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GROUP

2026

Taiwan AI Talent Landscape & Salary Guide

台灣 AI 人才薪資指南

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Making success stories happen





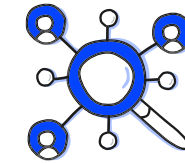
+20

countries across
4 continents



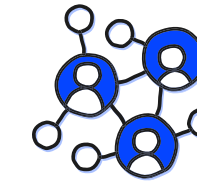
1M+

of talent in our global
database



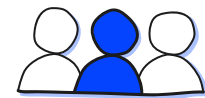
3

talent search
centres



+6000

customers of all sizes and in
all sectors of activity



+500

employees
worldwide



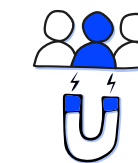
+7000

experts in the
Club 5000



+2000

assessments for talent
selection and development



+60M

potential candidates
reached each month on
social networks

Since 2013, the Morgan Philips Group has been reinventing the codes of talent acquisition and management consulting by offering a range of innovative services, perfectly adapted to the new world of work.

Our key figures

Europe



Americas



Africa & Middle-East



ASIA



- Belgium
- Denmark
- France
- Germany
- Luxembourg
- Norway
- Poland
- Spain
- United Kingdom
- Sweden
- Switzerland
- Ukraine

- Canada
- USA
- Mexico

- Taiwan
- Mainland China
- Hong Kong
- Singapore
- Malaysia
- Thailand

INTERNATIONAL
TALENT SEARCH
CENTRES

- China
- Mexico
- Mauritius

International presence.
Local expertise.



Introduction

What will the future of work look like in an age of AI (Artificial Intelligence)? In its 2025 Future of Jobs Report, the World Economic Forum (WEF) estimated that between 2025 and 2030, 92 million jobs worldwide are expected to be displaced or significantly automated, while 170 million new roles are projected to be created, relying heavily on global upskilling efforts. Half of employers plan to reorient their business in response to AI, two-thirds plan to hire talent with specific AI skills, while 40% anticipate reducing their workforce where AI can automate tasks. Goldman Sachs predicts that 2026 will be the year AI shifts from a tool that enhances productivity to one that directly replaces workers. About 25% of all current work hours could be automated by AI, and 6–7% of the US workforce will be displaced. But the impact is likely to be transitory as new job opportunities created by the technology ultimately put people to work in other capacities.

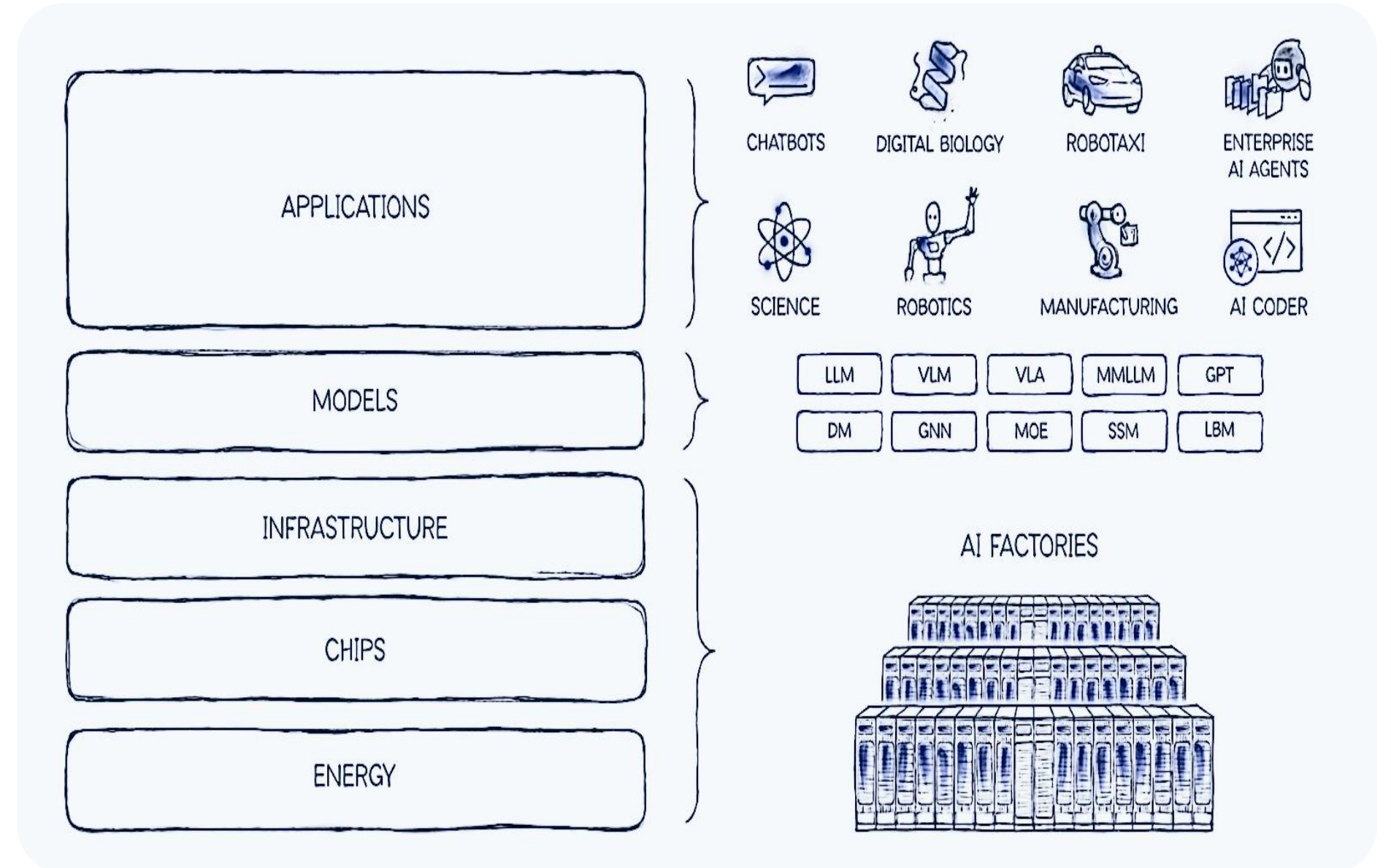
History shows that new technology often replaces some jobs but also creates new ones. And AI will be no different. As AI models become larger and more active, demand has increased significantly to the businesses that provide the infrastructure to run AI and the specialized services to integrate it. They include Semiconductors & Fiber Optics, Electronics/Hardware Manufacturing, Power, Energy, and Constructions for Gigawatt-scale AI Factories. New applications and demands were generated in the sectors of Healthcare, Financial Services, ICT, Robotics, Manufacturing, Retail, to name a few. In addition, AI could lead to new careers in areas like AI management, system training, data governance, creative fields, technology support, and Agent-as-a-Service (AaaS).

