

# HONG KONG



## OVERALL, THE HONG KONG RECRUITMENT MARKET WAS POSITIVE IN 2015.

Although the cautious economic outlook led some businesses to adopt a more careful approach to adding new headcount during the year, efforts from companies to up-skill their teams created a steady stream of replacement openings.

### 2015 INSIGHT

Hong Kong's export trading fell in 2015, due to the slowing Chinese economy and slower than expected recovery in Europe and the US. Although this affected recruitment activity in certain sectors, such as merchandising and retail, professionals with specialist skills remained highly sought after, particularly in the areas of accounting & finance and IT, as well as legal and compliance.

Despite signs of softening in some markets, Asia remained an attractive place for investment with a vast amount of opportunity. Hong Kong's strategic location encouraged an increasing number of start-ups and growing companies to set up in the city, which fuelled the competition for top talent in the market.

### 2016 EXPECTATIONS

Due to uncertainties around China's economic slowdown, companies are likely to remain cautious in growing their headcount during 2016. However, organisations will continue to have ongoing demand for top talent as there is still a strong need to up-skill teams. Professionals with strong business acumen and communication skills as well as regional experience will be in greatest demand.

We anticipate continued demand from the technology sector as a result of the growth in cloud technology, digital and big data. As these are relatively new areas, IT professionals with such skill sets and experience will be hard to find. The city's traditionally strong professional services sector will also continue to develop, creating strong competition for talent. Both compliance specialists and Mandarin-speaking investment professionals will be in particular demand.

As companies seek to drive top-line growth, sales managers with a proven track record will also be highly sought after. However, such professionals are often presented with multiple job offers and are only likely to move

when offered a significant increase in their remuneration package.

Salary increments for candidates changing jobs will average 10-15% in 2016, but rises will be higher across in-demand areas, for example, compliance professionals specialising in areas such as anti-money-laundering and control room could receive increases of up to 30% when switching jobs.

As the market remains candidate driven, companies should ensure a smooth and efficient recruitment process to avoid losing their preferred candidates to competitors. Hiring managers should also create a positive first impression during the interview by outlining the potential of the position on offer. To retain current employees, opportunities for career development, recognition of achievements and successes, as well as offering staff more autonomy and responsibility are the keys to improving retention rates.



As companies strive to up-skill their teams by hiring the best candidates, the competition for top talent will remain strong with professionals able to command average salary increases of 10-15% when switching jobs.



**+ 5%** (AJI)

Year-on-year increase in the number of jobs advertised in Hong Kong

**+ 21%** (AJI)

Year-on-year increase in advertised **accounting and finance** roles

**+ 18%** (AJI)

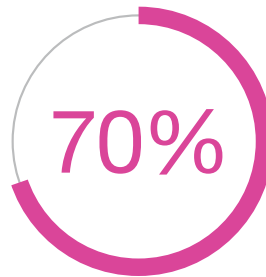
Year-on-year increase in advertised **information technology** roles



## KEY FINDINGS

Increased financial services regulation continued to drive hiring across a range of areas meaning that risk, compliance and audit professionals will remain in high demand across the financial services, commerce and legal sectors as 2016 progresses.

China's economic slowdown has had a downstream effect and companies remain cautious about their 2016 headcount growth.



(Whitepaper)

Candidates who would turn down a job offer due to a poor interview experience

(AJI)

### TOP 4 SECTORS BY ADVERTISED JOB VOLUME

- |                        |                                |
|------------------------|--------------------------------|
| ① Accounting & finance | ② Information technology       |
| ③ Legal & compliance   | ④ Sales & business development |

AJI: Robert Walters Asia Job Index, Q1-Q3 2014 v 2015

Whitepaper: Robert Walters Research: 'Optimising the Interview Process' 2015, 1,570 respondents

# OVERVIEW

## ACCOUNTING & FINANCE

During 2015 we observed consistent hiring activity at the mid to senior level across the full spectrum of finance responsibilities, including treasury, tax, internal audit, financial control, financial planning & analysis and mergers & acquisitions. Most of these were replacement hires following staff departures.

As investment levels grew at local conglomerates and international companies in the logistics and property sectors, the demand for newly and part-qualified business analysts and credit control officers was particularly strong.

Headcount restraints have been an issue in Hong Kong for some time, meaning that the contract market saw high levels of activity, with increasing numbers of senior and longer-term contract roles on offer. We expect this trend to continue in 2016.

As companies continue to build the business partnering capacity of their finance functions, demand will increase for financial analysts and FP&A managers. Organisations will also seek to improve internal control procedures to find new ways of improving the bottom line and minimising risks associated with new regulatory and compliance requirements. As a result, internal auditors will also be increasingly sought after.

This trend towards working more closely with the business is causing a growing number of finance professionals to move away from their core reporting and controlling responsibilities to

provide analysis and decision-making support. We have seen a shortage of skilled financial accounting and controlling professionals developing as a result, which is likely to sharpen further in 2016.

Treasury is another area where we anticipate an increase in demand following changes to the Inland Revenue Ordinance, which allows interest deductions and a rate cut in profits tax for corporate treasury centres established in Hong Kong.

The average salary increase for newly and part-qualified professionals moving jobs will be around 15% in 2016, rising to 20% for top-quality job movers in the same year. Mid to senior candidates will achieve an average of 5%, although high performers could expect an average of 8%. Those in areas where there is a talent shortage could command increases of up to 15% when moving across the market. Contractors will expect increments of 10-15%.

## BANKING & FINANCIAL SERVICES

### FRONT OFFICE

Despite volatile public equity markets, M&A deal volumes increased year-on-year in 2015, which resulted in a healthy level of hiring in M&A teams at investment banks. In contrast, debt capital markets (DCM) hiring substantially reduced from 2013 and 2014 levels, leading in some instances to job cuts.

Valuations of Chinese stocks rose sharply in the first half of 2015, and trading volumes increased on the Hong Kong and Shanghai

exchanges following the establishment of Shanghai-Hong Kong Stock Connect in late 2014. These events created significant demand in asset management firms for A-Share analysts during the first half of 2015. However, after the mid-year correction in China's stock market valuations, demand for such professionals evaporated.

We expect that an uncertain economic outlook and regulatory pressure will cause investment banks to be cautious in their approach to hiring in 2016. Staff turnover, especially at junior and middle management levels, will remain a challenge for many banks. Larger banks have sought to address this in recent months by increasing base salaries and fast-tracking better performers to improve staff retention. We anticipate that more banks will follow suit during the year, reflecting new market norms.

New entrants to the asset management market will continue to drive salaries upward in 2016 by paying above market rates for top talent, particularly for those in senior sales roles. We also expect that demand will remain high for Mandarin-speaking investment professionals specialising in both equity and fixed-income research roles. Experienced sales and distribution professionals will be in high demand and can expect to find many front office opportunities during the year.

