Michael Page

中国 China

薪酬报告 2022
Salary Report 2022

人才展望
Talent Outlook

招聘
Recruitment

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北京 Beijing

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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, including job advertisements and placements made between August 2020 and September 2021, incorporating salary projections for 2022 in Beijing and Northern 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中近10万项数据，包含自 2020 年 8 月至 2021 年 9 月 一 年中在中国大陆发布的招聘信息，以及针对北京及华北地区 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	1000	1440	2000
Chief Underwriter	首席核保师	800	1000	1500
Chief Equity Analyst	首席股权分析师	1000	1100	1200
Chief Actuary	首席精算师	1500	2000	3500

Actuarial 精算

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Actuary	精算师	150	360	480
Actuarial Manager	精算经理	350	480	600
Head of Actuarial	精算负责人	600	900	1500

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Analyst	业务分析师	200	240	360
Vice President Analytics	副总裁分析师	420	600	720
Vice President Quantitative Analysis	副总裁定量分析师	600	800	1000

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	200	350	400
Senior Asset Management Manager	高级资产管理经理	400	460	500
Asset Management Director	资产管理总监	500	700	850
General Manager Asset Management	资产管理总经理	720	960	1200

Banking & Financial Services
银行与金融服务

Equities 股权

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Equity Manager	高级股权经理	360	480	600
Equity Vice President	股权副总裁	400	480	720
Equity Director	股权总监	500	570	1080
Equity Managing Director	股权总经理	600	1600	3000
Equity Partner	股权合伙人	1000	3750	8001

Finance, Operations & Investor Relations 财务，运营与投资者关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Finance Accountant	财务会计	180	220	320
Finance Manager	财务经理	250	300	450
Financial Due Diligence Manager	财务尽职调查经历	300	450	500
Post-deal Management Manager	交易后管理经理	300	450	500
Finance Controller	财务控制负责人	500	650	800
Finance Director	财务总监	650	750	1000
Operations Manager	运营经理	250	320	450
Investor Relations Manager	投资者关系经理	300	500	700
Invesor Relations Vice President	投资者关系副总裁	420	600	1200
Invesor Relations Director	投资者关系总监	420	600	1500
Invesor Relations Managing Director	投资者关系董事总经理	600	960	2000

Financial Advisory 财务顾问

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investment Analyst	投资分析师	96	168	240
Investment Manager	投资经理	144	222	300
Senior Investment Manager	高级投资经理	216	318	420
Investment Vice President	投资副总裁	240	480	720
Investment Director/Executive Director	投资总监/投资执行总监	300	630	960
Investment Managing Director	投资管理总监	360	660	960
Investment Partner	投资合伙人	360	900	1440

Banking & Financial Services
银行与金融服务

Security Bank, IBD　券商，投行

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investment Bank Asso	投资银行部经理	180	250	500
Investment Bank Vice President/Associate Director	投资银行部副总裁/助理董事	360	600	900
Investment Bank Director	投资银行部董事	550	800	1500
Investment Bank Managing Director	投资银行部董事总经理	600	960	2000

Investments　投资

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investment Analyst	投资分析师	250	300	400
Investment Associate	投资助理	300	360	500
Investment Analysis Manager	投资分析经理	300	360	500
Investment and Financing Manager	投资与融资经理	360	450	600
Investment Manager	投资经理	360	400	600
Senior Investment Manager	高级投资经理	400	600	1000
Investment Analysis Vice President	投资分析副总裁	400	600	1000
Investment and Financing Vice President	投资与融资副总裁	600	720	1000
Investment Vice President	投资副总裁	600	720	1500
Senior Investment Vice President	高级投资副总裁	700	960	1800
Associate Investment Director	助理投资总监	700	960	1800
Investment Director	投资总监	800	960	2000
Investment Executive Director	投资执行总监	1000	1500	2400
Investment Managing Director	投资管理总监	1200	1800	3000
Head of Investment	投资负责人	1500	2000	3500
Investment Partner	投资合伙人	2000	3000	5000

Banking & Financial Services
银行与金融服务

Mergers & Acquisitions (M&A) 并购 (M&A)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
M&A Advisor	并购顾问	300	500	720
M&A Manager	并购经理	350	600	800
Senior M&A Manager	高级并购经理	600	800	1000
M&A Director	并购总监	800	1000	1500
M&A Vice President	并购副总裁	800	1000	1200
Deputy Head of M&A	并购副负责人	960	1200	1500
Head of M&A	并购负责人	1200	1800	2400

Product Control & Valuations 产品控制与估值

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Product Manager	产品经理	240	330	540
Senior Product Manager	高级产品经理	360	500	600
Product Controller	产品控制专员	420	600	800

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Credit Risk Management Manager	信用风险对冲管理经理	300	500	600
Risk Approval/Risk Strategy Manager	风险审核/风险战略经理	350	450	600
Senior Credit Risk Management Manager	高级信用风险对冲管理经理	400	600	800
Risk and Compliance Manager	风险管理经理	400	600	750
Credit Risk Management Director	信用风险对冲管理总监	600	800	1000
Risk Management	风险对冲管理助理总经理	700	850	1000
Head of Risk	风险负责人	750	1050	1200

Banking & Financial Services
银行与金融服务

Underwriting 核保

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Underwriter	核保人	150	240	300
Senior Underwriter	高级核保人	300	480	600
Underwriting Director	核保总监	600	900	1200

General Insurance 普通险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Claims Manager	理赔经理	120	150	180
Claims Director	理赔总监	300	450	600
Actuarial Analyst	精算分析师	180	200	220
Actuarial Manager	精算经理	300	450	600
Risk Specialist	风险专员	120	150	180
Risk Manager	风险经理	280	350	450
Head of Risk	风险负责人	350	500	700
Product Manager	产品经理	280	350	450
Product Director	产品总监	350	500	700
Appointed Actuary (General Insurance)	委任精算师（普通险）	250	300	350
Chief Actuary (General Insurance)	首席精算师（普通险）	450	600	800

Property & Casualty (P&C) Insurance 财产和意外险 (P&C)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Underwriting Manager (P&C)	核保经理 (P&C)	100	150	200
Underwriting Director (P&C)	核保总监 (P&C)	300	400	500
Business Development/Account Manager (P&C)	业务拓展/客户经理 (P&C)	300	450	600
Business Development/Account Director (P&C)	业务拓展/客户总监 (P&C)	400	500	700
Head of Business (P&C)	业务负责人 (P&C)	450	600	800
Chief Underwriter (P&C)	首席核保师 (P&C)	350	500	600

Banking & Financial Services
银行与金融服务

Life Insurance 人寿保险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Channel Manager (Life Insurance)	渠道经理（人寿保险）	300	400	500
Channel Head (Life Insurance)	渠道负责人（人寿保险）	450	550	650
Branch Channel (Life Insurance) Director	分支渠道总监（人寿保险）	300	400	500
Head of Branch Channel (Life Insurance)	分支渠道负责人（人寿保险）	400	500	600
General Manager Branch Channel (Life Insurance)	分支渠道总经理（人寿保险）	450	550	650
Underwriting Manager (Life Insurance)	核保经理（人寿保险）	100	150	200
Underwriting (Life Insurance) Director	核保总监（人寿保险）	300	400	500
Chief Underwriter (Life Insurance)	首席核保师（人寿保险）	250	350	450
Head of Actuarial (Life Insurance)	精算负责人（人寿保险）	300	450	600
Chief Actuary (Life Insurance)	首席精算师（人寿保险）	450	600	800

Loan 信贷

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Dealer	经销商	200	300	400
Loan Officer	信贷专员	150	200	300
Loan Manager	信贷经理	300	400	500
Senior Loan Operations Specialist	高级信贷运营专员	300	400	500

Remittance & Settlement 汇款与结算

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Bank Teller	银行出纳员	100	120	150
Payment Associate	账务专员	80	100	120
Bond Settlement Manager	债券结算经理	250	300	400
Remittance and Settlement Leader	汇款与结算负责人	500	650	800

Digital
数字化

SWOT
DATA
IDEAS
DIGITAL MARKETING
CONTENTS
ONLINE
STRATEGY

Digital
数字化

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	1000	1500	2000
Chief Digital Officer	首席数字官	1000	2000	3000

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Digital Copywriter	数字文案撰稿人	150	280	400
Content Management Executive	内容管理专员	400	800	1200
Content Management General Manager	内容管理总经理	1000	1500	1800

Design 设计

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
User Experience/User Interface (UX/UI) Manager	用户体验/用户界面 (UX/UI) 经理	400	550	700
Senior Innovation and Design Director	高级创新与设计总监	800	1300	1800

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 Specialist	数字专员	250	350	400
Digital Manager	数字经理	300	520	650
Digital Director	数字总监	600	700	1000
Growth Marketing Manager	增长营销经理	350	480	600
Growth Director	增长总监	600	750	1200
Growth Marketing Senior Director	高级增长营销总监	800	1200	1500
Digital Expert	数字专家	350	500	650
Digital Vice President	数字副总裁	1000	1500	2000
Digital Advertising Manager	数字广告经理	450	600	750
Digital Advertising Director	数字广告总监	600	800	1000

Digital
数字化

E-commerce 电子商务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
E-commerce Leader	电子商务领导	300	400	500
E-commerce Manager	电子商务经理	350	480	600
E-commerce Director	电子商务总监	1000	1150	1300
Head of E-commerce	电子商务负责人	1000	1150	1300
E-commerce General Manager	电子商务总经理	1000	1200	1500
E-commerce Vice President	电子商务副总裁	800	1500	2000

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	350	450	550
Operations Supervisor	运营主管	150	220	280
Product Marketing Manager	产品营销经理	350	450	550

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
SEO Manager	搜索引擎优化经理	400	500	600
SEO Director	搜索引擎优化总监	500	600	700
Head of SEO	搜索引擎优化负责人	600	750	900

Social Media 社交媒体

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Social Media Specialist	社交媒体专员	300	380	450
Social Media Manager	社交媒体经理	400	450	500
Senior Social Media Manager	高级社交媒体经理	600	800	1000
Social Media Director	社交媒体总监	700	1100	1500

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	800	1000	2000
Chief Academic Officer	首席学术官	800	1400	2000
Chief Executive Officer	首席执行官	1000	1600	2500
President	总裁	1200	1600	4000

Academic 学术

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Academic/Curriculum Development Manager	学术/课程发展高级经理	400	550	700
Academic Headmaster (Bilingual K12 Campus)	学术校长（双语 K12 学校）	600	800	1300
Academic Principal (Bilingual Kindergarten)	学术校长（双语幼儿园）	200	320	700
Curriculum Coordinator	课程协调专员	200	320	500
Education Product Development Manager	教育产品开发经理	300	420	550
Education Product Director	教育产品总监	500	650	800
Education Product General Manager	教育产品总经理	750	1300	1900

Business Development 业务拓展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Development Manager	业务拓展经理	250	400	600
Business Development Director	业务拓展总监	500	800	1300

Content Development 内容开发

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Course Development Manager	课程开发经理	300	420	550
Senior Course Development Manager	高级课程开发经理	400	550	700

Education
教育

Management 管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Centre Director	中心总监	180	300	800
Regional Centre Director	区域中心总监	350	600	1200
Business Sector Director	商业领域总监	600	900	1600
Head of Education Complex	教育综合体负责人	400	650	1200
Bilingual Kindergarten Deputy Principal	双语幼儿园副校长	180	240	400
Bilingual Kindergarten Principal	双语幼儿园校长	240	350	600
Bilingual Deputy Headmaster K12	双语 K12 学校副校长	400	600	800
Bilingual Headmaster K12	双语 K12 学校校长	600	1000	2200
Superintendent	督学	800	1400	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	200	400	600
Marketing Director	市场总监	450	600	800
Sales and Marketing Director	销售与市场总监	550	800	1300

Non-Academic 非学术

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Admissions Manager	招生经理	200	400	600
Admissions Director	招生总监	450	600	800
Head of AMC Group	AMC 团体负责人	550	800	1300
Pre-Open Manager	筹开经理经理	300	400	550
Pre-Open Director	筹开总监	500	800	1300

Principals 校长

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Kindergarten Principal	幼儿园校长	240	500	800
Vice Principal	副校长	180	300	500
Principal	校长	600	1000	2200

Engineering & Manufacturing
工程与制造

Engineering & Manufacturing
工程与制造

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	1500	2500	3000
Chief Executive Officer	首席执行官	2500	4000	5000

Application & Testing 测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Test Engineer	测试工程师	200	300	500
Validation Engineer	验证工程师	200	300	500

Engineering 工程

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Engineer	工程师	200	300	400
Engineering Manager	工程经理	500	600	700
Chief Engineer	首席工程师	800	1000	1200
Engineering Director	工程总监	800	1000	1500

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
EHS Manager	EHS 经理	300	400	500
EHS Director	EHS 总监	800	1100	1500
Security Manager	安全经理	400	500	600

Engineering & Manufacturing
工程与制造

Field Services & Maintenance 现场服务与维护

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Facilities Manager	设施经理	300	400	500
Facilities Director	设施总监	500	600	700
Field Service Engineer	现场服务工程师	250	350	450
Field Operations Director	现场运营总监	800	1100	1500
Maintenance Engineer	维护工程师	200	300	400
Maintenance Manager	维护经理	300	400	500
Technical Engineer	技术工程师	300	400	500
Technical Manager	技术经理	500	600	700
Technical Director	技术总监	700	1000	1500

Lean & Process Improvement 精益与流程优化

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Lean Expert	精简专家	400	500	600
Lean Manager	精益经理	400	500	600
Lean Director	精益总监	800	1000	1200
Process Improvement Engineer	流程优化工程师	200	250	300
Process Improvement Manager	流程优化经理	300	400	500

Engineering & Manufacturing
工程与制造

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
Production Supervisor	生产主管	300	350	400
Production Manager	生产经理	400	500	600
Manufacturing Engineer	制造工程师	200	250	300
Manufacturing Consultant	制造顾问	600	800	1000
Manufacturing Director	制造总监	800	1100	1500
Vice President Manufacturing	制造副总裁	1200	1500	2000
Associate Operations Director	助理运营总监	800	1000	1200
Operation Manager	营运经理	400	500	600
Plant Manager	工厂经理	500	700	900
Plant Management Director	工厂管理总监	800	1000	1200

Project Management
项目管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Project Engineer	项目工程师	300	350	400
Project Manager	项目经理	400	500	600
Project Director	项目总监	500	700	900

Quality
质量

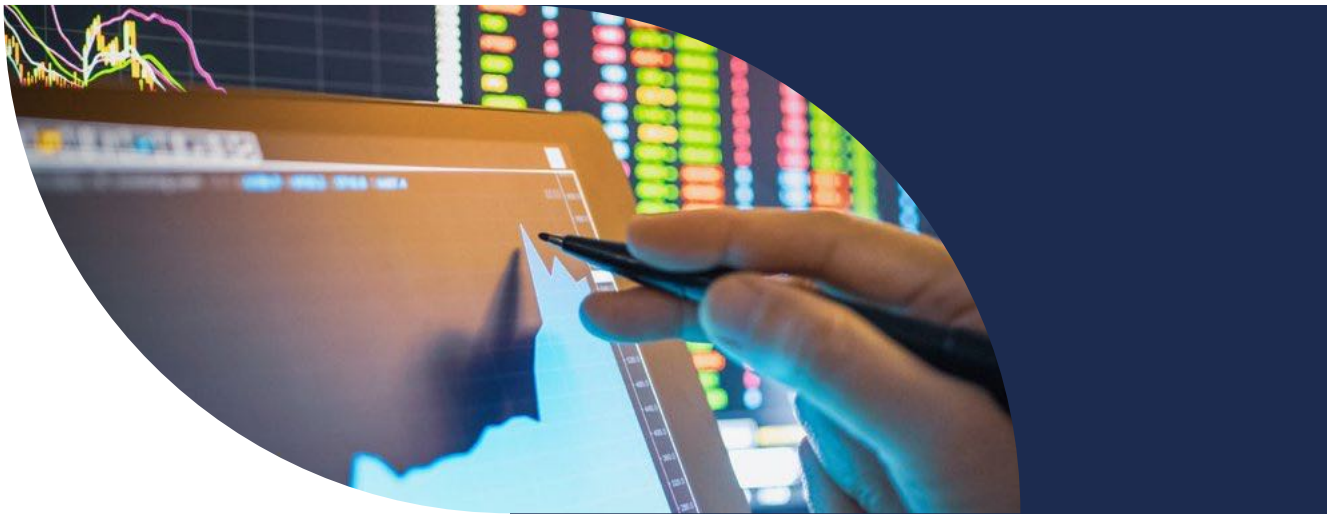
Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Quality Engineer	质量工程师	200	250	300
Quality Manager	质量经理	400	500	600
Quality Director	质量总监	600	800	1000
Head of Quality	质量负责人	700	800	900
Vice President Quality	质量副总裁	1000	1200	1500
Quality Assurance (QA) Engineer	质量保证 (QA) 工程师	200	250	300
Quality Assurance (QA) Manager	质量保证 (QA) 经理	400	500	600
Quality Assurance (QA) Director	质量保证 (QA) 总监	800	1100	1500

Engineering & Manufacturing
工程与制造

Research & Development (R&D) 研发 (R&D)

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Design Manager	设计经理	400	500	600
Lab Manager	实验室经理	400	500	600
Mechanical Design Engineer	机械设计工程师	250	350	450
R&D Specialist	研发专员	300	400	500
R&D Manager	研发经理	600	700	900
R&D Director	研发总监	800	1100	1500
Chemist	化学师	300	500	800
Innovation Manager	创新经理	600	700	800
Product Development Director	产品开发总监	800	1000	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	1500	1800	2600
Head of Capital Market	资本市场负责人	2000	3000	5000

Accounting 会计

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Accountant	会计	120	200	240
Accountant, Accounts Receivable	应收账款会计	120	180	240
Senior Accountant	高级会计	180	240	360
Senior Accountant, Accounts Payable	应付账款高级会计	180	220	350
Accounting Supervisor	会计主管	250	300	350
Assistant Accounting Manager	助理会计经理	280	330	380
Accounting Manager	会计经理	350	450	500
Accounting Manager, Accounts Receivable	应收账款经理	300	400	500
Senior Accounting Manager	高级会计经理	400	500	550
Accounting Director	会计总监	600	780	960

Credit 信贷

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Credit Analyst	信贷分析师	140	200	280
Credit Supervisor	信贷主管	180	250	350
Senior Credit Analyst	高级信贷分析师	200	300	400
Credit Controller	信贷总管	300	400	500
Credit Manager	信贷经理	400	600	800
Head of Credit	信贷总监	700	900	1200

Finance & Accounting
财务与会计

Finance 财务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Finance Supervisor	财务主管	300	350	450
Assistant Finance Manager	助理财务经理	300	350	500
Finance Manager	财务经理	400	500	600
Senior Finance Manager	高级财务经理	500	600	850
Associate Finance Director	助理财务总监	500	700	900
Finance Director	财务总监	600	800	1000
Senior Finance Director	高级财务总监	900	1000	1500
Finance General Manager	财务总经理	1200	1700	2000
Vice President Finance	财务副总裁	1500	1700	2300

Mergers & Acquisitions (M&A) 并购 (M&A)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
M&A Director	并购总监	800	900	1000
M&A Vice President	并购副总裁	900	1500	1800

Finance & Accounting
财务与会计

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	240	360
Senior Financial Analyst	高级财务分析师	250	360	480
Financial Analysis Manager	财务分析经理	400	450	550
Senior Financial Analysis Manager	高级财务分析经理	450	550	650
Financial Analysis Director	财务分析总监	500	600	800
Senior Credit Analyst	高级信贷分析师	144	210	300
Credit Analysis Manager	信贷分析经理	240	320	400
Financial Planning and Analysis (FP&A) Analyst	财务规划和分析 (FP&A) 专业分析师	240	280	350
Senior Financial Planning and Analysis (FP&A) Analyst	高级财务规划和分析 (FP&A) 专业分析师	250	300	420
Assistant Financial Planning and Analysis (FP&A) Manager	助理财务规划和分析 (FP&A) 经理	280	320	450
Financial Planning and Analysis (FP&A) Manager	财务规划和分析 (FP&A) 经理	400	450	550
Financial Planning and Analysis (FP&A) Leader	财务规划和分析 (FP&A) 领导	450	550	600
Financial Planning and Analysis (FP&A) Director	财务规划和分析 (FP&A) 总监	500	750	850
Reporting Manager	报表经理	240	350	450
Senior Reporting Manager	高级报表经理	300	420	550
Reporting Director	报表总监	550	650	700

Finance & Accounting
财务与会计

Audit & Control 审计与控制

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Auditor	高级审计员	180	240	360
Associate Audit Manager	助理审计经理	300	360	420
Senior Audit Manager	高级审计经理	450	600	750
Head of Audit	审计负责人	800	900	1500
Senior Internal Auditor	高级内部审计员	240	300	360
Internal Audit Supervisor	内部审计主管	360	400	450
Internal Audit Manager	内部审计经理	420	450	480
Senior Internal Audit Manager	高级内部审计经理	550	650	780
Controlling Manager	控制经理	360	420	480
Cost Controller	成本控制员	360	400	450
Internal Auditor	内部审计师	180	240	300
Business Controller	财务控制负责人/总监	600	800	1000

Corporate Strategy 企业战略

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investor Relations Manager	投资者关系经理	360	480	600
Senior Investor Relations Manager	高级投资者关系经理	600	650	700
Investor Relations Associate Director	投资者关系总监	600	700	1000
Investor Relations Vice President	投资者关系副总裁	850	1200	2000
Financial Business Planning Manager	财务业务规划经理	550	650	780
Financial Business Planning Director	财务业务规划总监	750	860	1000
Senior Planning Advisor	高级策划顾问	650	750	880
Senior Strategy Manager	高级战略经理	700	800	900

Finance & Accounting
财务与会计

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Compliance Officer	合规官	240	300	350
Compliance Supervisor	合规主管	300	360	400
Compliance Consultant	合规顾问	300	420	480
Compliance Manager	合规经理	350	400	500
Senior Compliance Manager	高级合规经理	400	550	650
Compliance Director	合规总监	700	850	1000
Risk Specialist	风险专员	250	350	450
Risk Management Principal	风险管理负责人	300	400	500
Senior Risk Analyst	高级风险分析师	300	400	500
Risk Manager	风险经理	350	450	550
Risk Control Manager	风险控制经理	360	450	550
Risk Consulting Manager	风险顾问经理	360	480	600
Senior Risk Planning Manager	高级风险规划经理	400	480	540
Senior Risk Management Manager	高级风险管理经理	550	650	800
Risk Management Director	风险管理总监	800	880	1000
Risk & Compliance General Manager	风险与合规总经理	900	1200	2500

Tax 税务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Tax Editor	税务编辑	120	180	220
Tax Consultant	税务顾问	156	240	350
Tax Consulting Manager	税务顾问经理	350	400	450
Assistant Tax Manager	助理税务经理	300	350	450
Tax Manager	税务经理	350	400	600
Senior Tax Manager	高级税务经理	450	600	750
Tax Director	税务总监	700	840	1300

Finance & Accounting
财务与会计

Treasury 资金

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Treasury Supervisor	资金主管	250	350	400
Treasury Manager	资金经理	350	400	450
Senior Treasury Manager	高级资金经理	500	550	600
Associate Treasury Director	助理资金总监	550	600	700
Head of Treasury	资金负责人	700	850	950
Treasury Director	资金总监	600	750	960
Senior Treasury Director	高级资金总监	700	850	1500

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	500	600	800
Head of Operations and Finance	运营与财务总监	800	1000	1500
Head of Digitalization	共享中心负责人/数字化负责人	1000	1500	2000

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Executive Officer	首席执行官	3000	3500	5000
Chief Medical Officer	首席医学官	2500	3000	3500
Chief Science Officer	首席科学官	2500	3000	3500
Chief Technology Officer	首席技术官	2500	3000	3500
Chief Operation Officer	首席运营官	2500	3000	3500

Research & Development 研发

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Drug Discoery Director	研发总监	800	1000	1200
CMC Director	CMC总监	900	1100	1300
CMC VP	CMC副总裁	1500	1800	2200
AD&QC Director	分析及质量研究总监	700	900	1100
DMPK Director	DMPK总监	700	900	1100
Pharmcology&Toxilogy Director	药理毒理总监	700	900	1100
Pharmcology Director	药理总监	700	900	1100
Toxilogy Director	毒理总监	700	900	1100
Director of Biology	生物学总监	900	1100	1300
Director of Analytical Chemistry	分析化学总监	900	1100	1300
Director of CADD	计算机辅助药物设计总监	800	1000	1200
Vice president of Medicinal Chemistry	药物化学副总裁	1500	2000	2500
Director of Medicinal Chemistry	药物化学总监	800	1000	1200
Translation Medicine VP	转化医学副总裁	1800	2000	2500
Director of Biomarker	生物标志物总监	800	1000	1200
PDPK Director	PDPK总监	700	900	1100
Process Development Director	工艺开发总监	700	900	1100
Manufacturing Science and Technology Director	MST总监	700	900	1100

Healthcare & Life Sciences
医疗保健与生命科学

Medical Devices Clinical Operations 医疗器械临床

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Clinical Research Manager	临床试验经理	300	330	350
Senior Clinical Research Manager	临床试验高级经理	350	380	400
Associate Clinical Research Director	临床试验副总监	450	500	550
Clinical Research Director	临床试验总监	550	600	800
Clinical Research VP	临床试验副总	1000	1200	1500
Senior Clinical Research VP	临床试验高级副总	1500	1600	1800
Clinical Project Manager	临床项目经理	300	350	400
Senior Clinical Project Manager	临床项目高级经理	380	420	450
Associate Clinical Project Director	临床项目副总监	500	520	550
Clinical Project Director	临床项目总监	550	600	700
Senior Clinical Project Director	临床项目高级总监	800	900	1000

Medical Devices Medical Affairs 医疗器械医学事务

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Medical Affairs Manager	医学事务经理	400	420	450
Medical Manager	医学事务高级经理	450	500	600
Associate Medical Director	助理医学总监	500	550	650
Medical Director	医学总监	800	900	1000
Senior Medical Director	高级医学总监	1000	1300	1500
Medical VP	医学副总	1500	1700	2000

Healthcare & Life Sciences
医疗保健与生命科学

Medical Devices Regulatory Affairs (RA)
医疗器械注册与法规事务 (RA)

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
RA Manager	注册与法规事务经理	350	400	500
Senior RA Manager	高级注册与法规事务经理	500	550	650
RA Director	注册与法规事务总监	1000	1200	1500
RA Senior Director	高级注册与法规事务总监	1200	1500	1800
RA Executive Director	注册与法规事务执行总监	1800	1950	2100
RA VP	注册与法规事务副总	2000	2500	3000

Medical Devices Research & Development
医疗器械研发

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Research & Development Engineer	研发工程师	300	400	450
Research & Development Manager	研发经理	400	450	500
Senior Research & Development Manager	研发高级经理	500	530	600
Associate Research & Development Director	研发副总监	600	650	680
Research & Development Director	研发总监	650	700	800
Research & Development VP	研发副总	1000	1500	2000

Healthcare & Life Sciences
医疗保健与生命科学

Pharma Medical Affairs 药品医学事务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Medical Science Liaison	医学联络员	200	300	400
Medical Advisor	医学顾问	300	330	360
Medical Affairs Manager	医学事务经理	500	550	700
Associate Medical Director	助理医学事务总监	700	750	800
Medical Director	高级医学事务总监	1080	1100	1200
Head of Medical	医学事务负责人	1200	1300	1500

Pharma Clinical Development 药品上市前医学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Medical Monitor	医学监察	450	500	550
Clinical Research Physician	临床研究医生	550	600	650
Clinical Research Physician Associate Director	临床研究医生副总监	600	700	900
Clinical Research Physician Director	临床研究医生总监	850	900	1000
Clinical Development Head/Vice President	临床开发负责人	12000	1500	2000
Clinical Pharmacology Manager	临床药理经理	500	550	600
Clinical Pharmacology Director	临床药理总监	800	850	900

Healthcare & Life Sciences
医疗保健与生命科学

Pharma Regulatory Affairs 药品法规事务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
RA Specialist	注册事务专员	150	200	250
RA Manager	注册事务经理	300	400	500
Senior RA Manager	高级注册事务经理	400	550	700
RA Director	注册事务总监	1000	1200	1500
RA Senior Director	注册事务高级总监	1500	1600	1800
RA VP	注册事务副总裁	1800	2200	2600

