer of Thermal Management System Architecture and Integration Matching	15-20	500K	600-800K
车身域产品总监	Product Director -Body Domain	15-20	600K	600-800K
机械布置总工	Chief Engineer of Mechanical Layout	15-20	600K	600-800K
智驾软件SE负责人	ADAS SE Lead(Systems Engineering)	8-15	1.2M	800K-1.2M
研发质量安全负责人	Head of R&D Quality and Safety	8-15	1.2M	800K-1.2M
智驾数据闭环专家	Intelligent Driving Data Loop Expert	8-15	1.2M	800K-1.2M
自动驾驶算法与数据架构师	Autonomous Driving Algorithm and Data Architect	8-15	1.3M	800K-1.3M
端到端算法专家	End-to-End Algorithm Expert	8-10	1M	800K-1M
自动驾驶深度学习专家	Deep Learning Expert for Autonomous Driving	5-10	700K	600-800K
系统架构工程师-行车	ADAS System Architect - Driving	5-10	800K	600-800K
系统架构工程师-泊车	ADAS System Architect - Parking	5-10	800K	600-800K
智驾仿真平台专家	Intelligent Driving Simulation Platform Expert	8-15	1M	800K-1M
主动安全算法专家	Active Safety Algorithm Expert	5-10	800K	600-800K
研发中心负责人	CTO	15+	3M	2-4M
研发总监	R&D Director	15+	1.5M	1-2M
自动驾驶负责人	ADAS Head	12+	1M	800K-1.8M
域控制器系统架构师	Domain Controller System Architect	8-10	1M	800K-1.4M
域控制器软件架构师	Domain Controller Software Architect	8-10	1M	800K-1.3M
域控制器硬件架构师	Domain Controller Hardware Architect	8-10	1M	800K-1.3M

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
自动驾驶大模型算法专家	Expert in Autonomous Driving Large Models Algorithm	7	900K	1.2M
自动驾驶软件集成专家	ADAS Software Integration Expert	8+	800K	700K-1M
智能驾驶感知算法专家	Expert in Intelligent Driving Perception Algorithm	8+	1M	800K-1.5M
智能驾驶决策与规划算法专家	Expert in intelligent driving decision-making and planning algorithms	8+	1M	800K-1.5M
智能驾驶端到端模型开发专家	Expert in end-to-end model development for intelligent driving	8+	1M	800K-1.5M
智能驾驶端到端数据开发专家	Expert in end-to-end data development for intelligent driving	8+	900K	700K-1.3M
智能驾驶仿真技术开发专家	Expert in the development of intelligent driving simulation technology	8+	900K	700K-1.3M
智能驾驶计算平台开发专家	Expert in the development of intelligent driving computing platform	8+	1M	800K-1.5M
SOA架构师	SOA Architect	8-10	900K	700K-1.1M
软件架构	Software Architect	8-10	900K	700K-1.2M
底层软件开发	BSP Software Development	3-8	600K	500-800K
中间件开发	Middleware Development	3-8	600K	500-800K
云平台开发	Cloud Platform Development	5-8	600K	500-800K
座舱产品经理	Product Manager	8-12	600K	500-800K
信息娱乐系统工程师	IVI System Engineer	5-8	500K	400-700K
导航应用开发	Navigation Development	5-8	600K	400-800K
智能语音开发	Intelligent Voice Development Engineer	3-8	600K	400-800K
智慧互联开发	Intelligent Internet Development	3-8	600K	400-800K
网关协议开发	Gateway Protocol Development	3-8	600K	400-600K

