

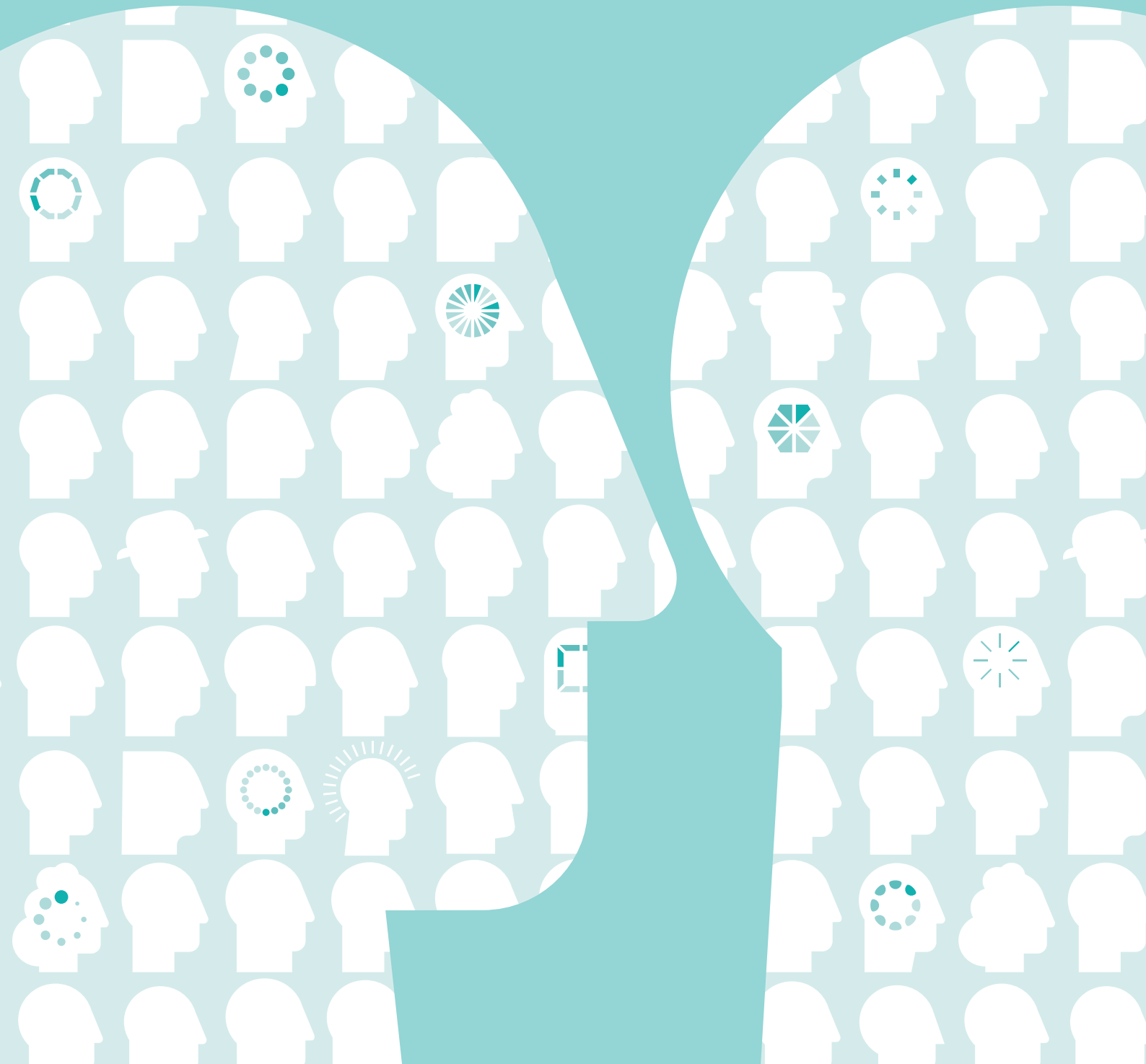
2022

TAIWAN SALARY GUIDE &
JOB MARKET INSIGHTS

藝珂薪資指南與產業報告

The Adecco Group Taiwan

台灣藝珂集團





Contents 目錄

前言 FOREWORD ————— 04

分析 ANALYSIS

客戶調查 ————— 06
Client Survey

產業趨勢與薪資數據

SEGMENTATION TRENDS AND SALARY DATA

會計、財務與金融 ————— 10
Accounting, Finance & Banking

人力資源 ————— 16
Human Resources

行政專業 ————— 20
Share Service Professionals

法務 ————— 22
Legal

採購、供應鏈與客服 ————— 26
Procurement, Supply Chain & Customer Service

醫療與生命科學 ————— 30
Healthcare & Life Sciences

行銷與數位應用 ————— 38
Marketing & Digital

業務銷售 Sales ————— 42

工程與製造 ————— 46
Engineering & Manufacturing

資訊科技 ————— 56
Information Technology



Companies should adopt a people-centered approach, formulate talent strategies, and support talent development!

企業得以『人』為優先，
擬訂人才策略、協助人才成長！



藝珂集團台灣暨南韓區總經理 陳玉芬
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2021年，從小至大規模的台灣企業，都踏入了數位優化、數位轉型的階段，部分公司致力於實體辦公過程轉移線上，部分公司更已踏入零接觸、全面數位化的進階篇章。

科技優化的因素，主導了勞動市場對軟體工程師的極高度需求，不僅只有台灣市場，全世界的勞動市場也一樣。同時，當歐美國家隨著疫情影響擁抱遠端工作的新常態，這些外國企業也可能跨國聘請一位住在台灣、為他們遠端工作的軟體工程師。換句話說，軟體工程師類人才，在這個工作場域與方式轉型的時機，正擁抱著橫跨國界、遍展全世界的職涯機會。對台灣人才來說，這是件多麼興奮的事！

然而，退回基本保障議題，各國的相關法令尚未針對跨國遠端工作的人才，規劃完整健全的勞工健保、退休金、所得稅、職業災害保險等相關勞工保障法令，這些問題仍待解決。

從人力資源的角度來看，這樣的人才市場轉換依然是道新的里程碑，當企業意識到這樣的新機會時，就能一邊督促法令跟上腳步，一邊重新設計人事策略與政策，來接觸全新的市場人才庫。

除了上述的新興機會以外，台灣整體勞動市場於2021年明顯地受到了新冠肺炎疫情的衝擊，年中的三級警戒約束，波及旅館、旅遊、實體零售等產業的短期雇用策略以及業績營收表現，若2022年的疫苗施打率提升至一定程度，相信民生消費品、實體零售與旅遊業者都會逐漸回溫，經濟信心也有望在2022年下半年回復。

同一時間，高端精品消費市場則因為多數消費者無法出國原因，樂迎銷售成長；同時，半導體與生技產業也蓬勃發展——當台灣半導體上下游企業紛紛往台南與高雄地區移動，中南部的經濟與市場將快速發展，也將看到大量的人才需求，然而，考量到台灣少子化因素，這樣的人才需求短期內無法消化，可能出現缺工問題，台積電的吸盤效應，也可能導致其他產業招不到目標人才。此外，在台商與外商同時存在的台灣生技產業，台灣生技公司得察覺、增進其人才策略、公司文化與領導方式，擁抱新的領導文化才可能吸引年輕世代人才。

2022年，行銷產業將迎來新的一幕，國外經營網紅行銷的經紀公司進駐台灣，各式新媒體也成為主流。不僅終端消費者產品需要接觸新型行銷管道，就連公司企業也需要這類人才來加強公司

的品牌名聲，以吸引年輕人才加入。然而，台灣市場卻仍然欠缺熟悉新型行銷管道、懂社群、經營頻道與發想主題的人才，市場的人才缺與需求消長仍有待觀察。

此外，在快速轉型與變動的時代下，勞動市場人才得緊握協同、整合、改變與創造等重要價值，才能察覺未來所需技能，並對此延伸充實知識與學習。

台灣藝珂集團衷心祝福企業與人才們：數位應用與「人」將會是 2022 年的重點詞彙——擁抱新科技、學習新技能來成為未來企業必備的數位人才；準備人才策略、協助人才成長，給予信任、自主、發展的企業，才可能獲得並留任優秀人才帶動企業成長。

In 2021, Taiwanese companies, large and small, have all undergone a process of digital optimization and digital transformation. For example, some companies shifted to a work-from-home (WFH) model, while others advanced toward a 100% digital contact-free model.

Technology optimization is the main factor driving a high demand for software engineers within the labor market, both in Taiwan and around the world. At the same time, European countries and the U.S. are embracing remote work in the “new normal” due to the COVID-19 pandemic; therefore, companies in these countries might employ software engineers living in Taiwan to work remotely. In other words, software engineers are embracing career opportunities across borders at a time when workplace environments and working modes are changing rapidly. For Taiwanese talents, this is very exciting news!

However, there are still concerns that need to be addressed regarding workers’ basic protections, since relevant laws and regulations of foreign countries do not apply to cross-border remote workers; in addition, there are no laws that comprehensively protect these workers in terms of their health insurance, pension, income tax, and occupational hazards, etc.

From the perspective of human resources, this transformation of the talent market represents a new milestone. When companies become aware of new opportunities, they can, on the one hand, ensure that the law keeps pace with these changes, and on the other hand, redesign human resource strategies and policies to discover a brand-new pool of professional talents in the market.

Besides the aforesaid opportunities, the overall labor market in Taiwan was significantly affected by the COVID-19 pandemic

in 2021. The Level 3 COVID-19 alert, triggered in mid-2021, hindered the short-term employment strategy and revenue performance of the hospitality industry, including hotels, travel agencies, and physical retailers. If the vaccination rate in 2022 increases to a certain degree, it is believed that business owners, such as physical retailers and travel agencies, will eventually rebound, thus restoring confidence in the economy for the second half of 2022.

