



THE ADECCO GROUP

SALARY GUIDE



The Adecco Group Taiwan

藝珂薪資指南與產業報告



藝珂薪資指南與產業報告

THE ADECCO GROUP TAIWAN



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“企業需要技術與管理 數位轉型，人才則需 要思考模式與技能的 數位轉型！”

「2022年因產業大洗牌，人才需求孔急的氛圍，將在2023年進入穩紮穩打、檢視人力資源與配置的階段，隨時準備好面對下一波市場變化。」藝珂集團台灣暨南韓總經理 Cindy Chen 分享。

台灣5G、半導體、離岸風電產業在2022年的持續投資，隨著企業擴展至中、南部，也帶動當地軟硬體工程師、風力發電維護工程師等人力需求，將持續到2023年。之前深受疫情影響的服務業、餐飲住宿業、零售業，則在疫情管制逐漸解封下回溫，從2022年Q3起，人力需求也隨之提升，在假期旺季的帶動下，預估至2023年仍有人力需求。

在2023年人力市場中，重點技術或專業人才仍將是企業爭相招募的對象，不過整體人力招募趨勢將回歸平穩，較不會有大幅的擴編人才荒。主因是從2022年Q2起，企業開始重整且盤點先前積極招募進來的人力資源，進行組織調整、人力汰換、職能升級、改善企業文化體質、落實ESG等。尤其在企業數位轉型過程中，除了數位賦能既有員工，新加入企業的數位人才也開始發揮所長，讓企業數位轉型確實落地實踐。

在混合型工作模式成為趨勢下，企業的數位化程度將決定彈性工作環境的推展效益。同時，混和型工作模式雖受年輕世代人才的歡迎，但企業如何評估此模式對於績效的影響，以及持續凝聚員工對於公司的向心力、持續融入企業文化，將是接下來2023年要面對的新課題。

「我相信任何世代碰撞或環境帶來的衝擊，

會讓整體朝向更平衡的狀態。企業管理階層如何從中學到新的管理思維，對管理人才來說也是一種突破和成長。」Cindy 分享。

企業要能有效留才，首先，人才評鑑、建立人才庫是關鍵，確認每一層主管都有接班人，縮減世代交替的人才缺口。同時，透過溝通、培訓，讓潛力接班人感受到公司重視人才職涯規劃，減少面臨人才荒的風險。

「企業不管是徵才或是留才，『領導力』會是關鍵。」Cindy 指出，企業管理階層的領導力、管理能力的成功典範轉移，才能夠因應未來環境的挑戰。

面對人力市場的劇烈變化、大環境的不確定性，鼓勵企業可多利用人力派遣、外包的彈性優勢，快速應變市場需求波動，以調節相對應的人力配置。

對於求職者來說，2023年同樣是在穩定求成長的關鍵年，儘管外部工作機會選擇多，但更需要思考長期培養自己在專業領域的經驗和能力，在現職上貢獻所學、融入企業文化，除了彰顯自己的價值，也要能與公司共同成长。

- 以下數據根據2021-2022年期間台灣藝珂集團各專業領域的徵才職缺之平均薪資所得，其超時工資、佣金、各項津貼與獎金，均不列入計。
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陳玉芬, Cindy Chen

藝珂集團台灣暨南韓區總經理
Regional Head of Adecco Group Taiwan & South Korea

"In 2022, due to the Great Reshuffle, the urgent demand for talents will enter a stage of steady progress in 2023. Human resources and allocation will be reviewed so that companies can be ready to face the next wave of market changes," said Cindy Chen, General Manager of Adecco Group Taiwan and South Korea.

In 2022, with investments in Taiwan's 5G, semiconductor and offshore wind power industries, companies have expanded their presence to the central and southern regions of Taiwan, driving the demand for local software and hardware engineers and wind power maintenance engineers, which will continue until 2023. The service industry, the catering and hospitality industry and the retail industry, which were heavily impacted by the pandemic, are on their way to recovery after controls implemented to curb the pandemic were gradually lifted. Thus, the demand for talents has increased from Q3 2022 onward, and is expected to continue through 2023, driven by the holiday peak season.

In 2023, key technical or professional talents will still be the target of recruitment, but overall recruitment will return to a stable level, and there will less likely be a significant shortage of talent that comes as a result of expansion. The main reason is that starting from Q2 2022, companies have been reorganizing and taking stock of the human resources they actively recruited before, carrying out organizational restructuring, manpower replacement, function upgrading, improving corporate culture, and implementing ESG. In addition to digitally empowering existing employees, new digital talents have also started to bring their strengths into play, so that the digital transformation of enterprises can actually be put into practice, especially in the process of digital transformation.

With the hybrid work model becoming the trend, the degree of digitization of a company will determine the effectiveness of its implementation of a flexible work environment. At the same time, although the hybrid work model is welcomed by young talents, evaluating the impact of this model on performance, maintaining employee engagement with the company and continuing their integration into the corporate culture will be new issues that companies have to face in 2023.

"I believe that any generational clash or environmental impact will lead to more balance. Developing new management mindsets because of them will help management talents make breakthroughs and grow," Cindy shared.

In order to retain talent effectively, talent assessment and talent pool building are key to ensure that there are successors for management positions at every level so as to reduce the talent gap caused by generational change. At the same time, through communication and training, potential successors should be made to feel that the company attaches importance to talent career planning and reduce the risk of talent shortage.

"Leadership is the key to both recruiting and retaining talent." Cindy Chen pointed out that the transfer of successful leadership and management models in corporate management is the only way to meet the challenges of the future.

In the face of drastic changes in the labor market and uncertainties in the world in general, companies are encouraged to take advantage of the flexibility of dispatch work agencies and outsourcing in order to quickly respond to fluctuations in market demand and have the corresponding manpower.

For job seekers, 2023 is also a critical year for growth amidst stability. Although there are many job opportunities to choose from, it is more important to think about cultivating their professional experience and ability in the long term, contributing to their current jobs, integrating into the corporate culture, and showing their value as well as growing together with their companies.

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- The information provided in this guide represents averages salaries derived from positions that the Adecco Group Taiwan recruited from 2021-2022. The salaries exclude overtime payment, commissions, allowances, and bonuses. Salaries are based on the salaries of local citizens in Taiwan.
 - The salary guide is representative of data that the Adecco Group Taiwan has collected and compiled from clients and candidates in Taiwan.
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客戶調查

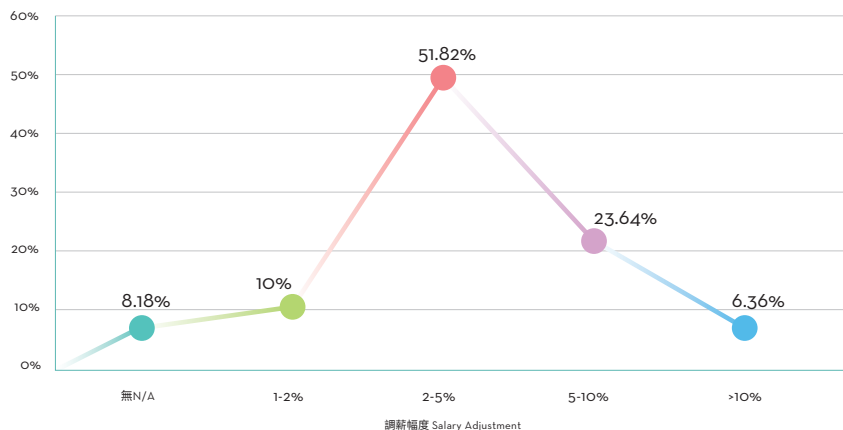
Client Survey

為了協助企業掌握市場脈動，台灣藝珂集團於2022年七月，針對全台灣328家來自製造業、資訊科技業、金融業、生物科技業等外商、上市櫃與一般中大型企業的人力資源主管與管理階層，進行《人才短缺成因暨2023薪資指南調查》，憑藉此調查結果幫助企業了解產業採取什麼策略，以因應人才短缺問題，以及企業薪資水準的變化與招募計畫。此外，這份報告也匯集了台灣藝珂集團專業顧問意見，了解2023年產業動態與人力市場佈局，幫助企業掌握市場脈動、人力資源策略再進化。

In July 2022, the Adecco Group Taiwan conducted the Talent Shortage & 2023 Salary Guide Survey on 328 human resource executives and managers from foreign, listed and medium and large-sized companies in the manufacturing, information technology, finance and biotechnology industries in Taiwan to help companies keep track of market trends. The results of the survey will help companies understand what strategies companies in various industries have adopted in response to the talent shortage problem, as well as changes in corporate salary levels and recruitment plans. In addition, this report also collected the opinions of professional consultants from Adecco Group Taiwan to understand industry dynamics and human resource market layout in 2023 in order to help companies grasp market trends and their human resource strategies evolve further.

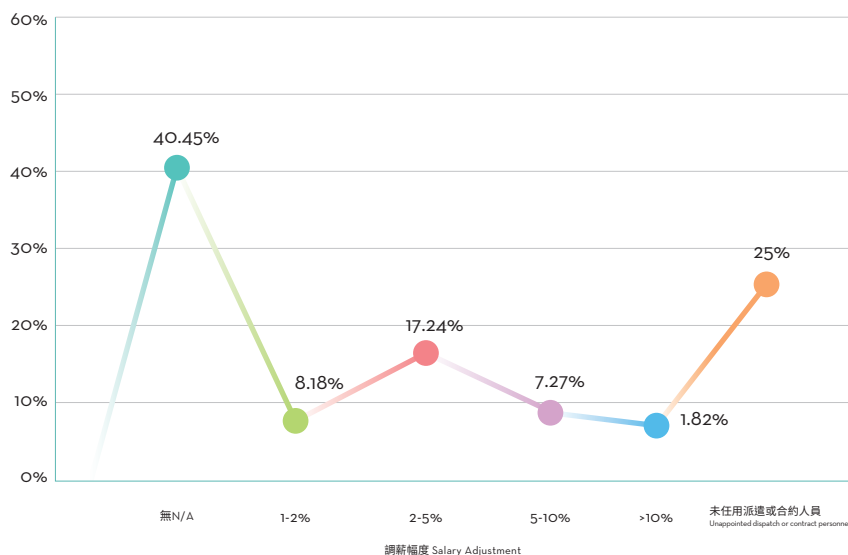
Q1 請問您在2022年針對正職人員的調薪幅度為何？

By how much did you raise the salary for full-time employees in 2022?



Q2 請問您在2022年針對派遣與約聘人員的調薪幅度為何？

By how much did you raise the salary for part-time employees in 2022?



Q1

回顧2022年整體產業薪資水準，有85%的受訪企業表示有調薪，其中有約一半的企業(51.82%)在正職人員的調薪幅度為2-5%，另有3成的企業的調薪幅度達到5%以上。反應出在人才荒的大趨勢下，企業更願意彈性調整薪資水準，來吸引人才、留住人才。

Looking back at overall industry salary levels in 2022, 85% of the companies surveyed indicated that they have made salary adjustments, with about half of them (51.82%) offering salary adjustments of 2-5% for their full-time employees, and another 30% offering salary adjustments of more than 5%. This indicates that under widespread talent shortage, enterprises are more willing to be flexible and adjust their salary levels to attract and retain talents.

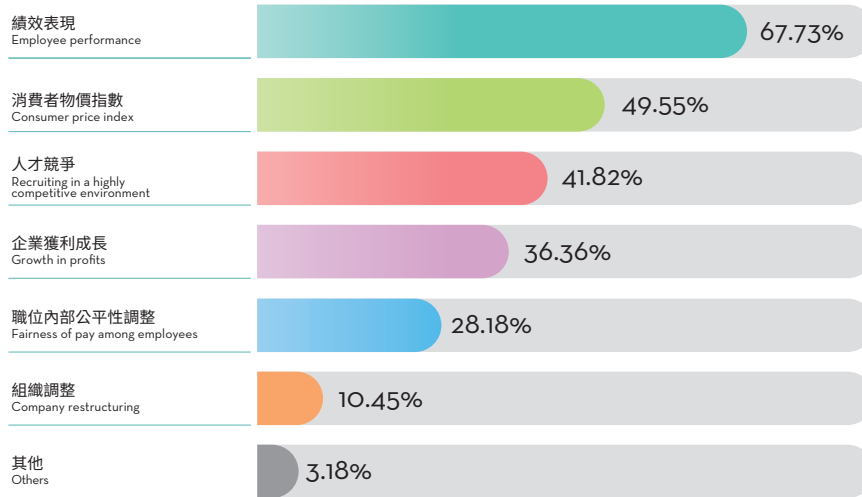
Q2

相較之下，企業派遣或約聘人員的薪資水準則多數維持持平(40.45%)，另有不到五分之一(17.27%)的企業有2-5%的薪資調整。從調查中也發現，有四分之一的受訪企業並未任用派遣或約聘人員，顯示在企業招聘策略上，仍有彈性調整空間。

In contrast, the salary levels of dispatched workers and contract employees remained mostly unchanged (40.45%), while less than one-fifth (17.27%) of companies had a 2-5% salary adjustment. The survey also found that a quarter of the companies did not hire dispatch workers or contract employees, indicating that there is still room for flexibility in some companies' recruitment strategies.

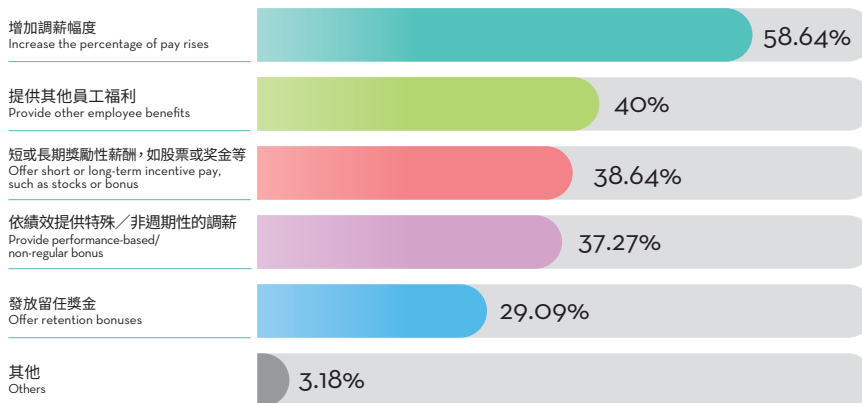
Q3 請問2022年調整薪資的原因為何？（複選題）

By how much did you raise the salary for full-time employees in 2022? (Multiple choices are allowed)



Q4 請問貴公司為留住人才，採取以下哪些調整薪酬方式？（複選題）

How would you adjust the salary to retain employees? (Multiple choices are allowed)



Q3

企業調整薪資的前三大主因分別為「績效表現」(67.73%)、「消費者物價指數」(49.55%)、「人才競爭」(41.82%)，顯示升息、通膨等經濟因素使企業經營與製造成本增加，但同時願意調整薪資水準反應經濟現況，以留住人才，並在人力市場中保有徵才的競爭力。

The top three reasons for salary adjustments are "performance" (67.73%), "consumer price index" (49.55%), and "competition for talent" (41.82%), indicating that economic factors such as interest rate hikes and inflation have increased business operation and production costs, but companies are willing to adjust salary levels to reflect the current economic situation in order to retain talent and remain competitive in the labor market.

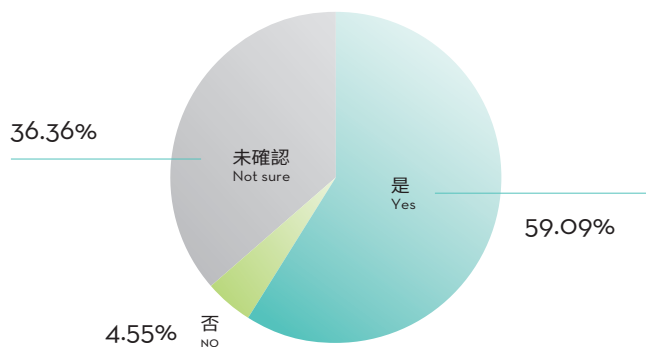
Q4

若深入分析企業透過調整薪酬留才的方式，有近6成的企業(58.64%)採取「增加調薪幅度」，其次則是「提供其他員工福利」、「短或長期獎勵性薪酬」、「依績效提供特殊／非週期性的調薪」，各占近4成，其中第二名「提供其他員工福利」顯示企業除了以薪資留才外，也開始願意補足員工福利，加強人才對企業滿意度。

If we analyze the methods used by companies to retain talents through salary adjustment, nearly 60% (58.64%) of companies adopted "increasing the rate of salary adjustment", followed by "providing other employee benefits", "short-term or long-term incentive pay", and "providing special/non-periodic salary adjustment based on performance", each accounting for nearly 40%. "Providing other employee benefits", which came in second place, shows that besides retaining talents with salary, companies are also willing to provide more comprehensive employee benefits to enhance talents' satisfaction with the companies they work for.

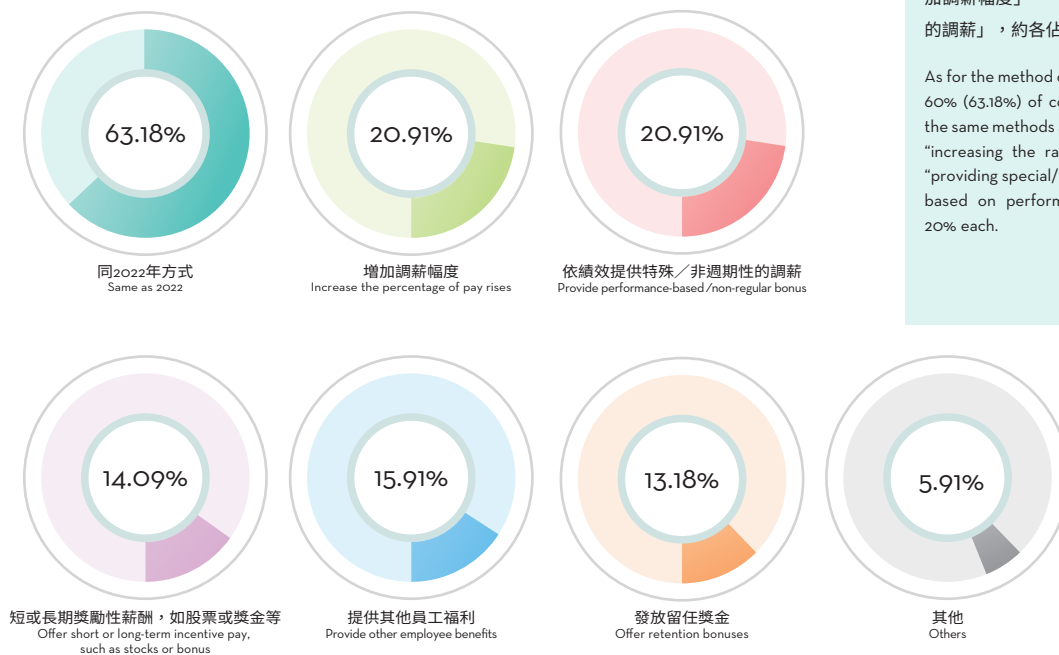
Q5 請問貴公司是否預計在2023年調升薪資？

Will you raise the salary in 2023?



