

HireOffshore.com

Global Recruiting Experts

2024 Salary Guide – Philippines

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Thank you for your interest in HireOffshore.com's 2024 Philippines Salary Guide.

2023 was a year marked by unparalleled challenges, employers successfully steered through global economic turbulence, geopolitical transformations, and a persistent scarcity of skilled professionals.

In today's dynamic job market, employees are placing increasing emphasis on compensation, and adapting to the influence of AI on job opportunities, alongside the evolving landscape of remote work.

Our 2024 Salary Guide delivers insights into prevailing salary norms, empowering employers to make well-informed decisions.

Derived from HireOffshore.com's internal analysis, this guide serves to provide a insights into the prevailing salary landscape.

For more detailed guidance on salary expectations, we encourage you to engage with Our Consultants. Each role varies based on the candidate's expertise and your organizational requirements, thus, these figures serve as indicative benchmarks.

We trust you will find this useful.

Best Regards,

HireOffshore.com team.

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PHILIPPINES

Accounting, Administration & Human Resources

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Accountant	330,000	423,192	717,600	9,041	11,594	19,660	5,898	7,564	12,826	4,684	6,006	10,185
Accounting assistant	270,000	360,000	630,000	7,397	9,863	17,260	4,826	6,434	11,260	3,832	5,109	8,941
Accounting manager	510,000	630,000	840,000	13,973	17,260	23,014	9,115	11,260	15,013	7,238	8,941	11,922
Accounting officer	288,000	360,000	480,000	7,890	9,863	13,151	5,147	6,434	8,579	4,087	5,109	6,812
Accounting supervisor	318,000	390,000	540,000	8,712	10,685	14,795	5,684	6,971	9,651	4,513	5,535	7,664
Accounts payable specialist	279,000	390,000	600,000	7,644	10,685	16,438	4,987	6,971	10,724	3,960	5,535	8,515
Accounts receivable specialist	300,000	390,000	546,000	8,219	10,685	14,959	5,362	6,971	9,759	4,258	5,535	7,749
Administrative assistant	270,006	360,000	540,000	7,397	9,863	14,795	4,826	6,434	9,651	3,832	5,109	7,664
Auditor	300,000	420,000	720,000	8,219	11,507	19,726	5,362	7,507	12,869	4,258	5,961	10,219
Business analyst	420,000	516,144	840,000	11,507	14,141	23,014	7,507	9,225	15,013	5,961	7,325	11,922
Business manager	462,000	600,000	780,000	12,658	16,438	21,370	8,257	10,724	13,941	6,557	8,515	11,070
Certified public accountant (cpa)	360,000	480,000	720,000	9,863	13,151	19,726	6,434	8,579	12,869	5,109	6,812	10,219
Controller	300,000	420,000	720,000	8,219	11,507	19,726	5,362	7,507	12,869	4,258	5,961	10,219
Data entry clerk	375,000	420,000	420,000	10,274	11,507	11,507	6,702	7,507	7,507	5,322	5,961	5,961
Financial analyst	367,565	480,000	730,500	10,070	13,151	20,014	6,570	8,579	13,056	5,217	6,812	10,368
Office manager	381,000	510,000	720,000	10,438	13,973	19,726	6,810	9,115	12,869	5,407	7,238	10,219
Payroll specialist	288,000	390,000	690,000	7,890	10,685	18,904	5,147	6,971	12,332	4,087	5,535	9,793
Project manager	420,000	570,000	784,400	11,507	15,616	21,490	7,507	10,188	14,020	5,961	8,090	11,133
Receptionist	264,000	330,000	805,560	7,233	9,041	22,070	4,718	5,898	14,398	3,747	4,684	11,433
Recruiter	360,000	420,000	630,000	9,863	11,507	17,260	6,434	7,507	11,260	5,109	5,961	8,941
Secretary	270,000	330,000	900,000	7,397	9,041	24,658	4,826	5,898	16,086	3,832	4,684	12,773
Service representative	264,000	300,000	420,000	7,233	8,219	11,507	4,718	5,362	7,507	3,747	4,258	5,961
Tax accountant	390,000	600,000	900,000	10,685	16,438	24,658	6,971	10,724	16,086	5,535	8,515	12,773

Illustrative purposes only

PHILIPPINES

Architecture & Creative Arts

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Architect	304,515	420,000	720,000	8,343	11,507	19,726	5,443	7,507	12,869	4,322	5,961	10,219
Interior designer	382,500	420,000	745,500	10,479	11,507	20,425	6,836	7,507	13,324	5,429	5,961	10,580
Artist	300,000	420,000	570,000	8,219	11,507	15,616	5,362	7,507	10,188	4,258	5,961	8,090
Graphic designer	312,000	420,000	710,400	8,548	11,507	19,463	5,576	7,507	12,697	4,428	5,961	10,082