Pharmacovigillance 药物警戒

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Pharmacovigilance Manager	药物警戒经理	450	550	650
Pharmacovigilance Director	药物警戒总监	1100	1200	1250

Healthcare & Life Sciences
医疗保健与生命科学

Pharma Clinical Operations

药品临床运营

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
VP of Clinical Operation	临床运营副总裁	1500	1800	2000
Clinical Operation Director	临床运营总监	900	1200	1500
Clinical Project Management Director	临床项目管理总监	800	1100	1400
Clinical Project Management Manager	临床项目管理经理	400	550	700
Clinical Research Director	临床研究总监	800	1100	1400
Clinical Research Manager	临床研究经理	350	500	600
VP of Clincial Quality	质量副总裁	1500	1800	2000
Clinical Quality Assurance Director	临床质量稽查总监	800	1000	1200
Clinical Quality Assurance Manager	临床质量稽查经理	500	600	700
Clinical Quality Control Director	临床质量控制总监	700	900	1100
Clinical Quality Control Manager	临床质量控制经理	400	500	600
VP of Biometrics	数据统计部副总裁	1500	1800	2200
Biostatistics Director	生物统计总监	900	1200	1500
Biostatistics Manager	生物统计经理	500	600	700
Statistical Programmer Director	统计编程总监	800	1000	1200
Statistical Programmer Manager	统计编程经理	450	550	650
Data Management Director	数据管理总监	700	900	1100
Data Management Manager	数据管理经理	350	450	500

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
Chief Human Resources Officer	首席人力资源官	1800	2000	3500

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior C&B Consultant	高级薪酬福利顾问	500	600	700
C&B Manager	薪酬福利经理	350	450	600
Senior C&B Manager	高级薪酬福利经理	500	750	850
C&B Director	薪酬福利总监	900	1000	1200

Corporate Culture & Employee Relations 企业文化与员工关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Corporate Culture Manager	企业文化经理	300	400	500
Corporate Culture Director	企业文化总监	400	500	600

Human Resource 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	300	400	500
HRBP Manager	HRBP 经理	400	550	650
Associate HRBP Director	HRBP 副总监	500	700	900
HRBP Director	HRBP 总监	800	1000	1500

Human Resources
人力资源

Human Resource (HR) Generalist
人力资源 (HR) 通才

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior HR	初级人力资源	96	120	144
HR Assistant	人力资源助理	150	180	200
Senior HR Officer	高级人力资源专员	200	250	300
Assistant HR Manager	助理人力资源经理	300	350	400
HR Manager	人力资源经理	400	500	600
Senior HR Manager	高级人力资源经理	500	600	700
Assistant HR Director	人力资源副总监	700	750	850
HR Director	人力资源总监	650	850	1300
HR Vice President	人力资源副总裁	1800	2500	3000

Human Resource Information Systems (HRIS)
人力资源信息系统 (HRIS)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HRIS Analyst	人力资源信息系统分析师	150	200	250

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	400	500	700
Talent Management Consultant	人才管理顾问	300	400	500
Talent Development Manager	人才发展经理	400	500	650
Talent Development Director	人才发展总监	650	750	900
Training Consultant	培训顾问	300	400	500
Training Manager	培训经理	400	550	650
Senior Training Manager	高级培训经理	550	650	750
Training Director	培训总监	700	850	1000

Human Resources
人力资源

Organisational Development 组织发展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Organisational Development Manager	组织发展经理	500	600	700
Organisational Development Director	组织发展总监	900	1000	1200
Senior Organisational Development Manager	高级组织发展经理	600	700	800
Organisational Effectiveness Manager	组织效能经理	400	500	600

Payroll 薪酬

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Payroll Executive	薪酬专员	150	200	250
Payroll Specialist	薪酬主管	300	350	400
Payroll Manager	薪酬经理	450	500	600

Talent Acquisition 人才招募

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Talent Acquisition Specialist	助理人才招募经理	200	250	350
Assistant Talent Acquisition Manager	人才招募经理	350	400	500
Talent Acquisition Manager	高级人才招募经理	500	600	700
Senior Talent Acquisition Manager	人才招募总监	550	650	750
Talent Acquisition Director	人才招募总监	700	850	1200

Legal
法律

Legal
法律

In-house Corporate – Lawyer 企业内部律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	200	250	300
3–5 years PQE	3–5 年执业资格	250	400	700
6–8 years PQE	6–8 年执业资格	500	700	1000
8–10 years PQE	8–10 年执业资格	800	1000	1300
10–15 years PQE	10–15 年执业资格	1000	1500	2000
15+ years PQE	15+ 年执业资格	1200	2000	4500

In-house Financial Services – Lawyer 金融机构律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	180	300	360
3–5 years PQE	3–5 年执业资格	300	480	540
6–8 years PQE	6–8 年执业资格	600	720	960
8–10 years PQE	8–10 年执业资格	720	900	1200
10–15 years PQE	10–15 年执业资格	850	1440	2400
15+ years PQE	15+ 年执业资格	1200	2000	4000

Legal Secretaries Private Practice (US Law Firms) 法律秘书 私人执业（美资律所）

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Legal Secretary (1–3 years)	初级法律文秘 (1–3 年)	120	130	140
Legal Secretary (3–5 years)	法律文秘 (3–5 年)	130	150	180
Senior Legal Secretary (5+ years)	高级法律文秘 (5+ 年)	180	200	350
Partner Secretary (5+ years)	合伙人秘书 (5+ 年)	220	280	350
Office Manager	办公室经理	360	450	850

Legal
法律

Private Practice
Private Practice - New York Rates
私人执业
私人律所 - 纽约州薪酬

Role	职位	Base salary range for 12 months (USD'000) Indicative
1st Year Associate	1 年级律师	200
3rd Year Associate	3 年级律师	255
5th Year Associate	5 年级律师	305
7th Year Associate	7 年级律师	340

Non-NY Rate US Firms
非美资律所

Role	职位	Base salary range for 12 months (USD'000) Indicative
1st Year Associate	1 年级律师	120
3rd Year Associate	3 年级律师	160
5th Year Associate	5 年级律师	190
7th Year Associate	7 年级律师	230

Non-US International Firms
国际律所（非美资）

Role	职位	Base salary range for 12 months (USD'000) Indicative
Associate 1st Year	1 年级律师	100
Associate 3rd Year	3 年级律师	120
Associate 5th Year	5 年级律师	150
Associate 7th Year	7 年级律师	200

Legal
法律

Large Domestic Firms 国内主要律所

Role	职位	Base salary range for 12 months (RMB'000) Indicative
Newly Qualified	刚获资质	360
Associate 2nd Year	2 年级律师	456
Associate 4th Year	4 年级律师	600
Associate 6th Year	6 年级律师	720
Associate 8th Year	8 年级律师	840
Salary Partner	薪酬合作伙伴	1200

Legal Counsel 法律顾问

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Paralegal/Legal Assistant	律师助理/初级法务	150	250	300
Legal Counsel(Legal Manager)	法律顾问（法务经理）	350	500	700
Senior Legal Counsel (Senior Legal Manager)	高级法律顾问（高级法务经理）	600	800	1200
Legal Director	法务总监	1500	2000	3000
General Counsel	总法律顾问	2000	3000	4500

Intellectual Property (IP) 知识产权 (IP)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
IP Specialist	知识产权专家	150	250	300
IP Manager	知识产权经理	400	500	600
IP Director	知识产权总监	600	800	1200

Compliance 合规

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Compliance Manager	合规经理	300	500	700
Compliance Director	合规总监	800	1200	1500
Chief Compliance Officer	首席合规官	1200	1500	3000

Marketing
市场营销

Marketing
市场营销

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Marketing Officer	首席营销官	1000	1500	3500

Affiliate & Partnerships 合作

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Affiliate and Partnerships Manager	合作经理	300	400	500

Brand Management 品牌管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Brand Manager	助理品牌经理	180	240	300
Media Planning Manager	媒体策划经理	200	250	300
Brand Manager	品牌经理	300	500	700
Senior Brand Manager	高级品牌经理	500	700	900
Associate Brand Director	助理品牌副监	500	700	900
Brand Director	品牌总监	800	1000	1200
Brand General Manager	品牌总经理	800	1650	2500

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Copywriter	文案撰稿人	150	200	250
Content Director	内容总监	250	350	500

Marketing
市场营销

Creative 创意

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Creative Director	创意总监	400	600	800
Senior Designer	高级设计师	400	600	800

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 Manager	CRM 经理	280	440	500
Senior CRM Manager	高级 CRM 经理	400	500	600
Senior CRM Director	高级 CRM 总监	600	700	800

Event Management 活动管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Events Manager	活动经理	240	350	450

Go-to-market 市场通路

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Trade Marketing Manager	交易营销经理	240	360	500
Distribution Manager	分销经理	300	350	400

Marketing
市场营销

Marketing Communications 营销传播

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Communications Manager	传播经理	321	360	500
Senior Communications Manager	高级传播经理	400	500	600
Marketing Assistant	营销助理	120	200	240
Marketing Specialist	营销专员	120	200	250
Senior Marketing Specialist	高级营销专员	200	250	300
Marketing Supervisor	营销主管	200	250	280
Marketing Manager	营销经理	350	450	550
Senior Marketing Manager	高级营销经理	400	660	800
Assistant Marketing Director	助理营销总监	600	800	1000
Marketing Strategy Director	营销战略总监	500	700	900
Senior Marketing Director	高级营销总监	1000	1200	1800
Marketing Director	营销总监	700	1000	1500
Head of Marketing	营销负责人	800	1400	2000
Marketing Vice President	营销副总裁	800	1400	2000
Marketing General Manager	营销总经理	800	1400	2000

Product Marketing 产品营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Product Manager	助理产品经理	200	300	400
Product Promotion Manager	产品推广经理	200	300	400
Product Marketing Executive	产品营销专员	100	150	200
Product Marketing Manager	产品营销经理	240	420	600
Product Marketing Vice President	产品营销副总裁	600	1050	1500
Product Marketing Director	产品营销总监	600	1050	1500
Senior Category Manager	高级品类经理	300	500	700

Marketing
市场营销

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	450	600
Senior PR Manager	高级公关经理	400	550	700
Head of PR	公关负责人	600	1000	1500
PR Director	公关总监	600	1000	1500
Corporate Communications Director	企业公关总监	1000	1500	2000
Associate Government Relations Director	助理政府关系总监	700	800	900
Public Affairs Manager	公共事务经理	320	360	400
Government Affairs Director	政府事务总监	1000	2000	3000
Senior Government Affairs Manager	高级政府事务经理	600	800	1000
Associate Public Affairs Director	助理公共事务总监	600	800	1000
Senior Corporate Affairs Manager	高级企业事务经理	600	800	1000
External Affairs Director	对外事务总监	1200	1600	2000
Head of External Relations	对外关系负责人	1000	2000	3000
Market Access Manager	市场准入经理	360	400	450
Head of Market Access	市场准入负责人	700	800	900

Strategy & Research 战略与研究

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Market Insights Manager	市场洞察经理	240	320	400
Market Research Manager	市场调研经理	240	320	400
Senior Market Research Manager	高级市场调研经理	300	550	800
Head of Market Research	市场调研负责人	300	550	800
Head of Market Strategy & Intelligence	市场战略与情报负责人	300	550	800
Market Analysis Manager	市场分析经理	240	360	480
Assistant Research Manager	助理调研经理	180	200	250
Research Manager	研究经理	2400	3200	4000
Consumer Insights Director	消费者洞察总监	600	900	1200

Procurement & Supply Chain
采购与供应链

Procurement & Supply Chain
采购与供应链

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	1500	1750	2200

Logistics 物流

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Facilities Manager	设施经理	180	240	360
Freight Manager	货运经理	350	450	550
Logistics Manager	物流经理	300	380	650
Head of Logistics	物流负责人	700	800	1000
Logistics Director	物流总监	700	825	1200
Transportation Manager	运输经理	360	400	500
Warehouse Manager	仓储经理	240	380	480

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	650	715	780
Operations Expert	运营专家	400	425	450
Operations Director	运营总监	550	700	800
Operational Excellence Manager	运营卓越经理	480	490	500
Operational Process Manager	运营流程经理	300	330	360
Business Operations Manager	业务运营经理	400	550	700

Order Management 订单管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Order Management Assistant	订单管理助理	100	150	200
Order Management Manager	订单管理经理	500	600	700
Order Management Director	订单管理总监	700	800	1100

Procurement & Supply Chain
采购与供应链

Sourcing, Purchasing & Procurement 寻源、购买与采购

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Purchasing Specialist	采购专员	200	300	400
Procurement Manager	采购经理	300	400	450
Senior Procurement Manager	高级采购经理	450	550	650
Head of Procurement	采购负责人	500	650	850
Senior Procurement Director	高级采购总监	700	850	1000
Commodity Manager	商品经理	350	450	500

Supply Chain Management 供应链管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Supply Chain Director	供应链总监	700	900	1200
Supply Chain Manager	供应链经理	400	500	600
Senior Supply Chain Manager	高级供应链经理	500	600	800
Vice President Supply Chain	供应链副总裁	1300	1600	2000
Supply Chain Planning Manager	供应链规划经理	250	300	350
Resource Planning and Management	资源规划与管理	300	350	400
Demand and Supply Chain Manager	需求与供应链经理	500	600	700
Supplier Development Manager	供应商拓展经理	350	400	600
Supplier Quality Manager	供应商质量经理	300	360	400

Trade & Customs 贸易与海关

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Import / Export Manager	进口 / 出口经理	600	650	700

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	480	500	600
Property Manager	物产经理	240	300	500
Property Director	物业总监	360	500	800

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	300	400	500
Construction Director	施工总监	400	500	1200

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	240	360	480
Architecture Design Director	建筑设计总监	600	800	1000
Interior Designer	室内设计师	240	300	360
Space Planning Manager	空间规划经理	300	400	500

Facilities Management 设施管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Area Operations Manager	区域运营经理	240	360	480
Facilities Manager	设施经理	240	360	480
Facilities Director	设施总监	500	600	800
Site Ambassador	场地大使	240	300	360

Property & Construction
房地产与建筑

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	240	300	400
Senior Leasing Manager	高级租赁经理	400	500	600
Leasing Director	租赁总监	600	800	1500

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	156	200	240
Economist	经济学家	600	700	800
Senior Real Estate Manager	高级房地产经理	360	400	500
Senior Consultant Strategic Consulting	战略咨询高级顾问	350	500	600
Store Development Director	店铺发展总监	500	650	800
Strategic Planner	战略规划师	360	480	600
Quantity Surveyor Director	工料测量总监	480	500	600

Marketing 市场

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Marketing Manager (Residence)	营销经理（住房）	240	360	450
Marketing Director (Residence)	营销总监（住房）	600	800	1000
Marketing Manager (Commercial)	营销经理（商业）	240	360	450
Marketing Director (Commercial)	营销总监（商业）	650	1000	1500
CRM Manager	CRM 经理	300	400	500
CRM Director	CRM 总监	500	750	1200

Property & Construction
房地产与建筑

Project Management 项目管理

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Operations Director (Office)	运营总监（办公室）	480	600	700
Operations Director (Shopping Mall)	运营总监（商场）	480	600	700
Operations General Manager	运营总经理	600	800	1000
Operations Director	运营总监	480	600	800
Project Manager	项目经理	300	450	600
Project Director	项目总监	700	1000	1500

Retail
零售

Retail
零售

Retail Training 零售培训

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Retail Trainer	零售培训师	180	240	300
Retail Training Manager	零售培训经理	240	300	500

Store Management 店铺管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Store Manager	店铺经理	200	420	500
Area Manager	区域经理	240	300	400
Retail Operations Manager	零售运营经理	240	400	500
Retail Manager	零售经理	240	400	500
Senior Retail Manager	高级零售经理	400	500	600
Retail Director	零售总监	600	700	1000
General/Country Manager	总经理/全国经理	2000	2500	3500

Visual Merchandising 视觉陈列

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Visual Merchandiser	视觉陈列员	120	150	200
Visual Merchandising Supervisor	视觉陈列主管	180	200	240
Visual Merchandising Manager	视觉陈列经理	240	360	500
Visual Merchandising Director	视觉陈列总监	360	500	700

Sales
销售

Sales
销售

Business Services 业务服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	120	180	240
Business Development Manager	业务拓展经理	240	330	420
Business Development Director	业务拓展总监	420	600	780
Chief Sales Officer	首席销售官	1440	1920	2400
Sales Director	销售总监	480	720	960
Sales Manager	销售经理	180	270	360
Vice President Sales	销售副总裁	1200	1500	1800

Consumer Products 消费品

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	240	300	350
Key Account Manager	大客户经理	300	360	420
Senior Key Account Manager	高级大客户经理	300	450	600
Head of Key Account Management	大客户管理负责人	360	490	630
Business Development Manager	业务拓展经理	180	270	360
Senior Business Development Manager	高级业务拓展经理	240	330	420
Business Development Director	业务拓展总监	180	270	360
Sales Manager	销售经理	180	270	360
Senior Sales Manager	高级销售经理	360	490	630
Sales Director	销售总监	480	720	960
Vice President Sales	销售副总裁	1200	1500	1800
Product Manager	产品经理	300	360	420

Sales
销售

Entertainment & Media 娱乐/媒体

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Account Executive	高级客户执行专员	180	270	360
Account Manager	客户经理	240	300	350
Account Director	客户总监	420	570	720
Business Development Manager	业务拓展经理	240	330	420
Business Development Director	业务拓展总监	420	600	780
Product Director	产品总监	600	750	900
Vice President Sales	销售副总裁	1200	1500	1800
General Manager Sales	销售总经理	1500	1800	2400
Film Distribution Manager	电影发行经理	240	300	350

Financial Services 金融服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Key Account Manager	大客户经理	300	360	420
Vice President Account Management	客户管理副总裁	600	800	1200
Business Development Manager	业务拓展经理	240	330	420
Senior Business Development Manager	高级业务拓展经理	240	330	420
Business Development Director	业务拓展总监	420	600	780
Sales Manager	销售经理	180	270	360
Senior Sales Manager	高级销售经理	360	490	630
General Manager Sales	销售总经理	1500	1800	2400
Head of Sales	销售负责人	1500	1800	2400
Vice President Sales	销售副总裁	1200	1500	1800
Senior Product Manager	高级产品经理	350	450	550
Product Director	产品总监	480	720	960

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	300	400	500
Key Account Manager	大客户经理	350	450	550
Senior Key Account Manager	高级大客户经理	450	700	1050
Account Director	客户总监	850	1100	1500
Business Development Manager	业务拓展经理	500	750	900
Business Development Director	业务拓展总监	1100	1500	2000
Product Manager	产品经理	250	400	550
Sales Manager	销售经理	250	400	550
Senior Sales Manager	高级销售经理	450	650	900
Associate Director Sales	助理销售总监	500	750	1000
Sales Director	销售总监	550	1000	1500
Senior Sales Director	高级销售总监	800	1300	2000
Head of Sales	销售负责人	1000	1500	2500

Sales
销售

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	300	350
Account Director	客户总监	360	480	600
Key Account Manager	大客户经理	300	360	420
Senior Business Development Associate	高级业务拓展助理	240	330	420
Business Development Manager	业务拓展经理	240	330	420
Senior Business Development Manager	高级业务拓展经理	300	450	600
Business Development Director	业务拓展总监	420	600	780
Sales Engineer	销售工程师	120	180	240
Senior Sales Engineer	高级销售工程师	240	300	350
Sales Consultant	销售顾问	120	180	240
Sales Manager	销售经理	240	300	350
Senior Sales Manager	高级销售经理	360	490	630
Sales Director	销售总监	480	720	960
General Manager Sales	销售总经理	1440	1920	2400
Head of Sales	销售负责人	1500	1800	2400
Senior Sales Director	高级销售总监	800	1300	2000
Vice President Sales	销售副总裁	1200	1500	1800
Product Executive	产品执行专员	120	180	240
Product Manager	产品经理	180	270	360
Senior Product Manager	高级产品经理	240	330	420
Product Director	产品总监	480	720	960
Head of Product	产品负责人	600	650	700

Sales
销售

Professional Services 专业服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Executive	客户主任	120	180	240
Account Manager	客户经理	240	300	350
Senior Account Manager	高级客户经理	300	450	600
Account Director	客户总监	420	570	720
Key Account Manager	大客户经理	300	360	420
Key Account Director	大客户总监	480	600	720
Business Development Executive	业务拓展主任	120	180	240
Business Development Manager	业务拓展经理	240	330	420
Senior Business Development Manager	高级业务拓展经理	300	450	600
Business Development Director	业务拓展总监	420	600	780
Head of Business Development	业务拓展负责人	720	1110	1500
Sales Consultant	销售顾问	224	287	350
Sales Manager	销售经理	180	270	360
Senior Sales Manager	高级销售经理	360	490	630
Sales Director	销售总监	480	720	960
Head of Sales	销售负责人	800	950	1300
Assistant Vice President Sales	助理销售副总裁	800	1250	1700
Vice President Sales	销售副总裁	1200	1500	1800
General Manager Sales	销售总经理	1440	1920	2400

Sales
销售

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	300	350
Senior Account Manager	高级客户经理	600	650	700
Account Director	客户总监	800	900	1000
Key Account Manager	大客户经理	300	450	600
Business Development Manager	业务拓展经理	300	450	600
Business Development Director	业务拓展总监	600	800	1000
Sales Executive	销售主管	800	950	1300
Sales Manager	销售经理	300	400	500
Associate Sales Director	助理销售总监	480	600	720
Sales Director	销售总监	600	1050	1500
Senior Sales Director	高级销售总监	800	1300	1800
General Manager Sales	销售总经理	1000	1750	2500
Head of Sales	销售负责人	800	950	1300
Vice President Sales	销售副总裁	1500	2000	2500
Product Manager	产品经理	200	300	420
Senior Product Manager	高级产品经理	300	480	600
Product Manager Director	产品经理总监	700	800	900

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	108	120
Administration Assistant	行政助理	144	160	180
Administration Officer	行政专员	168	180	240
Administration Manager	行政经理	240	420	600
Administration Director	行政总监	336	360	650
General Manager Administration	行政总经理	500	750	1000
Office Manager	办公室经理	180	240	450
Secretary	秘书	180	198	216
Senior Secretary	高级秘书	200	240	360
Executive Assistant	执行助理	96	240	360
Personal Assistant	个人助理	180	240	360
Receptionist	前台	96	108	144

Technology
技术

Technology
技术

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Technology Officer	首席技术官	1200	2350	3500
Chief Information Officer	首席信息官	1000	2100	3200
Chief Data Officer	首席数据官	1200	2200	3200
Chief Executive Officer	首席执行官	1500	3200	5000

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
ERP Analyst	ERP 分析师	250	350	450
ERP Support Engineer	ERP 支持工程师	200	280	350
Senior ERP Consultant	高级 ERP 顾问	350	480	600
ERP Supervisor	ERP 主管	450	550	700
ERP Leader	ERP 领导	450	550	700
ERP Business Process Expert	ERP 业务流程专家	300	450	600
Senior ERP Solution Manager	高级 ERP 解决方案经理	400	500	600
Senior Process Optimisation Manager	高级流程优化经理	400	500	600

Technology
技术

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

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
AI Engineer	人工智能工程师	400	650	900
Senior AI Engineer	高级人工智能工程师	600	800	1000
AI Lead	人工智能领导	900	1400	1800
AI Scientist	人工智能科学家	900	1500	2000
Data Analyst	数据分析师	350	480	600
Senior Data Analyst	高级数据分析师	450	550	650
Data Analysis Leader	数据分析领导	500	650	800
Data Scientist	数据科学家	550	880	1200
Data Engineer	数据工程师	350	500	650
Senior Data Engineer	高级数据工程师	450	580	700
Data Architect	数据架构师	500	700	900
Senior Data Architect	高级数据架构师	700	1100	1500
General Manager Data	数据总经理	1000	1400	1800
Big Data Consultant	大数据顾问	350	480	600
Big Data Development Engineer	大数据开发工程师	300	450	600
Big Data Leader	大数据领导	600	900	1200
Big Data Manager	大数据经理	500	750	1000
Big Data Architect	大数据架构师	600	950	1300
Big Data Director	大数据总监	700	1100	1500
Big Data Product Director	大数据产品总监	700	850	1000
Big Data Technical Director	大数据技术总监	800	1100	1300
Vice President Big Data	大数据副总裁	1200	1850	2500
Database Administrator	数据库管理员	350	400	450
Data Development Engineer	数据开发工程师	350	480	600
Senior Data Development Engineer	高级数据开发工程师	500	600	700
Data Management Consultant	数据管理顾问	300	420	550
Data Mining Engineer	数据挖掘工程师	400	500	600
Data Modelling Manager	数据建模经理	400	650	900
Business Analyst	业务分析师	250	420	600
Business Intelligence (BI) Consultant	商业智能 (BI) 顾问	350	420	500
Business Intelligence (BI) Analyst	商业智能 (BI) 分析师	400	550	700
Business Intelligence (BI) Leader	商业智能 (BI) 领导	450	680	900
Business Intelligence (BI) Manager	商业智能 (BI) 经理	500	700	900

Technology
技术

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Knowledge Base Engineer	知识库工程师	250	320	400
Quantitative Analyst	量化分析师	300	400	450
Quantitative Engineer	量化工程师	350	480	600
Quantitative Developer	量化程序员	350	520	700

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 Supervisor	IT 主管	350	350	400
IT Manager	IT 经理	450	480	900
Vice President IT	信息技术副总裁	800	1800	2800
IT Director	IT 董事	500	1000	1500
Head of IT	IT 负责人	700	1250	1800
Project Manager	项目经理	350	450	550
Project Director	项目总监	600	750	900

IT Security
信息安全

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Information Security Expert	信息安全专家	500	700	900
Information Security Director	信息安全总监	700	950	1200
IT Auditor	信息技术审计员	200	280	350
Assistant IT Audit Manager	助理信息技术审计经理	350	440	500
IT Audit Manager	信息技术审计经理	400	500	600
Senior IT Audit Manager	高级信息技术经理	450	620	800
IT Security Manager	信息技术安全经理	450	580	700
Regulatory Affairs Supervisor	监管事务主管	300	360	450
Senior Risk Control Manager	高级风险控制经理	350	480	600
Vice President Compliance Technology	合规技术副总裁	900	1200	1500

Technology
技术

IT Support
IT 支持

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Maintenance Engineer	维护工程师	250	300	350
Technical Support Engineer	技术支持工程师	250	350	400
Senior Technical Support Engineer	高级技术支持工程师	300	400	500

IT Development & Architecture
IT 开发与架构

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Application Lead	应用负责人	450	580	700
Application Manager	应用经理	450	680	900
Senior Application Manager	高级应用经理	600	800	1000
Principal Architect	主架构师	700	1100	1500
Back End Developer	后端程序员	300	480	650
Business Architect	业务架构师	450	660	900
Cloud Engineer	云工程师	350	440	500
Cloud Lead Architect	云主架构师	600	1050	1500
Development Leader	开发领导	400	500	600
DevOps Engineer	开发运营工程师	350	530	700
DevOps Expert	开发运营专家	500	650	800
Enterprise Architect	企业架构师	600	950	1300
Front End Architect	前端架构师	450	580	700
Front End Developer	前端程序员	300	400	500
Operating System Development Engineer	操作系统开发工程师	300	400	500
Development Engineer	高级操作系统开发工程师	350	520	700
Senior Operating System Manager	高级操作系统经理	500	700	900
Programming Engineer	编程工程师	300	400	500
Senior Programming Engineer	高级编程工程师	400	500	600
Senior Programming Developer	高级编程程序员	350	480	600
Senior Programming Architect	高级编程架构师	450	580	700
Software Architect	软件架构师	500	700	900
Senior Software Architect	高级软件架构师	600	950	1300
Senior Software Developer	高级软件程序员	350	500	650
Senior Software Development Engineer	高级软件开发工程师	350	500	650
Principal Software Development Engineer	软件开发主工程师	350	420	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 Development Director	软件开发总监	650	1000	1500
Software System Architect	软件系统架构师	450	620	800
Software Engineer	软件工程师	300	380	450
Senior Software Engineer	高级软件工程师	350	500	650
Software Manager	软件经理	450	625	800
System Architect	系统架构师	500	650	800
System Engineer	系统工程师	350	475	600
Technology Architect	技术架构师	550	875	1200
Embedded Software Engineer	嵌入软件工程师	300	400	500

