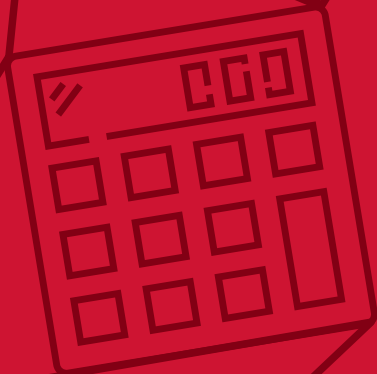


The background is a solid red color with a network of thin white lines connecting various business-related icons. These icons include a pie chart, a briefcase, a laptop, a cloud with arrows, a bar chart, a clock, a lightbulb, a person in a suit, and a checklist.

rh

SALARY GUIDE 2020



Whether you're looking to hire or you're looking for your next job, contact Robert Half today.

Contact us

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About Robert Half



David Jones

Senior Managing Director,
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FOREWORD

Right now, the world is in a state of flux. In a short period of time, the impacts of COVID-19 have sent shockwaves around the global economy like nothing we've ever seen before. Continuing, yet necessary, Government restrictions to curb the spread of the virus are presenting both unprecedented challenges and opportunities in the way we work and run organisations, with the full impact of consumer sentiment and unemployment levels yet to play out.

As we reflect on the state of play in our current business environment, we know that 'uncertainty' is likely to remain a key consideration for many businesses, their business partners and customers for some time.

With wage growth expected to slow down significantly, it remains important to pay your staff according to their worth and future potential. Keeping up to date with the latest salaries is vital to develop more adaptable and resilient organisations as companies carefully balance their resources with the need to build robust, talented, and engaged workforces that will pull them through this crisis.

In this constantly evolving and changing environment, we have adapted our 2020 Robert Half Salary Guide, so business leaders can use our staffing expertise and insights to help navigate the year ahead. Indeed, this is a challenging time, but it's also a time of opportunity – one that we're eager to support both you and your business in exploring over the months ahead.



REMUNERATION & BENEFITS TRENDS

Wages in the Hong Kong job market have dipped as the impacts of COVID-19 continue to grip the national and global economy. While data from the Hong Kong government's Census and Statistics Department shows wages declined by 0.2% in the first quarter of 2020¹, rising unemployment seen in the first half of this year² will continue to put downward pressure on salaries. Similarly, some workers – especially in the financial sector – are experiencing significant cuts to their annual bonuses.³

Even with more professionals to choose from in the talent pool, in-demand talent that is in short supply can still command competitive wages as they are critical to overcoming challenges and adapting to the new world of work.

¹ Census and Statistics Department, The Government of the Hong Kong Special Administrative Region, March 2020, Quarterly Report of Wage and Payroll Statistics

² Census and Statistics Department, The Government of the Hong Kong Special Administrative Region, June 2020, Labour Statistics

³ South China Morning Post, June 2020, Hong Kong Bankers Suffer Sharp Cuts in Pay, Bonuses as Pandemic-Driven Downturn Weighs on Outlook, Headhunters Say

For example, roles such as cyber-security are crucial to minimising risk as companies accelerate digital transformation initiatives while talented developers are key to quickly rolling out new digital products and services as market demands change.

The pressure to cut costs has been mounting for some companies but recruiting new employees at a lower-than-market rate is rarely an effective long-term solution – even when unemployment is high. Paying top performing staff well is key to maximising productivity when it matters most while ensuring companies are not left with gaps in their workforce when the market rebounds.

With pay rises not likely to be on the business agenda any time soon and with working from home now a necessity rather than a company benefit for many organisations, companies need to get creative when it comes to rewarding their staff to keep them motivated and engaged.

Here are a few ways to reward your staff in today's market



Mental/financial/physical wellbeing initiatives (eg. virtual counselling, employee financial education, online gym sessions)



Ergonomic allowance (eg. ergonomic desk/ chair to work from home)



Access to the latest technology and tools



Training and upskilling initiatives, including a career plan



Retention bonuses



91%

of global HR leaders support remote work arrangements continuing post COVID-19⁴

⁴ Human Resources Director Australia, 2020, Almost all are keen on seeing flexi-work continue post-COVID-19, found HRD

WORKPLACE TRENDS

Remote working is here to stay

COVID-19 has accelerated the speed at which organisations are developing and investing in the tools, infrastructure and skills required to mobilise entire workforces from a distance. Today, it's looking increasingly likely that this large-scale 'mobility' from outside the office will become part of the fabric of working life for some time to come, and in many cases, permanently.

