

CLASSIFIED POST

Salary Index – Hong Kong 2012

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Salary Index – Hong Kong 2012

1

Accounting & Finance

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Audit - Internal / Business Control		
Head / Director / Senior VP	16+	110,000 - 150,000+
VP / Associate director / Deputy department head	12 - 15	75,000 - 100,000+
Senior manager	9 - 12	60,000 - 75,000
Manager / Senior auditor	6 - 9	40,000 - 58,000
Chief Financial Officer - CFO & Director		
Regional CFO	18+	130,000 - 280,000
Country CFO / Business unit CFO	15+	90,000 - 120,000+
Finance director	12 - 15+	75,000 - 115,000+
Compliance & Company Secretary		
Head / Senior manager	11 - 15+	70,000 - 110,000+
Manager / Senior specialist	7 - 10	50,000 - 70,000+
Commercial - Business Development, Pricing, Bid & Contracts		
Commercial director	13 - 16+	80,000 - 120,000+
Commercial (finance) manager / Senior manager	10 - 15+	50,000 - 70,000+
Pricing & bid analyst	6 - 9	42,000 - 50,000ars)
Controlling & Accounting		
Business unit controller	11 - 15+	70,000 - 110,000+
Financial controller	12 - 16+	60,000 - 100,000+
Product controller - financial services	11 - 15+	75,000 - 130,000+
Finance / Accounting manager	6 - 10	45,000 - 55,000+
Senior accountant	4 - 6	35,000 - 45,000

Source: Avanza Consulting

1.1

Salary Index – Hong Kong 2012

1

Accounting & Finance

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Planning & Reporting		
Financial or business planning director	15+	110,000 - 140,000+
Head of reporting - management and business / VP	13 - 15+	80,000 - 100,000+
Senior planning manager / Assistant VP or director	8 - 12	55,000 - 75,000+
Financial analyst	5 - 8	43,000 - 50,000+
Tax		
Tax director / Head of tax	13 - 15+	93,000 - 180,000+
Senior tax manager / Tax manager	9 - 12	75,000 - 90,000+
Treasury & Cash Management		
Treasury director	15+	110,000 - 150,000+
Treasury manager / Senior manager	8 - 12+	55,000 - 85,000+

Source: Avanza Consulting

1.2

Salary Index – Hong Kong 2012

2

Accounting & Finance – Investment Bank

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Investment Banking (Corporate Finance / M&A)		
Director (Principal, RO)	10+	110,000 - 200,000+
Director	8+	80,000 - 110,000
Associate director	7+	70,000 - 90,000
Manager	5+	40,000 - 65,000
Associate	1+	15,000 - 30,000
Private Equity / Direct Investment		
Executive director	10+	100,000 - 200,000+
Director	8 - 10	65,000 - 100,000
Associate director	6 - 8	55,000 - 75,000
Manager	4+	40,000 - 65,000
Associate	1+	15,000 - 30,000 dollars)
Fund Management		
Chief investment officer (CIO)	10+	125,000 - 250,000+
Senior fund manager (RO)	8+	80,000 - 125,000
Fund manager	5+	65,000 - 85,000
Assistant fund manager	3+	42,000 - 70,000
Analyst	2+	20,000 - 40,000
Equity Research		
Director	10+	100,000 - 150,000
Associate director	7+	75,000 - 100,000
Manager	5+	60,000 - 75,000
Analyst	2+	30,000+

Source: SuperSearch International Limited

2.1

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3

Administration

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Executive assistant / Personal assistant	12+	45,000+
Executive assistant / Personal assistant	7 - 12	33,000 - 43,000
Executive assistant / Personal assistant	3 - 7	22,500 - 35,000
Senior office manager	10+	40,000 - 50,000
Office manager	5 - 8	35,000 - 40,000
Secretary	5 - 10	20,000 - 40,000
Secretary	3 - 5	14,000 - 20,000
Administration / Office assistant	2 - 8	13,000 - 19,000
Receptionist	3 - 8	10,000 - 18,000

