



CHINA  
SALARY  
GUIDE



2020



KELLY SERVICES IN CHINA

Kelly Services (NASDAQ: KELYA, KELYB) founded the temporary staffing industry in 1946 and headquartered in Michigan, USA. The founder, William Russell Kelly, is widely credited with pioneering the modern temporary help industry. Kelly is a Fortune 500 company and a world leader in human resources solutions and workforce management solutions which offers a full suite of recruitment, outsourcing and consulting services.

Kelly has maintained leadership position through the years based on a valuable premise: Investing in people. Serving clients around the globe, Kelly provides employment to more than 550,000 employees annually. Kelly stepped into the China market in 2007. The 7 offices in Greater China provide specialist Professional & Technical recruitment, Recruitment Process Outsourcing, Vendor Management Service, Payroll Service and Deployment. Specializations in recruitment cover Automotive, Life Sciences, Chemical, Consumer & FMCG, General Industrial & Manufacturing, Banking & Finance, Accounting, High-tech & Internet, Hospitality, Human Resources and other main industries.

SHANGHAI

Unit 1201, Two ICC, No.999, Huaihai Road(M) Shanghai China  
Phone: (86-21) 2419 1000

Unit 105, Floor 11, The Center, No 989, Changle Road, Shanghai China  
Phone: (86-21) 2419 1000

BEIJING

Unit 907A, SK Tower, No.6A Jianguomenwai Street Beijing China, Shanghai, China  
Phone: (86-10) 6588 5258

GUANGZHOU

Unit 02-04, 40/F, Onelink Center, #230, 232, Tianhe District Guangzhou Guangdong Province China  
Phone: (86-20) 8364 4280

SUZHOU

Unit 2002-2003, Trirun Fortune Plaza, No.9 West Suzhou Ave, Suzhou Industrial Park Suzhou Jiangsu Province, VChina  
Phone: (86-512) 6761 0160

SHENZHEN

Unit 2106, Gemdale Center, Futian District Shenzhen Guangdong Province  
Phone: (86-755) 8256 1860

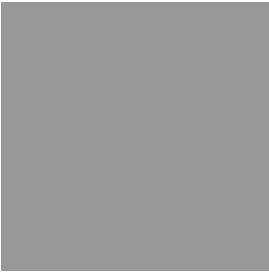
XI'AN

4F, Hongfu Plaza, No. 118, Beidajie Avenue Xi'an Shanxi Province 710003 China  
Phone: (86-29)8738 8708

CHENGDU

Floor 42, Tower B, Pinnacle One, No.199 Lower Dongda Street, Jinjiang District Chengdu Sichuan Province, China  
Phone: (86-28)6 519 5192

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SALARIES

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# EXECUTIVE OVERVIEW

China's high growth of recent decades will continue to slowdown, and it could fall below 6% in 2020.

The Sino-US trade tensions, and other geopolitical forces, along with all the uncertainties around the world have added further downward pressures to the Chinese economy. However Chinese companies will continue to flourish across sectors on the global stage, as they will rapidly adopt technologies and other innovations with strong cash positions throughout 2020, this will put Chinese companies in a more favorable position to attract global talent.



## SHORTAGE OF AI TALENT

The impact of Artificial Intelligence (AI) has been felt in almost all industries, and 2020 will see even greater shortage in AI talent in China.

## HEALTHCARE TALENT IN HIGH DEMAND

The aging population in China has led to a healthcare boom which will be on the lookout for talent with expertise in R&D, Business Development, and Supply Chain throughout the year.

## FUNCTION ROLES BEING IMPACTED BY SHARED SERVICES CENTERS

Improving efficiency and reducing costs will drive shifts towards shared facilities and shared services which will likely impact function roles such as Finance, HR, IT and Administrations in 2020.

## MILLENNIALS CHANGING THE WORKPLACE

Millennials will make up a significant part of the workforce by 2020 in China, and employers should understand how different the millennials are from the generations before and take a fresh look at their talent acquisition and retention strategies.

Kelly Services China is pleased to present 2020 China Salary Guide, and we look forward to providing a full range of workforce solutions including executive search, recruitment, talent mapping, process outsourcing, payroll services and HR consultancy to your organizations.

**Nathan Li**  
Country Head  
Kelly Services China



# ACCOUNTING & FINANCE 财务

The financial talent structure of the accounting industry will change in the next 10 years. Things are changing as the field of traditional accounting that used the abacus has gone through the computer era. We are finally welcoming a new era of cloud computing as corporate financial cloud services are gradually becoming a revolutionary trend.

After nearly 30 years of development, the ERP concept has basically completed the function of automatically generating financial reports. In 2017, Deloitte, one of the "Big Four," was the first to propose the concept of financial robots and became involved in this field. For the past one or two years, financial robots have successfully replaced some of the employees in the Financial Sharing Center. Many people are worried that the emergence of financial robots will lead to financial staff members being unemployed. This is certainly a problem

of concern for staff members carrying out basic accounting tasks. It is evident that the various aspects of financial robots are already capable of greatly improving the efficiency of financial tasks, and these aspects have already been realized. So, can financial robots completely replace human staff members?

The "Human-machine symbiosis" is the trend of future financial development. No one will be ruled out or replaced as the machines will do what they can do and the humans can do the tasks that they can do. The tasks will be clearly distributed so that they can co-exist in harmony.

Of course, when machines can assist financial personnel in completing trivial and repetitive processes, this doesn't mean that these financial personnel can slack off on their jobs. On the contrary, after getting these trivial tasks off of their

hands, these financial personnel should focus on transforming their financial thinking and dive deep into the company's businesses to enhance internal financial management, thus enhancing the financial personnel's right to speak when discussing the company's business strategies and decisions. This will create sustainable and good company operations while providing the company with more value.

In summary, during the development process over the next few years, we believe that Finance BP, fund management, investments, mergers and acquisitions, and other positions closer to the company's businesses will become essential and popular positions that will be sought out by companies and job-seekers.

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
CFO	首席财务官	MBA	20+	2.0M	6.0M
FD	财务总监	Master/Bachelor	15+	1.0M	2.0M
Finance Controller	财务总监	Master/Bachelor	15+	800K	1.2M
Finance Manager/SM	财务/高级财务经理	Bachelor	10+	600K	900K
Treasury Director	资金总监	Master/Bachelor	15+	1.0M	2.0M
Tax Director	税务总监	Master/Bachelor	15+	800K	1.5M
Tax Manager/SM	税务/高级税务经理	Bachelor	10+	500K	1.0M
Treasury Director	资金总监	Master/Bachelor	10+	1.0M	2.0M
Treasury Manager/SM	资金/高级资金经理	Bachelor	10+	600K	800K
FP&A Director	财务分析总监	Master/Bachelor	12+	1.0M	1.5M
FP&A Manager/SM	财务计划与分析经理/ 高级经理	Bachelor	10+	600K	1.2M
Finance BP(D)	财务业务总监	Master/Bachelor	10+	1.0M	2.0M
SSC Controller/Director	共享中心总监	Master/Bachelor	12+	800K	1.5M
Accounting Manager/SM	会计经理	Bachelor	10+	600K	1.0M
Internal Audit Director	内审总监	Master/Bachelor	12+	1.0M	2.0M
Internal Audit Manager/SM	内审/高级内审经理	Bachelor	10+	400K	1.2M
Internal Control Manager/SM	内控/高级内控经理	Bachelor	10+	600K	1.2M
Compliance Manager/SM	合规/高级合规经理	Bachelor	10+	500K	1.0M
Credit Manager/SM	信用/高级信用总监	Bachelor	10+	400K	850K
M&A Director	投资并购总监	Master/Bachelor	10+	1.0M	2.0M
Plant FC	工厂财务总监	Bachelor	10+	600K	800K
Plant FM	工厂财务经理	Bachelor	10+	400K	600K





# AUTOMOTIVE

## 汽车制造

Upon examining the global automotive market, the development speed of automobiles over the past decade has shown a development track of "rapid growth, overall decline, rapid growth, and stable growth". While the global automobile market in 2019 showed a significant downward trend, the sales of global passenger vehicle have dipped by 10% compared to 2018. This is the first time in 30 years that the global automotive market has experienced a trend of decline for two consecutive years. We interviewed dozens of executives and professional managers from the automotive industry chain, and have organized the findings for the development of Chinese automobiles in the past two years:

The decline in Chinese car sales is a natural reaction after having growth in car sales. In the past 20 years, the sales for the Chinese automobile market have multiplied by 30 times and after such rapid growth, the consumption potential of the first stage is nearing activation as the consumption in first and second-tier cities is gradually becoming saturated.

The activation of consumption in third and fourth-tier cities requires a longer process. This is an inevitable trend of automobile development.

The implementation of CHINA 6 has made more consumers give up on purchasing CHINA 5 cars, intending on purchasing CHINA 6 cars instead. However, most car companies have not completed the R&D and production of CHINA 6 cars. Therefore, consumers have chosen to hold on to their money and wait for the new cars.

The fierce beginning of the China-US Trade War has intensified the instability of the automobile market. The basis for consumer confidence has been greatly reduced under the generally pessimistic environment for China's economic growth.

In the "Inventory Era," senior personnel within the automotive industry still have high expectations for medium and long-term car development, indicating that the "four modernization trends" remain to be inevitable development trends for automobiles.

Ensuring that industries related to these four trends have good funding, research and development, and manpower will inject "new life" into the automobile industry faster. The specific features of the four major automobile trends in the next 5-10 years are as follows:

### Feature 1

**New modes of travel:** New modes such as shared travel, online car appointments, time-sharing rental and mobile-terminal sales are increasingly popular among consumers. It is estimated that investment power will approach 500 billion RMB by 2025.

### Feature 2

**Autopilot:** The technologies of ADAS and AD will become the basic evaluation criteria for the competitiveness of future OEM manufacturers. It is estimated that these two technologies will occupy approximately 90% of the automotive market technology by 2025.

### Feature 3

**Digital:** With the IoT trend, cars will increasingly be seen as mobile terminals. The interconnection of the cars with the entire world will be a major trend in the upcoming 5 to 10 years.

### Feature 4

**Electrification:** The basis of intelligence is that it must first become electric. By 2025, purely electric and hybrid car models will account for more than 20% of all automobiles.

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
PARTS SUPPLIERS - TRADITIONAL (EXCEPT FOR SUPPORTING FUNCTIONS) 零配件供应商-传统(业务支持职能除外)					
General Management 管理					
Asia President/ Managing Director	亚太总裁/总经理	MBA	20+	2.5M	5.0M
General Manager – Country	国家总经理	MBA	20+	2.0M	4.0M
CBU General Manager	客户单元总经理	MBA	15+	2.0M	3.0M
Operation 运营					
Plant GM	工厂总经理	Bachelor	15+	800K	1.5M
Operation Director	运营总监	MBA	15+	700K	1.5M
Site Manager	工厂选址经理	Bachelor	8+	300K	500K
Production Manager	生产经理	Bachelor	8+	300K	400K
Quality Director	质量总监	Bachelor	15+	600K	1.2M
Quality Manager	质量经理	Bachelor	8+	300K	500K
Maintenance Manager	维修经理	Bachelor	8+	200K	450K
Industrial Engineering Manager	工业工程经理	Bachelor	8+	250K	450K
Manufacturing Engineering Manager	制造工程经理	Bachelor	8+	300K	500K
Sales & Marketing & Customer Services 销售、市场及客服					
Sales GM/Sales Director	销售总经理/销售总监	MBA	15+	800K	1.5M
Regional Sales Manager	区域销售经理	Bachelor	8+	300K	650K
Product Manager	产品经理	Bachelor	5+	250K	500K
(Key) Account Manager	客户经理/大客户经理	Bachelor	6+	300K	650k
After Market Director	售后市场总监	Bachelor	15+	700K	1.3M
After Market Regional Sales Manager	售后区域销售经理	Bachelor	8+	300K	550K
After Market Channel Development Manager	售后渠道发展经理	Bachelor	8+	250K	450K
After Market Channel Marketing Manager	经销商市场经理	Bachelor	8+	250K	450K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Customer Services Senior Manager	客服高级经理	Bachelor	10+	400K	700K
Marketing Director	市场总监	Bachelor	10+	800K	1.8M
Marketing Manager	市场经理	Bachelor	8+	400K	650K
Marketing Intelligence Manager	市场分析经理	Bachelor	8+	300K	550K
Digital Manager	数字营销经理	Bachelor	5+	300K	550K
Brand Manager	品牌经理	Bachelor	8+	250K	550K
PR & Communication Manager	公关及传播经理	Bachelor	8+	300K	550K
Channel Marketing Manager	渠道市场经理	Bachelor	8+	300K	550K
Strategy & BD Director	战略发展总监	MBA	10+	700K	1.5M
Program 项目					
Program Director	项目总监	Master/Bachelor	15+	700K	1.0M
Program Manager	项目经理	Bachelor	8+	400K	650K
Program Engineer	项目工程师	Bachelor	5+	200K	350K
R&D 研发					
Engineering Director/R&D Director	工程总监/研发总监	PhD/Master	15+	900K	2.0M
Engineering Manager/R&D Manager	工程经理/研发经理	PhD/Master	10+	300K	700K
Product Development Manager	产品开发经理	PhD/Master	8+	250K	500K
Application Manager	应用经理	PhD/Master	8+	250K	500K
R&D Engineer	研发工程师	PhD/Master	5+	150K	300K
Lean & 6 Sigma 精益/六西格玛					
Lean/6 Sigma/CI Director	精益/六西格玛/ 持续改进总监	Master/Bachelor	15+	800K	1.5M
Lean/6 Sigma/CI Manager	精益/六西格玛/ 持续改进经理	Bachelor	8+	350K	700K
Master Black Belt	黑带大师	Bachelor	10+	500K	800K
Black Belt	黑带	Bachelor	5+	200K	450K



