



1st QUARTER SALARYGUIDE 2023 HONG KONG



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 Personnel is the flagship company of the group and has grown to become one of Hong Kong's largest recruitment companies with offices in the Central business district and Kowloon. 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 IXP, 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 Singapore, China, and Thailand. If you are interested in our services, please submit your enquiry via our website www.gemini-global.com or email: gemhq@gemini.com.hk



Asset Management/Hedge Fund/Private Equity

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|--------------------------------|--------------------|----------------------------|
| Research/Investment Analyst | < 5 | 30 - 50 |
| | 6 - 10 | 50 - 100 |
| | > 10 | 100 - 150+ |
| Institutional Sales | < 5 | 25 - 55 |
| | 6 - 10 | 60 - 100 |
| | > 10 | 100+ |
| Portfolio/Fund Management | < 5 | 30 - 55 |
| | 6 - 10 | 65 - 125 |
| | > 10 | 130+ |
| Product Development | < 5 | 25 - 50 |
| | 6 - 10 | 50-100 |
| | > 10 | 50 - 100+ |
| Investor Relations/Fundraising | < 5 | 30 - 45 |
| | 6 - 10 | 45 - 75 |
| | > 10 | 75+ |

Risk and Compliance

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|------------------|--------------------|----------------------------|
| Market Risk | < 5 | 27 - 58 |
| | 6 - 10 | 65 - 100 |
| | > 10 | 100+ |
| Credit Risk | < 5 | 25 - 50 |
| | 6 - 10 | 50 - 83 |
| | > 10 | 83+ |
| Operational Risk | < 5 | 23 - 42 |
| | 6 - 10 | 42 - 67 |
| | > 10 | 67+ |
| Compliance/AML | < 5 | 25 - 50 |
| | 6 - 10 | 50 - 83 |
| | > 10 | 83+ |



Front Office

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|--|--------------------|----------------------------|
| Relationship Manager - Consumer Banking | < 5 | 20 - 45 |
| | 6 - 10 | 50 - 65 |
| | > 10 | 70+ |
| Relationship Manager - Corporate Banking | < 5 | 25 - 42 |
| | 6 - 10 | 50 - 80 |
| | > 10 | 80+ |
| Relationship Manager - Private Banking | < 5 | 40 - 55 |
| | 6 - 10 | 58 - 100 |
| | > 10 | 100+ |
| Structured Finance | < 5 | 25 - 50 |
| | 6 - 10 | 50 - 83 |
| | > 10 | 83+ |
| Trade Finance | < 5 | 33 - 55 |
| | 6 - 10 | 58 - 80 |
| | > 10 | 80+ |
| IBD (IPO, M&A, Corporate Finance) | < 5 | 30 - 65 |
| | 6 - 10 | 67 - 100 |
| | > 10 | 100 - 200 |
| Equity Sales | < 5 | 25 - 58 |
| | 6 - 10 | 58 - 100 |
| | > 10 | 100+ |
| Fixed Income Sales | < 5 | 25 - 50 |
| | 6 - 10 | 50 - 83 |
| | > 10 | 83+ |
| Capital Markets - ECM & DCM | < 5 | 20 - 42 |
| | 6 - 10 | 42 - 83 |
| | > 10 | 83+ |
| Trading | < 5 | 25 - 58 |
| | 6 - 10 | 58 - 100 |
| | > 10 | 100 - 210+ |

Middle- and Back Office

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|------------------------|--------------------|----------------------------|
| Settlements | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 55+ |
| Trade Support | < 5 | 25 - 42 |
| | 6 - 10 | 42 - 75 |
| | > 10 | 75+ |
| Internal Audit/Control | < 5 | 25 - 40 |
| | 6 - 10 | 42 - 75 |
| | > 10 | 75+ |
| Treasury | < 5 | 25 - 42 |
| | 6 - 10 | 42 - 70 |
| | > 10 | 70+ |
| Client Services | < 5 | 20 - 25 |
| | 6 - 10 | 30 - 48 |
| | > 10 | 48 - 60 |
| Project Management | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 42 |
| | > 10 | 42 - 67 |

Electronics

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|--------------------------------|--------------------|----------------------------|
| Sales and Business Development | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 45 |
| | > 10 | 45 - 55 |
| Electronic Engineering | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 45 |
| | > 10 | 45 - 55 |
| Human Resources | < 5 | 15 - 25 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40 - 50 |
| Accounting and Finance | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40 - 60 |
| Information Technology | < 5 | 27 - 37 |
| | 6 - 10 | 35 - 45 |
| | > 10 | 45+ |

FMCG

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|--|--------------------|----------------------------|
| (Asst.) Manager E-Commerce/Digital Marketing | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 50+ |
| (Asst.) Key Account Manager | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 50+ |
| (Asst.) Marketing Manager | < 5 | 27 - 35 |
| | 6 - 10 | 35 - 45 |
| | > 10 | 45+ |
| (Asst.) Sales Manager | < 5 | 24 - 30 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40+ |
| (Asst.) Operations Manager | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 40 |
| | > 10 | 40+ |
| (Asst.) Trade Marketing Manager | < 5 | 27 - 35 |
| | 6 - 10 | 35 - 45 |
| | > 10 | 45+ |

