Michael Page

深圳 Shenzhen

薪酬报告 2022
Salary Report

人才展望
Talent Outlook

招聘
Recruitment

就业
Employment

PageExecutive MichaelPage PagePersonnel PageOutsourcing

About

The Michael Page Salary Report is published annually to provide hiring managers and candidates with salary references across various industries by job functions, including Finance, Technology, Human Resources, Sales and more.

Report methodology

The figures presented in the Michael Page Salary Report are derived from our proprietary data and network in China Mainland, incorporating salary projections for 2022 in Shenzhen and Southern China.

This year, the salary figures are represented by the minimum, maximum and median – where the median represents the middle-most value in a set of data, arranged in ascending order. This means half the people who work in a specific field earn less than the median salary from the minimum, while the other half earns more towards the maximum.

关于
《Michael Page 薪酬报告》

《Michael Page 薪酬报告》为我司年度调查报告，旨在为招聘经理与求职者在了解各行业职能的薪资范围时提供参考，涉及财务、技术、人力资源、销售等多个领域。

报告统计方法

报告中所涉及的数据来自我们专有数据库以及针对深圳及华南地区 2022 年的涨薪预估。

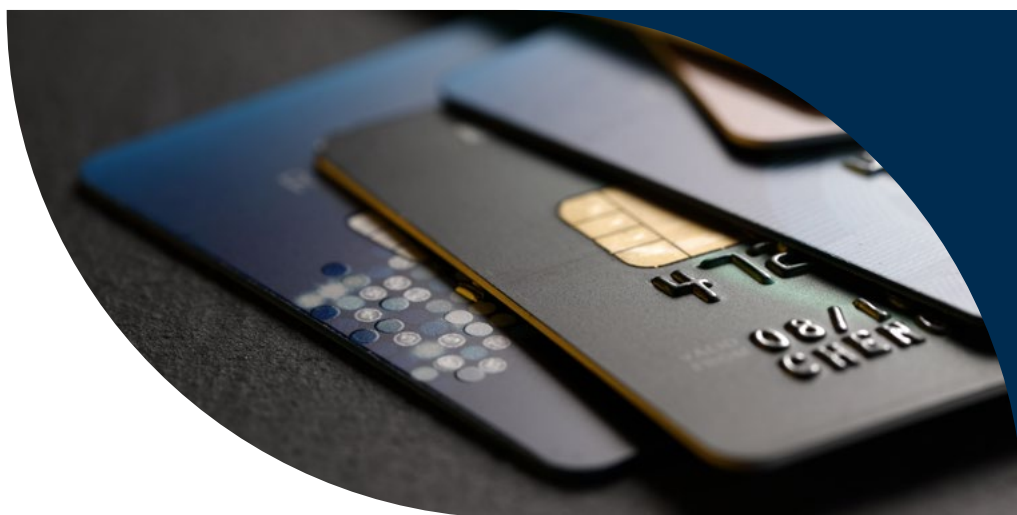今年，所有薪酬数据将以最低值、最高值与中位值呈现。中位值代表着一组按升序排列数据的中位数值。这意味着半数人员的薪酬会低于中位值，而另一半人员的工资则会高于该数值。

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Banking & Financial Services
银行与金融服务

Banking & Financial Services
银行与金融服务

C-Suite   高管层

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Chief Risk Officer	首席风险官	1200	1500	3000
Chief Investment Officer	首席投资官	1000	3000	5000

Asset Management   资产管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Asset Management Manager	资产管理经理	240	300	500
Senior Asset Management Manager	高级资产管理经理	360	600	800
Asset Management Director	资产管理总监	600	1000	1200
Asset Management General Manager	资产管理总经理	1000	1500	2400

Equities   股权

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Equity Manager	股权经理	240	300	500
Senior Equity Manager	高级股权经理	360	600	800
Equity Vice President	股权副总裁	600	1000	1500

Investments   投资

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Investment Manager	投资经理	240	500	800
Investment Director	投资总监	600	1200	2400

Mergers & Acquisitions (M&A)   并购 (M&A)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
M&A Manager	并购经理	240	300	500
M&A Director	并购总监	360	600	800
M&A Vice President	并购副总裁	600	1000	1800
M&A General Manager	并购总经理	800	1200	2400

Banking & Financial Services
银行与金融服务

Portfolio Manager 投资组合经理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Assistant Portfolio Manager	助理投资组合经理	360	600	800
Portfolio Manager	投资组合经理	600	1000	1800
Senior Portfolio Manager	高级投资组合经理	800	1200	2400

Primary Market 一级市场

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Private Equity Investment Manager	私募股权投资经理	240	300	500
Private Equity Investor Relationship Director	私募股权投资关系总监	600	1200	1500
Private Equity Investment Director	私募股权投资总监	600	1200	1800
Private Equity Investment Managing Director	私募股权投资管理总经理（董事总经理）	1200	2000	3600

