



欢迎来到 Morgan McKinley 的 2017 年中国薪资指南。在这里，我们将回顾 2016 年不同部门的招聘趋势，并预测未来 12 个月的招聘和薪酬模式。

2016 年中国经济放缓成为各方关注的焦点。官方数据显示，中国经济去年增长 6.7%，是自 1990 年以来的最低水平。与此同时，根据国际货币基金组织预计，全球经济 2016 年仅增长了 3.1%。

在经济缓慢增长的时代，很多企业对招聘都采取了谨慎的态度并且在某些地区减少招聘，这并不奇怪。在涉及财务，会计和人力资源等支持部门时，企业尤其地节俭，尽管他们正在投资与汽车，供应链和运营相关的活跃领域。

由于银行重组业务和削减成本，金融服务业的就业机会也减少。虽然银行仍在招聘合格的人选以便他们能够履行其监管义务，但许多其他职能的人数增加计划已被取消或搁置。

在中国，积极的一方面是，互联网正在创造大量令人振奋的新工作。随着线上金融行业的发展，对 IT 专业人员的需求增加。同时，数字营销和物流专业人才被快速增长的电子商务企业所追捧。

令人鼓舞的是，中国建立了本土人才港的声誉，中国专业人员越来越有能力担任国际企业的区域领导职务。海外经验和语言技能仍然受到许多雇主企业的欢迎，特别是技术岗位；中国本地的人才库正在变得越来越深广。

尽管面临挑战，中国各行业的专业人士都应该充满信心地展望 2017 年。

## 银行与金融服务



### 招聘趋势

世界各地的银行将继续重组其业务，以应对全球经济增长放缓、监管环境改变和政治事件所带来的影响，如英国脱欧和特朗普当选美国总统等。

由于希望削减成本并巩固其业务，外资银行自 2016 年第二季度起一直在越发广泛地裁减中国和亚太地区的员工。在许多职能行业中，除了有特殊规定之外，增加人数的计划已被取消或搁置。

2017 年，外资银行对于招聘可能会继续保持谨慎，因为他们等待着进一步明晰银行业务的未来形态。无论他们在哪里招聘，都主要是寻找能满足他们履行监管义务，如反洗钱，合规，KYC 和风险等的职务角色。

如果商品市场随着原油价格的稳定而改善，一些前台职位可能会出现。还可能招聘包括技术、媒体和电信、能源、新能源、文化、媒体和体育在内的中国政府第十三个“五年计划”重点支持的高增长行业中的职位。这些行业的国有企业和大型本地公司将会需要客户经理和风险管理人員来为其提供服务。每家银行根据其对中国和亚洲的不同战略，招聘趋势将会有所不同。

虽然由于其较高的市场份额，中资银行比外资银行招聘着更多的雇员，但中资银行也受到了恶劣的业务形势和下降的利润率所带来的冲击。因此，大多数中国银行正在缩减招聘，甚至重组，导致了某些业务职员的多余。然而，由于中国银行面临着遵守行业法规和改善公司管理的压力，合格专业人员仍然受到中国银行的高度重视。

## 人才供应趋势

由于银行行业的放缓，来自前、中和后台的许多中高级求职者正在积极寻找跳转到非银行金融部门的机会。他们被资产管理、科技金融、P2P 和财富管理公司的增长前景和发展机遇所吸引。同时，全球银行的一些员工表示希望转移到其他外资银行。

## 薪资与补贴趋势

2017 年，银行和金融服务专业人士的薪酬根据内部薪酬评估预计可能会上升 0-10%；转换工作可能会上升 15-25%。

### ACCOUNTING & FINANCE IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

ROLE	ASSOCIATE / NON - OFFICER	ASSOCIATE / AVP / MANAGER	VP / SENIOR MANAGER	SVP / DIRECTOR	DIRECTOR / SENIOR DIRECTOR
Internal Audit	¥15k - ¥20k	¥20k - ¥40k	¥40k - ¥65k	¥65k - ¥90k	¥100k+
Financial Control / Reporting	¥15k - ¥20k	¥20k - ¥40k	¥40k - ¥60k	¥60k - ¥80k	¥85k+
Business Finance	¥20k - ¥25k	¥25k - ¥40k	¥40k - ¥65k	¥65k - ¥90k	¥100k+
Tax	¥20k - ¥25k	¥25k - ¥40k	¥40k - ¥60k	¥60k - ¥80k	¥85k+

### ASSET MANAGEMENT IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

ROLE	ASSOCIATE / NON - OFFICER	ASSOCIATE / AVP / MANAGER	VP / SENIOR MANAGER	SVP / DIRECTOR	DIRECTOR / SENIOR DIRECTOR
Research	¥15k - ¥20k	¥20k - ¥40k	¥40k - ¥65k	¥65k - ¥90k	¥100k+

ASSET MANAGEMENT IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

ROLE	ASSOCIATE / NON - OFFICER	ASSOCIATE / AVP / MANAGER	VP / SENIOR MANAGER	SVP / DIRECTOR	DIRECTOR / SENIOR DIRECTOR
Analyst					
Equity Analyst	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥60k	¥60k - ¥80k	¥90k+
Fund / Portfolio Manager	¥18k - ¥30k	¥25k - ¥40k	¥40k - ¥60k	¥60k - ¥90k	¥100k+

BANKING OPERATIONS IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

ROLE	ASSOCIATE / NON - OFFICER	ASSOCIATE / AVP / MANAGER	VP / SENIOR MANAGER	SVP / DIRECTOR	DIRECTOR / SENIOR DIRECTOR
Trade Operations	¥8k - ¥15k	¥15k - ¥35k	¥35k - ¥45k	¥45k - ¥60k	-
Loan Operations	¥8k - ¥15k	¥15k - ¥35k	¥35k - ¥45k	¥45k - ¥60k	-
Treasury Operations	¥10k - ¥20k	¥20k - ¥35k	¥35k - ¥45k	¥45k - ¥60k	¥60k - ¥100k
Cash Operations	¥8k - ¥15k	¥15k - ¥35k	¥35k - ¥45k	¥45k - ¥60k	¥60k - ¥100k

**INSURANCE IN FINANCIAL SERVICES | BASIC SALARY PER MONTH**

ROLE	MANAGER	SENIOR MANAGER	DIRECTOR
BD / Account Management	¥20k - ¥30k	¥30k - ¥50k	¥50k - ¥70k
Underwriting	¥20k - ¥35k	¥35k - ¥50k	¥50k - ¥70k
Actuary	¥15k - ¥25k	¥25k - ¥50k	¥50k - ¥80k
Claims	¥15k - ¥20k	¥20k - ¥35k	¥35k - ¥65k
Compliance	¥20k - ¥30k	¥30k - ¥60k	¥60k - ¥80k

