2026 / EXECUTIVE INTELLIGENCE SERIES

AVENTIS TALENTEDGE

Singapore Executive Salary Guide 2026

Evidence-led benchmarks for leaders, HR teams and hiring decision-makers.

FOCUS AREAS

- Frontier Tech
- Business & Sustainability
- Social Services
- Healthcare Management

October 2026 edition
Singapore dollars (SGD)

Prepared by
Aventis TalentEdge

A curated interpretation of published third-party market data. Aventis TalentEdge has not conducted a proprietary salary survey for this edition.

Three sources, three pay definitions: figures are not interchangeable

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Each source measures pay differently. Understand the basis, scope and limitations before comparing.

Robert Half®

CORPORATE ROLES

WHAT IT MEASURES

Gross annual starting salary

25th / 50th / 75th percentile



- Excludes bonuses, benefits and employer CPF.
- Not total compensation.

NCSS National Council of Social Service

SOCIAL SERVICE MANAGEMENT

WHAT IT MEASURES

Monthly base plus fixed allowances

Starting salary and reference point, not a statistical range or maximum.

- Not a percentile range.
- Not a maximum.
- Used for benchmarking and planning.

indeed

MEDICAL DIRECTOR

WHAT IT MEASURES

Average monthly base

Only four salaries reported at 16 Sep 2026.
Directional, low-confidence.

- Small sample size (n = 4).
- Not a range or percentile.
- Use for directional context only.

Compare only when the basis matches

Figures from different sources measure different things. Ensure the pay basis (salary, allowances, period and scope) is the same before making comparisons.

Source: Robert Half (2026), NCSS (2026), Indeed (16 Sep 2026).

A hiring budget is more than a job title

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The right salary depends on multiple factors. A holistic view leads to better decisions.

Organisation size

Larger organisations often offer higher compensation, greater benefits and more structured career paths.

Regional scope

Roles with broader regional responsibility typically come with higher pay and added complexity.

Regulatory accountability

Greater compliance, risk and regulatory oversight increases accountability — and usually increases compensation.

Team size

Managing larger, more diverse teams often commands a higher salary due to increased leadership and impact.

Revenue or operational budget

Bigger budgets and higher revenue responsibility typically align with higher pay bands and bonus potential.

Technical scarcity

Hard-to-find skills and niche expertise drive higher compensation, especially in competitive markets like Singapore.

Validate each brief against live candidates and comparable roles

Use real market data and live candidate insights to ensure your budget is competitive, realistic and aligned to the talent landscape.

Source: Aventis TalentEdge - Singapore Market Intelligence, 2026.

Snapshot: selected annual benchmarks

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Key executive salary ranges and medians in Singapore for 2026.

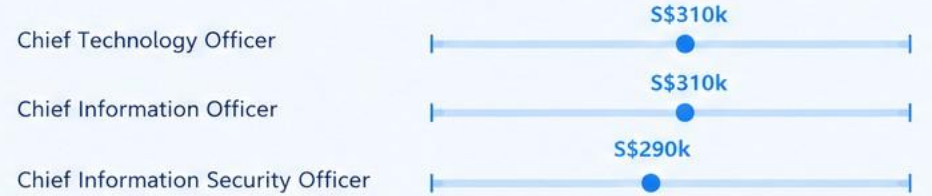
Role	25th Percentile (S$)	50th Percentile (S$)	75th Percentile (S$)
Chief Technology Officer	S$260k	S$310k	S$435k
Chief Information Officer	S$215k	S$310k	S$410k
Chief Information Security Officer	S$245k	S$290k	S$435k
Chief Financial Officer	S$315k	S$420k	S$600k
Finance Director	S$215k	S$240k	S$270k
Human Resources Director	S$170k	S$230k	S$300k

CFO has the highest range

S$315k – S$600k

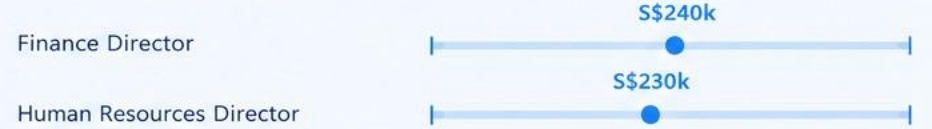


Technology C-suite medians cluster around S$290k – S$310k



Finance and HR Directors sit lower

S$170k – S$300k



Source: Robert Half 2026 Singapore Salary Guide, role pages [1]-[6]. Gross annual starting salary, not total package.