IT Testing
IT 测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Test Development Engineer	测试开发工程师	250	325	400
Test Analyst	测试分析师	250	300	350
Test Engineer	测试工程师	250	300	350
Testing Manager	测试经理	400	500	600
Site Reliability Engineer	网站可靠性工程师	450	475	500

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	250	330	400
Senior Operations and Maintenance Engineer	高级运营与维护工程师	250	330	400
Operations Manager	运营经理	400	500	600
Operations Director	运营总监	500	650	800

Technology
技术

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	650	820	1000
R&D Engineer	研发工程师	250	420	600
R&D Leader	研发领导	450	520	600
R&D Director	研发总监	750	880	1000
Head of R&D	研发负责人	1000	2000	3000

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	350	420	500
Senior Solution Engineer	高级解决方案工程师	450	420	600
Solution Consultant	解决方案顾问	300	400	500
Solution Manager	解决方案经理	450	580	700
Solution Architect	解决方案架构师	500	700	900

Technical 技术

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Field Application Engineer	现场技术支持工程师	250	320	400
Technical Specialist	技术专员	200	250	300
Technical Engineer	技术工程师	250	320	400
Technical Manager	技术经理	350	480	600
Senior Technical Manager	高级技术经理	450	550	650
Technical Director	技术总监	500	850	1200
Technical Operation Leader	技术运营领导	400	550	700
Vice President Technical Operations	技术运营副总裁	800	1000	1200
Pre-sales Consultant	售前顾问	250	320	400
Pre-sales Manager	售前经理	400	600	800
Pre-sales Principal	售前负责人	600	700	800
Senior Pre-sales Manager	高级售前经理	650	800	1000
Pre-sales Director	售前总监	600	1000	1500

Technology
技术

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	250	350	450
Senior User Experience/User Interface (UX/UI) Designer	高级用户体验/用户界面 (UX/UI) 设计师	350	480	600
Senior User Experience/User Interface (UX/UI) Director	高级用户体验/用户界面 (UX/UI) 总监	500	700	900
Web Architect Director	网站架构总监	600	750	900
Web Developer/Engineer	网站程序员/工程师	300	400	500
Web Development Leader	网站开发负责人	450	680	900
Web Front End Developer	网站前端程序员	250	350	450
Web Front End Engineer	网站前端工程师	250	350	450

Michael Page

成都 Chengdu

薪酬报告 2022
Salary Report 2022

人才展望
Talent Outlook

招聘
Recruitment

就业
Employment

Page Executive | Michael Page | Page Personnel | Page Outsourcing

Part of PageGroup

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, including job advertisements and placements made between August 2020 and September 2021, incorporating salary projections for 2022 in Chengdu and Southwest 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中近10万项数据，包含自 2020 年 8 月至 2021 年 9 月 一 年中在中国大陆发布的招聘信息，以及针对成都及西南地区 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

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Data Analyst	数据分析师	250	420	480
Credit Analyst	信用分析师	180	300	450

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	180	240	360
Senior Asset Management Manager	高级资产管理经理	320	380	450
Asset Management Associate Director	资产管理副总监	480	540	600
Asset Management General Manager	资产管理总经理	720	1000	1500

Equities 股权

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Equity Manager	股权经理	240	270	300
Senior Equity Manager	高级股权经理	300	360	540
Equity Vice President	股权副总裁	360	600	720

Insurance 保险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Insurance Manager	保险经理	240	390	420

Investments 投资

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investment Manager	投资经理	180	210	350
Investment Director	投资总监	450	600	800
Investment Vice President	投资副总裁	800	1000	1500

Banking & Financial Services
银行与金融服务

Mergers & Acquisitions (M&A) 并购 (M&A)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
M&A Advisor	并购顾问	180	350	400
M&A Manager	并购经理	250	350	450
M&A Director	并购总监	550	700	850
M&A Vice President	并购副总裁	800	1000	1200

Product Control & Valuations 产品控制与估值

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Product Manager	产品经理	240	330	420
Product Director	产品总监	480	540	600

Relationship Management 客户关系管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Relationship Manager	客户关系经理	240	350	450
Senior Relationship Manager	高级客户关系经理	350	450	600

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Anti Fraud Manager	反欺诈经理	240	300	360
Senior Anti Fraud Manager	高级反欺诈经理	360	390	420
Anti Fraud Vice President	反欺诈副总裁	450	500	570
Risk Modelling Specialist	风险建模专员	240	270	300
Risk Manager	风险经理	180	240	300
Risk Analysis Manager	风险分析经理	240	330	360
Risk Director	风险总监	480	540	720

Banking & Financial Services
银行与金融服务

Trading 交易

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Trader	交易员	180	210	350

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	144	250	300
Venture Capital Executive Director	风险投资执行总监	400	550	800
Venture Capital Vice President	风险投资副总裁	600	850	1200
Venture Capital Managing Director	风险投资总经理	800	1200	1500

Digital
数字化

SWOT
DATA
IDEAS
DIGITAL MARKETING
STRATEGY
CONTENTS
ONLINE

Digital
数字化

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Content Management Executive	内容管理专员	120	180	240

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 Specialist	数字营销专员	120	180	240
Digital Manager	数字经理	240	360	480
Growth Marketing Manager	增长型营销经理	240	360	480

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	240	300	360
E-commerce Director	电子商务总监	480	600	720

Product & Operations 产品与运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Operations Executive	运营专员	120	180	240
Operations Supervisor	运营主管	180	390	600
Operations Manager	运营经理	180	270	360
Product Operations Manager	产品运营经理	180	270	360

Social Media 社交媒体

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Social Media Specialist	社交媒体专员	120	180	240
Social Media Manager	社交媒体经理	240	300	360

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	800	1150	1500
Chief Academic Officer	首席学术官	600	900	1200
Chief Executive Officer	首席执行官	1000	1500	2000
President	总裁	1200	1850	2500

Academic 教学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Academic / Curriculum Development Manager	教学 / 课程发展高级经理	400	550	700
Academic Headmaster (Bilingual K12 Campus)	教学校长（双语 K12 学校）	300	550	800
Academic Principal (Bilingual Kindergarten)	教学校长（双语幼儿园）	200	320	700
Curriculum Coordinator	课程协调专员	180	240	300
Education Product Development Manager	教育产品开发经理	200	350	500
Education Product Director	教育产品总监	500	650	800
Education Product General Manager	教育产品总经理	800	1000	1200

Content Development 内容开发

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Course Development Manager	课程开发经理	200	400	600
Senior Manager Course Development	高级课程开发经理	400	600	800

Education
教育

Management 管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Centre Director	中心总监	180	300	800
Regional Centre Director	区域中心总监	350	600	1200
Business Sector Director	商业领域总监	600	800	1000
Head of Education Complex	教育综合体负责人	400	650	1200
Bilingual Kindergarten Deputy Principal	双语幼儿园副校长	180	240	300
Bilingual Kindergarten Principal	双语幼儿园校长	300	550	800
Bilingual Deputy Headmaster K12	双语 K12 学校副校长	250	375	500
Bilingual Headmaster K12	双语 K12 学校校长	300	550	800
Superintendent	督学	800	1400	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	180	270	360
Marketing Director	市场总监	360	580	800
Sales and Marketing Director	销售与市场总监	480	740	1000

Non-Academic 非教学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Admissions Manager	招生经理	200	400	600
Admissions Director	招生总监	450	600	800
Head of AMC Group	AMC 团体负责人	550	800	1300
Pre-Open Manager	筹开经理经理	300	400	550
Pre-Open Director	筹开总监	500	800	1300

Principals 校长

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Kindergarten Principal	幼儿园校长	240	420	600
Vice Principal	副校长	180	290	400
Principal	校长	240	420	600

Engineering & Manufacturing
工程与制造

Engineering & Manufacturing
工程与制造

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	650	800	1000

Application & Testing 应用与测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Application Engineer	应用工程师	150	225	300
Test Engineer	测试工程师	120	180	200
Test Manager	测试经理	300	350	420
Validation Manager	验证经理	220	330	400

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Automation Engineer	自动化工程师	150	175	200
Automation Manager	自动化经理	250	320	400
Chief Automation Engineer	首席自动化工程师	500	650	800

Engineering 工程

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Engineer	工程师	120	144	180
Senior Engineer	高级工程师	240	255	270
Engineering Manager	工程经理	300	350	600
Engineering Director	工程总监	500	680	880

Engineering & Manufacturing
工程与制造

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
EHS Engineer	EHS 工程师	96	108	168
Senior EHS Engineer	高级 EHS 工程师	120	180	240
EHS Manager	EHS 经理	300	380	500
EHS Director	EHS 总监	600	800	1000

Field Services & Maintenance 现场服务与维护

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Facility Manager	设施经理	200	250	350
Senior Field Service Engineer	高级现场服务工程师	250	280	300
Maintenance Manager	维修经理	300	320	500
Technical Consultant	技术顾问	150	180	200

Lean & Process Improvement 精益与流程优化

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Lean Manager	精益经理	400	500	600
Process Engineer	流程工程师	120	150	200
Senior Process Engineer	高级流程工程师	180	250	300
Process Manager	流程经理	240	300	400
Process Engineering Director	流程工程总监	500	660	850

Operations 运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Operations Manager	运营经理	300	540	600
Operations Director	运营总监	600	780	960

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
Product Engineer	产品工程师	140	180	192
Product Development Manager	产品开发经理	240	288	310

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
Production Engineer	生产工程师	120	150	180
Production Manager	生产经理	240	320	450
Assistant General Manager Production	生产副总经理	300	420	540
Manufacturing Engineer	制造工程师	96	120	140
Manufacturing Manager	制造经理	300	450	600
Manufacturing Director	制造总监	780	845	910
Operations Manager	运营经理	300	540	600
Operations Director	运营总监	600	780	960
Plant Manager	工厂经理	400	480	500
Senior Plant Manager	高级工厂经理	450	540	700
Plant General Manager	工厂总经理	600	780	1000

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	200	300	400

Engineering & Manufacturing
工程与制造

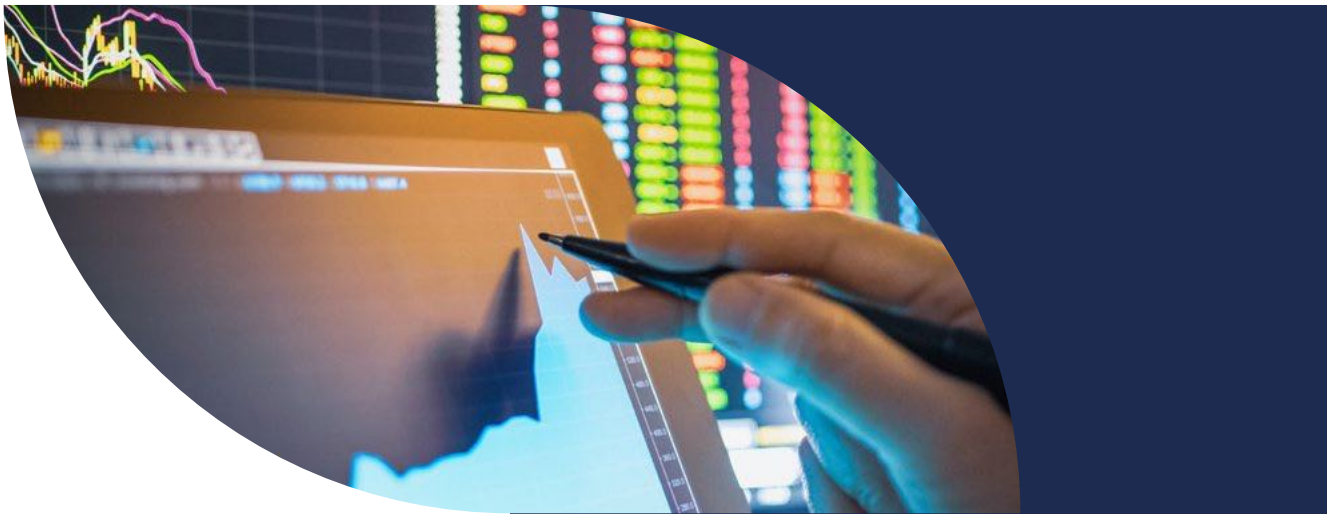
Quality 质量

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Quality Engineer	质量工程师	120	180	240
Quality Manager	质量经理	400	480	600
Quality Director	质量总监	400	540	720
Quality Technician	质量技术员	96	108	120
Monitoring Manager	监控经理	140	150	180
Quality Check (QC) Manager	质检经理	200	240	380
Quality Check (QC) Director	质检总监	300	360	420

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Design Engineer	设计工程师	200	276	300
Senior Design Engineer	高级设计工程师	280	320	400
Lab Manager	实验室经理	200	280	350
Senior R&D Engineer	高级研发工程师	200	275	400
R&D Manager	研发经理	360	460	500
Head of R&D	研发负责人	500	660	800

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 Compliance Officer	首席合规官	800	1000	1200
Chief Financial Officer	首席财务官	800	1200	2000

Accounting 会计

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Accountant, Accounts Receivable	应收账款会计	100	160	180
Accounting Supervisor	会计主管	150	180	220
Senior Accountant	高级会计	120	180	240
Senior Accountant, Accounts Payable	应付账款高级会计	180	220	350
Assistant Accounting Manager	助理会计经理	144	168	192
Accounting Manager, Accounts Receivable	应收账款会计经理	200	250	380
Accounting Manager	会计经理	320	350	400
Senior Accounting Manager	高级会计经理	300	350	400
Accounting Director	会计总监	450	550	600
Head of Accounting	会计负责人	500	550	680

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Financial Analyst	财务分析师	144	240	360
Senior Financial Analyst	高级财务分析师	250	360	480
Financial Analytics Manager	财务分析经理	300	400	550
Senior Financial Analytics Manager	高级财务分析经理	350	450	650
Financial Analytics Director	财务分析总监	400	600	800
Credit Analyst	信用分析师	120	180	200
Senior Credit Analyst	高级信用分析师	144	210	300
Credit Analytics Manager	信用分析经理	240	320	380
Financial Planning and Analysis (FP&A) Analyst	财务规划和分析 (FP&A) 专业分析师	144	240	360
Financial Planning and Analysis (FP&A) Manager	财务规划和分析 (FP&A) 经理	320	400	550
Financial Planning and Analysis (FP&A) Director	财务规划和分析 (FP&A) 总监	450	500	650
Reporting Manager	报表经理	240	350	450
Reporting Director	报表总监	440	520	580

Finance & Accounting
财务与会计

Audit & Control 审计与控制

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Auditor	高级审计师	150	200	240
Associate Audit Manager	助理审计经理	220	280	320
Senior Audit Manager	高级审计经理	350	400	600
Head of Audit	审计负责人	480	680	800
Internal Audit Manager	内部审计经理	240	450	600
Internal Audit Director	内部审计总监	480	550	800
Cost Controller	成本控制员	240	350	450
Assistant Financial Controller	助理财务总管	220	300	450
Financial Controller	财务总管	350	450	800
Internal Auditor	内部审计师	180	240	300
Internal Control Manager	内部控制经理	350	480	600
Senior Internal Control Manager	内部控制高级经理	450	580	700
Internal Control Director	内部控制总监	500	600	800
Business Controller	业务负责人	500	600	800

Corporate Strategy 企业战略

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investor Relations Manager	投资者关系经理	250	300	350
Head of Investor Relations	投资关系总监	450	550	700
Investor Relations Vice President	投资关系副总裁	800	1000	1200
Strategy Director	战略总监	600	800	1000

Credit 信贷

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Credit Analyst	信贷分析师	180	220	300
Credit Supervisor	信贷主管	700	800	900
Senior Credit Analyst	高级信贷分析师	220	250	350
Credit Controller	信贷总管	220	250	350
Credit Manager	信贷经理	300	350	380
Head of Credit	信贷总监	400	500	700

Finance & Accounting
财务与会计

Finance 财务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Finance Supervisor	财务主管	180	220	240
Finance Manager	财务经理	240	350	440
Senior Finance Manager	高级财务经理	350	480	650
Associate Director Finance	财务副总监	500	600	680
Finance Director	财务总监	850	950	1300
Finance Vice President	财务副总裁	800	1100	1500

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	300	400	500
Head of Operations and Finance	运营与财务总监	450	700	800

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	350	400	500
Compliance Director	合规总监	600	750	800
Compliance Supervisor	合规主管	144	240	280
Risk Manager	风险经理	240	380	420
Senior Risk Management Manager	高级风险管理经理	450	550	600
Risk Management Director	风险管理总监	650	750	850
Risk & Compliance General Manager	风险与合规总经理	800	880	980
Risk Management Modelling Director	风险管理建模总监	480	550	800

Finance & Accounting
财务与会计

Tax 税务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Tax Manager	助理税务经理	200	260	300
Tax Manager	税务经理	360	420	420
Tax Advisory Manager	税务顾问经理	300	360	420

Treasury 资金

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Treasury Supervisor	资金主管	220	280	350
Treasury Manager	资金经理	360	450	550
Treasury Director	资金总监	450	500	800

Healthcare & Life Sciences
医疗保健与生命科学

Healthcare & Life Sciences
医疗保健与生命科学

Clinical Operations 临床运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Clinical Manager	临床经理	350	450	600
Project Manager	项目经理	300	450	500
Oversea Clinical Operation	海外临床项目运营	700	750	800

Manufacturing 生产制造

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Plant Manager/Operation Director	厂长/生产运营总监	600	900	1100
Process Manager	工艺经理	360	400	550
Validation Manager	验证经理	300	350	380
Senior Quality Manager	质量高级经理	450	500	600

Medical Affairs 医学事务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Medical Officer	首席医学官	2000	3000	4500
Chief Medical Leader	首席医学负责人	800	1200	1500
Medical Manager	医学经理	300	350	450
Associate Medical Director	医学副总监	750	800	900

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
RA Director	法规事务总监	600	800	900
CMC RA VP	CMC法规事务副总裁	1000	1500	2200

Healthcare & Life Sciences
医疗保健与生命科学

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Manager of pharmacology and toxicology	药理毒理经理	400	450	500
Chief Drug Scientist	首席药物科学家	800	1200	1500
PV Head	药物警戒负责人	800	1000	1500

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
Chief Human Resources Officer	首席人力资源官	800	1200	1500

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 Supervisor	薪资福利主管	500	600	700
Senior C&B Manager	高级薪资福利经理	350	450	550
C&B Director	薪资福利总监	500	600	700

Corporate Culture & Employee Relations 企业文化与员工关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Employee Relations Manager	员工关系经理	180	264	300

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	144	210	360
HRBP Manager	HRBP 经理	240	300	450
HRBP Director	HRBP 总监	320	450	660

Human Resources
人力资源

Human Resources (HR) Generalists
人力资源 (HR) 综合

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HR & Administration Specialist	人力资源和行政专员	100	140	180
HR & Administration Manager	人力资源和行政经理	240	300	360
HR Specialist	人力资源专员	100	140	180
HR Supervisor	人力资源主管	120	180	240
HR Manager	人力资源经理	204	300	396
Senior HR Manager	高级人力资源经理	300	450	600
HR Director	人力资源总监	500	880	1200

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	300	400
Talent Development Director	人才发展总监	450	550	700
Training Supervisor	培训主管	100	150	180
Training Manager	培训经理	200	260	320

Organisational Development
组织发展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Organisational Development Supervisor	组织发展主管	144	155	180
Organisational Development Manager	组织发展经理	200	220	250
Senior Organisational Development Manager	高级组织发展经理	260	360	440

Human Resources
人力资源

Payroll 薪酬

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Payroll Specialist	薪酬专员	150	180	220
Payroll Manager	薪酬经理	220	300	350

Talent Acquisition 人才招募

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Talent Acquisition Supervisor	人才招募主管	144	155	180
Talent Acquisition Specialist	人才招募专员	100	120	150
Talent Acquisition Manager	人才招募经理	180	200	240
Talent Acquisition Director	人才招募总监	300	450	600
Head of Talent Acquisition	人才招募负责人	240	300	360

Legal
法律

Legal
法律

In-house Corporate – Lawyer 企业内部律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	96	110	144
3–5 years PQE	3–5 年执业资格	180	200	240
6–8 years PQE	6–8 年执业资格	264	280	300
8–10 years PQE	8–10 年执业资格	300	400	600
10–15 years PQE	10–15 年执业资格	600	800	1000
15+ years PQE	15+ 年执业资格	600	900	1200

In-house Financial Services – Lawyer 金融机构律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	120	128	144
3–5 years PQE	3–5 年执业资格	192	250	300
6–8 years PQE	6–8 年执业资格	360	400	480
8–10 years PQE	8–10 年执业资格	500	550	624
10–15 years PQE	10–15 年执业资格	660	880	1000
15+ years PQE	15+ 年执业资格	1000	1500	2000

Legal Secretaries Private Practice (US Law Firms) 法律秘书 私人执业（美资律所）

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Legal Secretary (1–3 years)	初级法律文秘 (1–3 年)	72	80	96
Legal Secretary (3–5 years)	法律文秘 (3–5 年)	120	125	144
Senior Legal Secretary (5+ years)	高级法律文秘 (5+ 年)	240	300	350
Office Manager	办公室经理	380	500	1500

Legal
法律

Paralegal
Private Practice
律师助理
私人律所

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Paralegal (0–5 years)	律师助理 (0–5 年)	144	250	400
Senior Paralegal (5+ years)	高级律师助理 (5 年以上)	264	300	450
Translator (1–5 years)	翻译 (1–5 年)	150	300	320
Translator (5–8 years)	翻译 (5–8 年)	250	400	500
Translator (8+ years)	翻译 (8 年以上)	320	500	600

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	96	120	144
Legal Supervisor/Senior Paralegal	法律主管/高级法务助手	180	200	300

Private Practice
Large Domestic Firms
私人律所
国内主要律所

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified	新手	72	80	96
Associate 2nd Year	2 年级律师	120	130	144
Associate 4th Year	4 年级律师	240	280	350
Associate 6th Year	6 年级律师	380	500	1500
Associate 8th Year	8 年级律师	500	800	1500
Salary Partner	授薪合伙人	800	2000	5000

Legal
法律

Legal Counsel 法律顾问

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Legal Counsel	法律顾问	144	280	300
Senior Legal Counsel	高级法律顾问	200	250	300
Legal Manager	法务经理	240	300	350
Senior Legal Manager	高级法务经理	350	500	650
Legal Director	法务总监	450	800	1200
General Legal Counsel	法律总顾问	600	1000	1500

Marketing
市场营销

Marketing
市场营销

Brand Management 品牌管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Brand Specialist	品牌专员	120	150	180
Brand Manager	品牌经理	240	300	360
Brand Director	品牌总监	360	480	600

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Content Specialist	内容专员	120	150	180
Content Editor	内容编辑	240	300	360

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 Executive	客户关系专员	120	150	180
CRM Manager	客户关系经理	180	240	300
CRM Director	客户关系总监	360	450	600

Event Management 活动管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Events Executive	活动专员	120	150	180
Events Manager	活动经理	240	300	360

Marketing
市场营销

Marketing Communications 营销传播

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Marketing Communications Specialist	营销传播专员	120	150	180
Marketing Communications Manager	营销传播经理	240	300	360
Marketing Manager	营销经理	240	300	360
Marketing Director	营销总监	480	600	720

Product Marketing 产品营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Product Marketing Specialist	产品营销专员	120	150	180
Product Marketing Manager	产品营销经理	180	240	300

Public Relations (PR) 公关

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
PR Specialist	公关专员	120	150	180
PR Manager	公关经理	180	270	360
PR Director	公关总监	480	600	720
Government Affairs Manager	政府事务经理	180	270	360
Government Affairs Director	政府事务总监	480	600	720
Corporate Affairs Director	公司事务总监	360	480	600

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
SEO Executive	搜索引擎优化专员	120	150	180
SEO Manager	搜索引擎优化经理	180	240	300
SEO Director	搜索引擎优化总监	300	390	480

Marketing
市场营销

Strategy & Research 战略与研究

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Market Research Specialist	市场调研专员	120	150	180
Market Research Manager	市场调研经理	240	300	360

Trade Marketing 渠道营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Trade Marketing Manager	渠道经理	180	240	300
Senior Trade Marketing Manager	高级渠道经理	360	420	480

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
Freight Manager	货运经理	200	250	300
Logistics Manager	物流经理	200	240	320
Warehouse Specialist	仓储专员	96	108	120
Warehouse Manager	仓储经理	200	325	360

Order Management 订单管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Order Management Manager	订单管理经理	250	288	330

Sourcing, Purchasing & Procurement 采购

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Sourcing Specialist	寻源专员	120	225	250
Procurement Engineer	采购工程师	96	180	240
Procurement Manager	采购经理	300	400	500

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
Quality Auditor	质量审计员	96	140	180
Supplier Quality Engineer	供应商质量工程师	160	180	220
Supplier Quality Manager	供应商质量经理	400	550	660

Supply Chain Management 供应链管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Supply Chain Manager	供应链经理	300	350	500
Supply Chain Director	供应链总监	400	600	700

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
Property Manager	物业经理	240	330	420
Technical Manager	技术经理	180	210	240

Construction 建筑业

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Project Manager	高级项目经理	300	400	500

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	180	210	240
Leasing Director	租赁总监	400	500	600

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）	120	240	360
Marketing Director (Residence)	营销总监（住房）	240	420	600
Marketing Manager (Commercial)	营销经理（商业）	180	315	450
Marketing Director (Commercial)	营销总监（商业）	300	550	800

Project Management 项目管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Operations Director (Office)	运营总监（办公室）	360	480	600
Operations Director (Shopping Mall)	运营总监（商场）	480	640	800

Property & Construction
房地产与建筑

Property Development & Consultancy
房地产开发与咨询

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Research Director	调研总监	600	720	840

Retail
零售

Retail
零售

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	180	270	360

Retail Training 零售培训

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Retail Training Specialist	零售培训专员	120	150	180
Retail Training Manager	零售培训经理	144	180	216

Store Management 店铺管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Store Manager	店铺经理	180	210	240
Area Manager	区域经理	240	300	360
Retail Operations Manager	零售运营经理	240	250	360
Regional Operations Manager	区域运营经理	300	360	420

Visual Merchandising 视觉陈列

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Visual Merchandising Specialist	视觉陈列专员	120	180	240
Visual Merchandising Manager	视觉陈列经理	240	360	480

Sales
销售

Sales
销售

Consumer Products 消费品

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	180	240	300
Business Development Manager	业务拓展经理	180	240	300
Business Development Director	业务拓展总监	480	600	720
Sales Manager	销售经理	120	240	360
Senior Sales Manager	高级销售经理	180	240	300
Sales Director	销售总监	420	700	1000

Entertainment & Media 娱乐/媒体

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	180	240	300
Account Director	客户总监	300	500	600
Business Development Manager	业务拓展经理	180	280	400
Business Development Director	业务拓展总监	360	430	500
Product Director	产品总监	360	580	800

Financial Services 金融服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Sales Manager	高级销售经理	240	330	420

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	180	240	300
Key Account Manager	大客户经理	180	240	300
Senior Key Account Manager	高级大客户经理	240	330	420
Account Director	客户总监	420	510	600
Business Development Manager	业务拓展经理	240	300	360
Sales Assistant	销售助理	96	108	120
Sales Manager	销售经理	240	270	360
Sales Director	销售总监	420	610	800

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	144	220	300
Sales Manager	销售经理	240	330	420
Sales Director	销售总监	360	600	960
Product Manager	产品经理	220	250	300
Product Director	产品总监	360	510	600

Professional Services 专业服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	240	300	360
Business Development Manager	业务拓展经理	240	300	360
Sales Director	销售总监	420	600	800
Assistant Sales Vice President	销售助理副总裁	360	450	600

Sales
销售

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	180	240	300
Sales Manager	销售经理	180	240	300
Sales Director	销售总监	420	600	800

