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SALARY GUIDE 2022
FIND YOUR NICHE

Adding The Right Person To The Right Business Equals Success.

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FOREWORD

I am delighted to present to you our Technology Salary Guide for Thailand. We've been solely focusing on the IT recruitment market in Thailand for over seven years. We now feel we have gathered enough knowledge and know-how for us to give you an accurate picture of what IT professionals earn and expect in today's market. I would like to thank the Cathcart Technology team for their tremendous effort in gathering this data and for all their hard work to help Cathcart Technology get to this point.

Since our inception in 2015, we have continuously strived to build our network and capacity to fulfil the needs of the hundreds of clients that we've worked with. This has only been possible because of our ability to establish realistic frameworks of what candidates should be earning, thus allowing our team to successfully negotiate salaries that all parties are happy with.

According to global research firm Gartner, Thailand's IT spending is expected to grow 6.4% year on year to 871 billion baht in 2022. More investment equals more demand for IT professionals, which is already very competitive, resulting in wage inflation. Demand has exceeded supply substantially, therefore, putting increased pressure on companies to offer not only a highly competitive salary, but a raft of benefits to attract talent.

I hope our salary guide serves as a useful tool for your team and organization, when trying to establish what budgets you should allocate when embarking on the difficult task of hiring IT professionals. However, if you are ever in need of advice or a dedicated IT recruitment service, then our team of highly skilled consultants are ready to assist you.

AREAS WE FOCUS ON

- Data Technology (Data Science, Engineering, Business Intelligence, Database)
- Cloud Computing
- Cyber & IT Security
- IT Network and Infrastructure
- Open-source Development
- Microsoft Development (C# & .NET)

- Mobile Development (Android & iOS)
- ERP/ SAP/ CRM
- Quality Assurance & Testing
- IT Project Manager, Product Owner, Scrum-Agile Coach
- IT Executive, High level IT, CTO

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BREAKDOWN OF TECH SKILLS THAT ARE IN DEMAND

○ Software Development has been the most in demand talent covering 29.1% of the market.

○ Software Testers and QA comes at a close second with 20%.

○ Data Technology is third at 14.2%.