01 / Frontier Tech: strategic roles carry board-level accountability

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Roles combine transformation, security, commercial delivery and board-level accountability.

Transformation
Drive digital and operational change at scale.

Security
Protect data, systems and business continuity.

Commercial Delivery
Turn technology into measurable business outcomes.

Board-Level Accountability
Shape strategy, manage risk and create long-term value.

Role	25th Percentile (S$)	Median (S$)	75th Percentile (S$)	Salary Range (25th – 75th percentile)
Chief Technology Officer	S$260,000	**S$310,000**	S$435,000	S$260,000 — **S$310,000** — S$435,000
Chief Information Officer	S$215,000	**S$310,000**	S$410,000	S$215,000 — **S$310,000** — S$410,000
Chief Information Security Officer	S$245,000	**S$290,000**	S$435,000	S$245,000 — **S$290,000** — S$435,000
IT Director	S$185,000	**S$225,000**	S$260,000	S$185,000 — **S$225,000** — S$260,000

Source: Robert Half, 2026; gross annual starting salary, excluding bonus, benefits and CPF. [1]-[3]

Frontier Tech hiring interpretation

Key signals to evaluate executive readiness in frontier technology roles.

01

Assess platform modernisation track record

Look for evidence of successful platform upgrades, cloud migrations and modernisation at scale, not just strategy or intent.

02

Assess cyber-risk ownership and AI governance

Evaluate how candidates manage cyber-risk, implement AI governance and balance innovation with responsible controls.

03

Assess vendor and cloud economics

Validate commercial acumen in vendor management, cost optimisation and cloud spend efficiency.

04

Assess ability to lead cross-functional change

Look for experience bringing together product, engineering, security, finance and business teams to deliver outcomes.

05

Distinguish hands-on technical leadership from enterprise-wide accountability

Differentiate between deep technical expertise and the ability to **set** strategy, influence stakeholders and drive organisation-wide impact.

Source: Aventis TalentEdge, 2026 Market Intelligence

02 / Business & Sustainability: finance leadership sets the top of the range

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CHIEF FINANCIAL OFFICER (CFO)

S$420,000
Median

S$600,000
75th percentile

DIRECTOR-LEVEL ROLES CLUSTER BETWEEN

S$170,000 – S$310,000

Director-level roles generally fall within this range, with variation by function and experience.

ROLE	25TH PERCENTILE (S$)	MEDIAN (S$)	75TH PERCENTILE (S$)
Chief Financial Officer S$315,000 S$420,000 S$600,000	S$315,000	S$420,000	S$600,000
Finance Director S$215,000 S$240,000 S$270,000	S$215,000	S$240,000	S$270,000
FP&A / Business Director S$240,000 S$275,000 S$310,000	S$240,000	S$275,000	S$310,000
Risk & Compliance Director S$190,000 S$210,000 S$240,000	S$190,000	S$210,000	S$240,000
Human Resources Director S$170,000 S$230,000 S$300,000	S$170,000	S$230,000	S$300,000

Robert Half, 2026; gross annual starting salary, excluding bonus, benefits and CPF. [4]-[8]

Sustainability roles: use a role-specific brief

Executive pay for sustainability roles in Singapore is under-defined, so we focus on your specific remit.

Singapore-specific comparisons remain less standardised

Reliable Singapore-specific published executive pay comparisons for sustainability roles are still limited and lack consistent methodology, making direct benchmarking challenging.

We intentionally do not assign a synthetic market range

Given the limited and inconsistent data, we do not provide a synthetic market range for sustainability roles in Singapore.

Define the remit

Our analysis focuses on the following sustainability role remits:

- Reporting only
- Transition strategy
- Sustainable finance
- Supply-chain decarbonisation
- Enterprise P&L accountability

Source: Aventis TalentEdge, 2026 market intelligence. Note: No synthetic market range is provided for sustainability roles in Singapore due to limited and inconsistent data.

03 / Social Services: official FY2026 monthly guidelines

Effective April 2026

Monthly SGD, base pay plus fixed alowances.

Pay scales with operating budget

The pay scale varies by organisation's operating budget size.

Reference point applies to competent incumbents

This is not a maximum; recommended guidelines, not salary percentiles.

