

ClassifiedPost

Salary Index. Hong Kong 2010

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Salary Index. Hong Kong 2010

1

Accounting & Finance

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Product Control		
Analyst	1-3	\$20,000 to \$30,000
Associate	3-6	\$35,000 to \$45,000
Assistant vice-president	6-10	\$50,000 to \$70,800
Vice-president	10-12	\$75,000 to \$108,300
Senior vice-president	12-15	\$108,300 to \$150,000
Head of product control	15+	\$125,000+
Regulatory reporting/Financial accounting		
Junior accountant	1-3	\$12,500 to \$20,000
Accountant	3-6	\$20,000 to \$40,000
Assistant vice-president	6-10	\$45,000 to \$60,000
Vice-president	10-12	\$66,600 to \$91,600
Senior vice-president	12-15	\$100,000 to \$125,000
Regional financial controller	15+	\$125,000+
Tax		
Tax accountant	3-5	\$33,300 to \$50,000
Assistant vice-president	6-10	\$40,000 to \$70,000
Vice-president	10-12	\$83,300 to \$108,300
Senior vice-president	12-15	\$108,300 to \$150,000
Head of tax (small bank)	15+	\$125,000 to \$166,600+
Head of tax (large bank)	15+	\$166,600 to \$250,000+

Source: Ambition

1.2

Salary Index. Hong Kong 2010

1

Accounting & Finance

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Audit/Internal control		
Associate	3-7	\$30,000 to \$45,000
Assistant vice-president	6-10	\$50,000 to \$70,000
Vice-president	10-14	\$70,000 to \$108,300
Senior vice-president	12+	\$100,000 to \$116,600
Head of audit/internal control	15+	\$125,000+
Chief financial officer (CFO)		
Country CFO	12+	\$125,000+
Regional CFO	15+	\$150,000 to \$250,000
Compliance		
Compliance officer associate	1-3	\$20,000 to \$33,300
Senior associate	3-7	\$30,000 to \$54,100
Assistant vice-president	6-10	\$60,000 to \$75,000
Vice-president	10-14	\$83,300 to \$108,300
Senior vice-president	12+	\$100,000 to \$150,000
Head of compliance	15+	\$125,000+
Management reporting		
Junior accountant	1-3	\$15,000 to \$25,000
Management accountant	3-6	\$25,000 to \$45,000
Assistant vice-president	6-10	\$50,000 to \$65,000
Vice-president	10-12	\$70,000 to \$100,000
Senior vice-president	12-15	\$100,000 to \$125,000
Head of management reporting	15+	\$125,000+

Source: Ambition

1.1

Salary Index. Hong Kong 2010

2

Administration

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Receptionist	2-10	\$12,000 to \$20,000
Data entry clerk	1	\$7,000 to \$8,000
Clerk	1	\$8,000 to \$10,000
Senior clerk	2-5	\$12,000 to \$15,000
Administrative assistant	1-2	\$12,000 to \$18,000
Administrative officer	2-5	\$15,000 to \$20,000
Office administration manager	3-5	\$20,000 to \$30,000
Administration manager	5-8	\$25,000 to \$40,000
Junior secretary	1-2	\$12,000 to \$18,000
Senior secretary	3-7	\$18,000 to \$30,000
Executive secretary/PA	7-10	\$30,000 to \$40,000

Source: Manpower

2.1

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Advertising & Communications

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Planning		
Senior planner	5+	\$40,000+
Regional/Country head planning director	15+	\$100,000+
Media		
Media planner/buyer	2+	\$12,500+
Media manager/group head	5+	\$41,600+
Associate media director	8+	\$50,000+
Media director	10+	\$66,600+
Executive media director	12+	\$100,000+
Regional media director	10+	\$83,300+
Public relations		
Public relations agencies		
Account manager	5+	\$30,000 to \$50,000+
Account director	10+	\$50,000 to \$75,000+
Practice head	15+	\$66,600 to \$125,000+
Managing director/General manager	20+	\$125,000+
In-house		
Events manager	5+	\$25,000 to \$37,500+
Marketing communications manager	7+	\$41,600 to \$62,500+
Marketing communications director	10+	\$62,500 to \$83,300+
Public relations manager	7+	\$41,600 to \$62,500+
Director, corporate communications	12	\$70,800 to \$100,000+
Regional director, corporate communications	15+	\$83,300 to \$125,000+

Note: All monthly salary ranges include guaranteed bonuses and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2010.