在AI時代未來的工作會是什麼樣子？世界經濟論壇（WEF）在其《2025年未來就業報告》中預估2025至2030年間，全球預計將有9,200萬個工作被AI取代或實現高度自動化，而若是人類能夠努力提升技能，則有1.7億個新的就業機會可能被創造出來。一半的雇主計劃調整業務方向應對AI時代，三分之二的雇主計劃招募具備特定人工智慧技能的人才，而40%的雇主打算在AI可自動完成的工作裡盤點人力，縮減編制。高盛預測，2026年將是人工智慧從提高生產力的工具，轉變為直接取代理人力的轉折點。目前在人類的工作中約25%工時的產出可以被AI自動化，6%至7%在美國的勞動力將因此失業。但這種影響可能是暫時的，因為新的科技會創造新的就業機會，最終會讓人們從事其他工作。

歷史顯示新技術往往會取代部分工作，但同時也會創造新的就業機會，AI也不例外。隨著AI模型的規模與功能日益強大，對於提供AI運作的基礎設施和整合相關服務的需求也顯著增長，帶動了半導體、光纖、和電子製造業的成長，加大對於電力、能源，和建設蓋瓦級AI工廠的需求。諸多產業如醫療保健、金融服務、資通訊、機器人、製造業、零售業等亦相繼出現新的應用。此外AI可望催生新興的職業，如人工智慧管理、系統訓練、資料治理、創意領域、技術支援以及代理即服務（AaaS）。

At the World Economic Forum (WEF) 2026, NVIDIA CEO Jensen Huang described the transformative impact of AI using the metaphor of a “five-layer cake.” In his view, AI is not a single technology but a stack of interconnected layers: energy, chips and computing infrastructure, cloud and data centers, AI models such as ChatGPT, Gemini, and Claude, and finally the application layer—where businesses across many industries ultimately capture economic value. We believe this same framework can also be applied to job analysis. Accordingly, this salary guide goes beyond core AI technical roles to also highlight the high-demand positions that support the global expansion of AI infrastructure. The report draws on data and research from our proprietary database, as well as insights gathered from various job boards and professional networks. It covers the following topics and job families.

在2026年世界經濟論壇 (WEF) 上，nVIDIA執行長黃仁勳用「五層蛋糕」的比喻來描述AI的變革性影響。他認為人工智慧並非單一技術，而是由相互關聯的多個層級構成：能源、晶片和運算基礎設施、雲端運算和資料中心、諸如ChatGPT、Gemini和Claude等AI模型，以及最終的應用層—各行各業的企業最終在此獲取經濟價值。我們相信，同樣的架構也適用於職位分析。因此，這份薪酬指南不僅涵蓋核心人工智慧技術職位，還重點介紹了支援AI硬體與基礎設施的高需求職位。報告的數據和研究來自我們專有的資料庫，以及從各種招聘網站和專業網路收集的資訊。報告涵蓋以下主題和職位類別。



Source: 2026 nVIDIA company blog

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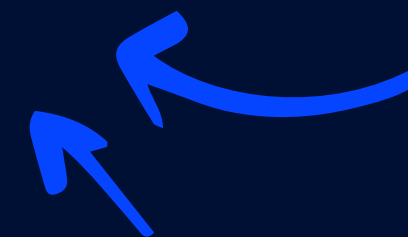
- **Market Overview**
- **Core technical roles across Industries**
 - ✓ AI/Machine Learning/LLM Engineer
 - ✓ Computer Vision Engineer
 - ✓ Data Scientist/Big Data Engineer
 - ✓ AI Architect
 - ✓ AI Product Manager
- **High-demand Jobs in Semiconductors**
 - ✓ Chip Designer: AI, High-Speed, Power
 - ✓ Physical Design Engineer (ML-based)
 - ✓ Advanced Packaging Engineer
 - ✓ AE/FAE- (Field) Application Engineer
 - ✓ Manufacturing Expert/Plant Manager
- **High-demand Jobs in Computing Hardware**
 - ✓ Signal/Power Integrity (SI/PI) Engineer
 - ✓ Server FW/BMC/BIOS Engineer
 - ✓ Power Electronics Engineer
 - ✓ Thermal Engineer (Cooling specialized)
 - ✓ Manufacturing Expert/Plant Manager
- **2026 Outlook & Challenges**
- **台灣市場概覽**
- **跨產業核心技術職位**
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 - ✓ 機器視覺工程師
 - ✓ 資料科學家/大數據工程師
 - ✓ AI 架構師
 - ✓ AI 產品經理
- **半導體產業熱門職位**
 - ✓ 晶片設計工程師: AI, 高速, 電源
 - ✓ 物理設計/IC佈局工程師
 - ✓ 先進封裝工程師
 - ✓ 產品應用工程師
 - ✓ 製造專家/主管/廠長
- **硬體研發製造熱門職位**
 - ✓ 訊號完整性與電源完整性工程師
 - ✓ 伺服器韌體/BMC/BIOS 工程師
 - ✓ 電源設計工程師 (伺服器/資料中心)
 - ✓ 熱流/熱傳工程師 (冷卻技術)
 - ✓ 製造專家/主管/廠長
- **2026展望與挑戰**