To ensure remote working on a large scale remains effective and sustainable throughout 2020 and beyond, companies should take proactive steps to help teams adapt to the 'new normal'. Specifically, it will be essential to provide additional training and support in areas such as building relationships and engaging with customers from a distance, working securely, and using collaboration tools efficiently.

Find out more about how to successfully adapt your team to remote working

ROBERT HALF

Flexible staffing to support growth and continuity

With a recent LinkedIn survey⁵ revealing that almost two-thirds (62%) of talent professionals think COVID-19 has made it more challenging to hire according to plan, companies need a smart staffing plan to support business growth and continuity as they navigate uncertainty throughout the remainder of 2020.

Whether it's improving tech capabilities, or rolling out new products and services for changing customer needs, a flexible approach to staffing – using temporary and contract workers – could help companies fill critical skills gaps fast enough to make an impact in their market.

Additionally, bringing on board temporary workers is not only a cost efficient staffing solution, it also allows companies to build an agile team that is responsive to changing conditions without compromising on the required institutional knowledge and business-critical skills that will support the company through COVID-19 and beyond.

⁵ LinkedIn Talent Blog, 2020, The Biggest Challenges Recruiters Are Wrestling with Right Now

Key steps to create a smart staffing plan



Evaluate goals and projects



Conduct a skills audit



Create a staffing plan that addresses skills gaps



Engage a temporary solution

Find out more about how to create a smart and flexible staffing plan



Only **63%**

of Hong Kong employees are engaged
in their work⁶

⁶ Qualtrics, 2020, 2020 Employee Experience Trends

The importance of staff retention

Even in a market with high unemployment rates, companies should not assume their top performers will stay with the company. Staff who feel out of touch with key organisational decisions, or even undervalued, can quickly become disengaged and unproductive. Experiences such as these can lead to an increased likelihood that sought-after workers will seek greater security and purpose by exploring new roles outside the organisation. What's more, highly skilled employees could eventually be tempted by companies who are actively hiring.

With the quality of company retention initiatives likely to be put to the test throughout the rest of 2020, hiring managers must take steps to build an employee brand that attracts talented staff and encourages loyalty in the current environment as well as the future. Focusing on employee wellness – especially among remote staff – as well as encouraging regular catch-ups with staff, offering flexible working practices, maintaining professional development, and increased transparency are likely to be key retention methods during this precarious time.

Find out more about how to improve staff retention
during COVID-19

ROBERT HALF



77%

of Hong Kong employees report improved health resulting from employee assistance programs⁷

⁷ City Mental Health Alliance, 2019, The Cost of Mental Ill Health for Employers in Hong Kong

Increased focus on mental health and team morale

Workplaces have been greatly disrupted and the current work environment can be a leading cause of employee stress, adversely impacting team morale and people's mental health.

Boosting morale and supporting mental health is likely to be a greater challenge in the current environment compared to pre-pandemic – especially when some or all staff are working remotely. Despite this, employers should prioritise their staff's wellbeing and put steps in place to cultivate a positive and cohesive working environment.

In the foreseeable future, implementing strategies to keep communication lines open (virtually or in-person) will be essential for ensuring employees feel heard, reassured, and connected to leaders and colleagues at times of flux. What's more, team building exercises, raising awareness of mental health issues and support programs, and empowering employees to discuss and make decisions about their future in the organisation could all be effective measures for promoting positive states of mind in 2020.

Find out more about how to rebuild team morale while working (semi-)remotely

The costs of mental ill health to employers is up to 90x greater than the costs of preventative measures⁸

⁸ City Mental Health Alliance, 2019, The Cost of Mental Ill Health for Employers in Hong Kong

Resilience is key to staying competitive

By building operational resilience amidst the uncertainty of COVID-19, companies are likely to place themselves on a stronger foundation from which they can quickly launch and excel during better times ahead.

Operational resilience refers to the ability of companies to quickly absorb stress, adjust to disruption and continue to move forward, delivering products and services in altered circumstances.

In the current environment, some of the most common disruptive forces affecting companies include changes to the way staff work, rapidly shifting consumer demands, and interrupted supply chains – among many others.

