2025 job market outlook & salary guide.

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accounting and finance.

Accounting and finance roles are in demand as sectors from e-commerce to construction continue to grow. But requirements are also changing, with companies looking to digital transformation and automation to transform their operations, not to mention the increasing requirements of meeting international ESG and other standards.

That creates plenty of opportunities for talent with the right skills, as well as competition between hiring managers to recruit and retain them.

growth in e-commerce

E-commerce continues to grow in Malaysia, with predictions that the sector could hit RM1.65 trillion in 2025. The government has provided strong support, including the #SayaDigital campaign which has helped 500,000 small businesses get started with e-commerce and e-payment systems.

The growth of online-only retailers as well as the ongoing adoption of e-commerce by traditional brick and mortar stores has created strong demand for accounting and finance roles. While Malaysia has a large pool of accounting talent, companies generally prefer candidates with e-commerce experience, ideally in the same sector, since standards can vary and employers ideally want someone who can deliver results from day one.

That means that talent with experience in certain sectors, such as FMCG, can find themselves in high demand.

To attract candidates, companies are using higher compensation as a key strategy, but they are also focusing on career progression opportunities and offering hybrid working arrangements, which are important to candidates.

construction continues to build

Malaysia's budget for 2025 is packed with infrastructure projects, such as the Sarawak-Sabah Link Road Phase 2 and the Pan-Borneo Highway. The rise in popularity of data-hungry AI has fuelled already strong demand for data centre construction, with the likes of Microsoft, Google and Amazon all investing in the country. Strong government support for renewable energy means there is a wave of construction projects underway, particularly in solar.

Even the residential property market is picking up, with developers expecting stronger growth in the first half of 2025 than in the second half of 2024.

While there are some concerns about rising costs, including a call from builders to delay the implementation of Malaysia's carbon tax, scheduled for 2026, on the whole, the sector looks poised for a strong 2025.

That creates demand for finance talent within property and construction, particularly for positions like finance managers and project accountants. Experience in property and construction finance is particularly valued, as companies seek candidates who understand the financial challenges and technical know-how unique to the industry, such as long project timelines and large capital outlays.

However, similar to other sectors, there is a shortage of candidates with specific industry experience. With hybrid working less prevalent due to the need to be on-site, companies instead need to compete on compensation and career development opportunities to attract and retain talent.

> "high demand for finance talent in property and construction, particularly for finance managers and project accountants."

demand for professional services

Malaysia has emerged as the clear winner from the China Plus One strategy, with Chinese investment making up more than half of FDI. Chinese language skills give Malaysia a major advantage over regional rivals like Indonesia, while favourable government policies have also helped attract investment.

But it's not just Chinese companies. Western companies like AMD, Bosch and Infineon have all made significant investments, and US-China tensions have led to growth in Malaysia's semiconductor industry as companies and governments look to diversify their supply chains.

As well as benefitting the construction sector, this growth has been good news for Malaysia's professional services companies. Newcomers need help with company formation, and often prefer to outsource accounting, auditing and tax to local firms familiar with the market, leading to significant growth and new employment opportunities in the sector.

sustainable growth

Sustainability continues to gain importance across industries. It's particularly important for companies looking to export to western markets, but is increasingly being demanded by consumers closer to home. That's creating demand for accounting and finance professionals with experience in sustainability reporting, ESG compliance, and relatively new financial instruments such as sustainability-linked loans.

While employers generally prefer direct experience, the ability to partner with different departments to make vdata-driven decisions is key, so candidates with strong communication and data analysis skills are likely to enjoy an advantage here.

software skills

While we haven't quite seen the AI revolution that boosters of the technology have been predicting, it's certainly true that accounting and finance professionals need to sharpen their software skills.

On January 1 the government brought in the second phase of its e-invoicing rules, requiring taxpayers with annual turnover between RM25 million and RM100 million to provide electronic invoices through the government's MyInvois system. Smaller companies will be required to do the same from July.