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
项目经理	Program Manager	6-12	450K	350-600K
技术项目经理	Tecincial Program Manager	6-12	450K	400-650K
软件项目经理	Software Porgram Manager	6-12	500K	400-650K
底盘高级经理	Chassis Engineering Senior Manager	10-15	800K	600K-1M
车身内外饰经理	Body Engineering Manager	8+	600K	500-700K
车辆动力学高级工程师	Vehicle Dynamic Sr. Engineer	5-10	500K	400-600K
底盘高级工程师 (悬架)	Chassis Sr. Engineer (Suspension)	5-10	450K	450-600K
底盘高级工程师 (线控)	Engineer-Chassis (Brake Attribute)	5-8	500K	400-700K
白车身高级工程师	BIW Sr. Engineer	5-8	400K	350-550K
高级工程师-动力总成	Sr. Engineer-Powertrain	5-8	400K	300-500K
高级工程师-安全	Sr. Engineer-Safety	3-8	400K	300-500K
电子电气工程师	Electrical Engineer	3-8	400K	300-600K
线束工程师	Harness Engineer	3-5	230K	180-400K
工程师-整车技术集成	Engineer-VE Attribute	3-8	450K	300-500K
造型工程师	Studio Engineer	3-8	450K	300-600K
车灯工程师	Lighting Engineer	3-8	350K	250-450K
CAE工程师	CAE Engineer	3-8	400K	180-450K
路测工程师	Vehicle Test Engineer	3-8	380K	180-500K
感知质量工程师	Perceived Quality Engineer	3-8	500K	300-700K
内饰造型设计师	Interior Designer	3-8	650K	450-800k
外饰造型设计师	Exterior Designer	3-8	600K	400-800K
数字模型工程师	Digital Model Designer	3-8	380K	300-550K
色彩纹理设计师	Color&Trim Designer	3-8	420K	300-650K



汽车行业 - 出海

Automotive- Internationalization

2025 Hot Jobs

国家总监 / 子公司副总	National Director/Vice President of Subsidiaries
海外销售总监	Overseas Sales Director
海外服务总监	Overseas Service Director
国际营销专家	Overseas Marketing Manager
海外质量总监	Overseas Quality Director
法规认证专家	Regulatory Compliance Expert
国际项目经理	International Project Manager
国际供应链管理专家	International Supply Chain Management Expert
品牌国际化经理	Brand Internationalization Manager

2025 市场趋势

2025 Market Trends

2024 年, 中国汽车企业积极拓展海外市场, 并结合当地市场特点及各国消费者需求, 实施差异化产品和营销策略。通过赞助国际赛事、参与国际车展等方式, 持续提升品牌国际影响力。同时, 企业不断完善海外售后服务体系, 以及及时、高效的服务赢得消费者信赖。

在数字化转型方面, 中国车企积极引入大数据、人工智能等先进技术, 提升运营效率, 实现智能制造和营销, 为全球消费者提供更优质的产品和服务。

在这一背景下, 车企的出海策略也在不断调整。首先, 在选择目标市场时, 东南亚、欧洲和非洲等地区被视为重要的市场目标, 这些地区缺乏强大的本土车企, 且对电动汽车的接受程度高, 为车企提供了良好的发展机遇。其次, 企业在产品开发上开始进行本地化调整, 以满足不同市场的需求。过去, 中国车企往往直接将国内销售的车型出口, 但现在越来越多的企业开始在海外建立研发中心, 针对当地消费者的偏好进行产品设计和改进。随着国际市场竞争加剧, 车企在品牌建设上也加大了投入。通过与当地经销商合作、设立旗舰店等方式, 企业不断提升品牌的知名度和美誉度。

随着企业全球化步伐加快, 对具备国际化视野、跨文化沟通能力的高端人才需求日益迫切。企业尤其青睐精通多国语言, 熟谙海外市场法规和文化, 并在市场营销、销售、售后服务等领域拥有丰富经验的人才。此外, 随着全球供应链的不断延伸, 掌握供应链管理知识和经验的人才也成为企业争夺的焦点。在数字化浪潮推动下, 企业对具备大数据分析、人工智能应用、云计算等数字化技能的复合型人才需求显著增长。同时, 具有海外工作经验、创新精神、能够快速适应市场变化的人才, 因其能为企业带来更广阔的市场前总的来说, 车企在出海过程中, 面临着机遇与挑战并存的局面。通过不断优化产品、提升品牌形象、加强售后服务以及引入高端人才, 有望在国际市场上占据一席之地, 实现可持续发展。

中国汽车制造商正通过技术创新、品牌建设和国际合作, 积极拓展海外市场。政府的支持政策、全球供应链的优化和新能源汽车的快速发展, 为中国汽车行业的出海提供了有力支撑。

出海岗位现状: 目前, 中国汽车行业的出海岗位主要集中在以下几个领域:

海外销售与市场拓展: 负责国际市场的销售策略、品牌推广和渠道建设。

国际项目管理: 管理海外项目, 确保项目按时、按质、按预算完成。

跨文化沟通与协调: 在不同文化背景下进行有效沟通和协调, 以促进国际合作。

国际售后服务: 提供海外市场的售后服务和技术支持。

趋势分析:

新能源汽车: 随着全球对新能源汽车需求的增长, 相关的研发、生产和销售岗位需求上升。

智能网联汽车: 自动驾驶和车联网技术的发展, 推动了相关软件工程师、算法专家和数据分析师的需求。

国际供应链管理: 优化全球供应链, 需要专业的供应链管理人员和物流专家。

品牌国际化: 品牌建设和市场营销岗位, 以适应不同国家和地区的市场。

技能需求:

语言能力: 良好的外语沟通能力, 特别是英语, 是出海岗位的基本要求。

国际视野: 对全球市场有深入了解, 能够适应不同国家和地区的商业环境。

技术专长: 具备汽车行业相关的技术知识和专业技能。

跨文化适应性: 能够适应不同文化背景的工作团队和商业环境。

挑战与机遇:

国际竞争: 中国汽车品牌在海外市场面临激烈的国际竞争。

市场准入壁垒: 不同国家和地区的市场准入标准和法规可能构成挑战。

文化差异: 管理和沟通中的文化差异需要克服。

2025 年中国汽车行业的出海岗位将更加多元化和专业化, 特别是在新能源汽车和智能网联汽车领域。

随着技术创新和品牌战略的深入实施, 中国汽车品牌在国际市场上的竞争力不断增强, 尤其是在新能源汽车和智能网联技术领域, 中国汽车逐渐获得了全球消费者的认可。虽然国际市场存在政策差异和市场波动等挑战, 但南美、非洲、中东和东南亚等区域的市场潜力巨大, 为中国汽车品牌提供了新的增长机遇。

中国汽车品牌, 包括传统企业如奇瑞、上汽、长城、比亚迪, 以及新兴力量如小鹏, 正通过多样化的策略积极拓展国际市场, 展现了中国汽车工业的活力和创新能力。

在全球化布局中, 中国汽车企业倾向于构建以华人为主的管理团队, 通过外派或本地招聘华人人才, 以保障与国内总部的有效沟通和执行力, 推动海外战略的顺利实施。在涉及政府关系、大客户销售和区域销售等需要深刻理解当地文化和资源的岗位上, 中国汽车企业更偏好聘用具有本地背景的人才。