**CORPORATE & RETAIL BANKING IN FINANCIAL SERVICES | BASIC SALARY PER MONTH**

ROLE	ASSOCIATE / NON - OFFICER	ASSOCIATE / AVP / MANAGER	VP / SENIOR MANAGER	SVP / DIRECTOR
Corporate Relationship Manager	¥10k - ¥20k	¥20k - ¥40k	¥40k - ¥75k	¥75k - ¥110k
FI Relationship Manager	¥10k - ¥20k	¥20k - ¥40k	¥40k - ¥75k	¥75k - ¥110k
Transaction Service (Sales)	¥10k - ¥20k	¥20k - ¥40k	¥40k - ¥70k	¥70k - ¥100k
Structure Trade Finance	¥10k - ¥20k	¥20k - ¥40k	¥40k - ¥70k	¥70k - ¥100k

CORPORATE & RETAIL BANKING IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

ROLE	ASSOCIATE / NON - OFFICER	ASSOCIATE / AVP / MANAGER	VP / SENIOR MANAGER	SVP / DIRECTOR
(Sales)				
Product Management	¥8k - ¥16k	¥16k - ¥35k	¥35k - ¥60k	¥60k - ¥80k
Investment Consultant	¥8k - ¥15k	¥15k - ¥30k	¥30k - ¥45k	-

PRIVATE EQUITY IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

Role	Analyst	Associate	VP	Director	Managing Director
Research Analyst	¥15k - ¥25k	¥25k - ¥35k	-	-	-
Private Equity - Investment Team	-	¥25k - ¥40k	¥40k - ¥65k	¥65k - ¥90k	¥90k - ¥120k
Investment Banking (Front Office)	¥15k - ¥25k	¥25k - ¥35k	¥35k - ¥55k	¥55k - ¥80k	¥80k - ¥120k
Mergers & Acquisitions	¥15k - ¥25k	¥25k - ¥35k	¥35k - ¥55k	¥55k - ¥80k	¥80k - ¥120k

RISK MANAGEMENT IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

Role	Associate / AVP / Manager	VP / Senior Manager	SVP / Director	Director / Senior Director
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RISK MANAGEMENT IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

Role	Associate / AVP / Manager	VP / Senior Manager	SVP / Director	Director / Senior Director
Market Risk	¥25k - ¥40k	¥40k - ¥80k	¥80k - ¥110k	¥110k+
Credit Risk	¥25k - ¥40k	¥40k - ¥65k	¥65k - ¥90k	¥90k - ¥120k
Operational Risk	¥20k - ¥35k	¥35k - ¥55k	¥60k - ¥80k	¥85k - ¥120k
Compliance	¥25k - ¥45k	¥45k - ¥65k	¥65k - ¥90k	¥90k - ¥120k
Legal	¥25k - ¥45k	¥45k - ¥60k	¥60k - ¥85k	¥85k - ¥120k

IT IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

Role	Analyst	Associate	VP	Director	Managing Director
Infrastructure	¥8k - ¥20k	¥20k - ¥35k	¥35k - ¥50k	¥50k - ¥90k	-
Application Service	¥10k - ¥25k	¥25k - ¥40k	¥40k - ¥65k	¥65k - ¥90k	-
Product Support	¥10k - ¥25k	¥25k - ¥40k	¥25k - ¥45k	¥45k - ¥70k	-
Software Developer	¥10k - ¥25k	¥25k - ¥40k	¥25k - ¥45k	¥45k - ¥70k	¥70k - ¥120k
Technical Project Manager	¥15k - ¥25k	¥25k - ¥35k	¥35k - ¥55k	¥55k - ¥80k	¥80k - ¥120k

IT IN FINANCIAL SERVICES | BASIC SALARY PER MONTH

Role	Analyst	Associate	VP	Director	Managing Director
Business Analyst	¥15k - ¥25k	¥25k - ¥35k	¥35k - ¥55k	¥55k - ¥80k	¥80k - ¥120k



## 财务会计



### 招聘趋势

在中国经济增长放缓的大背景下，2017 年，跨国雇主对财务和会计专业人员的招聘可能会采取保守的做法。由于其扩张潜力有限，不需要更大规模的支持，仅替换已经雇用的职员或仅招聘关键岗位。跨国雇主甚至可能选择不去填补一些离职工作人员的空缺，而由现有的工作人员分担其原有的工作量。

但是由于中国希望实现第十三个“五年计划”，中国公司中出现了大量的财务和会计职位。中国公司希望聘请经验丰富的财务专业人士，他们可以建立强大的团队和高效的流程，并引入先进的管理方法和思想。中国公司将首先倾向于聘请高级职位人才，如首席财务官、商业财务总监或内部审计主管。

### 人才供应趋势

由于候选人对市场情况敏感，他们对于目前所获得的外部机会持谨慎态度。他们担心自己可能会无意中转移到一个比当前雇主面临着更大挑战的组织中，这是他们不愿承担的风险。

话虽如此，为跨国公司工作的专业人士发现他们更难以获得满意的薪水增长和职业发展。因此，他们也倾向于那些提供富有吸引力条件的拥有优异资源的本国公司。比起在跨国公司工作时，通过为本国公司工作，这些专业人士也可以更多地提升他们的决策能力，以及获得更多“真正做事”的机会。随着经济逐渐从依赖重工业和消费品转向数字和服务行业，令人兴奋的机会正在电子商务，教育和娱乐等行业中萌芽。

雇主越来越不愿意为外籍财务和会计专业人士支付高昂的旅外费用。 因此，90%的候选人现在来自中国，这里有大量的人才供应。 海归或者目前在国外但想回国的华籍专业人士，如果他们愿意接受当地的薪水，在寻找工作时都将拥有语言技能方面的优势。

薪资与补贴趋势

2017 年，财务和会计专业人员的薪资将继续上升，不同地区可能适度增长 5-8%。致力于提升自我、获得额外资格和技能的候选人将对潜在的雇主特别有吸引力。

Accounting & Finance | Basic Salary Per Month

Role	Accountant	Senior Accountant	Manager	Senior Manager	Director / CFO
Regional Finance Director / CFO	*	*	*	*	¥120k+
Finance Director	*	*	*	*	¥70k - ¥120k
Group / Regional Financial Controller	*	*	*	¥50k - ¥70k	¥70k - ¥100k
Financial Controller	*	*	*	¥40k - ¥60k	¥60k - ¥80k
Finance Manager	*	*	¥18k - ¥35k	¥35k - ¥60k	*
Accounting	¥6k - ¥12k	¥12k - ¥18k	¥20k - ¥35k	¥35k - ¥55k	¥60k - ¥90k
FP & A	¥8k - ¥15k	¥12k - ¥ 20k	¥25k - ¥40k	¥40k - ¥65k	¥60k - ¥110k
Internal Audit	¥13k - ¥15k	¥15k - ¥25k	¥30k - ¥45k	¥50k - ¥65k	¥65k - ¥100k

Accounting & Finance | Basic Salary Per Month

Role	Accountant	Senior Accountant	Manager	Senior Manager	Director / CFO
Treasury	¥11k - ¥15k	¥15k - ¥25k	¥30k - ¥45k	¥50k - ¥65k	¥65k - ¥100k
Tax	¥8k - ¥15k	¥16k - ¥25k	¥30k - ¥50k	¥50k - ¥65k	¥70k - ¥110k
Cost Accounting	¥8k - ¥15k	¥15k - ¥23k	¥25k - ¥35k	¥35k - ¥50k	*