Private Equity 私募股权

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Private Equity Associate	私募股权经理	240	300	500
Senior Private Equity Associate	高级私募股权经理	360	600	800
Private Equity Vice President	私募股权副总裁	600	800	1200
Private Equity Executive Director	私募股权执行总监	1000	1200	1800
Private Equity Managing Director	私募股权总经理	1200	2000	3600

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Risk Manager	风险经理	250	450	600
Risk Management Director	风险管理总监	700	1000	1500

Banking & Financial Services
银行与金融服务

Secondary Market (Buy-side)   二级市场（买方）

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Equity Research Analyst	行业研究员	400	600	800
Head of Research	研究负责人	1000	1500	2400
Portfolio Manager	基金经理	800	1500	3000

Venture Capital   风险投资

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Venture Capital Analyst	风险投资分析师	120	200	300
Venture Capital Associate	风险投资助理	240	300	500
Senior Venture Capital Associate	高级风险投资助理	360	600	800
Venture Capital Vice President	风险投资副总裁	600	800	1200
Venture Capital Executive Director	风险投资执行总监	1000	1200	1800
Venture Capital Managing Director	风险投资总经理	1200	2000	3600

Digital
数字化
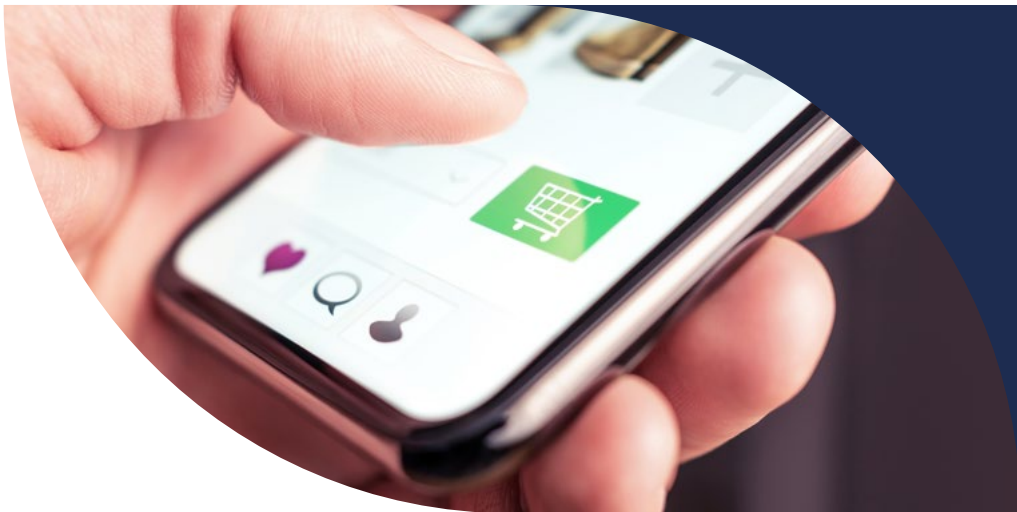
Digital
数字营销

C-Suite   高管层

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Chief Operations Officer	首席运营官	800	1000	1200
Chief Digital Officer	首席数字官	1000	1200	1500

Content   内容

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Content Specialist	内容专家	200	250	300
Content Operations Manager	内容运营经理	350	400	450
Content Operations Director	内容运营总监	500	600	700
Senior Content Operations Director	高级内容运营总监	800	1000	1100

Design   设计

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Junior Graphic Designer	初级平面设计师	200	300	400
Creative Director	创意总监	450	650	850

Digital & Performance Marketing   数字与绩效营销

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Digital Marketing Manager	数字营销经理	300	400	500
Digital Marketing Director	数字营销总监	800	900	1000
Head of Growth Marketing	增长型营销负责人	800	1000	1200

Digital
数字营销

Digital Strategy   数字战略

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Digital Strategist	数字战略策划师	400	450	500
Digital Strategy Director	数字战略总监	450	600	750
Digital Planning Manager	数字策划经理	450	500	550
Senior Digital Planning Manager	高级数字策划经理	350	450	550
Digital Planning Director	数字策划总监	450	550	650
Digital Transformation Manager	数字化转型经理	450	550	650
Digital Transformation Director	数字化转型总监	700	850	1000

E-commerce   电子商务

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
E-commerce Manager	电子商务经理	300	400	500
Senior E-commerce Manager	高级电子商务经理	400	520	600
E-commerce Director	电子商务总监	800	900	1000

Product & Operations   产品与运营

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Operations Manager	运营经理	300	350	400
Senior Operations Manager	高级运营经理	400	550	700
Operations Director	运营总监	650	800	1000

Search Engine Optimisation (SEO)   搜索引擎优化 (SEO)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Assistant SEO Manager	助理搜索引擎优化经理	450	550	650
SEO Manager	搜索引擎优化经理	550	650	750
SEO Director	搜索引擎优化总监	800	950	1200

Digital
数字营销

Social Media　　　　　社交媒体

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Social Media Manager	社交媒体经理	300	400	500
Senior Social Media Manager	高级社交媒体经理	400	550	650

