

ClassifiedPost

Salary Index. Hong Kong 2011

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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 to \$208,300+
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 2011

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 \$116,600
Senior vice-president	12-15	\$116,600 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 \$116,600
Senior vice-president	12-15	\$116,600 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

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Administration

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Receptionist	2-10	\$12,000 to \$20,000
Data entry clerk	1-2	\$7,000 to \$8,000
Clerk	1-2	\$9,000 to \$10,000
Senior clerk	2-5	\$12,000 to \$15,000
Administrative assistant	1-2	\$12,000 to \$20,000
Administrative officer	2-5	\$16,000 to \$28,000
Office administration manager	3-5	\$20,000 to \$35,000
Administration manager	5-8	\$27,000 to \$40,000
Junior secretary	1-2	\$12,000 to \$18,000
Senior secretary	3-7	\$23,000 to \$40,000
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\$)
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+	\$41,600 to \$50,000+
Group account director	9+	\$50,000 to \$58,300+
Business director	10+	\$50,000 to \$70,800+
Regional account director	10+	\$66,600 to \$83,300+
Regional business director	12+	\$66,600 to \$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+	\$50,000 to \$66,600+
Executive creative director	12+	\$66,600 to \$83,300+
Regional executive creative director	15+	\$83,300 to \$125,000+
Management		
General manager/Director of client services	12+	\$83,300 to \$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 2011.

Source: Hudson

3.1

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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 2011.

Source: Hudson

3.2

Salary Index. Hong Kong 2011

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

Ranks	Year(s) of Experience*	Monthly Salary Range (HK\$)
Primary schools		
Certificated master/mistress	0	\$19,945 to \$32,235
Assistant master/mistress	5	\$33,710 to \$40,515
Assistant primary school master/mistress	0	\$20,950 to \$40,515
Primary school master/mistress	5	\$42,410 to \$48,670
Senior primary school master/mistress	7	\$49,480 to \$50,775
Headmaster II	10	\$50,775 to \$60,890
Headmaster I	13	\$58,195 to \$66,255
Secondary schools		
Certificated master/mistress	0	\$19,945 to \$32,235
Assistant master/mistress	5	\$33,710 to \$40,515
Senior assistant master/mistress	7	\$42,410 to \$48,670
Graduate master/mistress	0	\$20,950 to \$48,670
Senior graduate master/mistress	5	\$49,480 to \$60,890
Principal graduate master/mistress	8	\$58,195 to \$66,255
Principal II	8	\$63,510 to \$74,675
Principal I	8	\$77,375 to \$89,140

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

Source: Education Bureau

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Engineering

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Manufacturing		
Research & design engineer	5+	\$25,000 to \$30,000+
	10+	\$35,000 to \$50,000+
Quality assurance engineer	5+	\$25,000 to \$30,000+
	10+	\$35,000 to \$50,000+
Mechanical engineer	5+	\$20,000 to \$32,000+
	10+	\$35,000 to \$50,000+
Electronic engineer	5+	\$20,000 to \$32,000+
	10+	\$35,000 to \$50,000+
Electrical engineer	5+	\$20,000 to \$32,000
	10+	\$35,000 to \$50,000+
Chemical engineer	5+	\$20,000 to \$32,000
	10+	\$35,000 to \$50,000+
Automation engineer	10+	\$35,000 to \$50,000+
Electrical & mechanical engineer	10+	\$35,000 to \$50,000+
Assistant product engineering manager	7-8	\$30,000 to \$50,000+
Product engineering manager	10+	\$40,000 to \$50,000+
Engineering manager	10+	\$50,000+
Engineering director	10+	\$70,000 to \$100,000+

