

**MORGAN PHILIPS
GROUP**

2025

Taiwan
Salary Guide



台灣市場薪資指南

www.morganphilips.com

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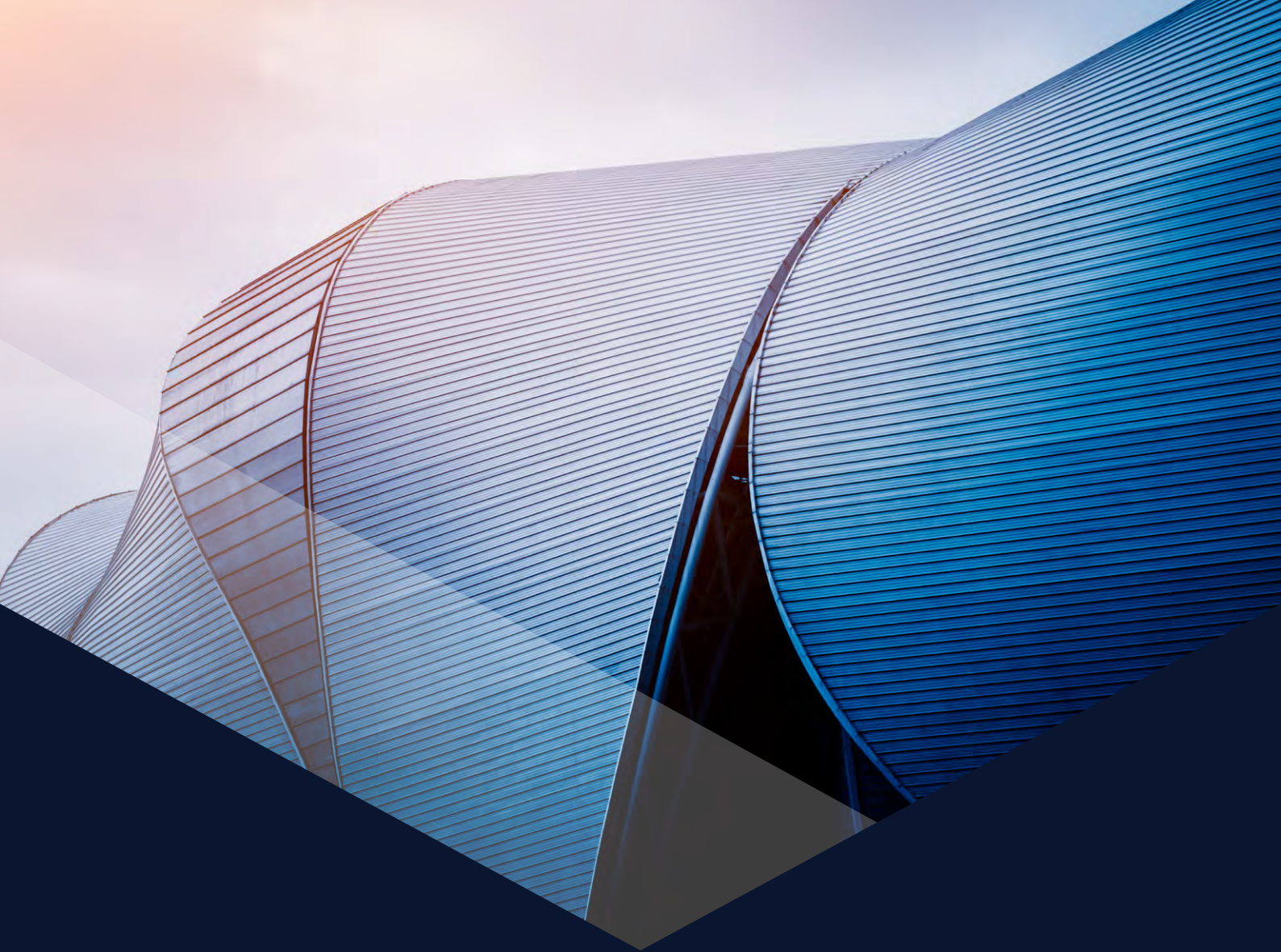
About Morgan Philips

關於博禹 Morgan Philips

博禹Morgan Philips 是一家國際人才招聘和諮詢服務公司，業務遍及20多個國家，橫跨歐洲、北美洲和南美洲、亞洲、中東和非洲。我們的招募和諮詢服務針對當地就業市場的動態格局量身定制，幫助您實現組織轉型與發展。結合最新的招募技術與人才搜尋中心的支援，我們的顧問能夠快速有效地為您招募市場上優秀的人才。我們的特點：

Morgan Philips Group is an international recruitment and talent consulting agency operating in over 20 countries across Europe, North & South America, Asia, the Middle East & Africa. Tailored to the dynamic landscape of the local job market, our recruitment and talent consulting services empower you to transform your organization and thrive through your talent. At Morgan Philips, our specialized teams leverage cutting-edge technology to recruit exceptional talent swiftly and effectively. Our uniqueness:

- 500+ 名按行業和職能專業分工的顧問
- 500+ experienced employees, specialized by sectors and functions
- 全球資料庫中擁有超過 100 萬份履歷
- +1 million qualified profiles in our global database
- 我們的人才諮詢專家進行了超過 2000 次評估
- 2000+ assessments conducted by our Talent Consulting experts
- 4 個人才搜尋中心
- 4 talent research centers
- 每月覆蓋超過 6000 萬人選
- +60 million candidates reached each month
- 獨特且國際化的資料庫
- A unique and international database