Secretarial & Office Support
办公室行政与助理

Secretarial & Office Support
办公室行政与助理

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Administration Officer	行政专员	84	110	144
Administration Supervisor	行政主管	168	180	240
Administration Manager	行政经理	180	220	300
Administration Director	行政总监	300	450	600
Office Manager	办公室经理	180	240	450
Secretary	秘书	84	66	144
Executive Assistant	执行助理	120	240	300
Personal Assistant	个人助理	120	240	300

Technology
技术

Technology
技术

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Technology Officer	首席技术官	600	1200	3600
Chief Information Officer	首席信息官	500	700	1200

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Data Analytics Manager	数据分析经理	268	360	528
Data Mining Engineer	数据挖掘工程师	216	288	408
Data Scientist	数据科学家	420	540	900
Big Data Engineer	大数据工程师	240	360	560
Big Data Technical Director	大数据技术总监	560	800	1920
Big Data General Manager	大数据总经理	800	1000	2400
Senior Algorithms Engineer	高级算法工程师	300	420	540
Algorithms Specialist	算法专家	360	600	960
NLP Algorithms Engineer	NLP算法工程师	240	360	540
Image Algorithms Engineer	图像算法工程师	240	360	540
AI Director	人工智能总监	600	960	1500

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
ERP Engineer	ERP 工程师	180	264	300
Senior ERP Engineer	高级 ERP 工程师	240	300	420
ERP Engineer Lead	ERP 工程师负责人	300	420	600

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
Senior DevOps Engineer	高级开发运营工程师	240	360	480
Senior DevOps Manager	高级开发运营经理	264	360	720
Software Engineer	软件工程师	150	240	380
Software Engineering Manager	软件工程经理	240	360	600
Software Architect	软件架构师	240	360	600

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 Director	IT 总监	240	360	900
Project Manager	项目经理	180	320	570
Product Manager	产品经理	180	300	480
Product Owner	产品负责人	240	480	1500
Product Director	产品总监	360	480	1500

IT Security
信息安全

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Head of Information Security	信息安全负责人	564	720	1800
Information Security Manager	信息安全经理	300	560	840
Information Security Director	信息安全总监	480	600	1500

IT Support
IT 支持

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
IT Support Officer	IT支持专员	120	240	360
IT Operation Support Manager	IT运维支持经理	180	300	460

Technology
技术

IT Testing　IT 测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Test Engineer	测试工程师	240	300	420
Continuous Integration (CI) / Continuous Deployment (CD) Engineer	持续集成 (CI) /持续部署 (CD) 工程师	240	300	420
Test Automation Engineer	自动化测试工程师	300	360	570

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	240	380
Senior Operations and Maintenance Engineer	高级运营与维护工程师	180	360	420
Operations Manager	运营经理	240	420	900
Operations Director	运营总监	360	600	1200

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	360	480	1500
R&D Engineer	研发工程师	150	240	380
R&D Leader	研发领导	240	360	600
R&D Director	研发总监	360	460	720
Head of R&D	研发负责人	480	600	1500

Solution Consulting　解决方案咨询

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Solutions Consultant	解决方案顾问	240	360	460
Solutions Manager	解决方案经理	360	480	720

Technology
技术

Technical 技术

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Delivery Manager	交付经理	240	360	600
Head of Delivery	交付负责人	360	420	720

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	120	240	360

Michael Page

广州 Guangzhou

薪酬报告 2022
Salary Report 2022

人才展望
Talent Outlook

招聘
Recruitment

就业
Employment

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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, including job advertisements and placements made between August 2020 and September 2021, incorporating salary projections for 2022 in Guangzhou 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中近10万项数据，包含自 2020 年 8 月至 2021 年 9 月 一 年中在中国大陆发布的招聘信息，以及针对广州及华南地区 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 Operations Officer	首席运营官	1000	1500	3000
Chief Risk Officer	首席风险官	1000	1500	2000
Chief Financial Officer	首席财务官	1000	1500	3000

Actuarial 精算

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Actuary	精算师	140	350	500
Senior Actuary	高级精算师	250	300	600

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Business Analyst	高级商业分析师	216	260	300
Quantitative Modelling Manager	量化分析师	500	550	600

Asset Management 资产管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Asset Management Associate	资产管理助理	120	180	240
Asset Management Manager	资产管理经理	200	250	360
Senior Asset Management Manager	高级资产管理经理	360	450	600
Asset Management General Manager	资产管理总经理	800	1000	1500
Wealth Management Analyst	财富管理分析师	100	120	150
Wealth Management Associate	财富管理助理	120	180	240
Wealth Management General Manager	财富管理总经理	800	1000	1500

Banking & Financial Services
银行与金融服务

Equities 股权

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Equity Analyst	初级股权分析师	250	300	450
Equity Analyst	股权分析师	350	450	600
Senior Equity Analyst	高级股权分析师	550	650	800
Principal Equity Analyst	首席股权分析师	800	950	1100
Equity Manager	股权经理	400	500	750
Senior Equity Manager	高级股权经理	600	700	900
Equity Vice President	股权副总裁	900	1300	1800

Fixed Income Analyst 固定收入分析师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Fixed Income Analyst	初级固定收入分析师	250	300	400
Fixed Income Analyst	固定收入分析师	350	450	600
Senior Fixed Income Analyst	高级固定收入分析师	450	550	800
Fixed Income Analyst Principle	首席固定收入分析师	750	850	1200

Institutional Sales 机构销售

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Institutional Sales	初级机构销售员	150	250	350
Institutional Sales	机构销售	350	450	600
Institutional Sales Director	机构销售总监	500	750	900
Head of Institutional Sales	机构销售负责人	900	1200	1600

General Insurance 普通险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Risk Manager	风险经理	350	450	600
Head of Risk	风险负责人	350	500	750

Banking & Financial Services
银行与金融服务

Insurance 保险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Insurance Manager	保险经理	200	400	500
Insurance Management Specialist	保险管理专员	600	700	800
Insurance General Manager	保险总经理	800	1000	1500

Property & Casualty (P&C) Insurance 财产和意外 (P&C) 险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Development/Account Manager (P&C)	业务拓展/客户经理 (P&C)	400	550	800
Business Development/Account Director (P&C)	业务拓展/客户总监 (P&C)	500	650	1100

Life Insurance 人寿保险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Channel Manager (Life Insurance)	渠道经理（人寿保险）	300	450	600
Channel Head (Life Insurance)	渠道负责人（人寿保险）	500	600	750
Channel Director Branch (Life Insurance)	分支渠道总监（人寿保险）	600	750	850
Branch Channel General Manager (Life Insurance)	分支渠道总经理（人寿保险）	750	900	1500

Banking & Financial Services
银行与金融服务

Investments 投资

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investment Analyst	投资分析师	120	200	250
Investment Associate	投资助理	200	300	500
Investment Manager	投资经理	240	350	600
Investment Vice President	投资副总裁	750	1200	2000
Investment Executive Director	投资执行总监	1000	1500	2400
Investment Managing Director	投资董事总经理	1200	1800	3000
Head of Investment	投资负责人	1500	2000	3500
Investment Partner	投资合伙人	2000	3000	5000
Post Investment Manager	投后管理经理	400	500	600
Post Investment Director	投后管理总监	600	800	1200

Investor Relations 投资者关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investor Relations Manager	投资者关系经理	300	400	500
Investor Relations Director	投资者关系总监	600	800	1000
Investor Relations General Manager	投资者关系总经理	800	1000	1200

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	360	420	480
M&A Director	并购总监	600	800	1200
M&A General Manager	并购总经理	1200	1500	1800
M&A Vice President	并购副总裁	1500	2000	2500

Banking & Financial Services
银行与金融服务

Private Equity 私募股权

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Associate	投资分析师	500	650	1000
Senior Associate	投资助理经理	600	900	2000
Vice President	投资副总裁	800	1200	2500
Executive Director	投资执行总监	1000	1500	2500
Managing Director	投资总经理/董事总经理	2000	3500	5000

Product Control & Valuations 产品控制与估值

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Product Manager	产品经理	360	380	500
Senior Product Manager	高级产品经理	500	600	700
Product Director	产品总监	500	1000	1200

Relationship Management 客户关系管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Relationship Manager	客户关系经理	250	500	800
Relationship Management Director	客户关系管理总监	500	600	700
Relationship Management General Manager	客户关系管理总经理	700	1000	1500

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Risk Analyst	风险分析	200	400	600
Risk Manager	风险经理	300	440	500
Compliance Manager	合规经理	300	500	600
Risk Director	风险总监	600	800	1200

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 Vice President	股权研究副总裁	800	1000	1500
Portfolio Manager	基金经理	600	800	1000

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	220	380
Venture Capital Associate	风险投资助理	200	400	550
Senior Venture Capital Associate	高级风险投资助理	300	550	700
Venture Capital Vice President	风险投资副总裁	800	1000	1500
Venture Capital Executive Director	风险投资执行总监	1000	1500	2500
Venture Capital Managing Director	风险投资总经理	2000	3500	5000

Digital
数字化

SWOT
DATA
IDEAS
DIGITAL MARKETING
CONTENTS
ONLINE
STRATEGY

Digital
数字化

Advertising 广告

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Advertising Manager	广告经理	300	360	420

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Content Editor	高级内容编辑	120	240	350
Content Manager	内容经理	240	270	360
Content Director	内容总监	360	500	700

Design 设计

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Creative Designer	设计师	200	240	280
Creative Manager	创意经理	280	400	520
Creative Director	创意总监	400	550	880
User Experience/User Interface (UX/UI) Designer	用户体验/用户界面 (UX/UI) 设计师	132	260	400
Senior User Experience/User Interface (UX/UI) Designer	高级用户体验/用户界面 (UX/UI) 设计师	200	400	540
User Experience/User Interface (UX/UI) Manager	用户体验/用户界面 (UX/UI) 经理	330	440	550
User Experience/User Interface (UX/UI) Director	用户体验/用户界面 (UX/UI) 总监	380	660	1100
Visual Designer	视觉设计师	200	230	270
Visual Design Manager	视觉设计经理	270	330	400
Visual Design Specialist	视觉设计专员	330	480	550
Visual Creative Director	视觉创意总监	480	630	800

Digital
数字化

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	500	700
Digital Marketing Director	数字营销总监	700	1000	1440
Growth Marketing Manager	增长营销经理	160	200	280

E-commerce 电子商务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant E-commerce Manager	助理电子商务经理	150	220	360
E-commerce Manager	电子商务经理	300	440	600
Senior E-commerce Manager	高级电子商务经理	420	700	800
E-commerce Director	电子商务总监	1200	1400	1600
Head of E-commerce	电子商务负责人	1200	1400	3000
E-commerce General Manager	电子商务总经理	1200	1400	3000

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	180	300	360
Senior Operations Manager	高级运营经理	240	400	500
Operations General Manager	运营总经理	432	720	880
Associate Operations Director	运营副总监	600	840	1000
Operations Director	运营总监	720	1200	1440
Product Operations Manager	产品运营经理	220	360	440
Product Manager	产品经理	144	330	500
Senior Product Operations Manager	高级产品运营经理	280	480	720

Digital
数字化

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
SEO Manager	搜索引擎优化经理	480	540	600

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	400	450	500
Senior Social Media Manager	高级社交媒体经理	360	500	650
Social Media Director	社交媒体总监	450	660	1000

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 Academic Officer	首席学术官	600	1000	2000

Academic 教学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Teacher	教师	150	180	250
Academic Coordinator	教学统筹员	130	200	300
Academic Manager	教学经理	250	300	400
Academic Director	教学总监	500	650	800

Business Development 业务拓展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Development Manager	业务拓展经理	250	350	400
Business Development Director	业务拓展总监	500	650	800

Content Development 内容开发

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Course Development Manager	课程开发经理	250	280	420
Senior Course Development Manager	高级课程开发经理	400	550	800

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	200	280	400
Marketing Director	市场总监	500	650	800
Sales and Marketing Director	销售与市场总监	400	500	800

Education
教育

Non-Academic 非学术

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Admissions Manager	招生经理	300	450	500
Admissions Director	招生总监	500	550	600

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	400	600
Vice Principal	副校长	300	450	500
Principal	校长	550	800	1500

Engineering & Manufacturing
工程与制造

Engineering & Manufacturing
工程与制造

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	900	1500	2500

Application & Testing 应用与测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Test Engineer	测试工程师	150	200	250
Senior Test Engineer	高级测试工程师	200	300	400
Test Manager	测试经理	300	450	600
Test Architect	测试架构师	500	650	800
Validation Engineer	验证工程师	150	160	180
Validation Manager	验证经理	234	260	300
Validation Director	验证总监	450	700	1000
Application Engineer	应用工程师	150	200	250
Senior Application Engineer	高级应用工程师	150	200	350
Application Engineering Lead	应用工程负责人	200	300	350
Application Engineering Manager	应用工程经理	240	500	750

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Automation Engineer	自动化工程师	84	130	180
Senior Automation Engineer	高级自动化工程师	180	210	240
Automation Manager	自动化经理	216	320	500
Mechatronics Engineer	机电一体化工程师	120	168	200
Senior Mechatronics Engineer	高级机电一体化工程师	180	300	400
Mechatronics Engineering Manager	机电一体化工程经理	350	480	600
Robotic Process Automation (RPA) Manager	机器人流程自动化 (RPA) 经理	400	500	1000
Senior Robotic Process Automation (RPA) Manager	高级机器人流程自动化 (RPA) 经理	600	720	1500

Engineering & Manufacturing
工程与制造

Engineering 工程

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Engineer	工程师	100	140	250
Senior Engineer	高级工程师	180	250	350
Engineering Manager	工程经理	200	350	700
Engineering Director	工程总监	450	700	1500
Engineering Vice President	工程副总裁	800	1200	2000

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
EHS Engineer	EHS 工程师	100	108	120
Assistant EHS Manager	EHS 副经理	180	220	250
EHS Manager	EHS 经理	200	300	450
EHS Director	EHS 总监	500	700	1500
Regulatory Compliance Engineer	监管合规工程师	144	200	300

Field Services & Maintenance 现场服务与维护

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Facilities Engineer	设施工程师	100	150	200
Facilities Manager	设施经理	200	350	500
Field Services Director	现场服务总监	450	520	600
Field Support Manager	现场支持经理	200	350	420
Maintenance Engineer	维护工程师	96	144	180
Senior Maintenance Engineer	高级维护工程师	180	200	250
Maintenance Manager	维护经理	220	330	400
Senior Technical Engineer	高级技术工程师	180	216	240
Technical Manager	技术经理	250	275	360
Senior Technical Manager	高级技术经理	300	450	600
Technical Director	技术总监	500	750	1200

Engineering & Manufacturing
工程与制造

Lean & Process Improvement 精益与流程改进

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Lean/Six Sigma Engineer	精益/六西格玛工程师	120	150	180
Senior Lean/Six Sigma Engineer	高级精益/六西格玛工程师	200	250	300
Lean Manager	精益经理	300	350	420
Lean Director	精益总监	420	600	1500
Process Engineer	流程工程师	180	245	300
Process Improvement Engineer	流程改进工程师	120	170	300
Process Improvement Manager	流程改进经理	240	400	650
Senior Process Improvement Manager	高级流程改进经理	500	550	900
Process Manager	流程经理	250	300	360
Senior Process Manager	高级流程经理	300	400	500
Process Engineering Director	流程工程总监	600	800	1500

Product Development 产品开发

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant New Product Implementation (NPI) Manager	新产品实施 (NPI) 助理经理	180	240	300
New Product Implementation (NPI) Manager	新产品实施 (NPI) 经理	300	360	420
Senior New Product Implementation (NPI) Manager	高级新产品实施 (NPI) 经理	400	500	600
Product Designer	产品设计师	120	180	300
Senior Product Designer	高级产品设计师	180	250	400
Assistant Product Development Manager	产品开发副经理	250	360	400
Product Development Manager	产品开发经理	300	420	600
Product Development Director	产品开发总监	500	800	1500

Engineering & Manufacturing
工程与制造

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	100	180	240
Manufacturing Manager	制造经理	200	350	450
Manufacturing Director	制造总监	450	650	800
Manufacturing General Manager	制造总经理	600	800	1500
Assistant Operations Manager	运营副经理	180	270	300
Operations Manager	运营经理	400	500	800
Senior Operations Manager	高级运营经理	500	600	1000
Operations Director	运营总监	600	900	1800
Plant Manager	工厂经理	350	480	700
Plant Director	工厂总监	600	800	1500
Production Manager	生产经理	180	250	320
Senior Production Manager	高级生产经理	250	375	500
Production Director	生产总监	480	960	1200

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	240	500
Project Director	项目总监	480	800	1000

Engineering & Manufacturing
工程与制造

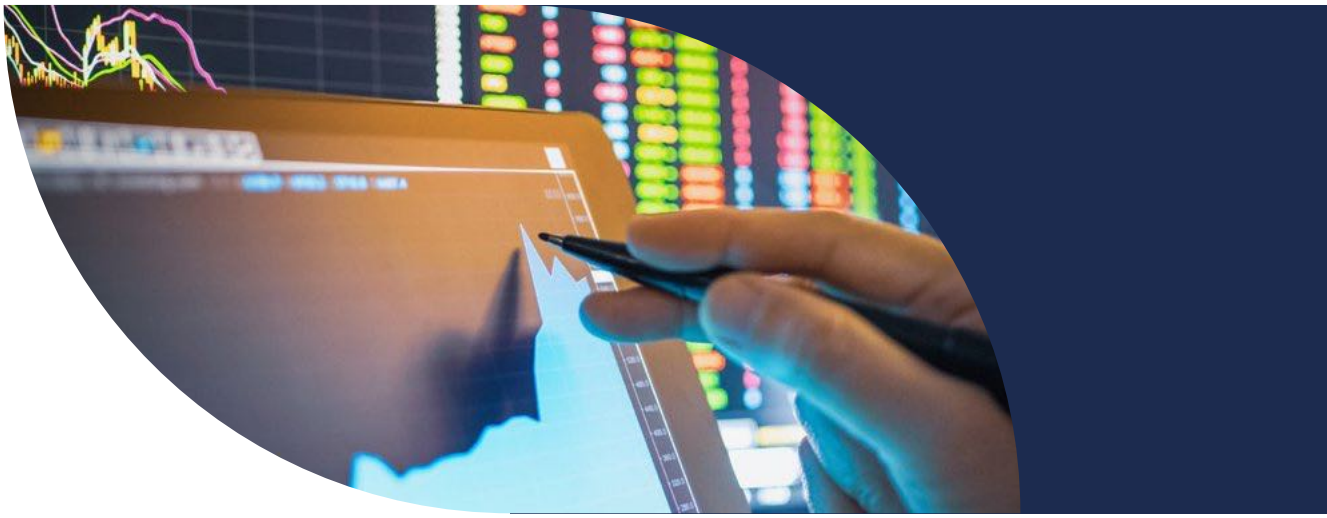
Quality 质量

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Quality Assurance (QA) Manager	质量保证 (QA) 副经理	180	210	240
Quality Assurance (QA) Manager	质量保证 (QA) 经理	200	300	480
Senior Quality Assurance (QA) Manager	高级质量保证 (QA) 经理	360	450	600
Quality Assurance (QA) Director	质量保证 (QA) 总监	600	800	1000
Quality Engineer	质量工程师	108	120	180
Senior Quality Engineer	高级质量工程师	150	180	240

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
R&D Manager	研发经理	240	300	360
Senior R&D Manager	高级研发经理	360	420	480
R&D Director	研发总监	500	600	800
Senior R&D Director	高级研发总监	600	800	1500
Design Engineer	设计工程师	180	240	300
Design Manager	设计经理	240	300	360
Design Director	设计总监	500	800	1000
Design Specialist	设计专家	400	670	1000

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	1200	2000	4500

Accounting 会计

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Accountant	会计	90	126	180
Accountant, Accounts Payable	应付账款会计	96	126	180
Accountant, Accounts Receivable	应收账款会计	96	126	180
Senior Accountant	高级会计师	108	150	192
Accounting Supervisor	会计主管	150	200	240
Accounting Manager, Accounts Payable	应付账款经理	240	320	380
Accounting Manager, Accounts Receivable	应收账款经理	240	360	400
Accounting Manager	会计经理	240	300	400

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Financial Planning and Analysis (FP&A) Analyst	财务规划和分析 (FP&A) 专业分析师	96	180	240
Financial Planning and Analysis (FP&A) Manager	财务规划和分析 (FP&A) 经理	216	360	540
Senior Financial Planning and Analysis (FP&A) Manager	高级财务规划和分析 (FP&A) 经理	420	600	720
Financial Planning and Analysis (FP&A) Director	财务规划和分析 (FP&A) 总监	600	720	900
Reporting Manager	报表经理	350	450	480
Senior Reporting Manager	高级报表经理	500	650	800
Reporting Director	报表总监	900	1050	1300

Finance & Accounting
财务与会计

Audit & Control 审计和控制

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Auditor	审计员	96	110	120
Senior Auditor	高级审计师	150	240	300
Audit Manager	审计经理	400	600	700
Audit Director	审计总监	800	900	1000
Senior Internal Auditor	高级内部审计师	180	200	270
Internal Audit Manager	内部审计经理	300	400	500
Senior Internal Audit Manager	高级内部审计经理	400	540	720
Internal Audit Director	内部审计总监	600	800	1200
Financial Controller	财务总管	400	600	800
Financial Control Manager	财务管控经理	240	480	600
Internal Auditor	内部审计师	120	150	240
Internal Control Manager	内部控制经理	240	400	600
Senior Internal Control Manager	高级内部控制经理	500	600	800

Corporate Strategy 企业战略

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investor Relations Manager	投资者关系经理	400	500	600
Investor Relations Director	投资者关系总监	600	800	1000

Credit 信贷

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Credit Service Manager	信用服务经理	180	192	264
Credit Control Manager	信用控制经理	300	360	500
Assistant Credit Control Vice President	信用控制助理副总裁	400	450	550
Credit Control Vice President	信用控制副总裁	420	550	600
Credit Analyst	信用分析师	220	280	320
Senior Credit Analysis Manager	高级信用分析经理	350	450	500

Finance & Accounting
财务与会计

Finance 财务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Finance Manager	助理财务经理	150	200	240
Finance Manager	财务经理	240	300	400
Senior Finance Manager	高级财务经理	400	450	500
Associate Finance Director	财务副总监	500	600	700
Finance Director	财务总监	600	900	1200

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	400	600	700
M&A Director	并购总监	800	1000	1200

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	350	500	720
Head of Operations and Finance	运营与财务总监	720	800	1000

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	250	350	500
Senior Risk Management Manager	高级风险管理经理	320	390	420
Due Diligence Analyst	尽职调查分析师	100	160	210
Know Your Customer (KYC) Associate	“了解你的客户” (KYC) 助理	96	108	120
Know Your Customer (KYC) Manager	“了解你的客户” (KYC) 经理	190	220	260
Know Your Customer (KYC) Assistant Vice President	“了解你的客户” (KYC) 助理副总裁	360	420	500
Know Your Customer (KYC) Vice President	“了解你的客户” (KYC) 副总裁	520	580	620
Regulatory Compliance Manager	监管合规经理	180	230	260

Finance & Accounting
财务与会计

Tax 税务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Tax Specialist	税务专员	90	120	150
Senior Tax Specialist	高级税务专员	150	200	280
Assistant Tax Manager	助理税务经理	180	240	300
Tax Manager	税务经理	240	400	480
Senior Tax Manager	高级税务经理	400	600	800
Associate Tax Director	助理税务总监	700	800	900
Tax Director	税务总监	600	900	1200

Treasury 资金

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Treasury Supervisor	资金主管	180	210	240
Treasury Manager	资金经理	240	360	480
Treasury Director	资金总监	500	750	900

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Medical Officer	首席医学官	800	1200	2500

Bioinformatics 生物信息学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
In Vitro Diagnostic (IVD) Researcher	体外诊断 (IVD) 研究员	400	550	800
Molecule Researcher	分子研究员	400	600	800

Clinical Operations 临床运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Clinical Team Assistant	临床团队助理	200	300	400
Clinical Research Assistant	临床研究助理	200	300	400
Clinical Research Manager	临床研究经理	400	500	700
Senior Clinical Pharmacologist Principal	高级临床药理学主任	600	800	1200

Corporate 企业

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Corporate Communication Manager	企业传播经理	250	450	650
Corporate Communication Director	企业传播总监	500	800	1500
CRM Manager	CRM经历	250	450	750
Government Affairs Manager	政府事务经理	250	450	750
Government Affairs Director	政府事务总监	400	1000	1800
Market Access Manager	市场准入经理	250	450	650
Market Access Director	市场准入总监	500	800	1200

Healthcare & Life Sciences
医疗保健与生命科学

Marketing 市场

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Group Product Manager	群产品经理	250	450	900
Local/Regional Marketing Manager	区域市场经理	250	450	750
Marketing Manager	市场经理	250	450	750
Marketing Director	市场总监	800	1200	1800
Product Manager/Brand Manager	产品经理/品牌经理	250	500	800
Senior Product Manager/ Senior Brand Manager	高级产品经理/品牌经理	400	850	1000
Strategic Marketing Manager	战略市场经理	250	450	750
Strategic Marketing Director	战略市场总监	400	1000	1800

Medical Affairs 医务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Medical Manager	医疗经理	400	500	600
Medical Director	医疗总监	600	700	800

Pharmacy 药剂学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Researcher	研究员	200	350	500
Senior Researcher	高级研究员	350	450	600
Research Manager	研究经理	400	650	900

Healthcare & Life Sciences
医疗保健与生命科学

Procurement & Supply Chain 采购与供应链

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Demand Planning Manager	需求规划经理	240	400	600
Senior Demand Planning Manager	高级需求规划经理	300	600	800
Direct Procurement/Sourcing Manager	直接采购经理	240	400	500
Senior Direct Procurement/ Sourcing Manager	高级直接采购经理	300	600	800
Direct Procurement Director	直接采购总监	400	800	1500
Indirect Procurement/Sourcing Manager	间接采购经理	240	400	500
Senior Indirect Procurement/ Sourcing Manager	高级间接采购经理	300	600	800
Indirect Procurement Director	间接采购总监	400	800	1500
Logistic Manager	物流经理	250	450	750
Supply Chain Director	供应链总监	500	800	2000
Warehouse Manager	仓库经理	200	350	600

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	300	500	800
RA Director	法规事务总监	500	800	1800

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
R&D Manager	研发经理	450	600	700
R&D Director	研发总监	700	900	1200
R&D Vice President	研发副总裁	1500	2000	3000

Healthcare & Life Sciences
医疗保健与生命科学

Training 培训

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Training Director	业务培训总监	500	650	800
Training Manager	培训经理	300	450	600
Senior Training Manager	高级培训经理	400	500	650
SFE (Sales Force Excellence) Manager	SFE经理	250	450	650
SFE (Sales Force Excellence) Associate Director	SFE副总监	400	600	850
SFE (Sales Force Excellence) Director	SFE总监	500	800	1200

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	1200	1800	3000
Chief Human Resources Officer	首席人力资源官	1200	1800	3000

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 Manager	薪酬绩效经理	350	450	500
Senior C&B Manager	高级薪酬绩效经理	400	500	600
C&B Director	薪酬绩效总监	650	750	850

Corporate Culture & Employee Relations 企业文化和员工关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Corporate Culture Manager	企业文化经理	240	300	400
Corporate Culture Director	企业文化总监	600	650	800
Employee Relations Manager	员工关系经理	240	325	400
Senior Employee Relations Manager	高级员工关系经理	400	500	600
Employee Relations Director	员工关系总监	600	650	800

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	400	500	600
HRBP Director	HRBP 总监	700	800	1200

Human Resources
人力资源

Human Resources (HR) Generalists
人力资源 (HR) 综合

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HR & Administration Manager	人力资源和行政经理	300	450	500
HR Administration Director	人力资源行政总监	450	525	600
HR Supervisor	人力资源主管	250	350	400
Senior HR Manager	高级人力资源经理	500	650	750
HR General Manager	人力资源总监	1000	1500	2000
HR Director	人力资源总经理	800	1000	1500
HR Vice President	人力资源副总裁	1200	1800	3000

Human Resources Information Systems (HRIS)
人力资源信息系统 (HRIS)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HRIS Manager	人力资源信息系统经理	500	600	700
HRIS Senior Manager	人力资源信息系统高级经理	600	700	800
HRIS Director	人力资源信息系统总监	800	1000	1200

