

HONG KONG SALARY GUIDE



COMPANY OVERVIEW

KELLY SERVICES IN HONG KONG

Kelly Services Inc. (NASDAQ: KELYA | KELYB), a US listed company and a global leader in workforce solutions, offers a comprehensive array of outsourcing and consulting services as well as world-class staffing on a direct-hire, temporary and temporary-to-hire basis. Kelly® provides employment to 500,000+ people globally.

Kelly Services Hong Kong is a company of PERSOLKELLY – a joint venture between Kelly Services Inc. and PERSOL Holdings, forming one of the largest workforce solutions companies in APAC with its headquarters in Singapore. With our 360° talent offerings encompassing services from recruitment, executive search, outsourcing to consultancy, we are dedicated to helping any company build a motivated workforce while measurably enhancing its brand.

RECRUITMENT

EXECUTIVE SEARCH

We operate on the premise that every leader we place has the ability to make a positive impact on the business and the community at large. We insist that leaders must make a difference and this influences our day-to-day dealings with top executives globally.

Our Executive Search practice offers clients advice on their leadership needs, executive recruitment for senior-level, top management and board level positions across a range of industries. The corporate network and relationships that we develop through this core business are valuable in providing our full range of services to clients.

For the past six years, we have been consistently retained by our clients for confidential and critical niche hiring. The industries we work on include, but are not limited to, Hospitality, Healthcare & Medicine, Logistics, and Property & Construction.

Permanent Placement

Our resourceful consultants leverage a unique talent mapping process and extensive referral network to pinpoint perfectly qualified candidates. When screening potential hires, our expert professionals pay close attention to benchmarking each person's personality and work ethics against different corporate values and cultures. We are also able to tap on our sister company, PERSOL Hong Kong's broad database to supply you with Japanese and Japanese-speaking candidates.

Our strong team of consultants are specialists in the areas of:

- Banking & Financial Services
- Corporate Professionals – Accounting & Finance | HR | Legal
- Engineering
- FMCG
- Healthcare & Life Sciences
- Information Technology & Telecommunication
- Insurance
- Logistics & Supply Chain
- Real Estate
- Retail

TEMPORARY & CONTRACT STAFFING

No matter you are looking to recruit temporary office staff for professional roles; or you are companies whose nature of business requires a large number of talents for only a finite period of time; or you simply have an impending need to recruit despite their limited headcount, you will be able to benefit from our valuable contingent talent pool.

We believe contract staff satisfaction is vital in achieving mutual success between our clients and our contractors. As a 3-peat gold winner of 'Contract Staffing Solution Agency', we relentlessly go the extra mile to ensure documentation is in order and that our on-boarding, administrating, risk assessment and payroll services are executed with care and precision, with the aim of giving you an extra peace of mind. On the other hand, we've long upheld an industry-leading standard in consultant-to-staff ratios providing staff care, upskill training, career development advice and other benefits to the staff.

We have over 1,500 contractors and temporary staff working the following roles for various clients in Hong Kong:

- Corporate Office positions in the capacity of Compliance, Accounting & Finance, Human Resources, Secretarial & Business Support, Marketing, Events, Sales & Promotion
- Information Technology roles, from IT Executive & Management, Project Management, Data Architect & Scientist, Network Specialist & Support, E-Commerce Technical & Application Manager, Mobile Apps Architect & Developer, Solutions Architect & Consultant (Blockchain, Cloud), Software Development to Pre-Sales Consultant

OUTSOURCING

We see ourselves as your extended office. We take care of your mundane tasks so that your staff can be freed up to focus on your core businesses. Apart from our Temporary and Contract Staffing (also called Independent Contractor Solution), our other offerings include:

- Our **Recruitment Process Outsourcing (RPO)** practice is a global leader in enterprise-wide recruitment, placement, and retention — which efficiently sources and matches top-quality talent across all disciplines, job levels, and geographies to different corporate cultures.
- Our **Business Process Outsourcing (BPO)** service combines strategic expertise and proven,

controlled processes with full accountability in all areas — boosting productivity, efficiency, and helps to lower costs, while offering superior customer satisfaction levels.

- Our **Contingent Workforce Outsourcing (CWO)** suite of services comprises a comprehensive family of independently contractor managed solutions, such as evaluation, classification and risk mitigation. Limiting our clients' exposure to liability fines and penalties associated with worker misclassification, CWO also makes it easier for clients to access critical talent.
- Our **Payroll Outsourcing** helps to eliminate your administrative burden with meticulous end-to-end payroll management, from regular monthly remuneration to commission schemes, insurance, workers' compensation, and more.

CONSULTING

Our sister company, PERSOLKELLY Consulting empowers individuals, organisations and societies to shape future workforce through innovative talent development, HR & management advisory, organizational effectiveness and insight-driven solutions.

Its services include:
HR Consulting & Management Advisory •
People Analytics Lab • Leadership & Executive Development • Career Transition Services • Research & Think Tank • Talent Management Technology

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SALARIES



Methodology: Salary figures included in the 2020 Hong Kong Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the Kelly network, as well as the latest job placement.

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EXECUTIVE OVERVIEW

Ongoing socio-economic unrest and a protracted U.S.-China trade war¹ have rocked Hong Kong, extending shock waves into various industries.

Despite economic contractions and tighter labour market conditions, the city's core competitiveness remains largely intact,² underpinned by its advantageous location, financial and legal reputation, and wide talent pool.³

Although much else remains to be seen, digital transformation will undoubtedly continue to be a business priority.⁴ Technology talents will be widely sought after, but employers must sharpen their talent attraction and retention capabilities amid a talent crunch.

Learning must become an equal priority. An open learning culture, when used as a strategic asset together with technological adoption, can be a tremendous growth driver.⁵ Companies should explore new ways to imbue learning agility and a growth mindset among employees.⁶

With many firms placing their expansion plans on hold until 2020, in hopes of the restoration of calm, companies may hire more contract employees to sustain business growth and operations in the interim.

Whatever your talent requirements are, Kelly Services Hong Kong is committed to helping you identify the best solutions and plan your resources for years ahead. We bring a solid track record – in executive search, talent selection, staffing, recruitment and payroll outsourcing – to enable you to enhance efficiency and responsiveness, and connect you with top talent at minimal risk and cost.

Our 2020 salary guide consolidates our insights and analyses into the employment and talent landscape, and latest industry trends, empowering you towards realising your talent needs and organisational goals.

Alan Wong
Managing Director,
Kelly Services Hong Kong

¹ CNBC. (Nov 1, 2019). Hong Kong just entered a recession. Experts say economy will 'remain weak' amid protests, trade war.

²⁻³ China Daily. (Nov 1, 2019). Hong Kong economy faces external, local challenges but core competitiveness remains: HKSAR chief executive.

⁴ Tech Wire Asia. (Sep 30, 2019). Hong Kong Productivity Council on digital transformation in the country.

⁵ Udemy. (Apr 23, 2018). How A Learning Culture Transforms Business.



2020 SALARY & HIRING OUTLOOK



Hot Professional Segments for 2020



Information
Technology



Banking &
Financial
Services



Engineering



Accounting
& Finance

Expected GDP Growth in 2020¹:
1%
(2.5% for 2019)

Expected inflation for 2020²:
2.2%

Consumer Price Index in 2020³:
114

Manufacturing PMI in 2020⁴:
51.8

Expected Unemployment Rate in 2020⁵:
3.1%

Predicted Overall Salary Increment⁶:
3.6%

HOT JOBS FOR 2020

Data Architect	HK\$900K – 1.0M
Data Scientist	HK\$660K – 1.0M
Machine Learning Specialist	HK\$540K – 720K
Blockchain Solutions Architect	HK\$1.2M – 1.5M
Blockchain Backend Developer	HK\$360K – 540K
IT Project Manager	HK\$600K – 1.5M
IT Business Analyst	HK\$600K – 1.5M
IT Solution Architect	HK\$600K – 1.3M
IT Programmers / Analyst Programmers / System Analyst	HK\$200K – 720K
BIM Modeler – Construction Design Consultancy	HK\$247K – 325K



BANKING & FINANCIAL SERVICES

Hong Kong's banking and finance sector has displayed remarkable resilience amid socio-economic uncertainties. Thanks to its numerous important advantages – being well-established as a key gateway to China for offshore investment and the world's leading offshore yuan centre, and possessing a freely convertible currency – the city can be expected to retain the confidence of global investors and companies as a financial hub of choice in the long run.¹

In the near-term, banks and financial institutions may adopt a more cautious approach to hiring in view of the current situation, but we expect recruitment efforts to largely hold stable. Moving into 2020, opportunities may still be present in various business segments, driven by key trends.

With the government's backing, digital trends will continue to surge ahead, driving business transformation and spurring the development of fintech. Fintech-friendly policies, a business-friendly tax system, and close collaboration

between the authorities and the fintech community, including established players and new entrants, have created a conducive ecosystem for fintech's continued growth.²

In retail and consumer banking, we anticipate growth in the longer term, as digital trends make their impact felt. The digital payments market is one segment that holds strong potential, as retailers increasingly cater to the spending habits of mainland travellers³ and rising digital wallet usage among Hong Kong consumers.⁴

Virtual banks also present new employment opportunities. Following the issuance of Hong Kong's first wave of virtual banking licenses in April 2019, the newly licensed lenders have been shoring up their operations with talent. With intentions of launching their services under a year after obtaining their licenses, firms are hiring on an aggressive timeline.⁵ In particular, firms have been on the hunt for system developers, risk and compliance officers and fintech talent.⁶

Private banking will continue to experience structural growth, as the mainland middle class grows in affluence. As money flows from the mainland into Hong Kong, professionals will be in demand for asset allocation, equities research and securities analysis roles⁷, meeting wealthy individuals' demand for sustainable and optimal portfolios. Technology will also create a shift in the roles and skills of relationship managers, enabling them to cut down on administrative time, and focus more on client service.⁸

Within corporate banking, replacement hiring is expected to be the norm in 2020. In asset management, firms will have no shortage of potential candidates. Most firms may take a more cautious approach to hiring this year; demand from firms will be more conservative compared to professionals' eagerness to move.

We expect to see salary increments of 13% for job switches, and 2% to 4% for natural progressions.

¹ Nikkei Asian Review. (Oct 18, 2019). Protests won't end Hong Kong's role as Asia's top financial hub.

² Penser. (Jun, 2019). How Hong Kong is developing itself to become Asia's leading fintech hub.

³ Jing Travel. (May 17, 2019). Hong Kong has Spurned Digital Wallets, But for How Long?

⁴ Wirecard. (Jul 17, 2019). Exclusive Report: Top Five Trends in Hong Kong's Digital Payments Landscape.

⁵ Towards Data Science. (Apr 22, 2019). Virtual banking race in Hong Kong — from hiring perspective.

⁶ Bloomberg. (Apr 29, 2019). Hong Kong Banks Are on an Unusual Hiring Spree.

⁷ Financial Times. (Jun 16, 2019). Graduates with tech and finance skills in high demand.

⁸ KPMG. (Apr 9, 2019). Assessing the impact of digitalisation on wealth management.

	Range of Annual Base Salary (HKD)				
	PERMANENT POSITIONS				
	ANALYST	ASSOCIATE	VP	DIRECTOR	MANAGING DIRECTOR
	0 - 3 years	3 - 7 years	7 - 10 years	10+ years	15+ years
INVESTMENT BANKING & FINANCIAL MARKETS					
Corporate Finance	300K - 720K	720K - 1.5M	1.4M - 2.1M	1.5M - 2.7M	2.3M+
Equity Research	480K - 850K	600K - 960K	840K - 1.5M	1.4M - 2M	1.8M+
Sales & Trading	420K - 720K	720K - 1.4M	1.4M - 2.1M	1.6M - 2.7M	2.3M+
Compliance	300K - 500K	500K - 900K	900K - 1.4M	1.4M - 2M	2M+
CORPORATE BANKING					
Relationship Manager	250K - 500K	425K - 850K	560K - 1.5M	1.2M - 2.2M	1.8M+
Trade Finance	400K - 500K	500K - 850K	900K - 1.2M	1.4M - 1.8M	1.8M+
Credit Risk & Credit Analyst	216K - 276K	276K - 360K	360K - 660K	660K - 960K	960K+
Operations - Settlement	320K - 380K	400K - 600K	650K - 850K	900K - 1.2M	1.2M+
Operations - Documentation	320K - 450K	550K - 650K	700K - 1.0M	1.0M - 1.2M	1.2M+
PRIVATE BANKING					
Private Banking Relationship Manager	650K - 850K	850K - 1.2M	1.2M - 1.5M	1.7M - 2.5M	2.5M+
Assistant Private Banker	300K - 500K	400K - 600K	500K - 700K	-	-
ASSET MANAGEMENT					
Institutional/ Distribution Sales	350K - 500K	500K - 900K	900K - 1.4M	1.4M - 1.8M	1.8M+
Portfolio Management	550K - 700K	700K - 1.0M	1.0M - 1.4M	1.4M - 1.8M	1.8M+
Fund Accounting	250K - 420K	420K - 540K	540K - 720K	720K - 1M	1M - 2.4M
Client Services	250K - 450K	450K - 750K	750K - 1.0M	1.0M - 1.4M	1.4M+
Research	250K - 450K	450K - 750K	750K - 900K	900K - 1.2M	1.2M+
Request for Proposal (RFP)	200K - 350K	350K - 500K	500K - 750K	750K - 1.0M	1.0M+
Fund Operation	180K - 250K	250K - 300K	300K - 500K	500K - 750K	750K+
Compliance	320K - 450K	450K - 700K	700K - 1.1M	1.1M - 2M	1.7M+

	Range of Annual Base Salary (HKD)				
	PERMANENT POSITIONS				
	ANALYST	ASSOCIATE	VP	DIRECTOR	MANAGING DIRECTOR
	0 - 3 years	3 - 7 years	7 - 10 years	10+ years	15+ years
ACCOUNTING & FINANCE					
Financial Control/Reporting	300K - 500K	500K - 750K	800K - 1.0M	1.2M - 1.6M	2.0M+
Management Reporting	300K - 340K	350K - 750K	800K - 1.5M	1.5M - 2.0M	2.0M+
Internal Audit	300K - 480K	500K - 800K	900K - 1.5M	1.6M - 2.0M	2.0M+
Treasury Accounting	340K - 450K	500K - 800K	850K - 1.2M	1.2M - 1.5M	1.5M+
Product Control	280K - 440K	440K - 800K	900K - 1.2M	1.5M - 1.8M	2.0M+
Project Management	300K - 450K	500K - 750K	800K - 1.2M	1.5M - 2.0M	2.0M+
RISK & COMPLIANCE					
Market Risk	320K - 480K	500K - 950K	1.0M - 1.5M	1.5M - 2.0M	2.0M+
Credit Risk	300K - 450K	480K - 850K	850K - 1.4M	1.5M - 1.8M	1.8M+
Operational Risk	280K - 550K	600K - 950K	1.0M - 1.5M	1.5M - 2.0M	2.0M+
Compliance / Anti-Money Laundering	300K - 550K	550K - 750K	800K - 1.2M	1.5M - 2.0M	2.0M+
MARKETING					
Corporate Communications	200K - 400K	300K - 500K	450K - 850K	700K - 1.4M	1.4M+

	Range of Monthly Base Salary (HKD)		
	CONTRACT POSITIONS		
	0 - 3 years	3 - 7 years	7 - 10 years
ACCOUNTING & FINANCE			
Financial & Regulatory Reporting	28K - 45K	45K - 70K	70K - 100K
Product Control & Valuation	28K - 40K	50K - 75K	75K - 100K
Financial Controller	35K - 60K	60K - 85K	85K - 120K
GOVERNANCE			
Compliance - AML / Surveillance	25K - 45K	50K - 90K	100K+
Compliance and Control Analyst	25K - 45K	50K - 90K	100K+
BUSINESS OPERATIONS			
Client Servicing	20K - 40K	40K - 65K	65K - 90K
KYC / Client Onboarding	20K - 40K	40K - 70K	70K - 100K
Trade Support & Settlement	18K - 35K	35K - 50K	50K - 75K
Settlement	18K - 35K	40K - 60K	60K - 80K
Administrator	20K - 40K	18K - 23K	24K - 35K
Business Specialist	20K - 40K	18K - 24K	25K - 30K
PROJECTS			
Business Analyst	20K - 40K	45K - 75K	75K - 100K
Project Manager (CRM)	20K - 40K	40K - 65K	65K - 90K
RISK MANAGEMENT			
Operational Risk	20K - 45K	45K - 70K	70K - 90K



HOT JOBS FOR 2020		AVG. SALARY INCREMENT (JOB SWITCH)
PERMANENT PLACEMENT	Relationship Manager – Corporate Banking	15%
	Relationship Manager – Private Banking	20%
	Credit Risk	10%
CONTRACT STAFFING	Compliance – AML/ Surveillance	20 – 30%
	Compliance and Control Analyst	20 – 30%
	KYC / Client OnBoarding	15 – 30%

CORPORATE PROFESSIONALS (HR / FINANCE / LEGAL)

As U.S.-China trade tensions and the ongoing demonstrations weigh on Hong Kong's employment market, companies are exercising greater caution and taking different measures until the city stabilises.

FINANCE

In the retail and hospitality sectors, salary suspensions for senior finance professionals and the temporary transitioning of roles from full-time to part-time are not uncommon moves.

For several accounting firms, hiring for permanent roles has slowed to a standstill. In the interim, experienced professionals with a full breadth of accounting experience will still be sought after, as firms look to fill gaps in operations through short-term contract roles for junior to mid-level positions. Accounting manager, assistant accountant, analyst and accounts clerk roles will be among the contract positions in demand.

In the longer run, with many corporate finance departments increasing their investments in advanced data analytics capabilities and emerging technologies,¹ finance professionals are expected to bolster their skillsets and develop a nuanced understanding of these areas.

Already deployed on many fronts within the accounting industry, technologies such as artificial intelligence (AI) and automation may soon supplant routine tasks and data processing completely.² Professionals must learn new skills to handle more sophisticated tasks that AI cannot perform³; accountants will be expected to leverage these technologies to improve their productivity, and ultimately deliver higher impact and higher value work.

HR

Across the HR spectrum, data-driven HR continues to be the general trend.⁴ An ever-changing work environment calls for HR professionals to take an open and pro-active approach to data – making data not only accessible but easily usable, involving key stakeholders throughout the planning process, and focusing on fulfilling core business needs – in order to effectively implement data-driven solutions.⁵

HR departments must also give heavy consideration to investigating existing business operations and structures and growing employees' capabilities, given the emergence of new and in-demand roles.⁶

Just as companies are taking a more vigilant view to hiring, professionals are becoming more risk-averse. Hiring is expected to take longer – an average duration of 1.5 to 3 months, to cope with companies' more prudent staff selection process. Professionals with managerial experience will be sought after for talent acquisition and HR generalist roles.⁷

We expect to see salary increments of 3% to 5% for job switches and for natural progressions.

LEGAL

Hong Kong's legal industry has proven its resilience through the past year, with its legal reputation remaining largely intact despite demonstrations in the city and U.S.-China trade war.

While firms have observed a slowdown in certain workstreams, such as IPO and M&A⁸, these have been buoyed by growth in areas such as commercial litigation. Notably, legal tech⁹ continues to feature strongly in the agenda of most firms, as the industry has turned its attention to increasing efficiencies to deliver the services clients demand.

Agility and adaptability to change will be an important trait for lawyers¹⁰. A stronger client-focus will come into play for firms, and a premium will be placed on lawyers who can provide higher value legal expertise to take on increasingly complex work.¹¹

¹ AsiaOne. (Oct 17, 2019). Finance departments in Hong Kong to invest in advanced data analytics capabilities in the next three years, KPMG-ACCA report finds.

² Accounting Today. (Jul 19, 2019). How artificial intelligence will change the way accountants work.

³ SCMP. (Jun 19, 2019). As artificial intelligence and fintech come knocking, half of Asia-Pacific finance professionals fear for their jobs.

⁴ Forbes. (May 9, 2019). Substantial Change as HR Becomes Data Driven and Employee-Oriented.

⁵ HRM Asia. (Feb 18, 2019). HRM Five: Intelligent business through data.

⁶ Forbes. (Sep 9, 2019). The Future Of Work Is Here, What Is Your HR Organization Working On?

⁷ SCMP. (Aug 11, 2019). Hong Kong's legal reputation still intact, say Singapore-based lawyers.

⁸⁻¹¹ Asian Legal Business. (Oct 28, 2019). Hong Kong Strong.

¹² Forbes. (Sep 23, 2019). What's A Lawyer Now? Law's Shift From Practice To Skill.