“

我們在台灣的招募品牌與服務

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We operated with two recruitment brands in Taiwan

Morgan Philips Executive Search (MPES) 提供專業的服務幫助您招募高階主管。我們的顧問在各行各業擁有專業知識與人脈，能夠精準地為客戶聯繫業界的高階人才。結合先進的搜尋技術與訂製服務，幫助企業找到最佳人選。

Morgan Philips Specialist Recruitment (MPSR) 專注於專業職與中高階人才招募。MPSR台灣擁有多個專注於特定行業的團隊，能夠識別市場上最優秀的人選。通過結合最新技術和創新搜尋技術，提供更高效且快速的服務，並以具有競爭力的價格。

Morgan Philips Executive Search (MPES) provides expert guidance and support in recruiting executives in Taiwan. Our headhunters have specialized knowledge across various industries and excel in direct recruitment approaches. Leveraging advanced techniques, including social media networks, and our retained executive search services, they are committed to helping you find the perfect candidate to fulfill your requirements.

Morgan Philips Specialist Recruitment (MPSR) specializes in middle management recruitment and talent acquisition. With several teams dedicated to specific sectors, MPSR's recruiting agency can identify the best candidates available. By combining the latest technologies with innovative sourcing techniques and digital recruitment, Morgan Philips Specialist Recruitment offers more efficient and faster services at competitive rates.

引言

Introduction

2024年台灣經濟呈現強勁成長，國內生產毛額 GDP成長率達4.3%，為2021年以來最高成長率。總平均月薪年增4.39%，達60,984元新台幣，創歷史新高。2025年台灣經濟成長率預估為3.1%-3.4%，失業率將維持在3.26%的低點，預計整體的就業市場將維持穩定。半導體、電子製造、資訊科技和物流等重點產業持續推動創造就業機會，這些領域的雇主們表現出積極的招募意向，投資發展人工智慧，新技術研發，自動化和數位轉型。

Taiwan's economy demonstrated robust growth in 2024. Its GDP growth rate reaches to 4.3%, marking the highest growth rate since 2021. The total average monthly earnings rose by 4.39% YoY, reaching the record high of NT\$60,984. Taiwan's job market in 2025 is expected to be stable, supported by a projection of 3.1%-3.4% economic growth and a low unemployment rate of 3.26%. Key industry sectors such as Semiconductors, Electronics Manufacturing, Information Technology and Logistics continue to drive job creation. Employers are showing strong hiring intentions, particularly in response to advancements in AI and automation.

然而勞動力老化和全球經濟不確定性等挑戰可能會影響長期勞動力市場的動態。台灣以出口導向的經濟容易受到全球貿易變化和地緣政治風險的影響，這可能會影響製造業和科技業的就業穩定性。儘管存在這些擔憂，但持續對創新和技能提升措施的投資旨在增強勞動力的韌性。整體來看，2025年台灣就業市場呈現產業成長、就業前景穩定的特徵。儘管人口和經濟挑戰仍然存在，但對技術人才的需求將維持就業機會並確保持續的經濟競爭力。

為了緊跟人才動態與就業趨勢，Morgan Philips薪資指南每年定期發佈，為各領域的招聘主管和求職者提供一個全面的薪資參考框架。此份指南彙集了我們顧問團隊的深度研究與資料分析成果，綜合了過去一年裡舉行的數以千計的求職者面試以及對企業招聘需求的洞察，確保資訊的準確性和實用性。



However, challenges such as an aging workforce and global economic uncertainties could impact long-term labor market dynamics. Taiwan's export-driven economy remains vulnerable to shifts in global trade and geopolitical risks, which may influence job stability in manufacturing and technology sectors. Despite these concerns, continued investments in innovation and upskilling initiatives aim to strengthen workforce resilience. Overall, Taiwan's job market in 2025 is characterized by sector-specific growth and a stable employment outlook. While demographic and economic challenges persist, demand for skilled talent will sustain job opportunities and ensure continued economic competitiveness.

The Morgan Philips Salary Guide is published annually to provide hiring managers and candidates with salary references across various industries by job functions. Our data is based on extensive research and analysis, including thousands of candidate interviews and client assignments conducted over the past 12 months.



報告涵蓋以下產業與職能領域：

This report includes the following industries and corporate functions:

- 半導體
- 電子製造與工業
- 軟體與資訊科技
- 消費品與零售
- 生命科學
- 資訊技術與資訊安全
- 財務會計
- 人力資源、永續與法務
- Semiconductors
- Electronics Manufacturing & Industry
- Software & Information Technology
- Consumer & Retail
- Life Sciences
- IT & Information Security
- Finance & Accounting
- Human Resources, ESG & Legal

半導體

Semiconductors

受惠於全球對人工智慧、資料中心、機器人與電動車等先進技術的需求持續增長，台灣的半導體產業正經歷顯著成長。2025年人才缺口預計將超過35,000個職位，中高階研發人才特別搶手。為了滿足快速的技術進步，公司優先考慮現有員工的技能提升，並專注於晶片設計、製造流程、和軟體整合等領域的專業技能。

重點發展的技術包括：IC設計與IC驗證（高速、電源、無限），AI整合晶片架構與工程，半導體先進封裝（如CoWos）。

The semiconductor industry in Taiwan has been experiencing significant growth, driven by increasing global demand for advanced technologies such as artificial intelligence (AI), data center, robotics, and electric vehicles. The industry's talent gap is expected to surpass 35,000 positions by 2025, with companies struggling to find mid-to-senior-level R&D professionals. Companies are prioritizing the upskilling of existing employees to meet the rapid technological advancements, focusing on specialized skills in fields like chip design, manufacturing processes, and software integration.