Source: Manpower Professional

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Engineering

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Building and construction		
Site agent	5+	\$25,000 to \$30,000+
	10+	\$35,000 to \$55,000+
Site engineer	10+	\$35,000 to \$55,000+
Quantity surveyor	5+	\$20,000 to \$25,000+
	10+	\$35,000+
Maintenance surveyor	5+	\$18,000 to \$22,000+
	10+	\$32,000 to \$35,000+
Assistant engineer	3+	\$15,000+
Project engineer	10+	\$35,000 to \$55,000+
Building engineer	5+	\$25,000 to \$30,000
	10+	\$35,000+
Structural engineer	5+	\$25,000 to \$30,000
	10+	\$35,000 to \$55,000+
Electrical engineer	10+	\$35,000 to \$55,000+
Building services engineer	5+	\$25,000 to \$30,000
	10+	\$35,000 to \$55,000+
Engineering manager	15+	\$50,000 to \$65,000+
Project manager	10+	\$50,000 to \$65,000+
Project director	15+	\$85,000+
Design engineer	10+	\$50,000 to \$65,000+
Civil		
Site agent	5+	\$32,000 to \$35,000+
	10+	\$37,000 to \$60,000+
Assistant civil engineer	3+	\$15,000+
Civil engineer	5-7+	\$25,000 to \$40,000+
Project engineer	5-8+	\$25,000 to \$45,000+
Quantity surveyor	5-8+	\$22,000 to \$25,000+
	10+	\$35,000 to \$45,000+
Project manager	10+	\$50,000 to \$65,000+
Project director	15+	\$85,000+

Source: Manpower Professional

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Health Care (Public sector)

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Associate medical technologist	*	\$18,990 to \$32,235
Medical technologist	5+	\$33,710 to \$48,670
Dispenser	*	\$14,065 to \$28,065
Senior dispenser	5+	\$29,400 to \$38,685
Physiotherapist II/Radiographer II	*	\$19,945 to \$32,235
Physiotherapist I/Radiographer I	5+	\$33,710 to \$49,480
Nursing grade		
Registered nurse	*	\$20,950 to \$33,710
Advanced practice nurse	5+	\$35,290 to \$49,480
Senior nursing officer	10+	\$49,480 to \$60,890
Doctor grade		
Resident	*	\$42,410 to \$80,145
Associate consultant	6+	\$77,375 to \$89,140

*Upon attaining the entry qualification requirements

Source: Hospital Authority

7.1

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Hospitality

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Hotel		
Reservation manager	6-8	\$14,000 to \$25,000
Front office manager	8-10	\$22,000 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 \$35,000
Food & beverage director	10+	\$35,000 to \$50,000

Source: Centaline Human Resources Consultants

8.1

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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 \$110,000
In-house regional recruitment director	10+	\$110,000+
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+	\$100,000+
Regional human resources director	15+	\$120,000+

Source: Profile Search & Selection

9.1

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Information Technology

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Analyst programmer - VB, ASP, WEB	0-2	\$20,000 to \$30,000
Web graphic design/developer	0-3	\$20,000 to \$29,100
Software engineer - Java, OO, C++, Delphi	1-2	\$25,000 to \$37,500
Business analyst	1-3	\$36,600 to \$58,300
Hardware engineer	1-3	\$20,800 to \$29,100
Help desk/PC support/Apps support	1-3	\$16,600 to \$29,100
Tester	1-3	\$29,100 to \$41,600
Systems administrator - Unix, NT, Novell	1-5	\$37,500 to \$50,000
Analyst programmer - database	2-3	\$37,500 to \$50,000
LAN support/administration (level 1/2)	2-4	\$30,000 to \$41,600
WAN/Communications engineer	2-4	\$41,600 to \$54,100
Database administrator - Oracle, SQL Server, Sybase, DB2	2-5	\$37,500 to \$50,000
Project manager	2-5	\$54,100 to \$66,600
Security specialist	2-5	\$37,500 to \$50,000
Mainframe analyst programmer	3+	\$37,500 to \$54,100
Technical software architect	3-5	\$62,500 to \$83,300
LAN support/administration (level 3/4)	5+	\$37,500 to \$50,000
ERP consultant technical	5-10	\$41,600 to \$83,300
Manager - development	6-10	\$66,600 to \$108,300
EAI middleware specialist	7+	\$58,300 to \$75,000
ERP project manager	8-10	\$62,500 to \$116,600
Manager - help desk	8-10	\$58,300 to \$83,300
Manager - infrastructure services	8-10	\$62,500 to \$100,000
Manager - IT	8-10	\$62,500 to \$108,300
Change management consultant	10+	\$75,000 to \$108,300
Manager - testing - applications & infrastructure	10+	\$66,600 to \$100,000
Manager - data centre	10+	\$70,800 to \$100,000
IT director	10-15+	\$108,300 to \$183,300
Project director	10-15+	\$104,100 to \$141,600
Chief information officer/Chief technology officer	15+	\$141,600 to \$225,000

Source: Robert Walters

10.1

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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	\$5,000 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	\$25,000 to \$60,000+C
Unit manager	8-10	\$22,000 to \$40,000+C
Senior unit manager	8-10	\$25,000 to \$60,000+C
District division manager	10-12	\$28,000 to \$60,000+C
Senior district division manager	12-15	\$35,000 to \$70,000+C
Claims/Policy servicing		
Officer	2-4	\$9,000 to \$12,000
Manager	5-6	\$15,000 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