Taiwan Market Overview

Taiwan serves as the central hub for the global AI industry, controlling ~ 90% of the world's AI server manufacturing and delivering an estimated \$1.3 trillion in infrastructure value. Taiwan accounts for over 60% of total global foundry revenue and 90% of the advanced semiconductor manufacturing (by TSMC). As the primary supplier of semiconductors, Taiwan's ecosystem integrates advanced chip design, foundry services, and chip packaging, to final hardware assembly. While semiconductors are the "brain" of the AI revolution, Taiwan's status as the world's "AI Factory" has triggered a massive boom across several other critical hardware sectors. In 2025, Taiwan's computer and peripheral revenue surged by over 35%, outpacing even the growth of the semiconductor sector itself. Here are the specific sectors and technologies booming alongside the AI surge:

- Semiconductors:
Chip Design & Manufacturing, Silicon Photonics, Advanced Packaging & Testing, High Bandwidth Memory (HBM)
- AI Server Assembly & ODM
- Critical Components & Modules:
Server-level Power, Power Shelves, Battery Backup Unit; Thermal Management & Cooling PCB & CCL (High-Speed Materials); High-Speed Connectivity

The core of Taiwan's strategy involves integrating artificial intelligence deeply into its world-leading semiconductor and manufacturing ecosystems. The estimated number of AI professionals in Taiwan is about 40,000, based on industry growth trends and talent shortage reports. The country is facing a talent shortage of approximately 20,000 to 30,000 AI vacancies annually. Companies are prioritizing the upskilling of existing employees to meet the rapid technological advancements, and some of them are actively recruiting international talent to fill gaps. While technical roles remain at the top of the pay scale, there is a significant surge in hybrid roles—jobs that combine traditional expertise with AI fluency. This trend can be found broadly across sectors of Banking & Financial Services, Traditional Industry & Manufacturing, Medical/Healthcare, and Retail/E-Commerce.



Insights

台灣市場洞察

台灣是全球人工智慧產業的中心樞紐，掌控著全球約90%的人工智慧伺服器製造，並創造了約1.3兆美元的基礎設施價值。台灣佔全球晶圓代工總收入的60%以上，以及先進半導體製造（台積電）的90%。作為主要的半導體供應商，台灣的生態系統整合了先進晶片設計、晶圓代工服務、晶片封裝以及最終硬體組裝。半導體是人工智慧革命的“大腦”，而台灣作為世界“AI智慧工廠”的地位也帶動了其他多個關鍵硬體領域的蓬勃發展。在2025年，台灣的電腦及週邊設備收入成長約35%，超過半導體產業本身的成長速度。以下是隨著人工智慧浪潮而蓬勃發展的主要產業與技術：

- 半導體:

晶片設計與製造，矽光子，先進封裝測試，高頻寬記憶體

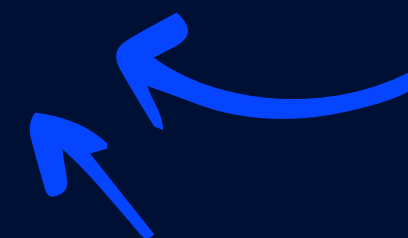
- AI伺服器組裝與代工

- 關鍵零件與零組件:

伺服器級電源、電源架、備援電池; 散熱管理與先進冷卻技術

PCB與CCL (高速材料); 高速傳輸與連接技術

台灣策略的核心在於將人工智慧深度融入其世界領先的半導體和製造生態系統。根據產業成長趨勢和人才短缺報告，台灣的人工智慧專業人才數量估計約4萬人，而每年面臨約2萬至3萬個人工智慧人才空缺。企業優先提升現有員工的技能以適應快速的技術進步，部分企業也積極招募國際人才以填補空缺。雖然技術職位的薪酬仍居高不下，但混合型崗位——即結合傳統專業知識和人工智慧技能的職位——的需求顯著增長。這趨勢廣泛存在於銀行和金融服務業、傳統工業和製造業、醫療/保健業以及零售/電子商務等行業。



Insights



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Core technical roles
across Industries

跨產業核心技術職位

AI/Machine Learning/LLM Engineer

Job Family: Machine Learning (ML), Large Language Model (LLM), Deep Learning (DL), Natural Language Processing (NLP)

The AI/Machine Learning (ML)/Large Language Model (LLM) engineers are responsible for developing, deploying, and maintaining AI systems and/or machine learning models, implementing appropriate algorithms and running system experiments and tests to ensure reliable and efficient operations. Engineers working on Generative AI & LLMs with expertise in fine-tuning models or RAG (Retrieval-Augmented Generation) can add 20% to a standard offer. The demand for AI/ML/LLM engineers in Taiwan remains high, driven primarily by the semiconductor boom and the digital transformation of financial services. Salaries vary significantly depending on the sector. Semiconductor companies recruit these roles for defect detection, yield optimization, and EDA (Electronic Design Automation) tool development. Banks and financial services companies hire them to handle fraud detection, credit scoring, and algorithmic trading.