### MIDDLE/BACK OFFICE

The increase in global financial services regulation continued in 2015, resulting in a high demand for compliance and audit professionals. Banks have been heavily fined recently for

## KEY TRENDS

- ▶ The recruitment market will remain candidate-driven, with a strong focus from companies on talent attraction and retention.
- ▶ Professionals with strong communication skills and commercial acumen who can work as effective business partners will be highly sought after.
- ▶ Contract recruitment will remain strong and we anticipate greater numbers of senior and longer-term contract roles coming to market.
- ▶ We anticipate continued demand for compliance, digital and cloud computing specialists; strong sales managers who can help grow revenue and market share will also be sought after.

shortcomings in governance and due diligence, therefore competition was also intense for KYC (Know Your Customer) professionals. Due to the lack of candidates available on the market and the urgency of such hires, contractors were popular choices to fill client onboarding and compliance roles.

As a number of banks continued to expand their traditional wholesale and lower-risk lines of business, including corporate and commercial lending, we saw increased recruitment activity in the areas of credit risk and analysis.

Salary increases for those moving roles in KYC, compliance and audit averaged 20-25%, while credit risk and credit analysis professionals generally received 15-20%. Contractors, on the other hand, typically received increments of 20-40%, with some potentially receiving as much as 50%.

Against a backdrop of an ever-tightening regulatory environment, compliance, risk, audit

and client onboarding specialists will continue to be highly sought after in 2016, placing greater pressure on employment costs.

## HUMAN RESOURCES

As increasing numbers of companies required their HR teams to work as business partners across the organisation, demand grew for professionals with strong commercial acumen and communication skills. This trend will continue in 2016, driving a need for hiring managers to seek professionals with Human Resource Business Partnering (HRBP) experience. Their role will be to work with the company's senior leaders to ensure that the HR strategy and agenda complement the organisation's overall aims.

The focus on attracting and retaining talent placed compensation & benefits and talent management specialists among the most popular hires of 2015. They will continue to be highly sought after in 2016, helping to identify

and grow high potential employees to develop a sustainable talent pipeline for the organisation. Candidates from specialist consulting firms will also be in particular demand during the year as they typically possess strong stakeholder and project management skills.

As businesses experience more change in a potentially volatile market, we also anticipate further demand for change management and employee relations specialists in 2016.

Among contractors, the most sought-after individuals in 2015 were in-house recruiters, HR information system experts and junior generalists – all trends that we expect to continue in the year ahead.

Overall, there will be a continuing shortage of HR talent during 2016. We expect competition among employers to drive salaries up, with movers in permanent and contract roles alike receiving average salary increases of around 15%.

## INFORMATION TECHNOLOGY

Organisations in many sectors continued to expand their IT capabilities during 2015, contributing to a buoyant jobs market throughout the year. The professionals most in demand were those with proven experience in the cloud computing, IT security and mobile areas. Those with practical programming and coding skills were also highly sought after.

As companies focused on improving workflows and cost savings, hiring managers also sought business analysts who could help automate processes through the use of IT systems. Among IT contractors, mid to senior-level project consultants with systems revamp and change management experience were in strong demand to ensure the constant availability of key systems.

These trends are set to continue in 2016, when we will also see competition remain particularly strong for IT professionals in niche areas. Cloud computing is a prime example where available expertise is in limited supply. Cloud service providers looking to grow will also seek





# OVERVIEW

## INFORMATION TECHNOLOGY (CONTINUED)

experienced pre-sales and solution architects. In an associated trend, increasing public usage of cloud technologies, software and apps will continue – driving demand for IT security experts to help improve the protection of data and privacy.

As a result of continuing growth in mobile and application technologies, hiring managers will also actively seek developers and programmers at all levels, especially those with experience in Java and developing mobile apps.

In addition to the demand for specialists, companies will also look for candidates with hybrid skills who can fulfil more than one role, for example by combining the skills of a business analyst with those of an application support professional. Similarly, professionals with knowledge spanning a number of IT security domains – such as a combination of risk assessment and IT audit experience – will also be sought after.

We anticipate that job movers securing permanent roles in 2016 can expect salary increases of 12-15%, although those specialising in areas where talent is in short supply may achieve up to 20%. Contractors, meanwhile, will command 18-20% increases.

## LEGAL & COMPLIANCE

The legal jobs market in Hong Kong remained candidate short in 2015. Mandarin-speaking lawyers with strong litigation, corporate and financial products experience and seasoned compliance professionals were in highest demand. We expect competition for these skills to intensify even further in 2016.

Hong Kong's position as Asia-Pacific's hub for both contentious and corporate activity will continue to ensure that litigation and corporate lawyers will be sought after by both on and offshore law firms. Other areas of growth have been IP, private equity and investment funds formation. The Shanghai-Hong Kong Stock Connect and growing asset management sector in particular drove growth in 2015.

For in-house legal positions, financial services firms will actively seek lawyers specialising in structured products (especially equities) and wealth management. In-house litigation teams will also continue to grow as regulations such as FATCA affect the market. Lawyers with experience setting up retail and institutional funds will also be in demand.

The financial services sector remained an active recruiter of compliance specialists during 2015 but we saw the most headcount growth in buy side firms such as mutual and pension funds. Corporate compliance roles also increased in number during the year, in particular across the pharmaceutical and FMCG industries. As a result, compliance is once again set to be a particularly busy area for hiring activity in 2016. We expect most growth to be in asset management, private equity and the wealth management/private banking area as well as insurance. Hiring managers will also continue to seek professionals with experience in anti-money-laundering (AML) and financial crime, fraud, policy review, and specific product knowledge. We also expect to see increasing demand for corporate compliance specialists.

In terms of salaries, US law firms will offer substantial pay rises to attract the best talent in 2016, whilst most international law firms will remain constrained by fixed salary bandings. Lawyers moving from law firms to take up in-house positions will face a 5-10% cut in salary, although this is usually covered by higher bonuses. Compliance will remain the most candidate-short market, and accordingly, professionals who specialise in areas such as AML and control room may be able to command increments as high as 30% when changing jobs.

## SALES & MARKETING

Companies aiming to grow their market share and revenue were very active in seeking the best sales and marketing professionals during 2015. This created strong competition for talent, with top performers often receiving multiple offers.

A primary focus for this growth was the digital arena, and practitioners with solid digital marketing, content management and social

media experience were highly sought after. As the scale of digital communications and e-commerce continues to grow, companies will seek to strengthen their online presence in 2016, further increasing the levels of demand for digital marketing specialists.

Another area in which we saw strong growth in 2015 was in media relations and corporate communications, where high-performing professionals were popular hires.

Among contractors, companies were particularly interested in complementing their internal teams with project-focused junior marketing and communications personnel, while event specialists were sought after by financial services firms. We foresee similar trends in 2016.

Hiring managers will be keen to find strong solutions sales managers with the ability to tailor products and services in response to customer needs. Sales professionals with proven ability to acquire new business and strategic business development skills will also be highly sought after.

