

Robert—
—Walters



Contractor Pay Guide 2025

Robert Walters Hong Kong



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Introducing the Contractor Pay Guide

As organisations navigate an increasingly uncertain hiring landscape, companies are turning to faster, more flexible models like contract and project-based hiring to stay agile.

Understanding market rates and trends is essential—this Contractor Pay Guide, a companion to the comprehensive [Robert Walters 2025 Salary Survey](#), offers in-depth data and insights into the Hong Kong contractor hiring market, along with a comprehensive overview of current contractor rates across key sectors: tech & transformation, financial services, and commerce.

Insights into trends impacting contractor engagement is provided across these core disciplines, to help organisations make informed decisions and optimise their approach to contractor engagement in 2025.

Get in touch

To explore the latest benefits trends in your industry and discover how our specialised recruitment services can enhance your contractor hiring efforts, connect with our specialist recruitment consultants today.

Contact details can be found at the [back of this book](#).

Methodology

The contract rate ranges in this guide offer broad indications of potential earnings across various roles and sectors. Salary ranges shown are based on an analysis of placements made across our network of offices and specialist disciplines during 2024, adjusted for Q2 2025 to reflect current contractor demand across the market. These figures represent basic rates, excluding benefits and bonuses unless specified, and do not refer to agency rates.

While these pay rate ranges provide a foundational overview, contractor rates can vary significantly due to factors such as individual experience, specialised skills, and market dynamics. Each chapter includes specific commentary on how these elements influence rates. Staying informed about market trends and in-demand skills are crucial for ensuring competitive and fair compensation.

Our compensation and benefits benchmarking use a combination of our own recruitment data, quantitative survey results and the knowledge of our recruitment experts to provide you with a bespoke report.

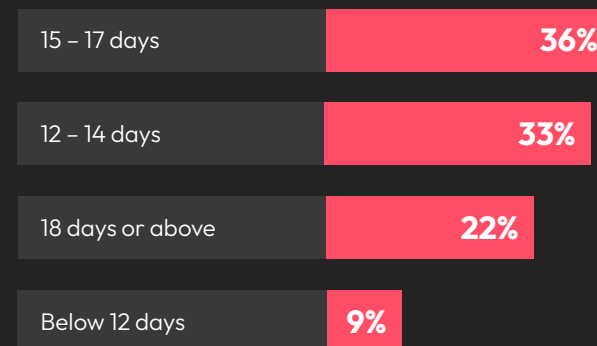
What are employers offering to their contractors?

Average contract duration

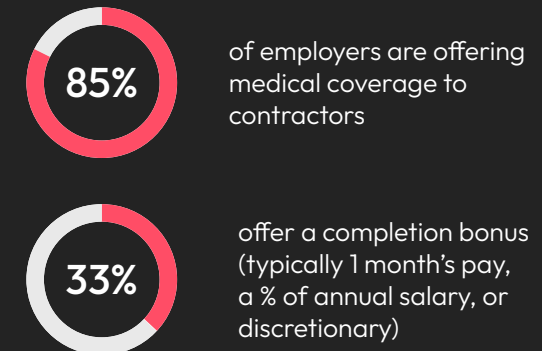


Number of annual leaves

Employers are increasingly aligning contractor leave with that of permanent staff.



Compensation & benefits



Top recruitment challenges employers are facing



64%
of employers plan to hire contractors in 2025



With more than 6,000 contracting placements since 2009, our contract recruitment experts offer key hiring advice for firms looking to hire top contractor talent, from candidate sourcing, right through to onboarding and retention.



Tech & Transformation

Tech & Transformation

Software Development

Insurance companies, IT vendors, and government agencies are increasingly hiring developers to upgrade existing systems and drive digital transformation initiatives.

There is a strong demand for professionals skilled in Java and cloud technologies, especially AWS and Azure, as organisations seek to modernise legacy systems and create innovative digital solutions.

Top contract roles in demand

- 1 Developer
- 2 System Analyst
- 3 Technical Lead

Top skills in demand

- 1 Java
- 2 Cloud-based development/
deployment (AWS/Azure)

Salary increment

- **Temp to temp:** 15 - 20%
- **Perm to contract:** 15 - 20%
- **Contract renewals:** Flat or 3 - 5%