Talents in high-demands: IC Design & Verification Engineer (High-Speed, Power, Wireless), AI & ML-integrated chip architecture and engineering, and advanced packaging (CoWos, for example).



為了填補人才空缺，台灣半導體公司除了積極招募國際人才之外，也積極與大學和各種學術或研究機構進行合作，透過實習和各種研發專案計畫，培養研發能力，儲備未來研發人才來源。此外，包括台積電在內的半導體製造公司，也預計將在國內外擴大製造設施，提高生產能力以滿足全球需求。

Taiwanese companies are actively recruiting international talent to fill gaps in semiconductor technology. Partnerships between the universities and academic institutions are becoming more common, facilitating research and development while also creating talent pipelines through internships and tailored educational programs. Semiconductor manufacturing companies, including TSMC, are expected to expand their manufacturing facilities both domestically and internationally, boosting production capacity and meeting global demand.



研發設計

Research & Development

Position	Experience level	Annual pay range (NTD)	
Director; Site Leader	20+ years	7.5M	15M
Digital Design Manager/Lead	12+ years	4.0M	6.5M
Digital Design Engineer	5+ years	2.7M	4.0M
Design Verification Manager	10+ years	4.0M	5.5M
Design Verification Engineer	5+ years	2.5M	3.8M
DFT Design Engineer	5+ years	2.2M	3.5M
Physical Design Manager	10+ years	4.0M	6.0M
Physical Design Engineer	5+ years	2.5M	4.0M
Algorithm Manager/Staff/Principal	8+ years	4.0M	7.0M
Algorithm Engineer	3-7 years	2.5M	3.8M
Firmware & Software Manager/Lead	10+ years	4.0M	6.0M
Firmware & Software Engineer	3-7 years	1.5M	3.5M
EDA Software Engineer	3-7 years	0.9M	1.2M

工程與製造

Engineering & Manufacturing

Position	Experience level	Annual pay range (NTD)	
Director of Application Engineering	15+ years	5.0M	7.0M
Application Engineering Manager	10+ years	3.0M	4.5M
Sr. Application Engineer (AE)	7+ years	1.8M	3.5M
Director of Technology Development	15+ years	7.0M	10M
Director of Product Engineering	15+ years	6.0M	8.0M
Product Engineering Manager	10+ years	3.0M	5.0M
Sr. Product Engineer (PE)	7+ years	1.8M	3.5M
Director of Test Engineering	12+ years	4.0M	6.0M
Manager of Test Engineering	8+ years	2.5M	3.5M
Test Engineer (TE)	5+ years	1.3M	2.2M
Director of Quality & Reliability	15+ years	4.5M	7.0M
Director of Supply Chain Management	15+ years	4.0M	6.0M
Foundry Manager	10+ years	3.0M	4.5M

行銷業務與技術支援

Sales & Marketing | Tech Support

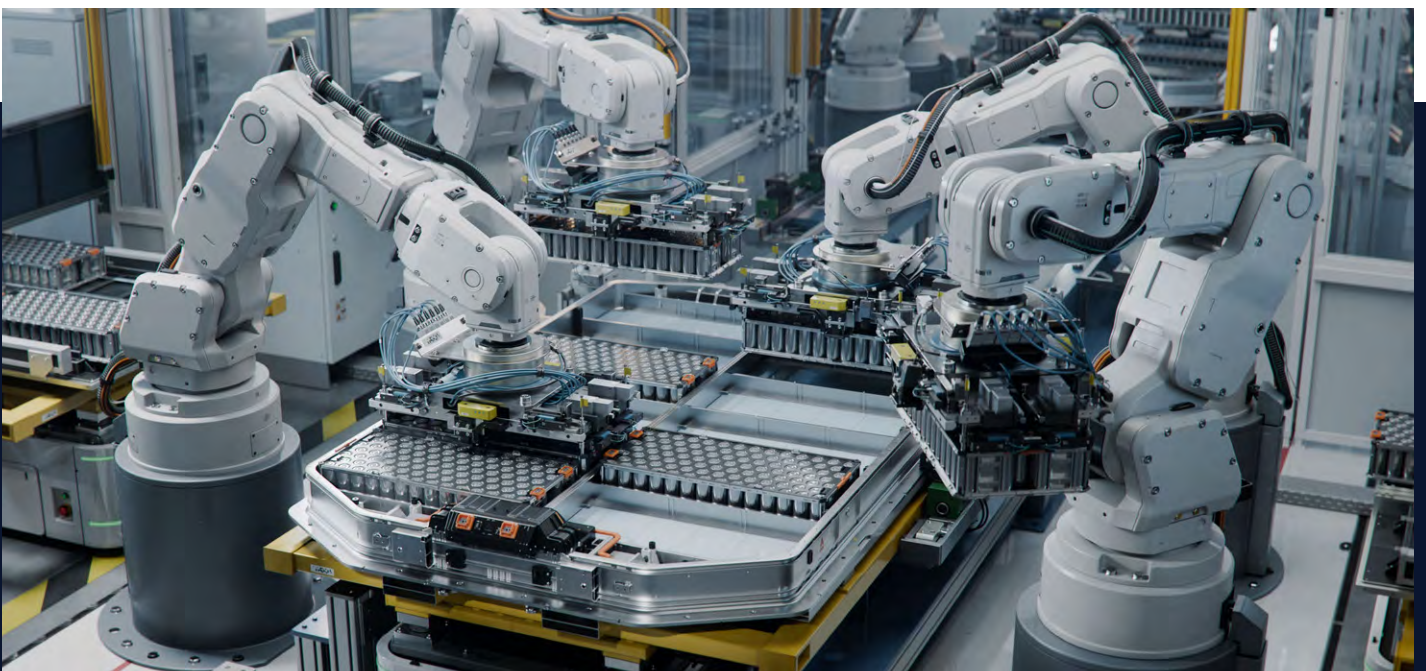
Position	Experience level	Annual pay range (NTD)	
Director of Sales, Country Manager	15+ years	4.5M	10M
Product/Technical Marketing Director	15+ years	3.5M	5.5M
Product/Technical Marketing Manager	8+ years	2.7M	4.0M
Sales Account Director	12+ years	3.0M	6.0M
Sales (Account) Manager	5+ years	1.8M	4.0M
Service Director	12+ years	2.5M	4.0M
Service Engineering Manager	8+ years	1.5M	2.2M
Service Engineer	3+ years	1.2M	1.6M
Field Application Engineering Manager	10+ years	2.8M	4.5M
Field Application Engineer (FAE)	7+ years	1.6M	3.5M