Q6 請問貴公司預計在2023年會採取以下哪些調整薪酬方式？（複選題）

How will you adjust the salary in 2023? (Multiple choices are allowed)



Q5

有近6成(59.09%)的企業表示會在2023年調升薪資，不過，在經濟前景趨於保守的情況下，有36.36%的企業仍未確認是否調升薪資。

Nearly 60 percent (59.09%) of companies say they will increase salaries in 2023. However, with a conservative economic outlook, 36.36% of companies have yet to confirm whether they will increase salaries.

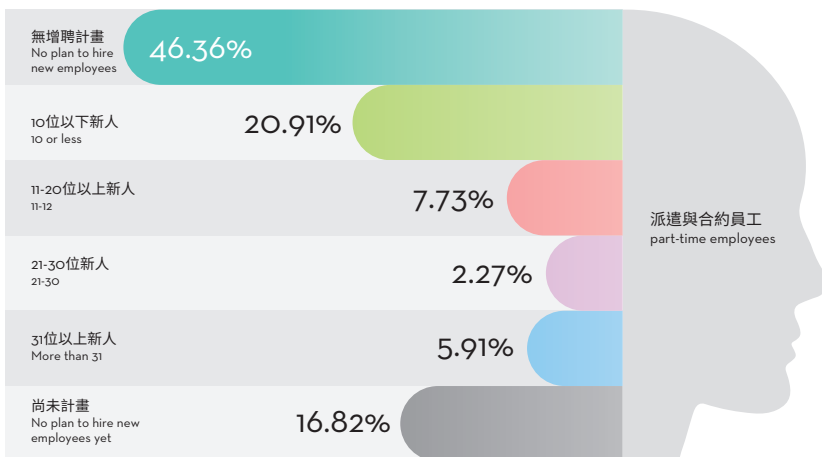
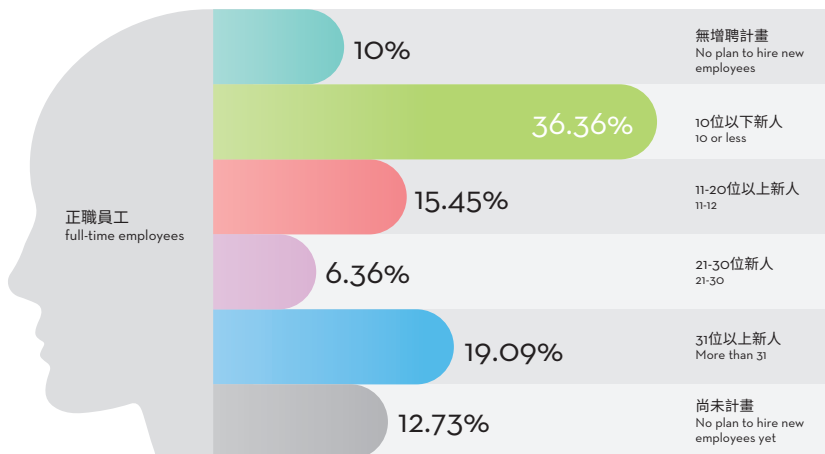
Q6

至於調整薪酬的方式，有超過6成(63.18%)的企業表示會與2022年的方式相同，其次則是「增加調薪幅度」、「依績效提供特殊／非週期性的調薪」，約各佔2成。

As for the method of salary adjustment, more than 60% (63.18%) of companies said they would use the same methods as they did in 2022, followed by "increasing the rate of salary adjustment" and "providing special/non-periodic salary adjustment based on performance", accounting for about 20% each.

Q7 請問您預計在2023年增聘的規模？

How many new employees do you plan to hire in 2023?



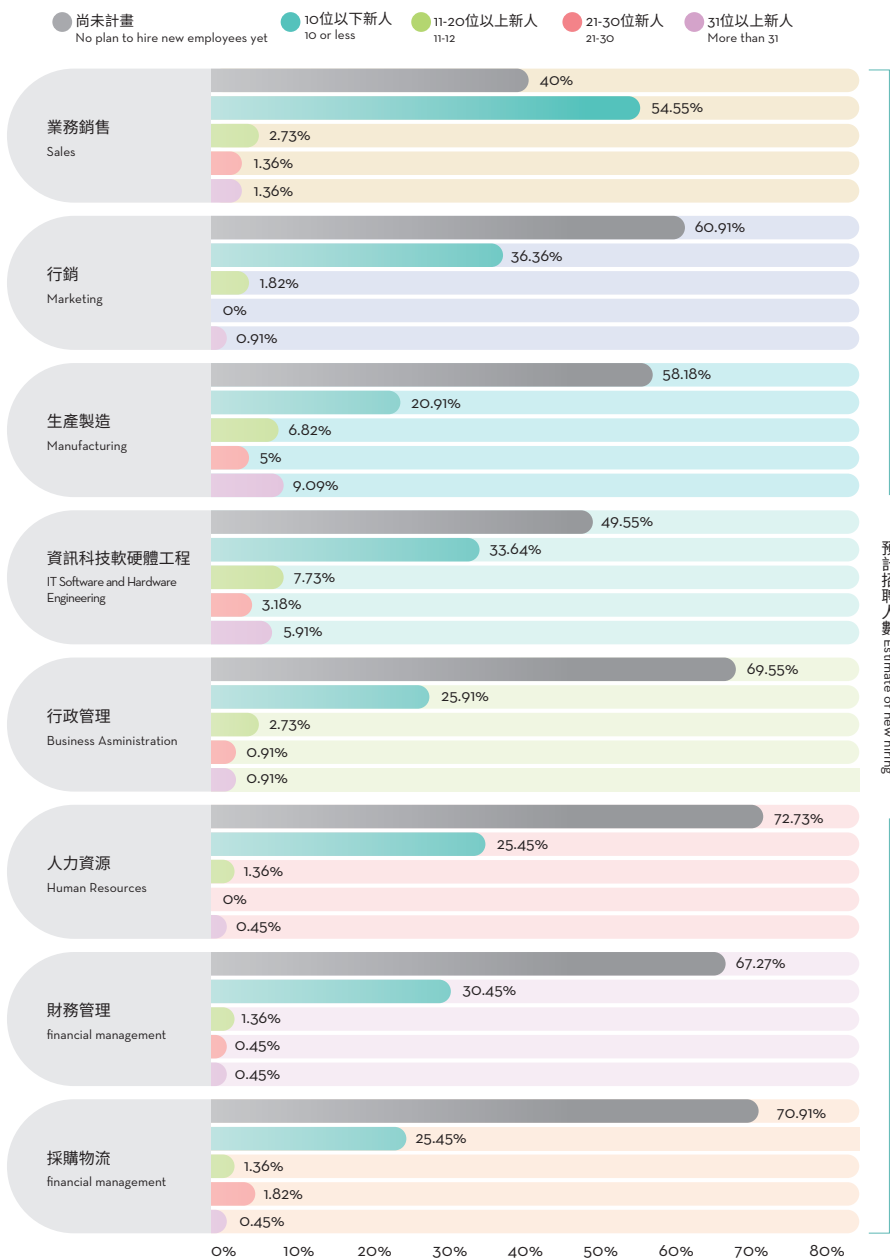
Q7

就2023年增聘員工規模來看，平均增聘正職人員數為 3.26 位、派遣與合約員工為 2.51 位。在正職增聘人數上有兩極化的分布，有超過三分之一36.36%的企業會增聘10人以下的新員工，同時有近2成(19.09%)的企業會增聘31名以上員工，但尚無增聘計畫(12.73%)與無增聘計畫10%的企業共計超過五分之一。在派遣與合約員工增聘計畫上，有近2成左右(20.91%)的企業會增聘10人以下新員工，但尚無增聘計畫(16.82%)與無增聘計畫(46.36%)的企業共計超過6成。

In terms of the scale of increased hiring in 2023, the average number of new employees to be hired is 3.26 for full-time staff and 2.51 for dispatch workers and contract employees. Increases in hiring for full-time employees are polarized among enterprises, with more than one-third (36.36%) of companies planning to hire less than 10 new employees, while nearly 20% (19.09%) of companies are planning to hire more than 31 employees. However, companies that have not yet made plans to increase hiring (12.73%) and companies with no plans to increase hiring (10%) accounted for over one-fifth. When it comes to plans to increase hiring for dispatched workers and contract employees, nearly 20% (20.91%) of companies will hire less than 10 new employees, but more than 60% of companies have not yet made plans to increase hiring (16.82%) or have no plans to increase hiring (46.36%).

Q8 請問您預計開放哪些領域的職缺？（複選題）

What kind of job vacancies will be available? (Multiple choices are allowed)



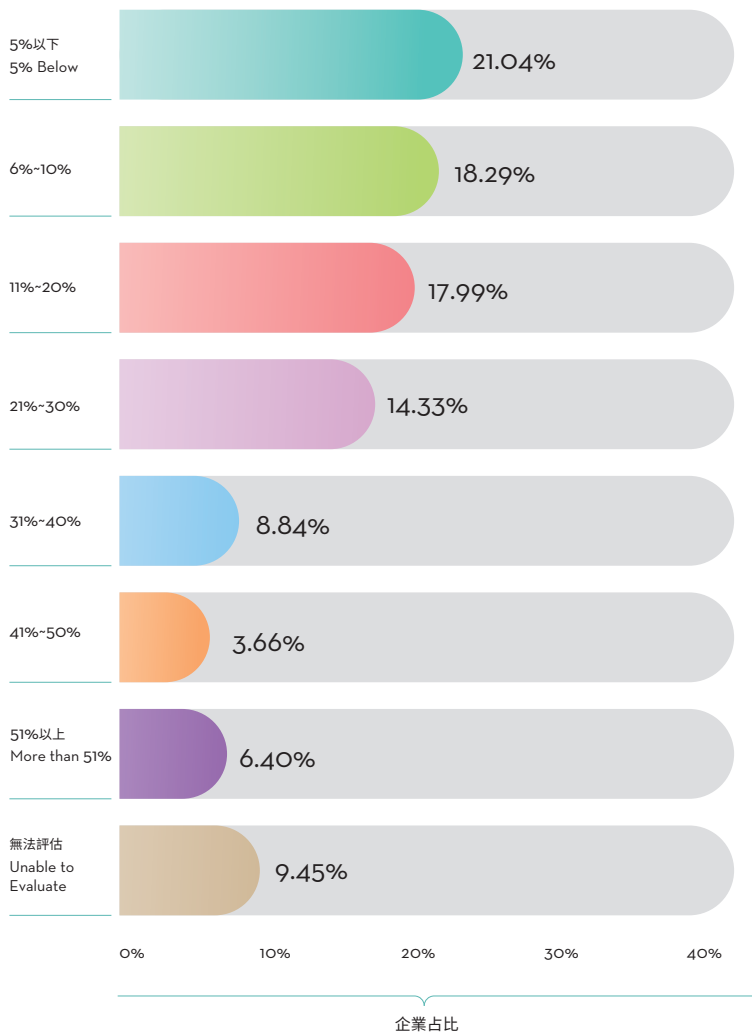
Q8

就職缺而言，在半導體產業擴廠帶動下，且企業數位轉型需求仍持續，「生產製造」與「資訊科技、軟硬體工程」為增聘人員的前兩大類別，約有2成(20.91%)企業會增聘超過10位的生產製造人員，其次有16.82%的企業會增聘超過10位的資訊科技、軟硬體工程人員，顯現生產製造與資訊科技工程相關的人才需求仍持續增加。隨著疫情解封，餐飲、旅宿、零售產業復甦，線下與線上整合的消費行為成為新常態，有超過5成的企業確認會增聘10位以下的「業務銷售」人員，其次則有超過三分之一的企業會增聘10位以下的「行銷」人員。反觀「人力資源」、「採購物流」、「行政管理」這三類，則有多達約7成企業尚未有相關增聘人員計畫。

In terms of job vacancies, driven by fab expansions in the semiconductor industry and the continued demand for digital transformation, "production manufacturing" and "IT, software and hardware engineering" are the top two categories for increased hiring. About 20% (20.91%) of the companies will hire more than 10 manufacturing personnel, and 16.82% of the companies will hire more than 10 IT, software and hardware engineering personnel, which shows that the demand for manufacturing and IT engineering-related talents continues to increase. With the lifting of the pandemic restrictions, the catering, hospitality and retail industries are recovering, and the integration of offline and online consumer behavior has become the new norm. More than 50% of companies confirmed that they would hire less than 10 "sales" personnel, and more than one-third of companies will hire less than 10 "marketing" personnel. On the other hand, in the categories of "human resources", "procurement and logistics" and "administration", as many as 70% of companies have not yet made plans to hire additional staff.

Q9 就貴公司總體招募而言，有多少比例的職缺面臨3個月以上無法成功找到適任人才？

Percentage of enterprises that were unable to find suitable talents for more than three months.



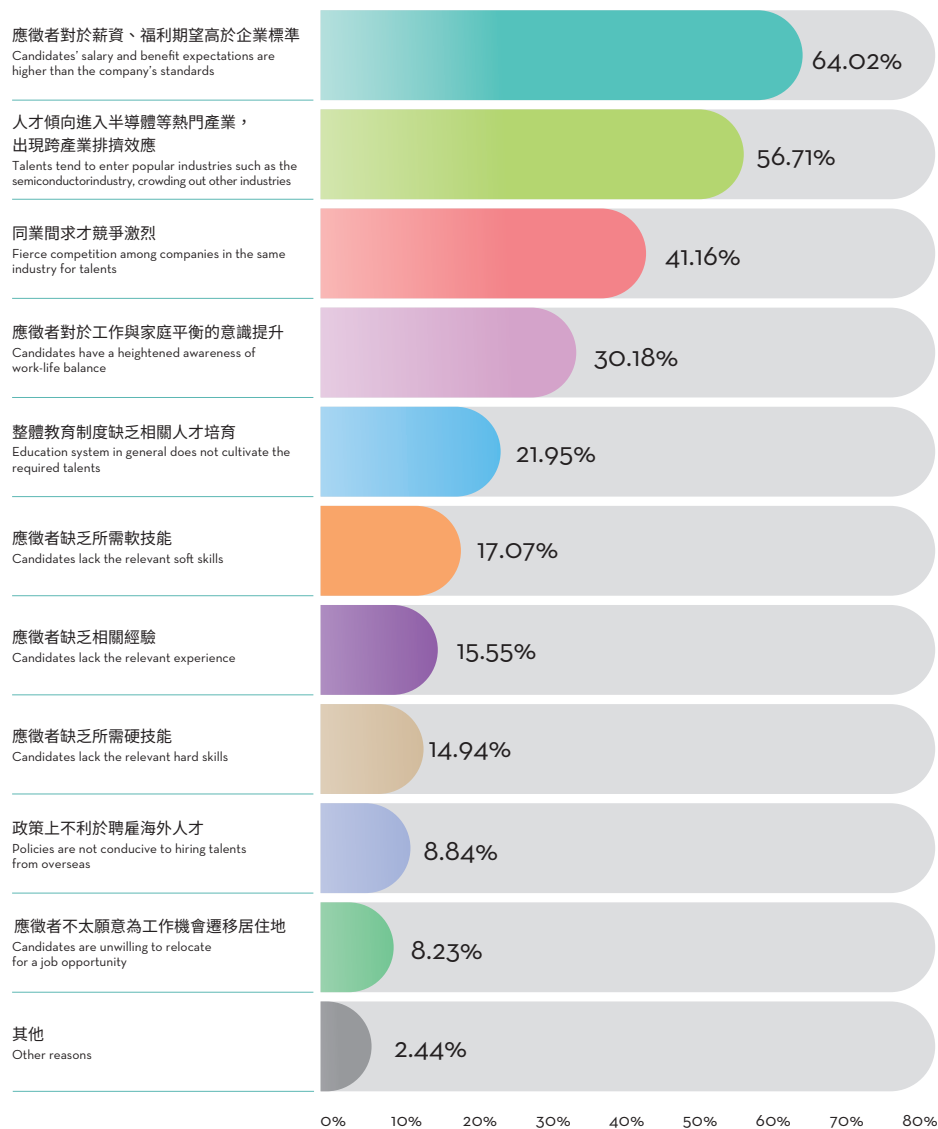
Q9

若綜合人才短缺的職缺比例與招募時間來看，三成企業表示，有20%以上的職缺，在招募超過三個月的情况下，還無法成功找到適任人才，反應了企業長期面臨大量職缺缺乏人才的困境待解。

If we look at the proportion of job vacancies and the recruitment time, 30% of the companies said that they were unable to find suitable talents for more than 20% of the job vacancies even after recruiting for more than three months, which is a reflection of the fact that companies are facing the long-term dilemma of widespread talent shortage.

Q10 就您觀察，企業找不到人才的主因為何？（複選題）

What are the main reasons why your company cannot find suitable talents? (Multiple choices are allowed)



Q10

就受訪者的觀察，企業找不到人才的前三大主因分別為：「應徵者對於薪資、福利期望高於企業標準」64.02%、「人才傾向進入半導體等熱門產業，出現跨產業排擠效應」56.71%、「同業間求才競爭激烈」41.16%，遠超過應徵者的職能、經驗不足等因素，顯見企業要能爭取到優秀人才，不僅在薪資福利上符合求職者的基本期待，更要培養優於同業、甚至是跨產業的人才競爭力。

According to the respondents' observation, the top three reasons why companies cannot find talents are "candidates' salary and benefit expectations are higher than the company's standards" (64.02%), "talents tend to enter popular industries such as the semiconductor industry, crowding out other industries" (56.71%), and "fierce competition among companies in the same industry for talents" (41.16%), which far exceeds the factors such as "insufficient functions and experience of applicants". It is clear that in order for companies to attract outstanding talent, they must not only meet the basic expectations of job seekers in terms of salary and benefits, but also have comprehensive education and training as well as flexible talent development strategies.

