

RecruitFirst

I N D O N E S I A 2 0 2 2

TECHNOLOGY SECTOR  
SALARY TREND &  
MARKET INTELLIGENCE

Insights to determine your value in the industry

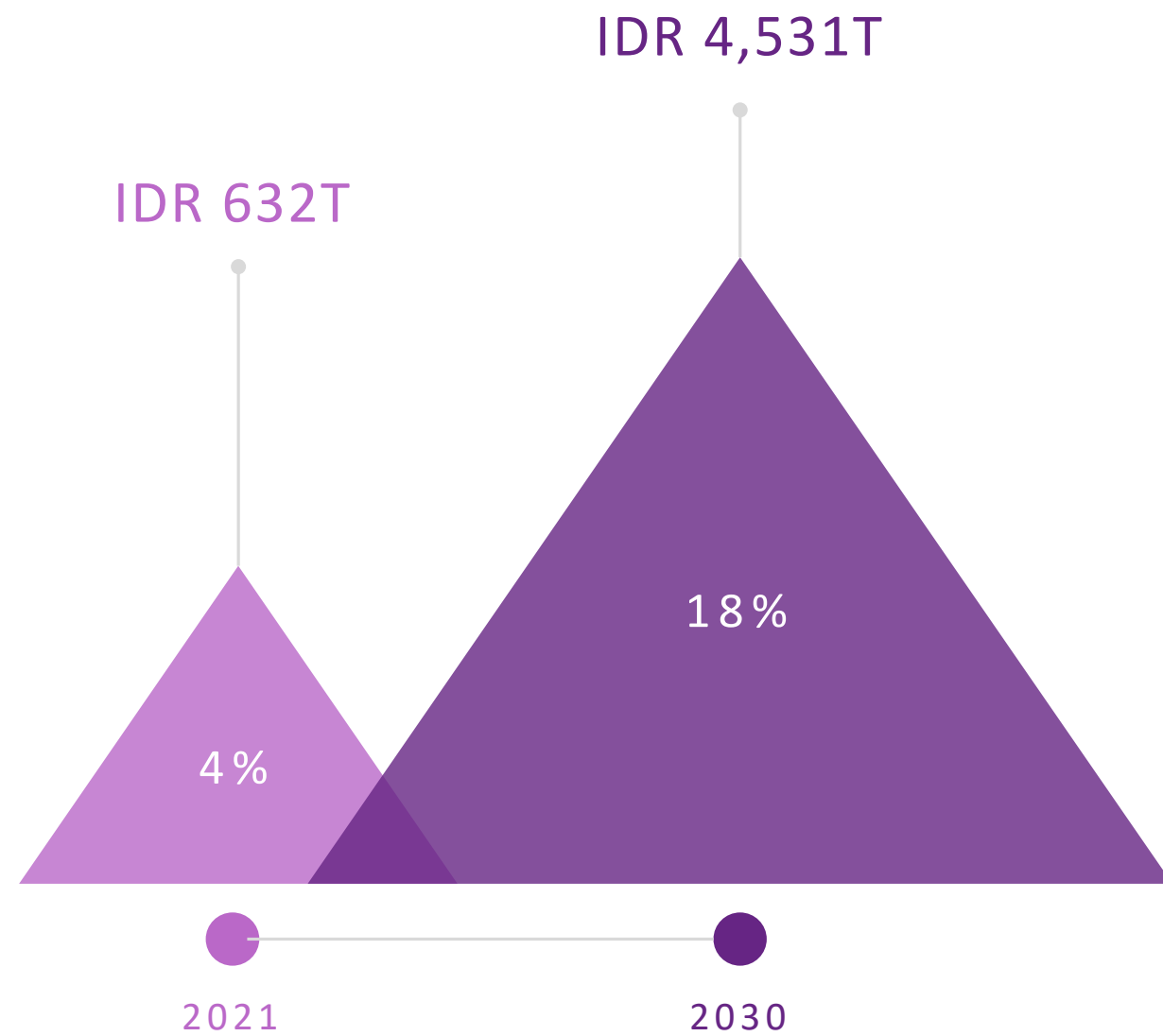


# Acceleration of Digital Transformation

The COVID-19 pandemic created major momentum to drive digital transformation in various industries, demanding businesses to embrace technology in order to survive.

In Indonesia, this period accelerated the rise of numerous **e-commerce** and **financial technology** platforms as companies seek to adapt to the change in consumer behavior that shifts towards online shopping and the use of cashless payment solutions. The increasing awareness of financial health and investment knowledge amongst Indonesia's youth also expedites the growth of **investment apps**.





Digital economy contribution to Indonesia's Gross Domestic Product (GDP)

This trend is only set to increase as Indonesia's digital economy is predicted to be one of the biggest ones in South-East Asia by 2030. This will present opportunities for candidates looking to enter and thrive in the Technology sector.

**34%**

E-commerce projected contribution to the digital economy in 2030

**IDR 4,531T**

Projected value of Indonesia's digital economy in 2030

# Career Advice

## for Jobseekers

With the positive trajectory of Technology sector growth in Indonesia, candidates will have more opportunities to enter the industry.

However, as demand increases, having a related degree in the field will not automatically guarantee a place in your dream tech company. Job seekers will have to set themselves apart by continuously honing both their hard and soft skills. Consider the following steps to make your tech job search a successful one.





