Top 10 high-paying work-from-home jobs in Malaysia (2026)

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TL;DR

Solutions architects (median RM14,750 a month) and IT project managers (RM11,500) are Malaysia's best-paid work-from-home jobs in October 2026. Eight product, AI, engineering, marketing, e-commerce and customer success roles follow at RM6,850–8,450. Each median is the middle of 4–7 current figures from job ads, salary databases and 2026 recruiter guides, so no single website sets it.

- **Well above average:** even the 10th-placed job pays 2.3 times the 2025 median wage of RM2,940 for Malaysian citizens in full-time jobs, and more than the RM6,124 median for professionals (DOSM; RinggitPlus).
- **WFH mostly means hybrid:** only about 2.5% of Jobstreet ads mention remote work, and in tech, hybrid ads outnumber remote ones 496 to 109 (Jobstreet; Jobstreet ICT).
- **Read ranks 3–10 as tiers:** they sit within RM1,600 of each other, so one new data point could reorder them.
- **Why lists online disagree:** recruiter guides put most of these roles 1.5–2.6 times higher than job ads and salary sites do, because they track experienced hires at large employers.

Top 10 at a glance

All figures are gross monthly pay in RM. The typical range runs from junior hires near the bottom to senior hires near the top, and each source name links to the page used.

#	Job	Typical range (RM/month)	Median (RM/month)	Sources behind the median	Remote or hybrid on Jobstreet, 27 Oct 2026
1	Solutions architect	12,000–21,000	**14,750**	Jobstreet, Indeed, Glassdoor, PayScale, Levels.fyi, Randstad	4.1% remote, 16.1% hybrid of 1,662 ads
2	IT project manager	8,500–15,000	**11,500**	Jobstreet, Indeed, Levels.fyi, Randstad, Michael Page	Hybrid on 4 of the first 20 ads; fully remote rare

#	Job	Typical range (RM/month)	Median (RM/month)	Sources behind the median	Remote or hybrid on Jobstreet, 27 Oct 2026
3	Product manager	6,000–16,500	**8,450**	Jobstreet, Indeed, Glassdoor, PayScale, Levels.fyi, NodeFlair, Randstad	6.4% hybrid of 2,518 ads
4	Machine-learning / AI engineer	5,000–12,500	**8,100**	Indeed, Glassdoor, PayScale, Levels.fyi, Randstad	119 hybrid, 24 remote ads; 52 remote AI engineer ads
5	DevOps engineer (incl. cloud and SRE)	5,000–15,000	**8,050**	Jobstreet, Indeed, Glassdoor, PayScale, Levels.fyi, Randstad	5.1% remote, 15.4% hybrid of 356 ads
6	Data engineer	5,000–11,500	**7,500**	Jobstreet, Indeed, Glassdoor, PayScale, Levels.fyi, NodeFlair, Randstad	2.3% remote, 9.1% hybrid of 2,377 ads
7	Digital marketing manager	6,000–11,000	**7,500**	Jobstreet, Indeed, Glassdoor, PayScale, Randstad, Michael Page	2.5% remote, 5.9% hybrid of 3,667 ads
8	Customer success manager	5,000–9,000	**7,250**	Jobstreet, Indeed, Glassdoor, PayScale	132 remote, 386 hybrid ads
9	E-commerce manager	5,500–9,500	**7,200**	Jobstreet, Indeed, Glassdoor, Randstad	122 remote, 211 hybrid e-commerce ads (all levels)
10	Full-stack developer	4,000–12,000	**6,850**	Jobstreet, Indeed, Glassdoor, NodeFlair, Randstad	3.0% remote, 15.6% hybrid of 2,290 software engineer ads

Data scientist just misses at RM6,600. Cloud architects (Glassdoor median RM18,000) and security architects (about RM13,000) may pay more, but each had only two current sources, so they were left off.

Where each median comes from

Each median in the top 10 is the middle of the values in its row below: one central value per source, in RM per month, with annual figures divided by 12. Each value links to the page it came from.