		EXPERIENCE (YEARS)	PERMANENT POSITIONS	CONTRACT POSITIONS
			Range of Annual Base Salary (HKD)	Range of Monthly Salary (HKD)
FINANCE				
Financial Accounting				
CFO	12 - 15+		1.4M - 2.5M	N/A
Director	10 - 15+		1.2M - 2.0M	N/A
Regional Controller	8 - 12+		840K - 1.0M	N/A
Controller	8 - 12+		720K - 900K	60K - 80K
Finance Manager	5 - 10+		550K - 650K	40K - 60K
Accounting Manager/Accountant	3 - 5+		340K - 550K	22K - 45K
Assistant Accountant	3 - 5+		240K - 250K	22K - 45K
Accounts Clerk	3 - 5+		170K - 205K	22K - 45K
Audit / Internal Control				
Head of Audit	10 - 15+		1.2M - 2.2M	N/A
Internal Audit Manager	5 - 10+		720K - 1.0M	60K - 85K
Internal Auditor	3 - 5+		420K - 480K	40K - 55K
Management Accounting and Planning & Analysis				
Head of Planning & Analysis	10+		840K - 1.0M	N/A
Manager	8 - 10+		600K - 720K	N/A
Senior Analyst	5 - 8+		455K - 480K	45K - 70K
Analyst	3 - 5+		320K - 420K	25K - 45K
Analyst (Data)	0 - 2		180K - 240K	18K - 25K
Treasury				
Head of Treasury	8 - 10+		1.0M+	N/A
Treasury Accountant	3 - 8+		550K - 650K	N/A
Treasury Specialist	3 - 8		360K - 720K	30K - 60K

		EXPERIENCE (YEARS)	PERMANENT POSITIONS	CONTRACT POSITIONS
			Range of Annual Base Salary (HKD)	Range of Monthly Salary (HKD)
HR & ADMINISTRATION				
HR Generalist				
Director	10 - 15+		1.2M - 1.5M	N/A
Regional Manager	8 - 12+		600K - 1.0M	N/A
Manager	5 - 10+		480K - 660K	40K - 60K
HR Business Partner	5 - 8+		480K - 660K	N/A
Assistant Manager / Senior HR Officer	5 - 8+		336K - 420K	28K - 35K
HR Generalist / Officer	3 - 5		264K - 336K	22K - 30K
HR Assistant	1 - 3		192K - 240K	17K - 20K
Compensation & Benefits				
Director	10 - 15+		1.0M+	85K+
Regional Manager	8 - 12+		600K - 1.0M	50K - 85K
Manager	5 - 10+		450K - 720K	40K - 60K
Executive / Officer	3 - 5+		250K - 360K	22K - 32K
Talent Acquisition				
Director	10 - 15+		1.0M+	N/A
Regional Manager	8 - 12+		600K - 1.0M	N/A
Manager	5 - 10+		450K - 720K	40K - 60K
Executive / Officer	3 - 5+		250K - 360K	20K - 30K
Training & Development				
Director	10 - 15+		1.0M+	N/A
Regional Manager	8 - 12+		600K - 1.0M	N/A
Manager	5 - 10+		450K - 720K	40K - 60K
Executive / Officer	3 - 5+		250K - 360K	20K - 30K

		EXPERIENCE (YEARS)	PERMANENT POSITIONS	CONTRACT POSITIONS	Range of Annual Base Salary (HKD)	Range of Monthly Salary (HKD)
Business Support						
	Office Manager	6 - 10	250K - 360K	36K - 50K+		
	Office Manager	3 - 5	250K - 360K	22K - 35K		
	Personal Assistant	6 - 10+	360K - 600K	36K - 50K+		
	Personal Assistant	3 - 5	250K - 360K	22K - 35K		
	Executive Secretary	6 - 10+	360K - 600K	36K - 50K+		
	Executive Secretary	3 - 5	250K - 360K	22K - 35K		
	Secretary	3 - 8	216K - 300K	20K - 32K		
	Administrative Manager	6 - 10	280K - 480K	36K - 50K+		
	Administrative Officer	4 - 8	216K - 360K	18K - 30K		
	Administrative Assistant	0 - 3	168K - 204K	14K - 18K		
	Driver	3 - 8	204K - 360K	18K - 35K+		
	Receptionist	0 - 5	156K - 300K	13K - 25K		
	Tea Lady	0 - 1	144K - 204K	12K - 15K		

		EXPERIENCE (YEARS)	PERMANENT POSITIONS	Range of Annual Base Salary (HKD)
LEGAL				
	Lawyer (Qualified Solicitors only)			
	General Counsel	8+ PQE		1.2M - 2.0M
	In House Counsel	4 - 7 PQE		1.0M - 1.5M
	In House Counsel	1 - 3 PQE		720K - 840K
Paralegal				
	Paralegal	10+		1.0M+
	Paralegal	8+		550K - 1.0M
	Paralegal	4 - 7		400K - 650K
	Paralegal	1 - 3		250K - 500K
Company Secretary				
	Named Company Secretary	5+		1.4M
	Company Secretary	5+		500K - 850K
	Company Secretarial Assistant	1 - 3		300K - 600K

HOT JOBS FOR 2020

	PERMANENT STAFFING	CONTRACT STAFFING	AVG. SALARY INCREMENT (JOB SWITCH)
ACCOUNTING & FINANCE			
Accountant Manager / Accountant			
	10 - 15%		10%
Analyst – Planning & Analysis			
	12 - 18%		8 - 10%
HR & ADMIN			
HR Business Partner			
	12 - 18%		N/A
HR Manager			
	10 - 15%		N/A
Executive Secretary			
	10 - 15%		N/A
Administrative Assistant			
	10 - 15%		8 - 10%
Receptionist			
	10 - 15%		8%



ENGINEERING

INDUSTRIAL & MANUFACTURING

With Hong Kong's PMI hovering at a low¹ due to deepening U.S.-China trade tensions and ongoing protests, concerns are rife that economic recovery will not be imminent. Hiring activity has generally been less active, and we expect this trend to extend into 2020.

In spite of the current situation, bright spots exist. Companies may offer regional and relocation opportunities to experienced manufacturing professionals and managers; we expect these to be warmly received by industry professionals. Quality engineers at senior and entry levels, project manager and project engineer roles will be among the positions companies will look to fill.

In another positive development, Hong Kong manufacturers are relocating their bases back to the city amid the ongoing trade war.² These companies view the city as a springboard into the U.S., and its practical advantages, including a highly skilled workforce and world-class logistics, are certainly a draw. Many local companies are also creating their own brands using the "Made in Hong Kong" label to enter the global market, boding well for manufacturing.

RESEARCH & DEVELOPMENT (R&D)

Among innovation-driven companies, ranging from start-ups to MNCs, hiring will remain robust. Hong Kong Science & Technology Park (HKSTP), Cyberport and Hong Kong Applied Science and Technology Research Institute (ASTRI) continue to play a pivotal role in supporting these companies and driving R&D growth by encouraging applied research in the key areas of Financial Technologies, Health Technologies, Intelligent Manufacturing, 5G Networks and Smart City.

In land-scarce Hong Kong, advanced manufacturing could also become a new cornerstone for the economy.³ The government's push for re-industrialisation has paved the way for the accelerated growth of high-value markets, such as micro and nano sensors,⁴ and semiconductors.⁵

When launched in 2021-22, the Advanced Manufacturing Centre, earmarked as a keystone of the government's re-industrialisation strategy, will further foster smart production and advanced manufacturing, stimulating economic and job growth.⁶ More facilities are also being considered to accommodate future needs.

As Hong Kong progresses towards an innovation culture, professionals with tech and R&D capabilities are invaluable, but talent shortage will be an area

all companies will have to contend with. Companies must review their retention plans and remuneration packages to sustain their innovation pursuits and competitiveness in the mid to long term.

Software and electronic engineers will be hot roles in 2020. We expect to see salary increments of 10% to 15% for job switches, and 5% to 10% for natural progressions.

CONSTRUCTION ENGINEERING

While certain major infrastructure projects have been delayed due to Hong Kong's instability, the construction rush shows few other signs of abating. Following the opening of two mega infrastructure projects last year, more are on the way – Sha Tin-Central Link; Tuen Mun-Chek Lap Kok Link and Tuen Mun Western Bypass; Lok Ma Chau Loop; West Kowloon Cultural District; Kai Tak Development; as well as the Kwu Tung North, Fanling North and Hung Shui Kiu new development areas in the northern New Territories.⁷ Aside from these, a steady stream of building projects⁸ are underway in various territories.

Hiring in construction engineering is expected to continue at a steady pace. If headway is made in the East Lantau Metropolis plans,⁹ a massive reclamation project to build artificial islands and create a new business district and residential housing, currently slated for 2032, a further uptick in demand can be expected.

There will be continued demand for business development and sales managers with experience in IoT solutions, construction projects and environmental services. BIM (Building Information Modelling) professionals in particular will continue to be sought-after "stars" in the field.

For main contractors and sub-contractors, we expect to see salary increments of 15% to 25% for job switches, and 10% to 15% for natural progression. Within the consulting sphere, salary increments of 10% to 15% for job switches, and 5% to 10% for natural progression, can be expected.

¹ China Daily. (Aug 5, 2019). HK PMI falls to lowest level in a decade. Hong Kong Business. (Sep 5, 2019). Hong Kong heads towards recession as August PMI sinks to 11-year low.

² SCMP. (Oct 17, 2019). Hong Kong manufacturers relocating back to city from mainland China amid ongoing US trade war.

³ SCMP. (Jan 13, 2019). With new state-of-the-art manufacturing centre facing 'overwhelming' tenant response, can Hong Kong find space for innovation sector?

⁴ Cleanroom Technology. (Jun 11, 2019). New fabs in Hong Kong support growing national hi-tech market.

⁵ Tech in Asia. (Sep 3, 2019). New fabs in Hong Kong support growing national hi-tech market.

⁶ SCMP. (Jan 13, 2019). With new state-of-the-art manufacturing centre facing 'overwhelming' tenant response, can Hong Kong find space for innovation sector?

⁷ SCMP. (Jan 17, 2019). Hong Kong's construction rush: critical infrastructure or white elephants with political agenda?

⁸ Construction Post. (Oct 22, 2019). 22 Building Plans Approved.

⁹ Reuters. (Sep 27, 2019). Hong Kong locals fear loss of small-town life with artificial islands.

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
INDUSTRIAL MANUFACTURING		
Production/ MFG		
Manufacturing Director	15+	900K - 1.5M
Manufacturing Manager	8 - 15	520K - 900K
Manufacturing Engineer	3 - 8	280K - 520K
Manufacturing Assistant	0 - 3	234K - 280K
Quality Control		
Quality Director	10+	644K - 859K
Quality Manager	8+	515K - 579K
Senior Quality Engineer	3 - 8	322K - 412K
Quality Engineer	0 - 5	193K - 309K
Project Management		
Project Director	15+	900K - 1.6M
Project Manager	8+	504K - 871K
Project Engineer	2 - 10	266K - 532K
Planning Engineer	2 - 10	372K - 851K
Safety and Environmental Officer	3 - 10	372K - 798K
RESEARCH & DEVELOPMENT (R&D)		
Engineering		
Engineering Manager / Director	10+	504K - 997K
Application Engineer	3 - 5	252K - 315K
Senior Mechanical Engineer	5+	364K - 520K
Mechanical Engineer	0 - 3	234K - 269K
Senior Electronic Engineer	5+	390K - 585K
Electronic Engineer	0 - 3	260K - 299K
Senior Software Engineer	5+	390K - 650K
Software Engineer	0 - 3	299K - 343K

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
CONSTRUCTION ENGINEERING		
Consultancy		
Director	15+	1.1M+
Associate	12+	660K - 960K
Project Manager	10+	550K - 960K
Principal Engineer	8+	600K - 800K
Engineer / Senior Engineer	3 - 8	288K - 585K
Graduate Engineer	0 - 2	190K - 270K
Design		
Design Director	15+	1.1M+
Design Manager	10+	750K - 960K
Senior Design Engineer / Principal Design Engineer	6 - 10	450K - 800K
Design Engineer	3 - 5	288K - 450K
BIM Manager	8+	700K - 900K
BIM Modeler	1 - 3	247K - 325K
CAD Drafter	1+	200K - 240K
Construction		
Safety and Environmental Officer	3 - 10	350K - 750K
BS Engineer	5+	300K - 550K
Commerical Manager	15+	1.2M+
QS / Senior QS	2+	240K - 840K
Estimator	3+	390K - 900K
Planner	5+	480K - 840K
Construction Manager	15+	850K - 1.5M
Project Manager	10+	600K - 900K
Project Engineer	3 - 7	360K - 600K
Site Engineer	5+	350K - 500K

HOT JOBS FOR 2020

INDUSTRIAL & MANUFACTURING

Quality Engineer (Sr.)	8 – 10%
Project Manager / Engineer	6 – 8%

R&D

Electronic Engineer	13 – 18%
Software Engineer	13 – 18%

CONSTRUCTION ENGINEERING

BIM Manager / Modeler	20 – 25%
Quality Surveyor (Sr.)	15 – 20%
Business Development Manager / Sales Manager – Subcontractor / Product Supplier	15 – 20%

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
CONSTRUCTION ENGINEERING		
Subcontractor / Product Supplier		
Sales Director	10+	1.0M+
Business Development/Sales Manager	5 - 10	500K - 1.0M
Project Manager	7+	450K - 750K
Project Engineer	2 - 5	260K - 455K
Field Service Leader	8+	520K - 624K
Field Service Engineer	2 - 5	240K - 455K



FAST MOVING CONSUMER GOODS (FMCG)



Physical retailers are embracing online channels, online players are venturing offline, and completely new formats and more advanced channels are emerging.¹ The lines have not only blurred for the FMCG industry; they're also shifting.

Companies are upping their game to deliver the convenience that consumers need, and going beyond that to win in an increasingly sophisticated environment. Future trends for the sector include a growing focus on premium and personalised products, tapping into the power of their own data, and leveraging new technologies to refine operations and consumer experiences.²

Although Hong Kong currently lags in mobile payment and e-wallet adoption,³ consumers are expected to become gradually warm to them. A hybrid payment ecosystem, one that combines cash, credit, Octopus cards, online and mobile payment options, looks to be in

Hong Kong's future.⁴ In addition to the range of payment options consumers are already familiar with, they have their pick today from e-wallet offerings from tech giants⁵ to the likes of traditional banks.⁶ The adoption of e- and m-commerce has also been given an unexpected boost by the ongoing protests – more shoppers going online for daily necessities⁷ – that could potentially cement their popularity as payment options in the long term.

As developments in Hong Kong's socio-political climate and the US-China trade war unfold, FMCG players are expected to remain cautious, but will inevitably continue to seek viable wins, for example by honing in on category growth.⁸

We expect replacement hiring to be the dominant trend for 2020. A fair number of companies will maintain focus on strengthening their winning and high potential categories. Consequently, the hiring outlook for

professionals with experience in roles that are key to business expansion – business development, sales and accounts – is brighter compared to other roles. Candidates that possess strategic planning capabilities, a strong network, flexibility and a proactive work attitude will also find favour.

China's dynamic FMCG and retail landscape is emerging as a new battleground for industry players. The market has maintained its growth momentum against economic pressures, and smaller, insurgent brands have been enjoying

a large slice of the pie.⁹ Familiarity with China's FMCG space will be a boon for jobseekers, as companies increasingly attempt to not only crack but conquer this fast-growing market.

We expect to see salary increments of 5% to 12% for job switches, and 3% to 6% for natural progression.

¹⁻² Inside Retail Asia. (Jun 26, 2019). Online and New Retail concepts in China driving FMCG market growth.

³ SCMP. (Oct 20, 2019). Hongkongers are the world's most reluctant online shoppers, but try stopping the Chinese.

⁴ Jing Travel. (May 17, 2019). Hong Kong has Spurned Digital Wallets, But for How Long?

⁵ Fintech News Hong Kong. (Feb 11, 2019). Apple Pay Emerges as Preferred Mobile Wallet in Hong Kong: Study.

⁶ Fintech Futures. (Feb 26, 2019). HSBC tests retail e-wallet payments in Hong Kong.

⁷ SCMP. (Oct 26, 2019). Online shopping gets a boost as wary Hong Kong consumers stay home to avoid protests.

⁸⁻⁹ Inside Retail Asia. (Jun 26, 2019). Online and New Retail concepts in China driving FMCG market growth.

EXECUTIVE MANAGEMENT

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
Managing Director	15+	1.5M+
General Manager	10+	1.2M+

SALES & OPERATION

Business Development Director/Sales Director	10+	800K - 1.3M+
Business Development Manager/Sales Manager	6+	400K - 800K
Business Development Executive/Sales Executive	3+	200K - 350K
Regional Sales Director	10+	850K - 1.5M+
Regional Sales Manager	6+	500K - 850K
Regional Sales Executive	3+	240K - 400K
Key Account Director	10+	550K - 900K
Key Account Manager	6+	400K - 600K
Key Account Executive	3+	200K - 350K
Trade Marketing Director	10+	800K - 1.3M+
Trade Marketing Manager	6+	450K - 800K
Trade Marketing Executive	3+	220K - 360K

MERCHANDISING / SOURCING

Manager/Senior Manager	8+	600K - 900K
Merchandiser/Specialist	5+	273K - 500K
Assistant	2+	220K - 300K

MARKETING

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
Marketing Director	8+	720K - 1.0M+
Marketing Manager	5+	420K - 700K
Marketing Executive / Senior Marketing Executive	3+	240K - 396K
Senior Brand Manager / Senior Product Manager	7+	520K - 780K
Brand Manager / Product Manager	5+	400K - 585K
Assistant Brand Manager / Assistant Product Manager	3+	300K - 380K
CRM Director	8+	720K - 1.0M+
CRM Manager	5+	420K - 720K
CRM Executive	3+	260K - 400K
Digital Marketing Director	8+	800K - 1.0M+
Digital Marketing Manager	5+	420K - 720K
Digital Marketing Executive	3+	286K - 400K
PR/Communications Director	8+	700K - 1.0M+
PR/Communications Manager	5+	400K - 600K
PR/Communications Executive	3+	250K - 400K
Events Director	8+	700K - 1.0M+
Events Manager	5+	400K - 550K
Events Executive	3+	200K - 350K

HOT JOBS
FOR 2020

AVERAGE SALARY INCREMENT (JOB SWITCH)

Business Development Manager / Sales Manager	15%
Key Account Manager	15%
Marketing Executive / Senior Marketing Executive	10%
Merchandiser	10%

HEALTHCARE & LIFE SCIENCES

Amid socio-economic challenges gripping the city, healthcare remains one of Hong Kong's most stable industries.

A significant sum was pumped into public health care during the 2019 budget, functioning as a safety net to support the sector in weathering financial storms.¹ Hong Kong has the highest life expectancy in the world, owing to a combination of easy access to medical facilities and an ingrained culture of elderly care.²

The ageing population, coupled with increasing demands and expectations of healthcare given the growing affluence, are fuelling new business³ and employment opportunities.

Hong Kong service providers are expanding into China to open up retirement and senior care homes to cater to Hong Kong's growing number of elders. There will be greater incentive for seniors to retire there in 2020, as government plans to grant old-age living allowances for living in the nearby mainland provinces kick in.⁴

Hong Kong's Traditional Chinese Medicine (TCM) market, a priority area designated by the government, is currently growing by 20% annually⁵ – a growth streak that is expected to continue. The development of the Greater Bay Area will present new opportunities; its outline development plan emphasises deeper TCM collaboration among member cities in the region.⁶ Looking further ahead, Hong Kong's first ever TCM hospital is slated to open its doors in 2024. When it does so, it will also function as a teaching hospital, enhancing training opportunities for local TCM professionals closer to home.⁷

Since Hong Kong's government began advocating and investing in the growth of biotechnology in 2018, the city's biotech ecosystem has made significant progress. Hong Kong has emerged as the world's second-largest funding hub for biotech⁸. Moving ahead, a key focus for the government will be the creation of a more research-driven, tech-enabled environment for biotech firms.⁹

We anticipate a continued influx as well as growth of international research institutes in Hong Kong, and resultantly, higher demand for biotech and R&D talent. R&D clinical research managers and project managers will be especially in-demand in 2020.

Generic drugs will also maintain their importance within both public and private healthcare spheres, as well as pharmaceutical retail.

We expect salary increments of over 8% to 13% for job switches, and 4% to 5% for natural progression.

¹ SCMP. (Feb 27, 2019). Ailing public health care sector gets HK\$80.6 billion shot in the arm from Hong Kong budget.

² SCMP. (Oct 26, 2019). Hong Kong has the highest life expectancy in the world – what is the secret behind it?

³ OpenGov Asia. (Sep 1, 2019). HK looking for tech solutions for elderly healthcare.

⁴ AsiaOne. (Aug 20, 2019). Elderly in Hong Kong looking to China for affordable care in retirement.

⁵⁻⁶ China Daily. (Jun 3, 2019). Traditional Chinese medicine has a great future in HK and the Bay Area.

⁷ SCMP. (Sep 13, 2019). At least half of services at Hong Kong's first Chinese medicine hospital will be subsidised by government, health bureau says.

⁸⁻⁹ OpenGov Asia. (May 30, 2019). Hong Kong becomes world's second largest funding hub for biotech.

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
PHARMACEUTICAL		
Sales & Marketing		
Sales Director (Regional)	15+	800K - 1.2M
Area Manager	5+	400K - 700K
Marketing Director	15+	900K - 1.3M
Marketing Manager	10+	600K - 900K
R&D		
R&D Director	15+	1.0M - 2.0M
Clinical Research Manager	7+	450K - 700K
Clinical Project Manager	5+	450K - 700K
Others		
Medical Affairs Manager	8+	350K - 600K
Product Manager	5+	400K - 800K
Regulatory Manager	8+	350K - 800K
Quality Manager	6+	250K - 500K
Customer Services Manager	10+	500K - 700K

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
MEDICAL DEVICES		
Sales & Marketing		
Sales Director	12+	900K - 1.3M
Sales Manager	5+	450K - 650K
Marketing Director	15+	800K - 1.3M
Marketing Manager	10+	600K - 800K
Engineering		
Principle Hardware Engineer	10+	720K - 840K
Senior Hardware Engineer	5 - 8	660K - 720K
Principle Firmware Engineer	10+	550K - 675K
Senior Firmware Engineer	5 - 8	492K - 612K
Technical Service Engineer	3 - 5	250K - 360K
Product		
Project Engineer	5 - 8	450K - 565K
Product Manager	5+	350K - 650K
Q&A Manager	8+	250K - 550K
Regulatory Manager	8+	250K - 650K

HOT JOBS FOR 2020		AVERAGE SALARY INCREMENT (JOB SWITCH)
PHARMACEUTICAL		
Clinical Research Manager		15 – 20%
Clinical Project Manager		15%
Medical Affairs Manager		15%

INFORMATION TECHNOLOGY & TELECOMMUNICATION

INFORMATION TECHNOLOGY

2019 has seen a flurry of digital transformation activity among companies from all sectors, as new initiatives, strategies and processes took root.

To name a few key developments we have observed: technologies are being increasingly adopted in marketing to create digital touchpoints and improve consumer engagements; brick-and-mortar retailers are automating and upgrading their systems, even shifting online; the city's first virtual banks¹ and virtual insurance providers² have emerged. Each of these developments have implications on hiring needs, bringing new digital roles into play for many companies.

While the IT industry is not unimmune to Hong Kong's recent political unrest and challenging economic environment, the impact on recruitment is likely to be moderated.

Amid economic difficulties, companies may have more incentives to embrace digitalization³, facilitating the creation of more roles. In 2020, artificial intelligence (AI), fintech and blockchain specifically will continue to be fast-growing areas that present employment opportunities.

Although a general slowdown in hiring activity is expected across all sectors, fairly consistent demand should remain for key IT functions, given the expansion of business activity in the Greater Bay Area. As digital transformation continues its sweep across all Hong Kong sectors, demand for data scientists, machine learning engineers, blockchain developers and mobile developers will remain strong in 2020.

However, headcount squeezes may lead some companies to take on professionals on a contract or secondment basis instead. Likewise, drawn by better remuneration, more professionals may also choose to switch from permanent roles to contract roles.

The expansion of the Technology Talent Admission Scheme (TechTAS)⁴ will be a boon for companies that need to plug talent gaps. Now covering all companies conducting R&D activities, and new technology areas including 5G, Internet of Things, integrated circuit design, microelectronics, digital entertainment and green technology, TechTAS will fast-track the hiring process for overseas talent.

```

        mirror_mod.use_x = False
        mirror_mod.use_y = False
        mirror_mod.use_z = True

        #selection at the end -add back the deselected mirror modifier
        mirror_ob.select= 1
        modifier_ob.select=1
        bpy.context.scene.objects.active = modifier_ob
        print("Selected" + str(modifier_ob)) # modifier ob is the active object
        #mirror_ob.select = 0
        one = bpy.context.selected_objects[0]
        bpy.data.objects[one.name].select = 1

        print("please select exactly two objects, the last one gets the
    
```

Salaries for professionals specialising in IT infrastructure and hardware will remain relatively constant, while professionals holding in-demand roles in data analytics, blockchain development, AI and cybersecurity can expect higher increases.

On the whole, we expect an average salary increment of around 20% for job switches, and a higher increment for in-demand roles.

TELECOMMUNICATION

Another area to watch out for in 2020 is the development of 5G – an important telecommunications infrastructure that presents immense potential for various business services and smart city applications.