○ Over the last 2 years, there has been an increasing demand for IT Security and Cloud Technology Skills.
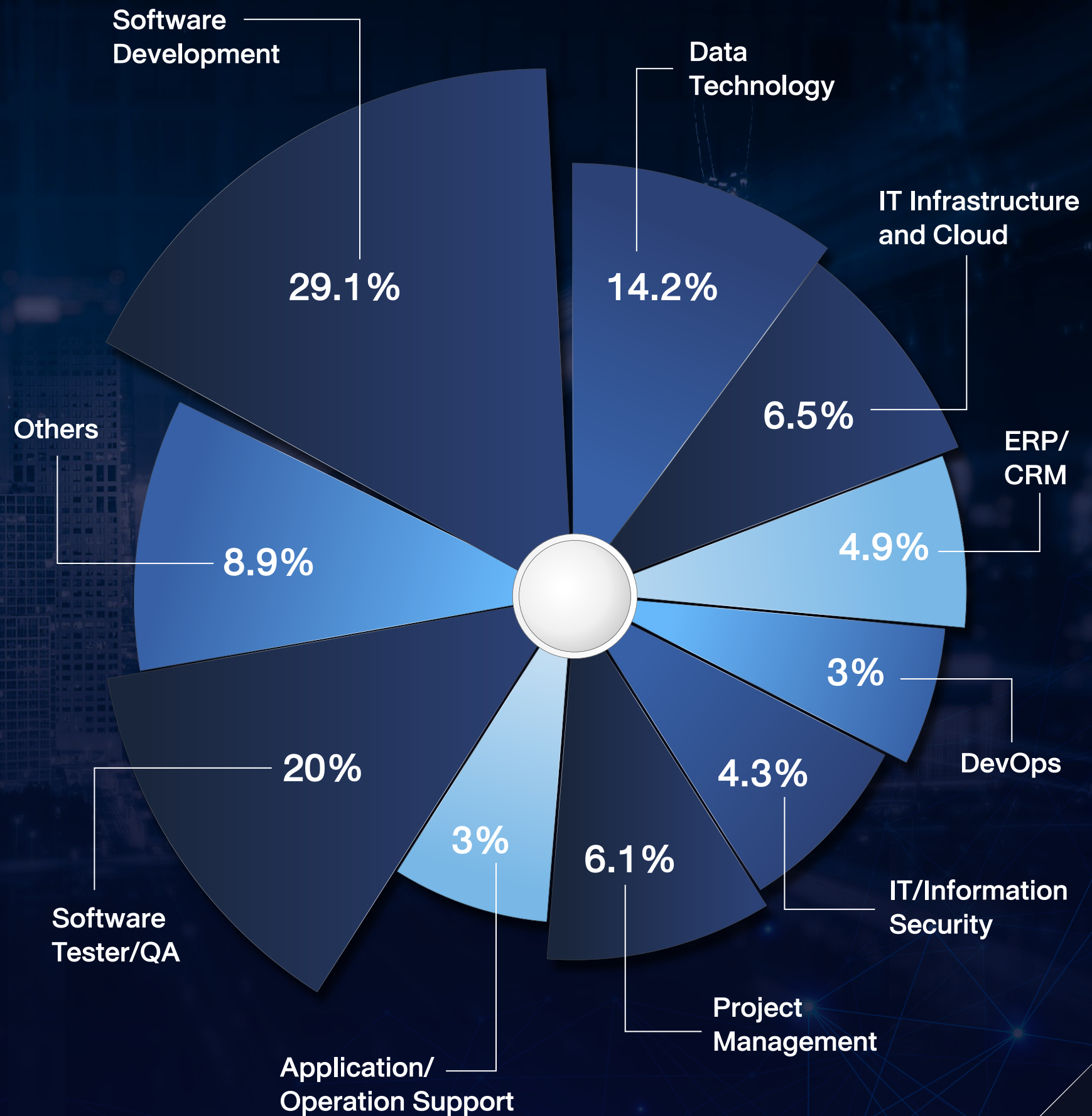
JAVASCRIPT

Position	Experience Level	Salary Range (THB)	
		Lowest	**Highest**
Front-end Developer	Junior Mid Level Senior Team Lead/Manager	17,000 27,000 40,000 100,000	38,000 60,000 100,000 200,000
Back-end Developer	Junior Mid Level Senior Team Lead/Manager	17,000 27,000 40,000 100,000	38,000 60,000 150,000 180,000
Full Stack Developer	Junior Mid Level Senior Team Lead/Manager	18,000 28,000 40,000 100,000	38,000 60,000 150,000 200,000

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JAVA

Position	Experience Level	Salary Range (THB)	
		Lowest	**Highest**
Back-end Engineer	Junior	20,000	45,000
	Mid Level	35,000	60,000
	Senior	60,000	120,000
	Team Lead/Manager	90,000	150,000
Full-stack Engineer	Junior	25,000	50,000
	Mid Level	35,000	70,000
	Senior	70,000	135,000
	Team Lead/Manager	90,000	150,000

PYTHON

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
Python	Junior	35,000	50,000
	Mid Level	55,000	80,000
	Senior	80,000	120,000
	Team Lead/Manager	130,000	200,000

GOLANG

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
Golang	Junior	35,000	50,000
	Mid Level	55,000	80,000
	Senior	80,000	120,000
	Team Lead/Manager	130,000	200,000

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WEB3

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
Blockchain	Junior Mid Level Senior Team Lead/Manager	40,000 60,000 100,000 150,000	60,000 100,000 150,000 300,000

DEVOPS ENGINEERING

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
DevOps/DevSecOps Engineer	Junior Mid Level Senior Team Lead/Manager	22,000 40,000 70,000 100,000	60,000 80,000 150,000 250,000