Approx. 1 month

Average time to fill a position

Tech & Transformation

Software Development

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Analyst Programmer	10+ Years	HK\$50k - 55k	HK\$50k - 55k
	3-5 Years	HK\$35k - 55k	HK\$35k - 55k
	0-3 Years	HK\$22k - 35k	HK\$22k - 35k
Application Support (Banking Applications)	10+ Years	HK\$80k - 120k	HK\$80k - 140k
	5-10 Years	HK\$65k - 95k	HK\$60k - 90k
	3-5 Years	HK\$40k - 60k	HK\$40k - 60k
Development Manager/Technical Lead	10+ Years	HK\$75k - 80k	HK\$75k - 80k
	5-10 Years	HK\$55k - 80k	HK\$55k - 75k
DevOps Engineer - kubernetes, Docker	10+ Years	HK\$80k - 140k	HK\$80k - 140k
	5-10 Years	HK\$60k - 100k	HK\$60k - 100k
	3-5 Years	HK\$45k - 60k	HK\$45k - 60k
Enterprise Architect	10+ Years	HK\$120k - 150k	HK\$120k - 150k
	5-10 Years	HK\$85k - 120k	HK\$85k - 120k
Mobile Developer/Front-end Developer	10+ Years	HK\$80k - 110k	HK\$80k - 110k
	5-10 Years	HK\$50k - 85k	HK\$60k - 85k
	3-5 Years	HK\$35k - 60k	HK\$40k - 60k
Quality Assurance/Testing - Automated Testing	10+ Years	HK\$75k - 95k	HK\$75k - 95k
	5-10 Years	HK\$45k - 75k	HK\$50k - 75k
	3-5 Years	HK\$35k - 50k	HK\$35k - 50k

Tech & Transformation

Software Development

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Quality Assurance/Testing - Manual	10+ Years	HK\$60k - 65k	HK\$60k - 65k
	5-10 Years	HK\$40k - 60k	HK\$45k - 60k
	3-5 Years	HK\$30k - 45k	HK\$30k - 45k
Software Developer (Financial Services)	10+ Years	HK\$80k - 150k	HK\$80k - 140k
	5-10 Years	HK\$55k - 100k	HK\$55k - 100k
	3-5 Years	HK\$40k - 65k	HK\$40k - 55k
Software Developer (Non-Financial Services)	10+ Years	HK\$85k - 110k	HK\$65k - 85k
	5-10 Years	HK\$52k - 85k	HK\$55k - 65k
	3-5 Years	HK\$40k - 63k	HK\$40k - 55k
Solution Architect	10+ Years	HK\$100k - 150k	HK\$110k - 150k
	5-10 Years	HK\$80k - 110k	HK\$75k - 110k
System Analyst	10+ Years	HK\$65k - 68k	HK\$65k - 68k
	5-10 Years	HK\$55k - 65k	HK\$55k - 65k
	3-5 Years	HK\$40k - 55k	HK\$40k - 55k

Tech & Transformation

Data, AI & Machine Learning

More companies are investing in integrating Generative AI into their business use cases. Companies are now seeking professionals who can address data maturity gaps, as many struggle with these challenges. Building a solid foundation for data layers and models is crucial to efficiently focus on AI use cases.

Top contract roles in demand

- 1 Data Engineer
- 2 ETL Developer
- 3 AI/ML Engineer

Top skills in demand

- 1 Data pipeline development
- 2 Generative AI & RAG framework integration
- 3 Python for workflow automation

Salary increment

- **Temp to temp:** 10 - 15%
- **Perm to contract:** 15 - 20%
- **Contract renewals:** Flat or 3 - 5%



Approx. 1 month

Average time to fill a position

Especially for data engineers, ETL engineers, and AI/ML engineers, the hiring process is longer due to a limited pool and talent having multiple offers.

Tech & Transformation

Data, AI & Machine Learning

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Data Architect	10+ Years	HK\$85k - 140k	HK\$90k - 140k
	5-10 Years	HK\$65k - 95k	HK\$65k - 95k
Data Modeller	10+ Years	HK\$82k - 140k	HK\$90k - 140k
	5-10 Years	HK\$65k - 90k	HK\$65k - 90k
	3-5 Years	HK\$40k - 65k	HK\$45k - 65k
Data Scientist	10+ Years	HK\$90k - 120k	HK\$90k - 120k
	5-10 Years	HK\$65k - 110k	HK\$65k - 110k
	3-5 Years	HK\$40k - 65k	HK\$45k - 65k
Data Engineer	10+ Years	HK\$85k - 120k	HK\$90k - 120k
	5-10 Years	HK\$60k - 90k	HK\$60k - 90k
	3-5 Years	HK\$35k - 60k	HK\$35k - 60k
Data Analytics	10+ Years	HK\$85k - 100k	HK\$80k - 100k
	5-10 Years	HK\$60k - 90k	HK\$60k - 90k
	3-5 Years	HK\$35k - 60k	HK\$35k - 60k
Data Warehouse, Business Intelligence & Reporting	10+ Years	HK\$80k - 110k	HK\$85k - 110k
	5-10 Years	HK\$60k - 90k	HK\$60k - 90k
	3-5 Years	HK\$35k - 60k	HK\$35k - 60k
Data Lineage, Governance and Management (Metadata/ Colibra)	10+ Years	HK\$85k - 130k	HK\$90k - 130k
	5-10 Years	HK\$60k - 90k	HK\$65k - 90k
	3-5 Years	HK\$40k - 60k	HK\$45k - 65k

Tech & Transformation

Infrastructure, Cyber Security & Cloud

The commercial and financial sectors are actively hiring replacements for helpdesk and network engineers, companies seek professionals with experience in Cisco, FortiGate and Palo Alto.

Additionally, for workplace technology roles, companies are looking for professionals with expertise in Intune to cope with their project needs.