Following the assignment of two spectrum bands to three mobile network operators earlier in 2019⁵, the Office of Communications Authority (OFCA) is sequentially auctioning off additional mid-frequency bands to build a 5G network across Hong Kong.⁶

Hong Kong Applied Science and Technology Research Institute (ASTRI) had also received the green light to commence autonomous vehicle trials for 5G research purposes.⁷

As Hong Kong's 5G ecosystem advances towards roll-out readiness,⁸ we can expect new employment opportunities to be created.

Over the mid to long term, Hong Kong's data centre market may face competition from fast-growing and cheaper markets in countries around the region, alongside challenges from new local supply entering the market,⁹ which is currently dominated by just a few firms.¹⁰ The increase in local market activity may shore up demand for data centre professionals in the year ahead.

At present, existing data centre sites are able to support immediate demand, but availability of affordable land will pose a challenge to Hong Kong maintaining its edge as a leading data centre hub in the long run.

¹ Fintech News Hong Kong. (May 10, 2019). Meet Hong Kong's 8 New Virtual Banks.

² China Daily. (Sep 6, 2019). Going virtual — insurance on the bandwagon.

³ China Daily. (Sep 27, 2019). Survey shows barriers impede companies' digital transformation.

⁴ OpenGov Asia (Oct 18, 2019). Government Pledges to Help Spur I&T Growth in HK.

⁵ News.gov.hk. (Aug 10, 2019). HK preps for 5G future.

⁶ FierceWireless. (Oct 16, 2019). Hong Kong carriers scoop up 3.5 GHz spectrum at 5G auction.

⁷ Hong Kong Business. (Aug 12, 2019). Hong Kong gears for 5G rollout in 2020.

⁸ FierceWireless. (Oct 16, 2019). Hong Kong carriers scoop up 3.5 GHz spectrum at 5G auction.

⁹ Yahoo Finance. (Oct 17, 2019). Hong Kong Data Centre Market Report 2019: Cloud Providers Driving the Growth of Data Centre Ecosystems.

¹⁰ SCMP. (Feb 13, 2019). High data centre rents have allowed three firms to dominate US\$883 million Hong Kong market.

INFORMATION TECHNOLOGY & TELECOMMUNICATION

EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)		Range of Annual Base Salary (HKD)		Banking	Non-Banking		
	PERMANENT POSITIONS		CONTRACT POSITIONS					
	Banking	Non-Banking	Banking	Non-Banking				
INFORMATION TECHNOLOGY								
Executive / General Management								
CIO / CTO	15+	2.5M - 3.0M	1.8M - 2.2M	N/A	N/A			
Head of IT (Regional)	12 - 15	1.2M - 1.8M	1.0M - 1.6M	N/A	N/A			
Head of IT	10 - 15	900K - 1.5M	720K - 1.2M	N/A	N/A			
Service Delivery Manager	10 - 15	720K - 1.2M	720K - 800K	900K - 1.2M	750K - 950K			
IT Manager	8 - 12	720K - 1.2M	720K - 800K	650K - 950K	650K - 850K			
Project Management								
Program Manager	10 - 15	900K - 1.3M	800K - 1.0M	500K - 650K	400K - 550K			
Project Manager	8 - 12	800K - 1.5M	600K - 900K	750K - 950K	650K - 850K			
Business Analyst	8 - 12	800K - 1.5M	600K - 900K	600K - 800K	500K - 700K			
Project Management Officer	8 - 12	600K - 900K	400K - 720K	550K - 750K	500K - 650K			
Project Analyst	5 - 8	300K - 500K	300K - 400K	450K - 550K	350K - 500K			
Solution Architect	8 - 12	900K - 1.3M	600K - 900K	650K - 950K	550K - 850K			
Infrastructure								
Network Specialist	5 - 8	540K - 720K	450K - 720K	500K - 650K	400K - 600K			
Network Specialist	3 - 5	420K - 540K	360K - 540K	350K - 500K	300K - 400K			
Storage Specialist	5 - 8	540K - 720K	450K - 720K	550K - 650K	450K - 650K			
Storage Specialist	3 - 5	420K - 540K	360K - 540K	400K - 550K	300K - 450K			
Database Administrator	5 - 8	540K - 720K	450K - 720K	500K - 700K	450K - 650K			
Database Administrator	3 - 5	420K - 540K	360K - 540K	350K - 500K	350K - 450K			
Helpdesk Specialist	5 - 8	420K - 540K	360K - 460K	450K - 550K	350K - 450K			
Helpdesk Specialist	3 - 5	360K - 480K	360K - 540K	300K - 450K	300K - 350K			
System Administrator	5 - 8	540K - 720K	450K - 720K	520K - 700K	420K - 550K			
System Administrator	3 - 5	420K - 540K	360K - 540K	320K - 520K	300K - 460K			
IT Audit / Security	5 - 8	540K - 720K	420K - 600K	500K - 700K	450K - 550K			
IT Audit / Security	3 - 5	300K - 540K	300K - 540K	300K - 500K	300K - 450K			

INFORMATION TECHNOLOGY & TELECOMMUNICATION

EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)		Range of Annual Base Salary (HKD)		Banking	Non-Banking		
	PERMANENT POSITIONS		CONTRACT POSITIONS					
	Banking	Non-Banking	Banking	Non-Banking				
INFORMATION TECHNOLOGY								
Software / Application Development								
Application Manager	8 - 12	700K - 1.0M	600K - 800K	650K - 850K	580K - 750K			
System Analyst	5 - 8	540K - 720K	480K - 720K	500K - 650K	480K - 580K			
Analyst Programmer	2 - 5	360K - 540K	360K - 540K	350K - 500K	300K - 500K			
Programmer	0 - 2	240K - 400K	200K - 350K	250K - 480K	250K - 350K			
Application Support	3 - 5	500K - 700K	N/A	360K - 650K	300K - 600K			
Trade Floor Support	3 - 5	550K - 800K	N/A	420K - 600K	N/A			
Data Analysis								
Data Architect	10+	1.0M+	900K+	580K - 700K	500K - 650K			
Snr Data Scientist	8 - 10	800K - 1.0M	720K - 900K	580K - 700K	550K - 650K			
Data Scientist	5 - 8	730K - 800K	660K - 840K	400K - 650K	350K - 550K			
Machine Learning Specialist	3 - 5	600K - 720K	540K - 760K	350K - 500K	350K - 500K			
AI Specialist	3 - 5	528K - 660K	480K - 700K	350K - 550K	350K - 550K			
Blockchain								
Solutions Architect	10+	N/A	1.2M - 1.5M	500K - 700K	500K - 600K			
BacKend Developer	3 - 5	420K - 540K	360K - 540K	300K - 600K	300K - 600K			
Project Manager	10+	N/A	1.0M - 1.2M	N/A	N/A			
Cloud Technology								
Solution Architect	10+	N/A	1.2M - 1.5M	600K - 800K	550K - 700K			
Solution Consultant	3 - 5	N/A	450K - 600K	550K - 700K	550K - 650K			
Product Manager	5 - 8	N/A	480K - 600K	N/A	N/A			
Infrastructure Engineer	5 - 7	N/A	540K - 720K	N/A	N/A			

INFORMATION TECHNOLOGY & TELECOMMUNICATION

EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)		Range of Annual Base Salary (HKD)	
	PERMANENT POSITIONS		CONTRACT POSITIONS	
	Banking	Non-Banking	Banking	Non-Banking
INFORMATION TECHNOLOGY				
e-Commerce / m-Commerce				
Head of e-Commerce	12+	N/A	1.5M	N/A
Technical Manager	8 - 12	N/A	800K - 1.2M	N/A
Application Manager	8 - 12	N/A	750K - 1.0M	N/A
Director of Loyalty	8 - 12	N/A	1.3M - 1.7M	N/A
Loyalty Manager	5 - 10	N/A	700K - 900K	N/A
Proudct Manager	5 - 8	N/A	500K+	N/A
Product Analyst	3 - 5	N/A	350K - 480K	N/A
CRM / Data Analyst	5 - 8	N/A	450K - 700K	N/A
Online Merchandising Manager	5 - 8	N/A	360K - 600K	N/A
Information Architect	5 - 8	N/A	480K - 720K	N/A
SEO / SEM	5 - 8	N/A	540K - 720K	N/A
UX / UI Specialist	5 - 8	N/A	420K - 600K	N/A
Mobile Apps Architect	10+	N/A	800K+	550K - 750K
Mobile Apps Developer	3 - 5	N/A	450K+	350K - 650K
Mobile Apps Developer	1 - 3	N/A	300K - 450K	300K - 400K
Graphic Designer	5 - 8	N/A	300K - 450K	N/A
			250K - 450K	

INFORMATION TECHNOLOGY & TELECOMMUNICATION

EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)		Range of Annual Base Salary (HKD)	
	PERMANENT POSITIONS		CONTRACT POSITIONS	
	Banking	Non-Banking	Banking	Non-Banking
INFORMATION TECHNOLOGY				
IT Sales				
Regional Sales Director	15+	N/A	1.2M+	N/A
Business Development Manager (Regional)	8 - 12	N/A	800K - 1.2M	N/A
Business Development Manager	8 - 12	N/A	700K - 1.0M	N/A
Business Development Manager	5+	N/A	600K+	N/A
Business Development Manager	3 - 5	N/A	400K - 550K	N/A
Pre-sales Consultant (Regional)	8 - 12	N/A	800K - 1.2M	N/A
Pre-sales Consultant	5+	N/A	700K+	N/A
Pre-sales Consultant	3 - 5	N/A	400K - 700K	N/A
Pre-sales Consultant	1 - 3	N/A	300K - 420K	N/A
Account Manager	2 - 5	N/A	300K - 550K	N/A
Account Manager	1 - 2	N/A	220K - 300K	N/A
Sales Manager	3+	N/A	500K+	N/A
Sales Manager	1 - 3	N/A	300K - 500K	N/A

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
TELECOMMUNICATION		
Sales		
Regional Sales Director	15+	1.6M+
Sales Director	12+	1.3M+
Business Development Manager (Regional)	8+	1.2M+
Business Development Manager	5+	700K+
Business Development Manager	1 - 5	300K - 700K
Sales Manager	3+	600K - 900K
Sales Manager	1 - 3	450K - 700K
Senior Account Manager	1 - 3	400K - 600K
Account Manager	3 - 5	300K - 500K
Account Manager	1 - 3	250K - 400K
Pre-Sales		
Regional Consultant	8+	800K+
Solution Consultant	5+	500K+
Solution Consultant	3 - 5	350K - 550K
Solution Consultant	1 - 3	Up to 400K
Product		
Product Manager	5 - 8	480K - 720K
Product Manager	3 - 5	330K - 480K
Product Executive	1 - 3	240K - 330K
Engineer		
Network / System	5+	400K+
Network / System	1 - 5	200k - 400k
Data Centre		
Technical Officer	0 - 8	156K - 264K

HOT JOBS FOR 2020

	AVG. SALARY INCREMENT (JOB SWITCH)
PERMANENT PLACEMENT	
Head of IT	10 – 20%
Project Manager	10 – 20%
Business Analyst	10 – 20%
Solution Architect	10 – 20%
System Analyst	15 – 25%
Analyst Programmer / Programmer	10 – 20%
Data Architect (Snr)	10 – 25%
Data Scientist (Snr)	10 – 25%
Machine Learning Specialist	10 – 25%
Blockchain Solution Architect	10 – 20%
Blockchain Backend Developer	15 – 25%
Blockchain Project Manager	10 – 15%
Mobile Apps Architect / Developer	15 – 25%
Mobile Apps Developer (Junior)	10 – 20%
CONTRACT STAFFING	
Network Specialist	10 – 15%
Helpdesk Specialist	20 – 25%
System Analyst	10 – 15%
Analyst Programmer	20 – 25%
Programmer	25 – 30%
Data Architect (Snr)	20 – 25%
Data Scientist	20 – 25%
Machine Learning Specialist	20 – 25%
Mobile Apps Architect	15 – 20%
Mobile Apps Developer	20 – 25%



INSURANCE

The current unrest is creating a stir in Hong Kong's insurance landscape, causing a spike in overall insurance claims¹ and a decline in sales to Chinese customers.² While there are inherent risks for the industry during this period, given the potential impact on the city's reputation as a reliable financial services hub,³ there are a few growth areas that insurers can take advantage of.

With ongoing developments and urbanisation in the Greater Bay Area, the cross-border reinsurance business will be a growth market for Hong Kong, with potential for the city to become a hub for catastrophe bonds.⁴

The insurance sector is also backed by a strong swell of government support. The first voluntary health insurance scheme spearheaded by the government, which involves most of the major insurance companies, was unveiled in Hong Kong

in 2019.⁵ The authorities have also begun issuing the first set of virtual banking licenses in the city,⁶ including insurtech.

Virtual insurance is primed to become an emerging area, and players in this field may upend the market with differentiated strategies, such as by targeting a younger generation and offering innovative services.⁷

However, co-existence between traditional and virtual players is possible in tomorrow's market. Traditional insurers can maintain their competitive edge by leveraging increased technology investments, such as FWD with its adoption of Artificial Intelligence⁸ or Blue Cross with its blockchain-backed solutions, and by digitally enhancing the channels that have traditionally been their strength.⁹

In the past year, Chinese and Hong Kong insurance firms have also embarked on acquisition sprees and even rebranded various arms of their business,¹⁰ a trend we foresee to continue into 2020.

Amid this changing environment, the Hong Kong Insurance Authority continues introducing new guidelines and regulatory schemes, spurring growing demand for compliance professionals.

We expect to see salary increments of 15% for job switches and 4% for natural progression.

¹ SCMP. (Oct 28, 2019). Hong Kong businesses affected by vandalism and arson during protests seen filing up to HK\$600 million in insurance claims.

²⁻³ The Straits Times. (Sep 13, 2019). Hong Kong unrest rocks insurance industry as Chinese buyers baulk.

⁴ SCMP. (Jun 17, 2019). Hong Kong to become a hub for catastrophe bonds as Greater Bay Area takes shape.

⁵ SCMP. (Mar 29, 2019). Hong Kong's first government-backed health insurance scheme launched.

⁶ Charltons. (Jun, 2018). Hong Kong issues new guideline on virtual bank authorisation.

⁷⁻⁸ China Daily. (Sep 6, 2019). Going virtual — insurance on the bandwagon.

⁹ SCMP. (Apr 16, 2019). Hong Kong insurer Blue Cross adopts blockchain to speed up medical claims, eliminate fraud.

¹⁰ China Daily. (Sep 3, 2019). AXA to take full ownership of JV in China.

Range of Annual Base Salary (HKD)				
	EXPERIENCE (YEARS)	LIFE	GENERAL	RE-INSURANCE
UNDERWRITING				
Regional Head	10+	1.3M - 1.8M	1.2M - 1.7M	1.3M - 1.8M
Regional Manager	10+	800K - 1.4M	800K - 1.4M	800K - 1.4M
Head of Department	8 - 10	900K - 1.4M	700K - 1.3M	900K - 1.4M
Manager	6 - 8	500K - 800K	500K - 700K	500K - 800K
Assistant Manager	4 - 6	456K - 540K	432K - 516K	456K - 540K
Senior Officer	2 - 3	360K - 456K	336K - 420K	360K - 456K
Officer	1 - 2	300K - 360K	250K - 336K	300K - 360K
CLAIMS				
Head of Claims	8 - 10+	960K - 1.2M	840K - 1.1M	800K - 1.3M
Senior Manager	7 - 10+	600K - 780K	540K - 720K	600K - 804K
Manager	6 - 8	480K - 600K	456K - 576K	480K - 600K
Assistant Manager	4 - 6	384K - 408K	360K - 432K	384K - 408K
Senior Officer	2 - 3	276K - 336K	264K - 336K	264K - 336K
Officer	1 - 2	240K - 300K	216K - 300K	216K - 300K
ACTUARY (QUALIFIED)				
Department Head	10+	1.7M+	1.7M+	1.7M+
Director	10+	1M - 1.7M	1M - 1.7M	1M - 1.7M
Senior Manager/Manager	6 - 10	650K - 1.3M	800K - 1.3M	900K - 1.4M
Assistant Manager	3 - 6	480K - 650K	480K - 800K	480K - 900K
Senior Analyst	2 - 3	300K - 480K	300K - 480K	300K - 480K
Analyst	0 - 2	180K - 300K	180K - 300K	180K - 400K

Range of Annual Base Salary (HKD)				
	EXPERIENCE (YEARS)	LIFE	GENERAL	RE-INSURANCE
BUSINESS DEVELOPMENT / SALES				
Business Development Director	10+	1.3M - 1.7M	1.1M - 1.5M	1.0M - 1.4M
Senior Manager	8 - 10	650K - 1.0M	650K - 950K	650K - 1.0M
Manager	6 - 8	480K - 700K	480K - 700K	480K - 700K
COMPLIANCE				
Regional Head	10+	1.5M - 2.0M	1.5M - 2.0M	1.2M - 2.0M
Regional Manager	7 - 9	500K - 900K	700K - 900K	600K - 900K
Head of Department	8 - 10	900K - 1.3M	900K - 1.3M	900K - 1.5M
Manager	6 - 8	400K - 700K	400K - 700K	400K - 700K
MARKETING				
Head of Marketing	10+	1.2M - 2.0M	1.2M - 1.8M	1.2M - 1.7M
Senior Manager	8 - 10	600K - 800K	500K - 700K	600K - 800K
Manager	6 - 8	400K - 700K	400K - 700K	400K - 700K
ACCOUNTING / FINANCE				
CFO	10+	1.8M+	1.5M+	1.8M+
Financial Controller	7 - 10+	800K - 1.3M	800K - 1.3M	800K - 1.3M
Manager	6 - 10	600K - 900K	400K - 700K	600K - 900K
OPERATIONS				
COO	10+	1.8M - 3.0M	1.5M - 2.5M	1.8M - 3.0M
Regional Manager	8 - 10+	800K - 1.0M	700K - 900K	800K - 1.0M
Head of Operations	10+	1.2M - 1.6M	1.0M - 1.5M	1.2M - 1.6M
Manager	6 - 8	400K - 700K	400K - 700K	400K - 700K

Range of Annual Base Salary (HKD)				
	EXPERIENCE (YEARS)	LIFE	GENERAL	RE-INSURANCE
CUSTOMER SERVICE / CUSTOMER EXPERIENCE				
Head of Customer Service	10+	900K - 1.2M	900K - 1.2M	900K - 1.2M
Senior Manager	10+	720K - 960K	720K - 960K	720K - 960K
Customer Service Manager	8 - 10	540K - 660K	540K - 660K	540K - 660K
Assistant Manager	4 - 6	336K - 480K	300K - 396K	336K - 480K
Senior Officer	2 - 3	300K - 336K	252K - 300K	300K - 336K
Officer	1 - 2	252K - 300K	192K - 216K	252K - 300K
POLICY ADMINISTRATION				
Department Head	10+	840K - 1.1M	780K - 1.1M	780K - 1.1M
Senior Manager	10+	540K - 720K	600K - 720K	520K - 720K
Manager	8 - 10	420K - 540K	420K - 540K	420K - 540K
Assistant Manager	5 - 8	336K - 408K	336K - 384K	336K - 408K
Senior Officer	3 - 5	252K - 336K	240K - 312K	240K - 336K
Officer	0 - 3	180K - 240K	156K - 240K	180K - 252K
PRODUCT DEVELOPMENT				
Department Head	10+	1.7M+	1.5M+	1.5M+
Manager/Senior Manager	6 - 10	600K - 1.3M	800K - 1.3M	900K - 1.4M
Assistant Manager	3 - 6	400K - 600K	400K - 800K	400K - 800K
Analyst/Senior Analyst	1 - 3	100K - 400K	100K - 400K	100K - 400K
LEGAL				
Chief Legal Officer	10+	1.5M - 2.0M	1.5M - 2.0M	1.2M - 2.0M
Head of Legal	8 - 10+	500K - 900K	700K - 900K	600K - 900K
Legal Counsel	7 - 9	900K - 1.3M	900K - 1.3M	900K - 1.5M
AUDITING				
Head of Auditing	10+	1.5M - 2.0M	1.5M - 2.0M	1.2M - 2.0M
Senior Manager / Associate Director	10+	840K - 1.2M	700K - 900K	840K - 1.2M
Manager	5 - 9+	660K - 840K	660K - 840K	900K - 1.5M

Range of Annual Base Salary (HKD)				
	EXPERIENCE (YEARS)	LIFE	GENERAL	RE-INSURANCE
PARTNER DISTRIBUTION				
Head	10+	1.2M - 1.8M	1.2M - 1.8M	N/A
Associate Director	8 - 10+	720K - 1.0M	720K - 1.0M	N/A
Senior Manager	8 - 10	660K - 900K	660K - 900K	N/A
Manager	7 - 10	480K - 660K	480K - 660K	N/A
AGENCY DISTRIBUTION				
Chief Agency Officer	15+	2.0M - 3.0M	2.0M - 3.0M	N/A
Director of Agency	10+	900K - 1.2M	900K - 1.2M	N/A
Associate Director	8 - 10+	780K - 850K	780K - 850K	N/A
Senior Manager	8 - 10	600K - 780K	600K - 780K	N/A
Manager	6 - 8	420K - 600K	420K - 600K	N/A
TRAINING & DEVELOPMENT				
Head of Training/L&D	10+	1.2M - 1.8M	1.2M - 1.8M	N/A
Senior Manager	8 - 10	700K - 840K	700K - 840K	N/A
Manager	6 - 8	450K - 600K	450K - 600K	N/A
AVERAGE SALARY INCREMENT (JOB SWITCH)				
HOT JOBS FOR 2020	Actuary Manager			
	15%			
	Compliance Manager			
	15%			



LOGISTICS & SUPPLY CHAIN

SUPPLY CHAIN

Hong Kong's key attributes, its strategic location and world-class infrastructure¹, have made the city a leading regional logistics hub. The opening of the Hong Kong-Zhuhai-Macao Bridge, the world's longest sea crossing, in late 2018 was another boon to its status, further facilitating freight transport between Hong Kong, Mainland China and Macau.²

The U.S.-China trade war has had implications for the supply chain, prompting the relocation of factories from China to developing countries including Ethiopia, Bangladesh, Cambodia and Vietnam. Amid this shift, we anticipate a raft of relocation opportunities for professionals from Hong Kong and China who have international exposure, experience in managing Chinese factories, and a strong command of English and Putonghua.

Depending on different sectors' needs, there will be varied levels of demand for professionals for in-house supply chain management roles. With fewer retailers in the market and lower customer demand, headcount within toy companies has reduced; while at apparel and FMCG companies, replacement hires will become a focus. Demand should remain relatively stable within F&B, although the sector's needs are more specific – there will be higher demand for professionals who specialise in perishable goods as consumer demand for fresh produce grows

LOGISTICS

While not on par with China's rapid growth, online shopping in Hong Kong is on the rise, and is spearheading growth in air freight volumes and revenues.³ E-commerce is also gaining an unexpected boost from the current situation,⁴ which we expect will help rejuvenate the logistics and supply chain industry. Expansion at the Hong Kong airport will further facilitate both business-to-business and e-commerce growth.⁵

Growing consumer demand for fresh food and fruits from around the globe has stimulated higher demand for business-to-business freight forwarder sales and sea-air transport sales professionals.