*\*Role typically does not exist at this level*

## 人力资源



### 招聘趋势

作为支持职能部门，人力资源部门很容易由于经济放缓而使雇主裁减对他们的雇用要求。此外，随着跨国公司更多地利用共享服务中心和人才中心，人力资源团队预计将变得更加精简和高效。

受到经济放缓的影响尤其突出的传统产业，如消费品，制造业和制药业，在 2017 年可能会减少人力资源职位的招聘。因此，人力资源的专业人员们将开始从这些传统产业转向新行业，如电子商务。

共享服务中心和人才中心的兴起也导致了人力资源专业人员放弃像人力资源经理这类普遍通用的角色，而倾向于更加专业的角色，例如业务合作伙伴、共享服务中心主管或人才中心主管等。然而，具有宝贵经验的人力资源专家，如在并购方面，仍然受到雇主的高度追捧。

在现有公司工作三年及以上的中高级人力资源专业人员可能有机会参加国际业务。通常在公司的全球或地区总部担任工作的，都会是专家，而非通才。

从历史上看，女性在人力资源工作中占据主导地位，有许多女性人力资源专业人员是从管理和支持职能部门转移进来的。然而最近，男性更倾向于在人力资源部门工作，因为他们发现比起管理支持，这个部门的职能范围更加扩展。今天，人力资源部门可以通过人才和组织发展领域中的活动而对业务增长产生重大影响。

## 人才供应趋势

人力资源职能面向当地市场。中国的人力资源专业人才库正在不断地扩大。除执行层外，99%的人力资源专业人员是说普通话的中国人，这在可预见的未来不太可能改变。公司有足够的本地人才来满足他们的需求，所以没有理由去引入国际性的专业人才。

## 薪资与补贴趋势

2017 年，尽管据预计薪酬增长水平将比去年会略有下降，但是大多数公司的人力资源专业人员的薪资都将稳步增长，约为 3-8%。对于如业务合作伙伴或组织发展总监等需求较高的职位，候选人如果愿意更换雇主，他们在新公司的薪酬可能会比以前增加 10-25%。

### General Human Resources In Commerce & Industry | Basic Salary Per Month

Role	RMB Per Month
HR VP / Head Of HR	¥100k+
HR Director / HR BP Head	¥65k - ¥100k
HR Manager / HR Business Partner - Industrial & Consumer	¥25k - ¥50k
HR Specialist / Assistant HR Manager	¥8k - ¥20k
Talent Acquisition Head / Director	¥60k - ¥100k
Talent Acquisition Manager	¥25k - ¥45k
Talent Acquisition Specialist	¥8k - ¥20k
Talent Development / Organisational Development Director	¥60k - ¥90k

## General Human Resources In Commerce & Industry | Basic Salary Per Month

Role	RMB Per Month
Learning & Development Head / Director	¥50k - ¥80k
Learning & Development Training Manager	¥20k - ¥40k
Learning & Development Officer	¥10k - ¥20k
Compensation and Benefits Director	¥60k - ¥100k
Compensation and Benefits Manager	¥30k - ¥50k
Compensation and Benefits Specialist	¥15k - ¥30k
Share Service Head	¥60k - ¥100k
Share Service Manager	¥30k - ¥50k
Share Service HR Specialist	¥10k - ¥25k



## 工业和汽车



### 招聘趋势

工业和汽车是一个正在快速变化的部门。 阿里巴巴，百度，乐视和腾讯等互联网巨头正在参与到汽车行业当中。同时，在创投公司和政府补贴的支持下，出现了一批新能源和车联网的新企业。 中国政府大力支持新能源汽车产业的发展。

令人鼓舞的是，新企业的到来使中高级专业人士有机会打破他们在为跨国公司工作时可能遇到的职业上限瓶颈。他们也把为当地公司工作作为一种进一步发展自身和获得更多的决策权的方式。

### 人才供应趋势

中国本土候选人可以满足 80% 列举出的岗位需求。 对新能源汽车研发、车联网、先进驾驶辅助系统（ADAS）和汽车售后市场方面专业人员的需求量最大。

由于本地人才丰富，比起承担高昂的外籍人才薪酬费用，跨国公司更加宁愿雇用本地人才。然而，跨国公司也确实为中国专业人士提供了一些轮换工作的机会。另一方面，中国汽车公司喜欢从海外引入技术专家，尤其车联网和 ADAS 方面的专业人才来补充强化他们的技能基础。这些专家通常来自德国或北美。

研发领域是人才短缺的主要领域，缺乏的同时相关经验并同时拥有技术和语言技能的候选人。跨国公司和本地公司都受到了人才短缺的影响，而这样的现象在 2017 年可能还将延续。

薪资与补贴趋势

2017 年，跨国公司可能将维持约 5-8%的正常可观薪酬增长，但本地公司将支付高于平均水平的薪金增量来吸引最佳的候选人们。

通常，本地公司给出的薪酬增量将在 20-30%范围内。 然而，他们也可能支付 50%甚至更多，以吸引他们所寻求的具有新能源汽车发展方面技能的外部候选人。 这些技能与 ADAS，电池管理系统，充电器，DCDC 汽车转换器，嵌入式软件，逆变器，远程信息处理和可变气缸管理等方面相关。

Automotive Parts Sales & Marketing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
BD Manager	12+	¥30k - ¥50k
Sales Director	15+	¥50k - ¥120k
Sales & Programme Director	15+	¥50k - ¥120k
BD Director	15+	¥50k - ¥100k
IAM Sales Director	15+	¥50k - ¥120k
Programme Director	15+	¥50k - ¥90k
Marketing Director	15+	¥45k - ¥70k
Sales VP	20+	¥80k - ¥170k



**Automotive Parts Sales & Marketing | Basic Salary Per Month**

Role	Years' Experience	RMB Per Month
Sales Engineer	3+	¥8k - ¥15k
Account Manager	5+	¥16k - ¥21k
Product Manager	5+	¥18k - ¥28k
IAM Channel Sale Manager	5+	¥15k - ¥28k
IAM Product Manager	5+	¥20k - ¥35k
Application Engineer	5+	¥15k - ¥20k
Key Account Manager	8+	¥25k - ¥35k
OES Sales Manager	8+	¥25k - ¥35k
IAM Regional Sales Manager	8+	¥20k - ¥35k
Programme Manager	8+	¥20k - ¥35k
Application Manager	8+	¥20k - ¥30k
Customer Service Manager	8+	¥18k - ¥25k
Field Technical Service Manager	8+	¥18k - ¥25k

**Automotive Parts Sales & Marketing | Basic Salary Per Month**

Role	Years' Experience	RMB Per Month
Marketing Communication Manager	8+	¥22k - ¥35k
Marketing Intelligence Manager	8+	¥20k - ¥35k
Digital Marketing Manager	8+	¥22k - ¥40k
Dealer Marketing Manager	8+	¥20k - ¥35k
Pricing Manager	8+	¥26k - ¥50k
PR Manager	8+	¥20k - ¥30k