				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Supply Chain - Auto Parts 供应链 – 汽车零部件供应商					
Supply Chain Director	供应链总监	Master/Bachelor	15+	700K	1.0M
Supply Chain Manager	供应链经理	Bachelor	10+	400K	650K
Sourcing Director	采购总监	Bachelor	15+	700K	900K
Sourcing Manager	采购经理	Bachelor	6+	400K	700K
Supplier Quality Manager	供应商质量经理	Bachelor	6+	350K	650K
Supplier Development Manager	供应商发展经理	Bachelor	6+	350K	650K
Logistics Manager	物流经理	Bachelor	6+	250K	500K
Procurement Director	采购总监	Bachelor	15+	700K	1.0M
Purchasing Manager	采购经理	Bachelor	6+	250K	550K
Commodity Manager	商品经理	Bachelor	6+	250K	550K

PARTS SUPPLIERS-NEW ENEGRY ADAS V2X (EXCEPT FOR SUPPORTING FUNCTIONS)  
零配件供应商 – 新能源 辅助驾驶 车联网（业务支持职能除外）

Special Funtion 特殊岗位					
Engineering Director/R&D Director (ADAS/AD)	工程总监 / 研发总监 (自动辅助驾驶)	PhD	8+	900K	2.5M
Engineering Diretcor/R&D Director (EV/Power Solution)	工程经理 / 研发经理 (电动车 / 电池管理)	PhD	8+	800K	2.5M
Algorithm Engineer	算法工程师	PhD/Master	5+	350K	600K
Software Engineer	软件工程师	Master	3+	300K	500K
UX Engineer	UX 设计工程师	Bachelor	3+	200K	400K
Battery Energy Management Manager	电源能源管理经理	Master	7+	400K	700K
FOTA Engineer	远程升级工程师	Bachelor	3+	300K	450K
Product Planning Diretcor	产品规划总监	Master	10+	800K	2.0M
Product Manager (APP)	产品经理 (APP)	Bachelor	3+	300K	600K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
CAR MAKERS (EXCEPT FOR SUPPORTING FUNCTIONS) 整车制造商（业务支持职能除外）					
General Management 管理					
Asia CEO /Managing Director	亚太首席执行官 / 总经理	MBA	20+	3.5M	6.0M
CDO (Chief Digital Officer)	首席数据官	MBA/PhD	10+	2.5M	4.5M
General Manager – Country	国家总经理	MBA	20+	2.5M	5.0M
Operation 运营					
Plant Manager	工厂经理	Bachelor	15+	800K	1.3M
Manufacturing Manager (Stamping, Painting, Assembling, Welding)	制造经理（冲压、焊接、涂装、总装）	Bachelor	8+	300K	650K
Quality Manager	质量经理	Bachelor	10+	300K	650K
ME Manager	制造工程经理	Bachelor	10+	350K	650K
Senior Engineer (Manufacturing)	高级工程师（制造类）	Bachelor	5+	150K	300K



				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Sales & Marketing 销售及市场					
Sales Operation Senior Director / VP	销售及运营高级总监 / 副总裁	MBA/Bachelor	15+	1.0M	2.5M
Regional Business Director	大区业务总监	Master/Bachelor	10+	600K	800K
Regional Sales Director	大区销售总监	Master/Bachelor	10+	600K	700K
Regional Sales Manager	大区销售经理	Bachelor	8+	350K	500K
Area Sales Manager	区域销售经理	Bachelor	5+	300K	400K
Fleet Sales Manager	大客户经理	Bachelor	5+	300K	600K
Senior Manager, Sales Planning & Ordering	销售订单计划高级经理	Bachelor	8+	450K	650K
Aftersales Senior Director / VP	售后高级总监 / 副总裁	Bachelor	15+	1.0M	1.8M
Regional Aftersales Director	大区售后总监	Bachelor	10+	700K	900K
Area Aftersales Manager	区域售后经理	Bachelor	6+	300K	450K
Aftersales Technical Support Manager	售后技术支持经理	Bachelor	10+	300K	500K
Parts Business Manager	配件业务经理	Bachelor	6+	300K	500K
Customer Services Manager	客服经理	Bachelor	6+	300K	500K
Warranty Manager	保修经理	Bachelor	6+	400K	500K
Aftersales Promotion/Marketing Manager	售后促销(市场)经理	Bachelor	5+	350K	500K
Training Center Director	培训中心总监	Bachelor	10+	700K	900K
Technical Master Trainer/ Training Manager	技术培训经理	Bachelor	10+	500K	600K
Commercial Training Manager	商务培训经理	Bachelor	6+	400K	600K
CMO/Marketing VP	首席营销官 / 副总裁	MBA	15+	1.5M	2.5M
Senior Marketing Manager	高级市场经理	Bachelor	10+	500K	700K
Retail Marketing Senior Manager (National)	经销商零售市场高级经理	Bachelor	8+	400K	650K
Retail Marketing Manager (Regional)	经销商零售市场经理 (区域)	Bachelor	6+	300K	450K
Digital Marketing Manager (Integrated Marketing Manager)	数字营销经理 (整合营销)	Bachelor	5+	300K	650K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Event & Exhibition Senior Manager	活动会展经理	Bachelor	8+	500K	650K
Sponsorship Senior Manager	品牌赞助高级经理	Bachelor	8+	400K	650K
Product Marketing Manager	产品市场经理	Master/Bachelor	6+	350K	600K
Brand Director (Car Series)	品牌总监 (车系)	Bachelor	10+	700K	1.5M
Brand & Product Communication Senior Manager	品牌及产品传播高级经理	Bachelor	8+	500K	700K
Advertising & Media Senior Manager	广告及媒介高级经理	Bachelor	8+	500K	700K
Consumer Insight Manager	消费者洞察经理	Bachelor	6+	300K	400K
CRM Senior Manager	客户关系高级经理	Bachelor	8+	500K	650K
Loyalty Marketing Manager	客户忠诚度经理	Bachelor	6+	350K	450K
PR Director	公关总监	Master/Bachelor	13+	700K	1.3M
Network Management 经销商网络管理					
Network Director	网络总监	Master/Bachelor	13+	700K	1.0M
Network Planning Senior Manager	网络规划高级经理	Bachelor	8+	500K	650K
Network Operation Senior Manager	网络运营高级经理	Bachelor	8+	500K	650K
Network Development Senior Manager	网络发展高级经理	Bachelor	8+	500K	650K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
R&D 研发					
R&D Director (Traditional)	研发总监 (传统)	PhD/Master	15+	900K	2.0M
R&D Director (Connected Car Services)	研发总监 (车联网)	PhD/Master	10+	1.0M	3.0M
R&D Manager	研发经理	PhD/Master	10+	400K	600K
Program Director	项目总监	PhD/Master	13+	600K	1.0M
E&E Manager	电子电器经理	PhD/Master	8+	300K	550K
BIW Manager	白车身开发经理	PhD/Master	8+	300K	550K
Chief Engineer	总工程师	PhD/Master	10+	500K	900K
Model Design Director	造型设计总监	PhD/Master	10+	900K	2.0M
Trial & Test Manager	试制试验经理	PhD/Master	8+	350K	550K
Dimention Engineering Manager	尺寸工程经理	PhD/Master	8+	300K	550K
General Layout Supervisor	总布置主管	PhD/Master	5+	250K	350K
Vehicle Safety Performance Manager	整车安全性能经理	PhD/Master	8+	350K	550K
Platform Director	平台总监	PhD/Master	10+	600K	900K
System Integration Manager	系统集成经理	PhD/Master	8+	300K	550K
Senior Engineer	高级工程师	PhD/Master	5+	150K	300K
Supply Chain - Car Maker 供应链（汽车制造商）					
Supply Chain Director/VP	供应链总监/副总裁	Master/Bachelor	15+	900K	2.0M
Supply Chain Manager	供应链经理	Bachelor	10+	450K	700K
Sourcing Director	采购总监	Bachelor	15+	850K	2.0M
Sourcing Manager	采购经理	Bachelor	5+	400K	800K
Supplier Quality Manager	供应商质量经理	Bachelor	5+	400K	700K
Supplier Development Manager	供应商发展经理	Bachelor	5+	300K	500K
Logistics Director	物流总监	Bachelor	10+	650K	900K
Logistics Manager	物流经理	Bachelor	5+	250K	500K
Procurement Director	采购总监	Bachelor	15+	850K	1.4M
Purchasing Manager	采购经理	Bachelor	5+	300K	550K
Commodity Manager	商品经理	Bachelor	5+	300K	450K

DEALERSHIP  
经销商门店

General Management 管理					
General Manager	总经理	MBA/Bachelor	15+	800K	1.5M
Sales 销售					
Sales Manager	销售经理	Bachelor	10+	400K	500K
Exhibition Manager	展厅经理	Bachelor	8+	350K	450K
Sales Supervisor	销售主管	College	6+	200K	350K
Sales Coordinator Supervisor	销售协调主管	College	6+	200K	250K
Second-hand Supervisor	二手车主管	College	6+	200K	350K
Sales & Marketing 销售及市场					
Marketing Manager	市场经理	Bachelor	8+	300K	400K
Customer Relationship Management Supervisor	客户关系管理主管	Bachelor	5+	250K	350K
After Sales 售后					
After Sales Manager	售后经理	Bachelor	10+	250K	450K
Service Manager	服务经理	Bachelor	8+	200K	400K
Workshop Manager	车间经理	College	8+	180K	350K
Body & Paint Manager	钣金喷漆经理	College	8+	180K	300K
Parts Manager	配件经理	College	8+	250K	350K
Technical Supervisor	技术主管	College	6+	150K	250K





# CHEMICAL 化工

As the overall economic situation continues to slow down, the recruitment of foreign companies in the chemical industry has been conservative and cautious as the process has been dragged out.

Open positions are also geared to new business growth points: the best examples are the recruitment of e-mobility-related chemical technicians and business developers. At the same time, more positions are being filled by individuals from third- and fourth-tier cities. This happens to coincide with the continued “sinking” and “rooting” of existing businesses. In addition, digital and AI-related positions have also become very active.

The recruitment for Replacement has also shown a downward trend for three reasons. The 1st reason is that companies are valuing “re-assignment” and using internal transfers to meet new demands. The 2nd reason is that candidates are more cautious with job-hopping. The 3rd reason is that candidates are more concerned about internal mobility and discovery of new opportunities.

The overall manufacturing market is relatively mature and the structure of the industry relatively fixed while technology changes are slow. All of the thinking is placed on how to achieve disruptive innovation through innovative technology products and business models. This is not an issue for an individual enterprise, but a challenge for the entire industry. There is also an urgent need to find a new direction as the common problem is to figure out how to start from scratch with the changed rules. As the chemical industry is situated in the upstream of the value chain, it is also thinking about how the industry can adapt to the fundamental changes in customer value.

In this context, more and more candidates are no longer simply thinking about how to maximize work performance on existing platforms and industries, but they are considering how they can adapt to changes in the overall environment. The chemical industry is a cycle of ups and downs and in this cycle, one not only has to excel when everything is going their way, but also remain calm when facing adversity. Problems can be opportunities and the differences are stages to put up performances.