相關職位: 機器學習 (ML)、大型語言模型 (LLM)、深度學習 (DL)、自然語言處理 (NLP)

AI/機器學習/大型語言模型工程師負責開發、部署和維護AI系統和/或機器學習模型，實施相應的演算法，並執行系統實驗和測試以確保系統能可靠且有效地運作。從事生成式AI和LLM開發並精通模型微調或RAG（檢索增強生成）的工程師，比起其他同類型的工程師可望多出20%的薪資。因應半導體產業的蓬勃發展和金融服務業數位轉型的推動，台灣對於AI/機器學習/大型語言模型工程師的需求依然旺盛，然而薪資水準因行業別而有明顯差異。半導體公司招募此類工程師從事缺陷檢測、良率優化和電子設計自動化 (EDA) 工具開發。銀行和金融服務公司則聘請他們處理詐欺偵測、信用評分和演算法交易等工作。

Industry Sector	Entry to Mid Level	Senior/Lead (8+ years)
Semiconductors	NT\$1.5M – NT\$3.0M	NT\$3.0M – NT\$5.0M+
Foreign Big Tech (MNCs)	NT\$1.8M – NT\$3.5M	NT\$3.0M – NT\$5.0M+
Fintech/Financial Services	NT\$1.2M – NT\$2.2M	NT\$2.3M – NT\$4.0M
Local Software / Startups	NT\$0.9M – NT\$2.0M	NT\$2.0M – NT\$4.0M
Manufacturing (Traditional)	NT\$0.8M – NT\$1.7M	NT\$1.5M – NT\$3.0M

Computer Vision Engineer

The computer vision engineers combine AI-powered machine learning and computer vision approaches to help computers comprehend and interpret visual data. They collaborate closely with other engineers to create systems that can detect and categorize photographs, movies, and other visual data. This role occupies a unique position at the intersection of hardware and software. While "AI" is a broad term, Computer Vision (CV) Engineers specifically teach machines to "see"—interpreting digital images from cameras, LiDAR, and medical scanners. Major applications in Taiwan: (1) Semiconductor & Advanced Manufacturing – Automated Optical Inspection (AOI); (2) Automotive & Robotics (Perception): Building the "perception stack" for autonomous vehicles or warehouse robots; (3) Medical Imaging (MedTech): Working with research hospitals and startups, assisting doctors in identifying anomalies in X-rays, MRIs, or CT scans.

機器視覺工程師結合人工智慧驅動的機器學習和電腦視覺技術，幫助電腦理解和解讀視覺數據。他們與其他工程師緊密合作，創建能夠偵測和分類照片、影片及其他視覺資料的系統。此職位處於硬體和軟體交匯的獨特位置。雖然「人工智慧」是一個廣泛的概念，但電腦視覺 (CV) 工程師的具體工作是教會機器「看」- 解讀來自相機、雷射雷達和醫療掃描器的數位影像。在台灣，電腦視覺的主要應用領域包括：(1) 半導體及先進製造 - 自動光學檢測 (AOI) ；(2) 汽車及機器人 (感知) ；為自動駕駛汽車或倉庫機器人建構「感知堆疊」；(3) 醫學影像 (醫療科技) ；與研究型醫院和新創公司合作，協助醫師辨識X光片、核磁共振成像或CT掃描中的異常情況。

Industry Sector	Entry-to-Mid Level	Senior/Lead (8+ years)
Semiconductors	NT\$1.5M – NT\$3.0M	NT\$3.0M – NT\$5.0M+
Industry & Manufacturing	NT\$1.2M – NT\$2.0M	NT\$2.0M – NT\$3.5M
Automotive / Robotics	NT\$1.1M – NT\$1.8M	NT\$1.8M – NT\$3.0M
Medical / Healthcare	NT\$0.9M – NT\$1.7M	NT\$1.7M – NT\$3.0M

Data Scientist/(Big) Data Engineer

Data scientists design data modeling processes to create algorithms and predictive models, and perform custom analysis, while data engineers clean, aggregate, and organize data from disparate sources and transfer it to data warehouses. To find trends and patterns in data, they collaborate closely with business executives before using this knowledge to make data-driven decisions. The hiring landscape in Taiwan is highly concentrated in four key sectors where data volume and AI implementation are most critical: (1) Semiconductors & Manufacturing: for yield prediction and defect detection; (2) Banking & Financial Services: to modernize their legacy systems and comply with 2026 data privacy regulations; (3) Big Tech MNCs (AWS/Azure/Google Cloud): use Taiwan as a hub for their regional AI infrastructure and hardware-software co-design; (4) E-commerce & Retail: Build the pipelines that track user behavior across apps and physical stores. Focus on Recommendation Engines and dynamic pricing models to maximize customer experiences.

資料科學家設計資料建模流程，創建演算法和預測模型，並執行客製化分析；大數據工程師則負責清理、聚合和整理來自不同來源的數據，並將其傳輸到資料倉儲。為了發現數據中的趨勢和模式，他們會與業務主管緊密合作，然後利用這些資訊做出數據驅動的決策。台灣的人才市場集中在四個關鍵產業，這些產業對資料量和人工智慧的應用最為迫切：(1) 半導體製造：用於良率預測和缺陷檢測；(2) 銀行和金融服務：用於實現傳統系統的現代化並遵守2026年的資料/數據隱私法規；(3) 大型科技跨國公司如 AWS/Azure/Google Cloud：將台灣作為其區域人工智慧基礎設施和軟硬體協同設計的中心；(4) 電子商務和零售：建立追蹤用戶在應用程式和實體店行為的管道。重點關注推薦引擎和動態定價模型，以最大程度地提升客戶體驗。

Industry Sector	Entry-to Mid Level	Senior/Lead (8+ yrs)
Semiconductor & Manufacturing	NT\$1.2M – NT\$2.2M	NT\$2.2M – NT\$4.0M+
Foreign Tech (MNCs)	NT\$1.6M – NT\$2.5M	NT\$2.5M – NT\$4.0M+
Fintech/Financial Services	NT\$1.0M – NT\$1.8M	NT\$1.6M – NT\$3.5M+
E-commerce / Retail	NT\$0.9M – NT\$1.5M	NT\$1.5M – NT\$3.0M+

AI Architect

An AI Architect is responsible for designing and developing scalable AI solutions or systems, including selecting appropriate algorithms, frameworks, and infrastructure to meet requirements. While an AI Engineer builds the model, the AI Architect builds the entire ecosystem that allows that model to survive and thrive in a business environment. This role has become prestigious because it requires a rare mix of high-level coding, cloud infrastructure knowledge, and business acumen. Here are the top industry sectors hiring AI Architects in Taiwan, their primary focuses and corresponding salary ranges: (1) Semiconductor & IC Design: Developing on-chip AI (NPUs), EDA automation, and fab yield optimization; (2) Cloud & SaaS: Designing localized RAG systems and sovereign AI for regional enterprise clients; (3) Advanced Manufacturing: Automated optical inspection (AOI), and supply chain forecasting; (4) Banking & Financial Services: Algorithmic trading, AI-driven fraud detection, and regulatory compliance.

