



Asia *Tech Salary* Report 2024

Verified compensation data of Software Engineers & other technology talents. Analysis of top paying companies.



NODEFLAIR

Executive Summary

As we reflect on the tech industry's landscape in 2023, our latest Asia Tech Salary Report reveals a notable shift in compensation trends, primarily influenced by the challenges the industry faced, including layoffs and hiring freezes. Our comprehensive analysis, covering various roles and countries, encompasses data from over 422,000 salary data points, providing valuable insights for both professionals and hiring managers.

A prevailing theme across roles and countries is a decrease in salaries. Layoffs and hiring freezes have played a significant role in this downward trend. The severity of salary decreases seems correlated to a country's startup and big tech ecosystem. Countries with a more pronounced focus on startups and big tech witnessed larger drops in salaries, highlighting the sensitivity of salaries to the overall economic and business climate.

Despite the overarching salary reductions, the tech industry remains dynamic. An intriguing trend is the resilience and growth in AI-related roles. Data science roles, in particular, have seen a significant upswing in Singapore, with a noteworthy increase of over 10% in average salaries. This signals a growing interest and investment in AI technologies.

Encouragingly, signs of recovery are emerging within the industry. The challenges of the past year have prompted resilience and adaptability. We are optimistic about the prospects for 2024, anticipating a gradual rebound in salaries and overall industry growth.

A pivotal transformation observed in the tech industry during 2023 is the accelerated adoption of remote work practices. In response to this paradigm shift, we at NodeFlair are at the forefront assisting companies in navigating the complexities of cross-border hiring. Our expertise and commitment to facilitate seamless cross-border talent acquisition positions us as a valuable partner for companies navigating the future of work and harnessing the full potential of a global talent pool.

In the spirit of collaboration, we invite thoughts and feedback on this report. Your insights are invaluable and will shape our future research endeavors as we continue to navigate the evolving landscape of the tech industry.

As the tech sector undergoes transformation, we remain dedicated to equipping professionals and organizations with the insights needed to make informed decisions. Thank you for your continued engagement, and we look forward to a brighter and more prosperous 2024 for the tech industry.



About



NodeFlair is Singapore #1 tech talent platform empowering talents to make smarter career decisions with data, not opinion. Founded in 2018, NodeFlair has evolved from a tech-enabled recruitment platform to a full-stack tech career platform with products for every step of their career.

Our compensation data are verified so talents can have ease of mind when embarking on their next job exploration.

nodeflair.com | Email us at press@nodeflair.com for media query

Expanding beyond recruitment, NodeFlair now offers tools like [AI-powered Resume Builder](#) and [Resume Checker](#) to help users craft effective resumes and increase their chances of being noticed by employers. Our [Browser Extension](#) simplifies job applications with one-click apply functionality.

NodeFlair has also introduced [AI Interview Preparation](#) and a comprehensive list of [free job search tools](#). These additions reflect our commitment to empowering tech professionals at every step of their career journey.

Acknowledgements

This annual salary report would not have been possible without the contributions of the many users who have shared their salary information.

We are grateful to all those who have taken the time to help us improve career transparency in Asia. Your generosity and commitment to advancing the careers of your peers is truly appreciated.

Thank you for playing a critical role in creating a more open and equitable job market for all.

How you can contribute:

1. **Anyone:** Help bring transparency to the tech community by sharing this report with your friends and social networks
2. **Tech Talents:** Add your [compensation](#) anonymously
3. **Journalists:** [Email us](#) for exclusive insights and interviews
4. [Email us](#) any feedback you have!

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Methodology

Definitions

Titles and seniority might vary across companies. For example:

- Smaller startups might reward the title of Senior Software Engineer to an engineer of 3 years of experience, but a much more established companies might only reward the same title to someone with more than 8 years of experience.
- Software engineer in one company may have the same job scope as a system engineer in another.

Junior: Typically 0-2 years of experience. Mostly fresh graduates or engineers in their first job.

Mid: Typically 2-5+ years of experience. Able to mentor juniors and lead small scale projects end-to-end.

Senior: Typically 5+ years of experience. Expected to own complex technical initiatives and having more responsibility in designing rather than implementing.

Principal: Have deep practical experience gained and mostly answer directly to the senior management of their company. Titles include “Principal Engineer” and “Staff Engineer”

Lead: Main responsibility include leading a small team in the technical areas. Might occasionally be involved in people management, but much less common. Titles include “Technical Lead” and “Team Lead”.

Manager: Main responsibility include hiring and people management. Titles include “Engineering Manager” and “Software Development Manager (SDM)”.

Director: Having deep understanding of the market and latest technologies. Main responsibility include innovation and providing technical direction for the company. Titles include “CTO”, “Director of Engineering”, “V.P. / President of Engineering (*excluding some banking and government organization*)” , “Head of Engineering” etc.

Methodology

Definitions

The categorization of positions within this report is based on the job title provided, as well as other information such as job descriptions. However, it is important to note that there may be instances where the actual job responsibilities diverge from the common understanding associated with the designated job position. Consequently, discrepancies or inaccuracies in categorization may arise if the job roles' responsibilities significantly deviate from their conventional expectations or if titles are used inconsistently across industries or organizations.

The term “**Software Engineer**” is employed as a comprehensive term encapsulating diverse roles including Frontend Engineers, Backend Engineers, and Full-stack Engineers.

The term “**Data Scientists**” is used as an umbrella term to encompass various data science-related roles, including but not limited to AI Engineers, Machine Learning specialists, Deep Learning experts, Natural Language Processing (NLP) Practitioners, Computer Vision Specialists, and other related positions.

Methodology

Data

Salary data for are derived from NodeFlair's proprietary database of over **422,000** data points from different countries and companies of all sizes and industries.

This includes user submissions **verified by documents** (payslips and offer letters) as well as job advertisements from various aggregated from various job portals for the year 2023.

How to interpret the data

* The colour represents the number of data points used:

Green 500 and above

Amber 200 to 499

Red 199 and below

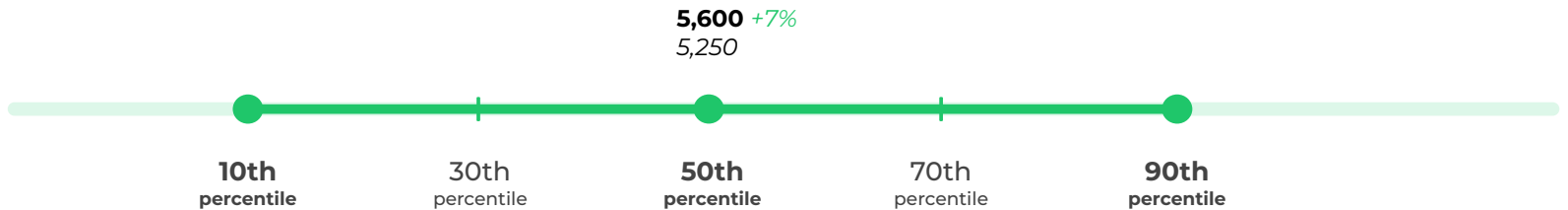
Percentage changes between 2023 and 2022 are shown (if available)






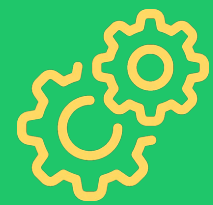
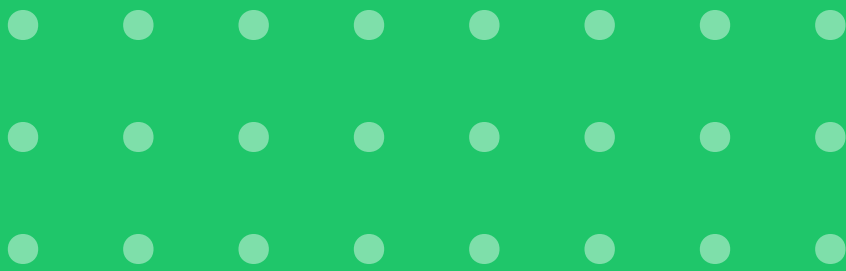
The salary values refer to **monthly base salary** in the **native currency**.

Top number is salaries from 2023; Bottom number is salaries from 2022 (Not available for some countries and roles).

Percentage changes between the two years are shown too.

Seniority *
±X%





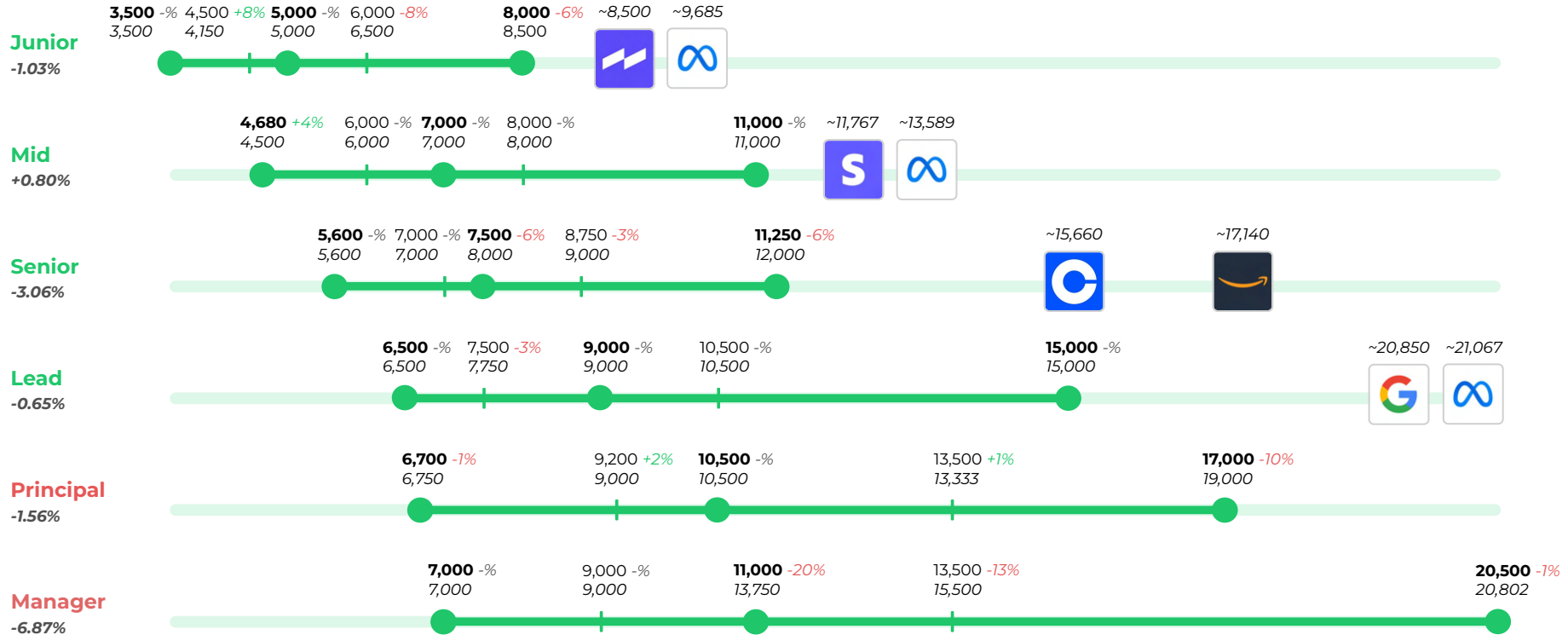
Compensation by Roles

Singapore 2024 

Observations in a Nutshell

1. The salaries for software engineers decrease by an average of 0.99% in 2023, as compared to [an increase of 7.61% in 2022](#).
2. If you are 10x engineer, you are in for a treat. For Software Engineers, the salary difference between the 10th and 90th percentile can be as high as 3x.
3. There is a significant range in salaries at each experience level, especially at higher percentiles. This indicates that factors such as individual performance, specialized skills, and negotiation ability play a crucial role in determining salaries. The salary gap between the 90th & 10th percentile for Software Engineering roles widens by up to ~2.7x as it goes up the seniority ladder, from \$5,000 in junior positions to \$13,500 in managerial positions.

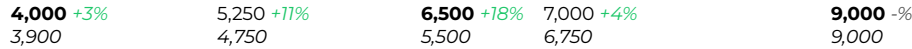
Software Engineer (-0.99% YoY)



The salaries presented for the companies are estimates for reference only and should not be considered as guaranteed or final figures. Actual salaries may vary and could be lower or higher than the estimates provided. They are also not to scale due to limitations in presentation.