Top contract roles in demand

- 1 Helpdesk Engineer
- 2 Network Engineer
- 3 Workplace Technology Engineer

Top skills in demand

- 1 **Technical support**
Proficiency in troubleshooting, resolving IT issues and supporting daily operation
- 2 **Workplace technology management**
Skilled in overseeing daily operations and managing M365 upgrade projects

Salary increment

- **Temp to temp:** 15%
- **Perm to contract:** 20%
- **Contract renewals:** Flat or 3 - 5%



2-4 weeks

Average time to fill a position

Tech & Transformation

Infrastructure, Cyber Security & Cloud

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
AWS/Azure Cloud Architect	10+ Years	HK\$130k - 140k	HK\$130k - 140k
	5-10 Years	HK\$90k - 130k	HK\$90k - 130k
	3-5 Years	HK\$65k - 90k	HK\$65k - 90k
Security Architect	10+ Years	HK\$130k - 145k	HK\$130k - 145k
	5-10 Years	HK\$90k - 130k	HK\$90k - 130k
	3-5 Years	HK\$65k - 90k	HK\$65k - 90k
Solution Architect	10+ Years	HK\$80k - 125k	HK\$80k - 125k
	5-10 Years	HK\$80k - 120k	HK\$80k - 120k
	3-5 Years	HK\$60k - 85k	HK\$60k - 85k
Cloud Manager	10+ Years	HK\$120k - 140k	HK\$120k - 140k
	5-10 Years	HK\$90k - 135k	HK\$90k - 135k
	3-5 Years	HK\$65k - 90k	HK\$65k - 90k
Technology Risk	10+ Years	HK\$100k - 110k	HK\$100k - 110k
	5-10 Years	HK\$65k - 90k	HK\$65k - 90k
	3-5 Years	HK\$50k - 65k	HK\$50k - 65k
Cyber Security	10+ Years	HK\$80k - 110k	HK\$80k - 110k
	5-10 Years	HK\$60k - 80k	HK\$60k - 80k
	3-5 Years	HK\$45k - 60k	HK\$45k - 60k

Tech & Transformation

Infrastructure, Cyber Security & Cloud

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Service Delivery	10+ Years	HK\$75k - 85k	HK\$75k - 85k
	5-10 Years	HK\$50k - 75k	HK\$50k - 75k
	3-5 Years	HK\$40k - 55k	HK\$40k - 55k
Network Architect	10+ Years	HK\$80k - 95k	HK\$80k - 95k
	5-10 Years	HK\$80k - 90k	HK\$80k - 90k
	3-5 Years	HK\$60k - 80k	HK\$60k - 80k
Network Administrator	10+ Years	HK\$70k - 95k	HK\$70k - 95k
	5-10 Years	HK\$55k - 70k	HK\$60k - 70k
	3-5 Years	HK\$40k - 55k	HK\$45k - 60k
Database Administrator	10+ Years	HK\$80k - 90k	HK\$80k - 90k
	5-10 Years	HK\$55k - 80k	HK\$55k - 80k
Infrastructure Manager	10+ Years	HK\$65k - 90k	HK\$65k - 90k
	5-10 Years	HK\$55k - 70k	HK\$55k - 70k
Infrastructure Specialist	10+ Years	HK\$60k - 80k	HK\$60k - 80k
	5-10 Years	HK\$60k - 70k	HK\$60k - 70k
	3-5 Years	HK\$40k - 55k	HK\$40k - 55k

Tech & Transformation

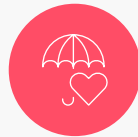
Digital Transformation & Project Management



**Approx.
1 month**

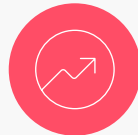
Average time to fill
a position

Top skills in demand



Insurance sector

- 1 Business knowledge in life, health, and operational processes
- 2 Technology expertise in cloud computing and core insurance systems



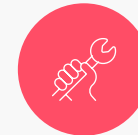
Investment banking sector

- 1 Python, java, C#
- 2 Low latency & trading systems



Retail and corporate banking sector

- 1 Domain knowledge of banking products and processes, especially digital platforms
- 2 Experience in AI, cloud technologies, and automation projects



Non-financial services sector

- 1 Extensive large-scale project management
- 2 Understanding of new technologies and cloud-based ERP solutions
- 3 Cross-functional collaboration: there is activity in cloud-based ERP transformation and technology programs.

Digital Transformation & Project Management

Top contract roles in demand

- 1 Business Analyst
- 2 Project Manager
- 3 UI/UX Designer
- 4 QA Analyst
- 5 Developer
- 6 Application Support

Salary increment

- **Temp to temp:** 10 - 20%
- **Perm to contract:** 15 - 20%
- **Contract renewals:** Flat or 3 - 5%



- Hiring in banking and major life insurance companies has slowed down due to economic uncertainties while non-major insurers are experiencing some expansion. Regulatory demand remains stable, supported by approved budgets.
- Increased activity is noted in client-focused industries such as entertainment, transportation, payments, and retail, which are actively investing in cloud-based solutions, SaaS products, and AI to enhance operational capabilities.
- Tech recruitment in investment banking is increasingly focused on professionals skilled in low latency trading systems, big data processing, and cloud-native solutions to support high-frequency trading and data-driven decisions.
- There is a growing emphasis on AI/ML expertise for predictive analytics and automation, as well as DevOps and cyber security skills for scalable and secure infrastructure.



