



evolution

# Salary Insights

2025



# Overall Tech Hiring Trends In 2024

## Employment Landscape

- Layoffs Amid Growth: Despite economic recovery, 2024 saw persistent layoffs in IT, reflecting global challenges and restructuring in tech.
- Selective Expansion: Companies invested selectively in roles aligned with digital transformation and emerging technologies.

## Focus Areas in IT

- Artificial Intelligence and Machine Learning: Increased demand for AI specialists as businesses sought automation and data-driven insights.
- Cloud Computing: Continued adoption of cloud technologies drove the need for cloud architects and engineers.
- Data Analytics: Organisations increasingly relied on data scientists to extract actionable insights for decision-making.

## Workforce Evolution

- Hybrid Work Challenges: Debate over remote vs. in-office work shaped hiring strategies in tech.
- Upskilling Imperative: Companies launched targeted training programs to fill gaps in areas like AI, cybersecurity, and cloud technologies.

# Overall Tech Hiring Trends In 2025

## Economic and Industry Outlook

- Tech Rebound: 2025 marks a cautious recovery for IT, with Singapore solidifying its position as a Southeast Asia tech hub.
- Focus on ROI: Investments shift toward high-impact projects in AI, big data, and machine learning.

## Emerging Technology Trends

- Quantum Computing: Singapore's S\$700 million initiative creates demand for quantum specialists.
- AI and Deep Tech: Rapid development in AI applications drives hiring for roles in research, development, and implementation.
- Cybersecurity: Rising cyber threats and government initiatives like ScamShield spur growth in security-focused roles.

## Workforce Dynamics

- Contract Work Dominates: Companies leverage flexible employment models to meet short-term needs and access top talent.
- Talent Attraction and Offshoring:
  - ONE Pass attracts global experts, fostering innovation in AI and tech.
  - Offshoring continues for roles like software testing and IT support, particularly to Malaysia and Vietnam.

## Government Support

- Innovation Investments: Continued funding through Startup SG and RIE 2025 bolsters advancements in tech.
- AI Integration: Government-led initiatives expand AI adoption across public and financial sectors.