Education
教育

Education
教育

C-Suite
高管层

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	**Median**	**Max**
Chief Operations Officer	首席运营官	600	900	2500
Chief Academic Officer	首席学术官	600	1000	1500
Chief Executive Officer	首席执行官	600	900	2500
President	总裁	800	1500	3000

Academic
学术

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	**Median**	**Max**
Teacher	教师	100	180	250
Head Teacher	班主任	300	500	600

Management
管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	**Median**	**Max**
Principal	校长	400	800	1500
Curriculum Director	课程主任	400	800	1000
Chief Operations Officer	首席运营官	600	1000	2000

Marketing
市场营销

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	**Median**	**Max**
Marketing Manager	市场经理	240	400	600
Marketing Director	市场总监	400	600	800
Admission Director	招生总监	400	600	800

Principals
校长

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	**Median**	**Max**
Kindergarten Principal	幼儿园校长	200	360	600
Vice Principal	副校长	300	500	600
Principal	校长	400	800	1500

Engineering & Manufacturing
工程与制造

Engineering & Manufacturing
工程与制造

C-Suite
高管层

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Chief Technology Officer	首席技术官	1000	1500	3000

Application & Testing
测试

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Test Engineer	测试工程师	120	200	360
Test Specialist	测试专家	250	400	550
Application Engineer	应用工程师	120	200	300
Senior Application Engineer	高级应用工程师	150	250	400
Application Engineering Lead	应用工程负责人	250	350	450
Application Engineering Manager	应用工程经理	300	400	600

Automation, Mechatronics & Robotics
自动化、机电一体化与机器人

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Senior Automation Engineer	高级自动化工程师	180	250	350
Automation Manager	自动化经理	300	400	600
Head of Automation	自动化总监	500	650	900

Engineering
工程

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Engineer	工程师	96	120	180
Senior Engineer	高级工程师	120	250	360
Engineering Manager	工程经理	250	350	480
Senior Engineering Manager	高级工程经理	300	500	600
Engineering Director	工程总监	500	800	1200
Engineering Vice President	工程副总裁	1000	1250	1500

Engineering & Manufacturing
工程与制造

Environment, Health & Safety (EHS)
环境、健康与安全 (EHS)

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
EHS Officer	EHS 专员	96	120	180
EHS Manager	EHS 经理	300	360	500

Field Services & Maintenance
现场服务与维护

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Field Application Engineer	现场技术支持工程师	180	210	240
Senior Field Application Engineer	高级现场技术支持工程师	180	270	360
Field Application Engineering Manager	现场技术支持工程经理	240	360	500
Facilities Manager	设施经理	300	360	420
Maintenance Manager	维护经理	180	240	300
Technical Specialist	技术专家	180	210	240
Technical Engineer	技术工程师	96	120	180
Technical Manager	技术经理	240	300	400

Lean & Process Improvement
精益与流程优化

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Lean Manager	精益经理	300	400	500
Lean Director	精益总监	500	750	1200
Process Improvement Specialist	流程优化专家	180	240	300
Process Improvement Engineer	流程优化工程师	180	210	300
Process Improvement Manager	流程优化经理	300	420	540

Engineering & Manufacturing
工程与制造

Product Development 产品开发

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
New Product Implementation (NPI) Manager	新产品导入 (NPI) 经理	240	360	600
Product Development Manager	产品开发经理	240	360	600
Product Engineer	产品工程师	120	180	250
Product Manager	产品经理	300	450	600
Senior Product Manager	高级产品经理	360	480	720
Product Director	产品总监	400	600	800

Production, Manufacturing & Plant Operations 生产、制造与工厂运营

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Manufacturing Engineer	制造工程师	180	228	300
Manufacturing Manager	制造经理	300	400	480
Senior Manufacturing Manager	高级制造经理	360	420	540
Manufacturing Director	制造总监	400	600	800
Plant Manager	厂房经理	400	650	850
Production Engineer	生产工程师	96	150	200
Production Manager	生产经理	200	300	400
Senior Production Manager	高级生产经理	300	450	600
Site General Manager	现场总经理	600	850	1500

Project Management 项目管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Project Manager	项目经理	180	300	500
Project Director	项目总监	500	650	900

Engineering & Manufacturing
工程与制造

Quality 质量

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Quality Engineer	质量工程师	120	180	280
Senior Quality Engineer	高级质量工程师	150	240	360
Quality Auditor	质量审核员	156	240	300
Quality Manager	质量经理	300	420	480
Senior Quality Manager	高级质量经理	360	450	600
Quality Director	质量总监	420	630	800
Quality and Compliance Director	质量与合规总监	500	700	840
Quality Assurance (QA) Manager	质量保证 (QA) 经理	180	300	480
Quality Check (QC) Manager	质量检查 (QC) 经理	180	280	400

Research & Development (R&D) 研发 (R&D)

