

The graphic features a dark blue background with a large white speech bubble containing a dollar sign (\$) in the upper left. Below it, the text '2025/2026' is written in a bold, light blue font, followed by 'Salary Report' in a larger, bold white font. A smaller white speech bubble with a dollar sign is positioned below the main title. On the right side, there is a stylized illustration of a woman with dark curly hair, wearing a light blue top and dark pants, holding a large black and white megaphone. Three light blue circles with exclamation marks are scattered around her, and a jagged white lightning bolt is visible near the megaphone's horn.

2025/2026 Salary Report

**Agensi Pekerjaan & Perundingcara
Bright Prospect Sdn Bhd**

Accounting & Finance

Position	Years	Average Min. Salary	Average Max. Salary
General / Cost Accounting			
Chief Financial Officer	15-20	RM40,000	RM60,000
Financial Controller	12-15	RM20,000	RM30,000
Senior Finance Manager	10-12	RM15,000	RM20,000
Finance Manager	8-10	RM10,000	RM15,000
Senior Accountant	7-8	RM8,000	RM12,000
Accountant	4-6	RM6,000	RM8,000
Credit Manager	7-10	RM8,000	RM12,000
Senior Accounts/Credit Executive	5-6	RM5,500	RM6,500
Accounts/Credit Executive	1-4	RM3,500	RM5,500
Accounts/Credit	Entry Level	RM3,000	RM3,500

Accounting & Finance

Position	Years	Average Min. Salary	Average Max. Salary
Audit & Tax			
Audit Manager	10-15	RM12,000	RM16,000
Senior Audit Executive	4-6	RM5,500	RM6,500
Audit Executive	1-3	RM3,500	RM5,000
Tax Manager	10-15	RM12,000	RM16,000
Senior Tax Executive	4-6	RM5,500	RM6,500
Tax Executive	1-3	RM3,500	RM5,000
Audit / Tax	Entry Level	RM3,000	RM3,500
Financial			
FP&A Manager	10-15	RM15,000	RM20,000
Senior Financial/Business Analyst	6-9	RM8,000	RM14,000
Financial/Business Analyst	2-5	RM4,500	RM7,000

Accounting & Finance

Position	Years	Average Min. Salary	Average Max. Salary
Share Service Centre			
Shared Services Centre Director / General Manager	11-18	RM30,000	RM50,000
Team Manager (AP/AR/GL)	8-10	RM12,000	RM20,000
Team Leader (AP/AR/GL)	7-8	RM9,000	RM12,000
Senior Analyst (AP/AR/GL)	5-6	RM6,000	RM8,000
Analyst (AP/AR/GL)	1-4	RM4,000	RM6,000
Associate (AP/AR/GL)	Entry Level	RM3,000	RM4,000

Admin & Office Professionals

Position	Years	Average Min. Salary	Average Max. Salary
Admin & Office Support			
Office Manager	7-10	RM7,000	RM9,000
Senior Admin Executive	4-6	RM5,000	RM7,000
Admin Executive	1-3	RM3,000	RM5,000
Admin/Office Support	Entry Level	RM2,500	RM3,500
Data & Analytics			
Data Analyst Manager	7-10	RM7,000	RM10,000
Data Analyst	3-5	RM4,000	RM6,000
Data Associate / Junior	Entry Level	RM2,500	RM3,500
Secretary & Personal Assistant			
Senior Secretary/Personal Assistant /Executive Assistant	7-10	RM7,500	RM9,500
Secretary/Personal Assistant/Executive Assistant	4-6	RM4,000	RM7,000

Customer Service & Operations

Position	Years	Average Min. Salary	Average Max. Salary
Customer Service			
Customer Service Manager	7-10	RM7,000	RM9,000
Senior Customer Service Executive / AM	4-6	RM4,500	RM6,500
Customer Service Representative	1-3	RM3,000	RM4,000
Call Center			
Call Center Manager	5-6	RM6,000	RM8,500
Call Center Executive	1-3	RM2,800	RM4,500
Operations Support /Backend Processing			
Operation Manager	7-10	RM7,000	RM9,000
Sales Support / Sales Admin Executive	3-5	RM3,000	RM5,500
Product Support Specialist	1-3	RM2,800	RM4,000
Order Processing Executive	1-3	RM2,500	RM4,000
Regional Backend Executive	1-3	RM3,000	RM4,000