The high-end boutique consumption market is anticipating sales growth, given the travel bans imposed on leisure consumers. At the same time, semiconductor and biotechnology industries are developing vigorously. As up/downstream semiconductor manufacturers relocate to Tainan and Kaohsiung, the economy and markets in Central and Southern Taiwan will develop rapidly, thus driving a huge demand for professional talents. Given the low birth rate in Taiwan, such talent demand cannot be fulfilled in the short term, which will potentially lead to labor shortages; moreover, the sucker effect of TSMC might also cause a scarcity of target talents for other industries. The biotechnology industry in Taiwan, where both Taiwanese and foreign firms co-exist, may become aware of this issue and push companies to enhance their talent development strategies, corporate cultures, and leadership styles—thereby embracing a new leadership culture that might attract younger talents.

In 2022, the marketing communications industry will welcome a new spectacle: as foreign companies involved in influencer marketing communications establish their presence in Taiwan, all kinds of new media will become mainstream. Products for end consumers will require new marketing communications channels; even corporate entities need these types of talents to cement their brand reputation and attract younger people. However, there is still a lack of professionals in Taiwan that are well versed in new marketing communications channels and social communities, and who can come up with new ideas. Thus, the talent shortage and demand trends in the market warrant further observation.

In this ever-changing era, labor market talents must keep abreast of the crucial values of coordination, integration, change, and creation, in order to foresee what skills they will need, and to expand their knowledge and studies accordingly.

Adecco Taiwan sincerely wishes companies and talents to embrace new technology and learn new skills, in order to become digital talents that companies will need in the future. This is particularly relevant since digital applications and “people” will be two key terms in 2022. Get your talent cultivation strategies ready to support talent development, because only a company that provides trust, independence, and development opportunities is able to acquire and retain talented professionals who will drive corporate growth.

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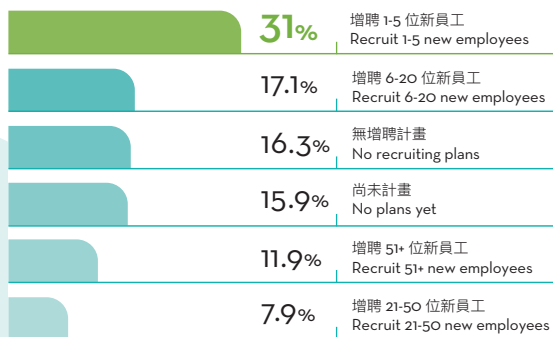
Client Survey

客戶調查

Q1.

請問您預計在 2022 年增聘正職員工的規模為何？

What's your recruiting plan of full-time employees in 2022?

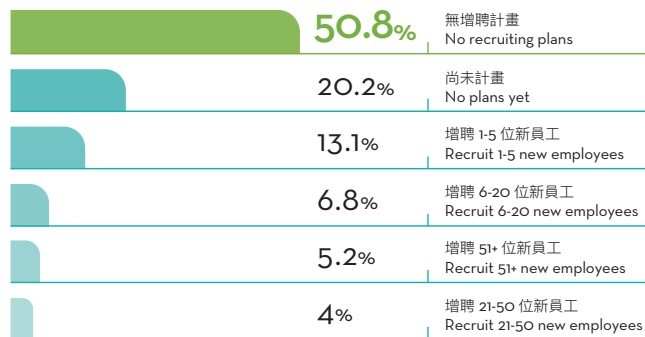


■ 總數 Number of people : 252

Q2.

請問您預計在 2022 年增聘派遣與合約員工的規模為何？

What's your recruiting plan of contractors and temporary workers in 2022?



■ 總數 Number of people : 252

分析 ANALYSIS

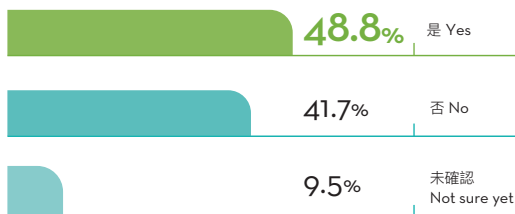
約有 3 成的台灣企業預計在 2022 年招募 1-5 位新的正職員工，尚未計畫與無增聘計畫的加總也大約 3 成的比例，計畫招募 6-20 位新員工的則排名其後 (17.1%)；同時，增聘派遣與合約員工的規模則明顯降低，大多數的企業都表示無此計畫 (50.8%) 或尚未計畫 (20.2%)，其次則是有 13% 的企業打算小規模增聘 1-5 位的派遣與合約員工。

Approximately 30% of companies in Taiwan plan to recruit 1 to 5 new employees in 2022, companies with no plans yet and with no recruiting plans also accounted for roughly 30%, and companies planning to recruit 6 to 20 new employees ranked last (17.1%). At the same time, significantly fewer companies plan to recruit contractors and temporary workers; most companies had no recruiting plans (50.8%) or no plans yet (20.2%), and 13% of companies plan to recruit 1 to 5 contractors and temporary workers.

Q3.

請問貴公司是否預計在 2022 年調升薪資？

Does your company plan to offer a pay raise in 2022?

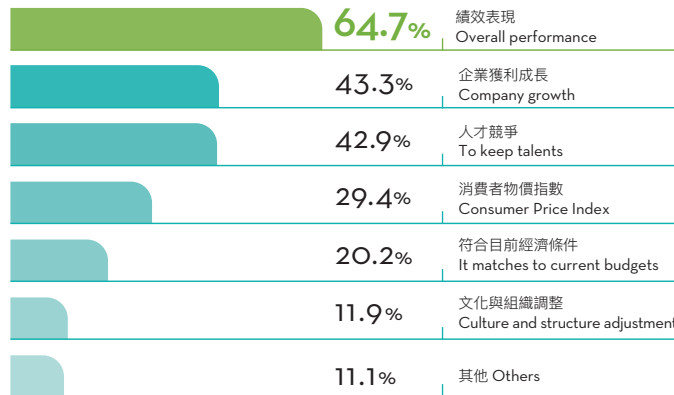


■ 總數 Number of people: 252

Q4.

請問調整薪資的原因為何？（複選）

Please select your reason(s) for offering wage increases (multiple choices):



■ 總數 Number of people: 252

分析 ANALYSIS

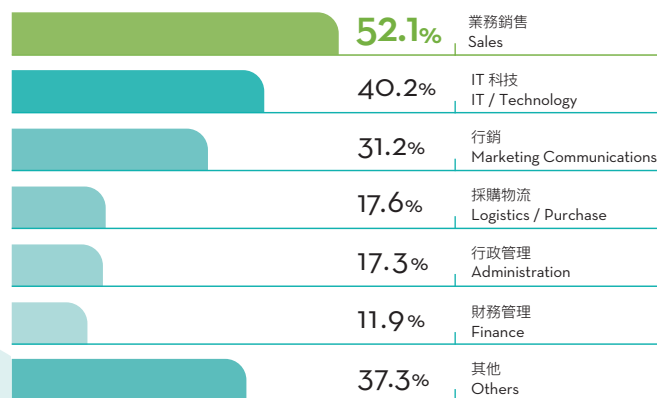
將近一半的台灣企業（48.8%）都預計於 2022 年調升薪資，調整的大宗因素為績效表現提高（64.7%）、企業獲利成長（43.3%）、與其他企業競爭人才（42.9%）以及消費者物價指數升高（29.4%）影響。

Nearly half of Taiwanese companies (48.8%) plan to offer pay raises in 2022 for the following reasons: to improve overall performance (64.7%) and company growth (43.3%), to keep talents (42.9%), and because of an increase in the consumer price index (29.4%).

Q5.

請問您預計開放哪些領域的職缺？（複選）

In which categories are you planning to have openings? (multiple choices)

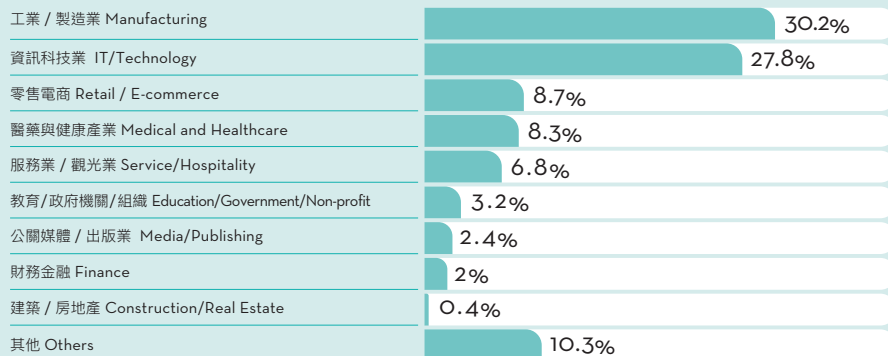


■ 總數 Number of people : 244

分析 ANALYSIS

最大宗的職缺開放落在業務銷售人員（52.1%），其次則為 IT 科技專員（40.2%）以及行銷專員（31.2%）等。可以看出大多數企業的明年人事安排多著重在產品行銷與銷售來增加業績與營收，以及數位科技的持續加強發展上。

Jobs will be open to mainly Sales (52.1%), followed by IT / Technology (40.2%) and Marketing Communications (31.2%). This trend shows that a majority of companies have focused their personnel arrangement for 2022 on product marketing communications and sales to increase sales and revenue, and on the continuous development of digital technology.