Source: Michael Page International

3.1

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4

Advertising & Communications

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Senior Level		
Managing director	8+	85,000 - 150,000
Operations director	8+	60,000 - 95,000
Financial director	8+	55,000 - 90,000
Head of technology	8+	60,000 - 110,000
Head of marketing	8+	60,000 - 90,000
Head of user experience	8+	60,000 - 90,000
Strategy director	8+	80,000 - 150,000
Associate strategy / Planning director	5 - 8	65,000 - 90,000
Senior planner	5 - 8	30,000 - 45,000
Planner	3 - 5	25,000 - 30,000
Junior planner	1 - 3	15,000 - 20,000
Creative		
Executive creative director	8+	100,000 - 150,000
Creative director - brand and comms	8+	60,000 - 100,000
Creative director - digital	8+	50,000 - 120,000
Creative lead - brand and comms	5 - 8	45,000 - 65,000
Creative lead - digital	5 - 8	50,000 - 70,000
Senior art director	5 - 8	30,000 - 50,000
Offline designer	5 - 8	25,000 - 45,000
Senior designer - brand and comms	5 - 8	37,000 - 50,000
Senior designer - digital	5 - 8	45,000 - 55,000
Designer - brand and comms	5 - 8	25,000 - 50,000
Designer - digital	5 - 8	25,000 - 45,000
Junior designer - brand and comms	1 - 3	18,000 - 25,000
Junior designer - digital	1 - 3	20,000 - 25,000

Source: Nakama PLC

4.1

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4

Advertising & Communications

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Creative		
Head of information architecture	8+	55,000 - 80,000
Senior information architect	8+	45,000 - 60,000
Usability tester	1 - 5	25,000 - 45,000
Copywriter	1 - 5	25,000 - 50,000
Content editor	1 - 5	25,000 - 40,000
Artworker	1 - 5	22,000 - 40,000
Production		
Head of production - print	8+	28,000 - 45,000
Head of production - digital / AV moving image	8+	30,000 - 50,000
Creative artworker / Print production	1 - 5	25,000 - 40,000
Print production manager	1 - 5	27,500 - 45,000
Rich media and AV production manager	1 - 5	28,000 - 50,000
Creative artworker / Digital media production	1 - 5	25,000 - 45,000
Client Services		
Group account director	8+	55,000 - 70,000
Regional account director	8+	55,000 - 65,000
Client services director	8+	65,000 - 90,000
Senior account director	8+	50,000 - 60,000
Account director	8+	40,000 - 50,000
Account manager	1 - 5	20,000 - 25,000
Account executive	1 - 3	13,000 - 18,000

Source: Nakama PLC

4.2

Salary Index – Hong Kong 2012

4

Advertising & Communications

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Sales & Marketing		
Head of sales and marketing	8+	55,000 - 80,000
Marketing manager	5 - 8	30,000 - 45,000
Marketing executive	1 - 3	18,000 - 27,500
Account executive	1 - 3	13,000 - 18,000
Account manager	1 - 5	19,000 - 23,000
Senior account manager	5 - 8	25,000 - 32,000
Business development manager	1 - 5	20,000 - 35,000
Search & Media		
Head of search	8+	60,000 - 100,000
Search account director	5 - 8	50,000 - 65,000
Search manager	5 - 8	40,000 - 50,000
Digital Media Planning & Buying		
Head of digital	8+	80,000 - 120,000
Group account director	8+	60,000 - 70,000
Senior account director	8+	45,000 - 60,000
Account director	8+	40,000 - 50,000

Source: Nakama PLC

4.3

Salary Index – Hong Kong 2012

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Banking

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Structured / Project Finance		
Director	9+	133,000+
VP	6 - 9	92,000 - 133,000
Associate	3 - 6	58,000 - 108,000
Analyst	1 - 3	33,000 - 62,500
Portfolio & Fund Management		
Director	9+	133,000+
VP	6 - 9	83,000 - 150,000
Associate	3 - 6	62,500 - 117,000
Analyst	1 - 3	37,500 - 67,000
Market Risk Management		
Director	9+	125,000+
VP	6 - 9	75,000 - 117,000
Associate	3 - 6	42,000 - 67,000
Analyst	1 - 3	25,000 - 50,000
Credit Risk		
Director	9+	125,000+
VP	6 - 9	75,000 - 117,000
Associate	3 - 6	42,000 - 67,000
Analyst	1 - 3	25,000 - 50,000

