

# Salary Watch 2021:

## India



  
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# About the Report

RGF's Salary Watch: India report has been conducted with the aim of better understanding the salary trends and data across all industries and job levels in India. This report is based on RGF-owned talent pool covering more than 19,000 candidates (collected from April 2020 to April 2021). The definition of annual basic salary used throughout this report does not include allowance, stock, bonus or any other additional benefits, and the salary exchange rate used is 1 USD = 73 INR. Due to the real-time nature of some of this data, RGF encourages readers to use its insights at their discretion.



# Market Overview of India 2021



# TOWARDS RESILIENT RECOVERY

While the COVID-19 pandemic continues to impact hiring and recruitment trends across India, sustained demand for skilled talent is expected from the healthcare, technology and manufacturing sectors that have surged to the forefront over the last year. Having shown resilient recovery before the second wave took hold, expectations are high for renewed recovery in the latter half of 2021 — provided movement restrictions ease and consumer demand strengthens in accordance to relief measures.

## Digital Innovation Surges

India's recovery in 2021 is expected to be led by a continued national doubling down on technological and digital innovation to navigate the ongoing crisis<sup>1</sup>. Acting as a crucial catalyst for structural reform, the tech and digital industry enabled other sectors to achieve their full potential in ways previously unexplored. Areas including artificial intelligence, big data, robotics, 5G and IoT — key components of Industry 4.0 — will continue to drive hiring demand and growth as they elevate operational and cost efficiencies to cater to changing stakeholder needs.

## Healthcare At The Forefront

Naturally, the healthcare sector will remain a key area of development as the country continues to expand healthcare facilities to affected communities and vulnerable populations. As vaccines and other mass healthcare programs are rolled out, medical professionals with R&D and regulatory skills will continue to be highly sought after by domestic pharmaceutical companies such as the Serum Institute, which is responsible for supplying vaccines on a global scale<sup>2</sup>.

## Protecting Local Manufacturers

India's 'Atma Nirbhar Bharat', or 'self-reliant India' policy was launched in May 2020 to support its existing "Make In India" program and inject life into the COVID-affected manufacturing sector. The emphasis on domestic independence and self-reliance has encouraged local manufacturers to drive supply for local consumption and aid economic recovery by focusing on essential consumer needs such as electronics, automobiles, and healthcare. More hiring opportunities are expected in these spaces as they continue to recover alongside consumer confidence.

Overall, India is geared for a gradual recovery into 2021 by leveraging cutting edge technology to aid infrastructural development and elevating struggling sectors with the help of increasing government support.

<sup>1</sup> <https://home.kpmg/in/en/home/insights/2020/12/reimagining-india-post-covid-19.html>

<sup>2</sup> <https://www.cnbc.com/2021/02/15/covid-india-could-play-an-important-role-in-producing-vaccines.html>

<sup>3</sup> [https://www.dbs.com/aics/templatedata/article/generic/data/en/GR/122020/201214\\_insights\\_india.xml](https://www.dbs.com/aics/templatedata/article/generic/data/en/GR/122020/201214_insights_india.xml)

<sup>4</sup> <https://www.forbesindia.com/blog/economy-policy/budget-2021-focus-on-manufacturing-will-aid-indias-economic-recovery/>



# KEY INSIGHTS

## Growth sectors for 2021

While the Industrial and Healthcare sectors experienced considerable annual growth in terms of salary increments, the Corporate Services and Consumer Goods industries are expected to see lower increments this year, despite their projected overall growth.

### Average Year-on-Year Increments



**8%**

Consumer Goods and Retail



**7%**

Industrial and Manufacturing



**7%**

Healthcare and Life Services



**6%**

Corporate Services



**2%**

Technology and Digital

The boost in demand for healthcare services and pharmaceutical production has spurred a rise in compensation for talent with experience in regulatory and medical areas. Senior personnel and R&D talent across industries also saw higher increments, corresponding with the urgent need for experience and skills to provide overall professional direction and guidance.