Q11

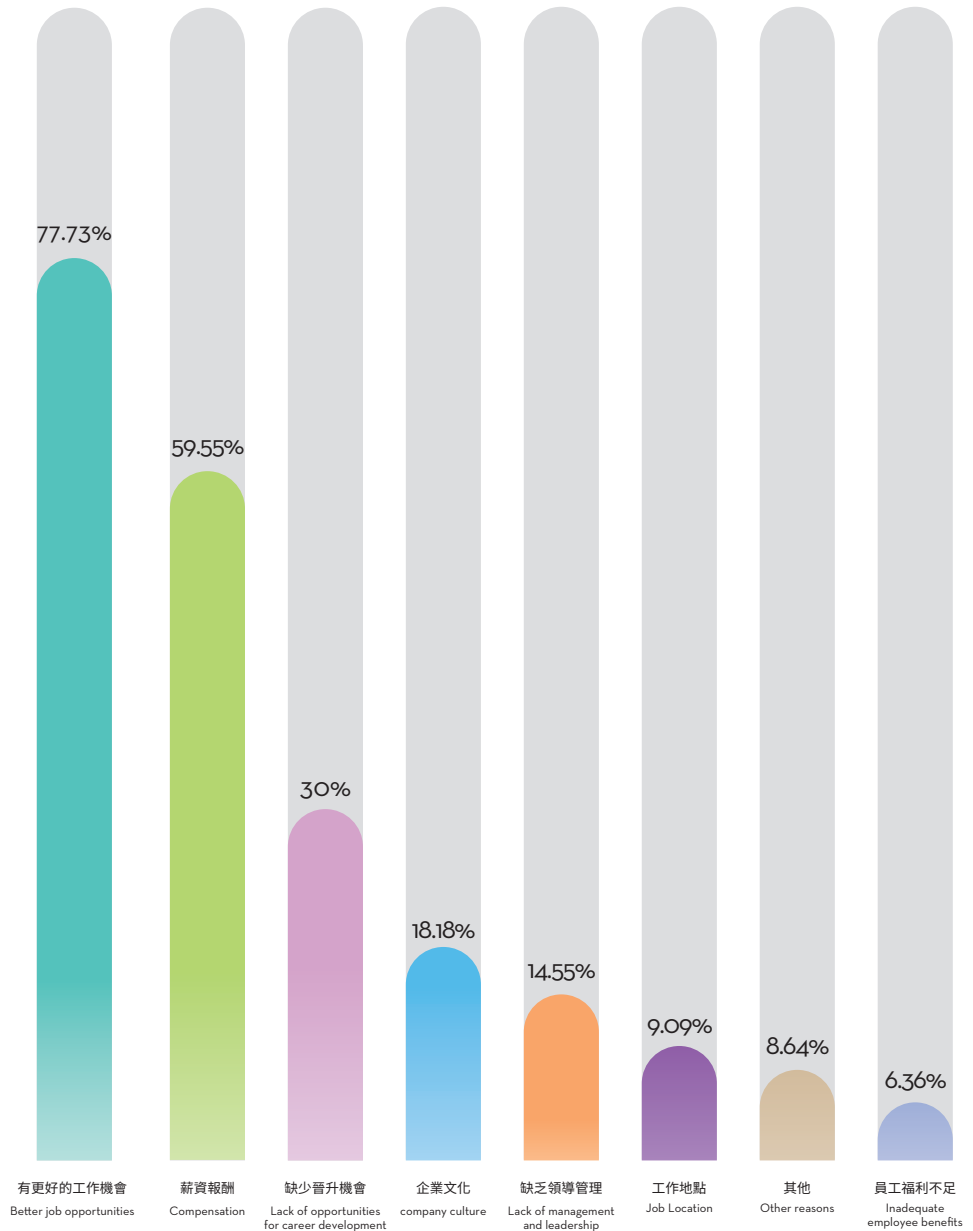
同時，企業要解決人才荒的狀況，須先面對人才外流的主因，才能有對應的留才策略。有超過四分之三的企業表示，員工離職的主因為人才「有更好的工作機會」(77.73%)，其次則有6成是因為「薪資報酬」(59.55%)，「缺少晉升機會」也多達3成。其中，有超過85%的醫藥與健康企業表示，其員工離職主因為人才「有更好的工作機會」，占比最高；其次則是財務金融產業(83.33%)、資訊科技業(82.61%)。有超過8成的服務業則表示，員工離職主因為「薪資報酬」，遠高於居次的工業／製造業(64.79%)。

At the same time, in order to solve the talent shortage, companies must first face the main reasons for their talents leaving before they can have a corresponding retention strategy. More than three-quarters of the companies said that the main reasons for employees leaving is "better job opportunities" (77.73%), followed by "compensation" (59.55%) and "lack of opportunities for career development", which took up as much as thirty percent.

Among them, more than 85% of companies in the medical and health industry said the main reason for their employees leaving is "better job opportunities", which has the highest percentage. It is followed by the finance industry (83.33%) and the information technology industry (82.61%). More than 80% of service industry companies said the main reason for employees leaving was "compensation," much higher than those in industry/manufacturing (64.79%), which took up second place.

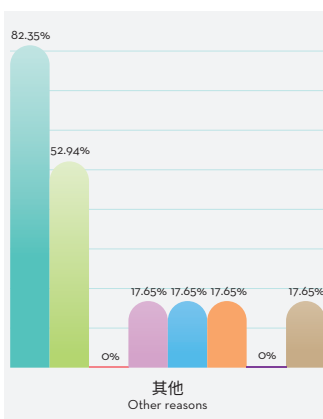
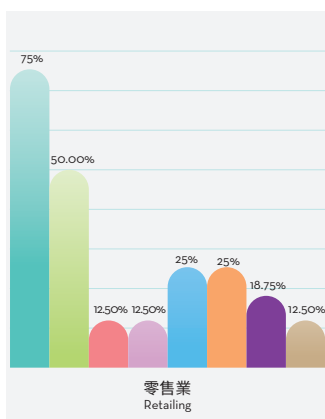
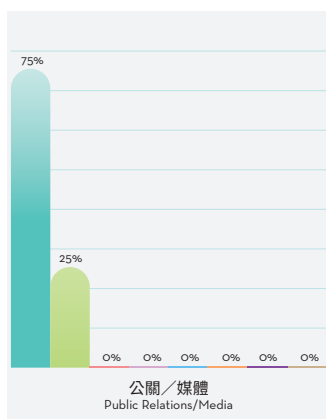
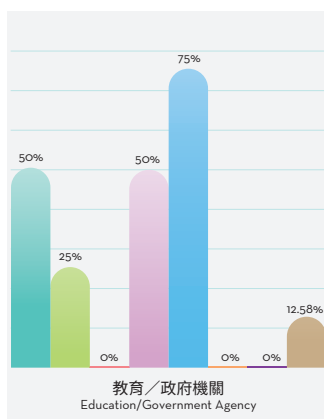
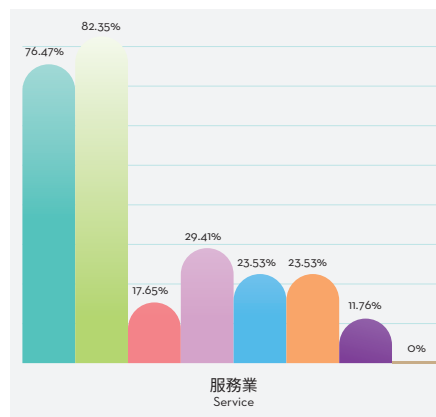
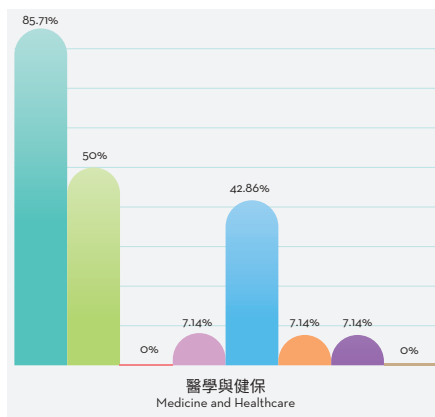
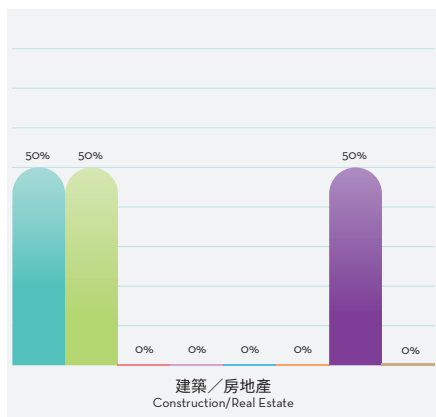
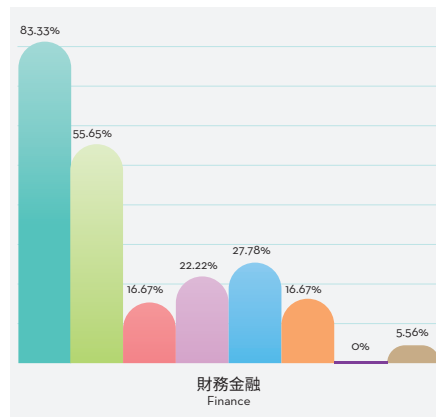
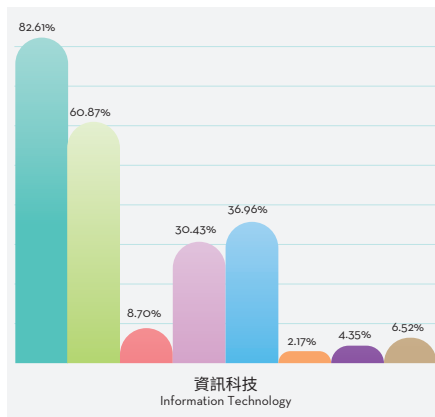
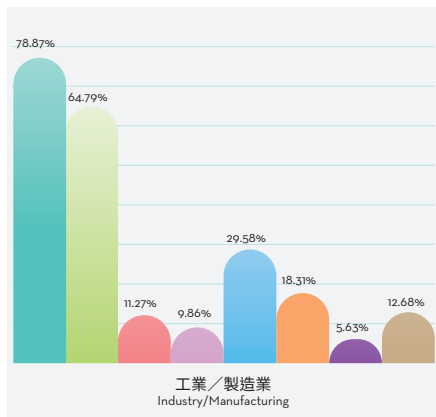
Q11 請問貴公司員工離職的主要原因為何？(複選題)

What are the main reasons that prompt your employees to resign? (Multiple choices are allowed)



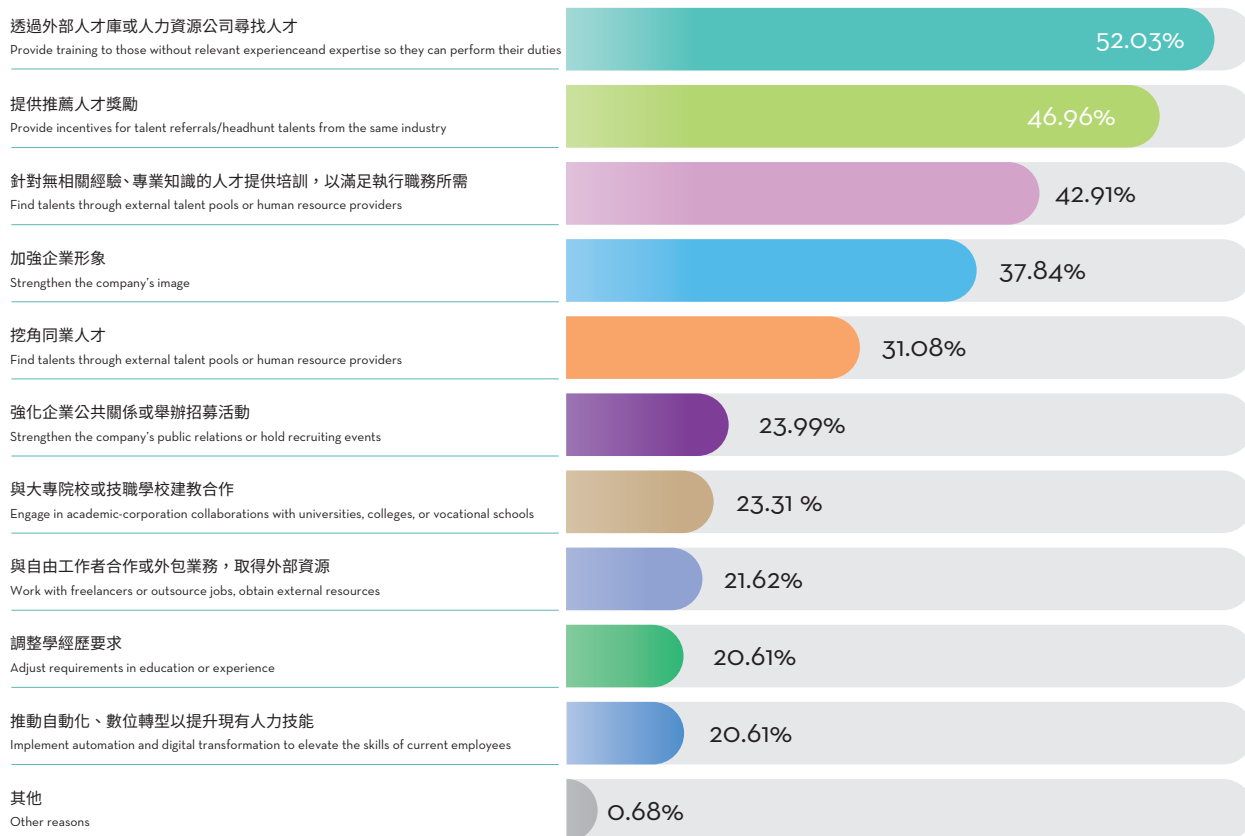
各產業別離職主因 The main reasons that prompt your employees to resign by industry.

● 有更好的工作機會 Better job opportunities ● 薪資報酬 Compensation ● 工作地點 Job Location ● 企業文化 Company culture ● 缺少晉升機會 Lack of opportunities for career development ● 缺乏領導管理 Lack of management and leadership ● 員工福利不足 Inadequate employee benefits ● 其他 Other reasons



Q12 面臨長期大環境人才荒，貴公司採取以下哪些策略因應？（複選題）

What are the strategies adopted by your company to deal with the long-term talent shortage? (Multiple choices are allowed)



Q12

在長期徵才策略上，有超過五成的企業選擇「透過外部人才庫或人力資源公司尋找人才」（52.03%）來解決人才荒的難題，另有接近五成的企業會透過「提供推薦人才獎勵」的方式（46.96%），藉由內部員工推薦找尋人才，或是直接「針對無相關經驗、專業知識的人才，提供培訓，

以滿足執行職務所需」（42.91%），且有近九成的企業願意投資人才技術與職能培訓，讓新進人才勝任職務。

「教育訓練是企業留才的關鍵。企業掌握哪些內部人力需要提升職能，例如管理能力、科技知識、數位賦能等，做為未來的人才培訓計畫。」藝珂集團台灣暨南韓總經理Cindy Chen說道。

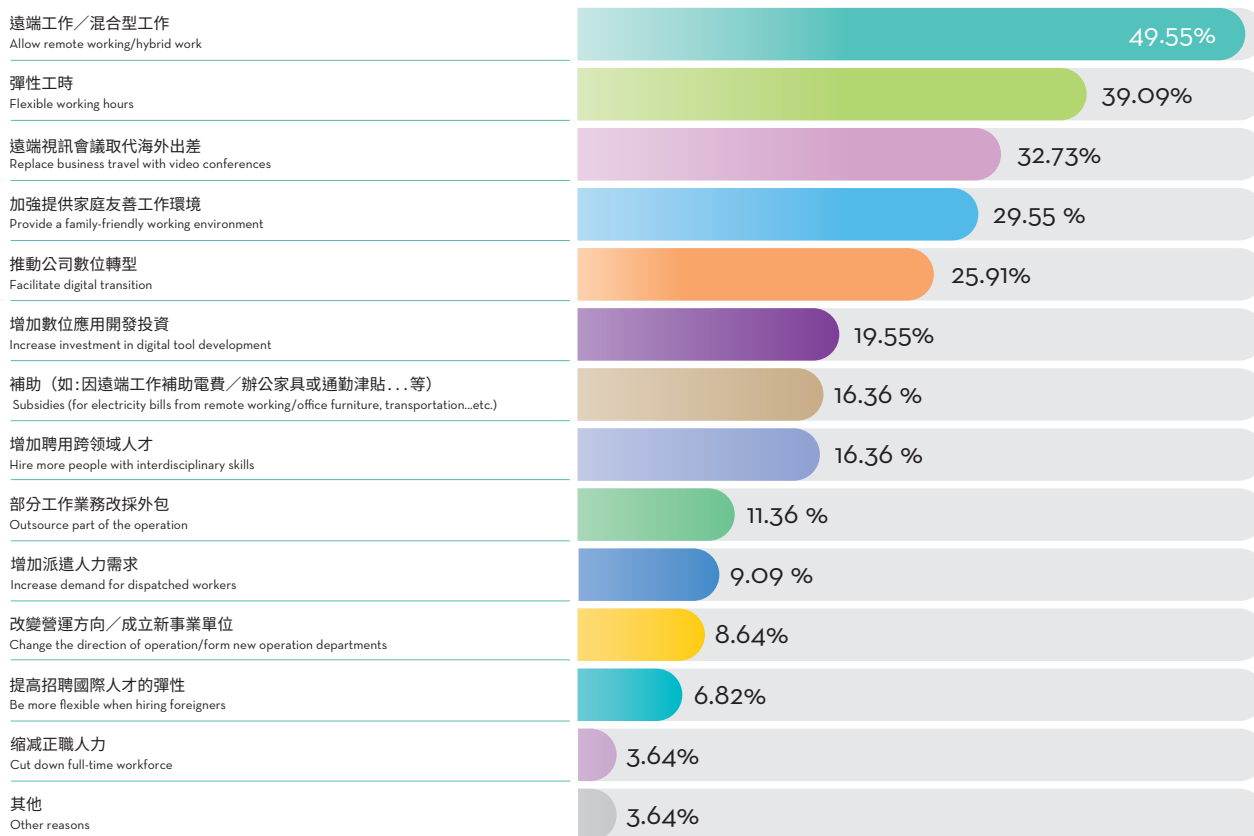
In terms of long-term recruitment strategies, more than 50% of companies choose to “find talents through external talent pools or human resource providers” (52.03%) to solve the issue of talent shortage. Close to 50% of companies “provide incentives for talent referrals” (46.96%) to have current employees help to find talents, or “provide training to those without relevant experience and expertise so they can perform their duties” (42.91%). Nearly 90% of companies are

willing to invest in technical and functional training for new talents to perform their duties.

“Education and training are the key to retaining talents. It is important for companies to know which employees need to have their skills upgraded, such as management skills, technology knowledge digital empowerment, for future talent training programs,” said Cindy Chen.

Q13 疫後工作與生活回到新常態，請問貴公司在員工福利、工作型態、人才任用上有哪些長期調整？（複選題）

In response to new norms in the post-pandemic era, what kind of adjustments will you make to employee benefits, way of work, and hiring in the long term?
(Multiple choices are allowed)



Q13

除了薪資調整，為了因應疫後新常態人們對於工作與生活平衡的追求，企業也著手從工作環境、福利上來吸引與留住人才。有近一半(49.55%)的受訪者表示，「遠端工作 / 混和型工作」將為公司工作環境的長期策略，其次則是「彈性工時」，約有4成(39.09%)的企業將此納入友善員工生活與工作的制度。因疫情帶起的「遠端視訊會議取代出差」、加速「推動公司數位轉型」的趨勢，也將持續使整體工作環境型態變得更彈性化。

In addition to salary adjustment, companies are also focusing on attracting and retaining talents in terms of working environment and benefits in response to people's pursuit of work-life balance in the post-pandemic new normal. Nearly half (49.55%) of the respondents said that "allow remote work/hybrid work" will be a long-term work environment strategy for their companies, followed by "flexible working hours", which about 40% (39.09%) of the companies have incorporated into their system, making it more accommodating of employees' life and work. "replace business travel with video conferences" and accelerated "facilitation of digital transformation" brought about by the pandemic will also continue to make the overall work environment more flexible.