Engineering & Technical

Position	Years	Average Min. Salary	Average Max. Salary
Mechanical, Electrical & Electronics (E&E)			
Project Manager	7-10	RM15,000	RM25,000
Service Manager	7-10	RM12,000	RM15,000
Site Manager	7-10	RM12,000	RM15,000
Senior Project Engineer	5-6	RM8,500	RM10,000
Senior Service Engineer	5-6	RM8,500	RM10,000
Senior Site Engineer	5-6	RM8,500	RM10,000
Project Engineer	1-4	RM4,000	RM8,000
Service Engineer	1-4	RM4,000	RM8,000
Site Engineer	1-4	RM4,000	RM8,000
Engineer	Entry level	RM3,200	RM3,500
Technician	Entry level	RM1,600	RM2,500

Engineering & Technical

Position	Years	Average Min. Salary	Average Max. Salary
Manufacturing & Production Operation			
Plant Manager	8-10	RM15,000	RM25,000
Engineering Manager	8-10	RM15,000	RM25,000
R&D Manager	7-10	RM10,000	RM15,000
Production Manager	7-10	RM10,000	RM15,000
Quality Manager	7-10	RM9,000	RM15,000
Process Manager	7-10	RM9,000	RM15,000
Maintenance Manager	7-10	RM9,000	RM15,000
Senior R&D Engineer	5-6	RM6,000	RM8,500
Senior Design Engineer	5-6	RM6,000	RM8,500
Senior Electrical Instrument Engineer	5-6	RM6,000	RM8,500
Senior Production Engineer	5-6	RM6,000	RM8,500
Senior Process Engineer	5-6	RM6,000	RM8,500

Engineering & Technical

Position	Years	Average Min. Salary	Average Max. Salary
Manufacturing & Production Operation			
Senior Quality Engineer	5-6	RM6,000	RM8,500
Senior PLC Maintenance Engineer	5-6	RM6,000	RM8,500
R&D Engineer	1-4	RM4,000	RM5,500
Design Engineer	1-4	RM4,000	RM5,500
Electrical Instrument Engineer	1-4	RM4,000	RM5,500
Production Engineer	1-4	RM4,000	RM5,500
Process Engineer	1-4	RM4,000	RM5,500
Quality Engineer	1-4	RM4,000	RM5,500
PLC Maintenance Engineer	1-4	RM4,000	RM5,500
Engineer	Entry level	RM3,200	RM3,500
Technician	Entry level	RM1,600	RM2,500

Healthcare & Life Science

Position	Years	Average Min. Salary	Average Max. Salary
Chemist & R&D			
Process Design Engineer	2-5	RM4,000	RM8,000
R&D Manager	5-10	RM8,000	RM15,000
R&D Executive	2-5	RM4,000	RM8,000
R&D Chemist	2-5	RM4,000	RM7,000
Chemical Engineer	2-5	RM4,000	RM9,000
Senior Chemist	4-6	RM5,500	RM7,000
Chemist	2-6	RM3,500	RM5,500

Healthcare & Life Science

Position	Years	Average Min. Salary	Average Max. Salary
Food Tech & Laboratory			
Lab Analyst	2-5	RM3,500	RM5,000
Laboratory Technician	2-5	RM2,500	RM3,000
Biotechnologist	2-6	RM3,000	RM9,000
Nutritionist	2-5	RM3,500	RM5,000
Food Technologist	2-6	RM3,000	RM6,000
Quality Assurance			
Quality Assurance Manager	5-10	RM7,500	RM14,000
Quality Assurance (QA) Specialist	3-6	RM4,000	RM7,000

Healthcare & Life Science

Position	Years	Average Min. Salary	Average Max. Salary
Medical & Regulatory Affairs			
Medical Affairs Manager	8-10	RM9,000	RM15,000
Medical Affairs Specialist	3-6	RM5,000	RM8,000
Regulatory Affairs Manager	8-10	RM7,500	RM13,500
Regulatory Affairs Specialist	3-6	RM4,300	RM6,800
Medical Scientific Liaison	3-6	RM6,250	RM8,000
Medical Writer	3-6	RM6,000	RM7,500
Regulatory Affairs Executive	Entry Level	RM3,000	RM4,300
Sales Force Effectiveness			
Sales Force Effectiveness Manager	8-10	RM10,000	RM18,000
Sales Force Effectiveness Executive	3-6	RM4,500	RM8,000
Protégé Program	Entry level	RM2,000	RM2,000