**8%**

Regulatory Affairs (Healthcare)



**8%**

Manufacturing, Production and Operations



**8%**

Sales & Marketing (Healthcare)



**7%**

Medical



**7%**

Production & Operations (Healthcare)

**10**  
Functions  
Offering Highest  
Salary Increments

**7%**

Quality Management



**7%**

Senior Management/General Management



**7%**

R&D



**7%**

Application Engineering



**7%**

Project Management





# Job Market Trends and Salary Data

## Industrial And Manufacturing

As new technologies unlock greater efficiencies in the manufacturing sector, there has been a corresponding demand for talent with smart manufacturing and tech expertise. Industry 4.0, driven by artificial intelligence and the Internet of Things, has been deployed in sectors such as supply chain management, construction, and shipping. The Indian government has also been focusing on providing incentives to manufacturers in certain sectors such as automobiles, pharmaceuticals and food products to bolster the domestic supply chain and promote self-reliance.

Engineers and managers in roles such as research and development, application engineering, manufacturing, and project management have experienced a considerably higher demand as compared to other functions, seeing year-on-year increment growth of 7% — in line with India's increased appetite for tech-driven manufacturing.

# Top Projected Salary Increments in 2021



## Hot Jobs Projected increment % when switching jobs

**+25-30%**

### Manufacturing, Production & Operation Manager

#### Skills in demand:

Maintenance (preventive and predictive), handling mechanical and electrical instruments, reliability engineering, asset integrity

**+20-25%**

### Sales Director/Manager

#### Skills in demand:

Leadership, new product development, project management, data science, machine learning

**+20%**

### Project Management Manager

#### Skills in demand:

Leadership skills, planning, scheduling and project management

**+15-20%**

### General Manager

#### Skills in demand:

HOD for plant heads/refinery units/petrochemical units, leadership, operations and maintenance skills, green field project management, skills related to data science/machine learning/robotics required for new age production set ups

**+20-25%**

### R&D Manager

#### Skills in demand:

Leadership, new product development, project management, data science, machine learning





FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
Senior Management	CEO/ President	20+	Global MNC	219	445	16,000	32,500
			Large Local/Global MNC HQ	147	295	10,700	21,500
			SME	116	219	8,500	16,000
	GM	15-20	Global MNC	116	297	8,500	21,700
			Large Local/Global MNC HQ	103	222	7,500	16,200
			SME	103	222	7,500	16,200
	VP	15-20	Global MNC	88	264	6,450	19,300
			Large Local/Global MNC HQ	88	221	6,400	16,100
			SME	66	148	4,800	10,800
R&D	Director	15-20	Global MNC	66	205	4,800	15,000
			Large Local/Global MNC HQ	64	177	4,700	12,900
			SME	51	126	3,750	9,200
	Manager	10-15	Global MNC	22	51	1,600	3,750
			Large Local/Global MNC HQ	16	29	1,190	2,150
			SME	18	45	1,300	3,250
	Supervisor	5-8	Global MNC	21	29	1,500	2,150
			Large Local/Global MNC HQ	18	26	1,280	1,930
			SME	13	23	960	1,670
	Engineer	3-5	Global MNC	8	16	590	1,180
			Large Local/Global MNC HQ	7	16	500	1,140
			SME	7	16	540	1,140
Application Engineering	Director	15-20	Global MNC	88	118	6,450	8,600
			Large Local/Global MNC HQ	73	103	5,300	7,500
			SME	66	88	4,800	6,450
	Manager	10-15	Global MNC	22	37	1,600	2,700
			Large Local/Global MNC HQ	18	29	1,290	2,150
			SME	15	24	1,070	1,720
	Engineer	3-5	Global MNC	10	15	750	1,080
			Large Local/Global MNC HQ	10	15	750	1,070
			SME	7	12	540	850