Electronics Manufacturing & Industry

電子製造與工業

隨著全球市場需求和技術進步，台灣電子製造業面臨獨特的人才趨勢和挑戰。企業非常重視培養技術技能，特別是在產品研發、自動化、機器人和流程優化等領域。鑑於技術變化的快速步伐，持續學習變得越來越重要。許多公司都在投資培訓計劃，鼓勵員工學習新技能。隨著產業向更高附加價值產品轉變，對研發人才的需求日益增長。此外，能夠管理海內外製造的主管，以及總經理/中高階業務主管，都是企業持續需要的人才。

The electronics manufacturing industry in Taiwan faces unique talent trends and challenges as it evolves in response to global market demands and technological advancements. There is a strong emphasis on developing technical skills, especially in areas like product research & development, automation, robotics, and process optimization. Given the rapid pace of technological change, continual learning is becoming more important. Various companies are investing in training programs that encourage employees to learn new skills. As the industry shifts towards higher value-added products, there is a growing demand for talent in research and development roles. In addition, executives who can manage domestic and overseas manufacturing, as well as general managers and senior sales leaders, are talents who are always in high demand in this field.





儘管重視培訓但專業領域的技術工人仍持續短缺。人才競爭非常激烈，許多公司都在爭奪同一批技術熟練的專業人才。該行業面臨勞動力老化問題，許多經驗豐富的員工即將退休。這趨勢凸顯了吸引年輕人才以確保連續性和知識轉移的重要性。留住熟練的員工對於維持生產力和創新至關重要。台灣的電子製造業有望成長，但解決人才短缺和留任問題至關重要。透過培育持續學習的文化，加強與教育機構的合作夥伴關係，以及創造有吸引力的工作場所，該行業可以更好地應對未來的挑戰並利用創新和成長的機會。

Despite the focus on training and education, there is a persistent shortage of skilled workers in specialized fields. The competition for talent is high, as many companies vie for the same pool of skilled professionals. The industry is facing an aging workforce issue, with many experienced workers nearing retirement. This trend highlights the importance of attracting younger talent to ensure continuity and knowledge transfer. Retaining skilled employees is critical for maintaining productivity and innovation. The electronics manufacturing industry in Taiwan is poised to grow, but addressing the talent shortage and retention issues will be crucial. By fostering a culture of continuous learning, strengthening partnerships with educational institutions, and creating attractive workplaces, the industry can better position itself to meet future challenges and leverage opportunities for innovation and growth.

總經理 | 行銷業務

GM | Sales & Marketing

Position	Experience level	Annual pay range (NTD)	
AVP/VP, BU General Manager	20+ years	6.0M	15M
Country Manager; Managing Director	15+ years	4.5M	8.0M
Sales/Business Development Director	10+ years	2.3M	5.0M
Sales (Account) Manager	5-10 years	1.2M	2.5M
Marketing (Communications) Director	12+ years	2.5M	4.0M
Marketing (Communications) Manager	7+ years	1.5M	2.3M

工程研發**R&D | Engineering**

Position	Experience level	Annual pay range (NTD)	
VP, Chief Technology Officer (CTO)	20+ years	6.0M	12M
R&D/Engineering Director	12+ years	3.0M	5.5M
Hardware/Technical Manager	10+ years	1.8M	3.0M
EE Staff Engineer	7+ years	1.7M	2.3M
Mechanical Engineering Manager	10+ years	2.0M	2.8M
Mechanical Engineer	3-10 years	1.2M	2.2M
Thermal Engineer	3-7 years	1.8M	1.8M
Power Engineer	3-7 years	1.0M	1.7M
Audio Engineer	3-7 years	1.2M	1.8M
SCADA Engineer	3-7 years	1.2M	1.8M
Firmware & Software Manager	10+ years	2.5M	4.5M
Firmware & Software Engineer	5+ years	1.2M	3.0M
BMC Engineer	3+ years	1.0M	3.5M
BIOS Engineer	3+ years	1.0M	3.5M

