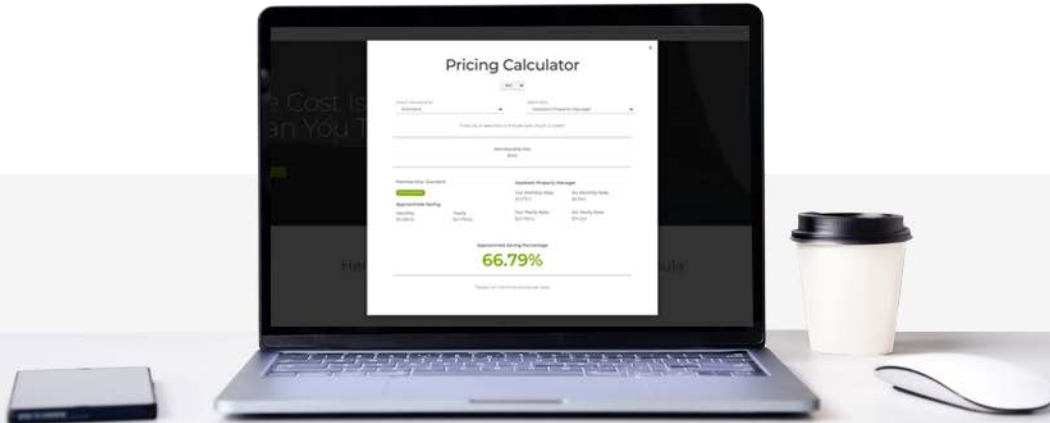


# Comprehensive Guide to Hiring with **ShoreAgents** and the Market Rates for Roles

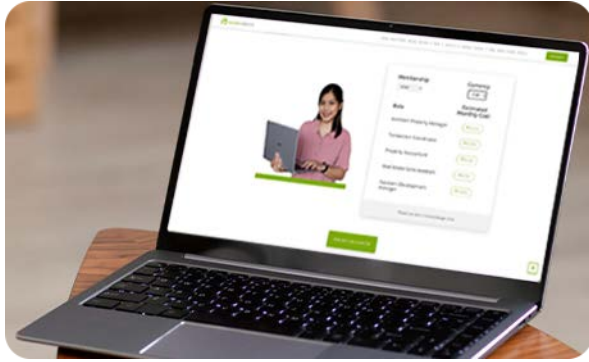


# Table of Contents

Introduction	pg 3.
Our Simple Pricing Structure	pg 4-15.
Understanding the One-off Recruitment/Set-up Fee	pg 16-17.
Breakdown of Our Membership Fees	pg 18-22.
Staff Costs and Salaries	pg 23-26.
Associated Costs of Hiring in the Philippines	pg 27-28.
Understanding Our Cost Structure	pg 29-45.
Conclusion	pg 46.



# Introduction



Partnering with an outsourcing company to recruit staff members may appear risky and costly. However, you can shape the process by selecting the best pricing model at ShoreAgents.

At ShoreAgents, we provide a transparent pricing structure for hiring where you can evaluate the best fit for your requirements. From recruitment costs to membership fees and staff salaries, we ensure clarity in understanding our pricing.

In this comprehensive guide, we overview our simple three-step pricing formula and its coverages. Companies and businesses within the real estate industry will benefit from this guide to finding the best workforce through outsourcing in the Philippines. Learn more about the membership levels, exclusive discounts, and more.

# Our Simple Pricing Structure

## ShoreAgents' Three-Step Pricing

Our pricing at ShoreAgents is straightforward. When you decide to onboard with us, you will expect **to pay for** the following:



**1. One-Off  
Recruitment Fee**



**2. Ongoing  
Membership Fee**



**3. Staff Costs**

# 1. One-Off Recruitment Fee

Your first payment is a one-off setup for each remote worker you hire. Each element of our pricing caters to specific aspects of your staffing needs, ensuring you receive value at every step.