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
Manufacturing, Production & Operation	Director	15-20	Global MNC	88	148	6,450	10,800
			Large Local/Global MNC HQ	88	148	6,450	10,800
			SME	66	88	4,830	6,450
	Manager	10-15	Global MNC	44	59	3,220	4,300
			Large Local/Global MNC HQ	29	37	2,150	2,700
			SME	18	26	1,290	1,930
	Supervisor	8-10	Global MNC	25	37	1,825	2,680
			Large Local/Global MNC HQ	18	26	1,290	1,930
			SME	12	18	850	1,290
	Engineer	3-5	Global MNC	12	18	850	1,290
			Large Local/Global MNC HQ	7	15	540	1,070
			SME	4	9	320	640
Quality Management	Director	15-20	Global MNC	103	147	7,500	10,700
			Large Local/Global MNC HQ	88	132	6,450	9,650
			SME	66	96	4,800	7,000
	Manager	10-15	Global MNC	44	59	3,200	4,300
			Large Local/Global MNC HQ	25	37	1,820	2,675
			SME	18	27	1,300	1,940
	Supervisor	5-10	Global MNC	25	37	1,820	2,675
			Large Local/Global MNC HQ	18	25	1,300	1,820
			SME	12	18	860	1,300
	Engineer	3-5	Global MNC	12	18	860	1,300
			Large Local/Global MNC HQ	7	15	540	1,070
			SME	5	9	330	640
Project Management	Director	15-20	Global MNC	37	74	2,700	5,400
			Large Local/Global MNC HQ	29	59	2,150	4,300
			SME	26	51	1,920	3,750
	Manager	10-15	Global MNC	22	37	1,600	2,700
			Large Local/Global MNC HQ	18	27	1,290	1,940
			SME	15	22	1,070	1,600
	Engineer	3-5	Global MNC	9	13	690	920
			Large Local/Global MNC HQ	7	12	540	850

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
Sales & Marketing	Sales Director	15-20	Global MNC	54	117	3,950	8,550
			Large Local/Global MNC HQ	50	103	3,620	7,500
			SME	55	96	4,050	7,000
	Sales Manager	10-15	Global MNC	36	59	2,650	4,300
			Large Local/Global MNC HQ	32	54	2,350	3,970
			SME	26	47	1,920	3,450
	Business Development Manager	10-15	Global MNC	44	66	3,200	4,800
			Large Local/Global MNC HQ	39	62	2,870	4,500
			SME	32	52	2,350	3,760
	Account Executive	5-10	Global MNC	25	33	1,820	2,380
			Large Local/Global MNC HQ	22	29	1,600	2,150
			SME	18	28	1,290	2,050
	Marketing Director	15-20	Global MNC	88	132	6,400	9,650
			Large Local/Global MNC HQ	73	118	5,350	8,600
			SME	59	96	4,300	7,000
	Marketing Manager	10-15	Global MNC	37	67	2,700	4,900
			Large Local/Global MNC HQ	32	59	2,350	4,300
			SME	26	47	1,930	3,450



# Job Market Trends and Salary Data Technology & Digital

While technology has always been a top priority for India, the pandemic has accelerated the adoption of digital strategies for businesses of all sizes and across sectors as they cope with the “new normal”. From fintech to healthtech to ecommerce, companies of all sizes underwent a digital transformation to bring much-needed services to customers in need, such as payments, medicine, and groceries. With technology, small businesses and startups had a chance to participate in a hyper-digital economy that improved access for all.

Tech talent employed in roles like software development, artificial intelligence, robotics and data science commanded some of the highest salaries in the region, averaging between 50 and 80 lakh INR per annum. Senior executives and talent specialising in sectors such as cybersecurity and big data have also seen an increase in annual salary. Employees with upwards of 10 years of experience, and those with a knowledge of languages such as R, SAS, Python, Hadoop, and Scala are in demand for their technical know-how and ability to build complex digital infrastructures to support digital transformation and serve customers at scale.



# Top Projected Salary Increments in 2021



## Hot Jobs Projected increment % when switching jobs

### AI and Data Science Director/Manager

**Skills in demand:**  
Machine learning,  
natural language  
processing, R, SAS,  
Python

**+40%**

### Big data & Business Intelligence Director/Manager/ Architect/Engineer

**Skills in demand:**  
Big data architecture,  
Scala, Hadoop Hive Pig,  
business intelligence  
(BI), Informatica ETL  
(extract, transform,  
load), Hyperion, Essbase