Job	Jobstreet	Indeed	Glassdoor	PayScale	Levels.fyi	NodeFlair	Randstad 2026	Michael Page 2026
Solutions architect	13,000	11,881	14,000	15,491	17,603	–	27,500	–
IT project manager	8,500[1]	6,777[1]	–	–	14,170	–	12,500	11,500
Product manager	7,000	8,314	9,000	8,435	11,785	7,500	14,000	–
ML / AI engineer	–	8,101	6,000[2]	8,146	6,739	–	19,000	–
DevOps engineer	8,000	8,327	7,000	5,000	8,146	–	13,000	–
Data engineer	7,500	7,576	5,000	4,826	6,787	9,000	16,000	–
Digital marketing manager	8,000	5,491	7,000	5,864	–	–	12,000[3]	10,000
Customer success manager	7,500	3,994	7,000	8,114	–	–	–	–
E-commerce manager	6,400	5,284	8,000[4]	–	–	–	13,500[3]	–
Full-stack developer	7,000	6,848	5,000	–	–	6,500	10,500[5]	–
Data scientist (runner-up)	7,400	6,621	6,000	4,354	6,423	9,000	20,000	–

Jobstreet values are band midpoints from job ads; Indeed and PayScale are averages; Glassdoor, Levels.fyi and NodeFlair are medians. Glassdoor and Levels.fyi include bonuses (Levels.fyi also stock), Randstad is base pay excluding the 13th month and bonuses, and Michael Page is annual gross pay ÷ 12 via AJobThing's summary. [1] All-industry project manager pages, construction included. [2] Kuala Lumpur page. [3] Middle value across Randstad's sector rows. [4] The e-commerce range uses Glassdoor's base-pay band (RM5,000–9,000), because its total-pay band (RM6,000–28,000) rests on a thin sample. [5] Randstad's software engineer row, which has no stack split.

What moves pay within each role

- **Solutions architect:** a senior title. PayScale shows about RM5,000 with 1–4 years' experience and RM14,700 with 5–9. Randstad's RM25,000–30,000 is its enterprise-applications row; its pre-sales row (RM15,000–20,000) matches the job sites, and

Maybank's ads average about RM19,000 (Indeed).

- **IT project manager:** the median most sensitive to method. On job and salary sites alone it is RM8,500, still second, and IT-specific Jobstreet ads had a median midpoint of RM9,750 (Jobstreet). Scrum masters, grouped here, have a RM10,000 median but almost no genuine remote ads (Jobstreet).
- **Product manager:** pay climbs from about RM6,000 (associate) to RM10,000–10,800 (senior and lead), and the Kuala Lumpur average of RM10,952 is 32% above the national one (Indeed).
- **ML / AI engineer:** specialisation matters more than the title. Kuala Lumpur ads for generative-AI and LLM work offered RM10,000–15,000, against RM6,500–8,500 for generic AI engineer ads (Jobstreet).
- **DevOps engineer:** cloud engineers (about RM8,650) and SREs (about RM9,150) earn slightly more (Indeed; Indeed). DevOps has the highest fully remote share of any tech title with a known ad count, at 5.1%.
- **Data engineer:** job ads agree at about RM7,500, while self-reports sit near RM5,000. Contractors pay the most: Collabera's ads average RM16,000 (Indeed).
- **Digital marketing manager:** makes the list only with the recruiter guides; job and salary sites alone give about RM6,400. Performance marketing pays more, with a Glassdoor median of RM8,000 (Glassdoor), and brands outpay agencies.
- **Customer success manager:** Indeed's RM3,994 average mixes in call-centre-style roles. At SaaS and tech firms the role clusters at RM7,000–10,000, and remote ads offered RM8,000–10,000 (Jobstreet).
- **E-commerce manager:** the thinnest evidence of the ten, with four sources. Jobstreet's own page puts it at RM5,500–7,300 (Jobstreet), while Randstad's FMCG and retail rows for managers with 5–8 years' experience run RM7,000–18,000.
- **Full-stack developer:** edges data scientists for 10th place under the common method. On the four sources that publish both titles, data scientists lead (about RM7,000 against RM6,700), but full-stack was the largest group among priced remote tech ads, at RM6,000–12,000 (Jobstreet).

Several roles that top popular WFH lists pay far less on job and salary sites: cybersecurity engineers and analysts about RM5,000–5,500 (Jobstreet), UI/UX designers about RM4,600 (Indeed), data analysts about RM4,400 (NodeFlair) and content writers under RM3,000 (Indeed).

How work-from-home these jobs really are

Fully remote work is rare in Malaysia, so most of these jobs are realistically hybrid. On 27 October 2026, 1,333 of about 52,451 Jobstreet ads (2.5%) mentioned remote work and 2,371 (4.5%) carried a hybrid tag (Jobstreet; Jobstreet). A Monash University survey of 238 white-collar workers in late 2025 found 80.5% fully on-site, 16.5% hybrid and 3% fully remote (Malaysiakini).