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Legal

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Financial services	Newly qualified-2 PQE	\$70,000 to \$83,300
	3-5 PQE	\$75,000 to \$100,000
	6-8 PQE	\$91,600 to \$125,000
	8-10 PQE	\$116,600 to \$175,000+
	10-15 PQE	\$150,000 to \$208,300+
	15+ PQE	\$191,600+
In-house corporate	Newly qualified-2 PQE	\$41,600 to \$70,800
	3-5 PQE	\$62,500 to \$83,300
	6-8 PQE	\$75,000 to \$100,000
	8-10 PQE	\$91,600 to \$150,000
	10-15 PQE	\$116,600 to \$166,600+
	15+ PQE	\$166,600+
Private practice	Newly qualified	\$60,000 to \$69,100
	1 PQE	\$70,000 to \$73,300
	2 PQE	\$76,600 to \$83,300
	3 PQE	\$80,000 to \$91,600
	4 PQE	\$83,300 to \$100,000
	5 PQE	\$100,000 to \$116,600
	6 PQE	\$100,000 to \$125,000+
	7 PQE	\$108,300 to \$133,300+
	8 PQE	\$133,300+
Private practice (US Firms)	Newly qualified	\$75,000 to \$83,300
	1 PQE	\$79,100 to \$100,000
	2 PQE	\$83,300 to \$116,600
	3 PQE	\$100,000 to \$125,000
	4 PQE	\$108,300 to \$141,600
	5 PQE	\$116,600 to \$150,000
	6 PQE	\$141,600 to \$191,600
	7 PQE	\$158,300 to \$191,600+
	8 PQE	\$183,300+

PQE: Post qualification experience

Source: Michael Page International

12.1

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Legal

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Corporate secretaries		
Clerk - search & filing	0	\$10,000 to \$15,800
Company secretarial assistant	1-3	\$15,000 to \$21,600
Senior company secretarial assistant	4-6	\$18,300 to \$25,800
Company secretarial supervisor I/II	7-10	\$25,000 to \$35,000
Company secretarial manager	10+	\$33,300 to \$54,100+
Private Practice		
In-house		
Company secretarial assistant	1-3	\$15,000 to \$21,600
Company secretarial officer	3-6	\$18,300 to \$25,800
Senior company secretarial officer	6-8	\$25,800 to \$35,000
Assistant company secretarial manager	8-10	\$31,600 to \$40,000
Company secretarial manager	10-12+	\$41,600 to \$75,000
Company secretary	12+	\$50,000 to \$125,000+
Financial services		
Company secretarial assistant	1-3	\$15,000 to \$23,300
Company secretarial officer	4-7	\$23,300 to \$26,600
Senior company secretarial officer	7-10	\$25,000 to \$35,000
Assistant company secretarial manager	10-15	\$33,300 to \$50,000
Company secretarial manager	15+	\$41,600 to \$66,600
Company secretary	20+	\$66,600 to \$116,600+
Paralegals & Legal secretaries - Private practice (Non-inclusive of US Firms) & In-house		
Paralegals		
Law clerk (eg litigation & conveyancing)	0	\$11,600 to \$21,600
Paralegal	1-5	\$15,000 to \$30,800
Paralegal	6-10	\$31,600 to \$40,000
Senior paralegal	10+	\$40,000+
Legal secretaries		
Junior legal secretary	1-3	\$10,800 to \$16,600
Legal secretary	4-8	\$15,000 to \$26,600
Senior legal secretary	9-14	\$25,000 to \$35,000
Partner secretary	12+	\$35,000+
Legal support manager	7+	\$50,000 to \$70,000

Source: Michael Page International

12.2

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Manufacturing

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Assistant engineer	0-1	\$9,000 to \$12,000
Engineer	1-4	\$12,000 to \$20,000
Senior engineer	5+	\$20,000 to \$30,000
Engineering supervisor	7-10	\$25,000 to \$35,000
Engineering manager	10+	\$35,000 to \$55,000
Engineering director	10+	\$55,000+
Material (Production material control)		
PMC assistant	0-5	\$8,000 to \$12,000
PMC planner	3-6	\$14,000 to \$18,000
PMC supervisor	5-8	\$16,000 to \$25,000
PMC manager	8-10	\$30,000 to \$45,000
PMC director	10+	\$45,000 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 \$42,000
Purchasing		
Buyer	5	\$13,000 to \$19,000
Purchasing supervisor	8	\$18,000 to \$25,000
Purchasing manager	10	\$30,000 to \$45,000
Sales & Marketing Sector		
Quality control/Audit		
Quality controller	5	\$15,000 to \$22,000
Technical/Compliance	8	\$20,000 to \$30,000
QC manager	10	\$28,000 to \$45,000
Merchandising		
Merchandiser	5	\$15,000 to \$24,000
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