Source: Michael Page International

5.1

Salary Index – Hong Kong 2012

5

Banking

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Quantitative Analysis		
Director	9+	125,000+
VP	6 - 9	75,000 - 117,000
Associate	3 - 6	42,000 - 67,000
Analyst	1 - 3	25,000 - 50,000
Corporate / Transaction Banking Relationship Manager		
Director	9+	100,000+
VP	6 - 9	67,000 - 117,000
Associate	3 - 6	33,000 - 58,000
Analyst	1 - 3	25,000 - 33,000
Corporate / Transaction Banking (Product)		
Director	9+	75,000+
VP	6 - 9	50,000 - 83,000
Associate	3 - 6	42,000 - 54,000
Analyst	1 - 3	25,000 - 46,000
Institutional & Retail Sales (Buyside)		
Director	9+	75,000+
VP	6 - 9	50,000 - 83,000

Source: Michael Page International

5.2

Salary Index – Hong Kong 2012

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Consumer Goods

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Sales		
General sales manager	12 - 15	75,000 - 100,000
Key account manager	4 - 8	35,000 - 45,000
Trade marketing manager	6 - 8	32,000 - 42,000
Key account executive	1 - 2	15,000 - 22,000
Account executive	1 - 4	8,000 - 15,000
Marketing		
Marketing director	10 - 15	67,000 - 125,000
Marketing manager	7 - 10	40,000 - 45,000
Senior product manager / Product manager	6 - 8	28,000 - 38,000
Marketing executive	1 - 4	12,000 - 22,000
Merchandising, Product Development		
Merchandising manager	8 - 12	35,000 - 45,000
Quality control manager	8 - 12	35,000 - 38,000
Product development manager	8 - 12	30,000 - 45,000
Buyer / Senior buyer	2 - 6	18,000 - 27,000
Logistics & Procurement		
Supply chain manager	10 - 15	45,000 - 65,000
Warehouse manager	8 - 15	30,000 - 35,000
Procurement manager	8 - 15	32,000 - 38,000
Logistics officer	3 - 6	12,000 - 18,000

Source: Silenus (Hong Kong) Limited

6.1

Salary Index – Hong Kong 2012

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Education

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Primary Schools		
Headmaster I	13	62,410 - 71,050
Headmaster II	10	54,450 - 65,300
Senior primary school master / mistress	7	53,060 - 54,450
Primary school master / mistress	5	45,020 - 51,670
Assistant primary school master / mistress	*	22,240 - 43,010
Assistant master / mistress	5	35,785 - 43,010
Certificated master / mistress	*	21,175 - 34,220
Secondary Schools		
Principal I	8	82,975 - 95,595
Principal II	8	68,110 - 80,080
Principal graduate master / mistress	8	62,410 - 71,050
Senior graduate master / mistress	5	53,060 - 65,300
Graduate master / mistress	*	22,240 - 51,670
Senior assistant master / mistress	7	45,020 - 51,670
Assistant master / mistress	5	35,785 - 43,010
Certificated master / mistress	*	21,175 - 34,220

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

Source: Education Bureau

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Health Care (Public sector)

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Physiotherapist I / Radiographer I	5+	35,785 - 53,060
Physiotherapist II / Radiographer II	*	21,175 - 34,220
Medical technologist	5+	35,785 - 51,670
Associate medical technologist	*	20,160 - 34,220
Senior dispenser	5+	31,210 - 41,070
Dispenser	*	14,935 - 29,795
Nursing Grade		
Senior nursing officer	10+	53,060 - 65,300
Advanced practice nurse	5+	37,465 - 53,060
Registered nurse	*	22,240 - 35,785
Doctor Grade		
Associate consultant	6+	82,975 - 95,595
Resident	*	45,020 - 85,945

*Upon attaining the entry qualification requirements

Source: Hospital Authority

8.1

Salary Index – Hong Kong 2012

9

Engineering

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Engineering		
Director / VP	15+	77,000 - 108,000
Manager	10+	51,000 - 77,000
Assistant manager	6 - 8+	38,000 - 52,000
Mechanical / Chemical / Electrical	4 - 7+	29,000 - 52,000
Manufacturing / Operations		
Chief operations officer	15 - 20+	108,000 - 150,000
Director / VP	15+	75,000 - 125,000
Plant / Factory manager	10 - 12+	51,000 - 92,000
Production / Assembly manager	7 - 10+	42,000 - 60,000
Quality & Lean Manufacturing		
Quality director / VP	15+	83,000 - 125,000
Continuous improvement director	15+	75,000 - 100,000
Six Sigma leader	6 - 10+	43,000 - 83,000
Quality manager	6 - 10+	42,000 - 68,000
Projects		
Project / Programme director	8 - 15+	68,000 - 83,000
Project / Programme manager	5 - 8+	34,000 - 68,000