- **Who hires remote:** fully remote ads come mainly from small software firms, startups, recruiters and foreign-registered companies. Banks, multinationals and shared-service centres advertise hybrid instead.
- **No visible pay cut:** no 2026 recruiter guide shows lower pay for remote roles. A remote digital marketing manager ad offered RM8,000–12,000, above Jobstreet's RM7,000–9,000 band for the title (Jobstreet).
- **The law:** Sections 60P and 60Q of the Employment Act give a right to request flexible work, with a written answer due within 60 days, not a right to get it (AskLegal). The three-office, two-home Hybrid Working Day since 1 August 2026 covers civil servants only (Malay Mail).

Malaysians paid in US dollars by overseas firms earn far more, but such roles are scarce and the figures come from the platforms themselves:

Role	Plane remote median (US$/year)	≈ RM/month
Software engineer	48,273	16,400
DevOps engineer	74,171	25,300
Product manager	64,238	21,900

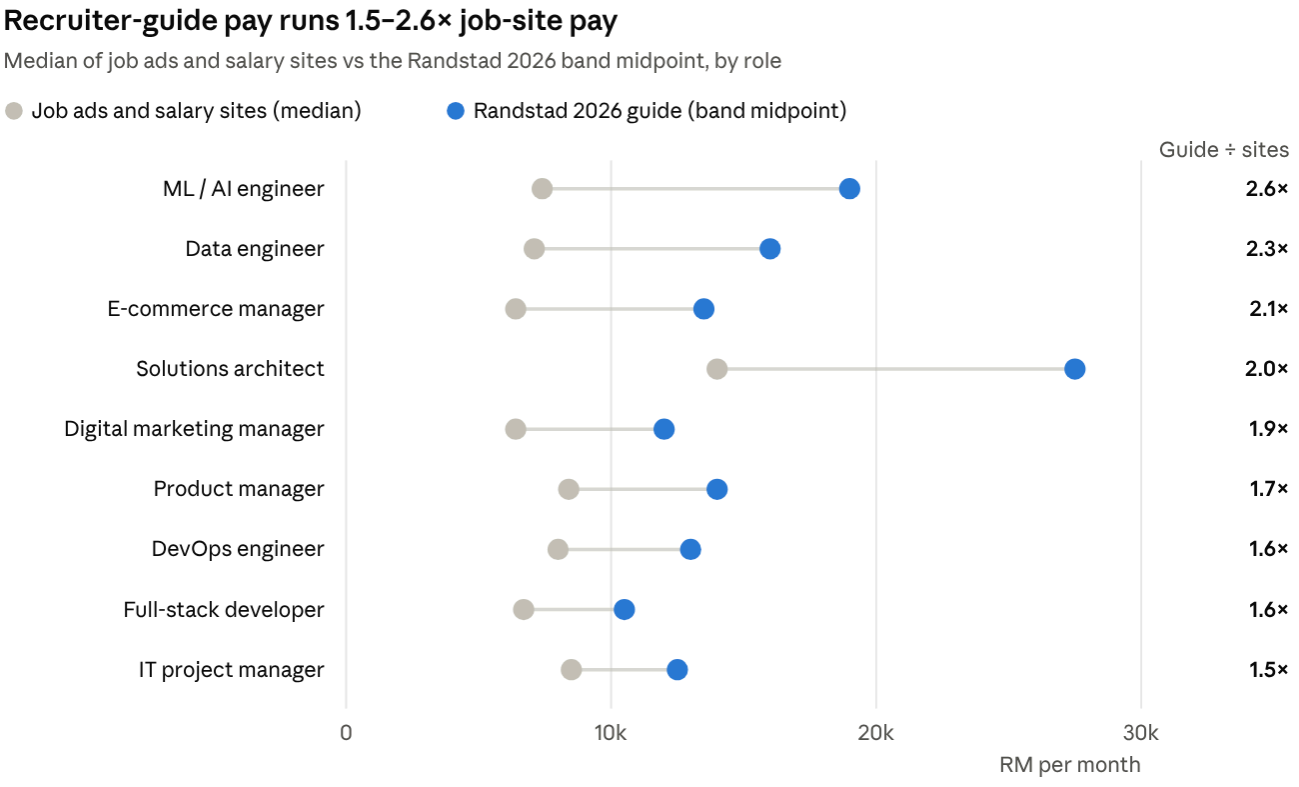
Converted at Bank Negara's RM4.086 per US dollar on 26 October 2026 (BNM). Plane does not disclose its method. A 14 October 2026 scan found only 21 remote software jobs explicitly open to Malaysians (JobRise), and overseas pay carries no employer EPF or SOCSO contributions (RinggitPlus).