製造與供應鏈**Manufacturing & Supply Chain**

Position	Experience level	Annual pay range (NTD)	
Director of Manufacturing Operations	15+ years	3.5M	6.0M
Director of Quality Assurance	15+ years	3.0M	4.5M
Plant Manager	12+ years	2.7M	4.0M
IE Manager	10+ years	2.2M	3.0M
Automation Manager	10+ years	2.2M	2.8M
Tooling Manager	10+ years	1.8M	2.2M
Quality (Assurance) Manager	10+ years	2.0M	2.5M
Quality Engineer	3-7 years	1.2M	1.7M
Director of Sourcing & Procurement	15+ years	2.5M	4.5M
Manager of Sourcing & Procurement	8+ years	1.5M	2.5M
Director of Supply Chain/Logistics	15+ years	2.5M	4.5M
Manager of Supply Chain/Logistics	8+ years	1.5M	2.5M

Software & Information Technology

軟體與資訊科技

隨著數位轉型與產業升級的推動，使得企業對雲端、資安、AI、數據分析等領域的專業人才需求持續上升，進一步推動就業機會的擴展。根據國家發展委員會的報告，軟體產業職缺2024年增加約4.4%，每年新增約1.2萬個職位，台灣軟體就業市場在2025年將呈現復甦且有顯著的成長。

在AI人才需求方面，2025年的成長尤其明顯。國家發展委員會預估，台灣的AI人才市場預計新增約5,000人，較2024年成長約11%（新增500人）。隨著生成式AI、機器學習與自動化技術的廣泛應用，各大企業將持續投入資源，推動對AI工程師、資料科學家、演算法專家的需求。這也意味著AI相關職位的薪資與福利將保持競爭力。



With the ongoing push of digital transformation and industrial upgrading, companies' demand for professional talents in cloud computing, information security, AI, data analysis and other fields continues to rise, further increasing the job opportunities. According to a report from the National Development Council, job vacancies in the software industry increases by approximately 4.4% by 2024, with approximately 12,000 new positions added each year. Taiwan's software employment market will recover and experience significant growth in 2025.

The demand for AI talent in 2025 is particularly notable. By the estimation of National Development Council, Taiwan's AI job market is expected to add approximately 5,000 new positions, representing an 11% increase from 2024 (an additional 500 jobs). With the widespread adoption of generative AI, machine learning, and automation technologies, major companies continue to invest heavily in AI development and applications. This has led to a growing need for AI engineers, data scientists, and algorithm specialists. As a result, salaries and benefits for AI-related positions are expected to remain competitive, attracting more professionals to enter the field.

軟體開發 Software Development

Position	Experience level	Annual pay range (NTD)	
CTO/VP of Engineering	10+ years	3.5M	6.0M
Software Engineering Manager/Director	5+ years	2.0M	3.5M
Frontend Engineer	3-10+ years	1.0M	1.6M
Backend Engineer	3-10+ years	1.2M	1.8M
Full Stack Engineer	3-10+ years	1.3M	2.0M
Android App Developer	3-10 years	1.0M	1.6M
iOS App Developer	3-10+ years	1.0M	1.6M
DevOps/SRE Manager	8+ years	1.2M	1.8M
DevOps/SRE Engineer	10+ years	1.4M	2.3M
Software QA Manager	10+ years	1.4M	2.3M
Firmware & Software Manager	3-9 years	1.0M	1.5M

人工智慧與數據

AI & Data

Position	Experience level	Annual pay range (NTD)	
Technical Lead/Manager (AI)	5+ years	1.8M	3.0M
AI Architect	5+ years	1.8M	2.5M
AI Engineer	3-8 years	1.2M	2.0M
Data Engineering Manager	5+ years	1.8M	2.5M
Data Engineer	3-8 years	1.0M	1.6M
Data Scientist	3+ years	1.2M	1.8M
BI/Data Analyst	3-8 years	0.8M	1.2M

行銷業務

Sales & Marketing

Position	Experience level	Annual pay range (NTD)	
Sales Director & Country Manager	15+ years	2.5M	4.5M
Sales/Business Development Manager	10+ years	1.5M	2.5M
Customer Success/Account Manager	10+ years	1.3M	2.5M
Product Director/Owner	8+ years	1.8M	3.5M
CMO/Marketing Director	10+ years	2.0M	3.5M
Product Manager	3+ years	1.2M	2.0M

Consumer & Retail

消費品與零售



台灣勞動市場面臨人事成本上升與勞力不足的挑戰，勞動部預測至2025年，服務業職缺將達16萬，並可能增加對外籍員工的依賴。隨著後疫情時期工作型態改變，87%的企業將提供更多元的支持以應對員工的不同需求。此外，行銷領域的轉型亦日益明顯，2C與2B市場的融合趨勢將更為顯著，高階主管的P&L概念及跨通路經驗將成為必備能力。而超過85%的工作者期待加薪，企業則以留才獎金、分紅及職能培訓等政策來吸引和留住人才。

Taiwan's labor market is facing challenges such as increasing personnel costs and labor shortages, with the Ministry of Labor forecasting 160,000 vacancies in the service industry by 2025, along with an increased reliance on foreign workers. Following the changes in work patterns post-pandemic, 87% of companies are expected to offer more diversified support to meet employees' needs. Furthermore, with the integration of 2C and 2B markets expected to intensify by 2025. Senior executives will need to have P&L experiences or concepts and cross-channel experience as core competencies. With over 85% of employees expecting salary increases, companies are focusing on talent development and retention through various welfare policies, such as retention bonuses, profit-sharing, and skill development programs.