參與企業基本資料
BASIC INFORMATION所屬產業
INDUSTRY

總結 SUMMARY

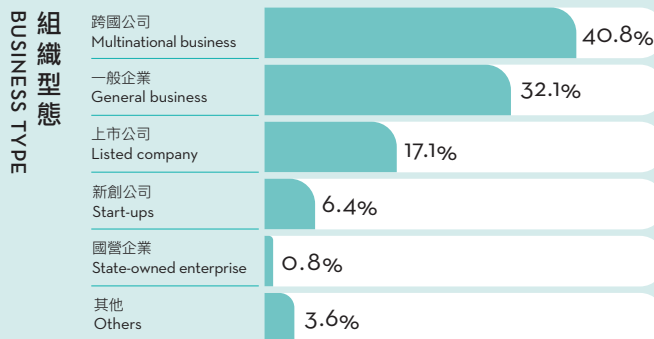
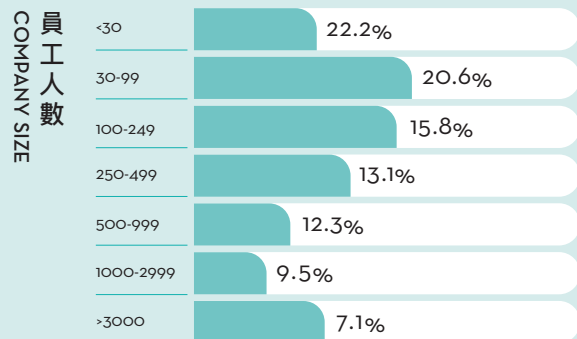
近乎一半的台灣企業基於員工績效表現提高、企業獲利成長以及與競爭者爭奪優秀人才等考量，計畫提高旗下員工薪資，同時，也約有 7 成的企業計畫在新的一年招募新的人才，招募人才規模不等，大多落在 20 位以內，但也有 1 成企業計畫增聘 50 位以上的新員工；然而加薪與招募行為，仍在合約與派遣員工上表現較為保守。

新招募人事計畫中，高達 52% 企業打算增聘業務銷售人員，也有 31% 企業打算增加行銷人員的設置，顯示產品的宣傳與銷售，對大多數台灣企業來說，將是他們 2022 年的發展重點之一。其次，也有 4 成台灣企業打算增加對 IT 科技專才的崗位安排，間接展現企業們在 2022 年，將會持續發展數位優化、數位轉型等新興應用。其餘如行政管理、財務管理、採購物流等人員配置，則屬於企業在 2022 年人才擴增規劃中的少數考量。

Nearly half of Taiwanese companies plan to offer pay raises, in order to address the need to improve employees' overall performance, to boost company growth, and to compete for talents. Approximately 70% of companies plan to recruit new talents in 2022, with no specific number of recruits in mind—mostly within the range of 20, but 10% of the companies are planning to recruit more than 50 new employees. However, in terms of pay raises and employee recruitment, companies remain conservative toward contractors and temporary workers.

According to recruiting plans, 52% of companies plan to recruit sales personnel, while 31% intend to have openings in marketing communications. These plans show that product promotion and sales are the main focus of development for most Taiwanese enterprises in 2022. There are also 40% of Taiwanese companies that plan to have openings in the category of IT / Technology, which shows that firms will continue to develop their digital optimization and digital transformation, among other new applications in 2022. Other categories, such as Administration, Finance, and Logistics / Purchasing, were seldom considered in the companies' 2022 talent recruiting plans.

■ 總受訪企業 Total Number of Respondents: 252



Accounting, Finance & Banking

會計、財務與金融

大多財會人才因在 2020 年受到疫情波及而暫緩的轉職意願，現都在 2021 年逐步發生，導致人才流動較 2020 年頻繁，特別是中高階層的財會人才。除此之外，由於之前愈來愈多外商公司將會計部門以共享服務，設立區域站點或外包的方式在經營，導致台灣的初階會計師釋出職缺減少，以致於現今中階會計人才培養斷層問題陸續浮現；台商方面，在台灣本土疫情升三級警戒後企業人力需求出現觀望並遇缺不補的狀態，隨著年終疫情減緩，企業們才逐漸釋出投資型中高階職位，為 2022 年的企業發展策略預先計畫準備。

金融領域的企業人事規劃，則沒有受到疫情太大影響，職缺穩定釋出。反而這兩年的全球疫情環境，推動了金融公司們積極建置數位化系統與服務。舉例來說，行動支付於 2021 年的使用量就翻倍成長，台灣銀行數位帳戶的普及率也成長至將近 90%，隨著消費者對新型金融服務需求持續增加，銀行的創新腳步也得隨之加速，來跟上市場需求。

另外，2021 年經濟部開放授權部分特定銀行經營私人銀行事業，激起新的高資產服務應用，預計在未來 2 年內，市場對高階財富管理人才的需求會增加。同時，股票市場受到外國資金流入台灣、半導體持續蓬勃發展的情況下，於 2021 年成長顯著，間接提高市場對投信顧問、股市研究員等人才的需求。

整體來說，會計、財務領域的多數產業企業於 2021 年調降薪資預算，薪資平轉或 10% 左右增幅，調幅較往年縮小。詳細薪資調整依產業而定，如營收成長的醫藥產業，薪資調整幅度較高，而如受到本土疫情影響的實體零售產業，就可能遭遇薪資調降。金融產業領域的薪資變化也不大。此外，受到全球疫情持續蔓延與鎖國的不確定性，財會人才對外派的職缺接受意願仍相當低，紛紛婉拒香港、東南亞與大陸等地的外派機會。

展望 2022 年，新冠肺炎疫情仍然是主導產業勞動環境的不確定因素之一。台灣企業的人事預算大多不變，受到持續發酵的中美貿易戰影響，部分公司或遷往東南亞駐點，人才是否願意接受外派機會，還得疫情發展狀況而定。另外，外商企業紛紛將財務功能轉往區域型共享服務方式經營後，外商在台灣的財務會逐漸偏向小型財務分析團隊

為主，進而可能導致會計領域出現人才需求斷層，而財務 / 數據分析領域需求持續增加。

金融產業方面，數位系統將會逐漸取代部分實體人力職位，包含實體櫃檯人員、理財專員、交易行政員等，都將可能在短期之內被網路銀行的多樣數位功能取代；此外，新興設立的私人銀行事業，也將吸引各項領域人才進入，除了高階財富管理人才以外，也需要數位行銷、電商、科技、數位金融應用等人才加入。

台灣半導體 / 軟體 / AI / 供應鏈及物流 / 能源相關產業也預計會持續領頭產業熱潮，其周邊企業也將衍生人才需求，其相關財會人才，可能也得具備此產業的專業技能與基本知識。對人才來說，除了產業聚焦的金融財會知識以外，與國外企業溝通的外語能力，以及操作數位系統的相關技能也將愈來愈重要。

Most accounting and finance talents had to postpone their plans to change jobs, because of the COVID-19 pandemic in 2020. However, they resumed their plans in 2021, which is why talent turnover was higher than in 2020, particularly among mid- to senior-level accounting and finance talents. In addition, increasingly more foreign companies started operating their accounting departments by sharing services, establishing regional stations, or outsourcing operations. Therefore, there are fewer openings for junior accountants in Taiwan, leading to the current shortage of mid-level accounting talents. After the country entered the Level 3 COVID-19 alert, Taiwanese businesses took a wait-and-see approach in terms of labor, which was in high demand but short supply at the time. As the pandemic eased at the end of the year, companies began opening up mid- and senior-level investment positions, in preparation for their 2022 business development strategy.

Corporate personnel planning for the financial sector was not significantly affected by the pandemic, and openings for these positions steadily increased. In particular, the global pandemic in the past two years has encouraged financial companies to set up digital systems and services. For example, the number of mobile payment users grew exponentially in 2021, and the penetration rate of digital accounts of Taiwanese banks also rose to nearly 90%. As increasing numbers of consumers demand new financial services, banks must accelerate their innovation to keep up with this growing need.

In 2021, the Ministry of Economic Affairs (MOEA) authorized designated banks to operate

private banking businesses, which gave rise to new service applications for high-asset customers. It is expected that the market's demand for high-level wealth management talents will increase in the next two years. Meanwhile, the stock market grew significantly in 2021, thanks to the influx of foreign capital and the vigorous development of the semiconductor industry. This growth indirectly increased market demand for investment consultants and stock market researchers.

Overall, most companies in the accounting and finance sectors lowered their salary budget in 2021, keeping salary at roughly the same level or raising it by approximately 10%, a smaller adjustment than in the previous year. Details of pay adjustments vary depending on the industry. For instance, the pharmaceutical industry, which reported revenue growth, offered significant pay raises, whereas the physical retail industry, which was affected by the COVID-19 pandemic, might have lowered salaries. The salary structure of the financial sector did not change significantly. Furthermore, due to the continuous spread of the COVID-19 pandemic and uncertainties regarding border closures, accounting and finance talents remain reluctant to accept overseas job offers. For instance, most of them have declined opportunities to work overseas in Hong Kong, Southeast Asia, and Mainland China.

Looking forward to 2022, the COVID-19 pandemic remains an important factor of uncertainty that is dominating industries' labor environment. Taiwanese companies have mostly kept their human resource budgets unchanged. Fueled by the ongoing trade war between the U.S. and China, some companies have relocated to Southeast Asia; however, whether talents want to accept working overseas will depend on how the pandemic plays out. Moreover, foreign companies will turn toward regional shared services for their finance and accounting operations. Foreign companies in Taiwan will eventually prefer small financial analysis teams, thus potentially causing decreased demand for accounting talents and a growing need for finance/data analysis specialists.

In the financial industry, digital systems will slowly replace some physical job positions, including receptionists, financial advisors, and transaction administrators, all of whom may soon be supplanted by the digital functions of Internet banking. In addition, newly established private banking businesses will also attract all types of talents, including not only high-level wealth management experts, but also digital marketing, e-commerce, fintech, and digital finance application talents.

The semiconductor/software/AI/supply chains and logistics/energy-related industries are expected to lead industrial trends. Peripheral companies will need talents as well, and their accounting and finance talents may need to have the professional skills and basic knowledge required to work in this industry. Besides industry-focused banking, finance, and accounting expertise, the ability to communicate in foreign languages with overseas companies, and the skills to operate digital systems, will become increasingly important for talents.