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Banking, Finance & Insurance

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Business analyst	420,000	516,000	840,000	11,507	14,137	23,014	7,507	9,223	15,013	5,961	7,323	11,922
Credit analyst	360,000	480,000	840,000	9,863	13,151	23,014	6,434	8,579	15,013	5,109	6,812	11,922
Equity research analyst	420,000	510,000	600,000	11,507	13,973	16,438	7,507	9,115	10,724	5,961	7,238	8,515
Financial advisor	390,000	480,000	654,000	10,685	13,151	17,918	6,971	8,579	11,689	5,535	6,812	9,282
Financial analyst	367,565	480,000	730,500	10,070	13,151	20,014	6,570	8,579	13,056	5,217	6,812	10,368
Financial services agent	288,000	288,390	475,680	7,890	7,901	13,032	5,147	5,154	8,502	4,087	4,093	6,751
Insurance agent	318,000	420,000	960,000	8,712	11,507	26,301	5,684	7,507	17,158	4,513	5,961	13,625
Insurance broker	288,000	390,000	592,500	7,890	10,685	16,233	5,147	6,971	10,590	4,087	5,535	8,409
Insurance underwriter	480,000	480,000	540,000	13,151	13,151	14,795	8,579	8,579	9,651	6,812	6,812	7,664
Investment fund manager	480,000	480,000	540,000	13,151	13,151	14,795	8,579	8,579	9,651	6,812	6,812	7,664
Loan officer	337,500	420,000	2,496,000	9,247	11,507	68,384	6,032	7,507	44,611	4,790	5,961	35,424

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PHILIPPINES

Education

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Educator	420,000	420,000	430,804	11,507	11,507	11,803	7,507	7,507	7,700	5,961	5,961	6,114
Instructor	293,940	420,000	630,000	8,053	11,507	17,260	5,254	7,507	11,260	4,172	5,961	8,941
Professor	360,954	465,315	840,000	9,889	12,748	23,014	6,451	8,317	15,013	5,123	6,604	11,922
Teacher	276,000	321,048	540,000	7,562	8,796	14,795	4,933	5,738	9,651	3,917	4,556	7,664

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Engineering & Construction

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Civil engineer	330,000	420,000	699,000	9,041	11,507	19,151	5,898	7,507	12,493	4,684	5,961	9,921
Design engineer	360,000	420,000	660,000	9,863	11,507	18,082	6,434	7,507	11,796	5,109	5,961	9,367
Estimator	330,000	480,000	684,000	9,041	13,151	18,740	5,898	8,579	12,225	4,684	6,812	9,708
Industrial engineer	288,000	330,000	570,000	7,890	9,041	15,616	5,147	5,898	10,188	4,087	4,684	8,090
Mechanical engineer	282,000	300,000	500,400	7,726	8,219	13,710	5,040	5,362	8,944	4,002	4,258	7,102
Project engineer	330,000	390,000	600,000	9,041	10,685	16,438	5,898	6,971	10,724	4,684	5,535	8,515
Software engineer	420,000	594,000	810,000	11,507	16,274	22,192	7,507	10,617	14,477	5,961	8,430	11,496
Systems engineer	420,000	600,000	840,000	11,507	16,438	23,014	7,507	10,724	15,013	5,961	8,515	11,922
Test engineer	450,000	540,000	840,000	12,329	14,795	23,014	8,043	9,651	15,013	6,387	7,664	11,922

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Information Technology

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
.Net developer	420,000	630,000	840,000	11,507	17,260	23,014	7,507	11,260	15,013	5,961	8,941	11,922
Back-end developer	420,000	630,000	811,500	11,507	17,260	22,233	7,507	11,260	14,504	5,961	8,941	11,517
Business intelligence analyst	600,000	660,000	960,000	16,438	18,082	26,301	10,724	11,796	17,158	8,515	9,367	13,625
Data	330,000	420,000	819,000	9,041	11,507	22,438	5,898	7,507	14,638	4,684	5,961	11,624
Data analyst	330,006	420,000	810,000	9,041	11,507	22,192	5,898	7,507	14,477	4,684	5,961	11,496
Database administrator	510,000	630,000	835,500	13,973	17,260	22,890	9,115	11,260	14,933	7,238	8,941	11,858
Front-end developer	420,000	540,000	834,000	11,507	14,795	22,849	7,507	9,651	14,906	5,961	7,664	11,837
Full-stack developer	480,000	616,284	900,000	13,151	16,884	24,658	8,579	11,015	16,086	6,812	8,747	12,773
Java developer	420,000	630,000	840,000	11,507	17,260	23,014	7,507	11,260	15,013	5,961	8,941	11,922
Network	316,500	420,000	660,000	8,671	11,507	18,082	5,657	7,507	11,796	4,492	5,961	9,367
PHP developer	420,000	540,000	816,000	11,507	14,795	22,356	7,507	9,651	14,584	5,961	7,664	11,581
Programmer	330,000	420,000	630,000	9,041	11,507	17,260	5,898	7,507	11,260	4,684	5,961	8,941
Quality assurance (QA)	364,500	450,000	660,000	9,986	12,329	18,082	6,515	8,043	11,796	5,173	6,387	9,367
Support technician	351,000	420,000	522,000	9,616	11,507	14,301	6,273	7,507	9,330	4,982	5,961	7,408
System administrator	352,500	540,000	840,000	9,658	14,795	23,014	6,300	9,651	15,013	5,003	7,664	11,922
UX/UI designer	496,800	540,000	810,000	13,611	14,795	22,192	8,879	9,651	14,477	7,051	7,664	11,496

