



# 2022 SECOND QUARTER SALARY GUIDE CHINA



## **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 NPWorldwide, 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 placements 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 Hong Kong, Singapore, 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)





## Automotive

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Quality Engineer	< 5	8 - 15
	6 - 10	15 - 20
	> 10	20 - 25
Quality Manager/Director	< 5	30 - 50
	6 - 10	50 - 80
	> 10	80 - 150
Material planning specialist	< 5	14 - 18
	6 - 10	20 - 26
	> 10	28 - 35
Supplier Quality Engineer	< 5	15 - 22
	6 - 10	22 - 28
	> 10	28 - 36
Supplier Quality Manager	< 5	16 - 25
	6 - 10	25 - 35
	> 10	35 - 45
Material Planning Specialist	< 5	14 - 18
	6 - 10	20 - 26
	> 10	28 - 35
Mechanical Design	< 5	12 - 16
	6 - 10	16 - 25
	> 10	25 - 35
Molding Process Engineer	< 5	12 - 16
	6 - 10	16 - 22
	> 10	22 - 26
Electronics Engineer	< 5	10 - 20
	6 - 10	20 - 30
	> 10	30 - 40
Sales Manager/Director	< 5	18 - 25
	6 - 10	25 - 30
	> 10	30 - 40
Purchasing Manager/Director	< 5	20 - 26
	6 - 10	26 - 30
	> 10	30 - 50
Programme Manager/Director	< 5	12 - 18
	6 - 10	18 - 30
	> 10	30 - 40
Production Manager/Director	< 5	18 - 23
	6 - 10	23 - 28
	> 10	28 - 35
Operations / Plant manager / Director	< 5	40 - 65
	6 - 10	65 - 100
	> 10	100+
Finance Manager/Director	< 5	20 - 25
	6 - 10	25 - 35
	> 10	35 - 45



<b>Commodity Manager</b>	< 5	30 - 50
	6 - 10	50 - 80
	> 10	80 - 125
<b>HR Manager</b>	< 5	20 - 30
	6 - 10	30 - 40
	> 10	40 - 50
<b>Compensation &amp; Benefits Manager</b>	< 5	20 - 30
	6 - 10	30 - 40
	> 10	40 - 50
<b>HR Director</b>	6 - 10	30 - 40
	> 10	40 - 50
<b>Strategic marketing and business development manager</b>	6 - 10	25 - 45
	> 10	50 - 70

## E-Commerce

<b>POSITION</b>	<b>EXPERIENCE (YEARS)</b>	<b>MONTHLY SALARY RMB ('000)</b>
<b>Merchandising</b>	< 5	13 - 18
	6 - 10	20 - 30
	> 10	30 - 40
<b>Key Account Management</b>	< 5	15 - 25
	6 - 10	30 - 35
	> 10	35 - 45
<b>Regional Sales and Business Development</b>	< 5	10 - 12
	6 - 10	12 - 16
	> 10	15 - 20
<b>Operations Management</b>	< 5	15 - 25
	6 - 10	30 - 35
	> 10	35 - 45
<b>Digital Marketing</b>	< 5	15 - 20
	6 - 10	30 - 35
	> 10	35 - 40
<b>Finance</b>	< 5	10 - 20
	6 - 10	35 - 50
	> 10	60 - 80
<b>Talent Acquisition</b>	< 5	8 - 12
	6 - 10	12 - 18
	> 10	15 - 25
<b>Data Analyst</b>	>4	18 - 22
	4 - 7	22 - 30
	>8	30 - 35
<b>E-Commerce Store Manager</b>	>4	18 - 25
	4 - 7	25 - 35
	>8	35 - 50
<b>Talent Acquisition</b>	< 5	8 - 12
	6 - 10	12 - 18
	> 10	15 - 25



<b>Social Media Manager</b>	>4	20 - 26
	4 - 7	26 - 32
	>8	32 - 50
<b>Customer relationship management (CRM) manager</b>	>3	15-22
	4 - 7	22-35
	>8	35-55+

## Engineering

<b>POSITION</b>	<b>EXPERIENCE (YEARS)</b>	<b>MONTHLY SALARY RMB (‘000)</b>
<b>Technical Support</b>	< 5	8 - 12
	6 - 10	12 - 18
	> 10	15 - 25
<b>Service Sales</b>	< 5	8 - 12
	6 - 10	12 - 18
	> 10	15 - 25
<b>Field Service Engineering</b>	< 5	8 - 12
	6 - 10	12 - 18
	> 10	15 - 25
<b>Account Management/Sales</b>	< 5	10 - 16
	6 - 10	20 - 25
	> 10	30 - 40
<b>Process Engineering</b>	< 5	8 - 12
	6 - 10	12 - 18
	> 10	15 - 25
<b>Environment, Health and Safety</b>	< 5	10 - 12
	6 - 10	15 - 25
	> 10	30 - 40
<b>Quality Assurance</b>	< 5	8 - 12
	6 - 10	15 - 25
	> 10	25 - 35
<b>Lean Management</b>	< 5	10 - 20
	6 - 10	25 - 35
	> 10	40 - 60
<b>Project Engineering/Management</b>	< 5	9 - 13
	6 - 10	15 - 20
	> 10	20 - 30

