



# 3rd Quarter Salary Guide **2019** China

## Gemini Personnel Leading Recruitment Across Asia

From its origins in Hong Kong Gemini has grown to a regional operation with a full service offering that includes permanent and temporary staffing solutions, executive search and selection, outplacement and career transition coaching and leadership development training. This allows Gemini to support clients across every element of their business in Asia.



## About Gemini Personnel

Gemini is a leading Recruitment and Executive Search firm in Asia covering temporary, permanent and executive recruitment, Human Resources consulting and related services. Gemini was established in Hong Kong in 1983 and today has offices in Hong Kong, China, Singapore, Thailand and Vietnam. Gemini consultants are industry experts and able to support their clients in finding the right talent on each level in the organisation.

Gemini operates in China through a majority owned enterprise - J.M. Gemini. The company, established in 1993, is recognised as one of the most experienced and knowledgeable recruitment companies in the region. J.M. Gemini is licensed by the Shanghai Personnel Bureau and was one of the first independent recruitment firms in China, specialising in Executive, General and Temporary staffing from offices in Shanghai, Beijing, Guangzhou and Shenzhen. Industry sectors that are supported include, but are not limited to, Manufacturing, Supply-Chain, Logistics, Retail, FMCG, Real Estate & Construction, Hospitality, Telecom, IT, Pharmaceutical and Banking & Finance.

Gemini provides clients with HR solutions in relation to the full employee life cycle, from attraction to retention, and from development to outplacement. We are able to give advice and assistance to clients on numerous aspects of human resources including payroll and outsourcing services, visa processing, Career Transition and Outplacement services, (psychometric) assessments, and employee training. Gemini produces regular salary surveys in Hong Kong, China, Thailand and Singapore which are available on the website.

Gemini Interim Management Solutions provides executive Interim Management services for organizations that need executives on a short or long term basis to strengthen their executive team, lead a project or programme, provide an injection of skills that are lacking, or to simply transform their business. From CEOs and Managing Directors through to an array of senior management functions – our extensive talent network includes the top interim managers and executives working in Asia today.

Gemini is a member of NPAWorldwide, linking over 450 recruitment firms worldwide with a strong presence in Asia, USA, Canada, Australia and Europe. Gemini is also a member of Career Star Group, a global network providing Outplacement and Career Transition services with over 800 offices in 75 countries. With becoming a partner of IXPA, a global network of Interim Management providers, Gemini is able to provide Interim Management solutions to clients globally.

# Gemini's Salary Guide

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Monthly salary is based on a 12-month per year payment and is intended as a guide only. The salary guide is based on actual starting salaries of recent placement made by Gemini and analysis of Gemini's database of vacancies received from clients. Gemini consultants are always available to advise on categories not shown in this guide.

Salary surveys are also available for Singapore, Hong Kong, and Thailand. If you are interested in our services, please submit your enquiry via our website [www.gemini-global.com](http://www.gemini-global.com) or email: [enquiries@jmgemini.com](mailto:enquiries@jmgemini.com).



## Administration

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Junior Secretary	0-1	4.5-5.5
Associate Secretary	1-3	5-9
Secretary	3-6	8-13
Senior Secretary	6+	12-22
Executive Secretary/PA	8	17.5-30+
Junior Receptionist	0-2	4.5-6
Senior Receptionist	3+	6.5-10.5
Admin Assistant	2-4	5.5-9
Admin/Office Manager	7+	19-30+
Driver	2-5	5.5-7.5+

## Finance

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Junior Accounts Clerk	1-2	4.5-6
Senior Accounts Clerk	2-4	6-10
Assistant Accountant	5-6	10.5-15+
Accountant	5-6	13.5-19+
(Chief) Accountant	5	19.5-29+
Finance Analyst	3-6	14.5-30+

# Finance

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Internal Auditor	3-5	13.5-27.5
Associate RMB Funds	3	36.5-42+
Senior Manager, Accounting Services	8	39-60+
Finance Manager/Controller	5	30-60+
Commercial Business Manager	8	33.5-44+
Finance & Admin Manager	10+	28.5-48+
Tax Accountant	2-5	10-16
Tax Manager	5-10	24.5-50.5
Treasury Accountant	2-4	9.5-14+
Treasury Manager	5-10	23.5-50.5+
Treasury Director	12+	55.5-110.5+
Operations Director	10+	55+
Finance Director	8+	72.5+
Director of Accounting (Asian Foreigner)	10-15	66+
Group CFO	15+	90-150+