AI架構師負責設計和開發可擴展的人工智慧解決方案或系統，包括選擇合適的演算法、框架和基礎設施以滿足需求。AI工程師建構模型，而AI架構師則建構整個生態系統，使該模型能在商業環境中生存發展。由於該職位需要高水準的編碼能力、雲端基礎設施知識和商業敏銳度，因此備受推崇。以下是台灣招募AI架構師的熱門產業、主要關注點和相應的薪資範圍：(1) 半導體與積體電路設計：人工智慧晶片開發 (NPU)、EDA自動化與晶圓廠良率最佳化; (2) 雲端與SaaS：為區域企業客戶設計在地化的RAG系統與自主人工智慧; (3) 先進製造：自動光學檢測 (AOI) 和供應鏈預測; (4) 銀行與金融：演算法交易、人工智慧驅動的詐欺偵測與監管合規。

Industry Sector	Mid-Level (7+ years)	Senior Level (12+ yrs)
Semiconductor: IC Design	NT\$3.5M – NT\$5.0M	NT\$4.5M – NT\$8.0M+
Cloud & SaaS – Foreign Tech MNCs	NT\$3.0M – NT\$4.5M	NT\$3.5M – NT\$6.0M+
Advanced Manufacturing	NT\$2.5M – NT\$3.5M	NT\$3.0M – NT\$4.5M
Finance/Digital Banking	NT\$2.0M – NT\$3.0M	NT\$2.8M – NT\$4.0M

AI Product Manager

AI Product Managers are expected to lead and guide a team to build an AI-based solution. To find new opportunities and establish strategies for developing new AI products, they collaborate closely with engineers and data scientists. An AI Product Manager has expertise in deep learning and machine learning and knows how AI techniques can be used to solve any given problem. They will be able to determine exactly how an existing product can be improved by using machine learning. AI Product Managers can be found in many industries and salaries vary significantly depending on the sector.

AI產品經理需要領導和指導團隊建立基於人工智慧的解決方案。

為了尋找新的機會並制定開發新型人工智慧產品的策略，他們需要與工程師和資料科學家緊密合作。AI產品經理精通深度學習和機器學習，並了解如何運用人工智慧技術解決各種特定問題。他們能夠精準地判斷如何利用機器學習來改進現有產品。AI產品經理的職位遍佈各行各業，薪資水平也因行業而異。

Industry Sector	Entry-to-Mid Level	Senior/Lead (8+ yrs)
Foreign Big Tech (MNCs)	NT\$1.8M – NT\$4.0M	NT\$4.0M – NT\$6.0M+
Semiconductor / IC Design	NT\$1.5M – NT\$3.5M	NT\$3.5M – NT\$5.5M+
AI Startups/ SaaS/Software	NT\$1.0M – NT\$2.2M	NT\$2.3M – NT\$4.0M
Finance/Digital Banking	NT\$0.9M – NT\$2.0M	NT\$2.0M – NT\$3.5M
Traditional Manufacturing	NT\$0.8M – NT\$1.5M	NT\$1.6M – NT\$3.0M

High-Demand Jobs in Semiconductors

半導體產業熱門職位



Chip Designer (AI)

Job Family: SoC Architect; Chip Architect; Digital Design Engineer; Analog Design/Mix-Signal Design Engineer for SerDes (high-speed) & Power Management/PMIC; Design Verification Engineer

Chip Designers (AI) are the highest-paid professionals in the job market. As the world shifts from general-purpose CPUs to specialized AI accelerators, these professionals are responsible for designing the physical hardware (silicon) that makes Generative AI and High-Performance Computing (HPC) possible. This role is concentrated in Hsinchu and Taipei, primarily within the IC Design (Fabless) and wafer Foundry sectors.

相關職位：SoC架構師；晶片架構師；數位設計工程師；類比設計/混合訊號工程師: SerDes 高速及電源管理/PMIC; 設計驗證工程師

晶片設計工程師 (AI相關) 是就業市場中收入最高的專業人士。隨著世界從通用CPU轉向專用AI加速器，這些專業人士負責設計實現生成式人工智慧和高效能運算 (HPC) 所需的實體硬體 / 晶片。該職位主要集中在新竹和台北的積體電路設計 (無晶圓廠) 與晶圓代工公司。

Industry Sector	Entry-to-Mid Level	Senior/Lead (8+ yrs)
Top IC Design	NT\$2.0M – NT\$5.0M	NT\$4.5M – NT\$10.0M+
Foundry R&D	NT\$1.8M – NT\$4.5M	NT\$4.0M – NT\$8.0M+
Foreign Chip MNCs	NT\$2.4M – NT\$5.0M	NT\$5.0M – NT\$10.0M+
Tier-2 IC Design	NT\$1.6M – NT\$4.0M	NT\$3.5M – NT\$ 6.0M+

Physical Design Engineer (ML-Based)

Job Family: PD Engineer, APR Engineer, Layout Engineer

The Physical Design Engineer (Machine Learning-based) bridges the gap between traditional VLSI design and modern Artificial Intelligence. While a traditional APR/PD Engineer manually manages the "Place and Route" process, an ML-based PD Engineer develops and uses AI algorithms to automate and optimize the physical layout of a chip, significantly reducing "Time-to-Market."

