

2026 Philippines Salary Guide

*Data-backed insights to help leaders hire smarter,
retain better, and plan ahead in 2026.*

NAVIGATING TALENT COSTS IN 2026

The talent market in 2026 demands sharper judgment, faster decisions, and greater precision in workforce planning.

Compensation expectations continue to evolve across leadership, digital, and specialist functions. Skills scarcity, business transformation, and global competition are redefining what organisations must offer to attract and retain top performers.

This Salary Guide was developed to support those decisions.

The figures presented reflect aggregated market intelligence drawn from our executive search engagements, client mandates, and ongoing placement activity across sectors in the Philippines. They are intended to provide a reliable benchmark for understanding prevailing salary ranges across functions, levels, and years of experience.

That said, compensation is never determined by title alone.

Role scope, business impact, reporting structure, company scale, industry dynamics, and strategic urgency all influence where a position should sit within a range. For this reason, the data within this guide should be used as a reference point — not a substitute for contextual judgment.

Effective compensation strategy balances competitiveness with sustainability. It considers total rewards, long-term retention, and internal equity alongside market benchmarks.

Our objective is to equip leaders with clarity — so decisions on hiring, budgeting, and talent investment are grounded in real market conditions.

Should you require more tailored benchmarking or advisory support, our consultants remain ready to assist.

We look forward to supporting your growth in 2026 and beyond.



GEOFF DALY
Managing Director, APAC

EXECUTIVE

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	5-8 YEARS	8-12 YEARS	12-15 YEARS	15+ YEARS
CEO	450-650	650-900	900-1.2M+	1.2M-1.8M+
CFO	380-500	500-700	700-900+	900-1.2M+
COO	330-450	450-600	600-750+	750-900+
CTO	330-450	450-650	650-850+	850-1.1M+
CHRO	280-420	420-600	600-800+	800-1M+
VP – Operations	350-480	480-650	650-800+	800-950+
General Manager	280-400	400-520	520-600+	600-650+
Director of Operations	260-360	360-450	450-520+	520-600+
Head of Shared Services	250-360	360-480	480-600+	600-700+
Head of Customer Experience	250-360	360-500	500-620+	620-750+
VP – Finance	380-520	520-700	700-900+	900-1.1M+
Finance Director	260-360	360-450	450-520+	520-600+
Head of Finance	290-400	400-520	520-600+	600-650+
Head of FP&A	260-360	360-500	500-650+	650-800+
Group Finance Manager	220-320	320-420	420-470+	470-600+

EXECUTIVE

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	5-8 YEARS	8-12 YEARS	12-15 YEARS	15+ YEARS
HR Director	170-250	250-350	420-500+	500-600+
Head of HR	170-250	250-350	420-500+	500-600+
Head of Talent Acquisition	170-250	250-350	420-500+	500-600+
IT Director	300-420	420-540	540-620+	620-700+
Head of IT	260-360	360-450	450-520+	520-600+
Head of Digital Transformation	280-400	400-550	550-700+	700-850+
Head of Cybersecurity	280-400	400-550	550-700+	700-850+
Head of Data & Analytics	280-400	400-550	550-700+	700-850+
Sales Director	300-420	420-550	550-630+	630-700+
Head of Sales	280-400	400-520	520-590+	590-650+
Head of Risk	260-380	380-520	520-650+	650-800+
Head of Compliance	260-380	380-520	520-650+	650-800+

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BPO/SHARED SERVICES

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	ENTRY LVL.	SPECIALIST	SUPERVISOR	MANAGER
Invoice Processing	30-35	45-60	70-85	100-150+
Bank Transfers & Payments	30-35	45-60	70-85	100-150+
Vendor Masterdata Mngt.	30-35	45-60	70-85	100-150+
Vendor Reconciliation	30-35	45-60	70-85	100-150+
Financial Reporting	30-35	45-60	70-85	100-150+
Budget Planning	45-60	65-120	120-160	165-230+
Financial Reporting/Analytics	45-60	65-120	120-160	165-230+
Finance Advisory	45-60	65-120	120-160	165-230+
Business Partnership	45-60	65-120	120-160	165-230+
Risk	45-60	65-120	120-160	165-230+
Internal Audits	45-60	65-120	120-160	165-230+
Mergers and Acquisitions	45-60	65-120	120-160	165-230+
Accounts Receivable / RTR	35-45	45-65	75-95	100-150+
General Ledger	35-45	45-65	75-95	100-150+
Reporting/HRIS/Data Mgt.	35-40	45-55	65-90	100-150+
Compensation and Benefits	35-40	45-55	65-90	100-150+