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Procurement & Supply Chain

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Procurement		
Purchasing officer	3-6+	\$29,100 to \$47,500
Procurement manager	6-10+	\$50,800 to \$76,600
Country head/Regional manager	8-12+	\$75,800 to \$100,000
Regional vice-president/director	12-15+	\$100,000 to \$133,300
Supply chain		
Inventory/Planning	4-7+	\$25,000 to \$43,300
Assistant supply chain manager	9+	\$41,600 to \$51,600
Supply chain manager	8-12+	\$60,000 to \$77,500
Regional vice-president/director	15+	\$100,000 to \$133,300
Logistics/Warehousing/Distribution		
Assistant manager	3-6+	\$25,000 to \$38,300
Manager	5-8+	\$37,500 to \$60,000
Senior manager	8-12+	\$50,000 to \$77,500
Director/vice-president	15+	\$75,000 to \$116,600
Product management		
Product manager	3-6	\$33,300 to \$45,800
Category controller	6-8	\$45,800 to \$66,600
Product director	10+	\$66,600 to \$100,000
Supply chain & logistics		
Assistant manager	2-5	\$20,800 to \$37,500
Manager	5-8+	\$37,500 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

15.1

Salary Index. Hong Kong 2011

15

Procurement & Supply Chain

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 \$54,100
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 \$30,000
Senior designer	5-7	\$30,000 to \$43,300
Manager	7-10	\$43,300 to \$54,100
Senior manager	10+	\$50,000 to \$75,000
Chief designer	8+	\$58,300 to \$83,300
Director	12+	\$83,300 to \$125,000

Source: Michael Page International

15.2

Salary Index. Hong Kong 2011

16

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 \$22,000+C
Property management		
Property officer	2+	\$10,000 to \$12,000
Senior officer	5-8	\$14,000 to \$20,000
Property manager	2-8	\$20,000 to \$35,000
Leasing officer	2-5	\$10,000 to \$12,000
Senior officer	5-8	\$14,000 to \$20,000
Leasing manager	8+	\$28,000 to \$45,000

C = Commission

Source: Centaline Human Resources Consultants

16.1

Salary Index. Hong Kong 2011

17

Sales, Marketing & Retail

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Consumer products		
Assistant brand manager/Assistant product manager	2-3	\$25,800 to \$35,000
Brand manager/Product manager	3-4	\$30,000 to \$51,600
Senior brand manager/Senior product manager	4-6	\$43,300 to \$60,800
Assistant key account manager	1-3	\$34,100 to \$47,500
Key account manager	3-6	\$43,300 to \$60,800
Public relations manager	6-8	\$43,300 to \$69,100
Trade marketing manager	4-6	\$47,500 to \$66,600
Marketing manager	6-8	\$51,600 to \$69,100
Manager - research product development & planning	6-10	\$60,000 to \$77,500
Business manager	7-10	\$68,300 to \$83,300
Public relations director	8-12	\$68,300 to \$116,600
General sales manager	7-10	\$68,300 to \$91,600
Marketing director	8-12	\$77,500 to \$116,600+
Sales director	10+	\$83,300 to \$116,600+
General manager	12+	\$116,600 to \$158,300+
Media & Entertainment		
Assistant sales manager	2-4	\$51,600 to \$52,500
Assistant marketing manager	2-4	\$35,000 to \$69,100
Circulation/Direct marketing manager	4-6	\$43,300 to \$60,800
Online marketing manager	4-8	\$43,300 to \$62,500
Event manager	4-8	\$43,300 to \$62,500
Marketing manager	4-6	\$43,300 to \$77,500
Sales/Business development manager	4-6	\$51,600 to \$77,500
Advertising/Media sales manager	4-8	\$51,600 to \$77,500
Circulation/Marketing director	7-11	\$55,800 to \$108,300+
Sales/Business development director	8+	\$69,100 to \$116,600
Advertising/Media sales director	8-12	\$69,100 to \$116,600
Marketing director	6-10	\$77,500 to \$116,600+
General manager	10+	\$125,000+