Pinki Chan
Senior Manager
Tech & Transformation
Contract Division

Tech & Transformation

Digital Transformation & Project Management

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Programme Management	10+ Years	HK\$100k - 155k	HK\$100k - 155k
	5-10 Years	HK\$80k - 100k	HK\$80k - 100k
Digital Product Owner	10+ Years	HK\$90k - 130k	HK\$90k - 120k
	5-10 Years	HK\$75k - 95k	HK\$75k - 95k
	3-5 Years	HK\$45k - 75k	HK\$45k - 75k
Business Analyst (Banking FO-BO)	10+ Years	HK\$75k - 120k	HK\$75k - 120k
	5-10 Years	HK\$65k - 85k	HK\$60k - 90k
	3-5 Years	HK\$60k - 90k	HK\$50k - 90k
Project Manager	10+ Years	HK\$90k - 130k	HK\$85k - 120k
	5-10 Years	HK\$65k - 90k	HK\$65k - 85k
	3-5 Years	HK\$50k - 70k	HK\$50k - 65k
Business Analyst	10+ Years	HK\$80k+	HK\$75k+
	5-10 Years	HK\$55k - 80k	HK\$55k - 75k
	3-5 Years	HK\$38k - 55k	HK\$35k - 55k
Delivery Management	10+ Years	HK\$90k+	HK\$90k+
	5-10 Years	HK\$70k - 90k	HK\$70k - 90k
	3-5 Years	HK\$50k - 70k	HK\$50k - 70k

Tech & Transformation

Digital Transformation & Project Management

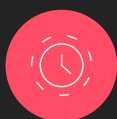
		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Transformation Management/Change Management	10+ Years	HK\$100k+	HK\$95k+
	5-10 Years	HK\$80k - 100k	HK\$75k - 95k
	3-5 Years	HK\$60k - 80k	HK\$55k - 75k
Customer Experience Management	10+ Years	HK\$90k+	HK\$90k+
	5-10 Years	HK\$70k - 90k	HK\$70k - 90k
	3-5 Years	HK\$40k - 70k	HK\$40k - 70k
Scrum Master & Agile Evangelist	10+ Years	HK\$80k - 100k	HK\$80k - 100k
	5-10 Years	HK\$65k - 80k	HK\$65k - 80k
	3-5 Years	HK\$50k - 65k	HK\$50k - 65k
PMO	10+ Years	HK\$80k+	HK\$80k+
	5-10 Years	HK\$65k - 80k	HK\$65k - 80k
	3-5 Years	HK\$45k - 66k	HK\$45k - 65k
Lean/Process Reengineering Consultant	10+ Years	HK\$90k+	HK\$85k+
	5-10 Years	HK\$60k - 90k	HK\$55k - 85k
	3-5 Years	HK\$35k - 60k	HK\$35k - 55k
UX/UI Designer	10+ Years	HK\$95k+	HK\$90k+
	5-10 Years	HK\$60k - 95k	HK\$55k - 75k
	3-5 Years	HK\$38k - 60k	HK\$35k - 55k

Financial Services

Financial Services

Top contract roles in demand

- 1 KYC
- 2 Governance – Risk and Compliance
- 3 Project Transformation
- 4 Business Support
- 5 Finance and Accounting



Approx. 1 month

Average time to fill a position

For more senior roles in governance, program management, and finance, the average time may extend slightly due to the involvement of additional stakeholders in the interview process.

Top skills in demand

- 1 Regulatory and experience
- 2 Client on-boarding
- 3 First line of defence risk
- 4 Implementation and transformation
- 5 Project management

Salary increment

- **Temp to temp:** 5 - 10% if already in a contract
- **Immediate available to temp:** Up to 5% depending on the position
- **Perm to contract:** 20 -25%
- **Contract renewals:** 5% depending on performance

The contract market continues to add value to businesses who require specialist talent for ongoing transformation, implementation and growth projects. Financial services companies are also leveraging contract workers for wider functions.

Companies have recognised there is a growing pool of contractors in commercial, sales, marketing, legal and strategic positions, which helps to meet their talent needs without compromising quality across banking, insurance and the buy-side. We see this trend continuing and like other major finance hubs, contracting is playing a pivotal role in the recruitment market in Hong Kong.