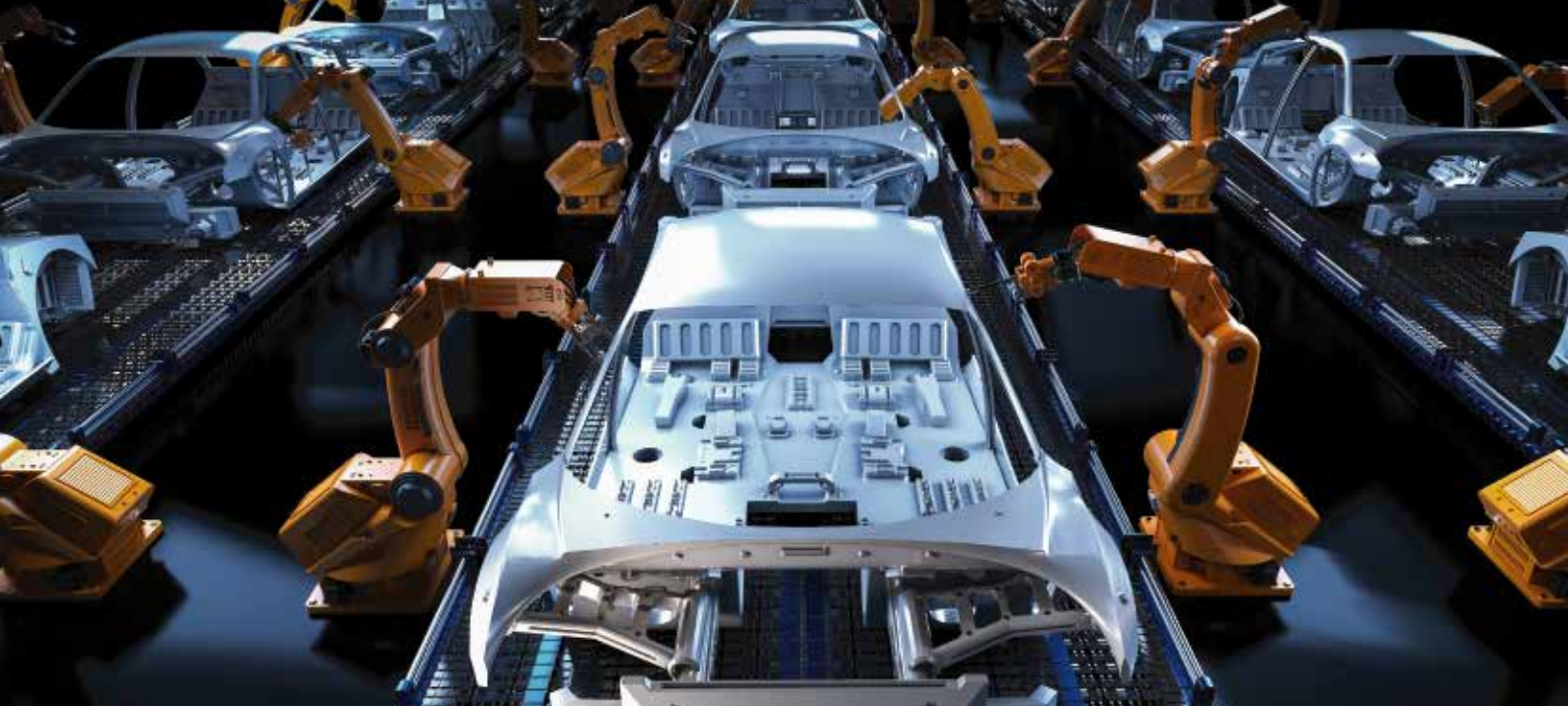
Borskar Zhou & Irene Zou & Vincent Sun

2025 薪资预测

2025 Salary Insight

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
国家总监/子公司副总	National Director/Vice President of Subsidiaries	15+	800K	600K-1M
海外销售总监/经理	Overseas Sales Director	10+	550K	400-700K
海外服务总监/经理	Overseas Service Director	10+	550K	400-700K
海外品牌总监/经理	Overseas Branding Manager	10+	550K	400-700K
国际营销专家/经理	Overseas Marketing Manager	10+	550K	400-700K
海外质量总监/经理	Overseas Quality Director	15+	550K	400-700K
法规认证专家	Regulatory Compliance Expert	10+	450K	300-600K
供应链管理专家	Supply Chain Management Expert	10+	450K	300-600K
海外销售经理	Overseas Sales Manager	5-10	800K	600-800K
国际项目经理	International Project Manager	8-15	800K	600-800K
国际售后服务经理	International After-Sales Service Manager	5-10	800K	600-800K
国际供应链管理专家	International Supply Chain Management Expert	8-15	800K	600-800K

品牌国际化经理	Brand Internationalization Manager	5-10	800K	600-800K
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汽车行业 - 整车商业化

Automotive- OEM Commercialization

2025 Hot Jobs

营销中心总经理	Central Sales GM
品牌策划总监 / 经理	Brand Director/Manager
MCN 负责人	MCN Operation Director
充电网络运营经理	Charging Operation Manager
电池租赁业务经理	Battery Rental Business Manager
大数据分析师	Big Data Analysis Expert

2025 市场趋势

2025 Market Trends

在当前汽车行业中，品牌重塑、品牌转型以及品牌进入新的发展阶段，确实对营销人才流动产生了显著影响。特别是场景营销，它作为新的重点和增加方向，对营销人才提出了新的要求：

- 品牌重塑与转型推动人才流动：随着新品牌的引入和现有品牌的重塑，企业需要具有创新思维和战略规划能力的营销人才来推动品牌战略的实施。
- 场景营销的兴起：场景营销强调将产品置于消费者的实际使用场景中，以提升用户体验和购买意愿。这要求营销人才不仅要理解产品特性，还要深入理解消费者的生活方式和需求，从而设计出更具吸引力的营销场景。
- 体验营销的重要性：体验营销通过创造沉浸式的品牌体验，增强消费者对品牌的情感连接。在汽车行业，这可能涉及到展厅设计、试驾体验、品牌活动等，以提升品牌形象和促进销售。
- 营销人才的需求变化：随着品牌进入新的发展阶段，对营销人才的需求也在变化。企业需要那些能够适应数字化营销趋势、具备数据分析能力、并能在多渠道营销中有效实施策略的人才。
- 跨行业人才的引入：为了适应新的营销趋势，汽车企业开始引入来自其他行业的营销人才，尤其是那些在数字营销、用户体验设计等方面有丰富经验的人才。
- 传统汽车人才的再度重视：在经历了一段时间的跨行业人才流动后，传统汽车营销人才因其深厚的行业经验和对市场的深刻理解，重新受到重视。
- 高管层面的人才流动：在品牌重塑和转型的过程中，高管层面的人才流动尤为明显。这些变动通常与企业战略调整、市场变化和竞争态势紧密相关。