This fee covers **all recruitment-associated costs** including the following:

## • Job Advertising

ShoreAgents' recruitment team will advertise the role that you are looking for on multiple platforms. This will help you find the top candidates to perform your remote work. We tap into various job networks to find a wide range of talented workers. Your success depends on us delivering the most talented workers available. We locate the best talents through the following:

- Our Database of 25,000+ Candidates
- Facebook Ads
- SMS Alerts
- Our Own Referral System
- LinkedIn Ads
- Active Search
- Job Sites
- Google Ads
- Jobs360
- Facebook Groups
- Electronic Direct Mail (EDM)



## • Job Screening and Testing

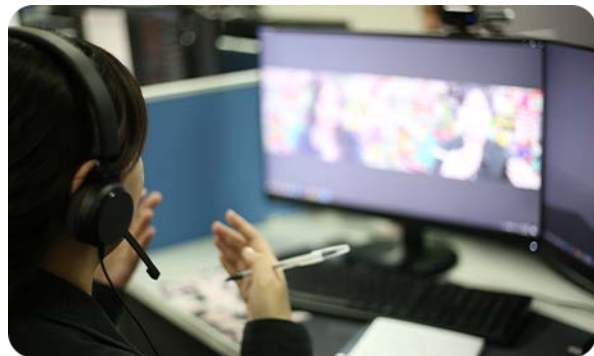
After verifying the candidate's resume, we will conduct a phone screening with the candidate and assess their skillset. Our success team at ShoreAgents will evaluate them based on the following:

- |  |  |  |   |
|--|--|--|---|
| <input checked="" type="checkbox"/> Spoken & Written English | <input checked="" type="checkbox"/> Qualifications | <input checked="" type="checkbox"/> Work History | <input checked="" type="checkbox"/> Job Knowledge |
| <input checked="" type="checkbox"/> Computer Skills          | <input checked="" type="checkbox"/> Attitude       | <input checked="" type="checkbox"/> Typing Speed | <input checked="" type="checkbox"/> Goals         |

## • Pre-qualification Company Interviews

After verifying the candidate's skill set, we will invite him/her for a first-round interview. This is a formal interview that we will present to you, the client. To save time, we will ask common interview questions that you would ask if you were conducting the interview yourself. This includes:

- **What are your key strengths?**
- **How would you handle situations where the client has few or no tasks to assign?**
- **What steps would you take if you didn't fully understand a task?**
- **How would you handle technical issues that may arise while working?**
- **How do you deal with difficult clients or challenging communication situations?**
- **How long do you plan to stay with our company if selected for the position?**



At ShoreAgents, we accept your preferred tools or methods to test the most suitable candidates for your firm. You also have the option to use our own testing tools and optional secondary filtration methods for quality purposes:

- ✓ **Typing Test** - measuring both speed and accuracy, this will help your remote worker to gauge their typing abilities. It is crucial for virtual staff to possess a fast typing ability to properly navigate digital tools.
- ✓ **English Testing** - English language efficiency in both reading and writing is important for all virtual staff members to have. Since English is essential for all our clients, it is crucial that our workers possess proficient language skills and accurate comprehension.
- ✓ **Aptitude Testing** - this test allows clients to save time and determine the work ethics and perspective of a worker candidate. Our aptitude test draws from over 30 years of combined business experience, incorporating insights from business owners.

## • Endorsements

After a meticulous assessment, we will present all the endorsed candidates that we believe will suit you best for your firm. You can freely select your preferred candidates and watch the video introductions and interviews that we've already conducted with them.



## • Client Interviews

We'll arrange interviews with your selected candidates and provide assistance throughout the process. We can listen in, support your final selection, and offer feedback. However, the ultimate decision rests solely with you.



## • Job Offers & Pre-employment Onboarding

Once you have made your decision on the chosen candidate(s), we will send a job offer that includes the agreed-upon salary to the candidate. Afterward, the candidate will accept the offer and we will begin with the onboarding process.



## • 3-month Replacement Guarantee

During the initial 90 days of employing your staff, it is expected that they are able to adapt to your process and are successfully transitioned from learning your process to being able to work independently with minimal supervision. If during the initial 90 days, it is found that your staff is unsuitable, or is not performing up to standard, we will be replacing them with **no additional costs**.

You will of course be required to provide performance reviews on their 1st month, and on their 3rd month so we can determine if it's a staffing issue or if there are just some minor miscommunication issues between your team and the staff that hinders them from performing to the level that you want them to be on.