Source: Hudson

3.2

Salary Index. Hong Kong 2010

3

Advertising & Communications

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Advertising agencies		
Account management		
Account executive	1+	\$8,300+
Account manager/Senior	5+	\$18,300+
Associate account director	6+	\$30,000+
Account director	7+	\$35,000 to \$50,000
Senior account director	8+	\$50,000+
Group account director	9+	\$58,300+
Business director	10+	\$70,800+
Regional account director	10+	\$83,300+
Regional business director	12+	\$100,000+
Creative		
Local language copywriter	4+	\$15,000 to \$30,000
English copywriter	4+	\$25,000+
Head of copywriting	7+	\$41,600 to \$50,000
Art director	5+	\$25,000+
Associate creative director/Creative group head	7+	\$37,500+
Creative director	9+	\$60,000+
Executive creative director	12+	\$83,300+
Regional executive creative director	15+	\$166,600+
Management		
General manager/Director of client services	12+	\$125,000+
Managing director	15+	\$183,300+
CEO/Regional director	16+	\$208,300+

Note: All monthly salary ranges include guaranteed bonuses and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2010.

Source: Hudson

3.1

Salary Index. Hong Kong 2010

4

Banking

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Operations (Settlements/Corporate actions)		
Analyst	1-3	\$15,000 to \$25,000
Associate	3-5	\$23,300 to \$37,500
Assistant vice-president	6-10	\$40,000 to \$58,300
Vice-president	10-12	\$60,000 to \$75,000
Senior vice-president/Director	12+	\$83,300 to \$116,600+
Middle office (Trade support)		
Analyst	1-3	\$15,000 to \$30,000
Associate	3-5	\$30,000 to \$50,000
Assistant vice-president	6-10	\$45,000 to \$70,000
Vice-president	10-12	\$70,000 to \$100,000
Senior vice-president/Director	12+	\$91,600 to \$116,600
Project management		
Analyst	1-3	\$23,300 to \$37,500
Associate	3-5	\$37,500 to \$50,000
Assistant vice-president	6-10	\$60,000 to \$75,000
Vice-president	10-12	\$80,000 to \$108,300
Senior vice-president/Director	12+	\$100,000+
Client services		
Analyst	1-3	\$15,000 to \$25,000
Associate	3-5	\$25,000 to \$37,500
Assistant vice-president	6-10	\$41,600 to \$65,000
Vice-president	10-12	\$70,000 to \$100,000
Senior vice-president	12+	\$100,000+

Source: Ambition

4.1

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Education

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Primary schools		
Certificated master/mistress	0	\$19,835 to \$32,055
Assistant master/mistress	5	\$33,520 to \$40,290
Assistant primary school master/mistress	0	\$22,985 to \$40,290
Primary school master/mistress	5	\$42,175 to \$48,400
Senior primary school master/mistress	7	\$50,475 to \$52,815
Headmaster II	10	\$52,815 to \$63,335
Headmaster I	13	\$60,535 to \$68,915
Secondary schools		
Certificated master/mistress	0	\$19,835 to \$32,055
Assistant master/mistress	5	\$33,520 to \$40,290
Senior assistant master/mistress	7	\$42,175 to \$48,400
Principal assistant master/mistress	9	\$50,475 to \$55,265
Graduate master/mistress	0	\$22,985 to \$48,400
Senior graduate master/mistress	5	\$50,475 to \$63,335
Principal graduate master/mistress	8	\$60,535 to \$68,915
Principal II	8	\$66,060 to \$77,675
Principal I	8	\$80,485 to \$92,720