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MANAGEMENT 管理					
VP/Managing Director	亚太区副总裁/执行总经理	Bachelor/MBA	20+	2.0M	4.0M
APAC BU Director	亚太区业务部门总监	Bachelor/MBA	20+	1.5M	2.5M
General Manager	总经理	Bachelor/MBA	18+	1.0M	3.0M
SALES & MARKETING 销售与市场					
Sales Director	销售总监	Bachelor/MBA	15+	1.0M	2.0M
Channel Manager	渠道经理	Bachelor	8+	500K	800K
Sales Manager	销售经理	Bachelor	8+	400K	800K
Account Manager	客户经理	Bachelor	5+	200K	500K
Business Development Manager	业务开发经理	Bachelor/MBA	6+	400K	1.0M
Marketing Director	市场总监	Bachelor/MBA	15+	1.0M	2.5M
Strategic Marketing Manager	战略经理	Bachelor/MBA	10+	800K	1.5M
Commerical Excellence	商务优化	Bachelor/MBA	8+	800K	1.2M
E-commerce/Digital Manager	电商/数字营销	Bachelor/MBA	5+	500K	1.0M
Market Analyst	市场分析	Bachelor/MBA	5+	300K	500K
Marketing Manager - General	市场经理	Bachelor/MBA	10+	500K	1.0M
Marketing Communications Manager	市场传播经理	Bachelor	8+	400K	800K
Product Manager	产品经理	Bachelor/Master	5+	300K	700K
R&D 研发					
R&D Director	研发总监	Master/PhD	15+	1.2M	2.5M
R&D Manager	研发经理	Master/PhD	10+	500K	1.2M
Scientist	技术专家	Master/PhD	5+	300K	800K
Application Development	应用开发	Master/PhD	8+	500K	800K
Senior Chemist	资深研究员	Master/PhD	5+	200K	600K
Chemist	研究员	Bachelor/Master	5+	150K	400K
Technical Service Manager	技术服务经理	Bachelor/Master	10+	500K	800K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
OPERATIONS 运营					
Operation Director	运营总监	Bachelor	18+	1.2M	2.5M
Plant Manager	工厂厂长	Bachelor	15+	700K	1.2M
Engineering Manager	工程经理	Bachelor	12+	400K	800K
Quality Director	质量总监	Bachelor	15+	700K	1.2M
Quality Manager	质量经理	Bachelor	10+	300K	600K
Tolling Manager	代加工制造经理	Bachelor	8+	300K	600K
Production Manager	生产经理	Bachelor	12+	300K	500K
Production Supervisor	生产主管	Bachelor/Master	5+	200K	300K
Maintenance Manager	维修经理	Bachelor/Master	10+	300K	500K
Process Engineer	工艺工程师	Bachelor/Master/ PhD	5+	200K	500K
Process Safety	工艺安全	Bachelor/Master	8+	400K	800K
EHS Manager	安全环境健康经理	Bachelor	8+	300K	600K
Lean Manager	精益经理	Bachelor	8+	300K	600K
Product Stewardship/ Regulation	合规	Bachelor	8+	400K	800K
6 Sigma Black Belt	黑带	Bachelor	8+	400K	800K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
PROJECT 项目					
Project Manager	项目经理	Bachelor/MBA	12+	600K	1.0M
Contract Manager	合同经理	Bachelor/MBA	8+	500K	1.0M
Project Control	项目控制	Bachelor	8+	500K	800K
Project Engineer	项目工程师	Bachelor	5+	300K	600K
SUPPLY CHAIN 供应链					
Supply Chain Director	供应链总监	Bachelor/CPIM	15+	1.0M	2.5M
Supply Chain Manager	供应链经理	Bachelor/CPIM	10+	500K	1.2M
Procurement Director	采购总监	Bachelor/CPSM	15+	800K	1.5M
Procurement Manager	采购经理	Bachelor	10+	600K	800K
Supply Chain Excellence	供应链优化	Bachelor	8+	400K	800K
Planning Leader	供应需求计划	Bachelor/Master	10+	500K	750K
Category Manager	品类经理	Bachelor/CPSM	8+	300K	600K
Sourcing Engineer	采购工程师	Bachelor	5+	200K	400K
Logistics Director	物流总监	Bachelor	15+	800K	1.2M
Logistics Manager	物流经理	Bachelor	8+	400K	600K
Logistics Specialist	物流专员	Bachelor/Master	5+	200K	350K
Customer Services Manager	客户服务经理	Bachelor	8+	400K	600K



# FINANCIAL SERVICES/ FINTECH/DIGITAL TECHNOLOGY

## 金融/金融科技/数字科技

The new theme for China financial services industry is 'speedier deregulation' moving into 2020, this is exciting news for a number of global financial services players who are looking to China for the next growth phase. Here are some key trends we are predicting:

**Asset Management** – global asset managers are keen to tap into the huge potential of the Chinese market as market liberalization is at top speed with 100% full foreign own WFOE by 2020. China welcomes global capital into the country to help build a world class financial market.

A number of players are already in the PFM market and is looking to launch more funds hoping to tap into the next big thing, the domestic mutual funds.

Some of hiring trends,

- China CEO/General Manager candidate is often seconded from an overseas office, mostly Hong Kong whilst the other senior hires are tap from

another foreign asset manager such as business development, compliance, technology, finance, legal and HR.

- Salaries and level of hirings are kept at mid level where candidates with 10 to 13 years of work experience are hired from commercial banks and investment banks with an average pay rise of 20%.
- Compliance and technology candidates with strong English communication skills are expected to be in demand as global HQ wants a regular pulse on the regulatory and policy changes.

Fast forward into 2020 and 2021, we foresee a fiercer competition on talent, we expect to see an upsurge in hirings by Q2/Q3 of 2021. Local PFM and mutual funds professionals are expected to hold key roles in later part of 2021 and early 2022 as foreign asset managers realise the importance of 'guanxi' at top levels.

**Commercial banks** – a rather stagnant sector with massive disruption from local technology

players such as Ant Financials and Tencent with their payment technology. The foreign banks are face with extra pressure in a single digit growth economy but we expect the larger banks to spend more on digital technology, outsourcing of manual intensive jobs and tighter costs control.

We are witnessing an increase in the number of commercial bankers wanting a career change to greener pastures with little or minimal regulation such as insurance, securities, private funds and mutual funds.

**Commodities** - the exits of many small to mid-sized trading houses in China in the past 4 years are staggering. Let's not mention the takeover of LDC's base metals business by a NCCL Natural Resources Investment Fund, managed by New China Capital Legend.

As the government shifted macro policy towards a more consumer-oriented economy, many commodities players have look to Hong Kong, Singapore and other emerging markets for new growth.

Of the 10 new jobs created, we were told to recruit up to 9 junior candidates only. The senior traders/sales are considered too expensive and irrelevant in today's poor market sentiments. We also witness the base salary increment of less than 7% when one junior trader switches job in search of job security.

**Private funds and Mutual funds** – the ultimate goal of foreign asset managers it to build a multi strategy fund in China. With regulators granting 100% foreign ownership, we don't expect an immediate double digit hiring growth. Instead, we expect a cautious and prudent approach to build a China franchise with less than 10 headcounts at Associate/AVP level in the first 12 months of operations.

More headcounts and senior hires will be added should the first batch of funds turns profitable.

Overseas hiring managers are learning the lessons learnt from the 2007 local incorporation of foreign banks where large scale of operations don't necessary mean profits. Instead, having the right hire at the right time is more appropriate.



**Wealth Management** – the death of P2P, third party wealth supermarkets, a declining real estate market and a not so stable stock market, you get a slightly educated and experienced retail investors seeking smarter demanding wealth bankers who can perform better than the market.

Products alone are not enough, tier one wealth bankers need to be upgraded to global capital market knowledge, cross border risk awareness and ultimate customer experience.

That is, expect to see a seasoned private banker between the age of 40 and 54 instead of a team of junior bankers.

Here are some new entrants in the wealth management space, HSBC China just launched a new wealth management brand – Jade for the mid to high income earners. Another foreign player which just entered the market, Nomura, is looking to offer a basket of East/West investment banking type of wealth management products. We expect Credit Suisse, Goldman Sachs, Morgan Stanley and UBS to increase their wealth hirings by single digit.

**Securities / Investment Banking** – 51% or 100%, that is the real question. One look at CSRC website, you will see a list of potential applicants declaring an interest but we expect a prolong delayed on this as many will play the waiting game in observing how the first batch of 51% securities joint venture perform in 2020, these includes JP Morgan, Morgan Stanley, Nomura and UBS.

We expect Q2/Q3 of 2020 where the first batch of recruitment would pick up, this would involve senior hirings such as Chief Executive Officer, Chief Compliance Officer, Human Resource Director, Chief Technology Officer and Chief Financial Officer. The second batch would involve the front office hirings such as Head of IBD, Head of Sales, Head of Trading, Head of Operations and other junior to mid level hires.

If the list of applicants are approved by CSRC, expect a race to sign top bankers with track record who can deliver instant revenue.

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
COMMERCIAL BANKING 商业银行					
Corporate Relationship - VP	副总裁, 企业客户经理	Master/Bachelor	8 - 10	550K	900K
Cash Sales - VP	现金销售副总裁	Master/Bachelor	8 - 10	500K	700K
Trade Finance Product Management - VP	贸易融资产品管理副总裁	Master/Bachelor	8 - 10	550K	800K
Trade Finance Sales - VP	贸易融资销售副总裁	Master/Bachelor	8 - 10	470K	700K
Head of Wealth Advisory, Managing Director	财富顾问董事总经理	Bachelor	12+	1.5M	1.8M
Wealth Advisory, Vice President	财富顾问, 副总裁	Bachelor	8 - 10	500K	900K
Wealth Advisory, Associate	财富顾问	Bachelor	3 - 8	300K	500K
Head of Wealth Product, Managing Director	财富产品董事总经理	Bachelor	12+	1.8M	2.1M
Wealth Product - Vice President	财富产品, 副总裁	Bachelor	8 - 10	700K	1.2M
Head of Market Risk, Global Markets	市场风险总经理, 全球市场	Master/Bachelor	12+	1.6M	2.2M
Market Risk, Vice President	市场风险副总裁	Master/Bachelor	8 - 10	600K	1.0M
Head of Credit Risk Management	信用分析副总裁	Master/Bachelor	12+	1.6M	2.2M
Head of Product Control, Global Markets	产品控制总经理, 全球市场	Master/Bachelor	12+	1.3M	1.5M
Business Manager, Global Markets	商务经理, 全球市场	Master/Bachelor	12+	800K	1.5M
Head of AML/KYC	反洗钱/客户身份识别总监	Master/Bachelor	12+	1.2M	1.6M
AML, Vice President	反洗钱副总裁	Bachelor	8 - 10	600K	900K
Head of Compliance	合规总监	Bachelor	12+	1.2M	2.0M
Compliance, Vice President	合规总裁	Bachelor	8 - 10	600K	1.0M
Head of Internal Audit	内审总监	Bachelor	12+	1.2M	2.0M
Internal Audit, Vice President	内审总裁	Bachelor	8 - 10	600K	1.0M