At the same time, companies are increasingly looking at process automation and other digital solutions to optimise internal efficiency and improve accuracy.

That creates opportunities for accounting and finance candidates with experience in specific software. More generally, it raises expectations that all candidates should have a certain basic level of software skills and advanced Excel skills. The more tech-savvy the talent, the more opportunities there are likely to be.

talent trends in 2025

We expect these roles to be particularly in demand in 2025:

- Financial planning and analysis
- Group consolidation
- Financial reporting

Leadership skills are also increasingly being sought out by hiring managers, so candidates with experience in managing teams or even helping mentor others are particularly in demand.

We expect candidates changing employers to command in the range of 15% to 20% salary increases, though for those with specialist skills, it could go as high as 30%.

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in-demand roles.

- financial planning and analysis
- group consolidation
- financial reporting

accounting and finance.

accounting	years of experience	low	medium	high
account executive	1 - 2	3,000 - 4,000	4,000 - 5,000	5,000 - 6,000
senior account executive	2 - 3	4,500 - 5,500	5,500 - 6,000	6,000 - 7,000
junior accountant	3 - 5	5,500 - 6500	6,500 - 7,500	7,500 - 8,000
accountant / assistant account manager	4 - 6	6,000 - 7,000	7,000 - 8,000	8,000 - 9,000
accounts receivable manager	5 - 8	6,500 - 7,500	8,000 - 9,000	9,000 - 10,000
accounting manager	6 - 8	9,000 - 11,000	11,000 - 13,000	13,000 - 15,000
audit				
audit assistant	0 - 1	2,300 - 2,700	2,700 - 3,000	3,000 - 3,500
audit associate	1 - 2	3,000 - 3,500	3,500 - 4,000	4,000 - 4,300
audit senior	2 - 4	4,500 - 5,000	5,000 - 6,000	6,000 - 6,500
audit assistant manager	4 - 6	7,000 - 7,500	7,500 - 9,000	9,000 - 9,500
audit manager	6 - 10	8,000 - 10,000	10,000 - 12,0000	13,000 - 15,000
audit senior manager	10 - 15	10,000 - 12,000	11,000 - 14,000	12,000 - 17,000
audit director	15 - 20	22,000 - 25,000	25,000 - 28,000	28,000 - 30,000
credit control				
credit controller	3 - 6	5,000 - 6,000	6,000 - 7000	7,000 - 8,000
senior credit controller	6 - 10	8,000-10,000	10,000 - 12,000	13,000 - 15,000
compliance				
compliance analyst	1 - 3	3,000 - 3,500	3,500 - 4,500	4,500 - 5,500
compliance senior analyst	3 - 5	3,500 - 4,500	4,500 - 6,000	6,000 - 8,000
compliance assistant manager	5 - 8	6,000 - 7,000	7,000 - 9,000	9,000 - 11,000
compliance manager	8 - 10	7,000 - 9,000	9,000 - 11,000	11,000 - 15,000
compliance senior manager	10 - 15	9,000 - 11,000	11,000 - 15,000	15,000 - 18,000
compliance head	15 - 20	11,000 - 15,000	15,000 - 18,000	18,000 - 25,000
compliance director	18 - 23	15,000 - 18,000	18,000 - 25,000	25,000 - 30,000
chief compliance officer	20 - 30	18,000 - 25,000	25,000 - 30,000	30,000 - 50,000
corporate finance				
corporate finance executive	1 - 3	3,000 - 4,000	4,000 - 5,000	5,000 - 6,000
corporate finance senior executive	3 - 5	4,500 - 5,500	5,500 - 7,000	6,000 - 7,500
corporate finance assistant manager	5 - 8	7,000 - 8,000	8,000 - 9,000	9,000 - 10,000
corporate finance manager	9 - 12	10,000 - 12,000	12,000 - 14,000	16,000 - 18,000
head of corporate finance	15 - 20	18,000 - 20,000	25,000 - 30,000	32,000 - 35,000