Learning & Development
学习和发展

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	250	350	400
Senior Learning and Development Manager	高级学习与发展经理	450	550	650
Learning and Development Director	学习与发展总监	600	750	1200

Human Resources
人力资源

Organisational Development 组织发展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Organisational Development Manager	组织发展经理	500	650	700
Senior Organisational Development Manager	高级组织发展经理	600	700	850
Organisational Development Director	组织发展总监	800	1000	1200

Payroll 薪酬

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Payroll Manager	薪酬经理	350	450	500

Talent Acquisition 人才招聘

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Recruiter	招聘专员	200	250	300
Talent Acquisition Manager	人才招募经理	250	350	400
Senior Talent Acquisition Manager	高级人才招募经理	400	450	500
Talent Acquisition Director	人才招募总监	500	600	700

Legal
法律

Legal
法律

In-house Corporate – Lawyer 企业内部律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	150	200	250
3 – 5 years PQE	3–5 年执业资格	250	450	600
6 – 8 years PQE	6–8 年执业资格	450	600	800
8 – 10 years PQE	8–10 年执业资格	600	900	1300
10 – 15 years PQE	10–15 年执业资格	800	1200	2000
15+ years PQE	15+ 年执业资格	1000	1500	4500

In-house Financial Services – Lawyer 金融机构律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	150	180	300
3 – 5 years PQE	3–5 年执业资格	250	350	500
6 – 8 years PQE	6–8 年执业资格	350	450	800
8 – 10 years PQE	8–10 年执业资格	450	700	1000
10 – 15 years PQE	10–15 年执业资格	650	800	2000
15+ years PQE	15+ 年执业资格	800	1200	3000

Legal Secretaries Private Practice (US Law Firms) 法律秘书 私人执业（美资律所）

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Legal Secretary (1 – 3 years)	初级法律文秘 (1 – 3 年)	100	110	120
Legal Secretary (3 – 5 years)	法律文秘 (3 – 5 年)	120	160	200
Senior Legal Secretary (5+ years)	高级法律文秘 (5+ 年)	200	300	400
Partner Secretary (5+years)	合伙人秘书 (5+年)	180	240	300
Office Manager	办公室经理	300	500	700

Legal
法律

Private Practice (Non-US International Law Firms)
私人执业（国际律所，非美资）

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Legal Secretary (1–3 years)	初级法律文秘（1–3 年）	60	75	90
Legal Secretary (3–5 years)	法律文秘（3–5 年）	80	100	120
Senior Legal Secretary (5+ years)	高级法律文秘（5+ 年）	100	150	250
Office Manager	办公室经理	300	400	500

Private Practice (Major Domestic Law Firms)
私人执业（国内主要的法律事务所）

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Legal Secretary (1–3 years)	初级法律文秘（1–3 年）	30	45	70
Legal Secretary (3–5 years)	法律文秘（3–5 年）	70	90	120
Senior Legal Secretary (5+ years)	高级法律文秘（5+ 年）	120	150	200
Office Manager	办公室经理	200	300	400

Paralegal Private Practice
律师助理 私人执业律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Paralegal (0–5 years)	律师助理（0–5 年）	100	200	400
Senior Paralegal (5+ years)	高级律师助理（5 年以上）	150	300	550
Translator (1–5 years)	法律翻译（1-5 年）	180	250	350
Translator (5–8 years)	法律翻译（5-8 年）	200	330	450
Translator (8+ years)	法律翻译（8 年以上）	300	400	550

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	100	180	250
Legal Supervisor/Senior Paralegal	法律主管/高级法务助手	200	240	300

Private Practice Non-US International Firms 私人执业 非美资律所

Role	职位	Base salary range for 12 months (USD'000) Indicative
Associate 1 year	1 年级律师	85
Associate 3 years PQE	3 年级律师	100
Associate 5 years PQE	5 年级律师	120
Associate 7 years PQE	7 年级律师	140
Partner	授薪合伙人	235

Intellectual Property (IP) 知识产权 (IP)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
IP Specialist	知识产权专家	200	250	300
IP Manager	知识产权经理	300	400	500
IP Director	知识产权总监	500	600	800

Large Domestic Firms 国内主要律所

Role	职位	Base salary range for 12 months (RMB'000) Indicative
Newly Qualified	新手	260
Associate 2 years PQE	2 年级律师	312
Associate 4 years PQE	4 年级律师	400
Associate 6 years PQE	6 年级律师	550
Associate 8 years PQE	8 年级律师	680
Salary Partner	授薪合伙人	1200

Legal
法律

Lawyer 律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Associate	副负责人	100	200	300
Lawyer	律师	300	400	500
Partner	合伙人	600	800	1000

Legal Counsel 法律顾问

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Legal Counsel	法律顾问	100	150	200
Senior Legal Counsel	高级法律顾问	200	250	300
Legal Manager	法务经理	200	300	400
Senior Legal Manager	高级法务经理	400	500	800
Legal Director	法务总监	800	1000	1500
General Legal Counsel	法律总顾问	1000	1500	2000

Mergers & Acquisitions (M&A) 并购 (M&A)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
M&A Legal Counsel	并购法律总顾问	300	400	500
M&A Legal Manager	并购法务经理	400	500	600
M&A Legal Director	并购法务总监	600	800	2000

Marketing
市场营销

Marketing
市场营销

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Marketing Officer	首席营销官	2000	6000	10000

Advertising 广告

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Media Buying Manager	媒介采购经理	220	330	440
Media Planning Manager	媒介规划经理	280	540	600
Media Director	媒介总监	540	720	1320

Affiliate & Partnerships 合作

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Partnership Marketing Manager	合作营销经理	400	500	600

Brand Management 品牌管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Brand Manager	助理品牌经理	160	240	320
Brand Manager	品牌经理	200	320	540
Senior Brand Manager	高级品牌经理	500	600	720
Brand Director	品牌总监	880	1320	2200

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Copywriter	文案	96	150	200
Copywriting Manager	文案经理	240	360	450
Copywriting Director	文案总监	400	500	650
Social Media Manager	社交媒体经理	300	500	800

Marketing
市场营销

Creative 创意

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Creative Director	创意总监	440	550	720
Design Director	设计总监	440	660	1100

Customer Relationship Management (CRM) 客户关系经理 (CRM)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
CRM Manager	CRM 经理	300	380	480
Senior CRM Manager	高级 CRM 经理	360	480	720
CRM Director	CRM 总监	580	720	1440

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	480	720	960
Senior Marketing Manager	高级营销经理	600	780	1032
Marketing Director	营销总监	960	1440	1800
Marketing Vice President	营销副总裁	1200	2160	3360

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	240	420	480
Senior Product Marketing Manager	高级产品营销经理	360	480	720

Marketing
市场营销

Public Relations (PR) 公关

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Public Relations Manager	公关经理	200	275	350
Senior Public Relations Manager	高级公关经理	250	400	600
Public Relations Director	公关总监	400	760	1200
Government Relations Manager	政府关系经理	240	330	420
Senior Government Relations Manager	高级政府关系经理	300	400	500
Government Relations Director	政府关系总监	450	640	800

Strategy & Research 战略与研究

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Market Research Manager	市场调研经理	270	480	540
Senior Market Research Manager	高级市场调研经理	330	500	660
Market Research Director	市场调研总监	880	1100	1320
Consumer Insights Manager	消费者洞见经理	270	320	400
Senior Consumer Insights Manager	高级消费者洞见经理	320	600	900

Procurement & Supply Chain
采购与供应链

Procurement & Supply Chain
采购与供应链

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

Logistics 物流

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Logistics Manager	物流经理	180	350	460
Senior Logistics Manager	高级物流经理	300	400	650
Logistics Director	物流总监	300	600	1200
Logistics General Manager	物流总经理	400	800	1500
Senior Transportation Manager	高级运输经理	220	400	500
Warehouse Specialist	仓储专员	100	200	320
Warehouse Manager	仓储经理	220	300	600

Operations 运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Operations Manager	运营经理	200	220	240
Senior Operations Manager	高级运营经理	360	570	720

Order Management 订单管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Customer Service Manager	客服经理	250	450	600
Order Management Manager	订单管理经理	250	450	600

Procurement & Supply Chain
采购与供应链

Sourcing, Purchasing & Procurement 采购

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Sourcing Manager	采购经理	180	400	600
Senior Sourcing Manager	高级采购经理	300	550	900
Sourcing Director	采购总监	480	750	1500
Sourcing General Manager	采购总经理	600	800	1300
Head of Sourcing	采购负责人	840	1020	1500
Buyer	采购员	120	300	360
Indirect Procurement Manager	间接采购经理	180	220	300
Senior Manager Indirect Procurement	高级间接采购经理	360	420	600
Procurement Manager	采购经理	108	400	600
Senior Procurement Manager	高级采购经理	180	550	900
Procurement Director	采购总监	300	600	1500
Purchasing Manager	采购经理	120	400	600

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 Quality Engineer	供应商质量工程师	120	250	300
Supplier Quality Manager	供应商质量经理	216	400	600
Senior Supplier Quality Manager	高级供应商质量经理	300	550	800

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
Demand Planning Manager	需求规划经理	250	450	600
Demand Planning Director	需求规划总监	500	700	1200
Planning Manager	规划经理	250	500	800
Senior Planning Manager	高级规划经理	300	600	900
Senior Production Planning Manager	高级产品规划经理	240	420	900
Supply Chain Associate	供应链助理	100	150	250
Supply Chain Manager	供应链经理	216	400	600
Senior Supply Chain Manager	高级供应链经理	240	500	800
Supply Chain Director	供应链总监	300	600	2500
Supply Chain Planner	供应链规划员	200	225	350
Supply Chain Planning Manager	供应链规划经理	250	450	600
Supply Planning Director	供应链规划总监	500	700	1500

Trade & Customs 贸易和海关

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Import/Export Manager	进口/出口经理	240	350	500

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	300	350	450
Senior Asset Management Manager	高级资产管理经理	350	450	600
Asset Management General Manager	资产管理总经理	600	800	1000
Property General Manager	房地产总经理	500	600	900

Design & Architecture 设计与建筑

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Architect	建筑师	144	210	280
Architecture Manager	建筑经理	300	450	600
Architecture Design Director	建筑设计总监	500	800	2000
Interior Designer	室内设计师	360	480	600
Interior Design General Manager	室内设计总经理	600	900	1500
Landscape Designer	景观设计师	240	300	400

Facilities Management 设施管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Facilities Manager	设施经理	300	375	400
Facilities Director	设施总监	600	700	800

General Management 综合管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
General Manager (Shared Office)	总经理（共享办公室）	600	800	1600
General Manager (Service Apartment)	总经理（服务式公寓）	600	1000	1600
General Manager (Shopping Mall)	总经理（商场）	800	1000	2000
General Manager (Office)	总经理（办公室）	800	1200	2200
General Manager (Property City)	总经理（地产城）	1000	1800	3000

Property & Construction
房地产与建筑

Leasing & Transactions 租赁与交易

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Leasing Manager (Office)	租赁经理（办公室）	250	350	400
Leasing Director (Office)	租赁总监（办公室）	500	600	800
Leasing Manager (Shopping Mall)	租赁经理（商场）	180	250	360
Leasing Director (Shopping Mall)	租赁总监（商场）	500	1000	1200

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）	300	500	600
Marketing Director (Residence)	营销总监（住房）	500	700	1000
Marketing Manager (Commercial)	营销经理（商业）	200	350	400
Marketing Director (Commercial)	营销总监（商业）	500	600	800
CRM Manager	CRM 经理	250	320	450
CRM Director	CRM 总监	600	1000	2500

Project Management 项目管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Operations Director (Office)	运营总监（办公室）	300	450	800
Operations Director (Shopping Mall)	运营总监（商场）	350	500	600
Operations General Manager	运营总经理	500	550	800
Operations Director	运营总监	600	700	800
Project Manager	项目经理	240	300	400
Project General Manager	项目总经理	500	650	1200
Project Director	项目总监	600	700	800

Property & Construction
房地产与建筑

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
Property Development Manager	房地产开发经理	200	350	450
Property Development Director	房地产开发总监	300	908	1500
Property Strategy Manager	房地产战略经理	340	450	500
Property Strategy Director	房地产战略总监	800	900	1200
Researcher	调研员	180	360	400
Market Researcher	市场调研员	180	330	400
Research Manager	调研经理	300	500	700
Retail Development Manager	零售开发经理	200	360	450
Retail Development Director	零售开发总监	960	1200	1440

Quantity Surveying 工料测量

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Quantity Surveying Director	工料测量总监	480	650	760

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	1400	1600	2000

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	220	270	320

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	280	330	400
Retail Training Director	零售培训总监	400	500	800

Store Management 店铺管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Store Manager	门店经理	220	280	330
Senior Store Manager	高级门店经理	280	330	500
Retail Manager	零售经理	260	440	500
Retail Director	零售总监	660	880	1200
Retail Operations Manager	零售运营经理	400	500	750
Retail Operations Director	零售运营总监	550	770	1200
Merchandising Manager	销售经理	330	420	480
Merchandising Director	销售总监	440	550	700
General Manager Merchandising	销售总经理	550	770	1100

Retail
零售

Visual Merchandising 视觉陈列

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Visual Merchandising Manager	视觉营销经理	330	400	500
Visual Merchandising Director	视觉营销总监	550	770	1200
Retail Design Manager	零售设计经理	330	380	500
Retail Design Director	零售设计总监	440	720	1200

Sales
销售

Sales
销售

Business Services 商业服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	300	480	500
Business Development Manager	业务拓展经理	240	300	480
Business Development Director	业务拓展总监	400	500	700
Chief Sales Officer	首席销售官	400	500	700
Sales Director	销售总监	350	600	720
Sales Manager	销售经理	250	300	480
Sales Vice President	销售副总裁	500	700	800

Consumer Products 消费品

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Key Account Executive	大客户主管	80	150	200
Key Account Manager	大客户经理	180	300	450
Key Account Director	大客户总监	500	650	800
Sales Specialist	销售专员	50	160	240
Sales Manager	销售经理	180	360	500
Sales Director	销售总监	400	650	1200
Sales Vice President	销售副总裁	800	1200	2500

Entertainment & Media 娱乐/媒体

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Sales Manager	销售经理	250	300	380
Sales Director	销售总监	420	550	700
Sales General Manager	销售总经理	800	1200	1800

Sales
销售

Financial Services 金融服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Development Specialist	业务拓展专员	180	225	270
Business Development Director	业务拓展总监	500	650	800
Sales Manager	销售经理	300	450	600
Sales Director	销售总监	360	600	800

Healthcare & Pharmaceutical 医疗保健/制药

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Key Account Manager	大客户经理	300	350	400
Sales Specialist	销售专员	200	225	250
Sales Manager	销售经理	350	500	800
Associate Sales Director	销售副总监	400	740	800
Sales Director	销售总监	500	800	1000
Pre-sales Manager	售前经理	360	480	600

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	300	400
Business Development Manager	业务拓展经理	300	450	600
Business Development Director	业务拓展总监	480	700	1000
Key Account Manager	大客户经理	200	300	400
Sales Executive	销售主管	180	200	240
Sales Manager	销售经理	200	360	500
Sales Director	销售总监	600	800	1200
Sales General Manager	销售总经理	600	800	1000

Sales
销售

Professional Services 专业服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	240	420	500
Key Account Manager	大客户经理	180	240	300
Business Development Manager	业务拓展经理	240	300	360
Business Development Director	业务拓展总监	500	550	600
Sales Manager	销售经理	200	250	300
Senior Sales Manager	高级销售经理	300	410	500
Sales Director	销售总监	600	880	1000
Sales General Manager	销售总经理	600	800	1000

Technology & Telecommunications 技术和电信

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Director	客户总监	600	700	800
Key Account Manager	大客户经理	240	350	450
Senior Key Account Manager	高级大客户经理	300	550	600
Key Account Director	大客户总监	600	750	1000
Business Development Manager	业务拓展经理	200	265	360
Senior Business Development Manager	高级业务拓展经理	300	400	550
Business Development Director	业务拓展总监	500	650	800
Sales Manager	销售经理	180	330	400
Senior Sales Manager	高级销售经理	300	500	600
Sales Director	销售总监	500	700	800
Sales General Manager	销售总经理	600	800	1000
Sales Vice President	销售副总裁	600	840	1200
Sales Engineering Manager	销售工程经理	250	300	400

Technology
技术

Technology
技术

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Technology Officer	首席技术官	600	1000	2500
Chief Product Officer	首席产品官	800	1000	2500
Chief Information Officer	首席信息官	600	1200	2500
Chief Data Officer	首席数据官	800	1300	2500

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Data Analyst	数据分析师	240	400	600
Senior Data Analytics Manager	高级数据分析经理	650	825	850
Data Analytics Vice President	数据分析副总裁	800	1000	1300
Data Scientist	数据科学家	300	600	1200
Chief Data Scientist	高级数据科学家	800	900	1300
Data Engineer	数据工程师	250	300	400
Data Specialist	数据专员	200	300	350
Data Architect	数据架构师	500	650	1000
Chief Data Architect	首席数据架构师	800	1000	1200
Senior Data Manager	高级数据经理	500	600	800
Data Director	数据总监	800	1000	1500
Data Development Engineer	数据开发工程师	300	400	500
Data Modeling Analyst	数据建模分析师	240	350	600
AI Researcher	人工智能研究员	300	600	720
AI Manager	人工智能经理	300	400	600
AI Architect	人工智能架构师	600	800	1500
AI Director	人工智能总监	800	1000	1500
Algorithms Engineer	算法工程师	350	500	900
Algorithms Specialist	算法专员	300	540	840
Algorithms Director	算法总监	800	900	1500
Business Intelligence (BI) Engineer	商业智能 (BI) 工程师	300	350	600
Senior Business Analyst	高级业务分析师	300	350	600
Business Analytics Manager	业务分析经理	300	350	600
Data Product Manager	产品经理 (数据)	240	400	600
Data Technical Director	技术总监 (数据)	500	600	1000

Technology
技术

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
ERP Engineer	ERP 工程师	250	400	550
Senior ERP Engineer	高级 ERP 工程师	300	450	600
ERP Consultant	ERP 顾问	250	400	550
ERP Analyst	ERP 分析师	250	400	550
Senior ERP Analyst	高级 ERP 分析师	300	450	600

IT Development & Architecture
IT 开发与架构

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Architect	架构师	400	600	1200
Chief Architect	首席架构师	800	1000	1200
Back End Development Engineer	后端开发工程师	250	350	500
Cloud Engineer	云工程师	300	350	600
Senior Cloud Engineer	高级云工程师	350	500	650
Cloud Architect	云架构师	600	800	1200
DevOps Engineer	开发运营工程师	250	350	500
Senior DevOps Engineer	高级开发运营工程师	350	450	550
Front End Development Engineer	前端开发工程师	300	400	500
Senior Front End Development Engineer	高级前端开发工程师	350	450	600
Full Stack Developer	全栈开发人员	300	400	600
Senior Full Stack Development Engineer	高级全栈开发工程师	350	400	450
Infrastructure Architect	基础结构架构师	500	600	800
Network Engineer	网络工程师	250	350	420
Software Architect	软件架构师	500	600	900
Chief Software Architect	首席软件架构师	800	1000	1200
Software Engineer	软件工程师	120	240	300
Senior Software Engineer	高级软件工程师	300	350	400
Software Engineering Manager	软件工程经理	350	500	700
Senior Software Engineering Manager	高级软件工程经理	400	500	700
System Architect	系统架构师	450	600	800
System Engineer	系统工程师	300	400	600
Senior System Engineer	高级系统工程师	300	350	400

Technology
技术

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 Specialist	IT 专员	150	250	300
IT Manager	IT 经理	220	300	350
IT Associate Director	IT 副总监	400	500	600
IT Director	IT 总监	500	650	800
IT General Manager	IT 总经理	700	900	1100
Head of IT	IT 负责人	700	900	1200
Project Manager	项目经理	200	350	500
Senior Project Manager	高级项目经理	350	450	650
Project Director	项目总监	450	600	800

IT Security
信息安全

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
IT Auditor	信息技术审计员	180	330	480
IT Audit Director	信息技术审计总监	800	900	1000
IT Risk Management Manager	信息技术风险管理经理	240	400	600
IT Risk Management Director	信息技术风险管理总监	600	800	1000
Security Engineer	安全工程师	180	280	350
Senior Security Engineer	高级安全工程师	250	280	420
IT Security Manager	信息技术安全经理	300	450	650
Security Architect	安全架构师	350	500	800

IT Support
IT 支持

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
IT Helpdesk Manager	IT 支持服务经理	200	250	350

Technology
技术

IT Testing　IT 测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Test Developement Engineer	测试开发工程师	220	280	440
Test Engineer	测试工程师	120	240	350
Test Manager	测试经理	240	400	600
Test Director	测试总监	450	600	800

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 Specialist	产品专员	120	300	350
Product Manager	产品经理	200	350	550
Senior Product Manager	高级产品经理	350	500	650
Product Director	产品总监	500	650	800

Solution Consulting　解决方案咨询

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Pre-sales Solution Engineer	售前解决方案工程师	240	300	360
Pre-sales Solution Manager	售前解决方案经理	360	480	600
Solution Architect	解决方案架构师	240	320	600
Senior Solution Architect	高级解决方案架构师	480	540	650
Solution Manager	解决方案经理	480	540	650

Technical　技术

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Technical Manager	技术经理	240	500	600
Technical Director	技术总监	360	710	960
Service Delivery Director	服务交付总监	600	900	1200

Technology
技术

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	180	240	300
Senior User Experience/User Interface (UX/UI) Designer	高级用户体验/用户界面 (UX/UI) 设计师	250	350	500
Web Engineer	网站工程师	250	300	350
Senior Web Engineer	高级网站工程师	300	350	450
Web Development Engineer	网站开发工程师	180	330	400
Senior Web Development Engineer	高级网站工程师	360	400	600

Michael Page

上海 Shanghai

薪酬报告 2022
Salary Report 2022

人才展望
Talent Outlook

招聘
Recruitment

就业
Employment

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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, including job advertisements and placements made between August 2020 and September 2021, incorporating salary projections for 2022 in Shanghai and Eastern 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中近10万项数据，包含自 2020 年 8 月至 2021 年 9 月 一 年中在中国大陆发布的招聘信息，以及针对上海及华东地区 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

Bank/Fintech 银行/金融科技

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	1500
Chief Risk Officer	首席风险官	1200	1700	2000
Deputy Chief Executive Officer	副首席执行官	2000	3000	4500

Institutional Sales 机构销售

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior Institutional Sales	初级机构销售员	200	250	300
Institutional Sales Manager	机构销售经理	600	800	1000
Institutional Sales Director	机构销售总监	800	1200	1500
Head of Institutional Sales	机构销售负责人	1500	2000	3000

Loan 信贷

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Dealer	经销商	400	500	600
Loan Officer	信贷专员	200	250	300
Loan Manager	信贷经理	300	350	400
Senior Loan Operations Specialist	高级信贷运营专员	380	450	500

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Anti Fraud Manager	反欺诈经理	180	390	540
Credit Risk Management Manager	信用风险对冲管理经理	300	450	600
Risk Management Director	风险管理总监	550	570	840
Head of Operational Risk	运营风险负责人	432	480	600
Risk Management Vice President	风险管理副总裁	500	600	700

Banking & Financial Services
银行与金融服务

Product Control & Valuations
产品控制与估值

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Product Manager	产品经理	180	275	650
Senior Product Manager	高级产品经理	200	350	600
Product Operations Manager	产品运营经理	240	360	480
Product Development Manager	产品开发经理	350	425	500
Senior Product Development Manager	高级产品开发经理	400	500	600
Product Director	产品总监	400	550	600
Deputy General Manager Product Control	产品控制副总经理	720	840	960
Product Valuation & Research	产品估值与研究	800	900	1000

Relationship Management
客户关系管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Relationship Manager	助理客户关系经理	250	300	400
Relationship Manager	客户关系经理	400	600	800
Team Leader Relationship Manager	团队领导客户关系经理	800	1000	1200
Senior Relationship Manager	高级客户关系经理	800	1200	1500
Relationship Management Vice President	客户关系管理副总裁	800	1200	1500
Head of Relationship Management	客户关系管理负责人	1500	2000	3000
Relationship Management General Manager	客户关系管理总经理	1500	2500	4000

Remittance & Settlement
汇款与结算

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Bank Teller	银行出纳员	120	180	240
Payment Associate	账务专员	150	200	250
Bond Settlement Manager	债券结算经理	240	280	300
Remittance and Settlement Leader	汇款与结算负责人	200	300	400

Banking & Financial Services
银行与金融服务

Primary Market 一级市场

Finance 财务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Accontant	会计	150	240	320
Finance Manager	财务经理	250	390	500
Finance Director	财务总监	700	1200	2000
Finance Head	财务负责人	1000	1500	3000

Investor Relations 投资者关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investor Relations Manager	投资者关系经理	250	400	600
Investor Relations Director	投资者关系总监	800	1000	1300
Managing Director Investor Relations	投资者关系总经理	1300	1500	2000

Portfolio Management 基金管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Portfolio Manager	基金经理	800	1000	1200
Portfolio Management Director	基金总监	1200	1300	1500

Private Equity 私募股权

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investment Analyst	投资分析师	200	300	400
Investment Associate	投资经理	450	600	1200
Senior Investment Associate	高级投资经理	600	900	1200
Vice President	投资副总裁	750	1200	1500
Investment Director	投资总监	900	1500	2000
Managing Director	董事总经理	1500	2000	3000

Banking & Financial Services
银行与金融服务

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Risk Manager	风控经理	350	450	600
Risk Management Director	风控总监	600	700	840
Risk Management Vice President	风控副总裁	840	1200	1500
Chief Risk Officer	首席风控官	1500	1600	2000

Compliance 合规

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Compliance Manager	经理	350	450	600
Compliance Director	总监	600	700	840

Venture Capital 风险投资

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investment Analyst	风险投资分析师	120	220	380
Investment Associate	风险投资经理	200	400	550
Senior Investment Associate	高级风险投资经理	240	550	700
Vice President	风险投资副总裁	480	900	1000
Investment Director	风险投资总监	750	1200	1500
Managing Director	风险投资董事总经理	900	1500	2000

Banking & Financial Services
银行与金融服务

Insurance 保险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Branch GM	分公司总经理	1000	1500	2000
Branch Vice GM	分公司副总	500	900	1500
BU Head	事业部负责人	1200	1500	2000
Private Channel Head	个险渠道总	500	900	1500
Bancassurance Head	银保渠道总	500	900	1500
Head of Group Channel	团险渠道总	500	900	1500
Head of Digital Channel	网络电销渠道总	500	900	1500
Channel Manager	渠道经理	300	500	700
Channel Head	渠道负责人	500	900	1500
Training Manager	培训经理	250	400	550
Training Director	培训总监	500	700	900
Product Manager	产品/企划经理	300	450	600
Product Director	产品/企划总监	550	700	900
Strategy Manager	战略经理	300	400	500
Strategy Director	战略总监	600	800	1000
Operation Manager	运营经理	250	450	600
Operation Director	运营总监	600	800	1000
Chief Operation Officer	首席运营官	1200	1500	2000
Claims Manager	理赔经理	250	350	600
Claims Director	理赔总监	500	700	900
Underwriting Manager	核保经理	300	500	600
Underwriting Director	核保总监	700	900	1200
Chief Underwriter	首席核保师	900	1200	1500
Actuary	精算分析师	200	350	600
Actuarial Manager	精算经理	450	600	750
Actuarial Director	精算总监	650	800	1000
Chief Actuarial Officer	总精算师	800	1200	1800
Finance Manager	财务经理	350	500	650
Finance Director/Finance Controller	财务总监	650	850	1000
CFO	财务负责任人	800	1200	1600
Risk/Compliance Manager	风控/合规经理	300	450	650
Risk/Compliance Director	风控/合规总监	600	800	1000
Chief Risk/Compliance Officer	首席风控官	1200	1600	2000
Audit Manager	审计经理	250	400	600
Audit Director	审计总监	550	700	900
Chief Audit Officer	审计责任人	900	1200	1600

Banking & Financial Services
银行与金融服务

Secondary Market 二级市场

Trading 交易

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Trader	交易员	300	500	800

Portfolio Management 基金管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Portfolio Manager	基金经理	800	1500	3000