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PHP/UX/UI DESIGNER

Position	Experience Level	Salary Range (THB)	
		Lowest	**Highest**
PHP Developer	Junior Mid Level Senior Team Lead/Manager	20,000 35,000 50,000 70,000	35,000 50,000 70,000 120,000
UX/UI Designer	Junior Mid Level Senior Team Lead/Manager	25,000 35,000 50,000 80,000	35,000 50,000 80,000 120,000

MOBILE

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
Native iOS/Android Developer	Junior	23,000	40,000
	Mid Level	40,000	60,000
	Senior	60,000	100,000
	Team Lead/Manager	100,000	150,000
Flutter Developer*	Junior	25,000	40,000
	Mid Level	40,000	65,000
	Senior	65,000	100,000
	Team Lead/Manager	100,000	200,000
React Native Developer	Junior	20,000	35,000
	Mid Level	35,000	60,000
	Senior	60,000	90,000
	Team Lead/Manager	90,000	130,000

*Mobile skills (iOS/Android) or both with flutter

QA ENGINEER/ SOFTWARE TESTER

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
QA Engineer/Software Tester (Automation)	Junior Mid Level Senior Team Lead/Manager	45,000 50,000 75,000 120,000	50,000 70,000 130,000 150,000
QA Engineer/Software Tester (Manual + Automation)	Junior Mid Level Senior Team Lead/Manager	30,000 45,000 70,000 100,000	45,000 60,000 90,000 150,000
QA Engineer/Software Tester (Manual)	Junior Mid Level Senior Team Lead/Manager	25,000 40,000 60,000 90,000	40,000 55,000 80,000 120,000

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IT CYBER SECURITY

Position	Experience Level	Salary Range (THB)	
		Lowest	**Highest**
IT Security Engineer	Junior Mid Level Senior Team Lead/Manager	20,000 35,000 65,000 100,000	35,000 65,000 100,000 250,000
IT Security Consultant	Junior Mid Level Senior Team Lead/Manager	22,000 35,000 70,000 110,000	35,000 70,000 110,000 250,000

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IT INFRASTRUCTURE

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
System/Cloud Engineer	Junior Mid Level Senior Team Lead/Manager	20,000 35,000 65,000 100,000	35,000 65,000 100,000 200,000
Network Infrastructure Engineer	Junior Mid Level Senior Team Lead/Manager	20,000 30,000 55,000 85,000	30,000 55,000 85,000 150,000
IT Support/Administrator	Junior Mid Level Senior Team Lead/Manager	16,000 25,000 45,000 70,000	25,000 45,000 70,000 100,000
Applications Support	Junior Mid Level Senior Team Lead/Manager	20,000 35,000 55,000 85,000	35,000 55,000 85,000 150,000

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DATA TECHNOLOGY

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
Data Engineer	Junior Mid Level Senior Team Lead/Manager	28,000 50,000 70,000 120,000	40,000 70,000 120,000 200,000
Data Analyst/Business Intelligence	Junior Mid Level Senior Team Lead/Manager	25,000 50,000 80,000 120,000	40,000 70,000 120,000 150,000
Data Scientist	Junior Mid Level Senior Team Lead/Manager	30,000 60,000 100,000 150,000	60,000 100,000 150,000 300,000
Data Architect	Mid Level Senior Team Lead/Manager	50,000 70,000 100,000	70,000 100,000 150,000

DATABASE ADMISTRATION

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
Oracle DBA	Junior Mid Level Senior Team Lead/Manager	30,000 40,000 60,000 120,000	40,000 60,000 100,000 150,000
MS SQL Server	Junior Mid Level Senior Team Lead/Manager	25,000 40,000 60,000 100,000	40,000 60,000 100,000 150,000
Opensource DBA	Junior Mid Level Senior Team Lead/Manager	25,000 40,000 60,000 100,000	40,000 65,000 100,000 150,000

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RPA

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
RPA	Junior Mid Level Senior Team Lead/Manager	25,000 40,000 60,000 90,000	40,000 60,000 80,000 140,000