Source: Michael Page International

17.1

Salary Index. Hong Kong 2011

17

Sales, Marketing & Retail

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Advertising agencies		
Account manager	5-8	\$30,800 to \$43,300
Account director	8-10	\$39,100 to \$65,000
Group account director	10-12	\$55,800 to \$77,500
Business director	10-15	\$77,500 to \$116,600
Managing director/General manager	15+	\$150,000+
Public relations agencies		
Account manager	5-8	\$30,000 to \$43,300
Account director	8-10	\$39,100 to \$65,000
Director	10+	\$69,100 to \$83,300
Executive director	10-15	\$83,300 to \$125,000
Managing director/General manager	15+	\$125,000+
IT & Telecommunications		
Assistant marketing communications manager	3-4	\$30,800 to \$47,500
Channel account manager/Account manager	3-5	\$35,000 to \$56,600
Senior product manager	4-6	\$43,300 to \$60,800
Communications manager/		
Regional communications manager/Public relations manager	5-8	\$47,500 to \$73,300
Marketing manager	6-8	\$55,800 to \$69,100
Sales manager/Global account director	6-12	\$60,000 to \$100,000
Division manager/Sales & marketing manager/		
General sales manager	8-11	\$73,300 to \$116,600
Public relations director/		
Marketing communications director	9+	\$83,300 to \$116,600
Vice-president sales & marketing/		
Sales & marketing director/Marketing director	10+	\$100,000 to \$133,300
Managing director/General manager	2+	\$125,000+
Sales director/Business development director	12+	\$100,000 to \$150,000

Source: Michael Page International

17.2

Salary Index. Hong Kong 2011

17

Sales, Marketing & Retail

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Financial services		
Event planner	2-5	\$25,800 to \$43,300
Philanthropy/Corporate social responsibility	4-8	\$43,300 to \$69,100
Internal communications manager	6-8	\$43,300 to \$73,300
Event manager	6-8	\$43,300 to \$77,500
Media relations manager	6-8	\$43,300 to \$73,300
Product development manager	3-6	\$43,300 to \$60,800
Marketing communications manager	4-9	\$43,300 to \$77,500
Market research manager	4-8	\$47,500 to \$77,500
Internal communications director	10+	\$77,500+
Market research director	10+	\$77,500+
Public relations/Corporate communications manager	4-8	\$50,000 to \$83,300
Corporate sales manager	5-8	\$69,100 to \$116,600
Marketing communications director	10+	\$77,500 to \$125,000
Head of events	10+	\$91,600+
Media relations director	10+	\$91,600+
Product development director	10+	\$100,000+
Public relations/Corporate communications director	8-12	\$83,300 to \$133,300
Professional Services		
Marketing executive	3-5	\$25,800 to \$43,300
Business development executive	3-5	\$25,800 to \$43,300
Marketing manager	6-8	\$43,300 to \$73,300
Public relations/Media communications manager	6-8	\$43,300 to \$73,300
Research manager	6-8	\$51,600 to \$69,100
Business development manager	8	\$51,600 to \$73,300
Marketing director	10+	\$100,000+
Business development director	10+	\$100,000+

Source: Michael Page International

17.3

Salary Index. Hong Kong 2011

17

Sales, Marketing & Retail

Job Types	Year(s) of Experience	Monthly Salary Range (HK\$)
Manufacturing/Industrial		
Sales engineer	3-5	\$21,600 to \$30,800
Marketing specialist	3-5	\$17,500 to \$30,000
Sales manager	6-8	\$39,100 to \$60,800
General manager/Director	12+	\$83,300 to \$133,300
Retail operations & Store management		
Visual merchandiser/Senior merchandiser	3-5	\$12,500 to \$21,600
Visual merchandiser manager	5-7	\$23,300 to \$50,000
Sales supervisor/Assistant manager	3-5	\$12,500 to \$25,000
Store manager	3+	\$29,100 to \$50,000
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+
Buying & Merchandising		
Merchandiser/Buyer	2-5	\$12,500 to \$25,000
Senior buyer/Assistant manager	3-6	\$26,600 to \$31,600
Manager	6-8	\$31,600 to \$50,000
General/Division manager	8-10	\$50,000 to \$91,600
Director/Vice-president	10+	\$83,300 to \$133,300

Source: Michael Page International

17.4