總結

Conclusion

2022年全球面臨環境、經濟、能源等嚴峻考驗，市場上普遍認為這波景氣低迷的氣氛，將會持續延續至2023年。但即便經濟衰退，「大離職潮」、「安靜辭職」等趨勢仍持續發酵，衝擊長期受到少子化影響的人力市場，帶給企業永續經營的挑戰。

企業除了反應通膨帶來的物價指數上漲而提高薪資水準外，為了求才、留才，更須在這動盪時期提供員工支持，同時加強公司文化、提供良好的工作與生活平衡，協助員工間成功的人際關係以及職涯發展規劃，提升員工的工作滿意度和忠誠度，避免人才流失。

邁入疫後新常態之際，企業的數位轉型、消費行為的虛實整合、能源永續等國際趨勢，將持續翻轉既有產業運作模式，開創出新興產業契機。這也使得 2023 年在人力需求上，數位賦能、跨領域專業、彈性工作能力、國際經驗等成為炙手可熱的關鍵條件。因應新興產業或永續議題需求，ESG、法遵、資安、風力發電工程師等相關職缺預期仍會持續增加。

In 2022, the world faced severe environmental, economic and energy challenges, and it is widely believed that the downturn will continue into 2023. However, even in a recession, the effects of the Great Resignation and “quiet quitting” have continued to impact a labor market long affected by the aging population, bringing challenges to companies’ sustainable operations.

In addition to raising salary levels in response to rising prices brought about by inflation, companies need to provide employees with support during this turbulent period in order to seek and retain talent. At the same time, they need to strengthen company culture, provide a good work-life balance, assist employees with developing successful interpersonal relationships and career development planning, and enhance employee job satisfaction and loyalty to avoid the loss of talents.

As we enter the post-pandemic “new normal”, international trends such as the digital transformation of enterprises, the integration of the real and the virtual in consumer behavior, and energy sustainability will continue to transform the operation of existing industries and create new opportunities for emerging industries. In 2023, digital empowerment, interdisciplinary expertise, the ability to work flexibly and overseas experience will continue to be key, highly sought-after qualities in the talent market.

會計、財務與金融

Accounting, Finance & Banking

在2022年銀行業有大型整併案，外商整體表現較不如前幾年，但反觀台灣企業，在消費金融領域的表現穩定，其獲利表現較外商佳。但遇上戰爭、升息衝擊，全球股市震盪劇烈，在證券投資部門表現較前兩年差。隨著資金流向轉為保守，投信表現則相對證券、銀行來得佳。對於人力市場來說，原本2022年上半年會開始的招募需求，因Q2疫情升溫，一度使企業招募暫緩，直到Q3才陸續釋出職缺，但受到大環境經濟影響，企業招募時間變長，部分證券商因獲利不佳，凍結人事招募，或是精簡人力。

OECD預期2023年因受到通膨、能源危機影響，各大經濟體將陷入衰退，全球經濟成長率將大幅下修。產業對於市場前景的觀望氣氛，可能延續到2023年Q2。在數位轉型的需求持續帶動下，預計在2023年年中，產業會有較明顯的復甦，人力需求會陸續釋出。此外，企業在面臨人才缺口的挑戰下，將持續強化留才策略，以因應市場復甦的需求。

職缺需求也因為產業數位轉型而有所變化，隨著傳統系統走向雲端化，產業鏈間彼此共通的系統走向數位化，數位工具應用、數據分析等需求將持續成長，徵才條件上也期望是有數位工具使用能力或經驗的人才，以跟上數位化趨勢。

In 2022, there were major mergers in the banking industry, and the overall performance of foreign companies was not as good as the previous years. However, Taiwanese companies had a stable performance in the consumer finance sector, and outperformed foreign companies in terms of profit. However, in the wake of war and interest rate hikes, the global stock market has been bumpy and the performance of the securities investment sector was worse than those of the previous two years. As people become more conservative in their investing, the securities investment trust sector outperformed securities and banks. For the labor market, the recruitment demand that would have originally started in the first half of 2022 slowed due to the rise of the pandemic in Q2, which once caused companies to pause recruitment. Only until Q3 did job vacancies gradually become available; however, due to the overall economy, the recruitment time of enterprises has become longer, and some securities firms have frozen personnel recruitment or streamlined personnel due to poor profitability.

The OECD expects that major economies will fall into recession in 2023 due to the impact of inflation and the energy crisis, and the global economic growth rate will be significantly revised downward. The industry's wait-and-see attitude toward the market outlook is likely to continue into Q2 2023. Driven by the continuous demand for digital transformation, the industry is expected to recover more significantly in mid-2023, and talent demand will increase gradually. In addition, companies will continue to strengthen their talent retention strategies to respond to the recovery of the market as they face the challenge of talent shortage.

Job vacancies have also changed due to the digital transformation of the industry. As traditional systems are moved to the cloud and systems that are common among industry chains become digitized, the demand for the application of digital tools and data analysis will continue to grow, and talents will be expected to have the ability to use or the experience of using digital tools, so companies can keep up with the digitalization trend.

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
會計 Accounting				
會計經理 Accounting Manager	財務與會計學位 Degree in Finance and Accounting	10-15+	80,000	220,000
資深會計 Senior Accountant	會計學學位 Degree in Accounting	5+	50,000	90,000
成本會計 Cost Accountant	會計學學位 Degree in Accounting	3-5	55,000	90,000
會計人員 Accountant	會計學學位 Degree in Accounting	3-5	45,000	65,000
會計助理 Assistant Accountant	會計學學位 Degree in Accounting	2-4	40,000	50,000
資深帳務員 Senior Account Clerk	會計學學位 Degree in Accounting	1-2	35,000	48,000
帳務員 / 帳務助理 Account Clerk / Assistant	會計學學位 Degree in Accounting	< 1	28,000	40,000
審計 Audit				
審計長 Head of Audit	CIA 證照、主修會計與財務 CIA license, major in Accounting and Finance	10+	130,000	220,000
內部稽核經理 Internal Audit Manager	CIA 證照、主修會計與財務 CIA license, major in Accounting and Finance	8+	100,000	150,000
內部稽核師 Internal Auditor	CIA 證照、主修會計與財務 CIA license, major in Accounting and Finance	5-7	70,000	100,000
審計副理 Assistant Audit Manager	CIA 證照、主修會計與財務 CIA license, major in Accounting and Finance	5+	70,000	100,000
審計主管 Audit Supervisor	CIA 證照、主修會計與財務 CIA license, major in Accounting and Finance	4-5	55,000	90,000
資深審計師 Senior Auditor	CIA 證照、主修會計與財務 CIA license, major in Accounting and Finance	3-5	50,000	80,000
初級審計員 Audit Junior	主修會計與財務 Major in Accounting and Finance	1-2	42,000	55,000
查帳員 Audit Clerk	主修會計與財務 Major in Accounting and Finance	< 1	40,000	45,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
財務 Finance				
財務長 CFO	財務或會計企業管理碩士 MBA Degree in Finance and Accounting	10-20	200,000	400,000
財務暨行政經理 Finance & Admin Manager	財務與會計學位 Degree in Finance and Accounting	10+	80,000	250,000
財務經理 Finance Manager	財務或會計企業管理碩士 MBA Degree in Finance and Accounting	10+	80,000	200,000
財務分析師 Financial Analyst	財務與會計學位 Degree in Finance and Accounting	3-6	60,000	130,000
財務助理 Finance Assistant	財務與會計學位 Degree in Finance and Accounting	2-3	35,000	50,000
財務暨行政辦事員 Finance & Admin Clerk	財務與會計學位 Degree in Finance and Accounting	1-5	32,000	60,000
財務儲備幹部 Financial Management Trainee	財務與會計學位 Degree in Finance and Accounting	< 1	50,000	50,000
稅務 Tax				
稅務長 Head of Tax	財務與會計學位 Degree in Finance and Accounting	10+	110,000	180,000
稅務經理 Tax Manager	財務與會計學位 Degree in Finance and Accounting	5+	80,000	150,000
資深稅務會計 Senior Tax Accountant	財務與會計學位 Degree in Finance and Accounting	3-5	45,000	75,000
稅務會計 Tax Accountant	財務與會計學位 Degree in Finance and Accounting	2-4	35,000	50,000
稅務助理 Tax Assistant	財務與會計學位 Degree in Finance and Accounting	1-2	N/A	N/A

會計、財務與金融 Accounting, Finance & Banking	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
資金管理 Treasury					
	資金管理財務總監 Head of Treasury	財務與會計學位 Degree in Finance and Accounting	15+	130,000	250,000
	資金管理主管 Treasury Manager	財務與會計學位 Degree in Finance and Accounting	10+	110,000	150,000
	資深財務專員 Senior Treasury	財務與會計學位 Degree in Finance and Accounting	3-5	60,000	90,000
	財務會計 Treasury Accountant	財務與會計學位 Degree in Finance and Accounting	2-4	40,000	60,000
	財務專員 Treasury Officer	財務與會計學位 Degree in Finance and Accounting	2-4	35,000	50,000
	財務辦事員 Treasury Clerk	財務與會計學位 Degree in Finance and Accounting	< 1	28,000	40,000
分析專業領域 Data Analytics & Pricing					
	資料分析師 Data Analyst	財會 / 統計 / 計量 / 商學士 Degree in Finance or Quantitative Finance/Statistics/Commerce	5+	70,000	80,000
	定價分析師 Pricing Analyst	財會 / 統計 / 計量 / 商學士 Degree in Finance or Quantitative Finance/Statistics/Commerce	5+	60,000	70,000
	數據資料分析經理 Data Analytics Manager	財會 / 統計 / 計量 / 商學士 Degree in Finance or Quantitative Finance/Statistics/Commerce	8-10+	100,000	150,000
	定價分析經理 Pricing Manager	財會 / 統計 / 計量 / 商學士 Degree in Finance or Quantitative Finance/Statistics/Commerce	8+	80,000	100,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
消費金融 Consumer/Retail Banking				
分行經理 Branch Manager	商業學士 Bachelor degree in Business	10+	90,000	150,000
營運經理 Operations Manager	學士學位 Bachelor degree	6+	80,000	130,000
營運副理 Assistant Operations Manager	學士學位 Bachelor degree	4+	50,000	80,000
客戶關係經理 Customer Relationship Manager	學士學位 Bachelor degree	8+	60,000	140,000
營運主管 Operation Supervisor	學士學位 Bachelor degree	3+	50,000	80,000
個人金融服務專員 Personal Banking Officer	商業學士 Bachelor degree in Business	3+	30,000	60,000
銀行專員 Bank Officer	商業學士 Bachelor degree in Business	6+	30,000	50,000
銀行櫃檯出納 Bank Teller	商業學士 Bachelor degree in Business	1-2	28,000	45,000
中檯專員 Middle Office Officer	學士學位 Bachelor degree	3+	50,000	130,000
客服專員 Customer Service Representative	學士學位 Bachelor degree	1-2	30,000	55,000
銀行助理 Bank Assistant	學士學位 Bachelor degree	1-2	27,000	40,000
金融辦事員 Banking Clerk	學士學位 Bachelor degree	< 1	30,000	40,000
企業金融 Corporate Banking				
金融交易業務人員 TMU	學士學位 Bachelor degree	3+	60,000	150,000
市場風險經理 Market Risk	學士學位 Bachelor degree	5+	80,000	160,000
金融同業業務經理 FI Sales	學士學位 Bachelor degree	5+	80,000	150,000
交易支援助理 Dealing /Trade Support Assistant	學士學位 Bachelor degree	1-2	35,000	50,000
客戶關係經理 Relationship Manager	學士學位 Bachelor degree	3+	50,000	80,000
資深客戶關係經理 Sr. Relationship Manager	學士學位 Bachelor degree	7+	90,000	200,000

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職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
監察 & 信用分析 Compliance & Credit Analysis				
金融業法遵 / 法規經理 Compliance Manager	具內部稽核或金融業內部公司規範及外部法規遵循 / 合規，法令 / 法律相關經驗 Degree in Finance or Law; experience in internal audit or compliance / law	5+	90,000	280,000
法遵 / 法規 / 反洗錢事務專員 Compliance / AML Officer	具內部稽核或金融業內部公司規範及外部法規遵循 / 合規，法令 / 法律相關經驗 Degree in Finance or Law; experience in internal audit or compliance / law	2-4	45,000	80,000
授信經理 Credit Manager	財務 / 會計學士 Bachelor degree in Finance / Accounting	6+	60,000	120,000
信用審核 / 核准經理 Credit Approval Manager	財務 / 會計學士 Bachelor degree in Finance / Accounting	10+	100,000	200,000
信用核證專員 Credit Approval Officer	財務 / 會計學士 Bachelor degree in Finance / Accounting	8+	80,000	140,000
信貸分析師 / 專員 Credit Analyst / Officer	財務 / 會計學士 Bachelor degree in Finance / Accounting	6+	65,000	80,000
資深信貸 / 信用辦事員 Senior Credit / Loans Clerk	財務 / 會計學士 Bachelor degree in Finance / Accounting	4+	45,000	60,000
證券 Securities				
結算部經理 Settlement Manager	學士學位 Bachelor degree	8+	80,000	200,000
結算部專員 Settlement Officer	學士學位 Bachelor degree	6+	65,000	90,000
結算部辦事員 Settlement Clerk	學士學位 Bachelor degree	1-2	45,000	65,000
股票研究員 Research / Equity Analyst	學士學位 Bachelor degree	3+	50,000	90,000
股票研究助理 Research Assistant	學士學位 Bachelor degree	1-2	40,000	60,000

銀行與金融服務
Banking & Financial Service

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人力資源

Human Resources

2022年整體來說人力資源人才需求蓬勃，主要需求是來自於人才轉型、人才招聘為主。就整體就業市場觀察，發現到企業面臨員工離職的人多，但是在徵才上卻沒有這麼容易，主要是因為企業對於人才要求變高，所缺的職位也通常是企業轉型過程中所缺乏的人才。因此，對於人力資源部門來說，挑戰也相對提高，需要協助企業留才、在徵才上需要挖掘不同的潛力人才。

尤其在近幾年，企業組織強調要建立「敏捷」團隊，期望能在快速變動、複雜的市場變化下，企業可以在回應變化的速度上變快。此時，人力資源人才更需要掌握如何協助企業轉型的能力，以推動企業組織改造。

另外在疫情後，人資除了協助企業落實混合式工作模式的新常態外，更需要協助企業管理階層，評估新型態工作模式下的工作效率與領導遠端團隊合作的能力，並兼顧員工對於工作與生活平衡的期望。

預估在2023年，人力資源職缺持續需要具有招聘能力、人才轉型經驗的人才，以及具人資數據分析能力的人才。人才特質上需要在自我學習上更活躍、更願意提升。主要是因為人資在組織規劃中的角色與過往不同，人力盤點已不再只是透過薪酬系統，必須從建立雇主品牌、人資系統自動化、職能數據分析等面向著手，使得企業對人力資源人才的要求提高，因應企業在人力需求的規畫上朝向數據化分析的需求，並且能夠扣合人才未來的職涯規劃。

此外，在企業面臨人才出走的挑戰下，除了提供基本的薪資水準，求職者更在乎企業對於永續經營的認同感。因此人資需要更能協助企業培養軟實力和啟發員工的認同感，例如設計內部訓練課程、舉辦凝聚團隊向心力的活動，為企業留才。同時，人資需協助企業對外建立雇主品牌，吸引人才加入。

至於人資行政類相關的工作內容，如薪資計酬、招募等，在這一、兩年大型企業傾向外包給專業人力資源管理公司，預期在2023年這趨勢仍會持續。內部人資人力將會著重在人才轉型、數據分析、教育訓練等工作內容，同時透過外部人力資源公司協力合作，尋找潛力人才，或是需要特定職能的人才。

In 2022, the overall demand for talents in human resources is booming, with the main demand coming from talent transformation and talent recruitment. In terms of the overall employment market, it was found that companies are facing a lot of employee departures, but they are not having an easy time recruiting talent, mainly because companies now have higher demands of talent and the job vacancies waiting to be filled require the kind of talent that companies need during their transformation. Therefore, for HR departments, they are facing a relatively bigger challenge, and they need to help companies retain talents and find different kinds of potential talents in the recruitment process.

In recent years, corporate organizations have specially emphasized the need to build "agile" teams in the hope of being able to respond faster to changes in the rapidly changing and complex market. At this time, HR professionals need to better master the ability to assist in corporate transformation in order to promote the reformation of the organization.

Furthermore, after the pandemic, human resource professionals will not only assist companies in implementing the new norm that is hybrid work, but also aid the management in assessing the efficiency of the new work model and the ability to lead a team that is working remotely, as well as fulfilling the employees' hope of a work-life balance.

It is estimated that, in 2023, job vacancies in human resources will continue to require talents with recruitment ability, experience in talent transformation, and data analysis skills. In terms of traits, talents need to be active self-learners and willing to improve. The main reason is that the role of human resources in the organization is different from the past. The inventory of human resources is no longer only done through the payroll system, but also from the perspective of establishing an employer brand, HR system automation, and functional data analysis. This has increased the demand for HR talents, and has led to the demand for data-based analysis in the planning of human resource needs, as well as to the future career planning of talents.

Also, while companies face the challenge of leaving talents, job seekers are more interested in a company's identification with sustainable management than providing basic salary levels. Therefore, HR needs to help companies cultivate soft power and inspire employees' sense of identity, such as designing internal training courses and organizing team-building activities to retain talents for the company. At the same time, HR needs to help companies establish an employer brand outside the company to attract talents to join.

As for work related to human resource administration, such as payroll and recruitment, large companies tend to outsource it to professional HR management companies in these two years, and the trend is expected to continue in 2023. In-house HR will focus on talent transformation, data analysis, and education and training while working with external HR companies to find potential talent or talents with specific functions.