Institutional Sales 机构销售

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Institutional Sales Manager	机构销售经理	300	600	800
Institutional Sales Director	机构销售总监	800	1200	1500

Researcher 研究员

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Research Analyst	研究分析师	300	400	900
Head of Research	首席研究员	800	1100	1500

Risk Management 风险管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Risk Management Manager	风控经理	350	450	600
Risk Management Director	风控总监	600	700	840
Chief Risk Officer	首席风控官	1500	1600	2000

Banking & Financial Services
银行与金融服务

Finance 财务

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Accontant	会计	150	240	320
Finance Manager	财务经理	250	390	500
Finance Director	财务总监	700	1200	2000
Finance Head	财务负责人	1000	1500	3000

Digital
数字化

Digital
数字化

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Digital Officer	首席数字官	2500	3000	3500
E-commerce General Manager	电商总经理	2500	3000	3500
E-commerce Vice President	电商副总裁	2000	2500	3000

Analytics & Intelligence 数据分析与智能

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Data Analytics Manager	数据分析经理	500	600	700
Data Analytics Director	数据分析总监	850	1000	1200
Business Insight Manager	商业洞察经理	500	600	700
Head of Data	数据负责人	1500	2000	2500

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Content Manager	内容经理	300	400	500
Content Marketing Manager	内容营销经理	300	400	500
Senior Content & Insights Manager	高级内容与洞察经理	600	800	1000
Content Director	内容总监	600	800	1000

Design 设计

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	300	400	500
User Experience/User Interface (UX/UI) Manager	用户体验/用户界面 (UX/UI) 经理	500	600	700
User Experience/User Interface (UX/UI) Director	用户体验/用户界面 (UX/UI) 总监	700	800	1000
Digital Creative Director	数字创意负责人	700	800	1000

Digital
数字化

Digital & Performance Marketing 数字与效果营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Digital Director	数字化总监	1500	1800	2000
Head of Digital	数字化负责人	1500	2000	2500
Growth Director	增长总监	1000	1400	1800

Digital Strategy 数字战略

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Digital Transformation Director	数字化转型总监	1500	2000	2500
Digital Strategy Director	数字战略总监	1500	2000	2500

E-commerce 电子商务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant E-commerce Manager	助理电子商务经理	300	400	500
E-commerce Manager	电子商务经理	500	600	700
Senior E-commerce Manager	高级电子商务经理	600	700	800
E-commerce Director	电子商务总监	1300	1500	2000
E-commerce General Manager	电子商务总经理	2000	2500	3000
Social Commerce Manager	社交电商经理	400	500	600
EC Marketing Manager	数字效果营销总监	400	500	600
EC Marketing Director	电商营销总监	1000	1200	1500

Product & Operations 产品与运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Product Manager	产品经理	400	500	600
Senior Product Manager	高级产品经理	600	700	800
Product Director/Owner	产品总监/负责人	800	1300	1800
Operations Manager	运营经理	400	500	600
Senior Operations Manager	高级运营经理	600	700	800
Operations Director	运营总监	1000	1500	2000

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	800	1000	2000
Chief Academic Officer	首席学术官	800	1400	2000
Chief Executive Officer	首席执行官	1000	1600	2500
President	总裁	1200	1600	4000

Academic 教学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Academic/Curriculum Development Manager	教学/课程发展高级经理	400	550	700
Academic Headmaster (Bilingual K12 Campus)	教学校长（双语 K12 学校）	600	800	1300
Academic Principal (Bilingual Kindergarten)	教学校长（双语幼儿园）	200	320	700
Curriculum Coordinator	课程协调专员	200	320	500
Education Product Development Manager	教育产品开发经理	300	420	550
Education Product Director	教育产品总监	500	650	800
Education Product General Manager	教育产品总经理	750	1300	1900

Management 管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Centre Director	中心总监	180	300	800
Regional Centre Director	区域中心总监	350	600	1200
Business Sector Director	商业领域总监	600	900	1600
Head of Education Complex	教育综合体负责人	400	650	1200
Bilingual Kindergarten Deputy Principal	双语幼儿园副校长	180	240	400
Bilingual Kindergarten Principal	双语幼儿园校长	240	350	600
Bilingual Deputy Headmaster K12	双语 K12 学校副校长	400	600	800
Bilingual Headmaster K12	双语 K12 学校校长	600	1000	2200
Superintendent	督学	800	1400	2000

Education
教育

Non-Academic 非教学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Admissions Manager	招生经理	200	400	600
Admissions Director	招生总监	450	600	800
Head of AMC Group	AMC 团体负责人	550	800	1300
Pre-Open Manager	筹开经理经理	300	400	550
Pre-Open Director	筹开总监	500	800	1300

Business Development 业务拓展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Development Manager	业务拓展经理	250	400	600
Business Development Director	业务拓展总监	500	800	1300

Content Development 内容开发

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Course Development Manager	课程开发经理	300	420	550
Senior Course Development Manager	高级课程开发经理	400	550	700

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	200	400	600
Marketing Director	市场总监	450	600	800
Sales and Marketing Director	销售与市场总监	550	800	1300

Principals 校长

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Kindergarten Principal	幼儿园校长	240	500	800
Vice Principal	副校长	180	300	500
Principal	校长	600	1000	2200

Engineering & Manufacturing
工程与制造

Engineering & Manufacturing
工程与制造

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	1500	2000	3000
Chief Executive Officer	首席执行官	2000	2500	4000

Application & Testing 应用与测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Application Engineer	应用工程师	150	250	350
Senior Application Engineer	高级应用工程师	240	300	420
Application Engineering Lead	应用工程负责人	350	450	550
Application Engineering Manager	应用工程经理	400	500	700
Test Engineer	测试工程师	200	300	500
Senior Test Engineer	高级测试工程师	300	360	420
Test Manager	测试经理	360	480	600
Senior Manager Product Verification	产品验证高级经理	480	600	720
Validation Manager	验证经理	350	450	600
Validation Director	验证总监	600	700	1000

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Automation Engineer	高级自动化工程师	180	210	240
Automation Engineering Director	自动化工程总监	600	720	840
Automation Specialist	自动化专员	240	270	300
Automation Manager	自动化经理	450	500	600
Head of Automation	自动化总监	600	720	840
Automation Vice President	自动化副总裁	900	1200	1800
Mechatronic Engineering Manager	机械电子工程经理	450	500	600
Artificial Intelligence (AI) Hardware Director	人工智能硬件总监	800	1200	2500

Engineering & Manufacturing
工程与制造

Engineering 工程

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Engineer	工程师	150	200	400
Senior Engineer	高级工程师	240	330	400
Lead Engineer	负责人工程师	250	350	400
Engineering Supervisor	工程主管	180	240	300
Chief Engineer	首席工程师	360	660	960
Engineering Manager	工程经理	350	420	700
Senior Engineering Manager	高级工程经理	450	720	800
Engineering Director	工程总监	600	800	1500
Engineering Vice President	工程副总裁	1200	1800	2500
Staff Engineer	主任工程师	300	400	450
Senior Staff Engineer	高级主任工程师	350	450	550

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
EHS Engineer	EHS 工程师	120	150	180
EHS Supervisor	EHS 主管	150	180	240
EHS Consultant	EHS 顾问	360	480	600
EHS Director	EHS 总监	800	1000	1200
EHS Lead	EHS 主任	300	420	800
Regional Head of EHS	EHS 区域负责人	1000	1500	2500
Environmental Manager	环境经理	450	500	600
Safety Specialist	安全专员	120	150	180
Safety Director	安全总监	600	720	960
Security Manager	安保经理	400	500	600
Senior Security Manager	高级安保经理	500	550	700
Security Director	安保总监	1000	1500	2500
Process Safety Manager	流程安全经理	420	480	600

Engineering & Manufacturing
工程与制造

Field Services & Maintenance 现场服务与维护

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Facilities Supervisor	设施主管	156	168	180
Facilities Maintenance Manager	设施维护经理	350	450	600
Field Application Engineer	现场技术支持工程师	180	250	350
Senior Field Application Engineer	高级现场技术支持工程师	200	300	350
Senior Field Services Engineer	高级现场服务工程师	180	250	350
Field Services Specialist	现场服务专员	200	250	350
Field Services Manager	现场服务经理	300	350	400
Senior Field Services Manager	高级现场服务经理	450	550	650
Field Services Director	现场服务总监	600	750	840
Maintenance Engineer	维护工程师	180	300	360
Assistant Maintenance Manager	助理维护经理	300	350	400
Maintenance Manager	维护经理	350	450	600
Maintenance Director	维护总监	480	720	840
Repair Manager	维修经理	360	420	480
Senior Service Engineer	高级服务工程师	250	350	400
Service Manager	服务经理	360	420	480
Technical Engineer	技术工程师	180	240	300
Senior Technical Specialist	高级技术专员	250	300	400
Technical Specialist	技术专家	200	250	350
Technical Manager	技术经理	350	450	600
Senior Technical Manager	高级技术经理	450	550	650
Technical Director	技术总监	500	650	800
Technical Program Manager	技术程序经理	360	420	480
Technical Service & Support Director	技术服务与支持总监	500	650	800
Senior Technician	高级技术员	132	156	180
Technician Supervisor	技术员主管	180	200	240

Engineering & Manufacturing
工程与制造

Lean & Process Improvement 精益与流程优化

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Continuous Improvement (CI) Manager	持续优化 (CI) 经理	300	360	480
Principal Lean Consultant	精简总顾问	480	540	600
Lean Specialist	精简专员	350	500	720
Process Engineer	流程工程师	144	222	840
Senior Process Engineer	高级流程工程师	250	350	450
Process Specialist	流程专员	360	420	480
Process Manager	流程经理	400	550	600
Process Engineering Director	流程工程总监	600	700	750

Product Development 产品开发

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
New Product Implementation (NPI) Engineer	新产品导入 (NPI) 工程师	240	360	420
New Product Implementation (NPI) Manager	新产品导入 (NPI) 经理	400	500	600
Product Development Manager	产品开发经理	240	410	840
Product Development Director	产品开发总监	600	700	900
Head of Product Development	产品开发负责人	600	900	1200
Product Engineering Manager	产品工程经理	300	500	700
Head of Product Engineering	产品工程负责人	720	900	1200
Product Engineer	产品工程师	180	240	420
Senior Product Engineer	高级产品工程师	200	300	600
Product Specialist	产品专员	300	350	400
Product Manager	产品经理	350	420	500
Product Director	产品总监	480	720	1200

Engineering & Manufacturing
工程与制造

Production, Manufacturing & Plant Operations

生产、制造与工厂运营

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Manufacturing Engineer	制造工程师	180	216	300
Senior Manufacturing Engineer	高级制造工程师	200	250	350
Manufacturing Engineering Manager	制造工程经理	300	400	600
Manufacturing Manager	制造经理	350	400	600
Associate Manufacturing Director	助理制造总监	450	550	650
Manufacturing Director	制造总监	600	720	720
Manufacturing Operations Director	制造运营总监	550	600	720
Operations Director	运营总监	700	800	1500
Senior Operations Director	高级运营总监	1000	1300	2000
Operational Excellence Specialist	运营卓越专员	300	350	600
Operational Excellence Manager	运营卓越经理	360	400	450
Operational Excellence Director	运营卓越总监	700	1000	1200
Operational Excellence Vice President	运营卓越副总裁	1000	1300	1800
Operations Manager	运营经理	350	400	550
Senior Operations Manager	高级运营经理	450	550	600
Operations Vice President	运营副总裁	1200	2000	3000
Plant Engineering Manager	厂房工程经理	480	540	600
Plant Manager	厂房经理	500	600	800
General Plant Manager	工厂总经理	1000	1500	2000
Plant Director	工厂总监	800	1200	1600
Production Engineer	生产工程师	180	240	300
Production Supervisor	生产主管	250	300	350
Production Manager	生产经理	360	450	500
Senior Production Manager	高级生产经理	450	550	600
Production Director	生产总监	500	600	700
Production Control Manager	生产控制经理	360	400	450
Production Operations Manager	生产运营经理	360	400	450
Production Planning Lead	生产规划主任	180	200	240
Production Planning Supervisor	生产规划主管	180	200	240
Production Planning Manager	生产规划经理	240	280	360
Production Planning Director	生产规划总监	500	550	600
Section Manager	部门经理	360	400	450
Site General Manager	现场总经理	500	800	1000

Engineering & Manufacturing
工程与制造

Project Management 项目管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Project Lead	项目领导	300	420	500
Project Manager	项目经理	350	420	600
Senior Project Manager	高级项目经理	450	500	650
Project Director	项目总监	500	550	800
Project Management Officer	项目管理专员	900	1200	1500

Quality 质量

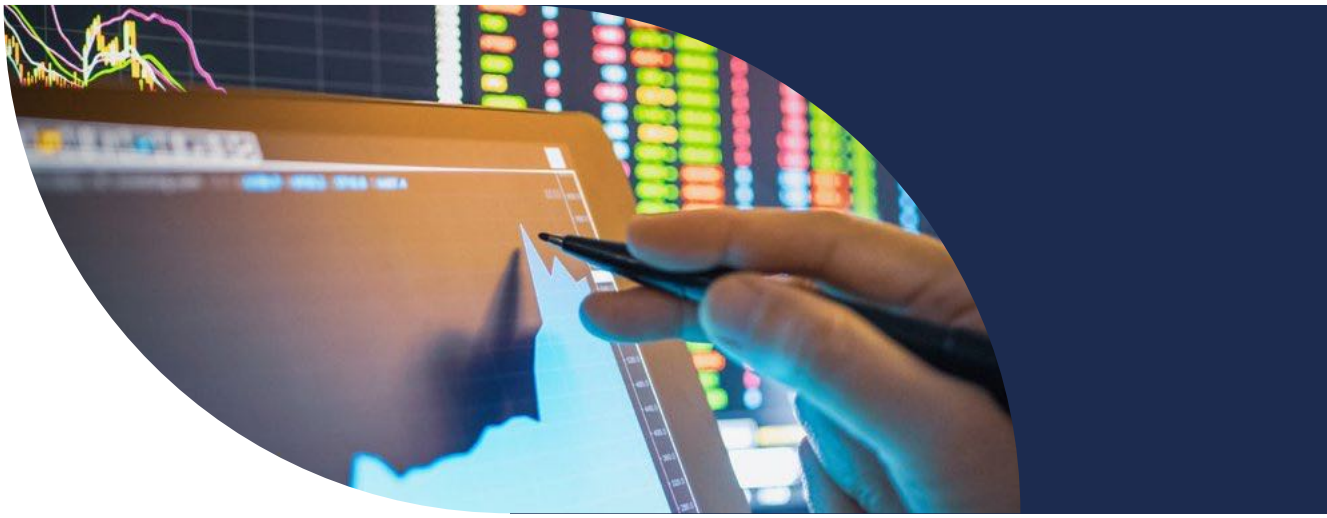
Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Homologation Officer	认证专员	300	350	400
Homologation Manager	认证经理	360	390	500
Quality Assurance (QA) Engineer	质量保证 (QA) 工程师	180	240	280
Senior Quality Assurance (QA) Engineer	高级质量保证 (QA) 工程师	240	280	300
Quality Assurance (QA) Manager	质量保证 (QA) 经理	350	500	600
Senior Quality Assurance (QA) Manager	高级质量保证 (QA) 经理	450	550	650
Quality Assurance (QA) Director	质量保证 (QA) 总监	550	600	900
Head of Quality Assurance (QA)	质量保证 (QA) 负责人	600	660	720
Quality Control (QC) Inspector	质量控制 (QC) 检查员	120	132	144
Quality Control (QC) Leader	质量控制 (QC) 主任	180	240	280
Quality Control (QC) Manager	质量控制 (QC) 经理	350	500	600
Senior Quality Check (QC) Manager	高级质量检查 (QC) 经理	450	550	650
Quality Engineer	质量工程师	120	200	250
Senior Quality Engineer	高级质量工程师	144	250	300
Quality Supervisor	质量主管	180	240	280
Quality Leader	质量主任	180	240	280
Quality System Specialist	质量系统专员	240	270	300
Quality System Manager	质量系统经理	450	550	600
Quality Manager	质量经理	350	500	600
Senior Quality Manager	高级质量经理	400	600	700
Quality Director	质量总监	700	900	1100
Quality Vice President	质量副总裁	1500	2000	2500

Engineering & Manufacturing
工程与制造

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Lead R&D Engineer	研发主工程师	200	250	360
R&D Manager	研发经理	360	500	700
R&D Director	研发总监	600	800	1500
Head of R&D	研发负责人	1000	1500	2000
R&D Vice President	研发副总裁	1500	2500	3500
Design Leader	设计负责人	240	276	360
Design Engineer	设计工程师	200	300	360
Senior Design Engineer	高级设计工程师	250	350	480
Design Engineering Manager	设计工程经理	360	400	480
Design Manager	设计经理	360	400	480
Design Director	设计总监	480	600	840
Design Engineering Director	设计工程总监	700	800	1500
Engineering Manager	工程经理	360	400	480
Lab Manager	实验室经理	350	400	600
Mechanical Design Engineer	机械设计工程师	200	300	400
Mechanical Design Manager	机械设计经理	360	400	480
Packaging Engineer	包装工程师	200	250	300
Packaging Manager	包装经理	400	600	700
Chief Scientist	首席科学家	840	1000	3000
User Experience/User Interface (UX/UI) Designer	用户体验/用户界面 (UX/UI) 设计师	260	280	450
Senior User Experience/User Interface (UX/UI) Designer	高级用户体验/用户界面 (UX/UI) 设计师	300	350	500
User Experience/User Interface (UX/UI) Design Director	用户体验/用户界面 (UX/UI) 设计总监	600	780	960

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 Compliance Officer	首席合规官	1200	1550	2000
Chief Financial Officer	首席财务官	2000	2800	3500

Accounting 会计

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Accountant	会计	96	144	180
Accountant, Accounts Payable	应付账款会计	96	144	180
Accountant, Accounts Receivable	应收账款会计	96	144	180
Senior Accountant	高级会计	156	200	300
Accounting Supervisor	会计主管	180	240	300
Accounting Manager	会计经理	300	360	450
Accounting Manager, Accounts Payable	应收账款会计经理	300	360	450
Accounting Manager, Accounts Receivable	应收账款经理	300	360	450
Senior Accounting Manager	高级会计经理	450	600	800
Accounting Director	会计总监	600	800	1000

Finance & Accounting
财务与会计

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Analyst	商务分析师	150	160	300
Senior Business Analyst	资深商务分析师	200	300	360
Cost Analyst	成本分析师	120	180	220
Senior Cost Analyst	高级成本分析师	150	200	300
Financial Reporting Manager	财务报表经理	400	450	550
Head of Financial Reporting	财务报表总监	1000	1250	1500
Financial Planning and Analysis (FP&A) Specialist	财务分析 (FP&A) 专员	200	250	300
Financial Planning and Analysis (FP&A) Supervisor	财务分析 (FP&A) 主管	220	260	300
Financial Planning and Analysis (FP&A) Manager	财务分析 (FP&A) 经理	350	390	500
Senior Financial Planning & Analysis (FP&A) Manager	高级财务分析 (FP&A) 经理	450	600	720
Pricing Analyst	定价分析师	120	150	180
Assistant Pricing Manager	助理定价经理	300	400	450
Pricing Manager	定价经理	400	450	600
Pricing Director	定价总监	600	720	900

Finance & Accounting
财务与会计

Audit & Control 审计与控制

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Auditor	高级审计师	200	250	300
Audit Supervisor	审计主管	250	350	400
Audit Manager	审计经理	400	500	600
Senior Audit Manager	高级审计经理	600	750	900
Associate Audit Director	审计副总监	800	900	1000
Audit Director	审计总监	1000	1200	1500
Costing Analyst	成本分析员	150	200	300
Costing Manager	成本控制经理	350	450	500
Financial Controller	财务控制总监	750	900	1200
Internal Auditor	内部审计师	180	250	300
Internal Controller	内控专员	180	250	300
Internal Control Manager	内控经理	350	450	600
Senior Internal Control Manager	高级内控经理	500	650	800
Head of Internal Control	内控总监	800	1000	1300

Corporate Strategy 企业战略

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investor Relations Manager	投资者关系经理	450	550	700
Head of Investor Relations	投资关系总监	1000	1500	2000
Investor Relations Vice President	投资关系副总裁	1500	2000	2500
Strategy Director	战略总监	1000	1500	2000

Credit 信贷

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Credit Analyst	信贷分析师	180	250	300
Credit Supervisor	信贷主管	300	360	400
Senior Credit Analyst	高级信贷分析师	240	300	360
Credit Controller	信贷总管	450	600	750
Credit Manager	信贷经理	400	550	700
Head of Credit	信贷总监	750	900	1200

Finance & Accounting
财务与会计

Finance 财务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Finance Supervisor	财务主管	200	260	320
Assistant Finance Manager	助理财务经理	260	360	400
Finance Manager	财务经理	250	390	600
Senior Finance Manager	资深财务经理	400	550	800
Associate Finance Director	财务副总监	600	800	1200
Finance Director	财务总监	700	1200	2000
Senior Finance Director	高级财务总监	1000	1500	2500
Finance Vice President	财务副总裁	1000	1500	3000

Mergers & Acquisitions (M&A) 并购 (M&A)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
M&A Analyst	并购分析师	300	400	500
M&A Manager	并购经理	420	600	800
Senior M&A Manager	高级并购经理	540	700	1100
M&A Director	并购总监	800	1200	2000

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	400	500	600
Head of Operations and Finance	运营与财务总监	1000	1200	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	500	650
Senior Compliance Manager	高级合规经理	550	750	800
Associate Compliance Director	助理合规总监	600	800	1000
Compliance Director	合规总监	800	1000	1500

Finance & Accounting
财务与会计

Tax 税务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Tax Analyst	税务分析师	100	225	320
Tax Supervisor	税务主管	180	225	350
Tax Manager	税务经理	350	480	600
Senior Tax Manager	高级税务经理	550	850	1200
Associate Tax Director	税务副总监	600	900	1300
Head of Tax	税务总监	800	1100	2500

Treasury 资金

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Treasury Specialist	资金专员	120	155	180
Treasury Supervisor	资金主管	168	250	320
Senior Treasury Analyst	高级资金分析师	200	265	280
Treasury Manager	资金经理	250	400	700
Senior Treasury Manager	高级资金经理	450	600	900
Treasury Director	资金总监	650	900	1500

Healthcare & Life Sciences
医疗保健与生命科学

Healthcare & Life Sciences
医疗保健与生命科学

Healthcare Service 医疗服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Hospital Chief Executive Officer	医院首席执行官	1500	1700	2700
Hospital Chief Medical Officer	医院首席医学官	1300	1500	2300
Chief Commercial Officer	首席商业官	1200	1500	2000
Operations Vice President	运营副总裁	1100	1400	1900
Head of Hospital Project	医院项目负责人	900	1100	1300

Pharmaceutical and Biotechnology 制药与生物科技

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Executive Officer	首席执行官	3000	3500	4500
Chief Medical Officer	首席医学官	2600	3000	4500
Chief Science Officer	首席科学官	1900	2300	2600
Chief Business Officer	首席商务官	2000	2700	3500
Chief Operations Officer	首席运营官	2100	2600	2800
Chief Technology Officer	首席技术官	2100	2600	4000
Chief Commercial Officer	首席商业官	2000	2700	3300
Chief Strategy Officer	首席战略官	1500	2000	2500
Chief Quality Officer	首席质量官	1800	2800	4000

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Drug Discovery Director	药物研发总监	800	1200	1500
Biology Director	生物学总监	900	1200	1500
Medicinal Chemistry Director	药物化学总监	800	1000	1200
Senior Scientist	高级科学家	600	800	1000
Lab Manager	实验室经理	500	650	800
Formulation Director	制剂总监	700	850	1000
Toxicitiy and Animal Studies Director	毒性和动物研究总监	600	750	900

Healthcare & Life Sciences
医疗保健与生命科学

Clinical Development and Medical 临床开发与医学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Clinical Development Director	临床开发总监	1300	1500	1700
Clinical Development Vice President	临床开发副总裁	1700	2100	2500
Clinical Operations Director	临床运营总监	1100	1300	1500
Clinical Operations Vice President	临床运营副总裁	1500	1800	2100
Translational Medicine Director	转化医学总监	1200	1500	1800
Clinical Research Physician	临床研究医师	800	1000	1200
Clinical Project Manager	临床项目经理	500	750	800
Medical Affairs Director	医学事物总监	1000	1200	1500
Safety and Pharmacovigilance Director	安全和药物警戒总监	800	1100	1300
Pharmacokinetics and Pharmacodynamics Director	药代动力学及药效学总监	800	1200	1500
Senior Statistician	高级生物统计师	700	900	1200
Bioinformatics Director	生物信息学总监	850	1200	1800

Regulatory Affairs (RA) & Quality 注册事务 (RA) 与质量

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Regulatory Affairs Vice President	注册与法规事务副总裁	2000	2200	2500
Regulatory Affairs Director	注册与法规事务总监	800	1000	1200
Senior Regulatory Affairs Manager	高级注册经理	400	600	800

Healthcare & Life Sciences
医疗保健与生命科学

Drug Manufacturing 药品生产

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
CMC Project Manager	CMC项目经理	320	400	700
CMC Director	CMC总监	450	600	900
Senior CMC Director	CMC高级总监	800	1100	1300
Process Development Vice President	工艺开发副总裁	1100	1400	1800
Quality Assurance Director	质量保证总监	500	700	900
Quality Control Director	质量控制总监	450	600	800
Quality Vice President	质量副总裁	1200	1400	1800
Upstream/Downstream Development Director	上下游开发总监	400	600	800
Upstream/Downstream Development Manager	上下游开发经理	250	320	360

Corporate 企业

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Corporate Communication Manager	企业传播经理	300	520	680
Corporate Communication Director	企业传播总监	720	1000	1500
CRM Manager	CRM经理	400	480	620
Government Affairs Manager	政府事务经理	400	580	700
Government Affairs Director	政府事务总监	700	900	1300
HEOR/RWE Director	HEOR/RWE 总监	680	800	960
HEOR/RWE Manager	HEOR/RWE 经理	480	550	650
Market Access Manager	市场准入经理	520	680	700
Market Access Director	市场准入总监	720	900	1000
Business Development Manager	业务发展经理	500	600	700
Business Development Director	业务发展总监	800	1000	1500
Alliance Management Manager	联盟管理经理	500	600	700
Alliance Management Director	联盟管理总监	800	1000	1500
Portfolio Management Manager	管线项目管理经理	500	600	700
Portfolio Management Director	管线项目管理总监	800	1000	1500
Chief of Staff	参谋官	800	1500	2000

Healthcare & Life Sciences
医疗保健与生命科学

Marketing 市场营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Group Product Manager	产品经理	400	460	660
Local/Regional Marketing Manager	区域市场经理	240	280	380
Marketing Manager	市场经理	480	560	700
Marketing Director	市场总监	640	920	1600
Product Manager/Brand Manager	产品经理/品牌经理	320	400	530
Senior Product Manager/Senior Brand Manager	高级产品/品牌经理	360	440	550
Strategic Marketing Manager	战略市场经理	480	560	700
Strategic Marketing Director	战略市场总监	640	920	1600

Procurement & Supply Chain 采购与供应链

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Supply/Demand Planning Manager	供应/需求计划经理	400	500	600
Senior Supply/Demand Planning Manager	供应/需求计划高级经理	600	750	850
Direct Procurement/Sourcing Manager	直接采购/采购经理	400	500	600
Senior Direct Procurement/Sourcing Manager	直接采购/采购高级经理	600	750	850
Direct Procurement Director	直接采购总监	900	1100	1500
Indirect Procurement/Sourcing Manager	间接采购/采购经理	400	500	600
Senior Indirect Procurement/Sourcing Manager	间接采购/采购高级经理	600	750	850
Indirect Procurement Director	间接采购总监	900	1100	1500
Logistic Manager	物流经理	300	400	500
Supply Chain Director	供应链总监	1000	1200	1500
Warehouse Manager	仓库经理	200	300	400

Healthcare & Life Sciences
医疗保健与生命科学

Training 培训

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Training Director	业务培训总监	700	980	1500
Commercial Excellence Director	商业卓越总监	1000	1200	2250
Senior Training Manager	高级培训经理	400	480	650
SFE Manager	SFE 经理	360	450	700
Associate SFE Director	SFE 副总监	480	680	720
SFE Director	SFE 总监	700	960	1100
Training Manager	培训经理	360	400	600