Mobile Engineer (+2.23% YoY)

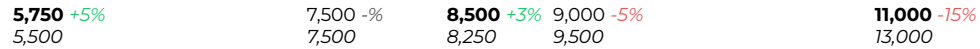
Junior
+7.00%



Mid
+0.90%



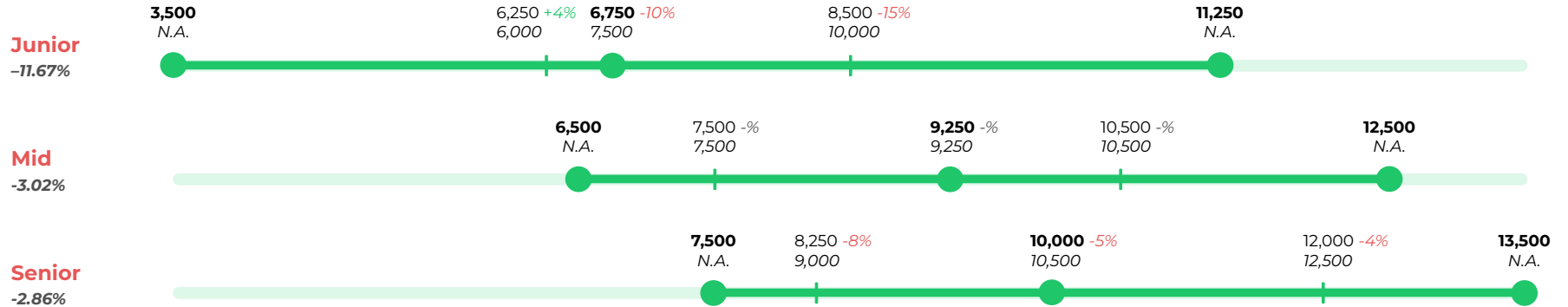
Senior
-2.61%



Lead
-0.99%



Blockchain Engineer (-5.41% YoY)

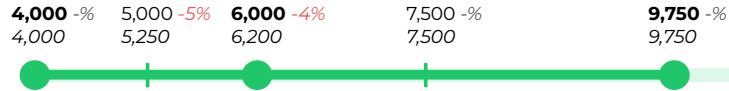


Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

Data Engineer *(-1.19% YoY)*

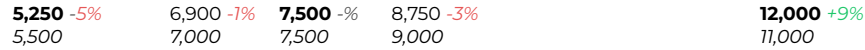
Junior

-1.75%



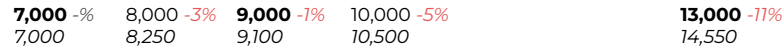
Mid

+0.07%



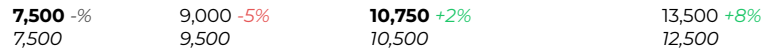
Senior

-3.91%



Lead

+3.52%



Data Analyst *(-1.09% YoY)*

Junior

-0.80%

3,000 *-5%* 4,000 *-%* **4,500** *-%* 5,250 *-%* **6,750** *+1%*
3,150 4,000 4,500 5,250 6,700

Mid

+0.76%

4,500 *-%* 5,750 *+5%* **6,450** *-1%* 7,500 *-%* **10,000** *-%*
4,500 5,500 6,500 7,500 10,000

Senior

-6.82%

4,850 *-3%* 6,000 *-15%* **7,500** *-6%* 9,000 *-1%* **11,500** *-9%*
5,000 7,000 8,000 9,100 12,700

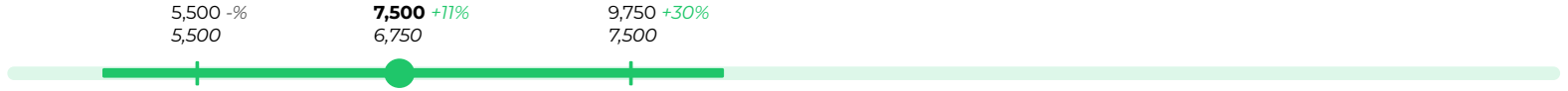
Lead

-6.08%

6,500 *-%* 7,750 *-16%* **11,000** *+5%* 13,500 *-%* **14,187** *-19%*
6,500 9,250 10,500 13,500 17,500

Data Scientist (+11.30% YoY)

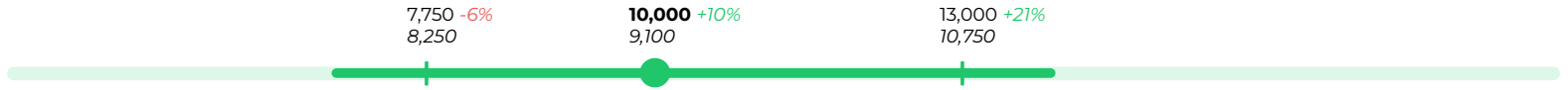
Junior
+13.70%



Mid
+9.91%



Senior
+8.25%

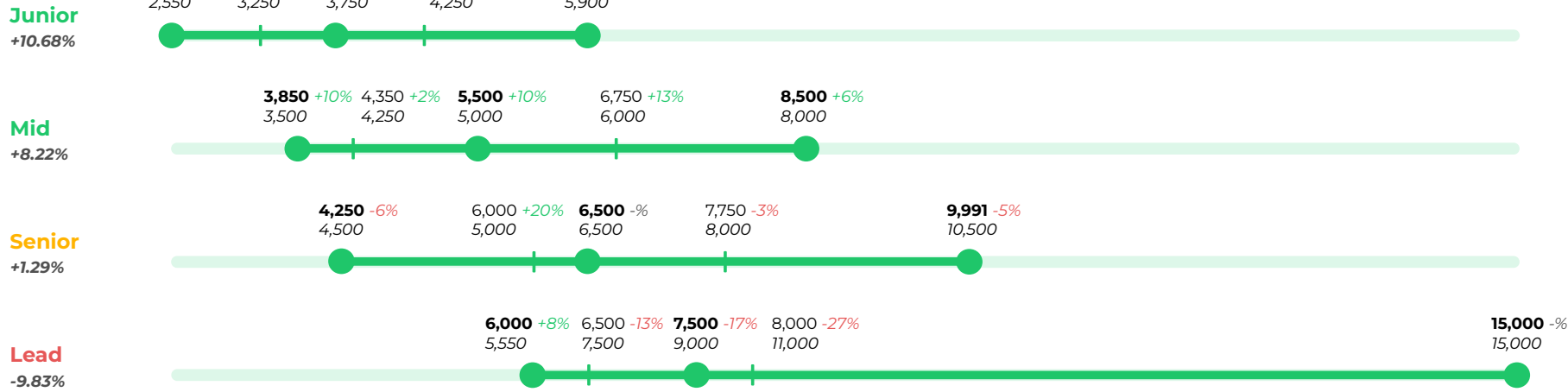


Lead
+25.10%



Please note that the data for the 10th and 90th percentile is not included for some seniority for this role. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

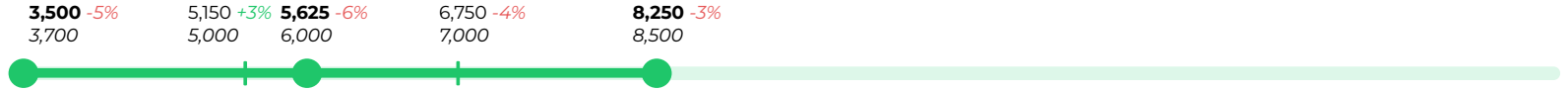
Quality Assurance (QA) (+8.01% YoY)



DevOps *(-1.95% YoY)*

Junior

-3.03%



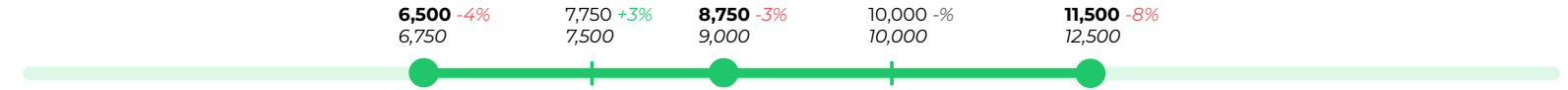
Mid

-2.86%



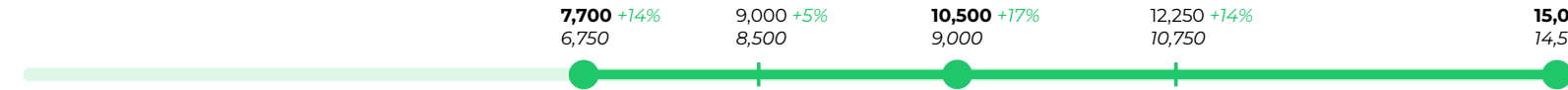
Senior

-2.23%

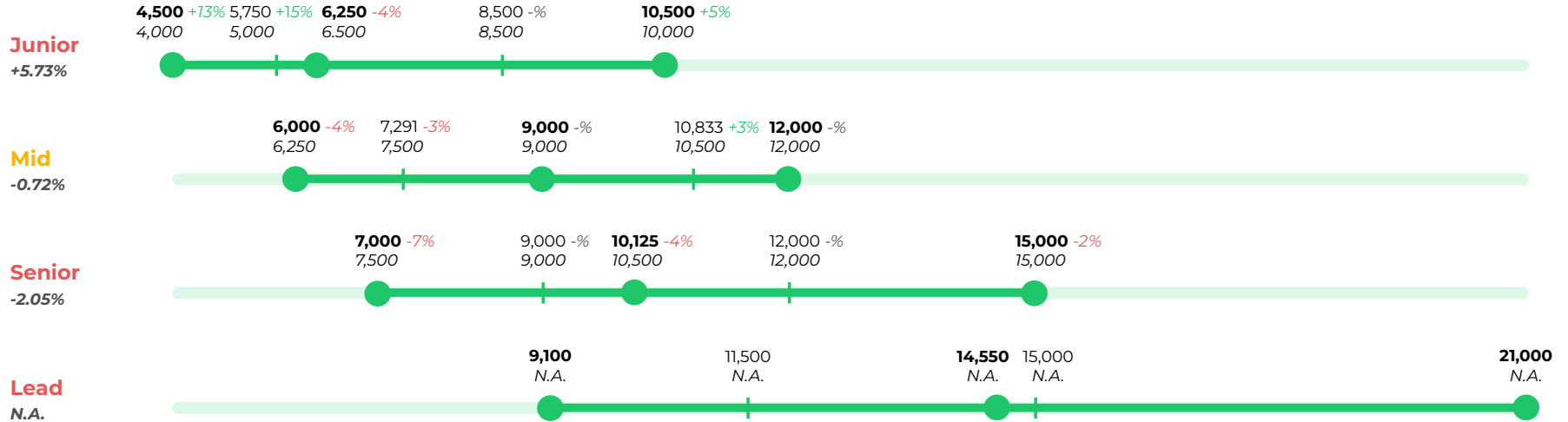


Lead

+10.80%

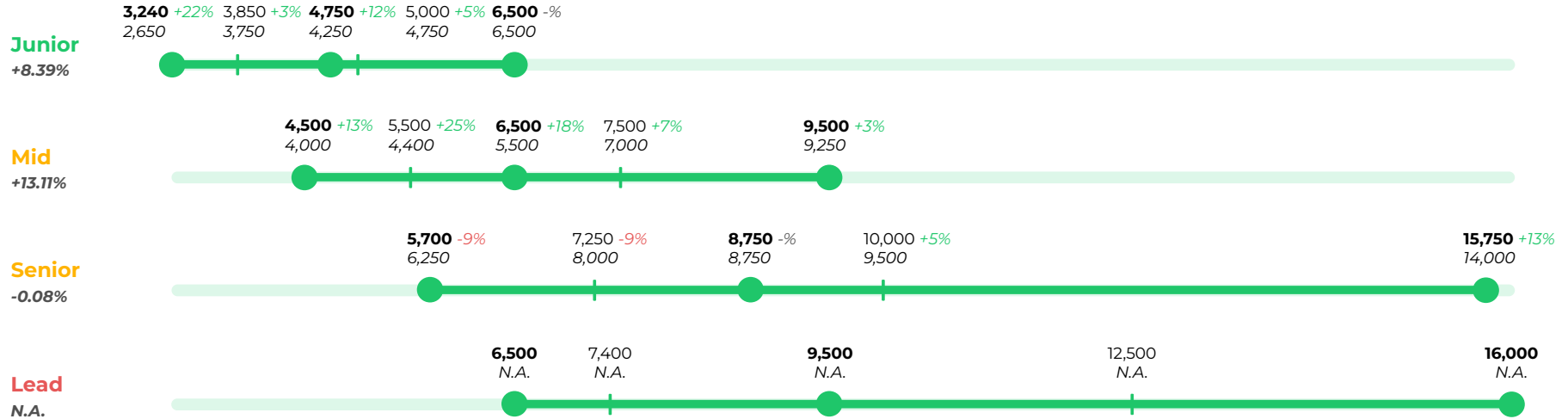


Site Reliability Engineer (+0.52% YoY)



Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

Cybersecurity Engineer (+8.24% YoY)



Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

Solutions Engineer (-5.69% YoY)

Junior
-17.89%

3,050 -13% **3,900** -8% **4,500** -10% **5,250** -25% **6,500** -33%

3,500 4,250 5,000 7,000 9,750

Mid
-5.18%

4,100 -4%

4,250

6,000 -%

6,000

7,750 -7%

8,300

10,000 -9%

11,000

14,000 -7%

15,000

Senior
-1.21%

7,250 +5%

6,900

9,000 -%

9,000

10,500 -%

10,500

12,500 -%

12,500

16,000 -11%

18,000

Systems Engineer (+1.87% YoY)

Junior

+4.97%

3,000 ^{-%}
3,000 3,750 ^{+15%}
3,250 4,400 ^{+10%}
4,000 4,850 ^{+8%}
4,500 5,500 ^{-8%}
6,000

Mid

-2.39%

4,000 ^{+3%}
3,900 4,650 ^{+1%}
4,600 5,000 ^{-5%}
5,250 5,750 ^{-4%}
6,000 7,000 ^{-7%}
7,500

Senior

+1.44%

4,800 ^{+1%}
4,750 5,500 ^{-%}
5,500 6,750 ^{+2%}
6,650 7,500 ^{+3%}
7,250 9,000 ^{+1%}
8,895

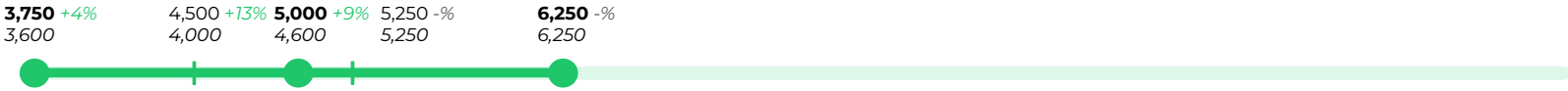
Lead

+4.47%

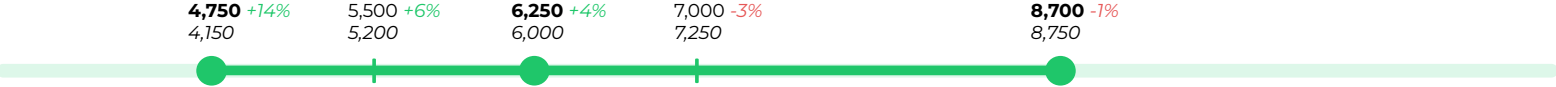
5,500 ^{-8%}
6,000 7,500 ^{+14%}
6,600 8,150 ^{+9%}
7,500 8,650 ^{-3%}
8,895 10,000 ^{+11%}
9,000

Systems Analyst (+8.27% YoY)