43% of executives in Asia Pacific say COVID-19 has heightened their awareness of business continuity risks⁹

⁹ Tricor Global, 2020, Business Sentiment & Resilience Barometer Report

Key leadership qualities that can help optimise operational resilience



Make fast and informed decisions to 'pivot' strategies and resources in response to change, embracing a 'trial and error' approach to finding solutions



Prioritise feedback from customers, teams and stakeholders



Invest wisely in IT infrastructure and tools



Cultivate an engaged and motivated workforce through increased communication, empathy, and be prepared to offer support where required

Find out more about how to bolster your company's operational resilience through COVID-19

HOW TO USE THE SALARY PERCENTILES

Because employers and jobseekers are looking for very detailed salary information, the Robert Half Salary Guide reports on starting pay ranges by percentiles. These salary percentiles are determined by a candidate's skillset and experience level, as well as the complexity of the role.

The salary figures represent gross yearly salaries. Bonuses, incentives and other forms of remuneration are not taken into account.

The salaries listed are based on actual placements made by our office in Hong Kong, as well as an analysis of the demand for the role, the supply of talent and other market conditions.

In some situations, it's possible that remuneration would fall above or below the percentiles provided. We can help you determine appropriate salary levels for new hires based on your business goals and budget.

PERCENTILES	25 th	50 th (Midpoint)	75 th	95 th
CANDIDATE EXPERIENCE LEVEL	Less experience than typical	Average experience	More experience than typical	Significant, highly relevant experience
CANDIDATE SKILLS/ EXPERTISE	Skills require development	Necessary skills to meet job requirements	Strong skillset; may include specialised certifications	High level of expertise, including specialised certifications
JOB COMPLEXITY/ DUTIES	Role may be in an industry with low competition for talent or in a smaller, less complex organisation or department	Role may be of average complexity or in an industry where competition for talent is moderate	Role may be fairly complex or in a fairly competitive industry for talent	Role may be highly complex and more strategic in nature than usual; may be in a competitive industry for talent

FINANCE AND ACCOUNTING

IN-DEMAND TEMPORARY ROLES

- Financial Analyst
- Financial Accountant
- Assistant Accountant

IN-DEMAND PERMANENT ROLES

- Credit Collector
- Treasury Analyst
- Commercial Analyst

IN-DEMAND SOFT SKILLS

- **Communication skills**
- Business partnering skills
- **Adaptability**

IN-DEMAND TECHNICAL SKILLS

- Power BI
- Microsoft 365
- SAP/Oracle

FINANCE AND ACCOUNTING SALARIES

TITLES		Company turnover*	PERCENTILES			
			25 th	50 th (Midpoint)	75 th	95 th
FINANCIAL REPORTING/ ACCOUNTING	Assistant Accountant	S/M	\$204,000	\$216,000	\$240,000	\$264,000
		L	\$216,000	\$240,000	\$266,000	\$294,000
	Financial Accountant	S/M	\$291,000	\$319,000	\$351,000	\$387,000
		L	\$324,000	\$356,000	\$392,000	\$431,000
	Manager	S/M	\$420,000	\$470,000	\$500,000	\$520,000
		L	\$560,000	\$600,000	\$680,000	\$740,000
FINANCIAL CONTROLLING	Financial Controller	S/M	\$680,000	\$800,000	\$880,000	\$960,000
		L	\$840,000	\$1,000,000	\$1,050,000	\$1,150,000
	Finance Director	S/M	\$800,000	\$880,000	\$1,000,000	\$1,200,000
		L	\$1,200,000	\$1,500,000	\$1,800,000	\$2,000,000
	CFO	S/M	\$1,000,000	\$1,220,000	\$1,600,000	\$1,800,000
		L	\$1,600,000	\$1,900,000	\$2,500,000	\$3,000,000

* Small companies (S): < HK\$ 50 million, Mid-size companies (M): HK\$ 50 million - HK\$ 150 million, Large companies (L): > HK\$ 150 million

See [page 13](#) for how to use the salary percentiles.