Medical Device (Including IVD) C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Executive Officer	首席执行官	2500	3000	3500
Chief Medical Officer	首席医疗官	1500	1800	2500
Chief Operations Officer	首席营运官	1500	1800	2000
Chief Technology Officer	首席技术官	1500	1800	2000
Chief Commercial Officer	首席商业官	1800	2000	2500
Chief Strategy Officer	首席战略官	1500	1800	2500
Chief Quality Officer	首席质量官	1200	1500	1800

Healthcare & Life Sciences
医疗保健与生命科学

Research & Development 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Research and Development Director	研发总监	700	1200	2500
Research and Development Vice President	研发副总裁	1200	1800	3000
Principal Scientist	首席科学家	700	1000	2000
Research and Development Engineer	研发工程师	200	300	500
Research and Development Supervisor	研发主管	250	400	550
Research and Development Manager	研发经理	350	600	950
Project Management Manager	项目管理经理	350	550	700
Project Management Director	项目管理总监	600	800	1200
Bioinformatics Scientist	生物信息学科学家	350	700	1500

Clinical Development and Medical 临床开发与医学

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Clinical Development Director	临床开发总监	700	1000	1600
Clinical Operations Director	临床运营总监	1100	1300	1500
Medical Affairs Director	医疗事务总监	800	1200	1500

Regulatory Affairs (RA) & Quality 注册事务 (RA) 与质量

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Regulatory Affairs Manager	法规事务经理	400	600	900
Regulatory Affairs Director	法规事务总监	700	850	1500
Regulatory Affairs Vice President	法规事务副总裁	1200	2000	2500

Healthcare & Life Sciences
医疗保健与生命科学

Operations & Manufacturing 运营与生产

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Operations Director	运营总监	700	1200	1500
Manufacturing Manager	生产经理	350	500	800
Manufacturing Director	生产总监	700	1200	1500
Quality Manager	质量经理	350	500	750
Quality Director	质量总监	700	900	1200
Facility/Process/Industrial Manager	设施设备经理	300	450	600

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	1200	1500
Chief Human Resources Officer	首席人力资源官	1200	1400	3000

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 Officer	薪酬福利专员	120	210	260
C&B Manager	薪酬福利经理	300	500	650
Senior C&B Manager	高级薪酬福利经理	500	700	900
Group Head of C&B	集团薪酬福利负责人	800	1000	1500
Regional C&B Director	区域薪酬福利总监	1000	1200	2000

Corporate Culture & Employee Relations 企业文化与员工关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Corporate Culture Director	企业文化总监	600	700	1000
Employee Relations Specialist	员工关系专员	200	250	300
Employee Relations Manager	员工关系经理	300	500	600
Senior Employee Relations Manager	高级员工关系经理	500	600	800
Employee Relations Director	员工关系总监	600	700	1000
Expatriate Advisor	外派顾问	168	300	500
People Engagement Manager	员工敬业度经理	420	500	600

Human Resources
人力资源

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	300	500	700
Senior HRBP	高级 HRBP	400	600	800
HRBP Director	HRBP 总监	700	900	1500
HRBP Vice President	HRBP 副总裁	1200	1500	2000

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HR Assistant	人力资源助理	72	150	204
HR Officer	人力资源专员	120	180	240
HR Supervisor	人力资源主管	168	226	300
HR Manager	人力资源经理	300	450	660
Senior HR Manager	高级人力资源经理	450	550	800
HR Director	人力资源总监	500	750	1000
Senior HR Director	高级人力资源总监	1000	1200	1500
HR Vice President	人力资源副总裁	1000	1500	2500

Human Resources Information Systems (HRIS)
人力资源信息系统 (HRIS)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HRIS Analyst	人力资源信息系统分析师	180	240	360
HRIS Advisor	人力资源信息系统顾问	400	580	700
HRIS Director	人力资源信息总监	700	850	1000

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	400	600	800
Senior Manager Learning and Development	高级学习与发展经理	500	700	1000
Learning and Development Director	学习与发展总监	1000	1200	1800
Learning Solutions Manager	学习解决方案经理	300	500	700
Talent Development Manager	人才发展经理	300	500	700
Senior Talent Development Manager	高级人才发展经理	400	650	1000
Talent Development Director	人才发展总监	1000	1200	1800
Training Specialist	培训专员	192	250	300
Training Supervisor	培训主管	200	240	350
Training Manager	培训经理	180	330	400
Senior Training Manager	高级培训经理	400	600	800
Training Director	培训总监	800	1000	1500

Organisational Development 组织发展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Organisational Development Manager	组织发展经理	400	500	600
Organisational Development Director	组织发展总监	500	720	1000
Organisational Effectiveness Manager	组织效能经理	420	550	800
People & Organisational Development Director	人员与组织发展总监	800	1200	2000
Talent Management Specialist	人才管理专员	180	360	450
Talent Management Manager	人才管理经理	360	565	700
Talent Mobility Manager	人才流动经理	400	550	650

Human Resources
人力资源

Payroll 薪酬

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Payroll Executive	薪酬负责人	80	125	200
Payroll Specialist	薪酬专员	120	168	200
Payroll Manager	薪酬经理	240	530	700

Talent Acquisition 人才招募

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Talent Acquisition Specialist	人才招募专员	200	250	300
Talent Acquisition Supervisor	人才招募主管	250	300	450
Talent Acquisition Manager	人才招募经理	250	400	600
Senior Talent Acquisition Manager	高级人才招募经理	500	750	900
Talent Acquisition Director	人才招募总监	800	1000	1600
Talent Acquisition Partner	人才招募合作伙伴	300	400	600

Legal
法律

Legal
法律

Private Practice - New York Rates
私人律所 - 纽约费率

Role	职位	Base salary range for 12 months (USD'000) Indicative
1st Year Associate	1 年级律师	200
3rd Year Associate	3 年级律师	255
5th Year Associate	5 年级律师	305
7th Year Associate	7 年级律师	340

Non-NY Rate US Firms
非美资律所

Role	职位	Base salary range for 12 months (USD'000) Indicative
1st Year Associate	1 年级律师	120
3rd Year Associate	3 年级律师	160
5th Year Associate	5 年级律师	190
7th Year Associate (of Counsel)	7 年级律师(顾问)	230

Non-US International Firms
国际律所 (非美资)

Role	职位	Base salary range for 12 months (USD'000) Indicative
Associate 1st Year	1 年级律师	100
Associate 3rd Year	3 年级律师	120
Associate 5th Year	5 年级律师	150
Associate 7th Year	7 年级律师	200

Large Domestic Firms
国内主要律所

Role	职位	Base salary range for 12 months (RMB'000) Indicative
Newly Qualified	新手	360
Associate 2nd Year	2 年级律师	400
Associate 4th Year	4 年级律师	600
Associate 6th Year	6 年级律师	900
Counsel	顾问	1200

Legal
法律

In-house Corporate – Lawyer 企业内部律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	200	250	300
3–5 years PQE	3–5 年执业资格	350	500	700
6–8 years PQE	6–8 年执业资格	500	800	1000
8–10 years PQE	8–10 年执业资格	800	1000	1200
10–15 years PQE	10–15 年执业资格	1000	1500	2000
15+ years PQE	15+ 年执业资格	1200	2000	3000

In-house Financial Services – Lawyer 金融机构律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	200	250	300
3–5 years PQE	3–5 年执业资格	400	500	700
6–8 years PQE	6–8 年执业资格	600	850	1200
8–10 years PQE	8–10 年执业资格	900	1200	1500
10–15 years PQE	10–15 年执业资格	1200	1500	2500
15+ years PQE	15+ 年执业资格	1800	2500	5000

Legal Counsel 法律顾问

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Paralegal/Legal Assistant	律师助理/初级法务	150	250	300
Legal Counsel (Legal Manager)	法律顾问（法务经理）	350	500	700
Senior Legal Counsel (Senior Legal Manager	高级法律顾问（高级法务经理）	600	800	1200
Legal Director	法务总监	1500	2000	3000
General Counsel	总法律顾问	2000	3000	4500

Legal
法律

Intellectual Property (IP)
知识产权 (IP)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
IP Specialist	知识产权专家	150	250	300
IP Manager	知识产权经理	400	500	600
IP Director	知识产权总监	600	800	1200

Compliance
合规

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Compliance Manager	合规经理	300	500	700
Compliance Director	合规总监	800	1200	1500
Chief Compliance officer	首席合规官	1200	1500	3000

Marketing
市场营销

Marketing
市场营销

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Marketing Officer	首席营销官	1500	2800	4000
Chief Growth Officer	首席增长官	1500	2800	4000

Advertising 广告

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Media Planning Manager	媒体策划经理	350	425	500
Media Director	媒体总监	700	950	1200
Head of Media Planning	媒体策划负责人	700	950	1200

Affiliate & Partnerships 合作

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Affiliate and Partnerships Manager	合作经理	500	650	800
Partnerships Director	合作总监	800	1150	1500
Strategic Partnerships Director	战略合作总监	800	1150	1500
Head of Partnerships	合作负责人	1000	1500	2000
IP Manager	授权经理	400	500	600
IP Director	授权总监	800	1150	1500

Brand Management 品牌管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Brand Supervisor	品牌主管	200	250	300
Brand Ambassador	品牌大使	200	280	360
Brand Manager	品牌经理	300	400	600
Senior Brand Manager	高级品牌经理	500	650	800
Brand Director	品牌总监	1000	1500	2000
Brand Marketing Manager	品牌营销经理	400	500	600
Brand Marketing Director	品牌营销总监	900	1200	1500
Brand Development Director	品牌发展总监	900	1200	1500

Marketing
市场营销

Content 内容

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Content Specialist	高级内容专员	250	350	400
Content Manager	内容经理	300	350	400
Content Product Director	内容产品总监	800	1150	1500
Copywriter	文案撰稿人	150	200	250
Fashion Editor	时尚编辑	150	200	250
Chief Editor	主编	300	400	500

Creative 创意

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Creative Designer	创意设计师	200	300	400
Creative Director	创意总监	700	1100	1500
Designer	设计师	150	225	300
Senior Designer	高级设计师	200	250	300
Design Director	设计总监	700	1100	1500
Graphic Designer	平面设计师	150	225	300
Senior Graphic Designer	高级平面设计师	200	300	400
Art Director	艺术总监	700	1100	1500
Video Editor	视频编辑	250	350	400
Video Manager	视频拍摄经理	300	400	500
Digital Designer	线上设计师	200	250	300
Senior Digital Designer	资深线上设计师	250	325	400
Graphic Design Manager	平面设计经理	250	325	400
Visual Creative Director	视觉创意负责人	700	1100	1500

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 Executive	CRM 专员	150	175	200
CRM Supervisor	CRM 主管	200	250	300
CRM Manager	CRM 经理	300	400	500
Senior CRM Manager	高级 CRM 经理	500	700	900
CRM Director	CRM 总监	700	1100	1500
CRM System Analysis Manager	CRM 系统分析经理	300	400	500

Digital & Performance Marketing 数字与效果营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Digital Executive	高级数字营销专员	300	350	400
Assistant Digital Manager	助理数字营销经理	350	425	500
Digital Marketing Manager	数字营销经理	400	500	600
Digital Performance Marketing Manager	数字效果营销经理	500	600	700
Senior Digital Marketing Manager	高级数字营销经理	600	750	900
Digital Marketing Director	数字营销总监	900	1200	1500
Digital Performance Marketing Director	数字效果营销总监	900	1200	1500
Growth Director	增长总监	1000	1300	1500
Head of Digital Marketing	数字营销负责人	1200	1500	1800

Digital Advertising 数字广告

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Pay Per Click (PPC) Manager	点击付费广告 (PPC) 经理	200	250	300
Digital Media Planning Manager	数字媒体策划经理	300	450	600
Media Buying Director	媒体购买总监	600	700	800
Digital Media Director	数字媒体总监	800	900	1000
Digital Advertising Director	数字广告总监	800	900	1000

Marketing
市场营销

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	240	300	360
Digital Planning Manager	数字策划经理	500	550	600
Senior Planning Manager	高级策划经理	600	700	800
Digital Strategy Director	数字战略总监	800	1000	1200
Digital Planning Director	数字策划总监	800	1000	1200

Event Management 活动管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Events Manager	活动经理	300	400	500
Events Director	活动总监	500	750	1000

Market Development 市场拓展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Market Developer	市场拓展专员	240	330	420
Market Development Manager	市场拓展经理	480	540	600
Senior Market Development Manager	高级市场拓展经理	600	725	850
Market Development Director	市场拓展总监	700	800	900

Marketing
市场营销

Marketing Communications 营销传播

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Communications Manager	传播经理	500	650	800
Senior Communications Manager	高级传播经理	600	750	900
Internal Communications Manager	内部通讯经理	400	500	600
Internal Communications Director	内部通讯总监	600	700	800
Marketing Communications Specialist	营销传播专员	200	250	300
Marketing Communications Manager	营销传播经理	500	650	800
Marketing Communications Director	营销传播总监	800	1150	1500
Marketing Specialist	营销专员	200	250	300
Senior Marketing Specialist	高级营销专员	240	270	300
Marketing Manager	营销经理	700	800	900
Senior Marketing Manager	高级营销经理	900	1050	1200
Marketing Director	营销总监	1000	1500	2000
Head of Marketing	营销负责人	1000	1500	2000

Product Marketing 产品营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Product Manager	产品经理	500	650	800
Senior Product Manager	高级产品经理	600	750	900
Product Director	产品总监	900	1200	1500

Marketing
市场营销

Public Relations (PR) 公关

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Public Relations Manager	公关经理	500	650	800
Senior Public Relations Manager	高级公关经理	600	750	900
Public Relations Director	公关总监	800	1150	1500
Corporate Communications Director	企业公关总监	800	1150	1500
Senior Government Relations Manager	高级政府关系经理	600	700	900
Government Relations Director	政府关系总监	900	1200	1500
External Affairs Manager	对外事务经理	400	500	600
External Affairs Director	对外事务总监	900	1200	1500
CSR Manager	企业社会责任经理	400	500	600
CSR Director	企业社会责任总监	800	1000	1200
Sustainability Manager	可持续发展经理	600	750	900
Sustainability Director	可持续发展总监	900	1200	1500

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	250	300	350
SEO Manager	搜索引擎优化经理	400	450	500
SEO Director	搜索引擎优化总监	600	700	800

Social Media 社交媒体

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Social Media Supervisor	社交媒体主管	250	300	350
Social Media Manager	社交媒体经理	400	500	600
Senior Social Media Manager	高级社交媒体经理	700	800	900
Social Media Director	社交媒体总监	900	1150	1200

Marketing
市场营销

Strategy & Research 战略与研究

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Market Insights Manager	市场洞察经理	400	500	600
Market Insights Director	市场洞察总监	700	950	1200
Market Research Manager	市场调研经理	400	500	600
Strategic Marketing Manager	战略营销经理	500	650	800
Senior Strategic Marketing Manager	高级战略营销经理	800	900	1000
Strategic Director	战略总监	1000	1500	2000

Trade Marketing 渠道营销

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Trade Marketing Specialist	渠道推广专员	250	350	400
Trade Marketing Supervisor	渠道推广主管	300	350	400
Trade Marketing Manager	渠道推广经理	500	600	700
Senior Trade Marketing Manager	高级渠道推广经理	700	800	900
Trade Marketing Director	渠道推广总监	900	1200	1500

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
Branch Manager	分公司总经理	400	650	1000
Seafreight/Airfreight Manager	海运/空运经理	400	500	650
Ocean Director	海运总监	600	800	1200
Air Director	空运总监	700	900	1500
Trade Lane Manager	航线经理	400	600	700
Pricing Manager	运价经理	300	400	500
Product Manager	产品经理	400	500	600
Customer Service Manager	客服经理	400	500	600
Customer Service Director	客服总监	600	800	1200
Freight Forwarding General Manager	货代总经理	1000	1500	2000
Overseas Director/Vice President	海外市场总监/副总裁	1200	1800	2500
Cross Boarder Director/Vice President	物流跨境电商总监/副总裁	1200	1800	2500
Logistics Manager	物流经理	300	500	720
Senior Logistics Manager	高级物流经理	400	600	800
Logistics Director	物流总监	800	1000	1200
Logistics Vice President	物流副总裁	1500	1800	2500
Logistics Planning Manager	物流计划经理	500	600	800
Transportation Manager	运输经理	300	400	500
Senior Transportation Manager	高级运输经理	400	500	600
Transportation Director	运输总监	500	700	1000
Senior Distribution Manager	高级仓储经理	480	600	800
Warehouse Manager	仓储经理	300	400	500
Warehouse Director	仓储总监	600	800	1000
Contract Logistics General Manager	合同物流总经理	800	1200	1500

Order Management 订单管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Customer Service/Order Fulfilment Manager	客服/订单执行经理	300	400	500
Customer Service Director	客服总监	650	800	1200

Procurement & Supply Chain
采购与供应链

Sourcing Office/ Buying Office 采购办公室

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Merchandiser	跟单	200	300	400
Senior Merchandiser	高级跟单	300	400	500
Sourcing/Merchandise Manager	采购经理	550	650	750
Senior Sourcing/Merchandise Manager	高级采购经理	750	850	900
Sourcing Director	采购总监	900	1000	1500
Quality Manager	质量经理	500	600	700
Quality Director	质量总监	700	800	900
General Manager	总经理	1500	2000	3000

Sourcing, Purchasing & Procurement 采购

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Purchasing Engineer	采购工程师	300	450	600
Category/Commodity Manager	品类采购经理	450	550	700
Senior Category Manager	高级品类经理	600	700	900
Indirect Procurement Manager	间接采购经理	500	600	800
Associate Indirect Procurement Director	间接采购总监	900	1200	1500
Procurement Manager	采购经理	600	800	1200
Head of Procurement	采购总监	900	1200	1500
Senior Procurement Director	高级采购总监	1200	1500	2000
Procurement Vice President	采购副总裁	1500	2000	3000

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 Development/Quality Manager	供应商开发与质量经理	400	600	800
Supplier Development/Quality Director	供应商开发与质量总监	700	900	1200
Supplier Quality Manager	供应商质量经理	350	525	720

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
Demand Planning Manager	需求计划经理	400	500	600
Senior Demand Planning Manager	高级需求计划经理	450	600	800
Demand Planning Director	需求计划总监	900	1000	1500
Sales & Operations Planning (S&OP)/ Integrated Business Planning (IBP) Manager	S&OP/IBP 经理	500	600	700
Senior Sales & Operations Planning (S&OP) /Integrated Business Planning (IBP) Manager	S&OP/IBP 高级经理	800	1200	1500
Inventory Planning Manager	库存计划经理	400	450	500
Senior Inventory Planning Manager	高级库存计划经理	450	500	550
Planning Director	计划总监	800	1000	1300
Replenishment Manager	补货经理	300	400	500
Supply Chain Excellence Manager	供应链流程优化经理	450	550	800
Supply Chain Manager	供应链经理	400	500	600
Senior Supply Chain Manager	高级供应链经理	600	800	1000
Supply Chain Director	供应链总监	1000	1500	2000
Supply Chain Vice President	供应链副总裁	1800	2500	5000
Customer Supply Chain Manager	客户供应链管理经理	350	500	700
Customer Supply Chain Director	大客户管理总监	800	1000	1200

Trade & Customs 贸易和海关

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Trade Compliance Manager	贸易合规经理	300	500	700
Trade Compliance Director	贸易合规总监	600	800	1200
Import/Export Manager	进口/出口经理	240	360	600
Custom Affairs Director	关务总监	400	520	720

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	480	500	600
Property Manager	物产经理	240	300	500
Property Director	物业总监	360	500	800

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	300	400	500
Construction Director	施工总监	400	500	1200

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	240	360	480
Architecture Design Director	建筑设计总监	600	800	1000
Interior Designer	室内设计师	240	300	360
Space Planning Manager	空间规划经理	300	400	500

Facilities Management 设施管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Area Operations Manager	区域运营经理	240	360	480
Facilities Manager	设施经理	240	360	480
Facilities Director	设施总监	500	600	800
Site Ambassador	场地大使	240	300	360

Property & Construction
房地产与建筑

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	240	300	400
Senior Leasing Manager	高级租赁经理	400	500	600
Leasing Director	租赁总监	600	800	1500

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	156	200	240
Economist	经济学家	600	700	800
Senior Real Estate Manager	高级房地产经理	360	400	500
Senior Consultant Strategic Consulting	战略咨询高级顾问	350	500	600
Store Development Director	店铺发展总监	500	650	800
Strategic Planner	战略规划师	360	480	600
Quantity Surveyor Director	工料测量总监	480	500	600

Marketing 市场

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Marketing Manager (Residence)	营销经理（住房）	240	360	450
Marketing Director (Residence)	营销总监（住房）	600	800	1000
Marketing Manager (Commercial)	营销经理（商业）	240	360	450
Marketing Director (Commercial)	营销总监（商业）	650	1000	1500
CRM Manager	CRM 经理	300	400	500
CRM Director	CRM 总监	500	750	1200

Property & Construction
房地产与建筑

Project Management 项目管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Operations Director (Office)	运营总监（办公室）	480	600	700
Operations Director (Shopping Mall)	运营总监（商场）	480	600	700
Operations General Manager	运营总经理	600	800	1000
Operations Director	运营总监	480	600	800
Project Manager	项目经理	300	450	600
Project Director	项目总监	700	1000	1500

Retail
零售

Retail
零售

Retail Training 零售培训

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Retail Trainer	零售培训师	180	250	400
Retail Training Manager	零售培训经理	300	450	600

Store Management 店铺管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Store Manager	店铺经理	200	420	600
Area Manager	区域经理	240	300	600
Retail Manager	零售经理	350	500	850
Senior Retail Manager	高级零售经理	500	800	1000
Retail Director	零售总监	800	1200	2000
Retail Operations Manager	零售运营经理	400	600	800
Merchandiser	商品销售员	144	240	360
Senior Merchandiser/Buyer	高级商品销售员/买家	180	228	360
Merchandising Manager/Buying Manager	商品销售经理/买家经理	180	360	600
Senior Merchandising Manager	高级商品销售经理	300	420	660
Merchandising Director/Buying Director	商品销售总监/买家总监	700	900	1200
Merchandising General Manager	销售总经理	700	900	1500
Head of Merchandising	销售负责人	700	900	1200
Vice President Merchandising	销售副总裁	1000	1200	1500
Merchandise Planning Manager	销售规划经理	120	330	600
Senior Merchandise Planning Manager	高级销售规划经理	360	540	720
Head of Loss Prevention	预防损失负责人	600	700	800
Allocation Manager	分配经理	300	400	600
Product Management Manager	产品管理经理	300	500	700
General/Country Manager	总经理/全国总经理	2000	2500	3500

Retail
零售

Visual Merchandising 视觉陈列

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Visual Merchandiser	视觉陈列员	144	180	240
Visual Merchandising Supervisor	视觉陈列主管	180	200	300
Visual Merchandising Manager	视觉陈列经理	240	400	600
Visual Merchandising Director	视觉陈列总监	360	600	1000

Design 设计

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Designer	设计师	180	300	400
Design Director/Chief Designer	设计总监/首席设计师	800	1200	2000

Sales
销售

Sales
销售

Consumer Products 消费品

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	240	360	500
Account Director	客户总监	500	660	960
Key Account Manager	大客户经理	300	450	600
After Sales Manager	售后经理	288	324	360
Wholesales Manager	批发经理	340	520	720
Business Development Specialist	业务拓展专员	120	180	240
Business Development Manager	业务拓展经理	240	426	600
Call Center Manager	客服中心经理	180	240	300
Customer Care Manager	客户关怀经理	180	300	480
Sales Manager	销售经理	180	360	500
Sales Director	销售总监	850	1200	1800
General Manager	总经理	1800	2500	6000

Entertainment & Media 娱乐/媒体

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	250	360	500
Account Director	客户总监	400	500	960
Business Development Executive	业务拓展主任	250	300	360
Business Development Manager	业务拓展经理	300	450	660
Business Development Director	业务拓展总监	800	1200	1500
Business Director	业务总监	800	1200	1800
Licensing Sales Director	许可销售总监	850	1200	1800
Sales Manager	销售经理	250	400	660
Sales Director	销售总监	900	1200	1800
Sales Vice President	销售副总裁	1500	1800	2300
General Manager	总经理	2000	2500	3000

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	200	250	350
Key Account Manager	大客户经理	350	450	800
Business Development Manager	业务拓展经理	400	550	840
Business Development Director	业务拓展总监	850	1200	1800
Sales Engineer	销售工程师	150	180	250
Sales Manager	销售经理	360	480	800
Sales Director	销售总监	1000	1500	2000
Sales Vice President	销售副总裁	1500	1800	2500
General/Country Manager	总经理/全国总经理	2500	3200	4500

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	250	350	550
Senior Account Manager	高级客户经理	300	400	600
Account Director	客户总监	400	500	800
Key Account Manager	大客户经理	300	350	600
Key Account Director	大客户总监	800	1200	1500
Business Development Manager	业务拓展经理	300	400	500
Senior Business Development Manager	高级业务拓展经理	350	540	600
Business Development Director	业务拓展总监	800	1200	1500
Sales Engineer	销售工程师	180	250	450
Sales Manager	销售经理	240	550	800
Senior Sales Manager	高级销售经理	400	500	840
Sales Director	销售总监	800	1500	2500
Head of Sales	销售负责人	1200	1600	2500
Sales Vice President	销售副总裁	1500	1800	3000
General/Country Manager	总经理/全国总经理	2000	2500	3500

Sales
销售

Professional Services 专业服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Account Manager	客户经理	250	360	550
Key Account Manager	大客户经理	300	400	500
Key Account Director	大客户总监	600	850	1100
Business Development Executive	业务拓展主任	180	250	360
Business Development Manager	业务拓展经理	300	360	600
Business Development Director	业务拓展总监	600	750	1000
Head of Business Development	业务拓展负责人	650	800	1200
Sales Consultant	销售顾问	250	360	400
Sales Manager	销售经理	250	400	600
Sales Director	销售总监	600	750	1000
Head of Sales	销售负责人	650	750	1100
Sales Vice President	销售副总裁	1000	1200	1800
Chief Sales Officer	首席销售官	1500	1800	2300
General Manager Sales	销售总经理	1500	1800	2300
General/Country Manager	总经理/全国总经理	1500	2200	2700

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	300	400	550
Account Director	客户总监	800	950	1200
Key Account Manager	大客户经理	350	450	600
Business Development Manager	业务拓展经理	300	360	600
Senior Business Development Manager	高级业务拓展经理	500	600	800
Sales Consultant	销售顾问	350	500	700
Sales Manager	销售经理	300	500	750
Sales Director	销售总监	850	1200	1800
Head of Sales	销售负责人	1200	1800	2300
General Manager Sales	销售总经理	1500	1800	2500
General/Country Manager	总经理/全国总经理	2500	3000	6000

Secretarial & Office Support
办公室行政与助理

Secretarial & Office Support
办公室行政与助理

		Base salary range for 12 months (RMB'000)		
Role	职位	**Min**	**Median**	**Max**
Administrator	行政人员	120	150	180
Administration Assistant	行政助理	144	192	240
Administration Officer	行政专员	220	280	300
Administration Manager	行政经理	350	450	600
Administration Director	行政总监	500	800	1000
Chief Administration Officer	首席行政官	1000	1200	1400
Office Administrator	办公室行政专员	120	270	420
Office Manager	办公室经理	300	500	800
Secretary	秘书	150	400	600
Executive Assistant	执行助理	180	400	700
Personal Assistant	个人助理	120	300	500
Receptionist	前台	96	180	250
Customer Service	客服	96	300	1000
Translation/Interpreter	笔译/口译	150	300	500

Technology
技术

Technology
技术

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Technology Officer	首席技术官	1000	1500	3000
Chief Product Officer	首席产品官	1000	1500	3000
Chief Information Officer	首席信息官	1000	1500	3000