				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
SECURITIES / SECURITIES JOINT VENTURE 证券投资银行与全球金融市场					
Corporate Finance - Managing Director	董事总经理, 公司金融	Master/Bachelor	15+	2.1M	2.7M
Corporate Finance - Executive Director	执行总经理, 公司金融	Master/Bachelor	12 - 15	1.5M	1.8M
Debt Capital Market - Managing Director	债务资本市场董事总经理	Master/Bachelor	15+	2.2M	2.4M
Debt Capital Market - Executive Director	债务资本市场执行总经理	Master/Bachelor	12 - 15	1.8M	2.1M
Equity Research - Managing Director	股票研究董事总经理	Master/Bachelor	15+	1.6M	2.4M
Equity Research - Executive Director	股票研究执行总经理	Master/Bachelor	12 - 15	1.4M	2.0M
Head of Asset Management - Managing Director	董事总经理, 资产管理	Master/Bachelor	15+	2.6M	3.5M
Head of Product Development - Executive Director	执行总经理, 产品开发	Master/Bachelor	15+	1.8M	2.4M
Head of Fixed Income - Managing Director	董事总经理, 固定收益	Master/Bachelor	15+	2.1M	2.6M
Head of Equities - Managing Director	董事总经理, 股票市场	Master/Bachelor	15+	1.9M	2.2M
Head of Investment Banking, Managing Director	投行总经理	Master/Bachelor	15+	3.0M	5.5M
Chief Compliance Officer	首席合规官	Master/Bachelor	15+	1.5M	3.5M
Compliance, Vice President	副总裁, 合规副总经理	Master/Bachelor	10+	600K	1.0M
Compliance, Associate	合规专员	Bachelor	3 - 8	300K	500K
Head of Internal Audit	内审总监	Master/Bachelor	15+	900K	1.2M
Internal Audit, Associate	内审专员	Bachelor	3 - 8	300K	500K
Head of Legal	法务总经理	Master/Bachelor	15+	1.5M	3.0M
Legal, Associate	法务专员	Master/Bachelor	3 - 8	400K	800K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer, Executive Director	执行总经理, 首席财务官	Master/Bachelor	15+	1.5M	1.9M
Finance Director, Vice President	副总裁, 财务总监	Master/Bachelor	12+	900K	1.1M
Regulatory Reporting, Vice President	副总裁, 合规报表总经理	Bachelor	12+	600K	900K
Product Control, Vice President	副总裁, 产品控制总经理	Bachelor	12+	600K	850K
Finance, Associate	财务专员	Bachelor	3 - 8	300K	450K
Head of Operations	运营总经理	Bachelor	15+	1.1M	1.3M
Head of KYC	客户身份验证总经理	Bachelor	12+	1.2M	1.5M
Head of AML	反洗钱总经理	Bachelor	12+	1.5M	1.9M
COMMODITIES 大宗商品贸易					
Base Metals					
General Manager - Managing Director	董事总经理	Bachelor	15+	2.0M	2.2M
Head of Trading - Physical	现货交易总经理	Bachelor	15+	1.6M	1.8M
Trading - Associate, Physical	现货交易专员	Bachelor	3 - 8	300K	400K
Head of Trading - Derivatives	衍生品交易总经理	Master/Bachelor	15+	1.7M	2.0M
Trading - Associate, Derivatives	衍生品交易专员	Master/Bachelor	3 - 8	300K	400K
Head of Sales	销售总经理	Bachelor	15+	1.2M	1.5M
Sales, Associate	销售专员	Bachelor	3 - 8	300K	400K
Head of Risk Management	风险控制总经理	Master/Bachelor	15+	1.3M	1.6M
Risk Management, Associate	风控专员	Bachelor	3 - 8	300K	400K
Head of Operations	运营总经理	Bachelor	15+	800K	950K
Operations, Associate	运营专员	Bachelor	3 - 8	150K	200K

				ANNUAL SALARY (RMB)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	

## PRIVATE EQUITY INVESTMENT/VENTURE CAPITAL 私募股权投资/风险投资

Front Office 前台					
Investment - Managing Director	董事总经理, 投资	Master/Bachelor	15+	1.0M	2.0M+
Investment - Executive Director	执行总经理, 投资	Master/Bachelor	12 - 15	800K	1.5M
Investment - Director	总监, 投资	Master/Bachelor	10+	600K	1.0M
Investment - VP	副总裁, 投资	Master/Bachelor	8+	400K	700K
Fund Raising - Executive Director	执行总经理, 基金募集	Master/Bachelor	12 - 15	800K	1.3M
Middle Office, Back Office 中台与后台					
Post Transaction - Investment Director	投后管理总监	Master/Bachelor	10+		1.1M+
Risk Control Director	风险控制总监	Master/Bachelor	10+		1.2M+

## ASSET MANAGEMENT - PRIVATE FUNDS/MUTUAL FUNDS 资产管理 私募基金/公募基金

General Management					
General Manager, Managing Director	董事总经理	Master/Bachelor	12-15	2.0M	5.0M+
Head of Sales, Executive Director	销售总经理	Master/Bachelor	12-15	1.5M	2.5M+
Head of Product Development, Executive Director	产品总经理	Master/Bachelor	10+	1.2M	2.0M+
Head of Research, Executive Director	研究总经理	Master/Bachelor	10+	1.2M	2.0M
Chief Operating Officer, Executive Director	运营总经理			1.2M	2.0M
Office Manager, Vice President	办公室经理	Master/Bachelor	10+	400K	600K
Chief Compliance Officer, Executive Director	督察长	Master/Bachelor	10+	1.5M	3.0M+
Finance, Vice President	财务副总裁	Bachelor	10+	800K	1.2M
Human Resource Manager, Vice President	人力资源副总裁	Bachelor	10+	800K	1.2M
Project Manager, Vice President	项目经理, 副总裁	Bachelor	10+	800K	1.2M

				ANNUAL SALARY (RMB)	
	QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX	

## INTERNET FINANCE 互联网金融

General Management					
General Manager - Managing Director	营销中心总经理	Master/Bachelor	15+		1.4M+
Regional Sales - Executive Director	区域总经理	Master/Bachelor	10+	500K	1.2M
Chief Marketing Officer	市场营销部总经理	Master/Bachelor	15+	900K	1.5M
Marketing Manager	市场营销经理	Master/Bachelor	10+	500K	800K
Head of Product	产品总经理		12+	700K	900K
Product Manager	产品经理		7 - 10	400K	600K
Branch Manager	分行行长	Master/Bachelor	7+	400K	1.0M
Chief Risk Officer	首席风险官	Master/Bachelor	12+	900K	1.2M
Chief Technology Officer	首席技术官	Master/Bachelor	12+	800K	1.1M

## WEALTH 财富管理

Chief Executive Officer	首席执行官	Master/Bachelor	20+	2.5M	3.5M
Head of Product Development	产品开发总经理	Master/Bachelor	20+	1.9M	2.5M
Wealth Banker, Managing Director	董事总经理, 财富管理	Master/Bachelor	15+	1.5M	1.9M
Wealth Banker, Executive Director	执行总经理, 财富管理	Master/Bachelor	12+	1.1M	1.5M
Wealth Banker, Vice President	副总裁, 财富管理	Master/Bachelor	8+	600K	900K
Wealth Banker, Associate	财富专员	Master/Bachelor	3 - 8	300K	400K

# FMCG/ E-COMMERCE/ LUXURY 快消/电商/奢侈品

In 2018, the ratio of the revenue for the fast-moving consumer goods industry to the growing enterprises is 64.3%, which is only 0.3 percent higher than 2017. 22.6% of the surveyed enterprises maintained their revenues in 2018, which was significantly higher than 2017's 10.8%. In addition, 13.1% of the enterprises saw their revenues decrease.

Looking at the survey, it can be seen that consumption upgrades have made expectations into realities as more and more Chinese consumers have begun to change their past consumption concepts based on low-cost shopping, and have become more concerned about the health of those around them. In fact, the rise of residents' income levels, the shift in consumer attitudes, and the rise of post 1980s and 1990s young consumers has allowed China to usher in a new wave of consumption upgrades.

As it becomes more and more evident that consumer groups are becoming younger, product positioning has become crucial for FMCG enterprises.

What new directions are there for the FMCG industry?

## Product innovation under consumer classification

Today's consumer market is seeing a new trend of consumer classification: high-end boutique malls and Pinduoduo are great examples of this trend. In this context, innovative products are important development tools for many companies, such as Vinegar Talk beverages, Nestle Cold Extract Coffee, Yinlu Nutrition Porridge, Extra Rich Peanut Milk, Chengguanghe Negative Pressure Water, Lifeng Meat Products, Spring Summer South African Rose of Jericho Moisturizer Cream, JCAN Flavored Yogurt, dongPa frozen and dried fruit, and Dolphin Jie Frozen Food Products are all new and popular products that have hit the market.

## Elderly, women, and infants have become blue ocean markets

According to statistics in 2017, the number of elderly people over the age of 60 in China has exceeded 240 million and by 2050, there will be 487 million people in China over 60 years old. Most

of these elderly people have a certain amount of spending power, and the market for elderly individuals purchasing fast-moving consumer goods such as food and health products, cosmetics, daily necessities, OTC and other categories is promising. In 2019, the size of the female economic market in mainland China will reach 4.5 trillion RMB. Brands such as Kotex, Mia, JOLLY, and SnowM focused on the female market and achieved good results in recent times. In January 2019 amongst the TOP100 brands driven by new products, there were 34 cosmetic brands. The infant industry market is also worth paying attention to as Nestlé has specially introduced their own maternal milk powder, while the growth of infant industry retailers in 2018 such as Aiyingshi and kidswant has been quite satisfying. Many brands have made Shanghai the location to launch their new products.

## Embrace online and offline integration of new retail formats

Most industry executives have expressed positive attitudes and actively embrace the new retail formats. These executives value two aspects of

the new retail formats: the 1st aspect is that data must be empowered and shared, and the 2nd is online and offline integration. For example, RT-Mart and Ali's cooperation with Taoxianda, Freshhema, Anchor, and Guhe, respectively, launched Daily Fresh Milk and Crabby Millet Wine. General Mill's cooperation with Ele.me Meituan's Home Delivery service has also been win-wins.

## Pay more attention to health and well-being

As the environment becomes harsher and pressure begins to pile on, more and more people have started to pay attention to their health and well-being. With pressure from daily life needing to be resolved, people are hit with the conundrum of wanting to indulge themselves while also desiring a healthy lifestyle. Based on market demands, the fast-moving consumer goods industry needs to provide products that people need. In response to bad habits such as drinking, smoking, staying up late, the industry can provide convenient and simple fast-moving products that can alleviate these hazards as this is an opportunity for the industry to develop.





Cosmetics

As one of the most “beautiful” industries in the world, the cosmetics industry is more ambitious in its development. In recent years, the volume of the cosmetics industry continues to expand at a high speed. The lipstick theory has been reaffirmed in the overall downturn of the fast-moving consumer goods market over the past two years. The trends of the industry have continued to change as it has gone from the earliest trend of focusing on skin care, to the rise of cosmetics in the past two years, and the current trends of “medical cosmetology” and “ampoule wave.” These popular trends are important factors contributing to the rapid growth of the entire industry.

In the Chinese market, the businesses of European and American groups have continued to increase steadily, while Japanese brands are catching up and

the Korean Wave is gradually making a comeback. Domestic brands also have their place in the market as some niche brands have used e-commerce platforms to “overtake” competitors and occupy part of the young market share. Various major cosmetic brands and Japanese Chemical groups are vying to acquire other cosmetic brands as the greatest challenge for the industry is obtaining market share for the cosmetics market. High-end brands are facing a younger consumer base and diversified needs, and while niche brands have used e-commerce channels for “overtaking”. They also need to open up offline channels to enhance customer experiences and loyalty while attracting more young consumers. For popular brands with plenty of channels, their challenge lies in how to maintain growth in channels and allow them to sink in. In short, the new year is filled with challenges and opportunities.