## Merchandising/Logistics/Trading

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Quality Control	2-4	13-16.5
Sr. Quality Controller-Footwear	5+	14.3-20+
Office Assistant	2-4	8-11.5
Merchandiser	3-5	10-15+
Senior Merchandiser	3+	16-25+
Merchandising Manager	5+	23-46+
Steel Sales Trader	5+	12.5-16.5+
Packaging Officer	3	6-9
Textile/Garment Inspector	3+	9-14.5
Textile Designer	3+	11.5-18
Head Pattern Maker	5	9-13.5+
Supplier QA Engineer	3-5	10.5-14+
QC Manager	5-7	16-27+
QC/QA Director	10	50-75+
Sundries Manager	8-10	24.5-30+
Production & Planning Supervisor	5-7	13.5-19+
Textile Manager Hard-goods	10+	33.5-39
Operations Manager/Director	8-10	34-56+

# Merchandising/Logistics/Trading

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Textile Liaison Manager	5	28-39+
General Manager/Director	10	60-80+
GM Sourcing (Foreigner)	20	109.5+
Shipping Supervisor	4-6	11-17+
Shipping Manager	7	15.5-25.5
Contract Officer (Buyer)	3-5	8-12+
Warehouse Manager	4+	17-30+
Product Development Manager	5	13.5-24.5
Supply Chain Manager	3-5	17.5-30.5+
Supply Chain Director	5-7	46-84+
LCL Executive	3+	10-13.5
Import/Export Operator	5+	8-15
Senior IC Planner	5+	14.5-18.5
Purchasing/Sourcing Manager	6+	20-33.5
Logistics Manager	6+	20-33+
Logistics Director	10+	47-100+

# Banking/Financial Services

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Sales/Dealer Assistant	2-4+	6-10+
Bills Officer	3-5	6-9+
Credit/Loan Officer or Manager	3-6	13-20+
Credit/Risk Analyst	3-5	20.5-40.5+
Marketing Officer/Manager	3-8	10.5-28+
Compliance Officer	4	23.5-46.5+
Compliance Manager	8	62-77+
Legal & Compliance Manager (Forex Brokerage)	6	25.5+
Credit Administrator/Loan Admin Manager	5-8	15-23+
Senior Associate/Shanghai Coordinator	3	17-22.5+
Senior Investment Analyst/Associate	6	42.5-66+
Internal Audit Manager	6	35-60.5+
Senior Consultant Risk Assessment	5	23.5-30.5+
Deputy Representative, Representative Office	5	39-60.5
CRM/Key Account Manager	8	49.5-82.5
Corporate Sales Manager	5	30.5-75.5+
BD Director (Beijing & Shanghai Big 4 Firm)	10	66+
COO/Operations Manager	10	60.5-104



# Human Resources

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
HR Officer	2-4	7-15
HR Supervisor	5	13-20.5
HR & Admin Manager	5	25-32
HR Director	10	69-88
Learning & Development Manager	5	20-45
Compensation & Benefits (C&B) Manager	6	23.5-55.5
Business Manager	5	23.5-38.5
Training Manager	5	19-32
Payroll Specialist	1-3	8-16
General Manager-Human Resources	5	69-88
VP Human Resources	15	80-100

# Retail

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Store Manager	5	14.5-23.5
Retail Trainer	3	11-21
QA/QC Manager	6	20.5-30
Retail Manager	7	16.5-27
Digital Innovations Manager	8	24-36.5
Trade Planning Manager	7	18.5-30.5
Property Application Manager	8	25.5-33.5
Regional Operations Manager	7	30.5+
General Manager	10	55.5+
Regional Manager	12	85.5+
Senior Manager of Supply Chain Programme Management	12	50.5-65.5

## Legal

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Legal Secretary	1-4	8-17
Senior Secretary/PA to Chief Representative	4	14.5-25.5
Office Manager (Law Firm)	4	19-33
Paralegal	4-8	17-34
Legal & Compliance Manager	6	25.5+
Corporate Secretary	7	44-60.5
Legal Counsel	10	46-66

## Media

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
News Editor	1-2	8-13
Advertising Sales Manager	5	17-25.5
Sales/Investor Relations Manager	5	13-20.5
Account Manager	5	18-32
Associate Account Director	5	29-42
Art Director	8	31-41
Account Director	5	37.5-56
Senior Account Director	8	57-100
Digital Media Dept. Director	8	35.5-49
Production Director	5	19-26