Human Resources
人力資源

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
一般 General				
人資長／人資副總／協理 HR Head/CHO/HR Director/VP	大專院校或以上 Degree and above	15-20+	140,000	300,000
區域人資經理／協理 Regional HR Manager/Director	大專院校或以上 Degree and above	8-15	120,000	250,000
人力資源策略發展夥伴主管 Lead of HR Business Partner	大專院校或以上 Degree and above	5-8+	80,000	150,000
人力資源策略發展夥伴專員 HR Business Partner	大專院校或以上 Degree and above	5-8	55,000	80,000
人資副理 HR Assistant Manager/Supervisor	大專院校或以上 Degree and above	2-4	40,000	70,000
人資專員 HR Officer/Specialist/Executive	大專院校或以上 Degree and above	1-2	35,000	45,000
人資專員／助理 HR Administrator	大專院校或以上 Degree and above	< 1	25,000	40,000
人資培訓／人資儲備幹部 HR Trainee	大專院校或以上 Degree and above	8+	40,000	50,000
薪酬福利 Compensation & Benefits				
薪酬福利經理 C&B Manager	大專院校或以上 Degree and above	8-10+	80,000	130,000
薪酬福利專員 C&B Specialist	大專院校或以上 Degree and above	3-5+	35,000	60,000
招募聘用 Recruiting				
招募經理 Talent Acquisition Manager	大專院校或以上 Degree and above	5-8+	80,000	130,000
招募專員 Recruiter	大專院校或以上 Degree and above	2+	30,000	60,000
訓練發展 Training & Development				
組織訓練發展經理 Organization & Development Manager	大專院校或以上 Degree and above	8+	65,000	120,000
訓練發展專員 Training & Talent Development Specialist	大專院校或以上 Degree and above	5+	65,000	120,000
講師 Trainer	大專院校或以上 Degree and above	8+	65,000	120,000
人資系統主管 HRIS Manager	大專院校或以上 Degree and above	8-15+	80,000	120,000
員工關係主管 Employee Relationship Manager	大專院校或以上 Degree and above	8+	65,000	120,000

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行政專業

Administration



此外，因混合型工作模式興起，員工大約一周有一到兩天可以選擇遠距工作，同時間，企業為提供員工更好的工作環境，在徵才上有更好的雇主品牌，因此辦公室環境在硬體上也有重新規劃、改造的需求，讓整體環境更經濟、也更人性化。行政專業人員在職務上也不再只是庶務或採購工作，而是需要與人資、總務，以及外部廠商溝通合作，將工作環境做適當的規劃與調整。

至於行政庶務的工作，有部分企業傾向外包給物業公司做管理，因此公司內部的行政專業人才就需要具有數據分析、談判、規劃職能。在薪資水準上，有企業轉型專案等相關經驗的人才較具有優勢。

就2023年來看，隨著疫情解封，海外工作機會也增加，語文能力強、願意接受外派工作機會的求職者，相對在薪資上也有不錯水準。

In addition, due to the emergence of the hybrid work model, employees can choose to work remotely for one or two days a week. At the same time, in order to provide a better working environment for employees and to have a better employer brand to facilitate the recruitment of talents, there is also a need to re-plan and reform the office environment in terms of hardware, so that the overall environment is more economical and more people-oriented. Administrative professionals are no longer only responsible for general affairs or procurement, but also need to communicate and cooperate with HR, general affairs, and external vendors to plan and adjust the working environment appropriately.

As for general administrative work, some companies tend to outsource it to agencies, so in-house administrative professionals need to have data analysis, negotiation and planning functions. In terms of salary level, talents with experience in business transformation projects have a better advantage.

In 2023, with the lifting of the pandemic restrictions, overseas job opportunities will increase, and job seekers with strong language skills and willingness to accept expatriate job opportunities will have good salaries.

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
行政經理／管理部經理／ 辦公大樓設備管理經理 General Affair Manager / Office Manager/Facility Manager	大專院校 Degree	8-10	65,000	150,000
特助／執行助理／秘書 Executive Assistant /Secretary	大專院校 Degree	5-8	50,000	100,000
行政專員／行政助理 Administrative Officer /Assistant	大專院校 Degree	3-6	30,000	50,000
櫃臺接待人員 Receptionist	大專院校／文憑 Degree/Diploma	1-2	25,000	35,000
文件控管人員／翻譯專員 Documentation controller / Interpreter	大專院校／文憑 Degree/Diploma	5-7	60,000	120,000
專案管理師 Project Coordinator	大專院校／文憑 Degree/Diploma	5-8	60,000	80,000

 行政專業
Administration

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法務

Legal



企業在法務、法遵人才需求，向來處於穩定狀態，較不受通膨、產業景氣波動的影響，需求從金融業，擴展到科技製造業、FMCG（快速消費品）產業、生技醫療業、建設業，都有不少相關人力需求。

反倒是企業因經營轉型、政策、市場趨勢，新形態的法遵、法務人才需求也應運而生。例如金融業轉型，需要有金融科技背景的法務、法遵人才，或是區塊鏈相關的法務、法遵人才。

同時，因中美關係改變、網路攻擊事件頻傳，加上法令規定企業需在2022年底設置資安長與至少兩名資安專責人員，使資安快速成為企業重視的領域。這也連帶使得半導體、能源、金融業等相關企業，在法務人員的徵才上，需要了解資安法規的人才。

另外，隨著國際資本市場紛紛要求企業，揭露淨零碳排的承諾目標，也將帶動新的商業模式和企業布局。尤其在低碳排的產業如建築業、電子製造業，除了在環境永續導入上有直接的ESG人才需求外，具備有ESG相關證照的法務、法遵人才也成為人力市場新趨勢。在ESG相關人才較稀缺的狀況下，企業會需要更有彈性地从其他相關領域，找尋潛力人才，並適時提供相關的專業培訓。

就人才而言，大部分的法遵人才集中在金融業，不過隨著科技業等其他產業的法遵需求成長，會希望招募熟悉該產業的法遵人員，協助從事如反托拉斯法的遵循等。此外，有三到五年經驗的年輕世代，對於跳脫傳統法務、法遵的職缺接受度越來越高，例如人選願意調轉到資安部門，擔任個資法、資訊隱私保護等相關的法務。有部分人才則會鎖定新興產業，較過去在選擇工作機會時更有彈性。

The demand for legal affairs and legal compliance talents has always been stable and was less affected by inflation and fluctuations in the industry. Various sectors from the financial industry to the technology manufacturing industry, the FMCG (Fast-Moving Consumer Goods) industry, the biotechnology and medical industry, and the construction industry all have a great deal of demand for such talents.

In fact, due to corporate transformation, policies and market trends, new types of legal compliance and legal affairs talents are also in demand. For example, the financial industry needs legal affairs and legal compliance talents with a background in financial technology or blockchain.

At the same time, information security is fast becoming an area of great importance to companies place due to the changing relationship between the U.S. and China, frequent cyber-attacks, and the law requiring companies to have a chief of information security and at least two information security specialists by the end of 2022. As a result, companies in the semiconductor, energy, and finance industries are looking for legal professionals who understand information security regulations.

In addition, as the international market requires companies to disclose their commitment to net-zero carbon emissions, new business models and corporate layouts will be driven. In particular, in industries high in carbon emissions such as construction and electronics manufacturing, there is a demand for ESG talent in environmental sustainability; however, hiring legal affairs and legal compliance talents with ESG-related licenses has also become a new trend in the labor market. As ESG talents are scarce, companies need to be more flexible and identify potential talent from other related fields and providing timely professional training.

In terms of talent, most legal compliance talents are concentrated in the finance industry, but as the demand for legal compliance in other industries such as technology grows, there is a desire to recruit legal compliance talents who are familiar with the industry to assist with such tasks as competition law compliance. In addition, a younger generation of talents with three to five years of experience are increasingly receptive to jobs that are outside the scope of traditional legal affairs and legal compliance. For example, candidates are willing to transfer to the information security department to work in personal information law, information privacy and protection, and other related legal affairs. Some talents will target emerging industries and have more flexibility in choosing job opportunities than in the past.

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
法務長／副總／協理 General Counsel/CLO/VP/ Legal Director	大專院校或以上，具證照者優 Degree and above; with license preferred	10-15+	150,000	500,000
資深法務經理／法務經理 Senior/Legal Manager	大專院校或以上，具證照者優 Degree and above; with license preferred	8+ /5+	150,000	300,000
資深／法律顧問 Senior/Legal Counsel	大專院校或以上，具證照者優 Degree and above; with license preferred	5-7+	100,000	200,000
法務專員 Legal Officer	大專院校或以上 Degree and above	3-5+	60,000	80,000
法務助理 Paralegal	大專院校或以上，具證照者優 Degree and above; with license preferred	1-3+	35,000	50,000
智財專員 Intellectual Property	大專院校或以上，具證照者優 Degree and above; with license preferred	2-5+	40,000	80,000
政府關係／法規經理 Governmental & Regulatory Affairs	大專院校或以上，具證照者優 Degree and above; with license preferred	5-7+	80,000	350,000
法遵長／副總 Compliance Head/VP	大專院校或以上，具證照者優 Degree and above; with license preferred	10-15+	150,000	500,000
法遵經理 Compliance Manager	大專院校或以上，具證照者優 Degree and above; with license preferred	5+	80,000	150,000
法遵／反洗錢專員 Compliance/AML Officer	大專院校或以上，具證照者優 Degree and above; with license preferred	3+	50,000	70,000

法務
Legal & Compliance

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採購、供應鏈與客服

Procurement, Supply Chain and Customer Service



在2022年上半年，因疫情影響導致供應鏈斷鏈的情況趨緩，在供應鏈領域有部分職缺釋出，但到下半年受到通膨的影響，全球供應鏈發生劇烈變動、市場景氣不佳，出現人力招募凍結、人才市場流動性低的現象，預計這趨勢將會持續到2023年Q1。

從職缺上來看，2022年主要招募的是物流人員、採購規劃基層人員，這部分的人才多屬於年輕世代，流動率較高。至於資深人才則在工作轉換上，持相對保守的態度。

展望2023年，製造業、零售業在數位轉型下，供應鏈的物流與IT科技的結合，仍將會是產業的主要需求，例如在物流過程中做到人際之間的零接觸。另外在科技業朝向實現淨零碳排的目標下，也會帶動傳統製造業思考，在物流上要如何應用科技，達到淨零碳排的目標。

有鑑於現在供應鏈的職缺，其工作內容並不侷限於傳統定義的職務角色，建議供應鏈相關人才，可透過取得國際證照，來證明自己具有多元職能，增加求職競爭力。

In the first half of 2022, the supply chain disruptions caused by the pandemic lessened and some job openings became available in the supply chain sector. However, in the second half of the year, the global supply chain underwent drastic changes and there was a market downturn due to the impact of inflation, resulting in a freeze in recruitment and low mobility in the talent market, which is expected to continue until Q1 2023.

When looking at the job vacancies available, most of them are for entry-level logistics and procurement planning personnel, who are mostly of a younger generation and have a high turnover rate. As for the more veteran talents, they are relatively conservative when it comes to changing jobs.

Looking ahead to 2023, the integration of supply chain logistics and IT technology will remain a major demand for the manufacturing and retail industries due to digital transformation, such as achieving zero contact in the logistics process. In addition, as the technology industry moves toward its goal of achieving net zero emissions, it will also drive the traditional manufacturing industry to think about how to apply technology in logistics to achieve the same goal.

In light of the current job vacancies in the supply chain, the job content of such vacancies is not limited to how the roles are traditionally defined. It is suggested that supply chain talents can prove that they have multiple functions by obtaining international licenses to increase their competitiveness while job hunting.

採購	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
採購	區域採購主管 Regional Procurement Manager / Director	大專院校或以上 Degree and above	12+	150,000	300,000
	採購經理 / 資深採購 Procurement Manager / Sr. Buyer	大專院校或以上 Degree and above	8-12	100,000	150,000
	採購主管 / 採購主任 Procurement Supervisor	大專院校 / 文憑 Degree / Diploma	5-8	80,000	120,000
	採購專員 Buyer / Sourcer / Commodity buyer	大專院校 / 文憑 Degree / Diploma	2-5	50,000	75,000
	採購助理 Procurement Assistant	大專院校 / 文憑 Degree / Diploma	1-2	30,000	40,000
採購	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
採購	採購經理 Merchandising Manager	大專院校 / 文憑 Degree / Diploma	8-10+	70,000	150,000
	採購副理 Assistant Merchandising Manager	大專院校 / 文憑 Degree / Diploma	8-10+	60,000	80,000
	資深採購 Sr. Merchandiser / Sr. Sourcer	大專院校 / 文憑 Degree / Diploma	5-8	45,000	60,000
	採購人員 Jr. Merchandiser / Procurement Officer	大專院校 / 文憑 Degree / Diploma	3-5	30,000	45,000
運送 / 物流	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
運送 / 物流	物流經理 Logistics Manager / Project Account manager	大專院校 / 文憑 Degree / Diploma	8-12	80,000	150,000
	物流副理 Assistant Logistics Manager	大專院校 / 文憑 Degree / Diploma	5-8	60,000	100,000
	物流專員 Logistics Specialist	大專院校 / 文憑 Degree / Diploma	2-5	30,000	60,000
	船務主任 Shipping Supervisor	大專院校 / 文憑 Degree / Diploma	3-5	45,000	60,000
	船務人員 Shipping Specialist	大專院校 / 文憑 Degree / Diploma	2-4	30,000	45,000

品質控管 Quality Control	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	品管經理 Quality Control Manager	大專院校 / 文憑 Degree/Diploma	15+	100,000	200,000
	品管副理 Assistant QC Manager	大專院校 / 文憑 Degree/Diploma	8-10	80,000	120,000
	品管專員 Quality Control Specialist	大專院校 / 文憑 Degree/Diploma	3-8	50,000	80,000
客戶服務 Customer Service / After Service	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	售後服務 / 客服經理 After Sales Manager / Customer Service Manager / Call Centre Manager	大專院校 / 文憑 Degree/Diploma	8+	70,000	180,000
	售後服務 / 客服副理 CS Assistant Manager	大專院校 / 文憑 Degree/Diploma	5-8	55,000	70,000
	客服主任 / 組長 Supervisor / Team Leader	大專院校 / 文憑 Degree/Diploma	3-5	45,000	65,000
	資深客服人員 Senior CS Representative	大專院校 / 文憑 Degree/Diploma	2-3	35,000	45,000
客服專員 Helpdesk/Hotline Officer	大專院校 / 文憑 Degree/Diploma	1-3	25,000	35,000	

供應鍊 Supply Chain	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	供應鍊經理 Supply Chain Manager	大專院校或以上 Degree and above	10-15+	120,000	200,000
	供應鍊副理 Supply Chain Assistant Manager	大專院校 / 文憑 Degree / Diploma	5-10+	100,000	120,000
	供應鍊規劃 / 需求規劃人員 Supply Chain Planner / Demand Planner	大專院校 / 文憑 Degree / Diploma	3-5	60,000	100,000
	供應鍊專員 Supply Chain Executive	大專院校 / 文憑 Degree / Diploma	1-3	40,000	75,000
倉儲 Warehouse	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	倉儲經理 Warehouse Manager	大專院校 / 文憑 Degree / Diploma	8+	80,000	150,000
	倉儲副理 Warehouse Assistant Manager	大專院校 / 文憑 Degree / Diploma	5-8	70,000	100,000
	倉儲主管 Warehouse Supervisor	文憑 Diploma	3-5	45,000	70,000
	倉儲專員 Warehouse Officer	文憑 Diploma	1-2	30,000	45,000

● 以上數據是由藝珂從2021年9月至2022年7月期間的各項職缺之平均薪資所得，其超時工資、佣金、各項津貼和獎金，均不列入計算。

● There are mean salaries derived from positions recruited by Adecco from September 2021 to July 2022. They exclude overtime payment, commissions, allowances and bonuses.

醫療與生命科學

Healthcare & Life Sciences



2022年因受到全球經濟影響，公司組織多是進入重整的階段，釋出的職缺有限，連帶人才對轉換工作的態度也趨於保守，或是有部分人才選擇轉職到科技產業。

觀察美國在2022年Q2起升息、通膨帶來的經濟影響，保守預估其對台灣的影響，將持續發酵到2023年Q1、Q2。對在台灣的生技外商來說，因主要業務是以銷售為主，因此會受到較大的影響，在人力需求上，外商因遵循母公司在全球人力配置的規劃，預期在2023年釋出的職缺有限。反倒是台灣的生技企業，在研發投資仍持續不變，人力需求有成長的機會。

至於台灣推動的「就業金卡」以吸引海外人才的政策，將有助於滿足台灣生技產業所需的研發人才。不過，是否能為產業帶來實質效益，仍需觀察政策推動下後續的配套措施。同時，對於台灣生技企業來說，可以藉此檢視企業在招募上能否善用政策的利多，企業的管理團隊與思維需要能與國際接軌，提升在招募國際人才的競爭力。

對於外商來說，除了透過外包或派遣人力來解決有限的人力外，還能從長期追求成長的目標著眼，向總公司爭取正職人力資源的配置，讓整體業務發展更穩定。

In 2022, due to the impact of the global economy, most companies entered a reorganization phase, releasing only a limited number of job openings, which in turn led to a conservative attitude in talents towards changing jobs or some talents choosing to switch to the technology industry.

The economic impact brought about by interest rate hikes and inflation in the U.S. from Q2 2022 onwards is, by conservative estimates, expected to continue until Q1 and Q2 2023. For foreign biotech companies in Taiwan, their main business is sales, so the impact on them will be greater. When it comes to talent demand, foreign companies are expected to have limited job opportunities in 2023 because they follow their parent company's global talent allocation plan. On the contrary, Taiwanese biotech companies will continue to invest in R&D, and there are opportunities for growth in their demand for talent.

Taiwan's "Gold Card Visa" policy to attract overseas talents will help to meet the demand for R&D talents by Taiwan's biotech industry. However, it remains to be seen whether the policy will bring concrete benefits to the industry. At the same time, for Taiwan biotech companies, this is an opportunity to examine whether they can make good use of the benefits of the policy in recruitment, and whether their management team and mindset of the company need to be in line with the international community to enhance their competitiveness in recruiting international talents.

For foreign companies, besides relying on outsourcing or dispatched workers to solve the issue of limited manpower, they can also focus on their long-term goal of growth and ask their parent company for increase their roster of full-time employees so that overall business development can be more stable.