*Minimum year(s) of experience required to enter a particular rank

Source: Education Bureau

5.1

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Engineering

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Building		
Assistant building engineer	1-3	\$10,000 to \$15,000
Building engineer	4-6	\$22,000 to \$30,000
Project building engineer	6-8	\$30,000 to \$35,000
Senior building engineer	8	\$36,000 to \$45,000
Site agent (building)	10	\$28,000 to \$45,000
Project manager (building)	15+	\$45,000 to \$65,000
Quantity surveyor (building)	4-8	\$17,000 to \$28,000
Project quantity surveyor (building)	8-12	\$27,000 to \$38,000
Senior quantity surveyor (building)	10-15	\$35,000 to \$45,000
Managing quantity surveyor (building)	18+	\$45,000 to \$65,000
Building services		
Assistant building services engineer	1-3	\$12,000 to \$15,000
Building services engineer	4-6	\$20,000 to \$28,000
Project building services engineer	6-8	\$27,000 to \$35,000
Senior building services engineer	8	\$30,000 to \$45,000
Project building services manager	15+	\$45,000 to \$55,000
Civil		
Assistant civil engineer	1-3	\$12,000 to \$16,000
Civil engineer	4-7	\$22,000 to \$35,000
Project engineer (civil)	5-8	\$25,000 to \$40,000
Site agent (civil)	10	\$30,000 to \$45,000
Project manager (civil)	15+	\$45,000 to \$60,000
Quantity civil surveyor	4-8	\$20,000 to \$30,000
Project quantity surveyor (civil)	8-12	\$27,000 to \$40,000
Senior quantity surveyor (civil)	10-15	\$38,000 to \$45,000

Source: Goldcrest Consultants (HK)

6.1

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Health Care (Public sector)

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Associate medical technologist	*	\$18,885 to \$32,055
Medical technologist	5+	\$33,520 to \$48,400
Dispenser	*	\$13,985 to \$27,910
Senior dispenser	5+	\$29,235 to \$38,470
Physiotherapist II/Radiographer II	*	\$19,835 to \$32,055
Physiotherapist I/Radiographer I	5+	\$33,520 to \$50,475
Nursing grade		
Registered nurse	*	\$20,835 to \$33,520
Advanced practice nurse	5+	\$35,095 to \$50,475
Senior nursing officer	10+	\$50,475 to \$63,335
Doctor grade		
Resident	*	\$42,175 to \$83,370
Associate consultant	6+	\$80,485 to \$92,720

*Upon attaining the entry qualification requirements

Source: Hospital Authority

7.1

Salary Index. Hong Kong 2010

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Hospitality

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Hotel		
Reservation manager	6-8	\$12,000 to \$25,000
Front office manager	8-10	\$20,000 to \$35,000
Assistant head of department	8-10	\$25,000 to \$35,000
Head of department	10+	\$35,000 to \$45,000
Food & beverage		
Waiter/Waitress	0-2	\$8,000 to \$9,000
Captain/Waiter/Waitress	3-5	\$9,500 to \$11,000
Restaurant manager	5-10	\$15,000 to \$25,000
Assistant food & beverage manager	8-10	\$25,000 to \$38,000
Food & beverage director	10+	\$38,000 to \$50,000

Source: Centaline Human Resources Consultants

8.1

Salary Index. Hong Kong 2010

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Human Resources

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Human resources officer	0-5	\$15,000 to \$30,000
Training & development assistant manager	3-7	\$30,000 to \$50,000
Training & development manager	8+	\$55,000+
Regional organisational development manager	10+	\$65,000 to \$110,000
Regional organisational development director	15+	\$110,000+
In-house regional recruitment consultant	3-7	\$35,000 to \$70,000
In-house regional recruitment manager	8+	\$70,000 to \$100,000
In-house regional recruitment director	10+	\$100,000+
Regional compensation & benefits manager	8-12	\$65,000 to \$110,000
Regional compensation & benefits director	12+	\$110,000+
Regional HR manager, small organisation	7-12	\$40,000 to \$70,000
Regional HR manager, large organisation	10-15	\$65,000 to \$110,000
Human resources director, Hong Kong	12+	\$90,000+
Regional human resources director	15+	\$110,000+