Moving into 2020, we foresee sustained demand for professionals for freight forwarding and e-commerce sales roles. Within the aviation space, companies will prioritise hiring for logistics, warehouse and sea/air operations related roles.

The industry has widely recognised that developing solid programmes for talent acquisition and training will be critical given current talent shortages; more companies may hence strengthen their focus on this.⁶

We expect to see salary increments of 10% to 15% for job switches and 5% to 10% for natural progressions.

¹ Hong Kong Trade Development Council. (Apr 24, 2019). Logistics Industry in Hong Kong.

² Colliers International. (Jun 17, 2019). Glimpsing the road ahead: Reshaping the logistics market.

³ Armstrong & Associates. (May, 2019). Key Takeaways from the 3PL Value Creation Asia Summit 2019.

⁴ SCMP. (Oct 26, 2019). Online shopping gets a boost as wary Hong Kong consumers stay home to avoid protests.

⁵⁻⁶ Armstrong & Associates. (May, 2019). Key Takeaways from the 3PL Value Creation Asia Summit 2019.

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
SUPPLY CHAIN		
Regional Procurement Direct / Indirect Director	10 - 15	1.56M - 1.95M
Head of Pre-Production	10 - 15	1.08M - 1.44M
Factory General Manager	10 - 15	1.08M - 1.44M
Head of Supply Chain	10 - 15	1.08M - 1.44M
Supply Chain Director	10 - 15	1.08M - 1.2M
Manufacturing Excellence	10 - 15	1.08M - 1.2M
Trade Compliance Director	8 - 10	840K - 960K
Trade Compliance Manager	5 - 8	420K - 600K
Supply Chain Manager	5 - 8	540K - 780K
Logistics Manager	5 - 8	480K - 660K
Distribution Manager	5 - 8	420K - 600K
Procurement Manager	5 - 8	420K - 60K
Supply Chain Supervisors	3 - 5	300K - 360K
Supply Chain Officer	1 - 2	234K - 260K

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
THIRD PARTY LOGISTICS		
General Manager	10 - 15	720K - 1.2M
Director Import / Export	10 - 15	840K - 960K
Area Sales Manager (Express)	5 - 8	520K - 585K
Business Implementation Manager	5 - 8	520K - 585K
E-Commerce Sales Manager	5 - 8	520K - 585K
Sea / Air Sales Manager	5 - 8	390K - 520K
Sea / Air Operation Manager	5 - 8	390K - 520K
Warehouse Manager	5 - 8	390K - 540K
Transportation Manager	5 - 8	340K - 540K
Field Sales Supervisors	3 - 5	260K - 325K

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
AIRLINE		
General Manager, Quality Assurance	10 - 15	1.2M - 1.62M
Corporate Safety	10 - 15	1.2M - 1.44M
Ground Operation Director	10 - 15	1.2M - 1.38M
Aircraft Leasing / Pricing Manager	5 - 8	720K - 960K
Lean Six Sigma Black Belt	5 - 8	480K - 600K

HOT JOBS
FOR 2020

AVERAGE SALARY INCREMENT (JOB SWITCH)	
Supply Chain Manager	10 - 15%
Area Sales Manager (Express) - Third Party Logistics	15 - 20%
E-Commerce Sales Manager – Third Party Logistics	15 - 20%
Sea/ Air Sales Manager – Third Party Logistics	10 - 15%



REAL ESTATE

Tensions in Hong Kong have had a palpable effect on the city's commercial property sector.¹ Transaction volumes have declined, with the office market hit harder due to an absence of mainland buyers.

The housing market has not been shaken as much. Residential property prices remain at a high and are unlikely to drop in the near future, due to a fundamental lack of supply versus demand.² Relaxed mortgage rules have boosted residential demand in the secondary market, and encouraged developers to speed up launches.³

Despite current pressures, Hong Kong's real estate market may maintain its track record of resilience, having weathered other storms through the years.⁴ While hiring sentiment in 2020 will depend largely on how the socio-political situation unfolds, we anticipate several key trends in the market. With the attention of Hong Kong buyers, developers and firms turning

overseas⁵, there will be a further uptick in demand for candidates possessing global, regional or specifically Greater Bay experience.

Hong Kong property developers are also eagerly eyeing China's Guangdong-Hong Kong-Macao Greater Bay Area (GBA) for opportunities to expand into the mainland.⁶ Major industry players have already made their foray into Southern China's fast-growing real estate markets, sinking significant investments into GBA cities.⁷

To take advantage of the GBA's development, larger developers will focus on hiring for senior management roles. Candidates who have experience working with Chinese e-commerce MNCs will have an edge, as will those who possess existing professional networks in the market. Besides experience in the Chinese market, the prevailing climate also favours candidates fluent in Cantonese, English and Putonghua.

A new growth driver for the real estate industry, proptech will be an interesting area to watch⁸ for its potential to enhance efficiencies in the development and management of properties. Developers are taking notice, and are on the lookout for professionals equipped with digital savviness and development experience. This includes marketing professionals well-versed in customer relationship management (CRM), digital marketing and social media.

As developers diversify their portfolios beyond residential to include community segments, they are also on the lookout for professionals with experience in education, healthcare and elderly care.

In light of economic uncertainties and political unrest, industry professionals are more conservative in their job search and will favour roles that offer overseas opportunities, regional exposure and attractive remuneration. A sustainable work-life balance, and training and development opportunities will be key considerations for senior and junior candidates respectively.

Among real estate firms, we anticipate property management, mall management and lease management roles to be in demand.

We expect to see salary increments of 10% to 15% for job switches, and 5% to 8% for natural progressions.

¹ SCMP. (Oct 29, 2019). Hong Kong protests are pushing the city's commercial property market off a cliff, and sellers are in denial.

² CNBC. (Oct 24, 2019). Hong Kong property prices unlikely to see major drop despite slowdown, experts say.

³ SCMP. (Oct 25, 2019). Hong Kong, Chinese developers hope to piggyback on robust secondary property market sales, to release more than 1,000 units.

⁴ The Business Times. (Sep 17, 2019). Hong Kong property hunters grab bargains in wake of protests.

⁵ The Business Times. (Aug 28, 2019). Hong Kong investors shun Singapore for homes in Malaysia, Taiwan.

⁶⁻⁷ Jones Lang LaSalle. (Apr 29, 2019). Foreign investors spot potential in China's Greater Bay property market.

⁸ SCMP. (Oct 2, 2019). Property technology has the potential to create a multibillion dollar market as China looks for new growth engines.

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
PROPERTY MANAGEMENT		
General Manager/Director	15+	1.3M - 2.0M+
Head of Project Property Management	12 - 15+	840K - 1.3M
Senior Manager	10 - 12+	600K - 900K
Manager	5 - 10+	480K - 660K
Senior Officer	2 - 5+	300K - 480K
PROJECT MANAGEMENT		
Project Director	15+	1.3M+
Senior Project Manager	12 - 15+	1.0M - 1.3M
Project Manager	10+	540K - 960K
Assistant Project Manager	7+	360K - 540K
FACILITIES		
Facilities Director	12+	960K+
Facilities Manager	10+	540K - 960K
Assistant Facilities Manager	5 - 10	360K - 540K
MALL MANAGEMENT		
Mall General Manager	15+	1.2M - 1.8M+
Centre Manager - Retail	10+	600K - 960K
Operations Manager	5 - 8+	360K - 600K
LEASING		
Leasing Director	15+	960K - 1.4M+
Senior Leasing Manger	10+	650K - 960K+
Leasing Manager	5 - 10	480K - 650K
Assistant Leasing Manager	5+	360K - 480K
ASSET MANAGEMENT		
Asset Director	12+	1.2M - 2.5M
Senior Asset Manager	10+	750K - 1.2M
Asset Manager	6 - 10	450K - 750K
Assistant Asset Manager	3 - 6	300K - 450K

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)
PROPERTY INVESTMENT		
Managing Director	15+	2M+
Property Investment Director	12 - 15+	1.4M+
Property Investment VP	10 - 12+	900K - 1.4M
Property Investment Manager	6+	550K - 900K
Property Investment Analyst	3 - 5+	340K - 550K
PROPERTY DEVELOPMENT		
Director	15+	1.4M+
Senior Surveyor/Manager	10 - 15+	800K+
Surveyor/Manager	5 - 10	420K - 800K
Assistant Surveyor	2 - 5	300K - 420K
MARKETING & PROMOTION		
Director/General Manager	15+	1.2M+
Senior Manager	10+	600K - 960K
Manager	5 - 10	480K - 660K
Assistant Manager	5+	360K - 480K
PROPERTY SALES		
Director / General Manager	15+	1.2M+
Senior Manager	10+	600K - 960K
Manager	5 - 10	480K - 660K
Assistant Manager	5+	360K - 480K
AVERAGE SALARY INCREMENT (JOB SWITCH)		
Head of Project Property Management		10 - 15%
Senior Property Manager		10 - 15%
Leasing Director / Snr Leasing Manager		15%
HOT JOBS FOR 2020		

RETAIL

It has been a rough year for retailers, as recent political unrest and trade tensions have put a dampener on sales. In particular, luxury retailers are facing steeper setbacks.¹

On the upside, cross border e-commerce may lift retail prospects²; retailers in Hong Kong can utilise e-commerce to reach increasingly affluent Chinese consumers.³ In China, 24% of overall retail spending is conducted online – the highest proportion among all nations.⁴ A sustained growth momentum is expected for online retail sales, thanks to the country's continuous urbanisation and higher internet and e-commerce penetration.⁵

Within Hong Kong, the ongoing protests have delivered an unexpected surprise – an alteration

of consumer behaviour. Online retailers are seeing an uptick in online shopping,⁶ as safety concerns prompt more consumers to make purchases online for direct delivery to their homes. In the long run, this may effect lasting behavioural change among Hong Kong consumers, who have displayed hesitance towards digital wallet adoption and online shopping.⁷

At present, retailers will remain conservative in their hiring approach, but sentiments may change depending on Hong Kong's stability in 2020. In spite of the situation, we expect replacement hiring for the travel retail sector to continue unabated, as well as for business growth related roles such as buying, business development and sales.

Store manager, retail sales, merchandiser and buyer positions are among the key roles in demand. Professionals with managerial experience may also find ample overseas employment opportunities in the Asia Pacific region.

We expect to see salary increments of 10% to 15% for job switches, and 3% to 6% for natural progression.

¹ CNBC. (Aug 14, 2019). Global firms are sounding the alarm as escalating Hong Kong protests deal a 'serious blow' to the city's outlook.

² Women's Wear Daily. (Oct 1, 2019). Losing Hong Kong Retail Could Be Devastating to Global Luxury Brands.

³ Smart Brief. (Sep 3, 2019). How US retailers in Hong Kong can bounce back from unrest.

⁴ SCMP. (Oct 20, 2019). Hongkongers are the world's most reluctant online shoppers, but try stopping the Chinese.

⁵ Hong Kong Business. (Sep 4, 2019). Online retail sales in China grew 36% in July

⁶ SCMP. (Oct 26, 2019). Online shopping gets a boost as wary Hong Kong consumers stay home to avoid protests.

⁷ SCMP. (Oct 20, 2019). Hongkongers are the world's most reluctant online shoppers, but try stopping the Chinese.



	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)	
		PERMANENT POSITIONS	
		Mass Retail	Luxury Retail
EXECUTIVE MANAGEMENT			
Managing Director	15+	1.2M+	
General Manager	10+	1.0M+	
SALES AND OPERATION			
Head of Retail (Regional)	12+	1.5M+	
Head of Retail	10+	1.0M+	
Retail Director (Regional)	8+	1.2M+	
Retail Director	8+	1.0M+	
Retail Manager (Regional)	8+	700K - 975K	800K - 980K
Retail Manager	8+	550K - 780K	630K - 800K
Area Manager	5+	360K - 585K	455K - 650K
Store Manager*	6+	325K - 650K*	325K - 660K*
Supervisor / Assistant Store Manager	5+	286K - 390K*	240K - 390K*
Retail Sales*	1+	156K - 325K*	180K - 216K*
Wholesale Manager (Regional)	8+	650K - 1.0M+*	770K - 1.0M+
Wholesale Manager	5+	450K - 650K*	630K - 784K
Travel Retail Director	8+	1.0M+	1.3M+
Travel Retail Manager	5+	450K - 715K	700K - 1.0M
Sales Manager (Regional)	5+	585K - 1.0M+	
Sales Manager	5+	455K - 650K*	
Sales Executive	3+	260K - 390K*	

AVERAGE SALARY INCREMENT (JOB SWITCH)

Merchandiser / Buyer	15%
Store Manager	10%
Retail Sales	10%

**HOT JOBS
FOR 2020**

	EXPERIENCE (YEARS)	Range of Annual Base Salary (HKD)	
		PERMANENT POSITIONS	
		Mass Retail	Luxury Retail
MARKETING			
Marketing Director	10+	1.0M+	
Senior Marketing Manager	8+	754K - 1.0M+	
Marketing Manager	5+	600K - 720K	
Marketing Executive / Snr Marketing Executive	3+	240K - 429K	
Brand Manager	8+	520K - 780K	
CRM Manager	5+	455K - 1.0M+	
CRM Executive	3+	264K - 390K	
Customer Service Manager	8+	390K - 780K	
Customer Service - Team Leader	5+	264K - 360K	
Customer Service Executive	3+	200K - 364K	
Digital Marketing Director	8+	800K - 1.0M+	
Digital Marketing Manager	5+	520K - 840K	
Digital Marketing Executive	3+	330K - 450K	
PR / Communications Manager (Regional)	5+	540K - 780K	
PR / Communications Manager	5+	390K - 585K	
MERCHANDISING / BUYING			
Merchandising / Buying Manager	8+	650K - 845K	
Merchandiser / Buyer*	5+	320K - 500K	
Assistant Merchandiser / Assistant Buyer	2+	250K - 320K	
DESIGN			
Head of Visual Merchandising	10+	900K - 1.0M+	
Visual Merchandising Manager	5+	585K - 715K	
Visual Merchandising Executive	3+	260K - 350K	
Store Planning Director	8+	715K - 1.0M+	
Store Planning & Design Manager	5+	420K - 780K	
Store Design Executive	3+	204K - 325K	
Fashion Designer	3+	260K - 370K	
Graphic Designer	3+	234K - 312K	

KELLY[®]

CHINA SALARY GUIDE



2020



KELLY SERVICES IN CHINA

Kelly Services (NASDAQ: KELYA, KELYB) founded the temporary staffing industry in 1946 and headquartered in Michigan, USA. The founder, William Russell Kelly, is widely credited with pioneering the modern temporary help industry. Kelly is a Fortune 500 company and a world leader in human resources solutions and workforce management solutions which offers a full suite of recruitment, outsourcing and consulting services.

Kelly has maintained leadership position through the years based on a valuable premise: Investing in people. Serving clients around the globe, Kelly provides employment to more than 550,000 employees annually. Kelly stepped into the China market in 2007. The 7 offices in Greater China provide specialist Professional & Technical recruitment, Recruitment Process Outsourcing, Vendor Management Service, Payroll Service and Deployment. Specializations in recruitment cover Automotive, Life Sciences, Chemical, Consumer & FMCG, General Industrial & Manufacturing, Banking & Finance, Accounting, High-tech & Internet, Hospitality, Human Resources and other main industries.

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XI'AN

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CHENGDU

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CONTENTS



SALARIES

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EXECUTIVE OVERVIEW

China's high growth of recent decades will continue to slowdown, and it could fall below 6% in 2020.

The Sino-US trade tensions, and other geopolitical forces, along with all the uncertainties around the world have added further downward pressures to the Chinese economy. However Chinese companies will continue to flourish across sectors on the global stage, as they will rapidly adopt technologies and other innovations with strong cash positions throughout 2020, this will put Chinese companies in a more favorable position to attract global talent.



SHORTAGE OF AI TALENT

The impact of Artificial Intelligence (AI) has been felt in almost all industries, and 2020 will see even greater shortage in AI talent in China.

HEALTHCARE TALENT IN HIGH DEMAND

The aging population in China has led to a healthcare boom which will be on the lookout for talent with expertise in R&D, Business Development, and Supply Chain throughout the year.

FUNCTION ROLES BEING IMPACTED BY SHARED SERVICES CENTERS

Improving efficiency and reducing costs will drive shifts towards shared facilities and shared services which will likely impact function roles such as Finance, HR, IT and Administrations in 2020.

MILLENNIALS CHANGING THE WORKPLACE

Millennials will make up a significant part of the workforce by 2020 in China, and employers should understand how different the millennials are from the generations before and take a fresh look at their talent acquisition and retention strategies.

Kelly Services China is pleased to present 2020 China Salary Guide, and we look forward to providing a full range of workforce solutions including executive search, recruitment, talent mapping, process outsourcing, payroll services and HR consultancy to your organizations.

Nathan Li
Country Head
Kelly Services China

ACCOUNTING & FINANCE

财务

The financial talent structure of the accounting industry will change in the next 10 years. Things are changing as the field of traditional accounting that used the abacus has gone through the computer era. We are finally welcoming a new era of cloud computing as corporate financial cloud services are gradually becoming a revolutionary trend.

After nearly 30 years of development, the ERP concept has basically completed the function of automatically generating financial reports. In 2017, Deloitte, one of the "Big Four," was the first to propose the concept of financial robots and became involved in this field. For the past one or two years, financial robots have successfully replaced some of the employees in the Financial Sharing Center. Many people are worried that the emergence of financial robots will lead to financial staff members being unemployed. This is certainly a problem

of concern for staff members carrying out basic accounting tasks. It is evident that the various aspects of financial robots are already capable of greatly improving the efficiency of financial tasks, and these aspects have already been realized. So, can financial robots completely replace human staff members?

The "Human-machine symbiosis" is the trend of future financial development. No one will be ruled out or replaced as the machines will do what they can do and the humans can do the tasks that they can do. The tasks will be clearly distributed so that they can co-exist in harmony.

Of course, when machines can assist financial personnel in completing trivial and repetitive processes, this doesn't mean that these financial personnel can slack off on their jobs. On the contrary, after getting these trivial tasks off of their

hands, these financial personnel should focus on transforming their financial thinking and dive deep into the company's businesses to enhance internal financial management, thus enhancing the financial personnel's right to speak when discussing the company's business strategies and decisions. This will create sustainable and good company operations while providing the company with more value.

In summary, during the development process over the next few years, we believe that Finance BP, fund management, investments, mergers and acquisitions, and other positions closer to the company's businesses will become essential and popular positions that will be sought out by companies and job-seekers.



		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
				MIN	MAX
CFO	首席财务官	MBA	20+	2.0M	6.0M
FD	财务总监	Master/Bachelor	15+	1.0M	2.0M
Finance Controller	财务总监	Master/Bachelor	15+	800K	1.2M
Finance Manager/SM	财务/高级财务经理	Bachelor	10+	600K	900K
Treasury Director	资金总监	Master/Bachelor	15+	1.0M	2.0M
Tax Director	税务总监	Master/Bachelor	15+	800K	1.5M
Tax Manager/SM	税务/高级税务经理	Bachelor	10+	500K	1.0M
Treasury Director	资金总监	Master/Bachelor	10+	1.0M	2.0M
Treasury Manager/SM	资金/高级资金经理	Bachelor	10+	600K	800K
FP&A Director	财务分析总监	Master/Bachelor	12+	1.0M	1.5M
FP&A Manager/SM	财务计划与分析经理 / 高级经理	Bachelor	10+	600K	1.2M
Finance BP(D)	财务业务总监	Master/Bachelor	10+	1.0M	2.0M
SSC Controller/Director	共享中心总监	Master/Bachelor	12+	800K	1.5M
Accounting Manager/SM	会计经理	Bachelor	10+	600K	1.0M
Internal Audit Director	内审总监	Master/Bachelor	12+	1.0M	2.0M
Internal Audit Manager/SM	内审/高级内审经理	Bachelor	10+	400K	1.2M
Internal Control Manager/SM	内控/高级内控经理	Bachelor	10+	600K	1.2M
Compliance Manager/SM	合规/高级合规经理	Bachelor	10+	500K	1.0M
Credit Manager/SM	信用/高级信用总监	Bachelor	10+	400K	850K
M&A Director	投资并购总监	Master/Bachelor	10+	1.0M	2.0M
Plant FC	工厂财务总监	Bachelor	10+	600K	800K
Plant FM	工厂财务经理	Bachelor	10+	400K	600K





AUTOMOTIVE

汽车制造

Upon examining the global automotive market, the development speed of automobiles over the past decade has shown a development track of "rapid growth, overall decline, rapid growth, and stable growth". While the global automobile market in 2019 showed a significant downward trend, the sales of global passenger vehicle have dipped by 10% compared to 2018. This is the first time in 30 years that the global automotive market has experienced a trend of decline for two consecutive years. We interviewed dozens of executives and professional managers from the automotive industry chain, and have organized the findings for the development of Chinese automobiles in the past two years:

The decline in Chinese car sales is a natural reaction after having growth in car sales. In the past 20 years, the sales for the Chinese automobile market have multiplied by 30 times and after such rapid growth, the consumption potential of the first stage is nearing activation as the consumption in first and second-tier cities is gradually becoming saturated.

The activation of consumption in third and fourth-tier cities requires a longer process. This is an inevitable trend of automobile development.

The implementation of CHINA 6 has made more consumers give up on purchasing CHINA 5 cars, intending on purchasing CHINA 6 cars instead. However, most car companies have not completed the R&D and production of CHINA 6 cars. Therefore, consumers have chosen to hold on to their money and wait for the new cars.

The fierce beginning of the China-US Trade War has intensified the instability of the automobile market. The basis for consumer confidence has been greatly reduced under the generally pessimistic environment for China's economic growth.

In the "Inventory Era," senior personnel within the automotive industry still have high expectations for medium and long-term car development, indicating that the "four modernization trends" remain to be inevitable development trends for automobiles.

Ensuring that industries related to these four trends have good funding, research and development, and manpower will inject "new life" into the automobile industry faster. The specific features of the four major automobile trends in the next 5-10 years are as follows:

Feature 1

New modes of travel: New modes such as shared travel, online car appointments, time-sharing rental and mobile-terminal sales are increasingly popular among consumers. It is estimated that investment power will approach 500 billion RMB by 2025.

Feature 2

Autopilot: The technologies of ADAS and AD will become the basic evaluation criteria for the competitiveness of future OEM manufacturers. It is estimated that these two technologies will occupy approximately 90% of the automotive market technology by 2025.

Feature 3

Digital: With the IoT trend, cars will increasingly be seen as mobile terminals. The interconnection of the cars with the entire world will be a major trend in the upcoming 5 to 10 years.

Feature 4

Electrification: The basis of intelligence is that it must first become electric. By 2025, purely electric and hybrid car models will account for more than 20% of all automobiles.