Matthew Sullivan
Senior Manager
Financial Services
Contract Division

Financial Services

Accounting & Finance

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Financial & Regulatory Reporting	8+ Years	HK\$60k - 80k	HK\$60k - 80k
	5-8 Years	HK\$40k - 60k	HK\$40k - 60k
	1-4 Years	HK\$20k - 40k	HK\$25k - 45k
Treasury	8+ Years	HK\$60k - 80k	HK\$60k - 80k
	5-8 Years	HK\$40k - 60k	HK\$40k - 60k
	1-4 Years	HK\$22k - 40k	HK\$25k - 45k
Product Control & Valuation	8+ Years	HK\$70k - 90k	HK\$70k - 90k
	5-8 Years	HK\$50k - 70k	HK\$50k - 70k
	1-4 Years	HK\$22k - 50k	HK\$25k - 50k
Fund Accounting & Admin	8+ Years	HK\$60k - 80k	HK\$60k - 80k
	5-8 Years	HK\$40k - 60k	HK\$40k - 60k
	1-4 Years	HK\$20k - 40k	HK\$25k - 50k

Financial Services

Risk Management

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Market Risk	8+ Years	HK\$65k - 85k	HK\$70k - 90k
	4-8 Years	HK\$45k - 65k	HK\$50k - 70k
	1-4 Years	HK\$22k - 45k	HK\$30k - 50k
Credit Risk	8+ Years	HK\$60k - 80k	HK\$68k - 80k
	4-8 Years	HK\$40k - 60k	HK\$45k - 68k
	1-4 Years	HK\$24k - 40k	HK\$24k - 45k
Operational Risk	8+ Years	HK\$60k - 80k	HK\$60k - 80k
	5-8 Years	HK\$38k - 60k	HK\$40k - 60k
	1-4 Years	HK\$24k - 38k	HK\$25k - 40k
Risk Management	8+ Years	HK\$50k - 85k	HK\$50k - 85k
	5-8 Years	HK\$35k - 50k	HK\$35k - 50k
	1-4 Years	HK\$25k - 35k	HK\$25k - 35k

Financial Services

Operations

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Operations	8+ Years	HK\$70k - 120k	HK\$70k - 120k
	5-8 Years	HK\$50k - 70k	HK\$50k - 70k
	1-4 Years	HK\$25k - 50k	HK\$25k - 50k
Trade Support	8+ Years	HK\$70k - 85k	HK\$75k - 90k
	5-8 Years	HK\$50k - 70k	HK\$50k - 75k
	1-4 Years	HK\$22k - 50k	HK\$25k - 50k
KYC/Client Onboarding	8+ Years	HK\$65k - 110k	HK\$65k - 110k
	5-8 Years	HK\$45k - 70k	HK\$45k - 70k
	1-4 Years	HK\$22k - 45k	HK\$20k - 45k
Client Servicing	8+ Years	HK\$65k - 110k	HK\$65k - 110k
	5-8 Years	HK\$45k - 65k	HK\$45k - 65k
	1-4 Years	HK\$22k - 45k	HK\$23k - 45k
Corporate Actions/Asset Servicing	8+ Years	HK\$60k - 90k	HK\$60k - 90k
	5-8 Years	HK\$40k - 60k	HK\$40k - 60k
	1-4 Years	HK\$21k - 40k	HK\$22k - 40k
Settlement & Reconciliation	8+ Years	HK\$60k - 75k	HK\$60k - 75k
	5-8 Years	HK\$40k - 60k	HK\$40k - 60k
	1-4 Years	HK\$20k - 40k	HK\$21k - 40k

Financial Services

Legal

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Legal Director	12+ Years	HK\$100k - 150k	HK\$110k - 170k
Legal Senior Manager/Associate Director	8-12 Years	HK\$70k - 100k	HK\$70k - 110k
Legal Manager	4-7 Years	HK\$50k - 70k	HK\$50k - 70k
Legal Associate	0-3 Years	HK\$40k - 50k	HK\$40k - 50k

Compliance

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Regional Head of Compliance	10+ Years	HK\$183k - 250k	HK\$183k - 250k
Head of Compliance	10+ Years	HK\$133k - 183k	HK\$133k - 183k
SVP/Director	10+ Years	HK\$125k - 133k	HK\$125k - 133k
Vice President	10+ Years	HK\$70k - 125k	HK\$70k - 125k
Assistant Vice President	8-10 Years	HK\$50k - 69k	HK\$50k - 69k
Associate	4-7 Years	HK\$28k - 49k	HK\$28k - 49k
Officer/Analyst	0-3 Years	HK\$18k - 30k	HK\$18k - 30k

Financial Services

Project & Transformation

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Business Analyst	8+ Years	HK\$50k - 100k	HK\$55k - 100k
	5-8 Years	HK\$40k - 50k	HK\$45k - 55k
	1-4 Years	HK\$30k - 40k	HK\$30k - 45k
Project Management	8+ Years	HK\$65k - 85k	HK\$65k - 85k
	5-8 Years	HK\$45k - 65k	HK\$45k - 80k
	1-4 Years	HK\$22k - 45k	HK\$25k - 50k
Change Management	8+ Years	HK\$60k - 80k	HK\$60k - 85k
	5-8 Years	HK\$50k - 80k	HK\$50k - 80k
	1-4 Years	HK\$25k - 45k	HK\$25k - 45k