**Automotive Parts Research & Development | Basic Salary Per Month**

Role	Years' Experience	RMB Per Month
R&D Vp / Engineering Vp	20+	¥90k - ¥160k
R&D Director / Engineering Director	15+	¥50k - ¥890k
R&D Manager / Engineering Manager	10+	¥30k - ¥55k
Product Development Manager	8+	¥25k - ¥40k
Chief Engineer	10+	¥40k - ¥110k

## Automotive Parts Research & Development | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Senior Product Engineer	8+	¥21k - ¥35k
Product Engineer	5+	¥12k - ¥20k
Project Director	12+	¥35k - ¥55k
Project Manager	8+	¥22k - ¥30k
Advanced Engineering Manager	8+	¥23k - ¥35k
Advanced Quality Manager	8+	¥23k - ¥38k
Advanced Quality Engineer	5+	¥15k - ¥22k
Advanced Manufacturing Manager	8+	¥23k - ¥35k
Advanced Manufacturing Engineer	5+	¥15k - ¥22k
Application Director	15+	¥30k - ¥45k
Application Manager	8+	¥18k - ¥29k
Application Engineer	5+	¥13k - ¥18k
Testing Manager	10+	¥20k - ¥33k

### Automotive Parts Research & Development | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Lab Manager	10+	¥20k - ¥33k
Testing Engineer	5+	¥13k - ¥18k
Material Engineer	5+	¥12k - ¥25k
Hardware Engineer	5+	¥13k - ¥18k
Software Engineer	5+	¥15k - ¥28k
System Engineer	5+	¥15k - ¥28k
Calibration Engineer	5+	¥13k - ¥25k
NVH Engineer	5+	¥15k - ¥22k
Optical Engineer	5+	¥15k - ¥20k

### Automotive Parts Operations & Manufacturing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Operation Director, HQ	15+	¥60k - ¥120k
Engineering Director, HQ	15+	¥60k - ¥120k

### Automotive Parts Operations & Manufacturing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Operation Excellence Director, HQ	15+	¥55k - ¥890k
Quality Director, HQ	15+	¥60k - ¥130k
Supply Quality Director, HQ	15+	¥50k - ¥890k
Lean / Six Sigma Director, HQ	15+	¥50k - ¥100k
EHS Director, HQ	15+	¥50k - ¥80k
Plant Manager / Plant GM	15+	¥50k - ¥120k
Operation Director, Plant	15+	¥40k - ¥65k
Operation Manager	12+	¥30k - ¥50k
Production Director	15+	¥30k - ¥45k
Production Manager	12+	¥20k - ¥30k
VSM Manager	10+	¥22k - ¥35k
Engineering Director, Plant	15+	¥30k - ¥50k
Engineering Manager	12+	¥23k - ¥35k

### Automotive Parts Operations & Manufacturing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Process Engineer	5+	¥13k - ¥18k
Manufacturing Engineer	5+	¥13k - ¥18k
Industrial Engineer	5+	¥13k - ¥18k
Lean / Six Sigma Manage	8+	¥21k - ¥35k
Facility Manager	8+	¥20k - ¥35k
Equipment / Maintenance Manager	8+	¥20k - ¥33k
Mechanical Engineer	5+	¥13k - ¥18k
Electrical Engineer	5+	¥15k - ¥20k
Quality Director, Plant	15+	¥35k - ¥55k
Quality Manager	10+	¥25k - ¥40k
Process Quality Manager	8+	¥22k - ¥30k
Process Quality Engineer	5+	¥13k - ¥18k
Customer Quality Manager	8+	¥22k - ¥30k

Automotive Parts Operations & Manufacturing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Customer Quality Engineer	5+	¥13k - ¥18k
Quality System Manager	8+	¥22k - ¥33k
Quality System Engineer	5+	¥13k - ¥20k
Supply Quality Manager	8+	¥25k - ¥35k
Supply Quality Engineer	5+	¥15k - ¥23k
EHS Manager	8+	¥20k - ¥30k
EHS Engineer	5+	¥15k - ¥20k

Automotive Parts Supply Chain | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Supply Chain Director	15+	¥55k - ¥120k
Supply Chain Manager	10+	¥25k - ¥45k
Purchasing Director	15+	¥55k - ¥120k
Purchasing Manager	10+	¥25k - ¥40k

### Automotive Parts Supply Chain | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Commodity Manager	8+	¥20k - ¥35k
Project Purchasing Manager	8+	¥22k - ¥35k
Project Purchasing Engineer	5+	¥18k - ¥25k
Sourcing Manager	8+	¥20k - ¥35k
Sourcing Engineer	5+	¥15k - ¥22k
Cost Estimator	8+	¥18k - ¥30k
Senior Buyer	6+	¥13k - ¥20k
Indirector Purchasing Director	15+	¥35k - ¥60k
Indirector Purchasing Manager	10+	¥20k - ¥30k
Logistic Manager	10+	¥20k - ¥30k
Logistic Supervisor	8+	¥18k - ¥25k
Trade Compliance Manager	10+	¥25k - ¥30k
Warehouse Manager	10+	¥18k - ¥28k



### Automotive Parts Supply Chain | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
S & OP Director	15+	¥55k - ¥120k
Planing Manager	12+	¥25k - ¥45k
Demand Planning Director	15+	¥35k - ¥60k
Demand Planning Manager	10+	¥22k - ¥30k
Supply Planning Director	15+	¥35k - ¥60k
Supply Planning Manager	10+	¥22k - ¥30k
Customer Service Director	15+	¥50k - ¥890k
Customer Service Manager	10+	¥18k - ¥30k

### Chemical Sales & Marketing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Sales VP	20+	80k - ¥170k
Sales Director	15+	¥50k - ¥120k
BD Manager	12+	¥30k - ¥50k

Chemical Sales & Marketing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Key Account Manager	8+	¥25k - ¥35k
Account Manager	5+	¥15k - ¥20k
Sales Engineer	3+	¥8k - ¥15k
Marketing Director	15+	¥45k - ¥70k
Marketing Communication Manager	8+	¥22k - ¥35k
Marketing Intelligence Manager	8+	¥20k - ¥35k
Digital Marketing Manager	8+	¥22k - ¥40k
Marketing Manager	8+	¥20k - ¥30k
Pricing Manager	8+	¥23k - ¥60k
PR Manager	8+	¥20k - ¥35k

Chemical Research & Development | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
R&D Manager	10+	¥25k - ¥50k

Chemical Research & Development | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
R&D Director	15+	¥50k - ¥890k
Product Development Director	15+	¥50k - ¥890k
Technical Manager	10+	¥30k - ¥55k
Technical Director	15+	¥50k - ¥890k
Scientist (PHD)	3+	¥25k - ¥35k
Scientist (PHD)	7+	¥40k - ¥60k
RA Director	12+	¥50k - ¥890k
RA Manager	8+	¥30k - ¥50k
Lab Manager	8+	¥35k - ¥50k
Lab Director	12+	¥45k - ¥70k
Chemist	8+	¥20k - ¥35k
R&D Engineer	5+	¥15k - ¥20k

