

Salary Survey 2024 Taiwan Overview

Taiwan Market 2024 Overview

- In 2024, talent shortages persist, with more than 65% of professionals actively seeking job opportunities. This has resulted in reduced barriers based on industry or location for job movers.
- As the inventory correction concludes, the hiring market of technology industry is predicted to experience slow recovery in 2024.
- AI applications are accelerating the pace of digital transformation, increasing the demand for professionals skilled in driving such transformations.



“The Taiwan market has faced workforce shortages, influenced by factors such as population demographics, global competition for talent, unbalanced industrial development, and skill mismatches. To attract talent, employers need to ‘sell’ their benefits to prospective candidates.”

John Winter
Country Manager, Robert Walters Taiwan

Key numbers on hiring market in 2024

What professionals value most in an employer:



Excellent compensation and benefits



Inspiring colleagues and culture



Flexible working module

In the commerce field:

75%

of professionals actively seek job movement

2-5%

ave. increment for job salaries in the commerce field

In the technology field:

66%

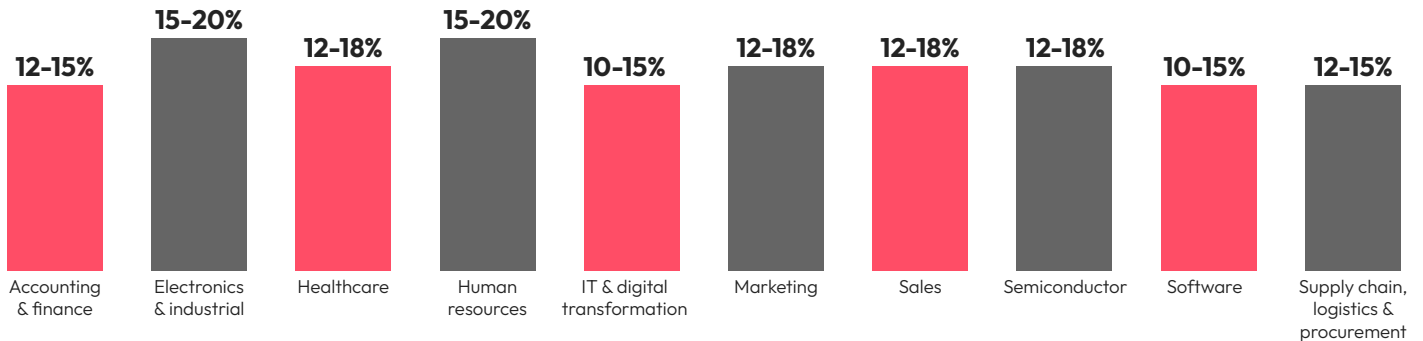
of professionals actively seek job movement

3-5%

ave. increment for job salaries



Salary increment for job mover



Skills in demand by industry

Electronics & industrial

- Electrical design
- Firmware development
- Validation/testing

FMCG & retail

- Process improvement/digitalisation
- Business partner with commercial mindset
- Project management experience

Healthcare

- Policy shaping exp (Commercial)
- Multi functions/disease areas (Commercial)
- Abroad business development (Commercial)
- Technical transition (Non-commercial)
- RA in medical device (Non-commercial)
- Medical excellence (Non-commercial)

Semiconductor

- Analog design
- Digital design
- Design verification

Software

- Software development
- SRE/DevOps
- Data engineering



Skills in demand by function

Accounting & finance

- Commercial finance/business partner
- Process improvement/digitalisation
- Project lead management experience
- CPA+ experience

IT & digital transformation

- Cyber security
- Digital transformation
- Compliance

Human resources

- Employee relations
- Talent development
- Compensation & benefits
- Organisation development

Supply chain, logistics & procurement

- Demand & supply planning
- Logistic & warehouse management
- End to end (full function)
- Process integration & improvement

Sales

- Commercial excellence & RGM
- Multi-channel experience
- Language and communication skills

Marketing

- Multi-markets experience
- Cross industry experience
- Digital transformation/data insight

Contact us

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Salary Survey 2024



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