Financial Services

Human Resources

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
C&B/HRIS			
Head of Compensation & Benefits	15+ Years	HK\$125k - 150k	HK\$125k - 150k
Assistant HR Manager (C&B)	5+ Years	HK\$35k - 40k	HK\$42k - 50k
Rewards/C&B Analyst	2+ Years	HK\$30k - 38k	HK\$38k - 45k
HR Analytics Specialist	3+ Years	HK\$30k - 40k	HK\$36k - 48k
Senior HR Officer (C&B)	4+ Years	HK\$28k - 32k	HK\$30k - 40k
HRIS Manager	8+ Years	HK\$50k - 58k	HK\$52k - 65k
HRIS Specialist	3+ Years	HK\$30k - 45k	HK\$50k - 52k
HRBP			
HR Director	15+ Years	HK\$100k - 200k	HK\$100k - 200k
HR Manager/HRBP	8+ Years	HK\$40k - 52k	HK\$45k - 55k
Assistant HRBP	5+ Years	HK\$35k - 42k	HK\$35k - 42k
BP	3+ Years	HK\$30k - 35k	HK\$33k - 40k
Senior HR Officer	4+ Years	HK\$22k - 27k	HK\$25k - 32k
HR Officer	2+ Years	HK\$16k - 22k	HK\$20k - 30k
L&D, OD&TM			
L&D Director	10+ Years	HK\$73k - 110k	HK\$75k - 110k
L&D Manager	8+ Years	HK\$40k - 48k	HK\$48k - 60k
L&D Officer	2+ Years	HK\$20k - 25k	HK\$23.5k - 30k
Shared Services			
Payroll Specialist	3+ Years	HK\$25k - 32k	HK\$28k - 35k
TA			
TA Manager	5+ Years	HK\$50k - 100k	HK\$60k - 110k
TA Officer/Support	0-5 Years	HK\$25k - 50k	HK\$30k - 50k

Financial Services

Sales & Marketing

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Digital Marketing Manager	6+ Years	HK\$50k - 100k	HK\$50k - 83k
Corporate Communications Manager	6+ Years	HK\$50k - 100k	HK\$50k - 83k
Marketing Communications Manager	6+ Years	HK\$50k - 83k	HK\$50k - 83k
Marketing Manager	6+ Years	HK\$50k - 92k	HK\$50k - 83k
Events Manager	6+ Years	HK\$48k - 83k	HK\$50k - 83k
Digital Copywriter	3+ Years	HK\$30k - 60k	HK\$33k - 60k
Senior Product Officer/Product Officer	3+ Years	HK\$25k - 50k	HK\$25k - 50k
Digital Marketing Executive	3+ Years	HK\$25k - 35k	HK\$25k - 35k
Senior Corporate Communications Executive	2+ Years	HK\$25k - 38k	HK\$25k - 38k
Senior PR Executive/PR Executive	2+ Years	HK\$22k - 38k	HK\$25k - 38k
Senior Event Officer/Event Officer	2+ Years	HK\$22k - 38k	HK\$25k - 38k

Financial Services

Secretarial & Business Support

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Office Manager	12+ Years	HK\$40k - 55k	HK\$48k - 65k
Administration Manager	10+ Years	HK\$40k - 50k	HK\$48k - 60k
Personal Assistant	6+ Years	HK\$30k - 38k	HK\$35k - 45k
Executive Assistant to C Suite	10+ Years	HK\$40k - 55k	HK\$45k - 65k
Executive Assistant to General Management	10+ Years	HK\$35k - 45k	HK\$38k - 50k
Assistant Administrative Manager	6+ Years	HK\$30k - 38k	HK\$35k - 42k
Team Secretary	8+ Years	HK\$28k - 35k	HK\$30k - 45k
Administrative Assistant	2+ Years	HK\$25k - 35k	HK\$28k - 45k
Receptionist	4+ Years	HK\$17k - 20k	HK\$18k - 28k

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In the face of tight budgets and limited headcount, companies increasingly prioritise cost control and agility by hiring contract staff rather than perm employees. The demand for top talent in non-tech commerce contracting remains robust, irrespective of function or employment type.

Salary increment

- **Temp to temp:** 5 - 10% if already in a contract
- **Perm to contract:** 8-12%
- **Contract renewals:** 5%

Top contract roles in demand

1 Human Resources

- HR Manager
- HRBP

2 Accounting & Finance

- Finance Transformation
- Accounting (AP/AR focused) (6-12-month contract)

3 Sales & Marketing

- Marketing Manager
- Content Manager (12-month contract)

4 Business Support

- Executive Assistant
- Secretary
- Administration Assistant (6-12-month contract)