Healthcare

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|--------------------|--------------------|----------------------------|
| Clinical | < 5 | 15 - 18 |
| | < 5 | 20 - 28 |
| | 6 - 10 | 42 - 53 |
| Laboratory | < 5 | 17 - 20 |
| | 6 - 10 | 20 - 30 |
| | > 10 | 30 - 40 |
| Registered Nurse | < 5 | 30 - 36 |
| | 6 - 10 | 36 - 55 |
| | > 10 | 55 - 65 |
| Product Management | < 5 | 22 - 30 |
| | 6 - 10 | 28 - 35 |
| | > 10 | 35 - 50 |
| Medical Sales | < 5 | 18 - 25 |
| | 6 - 10 | 25 - 35 |
| | > 10 | 40 - 60 |
| Quality Assurance | < 5 | 20 - 25 |
| | 6 - 10 | 25 - 35 |
| | > 10 | 35+ |

Hospitality

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|----------------------------|--------------------|----------------------------|
| Social Media/Advertising | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40 - 50 |
| F&B | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 45 |
| | > 10 | 50+ |
| Marketing Management | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40 - 50 |
| Human Resources Management | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 50 |
| | > 10 | 50+ |
| Corporate Development | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 50 |
| | > 10 | 50+ |
| Financial Management | < 5 | 25 - 30 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 50+ |
| Operations Management | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 50 |
| | > 10 | 50+ |

Industrial Manufacturing

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|----------------------------|--------------------|----------------------------|
| Administration | < 5 | 15 - 20 |
| | 6 - 10 | 20 - 35 |
| | > 10 | 35 - 50 |
| Human Resources Management | < 5 | 16 - 20 |
| | 6 - 10 | 20 - 40 |
| | > 10 | 40 - 60 |
| Accounts | < 5 | 16 - 20 |
| | 6 - 10 | 20 - 30 |
| | > 10 | 30 - 60 |
| Sales | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 50 |
| | > 10 | 50+ |
| Engineering | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 45 |
| | > 10 | 45 - 55 |
| Corporate Development | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 50 - 70 |

Insurance

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|---------------------------|--------------------|----------------------------|
| Claims Administration | < 5 | 15 - 20 |
| | 6 - 10 | 20 - 30 |
| | > 10 | 30 - 50 |
| Underwriter | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 65 |
| | > 10 | 65 - 100 |
| Customer Service | < 5 | 15 - 25 |
| | 6 - 10 | 25 - 30 |
| | > 10 | 30+ |
| Actuarial Management | < 5 | 22 - 30 |
| | 6 - 10 | 50 - 70 |
| | > 10 | 70 - 90 |
| Business Development | < 5 | 35 - 45 |
| | 6 - 10 | 50 - 70 |
| | > 10 | 70 - 90 |
| Client Service Management | < 5 | 15 - 20 |
| | 6 - 10 | 25 - 40 |
| | > 10 | 40 - 50 |

Legal

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|-----------------------|--------------------|----------------------------|
| Legal Secretary | < 5 | 23 - 30 |
| | 6 - 10 | 30 - 35 |
| | >10 | 35 - 45 |
| Paralegal | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40+ |
| Litigation Clerk | < 5 | 20 - 25 |
| | 6 - 10 | 25 - 30 |
| | > 10 | 30 - 35 |
| Lawyer (HK Qualified) | NQ - 2PQE | 40 - 70 |
| | 3 - 5PQE | 75 - 100 |
| | 6 - 7PQE | 110 - 130 |
| Lawyer (UK Qualified) | NQ - 2PQE | 82 - 89 |
| | 3 - 5PQE | 95 - 135 |
| | 6 - 7PQE | 140 - 150+ |
| Lawyer (US Qualified) | NQ - 2PQE | 115 - 135 |
| | 3 - 5PQE | 150 - 180 |
| | 6 - 7PQE | 190 - 200 |
| Legal Counsel | < 5 | 65 - 75 |
| | 6 - 10 | 105 - 115 |
| | > 10 | 145 - 155 |
| Senior Legal Counsel | < 5 | 95 - 105 |
| | 6 - 10 | 125 - 135 |
| | > 10 | 165 - 175 |
| General Counsel | < 5 | 165 - 175 |
| | 6 - 10 | 195 - 205 |
| | > 10 | 215 - 225 |

