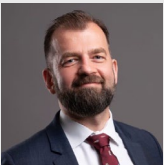


Salary Survey 2025 Taiwan Overview

Taiwan Market 2025 Overview

- In 2024, the economic downturn, geopolitical tensions and shifts in consumer behaviours has introduced a heightened sense of uncertainty and cautious approach. In 2025, only 35% of professional do feel confident of the job market.
- In 2025, salary increments are expected to remain stable, accounting for the CPI, with 89% of employers planning to offer salary increases, 74% of which are projected to range between 1-5%.
- Talent shortages persist, with 71% of employers reporting difficulties in filling key positions, while 52% plan to increase permanent headcount in 2025.
- 92% of employers say they intend to enhance L&D programmes, expand entry criteria, or engage with specialist recruitment firms to make its hiring strategy more inclusive.
- AI applications are accelerating the pace of digital transformation, increasing the demand for professionals skilled in driving such transformations.



“In 2025, salaries are expected to be stable, with inflation taken into account, job movers with in-demand skill set are likely to receive between 5-20% pay increment.”

John Winter
Country Manager, Robert Walters Taiwan

Key numbers on hiring market in 2025

What professionals value most in an employer:



Excellent compensation and benefits



Inspiring colleagues and culture



Challenging and interesting work

In the commerce field:

66%

of professionals actively seek job movement

15-20%

Salary increment for job mover

In the technology field:

59%

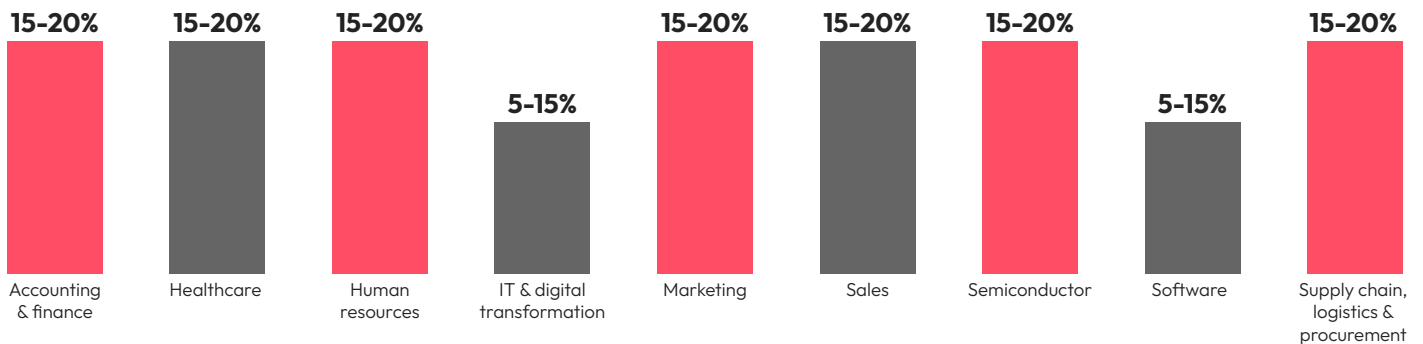
of professionals actively seek job movement

5-20%

Salary increment for job mover



Salary increment for job mover



Skills in demand by industry

FMCG and retail

- Productivity driven
- Performance improvement experience
- Business partner with commercial mindset
- Transformation & change management experience

Healthcare

Commercial

- Hybrid with non-commercial expertise
- Policy shaping experience
- Multi-disease areas

Non-commercial

- Hybrid with commercial expertise
- RA / QA in medical device
- Medical excellence

Semiconductor

- Analog design
- Digital design
- Design verification

Software

- Software development
- AI engineering
- Data engineering



Skills in demand by function

Accounting & finance

- Head of finance
- Commercial finance / Business partner
- FP&A manager
- Head of accounting

IT & digital transformation

- Cyber security
- Solution architect
- Compliance

Human resources

- Organisation development skills
- Compensation & benefits
- Talent development

Marketing

- Cross industry experience
- Product innovation & development experience
- Multi-markets experience

Sales

- Key account management with distributor
- E-business experience
- Language & communication skills

Supply chain, logistics & procurement

- ESH / Class A of occupational health
- Demand & supply planning
- Warehouse operation
- End to end (Full function)

Contact us

Robert— —Walters

Robert Walters Taiwan
Room F, 10th Floor, No. 1 Songzhi Road
Xin-yi District, Taipei
T: +886 2 8758 0700
F: +886 2 8758 0799
E: taipei@robertwalters.com.tw



European Chamber of Commerce Taiwan
11F, 285 Zhongxiao E. Rd., Sec. 4,
Taipei 10692
T: +886 2 2740 0236
F: +886 2 2772 0530
www.ecct.com.tw

Salary Survey 2025



Get the most comprehensive overview of salaries and hiring trends in your industry from the Robert Walters Salary Survey.