We also expect more businesses, especially start-ups and smaller-growing companies, to set up in Hong Kong during the year to come. This will lead to a more competitive recruitment market, and acceleration in the trend of jobseekers receiving multiple offers. To secure their preferred candidates, it is particularly important that companies move quickly and efficiently through the hiring process and take the opportunity to highlight the benefits of working with their firm.

We expect that sales and marketing professionals who change jobs will receive salary increases of 10-15%, while marketing contractors can anticipate rises of 15-20%.

## SECRETARIAL & BUSINESS SUPPORT

The still-growing influence of China on Hong Kong-based businesses meant proficiency in Mandarin was an even more important requirement for secretaries and administrators during 2015. This need will continue to grow

in 2016, as more companies set up offices in China and organisations from the mainland expand into Hong Kong.

During 2015, most permanent secretarial vacancies were for replacement positions. We saw steady levels of hiring activity among financial and professional services firms, as well as local conglomerates, and international property and construction companies.

Contractors had a high degree of choice between opportunities, and financial services firms were particularly seeking new staff. The most sought-after individuals were those who could move rapidly to take up short-term contracts, and executive assistants at all levels of experience.

In 2016, companies will look to hire those who have the flexibility to carry out a range of support functions, from administrators with accounting and HR skills to receptionists who can cover some office administration and facilities management tasks. Financial and professional services firms will also need junior secretaries with strong Excel skills, including knowledge of pivot tables and v-lookup, to manage reporting and consolidation tasks.

Support professionals moving between permanent jobs can expect to receive a minimum salary increase of 10% in 2016, and contractors will usually be looking for an increase of 15%.

#### SUPPLY CHAIN & PROCUREMENT

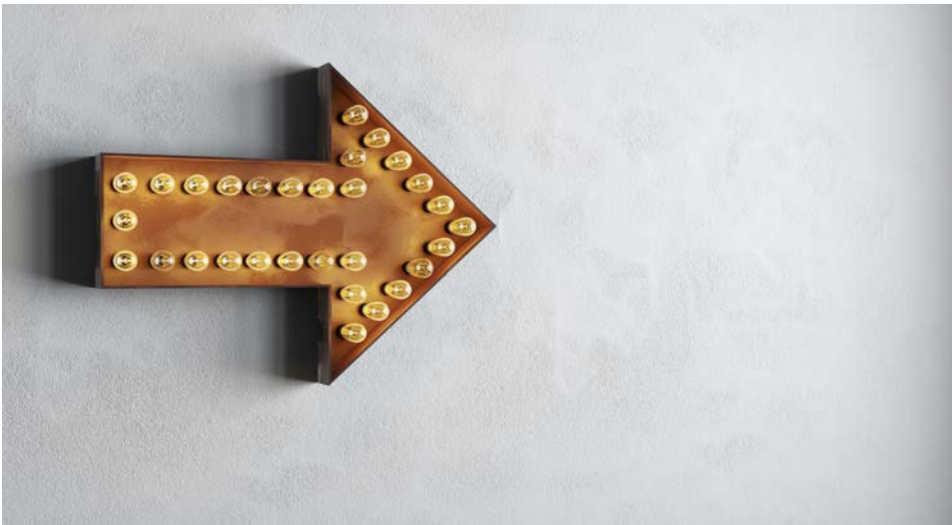
Recruitment in this area started slowly in Hong Kong during 2015, as large retailers put their expansion plans on hold. The economic slowdown in China also caused most companies to take a more cautious approach to adding to their headcount.

However, a number of parallel trends began to stimulate more recruitment activity in the second quarter. In particular, third-party logistics providers hired actively as more companies outsourced their logistics and supply chain functions.

Another key development saw a number of companies moving their sourcing functions to Hong Kong to help international businesses find Chinese-produced goods. This trend will continue in 2016, resulting in an increased need for sourcing professionals.

We also saw an increased focus on responsible supply chain management in 2015, which led to higher demand for experienced professionals in this area, particularly at middle management levels. Organisations will maintain this focus on responsible sourcing throughout 2016, which will place corporate social responsibility professionals with compliance and factory audit experience in high demand.

Third-party logistics providers will continue to hire actively as outsourcing continues. Senior candidates will be particularly sought after to manage the set-up of new teams to cope with business expansion. Overall, we expect that the 10-15% salary increments achieved by supply chain and procurement professionals in 2015 will continue to be the norm in 2016.



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## ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2015	2016
<b>Part &amp; Newly-qualified</b>		
Internal Auditor	324 - 456k	<b>360 - 456k</b>
Financial Analyst	300 - 420k	<b>312 - 420k</b>
Junior Business Analyst	276 - 429k	<b>276 - 440k</b>
AR/AP Supervisor	276 - 400k	<b>288 - 400k</b>
Management Accountant	264 - 429k	<b>264 - 442k</b>
Senior Accountant	264 - 416k	<b>312 - 429k</b>
Financial Accountant	216 - 325k	<b>240 - 338k</b>
Assistant Accountant	156 - 286k	<b>180 - 300k</b>
Billing Specialist	150 - 300k	<b>162 - 276k</b>
Accounts Clerk	132 - 195k	<b>150 - 200k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

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## ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM HKD (\$)		SALARY PER MONTH HKD (\$)	
	2015	2016	2015	2016
Chief Financial Officer	2.2m+	<b>2.2m+</b>		
Finance Director - Regional	1.5 - 2.4m	<b>1.5 - 2.5m</b>	80 - 100k	<b>80 - 110k</b>
Finance Director - Country	1.0 - 1.6m	<b>1.1 - 1.6m</b>	80 - 90k	<b>80 - 90k</b>
Financial Controller - Regional	1.2 - 1.7m	<b>1.2 - 1.8m</b>	60 - 95k	<b>70 - 95k</b>
Financial Controller - Country	840k - 1.2m	<b>850k - 1.3m</b>	60 - 80k	<b>60 - 80k</b>
Tax Director	1.2 - 2.0m	<b>1.2 - 2.0m</b>		
Tax Manager	700k - 1.1m	<b>700k - 1.2m</b>	50 - 68k	<b>50 - 70k</b>
Audit Director	1.1 - 2.0m	<b>1.1 - 2.0m</b>		
Audit Manager	650 - 900k	<b>650k - 1.0m</b>	40 - 48k	<b>40 - 50k</b>
Corporate Auditor	480 - 650k	<b>500 - 700k</b>		
Treasury Director	1.2 - 1.9m	<b>1.2 - 2.0m</b>		
Treasury Manager	600k - 1.0m	<b>600k - 1.1m</b>	45 - 60k	<b>45 - 65k</b>
Corporate Finance Director	1.5 - 2.5m	<b>1.6 - 3.0m</b>		
Corporate Finance Manager	900k - 1.45m	<b>900k - 1.5m</b>	40 - 60k	<b>45 - 65k</b>
Corporate Finance Analyst	500 - 800k	<b>600 - 800k</b>	35 - 45k	<b>35 - 50k</b>
FP&A Director - Regional	1.2 - 1.8m	<b>1.3 - 1.8m</b>		
FP&A Manager	680k - 1.05m	<b>700k - 1.1m</b>	45 - 60k	<b>45 - 60k</b>
Senior Finance Manager	840k - 1.1m	<b>850k - 1.1m</b>	48 - 68k	<b>50 - 70k</b>
Finance Manager	600 - 850k	<b>600 - 850k</b>	45 - 65k	<b>45 - 65k</b>
Accounting Manager	480 - 600k	<b>550 - 750k</b>	40 - 50k	<b>40 - 50k</b>
Senior Accountant	400 - 600k	<b>450 - 600k</b>	30 - 48k	<b>30 - 50k</b>
Credit Control Manager	480 - 700k	<b>500 - 700k</b>	45 - 55k	<b>45 - 55k</b>
Senior Financial Analyst	500 - 600k	<b>550 - 750k</b>	35 - 50k	<b>35 - 55k</b>
Financial Analyst	400 - 550k	<b>450 - 600k</b>	30 - 45k	<b>30 - 45k</b>
Business Analyst	480 - 650k	<b>500 - 700k</b>	35 - 45k	<b>30 - 50k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.