**+35%**

### Front-end and Back-end Engineering Manager/ Architect

**Skills in demand:**  
UI/UX, design and  
development, instructional  
design, full stack  
development

**+35%**

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
Senior Management	CEO/ President	20+	Global MNC	274	479	20,000	35,000
			Large Local/Global MNC HQ	205	342	15,000	25,000
			SME	130	178	9,500	13,000
	VP	15-20	Global MNC	137	171	10,000	12,500
			Large Local/Global MNC HQ	123	164	9,000	12,000
			SME	103	123	7,500	9,000
R&D	Director	15-20	Global MNC	123	164	9,000	12,000
			Large Local/Global MNC HQ	99	130	7,200	9,500
			SME	89	110	6,500	8,000
	Architect	10-15	Global MNC	110	137	8,000	10,000
			Large Local/Global MNC HQ	96	123	7,000	9,000
			SME	96	123	7,000	9,000
	Engineer	5-10	Global MNC	25	44	1,800	3,200
			Large Local/Global MNC HQ	16	34	1,200	2,500
			SME	16	21	1,200	1,500
Mobile Development	Director	15-20	Global MNC	96	130	7,000	9,500
			Large Local/Global MNC HQ	82	116	6,000	8,500
			SME	68	82	5,000	6,000
	Manager/ Architect	10-15	Global MNC	55	96	4,000	7,000
			Large Local/Global MNC HQ	41	68	3,000	5,000
			SME	34	55	2,500	4,000
	Engineer	5-10	Global MNC	27	55	2,000	4,000
			Large Local/Global MNC HQ	16	34	1,200	2,500
			SME	14	27	1,000	2,000
AI and Data Science	Director	15-20	Global MNC	151	247	11,000	18,000
			Large Local/Global MNC HQ	151	205	11,000	15,000
			SME	96	164	7,000	12,000
	Manager/ Architect	10-15	Global MNC	68	137	5,000	10,000
			Large Local/Global MNC HQ	62	103	4,500	7,500
			SME	48	68	3,500	5,000
	Engineer	5-10	Global MNC	27	48	2,000	3,500
			Large Local/Global MNC HQ	25	41	1,800	3,000
			SME	21	34	1,500	2,500



FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
Front-end & back-end Engineering	Director	15-20	Global MNC	96	137	7,000	10,000
			Large Local/Global MNC HQ	82	110	6,000	8,000
			SME	68	82	5,000	6,000
	Manager/ Architect	10-15	Global MNC	68	82	5,000	6,000
			Large Local/Global MNC HQ	48	66	3,500	4,800
			SME	34	48	2,500	3,500
	Engineer	5-10	Global MNC	41	62	3,000	4,500
			Large Local/Global MNC HQ	34	41	2,500	3,000
			SME	21	34	1,500	2,500
Cyber Security	Director	15-20	Global MNC	110	164	8,000	12,000
			Large Local/Global MNC HQ	96	123	7,000	9,000
			SME	68	82	5,000	6,000
	Manager	10-15	Global MNC	41	82	3,000	6,000
			Large Local/Global MNC HQ	27	48	2,000	3,500
			SME	16	37	1,200	2,700
	Engineer	3-5	Global MNC	25	34	1,800	2,500
			Large Local/Global MNC HQ	14	29	1,000	2,100
			SME	11	21	800	1,500
Big Data & Business Intelligence	Director	15-20	Global MNC	96	151	7,000	11,000
			Large Local/Global MNC HQ	82	123	6,000	9,000
			SME	68	82	5,000	6,000
	Manager/ Architect	10-15	Global MNC	62	116	4,500	8,500
			Large Local/Global MNC HQ	48	100	3,500	7,300
			SME	41	75	3,000	5,500
	Engineer	5-10	Global MNC	41	55	3,000	4,000
			Large Local/Global MNC HQ	27	38	2,000	2,800
			SME	14	26	1,000	1,900
Software & Hardware Development	Director	15-20	Global MNC	137	274	10,000	20,000
			Large Local/Global MNC HQ	123	247	9,000	18,000
			SME	110	178	8,000	13,000
	Manager/ Architect	10-15	Global MNC	110	205	8,000	15,000
			Large Local/Global MNC HQ	93	164	6,800	12,000
			SME	68	123	5,000	9,000
	Engineer	5-10	Global MNC	21	48	1,500	3,500
			Large Local/Global MNC HQ	14	38	1,000	2,800
			SME	12	34	900	2,500

# Job Market Trends and Salary Data Healthcare & Life Sciences

Given the nature of recent global events, the demand for healthcare products and services in the form of vaccines and health programs is at an all-time high — this is reflected in the steep growth in salaries commanded by medical professionals in various roles. As India's biotech giants respond to global vaccine demand while balancing domestic needs, doctors and healthcare experts with research backgrounds and years of experience under their belt are increasingly invaluable.

Medical talent in senior roles such as R&D researcher and regulatory affairs director saw the highest incremental boost in wages — a reflection of the country's investment in medical technology, national healthcare programs, and medical infrastructure in a COVID-driven world. Recently, the healthcare sector has also been incorporating tech into its services, with a wealth of Indian startups focusing on bringing better infrastructure and solutions to the public. This has translated to a demand for talent with compliance management, regulation, and product management skills.