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
AI Engineer	人工智能工程师	600	800	2000
Algorithms Engineer	算法工程师	600	800	2000
Business Analyst	业务分析师	300	500	800
Business Intelligence (BI) Manager	商业智能 (BI) 经理	400	550	700
Senior Business Intelligence (BI) Manager	高级商业智能 (BI) 经理	600	700	800
Data Analyst	数据分析师	300	400	550
Data Analytics Manager	数据分析经理	400	600	800
Data Analytics Director	数据分析总监	700	900	1500
Data Development Engineer	数据发展工程师	300	400	550
Data Mining Specialist	数据挖掘专员	400	500	600
Data Modelling Specialist	数据建模专员	400	500	600
Data Scientist	数据科学家	500	800	1500
Data Architect	数据架构师	500	800	1000
Data Manager	数据经理	450	600	800
Senior Data Manager	高级数据经理	500	600	900
Data Director	数据总监	700	900	1500
Data Vice President	数据副总裁	1000	1500	3000
Quantitative Developer	量化程序员	400	600	800
Senior Quantitative Engineer	高级量化工程师	600	800	1200

Technology
技术

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

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
ERP Analyst	ERP 分析师	300	400	500
Associate ERP Analytics Manager	ERP 分析经理	400	500	600
ERP Engineer	ERP 工程师	300	400	500
ERP Consultant	ERP 顾问	350	450	650
Senior ERP Consultant	高级 ERP 顾问	400	500	700
ERP Consulting Manager	ERP 顾问经理	500	700	900

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 Specialist	IT 专员	160	240	360
IT Supervisor	IT 主管	250	300	350
IT Engineer	IT 工程师	160	240	360
IT Manager	IT 经理	350	500	700
Senior IT Manager	IT 高级经理	500	700	900
Head of IT	IT 负责人	700	800	900
IT Director	IT 总监	900	1200	1500
IT Project Manager	IT 项目经理	450	600	700
Senior Project Manager	高级项目经理	500	650	800
Project Director	项目总监	600	750	900

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
Developer	开发工程师	350	550	700
Development Manager	开发经理	450	650	800
DevOps Engineer	开发运营工程师	350	500	700
Senior DevOps Engineer	高级开发运营工程师	450	550	800
Front End Developer	前端程序员	350	400	650
Front End Development Manager	前端开发经理	400	550	750
Back End Developer	后端程序员	350	400	650
Cloud Engineer	云工程师	350	450	550
Senior Cloud Developer	高级云程序员	450	550	650
Operating System Development Officer	操作系统开发专员	240	300	400
Robotic Process Automation (RPA) Developer	机器人流程自动化 (RPA) 程序员	350	450	600
Robotic Process Automation (RPA) Leader	机器人流程自动化 (RPA) 负责人	450	650	800
Software Developer	软件开发人员	300	400	500
Senior Software Developer	高级软件程序员	400	500	600
Software Development Manager	软件开发经理	500	650	850
Software Architect	软件架构师	500	650	850
Senior System Architect	高级系统架构师	500	650	800
System Engineer	系统工程师	250	400	550
Infrastructure Engineer	基础设施工程师	250	300	400
Senior Infrastructure Engineer	高级基础设施工程师	350	400	500
Senior Infrastructure Architect	高级基础设施架构师	500	600	700
Digital Architect Manager	数字架构经理	600	750	900
Engineer	工程师	250	300	400
Embedded Engineer	嵌入工程师	300	450	600
Network Engineer	网络工程师	300	450	800
Principal Engineer	首席工程师	500	650	800
IT Application Manager	信息技术应用经理	400	550	700

Technology
技术

IT Security 信息安全

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Manager Cyber Security	网络安全高级经理	800	900	1200
Information Security Specialist	信息安全专员	350	450	550
Information Security Manager	信息安全经理	500	650	800
Information Security Director	信息安全总监	1200	1600	2000
Head of Information Security	信息安全负责人	1200	1600	2000
IT Auditor	信息技术审计员	350	450	550
IT Audit Manager	信息技术审计经理	500	650	800
IT Risk Management Manager	信息技术风险管理经理	500	650	800
IT Risk Management Director	信息技术风险管理总监	1200	1600	2000
IT Risk Specialist	信息技术风险专员	350	450	550
Senior IT Risk Modelling Specialist	高级信息技术风险建模专员	350	450	550
IT Risk Modelling Manager	信息技术风险建模经理	450	600	800

IT Testing IT 测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Test Engineer	测试工程师	250	350	500
Test Developement Engineer	测试发展工程师	300	400	500
Test Automation Engineer	测试自动化工程师	250	350	500
Senior Test Engineer	高级测试工程师	350	450	600
Test Manager	测试经理	400	550	700
Test Center Manager	测试中心经理	500	600	700
Test Director	测试总监	600	800	1000
Quality Assurance (QA) Analyst	质量保证 (QA) 分析师	250	300	400
Senior Quality Assurance (QA) Engineer	高级质量保证 (QA) 工程师	300	350	450
Quality Assurance (QA) Manager	质量保证 (QA) 经理	350	550	600

Technology
技术

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	200	300	360
Senior Operations and Maintenance Engineer	高级运营与维护工程师	250	400	500
Operations Manager	运营经理	350	500	600
Operations Director	运营总监	500	650	800

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
R&D Director	研发总监	800	1200	1500

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	300	350	450
Solution Manager	解决方案经理	350	450	550
Lead Solution Engineer	解决方案主工程师	350	450	550
Solution Director	解决方案总监	600	800	1000
Solution Architect	解决方案架构师	500	650	800

Technical 技术

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Field Engineer	现场工程师	250	300	400
Field Application Engineer	现场技术支持工程师	250	350	450
Technical Engineer	技术工程师	200	300	400
Senior Technical Engineer	高级技术工程师	250	350	500
Technical Manager	技术经理	400	550	700
Technical Director	技术总监	700	900	1200

Technology
技术

Web Building 网站建设

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Web Developer/Engineer	前端开发工程师	300	450	600
User Experience/User Interface (UX/UI) Designer	用户体验/用户界面 (UX/UI) 设计师	300	450	600
User Experience/User Interface (UX/UI) Developer	用户体验/用户界面 (UX/UI) 程序员	300	450	600
Senior User Experience/User Interface (UX/UI) Engineer	高级用户体验/用户界面 (UX/UI) 工程师	400	550	800
Web Architect	网站架构师	400	700	900
Head of Web Development	网站开发负责人	400	700	1200

Michael Page

深圳 Shenzhen

薪酬报告 2022
Salary Report 2022

人才展望
Talent Outlook

招聘
Recruitment

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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, including job advertisements and placements made between August 2020 and September 2021, 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中近10万项数据，包含自 2020 年 8 月至 2021 年 9 月 一 年中在中国大陆发布的招聘信息，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

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

Application & Testing 测试

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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)

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

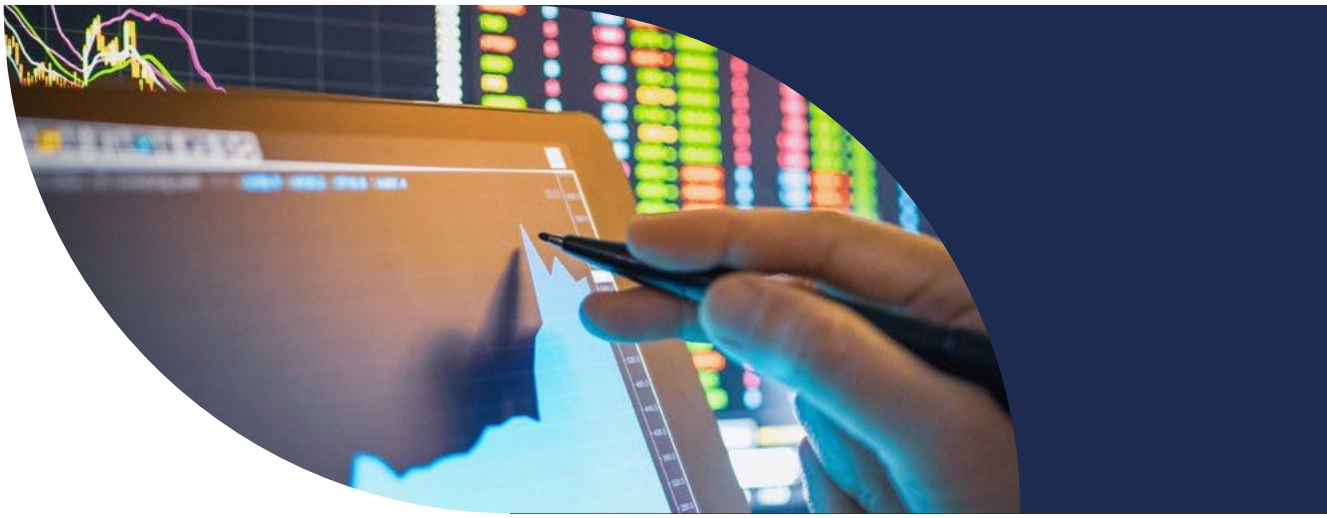
Quality 质量

Role	职位	Base salary range for 12 months (RMB'000) 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)

Role	职位	Base salary range for 12 months (RMB'000) 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

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

Credit 信贷

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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)

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Operations Officer	首席运营官	600	800	120

Bioinformatics 生物信息学

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

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

Marketing 市场

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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)

Role	职位	Base salary range for 12 months (RMB'000) 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)

Role	职位	Base salary range for 12 months (RMB'000) 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

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

Advertising 广告

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

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

Trade Marketing 渠道营销

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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

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	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

Role	职位	Base salary range for 12 months (RMB'000) 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

Role	职位	Base salary range for 12 months (RMB'000) 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)

Role	职位	Base salary range for 12 months (RMB'000) 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)

Role	职位	Base salary range for 12 months (RMB'000) 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

Michael Page

苏州 Suzhou

薪酬报告 2022
Salary Report 2022

人才展望
Talent Outlook

招聘
Recruitment

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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, including job advertisements and placements made between August 2020 and September 2021, incorporating salary projections for 2022 in Suzhou and Eastern 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中近10万项数据，包含自 2020 年 8 月至 2021 年 9 月 一 年中在中国大陆发布的招聘信息，以及针对苏州及华东地区 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

Actuarial 精算

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Actuary	精算师	250	300	500
Actuarial Manager	精算经理	350	450	550

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Vice President Quantitative Analytics	定量分析副总裁	600	700	1000

Asset Management 资产管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Asset Management Manager	高级资产管理经理	300	350	400
Asset Management Director	资产管理总监	450	600	800

Equities 股权

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Vice President Equity	股权副总裁	360	500	800
Equity Director	股权总监	700	800	900

Insurance 保险

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Insurance Manager	高级保险经理	350	400	500
General Manager Insurance	保险总经理	400	500	700

Banking & Financial Services
银行与金融服务

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	400	500	600
M&A Director	并购总监	700	850	1200

Relationship Management 客户关系管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Relationship Manager	客户关系经理	350	500	600
Relationship Director	客户关系总监	500	650	800

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	200	300	400
Risk Management Director	风险管理总监	400	550	700

Engineering & Manufacturing
工程与制造

Engineering & Manufacturing
工程与制造

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

Application & Testing 应用与测试

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Test Engineer	测试工程师	180	215	250
Test Manager	测试经理	280	400	490
Validation Manager	验证经理	300	400	500
Validation Director	验证总监	500	650	800
Application Engineer	应用工程师	180	200	250
Senior Application Engineer	高级应用工程师	200	220	280
Application Engineering Lead	应用工程负责人	300	350	400
Application Engineering Manager	应用工程经理	350	400	500

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Automation Engineer	自动化工程师	180	240	300
Automation Manager	自动化经理	400	500	600
Application Engineer	应用工程师	200	225	250
Application Manager	应用经理	350	475	600
Robotics Engineer	机器人工程师	200	250	300

Engineering 工程

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Engineer	工程师	150	200	250
Engineering Manager	工程经理	400	500	600
Senior Engineering Manager	高级工程经理	500	600	800
Engineering Director	工程总监	700	800	1000

Engineering & Manufacturing
工程与制造

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
EHS Officer	EHS 专员	150	200	250
EHS Manager	EHS 经理	300	360	500

Field Services & Maintenance
现场服务与维护

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Facilities Manager	设施经理	300	400	500
Senior Facilities Manager	高级设施经理	400	475	600
Maintenance Technician	维护技术员	120	150	180
Maintenance Supervisor	维护主管	200	250	300
Maintenance Manager	维护经理	300	400	550
Senior Maintenance Manager	高级维护经理	500	550	600
Technical Manager	技术经理	300	400	500
Technical Development Director	技术开发总监	600	750	850

Lean & Process Improvement
精益与流程优化

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Lean Manager	精益经理	350	400	550
Senior Lean Manager	高级精益经理	600	700	800
Senior Process Engineer	高级流程工程师	200	250	300
Senior Process Improvement Manager	高级流程改进经理	450	575	700
Process Improvement Director	流程改进总监	500	650	800
Process Manager	流程经理	300	400	500

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) Engineer	新产品实施 (NPI) 工程师	200	225	250
Senior New Product Implementation (NPI) Manager	新产品实施 (NPI) 高级经理	400	550	650
Product Development Manager	产品开发经理	350	500	600
Senior Product Development Manager	高级产品开发经理	350	525	700

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
Senior Manufacturing Engineer	高级制造工程师	200	225	250
Manufacturing Manager	制造经理	350	375	450
Senior Manufacturing Manager	高级制造经理	450	550	650
Manufacturing Director	制造总监	600	700	800
Head of Manufacturing	制造负责人	500	600	800
Operations Manager	运营经理	600	700	800
Senior Operations Manager	高级运营经理	700	800	1000
Operations Director	运营总监	750	950	1200
Plant Manager	工厂经理	780	950	1200
Senior Plant Manager	高级工厂经理	700	750	800
General Manager Plant	工厂总经理	800	1000	1200
Plant Director	工厂总监	700	900	1200
Production Manager	生产经理	250	350	450
Production Director	生产总监	500	550	600

Engineering & Manufacturing
工程与制造

Project Management 项目管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
General Manager	总经理	800	1000	1200
Project Manager	项目经理	250	350	400
Senior Project Manager	高级项目经理	350	450	550
Project Management Office General Manager	项目管理办公室总经理	500	700	800

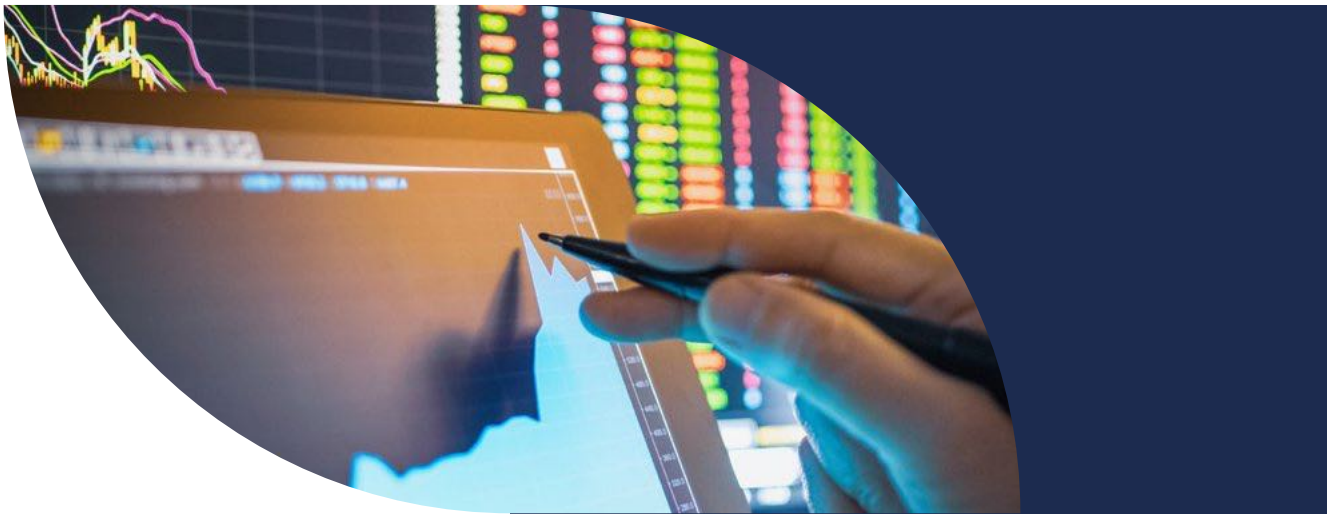
Quality 质量

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Quality Engineer	质量工程师	180	215	250
Quality Manager	质量经理	350	400	450
Senior Quality Manager	高级质量经理	400	500	600
Quality Director	质量总监	500	600	800
Quality Assurance (QA) Coordinator	质量保证 (QA) 协调员	180	215	250
Quality Assurance (QA) Manager	质量保证 (QA) 经理	350	400	450
Quality Check (QC) Engineer	质检 (QC) 工程师	180	215	250
Quality Check (QC) Manager	质检 (QC) 经理	350	400	450

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Design Engineer	设计工程师	180	250	300
Design Manager	设计经理	350	425	500
R&D Engineer	研发工程师	250	300	350
R&D Manager	研发经理	400	500	600
R&D Director	研发总监	800	900	1000
Senior Scientist	高级科学家	750	950	1200
Quality Check (QC) Engineer	质检 (QC) 工程师	180	215	250
Quality Check (QC) Manager	质检 (QC) 经理	350	400	450

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	840	1500	3000

Accounting 会计

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Accountant, Accounts Payable	应付账款会计	96	108	120
Accounting Supervisor, Accounts Payable	应付账款会计主管	180	210	240
Accounting Supervisor, Accounts Receivable	应收账款会计主管	180	210	240
Senior Accountant	高级会计	200	250	300
Accounting Manager	会计经理	350	450	560

Analytics 分析

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Cost Analyst	高级成本分析师	148	185	222
Costing Manager	成本经理	300	400	600
Head of Costing	成本负责人	600	700	800
Head of Credit Analytics	信用分析负责人	600	700	800
Financial Planning and Analysis (FP&A) Analyst	财务规划和分析 (FP&A) 专业分析师	200	300	350
Senior Financial Planning and Analysis (FP&A) Analyst	高级财务规划和分析 (FP&A) 专业分析师	300	350	500
Financial Planning and Analysis (FP&A) Manager	财务规划和分析 (FP&A) 经理	400	550	700
Senior Financial Planning and Analysis (FP&A) Manager	高级财务规划和分析 (FP&A) 经理	600	700	900

Finance & Accounting
财务与会计

Audit & Control 审计与控制

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Internal Audit Manager	助理内部审计经理	200	250	300
Internal Audit Manager	内部审计经理	250	350	500
Senior Internal Audit Manager	高级内部审计经理	400	600	800
Internal Audit Director	内部审计总监	600	800	1500
Financial Controller	财务总管	216	300	400
Financial Control Manager	财务管控经理	360	500	600
Senior Financial Control Manager	高级财务管控经理	450	600	800
Financial Control Director	财务管控总监	700	800	1200
Internal Controller	内部控制员	180	210	240
Internal Control Manager	内部控制经理	375	400	420
Senior Internal Control Manager	高级内部控制经理	600	650	700
Business Control Manager	业务管控经理	225	325	450
Senior Business Control Manager	高级业务管控经理	480	570	600
Business Control Director	业务管控总监	800	900	1000

Corporate Strategy 企业战略

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Investor Relations Director	投资者关系总监	600	800	1200

Finance 财务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Assistant Finance Manager	助理财务经理	200	300	400
Finance Manager	财务经理	200	400	550
Senior Finance Manager	高级财务经理	400	600	700
General Finance Manager	财务总经理	550	700	800
Finance Director	财务总监	700	800	1500

Finance & Accounting
财务与会计

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	400	500	600
M&A Director	并购总监	600	700	800

Tax 税务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Tax Supervisor	税务主管	200	250	300
Tax Manager	税务经理	300	400	550
Tax Director	税务总监	800	1000	1200

Treasury 资金

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Treasury Manager	资金经理	350	450	600

Credit 信贷

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Credit Manager	信贷经理	300	350	450
Head of Credit	信贷总监	400	500	800

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	350	450	550
Head of Operations and Finance	运营与财务总监	800	900	1000

Finance & Accounting
财务与会计

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	300	400	550
Senior Compliance Manager	高级合规经理	450	550	650
Compliance Director	合规总监	650	800	1000

Healthcare & Life Sciences
医疗保健与生命科学

Healthcare & Life Sciences
医疗保健与生命科学

Clinical Operations 临床运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Clinical Team Assistant	临床团队助理	120	180	250
Clinical Research Assistant	临床研究助理	350	425	500
Clinical Research Manager	临床研究经理	500	650	900
Clinical Development Director	临床研发总监	800	1000	1200
Senior Clinical Pharmacologist Principal	高级临床药理学主任	800	1200	1500

Medical Affairs 医学事务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Hospital Head	医院主任	750	1000	1500
Medical Manager	医学经理	360	570	720
Medical Head	医学总监	600	900	1200

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	800	1000	1200

Research & Development (R&D) 研发 (R&D)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Lab Manager	实验室经理	250	400	600
Scientist	科学家	480	800	1000
Life Science Research Analyst	生命科学研究分析师	600	900	1200
Drug Discovery Director	药物发现总监	1000	1500	2000

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	600	750	1200
Chief Human Resources Officer	首席人力资源官	800	950	1500

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 Supervisor	薪资福利主管	144	180	240
C&B Manager	薪资福利经理	250	320	480
C&B Director	薪资福利总监	450	500	550

Corporate Culture & Employee Relations 企业文化与员工关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Corporate Culture Manager	企业文化经理	300	330	360
Employee Relations Specialist	员工关系专员	120	180	240

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	150	350	450

Human Resources
人力资源

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

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HR Specialist	人力资源专员	120	168	192
HR Manager	人力资源经理	220	320	700
Senior HR Manager	高级人力资源经理	450	650	900
HR Director	人力资源总监	750	980	1200

Human Resources Information Systems (HRIS)
人力资源信息系统 (HRIS)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior HRIS Analyst	高级人力资源信息系统分析师	220	280	320

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	320	400
Senior Learning and Development Manager	高级学习与发展经理	360	400	500
Talent Development Supervisor	人才发展主管	150	170	190
Talent Development Manager	人才发展经理	220	300	420
Senior Talent Development Manager	高级人才发展经理	350	525	600
Training Manager	培训经理	300	450	600
Senior Training Manager	高级培训经理	500	650	800

Organisational Development
组织发展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Organisational Development Supervisor	组织发展负责人	200	250	320

Human Resources
人力资源

Payroll 薪酬

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Payroll Executive	薪酬专员	180	200	250
Payroll Specialist	薪酬负责人	180	220	280
Payroll Manager	薪酬经理	250	300	350

Talent Acquisition 人才招募

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Talent Acquisition Supervisor	人才招募负责人	200	220	300
Talent Acquisition Manager	人才招募经理	250	300	500

Legal
法律

Legal
法律

Private Practice - New York Rates
私人律所 - 纽约费率

Role	职位	Base salary range for 12 months (USD'000) Indicative
1st Year Associate	1 年级律师	200
3rd Year Associate	3 年级律师	255
5th Year Associate	5 年级律师	305
7th Year Associate	7 年级律师	340

Non-NY Rate US Firms
非美资律所

Role	职位	Base salary range for 12 months (USD'000) Indicative
1st Year Associate	1 年级律师	120
3rd Year Associate	3 年级律师	160
5th Year Associate	5 年级律师	190
7th Year Associate (of Counsel)	7 年级律师(顾问)	230

Non-US International Firms
国际律所（非美资）

Role	职位	Base salary range for 12 months (USD'000) Indicative
Associate 1st Year	1 年级律师	100
Associate 3rd Year	3 年级律师	120
Associate 5th Year	5 年级律师	150
Associate 7th Year	7 年级律师	200

Large Domestic Firms
国内主要律所

Role	职位	Base salary range for 12 months (RMB'000) Indicative
Newly Qualified	新手	360
Associate 2nd Year	2 年级律师	400
Associate 4th Year	4 年级律师	600
Associate 6th Year	6 年级律师	900
Counsel	顾问	1200

Legal
法律

Compliance 合规

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Compliance Manager	合规经理	300	500	700
Compliance Director	合规总监	800	1200	1500
Chief Compliance officer	首席合规官	1200	1500	3000

In-house Corporate – Lawyer 企业内部律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	200	250	300
3–5 years PQE	3–5 年执业资格	350	500	700
6–8 years PQE	6–8 年执业资格	500	800	1000
8–10 years PQE	8–10 年执业资格	800	1000	1200
10–15 years PQE	10–15 年执业资格	1000	1500	2000
15+ years PQE	15+ 年执业资格	1200	2000	3000

In-house Financial Services – Lawyer 金融机构律师

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Newly Qualified – 2 years PQE	新手 - 2 年职业资格	200	250	300
3–5 years PQE	3–5 年执业资格	400	500	700
6–8 years PQE	6–8 年执业资格	600	850	1200
8–10 years PQE	8–10 年执业资格	900	1200	1500
10–15 years PQE	10–15 年执业资格	1200	1500	2500
15+ years PQE	15+ 年执业资格	1800	2500	5000

Legal
法律

Intellectual Property (IP)

知识产权 (IP)

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
IP Specialist	知识产权专家	150	250	300
IP Manager	知识产权经理	400	500	600
IP Director	知识产权总监	600	800	1200

Legal Counsel

法律顾问

Role	职位	Base salary range for 12 months (RMB'000)		
		Min	Median	Max
Paralegal/Legal Assistant	律师助理/初级法务	150	250	300
Legal Counsel(Legal Manager)	法律顾问（法务经理）	350	500	700
Senior Legal Counsel(Senior Legal Manager	高级法律顾问（高级法务经理）	600	800	1200
Legal Director	法务总监	1500	2000	3000
General Counsel	总法律顾问	2000	3000	4500

Marketing
市场营销

Marketing
市场营销

Brand Management 品牌管理

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Brand Manager	品牌经理	400	500	600
Senior Brand Manager	高级品牌经理	500	600	800
Brand Director	品牌总监	600	900	1500

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	400	500	600
Senior Marketing Manager	高级营销经理	600	700	1000
Marketing Director	营销总监	700	900	1500

Product Marketing 产品营销

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

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	800	900	1000
Market Analysis Manager	市场分析经理	300	450	600

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 Specialist	物流专员	180	200	225
Logistics Supervisor	物流主管	200	225	250
Logistics Manager	物流经理	300	400	600
Logistics Director	物流总监	600	700	800
Warehouse Manager	仓储经理	250	375	450
Senior Distribution Centre Director	高级配送中心总监	700	800	900

Operations 运营

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Operations Manager	运营经理	480	540	600
Operations Director	运营总监	600	800	1000

Sourcing, Purchasing & Procurement 采购

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Sourcing Manager	采购经理	300	325	350
Senior Sourcing Manager	高级采购经理	500	540	660
Category Manager	品类经理	350	375	400
Indirect Purchasing Manager	间接采购经理	400	450	500
Procurement Manager	采购经理	360	450	600
Procurement Director	采购总监	500	650	800

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
Planning Supervisor	规划主管	150	190	230
Demand Planning Manager	需求规划经理	350	400	450
Supply Chain Manager	供应链经理	450	500	600
Senior Supply Chain Manager	高级供应链经理	650	726	800
Supply Chain Director	供应链总监	600	800	1000

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 Quality Supervisor	供应商质量主管	180	210	240
Supplier Quality Engineer	供应商质量工程师	240	265	300

Trade & Customs 贸易与海关

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Head of Import	进口负责人	400	500	600

Sales
销售

Sales
销售

Consumer Products 消费品

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior Sales Manager	高级销售经理	300	450	600
Sales Director	销售总监	600	700	800
Head of Sales	销售负责人	800	900	1000

Financial Services 金融服务

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Development Manager	业务拓展经理	300	360	600
Business Development Director	业务拓展总监	600	750	1000

Healthcare & Pharmaceutical 医疗保健 / 制药

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Sales General Manager	销售总经理	800	900	1000

Manufacturing & Industrial 制造业与工业

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Business Development Manager	业务拓展经理	250	300	350
Business Development Director	业务拓展总监	600	660	720
Sales Consultant	销售顾问	100	180	240
Sales Manager	销售经理	240	370	500
Senior Sales Manager	高级销售经理	300	600	800
Sales Director	销售总监	600	1000	1200

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	300	350	500
Sales Manager	销售经理	300	400	500
Sales Director	销售总监	500	800	1000

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	330	420
Sales Director	销售总监	600	700	800
Sales Vice President	销售副总裁	800	1000	1200

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