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## BANKING & FINANCIAL SERVICES FRONT OFFICE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	1 - 3 YRS' EXP		3 - 6 YRS' EXP		6 - 10 YRS' EXP	
	2015	2016	2015	2016	2015	2016
<b>Investment Banking</b>						
M&A	700k - 1.0m	<b>780k - 1.1m</b>	1.0 - 1.5m	<b>1.1 - 1.6m</b>	1.4 - 2.0m+	<b>1.6 - 2.0m+</b>
Debt Capital Markets	700k - 1.0m	<b>660 - 960k</b>	1.0 - 1.5m	<b>960k - 1.4m</b>	1.4 - 2.0m+	<b>1.4 - 2.0m+</b>
Equity Capital Markets	600k - 1.0m	<b>600k - 1.0m</b>	1.0 - 1.4m	<b>1.0 - 1.4m</b>	1.4 - 2.0m+	<b>1.4 - 2.0m+</b>
<b>Asset Management</b>						
Credit Research	400 - 720k	<b>480 - 780k</b>	720k - 1.1m	<b>780k - 1.15m</b>	1.1 - 1.8m+	<b>1.15 - 1.8m+</b>
Equity Research	360 - 600k	<b>420 - 720k</b>	660 - 960k	<b>720k - 1.1m</b>	960k - 1.7m	<b>1.1 - 1.7m</b>
Institutional Sales	400 - 700k	<b>420 - 660k</b>	700k - 1.2m	<b>660k - 1.15m</b>	1.1 - 1.8m	<b>1.15 - 1.8m</b>
Wholesale Distribution	350 - 650k	<b>360 - 660k</b>	650k - 1.1m	<b>660 - 900k</b>	900k - 1.4m	<b>900k - 1.4m</b>

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# HONG KONG

## BANKING & FINANCIAL SERVICES MIDDLE & BACK OFFICE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
<b>Risk Management</b>						
Counterparty Risk	300 - 600k	<b>300 - 540k</b>	600 - 900k	<b>540 - 840k</b>	800k - 1.5m	<b>840k - 1.5m</b>
Credit Risk	300 - 540k	<b>300 - 540k</b>	540 - 840k	<b>540 - 720k</b>	700k - 1.5m	<b>720k - 1.5m</b>
Market Risk	400 - 660k	<b>300 - 540k</b>	660 - 900k	<b>540 - 960k</b>	900k - 1.5m+	<b>960k - 1.5m+</b>
Operational Risk	300 - 480k	<b>300 - 540k</b>	480 - 840k	<b>540 - 720k</b>	840k - 1.4m	<b>720k - 1.4m</b>
<b>Finance &amp; Accounting</b>						
Change Management	240 - 480k	<b>240 - 480k</b>	480 - 900k	<b>480 - 850k</b>	850k - 1.4m	<b>850k - 1.5m</b>
Financial & Regulatory Reporting	360 - 540k	<b>360 - 540k</b>	540 - 930k	<b>540 - 900k</b>	930k - 1.65m	<b>900k - 1.7m</b>
Fund Accounting & Admin	190 - 380k	<b>156 - 420k</b>	380 - 840k	<b>420 - 864k</b>	840k - 1.3m	<b>864k - 1.4m</b>
Management Reporting	380 - 540k	<b>380 - 540k</b>	540 - 930k	<b>540 - 900k</b>	900k - 1.45m	<b>900k - 1.5m</b>
Product Control & Valuation	453 - 580k	<b>450 - 580k</b>	580 - 900k	<b>580 - 900k</b>	900k - 1.45m	<b>900k - 1.5m</b>
Tax Planning & Advisory	360 - 480k	<b>360 - 480k</b>	480k - 1.1m	<b>480k - 1.1m</b>	1.1 - 1.65m	<b>1.1 - 1.7m</b>
Treasury	240 - 360k	<b>240 - 444k</b>	360 - 720k	<b>444 - 840k</b>	720k - 1.2m	<b>840k - 1.3m</b>
<b>Internal Audit</b>						
Fund & Wealth Management	420 - 560k	<b>420 - 560k</b>	560 - 950k	<b>560 - 900k</b>	900k - 1.6m+	<b>900k - 1.7m+</b>
IBD & Markets	450 - 600k	<b>450 - 600k</b>	600 - 990k	<b>600 - 900k</b>	900k - 1.78m	<b>990k - 1.8m</b>
Insurance	430 - 570k	<b>430 - 550k</b>	570 - 940k	<b>550 - 900k</b>	900k - 1.6m+	<b>900k - 1.6m+</b>
Information Technology	420 - 600k	<b>420 - 600k</b>	600 - 950k	<b>600 - 950k</b>	930k - 1.5m+	<b>950k - 1.6m+</b>
Retail & Commercial Banking	400 - 540k	<b>400 - 540k</b>	540 - 880k	<b>540 - 800k</b>	800k - 1.40m	<b>800k - 1.45m</b>
<b>Business Operations</b>						
Change Management	300 - 530k	<b>300 - 540k</b>	540 - 950k	<b>540 - 960k</b>	1.0 - 1.35m	<b>1.0 - 1.4m</b>
Client Servicing & Corporate Actions	300 - 540k	<b>300 - 540k</b>	540 - 900k	<b>540 - 900k</b>	900k - 1.5m	<b>900k - 1.5m</b>
Collateral Management	300 - 540k	<b>300 - 540k</b>	540 - 900k	<b>540 - 900k</b>	950k - 1.5m	<b>950k - 1.5m</b>
KYC/Client Onboarding	240 - 480k	<b>240 - 480k</b>	480 - 960k	<b>480 - 960k</b>	960k - 1.5m	<b>960k - 1.5m</b>
Trade Support & Settlement	300 - 540k	<b>300 - 540k</b>	540 - 900k	<b>540 - 900k</b>	950k - 1.5m	<b>950k - 1.5m</b>