# What do Tech Professionals care about?



## Compensation & Benefits

**87%** Care about getting excellent compensation and benefits



## Flexibility & Hybrid

**70%** Prefer being in a flexible and hybrid workplace arrangement



## Challenging & Interesting Work

**50%** Employees look towards promotions and career growth.



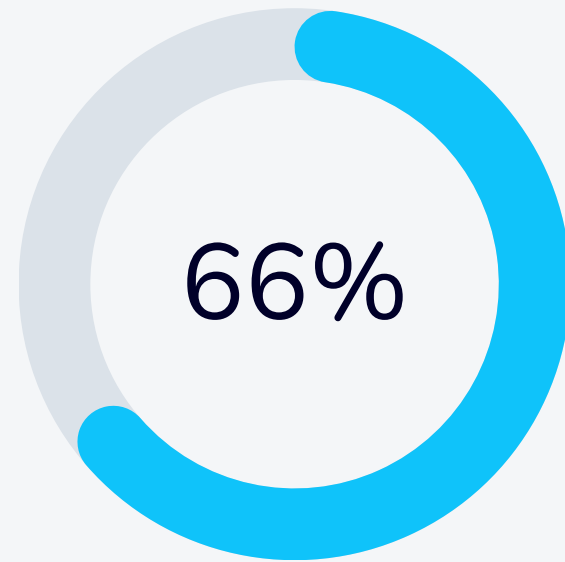
## Private Healthcare

**60%** Want private healthcare insurance.

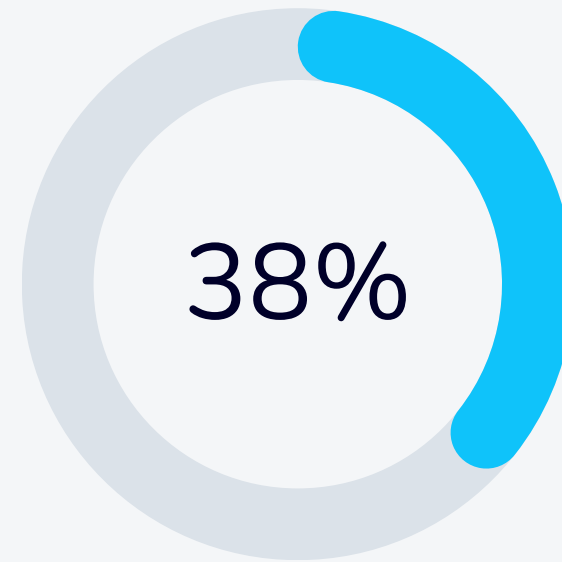


# Top Challenges for Employers

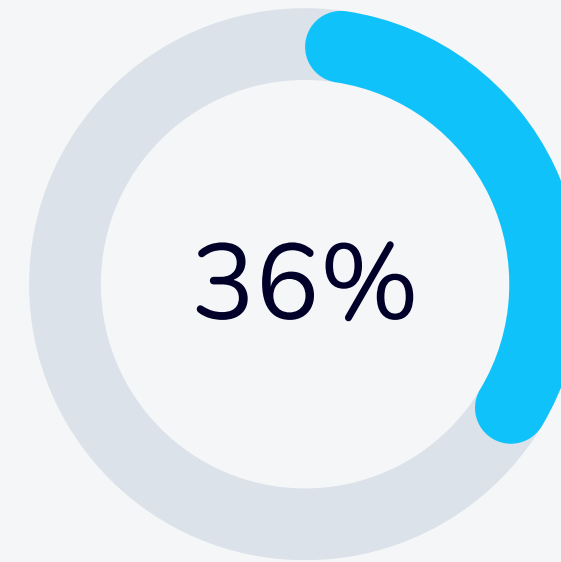
Most employers have indicated the following six challenges when looking to hire new talent and grow their business.



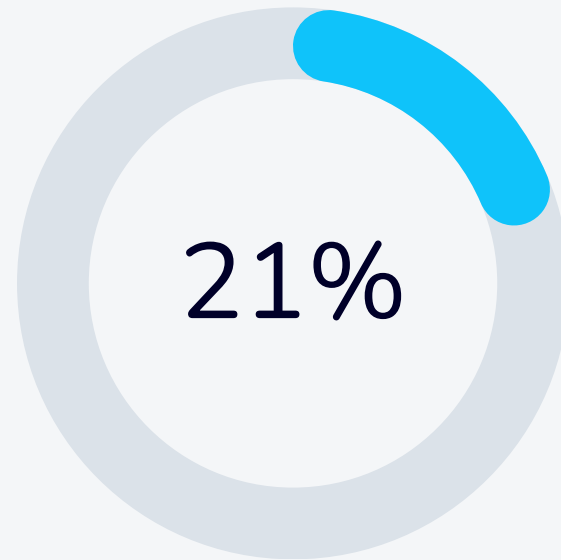
Lack of available talent with the necessary skills



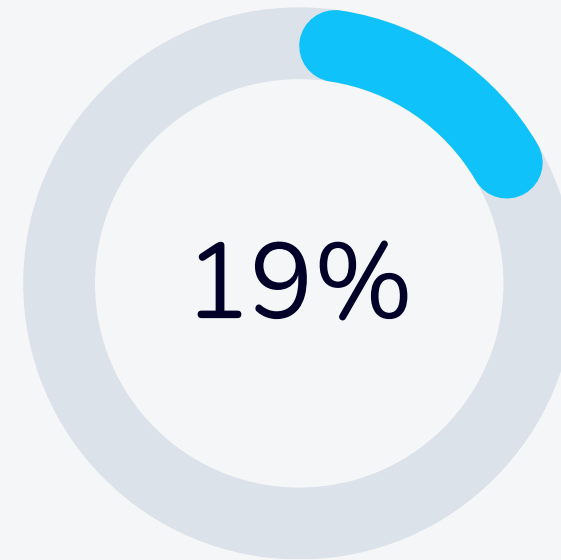
High competition in the market, requiring bids for talent



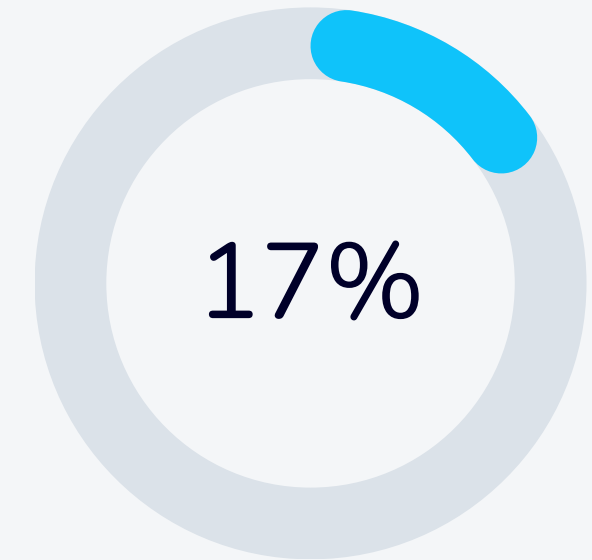
Difficulty meeting salary expectations



Challenges in attracting a sufficient number of applicants



Limited internal resources for talent acquisition



Struggles in evaluating soft skills and potential of employees



# In-Demand Skills

## Python

Python remains essential for engineering roles, used for tasks like scripting and backend development with frameworks such as FastAPI, Flask, and Django.