Source: Profile Search & Selection

9.1

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Information Technology

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Graduate/Analyst - all software	0+	\$20,000 to \$25,000
Web graphic design/developer	0-3	\$20,000 to \$29,100
Analyst programmer - VB, ASP, WEB	0-2	\$20,000 to \$30,000
Help desk/PC support/Apps support	1-3	\$16,600 to \$29,100
Security specialist	1-3	\$37,500 to \$50,000
Software engineer - Java, OO, C++, Delphi	1-2	\$25,000 to \$37,500
Systems administrator - Unix, NT, Novell	1-3	\$37,500 to \$50,000
Hardware engineer	1-3	\$20,800 to \$29,100
Tester	1-3	\$29,100 to \$41,600
WAN/Communications engineer	1-2	\$41,600 to \$54,100
Business analyst	1-3	\$36,600 to \$58,300
Analyst programmer - database	2-3	\$37,500 to \$50,000
Mainframe analyst programmer	3+	\$37,500 to \$54,100
Database administrator - Oracle, SQL Server, Sybase, DB2	2-5	\$37,500 to \$50,000
Technical software architect	3-5	\$62,500 to \$83,300
Project manager	3-5	\$66,600 to \$83,300
LAN support/administration (level 1/2)	2-4	\$29,100 to \$41,600
LAN support/administration (level 3/4)	5+	\$37,500 to \$50,000

Source: Robert Walters

10.1

Salary Index. Hong Kong 2010 **10**

Information Technology

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
ERP consultant functional	5+	\$50,000 to \$100,000
Manager - development	5+	\$66,600 to \$108,300
EAI middleware specialist	8+	\$58,300 to \$75,000
Manager - help desk	8+	\$58,300 to \$75,000
Manager - knowledge management	8+	\$54,100 to \$100,000
ERP project manager	8+	\$62,500 to \$116,600
Manager - testing - applications & infrastructure	8+	\$66,600 to \$100,000
Change management consultant	8+	\$66,600 to \$108,300
Manager - infrastructure services	10+	\$62,500 to \$100,000
Manager - IT	10+	\$62,500 to \$108,300
Manager - data centre	10+	\$70,800 to \$100,000
Project director	10+	\$104,100 to \$141,600
IT director	10+	\$108,300 to \$183,300
Chief information officer/ Chief technology officer	15+	\$141,600 to \$225,000

Source: Robert Walters

10.2

Salary Index. Hong Kong 2010

11

Insurance

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Sales & Business		
Trainee	0-1	\$5,000 to \$7,000+C
Senior sales manager	5-6	\$15,000 to \$35,000+C
Business manager	3-4	\$15,000 to \$30,000+C
Insurance consultant	2-3	\$4,000 to \$10,000+C
Telemarketer	1-2	\$8,000 to \$9,000+C
Senior telemarketer	2-3	\$9,000 to \$10,000+C
Business management		
Sales manager	6-8	\$15,000 to \$30,000+C
Senior sales manager	12-15	\$30,000 to \$60,000+C
Unit manager	8-10	\$20,000 to \$40,000+C
Senior unit manager	8-10	\$22,000 to \$60,000+C
District division manager	10-12	\$25,000 to \$60,000+C
Senior district division manager	12-15	\$35,000 to \$70,000+C
Claims/Policy servicing		
Officer	2-4	\$8,000 to \$12,000
Manager	5-6	\$12,000 to \$22,000
Actuarial trainee	1-2	\$10,000 to \$15,000
Assistant actuary	3-4	\$13,000 to \$22,000
Actuary	5-8	\$15,000 to \$30,000
Senior actuary	7-10	\$25,000 to \$45,000
Claims manager, general	8-10	\$30,000+
Claims manager, marine	8-10	\$30,000+

C: Commission

Source: Centaline Human Resources Consultants

11.1

Salary Index. Hong Kong 2010 **12**

Legal

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
In-house corporate roles	Newly qualified	\$43,300 to \$60,000
	1 PQE	\$53,300 to \$65,000
	2 PQE	\$60,000 to \$73,300
	3 PQE	\$62,900 to \$77,900
	4 PQE	\$65,000 to \$80,000
	5 PQE	\$72,500 to \$83,300+
	6 PQE	\$75,000 to \$91,600+
	7 PQE	\$79,100 to \$100,000+
	8 PQE	\$83,300 to \$133,300+
Private practice - non US firms	Newly qualified	\$52,000 to \$70,000
	1 PQE	\$55,800 to \$77,500
	2 PQE	\$63,300 to \$83,300
	3 PQE	\$69,100 to \$95,800+
	4 PQE	\$75,000 to \$100,000+
	5 PQE	\$83,300 to \$116,600+
	6 PQE	\$91,600 to \$123,300+
	7 PQE	\$91,600 to \$133,300+
	8 PQE	\$100,000 to \$133,300+
Private practice - US firms	Newly qualified	\$70,800 to \$100,000
	1 PQE	\$78,300 to \$104,100
	2 PQE	\$83,300 to \$108,300
	3 PQE	\$100,000 to \$116,600
	4 PQE	\$108,300 to \$133,300
	5 PQE	\$116,600 to \$150,000
	6 PQE	\$133,300 to \$158,300
	7 PQE	\$133,300 to \$166,600+
	8 PQE	\$141,600 to \$175,000+