SAP/ERP/IT SALES

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
SAP/ERP	Junior	28,000	40,000
	Mid Level	50,000	75,000
	Senior	75,000	100,000
	Team Lead/Manager	120,000	150,000
IT Sales	Junior	25,000	35,000
	Mid Level	30,000	50,000
	Senior	45,000	100,000
	Team Lead/Manager	100,000	200,000

BUSINESS AND SYSTEM ANALYSIS

Position	Experience Level	Salary Range (THB)	
		Lowest	Highest
Business Analyst	Junior Mid Level Senior Team Lead/Manager	25,000 40,000 55,000 100,000	30,000 50,000 100,000 160,000
System Analyst	Junior Mid Level Senior Team Lead/Manager	18,000 38,000 60,000 100,000	35,000 55,000 85,000 150,000

PRODUCT OWNER/ PRODUCT MANAGER

Position	Experience Level	Salary Range (THB)	
		Lowest	**Highest**
Product Owner/Product Manager	Junior	50,000	70,000
	Mid	70,000	100,000
	Manager	100,000	180,000
	Senior Manager (Head of)	180,000	250,000

PROJECT MANAGER

Position	Experience Level	Salary Range (THB)	
		Lowest	**Highest**
Project Manager/Scrum Master	Junior/Mid Senior Manager Senior Manager	50,000 70,000 120,000 180,000	70,000 120,000 180,000 250,000
PMO	Junior/Mid Senior Manager	65,000 80,000 100,000	80,000 100,000 150,000
IT Executive Management	Senior Manager	250,000	400,000

TECHNOLOGY LEADERSHIP

Position	Experience Level	Salary Range (THB)	
		Lowest	**Highest**
Technical Management	Tech Lead	120,000	190,000
	Architects	120,000	300,000
	Development Manager	150,000	300,000
	CTO	150,000	400,000
	Head of IT	250,000	400,000

ABOUT
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TECHNOLOGY RECRUITMENT SPECIALISTS

We are a Technology Recruitment Solutions Provider - We truly demonstrate the value in using a specialist IT Recruitment Consultancy. If you need technology talent, or you are looking for a new job - talk to us.

We operate both contract and permanent solutions across the full spectrum of IT and Technical Business Consultancy. We have a proven track record — drawing on over 40 years' experience in technical resourcing — and an excellent reputation amongst both the client and candidate community.

Our Consultants

We don't hire recruitment consultants. All our staff are trained from scratch in-house. They are intelligent, motivated business consultants who perform 360° recruitment in a niche area. We are not yes men, or CV senders - but professionals who actively engage our customer's challenge and work with them to solve it, and we're really good at what we do!

Our Specialism

Cathcart Associates' consultants are all IT recruitment specialists, working exclusively with candidates and companies within the technology sector. We cover the entire IT market, across all disciplines of IT from junior help desk analysts to senior programme managers and everything in between.

- Data Technology (Data Science, Engineering, Business Intelligence, Database)
- Cloud Computing
- Cyber & IT Security
- IT Network & Infrastructure
- Open-source Development
- Microsoft Development (C# & .NET)
- Mobile Development (Android & iOS)
- ERP/ SAP/ CRM
- Quality Assurance & Testing
- IT Project Manager, Product Owner, Scrum-Agile Coach
- IT Executive, High level IT, CTO

Our Independence

We are an agile and independent organization. We have no parent group or big board of Directors to pay. meaning a more cost-effective solution and allowing us to re-invest in our database and advertising reach.

Our Reach

We have immediate and continuous access to the top advertising sites, meaning we reach the widest possible pool of talent. In addition to this, our internal database is completely dedicated to IT candidates. We have over 35,000 candidates on our database, and we have paid access to thousands more. This means we can find the best candidates — quicker and more accurately, than anyone else - all no win no fee!