## JavaScript & TypeScript

These languages are foundational for building dynamic, interactive, and scalable web applications, making them must-have skills for developers.

## Java & Golang

Java dominates in enterprise, banking, and startups, while Golang is a favorite for its performance and simplicity, especially in scalable applications.

## Kubernetes

Kubernetes expertise is critical for creating and managing efficient containerized systems, a cornerstone of modern microservices.

## Data Engineering Tools (Flink, Kafka, ClickHouse, Hadoop)

Proficiency in these tools is highly valued for enabling scalable data processing and real-time analytics in enterprise settings.

## Large Language Models (LLM) & Generative AI

LLMs and Generative AI are reshaping tech, driving demand for specialists despite intense competition in this emerging field.

## Cybersecurity (Red & Blue Teams)

Cybersecurity remains a priority, with strong demand for experts in offensive (red team) and defensive (blue team) operations.

## Cloud Technologies (Azure, AWS, GCP)

Cloud expertise is vital as companies optimize systems on platforms like Azure, AWS, and GCP to ensure scalability and efficiency.

## C++

C++ continues to be indispensable in hedge funds, trading, and manufacturing, valued for its reliability and high performance.

# In-Demand Roles

- 1

Cybersecurity Specialist
- 2

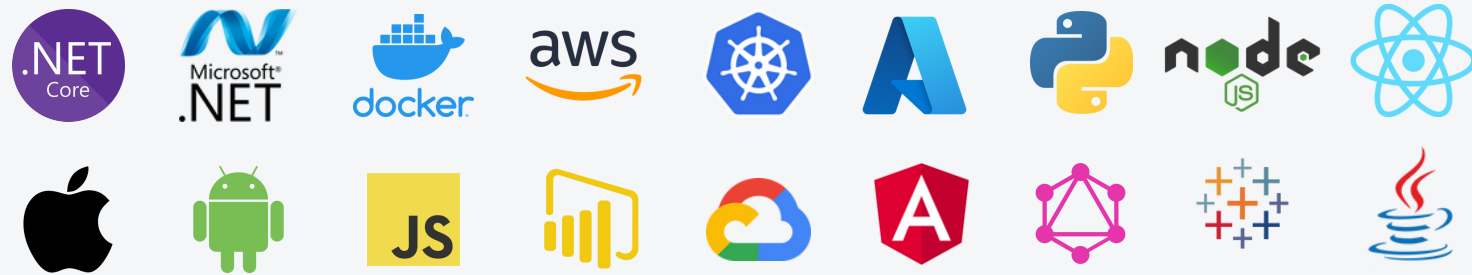
AI Engineer
- 3

Data Scientist / Analyst
- 4

Software Engineer



# Our Expertise



## Software Engineering

Front & Backend C#, C++, .NET, Java, React, Node, Ruby, Golang Engineers

## Cloud & DevOps

DevOps, Cloud Engineers, Infrastructure Engineers, Network Engineers

## Product & Design

Product Managers, Product Designers, UI / UX Designers

## Project Services

Business Analysts, Project Managers, Programme Managers, PMOs

## Data & Analytics

Data / Machine Learning Engineers, BI Analysts, Data Scientists, Data Analysts

## Cyber Security

Security Analysts, Security Engineers, Pre-Sales, Pen-Testers, Consultants

## Sales & Business Development

Account Executives, Business Development Representatives, Account / Sales Directors

## Digital Transformation

Digital Transformation Specialists at all levels





# Average Permanent Salaries

Based on data from real placements made by Evolution Singapore

## Frontend Engineers

**\$9,600**

Low: \$4,200 High: \$15,000+

## Backend Engineers

**\$10,250**

Low: \$4,500 High: \$16,000+

## DevOps Engineers

**\$9,400**

Low: \$3,800 High: \$15,000+

## Data Scientists

**\$9,650**

Low: \$4,300 High: \$15,000+

## Data Engineers

**\$9,400**

Low: \$3,800 High: \$15,000+

## Marketing Manager

**\$9,250**

Low: \$6,500 High: \$12,000+

## Product Manager

**\$8,000**

Low: \$4,000 High: \$12,000+

## Account Executive

**\$10,000**

Low: \$5,000 High: \$15,000+





# Permanent Placements

## Financial Services Industry

A sample of real placements made by Evolution Singapore in 2024

### Leadership

Role	Seniority	Salary (Base)
Chief Executive Officer	C-Level	\$50k - \$80k
Chief Technology Officer	C-Level	\$30k - \$40k
Chief Operating Officer	C-Level	\$30k - \$40k
Chief Data Officer	C-Level	\$30k - \$40k
Chief Information Security Officer	C-Level	\$30k - \$40k
Chief Marketing Officer	C-Level	\$30k - \$40k