Chemical Operations & Manufacturing | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Operation Director, HQ	15+	¥55k - ¥120k
Engineering Director, HQ	15+	¥50k - ¥100k
Quality Director, HQ	15+	¥55k - ¥100k
EHS Director	12+	¥40k - ¥60k
EHS Manager	8+	¥25k - ¥40k
EHS Engineer	5+	¥15k - ¥25k
EHS Director, HQ	15+	¥50k - ¥80k
Plant Manager / Plant Gm	15+	¥50k - ¥120k
Operation Director, Plant	15+	¥40k - ¥65k
Operation Manager	12+	¥30k - ¥50k
Production Director	15+	¥30k - ¥45k
Production Manager	12+	¥20k - ¥30k
Facility Manager	8+	¥20k - ¥35k
Equipment / Maintenance Manager	8+	¥20k - ¥33k

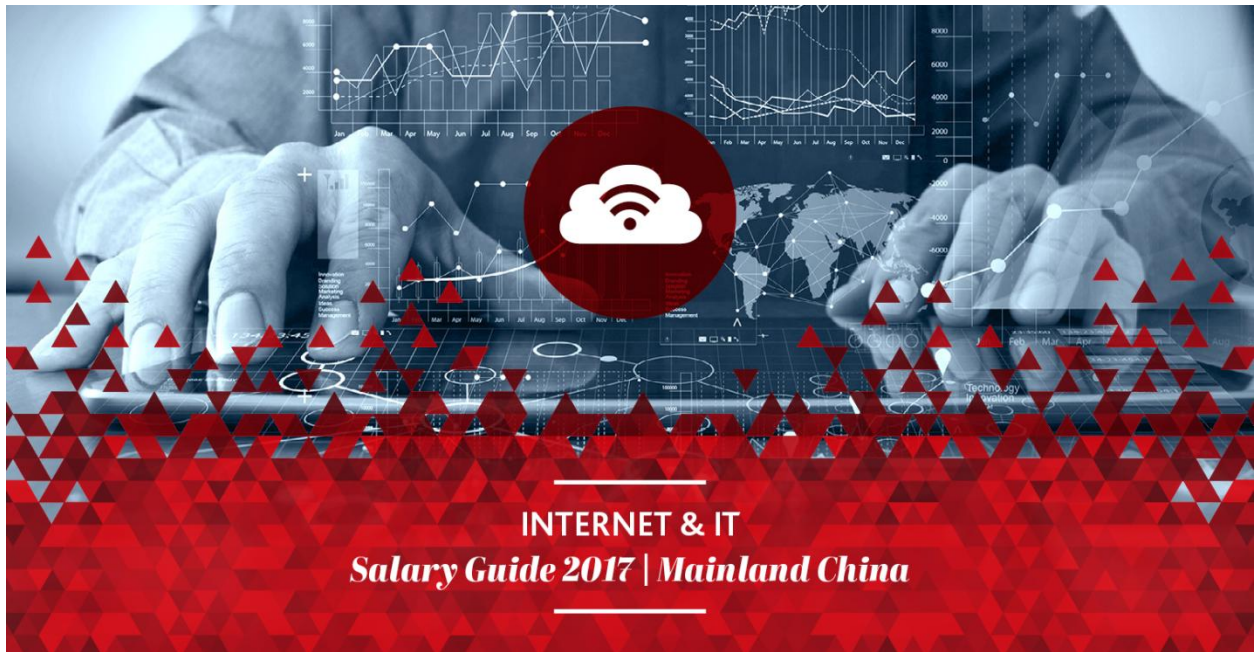
Chemical Supply Chain | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Supply Chain Director	15+	¥55k - ¥120k
Supply Chain Manager	10+	¥25k - ¥45k
Purchasing Director	15+	¥55k - ¥120k
Purchasing Manager	10+	¥25k - ¥40k
Commodity Manager	8+	¥20k - ¥35k
Project Purchasing Manager	8+	¥22k - ¥35k
Project Purchasing Engineer	5+	¥18k - ¥25k
Sourcing Manager	8+	¥20k - ¥35k
Sourcing Engineer	5+	¥15k - ¥22k
Senior Buyer	6+	¥13k - ¥20k
Indirector Purchasing Director	15+	¥35k - ¥60k
Indirector Purchasing Manager	10+	¥20k - ¥30k
Logistic Manager	10+	¥22k - ¥35k

Chemical Supply Chain | Basic Salary Per Month

Role	Years' Experience	RMB Per Month
Logistic Supervisor	8+	¥18k - ¥25k
Trade Compliance Manager	10+	¥25k - ¥30k
Warehouse Manager	10+	¥20k - ¥28k
S & OP Director	15+	¥55k - ¥120k
Planning Manager	12+	¥25k - ¥55k
Demand Planning Director	15+	¥35k - ¥60k
Demand Planning Manager	10+	¥22k - ¥30k
Supply Planning Director	15+	¥35k - ¥60k
Supply Planning Manager	10+	¥22k - ¥30k
Customer Service Director	15+	¥50k - ¥890k
Customer Service Manager	10+	¥18k - ¥30k

## IT 和互联网



### 招聘趋势

一方面由于中国的经济增长放缓，另一方面互联网投资者变得更加谨慎，许多刚创建的互联网企业在 2016 年受到了资金短缺的打击。从而也导致了离开初创企业而转向国内外大中型企业研发、产品管理和运营方面的 IT 专业人员人数有所增加。

在线金融包括网络借贷业务正在迅速扩张，中国企业已经在这一领域推出了一些新项目，在此过程中创造了金融互联网相关的一批新的职位需求。作为推动增长的战略的一部分，其他行业的企业，也为公司内部的 IT 建设投入了更多资金。然而，一些跨国公司已将其研发中心迁移到印度和其他新兴市场以实现提高其成本效益的目的。

一个有趣的发展现象是，在人工智能，制药，生命科学和体育等领域出现了更多的垂直专业化公司。同时这些公司正在积极寻求在知名大学研究专业领域经验更为丰富的研究性人才来加入他们。

### 人才供应趋势

近年来，尽管在市场，运营或产品设计管理方面的女性高级管理者数量有小幅增长，但在 IT 研发方面的职位仍然由男性主导。近些年来女性高级管理者也更多倾向于从企业外部的大型企业引进。拥有传统行业工作经验的女性专业人士或来自海外学术机构的女性研究人员加入互联网公司工作也变得更加常见。