				ANNUAL SALARY (RMB)	
	QUALIFICATION	EXPERIENCE (YEARS)		MIN	MAX
PARTS SUPPLIERS - TRADITIONAL (EXCEPT FOR SUPPORTING FUNCTIONS) 零配件供应商-传统(业务支持职能除外)					
General Management 管理					
Asia President/ Managing Director	亚太总裁/总经理	MBA	20+	2.5M	5.0M
General Manager – Country	国家总经理	MBA	20+	2.0M	4.0M
CBU General Manager	客户单元总经理	MBA	15+	2.0M	3.0M
Operation 运营					
Plant GM	工厂总经理	Bachelor	15+	800K	1.5M
Operation Director	运营总监	MBA	15+	700K	1.5M
Site Manager	工厂选址经理	Bachelor	8+	300K	500K
Production Manager	生产经理	Bachelor	8+	300K	400K
Quality Director	质量总监	Bachelor	15+	600K	1.2M
Quality Manager	质量经理	Bachelor	8+	300K	500K
Maintenance Manager	维修经理	Bachelor	8+	200K	450K
Industrial Engineering Manager	工业工程经理	Bachelor	8+	250K	450K
Manufacturing Engineering Manager	制造工程经理	Bachelor	8+	300K	500K
Sales & Marketing & Customer Services 销售、市场及客服					
Sales GM/Sales Director	销售总经理/销售总监	MBA	15+	800K	1.5M
Regional Sales Manager	区域销售经理	Bachelor	8+	300K	650K
Product Manager	产品经理	Bachelor	5+	250K	500K
(Key) Account Manager	客户经理/大客户经理	Bachelor	6+	300K	650k
After Market Director	售后市场总监	Bachelor	15+	700K	1.3M
After Market Regional Sales Manager	售后区域销售经理	Bachelor	8+	300K	550K
After Market Channel Development Manager	售后渠道发展经理	Bachelor	8+	250K	450K
After Market Channel Marketing Manager	经销商市场经理	Bachelor	8+	250K	450K

ANNUAL SALARY (RMB)			
	QUALIFICATION	EXPERIENCE (YEARS)	
Customer Services Senior Manager	客服高级经理	Bachelor	10+
Marketing Director	市场总监	Bachelor	10+
Marketing Manager	市场经理	Bachelor	8+
Marketing Intelligence Manager	市场分析经理	Bachelor	8+
Digital Manager	数字营销经理	Bachelor	5+
Brand Manager	品牌经理	Bachelor	8+
PR & Communication Manager	公关及传播经理	Bachelor	8+
Channel Marketing Manager	渠道市场经理	Bachelor	8+
Strategy & BD Director	战略发展总监	MBA	10+
Program 项目			
Program Director	项目总监	Master/Bachelor	15+
Program Manager	项目经理	Bachelor	8+
Program Engineer	项目工程师	Bachelor	5+
R&D 研发			
Engineering Director/R&D Director	工程总监/研发总监	PhD/Master	15+
Engineering Manager/R&D Manager	工程经理/研发经理	PhD/Master	10+
Product Development Manager	产品开发经理	PhD/Master	8+
Application Manager	应用经理	PhD/Master	8+
R&D Engineer	研发工程师	PhD/Master	5+
Lean & 6 Sigma 精益 / 六西格玛			
Lean/6 Sigma/CI Director	精益/六西格玛/ 持续改进总监	Master/Bachelor	15+
Lean/6 Sigma/CI Manager	精益/六西格玛/ 持续改进经理	Bachelor	8+
Master Black Belt	黑带大师	Bachelor	10+
Black Belt	黑带	Bachelor	5+

			ANNUAL SALARY (RMB)		
			QUALIFICATION	EXPERIENCE (YEARS)	MIN
Supply Chain - Auto Parts 供应链 - 汽车零部件供应商					
Supply Chain Director	供应链总监	Master/Bachelor	15+	700K	1.0M
Supply Chain Manager	供应链经理	Bachelor	10+	400K	650K
Sourcing Director	采购总监	Bachelor	15+	700K	900K
Sourcing Manager	采购经理	Bachelor	6+	400K	700K
Supplier Quality Manager	供应商质量经理	Bachelor	6+	350K	650K
Supplier Development Manager	供应商发展经理	Bachelor	6+	350K	650K
Logistics Manager	物流经理	Bachelor	6+	250K	500K
Procurement Director	采购总监	Bachelor	15+	700K	1.0M
Purchasing Manager	采购经理	Bachelor	6+	250K	550K
Commodity Manager	商品经理	Bachelor	6+	250K	550K

PARTS SUPPLIERS-NEW ENEGRY ADAS V2X (EXCEPT FOR SUPPORTING FUNCTIONS)
 零配件供应商 - 新能源 辅助驾驶 车联网 (业务支持职能除外)

Special Funtion 特殊岗位					
Engineering Director/R&D Director (ADAS/AD)	工程总监/研发总监(自动驾驶辅助驾驶)	PhD	8+	900K	2.5M
Engineering Directcor/R&D Director (EV/Power Solution)	工程经理/研发经理(电动车/电池管理)	PhD	8+	800K	2.5M
Algorithm Engineer	算法工程师	PhD/Master	5+	350K	600K
Software Engineer	软件工程师	Master	3+	300K	500K
UX Engineer	UX 设计工程师	Bachelor	3+	200K	400K
Battery Energy Management Manager	电源能源管理经理	Master	7+	400K	700K
FOTA Engineer	远程升级工程师	Bachelor	3+	300K	450K
Product Planning Directcor	产品规划总监	Master	10+	800K	2.0M
Product Manager (APP)	产品经理 (APP)	Bachelor	3+	300K	600K

ANNUAL SALARY (RMB)							
QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX				
CAR MAKERS (EXCEPT FOR SUPPORTING FUNCTIONS) 整车制造商 (业务支持职能除外)							
General Management 管理							
Asia CEO/Managing Director	亚太首席执行官/总经理	MBA	20+	3.5M	6.0M		
CDO (Chief Digital Officer)	首席数据官	MBA/PhD	10+	2.5M	4.5M		
General Manager – Country	国家总经理	MBA	20+	2.5M	5.0M		
Operation 运营							
Plant Manager	工厂经理	Bachelor	15+	800K	1.3M		
Manufacturing Manager (Stamping, Painting, Assembling, Welding)	制造经理 (冲压、焊接、涂装、总装)	Bachelor	8+	300K	650K		
Quality Manager	质量经理	Bachelor	10+	300K	650K		
ME Manager	制造工程经理	Bachelor	10+	350K	650K		
Senior Engineer (Manufacturing)	高级工程师 (制造类)	Bachelor	5+	150K	300K		

				ANNUAL SALARY (RMB)	
	QUALIFICATION	EXPERIENCE (YEARS)		MIN	MAX
Sales & Marketing 销售及市场					
Sales Operation Senior Director/VP	销售及运营高级总监/副总裁	MBA/Bachelor	15+	1.0M	2.5M
Regional Business Director	大区业务总监	Master/Bachelor	10+	600K	800K
Regional Sales Director	大区销售总监	Master/Bachelor	10+	600K	700K
Regional Sales Manager	大区销售经理	Bachelor	8+	350K	500K
Area Sales Manager	区域销售经理	Bachelor	5+	300K	400K
Fleet Sales Manager	大客户经理	Bachelor	5+	300K	600K
Senior Manager, Sales Planning & Ordering	销售订单计划高级经理	Bachelor	8+	450K	650K
Aftersales Senior Director/VP	售后高级总监/副总裁	Bachelor	15+	1.0M	1.8M
Regional Aftersales Director	大区售后总监	Bachelor	10+	700K	900K
Area Aftersales Manager	区域售后经理	Bachelor	6+	300K	450K
Aftersales Technical Support Manager	售后技术支持经理	Bachelor	10+	300K	500K
Parts Business Manager	配件业务经理	Bachelor	6+	300K	500K
Customer Services Manager	客服经理	Bachelor	6+	300K	500K
Warranty Manager	保修经理	Bachelor	6+	400K	500K
Aftersales Promotion/Marketing Manager	售后促销(市场)经理	Bachelor	5+	350K	500K
Training Center Director	培训中心总监	Bachelor	10+	700K	900K
Technical Master Trainer/Training Manager	技术培训经理	Bachelor	10+	500K	600K
Commercial Training Manager	商务培训经理	Bachelor	6+	400K	600K
CMO/Marketing VP	首席营销官/副总裁	MBA	15+	1.5M	2.5M
Senior Marketing Manager	高级市场经理	Bachelor	10+	500K	700K
Retail Marketing Senior Manager (National)	经销商零售市场高级经理	Bachelor	8+	400K	650K
Retail Marketing Manager (Regional)	经销商零售市场经理(区域)	Bachelor	6+	300K	450K
Digital Marketing Manager (Integrated Marketing Manager)	数字营销经理(整合营销经理)	Bachelor	5+	300K	650K

ANNUAL SALARY (RMB)			
	QUALIFICATION	EXPERIENCE (YEARS)	
Event & Exhibition Senior Manager	活动会展经理	Bachelor	8+
Sponsorship Senior Manager	品牌赞助高级经理	Bachelor	8+
Product Marketing Manager	产品市场经理	Master/Bachelor	6+
Brand Director (Car Series)	品牌总监(车系)	Bachelor	10+
Brand & Product Communication Senior Manager	品牌及产品传播高级经理	Bachelor	8+
Advertising & Media Senior Manager	广告及媒介高级经理	Bachelor	8+
Consumer Insight Manager	消费者洞察经理	Bachelor	6+
CRM Senior Manager	客户关系高级经理	Bachelor	8+
Loyalty Marketing Manager	客户忠诚度经理	Bachelor	6+
PR Director	公关总监	Master/Bachelor	13+
Network Management 经销商网络管理			
Network Director	网络总监	Master/Bachelor	13+
Network Planning Senior Manager	网络规划高级经理	Bachelor	8+
Network Operation Senior Manager	网络运营高级经理	Bachelor	8+
Network Development Senior Manager	网络发展高级经理	Bachelor	8+

		ANNUAL SALARY (RMB)			
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
R&D 研发					
R&D Director (Traditional)	研发总监(传统)	PhD/Master	15+	900K	2.0M
R&D Director (Connected Car Services)	研发总监(车联网)	PhD/Master	10+	1.0M	3.0M
R&D Manager	研发经理	PhD/Master	10+	400K	600K
Program Director	项目总监	PhD/Master	13+	600K	1.0M
E&E Manager	电子电器经理	PhD/Master	8+	300K	550K
BIW Manager	白车身开发经理	PhD/Master	8+	300K	550K
Chief Engineer	总工程师	PhD/Master	10+	500K	900K
Model Design Director	造型设计总监	PhD/Master	10+	900K	2.0M
Trial & Test Manager	试制试验经理	PhD/Master	8+	350K	550K
Dimention Engineering Manager	尺寸工程经理	PhD/Master	8+	300K	550K
General Layout Supervisor	总布置主管	PhD/Master	5+	250K	350K
Vehicle Safety Performance Manager	整车安全性能经理	PhD/Master	8+	350K	550K
Platform Director	平台总监	PhD/Master	10+	600K	900K
System Integration Manager	系统集成经理	PhD/Master	8+	300K	550K
Senior Engineer	高级工程师	PhD/Master	5+	150K	300K
Supply Chain - Car Maker 供应链 (汽车制造商)					
Supply Chain Director/VP	供应链总监/副总裁	Master/Bachelor	15+	900K	2.0M
Supply Chain Manager	供应链经理	Bachelor	10+	450K	700K
Sourcing Director	采购总监	Bachelor	15+	850K	2.0M
Sourcing Manager	采购经理	Bachelor	5+	400K	800K
Supplier Quality Manager	供应商质量经理	Bachelor	5+	400K	700K
Supplier Development Manager	供应商发展经理	Bachelor	5+	300K	500K
Logistics Director	物流总监	Bachelor	10+	650K	900K
Logistics Manager	物流经理	Bachelor	5+	250K	500K
Procurement Director	采购总监	Bachelor	15+	850K	1.4M
Purchasing Manager	采购经理	Bachelor	5+	300K	550K
Commodity Manager	商品经理	Bachelor	5+	300K	450K

		ANNUAL SALARY (RMB)			
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
DEALERSHIP 经销商门店					
General Management 管理					
General Manager	总经理	MBA/Bachelor	15+	800K	1.5M
Sales 销售					
Sales Manager	销售经理	Bachelor	10+	400K	500K
Exhibition Manager	展厅经理	Bachelor	8+	350K	450K
Sales Supervisor	销售主管	College	6+	200K	350K
Sales Coordinator Supervisor	销售协调主管	College	6+	200K	250K
Second-hand Supervisor	二手车主管	College	6+	200K	350K
Sales & Marketing 销售及市场					
Marketing Manager	市场经理	Bachelor	8+	300K	400K
Customer Relationship Management Supervisor	客户关系管理主管	Bachelor	5+	250K	350K
After Sales 售后					
After Sales Manager	售后经理	Bachelor	10+	250K	450K
Service Manager	服务经理	Bachelor	8+	200K	400K
Workshop Manager	车间经理	College	8+	180K	350K
Body & Paint Manager	钣金喷漆经理	College	8+	180K	300K
Parts Manager	配件经理	College	8+	250K	350K
Technical Supervisor	技术主管	College	6+	150K	250K



CHEMICAL 化工

As the overall economic situation continues to slow down, the recruitment of foreign companies in the chemical industry has been conservative and cautious as the process has been dragged out.

Open positions are also geared to new business growth points: the best examples are the recruitment of e-mobility-related chemical technicians and business developers. At the same time, more positions are being filled by individuals from third- and fourth-tier cities. This happens to coincide with the continued "sinking" and "rooting" of existing businesses. In addition, digital and AI-related positions have also become very active.

The recruitment for Replacement has also shown a downward trend for three reasons. The 1st reason is that companies are valuing "re-assignment" and using internal transfers to meet new demands. The 2nd reason is that candidates are more cautious with job-hopping. The 3rd reason is that candidates are more concerned about internal mobility and discovery of new opportunities.

The overall manufacturing market is relatively mature and the structure of the industry relatively fixed while technology changes are slow. All of the thinking is placed on how to achieve disruptive innovation through innovative technology products and business models. This is not an issue for an individual enterprise, but a challenge for the entire industry. There is also an urgent need to find a new direction as the common problem is to figure out how to start from scratch with the changed rules. As the chemical industry is situated in the upstream of the value chain, it is also thinking about how the industry can adapt to the fundamental changes in customer value.

In this context, more and more candidates are no longer simply thinking about how to maximize work performance on existing platforms and industries, but they are considering how they can adapt to changes in the overall environment. The chemical industry is a cycle of ups and downs and in this cycle, one not only has to excel when everything is going their way, but also remain calm when facing adversity. Problems can be opportunities and the differences are stages to put up performances.

		ANNUAL SALARY (RMB)		
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MANAGEMENT 管理				
VP/Managing Director	亚太区副总裁/执行总经理	Bachelor/MBA	20+	2.0M 4.0M
APAC BU Director	亚太区业务部门总监	Bachelor/MBA	20+	1.5M 2.5M
General Manager	总经理	Bachelor/MBA	18+	1.0M 3.0M
SALES & MARKETING 销售与市场				
Sales Director	销售总监	Bachelor/MBA	15+	1.0M 2.0M
Channel Manager	渠道经理	Bachelor	8+	500K 800K
Sales Manager	销售经理	Bachelor	8+	400K 800K
Account Manager	客户经理	Bachelor	5+	200K 500K
Business Development Manager	业务开发经理	Bachelor/MBA	6+	400K 1.0M
Marketing Director	市场总监	Bachelor/MBA	15+	1.0M 2.5M
Strategic Marketing Manager	战略经理	Bachelor/MBA	10+	800K 1.5M
Commerical Excellence	商务优化	Bachelor/MBA	8+	800K 1.2M
E-commerce/Digital Manager	电商/数字营销	Bachelor/MBA	5+	500K 1.0M
Market Analyst	市场分析	Bachelor/MBA	5+	300K 500K
Marketing Manager - General	市场经理	Bachelor/MBA	10+	500K 1.0M
Marketing Communications Manager	市场传播经理	Bachelor	8+	400K 800K
Product Manager	产品经理	Bachelor/Master	5+	300K 700K
R&D 研发				
R&D Director	研发总监	Master/PhD	15+	1.2M 2.5M
R&D Manager	研发经理	Master/PhD	10+	500K 1.2M
Scientist	技术专家	Master/PhD	5+	300K 800K
Application Development	应用开发	Master/PhD	8+	500K 800K
Senior Chemist	资深研究员	Master/PhD	5+	200K 600K
Chemist	研究员	Bachelor/Master	5+	150K 400K
Technical Service Manager	技术服务经理	Bachelor/Master	10+	500K 800K

		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
				MIN	MAX
OPERATIONS 运营					
Operation Director	运营总监	Bachelor	18+	1.2M	2.5M
Plant Manager	工厂厂长	Bachelor	15+	700K	1.2M
Engineering Manager	工程经理	Bachelor	12+	400K	800K
Quality Director	质量总监	Bachelor	15+	700K	1.2M
Quality Manager	质量经理	Bachelor	10+	300K	600K
Tolling Manager	代加工制造经理	Bachelor	8+	300K	600K
Production Manager	生产经理	Bachelor	12+	300K	500K
Production Supervisor	生产主管	Bachelor/Master	5+	200K	300K
Maintenance Manager	维修经理	Bachelor/Master	10+	300K	500K
Process Engineer	工艺工程师	Bachelor/Master/PhD	5+	200K	500K
Process Safety	工艺安全	Bachelor/Master	8+	400K	800K
EHS Manager	安全环境健康经理	Bachelor	8+	300K	600K
Lean Manager	精益经理	Bachelor	8+	300K	600K
Product Stewardship/ Regulation	合规	Bachelor	8+	400K	800K
6 Sigma Black Belt	黑带	Bachelor	8+	400K	800K

		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
				MIN	MAX
PROJECT 项目					
Project Manager	项目经理	Bachelor/MBA	12+	600K	1.0M
Contract Manager	合同经理	Bachelor/MBA	8+	500K	1.0M
Project Control	项目控制	Bachelor	8+	500K	800K
Project Engineer	项目工程师	Bachelor	5+	300K	600K
SUPPLY CHAIN 供应链					
Supply Chain Director	供应链总监	Bachelor/CPIM	15+	1.0M	2.5M
Supply Chain Manager	供应链经理	Bachelor/CPIM	10+	500K	1.2M
Procurement Director	采购总监	Bachelor/CPSM	15+	800K	1.5M
Procurement Manager	采购经理	Bachelor	10+	600K	800K
Supply Chain Excellence	供应链优化	Bachelor	8+	400K	800K
Planning Leader	供应需求计划	Bachelor/Master	10+	500K	750K
Category Manager	品类经理	Bachelor/CPSM	8+	300K	600K
Sourcing Engineer	采购工程师	Bachelor	5+	200K	400K
Logistics Director	物流总监	Bachelor	15+	800K	1.2M
Logistics Manager	物流经理	Bachelor	8+	400K	600K
Logistics Specialist	物流专员	Bachelor/Master	5+	200K	350K
Customer Services Manager	客户服务经理	Bachelor	8+	400K	600K

FINANCIAL SERVICES/ FINTECH/DIGITAL TECHNOLOGY

金融/金融科技/数字科技

The new theme for China financial services industry is 'speedier deregulation' moving into 2020, this is exciting news for a number of global financial services players who are looking to China for the next growth phase. Here are some key trends we are predicting:

Asset Management – global asset managers are keen to tap into the huge potential of the Chinese market as market liberalization is at top speed with 100% full foreign own WFOE by 2020. China welcomes global capital into the country to help build a world class financial market.

A number of players are already in the PFM market and is looking to launch more funds hoping to tap into the next big thing, the domestic mutual funds.

Some of hiring trends,

- China CEO/General Manager candidate is often seconded from an overseas office, mostly Hong Kong whilst the other senior hires are tap from

another foreign asset manager such as business development, compliance, technology, finance, legal and HR.

- Salaries and level of hirings are kept at mid level where candidates with 10 to 13 years of work experience are hired from commercial banks and investment banks with an average pay rise of 20%.
- Compliance and technology candidates with strong English communication skills are expected to be in demand as global HQ wants a regular pulse on the regulatory and policy changes.

Fast forward into 2020 and 2021, we foresee a fiercer competition on talent, we expect to see an upsurge in hirings by Q2/Q3 of 2021. Local PFMs and mutual funds professionals are expected to hold key roles in later part of 2021 and early 2022 as foreign asset managers realise the importance of 'guanxi' at top levels.

Commercial banks – a rather stagnant sector with massive disruption from local technology

players such as Ant Financials and Tencent with their payment technology. The foreign banks are face with extra pressure in a single digit growth economy but we expect the larger banks to spend more on digital technology, outsourcing of manual intensive jobs and tighter costs control.

We are witnessing an increase in the number of commercial bankers wanting a career change to greener pastures with little or minimal regulation such as insurance, securities, private funds and mutual funds.

Commodities - the exits of many small to mid-sized trading houses in China in the past 4 years are staggering. Let's not mention the takeover of LDC's base metals business by a NCCL Natural Resources InvestmentFund, managed by New China Capital Legend.

As the government shifted macro policy towards a more consumer-oriented economy, many commodities players have look to Hong Kong, Singapore and other emerging markets for new growth.

Of the 10 new jobs created, we were told to recruit up to 9 junior candidates only. The senior traders/ sales are considered too expensive and irrelevant in today's poor market sentiments. We also witness the base salary increment of less than 7% when one junior trader switches job in search of job security.

Private funds and Mutual funds – the ultimate goal of foreign asset managers it to build a multi strategy fund in China. With regulators granting 100% foreign ownership, we don't expect an immediate double digit hiring growth. Instead, we expect a cautious and prudent approach to build a China franchise with less than 10 headcounts at Associate/AVP level in the first 12 months of operations.

More headcounts and senior hires will be added should the first batch of funds turns profitable.

Overseas hiring managers are learning the lessons learnt from the 2007 local incorporation of foreign banks where large scale of operations don't necessary mean profits. Instead, having the right hire at the right time is more appropriate.





Wealth Management – the death of P2P, third party wealth supermarkets, a declining real estate market and a not so stable stock market, you get a slightly educated and experienced retail investors seeking smarter demanding wealth bankers who can perform better than the market.

Products alone are not enough, tier one wealth bankers need to be upgraded to global capital market knowledge, cross border risk awareness and ultimate customer experience.

That is, expect to see a seasoned private banker between the age of 40 and 54 instead of a team of junior bankers.

Here are some new entrants in the wealth management space, HSBC China just launched a new wealth management brand – Jade for the mid to high income earners. Another foreign player which just entered the market, Nomura, is looking to offer a basket of East/West investment banking type of wealth management products. We expect Credit Suisse, Goldman Sachs, Morgan Stanley and UBS to increase their wealth hirings by single digit.

Securities / Investment Banking – 51% or 100%, that is the real question. One look at CSRC website, you will see a list of potential applicants declaring an interest but we expect a prolong delayed on this as many will play the waiting game in observing how the first batch of 51% securities joint venture perform in 2020, these includes JP Morgan, Morgan Stanley, Nomura and UBS.

We expect Q2/Q3 of 2020 where the first batch of recruitment would pick up, this would involve senior hirings such as Chief Executive Officer, Chief Compliance Officer, Human Resource Director, Chief Technology Officer and Chief Financial Officer. The second batch would involve the front office hirings such as Head of IBD, Head of Sales, Head of Trading, Head of Operations and other junior to mid level hires.