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
RETAIL & LUXURY 零售 & 奢侈品					
Retail VP	零售副总裁	MBA/Bachelor	20+	2.5M	5.0M
General Manager	总经理	Master	20+	2.0M	3.0M
Business Development Director	全国店铺开发总监	Master	10+	1.0M	1.8M
Business Development Manager	开发拓展经理	Bachelor	5+	400K	700K
Operation Director	营运总监	Master	10+	800K	1.5M
Retail Head	全国零售总监	Bachelor/Master	12+	800K	2.0M
Area Manager	区域经理	Bachelor	8+	500K	800K
Marketing Director	全国市场总监	Master	15+	1.0M	2.5M+
Marketing Manager	市场经理	Bachelor/Master	10 - 15	500K	800K
PR Manager	公关经理	Bachelor/Master	10+	500K	700K
National Training Manager	全国培训经理	Bachelor	10+	420K	800K
Merchandising Director	商品总监	Master	15+	800K	1.5M
Merchandising/Buying Manager	商品经理	Bachelor/Master	10+	420K	700K
(Senior) Buyer/Merchandise	买手	Bachelor/Master	5+	200K	400K
Visual Merchandising Manager	视觉陈列经理	Bachelor	8+	350K	600K
Area VM	区域陈列	Diploma/Bachelor	5+	200K	300K
Designer	设计师	Diploma/Bachelor	3 - 5	150K	300K
Chief Designer	主设计师	Diploma/Bachelor	6 - 8	300K	500K
Franchisee Director	批发总监	Master/Bachelor	15+	800K	1.5M
Regional Sales Manager	大区销售经理	Bachelor	10+	400K	700K
Area Sales Manager (Wholesale)	区域销售经理	Diploma+	8+	200K	400K
CRM Manager	客户关系经理	Bachelor	8+	400K	600K
Customer Service Manager	顾客服务经理	Bachelor	8+	400K	600K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
FMCG 快速消费品					
General Manager	总经理	Bachelor/Master	20+	1.5M	3.5M
National Sales Director	全国销售总监	Bachelor	15+	800K	1.8M
Regional Sales Manager	大区销售经理	Bachelor	8+	500K	800K
Key Account Director	大客户总监	Bachelor	10+	600K	1.3M
Key Account Manager	大客户经理	Bachelor	5+	300K	500K
Trade Marketing Director	通路行销总监	Bachelor	10+	600K	900K
Trade Marketing Manager	通路行销经理	Bachelor	5+	300K	600K
E-commerce Director	电商总监	Bachelor	8+	600K	2.0M+
E-commerce Manager	电商经理	Bachelor	5+	300K	600K
Brand Manager	品牌经理	Bachelor	5+	300K	450K
Assistant Brand Manager	助理品牌经理	Bachelor	3 - 5	200K	280K
National Marketing Director	全国市场总监	Master	15+	750K	1.8M
Marketing Manager	市场经理	Bachelor	8+	700K	900K
PR Manager	公关经理	Bachelor	5+	300K	550K
Supply Chain Director	供应链总监	Master	15+	900K	1.5M
Supply Chain Manager	供应链经理	Bachelor	10 - 15	500K	800K
Planning Manager	计划经理	Bachelor	6+	300K	550K
CRM Manager	客户关系经理	Bachelor	5 - 10	350K	650K
Regional Training Manager	地区培训经理	Bachelor	3 - 6	180K	300K
Purchasing Director	采购总监	Master	15+	900K	1.5M

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
COSMETICS 化妆品					
Brand GM	品牌总经理	Bachelor/Master	15+	700K	3.0M
Naional Sales Director	全国销售总监	Bachelor/Master	15+	700K	2.0M
Regional Sales Director	大区销售总监	Bachelor	10 - 15	600K	1.0M
Regional Sales Manager	大区销售经理	College/Bachelor	10 - 15	400K	800K
Area Sales Manager	区域销售经理	College	5 - 10	200K	400K
Sales Supervisor	区域销售主管	College	4 - 10	90K	230K
National Training Manager	销售培训经理	College/Bachelor	10 - 15	600K	1.2M
Regional Training Manager	大区销售培训经理	College/Bachelor	6 - 10	350K	500K
Assistant Training Manager	销售培训副经理	College	5 - 8	250K	350K
Training Supervisor	销售培训主管	College	3 - 6	180K	250K
Sales Trainer	销售培训师	College	2 - 5	120K	220K
Marketing Director	市场总监	Bachelor/Master	10 - 15	500K	2.5M
Marketing Communication Manager	市场传播经理	Bachelor/Master	5 - 10	400K	900K
Product/Brand Marketing Manager	产品/品牌经理	Bachelor/Master	5 - 10	300K	900K
Digital Marketing Manager	数字营销经理	Bachelor/Master	5 - 10	300K	850K
Public Relationship Manager	公关经理	Bachelor/Master	5 - 10	300K	850K
CRM Manager	客户会员管理经理	Bachelor/Master	5 - 10	350K	850K
Visual Merchandising Manager	陈列经理	Bachelor/Master	5 - 10	300K	800K
Marketing Executive	市场主任	College/Bachelor	2 - 5	100K	200K
E-commerce Director	电商总监	Bachelor/Master	10 - 15	800K	2.5M
E-commerce Manager	电商经理	Bachelor/Master	5 - 12	250K	1.0M
E-commerce Supervisor	电商主管	College/Bachelor	3 - 6	170K	270K
E-commerce Executive	电商专员	College/Bachelor	2 - 5	100K	200K
Marketing Executive	市场主任	Bachelor/Master	2 - 7	100K	200K
Business Development Director	开发总监	Bachelor/Master	15+	700K	1.0M
Business Development Manager	开发经理	Bachelor	8 - 15	350K	800K

# HEALTHCARE & LIFE SCIENCE

## 医疗保健 与生命科学

In 2019, the trade conflicts between China and the United States have affected various industries, including the importation of products from US enterprises in the pharmaceutical and equipment industries, and directly impacted the "ocean-bound" domestic enterprises. The medical industry saw significant changes in its "4 + 7 volume procurement," "consistency evaluation," "concentrated procurement of consumables, second bargaining" policies as they constantly went through changes. However, there was only 1 core purpose for these policies, which was to create a margin for profit and control product price.

The medical industry made strategic plans accordingly and made significant adjustments to the product strategies, too. The conflict had a significant impact on external recruitment, and development of internal staff. The launch of new products resulted in immense demand for sales and marketing positions, and the demand for front-line sales personnel increased rapidly. New products and new challenges have also attracted many

candidates in the sales market choosing to seek new career development opportunities.

Meanwhile, more and more foreign business personnel have chosen to go with a leapfrog development and changed paths to enter the domestic innovative pharmaceutical manufactures which, fueled rapid changes in the talent market. At the same time, support departments involved in government affairs, registration, medicine and clinicals have all made expansions to different degrees to support the marketing promotion of new products. The clinical department has been an extremely important component in promoting the launch of new products as its strategic position is particularly evident.

With the development of domestic medical enterprises, industrial upgrades and improved support from government policies, the development space for foreign-funded enterprises in China has been compressed to a certain extent. The attractiveness of foreign enterprises for talent

has also declined in comparison to the past as they seem beat when competing for the recruitment of talent with local enterprises. Adjustments to talent recruitment strategy and the mentality of the employers has become an inevitable issue for many foreign-funded enterprises.

Looking forward to 2020, the biggest problem for enterprises will be finding new breakthroughs as the economic cycle trends downwards while versatile talent has become more and more favored by enterprises. Candidates' job-seeking mentalities and intentions are still subject to observation under such a complex external environment, but it is foreseeable that the talent development trend and the competition for attracting talent amongst enterprises will be reshuffled. "A man wins most of the time when he receive signs of them winning before the battle," adequate predictions can help people prepare for difficult situations, and will surely allow them to stand out, and the eventual victor will be the enterprises that have steady development.



PHARMACEUTICAL 制药

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
PHARMACEUTICAL 制药					
Country GM	总经理	Bachelor	15+	3.0M	5.0M
BU Head	事业部总经理	Bachelor	15+	1.5M	2.5M
National Sales Director	全国销售总监	Bachelor	15+	1.2M	1.5M
Regional Sales Manager	大区销售经理	Bachelor	12+	600K	1.0M
District Sales Manager	地区销售经理	Bachelor	8+	300K	450K
Commercial Manager	商务经理	Bachelor	6+	300K	500K
KA Manager	大客户经理	Bachelor	8+	400K	600K
Commerical Excellence Director	业务效能总监	Bachelor	12+	1.0M	1.3M
SFE Manager	销售效益经理	Bachelor	8+	500K	700K
Sales Training Manager	销售培训经理	Bachelor	8+	400K	600K
Strategy & Alliance Director	战略及合作总监	Bachelor	12+	1.3M	1.8M
Strategy Planning Manager	战略规划经理	Bachelor	6+	800K	1.2M
BD Manager	业务开发经理	Bachelor	10+	800K	1.3M
Marketing Director	市场总监	Bachelor	15+	1.2M	1.5M
Marketing Manager	市场经理	Bachelor	8+	700K	900K
Senior Product Manager	资深产品经理	Bachelor	8+	400K	600K
Product Manager	产品经理	Bachelor	5+	300K	450K

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
Medical Affairs Director	医学事务总监	Bachelor	15+	1.2M	1.5M
Sr. Medical Affairs Manager	资深医学事务经理	Bachelor	10+	600K	800K
Medical Advisor	医学事务顾问	Bachelor	6+	300K	500K
Medical Science Liaison	区域医学联络官	Bachelor	4+	200K	400K
Clinical Research Manager	临床研究经理	Bachelor	8+	400K	600K
Clinical Project Manager	临床研究项目经理	Bachelor	6+	300K	450K
Clinical Research Associate	临床监查员	Bachelor	3+	150K	250K
R&D Director	研发总监	Bachelor	15+	1.5M	2.0M
Research Project Manager	研发项目经理	Bachelor	10+	600K	1.0M
Operation Director	生产总监	Bachelor	15+	1.2M	1.8M
Quality Manager	质量经理	Bachelor	6+	400K	700K
Regulatory Director	注册总监	Bachelor	15+	1.2M	1.8M
Regulatory Manager	注册经理	Bachelor	8+	450K	700K
Government Affairs Director	政府事务总监	Bachelor	15+	1.2M	1.5M
Government Affairs Manager	政府事务经理	Bachelor	8+	400K	600K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MEDICAL DEVICES 医疗设备					
Country GM	总经理	Bachelor	15+	3.0M	5.0M
BU Head	事业部总经理	Bachelor	15+	2.0M	3.5M
National Sales Director	全国销售总监	Bachelor	15+	1.2M	1.8M
Regional Sales Manager	大区销售经理	Bachelor	12+	600K	900K
District Sales Manager	地区销售经理	Bachelor	8+	350K	500K
Commercial Manager	商务经理	Bachelor	6+	300K	450K
KA Manager	大客户经理	Bachelor	8+	300K	500K
Marketing Director	市场总监	Bachelor	15+	1.2M	1.8M
Marketing Manager	市场经理	Bachelor	8+	600K	850K
Senior Product Manager	资深产品经理	Bachelor	8+	400K	600K
Product Manager	产品经理	Bachelor	5+	300K	450K
Medical Affairs Director	医学事务总监	Bachelor	15+	1.0M	1.5M
Sr. Medical Affairs Manager	资深医学事务经理	Bachelor	10+	600K	800K
Clinical Research Manager	临床研究经理	Bachelor	8+	500K	700K
R&D Director	研发总监	Bachelor	15+	1.5M	2.0M
Research Project Manager	研发项目经理	Bachelor	10+	600K	1.0M
Operation Director	生产总监	Bachelor	15+	1.2M	1.8M
Quality Manager	质量经理	Bachelor	6+	400K	700K
Regulatory Director	注册总监	Bachelor	15+	1.2M	1.8M
Regulatory Manager	注册经理	Bachelor	8+	450K	700K
Government Affairs Director	政府事务总监	Bachelor	15+	1.0M	1.5M
Government Affairs Manager	政府事务经理	Bachelor	8+	400K	600K
Channel Management Director	渠道管理总监	Bachelor	12+	800K	1.2M
Channel Management Manager	渠道管理经理	Bachelor	8+	400K	600K
Strategy Planning Manager	战略规划经理	Bachelor	6+	800K	1.2M
M&A Manager	收并购经理	Bachelor	10+	800K	1.2M

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
HEALTHCARE SERVICE 医疗服务					
Director Of The Hospital	医院院长	Master	20+	1.0M	2.0M
Head Of Nursing Department	护理部主任	Bachelor	15+	300K	600K
Chief Medical Officer	医疗总监	PhD, MD	15+	800K	1.8M
Director, Hospital Operation	医院运营总监	Bachelor	15+	500K	800K
Family Doctor	全科医生	MD	10+	600K	1.0M
Lab Manager	检验科经理	Bachelor	10+	400K	600K

# HIGH-TECH & INTERNET 高科技与互联网

In 2019, the web economy has developed at a slower pace with the following characteristics:

The 1st characteristic is revenue having a sharp decline. The increased downward pressure on the domestic economy, the benefits from the industry's development has peaked out and the increased difficulty of retaining users has greatly affected the growth rate of corporate revenue. In Q1 of 2019, the revenue of listed web companies in China totaled out at 520.4 billion RMB, which is an annual growth of 24% that is 6 percent down from 2018. The growth rate of the revenues for major e-commerce and gaming business has also declined, dropping by 6 and 1.6 percent, respectively.

The 2nd characteristic is a slight drop in market value for listed companies. The trade conflicts between China and the US have caused the global capital market to continuously fluctuate. As of June 30th, 2019, the total market value of 177 listed web

companies in China was 9.8 trillion RMB, which is a decline of 4.3% as market values of more than 73% of enterprises have declined. A total of 10 enterprises in China rank among the top 30 global web companies, and they are: Alibaba, Tencent, Meituan Dianping, JD.com, Baidu, Netease, Tencent Music, Pingduoduo, 360, Ctrip, which is 1 company down compared to the end of 2018.