相關職位：PD工程師、APR工程師、佈局工程師

基於機器學習的物理設計 / IC佈局工程師彌合了傳統VLSI設計與現代人工智慧之間的鴻溝。此類傳統的工程師手動管理「佈局佈線」流程，而基於機器學習的PD工程師則開發並使用人工智慧演算法來自動化和優化晶片的實體佈局，從而顯著縮短「上市時間」。

Industry Sector	Entry-to-Mid Level	Senior/Lead (8+ years)
Top IC Design	NT\$1.8M – NT\$3.5M	NT\$3.0M – NT\$5.5M
Foundry R&D	NT\$1.6M – NT\$3.2M	NT\$2.7M – NT\$5.0M
Foreign Chip MNCs	NT\$2.0M – NT\$4.0M	NT\$3.5M – NT\$6.0M
Tier-2 IC Design	NT\$1.5M – NT\$3.0M	NT\$2.5M – NT\$4.0M

Advanced Packaging Engineer

Advanced Packaging Engineer specializes in the areas like CoWoS (Chip on Wafer on Substrate), FOWLP (Fan-Out Wafer Level Packaging), and Silicon Photonics currently commands the highest market premiums due to the AI boom. It has become one of the most critical roles in the semiconductor industry as companies like TSMC, ASE, and Intel rely on advanced packaging—specifically 3D stacking—to give AI chips the performance and memory bandwidth they need to handle LLM workloads. In Taiwan, the salary for an Advanced Packaging Engineer varies significantly based on the industry sector of OSAT (Outsourced Semiconductor Assembly and Test) provider or a top-tier semiconductor giant.

資深封裝工程師專注於CoWoS (晶片封裝在晶圓基板上)、FOWLP (扇外型晶圓級封裝) 和矽光子學等領域，由於AI的蓬勃發展以及隨著台積電、日月光、和英特爾等公司依賴先進封裝技術 (特別是3D堆疊技術) 來為AI晶片提供處理 LLM負載所需的性能和記憶體頻寬，高級封裝工程師已成為半導體行業最關鍵的職位之一。在台灣，高級封裝工程師的薪資差異很大，取決於是身處於封測OSAT (外包半導體封裝測試) 產業或是頂級半導體巨頭。

Industry Sector	Entry-to-Mid Level	Senior/Lead (8+ yrs)
Foundries	NT\$1.4M – NT\$3.5M	NT\$3.0M – NT\$6.0M+
Major OSATs	NT\$1.0M – NT\$2.5M	NT\$1.8M – NT\$4.0M+
Foreign MNCs	NT\$1.6M – NT\$3.5M	NT\$3.5M – NT\$5.5M+

(Field) Application Engineer

The AE/FAE has become one of the most vital roles for bridging the gap between cutting-edge AI silicon (hardware) and real-world deployment (software). An AE/FAE is essentially a hybrid of a Senior Engineer and a Technical Consultant. This role extends beyond chip sales; they ensure the customer's AI software actually runs on the hardware. Their responsibilities typically involve the tasks of AI Model optimization, Hardware-Software Integration, and feedback loop for R&D. It is one of the frequently sought positions for multinational Tech companies with presence in Taiwan.

AE/FAE (產品應用工程師) 已成為連接尖端人工智慧晶片 (硬體) 與實際部署 (軟體) 的關鍵角色之一。AE/FAE 本質上是高級工程師和技術顧問的結合體。他們不僅銷售晶片，更重要的是確保客戶的AI軟體能夠在硬體上正常運作。他們的職責通常包括：人工智慧模型優化、軟硬體整合，回饋客戶需求或問題給研發團隊。AE/FAE是在台灣設有分公司的跨國科技公司最常招募的職位之一。

Industry Sector	Entry-to-Mid Level	Senior/Lead (8+ yrs)
Foreign Chip MNCs	NT\$1.8M – NT\$4.0M	NT\$3.5M – NT\$6.0M+
Local Chip Design	NT\$1.5M – NT\$3.5M	NT\$2.7M – NT\$5.0M+
Manufacturing	NT\$1.2M – NT\$2.5M	NT\$1.8M – NT\$3.5M+

Manufacturing Expert/Leader (Semiconductors)

Job Family: Plant Manager, Site Operations Manager, Director of Manufacturing, Director of Operations; Manufacturing (Engineering) Manager, Production Manager, IE Manager, Lean Expert, Continuous Improvement Manager; Automation Manager; Manager or Director of Smart/Intelligent Manufacturing

The surge in demand for AI chips has created a challenging hiring environment for manufacturing leaders. Companies are not just looking for traditional factory managers; they need Smart/Intelligent Manufacturing experts and leaders to handle the complex architectures of AI accelerators. And the AI chip boom isn't just about the wafer foundries; it has triggered a massive expansion in the "sub-fab" and "infrastructure" layers. In Taiwan, Semiconductor Equipment suppliers, industrial gas suppliers, and specialty Chemical & Materials suppliers are hiring heavily for these roles to run their local production sites.

相關職位：廠長、製造總監、營運總監；製造(工程)經理、生產經理、工業工程經理、精益專家、持續改進經理；自動化經理；智慧製造經理/總監

人工智慧晶片需求的激增為半導體上下游業者帶來了高度挑戰的招募環境。企業不再只是需要傳統的工廠經理；他們需要智慧製造專家和專業經理人來處理AI加速器的複雜架構。人工智慧晶片的蓬勃發展不僅限於晶圓代工廠和封裝測試廠；它還同時帶動了「上下游製造工廠」和「基礎設施」層面的大規模擴張。在台灣，半導體設備供應商、工業氣體供應商、以及特殊化學品和材料供應商正在大量招聘這些職位，以管理其在地的生產營運。

Sector	Mid-Level	Senior/Lead (10+ yrs)
Foundry & Advanced Packaging	\$NT2.4M – \$NT4.0M	\$NT4.0M – \$NT10M+
Semiconductor Equipment	\$NT1.8M – \$NT3.5M	\$NT3.5M – \$NT7.0M+
Chemical & Materials	\$NT1.6M – \$NT3.0M	\$NT3.0M – \$NT6.0M+

MORGAN PHILIPS
GROUP

High-Demand Jobs in Computing Hardware

硬體研發製造熱門職位



Signal Integrity (SI), Power Integrity (PI) Engineer

In the AI industry, Signal Integrity (SI) and Power Integrity (PI) Engineers are the "guardians of the data flow." As AI models demand massive bandwidth and incredible power, the margin for electrical error shrinks to almost zero. SI engineers ensure that data bits moving at blistering speeds don't turn into unrecognizable noise. PI engineers ensure the power is clean and stable. These engineers act as the bridge between IC Designers and ODM/OEMs who build the final AI servers.