If the list of applicants are approved by CSRC, expect a race to sign top bankers with track record who can deliver instant revenue.

		ANNUAL SALARY (RMB)		
QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
COMMERCIAL BANKING 商业银行				
Corporate Relationship - VP	副总裁, 企业客户经理	Master/Bachelor	8 - 10	550K 900K
Cash Sales - VP	现金销售副总裁	Master/Bachelor	8 - 10	500K 700K
Trade Finance Product Management - VP	贸易融资产品管理副总裁	Master/Bachelor	8 - 10	550K 800K
Trade Finance Sales - VP	贸易融资销售副总裁	Master/Bachelor	8 - 10	470K 700K
Head of Wealth Advisory, Managing Director	财富顾问董事总经理	Bachelor	12+	1.5M 1.8M
Wealth Advisory, Vice President	财富顾问, 副总裁	Bachelor	8 - 10	500K 900K
Wealth Advisory, Associate	财富顾问	Bachelor	3 - 8	300K 500K
Head of Wealth Product, Managing Director	财富产品董事总经理	Bachelor	12+	1.8M 2.1M
Wealth Product - Vice President	财富产品, 副总裁	Bachelor	8 - 10	700K 1.2M
Head of Market Risk, Global Markets	市场风险总经理, 全球市场	Master/Bachelor	12+	1.6M 2.2M
Market Risk, Vice President	市场风险副总裁	Master/Bachelor	8 - 10	600K 1.0M
Head of Credit Risk Management	信用分析副总裁	Master/Bachelor	12+	1.6M 2.2M
Head of Product Control, Global Markets	产品控制总经理, 全球市场	Master/Bachelor	12+	1.3M 1.5M
Business Manager, Global Markets	商务经理, 全球市场	Master/Bachelor	12+	800K 1.5M
Head of AML/KYC	反洗钱/客户身份识别总监	Master/Bachelor	12+	1.2M 1.6M
AML, Vice President	反洗钱副总裁	Bachelor	8 - 10	600K 900K
Head of Compliance	合规总监	Bachelor	12+	1.2M 2.0M
Compliance, Vice President	合规总裁	Bachelor	8 - 10	600K 1.0M
Head of Internal Audit	内审总监	Bachelor	12+	1.2M 2.0M
Internal Audit, Vice President	内审总裁	Bachelor	8 - 10	600K 1.0M

FINANCIAL SERVICES/FINTECH/DIGITAL TECHNOLOGY
金融/金融科技/数字科技

SECURITIES / SECURITIES JOINT VENTURE 证券投资银行与全球金融市场

		ANNUAL SALARY (RMB)			
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
Corporate Finance - Managing Director 董事总经理, 公司金融					
Corporate Finance - Managing Director	董事总经理, 公司金融	Master/Bachelor	15+	2.1M	2.7M
Corporate Finance - Executive Director	执行总经理, 公司金融	Master/Bachelor	12 - 15	1.5M	1.8M
Debt Capital Market - Managing Director	债务资本市场董事总经理	Master/Bachelor	15+	2.2M	2.4M
Debt Capital Market - Executive Director	债务资本市场执行总经理	Master/Bachelor	12 - 15	1.8M	2.1M
Equity Research - Managing Director	股票研究董事总经理	Master/Bachelor	15+	1.6M	2.4M
Equity Research - Executive Director	股票研究执行总经理	Master/Bachelor	12 - 15	1.4M	2.0M
Head of Asset Management - Managing Director	董事总经理, 资产管理	Master/Bachelor	15+	2.6M	3.5M
Head of Product Development - Executive Director	执行总经理, 产品开发	Master/Bachelor	15+	1.8M	2.4M
Head of Fixed Income - Managing Director	董事总经理, 固定收益	Master/Bachelor	15+	2.1M	2.6M
Head of Equities - Managing Director	董事总经理, 股票市场	Master/Bachelor	15+	1.9M	2.2M
Head of Investment Banking, Managing Director	投行总经理	Master/Bachelor	15+	3.0M	5.5M
Chief Compliance Officer	首席合规官	Master/Bachelor	15+	1.5M	3.5M
Compliance, Vice President	副总裁, 合规副总经理	Master/Bachelor	10+	600K	1.0M
Compliance, Associate	合规专员	Bachelor	3 - 8	300K	500K
Head of Internal Audit	内审总监	Master/Bachelor	15+	900K	1.2M
Internal Audit, Associate	内审专员	Bachelor	3 - 8	300K	500K
Head of Legal	法务总经理	Master/Bachelor	15+	1.5M	3.0M
Legal, Associate	法务专员	Master/Bachelor	3 - 8	400K	800K

FINANCIAL SERVICES/FINTECH/DIGITAL TECHNOLOGY
金融/金融科技/数字科技

ANNUAL SALARY (RMB)

	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer, Executive Director	执行总经理, 首席财务官	Master/Bachelor	15+	1.5M 1.9M
Finance Director, Vice President	副总裁, 财务总监	Master/Bachelor	12+	900K 1.1M
Regulatory Reporting, Vice President	副总裁, 合规报表总经理	Bachelor	12+	600K 900K
Product Control, Vice President	副总裁, 产品控制总经理	Bachelor	12+	600K 850K
Finance, Associate	财务专员	Bachelor	3 - 8	300K 450K
Head of Operations	运营总经理	Bachelor	15+	1.1M 1.3M
Head of KYC	客户身份验证总经理	Bachelor	12+	1.2M 1.5M
Head of AML	反洗钱总经理	Bachelor	12+	1.5M 1.9M

COMMODITIES 大宗商品贸易

Base Metals					
General Manager - Managing Director	董事总经理	Bachelor	15+	2.0M	2.2M
Head of Trading - Physical	现货交易总经理	Bachelor	15+	1.6M	1.8M
Trading - Associate, Physical	现货交易专员	Bachelor	3 - 8	300K	400K
Head of Trading - Derivatives	衍生品交易总经理	Master/Bachelor	15+	1.7M	2.0M
Trading - Associate, Derivatives	衍生品交易专员	Master/Bachelor	3 - 8	300K	400K
Head of Sales	销售总经理	Bachelor	15+	1.2M	1.5M
Sales, Associate	销售专员	Bachelor	3 - 8	300K	400K
Head of Risk Management	风险控制总经理	Master/Bachelor	15+	1.3M	1.6M
Risk Management, Associate	风控专员	Bachelor	3 - 8	300K	400K
Head of Operations	运营总经理	Bachelor	15+	800K	950K
Operations, Associate	运营专员	Bachelor	3 - 8	150K	200K

FINANCIAL SERVICES/FINTECH/DIGITAL TECHNOLOGY
金融/金融科技/数字科技

FINANCIAL SERVICES/FINTECH/DIGITAL TECHNOLOGY
金融/金融科技/数字科技

		ANNUAL SALARY (RMB)		
QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	

PRIVATE EQUITY INVESTMENT/VENTURE CAPITAL 私募股权投资/风险投资

Front Office 前台					
Investment - Managing Director	董事总经理, 投资	Master/Bachelor	15+	1.0M	2.0M+
Investment - Executive Director	执行总经理, 投资	Master/Bachelor	12 - 15	800K	1.5M
Investment - Director	总监, 投资	Master/Bachelor	10+	600K	1.0M
Investment - VP	副总裁, 投资	Master/Bachelor	8+	400K	700K
Fund Raising - Executive Director	执行总经理, 基金募集	Master/Bachelor	12 - 15	800K	1.3M
Middle Office, Back Office 中台与后台					
Post Transaction - Investment Director	投后管理总监	Master/Bachelor	10+		1.1M+
Risk Control Director	风险控制总监	Master/Bachelor	10+		1.2M+

ASSET MANAGEMENT - PRIVATE FUNDS/MUTUAL FUNDS 资产管理 私募基金/公募基金

General Management					
General Manager, Managing Director	董事总经理	Master/Bachelor	12-15	2.0M	5.0M+
Head of Sales, Executive Director	销售总经理	Master/Bachelor	12-15	1.5M	2.5M+
Head of Product Development, Executive Director	产品经理	Master/Bachelor	10+	1.2M	2.0M+
Head of Research, Executive Director	研究总经理	Master/Bachelor	10+	1.2M	2.0M
Chief Operating Officer, Executive Director	运营总经理			1.2M	2.0M
Office Manager, Vice President	办公室经理	Master/Bachelor	10+	400K	600K
Chief Compliance Officer, Executive Director	督察长	Master/Bachelor	10+	1.5M	3.0M+
Finance, Vice President	财务副总裁	Bachelor	10+	800K	1.2M
Human Resource Manager, Vice President	人力资源副总裁	Bachelor	10+	800K	1.2M
Project Manager, Vice President	项目经理, 副总裁	Bachelor	10+	800K	1.2M

		ANNUAL SALARY (RMB)		
QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	

INTERNET FINANCE 互联网金融

General Management					
General Manager - Managing Director	营销中心总经理	Master/Bachelor	15+		1.4M+
Regional Sales - Executive Director	区域总经理	Master/Bachelor	10+	500K	1.2M
Chief Marketing Officer	市场营销部总经理	Master/Bachelor	15+	900K	1.5M
Marketing Manager	市场营销经理	Master/Bachelor	10+	500K	800K
Head of Product	产品经理			700K	900K
Product Manager	产品经理			400K	600K
Branch Manager	分行行长	Master/Bachelor	7+	400K	1.0M
Chief Risk Officer	首席风险官	Master/Bachelor	12+	900K	1.2M
Chief Technology Officer	首席技术官	Master/Bachelor	12+	800K	1.1M

WEALTH 财富管理

WEALTH 财富管理					
Chief Executive Officer	首席执行官	Master/Bachelor	20+	2.5M	3.5M
Head of Product Development	产品开发总经理	Master/Bachelor	20+	1.9M	2.5M
Wealth Banker, Managing Director	董事总经理, 财富管理	Master/Bachelor	15+	1.5M	1.9M
Wealth Banker, Executive Director	执行总经理, 财富管理	Master/Bachelor	12+	1.1M	1.5M
Wealth Banker, Vice President	副总裁, 财富管理	Master/Bachelor	8+	600K	900K
Wealth Banker, Associate	财富专员	Master/Bachelor	3 - 8	300K	400K

FMCG/ E-COMMERCE/ LUXURY 快消/电商/奢侈品



In 2018, the ratio of the revenue for the fast-moving consumer goods industry to the growing enterprises is 64.3%, which is only 0.3 percent higher than 2017. 22.6% of the surveyed enterprises maintained their revenues in 2018, which was significantly higher than 2017's 10.8%. In addition, 13.1% of the enterprises saw their revenues decrease.

Looking at the survey, it can be seen that consumption upgrades have made expectations into realities as more and more Chinese consumers have begun to change their past consumption concepts based on low-cost shopping, and have become more concerned about the health of those around them. In fact, the rise of residents' income levels, the shift in consumer attitudes, and the rise of post 1980s and 1990s young consumers has allowed China to usher in a new wave of consumption upgrades.

As it becomes more and more evident that consumer groups are becoming younger, product positioning has become crucial for FMCG enterprises.

What new directions are there for the FMCG industry?

Product innovation under consumer classification

Today's consumer market is seeing a new trend of consumer classification: high-end boutique malls and Pinduoduo are great examples of this trend. In this context, innovative products are important development tools for many companies, such as Vinegar Talk beverages, Nestle Cold Extract Coffee, Yinlu Nutrition Porridge, Extra Rich Peanut Milk, Chengguanghe Negative Pressure Water, Lifeng Meat Products, Spring Summer South African Rose of Jericho Moisturizer Cream, JCAN Flavored Yogurt, dongPa frozen and dried fruit, and Dolphin Jie Frozen Food Products are all new and popular products that have hit the market

Elderly, women, and infants have become blue ocean markets

According to statistics in 2017, the number of elderly people over the age of 60 in China has exceeded 240 million and by 2050, there will be 487 million people in China over 60 years old. Most

of these elderly people have a certain amount of spending power, and the market for elderly individuals purchasing fast-moving consumer goods such as food and health products, cosmetics, daily necessities, OTC and other categories is promising. In 2019, the size of the female economic market in mainland China will reach 4.5 trillion RMB. Brands such as Kotex, Mia, JOLLY, and SnowM focused on the female market and achieved good results in recent times. In January 2019 amongst the TOP100 brands driven by new products, there were 34 cosmetic brands. The infant industry market is also worth paying attention to as Nestlé has specially introduced their own maternal milk powder, while the growth of infant industry retailers in 2018 such as Aiyingshi and kidswant has been quite satisfying. Many brands have made Shanghai the location to launch their new products.

Embrace online and offline integration of new retail formats

Most industry executives have expressed positive attitudes and actively embrace the new retail formats. These executives value two aspects of

the new retail formats: the 1st aspect is that data must be empowered and shared, and the 2nd is online and offline integration. For example, RT-Mart and Ali's cooperation with Taoxianda, Freshhema, Anchor, and Guhe, respectively, launched Daily Fresh Milk and Crabby Millet Wine. General Mill's cooperation with Ele.me Meituan's Home Delivery service has also been win-wins.

Pay more attention to health and well-being

As the environment becomes harsher and pressure begins to pile on, more and more people have started to pay attention to their health and well-being. With pressure from daily life needing to be resolved, people are hit with the conundrum of wanting to indulge themselves while also desiring a healthy lifestyle. Based on market demands, the fast-moving consumer goods industry needs to provide products that people need. In response to bad habits such as drinking, smoking, staying up late, the industry can provide convenient and simple fast-moving products that can alleviate these hazards as this is an opportunity for the industry to develop.

**Cosmetics**

As one of the most "beautiful" industries in the world, the cosmetics industry is more ambitious in its development. In recent years, the volume of the cosmetics industry continues to expand at a high speed. The lipstick theory has been reaffirmed in the overall downturn of the fast-moving consumer goods market over the past two years. The trends of the industry have continued to change as it has gone from the earliest trend of focusing on skin care, to the rise of cosmetics in the past two years, and the current trends of "medical cosmetology" and "ampoule wave". These popular trends are important factors contributing to the rapid growth of the entire industry.

In the Chinese market, the businesses of European and American groups have continued to increase steadily, while Japanese brands are catching up and

the Korean Wave is gradually making a comeback. Domestic brands also have their place in the market as some niche brands have used e-commerce platforms to "overtake" competitors and occupy part of the young market share. Various major cosmetic brands and Japanese Chemical groups are vying to acquire other cosmetic brands as the greatest challenge for the industry is obtaining market share for the cosmetics market. High-end brands are facing a younger consumer base and diversified needs, and while niche brands have used e-commerce channels for "overtaking". They also need to open up offline channels to enhance customer experiences and loyalty while attracting more young consumers. For popular brands with plenty of channels, their challenge lies in how to maintain growth in channels and allow them to sink in. In short, the new year is filled with challenges and opportunities.

		ANNUAL SALARY (RMB)	
QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
RETAIL & LUXURY 零售 & 奢侈品			
Retail VP	零售副总裁	MBA/Bachelor	20+
General Manager	总经理	Master	20+
Business Development Director	全国店铺开发总监	Master	10+
Business Development Manager	开发拓展经理	Bachelor	5+
Operation Director	营运总监	Master	10+
Retail Head	全国零售总监	Bachelor/Master	12+
Area Manager	区域经理	Bachelor	8+
Marketing Director	全国市场总监	Master	15+
Marketing Manager	市场经理	Bachelor/Master	10 - 15
PR Manager	公关经理	Bachelor/Master	10+
National Training Manager	全国培训经理	Bachelor	10+
Merchandising Director	商品总监	Master	15+
Merchandising/Buying Manager	商品经理	Bachelor/Master	10+
(Senior) Buyer/Merchandiser	买手	Bachelor/Master	5+
Visual Merchandising Manager	视觉陈列经理	Bachelor	8+
Area VM	区域陈列	Diploma/Bachelor	5+
Designer	设计师	Diploma/Bachelor	3 - 5
Chief Designer	主设计师	Diploma/Bachelor	6 - 8
Franchisee Director	批发总监	Master/Bachelor	15+
Regional Sales Manager	大区销售经理	Bachelor	10+
Area Sales Manager (Wholesale)	区域销售经理	Diploma+	8+
CRM Manager	客户关系经理	Bachelor	8+
Customer Service Manager	顾客服务经理	Bachelor	8+
		400K	600K

			ANNUAL SALARY (RMB)			
			QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
FMCG 快速消费品						
General Manager	总经理	Bachelor/Master	20+		1.5M	3.5M
National Sales Director	全国销售总监	Bachelor	15+		800K	1.8M
Regional Sales Manager	大区销售经理	Bachelor	8+		500K	800K
Key Account Director	大客户总监	Bachelor	10+		600K	1.3M
Key Account Manager	大客户经理	Bachelor	5+		300K	500K
Trade Marketing Director	通路行销总监	Bachelor	10+		600K	900K
Trade Marketing Manager	通路行销经理	Bachelor	5+		300K	600K
E-commerce Director	电商总监	Bachelor	8+		600K	2.0M+
E-commerce Manager	电商经理	Bachelor	5+		300K	600K
Brand Manager	品牌经理	Bachelor	5+		300K	450K
Assistant Brand Manager	助理品牌经理	Bachelor	3 - 5		200K	280K
National Marketing Director	全国市场总监	Master	15+		750K	1.8M
Marketing Manager	市场经理	Bachelor	8+		700K	900K
PR Manager	公关经理	Bachelor	5+		300K	550K
Supply Chain Director	供应链总监	Master	15+		900K	1.5M
Supply Chain Manager	供应链经理	Bachelor	10 - 15		500K	800K
Planning Manager	计划经理	Bachelor	6+		300K	550K
CRM Manager	客户关系经理	Bachelor	5 - 10		350K	650K
Regional Training Manager	地区培训经理	Bachelor	3 - 6		180K	300K
Purchasing Director	采购总监	Master	15+		900K	1.5M

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
COSMETICS 化妆品					
Brand GM	品牌总经理	Bachelor/Master	15+		700K
Naional Sales Director	全国销售总监	Bachelor/Master	15+		700K
Regional Sales Director	大区销售总监	Bachelor	10 - 15		600K
Regional Sales Manager	大区销售经理	College/Bachelor	10 - 15		400K
Area Sales Manager	区域销售经理	College	5 - 10		200K
Sales Supervisor	区域销售主管	College	4 - 10		90K
National Training Manager	销售培训经理	College/Bachelor	10 - 15		600K
Regional Training Manager	大区销售培训经理	College/Bachelor	6 - 10		350K
Assistant Training Manager	销售培训副经理	College	5 - 8		250K
Training Supervisor	销售培训主管	College	3 - 6		180K
Sales Trainer	销售培训师	College	2 - 5		120K
Marketing Director	市场总监	Bachelor/Master	10 - 15		500K
Marketing Communication Manager	市场传播经理	Bachelor/Master	5 - 10		400K
Product/Brand Marketing Manager	产品/品牌经理	Bachelor/Master	5 - 10		300K
Digital Marketing Manager	数字营销经理	Bachelor/Master	5 - 10		300K
Public Relationship Manager	公关经理	Bachelor/Master	5 - 10		300K
CRM Manager	客户会员管理经理	Bachelor/Master	5 - 10		350K
Visual Merchandising Manager	陈列经理	Bachelor/Master	5 - 10		300K
Marketing Executive	市场主任	College/Bachelor	2 - 5		100K
E-commerce Director	电商总监	Bachelor/Master	10 - 15		800K
E-commerce Manager	电商经理	Bachelor/Master	5 - 12		250K
E-commerce Supervisor	电商主管	College/Bachelor	3 - 6		170K
E-commerce Executive	电商专员	College/Bachelor	2 - 5		100K
Marketing Executive	市场主任	Bachelor/Master	2 - 7		100K
Business Development Director	开发总监	Bachelor/Master	15+		700K
Business Development Manager	开发经理	Bachelor	8 - 15		350K

HEALTHCARE & LIFE SCIENCE

医疗保健 与生命科学



In 2019, the trade conflicts between China and the United States have affected various industries, including the importation of products from US enterprises in the pharmaceutical and equipment industries, and directly impacted the "ocean-bound" domestic enterprises. The medical industry saw significant changes in its "4 + 7 volume procurement", "consistency evaluation", "concentrated procurement of consumables, second bargaining" policies as they constantly went through changes. However, there was only 1 core purpose for these policies, which was to create a margin for profit and control product price.

The medical industry made strategic plans accordingly and made significant adjustments to the product strategies, too. The conflict had a significant impact on external recruitment, and development of internal staff. The launch of new products resulted in immense demand for sales and marketing positions, and the demand for front-line sales personnel increased rapidly. New products and new challenges have also attracted many

candidates in the sales market choosing to seek new career development opportunities.

Meanwhile, more and more foreign business personnel have chosen to go with a leapfrog development and changed paths to enter the domestic innovative pharmaceutical manufactures which, fueled rapid changes in the talent market. At the same time, support departments involved in government affairs, registration, medicine and clinicals have all made expansions to different degrees to support the marketing promotion of new products. The clinical department has been an extremely important component in promoting the launch of new products as its strategic position is particularly evident.

With the development of domestic medical enterprises, industrial upgrades and improved support from government policies, the development space for foreign-funded enterprises in China has been compressed to a certain extent. The attractiveness of foreign enterprises for talent

has also declined in comparison to the past as they seem beat when competing for the recruitment of talent with local enterprises. Adjustments to talent recruitment strategy and the mentality of the employers has become an inevitable issue for many foreign-funded enterprises.

Looking forward to 2020, the biggest problem for enterprises will be finding new breakthroughs as the economic cycle trends downwards while versatile talent has become more and more favored by enterprises. Candidates' job-seeking mentalities and intentions are still subject to observation under such a complex external environment, but it is foreseeable that the talent development trend and the competition for attracting talent amongst enterprises will be reshuffled. "A man wins most of the time when he receive signs of them winning before the battle", adequate predictions can help people prepare for difficult situations, and will surely allow them to stand out, and the eventual victor will be the enterprises that have steady development.