The 3rd characteristic is companies taking multiple measures to tap into their growth potential. Majors and emerging companies are targeting the sinking market to infiltrate into third-, fourth-, and fifth-tier cities and rural users. Video and e-commerce companies are adopting a paid membership model to build a membership ecosystem, and enhance member loyalty and retention rate. New businesses have focused on cloud services and small programs to expand to B businesses and build enterprise applications to empower SMEs.

The 4th characteristic is making the web investment and financing market more rational, and more cautious investments in web start-up companies.

With the economic situation in 2019, the 2019 web recruitment market is still associated with "layoffs" and "reduced recruitment". The recruitment market is characterized by reduced demand, generally higher recruitment requirements and longer recruitment cycles.

The talent pool is more cautious about choosing to quit their jobs, and their choices of companies are generally inclined towards stable and well-known brands. The choice of startup companies has seen a larger decline compared to previous years.



				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
SOFTWARE 软件					
CEO	首席执行官	MBA/Master	7 - 15	3.0M	8.0M
CIO	首席信息官	PhD/Master	7 - 15	1.2M	3.0M
CTO	首席技术官	PhD/Master	7 - 15	3.0M	5.0M
VP of R&D	研发副总裁	Master/Bachelor	7 - 15	1.5M	3.0M
R&D Director	研发总监	Master/Bachelor	7 - 15	800K	1.5M
R&D Manager	研发经理	Bachelor	5 - 10	500K	800K
R&D Team Leader	软件研发组长	Bachelor	5 - 10	400K	600K
Software Engineer	软件研发工程师	Bachelor	3 - 7	200K	800K
System Architecture	系统架构师	Bachelor	5 - 10	500K	800K
Data Warehouse Engineer	数据库开发工程师	Bachelor	3 - 10	450K	800K
Java developer	Java工程师	Bachelor	3 - 7	240K	700K
Algorithm Engineer	算法工程师	Master/Bachelor	3 - 8	300K	1.2M
Search Engine Development Engineer	搜索引擎工程师	Bachelor	3 - 7	300K	1.0M
Front-end Designer	前端工程师	Bachelor	3 - 7	300K	900K
Perl/PHP Software Engineer	Perl/PHP 软件工程师	Bachelor	2 - 7	200K	800K
UE/UI Engineer	用户体验/用户界面工程师	Bachelor	2 - 7	180K	500K
HTML Designer	HTML 工程师	Bachelor	3 - 7	180K	500K
Web Architect	网页架构师	Bachelor	2 - 7	240K	550K
Web Designer	网页设计师	Bachelor	2 - 7	180K	500K
Project Manager	项目经理	Bachelor	3 - 10	180K	600K
Service Delivery Manager	服务交付经理	Bachelor	7 - 15	200K	550K
ERP Consultant	ERP实施顾问	Bachelor	3 - 10	150K	600K
Technical Support Engineer	技术支持工程师	Bachelor	3 - 10	150K	600K
Testing Engineer	测试工程师	Bachelor	3 - 7	150K	800K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
HARDWARE 硬件					
Hardware Director	硬件研发总监	PhD/Master	8 - 20	600K	1.2M
Hardware Manager	硬件研发经理	PhD/Master	5 - 15	300K	600K
Hardware Engineer	硬件研发工程师	PhD/Master	3 - 10	200K	400K
Architect	架构师	Master/Bachelor	5 - 10	400K	850K
Board Engineer	电路板工程师	Master/Bachelor	2 - 5	180K	350K
Field Service Engineer	现场服务工程师	Master/Bachelor	2 - 5	180K	350K
Helpdesk Engineer	服务台工程师	Master/Bachelor	2 - 5	120K	250K
Mechanical Engineer	硬件工程师	Master/Bachelor	2 - 5	230K	350K
PCB Layout Engineer	PCB 布局工程师	Master/Bachelor	2 - 5	220K	300K
Storage Solutions Engineer	库存解决方案工程师	Master/Bachelor	2 - 5	150K	350K
System Administrator	系统管理员	Master/Bachelor	2 - 5	150K	300K
Testing Engineer	测试工程师	Master/Bachelor	2 - 5	150K	300K
INTERNET 互联网					
CEO	首席执行官	MBA/Master	10 - 20	2.0M	10M
CMO	首席市场官	Master/Bachelor	10 - 15	1.2M	3.0M
CGO	首席增长官	Master/Bachelor	10 - 15	1.5M	3.0M
Product Director	产品总监	Master/Bachelor	8 - 10	600K	1.3M
Marketing Director	市场总监	Master/Bachelor	8 - 12	600K	1.2M
Sales Director	销售总监	Bachelor/College	8 - 10	600K	1.3M
Operations Director	运营总监	Master/Bachelor	8 - 12	500K	1.2M
PR Director	公关总监	Master/Bachelor	5 - 8	400K	900K
Branding Director	品牌总监	Master/Bachelor	5 - 8	400K	800K
Business Director	商务总监	Bachelor	5 - 8	400K	800K
Strategy Director	战略总监	Master/Bachelor	6 - 10	1.0M	2.5M
Business Analyst Director	商业分析总监	Master/Bachelor	8 - 12	800K	1.5M
User Growth Director	用户增长总监	Master/Bachelor	5 - 10	500K	1.0M
Content Marketing Director	内容营销总监	Master/Bachelor	5 - 7	400K	900K
Planning Manager	策划经理	Bachelor	3 - 10	240K	360K
Product Manager	产品经理	Master/Bachelor	3 - 7	200K	1.0M

# HUMAN RESOURCES 人力资源



With the rapid development of internationalization and the Internet, the era of enterprises gaining advantages by seizing local markets is long gone. Companies all over the world are looking for “Internet thinking” human resource management talents worldwide.

## **Trend 1: Manpower, from resources to capital, being the engine for the leap in value**

Today, companies in China and around the world, as well as government agencies, are paying to recruit top talents worldwide. In the past, enterprises established competitive barriers by monopolizing scarce resources and controlling sales channels. However, the impact of the Internet and wave of e-commerce have broken down these once impenetrable walls.

Having top talents and making full use of their creativity is the key to establishing a foundation and the success for today's business organizations.

## **Trend 2: Enhancing employee engagement is what strategic HR will be doing on a daily basis.**

We are all looking for ways to improve employee performance.

The best practical research for globalization has consistently proven that high employee engagement will reduce resignation and absenteeism and increase job performance and morale.

## **Trend 3: The re-emergence of the entrepreneurial wave, and SMEs will face a more severe talent conundrum**

## **Trend 4: Functional HR handling basic tasks will gradually be replaced by third party services**

In most companies, it is difficult for HR to obtain higher administrative positions. The key reason is that HR focuses its efforts on functional tasks rather than focusing on critical tasks that directly affect business performance. Business leaders often directly link the judgment of a person's value to their contributions to the ultimate yield in businesses. The new round of transformation and upgrades of enterprises is introducing higher requirements for human resources management. We have seen that the administrative personnel managers of many companies are being taken away from a wide range of daily affairs to become assistants to CEOs

and general managers, and have begun to dictate the reservation of strategic core talents along with the training, development, and performance management tasks.

More and more HR practitioners are beginning to use advanced human capital management concepts and methods in their line of work. They have continued to bring “positive change” and “innovative ideas” to enterprises, as this is the inevitable path from being a functional HR to becoming a strategic HR.





**Trend 5: Strategic HR will become a scarce resource**

More and more companies are eager to have high-level HR talents with strategic natures, understands business operations, and can take the on the challenge of working in foreign countries when enterprises are in the process of advancing overseas M&A programs. They need to have professional and strategic thinking, management awareness, excellent overall capabilities (Professional-level HR, rich practical experience, and ability to create), global vision, and actual overseas experience to advance and realize the enterprise’s overseas development strategy.

**Trend 6: The ability to innovate will become the standard for recruiting foundational, intermediate and high-level talents.**

During the process of going from “manufacturing” to “creating” for Chinese enterprises, the ability to innovate will become the standard for the introduction of foundational, intermediate and high-level talents. Innovation isn’t just about developing new products, and it isn’t exclusively associated with technical talents.

**Trend 7: The format of the training shifts from lectures toward a gaming- and project-oriented direction.**

Talents development and learning development positions have become popular positions valued by enterprises.

**Trend 8: Go from mindless talent cultivation to establishing a forward-looking talent echelon in unison with the enterprise’s strategies.**

		ANNUAL SALARY (RMB)			
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
CHO	首席人力资源官	MBA	15+	2.0M	4.0M
HR VP	人力资源副总裁	MBA	15+	1.2M	3.0M
HR Director	人力资源总监	MBA	15+	1.2M	2.0M
Sr. HR Business Partner	高级人力资源业务伙伴	Bachelor	10+	800K	1.5M
HR Business Partner	人力资源业务伙伴	Bachelor	8+	500K	800K
Sr. HR Manager	高级人力资源经理	Bachelor	10+	500K	850K
HR Manager	人力资源经理	Bachelor	8+	400K	600K
Plant HR Manager	工厂人事经理	Bachelor	8+	400K	600K
C&B Director	薪酬福利总监	Bachelor	10+	800K	1.5M
Comp Manager	薪酬经理	Bachelor	8+	400K	600K
Benefit Manager	福利经理	Bachelor	8+	400K	600K
Rewards Manager	奖励管理经理	Bachelor	8+	400K	600K
Talent Acquisition Director	招聘总监	Bachelor	10+	650K	2.0M
Sr. Talent Development Manager	资深人才发展经理	Bachelor	10+	650K	1.2M
Talent Development Manager	人才发展经理	Bachelor	8+	400K	600K
Sr. Talent Management Manager	资深人才管理经理	Bachelor	10+	650K	1.5M
Talent Management Manager	人才管理经理	Bachelor	8+	400K	600K
Sr. Learning & Development Manager	资深学习和发展经理	Bachelor	10+	650K	1.5M
Learning & Development Manager	学习和发展经理	Bachelor	10+	400K	600K
Senior OD Manager	资深组织发展经理	Bachelor	10+	600K	1.5M
OD Manager	组织发展经理	Bachelor	8+	400K	600K
Sr. Training Manager	资深培训经理	Bachelor	10+	650K	1.0M
Training Manager	培训经理	Bachelor	8+	400K	600K
Sr. Employee Relationship Manager	员工关系经理	Bachelor	8+	650K	1.0M
Employee Branding Manager	雇主品牌经理	Bachelor	8+	400K	600K



# ADVANCED MANUFACTURING 先进制造

The Chinese economy is still at a stage of deep adjustment within the long-term cycle. Under the background of the gradual integration of a new generation of information technology and manufacturing, changes in the manufacturing industry will be triggered: the application of information technology such as chips, big data and cloud computing are all showing exponential growth.

With the development of artificial intelligence and 5G, there is a consensus in the industry that advanced manufacturing is bound to become automated/digital/intelligent.

In this context, the manufacturing industry has indicated a new demand trend for talent: the arrival of the intelligent era will make versatile talent with information technology backgrounds even more popular.

For the development of new products, the ratio of software has seen annual increases as major companies have launched or will soon launch products with elements associated to "Internet of Things," and the challenge for these enterprises lies in how they will provide customers with more complete solutions.

For production management, flexible production management has gradually become a trend while industrial software is getting more and more attention from enterprises and countries.

Large enterprises with developed information management systems are investing more manpower and material resources into developing new artificial intelligence algorithms and data analysis models based on industrial big data. For positions that are customer-oriented, customer demands are changing at an accelerated rate as higher requirements are imposed on the practitioners.