Human Resources

Position	Years	Average Min. Salary	Average Max. Salary
Corporate			
HR Director	20-30	RM18,000	RM30,000
HR Senior Manager	10-20	RM10,000	RM18,000
HR Manager	7-12	RM5,000	RM12,000
HR Assistant Manager	5-8	RM4,500	RM7,000
HR Senior Executive	4-6	RM3,800	RM6,000
HR Executive	1-3	RM3,000	RM4,500
HR Management Trainee	Entry Level	RM2,800	RM3,200
HR Assistant	Non-Exec	RM1,600	RM2,800

Human Resources

Position	Years	Average Min. Salary	Average Max. Salary
Human Resource Global Shared Service Centre			
Head of SSC	10-20	RM25,000	RM40,000
Team Manager (Payroll/ Mobility/ HR Services)	8-10	RM12,000	RM20,000
HR Team Leader	6-8	RM7,500	RM14,000
HR Specialist	4-6	RM4,500	RM9,000
HR Senior Analyst	3-5	RM3,600	RM5,000
HR Analyst	1-3	RM3,200	RM4,000
HR Associate	Entry Level	RM2,800	RM3,200

Information Technology

Position	Years	Average Min. Salary	Average Max. Salary
IT - Software			
Senior Software Manager	10-15	RM15,000	RM20,000
Software Development Manager	8-10	RM10,000	RM14,000
Senior Software Developer	5-8	RM6,000	RM10,000
Junior Software Developer	1-3	RM3,500	RM5,500
Senior Software Engineer/Analyst Programmer	5-8	RM6,000	RM9,000
Junior Software Engineer	1-3	RM3,500	RM5,000
Solutions/System Programmer	2-3	RM4,500	RM6,000
SAP Team Lead	5-8	RM9,000	RM17,000
SAP Consultant/Support Analyst	3-5	RM7,500	RM13,000
Junior SAP Consultant/Support Analyst	2-3	RM4,500	RM6,000
Web Developer	2-5	RM4,000	RM7,000

Information Technology

Position	Years	Average Min. Salary	Average Max. Salary
IT - Software			
Robotic Process Automation Analyst	3-5	RM4,500	RM8,500
IT Business Analyst	3-5	RM4,500	RM8,500
Data Analyst	2-5	RM4,000	RM8,500
HRIS Workday Integration Specialist	4-7	RM8,000	RM16,000
ERP System Specialist	3-5	RM5,500	RM9,000
ERP Helpdesk Analyst	2-3	RM4,500	RM6,000
IT - Hardware			
Senior IT Manager	15-20	RM15,000	RM25,000
IT Manager/Project Manager	5-10	RM8,000	RM15,000
IT Helpdesk Analyst	3-5	RM4,500	RM5,500
IT Networking Specialist/Engineer	3-5	RM4,500	RM7,500
IT Helpdesk/Executive	1-3	RM3,500	RM4,500
Junior IT	Entry Level	RM3,000	RM3,200

Procurement, Supply Chain & Logistic

Position	Years	Average Min. Salary	Average Max. Salary
Procurement			
Procurement Director	20-25	RM20,000	RM30,000
Sourcing Manager	10-15	RM13,000	RM20,000
Procurement Manager	10-15	RM10,000	RM18,000
Purchasing Manager	8-10	RM8,000	RM10,000
Procurement Analyst	6-10	RM7,000	RM15,000
Procurement Specialist	3-6	RM4,500	RM7,000
Procurement Engineer	3-5	RM4,000	RM7,000
Senior Procurement Executive	4-6	RM4,500	RM7,000
Procurement Executive	1-3	RM2,800	RM4,000
Procurement Officer / Assistant	Entry Level	RM2,600	RM3,000

Procurement, Supply Chain & Logistic

Position	Years	Average Min. Salary	Average Max. Salary
Supply Chain			
Supply Chain Director	20-25	RM20,000	RM40,500
Supply Chain Manager	8-10	RM8,000	RM10,000
Supply Chain Specialist	3-6	RM4,500	RM7,000
Supply Chain Executive	1-3	RM3,000	RM4,500
Supply Chain Officer / Assistant	Entry Level	RM2,500	RM3,000
Material Planning			
Demand / Supply Planning Manager	8-12	RM9,000	RM15,000
Material Planning Manager	8-12	RM7,000	RM14,000
Demand / Supply Planner	3-5	RM4,500	RM6,500
Planner	Entry Level	RM2,500	RM3,500