对于行政管理类职位，无论跨国公司还是本地公司都更青睐于拥有在知名互联网或 IT 部门工作经验的候选人。企业雇主更倾向从硅谷或百强国际企业中招聘这类人才。

而中国 IT 专业人士，为了寻求更好的职业生涯的发展，正在越来越多地探索着可移民到澳大利亚，新加坡和美国等国家的工作机会。

薪资与补贴趋势

就 2016 年平均而言，拥有丰厚的学术背景和在规模相当的公司中工作过的高素质 IT 专业人士在中国比在国外薪酬更高。这是由于中国互联网行业的快速发展和对高技术人员、具有管理大型项目经验的经理人员的大量需求而决定。 在 2017 年，可能的薪资上涨范围在 0-15% 以内。

Corporate IT - Basic Salary Per Month

Role	Infrastructure Manager	Business Analyst	Project Manager	Application Manager	IT Director
Manufacturing Industry	¥25k - ¥40k	¥18k - ¥25k	¥25k - ¥35k	¥30k - ¥45k	¥60k+
Banking	¥35k - ¥60k	¥25k - ¥35k	¥20k - ¥40k	¥20k - ¥35k	¥65k+
Pharmaceutical Industry	¥30k - ¥40k	¥20k - ¥30k	¥25k - ¥38k	¥35k - ¥45k	¥55k+
FMCG	¥20k - ¥30k	¥15k - ¥20k	¥20k - ¥30k	¥25k - ¥35k	¥55k+
Retail / Wholesale	¥20k - ¥30k	¥15k - ¥20k	¥20k - ¥30k	¥28k - ¥40k	¥50k+

Role	Software Engineer	Business Consultant	Project Manager	Program Manager / Architect	CIO
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Role	Software Engineer	Business Consultant	Project Manager	Program Manager / Architect	CIO
IT Industry / Consulting Firm	¥15k - ¥25k	¥15k - ¥30k	¥20k - ¥30k	¥25k - ¥45k	¥80k - ¥150k

Internet - Basic Salary Per Month

Internet - Software Development - Basic Salary Per Month

Role	Developer	Architect / Lead	Manager	Director	VP
IOS / Android	¥15k - ¥28k	¥28k - ¥35k	¥35k - ¥40k	¥35k - ¥40k	¥40k+
Server End (Java, C / C++, PHP, Node)	¥15k - ¥25k	¥25k - ¥30k	¥30k - ¥45k	¥40k - ¥50k	¥50k+
Algorithm	¥20k - ¥30k	¥30k - ¥45k	¥45k - ¥48k	¥45k - ¥60k	¥60k+
Machine Learning	¥20k - ¥30k	¥30k - ¥45k	¥45k - ¥50k	¥45k - ¥100k	¥85k+
Cyber Security	¥18k - ¥40k	¥35k - ¥45k	¥40k - ¥55k	¥50k - ¥120k	¥95k+

Internet - Product Design & Management - Basic Salary Per Month

Role	Product Designer	Lead / Manager	Director	VP
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**Internet - Product Design & Management - Basic Salary Per Month**

Role	Product Designer	Lead / Manager	Director	VP
App / PC End	¥15k - ¥25k	¥18k - ¥35k	¥30k - ¥50k	¥45k+
Back End	¥15k - ¥25k	¥18k - ¥30k	¥18k - ¥35k	¥35k+

**Internet - Operation / Marketing / Design - Basic Salary Per Month**

Role	Non - Officer	Lead / Manager	Director	VP
Operation	¥15k - ¥25k	¥20k - ¥35k	¥35k - ¥50k	¥45k+
Business Development	¥15k - ¥18k	¥18k - ¥30k	¥25k - ¥45k	¥40k+
Marketing	¥15k - ¥20k	¥20k - ¥30k	¥25k - ¥40k	¥40k+
Design	¥15k - ¥25k	¥20k - ¥30k	¥30k - ¥45k	¥40k+

**Internet - CXO - Basic Salary Per Month**

Team Size	CTO	CPO	CMO	COO
¥15 - ¥30	¥35k - ¥55k + Stock	¥45k - ¥65k + Stock	¥50k + Stock Options	¥45k + Stock Options

Internet - CXO - Basic Salary Per Month

Team Size	CTO	CPO	CMO	COO
	Options	Options		
30 - ¥80	¥45k - ¥65k + Stock Options	¥65k - ¥100k + Stock Options	¥50k - ¥120k + Stock Options	¥65k + Stock Options
80 - ¥200	¥55k - ¥200k + Stock Options	¥85k - ¥200k + Stock Options	¥125k + Stock Options	¥125k + Stock Options
200+	¥125k - ¥250k + Stock Options			¥125k - ¥200 + Stock Options

Fintech - Basic Salary Per Month

Fintech - Artificial Intelligence - Basic Salary Per Month

Role	Associate	VP	Director
Quantitative Portfolio Manager		¥25k - ¥40k + Commission	¥40k - ¥100k + Commission
Quantitative Research Analyst	¥15k - ¥25k + Commission	¥25k - ¥40k + Commission	¥40k - ¥100k + Commission
Quantitative Developer	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥100k

### Fintech - Basic Salary Per Month

### Fintech - Artificial Intelligence - Basic Salary Per Month

Role	Associate	VP	Director
Desk Quant	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥100k
Algo Trading Developer	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥100k

### Fintech - Big Data - Basic Salary Per Month

Role	Analyst / Associate	VP	Director
Data Scientist	¥25k - ¥40k + Stock Options	¥40k - ¥60k + Stock Options	¥60k - ¥100k + Stock Options
Data Analyst Credit Risk Modeling	¥15k - ¥25k + Stock Options	¥25k - ¥40k + Stock Options	¥40k - ¥100k + Stock Options
Chief Risk Officer Fintech			¥40k - ¥100k + Stock Options

### Fintech - Block Chain - Basic Salary Per Month

Role	Analyst	Manager	Director
Algorithm Engineer	¥25k - ¥40k + Stock Options	¥40k - ¥60k + Stock Options	¥60k - ¥100k + Stock Options

### Fintech - Block Chain - Basic Salary Per Month

Role	Analyst	Manager	Director
Software Developer Block Chain	¥25k - ¥40k + Stock Options	¥40k - ¥60k + Stock Options	¥60k - ¥100k + Stock Options

### Fintech - Software Development - Basic Salary Per Month

Role	Associate	VP	Director
Software Developer	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥100k
Technical Consultant	¥20k - ¥25k	¥25k - ¥40k	¥40k - ¥100k
System Engineer	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥65k

### Fintech - Professional Services - Basic Salary Per Month

Role	Associate	VP	Director
Project Management	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥100k
Sales in IT	¥20k - ¥25k + Commission	¥25k - ¥40k + Commission	¥40k - ¥100k + Commission

## 零售和奢侈品



### 招聘趋势

中国的电子商务正在繁荣兴起，消费者们从线下实体店购物转为在线购物，这样的情况在百货公司和卖场中尤其明显。更广泛的选择意味着，相比于品牌 and 价格，消费者开始优先考虑商品的设计、功能和时尚趋势。