		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)			QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
				MIN	MAX				MIN	MAX
PHARMACEUTICAL 制药										
Country GM	总经理	Bachelor	15+	3.0M	5.0M		Medical Affairs Director	医学事务总监	Bachelor	15+
BU Head	事业部总经理	Bachelor	15+	1.5M	2.5M		Sr. Medical Affairs Manager	资深医学事务经理	Bachelor	10+
National Sales Director	全国销售总监	Bachelor	15+	1.2M	1.5M		Medical Advisor	医学事务顾问	Bachelor	6+
Regional Sales Manager	大区销售经理	Bachelor	12+	600K	1.0M		Medical Science Liaison	区域医学联络官	Bachelor	4+
District Sales Manager	地区销售经理	Bachelor	8+	300K	450K		Clinical Research Manager	临床研究经理	Bachelor	8+
Commercial Manager	商务经理	Bachelor	6+	300K	500K		Clinical Project Manager	临床研究项目经理	Bachelor	6+
KA Manager	大客户经理	Bachelor	8+	400K	600K		Clinical Research Associate	临床监查员	Bachelor	3+
Commerical Excellence Director	业务效能总监	Bachelor	12+	1.0M	1.3M		R&D Director	研发总监	Bachelor	15+
SFE Manager	销售效益经理	Bachelor	8+	500K	700K		Research Project Manager	研发项目经理	Bachelor	10+
Sales Training Manager	销售培训经理	Bachelor	8+	400K	600K		Operation Director	生产总监	Bachelor	15+
Strategy & Alliance Director	战略及合作总监	Bachelor	12+	1.3M	1.8M		Quality Manager	质量经理	Bachelor	6+
Strategy Planning Manager	战略规划经理	Bachelor	6+	800K	1.2M		Regulatory Director	注册总监	Bachelor	15+
BD Manager	业务开发经理	Bachelor	10+	800K	1.3M		Regulatory Manager	注册经理	Bachelor	8+
Marketing Director	市场总监	Bachelor	15+	1.2M	1.5M		Government Affairs Director	政府事务总监	Bachelor	15+
Marketing Manager	市场经理	Bachelor	8+	700K	900K		Government Affairs Manager	政府事务经理	Bachelor	8+
Senior Product Manager	资深产品经理	Bachelor	8+	400K	600K					
Product Manager	产品经理	Bachelor	5+	300K	450K					

			ANNUAL SALARY (RMB)			
			QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MEDICAL DEVICES 医疗设备						
Country GM	总经理	Bachelor	15+		3.0M	5.0M
BU Head	事业部总经理	Bachelor	15+		2.0M	3.5M
National Sales Director	全国销售总监	Bachelor	15+		1.2M	1.8M
Regional Sales Manager	大区销售经理	Bachelor	12+		600K	900K
District Sales Manager	地区销售经理	Bachelor	8+		350K	500K
Commercial Manager	商务经理	Bachelor	6+		300K	450K
KA Manager	大客户经理	Bachelor	8+		300K	500K
Marketing Director	市场总监	Bachelor	15+		1.2M	1.8M
Marketing Manager	市场经理	Bachelor	8+		600K	850K
Senior Product Manager	资深产品经理	Bachelor	8+		400K	600K
Product Manager	产品经理	Bachelor	5+		300K	450K
Medical Affairs Director	医学事务总监	Bachelor	15+		1.0M	1.5M
Sr. Medical Affairs Manager	资深医学事务经理	Bachelor	10+		600K	800K
Clinical Research Manager	临床研究经理	Bachelor	8+		500K	700K
R&D Director	研发总监	Bachelor	15+		1.5M	2.0M
Research Project Manager	研发项目经理	Bachelor	10+		600K	1.0M
Operation Director	生产总监	Bachelor	15+		1.2M	1.8M
Quality Manager	质量经理	Bachelor	6+		400K	700K
Regulatory Director	注册总监	Bachelor	15+		1.2M	1.8M
Regulatory Manager	注册经理	Bachelor	8+		450K	700K
Government Affairs Director	政府事务总监	Bachelor	15+		1.0M	1.5M
Government Affairs Manager	政府事务经理	Bachelor	8+		400K	600K
Channel Management Director	渠道管理总监	Bachelor	12+		800K	1.2M
Channel Management Manager	渠道管理经理	Bachelor	8+		400K	600K
Strategy Planning Manager	战略规划经理	Bachelor	6+		800K	1.2M
M&A Manager	收并购经理	Bachelor	10+		800K	1.2M

			ANNUAL SALARY (RMB)			
			QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
HEALTHCARE SERVICE 医疗服务						
Director Of The Hospital	医院院长	Master	20+		1.0M	2.0M
Head Of Nursing Department	护理部主任	Bachelor	15+		300K	600K
Chief Medical Officer	医疗总监	PhD, MD	15+		800K	1.8M
Director, Hospital Operation	医院运营总监	Bachelor	15+		500K	800K
Family Doctor	全科医生	MD	10+		600K	1.0M
Lab Manager	检验科经理	Bachelor	10+		400K	600K



HIGH-TECH & INTERNET 高科技与互联网

In 2019, the web economy has developed at a slower pace with the following characteristics:

The 1st characteristic is revenue having a sharp decline. The increased downward pressure on the domestic economy, the benefits from the industry's development has peaked out and the increased difficulty of retaining users has greatly affected the growth rate of corporate revenue. In Q1 of 2019, the revenue of listed web companies in China totaled out at 520.4 billion RMB, which is an annual growth of 24% that is 6 percent down from 2018. The growth rate of the revenues for major e-commerce and gaming business has also declined, dropping by 6 and 1.6 percent, respectively.

The 2nd characteristic is a slight drop in market value for listed companies. The trade conflicts between China and the US have caused the global capital market to continuously fluctuate. As of June 30th, 2019, the total market value of 177 listed web

companies in China was 9.8 trillion RMB, which is a decline of 4.3% as market values of more than 73% of enterprises have declined. A total of 10 enterprises in China rank among the top 30 global web companies, and they are: Alibaba, Tencent, Meituan Dianping, JD.com, Baidu, Netease, Tencent Music, Pingduoduo, 360, Ctrip, which is 1 company down compared to the end of 2018.

The 3rd characteristic is companies taking multiple measures to tap into their growth potential. Majors and emerging companies are targeting the sinking market to infiltrate into third-, fourth-, and fifth-tier cities and rural users. Video and e-commerce companies are adopting a paid membership model to build a membership ecosystem, and enhance member loyalty and retention rate. New businesses have focused on cloud services and small programs to expand to B businesses and build enterprise applications to empower SMEs.

The 4th characteristic is making the web investment and financing market more rational, and more cautious investments in web start-up companies.

With the economic situation in 2019, the 2019 web recruitment market is still associated with "layoffs" and "reduced recruitment". The recruitment market is characterized by reduced demand, generally higher recruitment requirements and longer recruitment cycles.

The talent pool is more cautious about choosing to quit their jobs, and their choices of companies are generally inclined towards stable and well-known brands. The choice of startup companies has seen a larger decline compared to previous years.

		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
				MIN	MAX
SOFTWARE 软件					
CEO	首席执行官	MBA/Master	7 - 15	3.0M	8.0M
CIO	首席信息官	PhD/Master	7 - 15	1.2M	3.0M
CTO	首席技术官	PhD/Master	7 - 15	3.0M	5.0M
VP of R&D	研发副总裁	Master/Bachelor	7 - 15	1.5M	3.0M
R&D Director	研发总监	Master/Bachelor	7 - 15	800K	1.5M
R&D Manager	研发经理	Bachelor	5 - 10	500K	800K
R&D Team Leader	软件研发组长	Bachelor	5 - 10	400K	600K
Software Engineer	软件研发工程师	Bachelor	3 - 7	200K	800K
System Architecture	系统架构师	Bachelor	5 - 10	500K	800K
Data Warehouse Engineer	数据库开发工程师	Bachelor	3 - 10	450K	800K
Java developer	Java工程师	Bachelor	3 - 7	240K	700K
Algorithm Engineer	算法工程师	Master/Bachelor	3 - 8	300K	1.2M
Search Engine Development Engineer	搜索引擎工程师	Bachelor	3 - 7	300K	1.0M
Front-end Designer	前端工程师	Bachelor	3 - 7	300K	900K
Perl/PHP Software Engineer	Perl/PHP 软件工程师	Bachelor	2 - 7	200K	800K
UE/UI Engineer	用户体验/用户界面工程师	Bachelor	2 - 7	180K	500K
HTML Designer	HTML 工程师	Bachelor	3 - 7	180K	500K
Web Architect	网页架构师	Bachelor	2 - 7	240K	550K
Web Designer	网页设计师	Bachelor	2 - 7	180K	500K
Project Manager	项目经理	Bachelor	3 - 10	180K	600K
Service Delivery Manager	服务交付经理	Bachelor	7 - 15	200K	550K
ERP Consultant	ERP实施顾问	Bachelor	3 - 10	150K	600K
Technical Support Engineer	技术支持工程师	Bachelor	3 - 10	150K	600K
Testing Engineer	测试工程师	Bachelor	3 - 7	150K	800K

		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
				MIN	MAX
HARDWARE 硬件					
Hardware Director	硬件研发总监	PhD/Master	8 - 20	600K	1.2M
Hardware Manager	硬件研发经理	PhD/Master	5 - 15	300K	600K
Hardware Engineer	硬件研发工程师	PhD/Master	3 - 10	200K	400K
Architect	架构师	Master/Bachelor	5 - 10	400K	850K
Board Engineer	电极板工程师	Master/Bachelor	2 - 5	180K	350K
Field Service Engineer	现场服务工程师	Master/Bachelor	2 - 5	180K	350K
Helpdesk Engineer	服务台工程师	Master/Bachelor	2 - 5	120K	250K
Mechanical Engineer	硬件工程师	Master/Bachelor	2 - 5	230K	350K
PCB Layout Engineer	PCB 布局工程师	Master/Bachelor	2 - 5	220K	300K
Storage Solutions Engineer	库存解决方案工程师	Master/Bachelor	2 - 5	150K	350K
System Administrator	系统管理员	Master/Bachelor	2 - 5	150K	300K
Testing Engineer	测试工程师	Master/Bachelor	2 - 5	150K	300K
INTERNET 互联网					
CEO	首席执行官	MBA/Master	10 - 20	2.0M	10M
CMO	首席市场官	Master/Bachelor	10 - 15	1.2M	3.0M
CGO	首席增长官	Master/Bachelor	10 - 15	1.5M	3.0M
Product Director	产品总监	Master/Bachelor	8 - 10	600K	1.3M
Marketing Director	市场总监	Master/Bachelor	8 - 12	600K	1.2M
Sales Director	销售总监	Bachelor/College	8 - 10	600K	1.3M
Operations Director	运营总监	Master/Bachelor	8 - 12	500K	1.2M
PR Director	公关总监	Master/Bachelor	5 - 8	400K	900K
Branding Director	品牌总监	Master/Bachelor	5 - 8	400K	800K
Business Director	商务总监	Bachelor	5 - 8	400K	800K
Strategy Director	战略总监	Master/Bachelor	6 - 10	1.0M	2.5M
Business Analyst Director	商业分析总监	Master/Bachelor	8 - 12	800K	1.5M
User Growth Director	用户增长总监	Master/Bachelor	5 - 10	500K	1.0M
Content Marketing Director	内容营销总监	Master/Bachelor	5 - 7	400K	900K
Planning Manager	策划经理	Bachelor	3 - 10	240K	360K
Product Manager	产品经理	Master/Bachelor	3 - 7	200K	1.0M

HUMAN RESOURCES

人力资源

With the rapid development of internationalization and the Internet, the era of enterprises gaining advantages by seizing local markets is long gone. Companies all over the world are looking for "Internet thinking" human resource management talents worldwide.

Trend 1: Manpower, from resources to capital, being the engine for the leap in value

Today, companies in China and around the world, as well as government agencies, are paying to recruit top talents worldwide. In the past, enterprises established competitive barriers by monopolizing scarce resources and controlling sales channels. However, the impact of the Internet and wave of e-commerce have broken down these once impenetrable walls.

Having top talents and making full use of their creativity is the key to establishing a foundation and the success for today's business organizations.

Trend 2: Enhancing employee engagement is what strategic HR will be doing on a daily basis.

We are all looking for ways to improve employee performance.

The best practical research for globalization has consistently proven that high employee engagement will reduce resignation and absenteeism and increase job performance and morale.

Trend 3: The re-emergence of the entrepreneurial wave, and SMEs will face a more severe talent conundrum

Trend 4: Functional HR handling basic tasks will gradually be replaced by third party services

In most companies, it is difficult for HR to obtain higher administrative positions. The key reason is that HR focuses its efforts on functional tasks rather than focusing on critical tasks that directly affect business performance. Business leaders often directly link the judgment of a person's value to their contributions to the ultimate yield in businesses. The new round of transformation and upgrades of enterprises is introducing higher requirements for human resources management. We have seen that the administrative personnel managers of many companies are being taken away from a wide range of daily affairs to become assistants to CEOs

and general managers, and have begun to dictate the reservation of strategic core talents along with the training, development, and performance management tasks.

More and more HR practitioners are beginning to use advanced human capital management concepts and methods in their line of work. They have continued to bring "positive change" and "innovative ideas" to enterprises, as this is the inevitable path from being a functional HR to becoming a strategic HR.




Trend 5: Strategic HR will become a scarce resource

More and more companies are eager to have high-level HR talents with strategic natures, understands business operations, and can take the on the challenge of working in foreign countries when enterprises are in the process of advancing overseas M&A programs. They need to have professional and strategic thinking, management awareness, excellent overall capabilities (Professional-level HR, rich practical experience, and ability to create), global vision, and actual overseas experience to advance and realize the enterprise's overseas development strategy.

Trend 6: The ability to innovate will become the standard for recruiting foundational, intermediate and high-level talents.

During the process of going from "manufacturing" to "creating" for Chinese enterprises, the ability to innovate will become the standard for the introduction of foundational, intermediate and high-level talents. Innovation isn't just about developing new products, and it isn't exclusively associated with technical talents.

Trend 7: The format of the training shifts from lectures toward a gaming- and project-oriented direction.

Talents development and learning development positions have become popular positions valued by enterprises.

Trend 8: Go from mindless talent cultivation to establishing a forward-looking talent echelon in unison with the enterprise's strategies.

		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)
			MIN	MAX
CHO	首席人力资源官	MBA	15+	2.0M 4.0M
HR VP	人力资源副总裁	MBA	15+	1.2M 3.0M
HR Director	人力资源总监	MBA	15+	1.2M 2.0M
Sr. HR Business Partner	高级人力资源业务伙伴	Bachelor	10+	800K 1.5M
HR Business Partner	人力资源业务伙伴	Bachelor	8+	500K 800K
Sr. HR Manager	高级人力资源经理	Bachelor	10+	500K 850K
HR Manager	人力资源经理	Bachelor	8+	400K 600K
Plant HR Manager	工厂人事经理	Bachelor	8+	400K 600K
C&B Director	薪酬福利总监	Bachelor	10+	800K 1.5M
Comp Manager	薪酬经理	Bachelor	8+	400K 600K
Benefit Manager	福利经理	Bachelor	8+	400K 600K
Rewards Manager	奖酬管理经理	Bachelor	8+	400K 600K
Talent Acquisition Director	招聘总监	Bachelor	10+	650K 2.0M
Sr. Talent Development Manager	资深人才发展经理	Bachelor	10+	650K 1.2M
Talent Development Manager	人才发展经理	Bachelor	8+	400K 600K
Sr. Talent Management Manager	资深人才管理经理	Bachelor	10+	650K 1.5M
Talent Management Manager	人才管理经理	Bachelor	8+	400K 600K
Sr. Learning & Development Manager	资深学习和发展经理	Bachelor	10+	650K 1.5M
Learning & Development Manager	学习和发展经理	Bachelor	10+	400K 600K
Senior OD Manager	资深组织发展经理	Bachelor	10+	600K 1.5M
OD Manager	组织发展经理	Bachelor	8+	400K 600K
Sr. Training Manager	资深培训经理	Bachelor	10+	650K 1.0M
Training Manager	培训经理	Bachelor	8+	400K 600K
Sr. Employee Relationship Manager	员工关系经理	Bachelor	8+	650K 1.0M
Employee Branding Manager	雇主品牌经理	Bachelor	8+	400K 600K

ADVANCED MANUFACTURING

先进制造

The Chinese economy is still at a stage of deep adjustment within the long-term cycle. Under the background of the gradual integration of a new generation of information technology and manufacturing, changes in the manufacturing industry will be triggered: the application of information technology such as chips, big data and cloud computing are all showing exponential growth.

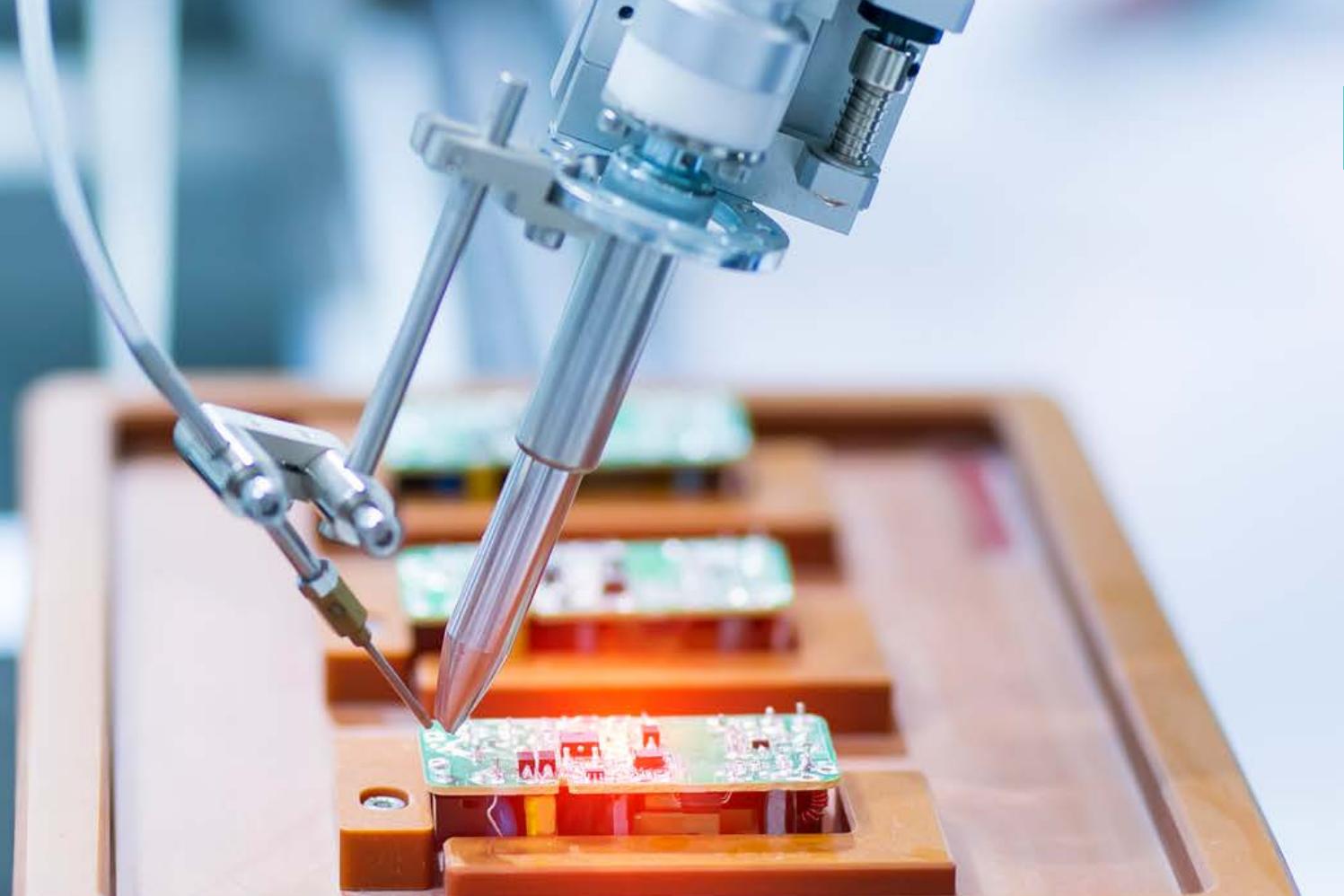
With the development of artificial intelligence and 5G, there is a consensus in the industry that advanced manufacturing is bound to become automated/digital/intelligent.

In this context, the manufacturing industry has indicated a new demand trend for talent: the arrival of the intelligent era will make versatile talent with information technology backgrounds even more popular.

For the development of new products, the ratio of software has seen annual increases as major companies have launched or will soon launch products with elements associated to "Internet of Things," and the challenge for these enterprises lies in how they will provide customers with more complete solutions.

For production management, flexible production management has gradually become a trend while industrial software is getting more and more attention from enterprises and countries.

Large enterprises with developed information management systems are investing more manpower and material resources into developing new artificial intelligence algorithms and data analysis models based on industrial big data. For positions that are customer-oriented, customer demands are changing at an accelerated rate as higher requirements are imposed on the practitioners.