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MANAGEMENT 管理					
Deputy CEO	副首席执行官	EMBA/MBA	25+	2.0M	6.0M
VP/Managing Director	副总裁/执行总经理	EMBA/MBA	20+	1.5M	4.0M
General Manager	总经理	MBA/Bachelor	20+	950K	2.5M
BU Head	业务部门总监	MBA/Bachelor	15+	750K	1.8M
R&D 研发					
R&D VP	研发副总	PHD/Master	20+	800K	1.7M
R&D Director	研发总监	PHD/Master	20+	600K	1.2M
R&D Manager	研发经理	PHD/Master	15+	400K	1.0M
R&D Technical Supervisor/ Team Leader	技术主管	Master/Bachelor	10+	300K	700K
Mechanical Supervisor	机械主管	Master/Bachelor	8 - 15	250K	500K
Electrical Supervisor	电子/电气主管	Master/Bachelor	8 - 15	250K	500K
System Engineer	系统工程师	Master/Bachelor	5 - 10	200K	600K
Hardware Engineer	硬件工程师	Master/Bachelor	3 - 10	150K	400K
Software Engineer	软件工程师	Master/Bachelor	3 - 10	150K	600K
Visual Engineer	视觉工程师	Master/Bachelor	5+	180K	400K
FEA Engineer	失效/有限元分析工程师	Master/Bachelor	3 - 10	180K	300K
Data Analysis Engineer	数据分析工程师	Master/Bachelor	5+	300K	600K
Thermal Management Engineer	热管理工程师	Master/Bachelor	5+	200K	400K
SALES & MARKETING 销售和市場					
General Manager - Sales	销售总经理	Master/Bachelor	20+	1.0M	2.0M
Sales Director	销售总监	Master/Bachelor	15+	750K	1.4M
Channel Director	渠道销售总监	Bachelor	15+	600K	1.0M
Senior Sales Manager	高级销售经理	Bachelor	10+	400K	650K
Area Sales Manager	区域销售经理	Bachelor	10+	400K	600K
Sales Manager	销售经理	Bachelor	8 - 10	300K	500K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
OPERATION 运营					
Channel Manager	渠道销售经理	Bachelor	10+	300K	500K
Key Account Manager	大客户经理	Bachelor	5 - 10	250K	600K
Marketing Director	市场总监	Master/Bachelor	15+	500K	1.0M
Senior Marketing Manager	高级市场经理	Master/Bachelor	10+	400K	800K
Marketing Manager	市场经理	Bachelor	5 - 10	250K	400K
Business Development Manager	业务拓展经理	Bachelor	5 - 10	250K	400K
Product Manager	产品经理	Bachelor	5 - 8	250K	400K
Marketing Communications Manager	市场传媒经理	Bachelor	5 - 8	250K	400K
OPERATION 运营					
Operations VP	运营副总裁	EMBA/Bachelor	20+	800K	1.7M
Operations Director	运营总监	MBA/Bachelor	15+	600K	1.5M
Operations Manager	运营经理	Master/Bachelor	10+	450K	800K
Engineering VP	工程副总裁	Master/Bachelor	20+	700K	1.5M
Engineering Director	工程总监	Master/Bachelor	15+	600K	1.2M
Engineering Manager	工程经理	Master/Bachelor	10 - 15	300K	500K
Lean Manufacturing Manager	精益生产经理	Bachelor	10 - 15	300K	800K
Production Director	生产总监	Master/Bachelor	15+	450K	800K
Production Manager	生产经理	Master/Bachelor	10+	300K	500K
Automation Manager	自动化经理	Bachelor	10 - 15	300K	500K
Quality Director	质量总监	Master/Bachelor	15+	650K	1.2M
Quality Manager	质量经理	Bachelor	5 - 8	250K	500K
EHS Manager	EHS经理	Master/Bachelor	10 - 15	300K	500K
Maintenance Manager	维修经理	Master/Bachelor	10 - 15	250K	500K
Facility Manager	厂务设施经理	Master/Bachelor	10 - 15	250K	500K
Project Director	项目总监	Master/Bachelor	15+	600K	1.2M

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
SCM 供应链					
Supply Chain VP	供应链副总裁	Master/Bachelor	15+	1.0M	2.0M
Supply Chain Director	供应链总监	MBA/Bachelor	15+	800K	1.5M
Supply Chain Manager	供应链经理	Bachelor	12+	500K	1.0M
Sourcing Director	采购总监	MBA/Bachelor	12+	500K	1.2M
Sourcing & Purchasing Manager	采购经理	Bachelor	8 - 12	500K	800K
Logistic Director	物流总监	MBA/Bachelor	12+	500K	1.2M
Logistic Manager	物流经理	Bachelor	8 - 12	500K	800K
Planning Manager	计划经理	Bachelor	8 - 12	300K	600K
Warehouse Manager	仓库经理	Bachelor	10 - 15	500K	800K
Optimization Manager	流程优化经理	Bachelor	8 - 12	300K	600K
SEMICONDUCTOR, ELECTRICAL DEVICE 半导体/电子设备					
Director, IC Design	芯片设计总监	PHD/Master	12+	1.0M	1.8M
Principal Engineer, IC Design	首席芯片设计工程师	PHD/Master	8 - 15	600K	1.2M
Senior Engineer, IC Design	高级芯片设计工程师	Master/Bachelor	5 - 8	300K	600K
Principal Engineer, IC Verification	首席芯片验证工程师	Master/Bachelor	8 - 15	600K	1.0M
Senior Engineer, IC Verification	高级芯片验证工程师	Master/Bachelor	5 - 8	300K	600K
FPGA Engineer	FPGA 工程师	Master/Bachelor	3 - 8	250K	500K
ATE Test Engineer	ATE 测试工程师	Master/Bachelor	5 - 10	300K	600K
PCB Engineer	PCB工程师	Master/Bachelor	3 - 10	200K	400K
Embedded Software Manager	嵌入式软件经理	Master/Bachelor	10+	400K	800K
Embedded Software Engineer	嵌入式软件工程师	Master/Bachelor	3 - 10	200K	400K
Embedded Test Engineer	嵌入式测试工程师	Master/Bachelor	3 - 10	150K	350K
Java Back-end Engineer	Java后端开发工程师	Master/Bachelor	3 - 10	200K	600K
IOS Developer	IOS开发工程师	Master/Bachelor	3+	150K	500K
Android Developer	Android开发工程师	Master/Bachelor	3+	150K	500K
Sr. Sales Manager	高级销售经理	Master/Bachelor	10+	400K	800K
Sales Manager	销售经理	Master/Bachelor	5 - 10	250k	450K
Voice Product Manager	语音产品经理	Master/Bachelor	5 - 10	200K	400K
IOT Product Manager	IOT产品经理	Master/Bachelor	5 - 10	200K	400K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
DIGITALIZATION 数字化					
R&D Director, Cloud	云平台研发负责人	PHD/Master	12+	1.5M	3.0M
Manager/Architecter, Cloud	云平台研发经理/架构师	PHD/Master	10+	800K	1.5M
Software Engineer, Cloud	云平台软件工程师	Master/Bachelor	3 - 10	200K	600K
Manager, Edge Computing	边缘计算研发经理	Master/Bachelor	8+	800K	2.0M
Edge Computing Engineer	边缘计算工程师	Master/Bachelor	3 - 10	400K	800K
Solution Architect, IOT	解决方案架构师	Master/Bachelor	5 - 12	400K	700K
Product Manager, IOT	产品经理, 物联网	Master/Bachelor	6 - 12	400K	700K
Project Manager, Industrial 4.0	项目实施经理	Master/Bachelor	5 - 10	400K	800K
Alogrithm Director	算法总监	PHD/Master	8+	1.5M	3.0M
Senior Alogrithm Engineer	资深算法工程师	PHD/Master	5 - 10	500K	1.0M
Alogrithm Engineer	算法工程师	PHD/Master	2 - 5	200K	500K
Cyber Security Director	网络安全总监	PHD/Master	12+	1.0M	2.0M
Senior Engineer, Cyber Security	网络安全高级工程师	Master/Bachelor	6 - 15	500K	800K
Engineer, Cyber Security	网络安全工程师	Master/Bachelor	3 - 8	300K	600K



# MARKETING PROFESSIONAL SERVICES 营销专业服务

For the past five years, the marketing management area has been driven by digital media and big data. With the increasing expectations from consumers for brands, the marketing management area has undergone substantial changes in the companies' service models compared to companies 10 years ago. Today's marketing management has the following characteristics:

**Channels for analyzing ROI approach has become more effective:** AI has taken over the analysis of traditional marketing management performance.

**Personalization has entered a new level:** The core of ABM (Account-Based Marketing) is the creation of accurate data analysis and personalized content. The value for Content Marketing will gradually overtake the value for Mass Communication and the method for

effectively employing BGC, PGC and UGC will contribute to the strategic deployment of CMO.

**New concepts for communication channels:**

The changes of trends within the industry means that marketers must have new concepts for communication channels. With the mass production of unmanned vehicles, drivers will have more free time to pay attention to the industry's trend changes and in-car marketing will be a new channel for communication.

**Marketers must be consultants:** As the effects launched by the market can be accurately obtained at a greater extent, CMOs have to be contributors to product and service optimization.

Looking back on 2019, more and companies have begun to establish their own creativity teams for brand communication and marketing. As consumers become more demanding on

brands, advertisers and advertising agencies have focused their deployment in "content marketing." Meanwhile, BAT has gone from being at the downstream side of the medium to the upstream, and entered the area of 4A. E-commerce has gone from being channels to brands and MNC, which has constantly agitated the flow of talent in the advertising industry. Consulting companies have crossed boundaries into the advertising industry while advertising companies have also begun to provide business transformation consulting services to customers.

We estimate that the lack of talent in the marketing professional services industry in 2020 will be in strategic planning, service integration, and the AI intelligent analysis competencies.



				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
ADVERTISING COMMUNICATIONS & MEDIA DIGITAL AGENCY 广告传播传媒数字服务公司（业务支持职能职位除外）					
Leading 4A Agency 传统4A创意					
China CEO	中国区首席执行官	MBA	15+	2.0M	4.0M
Client Services Director	客户服务总监	Bachelor	10+	1.0M	1.5M
Business Director	业务总监	Bachelor	10+	1.0M	1.5M
Group Account Director	客户群总监	Bachelor	10+	800K	1.5M
Senior Account Director	高级客户总监	Bachelor	7+	600K	750K
Account Director	客户总监	Bachelor	5+	300K	550K
Executive Creative Director	执行创意总监	Bachelor	10+	1.0M	2.0M
Group Creative Director	创意群总监	Bachelor	9+	800K	1.0M
Senior Creative Director	高级创意总监	Bachelor	7+	550K	700K
Senior Art Director	高级美术指导	Bachelor	5+	300K	450K
Planning Director	策略总监	MBA	7+	600K	1.0M
Digital & IMC 数字整合营销					
China CEO	中国区首席执行官	MBA	13+	2.0M	4.0M
Business Director	业务总监	Bachelor	8+	800K	1.5M
Group Account Director	客户群总监	Bachelor	8+	700K	1.5M
Senior Account Director	高级客户总监	Bachelor	6+	500K	700K
Media Director	媒介总监	Bachelor	8+	450K	500K
Planning Director	策划总监	Bachelor	8+	450K	600K
SEM Director	搜索营销总监	Bachelor	8+	300K	550K
Content Director	内容总监	Bachelor	8+	400K	700K
Creative Director	创意总监	Bachelor	5+	400K	600K
Live Communication Agency 线下传播服务					
China General Manager	中国区总经理	MBA	16+	1.8M	3.0M
Business Director	业务总监	Bachelor	10+	700K	900K
Senior Account Director	高级客户总监	Bachelor	8+	500K	700K
Account Director	客户总监	Bachelor	6+	350K	500K
Creative Director	创意总监	Bachelor	8+	400K	600K
Production Director	物料总监	Bachelor	8+	400K	550K
Project Manager	搭建项目经理	Bachelor	5+	250K	400K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
STRATEGY/PROFESSIONAL TECHNOLOGY CONSULTING AGENCY 战略/专业领域技术咨询服务（业务支持职能除外）					
Management Consulting 管理咨询					
Managing Partner	管理合伙人	MBA	20+	4.0M	6.0M
Senior Partner	高级合伙人	MBA	15+	3.0M	4.5M
Partner	合伙人	MBA	10+	2.0M	3.5M
Principle	董事	MBA	8+	1.5M	2.0M
Project Manager	项目经理	MBA	6+	1.0M	1.5M
Consultant	顾问	MBA	4+	800K	1.2M
Associate	助理	Master	2+	400K	600K
Data Research Firm 数据研究					
Senior Client Director	高级客户总监 (行业总监)	Bachelor	10+	600K	1.0M
Client Director	客户总监	Bachelor	8+	400K	650K
BD Director	业务拓展总监	Bachelor	8+	400K	650K
Consultant	顾问	Bachelor	5+	200K	350K
Research Manager	调研经理	Bachelor	6+	350K	500K
Specific Industry Solution Consulting - Automotive 细分行业解决方案咨询-汽车					
Regional Operation Director	大区运营总监	MBA	15+	1.0M	2.0M
Technical Director	技术方案总监	Master	10+	600K	800K
Project Manager	项目经理	Bachelor	8+	400K	500K
Project Engineer	项目工程师	Bachelor	3+	200K	350K
Sales Director	销售总监	Bachelor	10+	600K	1.0M



# INVESTMENT AND MERGERS AND ACQUISITIONS 投资并购

The past 10 years with China offering free liquidity and a highly leverage stimulus package, China Inc went into a shopping spree around the world with the 'going abroad' policy. Assets such as real estate, sporting brands, hotels and even football players went into the shopping basket. The recruitment for investment professionals went into overdrive.