## FMCG

<b>POSITION</b>	<b>EXPERIENCE (YEARS)</b>	<b>MONTHLY SALARY RMB (‘000)</b>
<b>Brand Manager</b>	< 5	20 - 25
	6 - 10	35 - 40
	> 10	45 - 55

<b>Customer Relationship Management (CRM) Manager</b>	< 5 6 - 10 > 10	18 - 25 20 - 30 30 - 50
<b>Merchandising Manager</b>	< 5 6 - 10 > 10	15 - 25 20 - 30 30 - 35
<b>Digital Marketing</b>	< 5 6 - 10 > 10	20 - 25 30 - 40 35 - 45
<b>Brand Marketing</b>	< 5 6 - 10 > 10	20 - 25 35 - 40 45 - 55
<b>Trade Marketing</b>	< 5 6 - 10 > 10	20 - 25 30 - 40 35 - 45
<b>Social Media Marketing</b>	< 5 6 - 10 > 10	20 - 25 30 - 40 35 - 45
<b>Product Marketing</b>	< 5 6 - 10 > 10	20 - 25 30 - 40 40 - 50
<b>Regional Sales</b>	< 5 6 - 10 > 10	15 - 25 30 - 40 35 - 45
<b>Key Account Management</b>	< 5 6 - 10 > 10	15 - 25 20 - 30 25 - 35
<b>Customer Relationship Management</b>	< 5 6 - 10 > 10	18 - 25 20 - 30 30 - 40
<b>Merchandising</b>	< 5 6 - 10 > 10	15 - 25 20 - 30 30 - 35
<b>Offline Store Management</b>	< 5 6 - 10 > 10	15 - 25 25 - 30 40 - 50
<b>Online Store Management</b>	< 5 6 - 10 > 10	20 - 30 30 - 35 30 - 40
<b>Data Analytics</b>	< 5 6 - 10 > 10	20 - 25 25 - 35 30 - 40
<b>Research &amp; Development</b>	< 5 6 - 10 > 10	20 - 30 25 - 35 30 - 40
<b>Customer Service Management</b>	< 5 6 - 10 > 10	10 - 20 15 - 25 20 - 30



## Gaming

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Software Engineer	< 5	35 - 45
	6 - 10	45 - 55
	> 10	65 - 75
Data Engineer	< 5	45 - 55
	6 - 10	65 - 75
	> 10	95 - 105
Engineering Manager	< 5	55 - 65
	6 - 10	65 - 75
	> 10	95 - 105
Product Manager	< 5	25 - 35
	6 - 10	35 - 45
	> 10	65 - 75
Producer	< 5	25 - 35
	6 - 10	35 - 45
	> 10	65 - 75
3D Artist	< 5	15 - 25
	6 - 10	25 - 35
	> 10	35 - 45
Technical Artist	< 5	25 - 35
	6 - 10	45 - 55
	> 10	55 - 65
Animator	< 5	35 - 45
	6 - 10	45 - 55
	> 10	75 - 85
Character Concept Artist	< 5	25 - 35
	6 - 10	35 - 45
	> 10	45 - 55
Art Project Manager	< 5	15 - 25
	6 - 10	25 - 35
	> 10	45 - 55
Business Manager	< 5	15 - 25
	6 - 10	35 - 45
	> 10	65 - 75
IT Manager	< 5	25 - 35
	6 - 10	35 - 45
	> 10	45 - 55
Brand Manager	< 5	25 - 35
	6 - 10	35 - 45
	> 10	65 - 75
Finance Manager	< 5	25 - 35
	6 - 10	45 - 55
	> 10	75 - 85
HR Manager	< 5	30 - 40
	6 - 10	40 - 50
	> 10	50 - 70





## Insurance

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Commercial Service Agent	< 5	7 - 11
	6-10	10 - 20
	> 10	20 - 30
Medical Specialist	< 5	9 - 13
	6 - 10	15 - 25
	> 10	25 - 35
Pre-Authorisation	< 5	9 - 13
	6 - 10	15 - 25
	> 10	25 - 35
Claims Management	< 5	10 - 15
	6 - 10	15 - 25
	> 10	25 - 35
Underwriter	< 5	10 - 20
	6 - 10	20 - 25
	> 10	30 - 40
Case Management	< 5	10 - 15
	6 - 10	15 - 20
	> 10	25 - 35