				ANNUAL SALARY (RMB)												
	QUALIFICATION	EXPERIENCE (YEARS)		MIN	MAX		QUALIFICATION	EXPERIENCE (YEARS)		MIN	MAX					
MANAGEMENT 管理																
Deputy CEO	首席执行官	EMBA/MBA	25+	2.0M	6.0M		Channel Manager	渠道销售经理	Bachelor	10+	300K	500K				
VP/Managing Director	副总裁/执行总经理	EMBA/MBA	20+	1.5M	4.0M		Key Account Manager	大客户经理	Bachelor	5 - 10	250K	600K				
General Manager	总经理	MBA/Bachelor	20+	950K	2.5M		Marketing Director	市场总监	Master/Bachelor	15+	500K	1.0M				
BU Head	业务部门总监	MBA/Bachelor	15+	750K	1.8M		Senior Marketing Manager	高级市场经理	Master/Bachelor	10+	400K	800K				
R&D 研发																
R&D VP	研发副总	PHD/Master	20+	800K	1.7M		Marketing Manager	市场经理	Bachelor	5 - 10	250K	400K				
R&D Director	研发总监	PHD/Master	20+	600K	1.2M		Business Development Manager	业务拓展经理	Bachelor	5 - 10	250K	400K				
R&D Manager	研发经理	PHD/Master	15+	400K	1.0M		Product Manager	产品经理	Bachelor	5 - 8	250K	400K				
R&D Technical Supervisor/ Team Leader	技术主管	Master/Bachelor	10+	300K	700K		Marketing Communications Manager	市场传媒经理	Bachelor	5 - 8	250K	400K				
Mechanical Supervisor	机械主管	Master/Bachelor	8 - 15	250K	500K		OPERATION 运营									
Electrical Supervisor	电子/电气主管	Master/Bachelor	8 - 15	250K	500K		Operations VP	运营副总裁	EMBA/Bachelor	20+	800K	1.7M				
System Engineer	系统工程师	Master/Bachelor	5 - 10	200K	600K		Operations Director	运营总监	MBA/Bachelor	15+	600K	1.5M				
Hardware Engineer	硬件工程师	Master/Bachelor	3 - 10	150K	400K		Operations Manager	运营经理	Master/Bachelor	10+	450K	800K				
Software Engineer	软件工程师	Master/Bachelor	3 - 10	150K	600K		Engineering VP	工程副总裁	Master/Bachelor	20+	700K	1.5M				
Visual Engineer	视觉工程师	Master/Bachelor	5+	180K	400K		Engineering Director	工程总监	Master/Bachelor	15+	600K	1.2M				
FEA Engineer	失效/有限元分析工程师	Master/Bachelor	3 - 10	180K	300K		Engineering Manager	工程经理	Master/Bachelor	10 - 15	300K	500K				
Data Analysis Engineer	数据分析工程师	Master/Bachelor	5+	300K	600K		Lean Manufacturing Manager	精益生产经理	Bachelor	10 - 15	300K	800K				
Thermal Management Engineer	热管理工程师	Master/Bachelor	5+	200K	400K		Production Director	生产总监	Master/Bachelor	15+	450K	800K				
SALES & MARKETING 销售和市场																
General Manager - Sales	销售总经理	Master/Bachelor	20+	1.0M	2.0M		Production Manager	生产经理	Master/Bachelor	10+	300K	500K				
Sales Director	销售总监	Master/Bachelor	15+	750K	1.4M		Automation Manager	自动化经理	Bachelor	10 - 15	300K	500K				
Channel Director	渠道销售总监	Bachelor	15+	600K	1.0M		Quality Director	质量总监	Master/Bachelor	15+	650K	1.2M				
Senior Sales Manager	高级销售经理	Bachelor	10+	400K	650K		Quality Manager	质量经理	Bachelor	5 - 8	250K	500K				
Area Sales Manager	区域销售经理	Bachelor	10+	400K	600K		EHS Manager	EHS经理	Master/Bachelor	10 - 15	300K	500K				
Sales Manager	销售经理	Bachelor	8 - 10	300K	500K		Maintenance Manager	维修经理	Master/Bachelor	10 - 15	250K	500K				
							Facility Manager	厂务设施经理	Master/Bachelor	10 - 15	250K	500K				
							Project Director	项目总监	Master/Bachelor	15+	600K	1.2M				

				ANNUAL SALARY (RMB)						ANNUAL SALARY (RMB)		
	QUALIFICATION	EXPERIENCE (YEARS)		MIN	MAX		QUALIFICATION	EXPERIENCE (YEARS)		MIN	MAX	
SCM 供应链												
Supply Chain VP	供应链副总裁	Master/Bachelor	15+	1.0M	2.0M		R&D Director, Cloud	云平台研发负责人	PHD/Master	12+	1.5M	3.0M
Supply Chain Director	供应链总监	MBA/Bachelor	15+	800K	1.5M		Manager/Architect, Cloud	云平台研发经理/架构师	PHD/Master	10+	800K	1.5M
Supply Chain Manager	供应链经理	Bachelor	12+	500K	1.0M		Software Engineer, Cloud	云平台软件工程师	Master/Bachelor	3 - 10	200K	600K
Sourcing Director	采购总监	MBA/Bachelor	12+	500K	1.2M		Manager, Edge Computing	边缘计算研发经理	Master/Bachelor	8+	800K	2.0M
Sourcing & Purchasing Manager	采购经理	Bachelor	8 - 12	500K	800K		Edge Computing Engineer	边缘计算工程师	Master/Bachelor	3 - 10	400K	800K
Logistic Director	物流总监	MBA/Bachelor	12+	500K	1.2M		Solution Architect, IOT	解决方案架构师	Master/Bachelor	5 - 12	400K	700K
Logistic Manager	物流经理	Bachelor	8 - 12	500K	800K		Product Manager, IOT	产品经理, 物联网	Master/Bachelor	6 - 12	400K	700K
Planning Manager	计划经理	Bachelor	8 - 12	300K	600K		Project Manager, Industrial 4.0	项目实施经理	Master/Bachelor	5 - 10	400K	800K
Warehouse Manager	仓库经理	Bachelor	10 - 15	500K	800K		Algorithm Director	算法总监	PHD/Master	8+	1.5M	3.0M
Optimization Manager	流程优化经理	Bachelor	8 - 12	300K	600K		Senior Algorithm Engineer	资深算法工程师	PHD/Master	5 - 10	500K	1.0M
SEMICONDUCTOR, ELECTRICAL DEVICE 半导体/电子设备												
Director, IC Design	芯片设计总监	PHD/Master	12+	1.0M	1.8M		Algorithm Engineer	算法工程师	PHD/Master	2 - 5	200K	500K
Principal Engineer, IC Design	首席芯片设计工程师	PHD/Master	8 - 15	600K	1.2M		Cyber Security Director	网络安全总监	PHD/Master	12+	1.0M	2.0M
Senior Engineer, IC Design	高级芯片设计工程师	Master/Bachelor	5 - 8	300K	600K		Senior Engineer, Cyber Security	网络安全高级工程师	Master/Bachelor	6 - 15	500K	800K
Principal Engineer, IC Verification	首席芯片验证工程师	Master/Bachelor	8 - 15	600K	1.0M		Engineer, Cyber Security	网络安全工程师	Master/Bachelor	3 - 8	300K	600K
Senior Engineer, IC Verification	高级芯片验证工程师	Master/Bachelor	5 - 8	300K	600K							
FPGA Engineer	FPGA 工程师	Master/Bachelor	3 - 8	250K	500K							
ATE Test Engineer	ATE 测试工程师	Master/Bachelor	5 - 10	300K	600K							
PCB Engineer	PCB 工程师	Master/Bachelor	3 - 10	200K	400K							
Embedded Software Manager	嵌入式软件经理	Master/Bachelor	10+	400K	800K							
Embedded Software Engineer	嵌入式软件工程师	Master/Bachelor	3 - 10	200K	400K							
Embedded Test Engineer	嵌入式测试工程师	Master/Bachelor	3 - 10	150K	350K							
Java Back-end Engineer	Java后端开发工程师	Master/Bachelor	3 - 10	200K	600K							
iOS Developer	iOS开发工程师	Master/Bachelor	3+	150K	500K							
Android Developer	Android开发工程师	Master/Bachelor	3+	150K	500K							
Sr. Sales Manager	高级销售经理	Master/Bachelor	10+	400K	800K							
Sales Manager	销售经理	Master/Bachelor	5 - 10	250K	450K							
Voice Product Manager	语音产品经理	Master/Bachelor	5 - 10	200K	400K							
IOT Product Manager	IOT产品经理	Master/Bachelor	5 - 10	200K	400K							

MARKETING PROFESSIONAL SERVICES

营销专业服务

For the past five years, the marketing management area has been driven by digital media and big data. With the increasing expectations from consumers for brands, the marketing management area has undergone substantial changes in the companies' service models compared to companies 10 years ago. Today's marketing management has the following characteristics:

Channels for analyzing ROI approach has become more effective: AI has taken over the analysis of traditional marketing management performance.

Personalization has entered a new level: The core of ABM (Account-Based Marketing) is the creation of accurate data analysis and personalized content. The value for Content Marketing will gradually overtake the value for Mass Communication and the method for

effectively employing BGC, PGC and UGC will contribute to the strategic deployment of CMO.

New concepts for communication channels: The changes of trends within the industry means that marketers must have new concepts for communication channels. With the mass production of unmanned vehicles, drivers will have more free time to pay attention to the industry's trend changes and in-car marketing will be a new channel for communication.

Marketers must be consultants: As the effects launched by the market can be accurately obtained at a greater extent, CMOs have to be contributors to product and service optimization.

Looking back on 2019, more and companies have begun to establish their own creativity teams for brand communication and marketing. As consumers become more demanding on

brands, advertisers and advertising agencies have focused their deployment in "content marketing." Meanwhile, BAT has gone from being at the downstream side of the medium to the upstream, and entered the area of 4A. E-commerce has gone from being channels to brands and MNC, which has constantly agitated the flow of talent in the advertising industry. Consulting companies have crossed boundaries into the advertising industry while advertising companies have also begun to provide business transformation consulting services to customers.

We estimate that the lack of talent in the marketing professional services industry in 2020 will be in strategic planning, service integration, and the AI intelligent analysis competencies.



QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
		MIN	MAX

ADVERTISING COMMUNICATIONS & MEDIA DIGITAL AGENCY
 广告传播传媒数字服务公司（业务支持职能职位除外）

Leading 4A Agency 传统4A创意					
China CEO	中国区首席执行官	MBA	15+	2.0M	4.0M
Client Services Director	客户服务总监	Bachelor	10+	1.0M	1.5M
Business Director	业务总监	Bachelor	10+	1.0M	1.5M
Group Account Director	客户群总监	Bachelor	10+	800K	1.5M
Senior Account Director	高级客户总监	Bachelor	7+	600K	750K
Account Director	客户总监	Bachelor	5+	300K	550K
Executive Creative Director	执行创意总监	Bachelor	10+	1.0M	2.0M
Group Creative Director	创意群总监	Bachelor	9+	800K	1.0M
Senior Creative Director	高级创意总监	Bachelor	7+	550K	700K
Senior Art Director	高级美术指导	Bachelor	5+	300K	450K
Planning Director	策略总监	MBA	7+	600K	1.0M
Digital & IMC 数字整合营销					
China CEO	中国区首席执行官	MBA	13+	2.0M	4.0M
Business Director	业务总监	Bachelor	8+	800K	1.5M
Group Account Director	客户群总监	Bachelor	8+	700K	1.5M
Senior Account Director	高级客户总监	Bachelor	6+	500K	700K
Media Director	媒介总监	Bachelor	8+	450K	500K
Planning Director	策划总监	Bachelor	8+	450K	600K
SEM Director	搜索营销总监	Bachelor	8+	300K	550K
Content Director	内容总监	Bachelor	8+	400K	700K
Creative Director	创意总监	Bachelor	5+	400K	600K
Live Communication Agency 线下传播服务					
China General Manager	中国区总经理	MBA	16+	1.8M	3.0M
Business Director	业务总监	Bachelor	10+	700K	900K
Senior Account Director	高级客户总监	Bachelor	8+	500K	700K
Account Director	客户总监	Bachelor	6+	350K	500K
Creative Director	创意总监	Bachelor	8+	400K	600K
Production Director	物料总监	Bachelor	8+	400K	550K
Project Manager	搭建项目经理	Bachelor	5+	250K	400K

QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
		MIN	MAX

STRATEGY/PROFESSIONAL TECHNOLOGY CONSULTING AGENCY
 战略/专业领域技术咨询服务（业务支持职能除外）

Management Consulting 管理咨询					
Managing Partner	管理合伙人	MBA	20+	4.0M	6.0M
Senior Partner	高级合伙人	MBA	15+	3.0M	4.5M
Partner	合伙人	MBA	10+	2.0M	3.5M
Principle	董事	MBA	8+	1.5M	2.0M
Project Manager	项目经理	MBA	6+	1.0M	1.5M
Consultant	顾问	MBA	4+	800K	1.2M
Associate	助理	Master	2+	400K	600K
Data Research Firm 数据研究					
Senior Client Director	高级客户总监 (行业总监)	Bachelor	10+	600K	1.0M
Client Director	客户总监	Bachelor	8+	400K	650K
BD Director	业务拓展总监	Bachelor	8+	400K	650K
Consultant	顾问	Bachelor	5+	200K	350K
Research Manager	调研经理	Bachelor	6+	350K	500K
Specific Industry Solution Consulting - Automotive 细分行业解决方案咨询-汽车					
Regional Operation Director	大区运营总监	MBA	15+	1.0M	2.0M
Technical Director	技术方案总监	Master	10+	600K	800K
Project Manager	项目经理	Bachelor	8+	400K	500K
Project Engineer	项目工程师	Bachelor	3+	200K	350K
Sales Director	销售总监	Bachelor	10+	600K	1.0M



INVESTMENT AND MERGERS AND ACQUISITIONS

投资并购

The past 10 years with China offering free liquidity and a highly leverage stimulus package, China Inc went into a shopping spree around the world with the 'going aborad' policy. Assets such as real estate, sporting brands, hotels and even football players went into the shopping basket. The recruitment for investment professionals went into overdrive.

Back in 2016 we were obtaining close to 60 investment related roles in China, Hong Kong, London and New York per month. Each candidate had to go thru 3 rounds of interviews and an offer was given with an average pay rise of 37% to 80%. Every legal entity in China had an investment team, it ranges from manufacturing, real estate, retail, tech and mid-sized publicly listed entities.

Then a suddenly, the policy changed into a deleveraging mode along with only 'strategic' purchases were allowed due to the start of US/China trade war by Beijing.

Today, many China Incs are faced with basket of diversified purchases and tighter liquidity, a successful exit is a must. With a large pool of investment professionals with limited post transaction and exit experience, the market is suddenly face with abundance of investment professionals seeking new jobs as hiring demand moves into post transaction experts.

Late 2018, we witness an investment ad posted online which attracted 300 applicants in less than 48 hours.

As 2019 draws to close, we expect a large number of investment professionals to seek new opportunities such as business analysis, financial analysis or a more stable support function. Secondly, post transaction experts will continue to be in demand and the pool of talent remains scarce.

			QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB) MIN	ANNUAL SALARY (RMB) MAX
FOREIGN MULTINATIONAL INVESTMENT / BUSINESS DEVELOPMENT						
Chief Investment Officer, General Manager	首席投资官	Master/Bachelor	20+		2.5M	3.5M
Investment Director, Deputy General Manager	投资总监	Master/Bachelor	15++		1.3M	1.6M
Investment Manager	投资经理	Master/Bachelor	12++		600K	900K
Investment, Associate	投资助理	Master/Bachelor	5 to 6		400K	600K
Head of Fundraising, General Manager	融资总经理		13+		600K	800K
Fundraising Manager	融资经理		7+			
LOCAL CORPORATES INVESTMENT / BUSINESS DEVELOPMENT						
Chief Investment Officer	首席投资官	Master/Bachelor	20+		1.3M	1.6M
Investment Director	投资总监	Master/Bachelor	15+		700K	800K
Investment Manager	投资经理	Master/Bachelor	12++		500K	750K
Investment Associate	投资助理	Master/Bachelor	3 - 7		400K	600K
Head of Fundraising, General Manager	融资总经理	Bachelor	13+		400K	700K
Fundraising Manager	融资经理	Bachelor	7+		250K	400K



REAL ESTATE 地产

2019 was a year which saw the development speed of the real estate industry go from a high speed to a stable pace. "Live in and don't flip houses" has become a more and more popular consensus amongst the people.

In the past 20 years, the annual sales volume of new homes in China's real estate industry has more than quadrupled as it has increased from 100 million square meters to 1.7 billion square meters. The amazing growth is mainly driven by four factors: urbanization, demolition of old buildings and relocation, improvement of housing quality and increase in housing area per capita.

However, these four factors will gradually fade out over the next decade and there will be a gradual decline in the sales volume of new houses. This change comes for hitting a turning point and seeing a decline after a few peak years of total

sales volume. In the next decade or so, we predict that house prices will stabilize as they won't rise or decline and the average growth rate of house prices will be less than or equal to the growth rate of the GDP.

The Chinese government is also accelerating the establishment of a long-term mechanism for the real estate market. The real estate industry is going from being a quantitative industry to being a quantitative one as there are close links between the two, and the industry will turn over once it hits a critical point.

For "Live in and don't flip houses", there will be improvement projects of settlements, old residential communities and the activation of the leasing market.

For monetary situations, the real estate industry has adhered to a tightening policy at the capital level to ensure economic transformation in 2019. With regards to land resources, land financing has declined and the release of land resources is gradually on the rise.

For taxation, there is a need for a new taxation system as the weight proportion of individual C-side increases, the tax system will certainly see change.

As an important means of support to the national economy, the real estate industry has transformed from having high-speed development to high-quality development, which is consistent with the general national development trend. For real estate companies, how will they adjust to the pace of progress in

a new situation and setting, and break through? The various long-term rental apartments, pension real estate, cultural tourism real estate, commercial real estate, industrial real estate and other market segments have yet to see the test of time. The difficulty of financing, and high debts might be the most urgent issue that most real estate companies need to be resolve within the next couple of years.

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MANAGEMENT 管理					
Regional GM	大区总经理	Bachelor	20+	2.0M	6.0M
City GM	城市总经理	Bachelor	15+	1.8M	4.0M
Area GM	片区总经理	Bachelor	15+	1.2M	2.5M
Project GM	项目经理	Bachelor	10+	800K	2.5M

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
COMMERCIAL REAL ESTATE 商业地产					
Commercial General Manager	商业总经理	Bachelor	15+	1.0M	3.5M
Deputy Commercial General Manager	商业副总经理	Bachelor	10+	800K	1.5M
Leasing Director	招商总监	Bachelor	8+	600K	1.5M
Leasing Manager	招商经理	Bachelor	4+	250K	650K
Marketing Director	市场总监	Bachelor	8+	600K	1.3M
Marketing Manager	市场经理	Bachelor	5+	250K	600K
Operation Director	营运总监	Bachelor	10+	500K	1.0M
Operation Manager	营运经理	Bachelor	5+	250K	550K

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
DESIGN 设计					
Design Head	设计负责人	Bachelor	18+	1.5M	4.0M
Design Director	设计总监	Bachelor	12+	800K	1.5M
Architecture Design Director (Specialist)	建筑设计专业总监	Bachelor	10+	650K	1.2M
Manager of Architecture Design (Specialist)	建筑设计专业经理	Bachelor	6+	400K	650K
Landscape Design Director (Specialist)	景观设计专业总监	Bachelor	12+	650K	1.0M
Manager of Landscape Design (Specialist)	景观设计专业经理	Bachelor	6+	400K	600K
M&E Design Director (Specialist)	机电设计专业总监	Bachelor	10+	650K	1.0M
Manager of M&E Design (Specialist)	机电设计专业经理	Bachelor	6+	400K	600K
Interior Design Director (Specialist)	室内设计专业总监	Bachelor	10+	650K	1.0M
Manager of Interior Design (Specialist)	室内设计专业经理	Bachelor	6+	400K	600K
Structure Design Director (Specialist)	结构设计专业总监	Bachelor	10+	650K	1.0M
Manager of Structure Design (Specialist)	结构设计专业经理	Bachelor	6+	400K	600K

		QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
				MIN	MAX
ENGINEERING 工程					
Engineering Head	工程部负责人	Bachelor	18+	1.5M	4.0M
Engineering Director	工程部总监	Bachelor	10+	900K	1.3M
Manager of Engineering	工程经理	Bachelor	8+	450K	800K
Civil Engineering Director (Specialist)	土建工程专业总监	Bachelor	10+	650K	1.0M
Manager of Civil Engineering (Specialist)	土建工程专业经理	College	6+	350K	600K
M&E Engineering Director (Specialist)	机电工程专业总监	Bachelor	10+	650K	1.0M
Manager of M&E Engineering (Specialist)	机电工程专业经理	College	6+	350K	600K
Landscape Engineering Director (Specialist)	景观工程专业总监	Bachelor	10+	650K	1.0M
Manager of Landscape Engineering (Specialist)	景观工程专业经理	College	6+	350K	600K
Decoration Engineering Director (Specialist)	精装修工程专业总监	Bachelor	10+	650K	1.0M
Manager of Decoration Engineering (Specialist)	精装修工程专业经理	College	6+	350K	600K
Structure Engineering Director (Specialist)	结构工程专业总监	Bachelor	10+	650K	1.0M
Manager of Structure engineering (Specialist)	结构工程专业经理	College	6+	350K	600K
Curtain Wall Engineering Director (Specialist)	幕墙工程专业总监	Bachelor	10+	650K	1.0M
Manager of Curtain Wall Engineering (Specialist)	幕墙工程专业经理	College	6+	350K	600K
Maintenance Engineering Director (Specialist)	维保工程专业总监	Bachelor	10+	650K	1.0M
Manager of Maintenance Engineering (Specialist)	维保工程专业经理	College	6+	350K	600K

	QUALIFICATION	EXPERIENCE (YEARS)	ANNUAL SALARY (RMB)	
			MIN	MAX
SALES & MARKETING 营销				
Sales & Marketing Head	营销企划负责人	Bachelor	18+	1.5M
Sales & Marketing Director	营销总监	Bachelor	10+	800K
Manager of Sales & Marketing	营销经理	Bachelor	8+	350K
Marketing Planning Director	企划总监	Bachelor	8+	800K
Manager of Marketing Planning	企划经理	Bachelor	6+	400K
Media Channel Director	渠道总监	Bachelor	8+	600K
Manager of Media Channel	渠道经理	College	6+	400K
Marketing Analyzing Director	市场总监	Bachelor	8+	600K
Manager of Marketing Analyzing	市场经理	Bachelor	6+	350K
Manager of Sales Control (Specialist)	销控专业经理	College	6+	350K
Manager of Sales Support (Specialist)	销售支持专业经理	College	6+	350K
COST CONTROL 成本				
Cost Control Head	成本负责人	Bachelor	18+	1.5M
Cost Control Director	成本总监	Bachelor	10+	800K
Senior Manager of Cost Control	成本高级经理	Bachelor	8+	550K
Manager of Cost Control	成本经理	Bachelor	6+	450K
Manager of Civil Cost Control	土建成本专业经理	Bachelor	6+	350K
Manager of M&E Cost Control	机电成本专业经理	Bachelor	6+	350K

		ANNUAL SALARY (RMB)			
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
INVESTMENT 投资					
Investment Head	投资负责人	Bachelor	18+	1.5M	4.0M
Investment Director (Specialist)	投资专业总监	Bachelor	10+	1.0M	2.5M
Deputy Investment Director (Specialist)	投资专业高级经理	Bachelor	8+	600K	1.0M
Assistant Investment Director (Specialist)	投资专业经理	Bachelor	6+	400K	700K
Investment & Development Director	开发总监	Bachelor	12+	800K	1.5M
Deputy Investment & Development Director	开发高级经理	Bachelor	10+	450K	800K
Assistant Investment & Development Director	开发经理	Bachelor	6+	350K	550K
CUSTOMER SERVICE 客服					
Customer Service Director	客服总监	Bachelor	12+	800K	1.5M
Senior Manager of Customer Service	客服高级经理	Bachelor	10+	500K	800K
Manager of Customer Service	客服经理	College	6+	350K	550K
CUSTOMER & MARKET RESEARCH 客户与市场研究					
Customer Service Director	客户与市场研究总监	Bachelor	12+	800K	1.5M
Senior Manager of Customer Service	客户与市场研究高级经理	Bachelor	10+	500K	800K
Manager of Customer Service	客户与市场研究经理	Bachelor	6+	400K	550K
PROCEDURE MANAGEMENT 运营					
Procedure Management Director	运营总监	Bachelor	12+	800K	1.5M
Senior Manager of Procedure Management	运营高级经理	Bachelor	10+	500K	800K
Manager of Procedure Management	运营经理	Bachelor	6+	400K	550K

		ANNUAL SALARY (RMB)			
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	
FINANCE 财务					
Finance Director	财务总监	Bachelor	12+	800K	2.5M
Senior Manager of Finance	财务高级经理	Bachelor	10+	500K	800K
Manager of Finance	财务经理	Bachelor	6+	350K	550K
HR & ADMIN 综管					
HR & Admin Director	人力资源行政总监	Bachelor	12+	800K	2.5M
Senior Manager of HR & Admin	人力资源行政高级经理	Bachelor	10+	500K	900K
Manager of HR & Admin	人力资源行政经理	Bachelor	6+	350K	550K
Senior Manager of HR (Specialist)	人力资源专业高级经理	Bachelor	10+	500K	900K
Manager of HR (Specialist)	人力资源专业经理	Bachelor	6+	350K	550K
Senior Manager of Admin (Specialist)	行政专业高级经理	Bachelor	10+	450K	600K
Manager of Admin (Specialist)	行政专业经理	Bachelor	6+	350K	500K
Senior Manager of Legal Affairs (Specialist)	法务专业高级经理	Bachelor	10+	550K	900K
Manager of Legal Affairs (Specialist)	法务专业经理	Bachelor	6+	350K	550K
Senior Manager of IT (Specialist)	IT专业高级经理	Bachelor	10+	450K	800K
Manager of IT (Specialist)	IT专业经理	Bachelor	6+	350K	500K