## 2. Ongoing Membership Fee

ShoreAgents presents various membership levels. Depending on how many team members you need, a certain discount will be applied accordingly. All membership fees at ShoreAgents will cover the following:

### • Onboarding

Our onboarding process at ShoreAgents will begin once the candidate accepts the job offer. The success team will formalize this and specify the respective starting date. Your staff members will receive the utmost guidance during their first few weeks of working for you and identify any challenges that they may encounter.

Support programs will also be provided to ensure that your new team member will be able to accomplish tasks successfully.

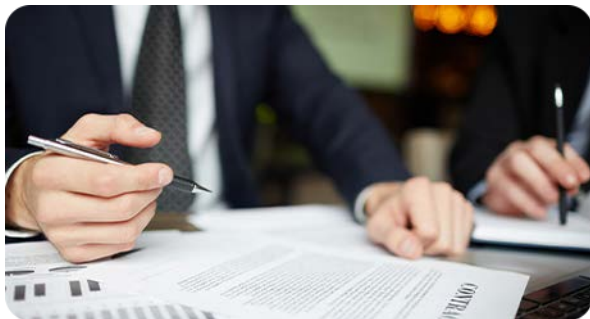


### • Staff Payroll

One of the many advantages of outsourcing with ShoreAgents is that we take care of payroll for your virtual team members on behalf of your company. This is inclusive of statutory benefits, local charges, and overtime pay among others. Each staff will also receive a standard bank debit card for easy access.

## • Time Tracking

To ensure the accuracy of your virtual team members' attendance, ShoreAgents manages all the HR support through a web-accessible HR Hub and legal aspects of worker employment. This will include panels for logged hours, tardiness, and leave requests.

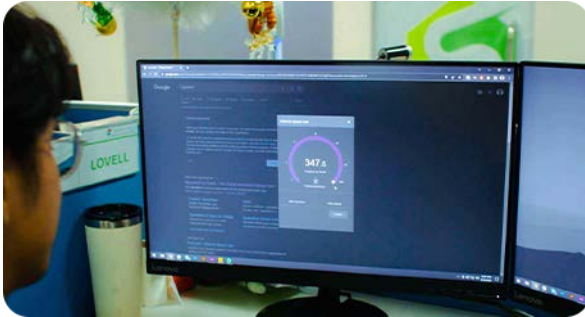


## • Employment Contracts

ShoreAgents will take charge of creating employment contracts for your remote team members. Similar to your local staff, your outsourced team at ShoreAgents will work a 40-hour week according to your business hours.

## • Workstation & Computer Equipment

All your remote workers hired through ShoreAgents will be provided with a fully outfitted workstation. This includes a computer equipped with dual monitors, a webcam, and a headset for them to be able to accomplish tasks efficiently.



## • High-Speed Internet

Having high-speed internet is crucial for all remote workers and ShoreAgents ensures that there are no interruptions for all team members. We maintain a high bandwidth with multiple connections for all your virtual staff in the office.

## • Backup Generator

As part of the ongoing membership fees, ShoreAgents maintains backup generators to cover power outages and pays for all electricity costs.



## • Secure Facility Office Space with CCTV

Our Philippine-based office is established with a client-viewable CCTV to ensure that your virtual team members will have a safe and positive workplace. Our working environment is also secured with 24/7 security and biometric access.

## • Staff and Client Coaching

ShoreAgents guarantees to maintain the client-worker relationship to the greatest extent possible. We will collaborate with both your organization and virtual staff members to make sure that all the tasks will be accomplished.



## • Staff Engagement

Our success team aims for staff retainment and we understand what it takes to keep your remote workers engaged. This is why we celebrate work anniversaries and birthdays, give out monthly awards, supply free coffee and subsidized food, and even activity clubs & monthly games.

## • 24/7 IT Support

From hardware, software, and network services, a complete IT department is ready to assist all your virtual staff with their needs. This ensures that they can receive the utmost support for any challenges that they may encounter during their shift.



## • Training & Conference Rooms

We highly recommend that you delegate someone from your organization to train your virtual staff on the entire work process & fulfill the assigned tasks effectively. For this reason, ShoreAgents is equipped with proper training and conference rooms to avoid distractions.

## • Account Manager

The staff at ShoreAgents also play the role of an on-site manager to ensure that proper guidance is provided to your virtual team members. You can rest assured that all issues and emergencies will be addressed as promptly and professionally as possible.