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
R&D Manager	研发经理	300	450	600
Senior R&D Manager	高级研发经理	400	500	700
R&D Director	研发总监	500	700	900
Senior R&D Director	高级研发总监	600	750	1200
Design Engineer	设计工程师	120	200	250
Design Specialist	设计专家	150	200	250
Design Manager	设计经理	300	400	600
Design Director	设计总监	500	800	1200

Finance & Accounting
财务与会计

Finance & Accounting
财务与会计

C-Suite   高管层

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Chief Financial Officer	首席财务官	800	1800	4000

Accounting   会计

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Accountant	会计师	150	180	220
Accountant, Accounts Receivable	应收账款会计	150	180	220
Senior Accountant	高级会计	120	200	250
Accounting Manager	会计经理	360	480	600

Analytics   分析

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Financial Analyst	财务分析师	200	250	300
Financial Planning and Analysis (FP&A) Manager	财务规划和分析 (FP&A) 经理	250	300	500

Audit & Control   审计与控制

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Auditor	审计员	150	180	280
Audit Manager	审计经理	320	380	550
Senior Audit Manager	高级审计经理	400	600	750
Financial Controller	财务总管	300	400	600
Senior Financial Controller	高级财务总管	550	750	900
Internal Auditor	内部审计师	180	250	300
Senior Internal Auditor	高级内部审计师	220	250	350
Internal Audit Manager	内部审计经理	300	400	600
Internal Audit Director	内部审计总监	480	600	800
Financial Planning and Analysis (FP&A) Control Director	财务规划和分析 (FP&A) 控制总监	650	750	900

Finance & Accounting
财务与会计

Corporate Strategy   企业战略

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Investor Relations Manager	投资者关系经理	600	750	850

Credit   信贷

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Credit Analyst	信贷分析师	180	220	250
Credit Supervisor	信贷主管	250	300	350
Senior Credit Analyst	高级信贷分析师	280	350	400
Credit Controller	信贷总管	400	500	600
Credit Manager	信贷经理	450	550	600
Head of Credit	信贷总监	600	800	900

Finance   财务

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Assistant Finance Manager	助理财务经理	200	250	360
Finance Manager	财务经理	420	480	600
Senior Finance Manager	高级财务经理	450	550	700
Finance Director	财务总监	500	650	800
Finance General Manager	财务总经理	900	1500	2000

Mergers & Acquisitions (M&A)   并购 (M&A)

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
M&A Director	并购总监	800	1000	1200
M&A Vice President	并购副总裁	900	1200	1800

Finance & Accounting
财务与会计

Operations & Process Improvement
运营与流程优化

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Process Improvement Manager	流程优化经理	450	550	800
Head of Operations and Finance	运营与财务总监	800	1000	1500

Risk Management
风险管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Compliance Manager	合规经理	400	600	700
Senior Compliance Manager	高级合规经理	500	750	800
Associate Compliance Director	助理合规总监	550	750	800
Compliance Director	合规总监	600	800	1000

Tax
税务

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Tax Assistant	税务助理	150	180	240
Tax Manager	税务经理	320	400	500
Senior Tax Manager	高级税务经理	400	500	800
Tax Director	税务总监	600	800	1200

Treasury
资金

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Senior Treasury Manager	高级资金经理	550	800	1000
Senior Treasury Vice President	高级资金副总裁	1200	1800	2500

Healthcare & Life Sciences
医疗保健与生命科学

Healthcare & Life Sciences
医疗保健与生命科学

C-Suite   高管层

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Chief Operations Officer	首席运营官	600	800	1200

Bioinformatics   生物信息学

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Tumor Researcher	肿瘤研究员	200	400	600
In Vitro Diagnostic (IVD) Researcher	体外诊断 (IVD) 研究员	300	500	800
Gene Researcher	基因研究员	200	400	600
Molecule Researcher	分子研究员	200	400	600

Clinical Operations   临床运营

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Head of Operations	运营负责人	400	500	1000
Dietitian	营养学家	200	300	400

Corporate   企业

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Goverment Affairs Director	政府事务总监	500	700	1000

Marketing   市场

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Marketing Director	市场总监	500	700	900

Healthcare & Life Sciences
医疗保健与生命科学

Medical Affairs 医疗事务

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Doctor	医生	200	400	1000
Family Doctor	家庭医生	200	300	600
Scientist	科学家	400	600	1000

Pharmacy 药剂学

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Researcher	研究员	200	400	600
Senior Researcher	高级研究员	300	500	800
Research Manager	研究经理	300	500	800

Procurement & SupplyChain 采购与供应链

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Direct Procurement/Sourcing Manager	直接采购经理	400	600	1000
SupplyChain Director	供应链总监	400	600	1000

Regulatory Affairs (RA) & Quality 法规事务 (RA) 与质量

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Senior RA Manager	高级法规事务经理	400	600	800
RA Director	法规事务总监	400	600	800

Healthcare & Life Sciences
医疗保健与生命科学

Research & Development 研发

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
R&D Manager	研发经理	300	500	700
Senior R&D Manager	高级研发经理	300	600	800
R&D Director	研发总监	500	700	800
Senior R&D Director	高级研发总监	500	700	800