综上所述，汽车行业的品牌重塑、转型和新阶段的发展，以及场景营销的兴起，都在推动着营销人才的流动和需求变化。企业需要不断适应这些变化，吸引和保留关键人才，以保持 in 竞争激烈的市场中的领先地位。

2024 年，中国汽车市场迎来了前所未有的变革。新能源汽车的销量首次超过传统燃油车，这一里程碑事件标志着汽车市场正式迈入了全新的发展阶段。在这场变革中，各大车企不仅在产品力上持续发力，更是在营销策略上展开了激烈的竞争。

营销方式白热化。随着销售竞争加剧，企业开始大打价格战，年初比亚迪引领价格战，以“电比油低”的策略，迅速吸引了众多车企的跟进。流量诱惑之下，车企将战场卷到直播间里。营销策略也在寻找产品的差异化，从端到端技术到 AI 重新定义人车关系，再到 800V 快速渗透。车企间的竞争已经遍布各个方向

CEO 直播带货新趋势。车圈流行大佬下场直播，雷总“在线教学”CEO 如何做好直播，也将各一把手直接推入了市场竞争中。在直播的驱动下，流量成为各家企业追逐的目标，帮企业提升了品牌的曝光度，也拉近了与消费者的距离，提高了销售转化率

新能源汽车的产业链完善。新能源汽车销量的快速增长，不仅推动了整个行业的技术进步和成本降低，也为产业链的完善提供了新的动力。充电运营、电池租赁管理等新兴职位需求的增长，正是这一趋势的体现

个性化营销的深化。随着消费者对个性化需求的日益增长，个性化营销成为了汽车企业争夺市场的重要手段。利用大数据和 AI 技术，企业能够实现“千人千面”的精准营销，提供更为贴心的用户体验

新兴职位的需求增长。数字化营销人才、MCN 运营、汽车大中台营销、大数据分析等职位需求的增加，反映了汽车营销数字化纵深发展的趋势。同时，高质量的内容创作成为了吸引消费者、建立品牌忠诚度的关键。

中国汽车市场目前处在一个关键时期，新能源汽车的快速发展为行业带来了新的增长点，但同时也加剧了竞争。我们需要不断创新，适应市场变化，才能在激烈的竞争中脱颖而出，赢得未来！

Irene Zou & Nora Liu & Vincent Sun

2025 薪资预测

2025 Salary Insight

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
营销中心总经理	Central Sales GM	15+	1000K	900K-1.2M
品牌策划总监/经理	Brand Director/Manager	10+	700K	600-800K
MCN负责人	MCN Operation Director	10+	600K	500-800K
充电网络运营经理	Charging Operation Manager	10+	500K	400-700K
电池租赁业务经理	Battery Rental Business Manager	10+	500K	400-700K
大数据分析师	Big Data Analysis Expert	15+	500K	400-700K



汽车行业 - 零部件商业化

Automotive-Parts Commercialization

2025 Hot Jobs

大客户经理 - 智能驾驶解决方案	Key Account Manager-ADAS
大客户经理 - 轻量化材料	Key Account Manager-Connected Car
大客户经理 - 电动化	Key Account Manager-E-drive
大客户经理 - 充电	Key Account Manager-Charging
大客户经理 - 本土客户群	Key Account Manager -Local OEM
大客户经理 - 外资客户群	Key Account Manager- MNC OEM
业务开拓 - 海外市场	BD- Oversea Marketing

2025 市场趋势

2025 Market Trends

在汽车行业的迅猛发展中，智能座舱和智能驾驶技术已然成为增长的两大驱动力。过去两年，这些领域的产品销售已经取得了显著成绩。而今年，随着专业人才的汇聚，对产品知识的掌握和应用要求也随之提升。销售团队对这些技术的理解越来越深入，市场对于具备这些技术深刻见解和热情的候选人的需求日益增长。