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
商業 Commercial				
行銷協理 Marketing Director	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	12+	180,000	280,000
行銷經理 Marketing Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	8+	150,000	240,000
產品經理 Product Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	80,000	125,000
產品登記專員 Product Registration Specialist	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	50,000	75,000
資深產品專員 Senior Product Specialist	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	3+	65,000	90,000
產品專員 Product Specialist	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	2-3	50,000	70,000
區域業務／開發經理 Regional Sales Manager /BD Manager	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	8-10	80,000	135,000
地區業務經理 Area Sales Manager	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	5-8	65,000	120,000
藥房通路業務經理 OTC /Drugstore Sales Manager / KA Manager	大專院校，藥房通路領域者優 B.S degree, familiar with OTC /Drugstore channels	5-8	80,000	120,000
醫藥銷售專員 Medical Sales Executive	大專院校，醫學、生命科學領域者優 Degree, preferable from a Life Science field	2-4	45,000	65,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
醫學相關 Medical Related				
醫藥事務經理 / 協理 Medical Affairs Manager / Director	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	10+	150,000	280,000
醫藥學術專員 Medical Science Liaison	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	5+	100,000	150,000
醫藥顧問 Medical Advisor	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	10+	250,000	350,000
臨床研究經理 Clinical Research Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	8+	140,000	235,000
臨床研究助理 Clinical Research Assistant	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	1-2	40,000	50,000
護理師 Registered Nurse	護理相關者優 Degree from Nurse related	2+	40,000	60,000
醫師 Physician	醫學相關者優 Degree from Pharmacy	5+	300,000	500,000
臨床應用專員 Clinical Application Specialist	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	3+	60,000	100,000
法規 / 品管 Regulatory Affair / QA / QC				
法規 / 品管事務處長 Regulatory Affairs / QA / QC Director	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	10+	150,000	280,000
法規 / 品管事務經理 Regulatory Affairs / QA / QC Manager	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	8+	125,000	220,000
法規 / 品管事務專員 Regulatory Affairs / QA / QC Executive	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	50,000	80,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
商業 Commercial				
行銷協理 Marketing Director	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	12+	180,000	280,000
行銷經理 Marketing Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	8+	150,000	240,000
產品經理 Product Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	80,000	125,000
產品登記專員 Product Registration Specialist	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	50,000	75,000
資深產品專員 Senior Product Specialist	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	3+	65,000	90,000
產品專員 Product Specialist	護理相關者優 Degree from Nurse related	2-3	50,000	70,000
區域業務／開發經理 Regional Sales Manager /BD Manager	醫學相關者優 Degree from Pharmacy	8-10	80,000	135,000
地區業務經理 Area Sales Manager	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	5-8	65,000	120,000
通路業務經理 Channels Sales Manager /KA Manager	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	5-8	80,000	120,000
銷售專員 Sales Executive	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	2-4	45,000	65,000

醫療器材
Medical Device

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
醫療相關 Medical Related				
醫療事務經理／協理 Medical Affairs Manager / Director	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	10+	150,000	250,000
醫療學術專員 Medical Science Liaison	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	5+	100,000	150,000
臨床研究經理 Clinical Research Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	10+	120,000	180,000
臨床研究助理 Clinical Research Assistant	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	8+	50,000	80,000
護理師 Registered Nurse	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	1-2	35,000	65,000
臨床應用專員 Clinical Application Specialist	護理相關者優 Degree from Nurse related	2+	40,000	80,000
技術服務工程師 Field Service Engineer	醫學相關者優 Degree from Pharmacy	5+	70,000	120,000
法規／品管 Regulatory Affair / QA / QC				
法規／品管事務處長 Regulatory Affairs / QA / QC Director	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	10+	150,000	250,000
法規／品管事務經理 Regulatory Affairs / QA / QC Manager	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	8+	120,000	150,000
法規／品管事務專員 Regulatory Affairs / QA / QC Executive	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-8	45,000	75,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
商業 Commercial				
行銷協理 Marketing Director	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	12+	180,000	250,000
行銷經理 Marketing Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	8+	120,000	200,000
產品經理 Product Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	65,000	120,000
產品登記專員 Product Registration Specialist	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	45,000	60,000
資深產品專員 Senior Product Specialist	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	3+	60,000	80,000
產品專員 Product Specialist	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	2-3	50,000	70,000
區域業務／開發經理 Regional Sales Manager / BD Manager	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	8-10	80,000	120,000
地區業務經理 Area Sales Manager	大專院校，生命科學領域者優 Degree, preferable from a Life Science field	5-8	60,000	120,000
通路業務經理 Channels Sales Manager / KA Manager	大專院校，藥房通路領域者優 B.S degree, familiar with OTC / Drugstore channels	5-8	80,000	100,000
銷售專員 Sales Executive	大專院校，醫學、生命科學領域者優 Degree, preferable from a Life Science field	2-4	40,000	60,000

Biotech
生物技術

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
醫療相關 Medical Related				
醫療事務經理／協理 Medical Affairs Manager/Director	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	10+	150,000	250,000
醫療學術專員 Medical Science Liaison	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	5+	100,000	150,000
臨床研究經理 Clinical Research Manager	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	10+	120,000	150,000
臨床研究助理 Clinical Research Assistant	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	2-4	50,000	70,000
臨床應用專員 Clinical Application Specialist	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	8+	65,000	100,000
技術服務工程師 Field Service Engineer	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	5+	65,000	100,000

Biotech
生物技術

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
法規／品管 Regulatory Affair /QA /QC				
法規／品管事務處長 Regulatory Affairs/QA/QC Director	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	10+	150,000	250,000
法規／品管事務經理 Regulatory Affairs/QA/QC Manager	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	8+	120,000	150,000
法規／品管事務專員 Regulatory Affairs/QA/QC Executive	大專院校，藥學或醫學工程或生命科學領域者優 Degree, preferable from Pharmaceutical, Medical Engineering, or Life Science field	3-5	45,000	75,000

Biotech
生物技術

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行銷與數位應用

Marketing & Digital

產業趨勢與薪資數據 SEGMENTATION TRENDS AND SALARY DATA



企業在數位轉型過程中，因應組織對於消費者行為分析、大數據分析的需求增加，需要具有了解數據分析、數位工具使用經驗的人才投入，尤其是具有五年數位行銷相關經驗的人才，協助企業運用這些數據分析工具做市場分析，助於行銷業務決策。

就人才條件來看，懂得SEO等數位行銷分析已被視為行銷人才的基本能力，更需要人才能夠針對工具得出的分析結果提出具體的行銷解決方案，例如行銷活動與提升業績的連動性、如何提升數位行銷的效度等。

就產業來看，過去醫療生技產業較無明顯的數位應用人才需求，但在近一、兩年，因疫情影響，實體的業務洽談機會大幅減少，線上行銷模式轉為主流，開始有相關數位人才需求。許多生技廠商從美妝、快速消費品（FMCG）等相關產業招募數位應用人才，強化企業數位行銷能力。

預估2023年的經濟環境，將持續受到通膨的影響，總體產業的生產成本提高、商品價格提高，導致消費者實質購買力下降，影響企業的銷售業績，也使得企業在人力招募上可能轉為遇缺不補。

對於求職者來說，可以更積極地尋求不同產業的數位行銷職缺機會，將其在原本的產業累積的專業經驗或是職能，發揮在需要同樣職能的產業，例如在美妝產業累積過行銷經驗的人才，可以多看看其他如消費性產品、醫療保健等產業，更深入發揮其對於年輕世代、女性、或有健康保健需求等族群的行銷掌握能力。

As the demand for consumer behavior analysis and big data analysis increases In the process of a company's digital transformation, companies need to invest in talents with knowledge of data analysis and experience in using digital tools, especially those with five years of experience in digital marketing, to help companies use these data analysis tools to do market analysis, which help to make marketing decisions.

For talent requirements, knowledge of digital marketing analytics such as SEO is considered a basic competency for marketing professionals, and the ability to propose specific marketing solutions based on the results of the tools, such as the linkage between marketing activities and sales improvement, and how to improve the effectiveness of digital marketing, is required.

In the past, there was no significant demand for digital application talents in the medical and biotechnology industry. However, companies began to have demand for such talents in the past one or two years since opportunities for face-to-face business negotiations have decreased significantly due to the impact of the pandemic, and online marketing has become mainstream. Many biotech companies are recruiting digital application talents from the beauty and FMCG industries to strengthen their digital marketing capabilities.

The economy in 2023 is expected to continue to be affected by inflation, with higher production costs and higher commodity prices across industries, resulting in lower consumer purchasing power. This will affect the sales performance of companies, and may cause companies to not fill job vacancies if employees leave.

For job seekers, they can actively seek out digital marketing opportunities in different industries and apply the professional experience or functions they've accumulated in their original industry to industries that require the same functions. For example, those who have accumulated marketing experience in the beauty industry can look at other industries such as consumer products and healthcare to better utilize their marketing skills for the younger generation, women, or those with healthcare needs.

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
資深經理 (品牌 / 通路 / CRM / 數位 / 電商) Senior Manager (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	10+	120,000	250,000
經理 (品牌 / 通路 / CRM / 數位 / 電商) Manager (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	8+	85,000	120,000
資深副理 (品牌 / 通路 / CRM / 數位 / 電商) Senior Associate Manager (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	6-8	70,000	100,000
副理 (品牌 / 通路 / CRM / 數位 / 電商) Associate Manager (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	5-7	65,000	80,000
資深主任 (品牌 / 通路 / CRM / 數位 / 電商) Senior Supervisor (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	4-6	50,000	75,000
主任 (品牌 / 通路 / CRM / 數位 / 電商) Supervisor (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	3-5	45,000	70,000
專員 (品牌 / 通路 / CRM / 數位 / 電商) Specialist (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	<2	35,000	65,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
服裝 / 精品 / 運動 Apparel/Luxury/Sport				
品牌經理 Brand Manager	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	10+	80,000	105,000
行銷經理 Marketing Manager	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	8+	80,000	125,000
經理 (品牌 / 通路 / CRM / 數位 / 電商) Manager (Brand / Trade / CRM / Social & Digital / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	6+	80,000	105,000
美妝 Cosmetics				
品牌經理 Brand Manager	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	12+	100,000	150,000
行銷經理 Marketing Manager	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	9+	100,000	150,000
經理 (產品 / 數位 / 公關 / 通路 / CRM / 電商) Manager (Product / Digital / PR / Trade / CRM / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	7+	90,000	120,000
副理 (產品 / 數位 / 公關 / 通路 / CRM / 電商) Associate Manager (Product / Digital / PR / Trade / CRM / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	5-7	70,000	85,000
主任 (產品 / 數位 / 公關 / 通路 / CRM / 電商) Supervisor (Product / Digital / PR / Trade / CRM / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	3-5	55,000	80,000
專員 (產品 / 數位 / 公關 / 通路 / CRM / 電商) Specialist (Product / Digital / PR / Trade / CRM / EC)	學士或以上，具商業管理碩士學位者優 Bachelor or above; prefer MBA	<2	40,000	55,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
顧問 / 教育產業 Consultancy/Education				
行銷經理 Marketing Manager	學士或以上 Bachelor or above	8+	80,000	120,000
行銷副理 Assistance Marketing Manager	學士或以上 Bachelor or above	6+	65,000	80,000
行銷專員 Marketing Specialist	學士或以上 Bachelor or above	1-2	40,000	45,000
電子商務 (電商 / 遊戲 / 軟體 / 區塊鏈) E-business (EC/Gaming/SaaS/Blockchain)				
資深經理 (品牌 / 數位 / 社群 / 公關 / 產品) Senior Manager (Brand/Digital/Community/PR/Product)	學士或以上 Bachelor or above	8+	100,000	150,000
經理 (品牌 / 數位 / 社群 / 公關 / 產品) Manager (Brand/Digital/Community/PR/Product)	學士或以上 Bachelor or above	5-6+	85,000	120,000
副理 (品牌 / 數位 / 社群 / 公關 / 產品) Associate Manager (Brand/Digital/Community/PR/Product)	學士或以上 Bachelor or above	3+	70,000	85,000
主任 (品牌 / 數位 / 社群 / 公關 / 產品) Supervisor (Brand/Digital/Community/PR/Product)	學士或以上 Bachelor or above	2+	55,000	70,000
專員 (品牌 / 數位 / 社群 / 公關 / 產品) Specialist (Brand/Digital/Community/PR/Product)	學士或以上 Bachelor or above	1+	35,000	50,000

精品時尚
Fashion, Beauty & Luxury

● 以上數據是由藝珂從2021年9月至2022年7月期間的各項職缺之平均薪資所得，其超時工資、佣金、各項津貼和獎金，均不列入計算。

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業務銷售

Sales



受到疫情影響，部分醫療產業透過實體管道從事業務銷售的機會大幅減少，改採用數位工具如 APP 取代業務人員親自拜訪。經過2022年的實際推動後，企業發現，在驅動業務銷售管道的數位轉型下，不僅沒有影響業務績效，更能提高營運效率。總體來說，2022年在業務銷售的人力需求上相對較低。

另外，科技產業與消費品產業、醫藥產業的跨界聯盟與合作，也創造產業發展的新趨勢，相關人才需求也應運而生。

在民生消費品產業、零售業、餐飲業，第一線的業務銷售人員仍持續招募中，甚至部分產業出現人才短缺的狀況。主要是年輕世代重視工作與生活平衡，傾向選擇可以維持生活品質的工作，而不選擇需要配合輪班、加班類型的職缺。面臨人才短缺的企業開始採取主動出擊，透過與外部人力資源管理公司合作舉辦招募活動，形塑雇主品牌，以吸引年輕求職者加入。

隨著疫情趨緩、管制鬆綁，旅遊業景氣逐漸回溫，人力需求也逐漸浮現，疫情期間流失的人力逐步回流。不過，有不少原來在旅遊業的從業人員在疫情期間已轉換跑道，是否會在這一波旅遊業復甦的趨勢下回流，是接下來 2023 年可以持續觀察的部分。

As a result of the pandemic, some healthcare companies have seen a significant reduction in sales opportunities through physical channels, so they switched to digital tools such as apps to replace in-person visits from salespeople. After the implementation of such measures in 2022, companies have found that the digital transformation of their sales channels has not only not affected business performance, but also improved operational efficiency. Overall, the demand for sales personnel in 2022 is relatively low.

In addition, interdisciplinary alliances and collaborations between the technology industry, the consumer goods industry and the pharmaceutical industry has created a new trend in industry development, thus demand for relevant talent also grew.

In the consumer goods industry, the retail industry and the catering industry, front-line sales staff are still being recruited, and some companies are even experiencing a shortage of talent. The main reason for this is that the younger generations value work-life balance and tend to choose jobs that can allow them to maintain their quality of life rather than jobs that require shift work or overtime. Companies facing a talent shortage are taking the initiative by partnering with external human resource providers to organize recruitment events and build employer brands to attract young job seekers.

With the pandemic slowing down and the controls relaxing, the hospitality industry is gradually rebounding and its demand for talent is gradually emerging. However, many people that worked in the hospitality industry have already changed careers during the pandemic, and whether they will return due to the recovery in the hospitality industry is something that can continue to be observed in 2023.

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資深經理 (主要客戶 / 區域 / 經銷商) Senior Manager (Key Account / Regional / Distributor)	學士或專科以上 Bachelor or college above	10+	100,000	150,000
經理 (主要客戶 / 區域 / 經銷商) Manager (Key Account / Regional / Distributor)	學士或專科以上 Bachelor or college above	7+	80,000	120,000
副理 (主要客戶 / 區域 / 經銷商) Assistant / Associate Manager (Key Account / Regional / Distributor)	學士或專科以上 Bachelor or college above	5+	60,000	100,000
資深主任 (主要客戶 / 區域 / 經銷商) Senior Supervisor (Key Account / Regional / Distributor)	學士或專科以上 Bachelor or college above	4-6	55,000	80,000
主任 (主要客戶 / 區域 / 經銷商) Supervisor (Key Account / Regional / Distributor)	學士或專科以上 Bachelor or college above	2-5	45,000	60,000
專員 (主要客戶 / 區域 / 經銷商) Specialist (Key Account / Regional / Distributor)	學士或專科以上 Bachelor or college above	<2	35,000	50,000

民生快銷品
FMCG

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
服裝 / 精品 / 運動 Apparel/Luxury/Sport				
零售營運經理 Retail Operations Manager	學士或以上 Bachelor or above	10+	100,000	150,000
營運副理 Assistant Operations Manager	專科或以上 College or above	6-8+	80,000	120,000
營運主任 Operations Supervisor	專科或以上 College or above	4-6+	60,000	100,000
零售營運專員 Retail operations /After Sales /CRM	專科或以上 College or above	1-5+	55,000	80,000
店面經理 Shop/Store Manager	專科或以上 College or above	8+	45,000	60,000
店長 Shop/Store Supervisor	高中或以上 High school or above	3-5+	35,000	50,000
業務專員 Sales Representative /Client Advisor	高中或以上 High school or above	1-2	30,000	40,000
美妝 Cosmetics				
業務經理 Sales Manager	學士或以上 Bachelor or above	10+	80,000	150,000
業務副理 Assistance Sales Manager	學士或以上 Bachelor or above	5-8+	70,000	100,000
區經理 Area Manager	學士或以上 Bachelor or above	7+	85,000	120,000
業務主任 Sales Supervisor	學士或以上 Bachelor or above	5-7	65,000	80,000
櫃長 / 店長 Counter Manager /Store Manager	專科或以上 College or above	5-7	65,000	100,000
教育訓練經理 Education Manager	學士或以上 Bachelor or above	8+	75,000	100,000
美容講師 Beauty Trainer	專科或以上 College or above	3-5+	50,000	85,000
美容顧問 Beauty Advisor	高中或以上 High school or above	1-2	28,000	40,000

精品時尚
Fashion, Beauty & Luxury

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	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
Public Relations 公關產業	總監 Account Director	學士或專科以上 Bachelor or college above	8+	85,000	125,000
	副總監 Assistance Account Director	學士或專科以上 Bachelor or college above	7+	70,000	100,000
	資深客戶經理 Senior Account Manager	學士或專科以上 Bachelor or college above	5+	55,000	80,000
	客戶經理 Account Manager	學士或專科以上 Bachelor or college above	3-5+	48,000	70,000
	主任 Supervisor	學士或專科以上 Bachelor or college above	2-5+	42,000	50,000
	(資深) 專案執行 (Senior) Account Executive	學士或專科以上 Bachelor or college above	1-3+	32,000	40,000
Consultancy / Education 顧問 / 教育產業	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	顧問經理 Sales Manager	學士或以上 Bachelor or above	5+	48,000	70,000
顧問 Consultant	學士或以上 Bachelor or above	2-3	38,000	50,000	
E-business (EC / Gaming / SaaS / Blockchain) 電子商務 (電商 / 遊戲 / 軟體 / 區塊鏈)	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	資深經理 (B2B-企業端 / 中小型企業 / 主要客戶) Senior Manager (B2B-Enterprise / SME / Key Account)	學士或以上 Bachelor or above	8+	80,000	150,000
	經理 (B2B-企業端 / 中小型企業 / 主要客戶) Manager (B2B-Enterprise / SME / Key Account)	學士或以上 Bachelor or above	5+	70,000	120,000
	副理 (B2B-企業端 / 中小型企業 / 主要客戶) Associate Manager (B2B-Enterprise / SME / Key Account)	學士或以上 Bachelor or above	3+	60,000	80,000
	主任 (B2B-企業端 / 中小型企業 / 主要客戶) Supervisor (B2B-Enterprise / SME / Key Account)	學士或以上 Bachelor or above	2+	40,000	60,000
專員 (B2B-企業端 / 中小型企業 / 主要客戶) Specialist (B2B-Enterprise / SME / Key Account)	學士或以上 Bachelor or above	1+	30,000	40,000	

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工程與製造

Engineering & Manufacturing

回顧2022年，上半年整體市場火熱，從企業營運、產業前景看好，帶動人力招募，企業爭取人才的市場競爭也很激烈。主因是台積電擴廠計畫通過，半導體材料、設備供應鏈、IC設計等廠商接連宣布在高雄等地的投資案，帶動外商如半導體材料設備大廠默克等在台灣擴大工程團隊、設立研發中心。

但同時，俄烏戰爭造成原物料價格上漲，使企業成本增加。上海封控、疫情以來的封港、塞港等狀況時好時壞，也造成供應鏈斷鏈，也連帶讓物價提升。到六月下半旬，隨著通膨、聯準會持續升息的影響，市場銷售不如預期，企業開始面臨去化成品、電子零件庫存的壓力，也連帶影響人力招募的腳步。在2022年七月起，人力市場上有明顯的轉折點，企業開始陸續出現暫緩招募，或甚至是立即停止招募。

受到母公司所在國家的經濟景氣影響，來自歐洲的外商，針對2023年在台灣的人力佈局相對保守，職缺釋出數量萎縮。至於美商，從2022年下半年開始，在台灣的招募人力速度上放慢，或是甚至將職缺招募延遲到2023年的Q1。台灣企業則多半採取延長招募時間，依市場變化做彈性調整，或是遇缺不補。針對高階人才職缺，從過往的外部求才方式，改為從內部提拔人才。

預估2023年上半年仍會持續受到通膨的影響，整體市場狀況會繼續延續2022年下半年較保守的趨勢，或甚至可能更差，因此在人才招聘上，可能會減緩力道。若俄烏戰爭帶來的原物料上漲、製造成本提高的狀況可望在明年年中緩解，預計下半年整體市場景氣可以回溫。

儘管大環境經濟前景不樂觀，但就職缺來說，2023年研發工程人才市場仍有需求，包括IC設計研發、系統研發、原物料研發、韌體開發等。對於求職者來說，平均找工作的時程較2022年來得長，可能從原來的6週，延長到2-2.5個月。非研發類人才如業務、專案管理、技術支援、製造品管等若要轉換工作，則可能要等到2023年三、四月才會看到機會。

此外，隨著各國解封、企業拓展國際佈局以降低營運風險的趨勢下，預計在2023年海外建廠等相關人才的需求也隨之增加。

對於企業來說，面對2023年外在環境的不確定性日增，企業除了考量樽節成本、精簡人力，更需要考量如何強化企業品牌在招募上的能量，持續招募，才有機會找到合適人才。

Looking back at 2022, the market was hot in the first half of the year. Business operations and industry prospects looked positive, driving talent recruitment and fierce competition between companies for talent. With the start of TSMC's fab expansion plan, semiconductor material and equipment suppliers as well as IC design houses have announced the expansion of their investments in southern Taiwan, which has led to large semiconductor material providers from overseas like Merck and Entegris to hire additional employees for their engineering teams and establish R&D centers in Taiwan.