电子商务的快速增长导致一些传统零售公司裁员，控制员工人数，甚至关闭在中国的业务。也促使候选人更频繁地换工作，在此过程中推动工资上涨。

此外，由于开放的旅游签证政策，消费者逐渐从海外购买更多的奢侈品，他们在本地奢侈品市场的消费也就相应地减少了。许多以前在奢侈品行业工作的零售专业人士选择了转变他们的职业，进入电子商务领域或零售业的其他子行业，如快时尚，大卖场，生活或体育行业。

虽然本地奢侈品市场受到打击，一些企业由于电子商务的兴起而受到影响，但零售业在中国总体来说是一个非常健康的行业。这反映在过去几年门店的快速扩展当中，无论是实体店或是网店。一些优质品牌在 2016 年首次进入中国，儿童，家庭，生活和体育这些零售子行业都实现了快速增长。

### 人才供应趋势

中国籍专业人士占了零售从业人员的较大比例，并且中国本土人士近年来越来越多地担任了高级管理岗位。虽然来自香港，澳门和台湾的海外归国候选人在这个行业仍有很多机会，但对外籍人士的需求正在减少。对中文流利的新加坡候选人也是如此。跨国企业更倾向于海归和海外的候选人，因为他们往往思维更加开放，更加熟悉西方公司文化，英语也更加流利。

目前，中国零售业对商品经理，商品计划经理，零售运营经理和区域经理的需求很大。

薪资与补贴趋势

2017 年，零售业专业人员的薪酬可能会增加 10-25%。

Store Management | Basic Salary Per Month

Role	Senior Sales	Supervisor	Assistant Manager	Manager	Store GM
Regular Store	¥8k - ¥10k	¥10k - ¥12k	¥12k - ¥15k	¥15k - ¥20k	n/a
Flagship Store	¥10k - ¥12k	¥12k - ¥15k	¥15k - ¥20k	¥20k - ¥30k	¥30k - ¥50k
Outlet Store	¥8k - ¥10k	¥10k - ¥12k	¥12k - ¥15k	¥15k - ¥20k	¥20k - ¥30k

Retail Operation Management | Basic Salary Per Month

Role	Supervisor	Assisant Manager	Manager	Senior Manager
Area / City / Regional Management	¥15k - ¥20k	¥20k - ¥25k	¥25k - ¥40k	¥40k - ¥60k

Retail Operation Management | Basic Salary Per Month

Role	Supervisor	Assisant Manager	Manager	Senior Manager
Operation & Maintenance	¥10k - ¥15k	¥15k - ¥20k	¥20k - ¥30k	¥30k - ¥40k

Store Expansion & Business Development | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager / Manager	Director / VP
Store Expansion & Business Development	¥8k - ¥15k	¥15k - ¥25k	¥25k - ¥40k	¥40k+
Retail Leasing	¥8k - ¥15k	¥15k - ¥25k	¥25k - ¥40k	¥40k - ¥60k
EC Business Development	¥10k - ¥15k	¥15k - ¥25k	¥25k - ¥50k	¥50k+

Franchise Management | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager / Manager	Director / VP
Franchise Management & Wholesale Distributor	¥8k - ¥15k	¥15k - ¥25k	¥25k - ¥50k	¥50k+



Merchandise Planning | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager	Manager	Director / VP
Merchandise Planning	¥8k - ¥12k	¥12k - ¥18k	¥18k - ¥25k	¥25k - ¥40k	¥40k - ¥60k

Merchandising & Buying | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager	Manager	Director / VP
Merchandising & Buying	¥10k - ¥15k	¥15k - ¥20k	¥20k - ¥30k	¥30k - ¥45k	¥45k+
Merchandise Allocation	¥8k - ¥12k	¥12k - ¥18k	¥18k - ¥25k	¥25k - ¥40k	¥40k - ¥60k
Online Merchandising & Buying	¥10k - ¥15k	¥15k - ¥25k	¥25k - ¥35k	¥35k - ¥50k	¥50k+

VM & Design | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager	Manager	Director / VP
Visual Merchandising	¥8k - ¥10k	¥10k - ¥15k	¥15k - ¥25k	¥25k - ¥45k	¥45k - ¥70k
Fashion Design	¥8k - ¥10k	¥10k - ¥15k	¥15k - ¥25k	¥25k - ¥45k	¥45k - ¥70k
Graphic Design	¥8k - ¥10k	¥10k - ¥15k	¥15k - ¥25k	¥25k - ¥35k	¥35k - ¥50k

Retail Marketing | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager	Manager	Director / VP
Retail Marketing	¥8k - ¥10k	¥10k - ¥15k	¥15k - ¥25k	¥25k - ¥45k	¥45k - ¥70k

Retail Training | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager	Manager	Director / VP
Retail Training	¥8k - ¥10k	¥10k - ¥15k	¥15k - ¥25k	¥25k - ¥35k	¥35k - ¥50k

Retail Senior Management | Basic Salary Per Month

Role	Associate	Supervisor	Assistant Manager	Manager	Director / VP
Retail Senior Management					

## 数字营销和电商



### 招聘趋势

数字化在过去十年中才开始在中国兴起。因此，具有数字化方面专长的销售和营销专业人才仍然较少。市场上普遍初中级具有成长于互联网时代的销售与营销人才，而更资深的候选人大多拥有传统和数字的综合背景。

由于数字化世界迭代迅速，成长于数字化的一代和混合背景人才拥有的数字化资历差距逐渐缩小，因此年资已不再是甄别数字化人才的唯一标准。

刚建立的公司通常有简单和快速的招聘流程。然而，风险是雇主和雇员都没有足够的时间或信息来正确地评估另外一方能否与自己长期契合。销售和营销专业人员在被刚建立的公司雇用后很快离开现象并不罕见。在 2017 年，拥有大数据，数字分析和电子商务经验的专业人员最有可能收到雇主的追捧。

### 人才招聘趋势

由于技能短缺和快速增长的数字经济，数字专才在市场上对职位的可选度更多，而导致薪资水涨船高。因此，受到更高薪水和更好职称的驱动，他们倾向于经常改变工作。公司通过提供高薪和工作职位来吸引和留住数字化人才也加剧了这一趋势。

不幸的是，太多的跳槽可能会导致一些数字销售和营销专业人员无法获得中高级职位人员所必需的长期战略规划技能。求职者应该平衡这一要求和跟上技术进步的需求。

大多数数字营销和营销工作都是基于中国本土，中国专业人员占据了大约 90% 的职务。对当地的洞察力和语言技能对于每个职务层面的角色都至关重要，尽管公司对于需要专业知识（如大数据和用户体验）的职位招聘国际候选人变得越来越开放。一些消费品牌正在利用该国作为亚太地区中心的基地，而中国的销售和营销专业人员越来越多地被招聘为区域高级领导角色。

薪资与补贴趋势

2017 年，与传统的销售和营销相比，数字销售和营销专业人员的薪酬可能会大幅上升。数字人才转换工作可以期望薪酬增长 15-25%。

CONSUMER SALES | BASIC SALARY PER MONTH

ROLE	EXECUTIVE	MANAGER	SENIOR MANAGER / ASSOCIATE DIRECTOR	DIRECTOR
Sales Management	¥8k - ¥15k	¥15k - ¥40k	¥40k - ¥80k	¥80k - ¥120k
Key Account	¥6k - ¥15k	¥15k - ¥35k	¥35k - ¥50k	¥50k - ¥75k
Sales Operation	¥8k - ¥15k	¥15k - ¥35k	¥35k - ¥50k	¥50k - ¥70k