finance	years of experience	low	medium	high
finance executive	1 - 3	3,000 - 4,000	4,000 - 5,000	5,000 - 6,000
finance senior executive	3 - 5	5,000 - 6,000	6,000 - 7,000	7,000 - 8,000
assistant rinance manager	6 - 8	8,000 - 9,000	9,000 - 10,000	10,000 - 11,000
finance manager	7 - 9	10,000 - 11,000	11,000 - 13,000	13,000 - 15,000
senior finance manager	10 - 12	12,000 - 15,000	15,000 - 17,000	18,000 - 20,000
financial controller	12 - 15	18,000 - 20,000	20,000 - 22,000	22,000 - 25,000
finance director	15 - 20	25,000 - 30,000	30,000 - 40,000	40,000 - 45,000
chief financial officer	18 - 25	28,000 - 35,000	35,000 - 45,000	45,000 - 60,000
financial planning & analysis				
finance analyst	1 - 3	3,000 - 4000	4,000 - 5,500	5,500 - 7,000
FP&A assistant manager	4 - 6	6,000 - 7,000	7,000 - 8,000	8,000 - 10,000
FP&A manager	6 - 10	10,000 - 12,000	12,000 - 14,000	14,000 - 16,000
senior FP&A manager	10 - 12	14,000 - 16,000	16,000 - 18,000	18,000 - 20,000
FP&A director	13 - 20	20,000 - 24,000	25,000 - 30,000	30,000 - 35,000
internal audit				
internal audit executive	3 - 5	4,000 - 5,000	5,000 - 7,000	7,000 - 8,000
senior internal auditor	5 - 7	6,000 - 7,000	7,500 - 8,5000	9,000 - 10,000
internal audit manager	8 - 10	9,000 - 10,000	10,000 - 12,000	17,000 - 18,000
head of internal audit	15 - 20	17,000 - 19,000	20,000 - 22,000	23,000 - 25,000
chief internal auditor	20 - 25	25,000 - 30,000	30,000 - 40,000	45,000 - 50,000

*Figures are in MYR and based on a basic monthly salary of a permanent role (not including AWS or fixed/variable bonus)

accounting and finance.

investment	years of experience	low	medium	high
investment executive	1 - 3	3,000 - 4,000	4,000 - 5,000	5,000 - 6,000
investment senior executive	3 - 5	4,500 - 5,500	5,500 - 7,000	6,000 - 7,500
investment assistant manager	5 - 8	7,000 - 8,000	8,000 - 9,000	9,000 - 12,000
investment manager	6 -12	10,000 - 12,000	12,000 - 15,000	15,000 - 20,000
investment senior manager	10 -15	12,000 - 15,000	15,000 - 18,000	18,000 - 25,000
investment director	15 -25	20,000 - 25,000	25,000 - 35,000	35,000 - 45,000
chief investment officer	20 - 30	30,000 - 40,000	40,000 - 55,000	55,000 - 70,000
investor relation				
investor relations manager	5 - 10	8,000 - 10,000	10,000 - 12,000	12,000 - 15,000
head of investor relations	10 - 20	12,000 - 15,000	15,000 - 19,000	19,000 - 25,000
tax				
tax accountant	3 - 6	5,000 - 6,000	6,000 - 7000	7,000 - 8,000
tax manager	7 - 10	9,000 - 11,000	11,000 - 14,000	14,000 - 16,000
head of tax	15 - 20	20,000 - 22,000	25,000 - 30,000	32,000 - 35,000
treasury				
treasury executive	2 - 4	4,000 - 5,000	5,000 - 6,000	6,000 - 7,000
treasury senior executive	4 - 6	6,000 - 7,000	7,000 - 8,000	8,000 - 8,500
treasury manager	8 - 10	9,000 - 11,000	11,000 - 13,000	13,000 - 15,000
head of treasury	15 - 20	20,000 - 22,000	22,000 - 25,000	25,000 - 30,000

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