PQE: Post qualification experience

Source: Michael Page International

12.1

Salary Index. Hong Kong 2010 **12**

Legal

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Corporate secretaries		
In-house		
Company secretarial assistant		\$15,000 to \$22,000
Company secretarial officer		\$17,900 to \$25,800
Senior company secretarial officer		\$25,800 to \$35,000
Assistant company secretarial manager		\$32,000 to \$40,000
Company secretarial manager		\$35,000 to \$47,900
Company secretary		\$40,000 to \$70,000+
Private practice		
Clerk (search & filing)		\$10,000 to \$15,800
Company secretarial assistant		\$15,000 to \$22,000
Senior company secretarial assistant		\$17,900 to \$25,800
Company secretarial supervisor I/II		\$22,000 to \$30,000+
Paralegals & Legal secretaries -		
Private practice (Non-inclusive of US Firms) & In-house		
Paralegals		
Law clerk (eg litigation & conveyancing)	0	\$12,000 to \$22,000
Paralegal	1-5	\$15,000 to \$30,400
Paralegal	6-10	\$25,000 to \$40,000
Senior paralegal	10+	\$40,000+
Legal secretaries		
Junior legal secretary	1-3	\$12,000 to \$15,000
Legal secretary	4-8	\$15,000 to \$27,000
Senior legal secretary	9-14	\$25,000 to \$35,000
Partner secretary	12+	\$32,000 to \$42,000+

Source: Michael Page International

12.2

Salary Index. Hong Kong 2010

13

Manufacturing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Assistant engineer	0-1	\$8,000 to \$9,000
Engineer	1-4	\$9,000 to \$14,000
Senior engineer	5+	\$15,000 to \$25,000
Engineering supervisor	7-10	\$20,000 to \$30,000
Engineering manager	10+	\$30,000 to \$45,000
Engineering director	10+	\$50,000+
Material (Production material control)		
PMC assistant	0-5	\$8,000 to \$10,000
PMC planner	3-6	\$12,000 to \$16,000
PMC supervisor	5-8	\$16,000 to \$22,000
PMC manager	8-10	\$25,000 to \$40,000
PMC director	10+	\$40,000 to \$60,000

Source: Centaline Human Resources Consultants

13.1

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Merchandising & Purchasing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Supporting Sector		
Logistics		
Shipping clerk	5	\$11,000 to \$13,000
Shipping officer	8	\$16,000 to \$19,000
Logistics manager	10	\$30,000 to \$40,000
Purchasing		
Buyer	5	\$13,000 to \$19,000
Purchasing supervisor	8	\$18,000 to \$25,000
Purchasing manager	10	\$30,000 to \$40,000
Sales & Marketing Sector		
Quality control/Audit		
Quality controller	5	\$15,000 to \$18,000
Technical/Compliance	8	\$20,000 to \$30,000
QC Manager	10	\$28,000 to \$40,000
Merchandising		
Merchandiser	5	\$15,000 to \$23,000
Product manager	8	\$28,000 to \$35,000
Merchandising manager	12	\$30,000 to \$45,000
Merchandising director	20	\$90,000 to \$130,000

Source: Besteam Personnel Consultancy

14.1

Salary Index. Hong Kong 2010

15

Real Estate & Property

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Real estate		
Estate consultant	0-2	\$5,000 to \$6,000+C
Senior estate consultant	1-2	\$6,000 to \$7,000+C
Estate supervisor	3-5	\$7,000 to \$8,000+C
Branch manager	5-8	\$8,000 to \$11,000+C
Regional manager	8-10	\$9,000 to \$14,000+C
District manager	10+	\$10,000 to \$15,000+C
Director	10+	\$15,000 to \$21,000+C
Property management		
Property officer	2+	\$9,000 to \$12,000
Senior officer	5-8	\$13,000 to \$18,000
Property manager	2-8	\$20,000 to \$35,000
Leasing officer	2-5	\$9,000 to \$12,000
Senior officer	5-8	\$13,000 to \$20,000
Leasing manager	8+	\$25,000 to \$45,000