會計、財務與金融 Accounting, Finance & Banking

會計 ACCOUNTING	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.
	會計經理 Accounting Manager	財務與會計學位 Degree in Finance and Accounting	10-15+	80,000	220,000
	資深主辦會計 Chief Accountant	大學以上 Degree+	7+	65,000	90,000
	資深會計 Senior Accountant	會計學學位 Degree in Accounting	5+	50,000	80,000
	成本會計 Cost Accountant	會計學學位 Degree in Accounting	3-5	45,000	90,000
	會計人員 Accountant	會計學學位 Degree in Accounting	3-5	40,000	65,000
	會計助理 Assistant Accountant	會計學學位 Degree in Accounting	2-4	35,000	50,000
	資深帳務員 Senior Account Clerk	會計學學位 Degree in Accounting	1-2	30,000	48,000
	帳務員 / 帳務助理 Account Clerk/Assistant	會計學學位 Degree in Accounting	< 1	25,000	40,000

審計 AUDIT	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.
	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	65,000	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+	80,000	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	45,000	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	38,000	45,000

FINANCE 財務	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.
	財務長 Financial Controller	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	30,000	60,000
	財務儲備幹部 Financial Management Trainee	財務與會計學位 Degree in Finance and Accounting	< 1	30,000	50,000

TAX 稅務	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.
	稅務長 Head of Tax	財務與會計學位 Degree in Finance and Accounting	10+	100,000	180,000
	稅務經理 Tax Manager	財務與會計學位 Degree in Finance and Accounting	8+	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

TREASURY 財務	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.
	財務長 Head of Treasury	財務與會計學位 Degree in Finance and Accounting	15+	130,000	250,000
	財務經理 Treasury Manager	財務與會計學位 Degree in Finance and Accounting	10+	80,000	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	25,000	40,000

會計、財務與金融 Accounting, Finance & Banking

監察 & 信用分析 COMPLIANCE & CREDIT ANALYSIS	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.
	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	50,000	70,000
	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/ counting	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	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.
	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+	60,000	220,000
	股票研究助理 Research Assistant	學士學位 Bachelor degree	1-2	50,000	100,000

分析專業領域 DATA ANALYTICS & PRICING	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.
	資料分析師 Data Analyst	財會 / 統計 / 計量 / 商學士 Degree in Finance or Quantitative Finance/ Statistics/Commerce	5+	50,000	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+	45,000	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+	80,000	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+	70,000	100,000

消費金融 CONSUMER/RETAIL 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.
	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+	45,000	60,000
	個人金融服務專員 Personal Banking Officer	商業學士 Bachelor degree in Business	3+	35,000	70,000
	銀行專員 Bank Officer	商業學士 Bachelor degree in Business	6+	45,000	60,000
	銀行櫃檯出納 Bank Teller	商業學士 Bachelor degree in Business	1-2	28,000	45,000
	中權專員 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	50,000

企業金融 CORPORATE 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.
	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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There are mean salaries derived from positions recruited by Adecco from September 2020 to July 2021. They exclude overtime payment, commissions, allowances and bonuses.

Human Resources

人力資源

2021年下半年，台灣企業因為本土疫情升三級警戒影響，開始導入分流上班、在家工作等新興工作方式，工作型態出現改變，導致人力資源專員（HR）的角色變得更加重要，他們需要協助員工維持生產力，並且應對實體上班的相關政策。以前不是企業最重視的 HR 人員，在疫情過後反而成為關鍵角色。

如醫藥與科技產業，隨著業務量上升、營收成長，對 HR 人才的需求也在 2021 年明顯增加，反之，受到疫情影響的實體零售與飯店觀光業，相關人才的需求就減少。

此外，受到產業與市場環境變化快速，企業對 HR 人員的商業知識與數位技能的要求也愈來愈高，人資專才得具備高度的企業知識，熟悉新興工作模式與營運策略，才可能符合未來企業的人事需求。

展望 2022 年，HR 領域的人才在數位化技能培養、協助組織改革與營運轉型、跨部門溝通等各項方面將會扮演愈來愈重要的角色，企業也期待 HR 人才在這些



方面發揮才能，因此，建議 HR 人才加強商業知識、產業與營運知識，以及數位技能，來幫助企業員工維持生產力，共同推動企業前進成長。

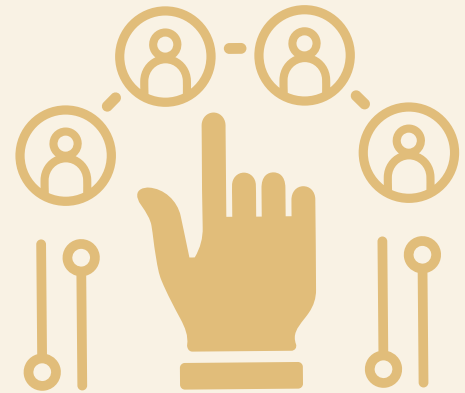
In the second half of 2021, Taiwanese companies began introducing work-from-home (WFH) and remote working measures in response to the Level 3 COVID-19 alert. This change in working modes has made the role of HR specialists much more important, as they need to help employees maintain productivity and adopt physical office-related policies. In other words, HR transitioned from assuming a minor role to being a company's crucial player after the pandemic.

For example, in the pharmaceutical and technology industries, demand for HR talents increased significantly in 2021 as these sectors registered sales and revenue growth. By contrast, physical retailers and hospitality/tourism industries had less demand for HR talents because of the pandemic.

In addition, the rapidly changing environment in the industry and market has driven companies to impose stricter requirements regarding the professional knowledge and digital skills of HR personnel. HR specialists will not only need to be knowledgeable in their

field, but also in new work models and business strategies, in order to meet companies' future HR demands.

Looking forward to 2022, HR talents will play an increasingly important role in companies, since they will be expected to apply their skills in cultivating companies' digital capabilities and facilitating their organizational reform, business transformation, and cross-departmental communication. Therefore, HR talents are advised to enhance their knowledge on business and industry practices as well as their digital skills, to help workers maintain productivity and promote the development of companies.



Human Resources

人力資源

GENERAL 一般	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.
	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+	120,000	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	100,000	200,000
	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

COMPENSATION & BENEFITS 薪酬福利	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.
	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

RECRUITING 招募聘用	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.
	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

TRAINING & DEVELOPMENT 訓練發展	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.
	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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There are mean salaries derived from positions recruited by Adecco from September 2020 to July 2021. They exclude overtime payment, commissions, allowances and bonuses.

Shared Service Professionals

行政專業

2021年下半年，台灣企業受到新冠肺炎疫情強力衝擊，開始導入分流上班、在家工作等新興工作方式，工作型態出現改變。行政專業的人員，即使過去只是協助的角色，但在疫情發生之後，成為企業裡打造安全辦公環境的關鍵角色。

人事需求上，如醫藥與科技產業，隨著業務量上升、營收成長，對行政人才的需求也在 2021 年明顯增加，反之，受到疫情影響的實體零售與飯店觀光業，相關人才的需求就減少。

薪資方面，具備國際知識與視野的行政人才，於這一年見到薪資調漲，反之，固守傳統辦公方式、得在實體辦公室才能發揮作用的行政人才，就可能受到居家辦公期影響，導致薪資調降或甚至被市場淘汰。

若多數企業於 2022 年習慣分流與遠端工作後，整體勞動環境對行政人員的需求可能下降，建議行政人才居安思危，積極充實員工環安衛相關知識，甚至考取 EHS 相關證照，來符合企業的標準與需求。

Since Taiwanese companies introduced WFH and remote working measures, working modes have changed. Traditionally, shared service professionals used to take on secondary roles, but due to the COVID-19 pandemic, they began playing a key role in creating a safe office environment.

In the pharmaceutical and technology industries, for example, demand for HR professionals increased significantly in 2021, as these sectors registered sales and revenue growth. By contrast, physical retailers and hospitality/tourism industries had less demand for these talents because of the pandemic.

In terms of salary, administration talents who are well versed in international trends and outlooks have seen pay raises this year. By contrast, HR specialists who insist on working in traditional offices and are only productive in such environments may have been affected by WFH measures. These talents may have faced pay cuts or even lay-offs.

If more companies adopt remote and hybrid working models in 2022, there might be a reduced demand for administration talents in the overall labor environment. HR professionals are advised to be aware of this trend, and to further enrich their knowledge on employee environmental health and safety (EHS)—and even obtain EHS certifications to meet corporate standards and requirements.



行政專業 SHARE SERVICE PROFESSIONALS	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	80,000
	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	100,000
	專案管理師 Project Coordinator	大專院校 / 文憑 Degree/Diploma	5-8	60,000	80,000

- 以下數據是由藝珂從 2020 年 9 月至 2021 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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Legal

法務

受到新冠肺炎疫情影響，法務人員也開始擁抱新型工作型態，傾向時間更彈性的工作方式，因此，部分企業（如電商）也開始提供法務人員彈性的工作選項。整體來說，台灣勞動市場對法務人員的需求還是相當高，特別是電子商務、電子支付、區塊鏈、步入數位轉型的科技產業、醫療、生技等領域。

在 2021 年，也看到了出國取得學位後人才回流的現象，不僅豐富了台灣法務勞動市場的人才組成，也幫助科技金融（Fintech）領域減緩人才缺口狀態，貢獻相關國外經驗。然而，台灣區塊鏈領域仍然相當缺乏相關法務人才。

整體來說，半導體與醫療器材等蓬勃發展的領域法務人才，在 2021 年新薪資獲得調升，其餘產業則整體持平。

展望 2022 年，因應台灣產業發展方向，特別是跨國金流、個人資料保護、企業跨國佈局對外法律專業等人才需求將會增加，另外，如數位轉型、電子商務、新型金融科技、線上支付等法務人才，也仍然看見市場高度需求。企業對法務人才的外語能力要求愈來愈高，建議人才加強相關外語能力，以打開職場機會。



最後，法務領域人才可能愈來愈渴求彈性的工作時間，以及自主性安排，預計看見愈來愈多法務人才踏入第三方顧問、自己執業的領域，以擺脫企業內部朝九晚五的制式規定。

Legal employees also started adopting new working modes, especially more flexible working hours, following the onset of the COVID-19 pandemic. Therefore, some companies (e.g., e-commerce) began providing flexible working options for legal personnel. On the whole, legal talents in Taiwan are in considerably high demand, particularly in the e-commerce, e-payment, blockchain, digital transformation-driven technology, healthcare, and biotechnology industries.

In 2021, there was an influx of talents returning home after obtaining a degree overseas; this has greatly enriched Taiwan's legal labor market. By contributing their relevant overseas experiences, returnees helped reduce the talent gap in the Fintech industry. However, the blockchain industry in Taiwan is still suffering a shortage of legal talents.