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## BANKING & FINANCIAL SERVICES MIDDLE & BACK OFFICE

ROLE	CONTRACT SALARY PER MONTH HKD (\$)					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
<b>Finance</b>						
Financial & Regulatory Reporting	30 - 40k	<b>30 - 45k</b>	45 - 60k	<b>45 - 70k</b>	80 - 110k	<b>70 - 100k</b>
Fund Accounting & Admin	20 - 30k	<b>25 - 35k</b>	30 - 40k	<b>35 - 45k</b>	45 - 65k	<b>45 - 70k</b>
Management Reporting	30 - 45k	<b>30 - 45k</b>	45 - 60k	<b>45 - 65k</b>	75 - 110k	<b>65 - 95k</b>
Product Control & Valuation	22 - 30k	<b>30 - 50k</b>	50 - 75k	<b>50 - 75k</b>	75 - 110k	<b>75 - 110k</b>
Treasury	18 - 35k	<b>18 - 35k</b>	35 - 60k	<b>35 - 60k</b>	60 - 90k	<b>60 - 90k</b>
<b>Governance</b>						
Compliance - AML/Surveillance	30 - 45k	<b>30 - 50k</b>	80 - 120k	<b>65 - 120k</b>	120 - 140k	<b>120 - 140k</b>
Compliance - Control Room	40 - 80k	<b>40 - 80k</b>	80 - 110k	<b>65 - 120k</b>	110 - 140k	<b>110 - 140k</b>
Compliance - Investment	40 - 70k	<b>45 - 75k</b>	75 - 115k	<b>60 - 120k</b>	115 - 130k	<b>115 - 130k</b>
Management	40 - 70k	<b>45 - 75k</b>	70 - 115k	<b>75 - 115k</b>	115 - 130k	<b>115 - 130k</b>
<b>Business Operations</b>						
Change Management	35 - 65k	<b>35 - 70k</b>	70 - 100k	<b>70 - 100k</b>	100 - 130k	<b>100 - 130k</b>
Client Servicing	20 - 38k	<b>20 - 40k</b>	40 - 55k	<b>40 - 60k</b>	55 - 85k	<b>60 - 90k</b>
Collateral Management	20 - 40k	<b>20 - 40k</b>	35 - 50k	<b>35 - 50k</b>	50 - 75k	<b>50 - 75k</b>
Confirmation	18 - 32k	<b>18 - 35k</b>	35 - 45k	<b>35 - 45k</b>	45 - 65k	<b>45 - 65k</b>
Corporate Actions	20 - 40k	<b>20 - 40k</b>	40 - 50k	<b>40 - 50k</b>	50 - 70k	<b>50 - 70k</b>
Data Management	20 - 40k	<b>20 - 40k</b>	35 - 65k	<b>35 - 65k</b>	65 - 85k	<b>65 - 85k</b>
KYC/Client Onboarding	25 - 45k	<b>25 - 45k</b>	45 - 75k	<b>40 - 80k</b>	75 - 110k	<b>75 - 110k</b>
Settlements	18 - 35k	<b>18 - 35k</b>	40 - 50k	<b>35 - 50k</b>	50 - 60k	<b>50 - 70k</b>
Trade Support	20 - 40k	<b>25 - 45k</b>	40 - 50k	<b>45 - 60k</b>	50 - 75k	<b>60 - 80k</b>
<b>Operations &amp; Projects</b>						
Business Analyst	20 - 45k	<b>20 - 50k</b>	60 - 90k	<b>50 - 90k</b>	90 - 120k	<b>75 - 120k</b>
<b>Risk Management</b>						
Operational Risk	20 - 40k	<b>20 - 45k</b>	45 - 70k	<b>45 - 70k</b>	70 - 90k	<b>70 - 90k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

# HONG KONG

## HUMAN RESOURCES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM HKD (\$)		SALARY PER MONTH HKD (\$)	
	2015	2016	2015	2016
<b>Commerce &amp; Industry</b>				
HR Director	1.2 - 1.6m	<b>1.2 - 1.6m</b>	90 - 120k	<b>90 - 110k</b>
Head of Compensation & Benefits	1.2 - 1.6m	<b>1.2 - 1.7m</b>	95 - 115k	<b>95 - 120k</b>
HR Manager	540 - 800k	<b>600 - 900k</b>	35 - 55k	<b>35 - 50k</b>
Organisational Development Manager	550 - 950k	<b>600k - 1.0m</b>	40 - 65k	<b>45 - 70k</b>
Payroll Manager	600k - 1.0m	<b>540 - 800k</b>	40 - 80k	<b>40 - 75k</b>
Recruitment Manager	500 - 800k	<b>540 - 800k</b>	55 - 78k	<b>55 - 80k</b>
Shared Services Manager	500 - 800k	<b>540 - 800k</b>	45 - 73k	<b>45 - 75k</b>
Training & Development Manager	540 - 840k	<b>540 - 840k</b>	45 - 58k	<b>45 - 60k</b>
HR Generalist	360 - 500k	<b>360 - 600k</b>	28 - 45k	<b>30 - 45k</b>
Recruitment Specialist	360 - 500k	<b>300 - 500k</b>	35 - 55k	<b>35 - 60k</b>
Payroll Specialist	300 - 480k	<b>300 - 480k</b>	30 - 48k	<b>30 - 50k</b>
HRIS Analyst	210 - 400k	<b>210 - 400k</b>	18 - 28k	<b>18 - 30k</b>
C&B Officer/Specialist	200 - 330k	<b>200 - 330k</b>	15 - 23k	<b>15 - 25k</b>
<b>Financial Services</b>				
HR Director	1.3 - 1.6m	<b>1.3 - 1.8m</b>	100 - 125k	<b>100 - 125k</b>
Head of Compensation & Benefits	1.35 - 1.75m	<b>1.4 - 1.8m</b>	115 - 138k	<b>115 - 140k</b>
HR Manager	660 - 900k	<b>660k - 1.0m</b>	45 - 80k	<b>45 - 85k</b>
HRIS Manager	660k - 1.0m	<b>660k - 1.0m</b>	55 - 85k	<b>55 - 85k</b>
Organisational Development Manager	700k - 1.25m	<b>700k - 1.3m</b>	45 - 80k	<b>45 - 85k</b>
Shared Services Manager	480 - 960k	<b>600k - 1.0m</b>	50 - 75k	<b>50 - 80k</b>
Training & Development Manager	660 - 960k	<b>600k - 1.0m</b>	65 - 75k	<b>65 - 80k</b>
HR Generalist	480 - 780k	<b>480 - 780k</b>	30 - 52k	<b>30 - 55k</b>
Payroll Specialist	300 - 450k	<b>300 - 500k</b>	38 - 50k	<b>40 - 50k</b>
Recruitment Specialist	320 - 550k	<b>360 - 550k</b>	30 - 55k	<b>30 - 60k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