# Understanding the One-off Set-up Fee and Security Deposit

Upon successfully recruiting the staff you're looking for with ShoreAgents, a one-off recruitment or set-up fee applies. This fee covers all recruitment-associated costs such as advertising, job screening and testing, candidate pre-qualification, company interviews, endorsements, job offers, pre-employment onboarding, and other associated costs.





# What is a Security Deposit & Why does ShoreAgents have it?

We also have a security deposit equivalent to your 1-month fee, which is **refundable upon termination of the agreement** provided that there is no breach of the terms of the service agreement.

The security deposit serves as a bond to allow us to exit your staff properly in case of termination of the service agreement due to a breach of contract. This serves as protection for your team member, as it is our job to make sure that they are compensated properly in case of termination of their employment.



# Breakdown of Membership Fees at ShoreAgents

Our membership fees are based on the size of the teams you hire with ShoreAgents. There's a tiered structure that provides savings at each level. From the standard level for hiring one agent to the platinum level for hiring 26 or more, this chapter provides an in-depth understanding of what each tier offers and the exclusive savings that you can enjoy.

Standard	Bronze	Silver	Gold	Platinum
0% Savings 1 Agent	9% Savings 2-5 Agents	20% Savings 6-15 Agents	25% Savings 16-25 Agents	31% Savings 26+ Agent

# Standard Membership

**Savings:** 0%

**Number of Agents:** 1

The standard membership level is the minimum commitment where you can hire one full-time staff member with us at ShoreAgents. If it is your first time hiring outside of your local market, our success team will make sure that your first new remote worker is set up properly and expectations are met.

Hiring one staff member is a good start for small companies that still need their training wheels in the outsourcing industry. Should you wish to expand your team in the future, your membership will automatically move to the bronze level. Discover the one-agent service guide below to know more:



## The One Agent Service Guide

**Hire One Agent**

# Bronze Membership

**Savings: 9%**

**Number of Agents: 2-5**

If you are looking to grow your team by adding 2-5 members, you can take advantage of the bronze membership level. Hiring a team will not only improve your productivity but also **achieve 9% savings!** Building a team to support multiple areas can certainly take your business to the next level and potentially turn it into a medium-sized business.



## The Build a Team Service Guide

[Hire a Team](#)

# Silver Membership

**Savings: 20%**      **Number of Agents: 6-15**

Expanding your team to a workforce will allow you to enjoy the most significant savings. The silver membership level is tailored to adding 6-15 team members where you can receive a **20% discount** on the standard rate.

The ideal business for building a workforce is the type that wholeheartedly believes in harnessing remote working teams across all aspects of their operations, rather than limiting it to just back-office support.

# Gold Membership

**Savings: 25%**      **Number of Agents: 16-25**

If you are looking to add 16 to 25 more staff members onboard, the gold membership level is highly recommended. This is the second-highest discounted rate where you can receive a **25% off** the standard rate.

As your workforce expands, we offer scale discounts to maintain a high-quality work environment for your growing team while controlling costs.

# Platinum Membership

**Savings:** 31%

**Number of Agents:** 26+

To achieve the maximum discount off the standard rate, the platinum membership level is ideal for your business! Particularly for big firms that are looking to add 26 or more agents, you can enjoy **31% savings** by hiring a workforce.



## The Workforce Service Guide

[Hire a Workforce](#)

# 3. Staff Costs and Salaries

In addition to membership fees, there will be staff costs, which are the salaries of your employees hired through ShoreAgents. We charge in Pesos since we're a Philippine company, but we offer payment options in your currency. This chapter will cover the current salaries or market rates for all real estate roles based on their experience level.

Before the recruitment process, our team checks with you about what role you are looking for and the experience level you need based on the job you want them to perform. Our team will also advise you based on the job description you provide whether you need someone with significant experience on the job, or if someone with transferrable skills would suffice.



They will also advise you on the level of skillset you actually need based on the tools that you are currently using in your office, as well as the accessibility of training materials and your team's ability to provide training and guidance to your remote staff.