Source: Michael Page International

9.1

Salary Index – Hong Kong 2012 **10**

Hospitality

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
General manager	10+	80,000 - 100,000
Resident manager	8+	60,000 - 80,000
Executive assistant manager	6 - 8+	50,000 - 70,000
Director of operation	5 - 8+	50,000 - 65,000
Director of food & beverage	5 - 8+	40,000 - 60,000
Director of rooms	5 - 8+	40,000 - 60,000
Director of human resources	5 - 8+	45,000 - 55,000
Director of finance	5 - 8+	60,000 - 80,000
Director of sales & marketing	5 - 8+	60,000 - 80,000
Executive chef	5 - 8+	40,000 - 60,000
Chinese executive chef	5 - 8+	40,000 - 60,000
Head of department	5+	35,000 - 45,000
Assistant head of department	3 - 5+	25,000 - 35,000

Source: HotelsHR Limited

10.1

Salary Index – Hong Kong 2012 **11**

Human Resources

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Department head	10 - 15+	50,000 - 100,000+
Organisational development	5 - 10	40,000 - 100,000
Generalist	2 - 10	18,000 - 100,000
Recruitment specialist	10+	60,000 - 100,000
Recruitment specialist	5 - 10	25,000 - 60,000
Recruitment coordinator	2 - 5	15,000 - 25,000
Learning & development manager	10+	70,000 - 110,000
Learning & development manager	5 - 10	35,000 - 65,000
Learning & development officer	2 - 5	18,000 - 35,000
Compensation & benefits specialist	10+	80,000 - 100,000
Compensation & benefits specialist	5 - 10	42,000 - 80,000
Compensation & benefits officer	2 - 5	20,000 - 42,000
Training manager	10+	70,000 - 100,000
Training manager	5 - 10	40,000 - 70,000
Trainer	2 - 5	20,000 - 40,000

Source: Hays

11.1

Salary Index – Hong Kong 2012 **12**

Information Technology

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Analyst Programmers		
VB6 / ASP / SQL / Delphi / C++	2 - 4	30,000 - 40,000
Oracle forms / report	2 - 4	25,000 - 42,000
MS.NET / J2EE	2 - 4	21,000 - 40,000
Senior Analyst Programmers		
MS.NET / J2EE	3 - 6	40,000 - 50,000
Oracle forms / report	3 - 6	37,500 - 50,000
VB6 / ASP / SQL / Delphi / C++	3 - 6	30,000 - 42,000
Data Specialists		
Data architect	2 - 6	42,000 - 62,500
Database administrator	2 - 6	35,000 - 45,000
WAN		
Technical architect	5 - 10	55,000 - 65,000
Network design	3 - 8	40,000 - 55,000
Cisco engineer	3 - 8	37,500 - 50,000
Voice / Comms engineer	3 - 8	37,500 - 50,000
Systems Administration		
Unix admin	3 - 6	40,000 - 50,000
Network engineer	2 - 6	40,000 - 50,000
Sybase / Oracle / MS SQL DBA	2 - 6	37,500 - 55,000
Voice engineer	2 - 6	35,000 - 45,000

Source: Hays

12.1

Salary Index – Hong Kong 2012 **12**

Information Technology

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Technical Specialists		
Security consultant	6 - 8	50,000 - 65,000
Messaging specialist	6 - 8	50,000 - 65,000
Security engineer	6 - 8	42,000 - 50,000
Unix consultant	4 - 8	35,000 - 50,000
Analysis & Project		
Project / Program director	6 - 12	75,000 - 125,000
Project manager	6 - 12	65,000 - 85,000
Technical business administration	4 - 8	50,000 - 47,500
Business / Process analyst	3 - 6	37,500 - 65,000
System analyst	3 - 6	30,000 - 60,000
IT audit	3 - 8	30,000 - 50,000
Management Roles		
Chief information officer	12 - 20	125,000 - 300,000
IT director	12 - 20	85,000 - 210,000
Data center manager	12 - 20	65,000 - 85,000
Development manager	6 - 15	75,000 - 200,000
IT manager	8 - 12	65,000 - 100,000
Helpdesk manager	6 - 15	35,000 - 71,000
Network manager	6 - 15	35,000 - 70,000