Management role	Operating budget	Starting / Reference point
Head of Agency	over S$10m	S$17,920 / S$21,780
Head of Agency	S$3m-S$10m	S$13,920 / S$16,450
Head of Agency	under S$3m	S$12,680 / S$14,700
Director	over S$10m	S$12,760 / S$15,940
Director	S$3m-S$10m	S$11,500 / S$14,370
Director	under S$3m	S$10,360 / S$12,950
Centre Manager	–	S$9,140 / S$10,800
Assistant / Deputy Director	–	S$8,220 / S$9,660

Source: NCSS / Ministry of Social and Family Development, FY2026.

04 / Healthcare Management: directional data, handle with care

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Clinical specialty, licensing, hospital vs pharma setting and managerial span create major differences.

Key drivers of variation

Clinical specialty, licensing, hospital vs pharma setting and managerial span create major differences.

Medical Director (average base)

S$17,915 per month

(Indeed, updated 16 Sep 2026; only four salaries reported)

Important note

Small sample; do not use alone for offer setting.

Indicative range

S$12,057 – S$26,621 per month

(low-to-high estimates, not a validated percentile range)



This range shows the low-to-high estimates from the available data, not a validated percentile range.

Source: Indeed, role-specific salary explorer [10].

Suggested validation for healthcare roles

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Benchmark by institution type, practising requirements, service-line scale and full package.

Clinical leadership

Benchmark against roles such as Clinical Director, Head of Department and Medical Director.

- Institution type
- Practising requirements
- Service-line scale
- Full package

Care operations

Benchmark against roles such as Operations Director, Clinical Operations Lead and Head of Nursing.

- Institution type
- Practising requirements
- Service-line scale
- Full package

Hospital administration

Benchmark against roles such as Hospital CEO, COO and General Manager.

- Institution type
- Practising requirements
- Service-line scale
- Full package

Medtech / pharmaceutical commercial roles

Benchmark against roles such as Country Manager, Medical Affairs Lead and Commercial Director.

- Institution type
- Practising requirements
- Service-line scale
- Full package

Confirm with live market evidence

Validate ranges with current market data, peer benchmarks and recruiter insights to ensure accuracy and competitiveness.

Five decisions before you approve an offer

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Get the basics right, use the right data, and build an offer that's fair, competitive and defensible.

01

Define the actual remit

- Operating budget
- Country scope
- Line-management size
- Regulatory responsibilities

02

Choose a comparable pay basis

Annual base to annual base, not monthly salary to total package.

03

Set an evidence range

Use source percentiles or published guideline points; disclose thin datasets.

04

Design total rewards

Bonus, equity, allowances, flexibility and development support separately.

05

Review market fit

Pressure-test with a current shortlist and document why the offer is defensible.

Source: Aventis TalentEdge | Singapore Market Intelligence 2026.

About Aventis TalentEdge

AVENTIS TALENTEDGE

Connecting employers and professionals through our specialist focus areas.

Frontier Tech

Business & Sustainability

Social Services

Healthcare Management

Discuss your leadership hiring brief or request a tailored compensation review.

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SOURCE: AVENTIS TALENTEDGE

Source register & methodology

AVENTIS

DATA & DISCLAIMER

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All salary data belongs to respective publishers; independent synthesis, not affiliated or endorsed

IMPORTANT NOTE

Not statistically harmonised

Role names and datasets not statistically harmonised; treat figures as planning references, not guaranteed market clearing prices.

Roles & Datasets Referenced

	ROLES	DATASETS / SOURCES
1	Chief Technology Officer	Robert Half
2	Chief Information Officer	Robert Half
3	Chief Information Security Officer	Robert Half
4	Chief Financial Officer	Robert Half
5	Financial Planning & Analysis / Business Director	Robert Half
6	Human Resources Director	Robert Half
7	Risk & Compliance Director	Robert Half
8	2026 Singapore Salary Guide	Robert Half (roberthalf.com/sg/en/insights/salary-guide)
9	FY2026 social service sector salary guidelines	file.go.gov.sg/socialservicesectorsalaryguidelines.pdf
10	Medical Director salary in Singapore	Indeed (sg.indeed.com/career/medical-director/salaries)

Robert Half job pages at roberthalf.com/sg/en/job-details/.

Source: Robert Half, Indeed, and relevant government sources (see above).