In general, legal employees working in vigorously developing sectors, including the semiconductor and medical device industries, saw pay rises in 2021, while the salary level of other industries remained the same.

Looking forward to 2022, given the development direction of Taiwanese industries, there will be a surge in demand for legal talents with expertise in the areas of cross-border banking, personal data protection, and cross-border business expansion. In addition, talents in legal affairs involving digital transformation, e-commerce, new fintech applications, and online payment are still highly in demand. Companies have increasingly higher foreign language proficiency requirements for legal talents; therefore, enhancing their foreign language skills can help legal talents open the doors to more job opportunities.

Finally, flexible working hours and the freedom to choose their own work arrangements are increasingly becoming desirable benefits among legal talents. It is expected that more legal professionals will work as third-party consultants and build their own practice, in order to escape the 9-to-5 structure adopted by companies.



法務

Legal & Compliance

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	250,000
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

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Procurement, Supply Chain & Customer Service

採購、供應鏈與客服

台灣電子商務市場相當蓬勃，運動倉儲物流領域的發展，以滿足消費者對快速、準確到貨的需求，相對前幾年只有幾家本土電商壟斷市場的場景相比，現在的台灣電商市場已踏入戰國時期，不僅本土與外商的電子商務公司互相競爭，超商與量販店等實體零售業者也依序搶奪電商商機，消費需求增加的同時，競爭強度也同時提升，快速搜尋商品數量、快速與準確地送貨到府，成為各界追尋的目標。

當大多數電商仰賴第三方物流業者的同時，有些公司卻也開始考量最後一哩路運送 (last-mile delivery) 資源的建設，如電商蝦皮開始自己建置取貨點，不僅能夠減輕對超商取貨服務的仰賴度，也能更好掌握終端消費者的取貨體驗。

此外，也有愈來愈多的電商擁抱科技倉儲物流系統，如 Momo 導入了自動倉儲系統 (ASRS)，PCHome 也與中華郵政合作相關自動倉儲系統，雙方都期許旗下大規模的交易貨品量，能帶動規模經濟，真正體現自動倉儲的優勢。針對這一發展，大數據、人工智慧、自動倉儲系統等科技，也會在這個領域更加備受重視。

從薪資來看，供應鏈與物流人才的薪資於 2021 年並沒有出現太大變化；從勞動需求市場來看，為了在倉儲端更精準地規劃，以減少資源與空間浪費，



供應鏈管理師的人才需求增加，同時，因為運送服務外包緣故，倉儲流通的前端人力需求則減少。

展望 2022 年，整體供應鏈的架構可能出現變化，部分電商偏好物流與倉儲外包，部分電商則堅持自建倉儲物流系統。後者有望在未來幾年積極導入自動化倉儲系統，以及大數據分析，如此一來，揀貨系統自動化將會減少現場人員的需求、增加對系統管理人員的需求，數據的有效分析要求也會帶動數據分析相關人才進駐。

The e-commerce market in Taiwan is thriving, to the extent that it is also driving the development of warehousing and logistics to meet consumers' demand for fast and on-time delivery. Compared to previous years when the market was monopolized by a few local e-commerce operators, the e-commerce market today in Taiwan has stepped into a "warring period." In addition to local and foreign e-commerce companies competing against each other, convenience stores and hypermarkets, among other physical retailers, are also vying for e-commerce opportunities. Increasing consumer demands and market competition have made product availability and fast/on-time door-to-door delivery the main goals of all industry players.

While a majority of e-commerce operators rely on third-party logistics, some companies have started considering last-mile delivery resources. For example, Shopee, a leading e-commerce platform, began setting up its own pickup points to reduce its reliance on the

services of convenience stores, and also to better oversee the pickup experiences of end consumers.

In addition, increasing numbers of e-commerce operators are embracing tech-based warehouse management systems. For instance, Momo adopted an automated storage and retrieval system (ASRS), and PCHome and Chunghwa Post collaborated in a similar ASRS. Both parties expect that a large-scale trading volume of goods will boost their economies of scale, truly showcasing the advantages of automated storage. In response to this development trend, other technologies such as Big Data, Artificial Intelligence, and ASRS will also garner increased attention.

In terms of salaries, the salary of supply chain and logistics talents did not change significantly in 2021. In terms of labor demand market, demand for supply chain managers increased because more accurate warehouse storage plans are needed to reduce resource and space waste. By contrast, demand for front-end warehouse distribution workers decreased because delivery services are being outsourced.

Looking forward to 2022, there might be changes in the overall supply chain structure: some e-commerce operators prefer to outsource their logistics and warehouse operations, while others insist on setting up their own warehouse management systems. The latter are expected to adopt automated storage systems and Big Data analysis in the next few years. As a result, the automation of order picking systems will reduce demand for on-site workers, increase demand for system administrators, and amplify demand for data analysts due to the need for effective data analysis.



採購、供應鏈與客服

Procurement, Supply Chain & Customer Service

採購 PROCUREMENT	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.
	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	60,000	120,000
	採購專員 Buyer/Sourcer/Commodity buyer	大專院校 / 文憑 Degree/Diploma	2-5	40,000	75,000
	採購助理 Procurement Assistant	大專院校 / 文憑 Degree/Diploma	1-2	30,000	40,000

採購 MERCHANDISING	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 SHIPPING / LOGISTICS	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.
	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	10+	100,000	150,000
	品管副理 Assistant QC Manager	大專院校 / 文憑 Degree/Diploma	5-8	80,000	120,000
	品管專員 Quality Control Specialist	大專院校 / 文憑 Degree/Diploma	3-5	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
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	

供應鏈 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.
				供應鏈經理 Supply Chain Manager	大專院校或以上 Degree and above
供應鏈副理 Supply Chain Assistant Manager	大專院校 / 文憑 Degree/Diploma	5-8+	100,000	120,000	
供應鏈規劃 / 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	
供應鏈專員 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
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	

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Healthcare & Life Sciences

醫療與生命科學

2021年中台灣本土疫情升級三級警戒，加劇在台外商的組織重組與縮編，雇用方式偏向合約制，特別是經常與人接觸的銷售部門受到最大影響，銷售人員於這些公司的價值進而下降，導致許多外商基層人員紛紛轉行離開。在這一段時間無法親自踏入實體醫院進行銷售活動的外商公司，甚至開發了行動App來提供產品與服務資訊，改變銷售的管道與方式。

醫療與生命科學領域的台灣企業則是積極地釋出資深主管，以及熟悉外國機制、外語能力強的生產與業務開發人才職缺，當台灣人才無法滿足職缺要求時，這些企業甚至開始踏入海外勞動市場，招攬海外專業技術人才，隨著海外人才進駐台灣發展，薪資結構可能因此遭受變動。

整體來說，醫療與生命科學領域於2021年的招募人數與前一年差不多，薪資結構調整方面，外商薪資不變，台商則調漲薪資，來吸引資深與海外專業人才。

展望2022年，外商企業可能完成組織重整後再度釋出職缺；台灣企業則預計持續蓬勃發展，有望成長到一定規模、累積技術能量，在國外市場與他國



競爭者角逐市場。整體來說，歐美各國與台灣本土的新冠肺炎疫情變化，仍會影響整體台灣醫療與生命科學領域市場的發展方向與狀況。

從職缺來看，醫療與生命科學領域的臨床試驗、研發、生產、品管等相關人才的需求仍高，但國外業務開發、外商前線銷售人員等需求則會下滑。

In mid-2021, Taiwan issued the nationwide Level 3 COVID-19 alert, prompting foreign companies in the country to intensify their organizational restructuring and downsizing, and to adopt contract-based hiring methods. This change had the greatest influence on sales departments, which often interact with people; moreover, the value of sales employees in these companies dropped, forcing many low-level employees to leave or switch jobs. During this period, foreign companies were not allowed to visit hospitals in person to conduct their sales campaigns. And so, they modified their sales channels and strategies by developing mobile apps that provide product and service information.

Taiwanese companies in the healthcare and life sciences sectors are actively recruiting senior managers, as well as production and service development talents who are well versed in foreign mechanisms and proficient in foreign languages. When there are insufficient Taiwanese talents to fill up the vacancies, these companies have started looking in overseas labor markets to recruit professionals. As foreign talents move to Taiwan, the salary structure might be affected.

In general, companies in the healthcare and life science sectors have recruited roughly the

same number of employees in 2021 as in the previous year. Foreign companies kept their salary structure unchanged, whereas Taiwanese companies offered pay raises to attract senior managers and overseas professionals.

Looking forward to 2022, foreign companies might have more job openings after completing their organizational restructuring. Taiwanese companies are expected to continue to thrive, to grow to a certain scale, accumulate technological capabilities, and compete with competitors from other countries in foreign markets. Overall, the COVID-19 pandemic and the country's relationship with the U.S. and European countries will still influence the overall development direction and status of the healthcare and life sciences markets in Taiwan.

From the perspective of job openings, there will still be a high demand for healthcare and life sciences talents, particularly in relation to clinical trials, R&D, production, and quality control. However, demand for foreign business developers and frontline sales employees will drop.



醫療與生命科學

Healthcare & Life Sciences

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	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	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	100,000
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	70,000	100,000
醫藥銷售專員 Medical Sales Executive	醫學、生命科學領域者優 Degree, preferable from a Life Science field	2-4	40,000	60,000

醫藥
PHARMACEUTICAL

PHARMACEUTICAL 醫藥	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	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
	醫藥學術專員 Medical Science Liaison	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	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+	200,000	350,000
	臨床研究經理 Clinical Research Manager	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+	130,000	200,000
	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	35,000	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+	50,000	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	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	200,000
	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	65,000

醫療與生命科學

Healthcare & Life Sciences

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	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	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	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	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	醫學、生命科學，藥學相關者優 Degree from a Science field, preferably Pharmacy	3+	60,000	80,000
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	120,000
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	60,000	100,000
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	60,000	85,000
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	40,000	60,000

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	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	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	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	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

醫療器材
MEDICAL DEVICE

醫療與生命科學 Healthcare & Life Sciences

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	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	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	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

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	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	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	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	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	1-2	50,000	70,000
	臨床應用專員 Clinical Application Specialist	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	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
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

■ 以下數據是由藝珂從 2020 年 9 月至 2021 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 2020 to July 2021. They exclude overtime payment, commissions, allowances and bonuses.