# HONG KONG

## INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	3 - 7 YRS' EXP		8 - 14 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
<b>Management</b>						
Chief Information Officer					1.58 - 2.7m	<b>1.6 - 2.7m</b>
IT Director					1.0 - 1.8m	<b>1.2 - 2.0m</b>
Program Director					950k - 1.4m	<b>1.0 - 1.4m</b>
IT Manager					800k - 1.1m	<b>850k - 1.2m</b>
<b>Infrastructure</b>						
Data Centre	435 - 765k	<b>435 - 765k</b>	715k - 1.15m	<b>715k - 1.15m</b>	930k - 1.4m	<b>930k - 1.4m</b>
DBA - Oracle/SQL/Sybase	480 - 660k	<b>480 - 700k</b>	540 - 700k	<b>550 - 750k</b>	620 - 795k	<b>620 - 795k</b>
Help Desk	480 - 690k	<b>500 - 720k</b>	740 - 965k	<b>740 - 965k</b>	950k - 1.1m	<b>950k - 1.1m</b>
Incident Management	400 - 720k	<b>400 - 750k</b>	680 - 980k	<b>680 - 980k</b>	870k - 1.05m	<b>880k - 1.1m</b>
Infrastructure Services	440 - 850k	<b>450 - 850k</b>	820k - 1.2m	<b>820k - 1.3m</b>	1.15 - 1.4m	<b>1.2 - 1.6m</b>
Network Administration	500 - 800k	<b>500 - 800k</b>	530 - 800k	<b>530 - 850k</b>	630 - 850k	<b>650 - 860k</b>
Network Support	580 - 700k	<b>580 - 720k</b>	690 - 780k	<b>700 - 800k</b>	750 - 785k	<b>750 - 800k</b>
Security Specialist	480 - 720k	<b>480 - 750k</b>	720k - 1.15m	<b>750k - 1.2m</b>	920k - 1.3m	<b>920k - 1.4m</b>
Service Delivery	425 - 700k	<b>440 - 720k</b>	700 - 980k	<b>720k - 1.0m</b>	950k - 1.25m	<b>950k - 1.35m</b>
Cloud Technology	650 - 890k	<b>680 - 900k</b>	820k - 1.4m	<b>850k - 1.5m</b>	1.25 - 1.8m	<b>1.25 - 2.0m</b>
Technical Consultant	520 - 860k	<b>520 - 880k</b>	780k - 1.1m	<b>800k - 1.25m</b>	960k - 1.25m	<b>980k - 1.3m</b>
<b>Projects</b>						
Business Analyst	460 - 650k	<b>460 - 665k</b>	670 - 905k	<b>670 - 905k</b>	780 - 955k	<b>780 - 955k</b>
Implementation Consultant	500 - 550k	<b>500 - 580k</b>	720 - 910k	<b>740 - 910k</b>	780 - 965k	<b>780 - 965k</b>
Project Manager	560 - 780k	<b>560 - 800k</b>	795 - 995k	<b>820k - 1.0m</b>	940k - 1.5m	<b>940k - 1.5m</b>
<b>Software</b>						
Business Intelligence	480 - 540k	<b>480 - 580k</b>	700 - 900k	<b>700 - 900k</b>	725 - 935k	<b>725 - 950k</b>
Software Engineer	540 - 640k	<b>540 - 640k</b>	640 - 850k	<b>640 - 850k</b>	725 - 935k	<b>744 - 960k</b>
Support	490 - 600k	<b>490 - 600k</b>	630 - 750k	<b>630 - 750k</b>		

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.



# HONG KONG

## INFORMATION TECHNOLOGY

ROLE	CONTRACT SALARY PER MONTH HKD (\$)					
	3 - 7 YRS' EXP		8 - 14 YRS' EXP		15+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
<b>Infrastructure</b>						
Data Centre Manager	38 - 48k	<b>40 - 50k</b>	55 - 65k	<b>58 - 68k</b>	70 - 100k	<b>70 - 100k</b>
DBA - Oracle/SQL/Sybase	45 - 55k	<b>55 - 65k</b>	55 - 65k	<b>65 - 75k</b>	75 - 85k	<b>80 - 90k</b>
Help Desk	25 - 45k	<b>28 - 48k</b>	38 - 58k	<b>40 - 58k</b>	65 - 70k	<b>65 - 70k</b>
Incident Management SME	40 - 55k	<b>45 - 55k</b>	55 - 65k	<b>65 - 70k</b>	83 - 101k	<b>83 - 101k</b>
Infrastructure Services Specialist	38 - 48k	<b>38 - 48k</b>	45 - 55k	<b>45 - 55k</b>	65 - 120k	<b>65 - 120k</b>
Mobile Network Engineer	45 - 55k	<b>45 - 55k</b>	65 - 68k	<b>65 - 68k</b>	80 - 100k	<b>80 - 100k</b>
Network Support Engineer	30 - 60k	<b>35 - 65k</b>	65 - 75k	<b>65 - 75k</b>	75 - 80k	<b>75 - 85k</b>
SA - Windows Engineer	35 - 55k	<b>35 - 55k</b>	55 - 65k	<b>55 - 65k</b>	65 - 80k	<b>65 - 80k</b>
SA - Unix Engineer	35 - 55k	<b>35 - 55k</b>	55 - 60k	<b>55 - 70k</b>	70 - 100k	<b>70 - 100k</b>
Security Specialist	45 - 60k	<b>55 - 65k</b>	60 - 70k	<b>65 - 75k</b>	70 - 120k	<b>75 - 125k</b>
Service Delivery Manager	40 - 50k	<b>45 - 55k</b>	58 - 68k	<b>60 - 70k</b>	68 - 100k	<b>70 - 100k</b>
Solution Architect	55 - 65k	<b>60 - 68k</b>	65 - 75k	<b>70 - 78k</b>	85 - 130k	<b>85 - 135k</b>
Technical Consultant	45 - 55k	<b>48 - 58k</b>	58 - 68k	<b>58 - 68k</b>	70 - 108k	<b>85 - 110k</b>
<b>Projects</b>						
Business Analyst	35 - 45k	<b>48 - 58k</b>	48 - 58k	<b>48 - 58k</b>	60 - 80k	<b>60 - 80k</b>
Change Management Consultant	35 - 48k	<b>40 - 50k</b>	45 - 65k	<b>50 - 75k</b>	75 - 110k	<b>75 - 130k</b>
Project Manager	45 - 57k	<b>48 - 60k</b>	60 - 80k	<b>65 - 85k</b>	85 - 120k	<b>85 - 120k</b>
PMO/Programme Manager	42 - 50k	<b>42 - 55k</b>	50 - 70k	<b>50 - 75k</b>	75 - 95k	<b>80 - 110k</b>
<b>Software</b>						
Business Intelligence Analyst	35 - 45k	<b>40 - 45k</b>	40 - 55k	<b>40 - 60k</b>	65 - 80k	<b>65 - 80k</b>
Quality Assurance Analyst	40 - 45k	<b>45 - 50k</b>	45 - 55k	<b>55 - 70k</b>	55 - 85k	<b>55 - 85k</b>
Software Developer	27 - 40k	<b>28 - 40k</b>	50 - 80k	<b>50 - 80k</b>	80 - 100k	<b>80 - 100k</b>
Application Support	45 - 50k	<b>45 - 55k</b>	50 - 70k	<b>50 - 70k</b>	60 - 80k	<b>60 - 80k</b>
Mobile Developer	45 - 55k	<b>45 - 55k</b>	55 - 70k	<b>55 - 70k</b>		