1.5 - 2 weeks

Average time to fill a position



Brendan Cheung
Senior Consultant
Commerce
Contract Division

Human Resources

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
C&B/HRIS			
C&B Manager	7+ Years	HK\$35k - 50k	HK\$35k - 50k
HRIS Manager	7+ Years	HK\$35k - 50k	HK\$35k - 50k
Assistant C&B Manager	5+ Years	HK\$30k - 45k	HK\$30k - 45k
(Senior) C&B Officer	2+ Years	HK\$40k - 70k	HK\$42k - 70k
Generalist/BP			
HR Manager (Generalist)	7+ Years	HK\$50k - 60k	HK\$50k - 60k
HR Manager (Business Partner)	7+ Years	HK\$55k - 80k	HK\$55k - 80k
Assistant HR Manager (Generalist/BP)	5+ Years	HK\$35k - 45k	HK\$35k - 45k
(Senior) HR Officer (Generalist/BP)	2+ Years	HK\$25k - 38k	HK\$25k - 38k
L&D, OD&TM			
Talent Management Manager	7+ Years	HK\$48k - 70k	HK\$50k - 70k
Organisational Development Manager	7+ Years	HK\$53k - 70k	HK\$55k - 70k
L&D Manager	7+ Years	HK\$44k - 55k	HK\$45k - 55k
Assistant HR Manager (Training/L&D)	5+ Years	HK\$40k - 50k	HK\$40k - 50k
(Senior) HR Officer (Training/L&D)	2+ Years	HK\$28k - 38k	HK\$28k - 38k
Shared Services			
HR Shared Services Manager	7+ Years	HK\$45k - 65k	HK\$48k - 70k
Payroll Manager	7+ Years	HK\$30k - 35k	HK\$32k - 42k
Payroll Specialist/Assistant Manager	3+ Years	HK\$25k - 28k	HK\$25k - 30k
TA			
Recruitment Manager	6+ Years	HK\$50k - 70k	HK\$45k - 65k
(Senior) HR Officer (Recruitment)	2+ Years	HK\$25k - 32k	HK\$25k - 32k

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Accounting & Finance

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Accounting			
Accounting Manager (GL, AP, AR)	8+ Years	HK\$45k - 65k	HK\$48k - 65k
Senior Accountant	4+ Years	HK\$35k - 50k	HK\$38k - 50k
Accountant	3+ Years	HK\$28k - 40k	HK\$30k - 40k
Credit Control Officer	3+ Years	HK\$25k - 35k	HK\$28k - 35k
AP/AR Supervisor	4+ Years	HK\$28k - 32k	HK\$28k - 33k
Billing Specialist	4+ Years	HK\$30k - 43k	HK\$33k - 43k
Assistant Accountant	1+ Years	HK\$22k - 30k	HK\$24k - 30k
Accounts Clerk	n/a	HK\$18k - 22k	HK\$19k - 23k
Controllership			
Finance Manager – Control & Reporting	8+ Years	HK\$55k - 65k	HK\$55k - 68k
Corporate Development			
Corporate Development/M&A Manager	8+ Years	HK\$60k - 75k	HK\$60k - 75k
Corporate Development/M&A Analyst/Corporate Finance Analyst	4+ Years	HK\$40k - 55k	HK\$40k - 55k
FP&A			
FP&A Manager – Business Partner	8+ Years	HK\$60k - 75k	HK\$55k - 75k
Finance Analytics Manager	6+ Years	HK\$60k - 75k	HK\$60k - 75k
Senior Financial/Business Analyst	6+ Years	HK\$45k - 55k	HK\$45k - 55k
Financial/Business Analyst	4+ Years	HK\$30k - 43k	HK\$30k - 45k
Management Accountant	3+ Years	HK\$30k - 40k	HK\$30k - 40k
Internal Audit			
Internal Audit Manager	8+ Years	HK\$50k - 75k	HK\$52k - 75k
Internal Auditor	3+ Years	HK\$30k - 48k	HK\$30k - 50k

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Accounting & Finance

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Investor Relations			
Investor Relations Manager	8+ Years	HK\$55k - 75k	HK\$55k - 75k
Tax			
Tax Manager	8+ Years	HK\$63k - 85k	HK\$65k - 85k
Tax Analyst	3+ Years	HK\$34k - 44k	HK\$35k - 45k
Transformation			
Finance Transformation Director	12+ Years	HK\$83k - 125k	HK\$83k - 125k
Finance Transformation Manager	6+ Years	HK\$80k - 100k	HK\$80k - 100k
Finance Manager - System	6+ Years	HK\$53k - 60k	HK\$55k - 62k
Treasury			
Treasury Manager	8+ Years	HK\$58k - 75k	HK\$58k - 75k
Treasury Analyst	3+ Years	HK\$25k - 40k	HK\$28k - 40k

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Sales & Marketing

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Consumer Market			
Customer Experience Manager	7+ Years	HK\$ 45k - 60k	HK\$ 45k - 60k
Customer Service Manager	5+ Years	HK\$ 45k - 60k	HK\$ 45k - 60k
Senior Customer Service Officer/Customer Service Officer	1+ Years	HK\$19k - 33k	HK\$22k - 35k
Sales Coordinator/Sales Administrator	1+ Years	HK\$18k - 33k	HK\$20k - 28k
FMCG			
Marketing Manager/Senior Manager	7+ Years	HK\$60k - 92k	HK\$60k - 92k
CRM Manager	5+ Years	HK\$50k - 80k	HK\$50k - 80k
E-commerce Manager	5+ Years	HK\$50k - 80k	HK\$50k - 80k
Digital Marketing Manager/Senior Manager	5+ Years	HK\$50k - 80k	HK\$50k - 80k
Senior Category Manager/Category Manager	5+ Years	HK\$50k - 80k	HK\$50k - 80k
Senior Product Manager/Product Manager	4+ Years	HK\$45k - 60k	HK\$45k - 65k
Senior Brand Manager/Brand Manager	4+ Years	HK\$45k - 60k	HK\$45k - 65k
Senior Key Account Manager/Key Account Manager	3+ Years	HK\$45k - 60k	HK\$45k - 65k
Trade Marketing Manager	3+ Years	HK\$40k - 55k	HK\$40k - 55k
Assistant Brand Manager	3+ Years	HK\$30k - 45k	HK\$30k - 45k
Key Account Executive	1+ Years	HK\$18k - 28k	HK\$20k - 28k
Marketing Executive	1+ Years	HK\$18k - 28k	HK\$20k - 28k