在人工智慧產業中，訊號完整性 (SI) 工程師與電源完整性 (PI) 工程師是「資料流的守護者」。隨著人工智慧模型對頻寬和功率的需求日益增長，電氣誤差的容錯率幾乎降至零。訊號完整性工程師確保高速傳輸的資料位元不會變成無法辨識的雜訊。電源完整性工程師則確保電源的純淨和穩定。這些工程師充當IC設計工程師和AI伺服器製造商之間的橋樑。

Sector	Entry-to-Mid Level	Senior/Lead (8+ yrs)
US-based MNCs	\$NT1.8M – \$NT4.0M	\$NT3.0M – \$NT5.5M+
Local Electronics Manufacturer	\$NT1.4M – \$NT3.0M	\$NT2.0M – \$NT4.0M+

Firmware/ BMC/BIOS Engineer (AI Server)

Server Firmware/BMC/BIOS Engineers play a critical role in the AI Server assembly industry, which is dominated by the tech giants like Quanta, Foxconn (Hon-Hai), Wiyynn, and Inventec. Their work sits at the intersection of hardware and software, ensuring that high-performance servers (especially AI servers) boot up, stay cool, and remain secure.

伺服器韌體/BMC/BIOS工程師在AI伺服器組裝產業中扮演著至關重要的角色，該行業由廣達、富士康/鴻海、緯穎和英業達等巨頭主導。這些工程師的工作融合了硬體和軟體，確保高效能伺服器（尤其是AI伺服器）能夠正常啟動、保持低溫運作並確保安全。

Sector	Entry-to-Mid Level	Senior/Lead (8+ yrs)
Server – Tech MNC	\$NT1.2M – \$NT2.5M	\$NT2.0M – \$NT4.0M+
Server – OEM/ODM	\$NT0.9M – \$NT2.0M	\$NT1.7M – \$NT3.5M+

Power Electronics Engineer (Server & Datacenter)

As AI chips draw dramatically higher power—often surpassing 1,000 W per GPU—power engineering challenges have evolved from routine power delivery to managing extremely high-power densities. Power electronics engineers are increasingly involved in designing server-level power systems, power shelves for AI racks, and battery backup units (BBUs) that support rack and data-center infrastructure. The rapid expansion of AI has also driven up salaries for power electronics specialists in Taiwan, as industry demand greatly exceeds the supply of experienced engineers.

隨著AI晶片功耗急劇上升 - 通常每個GPU的功耗超過1000瓦 - 電源工程的挑戰也從常規的供電演變為管理極高的功率密度。電源工程師越來越多地參與伺服器級電源系統的設計，以及用於人工智慧機架的電源架，和支援機架及資料中心基礎設施的電池備用單元 (BBU)。人工智慧的快速發展也推高了台灣電源專家的薪資，因為產業對於有經驗的工程師的需求遠遠超過了供應。

Sector	Entry-to-Mid Level	Senior/Lead(8+ yrs)
Hardware: Power	\$NT1.4M – \$NT3.0M	\$NT3.0M – \$NT6.0M+

Thermal Engineer (Cooling Specialized)

A thermal engineer designs the airflow or liquid flow paths that keep components within the operating temperature limits to ensure GPUs and CPUs don't melt or throttle their performance due to heat. AI servers are shifting away from traditional air cooling toward more aggressive solutions such as Liquid Cooling (DLC), Immersion Cooling, and Phase Change.

熱工程師負責設計氣流或液體流動路徑，以確保組件溫度保持在工作範圍內，防止GPU和CPU因過熱而熔化或性能下降。人工智慧伺服器正逐漸摒棄傳統的風冷方式，轉而採用更有效率的散熱方案，例如液冷 (DLC)、浸沒式冷卻和相變冷卻。

Sector	Entry-to-Mid Level	Senior/Lead (8+ yrs)
Hardware: Mechanical	\$NT1.0M – \$NT2.5M	\$NT1.8M – \$NT4.0M+

Manufacturing Expert/Leader (Hardware)

The role of a Manufacturing leader in Taiwan has evolved from "managing people and throughput" to "orchestrating a high-tech ecosystem." With the surge in AI hardware—where precision and speed are non-negotiable—these roles now carry high-stakes responsibilities unique to each sub-sector.

- ✓ **AI Server Assembly:** In the world of Level 10–12 assembly (full-rack integration), managers are managing massive, complex systems. Key challenges: System-Level Validation: Ensuring that thousands of components work in harmony; NPI (New Product Introduction) Speed; Data Center Simulation: Managing the "digital twin" of the factory to predict bottlenecks.
- ✓ **Power Supply & Thermal:** Managers here focus on material science and extreme reliability. Key challenges: Advanced Automation (The "Line Manager" AI): use software that automatically adjust machine parameters, predicts tool wear, and manage energy consumption. Transition to Liquid Cooling; Energy Management: optimize the factory's own energy footprint while testing 120kW power shelves.
- ✓ **High-Speed Connectors & Materials:** The focus is on micro-precision and signal integrity. Key challenges: Yield Loss Mitigation; High-Mix, Low-Volume (HMLV) Management: AI connectors are highly customized for different hyperscalers. Managers must master rapid changeovers on production lines without losing yield.