Training 培训

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Senior Training Manager	高级培训经理	300	500	700

Human Resources
人力资源

Human Resources
人力资源

C-Suite   高管层

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Deputy Chief Human Resources Officer	副首席人力资源官	1000	1800	2500
Chief Human Resources Officer	首席人力资源官	1300	2500	5000

Compensation & Benefits (C&B)   薪资福利 (C&B)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
C&B Specialist	薪酬福利专家	120	150	240
Senior C&B Consultant	高级薪酬福利顾问	240	350	400
C&B Manager	薪酬福利经理	250	350	500

Human Resources Business Partner (HRBP)   人力资源业务合作伙伴 (HRBP)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
HRBP	HRBP	220	350	450
HRBP Manager	HRBP 经理	300	450	600
Senior HRBP Manager	高级 HRBP 经理	500	600	680

Human Resources (HR) Generalist   人力资源 (HR) 通用

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
HR Assistant	人力资源助理	100	180	220
HR Manager	人力资源经理	200	300	480
Senior HR Manager	高级人力资源经理	350	500	650
HR Director	人力资源总监	500	750	1000
Senior HR Director	高级人力资源总监	800	1000	1500

Human Resources
人力资源

Learning & Development 学习与发展

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Learning and Development Manager	学习与发展经理	240	270	300
Talent Development Manager	人才发展经理	240	300	500
Training Manager	培训经理	240	320	400

Organisational Development 组织发展

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Talent Management Manager	人才管理经理	200	350	500
Talent Development Director	人才发展总监	450	600	800
Organisational Development Manager	组织发展经理	300	450	600
Organisational Development Director	组织发展总监	600	750	1000
Organisational Development Expert	组织发展专家	400	700	900

Payroll 薪酬

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Payroll Executive	薪酬专员	80	120	220
Payroll Specialist	薪酬专家	80	120	180
Payroll Manager	薪酬经理	220	300	400

Talent Acquisition 人才招募

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Recruiter	招聘人员	70	110	150
Talent Acquisition Associate	人才招募助理	110	135	160
Talent Acquisition Manager	人才招募经理	280	400	500

Legal
法律

Legal
法律

Lawyer
律师

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Associate	副主管	150	250	300
Lawyer	律师	300	500	800
Partner	合伙人	500	1000	3000

Legal Counsel
法律顾问

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Legal Counsel	法律顾问	120	150	200
Senior Legal Counsel	高级法律顾问	200	250	300
Legal Manager	法务经理	240	300	600
Senior Legal Manager	高级法务经理	300	400	800
Legal Director	法务总监	500	720	900
General Legal Counsel	法律总顾问	900	1500	3000

Mergers & Acquisitions (M&A)
并购 (M&A)

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
M&A Legal Counsel	并购法律总顾问	150	200	300
M&A Legal Manager	并购法务经理	240	300	600
M&A Legal Director	并购法务总监	500	800	1500

Intellectual Property (IP)
知识产权 (IP)

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
IP Specialist	知识产权专家	150	250	400
IP Manager	知识产权经理	240	300	600
IP Director	知识产权总监	500	720	1200

Legal
法律

In-house Corporate　企业内部

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Legal Assistant/Paralegal/Legal Specialist	法律助理/法务助手/法律专员	200	350	500
Legal Supervisor/Senior Paralegal	法律主管/高级法务助手	400	600	800

Large Domestic Firms　国内主要律所

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Associate 1st Year	1年级律师	150	200	250
Associate 3rd Year	3年级律师	250	300	400
Associate 5th Year	5年级律师	400	500	600
Associate 7th Year	7年级律师	600	700	800
Salary Partner	授薪合伙人	800	1000	1200