We are highly transparent when it comes to the staff salaries so you would have a clear view of how much they bring home to their families. This would allow you to have a clearer view when you decide to give your staff salary reviews in the future. All candidates sent to you for an interview will have details on their salary expectations and the total costs of hiring them so you can project the future costs in your budget.



Looking to hire one agent, a team, or an entire workforce? We have your back at ShoreAgents. The best part is that you will enjoy lower rates for ongoing fees when you hire more virtual team members.



Particularly for big businesses, the more team members you bring on board - you can expect to lower your ongoing fees per worker. Here is a breakdown of all the staff costs:

**Worker's Salary:** Your virtual staff's base pay will be in pesos and varies according to their respective roles.

**Government Charges:** Standard government charges including [Pag-ibig](#), [Philhealth](#), and [SSS](#) are included in the staff costs for all workers.

**Public Holidays:** Workers are paid for local public holidays. This includes Philippine holidays such as Christmas, Labor Day, and Independence Day.

**Employment Benefits:** These are the standard benefits for every worker, which include those outlined above and all supporting services.

**Overtime & Undertime:** Overtime is calculated at 1.5 times the base salary. Undertime is the base salary deducted from a worker's pay for any unscheduled time they're not present.

**Annual Leave:** Every worker is entitled to 12 paid leave every year.

**13th Month Pay:** In the Philippines, workers are paid for a 13th month of work, which is released to them at the end of the year. We prorate this cost and include it in your monthly invoice.

**HMO Medical:** Every worker's HMO medical costs are 2400 pesos per month and are provided to the worker after 6 months of employment. The HMO cost is shouldered by you the client.

**Bonuses:** If you choose to pay a bonus to your employee it will be added to your monthly invoice and 100% of the bonus will be passed on directly to your remote worker.

Check out the sample cost breakdown of your total monthly cost by outsourcing the following roles through ShoreAgents:

Roles	Salary	13th Month	Statutory	Facility Fee	Total Monthly Fees
Real Estate Virtual Assistant	₱23,000	₱1,916.67	₱3,950	₱37,500	₱66,366.67
Inside Sales Agent	₱25,000	₱2,083.33	₱4,287.50	₱37,500	₱68,870.83
Transaction Coordinator	₱45,000	₱3,750	₱5,612.50	₱37,500	₱91,862.50

# Associated Costs of Hiring in the Philippines

As mentioned on the list of staff costs, the primary expenses associated with hiring an employee in the Philippines with ShoreAgents. This chapter delves into government charges such as [Pag-ibig](#), [PhilHealth](#), and [SSS](#), providing you with a holistic view of what hiring in the Philippines entails.

**Pag-IBIG Fund (HDMF - Home Development Mutual Fund):** The Pag-IBIG Fund is a government agency responsible for providing affordable housing and short-term loans to its members, along with promoting saving for homeownership. Both employers and employees are required to contribute to the Pag-IBIG Fund.



The employer shares a portion of the contribution, while the employee contributes the remaining amount. It's essential for employers to deduct the employee's share from their salary and remit the combined contributions to Pag-IBIG on a regular basis.

**Philippine Health Insurance Corporation (PhilHealth):** PhilHealth is the national health insurance program in the Philippines that aims to provide accessible and affordable healthcare services to all Filipinos. Employers are mandated to deduct a portion of the employee's salary as their contribution to PhilHealth and also contribute an employer share.



Similar to Pag-IBIG, employers must ensure the accurate deduction and remittance of these contributions to PhilHealth.

**Social Security System (SSS):** The Social Security System is a government agency that provides social insurance protection to private sector employees and self-employed individuals in the Philippines. It covers various benefits, including retirement, disability, sickness, maternity, and death benefits. Employers and employees both contribute to the SSS fund.



The contribution rates are based on the employee's monthly salary, subject to a maximum salary credit. Employers are responsible for deducting their employees' share and contributing their part, then remitting the total contributions to the SSS regularly.

# Understanding Our Cost Structure

ShoreAgents' cost structure is designed with simplicity and transparency in mind. For every staff member you hire, there is a **one-off setup fee** and the **ongoing fee**, which includes staff salaries, associated costs, and the membership fee based on the number of staff that you have. This equals the total monthly invoice. This chapter breaks down our cost structure, giving you an idea of how your investment translates into value.