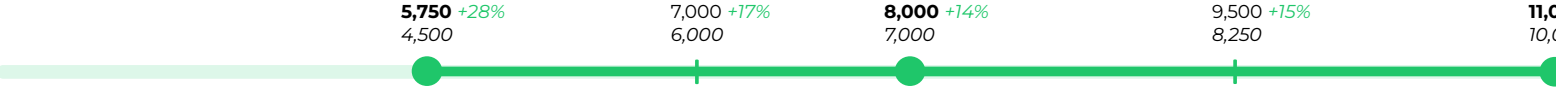
Junior
+5.07%



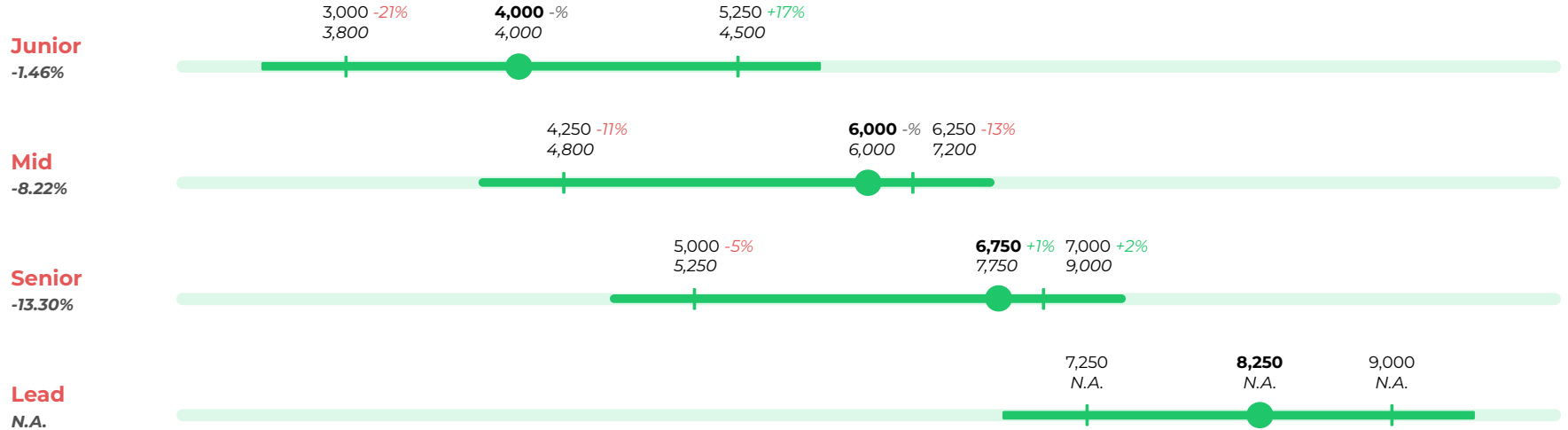
Mid
+4.07%



Senior
+16.78%



Game Engineer (-6.66% YoY)

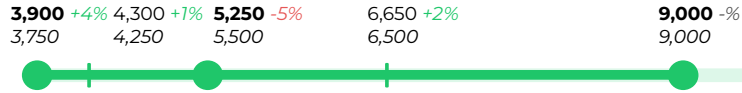


Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

Product Manager (+0.20% YoY)

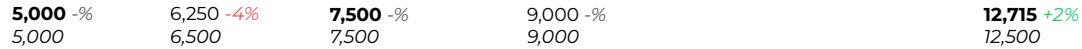
Junior

+0.59%



Mid

-0.43%



Senior

+0.96%



Lead

-0.61%





Top Searched Companies

Singapore 2024 



Top 15

1		6		11	
2		7		12	
3		8		13	
4		9		14	
5		10		15	

Top 100 (cont.)

Internet Companies



Others (A.I., B2B, SaaS, Hardware etc.)



Banking, Trading, Hedge Funds



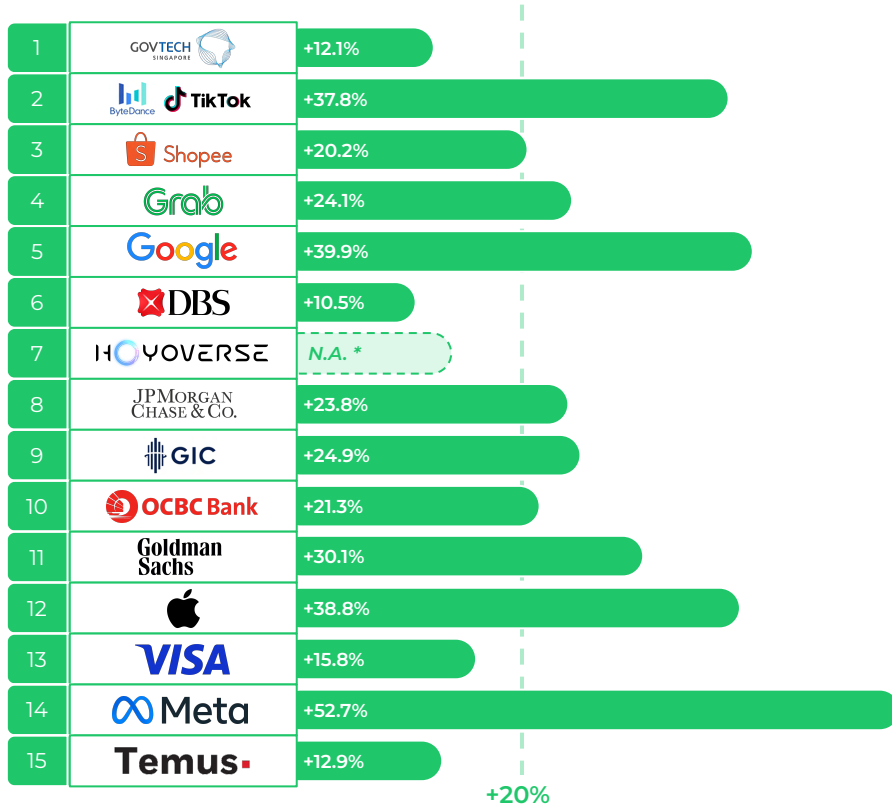
FinTech & Blockchain (incl. Crypto)



Consulting, Government etc.



Analysis (Salaries)



10 out of **14** companies pay **≥20% more** than the market's median
















We compared how well these companies pay **Software Engineers** as compared to the market.

While there is **no clear correlation** between how well a company pays and their popularity, it is undeniable that **salary is a key factor for attracting talents**.

All the companies pay ≥10% more than the median, with **70% of them paying 20% more**.

One interesting fact is that **FAANG-ish** pays very well, at **35% to 52% more** than the median.

Analysis (Reviews)

1		3.9
2		3.8
3		3.4
4		4.1
5		4.4
6		4.0
7		3.8
8		4.2
9		4.0
10		3.6
11		3.8
12		4.2
13		4.1
14		3.9
15		2.5

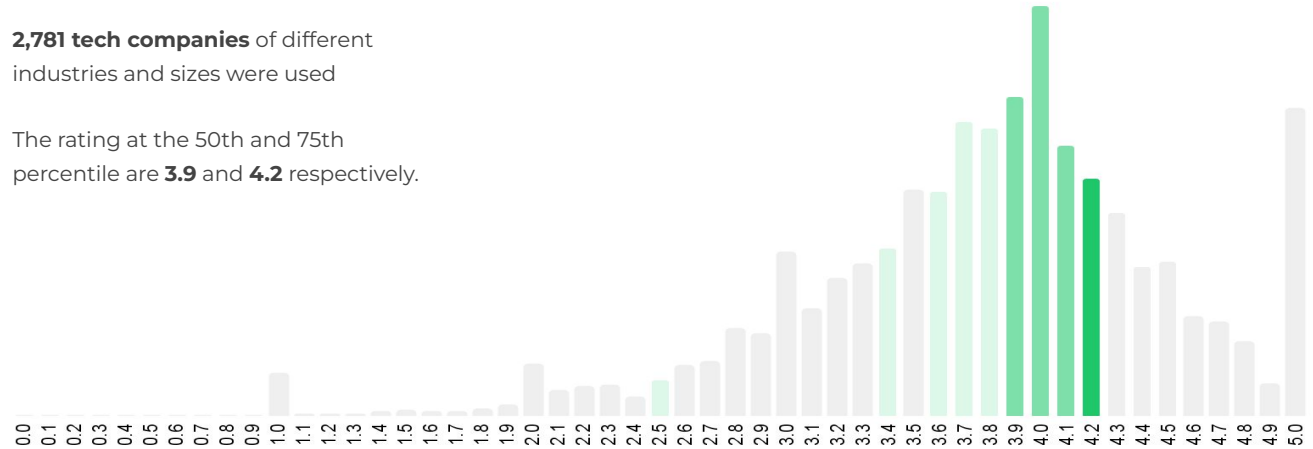
Only 2 out of 15 have ratings that are at least 75th percentile.

However, smaller companies tend to have fewer ratings, thus the spike in number of companies with a rating of 5.0.

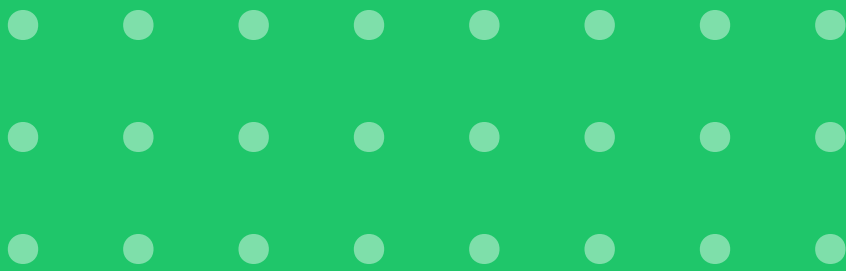
If we ignore these anomalies, it is likely that these companies rank much better and above the market's 50th percentile.

2,781 tech companies of different industries and sizes were used

The rating at the 50th and 75th percentile are **3.9** and **4.2** respectively.

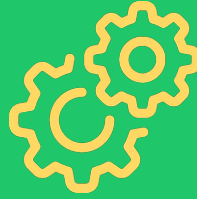


9 out of **15** companies have *Glassdoor* ratings above the median



Compensation by Roles

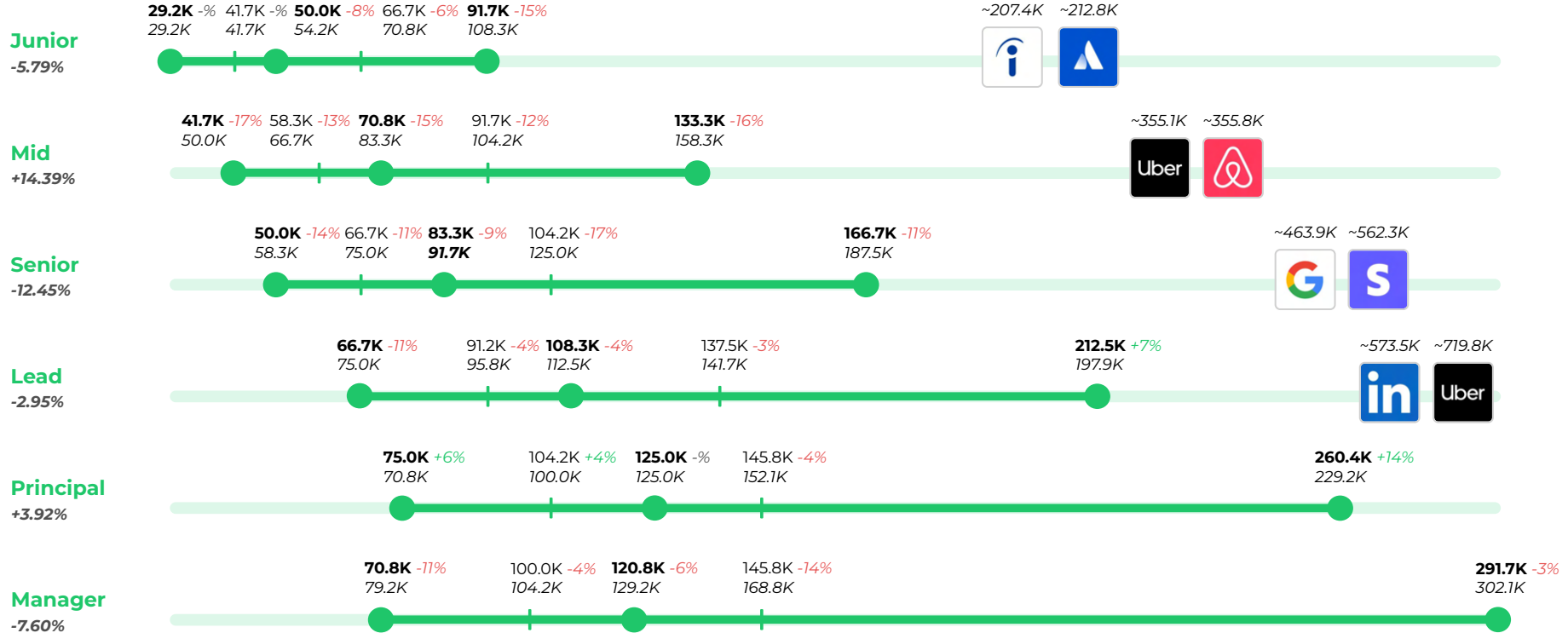
India 2024 



Observations in a Nutshell

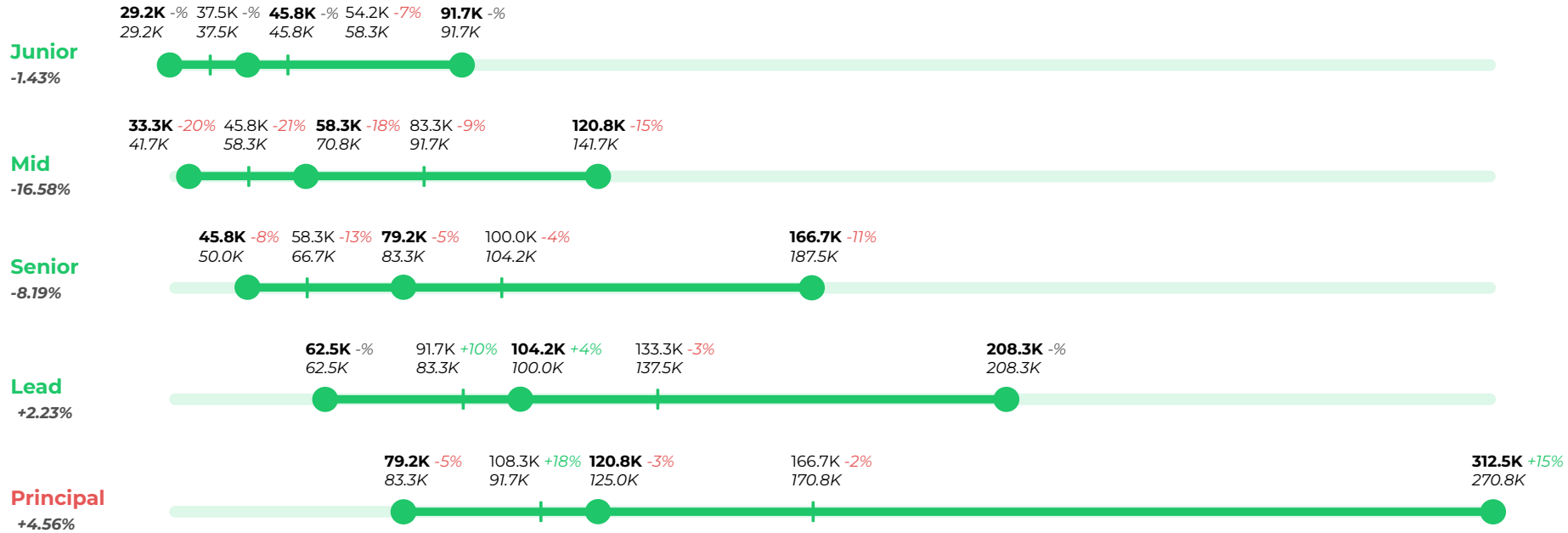
1. The salaries for software engineers decrease by an average of 11.29% in 2023.
2. If you are 10x engineer, you are in for a treat. For Software Engineers, the salary difference between the 10th and 90th percentile can be as high as 4.2x.
3. A software engineer in top tech companies can even earn up to 5x more than the median salaries, and 10x more than those in the 10th percentile.