## 1. GET CERTIFIED

If you're new to the industry, certifications can be a good way to learn the fundamentals and earn credential. Research new software, tools or trends that may be on the rise to decide on which certification to get.

**Pro Tip:** Recruiters will feel more confident to consider you if you have a strong knowledge base and are willing to learn new things.

As the cost of certifications can be quite substantial, it's important to ensure that the programs you choose match your career goals so it will be a worthwhile investment. Consider exploring the 'Kartu Prakerja' program which provides subsidies for various tech courses by its partner training institutes.

## 2. BUILD YOUR EXPERIENCE

Relevant experience is high up on the list when hiring managers are looking for a top candidate.

Here are several ways you can gain experience as tech workers:

Completing an internship

Freelancing

Doing personal projects

Offering your service to volunteer organizations

Join courses

### 3. POLISH YOUR PORTFOLIO

Portfolios are a great way to showcase your abilities, especially if you are starting on your career. To attract hiring managers, your portfolio should include the following elements:

**Brief statements about who you are and what you do**

**Examples of your work**  
(i.e. website you built, software you developed, etc.)

**Statement of originality**  
stating that the samples provided are your work

It's better to present your portfolio in an easy to navigate format so it will spotlight your work. Avoid using flashy colors or obscure titles so hiring managers can easily understand and navigate the page.

### 4. NETWORK

Having a strong network within the tech industry can be useful to secure your dream job. Someone in your network may introduce you to opportunities you might not have direct access to or even vouch for your work.

**Start building your network by reaching out to former colleagues, friends, alumni from your school, or professionals on LinkedIn.**

These connections may not always end up in a job offer but you'll gain valuable insights and advice about the industry.

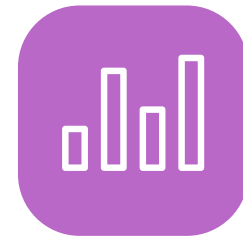


# IN-DEMAND SKILLS

in the Technology Sector



CYBERSECURITY



DATA ANALYTICS



NETWORKING  
& PROGRAMMING  
LANGUAGES

(i.e. JavaScript, Go, Python)



QUALITY ASSURANCE



APP DEVELOPMENT

According to World Economic Forum's Future of Jobs Report, these are some of the **emerging soft skills** in the tech industry:

- Analytical thinking and innovation
- Complex problem-solving
- Active learning and learning strategies
- Creativity, originality and initiative
- Resilience, stress tolerance and flexibility

**2-5**  
months

**Time needed to start building  
new skills in the tech sector**

(i.e. Product Development, Data and AI,  
Cloud Computing, etc.)

# IN-DEMAND ROLES

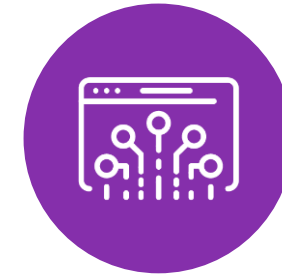
in the Technology Sector



FRONTEND /  
BACKEND  
ENGINEER



QA ENGINEER



SOFTWARE  
DEVELOPER



NETWORK /  
CLOUD  
ARCHITECT



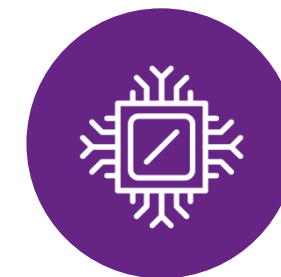
DEVOPS / SITE  
RELIABILITY  
ENGINEER



CYBERSECURITY  
SPECIALIST



DATA ANALYST  
& SCIENTIST



APPS  
DEVELOPER





# WORK WITH A RECRUITER

Job searches can be challenging and time-consuming. Working with a recruiter can help you in many ways, from finding you a suitable opportunity, to negotiate remuneration package.

A good recruiter will not only ease your job hunt but is able to provide insight and feedback throughout the interview process, helping you to showcase your qualifications and skills in the best manner.

# SALARY GUIDE

Job Title	Years of Experience	Salary (per month in IDR)
Backend Developer	2-4 years	10,000,000 – 35,000,000
Frontend Developer	2-4 years	10,000,000 – 35,000,000
Backend Engineer	4-5 years	12,000,000 – 15,000,000
Senior Backend Engineer	12 years	28,000,000
Frontend Engineer	4-5 years	12,000,000 – 15,000,000
Senior Frontend Engineer	12 years	32,000,000
QA Engineer	2-4 years	6,000,000 – 16,000,000
Senior QA Engineer	6 years	24,000,000

# SALARY GUIDE

Job Title	Years of Experience	Salary (per month in IDR)
Data Analyst	4 years	10,500,000
Senior Data Analyst	8 years	26,000,000
Data Engineer	> 3 years	10,000,000 – 30,000,000
Data Scientist	7 years	20,000,000
UI/UX Designer	2-5 years	7,000,000 – 16,000,000
Engineering Manager	3-5 years	37,000,000 – 70,000,000
Site Reliability Engineer	5 years	14,000,000
Senior DevOps Engineer	4 years	20,000,000
IT Infrastructure	10 years	27,000,000

# MEET OUR TEAM



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