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

# HONG KONG

## LEGAL

### LEGAL & COMPLIANCE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	1 - 3 YRS' EXP		4 - 7 YRS' EXP		8+ YRS' EXP	
	2015	2016	2015	2016	2015	2016
<b>Legal</b>						
In-house Commerce & Industry	500k - 1.1m	<b>500k - 1.15m</b>	900k - 1.5m	<b>900k - 1.5m</b>	1.4 - 2.0m+	<b>1.4 - 2.0m+</b>
In-house Financial Services	650k - 1.15m	<b>650k - 1.2m</b>	1.0 - 1.7m	<b>1.0 - 1.6m</b>	1.5 - 2.0m+	<b>1.5 - 2.0m+</b>
ISDA Negotiator	480 - 750k	<b>480 - 750k</b>	700k - 1.2m	<b>700k - 1.2m</b>	1.0 - 1.4m	<b>1.0 - 1.5m</b>
Private Practice - US Firms	1.05 - 1.6m	<b>1.05 - 1.65m</b>	1.55 - 2.3m	<b>1.6 - 2.35m</b>	2.0 - 2.4m+	<b>2.0 - 2.5m+</b>
Private Practice - International	850k - 1.35m	<b>850k - 1.4m</b>	1.2 - 1.9m	<b>1.2 - 2.0m</b>	1.5 - 2.0m+	<b>1.5 - 2.0m+</b>
Paralegal	240 - 430k	<b>250 - 480k</b>	400 - 600k	<b>400 - 600k</b>	550 - 650k	<b>550 - 750k</b>
<b>Compliance</b>						
Anti-Money-Laundering	340 - 480k	<b>360 - 500k</b>	500 - 950k	<b>550k - 1.0m</b>	1.1 - 2.0m+	<b>1.1 - 2.0m+</b>
Front Office	340 - 500k	<b>360 - 540k</b>	550k - 1.05m	<b>580k - 1.1m</b>	1.2 - 2.0m+	<b>1.2 - 2.0m+</b>
General Compliance	340 - 480k	<b>360 - 500k</b>	500 - 950k	<b>550k - 1.0m</b>	1.0 - 1.6m+	<b>1.1 - 1.8m+</b>
Insurance/Security Firms	320 - 470k	<b>360 - 480k</b>	500 - 850k	<b>500 - 700k</b>	900k - 1.6m+	<b>1.0 - 1.7m+</b>

### COMPANY SECRETARIAL

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2015	2016
Group Company Secretary	1.3m+	<b>1.4m+</b>
Company Secretary	840k+	<b>840k+</b>
Deputy Company Secretary	550 - 950k	<b>600k - 1.0m</b>
Assistant Company Secretary	450 - 600k	<b>450 - 650k</b>
Company Secretarial Assistant	350 - 500k	<b>300 - 500k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

# HONG KONG

## SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2015	2016
<b>Financial Services</b>		
Head of Corporate Communications	1.5 - 2.0m	<b>1.5 - 2.2m</b>
Head of Corporate Access	1.5 - 2.0m	<b>1.7 - 2.5m</b>
Head of Events	1.3 - 1.6m	<b>1.3 - 1.7m</b>
Head of Internal Communications	1.3 - 1.6m	<b>1.3 - 1.7m</b>
Head of Marketing	1.5 - 2.0m	<b>1.5 - 2.2m</b>
Media Relations Director	1.0 - 1.4m	<b>1.3 - 1.5m</b>
Corporate Communications Manager	600 - 900k	<b>600k - 1.0m</b>
CSR Manager	600 - 900k	<b>600 - 900k</b>
Digital Marketing Manager	600 - 950k	<b>600k - 1.0m</b>
Events Manager	500 - 800k	<b>500 - 800k</b>
Internal Communications Manager	600 - 950k	<b>600 - 950k</b>
Marketing Communications Manager	600 - 950k	<b>600 - 950k</b>
Marketing Manager	500 - 950k	<b>500k - 1.0m</b>
Media Relations Manager	600k - 1.1m	<b>600k - 1.2m</b>
Product Development Manager	800k - 1.3m	<b>800k - 1.3m</b>
Events Executive	350 - 500k	<b>350 - 500k</b>
Media Relations Executive	350 - 500k	<b>350 - 500k</b>
<b>FMCG</b>		
General Manager	1.3 - 2.0m	<b>1.3 - 2.2m</b>
Marketing Director	900k - 1.5m	<b>900k - 1.6m</b>
Sales Director	900k - 1.5m	<b>900k - 1.7m</b>
Key Account Manager	500k - 1.0m	<b>500k - 1.0m</b>
Brand Manager	550 - 900k	<b>600k - 1.0m</b>
Marketing Manager	500 - 900k	<b>600k - 1.0m</b>
Product Manager	500 - 900k	<b>600k - 1.0m</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

# HONG KONG

## SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2015	2016
<b>IT&amp;T</b>		
General Manager	1.4 - 1.8m	<b>1.6 - 2.3m</b>
Account Director	1.0 - 1.2m	<b>1.0 - 1.3m</b>
Carrier Sales Director	1.15 - 1.4m	<b>1.1 - 1.5m</b>
Marketing Director	900k - 1.2m	<b>900k - 1.3m</b>
Sales Director	1.0 - 1.3m	<b>1.0 - 1.5m</b>
Account Manager	600 - 850k	<b>600 - 900k</b>
Alliances Manager	750k - 1.0m	<b>750k - 1.1m</b>
Business Development Manager	700k - 1.2m	<b>700k - 1.2m</b>
Channel Manager	700 - 950k	<b>700k - 1.0m</b>
Digital Marketing Manager	500 - 900k	<b>600k - 1.0m</b>
Marketing Manager	500 - 900k	<b>500 - 950k</b>
Sales Manager	700k - 1.1m	<b>700k - 1.2m</b>
<b>Retail</b>		
General Manager	1.1 - 1.8m	<b>1.2 - 2.0m</b>
Brand Director	1.1 - 1.5m	<b>1.1 - 1.6m</b>
Marketing Director	1.0 - 1.5m	<b>1.1 - 1.7m</b>
Retail Operations Director	1.0 - 1.4m	<b>1.0 - 1.5m</b>
Area Sales Manager	500 - 900k	<b>600k - 1.0m</b>
Brand Manager	500 - 900k	<b>550k - 1.0m</b>
Marketing Manager	400 - 700k	<b>400 - 800k</b>
Visual Merchandising Manager	450 - 750k	<b>500 - 800k</b>
PR Manager	400 - 650k	<b>500 - 700k</b>
Senior Buyer	450 - 600k	<b>500 - 650k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.