Marketing & Digital

行銷與數位應用

2021年的數位行銷領域，受到零售業、流通業著手數位轉型的發展階段影響，各個專業角色更加細分，「數位行銷」一詞不再能涵括所有事務與角色功能，開始出現內容行銷、社群行銷、聯盟行銷等專業職位，其中，數位績效行銷（Digital Performance Marketing）更成為主流，包含品牌端、電商、新創等公司都愈來愈重視廣告投放與相關預算的效益最大化。

而最能實質展現績效的各項數據，當然也隨之被重視，進而衍生出數據分析相關行銷職位，然而，這樣的角色並不單純負責數據，更進而轉型成整合顧客關係管理（CRM）、直接面對消費者的品牌（D2C）、經營數據管理平台（DMP）等複合式角色。

另外，受到疫情影響，台灣企業內部資深管理層開始注重企業品牌，希望透過品牌形象來維持顧客關係、鞏固市場地位，以撐過大環境疫情的衝擊，因此，品牌塑造與品牌再塑的人才需求變高；同時，部分上市公司開始思考如何透過網站、社群媒體等管道，與股東與消費者溝通，帶動市場對高廣度、多通路行銷溝通人才的需求。

從薪資來看，因為許多公司位於轉型階段，台灣市場對行銷人員的需求於2021年大抵持平，薪資也與前一年比無太大變化。然而，如行銷溝通、品牌再塑等較缺人才的領域，就可能有薪資增長的機會。

結合傳統品牌、商品、通路與數位行銷等元素，再加上新興科技，2022年



將會掀起一波 A-Tech (Advertising Technology, 廣告科技) 以及 Mar-Tech (Marketing Technology, 行銷科技) 的潮流。將會有愈來愈多的行銷人才加入具有前瞻性的 A-Tech 與 Mar-Tech 公司, 同時, 數據分析相關人才的需求也會持續增加。

建議行銷人才不把視野侷限在台灣市場, 必須拓展到東南亞, 甚至整個亞太地區, 接觸各式各樣的新興科技與行銷知識, 同時擁抱各式各樣的職涯機會。另外, 從傳統行銷出身的人才, 建議開始接觸數位行銷、績效行銷、消費者洞察等領域, 提早準備企業數位轉型的必備技能, 不被市場淘汰。

Digital marketing was affected by the digital transformation of retailers and distributors in 2021, and each professional role was further divided. Thus, the term “digital marketing” no longer applies to all tasks and functions. Professional positions such as content marketing, social media marketing, and affiliate marketing started to emerge, with digital performance marketing as the mainstream. Brands, e-commerce companies, and start-ups are focusing on maximizing their advertising budgets.

As a result, more emphasis is now being placed on data, which can demonstrate a company's performance most effectively, thereby leading to the rise of marketing communications positions related to data analysis. However, this kind of role is not purely centered on data; it has morphed into a compound role that integrates customer relations management (CRM), direct-to-consumer (D2C) brands, and data management platforms (DMP).

In addition, due to the pandemic, senior managers of Taiwanese companies started placing value on corporate branding. They hoped to forge a positive brand image to

maintain customer relations and cement their market presence, thereby overcoming the overall impacts of the pandemic. Therefore, demand for talented brand developers and rebranding marketers increased. Meanwhile, some listed companies began devising strategies on how to communicate with shareholders and consumers through websites, social media, and other channels. This need has driven a demand for talented high-scope, multi-channel marketing communicators.

In terms of salaries, because numerous companies are undergoing a digital transformation, the demand for marketing specialists in Taiwanese markets and salary benefits remained roughly the same in 2021 as in the previous year. However, there may be opportunities for salary raises in areas with a shortage of talents, such as marketing communications and rebranding.

By combining elements of traditional brands, products, channels, and digital marketing, coupled with new technologies, 2022 will set off a wave of A-Tech (advertising technology) and Mar-Tech (marketing technology) trends. Increasingly, more talented marketing specialists will join A-Tech and Mar-Tech companies, while demand for talented data analysts will also continue to soar.

Marketing communications talents are advised to look beyond Taiwanese markets; they must expand outward to Southeast Asia and even the whole of the Asia-Pacific region, so as to expose themselves to all types of new technologies, marketing knowledge, and career opportunities. Traditional marketing communications talents should start involving themselves in areas such as digital marketing, performance marketing, and consumer insights, and prepare themselves with the skills needed to drive companies' digital transformation, which in turn keeps them safe from elimination.



行銷與數位應用
Marketing & Digital

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+	90,000	150,000
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+	80,000	105,000
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	65,000	85,000
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	60,000	75,000
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	60,000
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	55,000
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	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.
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

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，具商業碩士學位者優 Bachelor or above; prefer MBA	10+	100,000	150,000
行銷經理 Marketing Manager	學士或以上，具商業碩士學位者優 Bachelor or above; prefer MBA	8+	80,000	105,000
經理 (品牌 / 通路 / CRM / 數位 / 電商) Manager (Brand/Trade/CRM/Social & Digital/EC)	學士或以上，具商業碩士學位者優 Bachelor or above; prefer MBA	6+	70,000	105,000
美妆 Cosmetics				
品牌經理 Brand Manager	學士或以上，具商業碩士學位者優 Bachelor or above; prefer MBA	12+	120,000	200,000
行銷經理 Marketing Manager	學士或以上，具商業碩士學位者優 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，具商業碩士學位者優 Bachelor or above; prefer MBA	3-5	55,000	75,000
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.
Marketing Manager 行銷經理	學士或以上 Bachelor or above	8+	80,000	120,000
Assistance Marketing Manager 行銷副理	學士或以上 Bachelor or above	6+	65,000	80,000
Marketing Specialist 行銷專員	學士或以上 Bachelor or above	1-2	35,000	45,000

■ 以下數據是由藝珂從 2020 年 9 月至 2021 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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Sales

業務銷售

台灣本土的新冠肺炎 (COVID-19) 疫情於 2021 年大幅影響了業務銷售領域，尤其是實體零售、百貨通路、餐飲、美妝等領域對業務銷售人員的需求下降最多，其餘產業的業務銷售人員需求大抵持平或略為減少，整體來說，業務銷售領域維持既有趨勢，這一年的變化較少。整體 2021 年的薪資並無太大變化。

2022 年的業務銷售領域發展，部分還是得視疫情發展狀況而定。台灣市場蓬勃的電商、科技等領域或許較不受影響，但實體零售、教育、服務等領域，還是得看大環境的變化。

建議業務銷售人才拓展多元通路，了解各式通路的相關知識，甚至能踏入通路行銷領域，不僅能符合目前企業的人才需求方向，也同時增加了自己的市場就業競爭力。

The outbreak of COVID-19 in Taiwan exerted a significant impact on sales in 2021; especially for physical retailers, department stores, restaurants, and cosmetics stores, which registered the greatest decrease in demand for sales personnel. In other industries, this demand remained more or less the same, or decreased slightly. In general, the sales sector maintained its existing trends and showed minimal changes throughout the year. The overall salary structure did not change significantly in 2021.

The development of the sales sector in 2022 will still depend on how the pandemic plays out. E-commerce and technology, among other sectors that are thriving in Taiwanese markets, remain relatively unaffected, whereas the physical retail, education, and service sectors are still tethered to the general situation of the world.

Sales talents should expand into and learn more about different types of sales channels. They can even work in channel marketing communications, since their skills align with the direction of current companies' talent demands, and will thus enhance their competitiveness in the labor market.



公關產業 PUBLIC RELATIONS	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.
	總監 Account Director	學士或專科以上 Bachelor or college above	8+	85,000	120,000
	副總監 Assistance Account Director	學士或專科以上 Bachelor or college above	7+	70,000	85,000
	資深客戶經理 Senior Account Manager	學士或專科以上 Bachelor or college above	5+	55,000	70,000
	客戶經理 Account Manager	學士或專科以上 Bachelor or college above	3-5+	48,000	58,000
	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

顧問／教育產業 CONSULTANCY / EDUCATION	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	45,000



Sales

業務銷售

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.
	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+	85,000	120,000
	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+	60,000	90,000
	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	80,000
	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	50,000	70,000
	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	55,000
	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	30,000	45,000

電子商務(電商/遊戲/軟體/區塊鍊) E-BUSINESS(EC / GAMING / SAAS / BLOCKCHAIN)	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+	26,000	40,000

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				
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+	60,000	80,000
營運主任 Operations Supervisor	專科或以上 College or above	4-6+	45,000	60,000
零售營運專員 Retail operations/After Sales/CRM	專科或以上 College or above	1-5+	45,000	60,000
店面經理 Shop/Store Manager	專科或以上 College or above	8+	70,000	100,000
店長 Shop/Store Supervisor	高中或以上 High school or above	3-5+	40,000	65,000
業務專員 Sales Representative/Client Advisor	高中或以上 High school or above	1-2	30,000	35,000
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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Engineering & Manufacturing

工程與製造

科技業方面，隨著歐美新冠肺炎疫情減緩與好轉，外銷產品的銷量也在 2021 年表現不錯，同時，2019 年啟動的中美貿易戰仍為現在進行式，部分歐美國家對特定工業產品（如軍民兩用技術）的需求，逐漸移出中國，這些國家除了將目標設為供應鏈在地化以外，部分的轉單交易也降落台灣，增加台灣製造業外銷需求。然而，整體製造業大環境出現缺料、缺工問題，企業的生產材料量預測期得拉長至 2 年，缺工而導致的交貨期增長，也會帶動原物料流通價格上升。

此外，部分外商增加了在台的生產投資、設立了工程辦公室，以維持產能，來管理代工廠製造端業務，增加了人才變動的機會，進而帶動相關人才需求。同時，在家工作的常態帶動了終端裝置、視訊鏡頭、通訊設備等相關產品的銷售上升；隨著台灣持續投資綠色能源，能夠找尋替代材料的材料工程師，也逐漸受到市場重視。