# Top Projected Salary Increments in 2021



## Hot Jobs Projected increment % when switching jobs

+20-25%

### Production and Operations Director

#### Skills in demand:

Profit and loss management, leadership skills

+20-25%

### Health Sales Director

#### Skills in demand:

Experience in oncology, dermatology, respiratory, virology and diabetology

+20-25%

### Marketing Director

#### Skills in demand:

Product management, Group Product Management (GPM)

+20%

### Quality Director

#### Skills in demand:

Compliance management, regulatory skills, quality assurance

+15-20%

### Regulatory Affairs

#### Skills in demand:

Regulatory affairs, liaisoning, compliance management





FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
Senior Management/ General Management	CEO/ President	20+	Global MNC	219	367	16,000	26,800
			Large Local/Global MNC HQ	175	293	12,800	21,400
			SME	116	163	8,500	11,900
	CXO	20+	Global MNC	160	249	11,700	18,200
			Large Local/Global MNC HQ	160	205	11,700	15,000
			SME	103	162	7,500	11,800
	BU Head	20+	Global MNC	132	190	9,600	13,900
			Large Local/Global MNC HQ	116	147	8,500	10,750
			SME	88	132	6,400	9,650
	GM	15-20	Global MNC	110	162	8,000	11,800
			Large Local/Global MNC HQ	118	148	8,600	10,800
			SME	88	118	6,400	8,600
	VP	15-20	Global MNC	146	190	10,650	13,900
R&D	Director	15-20	Global MNC	190	249	13,900	18,200
			Large Local/Global MNC HQ	146	219	10,650	16,000
			SME	133	185	9,700	13,500
	Manager	10-15	Global MNC	88	103	6,400	7,500
			Large Local/Global MNC HQ	58	81	4,250	5,900
			SME	58	88	4,250	6,450
	Researcher	5-10	Global MNC	39	51	2,870	3,750
			Large Local/Global MNC HQ	36	44	2,650	3,200
			SME	29	45	2,150	3,250
Medical	Doctor	15-20	Global MNC	219	251	16,000	18,300
			Large Local/Global MNC HQ	219	249	16,000	18,200
			SME	147	178	10,700	13,000
	Director	15-20	Global MNC	177	237	12,900	17,300
			Large Local/Global MNC HQ	177	193	12,900	14,100
			SME	146	190	10,650	13,900
Production & Operations	Director	15-20	Global MNC	147	177	10,700	12,900
			Large Local/Global MNC HQ	146	176	10,650	12,850
			SME	103	163	7,500	11,900
Quality	Director	15-20	Global MNC	162	207	11,800	15,100
			Large Local/Global MNC HQ	116	147	8,500	10,700
			SME	88	148	6,450	10,800

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
Regulatory Affairs	Director	15-20	Global MNC	162	185	11,800	13,500
			Large Local/Global MNC HQ	118	163	8,600	11,900
			SME	118	148	8,600	10,800
	Manager	8-10	Global MNC	59	66	4,300	4,850
			Large Local/Global MNC HQ	59	66	4,300	4,850
			SME	51	59	3,750	4,300
	Non-management	3-5	Global MNC	26	29	1,930	2,150
			Large Local/Global MNC HQ SME	26	29	1,930	2,150
Sales & Marketing	Sales Director	15-20	Global MNC	162	186	11,800	13,550
			Large Local/Global MNC HQ	118	163	8,600	11,900
			SME	118	148	8,600	10,800
	Marketing Director	15-20	Global MNC	59	89	4,300	6,500
			Large Local/Global MNC HQ	51	74	3,750	5,400
			SME	44	74	3,200	5,400
	Marketing Manager	10-15	Global MNC	44	59	3,200	4,300
			Large Local/Global MNC HQ	44	59	3,200	4,300
			SME	37	45	2,670	3,250

# Job Market Trends and Salary Data Consumer Goods & Retail

With lockdowns enforced across the entire subcontinent and people's mobility greatly reduced, the consumer goods and retail sector was significantly impacted by the first months of the pandemic. However, as people turned to digital channels to fulfil their grocery and household needs, the industry saw a gradual revival. And while ecommerce and digitalisation played a pivotal role in accelerating the recovery of the sector, driving demand for skilled tech workers, professionals in the sector still experienced salary dips. Those employed in senior positions saw the steepest decline in salary as companies moved to ensure cost-efficiency amidst economic uncertainty.

