

SINGAPORE & SOUTHEAST ASIA · AI · 2026

Singapore & Southeast Asia AI Hiring Guide 2026

Official wage anchors, role architecture and regional team design for AI, data, platform, architecture and product leadership.

Uses Singapore MOM resident wage statistics and public market sources. Not a proprietary salary survey.

Prepared for HR, procurement, technology and delivery leaders
<https://www.techalliance-sg.com>



Executive summary

Use Singapore for regional decision roles that need proximity to customers, products or regulators, then scale engineering and operations through the right Southeast Asia and wider Asia talent networks. The team design should preserve one decision owner, one acceptance owner and one source of truth.

Start with business outcomes and decision rights. Location follows the work - not the other way around.

How to use this guide

- Anchor Singapore salary planning in official wage percentiles.
- Separate local leadership from scalable engineering and platform work.
- Test production evidence rather than tool-name familiarity.
- Plan Employment Pass assessment separately from salary benchmarking.

What changes the budget

- Regional scope, client communication and people leadership.
- AI evaluation, security, privacy and production operations.
- Sector, company size, experience and work-pass conditions.
- Decision speed, flexibility, mission and career ownership.

Singapore monthly gross wage anchors

MOM Occupational Wages 2025 covers full-time resident employees. Figures are June 2025 monthly gross wages excluding bonuses, shown as 25th / median / 75th percentile.

Occupation	25th	Median	75th
AI / Machine Learning Engineer	S\$8,000	S\$10,700	S\$14,046
Data Scientist	S\$7,857	S\$10,110	S\$13,727
Software Developer	S\$5,994	S\$7,808	S\$11,092
Software & Applications Manager	S\$9,243	S\$12,500	S\$16,816
Enterprise / Solution Architect	S\$9,579	S\$13,614	S\$17,746

Resident wage data is not the qualifying salary for an Employment Pass. COMPASS and other requirements must be assessed separately.

What the numbers do not tell you

- The same title changes materially with accountability and sector.
- MOM statistics do not price every niche AI specialism.
- Cross-border employment, tax and data arrangements require separate review.

Design one regional AI operating model

Keep decision roles close to the business and allocate scalable outcomes to the strongest available talent market.

- Singapore: product owner, regional business owner, architecture and governance.
- Regional: AI/ML engineers, data engineers and MLOps accountable for deliverables.
- Shared: security, privacy, legal and AI governance review higher-risk use cases.
- Document decision rights, acceptance criteria, environments and data access.
- Use a local interface plus regional delivery only where ownership remains explicit.

Evidence to test in interview

- Which business KPI changed and how was it measured?
- How were data permissions, retention and privacy controlled?
- What evaluation covered hallucination, bias, injection and leakage?
- How were cost, quality and latency trade-offs approved?
- What monitoring, rollback and incident ownership existed?

A practical 30-day hiring plan

- Write the business outcome and decision owner.
- Separate product, data, model, platform and governance roles.
- Choose what must sit in Singapore.
- Define regional deliverables and acceptance.
- Approve the salary range and work-pass assessment path.
- Run a practical interview with a shared scorecard.

Engagement route

In Singapore, Tech Alliance provides recruitment, executive search, IT project services, HR consulting and service outsourcing. Client-directed dispatch is not positioned as a Singapore service; where relevant, locally licensed operations in mainland China, Hong Kong or Japan support the appropriate route.

Next step

Share the use case, decision location, data constraints, headcount and start date.
Tech Alliance can map a Singapore-plus-Asia team and realistic budget.

Method, sources and limitations

Prepared in October 2026 from Singapore MOM Occupational Wages 2025, public salary guidance and Tech Alliance hiring-planning practice.

[Singapore MOM - Occupational Wages 2025](https://stats.mom.gov.sg/Pages/Occupational-Wages-Tables2025.aspx?PageVersion=512)

<https://stats.mom.gov.sg/Pages/Occupational-Wages-Tables2025.aspx?PageVersion=512>

[Singapore MOM - COMPASS C1 Salary Benchmarks](https://www.mom.gov.sg/passes-and-permits/employment-pass/eligibility/compass-c1-salary-benchmarks)

<https://www.mom.gov.sg/passes-and-permits/employment-pass/eligibility/compass-c1-salary-benchmarks>

[Robert Half Singapore - 2026 Salary Guide](https://www.roberthalf.com/sg/en/insights/salary-guide)

<https://www.roberthalf.com/sg/en/insights/salary-guide>

General market-planning information only. Figures are not individual quotations or hiring guarantees. Confirm work-pass, employment, tax, legal and data questions with qualified specialists.

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