C = Commission

Source: Centaline Human Resources Consultants

15.1

Salary Index. Hong Kong 2010

16

Retail & Sourcing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Retail operations		
Retail operations manager	7+	\$75,000 to \$100,000
Country general manager	8+	\$91,600 to \$133,300
Regional retail operations manager	8+	\$133,300 to \$166,600
Regional general manager	10+	\$166,600 to \$208,300
Store management		
Visual merchandiser	3-5	\$12,500 to \$21,600
Visual merchandising manager	5-7	\$23,300 to \$41,600
Store supervisor	3-5	\$25,000 to \$33,300
Store manager	5-7	\$33,300 to \$45,800
Buying, merchandising & sourcing		
Merchandiser	3-5	\$20,800 to \$29,100
Assistant manager	4-6	\$29,100 to \$37,500
Manager	6-8	\$41,600 to \$66,600
General/divisional manager	8-10	\$66,600 to \$100,000
Director/Vice-president	10+	\$83,300 to \$150,000
Product management		
Product manager	3-6	\$33,300 to \$45,300
Category controller	6-8	\$45,300 to \$66,600
Product director	10+	\$66,600 to \$100,000
Supply chain & logistics		
Assistant manager	2-5	\$20,800 to \$41,600
Manager	5-8	\$41,600 to \$66,600
Country manager	8-10	\$66,600 to \$100,000
Regional director/Vice-president	12+	\$100,000 to \$150,000

Source: Michael Page International

16.1

Salary Index. Hong Kong 2010

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Retail & Sourcing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Warehousing, distribution & inventory		
Inventory controller	4-6	\$29,100 to \$37,500
Distribution manager	5-7	\$37,500 to \$50,000
Regional distribution manager	8-10	\$50,000 to \$75,000
Manufacturing & production		
Material planning & control manager	5+	\$25,000 to \$45,800
Production manager	6-8	\$33,300 to \$58,300
Factory/plant manager	8-10	\$58,300 to \$83,300
General manager	12+	\$83,300 to \$150,000
Quality, Compliance & Technical services		
Product technologists	3-6	\$16,600 to \$37,500
Manager	6-8	\$37,500 to \$50,000
Senior manager	8-10	\$54,100 to \$70,800
Director	12+	\$75,000 to \$108,300
Design & Product development		
Designer	2-5	\$12,500 to \$20,800
Senior designer	5-7	\$25,000 to \$45,800
Manager	7-10	\$37,500 to \$54,100
Senior manager	10+	\$50,000 to \$75,000
Chief designer	8+	\$50,000 to \$75,000
Director	12+	\$75,000 to \$125,000

Source: Michael Page International

16.2

Salary Index. Hong Kong 2010

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Sales & Marketing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Consumer products		
Assistant brand manager/Assistant product manager	2-3	\$25,000 to \$33,300
Brand manager/Product manager	3-4	\$29,100 to \$50,000
Assistant key account manager	1-3	\$33,300 to \$45,800
Key account manager	3-6	\$41,600 to \$58,300
Senior brand manager/Senior product manager	4-6	\$41,600 to \$58,300
Public relations manager	6-8	\$41,600 to \$66,600
Trade marketing manager	4-6	\$45,800 to \$62,500
Category manager	2-6	\$45,800 to \$62,500
Marketing manager	6-8	\$50,000 to \$66,600
Manager - research product development & planning	6-10	\$58,300 to \$75,000
Business manager	7-10	\$66,600 to \$83,300
Public relations director	8-12	\$66,600 to \$116,600
General sales manager	7-10	\$66,600 to \$91,600
Marketing director	8-12	\$75,000 to \$116,600+
Sales director	10+	\$83,300 to \$116,600+
General manager	12+	\$116,600 to \$150,000+
Financial services		
Product development manager	3-6	\$41,600 to \$58,300
Philanthropy/Corporate social responsibility	4-8	\$41,600 to \$66,600
Media relations manager	6-8	\$41,600 to \$70,800
Internal communications manager	6-8	\$41,600 to \$70,800
Marketing communications manager	4-9	\$41,600 to \$75,000
Event manager	6-8	\$41,600 to \$75,000
Market research manager	4-8	\$45,800 to \$75,000
Public relations/Corporate communications manager	4-8	\$50,000 to \$83,300
Corporate sales manager	5-8	\$66,600 to \$116,600
Market research director	10+	\$75,000+
Marketing communications director	10+	\$75,000 to \$125,000
Public relations/Corporate communications director	8-12	\$83,300 to \$133,300
Product development director	10+	\$100,000+