Software Engineer (-11.29% YoY)

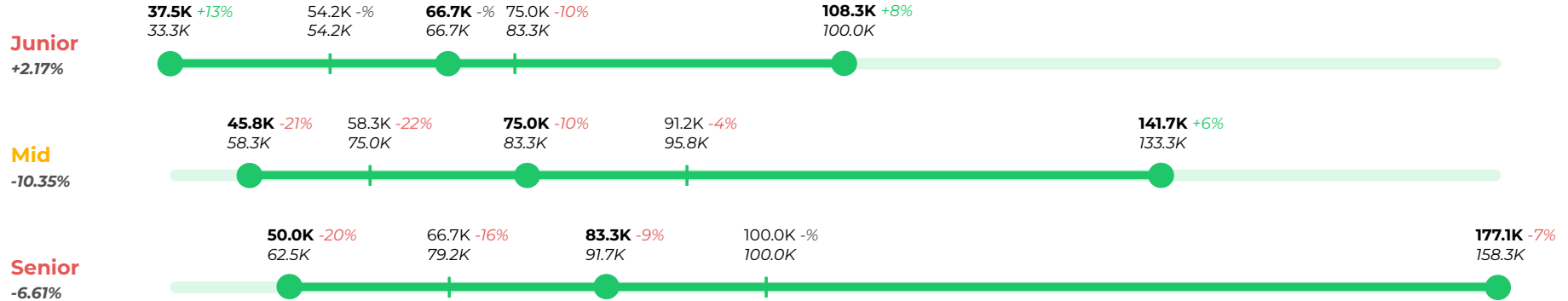


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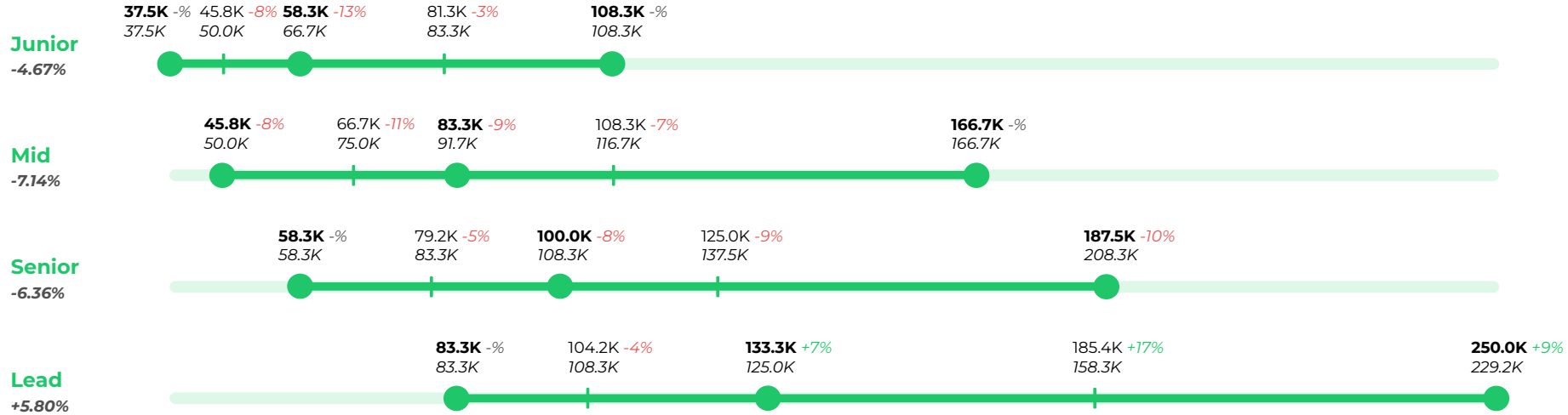
Mobile Engineer (-9.63% YoY)



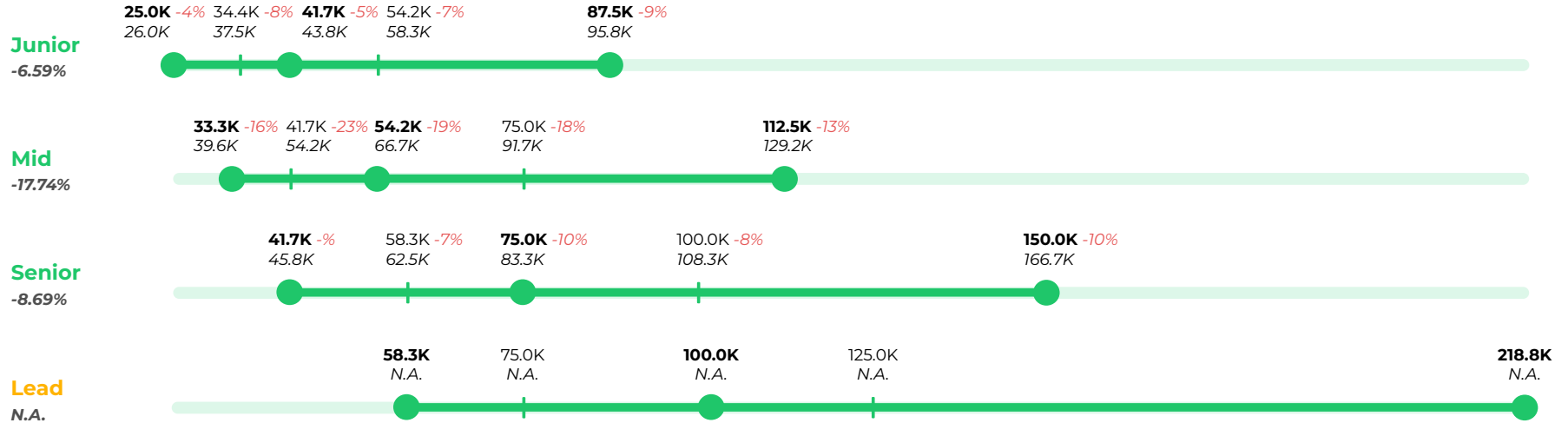
Blockchain Engineer *(-5.97% YoY)*



Data Engineer *(-3.09% YoY)*



Data Analyst (-11.01% YoY)



Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

Data Scientist (-7.44% YoY)

Junior

±0.00%

33.3K -11% 50.0K -% 66.7K -% 91.7K -% **125.0K** +11%
37.5K 50.0K 66.7K 91.7K 112.5K

Mid

-7.85%

45.8K -21% 66.7K -11% **87.5K** -5% 104.2K -7% **166.7K** +5%
58.3K 75.0K 91.7K 112.5K 158.3K

Senior

-11.71%

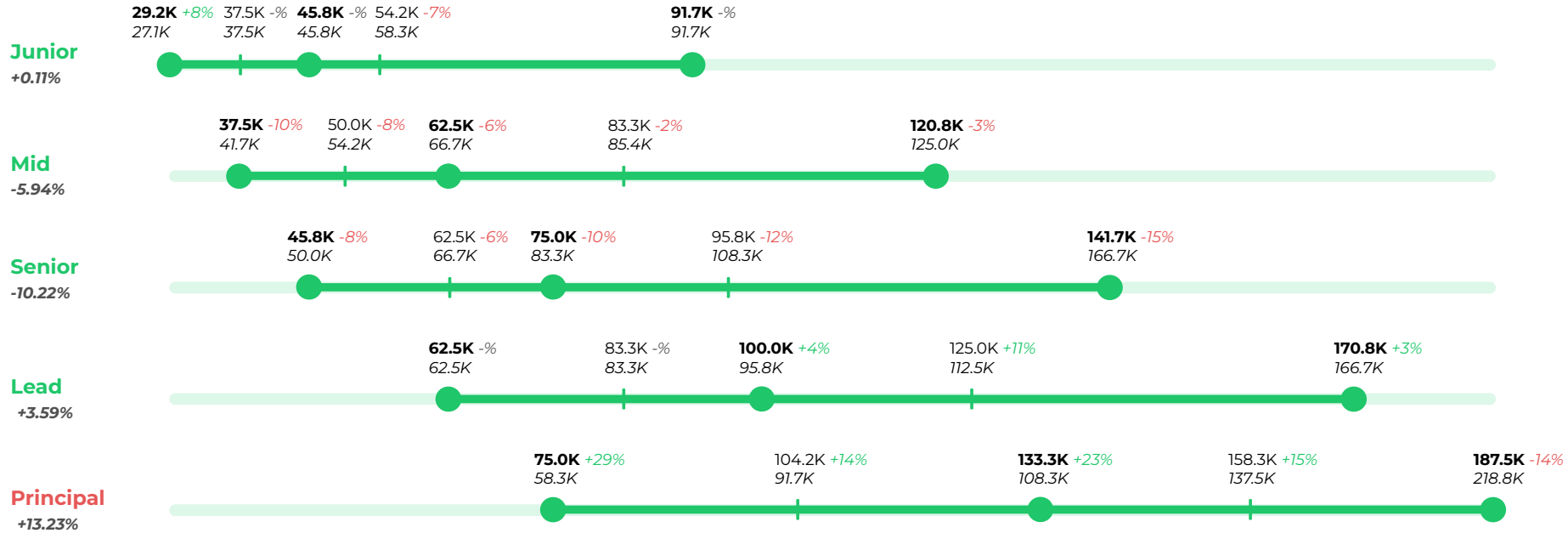
58.3K -13% 83.3K -9% **95.8K** -12% 125.0K -12% **197.9K** -14%
66.7K 91.7K 108.3K 141.7K 229.2K

Lead

+2.70%

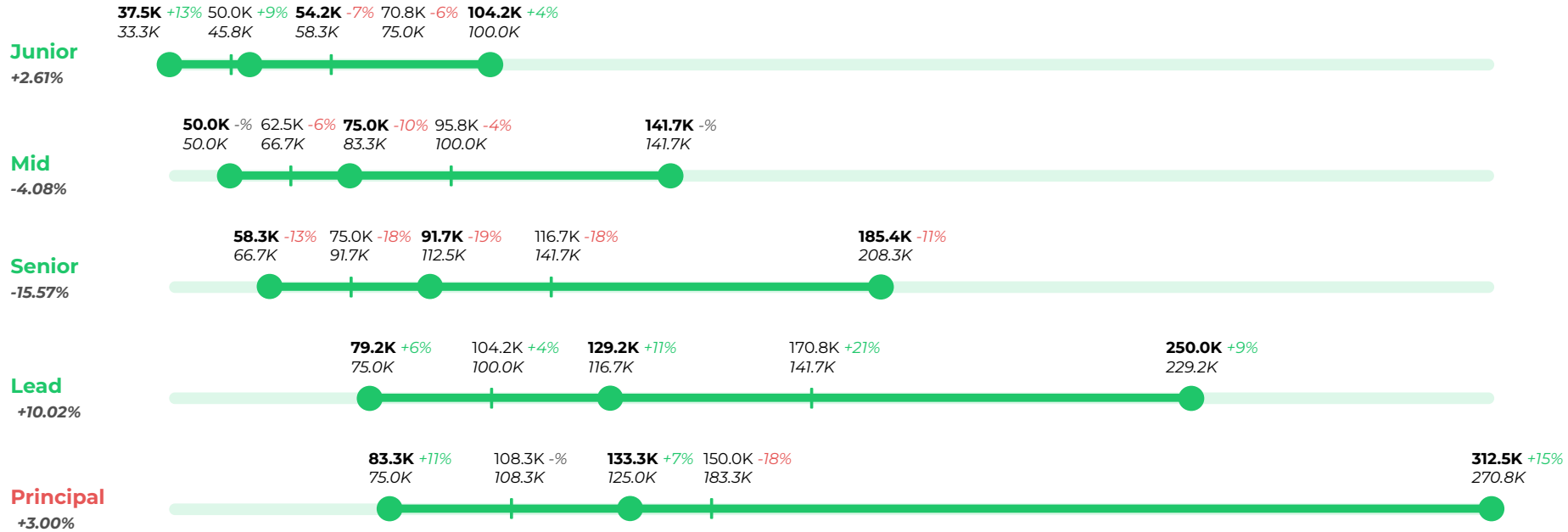
75.0K -% 104.2K -4% **129.2K** -% 183.3K +17% **270.8K** -%
75.0K 108.3K 129.2K 156.3K 270.8K

Quality Assurance (QA) (-6.18% YoY)