Marketing
市场营销
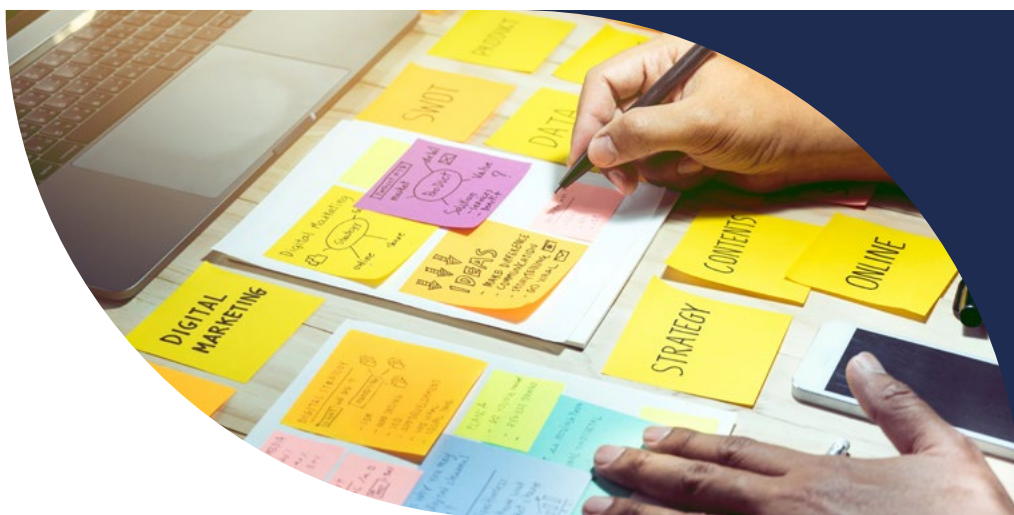
Marketing
市场营销

C-Suite　　　　　高管层

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Chief Marketing Officer	首席营销官	1200	1500	2000

Advertising　　　　广告

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Media Planning Manager	媒体策划经理	200	240	360
Media Director	媒体总监	500	800	1200

Brand Management　　品牌管理

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Brand Manager	品牌经理	240	360	400
Brand Director	品牌总监	480	600	700
Senior Brand Director	高级品牌总监	600	700	800

Content　　　　　内容

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Chief Editor	主编	300	400	500
Copywriting Manager	文案经理	200	240	360
Copywriting Director	文案总监	500	800	1200
Social Media Manager	社交媒体经理	200	240	360

Creative　　　　　创意

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Creative Director	创意总监	500	700	1000

Marketing
市场营销

Customer Relationship Management (CRM)　客户关系管理 (CRM)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
CRM Director	CRM 总监	600	700	1000

Marketing Communications　营销传播

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Marketing Manager	营销经理	300	360	500
Senior Marketing Manager	高级营销经理	400	500	600
Marketing Director	营销总监	600	800	1000

Product Marketing　产品营销

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Product Marketing Manager	产品营销经理	300	360	500
Senior Product Marketing Manager	高级产品营销经理	400	500	600
Product Marketing Director	产品营销总监	600	800	1000

Public Relations (PR)　公关

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
PR Manager	公关经理	300	360	500
PR Director	公关总监	600	720	800

Strategy & Research　战略与研究

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Strategic Marketing Manager	战略营销经理	360	480	600

Marketing
市场营销

Social Media 社交媒体

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Social Media Manager	社交媒体经理	300	360	400

Trade Marketing 渠道营销

		Base salary range for 12 months (RMB'000)		
Role	**职位**	**Min**	**Median**	**Max**
Trade Marketing Manager	渠道营销经理	300	400	500
Trade Marketing Director	渠道营销总监	600	800	1000

Procurement & Supply Chain
采购与供应链

Procurement & Supply Chain
采购与供应链

Logistics   物流

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Logistics Manager	物流经理	300	450	600

Operations   运营

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Senior Operations Manager	高级运营经理	420	540	660

Sourcing, Purchasing & Procurement   寻源、购买与采购

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Sourcing Specialist	采购专家	132	200	280
Senior Sourcing Specialist	高级采购专家	180	240	300
Sourcing Manager	采购经理	240	318	480
Senior Sourcing Manager	高级采购经理	252	490	720
Sourcing Director	采购总监	600	800	1500
Head of Buying	采购负责人	500	750	900
Procurement Officer	采购专员	220	250	280
Procurement Manager	采购经理	300	360	450
Procurement Director	寻源采购总监	480	740	1000
Materials Controller Principal	物料经理	220	270	360
Commodity Manager	商品经理	240	350	420

Supplier Development & Quality   供应商开发与质量

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Supplier Audit Manager	供应商审计经理	180	210	240
Supplier Development Engineer	供应商发展工程师	180	216	300
Supplier Compliance Supervisor	供应商合规主管	240	280	320
Supplier Quality Engineer	供应商质量工程师	120	250	396

Procurement & Supply Chain
采购与供应链

Supply Chain Management   供应链管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Supply Chain Planner	供应链规划员	144	192	240
Supply Planner	供应规划员	180	240	300
Demand Planner	需求规划员	180	270	420
Supply Planning Manager	供应规划经理	300	360	420
Supply Chain Manager	供应链经理	240	400	600
Supply Chain Director	供应链总监	700	1080	1200
Senior Inventory Analyst	高级库存分析师	200	250	300

Trade & Customs   贸易与海关

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Customs Compliance Officer	海关合规官	180	198	216
Customs Director	海关总监	540	630	720
General Manager Trading	贸易总经理	360	420	480

Property & Construction
房地产与建筑

Property & Construction
房地产与建筑

Asset Management　资产管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Asset Management Manager	资产管理经理	250	450	550
Asset Management Director	资产管理总监	400	500	650
Asset Management Vice President	资产管理副总裁	800	1200	1500

Construction　建筑业

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Senior Construction Manager	高级施工经理	400	600	750
Construction Director	施工总监	500	750	850

Design & Architecture　设计与建筑

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Architecture Manager	建筑经理	400	550	650
Architecture Design Director	建筑设计总监	500	650	800
Interior Designer	室内设计师	280	380	450
Space Planning Manager	空间规划经理	300	400	550