Source: Hays

12.2

Salary Index – Hong Kong 2012 **13**

Insurance

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Actuarial		
Department head	13 - 20	125,000 - 165,000
Vice president	10 - 15	80,000 - 160,000
Senior actuarial manager	8 - 10	50,000 - 80,000
Distribution		
Chief distribution officer	12 - 20	90,000 - 210,000
Department head	10 - 15	75,000 - 110,000
Distribution / Agency manager	10 - 15	50,000 - 75,000
Bancassurance manager	8 - 15	50,000 - 75,000
Compliance / ORM		
Senior manager	8 - 12	50,000 - 95,000
Manager	6 - 8	35,000 - 65,000
Underwriting / Claims		
Department head	14 - 20	90,000 - 150,000
Chief underwriter	12 - 20	90,000 - 150,000
Manager	12 - 20	50,000 - 95,000
Assistant manager	6 - 8	35,000 - 65,000

C: Commission

Source: Hays

Salary Index – Hong Kong 2012 **13**

Insurance

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Strategic / Corporate Planning		
Head of strategy	15 - 20	125,000 - 185,000
Regional manager	8 - 12	65,000 - 90,000
Manager	10 - 15	65,000 - 80,000
Assistant manager	8 - 10	41,000 - 60,000
Business research analyst	6 - 8	30,000 - 42,000
Operations		
COO	15 - 20	100,000 - 210,000
Head of operations	10 - 15	75,000 - 100,000
Operations manager	8 - 12	60,000 - 85,000
Office manager	6 - 10	41,000 - 65,000
Sales & Marketing		
Regional business development manager	10 - 15	100,000 - 165,000
Business development manager	6 - 10	41,000 - 85,000

C: Commission

Source: Hays

Salary Index – Hong Kong 2012 **14**

Legal

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
In-House Corporate		
6+ PQE	7 - 11	100,000 - 180,000+
4 - 5 PQE	5 - 6	80,000 - 115,000
Newly qualified - 3 PQE	1 - 4	50,000 - 90,000
Private Practice Associates - Non-US Firms		
8 years PQE	9+	135,000 - 200,000
7 years PQE	8+	125,000 - 185,000
6 years PQE	7+	120,000 - 165,000
5 years PQE	6+	92,000 - 129,000
4 years PQE	5+	87,500 - 115,000
3 years PQE	4+	77,000 - 96,000
2 years PQE	3+	70,000 - 91,500
1 year PQE	2+	65,000 - 91,500
Newly qualified	1+	55,000 - 75,000
Private Practice Salaried Partners - Non-US Firms		
Senior salaried partner	-	145,000+
Junior salaried partner	-	100,000+

Source: Hays

14.1

Salary Index – Hong Kong 2012 **14**

Legal

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Private Practice Associates - US Firms		
5 years PQE	6+	145,000+
4 years PQE	5+	130,000+
3 years PQE	4+	100,000 - 130,000
2 years PQE	3+	96,000 - 120,000
1 year PQE	2+	87,500 - 115,000
Newly qualified	1+	89,500 - 112,500
Private Practice - Paralegals		
Paralegal (select US firm)	1 - 10	29,000 - 50,000
Paralegal (non-US firm)	1 - 10	16,000 - 50,000

Source: Hays

14.2

Salary Index – Hong Kong 2012 **15**

Manufacturing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Engineering director	10+	55,000+
Engineering manager	10+	40,000 - 55,000
Engineering supervisor	7 - 10	30,000 - 35,000
Senior engineer	5+	20,000 - 30,000
Engineer	1 - 4	12,000 - 20,000
Assistant engineer	0 - 1	9,000 - 12,000
Material (Production Material Control)		
PMC director	10+	45,000 - 60,000
PMC manager	8 - 10	30,000 - 45,000
PMC supervisor	5 - 8	20,000 - 25,000
PMC planner	3 - 6	15,000 - 20,000
PMC assistant	0 - 5	8,000 - 12,000