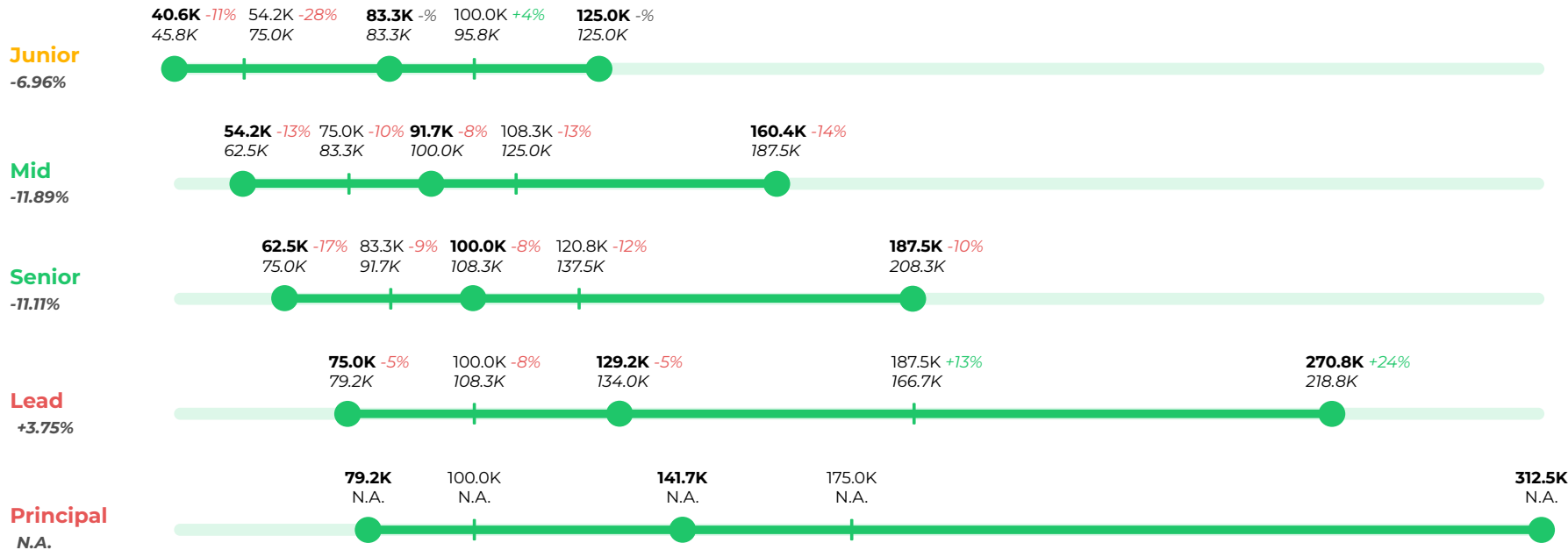


Compensation by Roles (India)

DevOps (-7.96% YoY)



Site Reliability Engineer (-10.32% YoY)

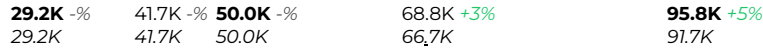


Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

Cybersecurity Engineer *(-11.87% YoY)*

Junior

+1.53%



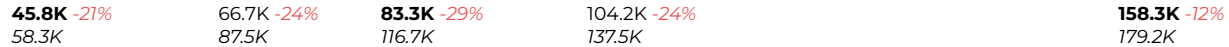
Mid

-8.20%



Senior

-21.94%



Lead

-1.17%



Solutions Engineer (+0.45% YoY)

Junior

-1.52%



Mid

+5.72%



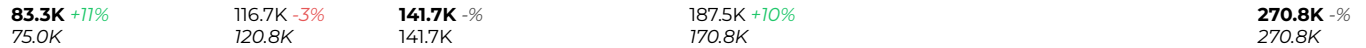
Senior

-3.77%

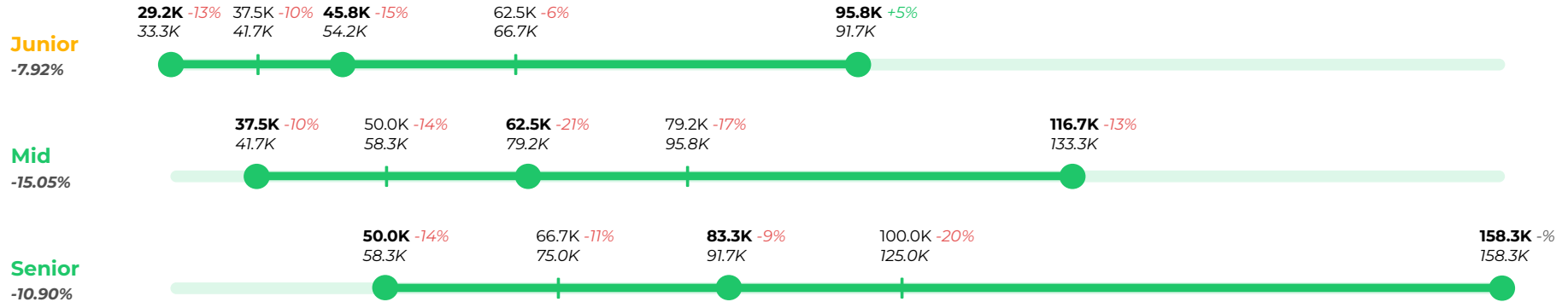


Lead

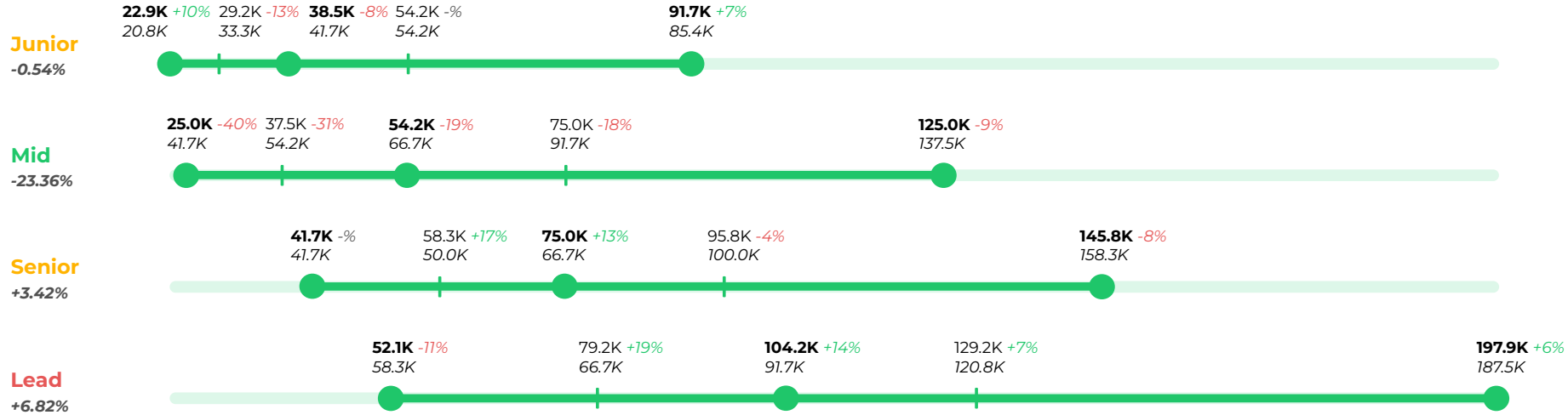
+3.48%



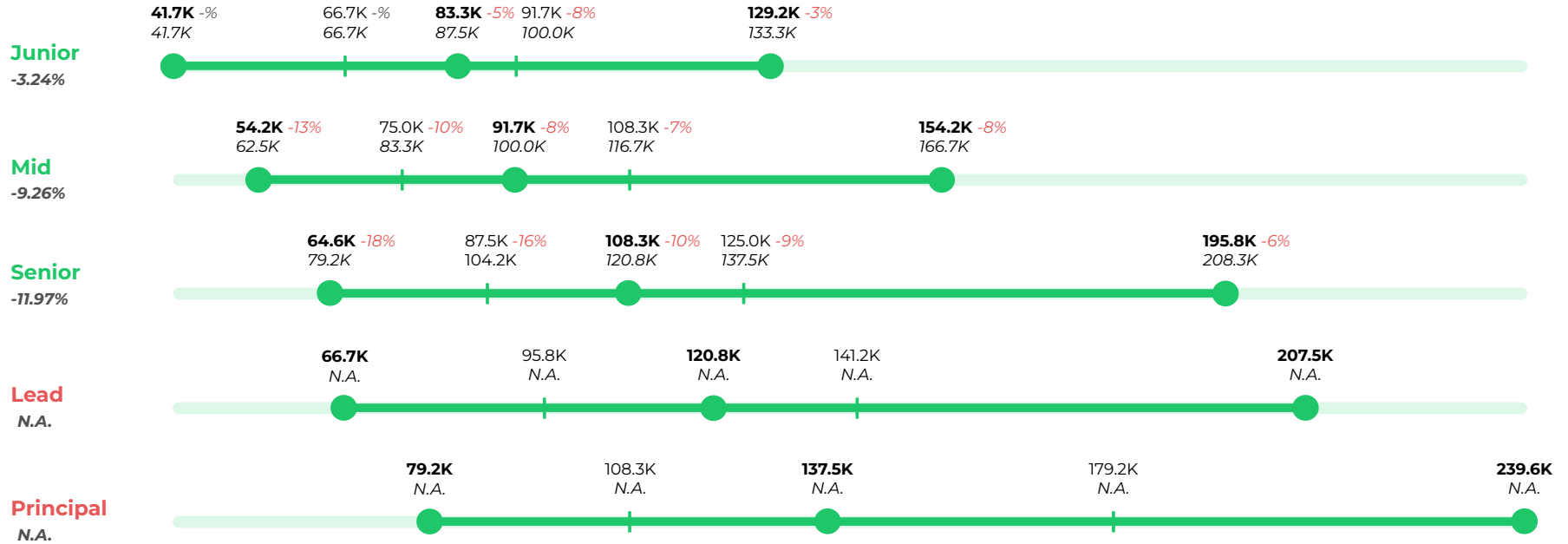
Systems Analyst (-11.29% YoY)






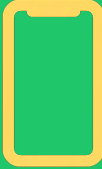


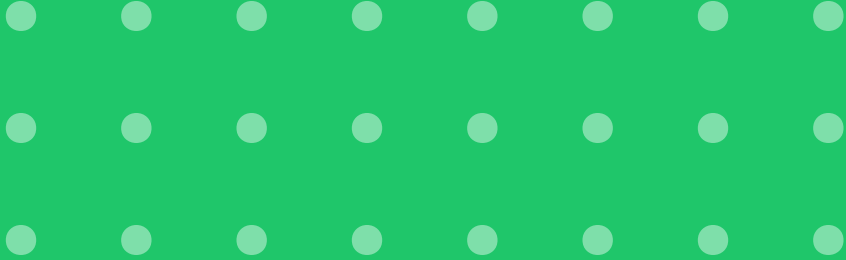
Gaming Engineer (-8.31% YoY)



Product Manager (-10.01% YoY)



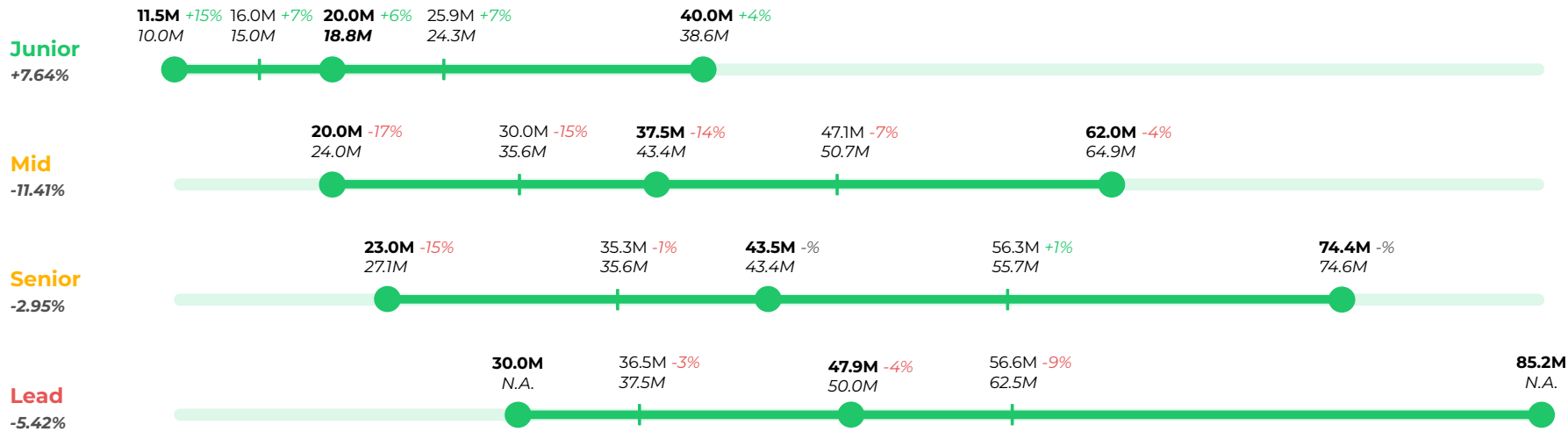
Please note that the data for the 10th and 90th percentile is not included for this role for some seniority levels. This is due to the limited size of the data set, which makes it unreliable to display these statistics.