Despite this initial outlook, the consumer goods sector is on a path to recovery. Companies are on the lookout for skills such as digital transformation, product and innovation management, diagnostic and analytics, and customer relationship management, signalling a shift towards an efficient, tech-enabled and consumer-centric future.



## Hot Jobs Projected increment % when switching jobs

+20-30%

### E-commerce Manager

#### Skills in demand:

Full-stack software developer, product management, machine learning

+19%

### Vice President/General Manager

#### Skills in demand:

Business planning, product and innovation management, customer experience management

+22%

### Digitalisation Director

#### Skills in demand:

Business analysis, digital marketing, product management

+18%

### CEO/President

#### Skills in demand:

Profit and loss management, cost optimisation, digital transformation

+22%

### Marketing and Branding Manager

#### Skills in demand:

Revenue management, growing market share, brand and channel metrics

+18%

### Business Strategy and Commercial Director

#### Skills in demand:

Liaison, strategic innovation, cost optimisation

+21%

### E-commerce Director

#### Skills in demand:

Category management, marketing management, digital marketing, user interface development

+17%

### Customer Relationship Management Account manager

#### Skills in demand:

Customer service, account management, sales effectiveness, communication

+20%

### Sales and Business Development Manager and Senior Manager

#### Skills in demand:

Business strategy, sales and channel effectiveness, talent development

+17%

### Business Unit Head

#### Skills in demand:

Diagnostic and analytical skills, decision-making, cultivating relationships with customers





Function	Position	Years of Experience	Company Type	Annual Salary Range (Unit: 1,000 in USD)		Annual Salary Range (Unit: 1,000 in INR)	
				Min	Max	Min	Max
Senior Management	CEO/President	20+	Global MNC	411	849	30,000	62,000
			Large Local/Global MNC HQ	240	562	17,500	41,000
			SME	123	212	9,000	15,500
	CXO	20+	Global MNC	247	356	18,000	26,000
			Large Local/Global MNC HQ	107	144	7,800	10,500
			SME	68	107	5,000	7,800
	BU Head	20+	Global MNC	210	425	15,300	31,000
			Large Local/Global MNC HQ	141	288	10,300	21,000
			SME	84	114	6,100	8,300
	VP/GM	15-20	Global MNC	107	178	7,800	13,000
			Large Local/Global MNC HQ	99	125	7,200	9,100
			SME	62	103	4,500	7,500
Sales & Business Development	Director/Head	15-20	Global MNC	247	356	18,000	26,000
			Large Local/Global MNC HQ	205	253	15,000	18,500
			SME	130	207	9,500	15,100
	Manager/Senior Manager	10-15	Global MNC	64	92	4,700	6,700
			Large Local/Global MNC HQ	55	81	4,000	5,900
			SME	41	59	3,000	4,300
	Supervisor	5-10	Global MNC	32	45	2,350	3,300
			Large Local/Global MNC HQ	28	40	2,050	2,900
			SME	18	29	1,350	2,100
Business Strategy & Commercial	Director	15-20	Global MNC	212	281	15,500	20,500
			Large Local/Global MNC HQ	137	207	10,000	15,100
			SME	103	126	7,500	9,200
	Manager	10-15	Global MNC	48	82	3,500	6,000
			Large Local/Global MNC HQ	44	71	3,200	5,200
			SME	21	45	1,500	3,300
	Supervisor	5-10	Global MNC	27	42	2,000	3,100
			Large Local/Global MNC HQ	21	41	1,500	3,000
			SME	14	26	1,000	1,900
E-commerce	Director	15-20	Global MNC	356	507	26,000	37,000
			Large Local/Global MNC HQ	137	329	10,000	24,000
			SME	116	240	8,500	17,500
	Manager	10-15	Global MNC	75	99	5,500	7,200
			Large Local/Global MNC HQ	70	92	5,100	6,700
			SME	41	74	3,000	5,400
	Supervisor	5-10	Global MNC	48	62	3,500	4,500
			Large Local/Global MNC HQ	34	53	2,500	3,900
			SME	25	33	1,800	2,400

FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
CRM & Account Management	Manager	10-15	Global MNC	40	56	2,900	4,100
			Large Local/Global MNC HQ	32	42	2,300	3,100
			SME	19	29	1,400	2,100
	Supervisor	5-8	Global MNC	27	41	2,000	3,000
			Large Local/Global MNC HQ	19	27	1,400	2,000
			SME	11	18	800	1,300
Digitalization	Director	15-20	Global MNC	329	489	24,000	35,700
			Large Local/Global MNC HQ	199	370	14,500	27,000
			SME	127	247	9,300	18,000
	Manager	10-15	Global MNC	55	82	4,000	6,000
			Large Local/Global MNC HQ	41	55	3,000	4,000
			SME	27	34	2,000	2,500
	Supervisor	5-10	Global MNC	27	41	2,000	3,000
			Large Local/Global MNC HQ	21	34	1,500	2,500
			SME	12	16	850	1,200
Marketing & Branding	Director	15-20	Global MNC	219	301	16,000	22,000
			Large Local/Global MNC HQ	140	212	10,200	15,500
			SME	105	141	7,700	10,300
	Manager	10-15	Global MNC	82	110	6,000	8,000
			Large Local/Global MNC HQ	62	75	4,500	5,500
			SME	34	41	2,500	3,000
	Supervisor	5-10	Global MNC	41	68	3,000	5,000
			Large Local/Global MNC HQ	27	40	2,000	2,900
			SME	14	20	1,000	1,450

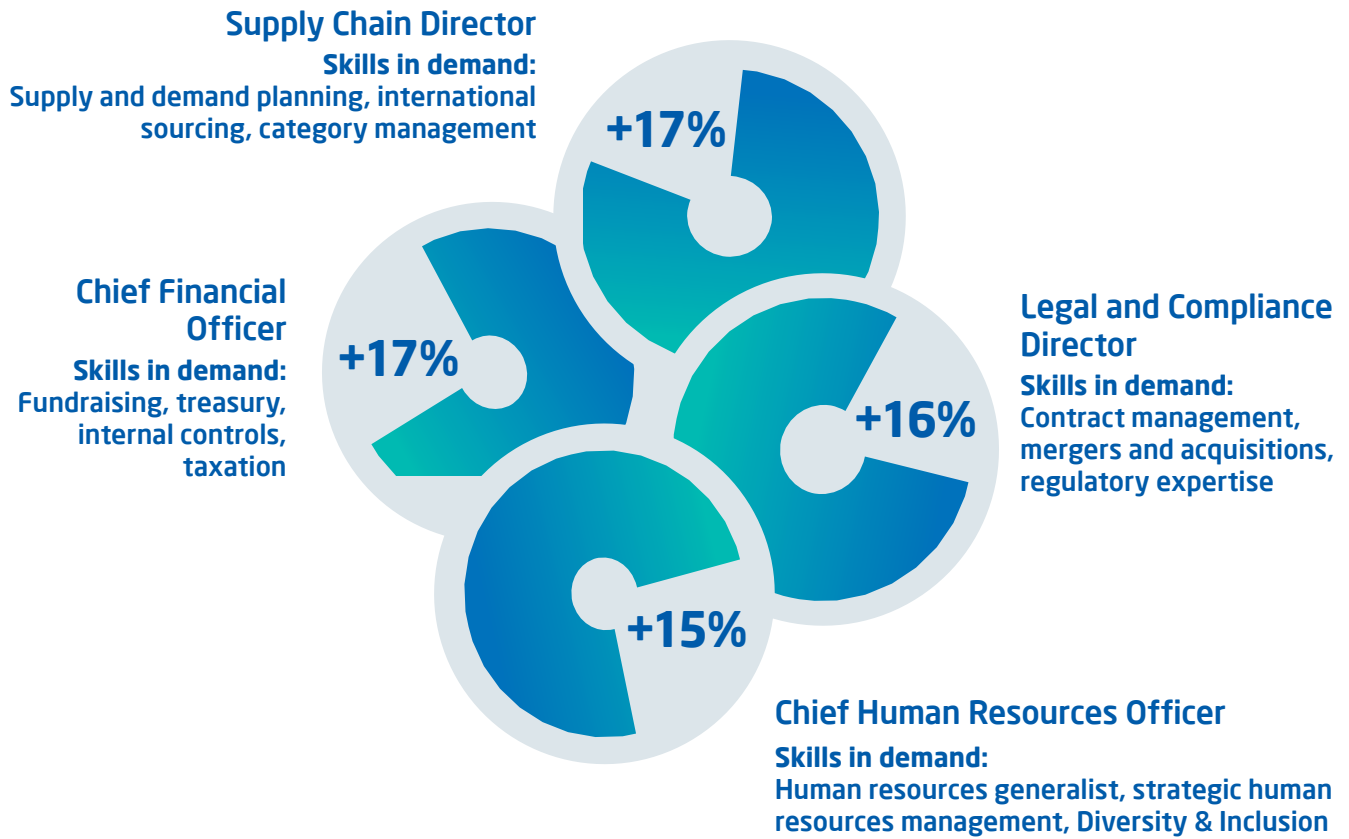
# Job Market Trends and Salary Data Corporate Services