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Journalism

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Copywriter	300,000	420,000	690,000	8,219	11,507	18,904	5,362	7,507	12,332	4,258	5,961	9,793
Journalist	390,000	495,000	600,000	10,685	13,562	16,438	6,971	8,847	10,724	5,535	7,025	8,515
Proofreader	330,000	420,000	982,500	9,041	11,507	26,918	5,898	7,507	17,560	4,684	5,961	13,944
Technical writer	360,000	450,000	679,500	9,863	12,329	18,616	6,434	8,043	12,145	5,109	6,387	9,644
Translator	480,000	630,000	840,000	13,151	17,260	23,014	8,579	11,260	15,013	6,812	8,941	11,922
Writer	330,000	420,000	660,000	9,041	11,507	18,082	5,898	7,507	11,796	4,684	5,961	9,367

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Legal

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Lawyer	607,500	690,000	780,000	16,644	18,904	21,370	10,858	12,332	13,941	8,622	9,793	11,070
Paralegal	324,000	390,000	660,000	8,877	10,685	18,082	5,791	6,971	11,796	4,598	5,535	9,367

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PHILIPPINES

Marketing & Sales

Annual salary, full-time employee

	PHP			AUD			USD			GBP		
	Low	Median	High	Low	Median	High	Low	Median	High	Low	Median	High
Account manager	330,000	421,000	720,000	9,041	11,534	19,726	5,898	7,525	12,869	4,684	5,975	10,219
Brand ambassador	270,000	420,000	1,422,720	7,397	11,507	38,979	4,826	7,507	25,428	3,832	5,961	20,192
Content writer	306,000	390,000	588,000	8,384	10,685	16,110	5,469	6,971	10,509	4,343	5,535	8,345
Copywriter	300,000	420,000	690,000	8,219	11,507	18,904	5,362	7,507	12,332	4,258	5,961	9,793
Creative director	450,000	645,000	900,000	12,329	17,671	24,658	8,043	11,528	16,086	6,387	9,154	12,773
Digital marketing manager	480,000	600,000	840,000	13,151	16,438	23,014	8,579	10,724	15,013	6,812	8,515	11,922
Marketing analyst	369,000	540,000	720,000	10,110	14,795	19,726	6,595	9,651	12,869	5,237	7,664	10,219
Marketing coordinator	390,000	480,000	630,000	10,685	13,151	17,260	6,971	8,579	11,260	5,535	6,812	8,941
Marketing manager	450,000	570,000	835,500	12,329	15,616	22,890	8,043	10,188	14,933	6,387	8,090	11,858
Product manager	432,000	660,000	840,000	11,836	18,082	23,014	7,721	11,796	15,013	6,131	9,367	11,922
Public relations	295,074	330,000	540,000	8,084	9,041	14,795	5,274	5,898	9,651	4,188	4,684	7,664
Real estate agent	315,048	375,000	624,000	8,631	10,274	17,096	5,631	6,702	11,153	4,471	5,322	8,856
Real estate manager	436,500	540,000	660,000	11,959	14,795	18,082	7,802	9,651	11,796	6,195	7,664	9,367
Sales analyst	330,000	540,000	780,000	9,041	14,795	21,370	5,898	9,651	13,941	4,684	7,664	11,070
Sales associate	300,000	420,000	1,422,720	8,219	11,507	38,979	5,362	7,507	25,428	4,258	5,961	20,192
Sales engineer	288,000	354,000	540,000	7,890	9,699	14,795	5,147	6,327	9,651	4,087	5,024	7,664
Sales manager	390,000	480,000	720,000	10,685	13,151	19,726	6,971	8,579	12,869	5,535	6,812	10,219
Sales representative	288,000	360,000	480,000	7,890	9,863	13,151	5,147	6,434	8,579	4,087	5,109	6,812

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