Compensation by Roles

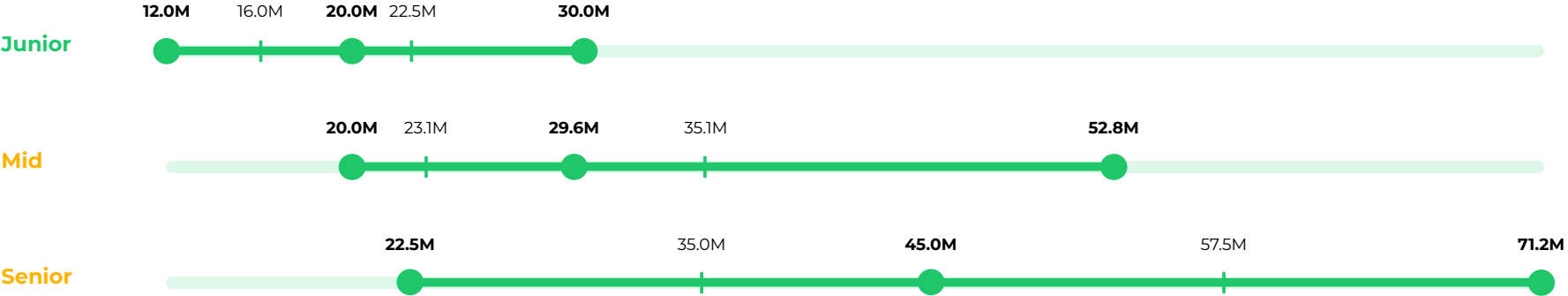
Vietnam 2024 

Software Engineer (+1.61% YoY)

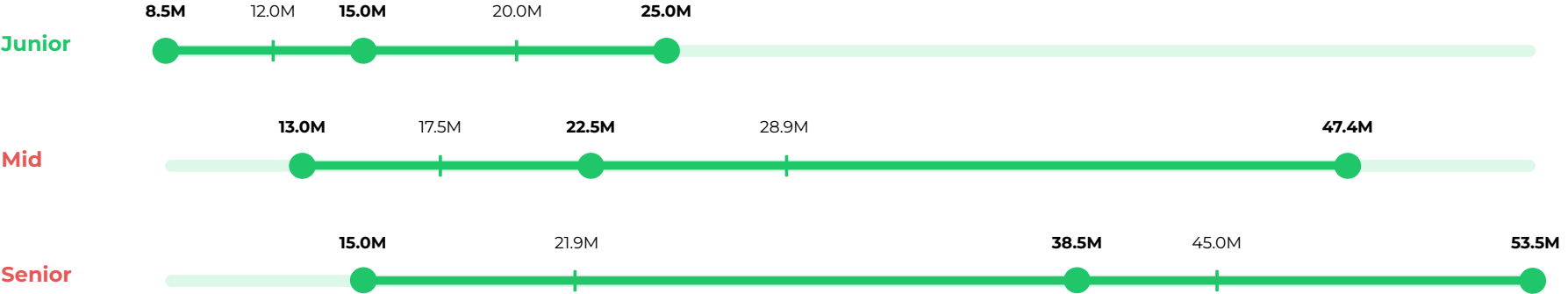


Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

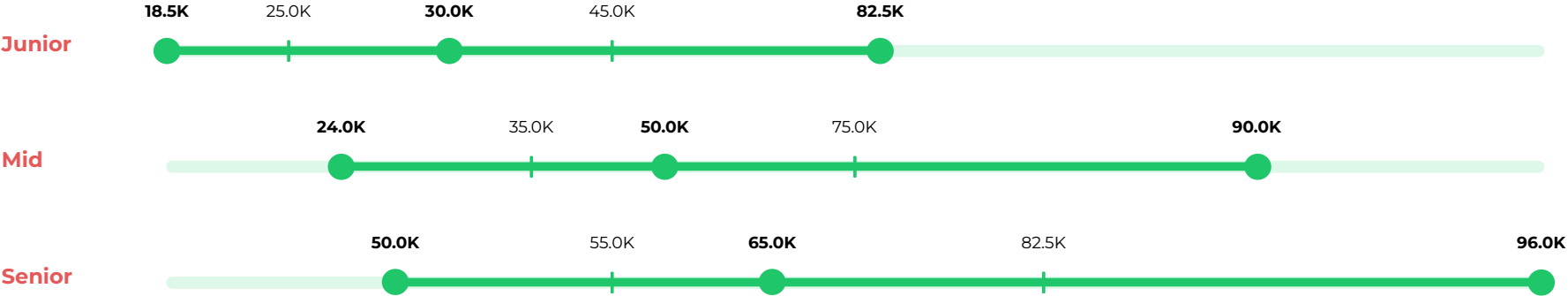
Mobile Engineer



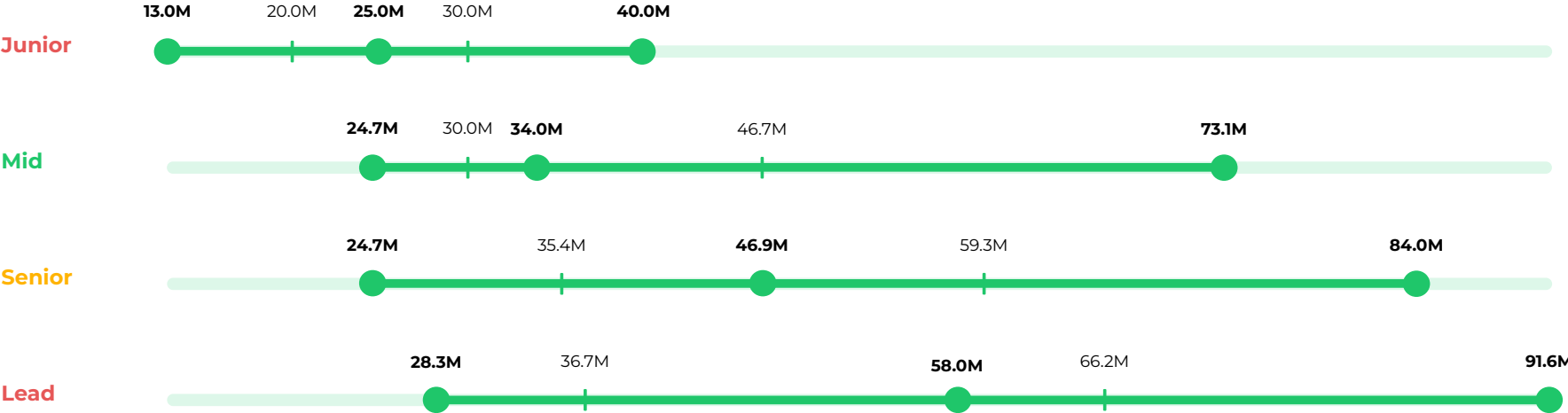
Blockchain Engineer


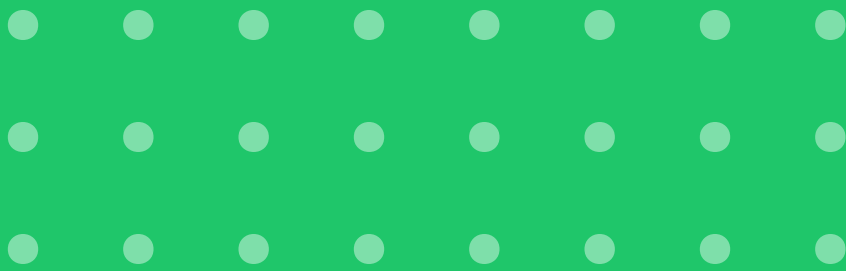


Data Analyst



DevOps





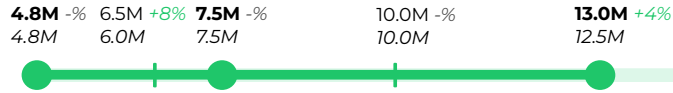
Compensation by Roles

Indonesia 2024 

Software Engineer (-7.60% YoY)

Junior

+2.68%



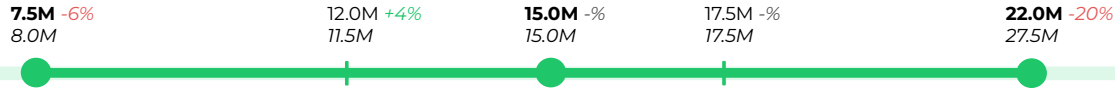
Mid

-21.36%



Senior

-4.38%



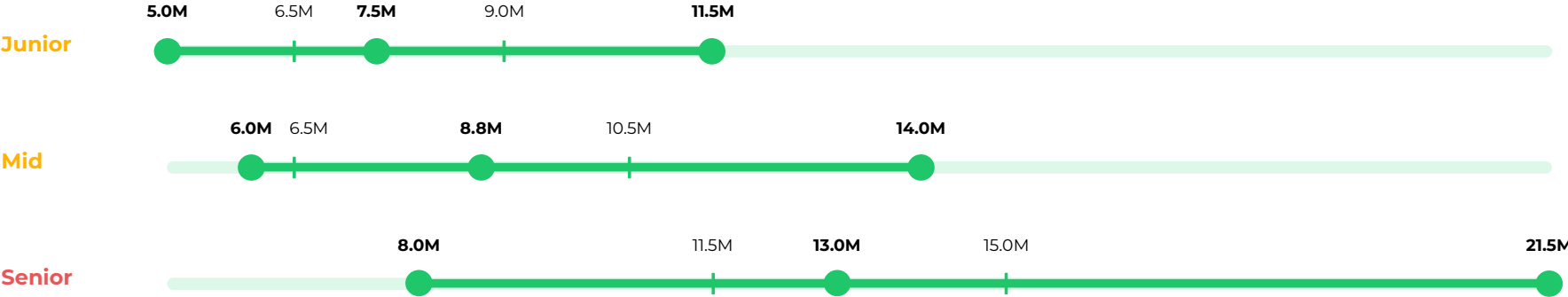
Lead

+4.00%

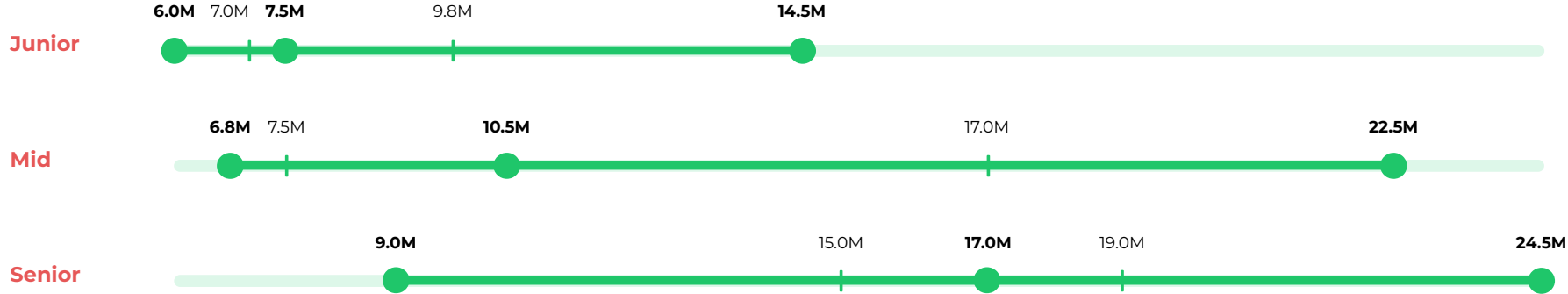


Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

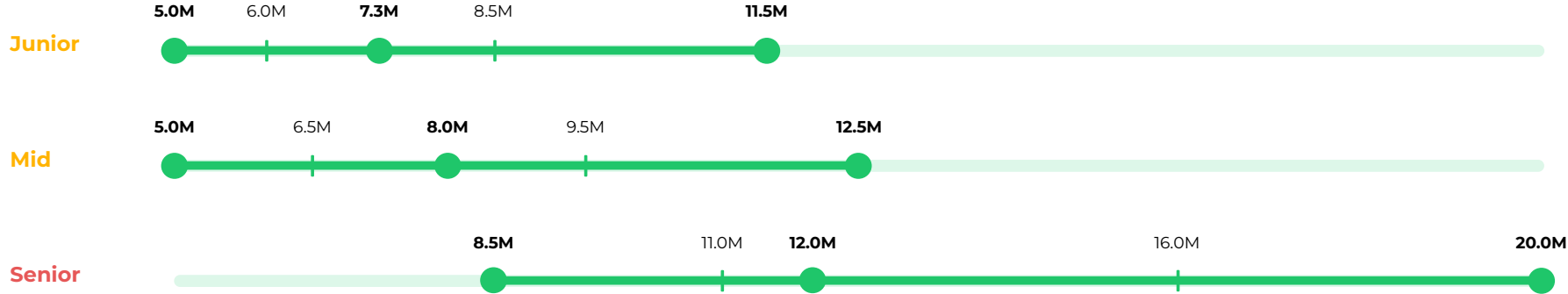
Mobile Engineer



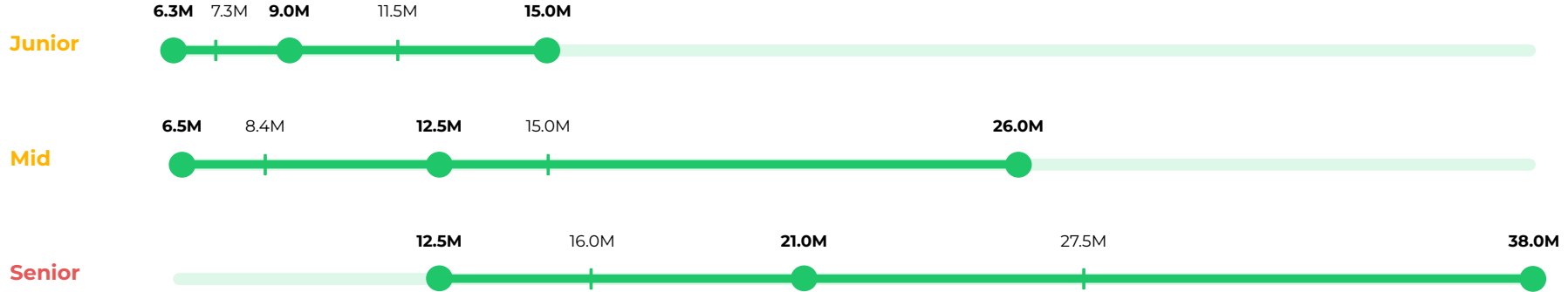
Data Scientist




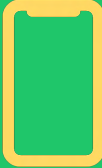


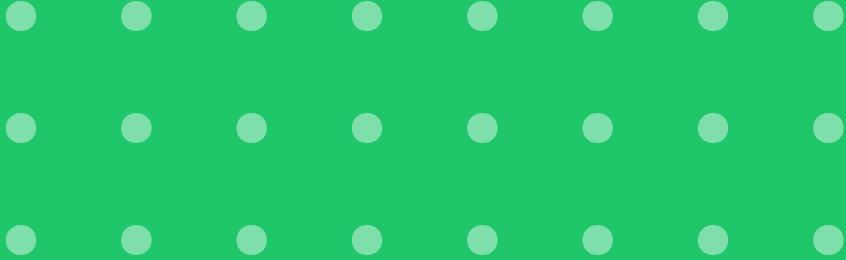


Quality Assurance (QA)



DevOps Engineer





Compensation by Roles

Malaysia 2024 

Software Engineer (+0.64% YoY)