The detrimental effects of COVID-19 were strongly felt by the corporate sector in India, where executives across functions such as human resources, finance, and admin saw a steep decline in salaries. With more companies prioritising cost-efficiency, senior staff members experienced the highest pay cuts in 2020 while those in junior-mid level roles like supervisor or specialist saw their salaries levels plateau. However, critical corporate skill sets like contract management, regulatory expertise, fundraising, and procurement remain highly sought after.



# Hot Jobs

Projected increment % when switching jobs



\* All figures are projections based on data collected from RGF's database by Dec 2020



FUNCTION	POSITION	YEARS OF EXPERIENCE	COMPANY TYPE	ANNUAL SALARY RANGE (UNIT: 1,000 IN USD)		ANNUAL SALARY RANGE (UNIT: 1,000 IN INR)	
				MIN	MAX	MIN	MAX
HR	CHRO	20+	Global MNC	93	265	6,800	19,000
			Large Local/Global MNC HQ	77	190	5,800	15,000
			SME	60	115	4,100	8,900
	Director	15-20	Global MNC	90	165	7,000	11,000
			Large Local/Global MNC HQ	62	135	5,000	9,500
			SME	61	120	4,000	8,000
	Manager	10-15	Global MNC	75	95	5,500	7,000
	Supervisor	5-10	Global MNC	35	55	2,500	4,000
Finance & Accounting	CFO	20+	Global MNC	125	275	8,500	19,200
			Large Local/Global MNC HQ	120	275	9,000	19,000
			SME	75	200	6,000	14,500
	Director	15-20	Global MNC	110	200	8,000	14,500
			Large Local/Global MNC HQ	95	210	7,000	15,000
			SME	55	135	4,000	9,700
	Manager	10-15	Global MNC	70	100	5,000	7,300
Legal & Compliance	General Counsel	20+	Global MNC	110	249	7,800	18,200
			Large Local/Global MNC HQ	80	168	6,000	12,300
			SME	65	135	5,000	9,800
	Director	15-20	Global MNC	97	165	7,000	12,200
			Large Local/Global MNC HQ	81	141	6,000	10,300
			SME	55	137	4,000	10,000
	Manager	10-15	Global MNC	28	64	2,000	4,700
	Supervisor	5-10	Global MNC	13	36	1,000	2,600
	Specialist	3-5	Global MNC	8	14	500	1,000
Supply Chain	Director	15-20	Global MNC	110	212	8,000	15,500
			Large Local/Global MNC HQ	95	170	7,000	12,400
			SME	80	166	6,000	12,100
	Manager	10-15	Global MNC	61	111	4,000	8,100
	Supervisor	5-10	Global MNC	40	69	3,000	5,050
	Specialist	3-5	Global MNC	20	42	1,500	3,050
General Affairs, Admin & Secretary	Director	15-20	Global MNC	95	210	6,500	15,300
			Large Local/Global MNC HQ	80	140	6,000	10,200
			SME	65	134	4,500	9,800

# About RGF

As the global brand of the Recruit Group, RGF, abbreviated from Recruit Global Family, is committed to delivering total human resource solutions of superior quality so individuals and companies of all sizes realize their full potential. We provide a one stop solution for every talent need, from C suite and senior business leaders to staff level roles. With three service brands, RGF International Recruitment is the leading recruitment service provider in Asia and provides a wide range of recruitment solutions across 18 cities. We deliver strong cross border recruitment solutions at all levels and across all industries and functions.



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