在客户层面，本土领军企业如吉利、比亚迪等，以其庞大的市场规模和显著的增长潜力，成为我们战略布局的核心。尽管这些企业在单品利润上可能较为谨慎，但它们所下的大规模订单为供应链中的企业带来了巨大的增长机遇。

同时，我们也不能忽视外资客户的影响力，尤其是像大众这样的行业巨头。他们在中国市场的积极布局，为汽车零部件的商业化提供了广阔的机会。

在市场拓展方面，本土零部件企业已经开始将目光投向海外，与 OEM 客户的海外制造规划同步，特别是在欧洲、东南亚、南美等地区。这些企业正积极适应全球化的挑战，通过与国际市场的深度融合，寻求更广阔的发展空间。我们的猎头服务将致力于寻找那些具有国际视野、能够驾驭全球市场复杂性的人才，以支持客户的全球扩张战略。

根据华经产业研究院的报告《2024-2030 年中国汽车零部件行业发展潜力预测及投资策略研究报告》，预计到 2027 年，中国汽车零部件市场规模有望达到 7.8 万亿元人民币。这一预测反映了汽车零部件市场的稳步增长趋势，尤其是在新能源汽车和智能网联汽车技术的推动下。随着汽车产业的核心技术快速演进和供应链格局重塑，中国汽车零部件行业正迎来新的发展机遇。

主要增长点将集中在以下几个方向：

新能源汽车零部件：随着全球电动汽车市场的蓬勃发展，对高性能、高质量的汽车零部件需求日益增长，特别是在电力驱动技术、高级驾驶辅助技术以及高压电池领域

智能化与电子化零部件：随着汽车智能化、车联网技术的发展，传感器、通信模块、高级驾驶辅助系统（ADAS）等智能化零部件的需求将持续增长

轻量化材料：为了提高汽车的能效和性能，轻量化材料如镁合金在汽车零部件中的应用将会增加。预计到 2025 年，单车用镁量将提升至 10kg，对应中国汽车镁合金需求有望达到 35 万吨

这些增长点不仅将推动中国汽车零部件市场的增长，也将为行业带来新的投资机会和发展空间。2025 年的市场份额会留给以下三类汽车零部件企业：

- 高效能、低成本的零部件将更具市场竞争力。
- 能够提供智能化、个性化解决方案的零部件供应商将占据市场优势。
- 拥有强大研发能力和技术创新的零部件企业将在未来市场中占据有利地位。

伴随着零部件企业的竞争加速，用人市场对销售人才的需求亦呈现出两极化的趋势，年轻的有一定销售经验，熟悉客户操作流程的大客户经理；有深度客户关系的销售高管比较受欢迎，帮助企业突破特定的客户。随着本土企业的快速崛起，对销售市场端的人才画像也更为具体化，如大外资公司体系化训练过，加上在快节奏创业型公司迭代过的双重经历的人才更受欢迎。

2025 薪资预测

2025 Salary Insight

职位名称	Job Title	工作年限	年薪中位数 (人民币)	年薪预测 (人民币)
大客户经理-ADAS	Key Account Manager-ADAS	4-8	600K	450-700K
大客户经理-Lidar	Key Account Manager-Lidar	4-8	600K	450-650K
大客户经理-Connected Car	Key Account Manager-Connected Car	4-8	540K	400-600K
大客户经理-E-drive	Key Account Manager-E-drive	4-8	500K	350-550K
销售经理-Local	Sales Manager-Local	10+	600K	500-700K
销售总监	Sales Director	10+	1.1M	800K-1.4M
销售副总裁	Sales VP	10+	1.7M	1.5-2M
业务开拓	BD	8-10	550K	450-650K
区域销售经理-售后	Area Sales Manager - After Sales	5-8	400K	300-500K
大区销售经理-售后	Regional Sales Manager - After Sales	5-8	550K	400-700K
销售总监-售后	Sales Director - After Sales	10+	1.0M	700K-1.2M
销售总经理-售后	Sales GM - After Sales	10+	1.5M	1.2-1.8M



汽车行业 - 制造与运营

Automotive-Manufacturing&Operation

2025 Hot Jobs

- 工厂数字化开发专家
- Factory Digitalization Development Expert
- 智能化工艺规划 & 开发专家
- Intelligent Process Planning&Development Expert
- 高精密机械加工工艺专家
- High Precision Machining Process Expert
- 新型材料开发专家
- New Material Development Expert

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