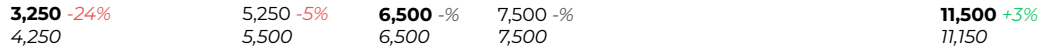
Junior

+1.19%



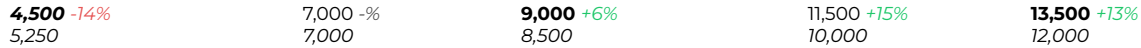
Mid

-4.99%



Senior

+3.82%

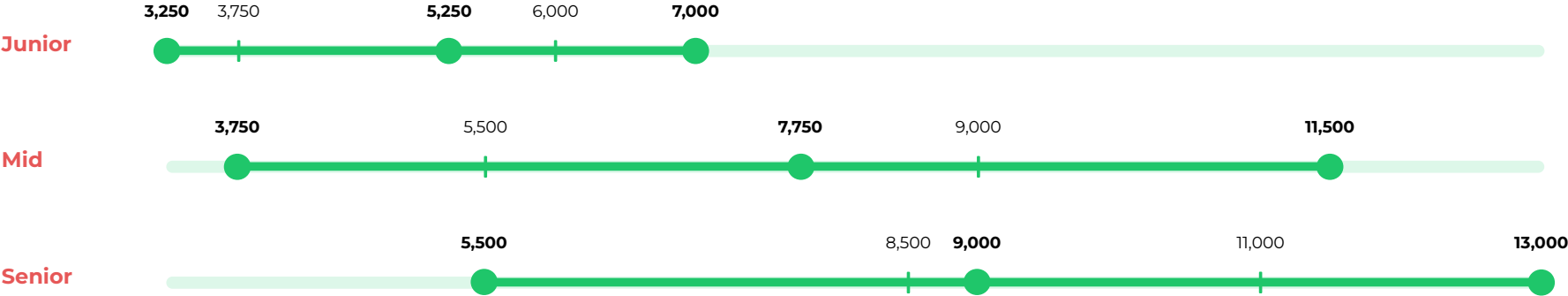


Lead

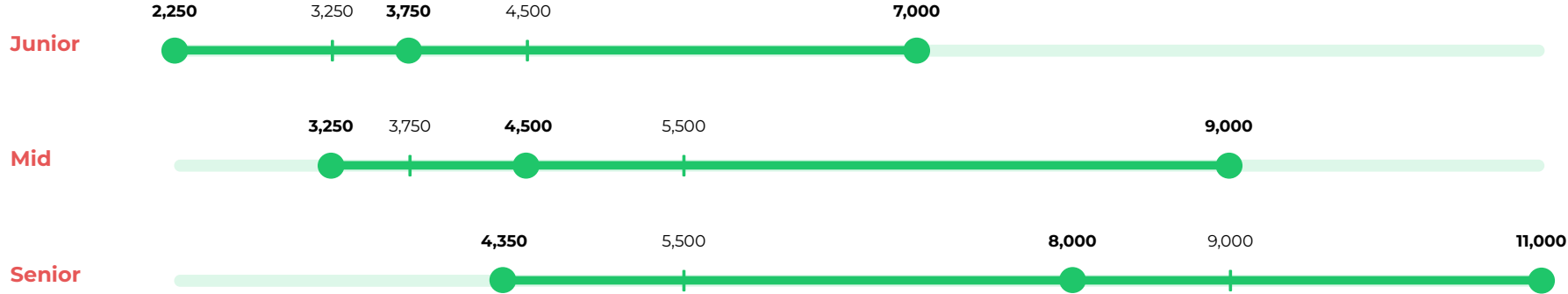
+10.12%



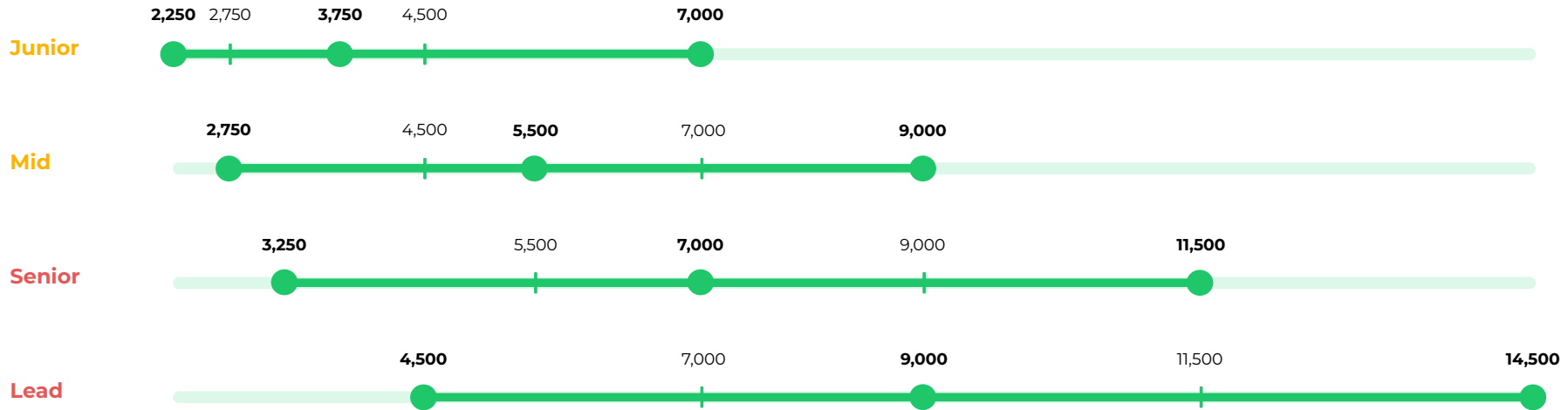
Mobile Engineer



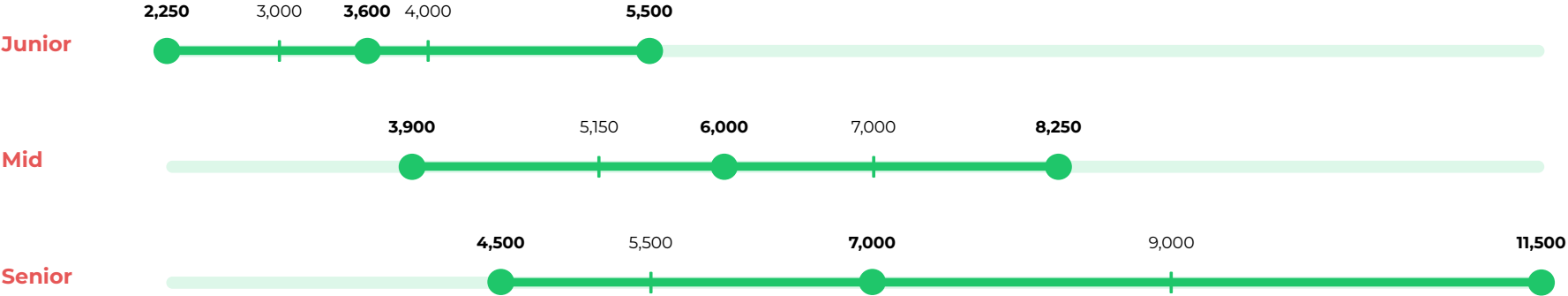
Data Analyst

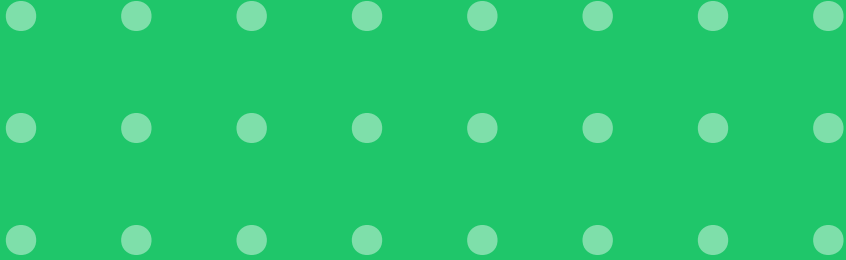


Quality Assurance (QA)



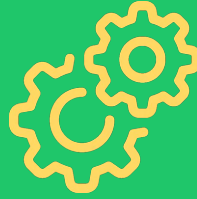
Systems Engineer



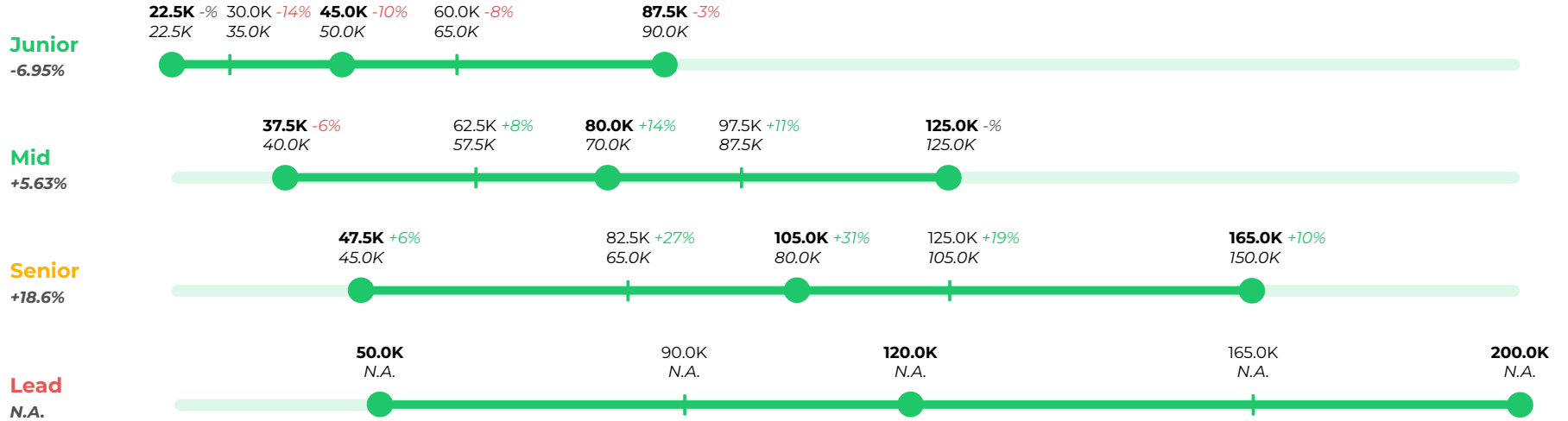


Compensation by Roles

Philippines 2024 

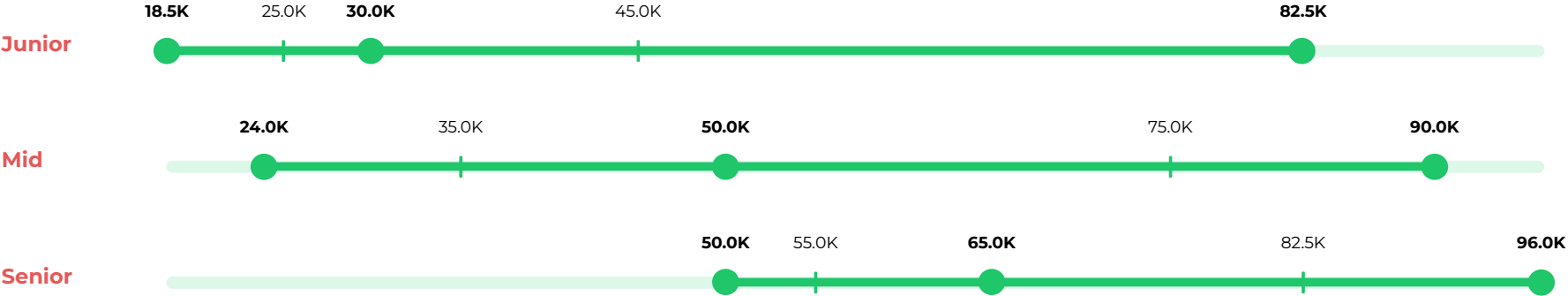


Software Engineer (+2.96% YoY)

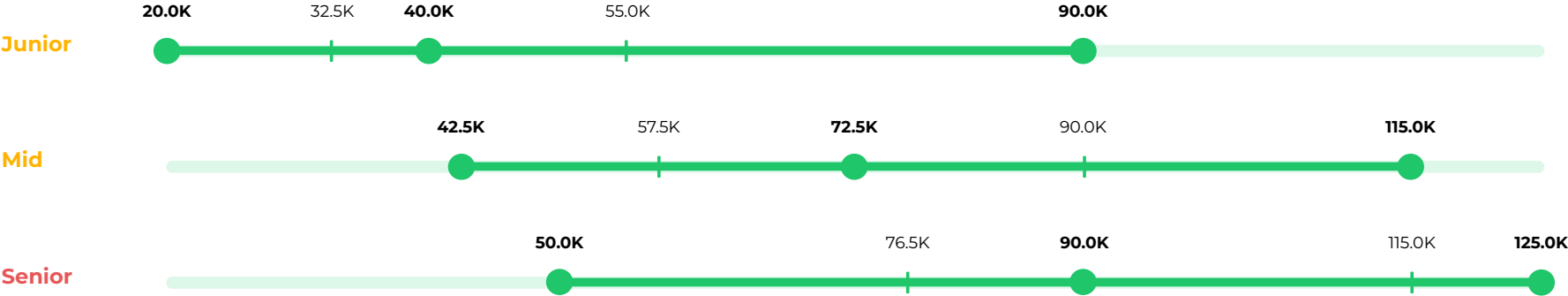


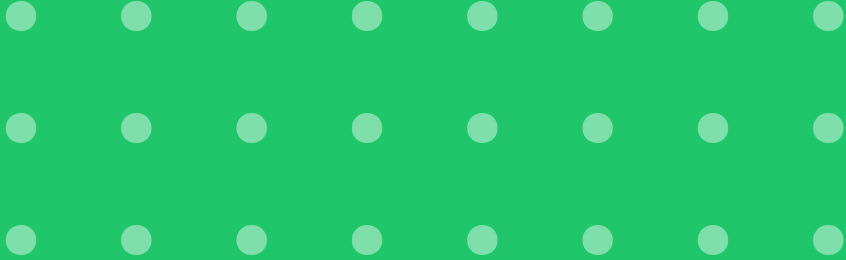
Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

Data Analyst



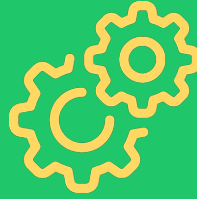
Quality Assurance (QA)