Our Process

We are not "mere CV senders" — we are Recruitment Process Consultants. We engage our clients in a dialogue, consulting at every stage of the process to ensure success. We truly demonstrate the value in using a specialist IT Recruitment Consultancy making the process of finding the best IT staff in the marketplace a pleasurable and rewarding experience.

GROWTH OVERVIEW

2009
Founded Cathcart Associates – Edinburgh Scotland

2013
Opened Cathcart Energy Office

2015
Expanded to Bangkok Thailand

2016
Expanded to the North of England (Manchester, Leeds)

2022
Re-brand to Cathcart Technology

2023
Planned expansion into Vietnam

We were founded in 2009 by two industry experts. We quickly established ourselves as Scotland's premier technology recruitment company, and widened our focus to recruit into Bangkok in 2015 and the North of England in 2016
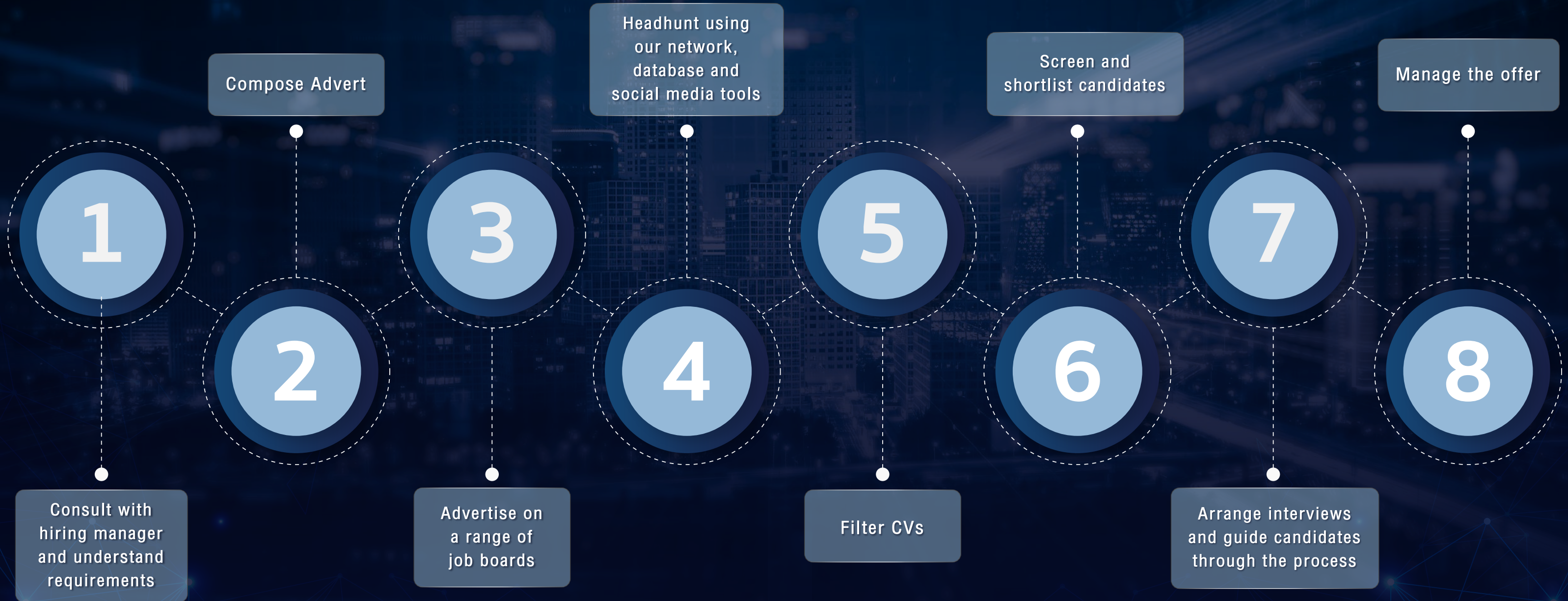
Contact

cathcart technology

hello@cathcartassociates.com
cathcartassociates.co.th
📞 02-038-5878
@CathcartTech_TH