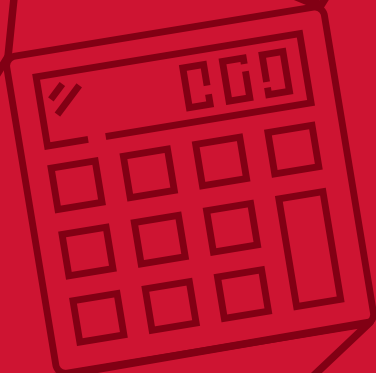
ROBERT HALF

TITLES		Company turnover*	25 th	50 th (Midpoint)	75 th	95 th
FINANCIAL PLANNING & ANALYSIS/BUSINESS	Financial Analyst	S/M	\$300,000	\$330,000	\$380,000	\$430,000
		L	\$370,000	\$410,000	\$450,000	\$500,000
	Financial Planning & Analysis Manager/Business Controller	S/M	\$450,000	\$540,000	\$680,000	\$740,000
		L	\$660,000	\$740,000	\$860,000	\$1,000,000
	Head of Financial Planning & Analysis	S/M	\$780,000	\$900,000	\$1,020,000	\$1,200,000
		L	\$1,200,000	\$1,400,000	\$1,600,000	\$1,800,000
INTERNAL AUDIT	Internal Auditor	S/M	\$310,000	\$400,000	\$510,000	\$580,000
		L	\$420,000	\$520,000	\$600,000	\$660,000
	Manager	S/M	\$520,000	\$576,000	\$660,000	\$720,000
		L	\$580,000	\$750,000	\$840,000	\$940,000
	Head of Internal Audit/ Internal Audit Director	L	\$1,100,000	\$1,500,000	\$1,800,000	\$2,000,000

* Small companies (S): < HK\$ 50 million, Mid-size companies (M): HK\$ 50 million - HK\$ 150 million, Large companies (L): > HK\$ 150 million

TITLES		Company turnover*	25 th	50 th (Midpoint)	75 th	95 th
TAX	Analyst	S/M	\$250,000	\$280,000	\$340,000	\$400,000
		L	\$420,000	\$430,000	\$460,000	\$480,000
	Manager	S/M	\$500,000	\$600,000	\$720,000	\$800,000
		L	\$840,000	\$1,020,000	\$1,200,000	\$1,400,000
	Head of Tax/Tax Director	L	\$1,500,000	\$1,900,000	\$2,300,000	\$2,500,000
TREASURY	Analyst	S/M	\$280,000	\$340,000	\$400,000	\$430,000
		L	\$345,000	\$420,000	\$500,000	\$540,000
	Manager	S/M	\$540,000	\$580,000	\$600,000	\$640,000
		L	\$600,000	\$780,000	\$900,000	\$1,000,000
	Treasurer	L	\$900,000	\$1,300,000	\$1,600,000	\$1,800,000
CORPORATE FINANCE	Analyst	S/M	\$330,000	\$380,000	\$420,000	\$460,000
		L	\$480,000	\$520,000	\$580,000	\$640,000
	Manager	S/M	\$540,000	\$580,000	\$600,000	\$640,000
		L	\$620,000	\$670,000	\$720,000	\$780,000
	Director	L	\$900,000	\$1,200,000	\$1,410,000	\$1,600,000

* Small companies (S): < HK\$ 50 million, Mid-size companies (M): HK\$ 50 million - HK\$ 150 million, Large companies (L): > HK\$ 150 million



Want to know how much you should be earning? Use our Robert Half Salary Calculator.

[Calculate your salary](#)

FINANCIAL SERVICES

IN-DEMAND ROLES

- Fund Accounting Manager
- Compliance Manager
- Finance Manager

IN-DEMAND SOFT SKILLS

- **Interpersonal skills**
- Stakeholder management skills
- Language skills (Cantonese, English, Mandarin)

IN-DEMAND TECHNICAL SKILLS

- IFRS 17 reporting
- Fund accounting
- Liquidity risk

FINANCIAL SERVICES SALARIES

TITLES	PERCENTILES				
	25th	50th (Midpoint)	75th	95th	
FINANCE & ACCOUNTING/ CONTROL	Insurance				
	Assistant Officer/Officer/Senior Officer	\$230,000	\$290,000	\$330,000	\$440,000
	Assistant Finance Manager/Manager	\$460,000	\$550,000	\$650,000	\$760,000
	Senior Finance Manager/Functional Head	\$770,000	\$950,000	\$1,250,000	\$1,500,000
	Financial Controller/CFO	\$1,500,000	\$1,800,000	\$2,100,000	\$2,500,000
	Virtual/Retail/Commercial Bank				
	Officer/Senior Officer	\$220,000	\$260,000	\$320,000	\$360,000
	Assistant Finance Manager	\$360,000	\$400,000	\$460,000	\$540,000
	Finance Manager/Senior Finance Manager	\$540,000	\$600,000	\$720,000	\$960,000
	Head of Finance/CFO	\$1,020,000	\$1,400,000	\$1,800,000	\$2,200,000
	Corporate and Investment Bank				
	Associate/Senior Associate	\$480,000	\$570,000	\$680,000	\$720,000
	AVP/VP	\$720,000	\$880,000	\$1,050,000	\$1,200,000
	Finance Director/Financial Controller/Executive Director	\$1,200,000	\$1,300,000	\$1,400,000	\$1,500,000
	CFO/Managing Director	\$1,600,000	\$1,800,000	\$2,000,000	\$2,500,000

See [page 13](#) for how to use the salary percentiles.