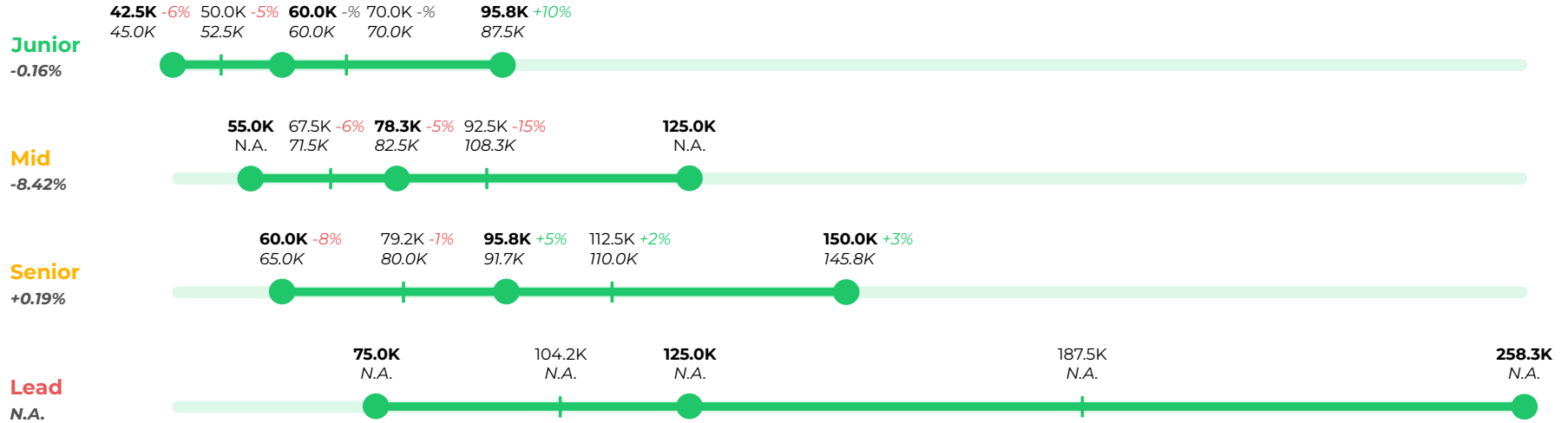


Compensation by Roles

Taiwan 2024 

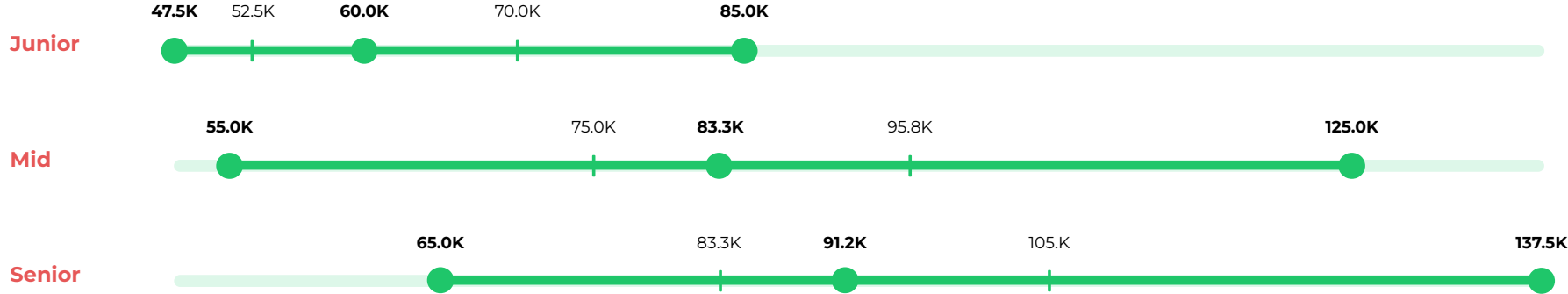


Software Engineer (-1.62% YoY)

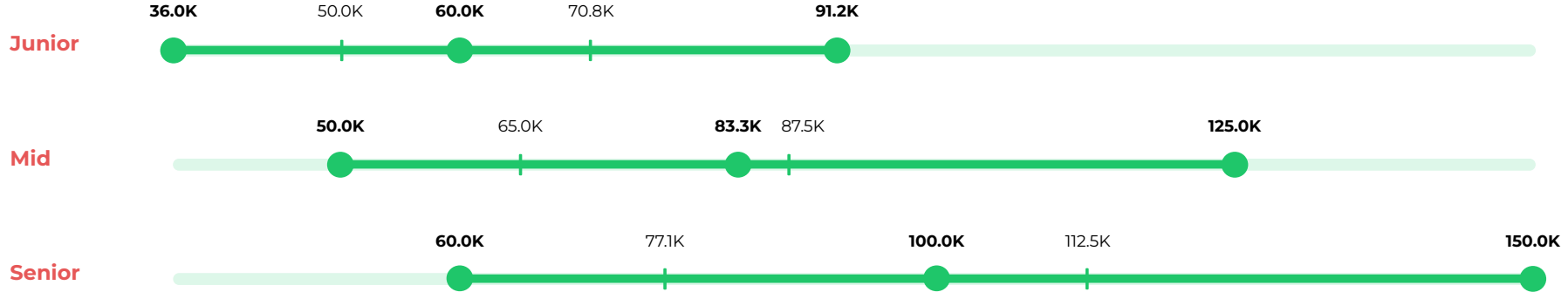


Please note that some data is not included for this role for the previous year. This is due to the limited size of the data set, which makes it unreliable to display these statistics.

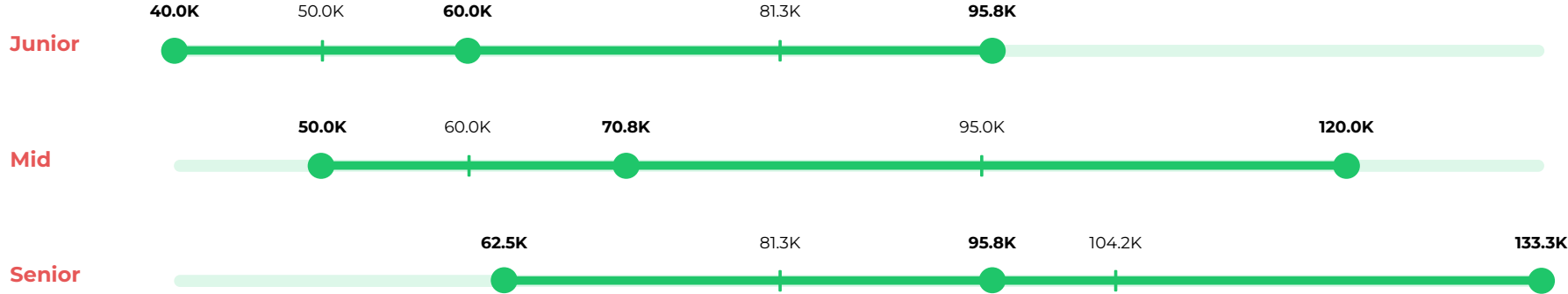
Mobile Engineer



Quality Assurance (QA)



Product Manager





Comparison Across Asia

Talent Insights



Comparing Across Asia

Salaries

Median Base Salaries of Software Engineer

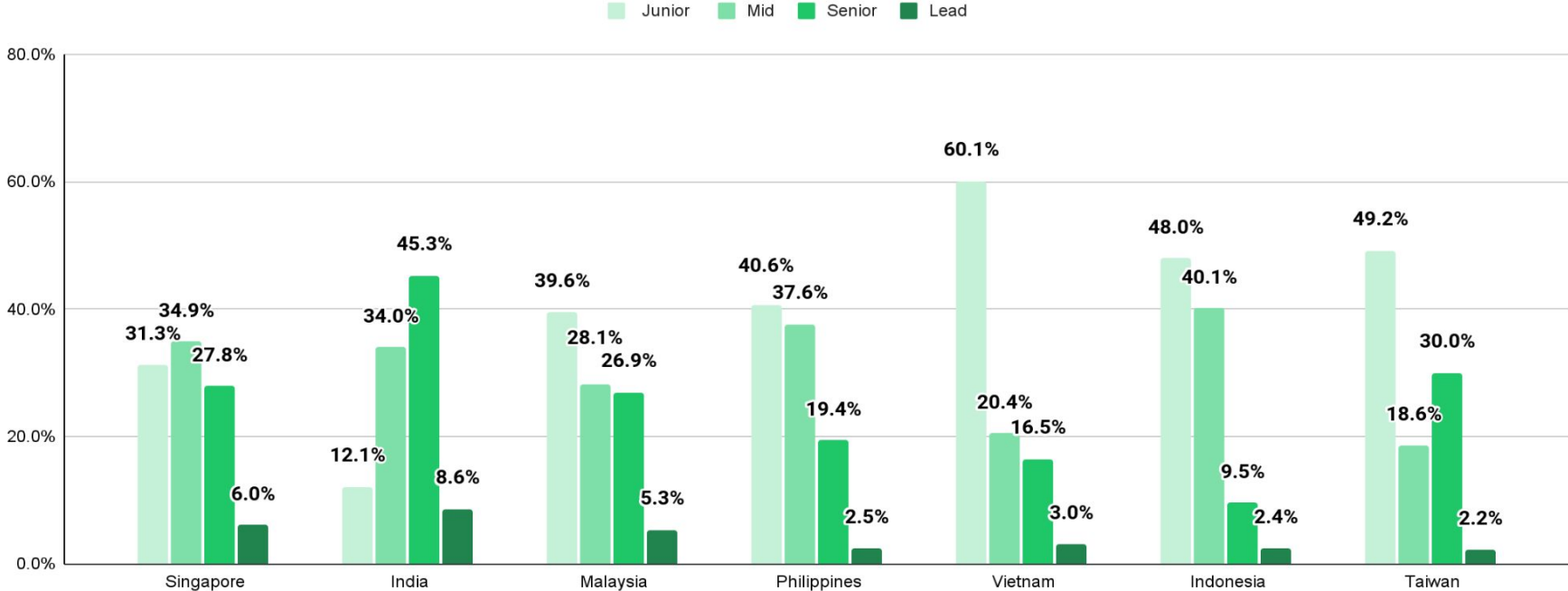


Note: The values presented in this slide are in US dollars. The equivalent values in the native currency can be found in previous slides.

Comparing Across Asia

Seniority

Percentage Breakdown by Seniority



Disclaimer: The total percentage values presented may not necessarily add up to 100% due to the omission of specific niche seniorities such as "principal," "manager," and "director." These exclusions are intentional and do not impact the accuracy of the information provided for the displayed categories.



Outlook for 2024

Insights from NodeFlair



Talent trends and hiring outlook

The hiring outlook for the tech industry in 2024 anticipates a dynamic landscape shaped by several key trends.

Despite a recovering economy from recent tech layoffs, the demand for AI and data science talents is expected to surge, highlighting the ongoing importance of these specialized skills in driving innovation and digital transformation. **Salaries for tech employees, in general, are poised for recovery in 2024 as the economy rebounds.**

However, the growth rate may vary across different roles, with a **particularly strong emphasis on the increasing demand for AI** and data science professionals. This sector-specific surge in demand may lead to competitive salary offers to attract and retain top talents in these specialized fields.

Given the economic backdrop, job seekers in the tech industry are likely to **prioritize financial stability and competitive salaries** over less tangible benefits and office culture. The recent trend of favoring higher-paying companies over those with

positive Glassdoor ratings suggests a shift in the priorities of tech talents, reflecting a pragmatic approach to career choices in uncertain times.

Companies will continue to adopt flexible hiring strategies in 2024, leveraging **cross-border and remote hiring** to expand their tech teams while optimizing costs and preserving cash. This approach allows organizations to tap into a global talent pool, overcoming geographical constraints and fostering a more capital-intensive yet cost-effective model for team expansion.

Additionally, a notable trend in 2024 will be the **increased adoption of AI tools to enhance the hiring process**. Companies will leverage advanced AI systems to automate certain aspects of recruitment, streamlining workflows and ensuring a more efficient and objective evaluation of candidates. With the proliferation of AI tools for coding assessments, the interview and assessment processes are likely to undergo transformation, introducing measures to safeguard the integrity the integrity of the hiring

process. Organizations embracing these AI-driven enhancements in their hiring practices will not only optimize their recruitment processes but also demonstrate a commitment to staying at the forefront of technological innovation, making them more appealing to top tech talent.

Most in-demand skills

In the upcoming year, the demand for software engineers and tech employees is expected to be influenced by several key factors, shaping the landscape of sought-after skills. A prominent trend is the continued surge in demand for expertise in artificial intelligence (AI) and data science.

As businesses increasingly recognize the transformative potential of AI, the need for professionals proficient in machine learning, natural language processing, and data analysis is set to grow substantially. Software engineers with a strong foundation in these areas will find themselves in high demand as companies seek to integrate AI technologies into their operations.

Beyond AI, the recovery of the tech industry from recent economic challenges is anticipated to drive a resurgence in salaries for tech employees. While this recovery will benefit professionals across the spectrum, the **most significant gains may be seen in roles directly related to AI and data science.** Companies are willing to offer competitive compensation packages to attract and retain top

talents in these specialized fields, reflecting the strategic importance of these skills in driving innovation and maintaining a competitive edge.

As technology continues to advance and cyber threats become more sophisticated with the rise of AI, the **need for robust cybersecurity measures** becomes paramount. The weekly average number of attacks in APAC in Q2 2023 [increased by 22% year-on-year](#) and [another report](#) states that 47% of those surveyed spoke about an increase in the attacks on their organizations. A [Cloudflare survey](#) with over 4,000 cybersecurity managers across Asian countries revealed that 78% experienced at least one incident in the past year. Among them, 80% faced four or more incidents, and 50% dealt with ten or more. About 63% estimated a minimum \$1 million financial impact, with 14% reporting losses exceeding \$3 million. Thus, software engineers and tech employees with expertise in cybersecurity, including threat detection and prevention, will be highly sought after as organizations prioritize safeguarding their digital assets.

In summary, the year ahead will bring high demand for tech professionals skilled in AI, data science, and cybersecurity. Competitive salaries, especially in AI-related roles, will rise, reflecting the growing importance of these fields. The escalating cyber threat landscape emphasizes the need for cybersecurity expertise. Organizations embracing AI in their hiring processes signal innovation and appeal to top tech talent. In this dynamic environment, adaptability remains crucial for success in the evolving tech industry.

Asia Tech Salary Report 2024

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