整體來說，科技業的人才變動相對活躍，整體平均薪資也上升了 10% 以上。科技製造業的企業們，則從 9 月開始新增內部介紹獎金、提早報到獎金等，來爭搶人才，整體平均薪資預計成長 5% 至 10%，2022 年更有望成長 8% 至 10%。

大規模製造的工廠，預計將在 2022 年持續導入自動化技術，不僅能夠以機器取代人力，解決缺工問題，產線也更加安全與乾淨，此外，自動化產線的相關數據更能夠進一步進行分析並與人工智慧技術結合，增加生產效率。此外，能夠間接參與電子、半導體業務的化學原物料公司，也將持續在 2022

年受惠於台灣的半導體熱潮，整體製造業的旺景，至少將持續到 2022 年的上半年。

科技製造領域，逐漸布建完整的 5G 場域將會在接下來的時間帶動其他裝置與應用持續發展；電動車的電池蓄電能力需求提高，製造電池的新材料也將成為關鍵，此外，台灣積極佈局的綠能事業，也對電力轉換的電池產品有相當高的需求，將帶動市場對電池研發專業的人才需求。

既有的 IC 研發、製程研發、材料研發、數位及類比 IC 設計工程師等職位，仍在 2022 年持續釋出，然而，區域經濟的大環境，可能增加外國企業在台灣的營運人力佈局，帶動市場對半導體產業營運管理的人才需求增加。

In 2021, technology companies performed quite well in export sales, thanks to the easing of the COVID-19 pandemic in European and North American countries. The trade war between the U.S. and China, which began in 2019, is still ongoing, and so some European and North American countries are slowly purchasing specific industrial products (e.g., dual-use technology) from countries other than China. These countries have set supply chain localization as their target and also transferred some of their orders to Taiwan, thus increasing Taiwanese manufacturers' export demands. However, the overall manufacturing industry is suffering from material and labor shortages, which are expected to prolong production times by two years. Labor shortages cause delivery delays, which in turn drive up raw material prices.

Some foreign companies have increased their production investment and set up offices in Taiwan to maintain production capacity and to manage manufacturing operations, which increased opportunities for talent recruitment, thereby driving demand for related talents. At the same time, the adoption of WFH measures has boosted the sales of terminal

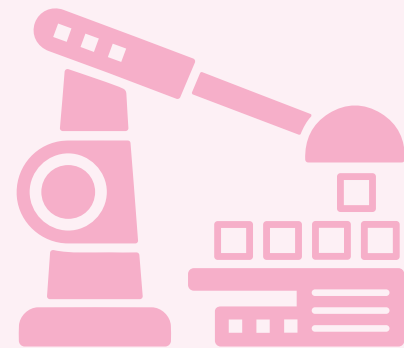
devices, webcams, and communication devices, among other related products. As Taiwan continues to invest in renewable energy, material engineers who can find alternative materials will also gain prominence in the market.

In general, talent transformation within the technology sector has been relatively active, and the overall average salary also rose by more than 10%. In September, companies in the technology manufacturing sector began vying for talents by introducing bonuses for employees who recruit candidates from within their networks (referral bonus) and for those that report for duty early. The average salary is expected to increase by 5-10%, and in 2022 by 8-10%.

Large manufacturing plants will continue to adopt automated technology in 2022. This can replace manual labor, address labor shortage problems, and ensure safer and cleaner production lines. Furthermore, data related to automated production lines can be further analyzed and integrated with AI to improve production efficiency. Moreover, chemical raw materials companies that are indirectly involved in electronic and semiconductor business production will also continue to benefit from Taiwan's booming semiconductor industry in 2022. Therefore, the overall manufacturing sector will thrive until at least the first half of 2022.

In the technology manufacturing sector, the gradual deployment of comprehensive 5G networks will drive the continuous development of other devices and applications. There is a growing demand for better battery capacity in electric vehicles, so new materials for producing batteries will be crucial. Taiwan is aggressively expanding renewable energy businesses and imposing stricter requirements on power conversion battery products. This trend will drive a demand for talents with expertise in the research and development of batteries.

Openings for existing positions such as IC R&D, process R&D, material R&D, and digital and analog IC design engineers will remain unchanged in 2022. However, the overall environment of the regional economy may increase the workforce expansion of foreign companies in Taiwan, thus driving the market's demand for operation and management talents for the semiconductor industry.



Engineering & Manufacturing

工程與製造

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 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	15+	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	12+	250,000	450,000
IC 業務經理 / 協理 / 總監 IC/Components Sales Manger/Director/VP	電子工程、工程相關科系 EE or engineering related	5+	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+	130,000	300,000
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	3+	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	10+	200,000	300,000
IC 生產製造 (資深) 經理 (類比 / 數位 / 混合訊號) IC Manufacturing Process 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	180,000
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	100,000
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	80,000
IC (資深) 應用工程師 IC/Components Application (Sr.) Engineer	電子 / 電機工程、機械工程、資工、光電 EE, ME, Computer Science, Optoelectronics	1+	50,000	250,000
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 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.
				(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
(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	6+	60,000	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	3+	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	

科技製造 (系統裝置/模組) MANUFACTURING (SYSTEM DEVICE / MODULE)	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
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 Manger/Director/VP	工程相關科系 / 企業管理碩士 Engineering related/ MBA	10+	120,000	200,000	
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	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	100,000	150,000	
生產製造主管 Head of Production/Manufacturing	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	15+	250,000	400,000	

工程與製造

Engineering & 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.
生產製造(資深)經理 Production/Manufacturing (Sr.) Manager	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	10+	107,000	200,000
生產製造(資深)工程師 Production/Manufacturing (Sr.) Engineer	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	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+	75,000	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+	107,000	200,000
(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	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	200,000	300,000
品保(資深)經理 (Sr.) Quality Manager	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	120,000	180,000
品保(資深)工程師 (Sr.) Quality Engineer	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	3+	50,000	100,000
(資深)環安衛經理 (Sr.)EHS Manager	環工、安全衛生 Environmental Engineering, Occupational Safety and Health	10+	107,000	200,000
環安衛工程師 EHS Engineer	環工、安全衛生 Environmental Engineering, Occupational Safety and Health	5+	75,000	150,000

科技製造(系統裝置/模組)
MANUFACTURING (SYSTEM DEVICE / MODULE)

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

一般製造
GENERAL MANUFACTURING

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.
(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+	75,000	170,000
(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	10+	55,000	150,000
生產製造主管 Head of Production/Manufacturing	工程相關科系 Engineering related	15+	100,000	300,000
生產製造 (資深) 經理 Production/Manufacturing (Sr.) Manager	工程相關科系 Engineering related	15+	75,000	200,000
生產製造 (資深) 工程師 Production/Manufacturing (Sr.) Engineer	工程相關科系 Engineering related	5+	55,000	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+	75,000	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+	55,000	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	257,000
(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+	55,000	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	環工、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	環工、安全衛生 Environmental Engineering, Occupational Safety and Health	5+	75,000	150,000

Engineering & Manufacturing

工程與製造

大型公共建設 TRANSPORTATION / CONSTRUCTION	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 Manger/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

自動化 / 機械產業 / 設備 AUTOMATION, MACHINERY & TOOL, EQUIPMENT	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 Manger/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.) Designer (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 Manager (Mechanical/ Hardware/Firmware/Software)	工程相關科系 Engineering related	5+	50,000	100,000
	專案經理 Program/Project Manager	工程相關科系 Engineering related	5+	80,000	150,000

AUTOMATION / 自動化 / 機械產業 / 設備 AUTOMATION, MACHINERY & TOOL, EQUIPMENT	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.
	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/Procument/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/Procument/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/Procument/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+	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	環工、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	環工、安全衛生、化學工程 Environmental Engineering, Occupational Safety and Health, Chemical Engineering	5+	75,000	150,000

Engineering & Manufacturing

工程與製造

化學與原物料 CHEMICAL & RAW MATERIAL

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 (Sr.) Equipment 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 (Sr.) Equipment 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

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
機構工程主管 Mechanical Supervisor	機械工程 Mechanical Engineering	8+	90,000	120,000
機構工程師 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
勞安衛工程主管 HSE Supervisor	工程管理、環境工程 Construction Management, Environmental engineering	8+	100,000	150,000
勞安衛工程師 HSE Engineer	工程管理、環境工程 Construction Management, Environmental engineering	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

■ 以下數據是由藝珂從 2020 年 9 月至 2021 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 2020 to July 2021. They exclude overtime payment, commissions, allowances and bonuses.