## The formula for ongoing Payment Per Remote Staff



# Sector of Property Sales

## Role: Real Estate Sales Assistant

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1314

## Role: Inside Sales Agent

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# Sector of Property Sales

## Role: Sales Administration Coordinator

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## Role: Transaction Coordinator

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱30,000 - ₱35,000	₱74,975 - ₱80,604	\$1,356 - \$1,457	\$2,054 - \$2,208	\$2,232 - \$2,400	\$1,797 - \$1,932	£1,072 - £1,153
Mid-level	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314
Expert	₱45,000 - ₱65,000	₱91,862 - ₱114,379	\$1,661 - \$2,068	\$2,516 - \$3,133	\$2,735 - \$3,406	\$2,201 - \$2,741	£1,314 - £1,636

# Sector of Property Management

## Role: Assistant Property Manager

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897- £986
Mid-level	₱27,000- ₱35,000	₱71,312- ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## Role: Leasing Assistant

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897- £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314



# Sector of Property Management

## Role: Leasing Coordinator

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897- £986
Mid-level	₱27,000- ₱35,000	₱71,312- ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## Role: Property Accountant

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱35,000 - ₱40,000	₱80,604 - ₱86,223	\$1,457 - \$1,559	\$2,208 - \$2,362	\$2,400 - \$2,568	\$1,932 - \$2,066	£1,153 - £1,233
Mid-level	₱40,000 - ₱50,000	₱86,223 - ₱97,491	\$1,559 - \$1,763	\$2,362 - \$2,742	\$2,568 - \$2,903	\$2,066 - \$2,336	£1,233 - £1,394
Expert	₱50,000 - ₱75,000	₱97,491 - ₱125,587	\$1,763 - \$2,271	\$2,742 - \$3,440	\$2,903 - \$3,739	\$2,336 - \$3,010	£1,394 - £1,796

# Sector of Property Management

## Role: Property Bookkeeper

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱25,000 - ₱30,000	₱68,870 - ₱74,975	\$1,245 - \$1,356	\$1,886 - \$2,054	\$1,866 - \$2,232	\$1,650 - \$1,797	£985 - £1,072
Mid-level	₱30,000 - ₱40,000	₱74,975 - ₱86,233	\$1,356 - \$1,559	\$2,054 - \$2,362	\$2,232 - \$2,568	\$1,797 - \$2,066	£1,072 - £1,233
Expert	₱40,000 - ₱55,000	₱86,233 - ₱103,120	\$1,559 - \$1,865	\$2,362 - \$2,825	\$2,568 - \$3,070	\$2,066 - \$2,471	£1,233 - £1,475

## Role: Property Coordinator

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# Sector of Property Development

## Role: Building Designer

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱25,000 - ₱30,000	₱68,870 - ₱74,975	\$1,245 - \$1,356	\$1,886 - \$2,054	\$1,866 - \$2,232	\$1,650 - \$1,797	£985 - £1,072
Mid-level	₱35,000 - ₱40,000	₱80,604 - ₱86,233	\$1,457 - \$1,559	\$2,208 - \$2,362	\$2,400 - \$2,568	\$1,932 - \$2,066	£1,153 - £1,233
Expert	₱45,000 - ₱65,000	₱91,862 - ₱114,379	\$1,661 - \$2,068	\$2,516 - \$3,133	\$2,735 - \$3,406	\$2,201 - \$2,741	£1,314 - £1,636

## Role: Contract Administrator

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# Sector of Property Development

## Role: Draftsperson

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱25,000 - ₱30,000	₱68,870 - ₱74,975	\$1,245 - \$1,356	\$1,886 - \$2,054	\$1,866 - \$2,232	\$1,650 - \$1,797	£985 - £1,072
Mid-level	₱35,000 - ₱40,000	₱80,604 - ₱86,233	\$1,457 - \$1,559	\$2,208 - \$2,362	\$2,400 - \$2,568	\$1,932 - \$2,066	£1,153 - £1,233
Expert	₱45,000 - ₱65,000	₱91,862 - ₱114,379	\$1,661 - \$2,068	\$2,516 - \$3,133	\$2,735 - \$3,406	\$2,201 - \$2,741	£1,314 - £1,636

## Role: Property Development Assistant

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# Sector of Property Development