BPO/SHARED SERVICES

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	ENTRY LVL.	SPECIALIST	SUPERVISOR	MANAGER
Recruitment/Talent Mgt.	35-40	45-55	65-90	100-150+
Labor Relations	35-40	45-55	65-90	100-150+
Branding/Communication	35-40	45-55	65-90	100-150+
Payroll Administration	35-40	45-55	65-90	100-150+
HR Helpdesk	35-40	45-55	65-90	100-150+
HR-Global Mobility	35-40	45-55	65-90	100-150+

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TECH & TRANSFORMATION

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Analytics & Visualization Lead	100	120	150+
Analytics & Visualization Manager	150	230	250+
Head of Analytics	380	400	1,000
.NET Software Engineer	40	70	100+
.NET Senior Software Engineer	120	150	180+
.NET Lead Software Engineer	250	300	350+
.NET Engineering Manager	350	380	400+
.NET Head of Engineering	375	390	420+
Fullstack Angular Developer	40	70	100
Fullstack Mid-Level Angular Developer	120	150	180
Fullstack Senior Angular Developer	250	300	350
Business Analyst	40	65	90
Mid-Level Business Analyst	100	125	150
Senior Business Analyst	180	215	250
Front-End Developer	40	70	100
Front-End Senior Developer	110	185	250+

TECH & TRANSFORMATION

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Java Software Engineer	45	80	120+
Java Sr. Software Engineer	150	165	180+
Java Lead Software Engineer	200	225	250+
Java Solutions Architect	250	275	300+
Java Systems Architect	250	275	300+
Java Engineering Manager	300	325	350+
Java Head of Engineering	300	325	350+
PHP Software Engineer	35	60	90+
PHP Senior Software Engineer	100	125	150+
PHP Lead Software Engineer	180	190	200+
Scrum Master	95	160	250+
Automation Tester	50	75	100
Senior Automation Tester	120	160	200
Manual Tester	35	50	65
Senior Manual Tester	70	95	150+
Software Test Lead	150	185	220

TECH & TRANSFORMATION

Salary Guide

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ROLE	MINIMUM	AVERAGE	MAXIMUM
Software Test Manager	220	235	250+
Test Architect	250	275	300+
Head of QA	260	305	350+
Web Developer	35	50	70+
Senior Web Developer	100	135	170+
RPA Developer	80	100	200+
RPA Mid-Level Developer	100	140	180+
Senior RPA Developer	180	190	200+
RPA Development Manager	220	260	300+
Salesforce Administrator	40	55	70+
Senior Salesforce Administrator	100	125	150+
Salesforce Developer	40	75	110+
Senior Salesforce Developer	150	190	230+
ServiceNow Administrator	40	65	90+
Senior ServiceNow Administrator	100	125	150+
ServiceNow Developer	40	70	100+

TECH & TRANSFORMATION

Salary Guide

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ROLE	MINIMUM	AVERAGE	MAXIMUM
Senior ServiceNow Developer	120	150	180+
Business Intelligence Developer	100	275	400+
Data Warehouse / Data Platform Engineer	100	275	400+
Junior to Mid-Level Data Scientist	50	85	120+
Senior Data Scientist	150	190	230
Data Science Lead / Manager	250	325	400+
Head of Analytics & Data Science	400	700	1,000
Cloud Architect	180	240	380+
Cloud Engineer	50	75	100+
Information Security Analyst	45	60	80+
Information Security Lead	95	130	180+
Information Security Manager	180	215	250+
Information Security Head	300	450	600+
Cybersecurity Analyst	45	60	80+
Cybersecurity Lead	95	130	180+
Cybersecurity Manager	180	215	250+

TECH & TRANSFORMATION

Salary Guide

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ROLE	MINIMUM	AVERAGE	MAXIMUM
Cybersecurity Head	300	450	600+
IT Service Desk Analyst (L1)	40	50	65+
IT Service Desk Analyst (L2-L3)	80	100	120+
IT Service Desk Lead	120	150	180+
IT Service Desk Manager / Head	200	275	350+
Network Engineer (L1-L3)	40	60	80+
Lead Network Engineer	100	140	180+
System Administrator (L1-L2)	40	60	80+
Sr. System Administrator (L1-L3)	100	160	200+
Project Delivery Managers	165	225	350+
FI/CO Consultant	90	180	300+
PP Consultant	90	180	300+
MM Consultant	90	180	300+
SD Consultant	90	180	300+
HCM Consultant	90	180	300+
ABAP Consultant	90	180	300+

TECH & TRANSFORMATION

Salary Guide

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ROLE	MINIMUM	AVERAGE	MAXIMUM
Security Consultant	90	180	300+
Basis Consultant	90	180	300+