ROBERT HALF

TITLES	25th	50th (Midpoint)	75th	95th		
FINANCE & ACCOUNTING/ CONTROL	Securities Brokerage					
	Assistant Finance Manager	\$360,000	\$400,000	\$480,000	\$540,000	
	Finance Manager/Senior Finance Manager	\$540,000	\$600,000	\$720,000	\$960,000	
	Finance Director/Financial Controller	\$720,000	\$960,000	\$1,080,000	\$1,200,000	
	Head of Finance/CFO	\$1,020,000	\$1,400,000	\$1,600,000	\$1,800,000	
	Private Equity/Hedge Fund/Asset Management					
	Fund Accountant/Senior Fund Accountant/ Assistant Finance Manager	\$300,000	\$360,000	\$430,000	\$540,000	
	Finance Manager/Finance AVP	\$540,000	\$600,000	\$650,000	\$720,000	
	Senior Finance Manager/Finance VP	\$720,000	\$870,000	\$1,050,000	\$1,200,000	
	Financial Controller/Finance Director	\$1,200,000	\$1,300,000	\$1,400,000	\$1,600,000	
	Head of Finance/CFO	\$1,550,000	\$1,850,000	\$2,160,000	\$3,000,000	
	INTERNAL AUDIT	Auditor/Senior Auditor	\$250,000	\$380,000	\$430,000	\$480,000
		Assistant Audit Manager/Audit Manager	\$420,000	\$540,000	\$625,000	\$780,000
Senior Audit Manager		\$720,000	\$850,000	\$960,000	\$1,200,000	
Head of Audit		\$1,000,000	\$1,320,000	\$1,550,000	\$1,800,000	

See [page 13](#) for how to use the salary percentiles.

TITLES	25th	50th (Midpoint)	75th	95th
RISK				
Market Risk				
Associate	\$300,000	\$370,000	\$430,000	\$480,000
Manager/AVP	\$500,000	\$650,000	\$720,000	\$880,000
Senior Manager/VP	\$900,000	\$1,000,000	\$1,200,000	\$1,400,000
SVP/MD	\$1,500,000	\$1,850,000	\$2,200,000	\$2,400,000
Liquidity Risk				
Associate	\$320,000	\$380,000	\$440,000	\$500,000
Manager/AVP	\$520,000	\$620,000	\$750,000	\$900,000
Senior Manager/VP	\$930,000	\$1,100,000	\$1,300,000	\$1,500,000
SVP/MD	\$1,600,000	\$1,900,000	\$2,100,000	\$2,400,000
Credit Risk				
Associate	\$240,000	\$290,000	\$340,000	\$400,000
Manager/AVP	\$420,000	\$480,000	\$530,000	\$600,000
Senior Manager/VP	\$750,000	\$950,000	\$1,150,000	\$1,300,000
SVP/MD	\$1,350,000	\$1,580,000	\$1,820,000	\$2,000,000

See [page 13](#) for how to use the salary percentiles.

TITLES	25th	50th (Midpoint)	75th	95th	
RISK	Operations Risk				
	Associate	\$220,000	\$280,000	\$360,000	\$450,000
	Manager/AVP	\$480,000	\$530,000	\$650,000	\$720,000
	Senior Manager/VP	\$800,000	\$950,000	\$1,080,000	\$1,200,000
	SVP/MD	\$1,300,000	\$1,520,000	\$1,680,000	\$1,800,000
	Market/Liquidity/Credit/Operations Risk				
	Head of Risk/Chief Risk Officer	\$1,800,000	\$2,200,000	\$2,500,000	\$2,800,000
COMPLIANCE	Insurance - General Compliance				
	Associate/Assistant Manager	\$310,000	\$360,000	\$420,000	\$480,000
	Manager/AVP	\$420,000	\$500,000	\$630,000	\$700,000
	Senior Manager/VP	\$690,000	\$800,000	\$910,000	\$1,100,000
	Director/Section Head	\$1,150,000	\$1,300,000	\$1,480,000	\$1,600,000
	Head of Compliance/Chief Compliance Officer	\$1,500,000	\$1,680,000	\$1,800,000	\$2,000,000

See [page 13](#) for how to use the salary percentiles.