根據KANTAR報告，FMCG市場將保持穩定，精緻化將成為市場發展的主要趨勢，尤其是在健康食品領域。預計健康食品的年增長率將達6%，顯示消費者對健康生活方式的重視。這反映出消費者需求逐漸向機能性需求傾斜，並逐步減少對價格實惠產品的依賴。

後疫情時期，台灣零售業積極轉型，經濟部統計處預期至2025年營業額將增長超過12%。隨著網路購物逐漸崛起，預計台灣電子商務市場規模將突破5,000億台幣 (Statista)，並且線上線下整合將成為主流，零售、百貨及通路龍頭已開始設立相關部門因應此趨勢。同時，精品零售業對台灣市場持樂觀態度，預計進口精品銷售將於2025年增長超過20%，高端消費者群體逐年擴大。(來源: 商業週刊)

According to KANTAR report, the FMCG market is expected to remain stable, but refinement will become a key trend in market development, particularly in the health food or health care sectors. The annual growth rate of health food is predicted to reach 6%, reflecting the growing consumer focus on a healthier lifestyle. It indicates a trend towards functional products, with a decreasing reliance on price-oriented items.

In the post-pandemic era, Taiwan's retail industry is actively transforming, with the Ministry of Economic Affairs forecasting a growth of over 12% in total sales by 2025. As e-commerce continues to rise, the scale of Taiwan's e-commerce market is expected to surpass NT\$500 billion by 2025 (Statista), with the integration of online and offline channels becoming the mainstream. Retail stores, department stores, and leading channel players in the industry have already established relevant business units to respond to this trend. Meanwhile, the luxury retail market remains optimistic about Taiwan, with imports of luxury goods expected to grow by over 20% by 2025, as the high-end consumer base continues to expand (Source: Business Weekly). "

總經理 | 商務**GM & Commercial**

Position	Experience level	Annual pay range (NTD)	
General Manager/Managing Director	20+ years	4.5M	8.0M
Commercial Head/COO	15+ years	3.0M	5.0M

行銷**Marketing**

Position	Experience level	Annual pay range (NTD)	
CMO/Marketing Head/Director	15+ years	3.0M	4.5M
Brand General Manager	12+ years	3.0M	4.5M
PR & Communications Head	8-12 years	2.0M	3.5M
Head of Digital Marketing/CRM	8-10 years	2.0M	3.0M
Marketing Manager	10+ years	2.0M	2.8M
(Sr) Brand/Product Manager	8-10 years	1.8M	2.3M
Brand/Product Manager	5-10 years	1.2M	1.8M
Digital & CRM Manager	5-10 years	1.2M	1.8M

業務**Sales**

Position	Experience level	Annual pay range (NTD)	
Sales Director/Head (KA/BD/Channel)	15+ years	3.5M	5.0M
National Sales/Key Account Manager	8-15 years	2.5M	3.8M
Key Account Manager	5-10 years	1.5M	2.5M
Sales Manager	5-10 years	1.5M	2.5M
Trade Marketing Head	8-15 years	2.0M	3.0M
Trade Marketing Manager	5-10 years	1.5M	2.5M
EC Manager	5-10 years	1.5M	2.3M
Retail GM/Head	15+ years	2.5M	3.8M
Store Manager/Director	8-12 years	2.0M	2.8M

生命科學

隨著精準醫療、細胞治療、基因編輯、數位醫療的持續發展，相關領域的人才需求將持續上升；人工智慧/機器人學習技術加速新藥研發及醫療創新，智慧穿戴和血糖管理科技等居家應用前景看好。

With the continuous development of precision medicine, cell therapy, gene editing, and digital healthcare, the demand for talent in these fields will continue to rise. AI and Machine Learning technologies are speeding up drug development and medical advancements. The future is promising for home applications such as smart wearables and blood sugar management technologies.

國際性醫藥及醫療器材公司，在用人部分傾向保守，並藉由調整組織架構、優化內部資源配置，以及強化現有員工的職能發展來應對市場變化與成本壓力。台灣的生技類股在2024年表現優於美國S&P指數，尤其是在生技製藥和醫療器材領域。市場分析師預測，隨著併購、藥證取得及資源整合等因素的推動，生技類股將持續增長。

To adapt to market changes and cost pressures, international pharmaceutical and medical device companies tend to take a cautious approach to hiring. They are focusing on organizational restructuring, optimizing internal resource allocation, and enhancing the professional development of existing employees. The biotech and medical device sectors have seen record-high revenues. Market analysts predict that biotech stocks will continue to grow in 2025, driven by factors such as mergers and acquisitions, regulatory approvals, and resource integration.

Life Sciences

商務**Commercial**

Position	Experience level	Annual pay range (NTD)	
General Manager/Managing Director	15+ years	5.0M	12M
BU/Commercial Director	10-15 years	4.0M	9.0M
BU/Sales & Marketing Manager	8-10 years	2.5M	4.0M
District Sales/Key Account Manager	7-12 years	1.5M	2.8M
(Sr) Product Manager	5-8 years	1.5M	2.8M
Market Access Manager/Director	7-15 years	2.0M	8.0M

醫療**Medical**

Position	Experience level	Annual pay range (NTD)	
Medical Director	10+ years	4.0M	9.0M
Medical/Scientific Advisor	5-10 years	2.0M	4.5M
(Sr) MSL	2-5 years	1.0M	1.9M
CSO/R&D VP, Director and Manager	10+ years	2.5M	8.0M
Clinical Operation/ Research Director	10+ years	3.0M	6.0M
Clinical Operation/Project Manager	5-10 years	1.5M	3.0M
Regulatory Affairs Director	10+ years	2.5M	6.0M
Regulatory Affairs Manager	5-10 years	1.5M	3.0M





IT & Information Security

資訊技術與資安

IT不再是成本單位而是重要的業務夥伴：台灣企業愈來愈重視IT部門為數位轉型中的關鍵業務夥伴。IT專業人士需與各部門密切合作，推動公司業務成長，尤其在零售、製造與金融業中尤為重要。

IT as a business partner: Taiwanese companies are increasingly viewing IT as a key business partner in digital transformation. IT professionals are expected to collaborate with various departments to drive efficiency and support business. The IT function plays a more critical role in the corporate, especially for the sectors of retail, manufacturing and financial services.