But at the same time, the war between Russia and Ukraine has caused the price of raw materials to rise, which has increased costs for enterprises. The lockdown in Shanghai and the occasional closure and congestion of ports since the early days of the pandemic have caused a break in the supply chain and, in turn, higher prices. In the second half of 2022, impacted by inflation and the continuous interest rate hikes of the Federal Reserve, market sales were not as good as expected and companies are under pressure to de-stock finished goods or electronic parts, which in turn affects the pace of talent recruitment. Since July 2022, there has been a clear turning point in the labor market, with companies holding off on recruitment or even stopping recruitment instantly.

Due to the economic downturn in their parent company's home countries, foreign companies from Europe have been relatively conservative in their talent layout in Taiwan for 2023, and the number of job openings has shrunk. As for U.S. companies, they slowed down recruitment in Taiwan starting from the second half of 2022, or even delayed their recruitment until Q1 2023. Taiwanese companies, on the other hand, mostly extended their recruitment period, made flexible adjustments according to market changes, or did not fill any vacancies. For top-level talent, companies have switched from recruiting external talents to promoting talents from within the companies.

It is estimated that the first half of 2023 will continue to be affected by inflation, and the overall market will be a continuation of the more conservative second half of 2022, or perhaps even worse. Therefore, the recruitment of talents may be slowed down. If the rising raw material costs and manufacturing costs brought about by the war between Russia and Ukraine ease in the middle of next year, it is expected that the overall market will pick up in the second half of the year.

Despite the negative outlook for the economy in general, there is still demand for R&D engineering talent in 2023, including those for IC design, systems and devices, and raw materials and firmware development. For job seekers, the average job-hunting time will be longer than in 2022, possibly extending to 2-2.5 months from the original 6 weeks. Job seekers in non-R&D categories such as sales, project management, and manufacturing quality control will need to be prepared if they plan on changing jobs since it is expected that people may not feel a growth in job opportunities until March or April 2023.

In addition, as countries do away with pandemic controls and companies expand their international operations to reduce operational risks, the demand for talents in the area of overseas plant construction is expected to increase in 2023.

For companies, in the face of increasing uncertainty in the external environment in 2023, they need to consider not only reducing costs and streamlining manpower, but also how they can strengthen the recruitment power of their brand and continue to recruit in order to have a chance of finding the right talent.

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
IC事業部負責人 / 總經理 Business Unit Head/Taiwan General Manager	電子工程 / 企業管理碩士 EE, MBA	18+	250,000	600,000
IC營運總監 / 協理 IC/Components Operation VP or Director	電子工程 / 企業管理碩士 EE, MBA	15+	250,000	450,000
IC業務經理 / 協理 / 總監 IC/Components Sales Manager / Director / VP	電子工程、工程相關科系 EE or engineering related	8+	120,000	400,000
IC (資深) 設計經理 (類比 / 數位 / 混合訊號) IC (Sr.) Manager (Analog/Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、資工、光電 EE, ME, Computer Science, Optoelectronics	10+	150,000	500,000
IC (資深) 設計工程師 (類比 / 數位 / 混合訊號) IC (Sr.) Designer (Analog/Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、資工、光電 EE, ME, Computer Science, Optoelectronics	1+	60,000	150,000
IC生產製造主管 (類比 / 數位 / 混合訊號) Head of IC Manufacturing Process (Analog/Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、物理、 化學、材料科學、工業工程、光電 EE, ME, Physics, Chemical, Material Science, IE, Optoelectronics	15+	200,000	400,000
IC生產製造(資深)經理(類比 / 數位 / 混合訊號) IC Manufacturing Process (Sr.) Engineer (Analog/ Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、物理、 化學、材料科學、工業工程、光電 EE, ME, Physics, Chemical, Material Science, IE, Optoelectronics	8+	150,000	200,000
IC生產製造(資深)工程師(類比 / 數位 / 混合訊號) IC Manufacturing Process (Sr.) Engineer (Analog/ Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、物理、 化學、材料科學、工業工程、光電 EE, ME, Physics, Chemical, Material Science, IE, Optoelectronics	1+	50,000	150,000
IC製程 / 品管主管 (類比 / 數位 / 混合訊號) Head of IC Foundry Process/Quality (Analog/ Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、物理、 化學、材料科學、工業工程、光電 EE, ME, Physics, Chemical, Material Science, IE, Optoelectronics	15+	200,000	300,000
IC製程 / 品管(資深)經理(類比 / 數位 / 混合訊號) IC Foundry Process/Quality (Sr.) Manager (Analog/Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、物理、 化學、材料科學、工業工程、光電 EE, ME, Physics, Chemical, Material Science, IE, Optoelectronics	10+	120,000	200,000
IC製程 / 品管(資深)工程師(類比 / 數位 / 混合訊號) IC Foundry Process/Quality (Sr.) Engineer (Analog/ Digital/Mixed Signal IC)	電子 / 電機工程、機械工程、物理、 化學、材料科學、工業工程、光電 EE, ME, Physics, Chemical, Material Science, IE, Optoelectronics	1+	50,000	100,000
IC (資深) 應用工程師 IC/Components Application (Sr.) Engineer	電子 / 電機工程、機械工程、物理、 化學、材料科學、工業工程、光電 EE, ME, Physics, Chemical, Material Science, IE, Optoelectronics	1+	50,000	250,000

半導體產業
Semiconductor

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
IC專案經理 IC Program/Project Manager	電子／電機工程、機械工程、資工、光電 EE, ME, Computer Science, Optoelectronics	5+	120,000	250,000
(半導體產業) 設備工程師 Equipment Engineer	電子／電機工程、機械工程 EE, ME	1+	50,000	80,000
(半導體產業) 專案經理 Project Manager	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	8+	120,000	250,000
(半導體產業) 採購主管 Head of Procurement	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	12+	200,000	350,000
(半導體產業) 採購 (資深) 經理 (Sr.) Procurement Manager	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	7+	120,000	250,000
(半導體產業) 採購 (資深) 工程師 (Sr.) Sourcing Engineer	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	3+	70,000	200,000
(半導體產業) 品保主管 Head of Quality	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	15+	200,000	400,000
(半導體產業) 品保 (資深) 經理 (Sr.) Quality Manager	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	8+	120,000	250,000
(半導體產業) 品保 (資深) 工程師 (Sr.) Quality Engineer	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	1+	60,000	150,000
(半導體產業) 業務設備主管 Semiconductor Equipment Sales Head	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	12+	180,000	500,000
(半導體產業) 業務 (資深) 經理 (Sr.) Semiconductor Equipment Sales Manager	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	8+	120,000	300,000
(半導體產業) 業務 (資深) 工程師 (Sr.) Semiconductor Equipment Sales Engineer	電子／電機工程、機械工程、物理、化學、 材料科學、工業工程、企業管理碩士 EE, ME, Physics, Chemical, Material Science, IE, MBA	3+	80,000	150,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
事業部負責人 / 總經理 Business Unit Head / Taiwan General Manager	工程相關科系 / 企業管理碩士 Engineering related / MBA	15+	200,000	300,000
廠長 / 營運總監 / 協理 Plant Manager / Operation VP or Director	工程相關科系 / 企業管理碩士 Engineering related / MBA	15+	200,000	250,000
業務經理 / 協理 / 總監 Sales Manager / Director / VP	工程相關科系 / 企業管理碩士 Engineering related / MBA	10+	120,000	250,000
業務 (資深) 工程師 (Sr.) Sales Engineer	工程相關科系 / 企業管理碩士 Engineering related / MBA	8+	120,000	200,000
(資深) 研發經理 (機構 / 硬體 / 韌體 / 軟體) (Sr.) R&D Manager (Mechanical / Hardware / Firmware / Software)	工程相關科系 Engineering related	12+	180,000	250,000
(資深) 研發工程師 (機構 / 硬體 / 韌體 / 軟體) (Sr.) R&D Engineer (Mechanical / Hardware / Firmware / Software)	工程相關科系 Engineering related	10+	140,000	200,000
專案經理 Program / Project Manager	工程相關科系 Engineering related	8+	120,000	200,000
生產製造主管 Head of Production / Manufacturing	工程相關科系 Engineering related	15+	250,000	400,000
生產製造 (資深) 經理 Production / Manufacturing (Sr.) Manager	工程相關科系 Engineering related	10+	107,000	200,000
生產製造 (資深) 工程師 Production / Manufacturing (Sr.) Engineer	工程相關科系 Engineering related	5+	75,000	150,000
(資深) 設備經理 (Sr.) Equipment Manager	工程相關科系 Engineering related	10+	107,000	200,000
設備工程師 Equipment Engineer	工程相關科系 Engineering related	5+	85,000	150,000
採購 / 資材主管 Head of Sourcing / Procurement / SCM	工程相關科系 / 企業管理碩士 Engineering related / MBA	15+	200,000	400,000
(資深) 採購 / 資材經理 (Sr.) Sourcing / Procurement / SCM Manager	工程相關科系 / 企業管理碩士 Engineering related / MBA	10+	150,000	300,000
(資深) 採購 / 資材工程師 (Sr.) Sourcing / Procurement / SCM Engineer	工程相關科系 / 企業管理碩士 Engineering related / MBA	5+	75,000	150,000
品保主管 Head of Quality	工程相關科系 Engineering related	8+	200,000	300,000
品保 (資深) 經理 (Sr.) Quality Manager	工程相關科系 Engineering related	8+	120,000	180,000
品保 (資深) 工程師 (Sr.) Quality Engineer	工程相關科系 Engineering related	3+	50,000	120,000
(資深) 環安衛經理 (Sr.) EHS Manager	環境工程、職業安全衛生 Environmental Engineering, Occupational Safety and Health	10+	107,000	200,000
環安衛工程師 EHS Engineer	環境工程、職業安全衛生 Environmental Engineering, Occupational Safety and Health	5+	75,000	150,000

一般製造
 General Manufacturing

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
事業部負責人／總經理 Business Unit Head / Taiwan General Manager	工程相關科系／企業管理碩士 Engineering related / MBA	15+	300,000	500,000
廠長／營運總監／協理 Plant Manager / Operation VP or Director	工程相關科系／企業管理碩士 Engineering related / MBA	15+	250,000	400,000
業務經理／協理／總監 Sales Manger / Director / VP	工程相關科系／企業管理碩士 Engineering related / MBA	15+	250,000	400,000
業務 (資深) 工程師 (Sr.) Sales Engineer	工程相關科系／企業管理碩士 Engineering related / MBA	5+	55,000	150,000
(資深) 研發經理 (機構／硬體／韌體／軟體) (Sr.) R&D Manager (Mechanical / Hardware / Firmware / Software)	工程相關科系 Engineering related	15+	100,000	180,000
(資深) 研發工程師 (機構／硬體／韌體／軟體) (Sr.) R&D Engineer (Mechanical / Hardware / Firmware / Software)	工程相關科系 Engineering related	5+	55,000	150,000
專案經理 Program / Project Manager	工程相關科系 Engineering related	8+	60,000	150,000
生產製造主管 Head of Production / Manufacturing	工程相關科系 Engineering related	15+	120,000	300,000
生產製造 (資深) 經理 Production / Manufacturing (Sr.) Manager	工程相關科系 Engineering related	15+	85,000	200,000
生產製造 (資深) 工程師 Production / Manufacturing (Sr.) Engineer	工程相關科系 Engineering related	5+	60,000	150,000
(資深) 設備經理 (Sr.) Equipment Manager	電機工程、機械工程 Electrical Engineering and Mechanical Engineering	15+	100,000	200,000
(資深) 設備工程師 (Sr.) Equipment Engineer	電機工程、機械工程 Electrical Engineering and Mechanical Engineering	5+	600,000	150,000
採購／資材主管 Head of Sourcing / Procurement / SCM	工程相關科系／企業管理碩士 Engineering related / MBA	10+	120,000	300,000
(資深) 採購／資材工程師 (Sr.) Sourcing / Procurement / SCM Engineer	工程相關科系／企業管理碩士 Engineering related / MBA	5+	75,000	150,000
(資深) 採購／資材經理 (Sr.) Sourcing / Procurement / SCM Manager	工程相關科系／企業管理碩士 Engineering related / MBA	10+	75,000	180,000
品保主管 Head of Quality	工程相關科系／統計 Engineering related / Statistics	15+	150,000	250,000
品保 (資深) 經理 (Sr.) Quality Manager	工程相關科系／統計 Engineering related / Statistics	10+	107,000	200,000
品保 (資深) 工程師 (Sr.) Quality Engineer	工程相關科系／統計 Engineering related / Statistics	5+	75,000	150,000
(資深) 環安衛經理 (Sr.) EHS Manager	環境工程、職業安全衛生 Environmental Engineering, Occupational Safety and Health	10+	107,000	200,000
(資深) 環安衛工程師 (Sr.) EHS Engineer	環境工程、職業安全衛生 Environmental Engineering, Occupational Safety and Health	5+	75,000	150,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
事業部負責人／總經理 Business Unit Head/Taiwan General Manager	工程相關科系／企業管理碩士 Engineering related/MBA	15+	300,000	600,000
廠長／營運總監／協理 Plant Manager/Operation VP or Director	工程相關科系／企業管理碩士 Engineering related/MBA	15+	285,000	400,000
業務經理／協理／總監 Sales Manager/Director/VP	工程相關科系／企業管理碩士 Engineering related/MBA	8+	120,000	250,000
業務 (資深) 工程師 (Sr.) Sales Engineer	工程相關科系／企業管理碩士 Engineering related/MBA	3+	60,000	150,000
(資深) 研發經理 (機構／硬體／韌體／軟體) (Sr.) R&D Manager (Mechanical/Hardware/Firmware/Software)	工程相關科系 Engineering related	5+	80,000	200,000
(資深) 研發工程師 (機構／硬體／韌體／軟體) (Sr.) R&D Engineer (Mechanical/Hardware/Firmware/Software)	工程相關科系 Engineering related	5+	75,000	100,000
專案經理 Program/Project Manager	工程相關科系 Engineering related	5+	80,000	150,000
生產製造主管 Head of Production/Manufacturing	工程相關科系 Engineering related	10+	150,000	300,000
生產製造 (資深) 經理 Production/Manufacturing (Sr.) Manager	工程相關科系 Engineering related	10+	150,000	250,000
生產製造 (資深) 工程師 Production/Manufacturing (Sr.) Engineer	工程相關科系 Engineering related	8+	150,000	250,000
(資深) 設備經理 (Sr.) Equipment Manager	工程相關科系 Engineering related	10+	150,000	250,000
(資深) 設備工程師 (Sr.) Equipment Engineer	工程相關科系 Engineering related	8+	100,000	200,000
採購／資材主管 Head of Sourcing/Procurement/SCM	工程相關科系／企業管理碩士 Engineering related/MBA	10+	150,000	300,000
(資深) 採購／資材經理 (Sr.) Sourcing/Procurement/SCM Manager	工程相關科系／企業管理碩士 Engineering related/MBA	8+	150,000	300,000
(資深) 採購／資材工程師 (Sr.) Sourcing/Procurement/SCM Engineer	工程相關科系／企業管理碩士 Engineering related/MBA	5+	80,000	200,000
品保主管 Head of Quality	工程相關科系／統計 Engineering related/Statistics	15+	200,000	300,000
品保 (資深) 經理 (Sr.) Quality Manager	工程相關科系／統計 Engineering related/Statistics	10+	107,000	200,000
品保 (資深) 工程師 (Sr.) Quality Engineer	工程相關科系／統計 Engineering related/Statistics	5+	75,000	150,000
(資深) 環安衛經理 (Sr.) EHS Manager	環境工程、安全衛生、化學工程 Environmental Engineering, Occupational Safety and Health, Chemical Engineering	10+	107,000	200,000
環安衛工程師 EHS Engineer	環境工程、安全衛生、化學工程 Environmental Engineering, Occupational Safety and Health, Chemical Engineering	5+	75,000	150,000