台灣製造業領導者的角色已從「管理人員和產量」演變為「建構高科技生態系統」。隨著人工智慧硬體的激增，精準度和速度至關重要，這些角色如今肩負著各細分領域獨有的高風險責任。

- ✓ **人工智慧伺服器組裝：**在10-12級組裝（全機架整合）領域，管理者需要管理龐大而複雜的系統。主要挑戰包括：系統級驗證：確保數千個組件協同工作；新產品導入速度；資料中心模擬：管理工廠的「數位孿生」以預測瓶頸。
- ✓ **電源供應器及散熱：**該領域的管理者專注於材料科學和極致可靠性。關鍵挑戰：高階自動化（「生產線經理」AI）：使用能夠自動調整機器參數、預測刀具磨損並管理能耗的軟體。向液冷過渡；能源管理：在測試 120kW 電源架的同時，優化工廠本身的能源消耗。
- ✓ **高速連接器和材料：**該領域關注的是微精度和訊號完整性。關鍵挑戰：降低良率損失；高混合低產量 (HMLV) 管理：AI 連接器通常針對不同的超大規模資料中心進行高度客製化。管理人員必須掌握生產線快速切換的技巧，同時確保良率不受影響。

Sector	Mid-Level	Senior/Lead (10+ yrs)
Electronics Manufacturing	\$NT2.0 M – \$NT3.5M	\$NT3.0M – \$NT6.0M+

The 2026 Outlook

- ✓ **Evolving:** The rapid rise of generative AI has shifted Taiwan from a general-purpose electronics manufacturer into a specialized AI powerhouse. While the world focuses on the chips themselves, Taiwan's true strength lies in its ability to combine silicon fabrication with the complex physical infrastructure required to run AI models.
- ✓ **Hardware Evolution:** As physical limits of transistor shrinkage are reached, AI is being used to design smarter chips (2nm and 1.4nm) faster through AI-enhanced EDA.
- ✓ **Edge AI & Cooling:** There is a massive shift toward "Edge AI"—running smaller models directly on devices—and a transition to liquid cooling in 50% of data centers to manage heat.
- ✓ **Sovereign AI & Localization:** Nations and industries are building domestic AI infrastructure to avoid dependence on foreign tech. This includes "localized financial-sector LLMs" and the "Trustworthy AI Dialogue Engine".
- ✓ **Emergence of Hybrid roles:** The transition in the 2026 job market is less about "learning to code" but more about "learning to orchestrate." The valuable professionals are those who act as the bridge between specialized domain knowledge/expertise and the power of AI agents.

✓ 演進：

生成式人工智慧的快速崛起使台灣從電子產品製造轉型為人工智慧領域的專業強國。當世界關注晶片本身時，台灣真正的優勢在於其將矽晶片製造與運行AI模型所需的複雜物理基礎設施相結合的能力。

✓ 硬體進化：

隨著電晶體尺寸縮小的物理極限不斷逼近，人工智慧正被用於透過人工智慧增強的電子設計自動化 (EDA) 技術，更快地設計更智慧的晶片 (2nm 和 1.4nm)。

✓ 邊緣AI與散熱：

邊緣人工智慧 (直接在裝置上運行較小的模型) 正得到大規模應用，同時，50% 的資料中心正在過渡到液冷散熱以管理熱量。

✓ 自主人工智慧與在地化：

各國和各產業都在建構本土人工智慧基礎設施，以避免依賴外國技術。這包括建置「在地化的金融領域大語言模型 (LLM)」與「可信賴的人工智慧對話引擎」。

✓ 混合型角色的需求漸增：

2026 年就業市場的轉型重點不再是“學習程式設計”，而是“學習協調”。真正有價值的專業人才，是那些能夠連接專業知識/技能和人工智慧代理強大功能的混合型人才。

Key Challenges

- ✓ **Talent Scarcity:** The education system excels at producing high-quality engineers, but there is a critical shortage of "interdisciplinary" / "hybrid" professionals who understand the intersection of AI with specific domains (e.g., healthcare, law, or finance) and ethics.
- ✓ **Energy Infrastructure Constraints:** AI-driven data centers and high-performance computing (HPC) are incredibly energy-intensive. Taiwan's limited land for renewables, combined with grid stability concerns, creates a bottleneck for scaling physical AI infrastructure.
- ✓ **Memory Shortage Crisis:** High demand for High-Bandwidth Memory (HBM) is driving up global prices for consumer RAM and SSDs.
- ✓ **The "Power Wall":** AI models are so energy-hungry that hardware-software co-design is now mandatory to prevent chips from melting during operation.
- ✓ **Regulatory Pressure:** The need for AI Ethics leads and Compliance officers is skyrocketing as global regulations (like the EU AI Act) tighten in 2026.

- ✓ **人才短缺：**

台灣的教育體系擅長培養高素質工程師，但嚴重缺乏能夠理解人工智慧與特定領域（如醫療保健、法律或金融）及倫理領域的「跨學科」/「混合型」專業人才。

- ✓ **能源基礎設施限制：**

人工智慧驅動的資料中心和高效能運算（HPC）耗能龐大。台灣再生能源用地有限加上電網穩定性問題，限制了人工智慧實體基礎設施的擴展。

- ✓ **記憶體短缺危機：**

對高頻寬記憶體（HBM）的高需求推高了全球消費級記憶體（RAM）和固態硬碟（SSD）的價格。

- ✓ **「功耗牆」：**

人工智慧模型耗電量龐大，因此必須採用軟硬體協同設計，以防止晶片在運作過程中過熱熔化。

- ✓ **監管壓力：**

隨著全球監管法規（例如歐盟人工智慧法案）在 2026 年收緊，對人工智慧倫理負責人和合規官的需求將快速上升。

Embracing AI for Business Growth

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