Source: Centaline Human Resources Consultants

15.1

Salary Index – Hong Kong 2012 **16**

Merchandising & Purchasing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Merchandising		
Merchandising director	20	90,000 - 130,000
Merchandising manager	12	30,000 - 45,000
Product manager	8	28,000 - 35,000
Merchandiser	5	15,000 - 24,000
Purchasing		
Purchasing manager	10	30,000 - 45,000
Purchasing supervisor	8	18,000 - 25,000
Buyer	5	13,000 - 19,000
Quality Control / Audit		
QC manager	10	30,000 - 45,000
Technical / Compliance	8	20,000 - 30,000
Quality controller	5	13,000 - 23,000

Source: Besteam Personnel Consultancy

16.1

Salary Index – Hong Kong 2012 **17**

Procurement & Supply Chain

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Procurement		
Regional VP / Director	18+	92,000 - 150,000
Country head / Regional manager	15 - 18+	71,000 - 100,000
Senior procurement manager	10 - 15+	54,000 - 83,000
Procurement manager	7 - 10+	35,000 - 50,000
Assistant procurement manager	5 - 8+	29,000 - 35,000
Purchasing officer	3 - 6+	21,000 - 29,000
Supply Chain		
Regional VP / Director	15+	100,000 - 133,000
Supply chain director	15 - 18+	65,000 - 83,000
Regional supply chain manager (APAC)	12 - 15+	58,000 - 76,000
Supply chain manager	8 - 12+	37,500 - 54,000
Assistant supply chain / Planning manager	5 - 8+	30,000 - 37,500
Senior planner / Senior analyst	4 - 6+	25,000 - 30,000
Planner / Analyst	3 - 5+	21,000 - 25,000
Logistics / Warehousing / Distribution		
Regional director / VP	12+	100,000 - 150,000
Director / VP	15+	75,000 - 117,000
Country manager	8 - 10	67,000 - 117,000
Senior manager	8 - 12+	50,000 - 77,500
Manager	5 - 8+	37,500 - 60,000
Assistant logistics manager	5 - 8+	30,000 - 37,500
Regional warehouse operations & logistics manager	10 - 15+	50,000 - 75,000
Warehouse operations & logistics manager	8 - 10+	38,000 - 54,000
Warehouse manager	5 - 7+	27,000 - 38,000
Assistant warehouse manager	4 - 6+	19,000 - 25,000

Source: Michael Page International

17.1

Salary Index – Hong Kong 2012 **17**

Procurement & Supply Chain

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Product Management		
Product director	10+	67,000 - 100,000
Category controller	6 - 8	46,000 - 67,000
Product manager	3 - 6	33,000 - 46,000
Manufacturing & Production		
General manager	12+	83,000 - 150,000
Factory / Plant manager	8 - 10	58,000 - 83,000
Production manager	6 - 8	33,000 - 54,000
Material planning & control manager	5+	25,000 - 46,000
Quality, Compliance & Technical Services		
Director	12+	75,000 - 108,000
Senior manager	8 - 10	54,000 - 75,000
Manager	6 - 8	37,500 - 54,000
Technologists	3 - 6	17,000 - 33,000
Design		
Director	12+	83,000 - 125,000
Chief designer	8+	58,000 - 83,000
Senior manager	10+	50,000 - 75,000
Manager	7 - 10	43,000 - 54,000
Senior designer	5 - 7	30,000 - 38,000
Designer	2 - 5	12,500 - 27,000

Source: Michael Page International

17.2

Salary Index – Hong Kong 2012 **17**

Procurement & Supply Chain

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Product & Product Development		
Head of product development	15+	83,000 - 125,000
Senior product development manager	12 - 15+	54,000 - 83,000
Product development manager	8 - 12+	32,500 - 54,000
Assistant product development manager	5 - 8+	27,000 - 36,000
Product developer	2 - 3+	12,500 - 22,000
Merchandising & Sourcing		
Head of merchandising / Director	15+	67,000 - 108,000
Senior manager	10 - 15+	50,000 - 71,000
Merchandising / Sourcing manager	8 - 10+	32,500 - 49,000
Assistant manager	6 - 10+	30,000 - 36,000
Senior merchandiser	3 - 6+	22,000 - 30,000
Merchandiser	2 - 5+	16,000 - 20,000