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BANKING, FINANCIAL SERVICES, AND INSURANCE

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Operations Manager (RTR, OTC, P2P)	60	125	250
Team Lead (AR, AP, PY, TR, GL)	120	155	350
Accounts Payable (P2P)	120	155	350
Payments (P2P)	120	155	350
Treasury (R2R)	120	155	350
General Ledger (R2R)	120	155	350
Accounts Receivable (O2C)	120	155	350
Bilingual Accountants (AR, AP, PY, TR, GL)	90	125	240+
PH Payroll	95	125	230+
Foreign Payroll (US/NZ/AU)	90	150	250+
Bookkeeper / Accountant (Local)	100	140	300
Bookkeeper / Accountant (US/NZ/AU)	150	200	300
Financial Reporting	95	150	300
Management Reporting	95	150	300

BANKING, FINANCIAL SERVICES, AND INSURANCE

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Audit	95	150	300
Foreign Tax (US/NZ/AU)	95	150	300
Local Tax (PH)	80	125	160
Banking - Commercial	120-150	180-230	300-350
Banking - Retail	100-140	150-180	200-300+
Banking - Investment	150-180	200-250	300-400+
Digital Banking - Commercial	150-180	200-250	300-400+
Digital Banking - Technical	150-180	200-250	300-400+
Insurance	120-150	200-250	300-400+

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ENGINEERING, CONSTRUCTION, AND INFRASTRUCTURE

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Architect	60	75	145+
Senior Architect	80	100	250+
BIM Modeller	50	75	150+
Contract Administration	40	75	150+
Contract Management	50	70	200+
Estimating	60	75	180+
Geotechnical Engineer	60	120	200+
Planning/Scheduling	40	60	150+
Plant Management	40	60	180+
Project Engineer	45	70	180+
Quantity Surveyor	50	70	180+
Site Administration	40	70	150+
Site Engineer	55	70	130+
Surveying	65	80	130+

ENGINEERING, CONSTRUCTION, AND INFRASTRUCTURE

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Training	55	70	145+
Design Engineer (Civil/Mechanical/Electrical)	55	70	170+
Lead Design Engineer (Civil/Mechanical/Electrical)	80	90	170+
Design Manager	80	90	170+
Steel Detailer	50	70	180+
Steel Detailing Manager	60	80	150+
Environmental Consultant	50	95	250+
Planning Engineer	45	55	140+
Planning Manager	60	75	130+
QA/QC Coordinator (Engineer)	50	65	130+
QA/QC Manager	60	75	125+
APM I	60	75	120+
APM II	60	70	150+
Project Accountant	30	60	150+

ENGINEERING, CONSTRUCTION, AND INFRASTRUCTURE

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Project Coordinator	50	70	150+
Project Development	60	135	250+
Project Manager	65	115	250+
Site Superintendent	50	80	150+
Safety Manager Lead	60	80	200+
Site Logistics Coordinator	60	70	150+
Costruction Manager	60	135	250+
Business Development	60	135	250+
Financial Modeler	100	150	300+
Procurement Manager	60	135	250+
Stakeholder, Permitting, & Community Affairs Specialist	60	135	250+

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CONSUMER GOODS & INDUSTRIAL

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Head of Sales	200	250	300
National Sales Manager	140	160	180
Regional Sales Manager	100	110	120
Sales Manager	70	80	90
Key Account Manager	60	70	80
Sales Executive	40	45	55
Business Development Manager	70	80	90
Head of Marketing	400	450	500
Marketing Director	300	325	350
Marketing Manager	280	290	300
Senior Brand Manager	150	165	180
Brand/Product Manager	90	110	130
Assistant Brand Manager	70	80	90
E-Commerce Manager	90	105	120

CONSUMER GOODS & INDUSTRIAL

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Trade Marketing Manager	150	175	200
HR Manager / Generalist	70	95	120
Total Rewards Lead	130	155	180
Payroll Manager	110	135	160
Learning & Development Manager	110	135	160
HR Business Partner	100	125	150
Talent Acquisition Manager	100	125	150
Supply Chain Manager	55	80	175+
Logistics Manager	50	95	180
Warehouse Manager	50	70	130
Demand Planning Manager	60	90	200
Procurement Manager	80	125	240+
Equipment Maintenance	70	95	180
Plant Engineering	70	100	180

CONSUMER GOODS & INDUSTRIAL

Salary Guide

The data below reflects monthly salaries in PHP'000.

ROLE	MINIMUM	AVERAGE	MAXIMUM
Utilities Management	70	100	180
Project Engineering	70	100	180

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