Facilities Management　设施管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Operations Director	运营总监	360	450	700
Facilities Manager	设施经理	300	400	500
Facilities Director	设施总监	400	600	800

Leasing & Transactions　租赁与交易

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Leasing Manager	租赁经理	200	300	600
Leasing Director	租赁总监	400	600	800

Property & Construction
房地产与建筑

Marketing　　市场营销

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Marketing Manager (Residence)	营销经理（住房）	200	350	500
Marketing Director (Residence)	营销总监（住房）	350	450	600
Marketing Manager (Commercial)	营销经理（商业）	250	400	550
Marketing Director (Commercial)	营销总监（商业）	350	450	700
CRM Manager	CRM 经理	300	350	450
CRM Director	CRM 总监	350	500	650

Project Management　　项目管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Project Director	项目总监	420	650	850
Project Vice President	项目副总裁	650	800	1250
Operations Director (Office)	运营总监（办公室）	350	420	500
Operations Director (Shopping Mall)	运营总监（商场）	380	450	600
Operations General Manager	运营总经理	500	650	800
Operations Director	运营总监	450	550	650
Project Manager	项目经理	320	400	500
Project Director	项目总监	400	600	750
Project General Manager	项目总经理	500	750	900

Property Development & Consultancy　　房地产开发与咨询

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Advisory Manager	顾问经理	300	450	500
Economist	经济学家	600	750	900
Senior Real Estate Manager	高级房地产经理	400	500	600
Senior Consultant Strategic Consulting	战略咨询高级顾问	500	750	900
Store Development Director	店铺发展总监	450	600	750
Strategic Planner	战略规划师	500	700	800
Quantity Surveyor Director	工料测量总监	450	550	800

Retail
零售

Retail
零售

C-Suite   高管层

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Chief Operations Officer	首席运营官	800	1200	2000

Design   设计

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Design Director/Chief Designer	设计总监/首席设计师	500	800	1500

Merchandising   商品销售

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Merchandising Manager	商品经理	180	240	300
Senior Merchandising Manager	高级商品经理	360	500	660

Operation Management   运营管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Store Manager	店铺经理	240	300	500
General Manager Retail	零售总经理	800	1200	2000
Retail Director	零售总监	400	600	1000
Chief Operations Officer	首席运营官	800	1200	2000

Retail Training   零售培训

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Retail Training Manager	零售培训经理	240	360	480

Retail
零售

Store Management　门店管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Store Manager	门店经理	240	300	400
Senior Store Manager	高级门店经理	300	400	500
Retail Manager	零售经理	240	300	500
Retail Director	零售总监	400	600	1000
Merchandising Manager	销售经理	250	300	400
Merchandising Director	销售总监	350	500	800
General Manager Merchandising	销售总经理	500	700	1500

Visual Merchandising　视觉陈列

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Visual Merchandising Manager	视觉陈列经理	180	210	240

Sales
销售

Sales
销售

Business Services　　业务服务

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Account Manager	客户经理	240	400	500
Business Development Manager	业务拓展经理	240	400	500
Business Development Director	业务拓展总监	400	600	800
Sales Manager	销售经理	240	400	500
Sales Director	销售总监	400	600	800
Sales Vice President	销售副总裁	800	1200	1500
Chief Sales Officer	首席销售官	800	1200	2000

Consumer Products　　消费品

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Account Manager	客户经理	240	360	480
Senior Account Manager	高级客户经理	300	500	800
Business Development Manager	业务拓展经理	240	360	480
Business Development Director	业务拓展总监	600	800	1200
Sales Manager	销售经理	240	360	480
Senior Sales Manager	高级销售经理	300	500	800
Sales Director	销售总监	500	800	1200
Sales Vice President	销售副总裁	800	1000	1500

Financial Services　　金融服务

		Base salary range for 12 months (RMB'000)		
Role	职位	Min	Median	Max
Business Development Specialist	业务拓展专员	96	150	240
Business Development Director	业务拓展总监	400	600	800
Sales Manager	销售经理	240	400	500
Sales Director	销售总监	400	600	800

Sales
销售

Healthcare & Pharmaceutical
医疗保健/制药

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Account Manager	客户经理	240	400	500
Key Account Manager	大客户经理	240	400	500
Business Development Manager	业务拓展经理	240	400	500
Business Development Director	业务拓展总监	400	600	800
Sales Engineer	销售工程师	96	150	240
Sales Manager	销售经理	240	400	500
Sales Director	销售总监	400	600	800
Sales Vice President	销售副总裁	800	1200	1500
General/Country Manager	总经理/全国总经理	800	1200	1500