## Logistics and Transportation

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Logistics Manager	< 5	10 - 20
	6 - 10	20 - 35
	> 10	35 - 50
Station Manager	< 5	10 - 20
	6 - 10	15 - 25
	> 10	20 - 30
Customer Service Manager	< 5	15 - 20
	6 - 10	20 - 27
	> 10	25 - 30

## Manufacturing

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Supplier Quality Engineer	< 5	12 - 18
	6 - 10	18 - 25
	> 10	25 - 40
Mechanical Engineer	< 5	10 - 18
	6 - 10	18 - 30
	> 10	25 - 40
Research and Development Engineer	< 5	10 - 18
	6 - 10	18 - 30
	> 10	25 - 50
Electronic Engineer	< 5	10 - 18
	6 - 10	18 - 30
	> 10	25 - 40
Production Engineer	< 5	10 - 18
	6 - 10	18 - 30
	> 10	25 - 40
Project Engineer	< 5	15 - 20
	6 - 10	18 - 30
	> 10	20 - 40
Quality Manager	< 5	15 - 20
	6 - 10	20 - 40
	> 10	30 - 50
Supply Chain Manager	< 5	10 - 15
	6 - 10	15 - 25
	> 10	25 - 40
Production Manager	< 5	15 - 25
	6 - 10	25 - 35
	> 10	35 - 45
Engineering Manager	< 5	10 - 15
	6 - 10	18 - 28
	> 10	25 - 40
Environment, Health and Safety Manager	< 5	10 - 15
	6 - 10	18 - 25
	> 10	25 - 35
Material Planning Manager	< 5	15 - 25
	6 - 10	25 - 35
	> 10	35 - 45
Sales Manager	< 5	10 - 20
	6 - 10	20 - 40
	> 10	25 - 50
Warehouse Manager	< 5	15 - 25
	6 - 10	20 - 35
	> 10	30 - 50

## Pharmaceutical

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
<b>Business Development Manager</b>	< 5	15 - 25
	6 - 10	25 - 35
	> 10	35 - 50
<b>Marketing Manager</b>	< 5	30 - 40
	6 - 10	40 - 50
	> 10	50 - 80
<b>Medical Affairs Manager</b>	< 5	20 - 30
	6 - 10	30 - 40
	> 10	40 - 60
<b>Regulatory Affairs Manager</b>	< 5	20 - 30
	6 - 10	30 - 40
	> 10	40 - 60
<b>Scientist</b>	< 5	20 - 30
	6 - 10	30 - 45
	> 10	50 - 60
<b>Sales Director</b>	< 5	35 - 45
	6 - 10	45 - 60
	> 10	60 - 80
<b>COO</b>	< 5	50 - 70
	6 - 10	70 - 90
	> 10	100 - 150



## Technology

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Back-end Engineer	< 5	15 - 25
	6 - 10	30 - 40
	> 10	45 - 55
Front-end Engineer	< 5	15 - 25
	6 - 10	30 - 40
	> 10	45 - 55
IOS/Android Engineer	< 5	15 - 25
	6 - 10	30 - 40
	> 10	45 - 55
Baseband Engineer	< 5	15 - 20
	6 - 10	20 - 35
	> 10	35 - 50
Full Stack Engineer	< 5	15 - 25
	6 - 10	30 - 40
	> 10	45 - 55
Machine Learning Engineer	< 5	30 - 40
	6 - 10	50 - 60
	> 10	90 - 100
Recommender System Engineer	< 5	35 - 45
	6 - 10	65 - 75
	> 10	100 - 120
Business Intelligence/Business Analyst	< 5	20 - 30
	6 - 10	30 - 40
	> 10	45 - 55
Data Analyst	< 5	15 - 25
	6 - 10	30 - 40
	> 10	45 - 55
Data Scientist	< 5	30 - 40
	6 - 10	50 - 60
	> 10	90 - 100
Data Architecture	< 5	45 - 55
	6 - 10	65 - 75
	> 10	90 - 110
Cloud Architecture	< 5	35 - 45
	6 - 10	55 - 65
	> 10	80 - 100
ERP/CRM/SAP	< 5	20 - 30
	6 - 10	45 - 55
	> 10	65 - 75
Service Delivery Manager	< 5	20 - 30
	6 - 10	35 - 45
	> 10	50 - 60
Technical Head/CTO	< 5	75 - 85
	6 - 10	150 - 160
	> 10	230 - 270



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