### Software Engineering

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director / VP of Engineering	-	-	-	\$25k+
Head of Engineering	-	-	\$12.5k - \$21k	\$25k+
Engineering Manager	-	-	\$12.5 - \$16k	\$20k+
Frontend Engineer	\$4.2k - \$8.5k	\$6k - \$10k	\$8.5k - \$16k	\$15k+
Backend Engineer	\$4.5k - \$9k	\$6.5k - \$11k	\$9.5k - \$18k	\$16k+
Mobile Engineer	\$4.5k - \$9k	\$6.5k - \$11k	\$8k - \$15.8k	\$14k+

### Cloud & DevOps

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Cloud Director	-	-	-	\$20k+
Head of Cloud	-	-	\$15k - \$20k	\$30k - \$40k
DevOps Engineer	\$3.8k - \$8.5k	\$5.5k - \$10.5k	\$6.5k - \$12k	\$15k+
Cloud Engineer	\$3.8k - \$8.5k	\$5.5k - \$10.5k	\$6.5k - \$12k	\$15k+
Infrastructure Engineer	\$3.8k - \$7.5k	\$5k - \$9k	\$6.5k - \$11k	15k+
Network Engineer	\$3.8k - \$6k	\$5.6k - \$7.5k	\$7k - \$9.5k	\$12k+

### Data & Analytics

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director of Data	-	-	-	\$20k+
Head of Data	-	-	-	\$20k+
Data Manager	-	-	\$7k - \$15k	\$15k+
Data Scientist	\$4.3k - \$10k	\$5.6k - \$11k	\$7k - \$15k	\$15k+
Data Engineer	\$3.8k - \$8k	\$5.5k - \$11k	\$7.5k - \$13.5k	\$15k+
Data Analyst	\$3.8k - \$7k	\$4.3k - \$9.5k	\$5k - \$12k	\$12k+



# Permanent Placements

## Financial Services Industry

A sample of real placements made by Evolution Singapore in 2024

### Product & Design

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
VP of Product	-	-	\$18k - \$25k	\$25k+
Director of Product	-	-	\$18k - \$20k	\$20k+
Head of Product	-	-	\$14k - \$18k	\$18k+
Senior Product Manager	-	\$8k - \$10k	\$10k - \$12k	\$12k+
Product Manager	\$4k - \$8k	\$5k - \$8.5k	\$7k - \$12k	\$10k+

### Sales & Business Development

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Sales	-	-	\$15k - \$20k	\$20k+
Sales Director	-	-	\$15k - \$18k	\$18k+
Account Director	-	-	\$15k - \$18k	\$18k+
Account Executive	\$5k - \$8k	\$8k - \$10k	\$10k - \$15k	\$15k+
Business Development Representative	\$4k - \$6k	\$6k - \$8k	\$8k - \$10k	\$10k+

### Cyber Security

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Cyber	-	-	-	\$25k+
Head of Security	-	-	-	\$20k+
Security Manager	-	-	\$11k - \$15k	\$20k+
Senior Security Analyst	-	\$7k - \$9k	\$9k - \$13k	-
Security Analyst	\$4k - \$6.5k	\$6k - \$8.5k	-	-

### Marketing

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Marketing	-	-	-	\$20k+
Marketing Lead	-	-	\$12k - \$16k	\$15k+
Marketing Manager	-	\$6.5k - \$9k	\$8.6k - \$12k	-
Marketing Executive	\$4k - \$6k	\$5.5k - \$8k	-	-



# Permanent Placements

## Financial Services Industry

A sample of real placements made by Evolution Singapore in 2024

### Project Services

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Business Analyst	\$4k - \$6.5k	\$6k - \$8.5k	\$9k - \$12k	\$15k+
Scrum Master	-	\$6k - \$8.5k	\$9k - \$12k	\$13k+
Project Manager	\$4k - \$7k	\$6.5k - \$9k	\$8.6k - \$13k	\$16k+
Delivery Lead	-	-	\$12k - \$15k	\$18k+
Program Manager	-	-	\$12k - \$16k	\$20k+