Procurement, Supply Chain & Logistic

Position	Years	Average Min. Salary	Average Max. Salary
Logistic			
Logistics Manager	8-10	RM8,000	RM10,000
Logistics Specialist	3-6	RM4,500	RM7,000
Logistics Executive	1-3	RM3,000	RM4,500
Logistics Officer/Assistant	Entry Level	RM2,500	RM3,000

Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
Sales			
Sales Director	15-20	RM28,000	RM30,000
Senior Sales Manager	10-15	RM15,000	RM18,000
Sales Manager	8-10	RM9,000	RM15,000
Senior Sales Executive	5-8	RM5,000	RM7,000
Sales Executive	4-5	RM3,500	RM5,000
Junior Sales Executive	1-3	RM3000	RM3,500
Senior Sales Engineer	4-5	RM5,500	RM7,500
Sales Engineer	1-3	RM3,800	RM4,800

Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
Business Development			
Business Development Manager	6-8	RM8,000	RM10,000
Senior Business Development Executive	3-5	RM4,500	RM6,000
Business Development Executive	1-3	RM3,500	RM4,500
Key Account Manager	3-5	RM5,000	RM7,000
Key Account Executive	1-3	RM3,500	RM4,500
Senior Medical Representative	3-5	RM4,500	RM6,500
Medical Representative	1-3	RM3,200	RM4,500

Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
Marketing			
Marketing Director	15-25	RM15,000	RM34,000
Marketing Manager	10-15	RM7,000	RM16,000
Marketing Executive	2-5	RM3,500	RM5,5000
Marketing Coordinator	2-5	RM3,000	RM5,500
Marketing Assistant	1-3	RM3,000	RM4,500
Digital Marketing Manager	10-15	RM7,000	RM14,000
Digital Marketing Executive	2-5	RM3,500	RM6,000
Digital Marketing Associate	1-3	RM3,500	RM5,000
Product Marketing Manager	10-15	RM8,000	RM16,000
Content Marketing Manager	10-15	RM6,000	RM9,000

Sales & Marketing

Position	Years	Average Min. Salary	Average Max. Salary
Brand/Social Media/SEO/Copy Writer/PR/Event			
Brand Manager	10-15	RM8,000	RM14,000
Brand Executive	2-5	RM5,000	RM7,000
Marketing Research Analyst	2-5	RM3,500	RM6,000
Social Media Specialist	2-5	RM4,500	RM6,000
SEO Specialist	2-5	RM4,500	RM8,000
Copywriter	2-5	RM3,500	RM6,000
Public Relation Manager	10-15	RM8,000	RM14,000
Public Relation Executive	2-5	RM4,000	RM6,000
Event Manager	10-15	RM6,000	RM9,000
Event Coordinator	2-5	RM3,000	RM4,800

Top Management

Position	Years	Average Min. Salary	Average Max. Salary
Management			
CEO	15-30	RM20,000	RM60,000
COO	15-25	RM18,000	RM40,000
GM	10-20	RM12,000	RM30,000
Deputy GM	10-15	RM10,000	RM18,000

Warehouse & Store

Position	Years	Average Min. Salary	Average Max. Salary
Warehouse			
Senior Warehouse Manager	8-10	RM8,000	RM12,000
Warehouse Manager	5-8	RM6,000	RM10,000
Warehouse Executive	3-4	RM3,500	RM6,000
Warehouse Supervisor	1-2	RM2,500	RM3,000
Warehouse Assistant / Clerk	Entry Level	RM1,700	RM2,500
Distribution/Transportation/Inventory			
Distribution Supervisor	2-5	RM2,500	RM4,000
Transportation Supervisor	2-5	RM2,500	RM4,000
Inventory Executive	2-5	RM3,000	RM4,000
Inventory Assistant	Entry Level	RM1,700	RM2,800

Warehouse & Store

Position	Years	Average Min. Salary	Average Max. Salary
Store			
Store Manager	5-8	RM6,000	RM8,000
Store Supervisor	1-3	RM2,500	RM3,500
Store Assistant/ Store Clerk	Entry Level	RM1,700	RM2,300