TITLES	25th	50th (Midpoint)	75th	95th
COMPLIANCE	Virtual/Retail/Commercial Bank - AML/FCC			
Associate/Assistant Manager	\$320,000	\$400,000	\$420,000	\$460,000
Manager/AVP	\$420,000	\$600,000	\$690,000	\$720,000
Senior Manager/VP	\$940,000	\$1,140,000	\$1,200,000	\$1,280,000
Director/Section Head	\$1,200,000	\$1,350,000	\$1,400,000	\$1,600,000
	Virtual/Retail/Commercial Bank - Compliance Testing			
Associate/Assistant Manager	\$300,000	\$380,000	\$420,000	\$460,000
Manager/AVP	\$420,000	\$580,000	\$650,000	\$700,000
Senior Manager/VP	\$760,000	\$950,000	\$1,100,000	\$1,200,000
Director/Section Head	\$1,100,000	\$1,280,000	\$1,350,000	\$1,400,000
	Virtual/Retail/Commercial Bank - Regulatory Compliance			
Associate/Assistant Manager	\$300,000	\$384,000	\$420,000	\$450,000
Manager/AVP	\$420,000	\$600,000	\$700,000	\$720,000
Senior Manager/VP	\$780,000	\$960,000	\$1,140,000	\$1,300,000
Director/Section Head	\$1,200,000	\$1,350,000	\$1,480,000	\$1,550,000
	Virtual/Retail/Commercial Bank			
Head of Compliance/Chief Compliance Officer	\$1,400,000	\$1,800,000	\$2,000,000	\$2,400,000

See [page 13](#) for how to use the salary percentiles.

ROBERT HALF

TITLES	25th	50th (Midpoint)	75th	95th
COMPLIANCE	Corporate and Investment Bank - AML/FCC			
	Associate/Assistant Manager	\$320,000	\$400,000	\$450,000
	Manager/AVP	\$420,000	\$650,000	\$750,000
	Senior Manager/VP	\$780,000	\$1,000,000	\$1,380,000
	Director/Section Head	\$1,200,000	\$1,350,000	\$1,600,000
	Corporate and Investment Bank - Compliance Testing			
	Associate/Assistant Manager	\$300,000	\$384,000	\$450,000
	Manager/AVP	\$420,000	\$600,000	\$720,000
	Senior Manager/VP	\$780,000	\$960,000	\$1,300,000
	Director/Section Head	\$1,200,000	\$1,350,000	\$1,550,000
	Corporate and Investment Bank - Control Room			
	Associate/Assistant Manager	\$360,000	\$400,000	\$460,000
	Manager/AVP	\$420,000	\$600,000	\$720,000
	Senior Manager/VP	\$800,000	\$960,000	\$1,300,000
	Director/Section Head	\$1,200,000	\$1,400,000	\$1,800,000

See [page 13](#) for how to use the salary percentiles.

TITLES	25th	50th (Midpoint)	75th	95th
COMPLIANCE	Corporate and Investment Bank - Product Compliance			
	Associate/Assistant Manager	\$420,000	\$480,000	\$520,000
	Manager/AVP	\$550,000	\$650,000	\$720,000
	Senior Manager/VP	\$780,000	\$960,000	\$1,200,000
	Director/Section Head	\$1,400,000	\$1,550,000	\$1,680,000
	Corporate and Investment Bank - Regulatory Compliance			
	Associate/Assistant Manager	\$300,000	\$384,000	\$420,000
	Manager/AVP	\$420,000	\$600,000	\$720,000
	Senior Manager/VP	\$780,000	\$960,000	\$1,140,000
	Director/Section Head	\$1,200,000	\$1,440,000	\$1,650,000
	Corporate and Investment Bank			
	Head of Compliance/Chief Compliance Officer	\$1,600,000	\$1,800,000	\$2,000,000
			\$2,400,000	

See [page 13](#) for how to use the salary percentiles.