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
事業部負責人／總經理 Business Unit Head/Taiwan General Manager	工程相關科系／企業管理碩士 Engineering related./ MBA	20+	300,000	600,000
廠長／營運總監／協理 Plant Manager/Operation VP or Director	化學／化學工程和材料科學 Chemistry/Chemical Engineering and Material Science	15+	250,000	500,000
業務經理／協理／總監 Sales Manger/Director/VP	化學／化學工程和材料科學 Chemistry/Chemical Engineering and Material Science	5+	150,000	400,000
業務(資深)工程師 (Sr.) Sales Engineer	化學／化學工程和材料科學 Chemistry/Chemical Engineering and Material Science	5+	80,000	120,000
(資深)研發經理 (Sr.) Research Manager	化學／化學工程和材料科學 Chemistry/Chemical Engineering and Material Science*	8+	100,000	150,000
(資深)研發工程師 (Sr.) Researcher	化學／化學工程和材料科學 Chemistry/Chemical Engineering and Material Science*	5+	60,000	75,000
專案經理 Program/Project Manager	化學／化學工程和材料科學 Chemistry/Chemical Engineering and Material Science*	7+	75,000	250,000
生產製造主管 Head of Production/Manufacturing	化學工程 Chemical Engineering	15+	100,000	200,000
生產製造(資深)經理 Production/Manufacturing (Sr.) Manager	化學工程 Chemical Engineering	10+	85,000	170,000
生產製造工程師 Production/Manufacturing Engineer	化學工程 Chemical Engineering	5+	65,000	150,000
(資深)設備經理(機械／電力) (Sr.) Mechanical/ Electrical & Instrument Manager	電機工程、機械工程 Electrical Engineering and Mechanical Engineering	10+	85,000	170,000
(資深)設備工程師(機械／電力) (Sr.) Mechanical/ Electrical & Instrument Engineer	電機工程、機械工程 Electrical Engineering and Mechanical Engineering	5+	65,000	150,000
採購／資材主管 Head of Sourcing/Procurement/SCM	工程相關科系／企業管理碩士 Engineering related./ MBA	10+	150,000	300,000
(資深)採購／資材經理 (Sr.) Sourcing/Procurement/SCM Manager	工程相關科系／企業管理碩士 Engineering related./ MBA	8+	150,000	300,000
(資深)採購／資材工程師 (Sr.) Sourcing/Procurement/SCM Engineer	工程相關科系／企業管理碩士 Engineering related./ MBA	5+	80,000	200,000
品保主管 Head of Quality	化學、化學工程 Chemistry and Chemical Engineering	10+	150,000	300,000
品保(資深)經理 (Sr.) Quality Manager	化學、化學工程 Chemistry and Chemical Engineering	8+	150,000	300,000
品保(資深)工程師 (Sr.) Quality Engineer	化學、化學工程 Chemistry and Chemical Engineering	5+	80,000	200,000
(資深)環安衛經理 (Sr.) EHS Manager	環工、安全衛生、化學工程 Environmental Engineering, Occupational Safety and Health, Chemical Engineering	10+	100,000	200,000
環安衛工程師 EHS Engineer	環工、安全衛生、化學工程 Environmental Engineering, Occupational Safety and Health, Chemical Engineering	5+	65,000	150,000

Transportation/Construction 大型公共建設	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	業務經理 / 協理 / 總監 Sales Manager/Director/VP	工程管理、土木工程、電機工程、機械工程 Construction Management, Civil Engineering, Electrical Engineering, Mechanical Engineering	10+	120,000	250,000
	業務 (資深) 工程師 (Sr.) Sales Engineer	工程管理、土木工程、電機工程、機械工程 Construction Management, Civil Engineering, Electrical Engineering, Mechanical Engineering	8+	100,000	200,000
	專案經理 Project Manager	工程管理、土木工程、電機工程、機械工程 Construction Management, Civil Engineering, Electrical Engineering, Mechanical Engineering	5+	80,000	150,000
專案工程師 Project Engineer	工程管理、土木工程、電機工程、機械工程 Construction Management, Civil Engineering, Electrical Engineering, Mechanical Engineering	3-6+	70,000	100,000	
Green Energy 新興能源	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	工程經理 Construction Manager	工程管理、土木工程、電機工程、機械工程 Construction Management, Civil Engineering, Electrical Engineering, Mechanical Engineering	10+	150,000	250,000
	土木工程主管 Civil Supervisor	工程管理、土木工程 Construction Management, Civil Engineering	10+	120,000	250,000
	土木工程師 Civil Engineer	工程管理、土木工程 Construction Management, Civil Engineering	8+	70,000	150,000
機械工程主管 Mechanical Supervisor	機械工程 Mechanical Engineering	8+	90,000	120,000	

Green Energy 新興能源	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	機械工程師 Mechanical Engineer	機械工程 Mechanical Engineering	5+	70,000	100,000
	電子電機工程主管 Electrical Supervisor	電機工程、機械工程 Electrical Engineering, Mechanical Engineering	8+	100,000	250,000
	電子電機工程師 Electrical Engineer	電機工程、機械工程 Electrical Engineering, Mechanical Engineering	5+	80,000	100,000
	環境安全衛生主管 HSE Supervisor	環境工程、職業安全與衛生 Environmental Engineering, Occupational Health and Safety	8+	100,000	150,000
	環境安全衛生工程師 HSE Engineer	環境工程、職業安全與衛生 Environmental Engineering, Occupational Health and Safety	5+	75,000	120,000
	測試工程主管 Quality Assurance Supervisor	土木、電機工程、機械工程 Civil Engineering, Electrical Engineering, Mechanical Engineering	8+	70,000	110,000
	測試工程師 Quality Assurance Engineer	土木、電機工程、機械工程 Civil Engineering, Electrical Engineering, Mechanical Engineering	5+	70,000	110,000
	專案管理師 Project Controller	工程管理、土木工程、電機工程、機械工程 Construction Management, Civil Engineering, Electrical Engineering, Mechanical Engineering	8+	80,000	120,000
	專案規劃師 Project Planner	工程管理、土木工程、電機工程、機械工程 Construction Management, Civil Engineering, Electrical Engineering, Mechanical Engineering	5+	75,000	100,000

● 以上數據是由藝珂從2021年9月至2022年7月期間的各項職缺之平均薪資所得，其超時工資、佣金、各項津貼和獎金，均不列入計算。

● There are mean salaries derived from positions recruited by Adecco from September 2021 to July 2022. They exclude overtime payment, commissions, allowances and bonuses.

資訊科技

Information Technology

就2022整體資訊科技產業而言，由於疫情帶來企業商業模式數位轉型，需開發更多自動化的產品、服務，以減少傳統人力，因此帶動開發工程師的需求。同時遠端工作的趨勢，使協作工具與雲端軟體的需求增加，相關企業擴大工程師編制。

不過，在 2022年 Q2因為幣圈受到 Luna、UST脫鉤的事件影響，造成幣圈公司招募趨向保守，人才對區塊鏈產業的工作機會的態度轉為保守。此外從Q3開始，有部分外商因總公司受疫情、全球經濟環境影響，包含資金收斂、股市下跌、通貨膨脹、全世界消費力下降等，連帶使得台灣研發團隊縮編，造成人才流動。

就人力市場的觀察，大部分軟體公司仍需要大量軟體開發工程師，包含直播串流、旅遊、電子支付、資安、雲端、數據平台等，其他如網站前後端、App、SRE、QA、ML的人才需求仍持續成長。至於區塊鏈企業對於人才的需求，則明顯下降。

此外，日本、泰國等因當地軟體人才稀缺，因此企業多積極向海外大量招募軟體人才，特別鎖定在亞洲中，素質較好的台灣軟體人才。

展望2023年的產業發展重點，預期將重新拉回綠能、IoT、電動產業等已逐步成熟且穩定的趨勢上。企業數位轉型帶來的電子化簽核、線上報帳等無紙化改革，都將帶來相關軟體開發的需求。此外，疫情帶動零售業拓展數位營運模式，勢必會需要相對應的軟體研發團隊，推動電子支付、加速物流供應鏈的管理數位化。

另外隨著資安議題受到重視，包括數位化金融資產 NFT、虛擬貨幣的資安、企業設立資安長的需求、5G 與車聯網的資安等，在資安人才的需求也會提升。

預估在 2023 年的人力市場中，因2022年陸續有外商撤資、境外公司縮編、區塊鏈公司關閉或遣散員工的變化，而讓台灣人力市場注入新的人力供給。但同時，市場中也有越來越多人才轉為自行創業或自由接案者，而非進入企業組織內工作。就長期而言，企業需要有培養人才的計劃，以因應未來的人才需求。

就人力需求面而言，軟體資訊人才的需求依然成長，有不少海外公司招募更多機器學習 (ML) 和自然語言處理 (NLP) 相關領域的人才。

對於資訊科技企業來說，2023 年需要更重視提供員工彈性、自主選擇的工作環境，也是目前多數求職者越來越重視的工作條件。因此企業除了單純的遠距或混合辦公模式外，更需搭配彈性工時、自主決定工作實踐等彈性政策，來吸引求職者，也是留才的關鍵。

由於人才選擇機會多，更看重企業的發展性，因此企業在招募時，須更投入雇主品牌、公司使命宣傳。企業也應思考如何在條件不變的情況下，優化、簡化招募流程，避免好人才被其他更好條件的機會吸引走，在招募過程中流失人才。

在技術與應用不斷革新的資訊科技領域中，軟體人才需要隨時保持學習新知、觀察市場趨勢的能力，對於新興應用帶來的工作機會保持開放、彈性的態度，有助於在變動的市場中掌握發展先機。

For the overall IT industry in 2022, the pandemic has led to a digital transformation of corporate business models and the need to develop more automated products and services to reduce traditional manpower, thereby driving the demand for development engineers. At the same time, remote work has increased the demand for collaboration tools and cloud software, which has led to additional engineers being hired by companies in that sector.

However, in Q2 2022, due to the impact of the Luna and UST becoming unpegged, companies in the cryptocurrency sector tend to be conservative in recruiting and the attitude of talents towards job opportunities in the blockchain industry has become conservative as well. In addition, since Q3, some foreign companies were affected by the pandemic and the global economy, including factors such as capital retrenchment, stock market decline, inflation and the decline in worldwide consumption, which led to the downsizing of their R&D team in Taiwan and a flow of talent .

An observation of the labor market revealed that most software companies still need a large number of software development engineers, including for live streaming, travel, e-payment, information security, cloud, data platform, etc. The demand for talents in other areas, such as website front and back-end, apps, SRE, QA and ML, continues to grow. As for blockchain enterprises, the demand for talents is obviously decreasing.

In addition, software talents are scarce in Japan, Thailand and Singapore, so companies are actively recruiting software talents from overseas. They are especially targeting qualified software talents in Taiwan.

Looking ahead to 2023, the focus of industry development is expected to revert to trends that have gradually matured and stabilized, such as green energy, IoT, and the electric vehicles industry. The digital transformation of enterprises brought about reforms to help companies go paperless, such as electronic signatures and online accounting, which will lead to demand for the development of related software. Also, the pandemic has driven the retail industry to expand its digital operation model, which will certainly require software development teams to implement electronic payment and accelerate the digitization of the management of logistics and the supply chain.

In addition, as the issue of information security becomes highlighted, the demand for information security talents will also increase, including those that deal with digital financial assets like NFTs; the information security of virtual currencies, 5G and car network; the need for enterprises to have a chief of information security has also added to the demand.

It is estimated that in 2023, the labor market in Taiwan will be infused with a new supply of talents due to changes in 2022, such as the withdrawal of foreign investment, downsizing of foreign companies, closure of blockchain companies, and staff redundancy. At the same time, more and more talents in the market are turning to self-employment or freelancing instead of working in corporate organizations. In the long run, companies need to have talent development programs to meet future talent needs. In terms of demand for talent, the demand for software and information talents is still growing, and website and app development engineers are still in high demand, and many overseas companies are actively recruiting talents in machine learning (ML) and natural language processing (NLP).

For IT companies, more emphasis should be placed on providing a flexible and self-determined working environment for employees in 2023, which is also a working condition that most job seekers increasingly value. Therefore, in addition to remote or hybrid work, companies need to have flexible policies such as providing flexible working hours and allowing self-determined work practices to attract job seekers and retain talent.

As talents have a lot of choices, they value a company's potential for development more, so companies should invest more in employer branding and company mission promotion when recruiting. Companies should also consider how to optimize and simplify the recruitment process while keeping the requirements unchanged so as to avoid losing talent in the recruitment process.

In the field of IT, where technology and applications are constantly evolving, software professionals need to be able to learn new things and stay up to date, observe market trends, and be open and flexible to job opportunities brought about by emerging applications to help them stay ahead of the changing market.

職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
			最低薪資Min.	最高薪資Max.
資訊長 Chief Information Officer (CIO)	理科 / 資訊相關碩士 / 企業管理碩士 / 博士學位 MS/MBA/PhD	20+	200,000	500,000
資訊技術協理 IT Director/VP	理科 / 資訊相關學士 / 碩士 / 博士學位 BS/MS/PhD	15+	150,000	350,000
資訊技術經理 / 資訊管理經理 IT/MIS Manager	大專院校 / 文憑 Degree/Diploma	10+	80,000	150,000
亞太區域業務經理 / 協理 Regional Sales Manager/Director	大專院校 / 文憑 Degree/Diploma	15+	100,000	250,000
業務開發經理 / 協理 Business Development Manager/Director	大專院校以上 Degree above	10+	100,000	180,000
業務經理 / 協理 Sales Manager/Director	大專院校 / 文憑 Degree/Diploma	10+	100,000	200,000
客戶關係經理 Account/Client Manager	大專院校以上 Degree above	5+	80,000	150,000
產品經理長 Product Manager Head	大專院校以上 Degree above	8+	100,000	250,000
產品經理 Product Manager	大專院校以上 Degree above	3+	60,000	120,000
技術產品經理 Technical Product Manager	大專院校以上 Degree above	6+	80,000	150,000
解決方案專案經理 Solution Program/Project Manager	大專院校以上 Degree above	10+	70,000	160,000
解決方案經理 Solution Implementation Manager	大專院校以上 Degree above	10+	80,000	160,000
解決方案架構師 Solution Architect	大專院校以上 Degree above	8+	80,000	160,000
系統分析師 System Analyst	大專院校以上 Degree above	5-7	55,000	120,000
技術長 Chief Technology Officer	大專院校以上 Degree above	8+	100,000	200,000
軟體 / 平台架構師 Software Architect	大專院校以上 Degree above	8+	90,000	130,000
全端工程師 Full-stack Engineer	大專院校以上 Degree above	3+	65,000	140,000

	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
MIS 網管	網路管理部經理 Architect/Infrastructure Manager	大專院校以上 Degree above	8+	80,000	200,000
	網路工程師 Network Engineer	大專院校以上 Degree above	3+	45,000	130,000
	系統工程師 System Engineer	大專院校以上 Degree above	3+	45,000	120,000
	網絡／系統管理人員 Network/System Administrator	大專院校以上 Degree above	2+	42,000	70,000
	運維工程師 Operations Engineer	大專院校以上 Degree above	1-3	50,000	90,000
	網站可靠性工程師 SRE Site Reliability Engineer	大專院校以上 Degree above	3+	60,000	150,000
	客服工程師 Helpdesk Support Engineer	大專院校／文憑 Degree/Diploma	2+	40,000	70,000
	技術諮詢人員／顧問 Technical Consultant	大專院校以上 Degree above	2+	50,000	100,000
	技術支援人員 Technical Support Engineer	大專院校／文憑 Degree/Diploma	3+	45,000	90,000
	資料庫管理師 Database Administrator	大專院校／文憑 Degree/Diploma	4+	60,000	150,000
	網站管理員 Web Master	大專院校／文憑 Degree/Diploma	2+	40,000	65,000
Web Design 網站設計	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	UI／UX 設計主管 UI/UX Lead	大專院校以上 Degree above	6+	90,000	150,000
	網站設計人員 Web Designer	大專院校／文憑 Degree/Diploma	2+	40,000	80,000
	UI／UX 設計師 UI/UX Designer	大專院校以上 Degree above	3+	50,000	100,000

後端開發 Back-End Development	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	後端開發團隊主管 Back-End Team Leader	大專院校以上 Degree above	5+	80,000	250,000
	資深後端工程師 Senior Back-End Developer	大專院校以上 Degree above	4-8	70,000	220,000
後端工程師 Back-End Developer	大專院校以上 Degree above	1-3	48,000	80,000	
前端開發 Front-End Development	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	前端開發團隊主管 Front-End Team Leader	大專院校以上 Degree above	5+	100,000	250,000
	資深前端開發工程師 Senior Front-End Developer	大專院校以上 Degree above	4-8	70,000	200,000
前端開發工程師 Front-End Developer	大專院校以上 Degree above	1-3	45,000	90,000	
行動開發 Mobile Development	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	行動開發團隊主管 Mobile Team Leader	大專院校以上 Degree above	5+	100,000	200,000
	ios 行動工程師 Mobile Developer (ios)	大專院校以上 Degree above	3+	70,000	180,000
Android 行動工程師 Mobile Developer (Android)	大專院校以上 Degree above	3+	65,000	160,000	

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Big Data 大數據	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	資料科學家 Data Scientist	大專院校 / 文憑 Degree / Diploma	2+	60,000	125,000
	資料工程師 Data Engineer	大專院校 / 文憑 Degree / Diploma	3+	70,000	120,000
	資料分析師 Data Analyst	大專院校 / 文憑 Degree / Diploma	3+	55,000	100,000
Cloud 雲端	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	雲端工程師 Cloud Engineer	大專院校 / 文憑 Degree/Diploma	1-3	65,000	100,000
	雲端架構師 Cloud Architect	大專院校 / 文憑 Degree/Diploma	5+	80,000	120,000
	資安工程經理 Security Manager	大專院校 / 文憑 Degree/Diploma	8+	90,000	150,000
	資安工程師 Security Engineer	大專院校 / 文憑 Degree/Diploma	3+	70,000	100,000
SQA 軟體測試	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪 / 新台幣) Monthly Salary in NT\$	
				最低薪資Min.	最高薪資Max.
	軟體測試經理 QA Manager	大專院校以上 Degree above	8+	130,000	170,000
	軟體自動化測試工程師 SQA Engineer (Automation)	大專院校以上 Degree above	3+	65,000	140,000
	軟體手動化測試工程師 QA Engineer (Manual)	大專院校以上 Degree above	3+	50,000	120,000

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2023



Website

www.adecco.com.tw

www.springprofessional.com.tw

Taipei 台北總公司

110台北市信義區忠孝東路5段68號10樓B區

Tel : 02-5552-6168

Spring Professional | LHH 躍科分公司

110台北市信義區忠孝東路5段68號23樓B1

Tel : 02-7737-5118

Tainan 南科辦事處

741台南市新市區南科二路12號F201室

Tel : 06-510-6999

Hsinchu 新竹分公司

300新竹市東區光復路二段289號14樓之1

Tel : 03-620-1558

Taichung 台中分公司

408台中市南屯區公益路二段51號19樓B-2

Tel : 04-2301-0781

Kaohsiung 高雄分公司

800高雄市新興區中正三路55號18樓之2

Tel : 07-973-0960