Source: Michael Page International

17.3

Salary Index – Hong Kong 2012 **18**

Property & Construction

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Property		
General manager property management	10+	104,000 - 150,000
Head property management	10+	75,000 - 100,000
Senior manager	10+	37,500 - 75,000
Manager	2 - 10	17,000 - 40,000
Centre manager - retail	5 - 10+	37,500 - 55,000
Facilities director	10+	67,000+
Facilities manager - soft services	2 - 10+	15,000 - 67,000
Leasing director	15+	62,500 - 100,000
Senior leasing manager	10+	40,000 - 62,500
Leasing manager	2 - 10	17,000 - 50,000
Asset management director / head	15+	100,000 - 210,000
Senior asset manager	10+	62,500 - 100,000
Asset manager	2 - 10	21,000 - 59,000
Acquisitions director	15+	84,000+
Senior acquisitions surveyor / manager	10 - 15	67,000 - 84,000
Acquisitions surveyor / manager	2 - 10	24,000 - 67,000
Quantity surveyor - qualified director	15+	84,000+
Senior quantity surveyor - qualified	10 - 15	60,000 - 100,000
Quantity surveyor - qualified	5 - 10	30,000 - 60,000
Quantity surveyor - unqualified	2 - 5	22,000 - 30,000

Source: Hays

18.1

Salary Index – Hong Kong 2012 **18**

Property & Construction

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Building & Construction		
Construction (Civil / Building)		
Construction manager	10+	67,000+
Senior project manager	10+	60,000 - 100,000
Project manager	10+	42,000 - 84,000
Site engineer	2 - 5	30,000 - 42,000
Design manager	10+	55,000 - 79,500
Project engineer	5 - 10	42,000 - 50,000
Planner	5 - 15	40,000 - 75,000
Estimator	5 - 15	40,000 - 75,000
Contracts administrator / Quantity surveyor	2 - 10	20,000 - 84,000
Construction Development		
Development director	15+	92,000+
Business development manager	5 - 10	45,000 - 69,500
Project manager	10+	55,000 - 79,500
Development manager	10+	54,000 - 100,000
Design Consultancy -		
Building Services / Civil & Structural		
Principal / Director	15+	84,000+
Associate / Senior associate	10+	55,000 - 84,000
Project manager	10+	34,000 - 75,000
Resident engineer	5 - 15	34,000 - 55,000
Principal design engineer	15 - 20	42,000 - 61,000
Senior design engineer	10 - 15	35,000 - 50,000
Design engineer	5 - 10	25,000 - 40,000
CAD manager	5 - 15	30,000 - 45,000
CAD design drafter	2 - 5	18,500 - 21,000

Source: Hays

18.2

Salary Index – Hong Kong 2012 **19**

Real Estate

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Director	10+	20,000 - 25,000+C
District manager	10+	18,000 - 20,000+C
Regional manager	8 - 10	12,000 - 18,000+C
Branch manager	5 - 8	10,000 - 15,000+C
Estate supervisor	3 - 5	9,000 - 10,000+C
Senior estate consultant	1 - 2	8,000 - 9,000+C
Estate consultant	0 - 2	7,000 - 8,000+C

C = Commission

Source: Centaline Human Resources Consultants

Salary Index – Hong Kong 2012 **20**

Retail

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Retail Operations		
Retail operation manager	10 - 15	35,000 - 45,000
Area / District manager	8 - 12	28,000 - 35,000
Store manager / Assistant store manager	8 - 12	35,000 - 50,000
Sales supervisor	4 - 10	20,000 - 28,000
Sales associate	2 - 4	7,000 - 20,000
Operations		
Project manager	8 - 12	38,000 - 55,000
Project executive	3 - 5	20,000 - 25,000
Leasing manager	8 - 12	38,000 - 55,000
Leasing officer	4 - 6	15,000 - 22,000
Visual merchandising manager	6 - 12	35,000 - 48,000
Visual merchandiser	2 - 6	14,000 - 20,000
Merchandising & Buying		
Brand manager	8 - 12	35,000 - 55,000
Wholesales manager	6 - 10	35,000 - 55,000
Business development / Franchise manager	6 - 10	35,000 - 55,000
Assistant brand manager	6 - 10	25,000 - 38,000
Buyer	2 - 5	18,000 - 28,000
Human Resources		
Training manager	8 - 15	45,000 - 65,000
Recruitment manager	6 - 12	35,000 - 55,000
Assistant / Human resources manager	6 - 12	28,000 - 45,000
Compensation & benefits specialist	6 - 10	28,000 - 35,000
Training officer	4 - 6	20,000 - 25,000
Human resources officer	3 - 5	12,000 - 22,000