TITLES	25th	50th (Midpoint)	75th	95th
COMPLIANCE	Securities Brokerage - General Compliance			
Associate/Assistant Manager	\$300,000	\$350,000	\$400,000	\$450,000
Manager/AVP	\$420,000	\$480,000	\$550,000	\$600,000
Senior Manager/VP	\$650,000	\$720,000	\$800,000	\$1,000,000
Director/Section Head	\$900,000	\$1,200,000	\$1,350,000	\$1,400,000
Head of Compliance/Chief Compliance Officer	\$1,080,000	\$1,320,000	\$1,600,000	\$1,800,000
	Hedge Fund/Asset/Investment Management - General Compliance			
Associate/Assistant Manager	\$320,000	\$360,000	\$420,000	\$480,000
Manager/AVP	\$420,000	\$500,000	\$630,000	\$700,000
Senior Manager/VP	\$690,000	\$800,000	\$910,000	\$1,200,000
Director/Section Head	\$1,200,000	\$1,400,000	\$1,650,000	\$1,800,000
	Hedge Fund/Asset/Investment Management - Investment Compliance			
Associate/Assistant Manager	\$360,000	\$400,000	\$450,000	\$480,000
Manager/AVP	\$440,000	\$600,000	\$720,000	\$780,000
Senior Manager/VP	\$780,000	\$960,000	\$1,200,000	\$1,280,000
Director/Section Head	\$1,400,000	\$1,580,000	\$1,750,000	\$1,800,000
	Hedge Fund/Asset/Investment Management			
Head of Compliance/Chief Compliance Officer	\$1,500,000	\$1,650,000	\$1,800,000	\$2,000,000

See [page 13](#) for how to use the salary percentiles.

ROBERT HALF

TITLES	25th	50th (Midpoint)	75th	95th	
OPERATIONS	Middle Office/Trade Support (All Products)				
	Analyst	\$324,000	\$380,000	\$439,000	\$468,000
	Associate/Manager/AVP	\$468,000	\$591,000	\$717,000	\$800,000
	VP	\$850,000	\$1,100,000	\$1,295,000	\$1,450,000
	SVP/MD	\$1,450,000	\$1,600,000	\$1,800,000	\$2,100,000
	Fund Accounting/Administrator				
	Analyst	\$280,000	\$320,000	\$380,000	\$410,000
	Associate/Manager/AVP	\$410,000	\$485,000	\$555,000	\$600,000
	VP	\$624,000	\$819,000	\$1,048,000	\$1,200,000
	SVP/MD	\$1,100,000	\$1,300,000	\$1,500,000	\$1,800,000
	Client Services/Marketing Support				
	Analyst	\$312,000	\$370,000	\$427,000	\$465,000
	Associate/Manager/AVP	\$465,000	\$591,000	\$717,000	\$800,000
	VP	\$800,000	\$1,044,000	\$1,288,000	\$1,450,000
	SVP/MD	\$1,450,000	\$1,600,000	\$1,800,000	\$2,000,000

See [page 13](#) for how to use the salary percentiles.

TITLES	25th	50th (Midpoint)	75th	95th	
OPERATIONS	Equity Settlements/Fixed Income Settlements				
	Analyst	\$247,000	\$280,000	\$312,000	\$360,000
	Associate/Manager/AVP	\$360,000	\$398,000	\$500,000	\$600,000
	VP	\$600,000	\$725,000	\$950,000	\$1,100,000
	SVP/MD	\$1,100,000	\$1,200,000	\$1,250,000	\$1,300,000
	Corporate Actions				
	Analyst	\$295,000	\$339,000	\$388,000	\$420,000
	Associate/Manager/AVP	\$420,000	\$495,000	\$570,000	\$620,000
	VP	\$624,000	\$800,000	\$980,000	\$1,100,000
	SVP/MD	\$1,100,000	\$1,200,000	\$1,250,000	\$1,300,000
	Fund Operations/Investment Operations				
	Analyst	\$290,000	\$345,000	\$407,000	\$420,000
	Associate/Manager/AVP	\$420,000	\$500,000	\$580,000	\$620,000
	VP	\$620,000	\$850,000	\$1,000,000	\$1,200,000
	SVP/MD	\$1,200,000	\$1,300,000	\$1,500,000	\$1,800,000

See [page 13](#) for how to use the salary percentiles.