數據驅動的決策與資安影響：隨著大數據與AI技術的日益普及，台灣企業愈加依賴大數據進行決策。隨著數位化步伐加快，資安風險也隨之上升，企業對具有資安知識的IT人才需求增加。

Data-driven decisions & cybersecurity: With growing use of big data and AI, companies in Taiwan are relying on data for better decision-making. As the pace of digitalization accelerates, information security risks also increase. Enterprises' demand for IT talents with information security knowledge is increasing.



雲端、AI與自動化技能導入：台灣企業正在加速雲端服務、AI和自動化技術的導入，並尋求擁有相關專業技能的人才，以提高效率並推動創新。雲端架構和AI應用已成為數位轉型的重要支柱。

Cloud, AI & Automation skills: The shift to cloud services, AI, and automation is accelerating in Taiwan, with businesses seeking professionals skilled in these areas to improve efficiency and drive innovation. Cloud architecture and AI expertise are critical to digital transformation.

Position	Experience level	Annual pay range (NTD)	
CIO/IT Vice President	15+ years	4.0M	7.0M
Director of Digital Transformation	12+ years	3.0M	4.5M
IT Director	12+ years	2.8M	4.5M
IT Application Manager	8+ years	1.5M	2.3M
IT (Dept.) Manager	8+ years	1.3M	2.2M
IT Infrastructure Manager	8+ years	1.4M	2.1M
IT Project Manager	5+ years	1.1M	1.7M
System Engineer	3-7 years	1.0M	1.6M
Network Engineer	3-7 years	1.0M	1.8M
IT Business Analyst	3-7 years	1.1M	1.5M
Helpdesk Engineer	3-7 years	0.9M	1.5M
Chief Information Security Officer	10+ years	2.5M	5.0M
Security Officer/Manager	5+ years	1.5M	2.0M
Security Engineer	3-7 years	1.0M	1.5M



Finance & Accounting 財務會計

隨著AI技術與ESG監管標準日趨成熟，財務部門將採用自動化財務分析工具，並加強企業可持續發展報告的透明度。因應快速變化的市場與組織變動，企業對於中高階職缺的條件也相對地有所調整，優秀的稅務及稽核人才十分搶手。此外，各個企業仍持續需要擅長財務規劃與分析的人才，以及具有跨國/國際工作經驗的主管。除了薪資之外，企業是否有提供遠程或彈性辦公，也是人選在換工作時會考量的重點。

Finance & accounting experts are expected to integrate AI-powered financial forecasting, automation tools, and ESG reporting into their core functions. In response to the rapidly changing market and organizational changes, companies have also adjusted the requirements for mid- to high-level job vacancies. Skilled tax and auditing talents are in great demand.

Also, companies continue to look for talents who are skillful at financial planning and analysis, as well as managers with multinational/international work experience. In addition to salary, whether the employer provides remote or flexible working is also a key consideration for candidates when changing jobs.



Position	Experience level	Annual pay range (NTD)	
CFO	15+ years	4.0M	8.0M
Finance Director	12+ years	3.5M	5.0M
Finance Controller	10+ years	2.5M	3.5M
Business Controller	8+ years	2.3M	3.2M
FP&A Manager	8+ years	2.5M	2.8M
Finance Manager	8+ years	1.8M	2.5M
Accounting Director	12+ years	3.0M	3.5M
Accounting Manager	5-10 years	1.8M	2.3M
Senior Accountant	6-8 years	1.3M	1.8M
Tax Director	12+ years	3.5M	6.0M
Tax Manager	8+ years	2.5M	3.2M
Head of Audit	12+ years	2.8M	5.5M
Senior Auditor	8+ years	1.8M	2.5M

Human Resources, ESG & Legal

人力資源, 永續與法務

台灣市場對 HRBP 和人資經理的需求持續增長, 企業越來越重視人才留任、員工體驗及 組織發展。越來越多企業正在轉向策略性人力資源管理, 更注重 數據導向決策、HR 數位化以及員工福祉。具備 HR 科技、數位轉型 或 ESG 專案經驗的 HR 專業人士在市場上更具競爭力。此外, 混合辦公模式逐漸普及, 導致辦公室經理的角色演變, 他們需要更熟悉遠端員工協調與辦公技術應用。

由於監管要求和投資者期望的不斷提高, 台灣對 ESG 經理的需求正在迅速增長, 尤其是在科技、金融和製造業領域。然而, 經驗豐富的 ESG 專業人士卻供不應求, 因此許多企業也透過招募具有永續發展、合規或投資者關係背景的候選人來擔任這個角色。



The demand for HRBPs and HR Managers in the Taiwan market continues to grow, as companies increasingly focus on talent retention, employee experience, and organizational development. More companies are shifting toward strategic human resource management, emphasizing data-driven decision-making, HR digitalization, and employee well-being. HR professionals with experience in HR technology, digital transformation, or ESG projects are becoming more competitive in the job market. The hybrid work model led to the evolution of the role of office managers, who need to be more familiar with remote employee coordination and office technology applications.