Information Technology

資訊科技

過去 2 年的新冠肺炎疫情，加速多項產業著手數位轉型、導入新科技，如社群平台、行動支付、電商、物流等產業，都紛紛加強軟體系統，擴大了資訊科技人才的工作機會選擇。同時，科技金融 Fintech 領域依然盛行，台灣幾家網路銀行陸續開張，區塊鏈產業也蓬勃發展，金融生態圈可說進入百家爭鳴時代，軟體人才需求也隨之高漲。

此外，台灣本土疫情的三級警戒期間，也開啟遠端辦公、彈性工作的可能性，不僅面試流程轉移線上、更加簡潔快速，人才求職也愈偏好彈性工作的職缺，間接增加求職者不受地域限制，轉換工作的意願和選擇。當然，人才得具備獨立運作能力、自制能力等技能，才能滿足遠端工作的條件，而開發人員的獨立開發能力與溝通協調能力，也在遠距上班模式下，變得愈來愈受重視。

整體來說，2021 年的資訊科技人才需求大幅成長，由其他產業加入科技產業的就業人數也增加，市場仍然競爭激烈、人才依舊搶手，薪資相較過去 2 至 3 年，有明顯成長的趨勢，特別是區塊鏈產業與外國企業，紛紛開出高於市場水平的薪資來搶奪人才。

隨著工作方式轉變，資訊科技人才於 2022 年的視訊面試、線上協作能力等會愈來愈重要，同時，企業是否能夠提供足夠軟硬體設備來支援遠距上班，也將成為企業是否能招攬優質人才的關鍵因素之一。

```

mirror_mod.use_x = False
mirror_mod.use_y = True
mirror_mod.use_z = False
elif _operation == "MIRROR_Z":
    mirror_mod.use_x = False
    mirror_mod.use_y = False
    mirror_mod.use_z = True

#selection at the end -add back the deselected mirror mo
mirror_ob.select= 1
modifier_ob.select=1
bpy.context.scene.objects.active = modifier_ob
print("Selected" + str(modifier_ob)) # modifier ob is the ac
    #mirror_ob.select = 0
name = bpy.context.selected_objects[0]
bpy.data.objects[name].select = 1

```


在人才需求方面，網頁前後端、App 等職缺呈現穩定狀態，然而數據工程師、數據分析師、商業分析、DevOps、機器學習等領域將於 2022 年見到明顯成長。建議資訊科技人才選擇自己有熱情的領域，持續增進技術能力，跟上快速更替的科技趨勢，並增強溝通協作等軟實力，求職時會更具競爭力 and 有更多選擇！

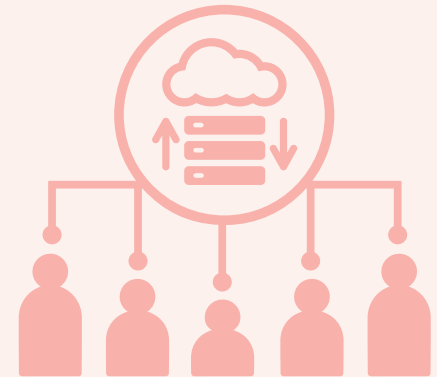
In the past two years, the COVID-19 pandemic has accelerated the digital transformation of many industries and facilitated the adoption of new technologies. For example, social media platforms, mobile payment, e-commerce, and logistics companies have successively reinforced their software systems, thus creating new job opportunities for Information Technology talents. At the same time, fintech is still prevailing; several online banks have opened in Taiwan, the blockchain industry is flourishing, and the financial ecosystem can be said to have entered an era of fierce competition; therefore, demand for software talents is surging.

The Level 3 COVID-19 alert in Taiwan opened up new possibilities for remote working with flexible hours. Interviews began to be conducted online, making the process simpler and faster. Job seekers tend to prefer vacancies that have flexible work modes; this indirectly increases their willingness to switch jobs without geographical restraints. Of course, talents should possess the skills to work independently and impose self-control in order to meet remote work conditions. Therefore, more attention is being paid to the independence and communication/coordination skills of developers under the remote working model.

In general, there was a soaring demand for information technology talents in 2021; in addition, a growing number of employees have transitioned from other industries into the technology sector. Although the market is still fiercely competitive, talents remain in high demand, and salaries have increased significantly compared with the past two to three years. In particular, the blockchain sector and foreign companies have offered above-average salaries to compete for talents.

Due to shifts in working practices, in 2022, information technology talents must be able to conduct video interviews and work collaboratively with others online. The key to recruiting high-caliber talents will be determined by whether companies can provide adequate software/hardware facilities to support remote work models.

In terms of talent demand, job openings for front/back-end web development and apps remain stable, but vacancies involving data engineering, data analysis, business analysis, DevOps, and machine learning will see a significant growth in 2022. Information technology talents should choose jobs that they feel passionate about; they should continue to deepen their technological capabilities, keep up with ever-changing technology trends, and enhance their soft skills, including communication/coordination skills, in order to increase their competitiveness and gain more job opportunities.



資訊科技

Information Technology

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	350,000
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	250,000
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 Product Manager	大專院校以上 Degree above	5+	80,000	160,000
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	60,000	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

一般

網站設計 WEB DESIGN	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.
				網站設計人員 Web Designer	大專院校 / 文憑 Degree/ Diploma
UI/UX 設計師 UI/UX Designer	大專院校以上 Degree above	3+	50,000	90,000	

網管 MIS	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.
				網路管理部經理 Architect/Infrastructure Manager	大專院校以上 Degree above
網絡工程師 Network Engineer	大專院校以上 Degree above	3+	50,000	130,000	
系統工程師 System Engineer	大專院校以上 Degree above	3+	50,000	120,000	
網絡 / 系統管理人員 Network/System Administrator	大專院校以上 Degree above	2+	42,000	65,000	
運維工程師 DevOps Engineer	大專院校以上 Degree above	1-3	70,000	120,000	
網站可靠性工程師 SRE Site Reliability Engineer	大專院校以上 Degree above	3+	65,000	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+	50,000	150,000	
網站管理員 Web Master	大專院校 / 文憑 Degree/Diploma	2+	40,000	65,000	

資訊科技 Information Technology

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 Backend Team Leader	大專院校以上 Degree above	5+	100,000	180,000
	資深後端工程師 Senior Back-End Developer	大專院校以上 Degree above	4-8	65,000	140,000
	後端工程師 Back-End Developer	大專院校以上 Degree above	1-3	48,000	85,000

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	160,000
	資深前端開發工程師 Senior Front-End Developer	大專院校以上 Degree above	4-8	60,000	120,000
	前端開發工程師 Front-End Developer	大專院校以上 Degree above	1-3	45,000	80,000

行動開發 MOBILE APPLICATION 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+	80,000	160,000
	ios 行動工程師 Mobile Developer (ios)	大專院校以上 Degree above	3+	70,000	120,000
	Android 行動工程師 Mobile Developer (Android)	大專院校以上 Degree above	3+	65,000	110,000

大數據 BIG DATA	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+	80,000	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+	70,000	100,000

雲端 CLOUD	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 Artitect	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

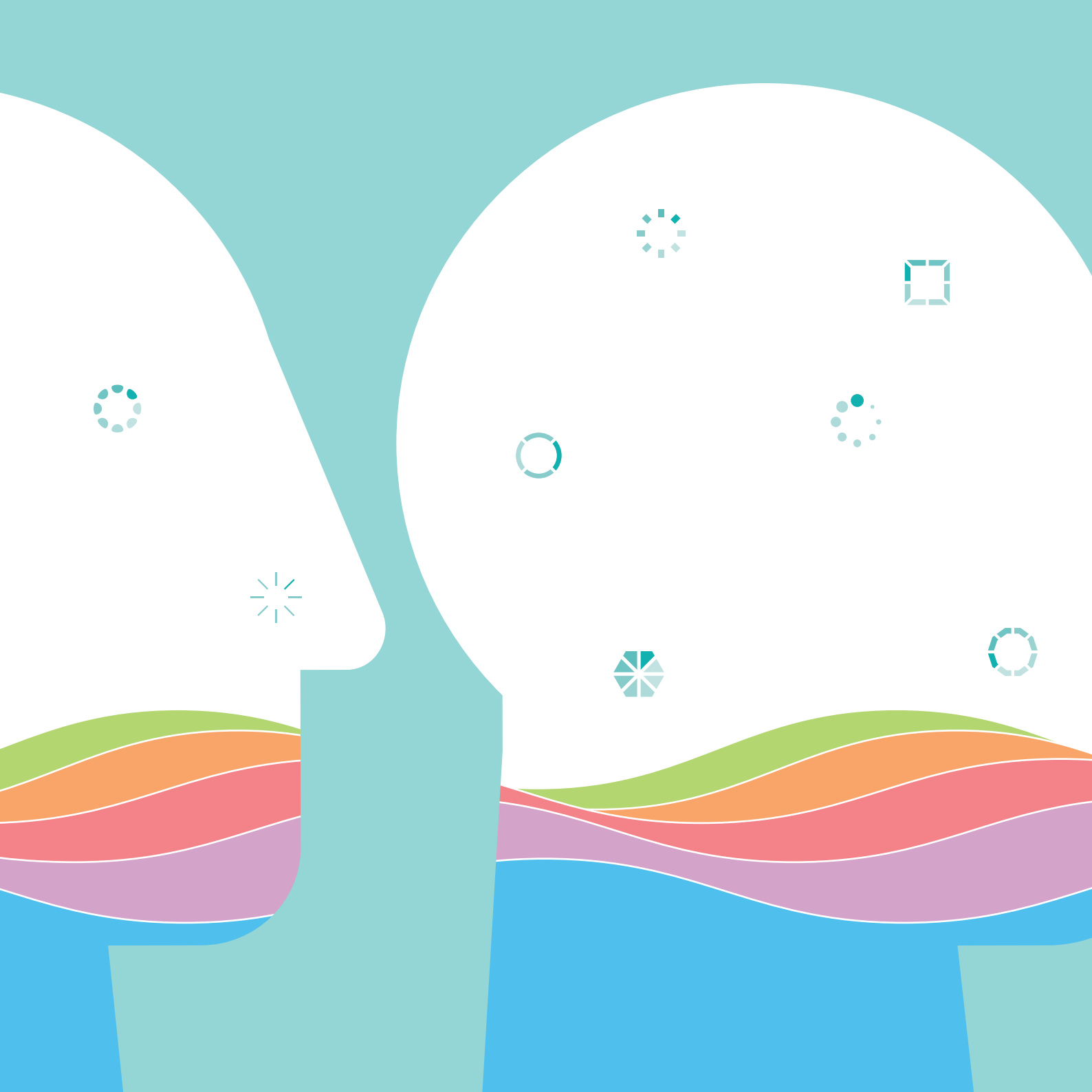
軟體測試 SQA	職位 Position	條件要求 Qualification	所需年資 Experience (In Years)	Taiwan (月薪/新台幣) Monthly Salary in NT\$	
				最低薪資 Min.	最高薪資 Max.
	軟體測試經理 QA Mananger	大專院校以上 Degree above	8+	130,000	170,000
	軟體自動化測試工程師 SQA Engineer (Automation)	大專院校以上 Degree above	3+	65,000	140,000
	軟體手動化測試工程師 QA Engineer (Manual)	大專院校以上 Degree above	3+	50,000	120,000

■ 以下數據是由藝珂從 2020 年 9 月至 2021 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 poistions recruited by Adecco from September 2020 to July 2021. They exclude overtime payment, commissions, allowances and bonuses.



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