# Sales and Marketing

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Operation Executive	3	7-11
Senior Sales Coordinator	5	13-17
Sales Representative	1-3	5-8
Marketing Co-ordinator	5	10-14.5
Marketing Executive	1-3	7-13.5
Asst. Marketing Communications Manager	4	13-30.5
Account Director-PR	8	25.5+
PR Manager	5	24.5-33.5
Project Manager	3	14.5-25.5
Regional Sales Manager	5-8	30.5-41
Promotion Supervisor	3	9-14
Sales Manager	5	14-22
Assistant Manager – Digital Marketing	6	20-28.5
Marketing Director	10	59-82.5
Marketing Director (foreigner)	10	77-131.5
Sales Director (Retail)	5-10	39-77+
Managing Director	10	77+

# Information Technology

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Programmer	0-2	5.5-10.5
Web Designer	2-4	7-13
Analyst Programmer	2-4	8-15
Help Desk Support Engineer	5-8	19-28.5
System Analyst	3-5	12.5-22.5
Operations Engineer	3	11.5-20
Demonstration Engineer	8	23.5-28
Web Editor/Chief Editor	1-5	7-21.5
Bid Development Specialist Manager	5	15-28
Project Manager	6	20.5-30.5
BD Manager SAP	5	35.5-44
Java Developer	3-6	13-19
Engineering Manager	10	29-55
Hardware Development Manager	10	46-60.5
Service Centre Manager	10	35.5+
IT Regional Manager	10	43.5-77
IT Infrastructure Advisor	10	44.5-60.5
Business Security Director	10	45-72
Infrastructure Service Director APAC	7	49-90

# Manufacturing/Engineering

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Technician/Assistant Engineer	0-2	4-9.5
Engineer	2-5	7.5-13.5
Chemical Engineer	3	12-17.5
Mechanical Engineer	3	12-17.5
R&D Engineer	5	14.5-19.5
Sales Engineer	8	15-21+
Senior Engineer	5-8	17.5-27.5
Engineering Manager	8-10	82-109
Senior Engineering Manager/Engineering Director	10+	50-80+
Factory Plant Manager	8+	40-80+
QA Manager	6	21.5-28.5
QA/QC Director	8	38.5-58.5
Director of Research - Healthcare	10	45.5-55.5
Project Manager	8	24-38.5
Production Supervisor	3	14.5-22
Operations Manager	5	32.5-52.5
Plant Manager	8	23.5-35
Operations Director	10	46.5-109
Manufacturing Director	15	45.5-76.5
General Manager	15	75-93

## Lean/Six Sigma

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Lean IE Engineer	4	13-21
Six Sigma Specialist (Electronics)	5-8	15.5-20.5
Black Belt (Chemical)	3	20-28
Black Belt-Market Research	8	88-120.5
Master Black Belt	8-10	44-60.5
Lean Transformation Leader	10	60.5+
Lean Manager	10	88+
Lean Director	15	109.5+

## Project Management

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Project Engineer	3	12.5-20
Senior Project Engineer	5	15.5-25.5
Lead Piping Engineer	8	24-39
Key Account Manager	6	15.5-28
Project Manager	10	30-44
Construction Manager	10	26.5-40
Design Manager	8	24.5-39
Contracts Manager	8	24.5-39
Head of Technical Services	10	63.5-88
Project Director Construction	10	88-131.5
Site/Construction Manager – Ship Building (Western Expatriate)	20	155.5

# Real Estate

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Property Analyst	3-4	12-17.5
Architect	4	19.5-30.5
Senior Architect	10	30.5-49
Architecture Manager	10	35-52.5
Security Manager	8	20.5-38.5
Research Manager	3	19.5-30.5
Investment Manager	3	25-33+
Property Manager	10	65.5-98
Master Planner	6	35-54.5
Property Development Director	10	55.5-87.5
Marketing Director	10	87.5-109
Asset Management Director	15	110+
Property Acquisition Director	15	110+



## Consulting/Services

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary RMB('000)</i>
Commercial Quality Control Manager	5	17.5-31
Customer and Research Specialist	2-5	25.5-33.5
Client Development Specialist	2-5	25.5-33.5
Business Development Manager	8-10	50-60
Product Manager	8	50-60
Deputy Director	10	77+
Associate Director	10	66+
Marketing Manager	6-8	40-50
Sales Manager	6	35.5-49
Business Intelligence Analyst/Manager	5	20-32
PR/Media Communications Manager	5	28+
Chief Representative (Fiduciary Services)	8	21.5-32

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