With the increasing regulatory requirements and investor expectations, the demand for ESG Managers in Taiwan is growing rapidly, especially in the sectors of technology, financial services, and manufacturing. However, experienced ESG professionals are in short supply, so many companies are returning to recruit candidates with experience of sustainability, compliance or investor relations to fill this role.



Position	Experience level	Annual pay range (NTD)	
CHRO/HR Vice President	15+ years	5.0M	8.0M
HR Director	12+ years	2.8M	5.0M
HR Manager	10+ years	1.2M	3.0M
HRBP/Sr. HRBP	5-10 Years	1.0M	3.0M
Office Manager	10+ years	1.0M	2.0M
Talent Acquisition Manager	5-10 Years	1.2M	2.5M
ESG Sr. Manager	10+ years	2.8M	4.0M
ESG Manager	5-10 Years	1.0M	3.0M
Head of Legal (& Compliance)	12+ years	3.5M	6.0M
(Sr.) Legal Manager	8-12 years	1.8M	3.0M
(Sr.) Legal Counsel	3-8 years	1.2M	2.2M
Compliance Manager	8-12 years	1.8M	2.5M
Compliance Advisor/Officer	3-6 years	1.0M	1.2M



總結


Summary

2025年台灣就業市場趨勢

Job Market Outlook in 2025

受多種經濟和人口因素的影響，預計2025年台灣就業市場將呈現小幅的成長態勢，工資將保持穩定，並根據通貨膨脹做出調整。最重大的挑戰是熟練專業人員的短缺。根據英國《金融時報》最近的調查，71%的雇主表示在填補職位上遇到困難。科技業對工程師和技術人員的需求仍然很高。在高效能運算和人工智慧技術需求的推動下，經濟的成長預計將創造一些新的就業機會，例如機器學習與數據分析在各種不同領域的應用，讓人才專注於更具策略性和更複雜的任務，從而促進創新和效率。除此之外，台灣線上購物的成長預計會持續帶動對電子商務管理、數位行銷和客戶體驗優化職位的需求。

In 2025, Taiwan's job market is projected to experience steady growth, influenced by various economic and demographic factors. Salaries are expected to remain stable, with adjustments made to account for inflation. A significant challenge identified is the shortage of skilled professionals. According to the recent survey of Financial Times, 71% of employers reported difficulties in filling positions. The technology sector will still face high demand for engineers and technicians. Driven by the demand for high-performance computing and AI technologies, the economic growth is expected to create new employment opportunities across industry sectors, for example, machine learning & data analysis. Talents can focus on more strategic and complex tasks, thereby fostering innovation and efficiency. In addition, the growth of online shopping is expected to continue to drive demand for e-commerce management, digital marketing and customer experience optimization positions.



環境、社會和治理 (ESG) 永續原則預計也會對台灣就業市場帶來影響。隨著全球企業重視 ESG，對以永續性、企業社會責任和治理為中心的職位需求將不斷增加，例如永續性分析師、ESG 合規官、公司治理顧問。關注 ESG 實踐有助於長期經濟復原力和穩定，使對社會負責和對環境友善的企業能夠更好地抵禦市場波動和監管變化。根據台灣環境部於 2024年12月發布的最新就業趨勢報告，「綠領」相關工作的短缺人數已達22,000+，僅次於人工智慧相關工作 (29,000+)，而且在未來的五年還有成長 100%~300%的空間。

為了解決台灣的人才短缺問題，雇主可以考慮實施多種策略來打造更具韌性的勞動力。例如擴大招募管道，透過接觸國際人才庫，與國際招聘機構合作招募專業人才，以及與當地大學或技術機構合作創建實習計畫或研究合作。另外，投資培訓、提高技能並為員工製定清晰的職業發展路徑，有助於留住人才並鼓勵長期忠誠度。結合自動化和人工智慧技術可以減少對重複性任務的勞動力的依賴，釋放人力資源以用於更複雜和策略性的角色，使企業能夠專注於培養高技能的人才。

The adoption of Environmental, Social, and Governance (ESG) principles may likely bring notable impacts to the job market as well. As companies adopt ESG practices, there will be an increasing demand for roles centered on sustainability, corporate social responsibility, and governance, such as sustainability analysts, ESG compliance officers, and corporate governance advisors. A focus on ESG practices can contribute to long-term economic resilience and stability, positioning socially responsible and environmentally friendly businesses to better withstand market fluctuations and regulatory changes. According to the latest employment report issued by the Ministry of Environment in December 2024, the shortages for "Green Collar" workers have reached to 22,000+, the second highest next to AI-related jobs (29,000+), and there will be a potential growth of 100%-300% in the next 5 years.

To address the talent shortage in Taiwan, employers can consider implementing several strategies to create a more resilient workforce. For example, expanding recruiting channels by reaching out to international talent pools, working with international recruitment agencies to attract skilled professionals, and partnering with local universities or technical institutions to create internship programs or research collaborations. Investing in training, upskilling, and developing clear career progression paths for employees can help retain talent and encourage long-term loyalty. And incorporating automation & AI technologies can help reduce the reliance on labor for repetitive tasks, freeing up human resources for more complex and strategic roles, allowing companies to focus on developing highly skilled workers.

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