How the figures were built

Each source gives one central value per role: its median, its average or its band midpoint, with annual figures divided by 12. The reported median is the middle of those values, rounded to the nearest RM50, so no single high or low source can move it far. The typical range runs from the median of the sources' low ends to the median of their high ends, rounded to the nearest RM500.

- **Sources:** Jobstreet role pages (October 2026) and Indeed role pages (36 months of ads, updated July–October 2026); the Glassdoor, PayScale, Levels.fyi, NodeFlair and Paylab databases; and the Randstad and Michael Page 2026 guides. Michael Page figures come from AJobThing's summary, whose top-end values match Michael Page's own article.
- **Excluded:** data last updated before 2025, staffing vendors' rate cards, and AJobThing's salary tool, which names no data source. PayScale is left out of the ranges because some of its low ends are implausible for full-time work.
- **To qualify:** a role needed at least three current job or salary sites and remote- or hybrid-tagged Jobstreet ads. Related titles were grouped so one family can't take two places: DevOps covers cloud and SRE engineers, ML engineer covers AI engineers, and IT project manager covers scrum masters.
- **Not available:** Hays and Robert Walters published 2026 Malaysia guides, but both sit behind sign-up forms and yielded no role-level figures.

Why salary figures online disagree



Computed from the source table above · RM per month · site median of the Jobstreet, Indeed, Glassdoor, PayScale, Levels.fyi and NodeFlair values, rounded to RM100 · no Randstad row for customer success manager

Recruiter guides track experienced hires at multinationals, banks and regional tech firms, so they sit well above job ads and salary sites. This doc counts each guide as one vote, so its medians stay close to the job-site figures.

- **Ranks 3–10 are close:** they span RM1,600, so read them as tiers rather than a strict order.
- **Total pay vs base pay:** Glassdoor and Levels.fyi include bonuses, nudging medians up slightly. Randstad excludes the 13th month and bonuses, and a third of its respondents expect a one-month bonus (Randstad).
- **Job changers earn more:** Robert Walters expects 15–20% raises for people who change jobs, and up to 30% for niche tech skills, against general increases of about 5% (Robert Walters; The Edge).
- **The figures will date:** PIKOM expects advertised digital salaries to rise about 10.8% in 2026 (The Vibes). Robert Walters' and Randstad's 2027 guides are due around November–December 2026 if last year's timing holds.
- **Remote counts are a snapshot:** the Jobstreet shares come from one day's optional tags. Most ads sampled (60–95%) carry no work-arrangement label, and remote filters also sweep in unrelated titles.

Sources

Every salary figure links to its page in the tables above. Pages were opened on 27 October 2026.

Salary guides and benchmarks

- Randstad Malaysia 2026 Market Outlook & Salary Guide (PDF); Randstad: Malaysia salary trends 2026
- Michael Page Malaysia Salary Guide 2026, summarised by AJobThing; Michael Page: highest-paying jobs in Malaysia
- Robert Walters: Malaysia hiring guide and trends
- Hays: Pulse of Recruitment report, Malaysia 2026
- PIKOM Economic and Digital Job Market Outlook 2025 (PDF); The Edge on PIKOM's earnings data; The Vibes: PIKOM's 2026 digital salary forecast
- DOSM Salaries & Wages Survey Report 2025; RinggitPlus summary
- The Edge: 2026 salary increase forecasts

Job portals and salary databases

- Jobstreet Malaysia and Indeed Malaysia role salary pages, linked per role in the tables above
- Glassdoor, PayScale, Levels.fyi and NodeFlair Malaysia role pages, linked per role in the tables above, plus Paylab's IT project manager page

Remote work and overseas pay

- Jobstreet searches on 27 October 2026: remote jobs, hybrid jobs, ICT hybrid jobs, plus the per-role searches linked in the top 10
- Malaysiakini: Monash Employee Wellbeing Index 2026
- AskLegal: flexible work requests and the Hybrid Working Day; Malay Mail: Cabinet approves the Hybrid Working Day
- Plane remote salary pages for Malaysia: software engineer, DevOps engineer, product manager
- Bank Negara Malaysia exchange rates
- JobRise: remote software jobs open to Malaysia applicants, October 2026
- RinggitPlus: tax for Malaysians working remotely for foreign companies