Commerce

Sales & Marketing

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
IT&T			
Business Development Manager	6+ Years	HK\$42k - 108k	HK\$42k - 108k
Account Manager	6+ Years	HK\$40k - 83k	HK\$40k - 83k
Marketing Manager	6+ Years	HK\$50k - 67k	HK\$50k - 67k
Customer Success Manager	5+ Years	HK\$40k - 58k	HK\$40k - 58k
Digital Marketing Specialist	3+ Years	HK\$30k - 40k	HK\$30k - 40k
Senior Marketing Officer/Marketing Officer	2+ Years	HK\$20k - 35k	HK\$20k - 35k
Business Development Executive	2+ Years	HK\$20k - 42k	HK\$20k - 42k
Account Executive	2+ Years	HK\$20k - 40k	HK\$20k - 40k
Professional Services			
Digital Marketing Manager	8+ Years	HK\$50k - 70k	HK\$50k - 70k
Marketing Manager	8+ Years	HK\$48k - 80k	HK\$48k - 80k
Corporate Communications Manager	8+ Years	HK\$45k - 70k	HK\$45k - 70k
Performance Marketing Manager	6+ Years	HK\$50k - 70k	HK\$50k - 70k
CRM Manager	6+ Years	HK\$45k - 60k	HK\$45k - 60k
Business Development Manager	6+ Years	HK\$40k - 70k	HK\$40k - 70k

Commerce

Sales & Marketing

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Retail			
E-commerce Manager	5+ Years	HK\$54k - 83k	HK\$50k - 83k
Marketing Communications & PR Manager	5+ Years	HK\$48k - 75k	HK\$50k - 75k
Digital Marketing Manager	5+ Years	HK\$48k - 75k	HK\$50k - 75k
CRM Manager	5+ Years	HK\$48k - 75k	HK\$50k - 75k
Marketing Manager	5+ Years	HK\$48k - 75k	HK\$50k - 75k
Assistant Digital Marketing Manager	3+ Years	HK\$35k - 45k	HK\$35k - 45k
Assistant PR Manager	3+ Years	HK\$35k - 45k	HK\$35k - 45k
Assistant Marketing Manager	3+ Years	HK\$35k - 45k	HK\$35k - 45k
Digital Marketing Specialist	2+ Years	HK\$25k - 38k	HK\$25k - 38k
E-commerce Executive	2+ Years	HK\$23k - 40k	HK\$25k - 38k
Senior Marketing Officer/Marketing Officer	1+ Years	HK\$18k - 35k	HK\$20k - 35k

Commerce

Secretarial & Business Support

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Office Manager (Administration Manager)	10+ Years	HK\$35k - 50k	HK\$35k - 50k
Personal Assistant	4+ Years	HK\$35k - 60k	HK\$35k - 65k
Executive Assistant	6+ Years	HK\$35k - 55k	HK\$35k - 60k
Secretary	3+ Years	HK\$25k - 45k	HK\$25k - 48k
Administrative Assistant	1+ Years	HK\$22k - 30k	HK\$22k - 32k
Receptionist	1+ Years	HK\$18k - 28k	HK\$19k - 28k

Sourcing & Procurement

		Salary Range (HKD) (p.m.)	
Job title	Experience Level	2024	2025
Procurement			
Procurement Manager	8+ Years	HK\$41k - 65k	HK\$35k - 70k
Senior Procurement Officer	3+ Years	HK\$29k - 41k	HK\$29k - 44k
Procurement Officer	1+ Years	HK\$23k - 27k	HK\$20k - 25k
Sourcing/Merchandising			
Sourcing Manager/Merchandising Manager/Category Manager	8+ Years	HK\$36k - 60k	HK\$42k - 82k
Sourcing Specialist/Merchandiser	3+ Years	HK\$23k - 33k	HK\$23k - 33k

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Robert Walters' flexible hiring solutions

Temporary and contract recruitment

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Executive interim management

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Statement of Work (SOW)

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Why partner with Robert Walters?

Streamlined process

When you need contingent workers, we keep the process streamlined and simple – taking care of the admin, costs and financial risk so you don't have to.

Dedicated payroll team

We'll customise a payroll solution for your organisation, tailored to size, industry, employment legislation, location and operational complexity.

Contractor care

We grow our contingent labour community through referrals, based on the care and quality of service we provide.

Market insights

We provide expert advice on professional labour ordinances, along with detailed market updates tailored to specific industries and specialisations.



Submit a contract requirement and one of our specialist recruiters will contact you directly to discuss the role(s) in more detail.

[Looking to hire](#)

Contact us

For a more detailed discussion on the market or to address any hiring needs, please do not hesitate to reach out to us.



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