# Permanent Placements

## Non-Financial Services Industry

A sample of real placements made by Evolution Singapore in 2024

### Leadership

Role	Seniority	Salary (Base)
Chief Executive Officer	C-Level	\$27k - \$40k
Chief Technology Officer	C-Level	\$20k - \$33k
Chief Operating Officer	C-Level	\$20k - \$33k
Chief Data Officer	C-Level	\$18k - \$35k
Chief Information Security Officer	C-Level	\$20k - \$40k
Chief Marketing Officer	C-Level	\$25k - \$35k

### Software Engineering

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director / VP of Engineering	-	-	\$15k - \$20k	\$20k+
Head of Engineering	-	-	\$12.5k - \$21k	\$20k+
Engineering Manager	-	-	\$12.5 - \$16k	\$18k+
Frontend Engineer	\$4.2k - \$8.5k	\$6k - \$10k	\$8.5k - \$16k	\$15k+
Backend Engineer	\$4.5k - \$9k	\$6.5k - \$11k	\$9.5k - \$18k	\$16k+
Mobile Engineer	\$4.5k - \$9k	\$6.5k - \$11k	\$8k - \$15.8k	\$14k+

### Cloud & DevOps

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Cloud Director	-	-	-	\$15k+
Head of Cloud	-	-	\$15k - \$20k	\$20k - \$30k
DevOps Engineer	\$3.8k - \$8.5k	\$5.5k - \$10.5k	\$6.5k - \$12k	\$13k+
Cloud Engineer	\$3.8k - \$8.5k	\$5.5k - \$10.5k	\$6.5k - \$12k	\$13k+
Infrastructure Engineer	\$3.8k - \$7.5k	\$5k - \$9k	\$6.5k - \$11k	15k+
Network Engineer	\$3.8k - \$6k	\$5.6k - \$7.5k	\$7k - \$9.5k	\$8.5k+

### Data & Analytics

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Director of Data	-	-	-	\$18k+
Head of Data	-	-	-	\$18k+
Data Manager	-	-	\$7k - \$15k	\$13k+
Data Scientist	\$4.3k - \$6k	\$5.6k - \$11k	\$7k - \$15k	\$13k+
Data Engineer	\$3.8k - \$8k	\$5.5k - \$11k	\$7.5k - \$13.5k	\$12k+
Data Analyst	\$3.8k - \$7k	\$4.3k - \$9.5k	\$5k - \$12k	\$10k+



# Permanent Placements

## Non-Financial Services Industry

A sample of real placements made by Evolution Singapore in 2024

### Product & Design

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
VP of Product	-	-	\$16k - \$20k	\$20k+
Director of Product	-	-	\$16k - \$18k	\$18k+
Head of Product	-	-	\$13k - \$15k	\$15k+
Senior Product Manager	-	\$8k - \$10k	\$10k - \$12k	\$12k+
Product Manager	\$4k - \$8k	\$5k - \$8.5k	\$7k - \$12k	\$10k+

### Sales & Business Development

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Sales	-	-	\$15k - \$20k	\$20k+
Sales Director	-	-	\$15k - \$18k	\$18k+
Account Director	-	-	\$15k - \$18k	\$18k+
Account Executive	\$5k - \$8k	\$8k - \$10k	\$10k - \$15k	\$15k+
Business Development Representative	\$4k - \$6k	\$6k - \$8k	\$8k - \$10k	\$10k+

### Cyber Security

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Cyber	-	-	-	\$20k+
Head of Security	-	-	-	\$16k+
Security Manager	-	-	\$11k - \$15k	\$15k+
Senior Security Analyst	-	\$7k - \$9k	\$9k - \$13k	-
Security Analyst	\$4k - \$6.5k	\$6k - \$8.5k	-	-

### Marketing

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Head of Marketing	-	-	-	\$18k+
Marketing Lead	-	-	\$12k - \$16k	\$15k+
Marketing Manager	-	\$6.5k - \$9k	\$8.6k - \$12k	-
Marketing Executive	\$4k - \$6k	\$5.5k - \$8k	-	-

# Permanent Placements

## Non-Financial Services Industry

A sample of real placements made by Evolution Singapore in 2024

### Project Services

Role	1-3 Years Exp.	3-5 Years Exp.	6-10 Years Exp.	10+ Years Exp.
Business Analyst	\$4k - \$6.5k	\$6k - \$8.5k	\$9k - \$12k	\$13k+
Scrum Master	-	\$6k - \$8.5k	\$9k - \$12k	\$13k+
Project Manager	\$4k - \$7k	\$6.5k - \$9k	\$8.6k - \$13k	\$14k+
Delivery Lead	-	-	\$12k - \$15k	\$15k+
Program Manager	-	-	\$12k - \$16k	\$16k+



evolution