## Role: Assistant Development Manager

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## Role: Construction Assistant

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# Sector of Property Development

## Role: 3D Visualizer

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## Role: Residential Interior Designer

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# Sector of Property Development

## Role: Residential Architect

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱25,000 - ₱30,000	₱68,870 - ₱74,975	\$1,245 - \$1,356	\$1,886 - \$2,054	\$1,866 - \$2,232	\$1,650 - \$1,797	£985 - £1,072
Mid-level	₱30,000 - ₱40,000	₱74,975 - ₱86,233	\$1,356 - \$1,559	\$2,054 - \$2,362	\$2,232 - \$2,568	\$1,797 - \$2,066	£1,072 - £1,233
Expert	₱40,000 - ₱55,000	₱86,233 - ₱103,120	\$1,559 - \$1,865	\$2,362 - \$2,825	\$2,568 - \$3,070	\$2,066 - \$2,471	£1,233 - £1,475

## Role: Residential Engineer

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱30,000 - ₱35,000	₱74,975 - ₱80,604	\$1,356 - \$1,457	\$2,054 - \$2,208	\$2,232 - \$2,400	\$1,797 - \$1,932	£1,072 - £1,153
Mid-level	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314
Expert	₱45,000 - ₱65,000	₱91,862 - ₱114,379	\$1,661 - \$2,068	\$2,516 - \$3,133	\$2,735 - \$3,406	\$2,201 - \$2,741	£1,314 - £1,636

# Sector of Property Development

## Role: Floor Plan Designer

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱25,000 - ₱30,000	₱68,870 - ₱74,975	\$1,245 - \$1,356	\$1,886 - \$2,054	\$1,866 - \$2,232	\$1,650 - \$1,797	£985 - £1,072
Mid-level	₱30,000 - ₱40,000	₱74,975 - ₱86,233	\$1,356 - \$1,559	\$2,054 - \$2,362	\$2,232 - \$2,568	\$1,797 - \$2,066	£1,072 - £1,233
Expert	₱40,000 - ₱55,000	₱86,233 - ₱103,120	\$1,559 - \$1,865	\$2,362 - \$2,825	\$2,568 - \$3,070	\$2,066 - \$2,471	£1,233 - £1,475

# Sector of Mortgage Companies

## Role: Mortgage Assistant

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897- £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314



# Sector of Mortgage Companies

## Role: Mortgage Underwriter

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱25,000 - ₱30,000	₱68,870 - ₱74,975	\$1,245 - \$1,356	\$1,886 - \$2,054	\$1,866 - \$2,232	\$1,650 - \$1,797	£985 - £1,072
Mid-level	₱30,000 - ₱40,000	₱74,975 - ₱86,233	\$1,356 - \$1,559	\$2,054 - \$2,362	\$2,232 - \$2,568	\$1,797 - \$2,066	£1,072 - £1,233
Expert	₱40,000 - ₱55,000	₱86,233 - ₱103,120	\$1,559 - \$1,865	\$2,362 - \$2,825	\$2,568 - \$3,070	\$2,066 - \$2,471	£1,233 - £1,475

## Role: Escrow Officer

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# Sector of Mortgage Companies

## Role: Loan Processor

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897- £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## General Roles

## Role: Admin Assistant

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897- £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# General Roles

## Role: Data Entry

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## Role: Back Office Support

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

# General Roles

## Role: Graphic Design

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

## Role: Video Editor

Experience Level	PHP expected salary	PHP total cost of staff	USD	AUD	NZD	CAD	GBP
Entry-level	₱20,000 - ₱25,000	₱62,676 - ₱68,870	\$1,113 - \$1,245	\$1,717 - \$1,887	\$1,866 - \$2,050	\$1,502 - \$1,650	£897 - £986
Mid-level	₱27,000 - ₱35,000	₱71,312 - ₱80,604	\$1,289 - \$1,457	\$1,953 - \$2,208	\$2,123 - \$2,400	\$1,709 - \$1,932	£1,020 - £1,153
Expert	₱37,000 - ₱45,000	₱82,855 - ₱91,862	\$1,498 - \$1,661	\$2,270 - \$2,516	\$2,467 - \$2,735	\$1,986 - \$2,201	£1,185 - £1,314

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