Back in 2016 we were obtaining close to 60 investment related roles in China, Hong Kong, London and New York per month. Each candidate had to go thru 3 rounds of interviews and an offer was given with an average pay rise of 37% to 80%. Every legal entity in China had an investment team, it ranges from manufacturing, real estate, retail, tech and mid-sized publicly listed entities.

Then a suddenly, the policy changed into a deleveraging mode along with only 'strategic' purchases were allowed due to the start of US/China trade war by Beijing.

Today, many China Inc's are faced with basket of diversified purchases and tighter liquidity, a successful exit is a must. With a large pool of investment professionals with limited post transaction and exit experience, the market is suddenly face with abundance of investment professionals seeking new jobs as hiring demand moves into post transaction experts.

Late 2018, we witness an investment ad posted online which attracted 300 applicants in less than 48 hours.

As 2019 draws to close, we expect a large number of investment professionals to seek new opportunities such as business analysis, financial analysis or a more stable support function. Secondly, post transaction experts will continue to be in demand and the pool of talent remains scarce.

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
FOREIGN MULTINATIONAL INVESTMENT / BUSINESS DEVELOPMENT					
Chief Investment Officer, General Manager	首席投资官	Master/Bachelor	20+	2.5M	3.5M
Investment Director, Deputy General Manager	投资总监	Master/Bachelor	15++	1.3M	1.6M
Investment Manager	投资经理	Master/Bachelor	12++	600K	900K
Investment, Associate	投资助理	Master/Bachelor	5 to 6	400K	600K
Head of Fundraising, General Manager	融资总经理		13+	600K	800K
Fundraising Manager	融资经理		7+		
LOCAL CORPORATES INVESTMENT / BUSINESS DEVELOPMENT					
Chief Investment Officer	首席投资官	Master/Bachelor	20+	1.3M	1.6M
Investment Director	投资总监	Master/Bachelor	15+	700K	800K
Investment Manager	投资经理	Master/Bachelor	12++	500K	750K
Investment Associate	投资助理	Master/Bachelor	3 - 7	400K	600K
Head of Fundraising, General Manager	融资总经理	Bachelor	13+	400K	700K
Fundraising Manager	融资经理	Bachelor	7+	250K	400K





# REAL ESTATE 地产

2019 was a year which saw the development speed of the real estate industry go from a high speed to a stable pace. "Live in and don't flip houses" has become a more and more popular consensus amongst the people.

In the past 20 years, the annual sales volume of new homes in China's real estate industry has more than quadrupled as it has increased from 100 million square meters to 1.7 billion square meters. The amazing growth is mainly driven by four factors: urbanization, demolition of old buildings and relocation, improvement of housing quality and increase in housing area per capita.

However, these four factors will gradually fade out over the next decade and there will be a gradual decline in the sales volume of new houses. This change comes for hitting a turning point and seeing a decline after a few peak years of total

sales volume. In the next decade or so, we predict that house prices will stabilize as they won't rise or decline and the average growth rate of house prices will be less than or equal to the growth rate of the GDP.

The Chinese government is also accelerating the establishment of a long-term mechanism for the real estate market. The real estate industry is going from being a quantitative industry to being a qualitative one as there are close links between the two, and the industry will turn over once it hits a critical point.

For "Live in and don't flip houses", there will be improvement projects of settlements, old residential communities and the activation of the leasing market.

For monetary situations, the real estate industry has adhered to a tightening policy at the capital level to ensure economic transformation in 2019. With regards to land resources, land financing has declined and the release of land resources is gradually on the rise.

For taxation, there is a need for a new taxation system as the weight proportion of individual C-side increases, the tax system will certainly see change.

As an important means of support to the national economy, the real estate industry has transformed from having high-speed development to high-quality development, which is consistent with the general national development trend. For real estate companies, how will they adjust to the pace of progress in

a new situation and setting, and break through? The various long-term rental apartments, pension real estate, cultural tourism real estate, commercial real estate, industrial real estate and other market segments have yet to see the test of time. The difficulty of financing, and high debts might be the most urgent issue that most real estate companies need to be resolve within the next couple of years.

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
MANAGEMENT 管理					
Regional GM	大区总经理	Bachelor	20+	2.0M	6.0M
City GM	城市总经理	Bachelor	15+	1.8M	4.0M
Area GM	片区总经理	Bachelor	15+	1.2M	2.5M
Project GM	项目总经理	Bachelor	10+	800K	2.5M
COMMERCIAL REAL ESTATE 商业地产					
Commercial General Manager	商业总经理	Bachelor	15+	1.0M	3.5M
Deputy Commercial General Manager	商业副总经理	Bachelor	10+	800K	1.5M
Leasing Director	招商总监	Bachelor	8+	600K	1.5M
Leasing Manager	招商经理	Bachelor	4+	250K	650K
Marketing Director	市场总监	Bachelor	8+	600K	1.3M
Marketing Manager	市场经理	Bachelor	5+	250K	600K
Operation Director	营运总监	Bachelor	10+	500K	1.0M
Operation Manager	营运经理	Bachelor	5+	250K	550K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
DESIGN 设计					
Design Head	设计负责人	Bachelor	18+	1.5M	4.0M
Design Director	设计总监	Bachelor	12+	800K	1.5M
Architecture Design Director (Specialist)	建筑设计专业总监	Bachelor	10+	650K	1.2M
Manager of Architecture Design (Specialist)	建筑设计专业经理	Bachelor	6+	400K	650K
Landscape Design Director (Specialist)	景观设计专业总监	Bachelor	12+	650K	1.0M
Manager of Landscape Design (Specialist)	景观设计专业经理	Bachelor	6+	400K	600K
M&E Design Director (Specialist)	机电设计专业总监	Bachelor	10+	650K	1.0M
Manager of M&E Design (Specialist)	机电设计专业经理	Bachelor	6+	400K	600K
Interior Design Director (Specialist)	室内设计专业总监	Bachelor	10+	650K	1.0M
Manager of Interior Design (Specialist)	室内设计专业经理	Bachelor	6+	400K	600K
Structure Design Director (Specialist)	结构设计专业总监	Bachelor	10+	650K	1.0M
Manager of Structure Design (Specialist)	结构设计专业经理	Bachelor	6+	400K	600K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
ENGINEERING 工程					
Engineering Head	工程部负责人	Bachelor	18+	1.5M	4.0M
Engineering Director	工程部总监	Bachelor	10+	900K	1.3M
Manager of Engineering	工程经理	Bachelor	8+	450K	800K
Civil Engineering Director (Specialist)	土建工程专业总监	Bachelor	10+	650K	1.0M
Manager of Civil Engineering (Specialist)	土建工程专业经理	College	6+	350K	600K
M&E Engineering Director (Specialist)	机电工程专业总监	Bachelor	10+	650K	1.0M
Manager of M&E Engineering (Specialist)	机电工程专业经理	College	6+	350K	600K
Landscape Engineering Director (Specialist)	景观工程专业总监	Bachelor	10+	650K	1.0M
Manager of Landscape Engineering (Specialist)	景观工程专业经理	College	6+	350K	600K
Decoration Engineering Director (Specialist)	精装修工程专业总监	Bachelor	10+	650K	1.0M
Manager of Decoration Engineering (Specialist)	精装修工程专业经理	College	6+	350K	600K
Structure Engineering Director (Specialist)	结构工程专业总监	Bachelor	10+	650K	1.0M
Manager of Structure engineering (Specialist)	结构工程专业经理	College	6+	350K	600K
Curtain Wall Engineering Director (Specialist)	幕墙工程专业总监	Bachelor	10+	650K	1.0M
Manager of Curtain Wall Engineering (Specialist)	幕墙工程专业经理	College	6+	350K	600K
Maintenance Engineering Director (Specialist)	维保工程专业总监	Bachelor	10+	650K	1.0M
Manager of Maintenance Engineering (Specialist)	维保工程专业经理	College	6+	350K	600K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
SALES & MARKETING 营销					
Sales & Marketing Head	营销企划负责人	Bachelor	18+	1.5M	4.0M
Sales & Marketing Director	营销总监	Bachelor	10+	800K	1.5M
Manager of Sales & Marketing	营销经理	Bachelor	8+	350K	800K
Marketing Planning Director	企划总监	Bachelor	8+	800K	1.2M
Manager of Marketing Planning	企划经理	Bachelor	6+	400K	600K
Media Channel Director	渠道总监	Bachelor	8+	600K	1.2M
Manager of Media Channel	渠道经理	College	6+	400K	800K
Marketing Analyzing Director	市场总监	Bachelor	8+	600K	1.2M
Manager of Marketing Analyzing	市场经理	Bachelor	6+	350K	600K
Manager of Sales Control (Specialist)	销控专业经理	College	6+	350K	550K
Manager of Sales Support (Specialist)	销售支持专业经理	College	6+	350K	550K
COST CONTROL 成本					
Cost Control Head	成本负责人	Bachelor	18+	1.5M	4.0M
Cost Control Director	成本总监	Bachelor	10+	800K	1.5M
Senior Manager of Cost Control	成本高级经理	Bachelor	8+	550K	800K
Manager of Cost Control	成本经理	Bachelor	6+	450K	650K
Manager of Civil Cost Control	土建成本专业经理	Bachelor	6+	350K	550K
Manager of M&E Cost Control	机电成本专业经理	Bachelor	6+	350K	550K



				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
INVESTMENT 投资					
Investment Head	投资负责人	Bachelor	18+	1.5M	4.0M
Investment Director (Specialist)	投资专业总监	Bachelor	10+	1.0M	2.5M
Deputy Investment Director (Specialist)	投资专业高级经理	Bachelor	8+	600K	1.0M
Assistant Investment Director (Specialist)	投资专业经理	Bachelor	6+	400K	700K
Investment & Development Director	开发总监	Bachelor	12+	800K	1.5M
Deputy Investment & Development Director	开发高级经理	Bachelor	10+	450K	800K
Assistant Investment & Development Director	开发经理	Bachelor	6+	350K	550K
CUSTOMER SERVICE 客服					
Customer Service Director	客服总监	Bachelor	12+	800K	1.5M
Senior Manager of Customer Service	客服高级经理	Bachelor	10+	500K	800K
Manager of Customer Service	客服经理	College	6+	350K	550K
CUSTOMER & MARKET RESEARCH 客户与市场研究					
Customer Service Director	客户与市场研究总监	Bachelor	12+	800K	1.5M
Senior Manager of Customer Service	客户与市场研究高级经理	Bachelor	10+	500K	800K
Manager of Customer Service	客户与市场研究经理	Bachelor	6+	400K	550K
PROCEDURE MANAGEMENT 运营					
Procedure Management Director	运营总监	Bachelor	12+	800K	1.5M
Senior Manager of Procedure Management	运营高级经理	Bachelor	10+	500K	800K
Manager of Procedure Management	运营经理	Bachelor	6+	400K	550K

				ANNUAL SALARY (RMB)	
		QUALIFICATION	EXPERIENCE (YEARS)	MIN	MAX
FINANCE 财务					
Finance Director	财务总监	Bachelor	12+	800K	2.5M
Senior Manager of Finance	财务高级经理	Bachelor	10+	500K	800K
Manager of Finance	财务经理	Bachelor	6+	350K	550K
HR & ADMIN 综管					
HR & Admin Director	人力资源行政总监	Bachelor	12+	800K	2.5M
Senior Manager of HR & Admin	人力资源行政高级经理	Bachelor	10+	500K	900K
Manager of HR & Admin	人力资源行政经理	Bachelor	6+	350K	550K
Senior Manager of HR (Specialist)	人力资源专业高级经理	Bachelor	10+	500K	900K
Manager of HR (Specialist)	人力资源专业经理	Bachelor	6+	350K	550K
Senior Manager of Admin (Specialist)	行政专业高级经理	Bachelor	10+	450K	600K
Manager of Admin (Specialist)	行政专业经理	Bachelor	6+	350K	500K
Senior Manager of Legal Affairs (Specialist)	法务专业高级经理	Bachelor	10+	550K	900K
Manager of Legal Affairs (Specialist)	法务专业经理	Bachelor	6+	350K	550K
Senior Manager of IT (Specialist)	IT专业高级经理	Bachelor	10+	450K	800K
Manager of IT (Specialist)	IT专业经理	Bachelor	6+	350K	500K