Source: Michael Page International

17.1

Salary Index. Hong Kong 2010

17

Sales & Marketing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
IT & Telecommunications		
Assistant marketing communications manager	3-4	\$33,300 to \$45,800
Channel account manager/Account manager	3-5	\$41,600 to \$62,500
Senior product manager	4-6	\$45,800 to \$66,600
Marketing manager	6-8	\$54,100 to \$75,000
Communications manager/ Regional communications manager/ Public relations manager	5-8	\$58,300 to \$83,300
Sales manager/Global account director Division manager/ Sales & marketing manager/ General sales manager	6-12	\$66,600 to \$100,000
Public relations director/ Marketing communications director	8-11	\$83,300 to \$116,600
Sales director/Business development director	9+	\$83,300 to \$116,600
Managing director/General manager	12+	\$116,600 to \$150,000
Vice-president sales & marketing/ Sales & marketing director/Marketing director	10+	\$125,000+
Manufacturing/Industrial General manager/Director	12+	\$125,000 to \$166,600
Media		
Publishing		
Circulation/Direct marketing manager	4-6	\$41,600 to \$58,300
Advertising/Media sales manager	4-8	\$50,000 to \$75,000
Circulation/Marketing director	7-11	\$54,100 to \$108,300+
Advertising/Media sales director	8-12	\$66,600 to \$116,600

Source: Michael Page International

17.2

Salary Index. Hong Kong 2010

17

Sales & Marketing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Entertainment		
Account manager	5-8	\$29,100 to \$41,600
Assistant sales manager	2-4	\$33,300 to \$50,000
Assistant marketing manager	2-4	\$33,300 to \$66,600
Account director	8-10	\$37,500 to \$62,500
Marketing manager	4-6	\$41,600 to \$75,000
Sales manager	4-6	\$50,000 to \$75,000
Marketing director	6-10	\$75,000 to \$116,600+
Sales director	8+	\$66,600 to \$116,600
General manager	10+	\$125,000+
Professional services		
Sales engineer	3-5	\$25,000 to \$41,600
Marketing specialist	3-5	\$29,100 to \$37,500
Marketing manager	5-8	\$33,300 to \$54,100
Sales manager	6-8	\$37,500 to \$58,300
Marketing manager	6-8	\$41,600 to \$70,800
Public relations/Media communications manager	6-8	\$41,600 to \$70,800
Business development manager	8	\$50,000 to \$66,600
Marketing director	10+	\$75,000+
Business development director	10+	\$83,300+

Source: Michael Page International

17.3

Salary Index. Hong Kong 2010

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Supply Chain & Procurement

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Procurement		
Purchasing officer	3-6	\$25,000 to \$45,800
Procurement manager	6-10+	\$50,000 to \$75,000
Country head	8-12+	\$75,000 to \$100,000
Regional vice-president/director	12-15+	\$91,600 to \$125,000
Supply Chain		
Inventory/Planning	4-7+	\$25,000 to \$41,600
Assistant supply chain manager	9+	\$37,500 to \$50,000
Supply chain manager	8-12+	\$58,300 to \$75,000
Regional vice-president/director	15+	\$100,000 to \$125,000
Logistics/Warehousing/Distribution		
Assistant manager	3-6+	\$25,000 to \$37,500
Manager	5-8+	\$37,500 to \$58,300
Senior manager	8-12+	\$50,000 to \$75,000
Director/Vice-president	15+	\$75,000 to \$108,300

Source: Michael Page International

18.1