# HONG KONG

## SALES & MARKETING

ROLE	CONTRACT SALARY PER MONTH HKD (\$)	
	2015	2016
<b>Financial Services</b>		
Corporate Communications Manager	50 - 80k	<b>50 - 80k</b>
Events Manager	45 - 65k	<b>45 - 65k</b>
Internal Communications Manager	48 - 65k	<b>48 - 70k</b>
Marketing Manager	40 - 60k	<b>45 - 58k</b>
Events Executive	20 - 40k	<b>25 - 38k</b>
Internal Communications Executive	28 - 35k	<b>30 - 38k</b>
Marketing Executive	25 - 35k	<b>25 - 35k</b>
Roadshow Executive	20 - 35k	<b>25 - 36k</b>
<b>FMCG</b>		
Brand Manager	40 - 60k	<b>40 - 60k</b>
Marketing Manager	35 - 40k	<b>35 - 45k</b>
<b>IT&amp;T</b>		
Marketing Manager	35 - 50k	<b>35 - 55k</b>
Marketing Executive	28 - 35k	<b>28 - 40k</b>
<b>Retail</b>		
Brand Manager	40 - 55k	<b>40 - 58k</b>
Marketing Manager	35 - 40k	<b>35 - 45k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.



# HONG KONG

## SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM HKD (\$)		SALARY PER MONTH HKD (\$)	
	2015	2016	2015	2016
<b>Commerce &amp; Industry</b>				
Administration Manager	300 - 420k	<b>350 - 450k</b>	30 - 45k	<b>35 - 45k</b>
Assistant Administrative Manager	250 - 360k	<b>260 - 390k</b>		
Administrator	180 - 300k	<b>180 - 300k</b>	20 - 28k	<b>20 - 30k</b>
Administrative Assistant	150 - 220k	<b>160 - 250k</b>	13 - 20k	<b>13 - 22k</b>
Office Manager	300 - 480k	<b>320 - 500k</b>	35 - 60k	<b>35 - 60k</b>
Personal Assistant	240 - 480k	<b>260 - 560k</b>	25 - 50k	<b>27 - 50k</b>
Legal Secretary	250 - 470k	<b>180 - 460k</b>	25 - 45k	<b>33 - 40k</b>
Executive Secretary	360 - 480k	<b>360 - 540k</b>	25 - 40k	<b>25 - 45k</b>
Team Secretary	240 - 360k	<b>240 - 320k</b>	22 - 32k	<b>25 - 35k</b>
Receptionist	144 - 192k	<b>150 - 240k</b>	13 - 17k	<b>15 - 23k</b>
<b>Financial Services</b>				
Administration Manager	360 - 720k	<b>390 - 720k</b>	35 - 55k	<b>35 - 55k</b>
Assistant Administrative Manager	330 - 400k	<b>360 - 420k</b>		
Administrator	240 - 420k	<b>240 - 360k</b>	25 - 35k	<b>25 - 35k</b>
Administrative Assistant	160 - 240k	<b>180 - 240k</b>	14 - 23k	<b>15 - 25k</b>
Office Manager	300 - 540k	<b>360 - 600k</b>	48 - 70k	<b>45 - 65k</b>
Personal Assistant	300 - 420k	<b>360 - 700k</b>	35 - 65k	<b>35 - 65k</b>
Legal Secretary	216 - 540k	<b>240 - 520k</b>	30 - 45k	<b>32 - 45k</b>
Executive Secretary/Executive Assistant	300 - 420k	<b>300 - 720k</b>	28 - 45k	<b>30 - 45k</b>
Team Secretary	300 - 540k	<b>300 - 650k</b>	30 - 38k	<b>30 - 40k</b>
Receptionist	108 - 300k	<b>220 - 320k</b>	13 - 20k	<b>16 - 23k</b>
<b>Customer Service</b>				
Business Development Executive	200 - 370k	<b>220 - 370k</b>		
Customer Service Officer	180 - 320k	<b>190 - 340k</b>		

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# HONG KONG

## SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2015	2016
<b>Corporate Services</b>		
Head of Procurement	1.75 - 2.1m+	<b>1.75 - 2.1m+</b>
VP Sourcing/Procurement IT/Non-IT	900k - 1.2m	<b>900k - 1.3m</b>
<b>Logistics/Supply Chain</b>		
Head of Logistics	1.5 - 1.85m+	<b>1.5 - 1.85m+</b>
Head of Procurement	1.4 - 1.8m+	<b>1.4 - 1.85m+</b>
Head of Supply Chain	1.4 - 1.8m+	<b>1.4 - 1.85m+</b>
Logistics/Warehouse Manager	500 - 700k	<b>550 - 750k</b>
Procurement Manager	600 - 800k	<b>650 - 850k</b>
Supply Chain Manager	750 - 900k	<b>750 - 950k</b>
Demand/Supply Planner	350 - 500k	<b>350 - 550k</b>
<b>Sourcing/Merchandising</b>		
General Manager/EVP	1.75 - 2.0m+	<b>1.75 - 2.0m+</b>
Sourcing Director/VP	1.3 - 1.7m+	<b>1.3 - 1.8m+</b>
General Merchandising Manager	1.35 - 1.5m	<b>1.35 - 1.5m</b>
QA/QC Manager	600 - 900k	<b>600 - 900k</b>
Social Compliance Manager	650 - 900k	<b>700 - 950k</b>
Senior Merchandiser	450 - 600k	<b>450 - 650k</b>
Product Developer	300 - 500k	<b>350 - 550k</b>
<b>Third Party Logistics</b>		
Sales Director	1.3 - 1.75m+	<b>1.3 - 1.75m+</b>
Operations/Logistics Director	1.1 - 1.5m	<b>1.1 - 1.6m</b>
Operations/Logistics Manager	750 - 900k	<b>800 - 950k</b>
Regional Key Account Manager	650k - 1.1m	<b>650k - 1.1m</b>
Sales Manager	650 - 750k	<b>700 - 800k</b>

NB: Figures are basic salaries exclusive of benefits & bonuses unless otherwise specified.