Source: Silenus (Hong Kong) Limited

20.1

Salary Index – Hong Kong 2012 **21**

Sales & Marketing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Consumer Products		
General manager	12+	117,000 - 158,000
Sales director	10+	83,000 - 117,000
Marketing director	8 - 12	78,000 - 83,000
General sales manager	7 - 10	68,000 - 83,000
Business manager	7 - 10	68,000 - 83,000
Public relations director	8 - 12	68,000 - 83,000
Manager - research, product development and planning	6 - 10	60,000 - 78,000
Public relations manager	6 - 8	43,000 - 69,000
Marketing manager	6 - 8	52,000 - 69,000
Senior brand / product manager	4 - 6	43,000 - 61,000
Trade marketing manager	4 - 6	38,000 - 58,000
Key account manager	3 - 6	33,000 - 54,000
Brand / product manager	3 - 4	32,000 - 43,000
Assistant key account manager	1 - 3	25,000 - 38,000
Assistant brand / product manager	2 - 3	25,000 - 33,000
Media / Entertainment		
General manager	10+	108,000+
Advertising / Media sales director	8 - 12	65,000 - 100,000
Sales / Business development director	8+	65,000 - 100,000
Marketing director	6 - 10	65,000 - 92,000
Circulation / Marketing director	7 - 11	60,000 - 80,000
Advertising / Media sales manager	4 - 8	52,000 - 75,000
Sales / Business development manager	4 - 6	52,000 - 75,000
Marketing manager	4 - 6	45,000 - 70,000
Circulation / Direct marketing manager	4 - 6	43,000 - 61,000
Online marketing manager	4 - 8	40,000 - 65,000
Event manager	4 - 8	40,000 - 65,000
Assistant sales manager	2 - 4	40,000 - 50,000
Assistant marketing manager	2 - 4	40,000 - 50,000

Source: Michael Page International

21.1

Salary Index – Hong Kong 2012 **21**

Sales & Marketing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Advertising / PR Agencies		
Managing director / General manager	5+	100,000+
Business director	10 - 15	78,000 - 100,000
Group account director	10 - 12	55,000 - 75,000
Account director	8 - 10	40,000 - 60,000
Account manager	5 - 8	30,000 - 45,000
Professional Services		
Marketing director	10+	92,000+
Business development director	10+	92,000+
Marketing manager	6 - 8	55,000 - 65,000
Public relations / Media communications manager	6 - 8	55,000 - 65,000
Research manager	6 - 8	52,000 - 69,000
Business development manager	6 - 8	52,000 - 73,000
Marketing executive	3 - 5	26,000 - 43,000
Business development executive	3 - 5	26,000 - 43,000
Marketing		
Assistant marketing manager	5 - 8	25,000 - 30,000
Assistant brand / product manager	5 - 8	25,000 - 30,000
Marketing executive	3 - 5	18,000 - 25,000
Marketing assistant / Coordinator	1 - 2	15,000 - 18,000

Source: Michael Page International

21.2

Salary Index – Hong Kong 2012 **21**

Sales & Marketing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Sales & Account Management		
Account manager	5 - 8	22,000 - 30,000
Sales specialist	3 - 8	20,000 - 30,000 basic
Sales executive	1 - 3	15,000 - 20,000 basic
Customer service executive	5 +	15,000 - 20,000
Customer service representative	1 - 5	12,000 - 15,000
Retail		
Junior store manager	5 +	18,000 - 25,000 basic
Senior visual merchandiser	3 - 5	18,000 - 22,000
Visual merchandiser	1 - 3	12,000 - 18,000
Store sales representative	1 - 5	8,000 - 15,000 basic

Source: Michael Page International

21.3