Manufacturing & Industrial
制造业与工业

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Account Manager	客户经理	240	360	480
Senior Account Manager	高级客户经理	300	500	700
Account Director	客户总监	400	600	800
Business Development Manager	业务拓展经理	300	500	700
Business Development Director	业务拓展总监	400	600	800
Senior Business Development Director	高级业务拓展总监	500	700	1000
Sales Manager	销售经理	240	360	480
Senior Sales Manager	高级销售经理	300	500	800
Sales Director	销售总监	400	600	800
Sales Vice President	销售副总裁	800	1000	1500

Sales
销售

Professional Services 专业服务

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Business Development Manager	业务拓展经理	240	400	500
Business Development Director	业务拓展总监	400	600	800
Sales Consultant	销售顾问	96	150	240
Sales Manager	销售经理	240	400	500
Senior Sales Manager	高级销售经理	300	500	800
Sales Director	销售总监	400	600	800

Technology & Telecommunications 技术与电信

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Account Manager	客户经理	240	400	500
Account Director	客户总监	400	600	800
Business Development Manager	业务拓展经理	240	400	500
Sales Engineer	销售工程师	180	216	340
Sales Manager	销售经理	240	400	500
Senior Sales Manager	高级销售经理	300	500	600
Sales Director	销售总监	400	600	800
Sales Vice President	销售副总裁	800	1200	2000

Secretarial & Office Support
办公室行政与助理

Secretarial & Office Support
办公室行政与助理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	**Median**	**Max**
Administrator	行政人员	96	150	200
Administration Manager	行政经理	150	200	300
Office Manager	办公室经理	180	350	450
Secretary	秘书	120	160	220
Executive Assistant	执行助理	300	450	600
Receptionist	前台	80	124	180
Personal Assistant	个人助理	144	200	350

Technology
技术

Technology
技术

C-Suite 高管层

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Chief Operations Officer	首席运营官	1100	1350	2000
Chief Technology Officer	首席技术官	1200	1800	2500

Data & Artificial Intelligence (AI) 数据与人工智能 (AI)

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Data Engineer	数据工程师	300	400	500
Senior Data Engineer	高级数据工程师	400	500	600
Chief Data Scientist	首席数据科学家	1000	1500	2000
Algorithms Engineer	算法工程师	500	750	900
AI Researcher	人工智能研究员	800	1200	1500

Enterprise Resource Planning (ERP) 企业资源规划 (ERP)

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
ERP Analyst	ERP 分析师	150	250	350
Associate ERP Analytics Manager	ERP 分析经理	250	350	450
ERP Engineer	ERP 工程师	150	250	350
ERP Consultant	ERP 顾问	150	230	350
Senior ERP Consultant	高级 ERP 顾问	200	300	400
ERP Consulting Manager	ERP 顾问经理	300	400	500

Technology
技术

IT Development & Architecture
IT 开发与架构

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Software Architect	软件架构师	350	550	750
Software Engineer	软件工程师	250	350	450
Senior Software Engineer	高级软件工程师	300	400	500
Software Engineering Manager	软件工程经理	450	550	650
System Analyst	系统分析师	350	400	450
System Architect	系统架构师	350	550	750

IT General & Project Management
IT 综合与 项目管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
IT Manager	IT 经理	300	350	450
Project Manager	项目经理	300	350	450
Senior Project Manager	高级项目经理	450	550	650

IT Security
信息安全

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
IT Audit Director	信息技术审计总监	600	800	1000
IT Security Manager	信息技术安全经理	450	550	800

IT Support
IT 支持

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
IT Support Manager	信息技术支持经理	250	350	450
IT Support Director	信息技术支持总监	450	500	600

Technology
技术

IT Testing   ## IT 测试

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Quality Testing Engineer	质量测试工程师	250	400	550
Test Development Engineer	测试开发工程师	300	400	500
Test Manager	测试经理	420	500	580
Test Director	测试总监	450	550	650

Operations & Maintenance   ## 运营与维护

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Operations and Maintenance Engineer	运营与维护工程师	150	250	350
Senior Operations and Maintenance Engineer	高级运营与维护工程师	200	250	300
Operations Manager	运营经理	350	450	500
Operations Director	运营总监	500	600	700

Product, Research & Development (R&D)   ## 产品与研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Product Director	产品总监	800	1000	1300
R&D Engineer	研发工程师	300	450	600
R&D Leader	研发领导	600	700	800
R&D Director	研发总监	800	1000	1300
Head of R&D	研发负责人	600	700	800

Solution Consulting   ## 解决方案咨询

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Solution Engineer	解决方案工程师	250	350	450
Solution Manager	解决方案经理	300	400	500
Lead Solution Engineer	解决方案主工程师	400	550	620
Solution Director	解决方案总监	800	1200	1500
Solution Architect	解决方案架构师	500	600	700

Technology
技术

Technical

技术

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Pre-Sales Engineer	售前工程师	250	350	450
Pre-Sales Manager	售前经理	350	500	550
Solution Pre-Sales Director	解决方案售前总监	400	500	600
Technical Manager	技术经理	400	500	600

Web Building

网站建设

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
User Experience/User Interface (UX/UI) Designer	用户体验/用户界面 (UX/UI) 设计师	200	280	380

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