TECHNOLOGY

IN-DEMAND ROLES

- Developer
- IT Risk Lead
- IT Security
- Project Manager
- Program Manager

IN-DEMAND TECHNICAL SKILLS

- Programming languages (Java/Python, C++ and React)
- IT security (Penetration test, Risk/Threat and Vulnerability assessment)
- Infrastructure (UNIX/Linux, Windows server and Powershell)
- Project management (Agile, UAT and Resources management)

IN-DEMAND SOFT SKILLS

- **Communication skills**
- Assertiveness
- **Adaptability**

TECHNOLOGY SALARIES

		PERCENTILES			
TITLES		25 th	50 th (Midpoint)	75 th	95 th
APPLICATION & DEVELOPMENT	Architect (Applications, Solutions, Systems, Data)	\$600,000	\$800,000	\$1,000,000	\$1,500,000
	Back-end Developer	\$360,000	\$500,000	\$960,000	\$1,400,000
	Back-office Application/ Production Support	\$360,000	\$518,000	\$675,000	\$780,000
	CIO/CTO	\$1,500,000	\$1,800,000	\$2,200,000	\$2,400,000
	Cloud Engineer	\$365,000	\$610,000	\$910,000	\$1,250,000
	Data Scientist/Quant Analyst	\$620,000	\$1,000,000	\$1,500,000	\$2,000,000
	DevOps Engineer	\$600,000	\$850,000	\$1,000,000	\$1,200,000
	Front-end Developer	\$300,000	\$500,000	\$720,000	\$840,000
	Front-office Application/ Production Support	\$480,000	\$700,000	\$1,000,000	\$1,300,000
	Full-stack Developer	\$305,000	\$425,000	\$755,000	\$1,300,000

See [page 13](#) for how to use the salary percentiles.

TITLES		25 th	50 th (Midpoint)	75 th	95 th
APPLICATION & DEVELOPMENT	Quality Assurance/Testing	\$300,000	\$456,000	\$610,000	\$780,000
	Trade Floor Support	\$360,000	\$428,000	\$495,000	\$540,000
	UI/UX Designer	\$300,000	\$600,000	\$840,000	\$1,000,000
BUSINESS TRANSFORMATION	Agile Coach	\$800,000	\$900,000	\$1,200,000	\$1,500,000
	Business Analyst	\$336,000	\$520,000	\$800,000	\$1,200,000
	PMO	\$900,000	\$1,100,000	\$1,500,000	\$2,000,000
	Program Manager	\$900,000	\$1,100,000	\$1,500,000	\$2,000,000
	Project Manager	\$600,000	\$800,000	\$1,300,000	\$1,800,000
	Scrum Master	\$415,000	\$619,000	\$840,000	\$980,000
CYBER-SECURITY	Cyber-security	\$420,000	\$600,000	\$840,000	\$1,400,000
	IT Auditor	\$480,000	\$675,000	\$880,000	\$1,100,000
	Technology Risk	\$420,000	\$600,000	\$840,000	\$1,300,000

TITLES		25 th	50 th (Midpoint)	75 th	95 th
INFRASTRUCTURE	Cloud Engineer	\$450,000	\$600,000	\$900,000	\$1,200,000
	Database Administrator Lead/ Development Lead	\$700,000	\$888,000	\$1,075,000	\$1,200,000
	Helpdesk Analyst	\$300,000	\$384,000	\$480,000	\$600,000
	IT/Infrastructure Manager	\$540,000	\$672,000	\$900,000	\$1,200,000
	Network Engineer	\$360,000	\$540,000	\$720,000	\$840,000
	Storage Consultant	\$450,000	\$520,000	\$630,000	\$720,000
	Trade Floor Support	\$384,000	\$540,000	\$660,000	\$840,000
	Unix/Linux Administrator	\$480,000	\$600,000	\$720,000	\$840,000
	Voice/Data/Telephony Engineer	\$301,000	\$526,000	\$750,000	\$900,000
	Windows Administrator	\$420,000	\$525,000	\$780,000	\$1,000,000

See [page 13](#) for how to use the salary percentiles.

ABOUT ROBERT HALF

Robert Half is the world's first and largest specialised recruitment consultancy, and a member of the S&P 500. Founded in 1948, the company has over 300 offices worldwide, providing recruitment solutions for **finance and accounting**, **financial services** and **technology** professionals.

Research methodology

The 2020 Robert Half Salary Guide provides extensive information on current salary ranges, and specific job and remuneration trends for professionals working in finance and accounting, financial services and technology.

The salary figures represent gross yearly starting salaries. Bonuses, incentives and other forms of remuneration are not taken into account.

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