CONSUMER MARKETING | BASIC SALARY PER MONTH

	EXECUTIVE	MANAGER	SENIOR MANAGER / ASSOCIATE DIRECTOR	DIRECTOR / VP
Marketing	¥10k - ¥15k	¥15k - ¥40k	¥40k - ¥80k	¥80k - ¥200k
Trade Marketing	¥8k - ¥15k	¥15k - ¥35k	¥35k - ¥60k	¥60k - ¥150k

CONSUMER MARKETING | BASIC SALARY PER MONTH

	EXECUTIVE	MANAGER	SENIOR MANAGER / ASSOCIATE DIRECTOR	DIRECTOR / VP
PR & Event	¥8k - ¥13k	¥13k - ¥30k	¥30k - ¥50k	¥50k - ¥85k
Research / Insight	¥8k - ¥15k	¥15k - ¥35k	¥35k - ¥60k	¥60k - ¥100k

DIGITAL (CONSUMER) | BASIC SALARY PER MONTH

	EXECUTIVE	MANAGER	SENIOR MANAGER / ASSOCIATE DIRECTOR	DIRECTOR / VP
Media, Digital and E Commerce	¥8k - ¥15k	¥15k - ¥35k	¥35k - ¥70k	¥70k - ¥120k

## 销售与市场



### 招聘趋势

像其他职能的同行一样，行业内的销售和营销专业人员也能感受到中国经济增长放缓的影响。在重工业子行业，如机械和电子行业的公司，预计在 2017 年不会有显著的增长，因此他们对销售和营销活动控制更加严格。预算被挤压，雇主招聘谨慎，经常在反思其业务的实际需要的同时组织面试。

尽管如此，公司仍然认识到业务发展的重要性，并继续投资于某些销售和营销活动。与其寻求跨国公司的工作机会，将目标放在正在开发和改进新技术和产品的当地公司对于想要转变角色的销售和营销专业人士来说可能会更好。

### 人才供应趋势

工业雇主主要寻找的是能流利地运用英语和普通话，并且对西方和中国文化有很好的认识的中国销售和营销专业人员。他们也喜欢有工作或学习海外经验的人，MBA 是另一个更好的优势。

中国销售和营销人才被提升为全球或区域管理职位的趋势逐渐增加，通常这将需要求职者搬迁到欧洲，新加坡或美国。

### 薪资与补贴趋势

工业行业销售和营销部门的薪酬差别很大。寻找更高的薪酬或奖金的候选人需要拥有高水平的教育经历和良好的工作道德，并能够抵抗一定的工作压力。 那些想要在更复杂的商业环境中茁壮成长的人也需要拥有良好健全的战略思维和企业发展的商业思维。

2017 年，在行业内转换工作的销售和营销专业人员的薪酬可能会增加 15%。

INDUSTRIAL SALES | BASIC SALARY PER MONTH

ROLE	EXECUTIVE	MANAGER	SENIOR MANAGER / ASSOCIATE DIRECTOR	DIRECTOR / VP
Sales Management	¥12k - ¥20k	¥20k - ¥40k	¥40k - ¥65k	¥65k - ¥100k
Channel Management	¥10k - ¥20k	¥20k - ¥40k	¥40k - ¥65k	¥65k - ¥100k
Business Development	¥12k - ¥20k	¥20k - ¥45k	¥45k - ¥70k	¥70k - ¥100k

INDUSTRIAL MARKETING | BASIC SALARY PER MONTH

	EXECUTIVE	MANAGER	SENIOR MANAGER / ASSOCIATE DIRECTOR	DIRECTOR / VP
Product & Strategic Marketing	¥15k - ¥25k	¥25k - ¥50k	¥50k - ¥80k	¥80k - ¥100k
Marcum & Corporate Communication	¥10k - ¥20k	¥30k - ¥45k	¥50k - ¥70k	¥80k - ¥110k



## 供应链和运营



### 招聘趋势

经济增长放缓使得跨国公司在 2017 年对供应链和运营的招聘持谨慎态度。然而，他们仍然会招聘高级职位，在尖端特殊的领域也会招聘初级和中级职位。

这就解释了为什么一些新兴职能部门的供应链运营专业人才明显短缺，如线上和线下间接采购。雇主也希望获得具有需求规划，销售和运营规划以及供应链创新方面全面经验的候选人。

一些第三方物流公司最近进行了裁员，将一些中级和高级候选人进入到人才市场。然而，这些人进入跨国集团公司并不容易，因为他们往往缺乏匹配的经验和语言技能。

快速增长的电子商务领域对供应链和运营专业人员的需求不断增长。电子商务公司需要有强大的供应链和物流来支持他们的在线业务。他们在数据中心管理，进出口，物流，运输和仓储等领域均提供职位。

尽管经济放缓，但公司仍需要供应链专业人员来支持业务周期的每个阶段，从需求规划到物流和运输。具有整体供应链管理经验的候选人会特别受到雇主欢迎。

### 人才供应趋势

总的来说，公司对招聘的保守态度意味着在就业市场上活跃着的候选人多于好的职位空缺。



具有国际背景的供应链候选人往往对本土企业提供的薪酬待遇，培训选择和职业前景感到失望。因此，决定转到本土企业的人往往会寻找机会重新回到跨国公司。本土企业需要意识到的是，如果公司提高薪酬和提升培训，他们在吸引和留住优秀的员工方面会更加成功。

薪资与补贴趋势

2017 年，在行业内转换工作的供应链和运营专业人员的薪资可能会增加 20%。

Manufacturing & Engineering in Commerce & Industry | Basic Salary Per Month

Role	Salary Per Month
President	¥100k - ¥250k
General Manager	¥50k - ¥120k
EHS Manager	¥20k - ¥60k
Service Director	¥35k - ¥80k
Service Manager	¥15k - ¥35k

Supply Chain in Commerce & Industry | Basic Salary Per Month

Role	Salary Per Month
General Manager	¥50k - ¥120k

## Supply Chain in Commerce & Industry | Basic Salary Per Month

Role	Salary Per Month
Logistics Manager	¥16k - ¥35k
Operations Director	¥50k - ¥120k
Operations VP	¥60k - ¥150k
Plant Manager	¥30k - ¥60k
Production Manager	¥15k - ¥35k
R&D Engineer	¥10k - ¥25k
Sourcing Engineer	¥12k - ¥25k
Sourcing Manager	¥18k - ¥35k
Supplier Quality Engineer	¥10k - ¥25k
Supplier Quality Manager	¥20k - ¥40k
Supply Chain Director	¥50k - ¥120k
Supply Chain Manager	¥20k - ¥50k
Supply Chain Supervisor	¥8k - ¥20k