Logistics

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|------------------------------|--------------------|----------------------------|
| Operations/Shipping Clerk | < 5 | 15 - 17 |
| | 6 - 10 | 18 - 25 |
| | > 10 | 25 - 24 |
| Operations/Shipping Manager | < 5 | 24 - 26 |
| | 6 - 10 | 28 - 30 |
| | > 10 | 30+ |
| Logistics Manager | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40 - 50 |
| Warehouse Manager | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 35 |
| | > 10 | 35 - 45 |
| Sales Executive | < 5 | 20 - 30 |
| | 6 - 10 | 30 - 35 |
| | > 10 | 35 - 40 |
| Sales Manager | < 5 | 30 - 38 |
| | 6 - 10 | 38 - 42 |
| | > 10 | 42 - 50 |
| Business Development Manager | < 5 | 30 - 35 |
| | 6 - 10 | 35 - 45 |
| | > 10 | 45 - 55 |
| Key Account Manager | < 5 | 35 - 40 |
| | 6 - 10 | 40 - 45 |
| | > 10 | 45 - 50 |
| Senior Sales Manager | < 5 | 40 - 50 |
| | 6 - 10 | 50 - 60 |
| | > 10 | 60 - 70 |
| Head of Sales | < 5 | 55 - 65 |
| | 6 - 10 | 75 - 85 |
| | > 10 | 100+ |
| Head of Operations | < 5 | 65 - 75 |
| | 6 - 10 | 80 - 90 |
| | > 10 | 100+ |
| General Manager | < 5 | 60 - 70 |
| | 6 - 10 | 80 - 90 |
| | > 10 | 100+ |

Merchandising

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|------------------------|--------------------|----------------------------|
| Administration | < 5 | 17 - 20 |
| | 6 - 10 | 20 - 30 |
| | > 10 | 30 - 50 |
| Secretary/PA | < 5 | 20 - 25 |
| | 6 - 10 | 25 - 30 |
| | > 10 | 30 - 50 |
| Human Resources | < 5 | 18 - 20 |
| | 6 - 10 | 20 - 35 |
| | > 10 | 35 - 50 |
| Accounting | NQ - 2PQE | 18 - 25 |
| | 3 - 5PQE | 25 - 35 |
| | 6 - 7PQE | 35 - 45 |
| Quality Assurance | NQ - 2PQE | 20 - 25 |
| | 3 - 5PQE | 25 - 35 |
| | 6 - 7PQE | 35 - 50 |
| Production | NQ - 2PQE | 20 - 25 |
| | 3 - 5PQE | 25 - 35 |
| | 6 - 7PQE | 35 - 50 |
| Sourcing | < 5 | 20 - 25 |
| | 6 - 10 | 25 - 30 |
| | > 10 | 30 - 50 |
| Merchandiser | < 5 | 20 - 25 |
| | 6 - 10 | 25 - 40 |
| | > 10 | 40 - 50 |
| Senior Management | < 5 | 40 - 45 |
| | 6 - 10 | 50 - 60 |
| | > 10 | 60 + |
| General Management | < 5 | 60 - 70 |
| | 6 - 10 | 70 - 80 |
| | > 10 | 80 + |
| Divisional | < 5 | 55 - 65 |
| | 6 - 10 | 65 - 75 |
| | > 10 | 75+ |
| Merchandising Director | < 5 | 60 - 70 |
| | 6 - 10 | 70 - 80 |
| | > 10 | 80 + |

Pharmaceutical

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|----------------------------|--------------------|----------------------------|
| Business Development/Sales | < 5 | 20 - 30 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 55 - 80 |
| Customer Service Manager | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 40 |
| | > 10 | 40 - 50 |
| Registered Nurse | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 55 |
| | > 10 | 55 - 65 |
| Laboratory Manager | < 5 | 25 - 30 |
| | 6 - 10 | 30 - 50 |
| | > 10 | 50+ |
| Research and Development | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 55+ |
| Operations | < 5 | 20 - 30 |
| | 6 - 10 | 35 - 55 |
| | > 10 | 55 + |
| Product Management | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 55+ |
| Quality Assurance Manager | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 50+ |
| Human Resources Manager | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 50 + |
| Marketing Manager | < 5 | 25 - 35 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 50+ |
| Finance Manager | < 5 | 35 - 45 |
| | 6 - 10 | 45 - 60 |
| | > 10 | 60+ |
| Regulatory Affairs Manager | < 5 | 30 - 35 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 50+ |
| Regional Manager | < 5 | 35 - 45 |
| | 6 - 10 | 50 - 65 |
| | > 10 | 65+ |
| General Manager | < 5 | 40 - 45 |
| | 6 - 10 | 55 - 80 |
| | > 10 | 80+ |

Property Management and Development

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|----------------------------|--------------------|----------------------------|
| Business Development/Sales | < 5 | 20 - 35 |
| | 6 - 10 | 35 - 45 |
| | > 10 | 50 + |
| Loyalty and Subscription | < 5 | 20 - 35 |
| | 6 - 10 | 35 - 50 |
| | > 10 | 50+ |
| Operations | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 50 + |
| Property Management | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 50 + |
| Corporate Responsibility | < 5 | 25 - 40 |
| | 6 - 10 | 40 - 60 |
| | > 10 | 60+ |
| Human Resources Manager | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 50 - 60 |
| Marketing Manager | < 5 | 30 - 40 |
| | 6 - 10 | 40 - 50 |
| | > 10 | 50+ |
| Finance Manager | < 5 | 40 - 50 |
| | 6 - 10 | 50 - 65 |
| | > 10 | 65+ |
| Senior Management | < 5 | 40 - 45 |
| | 6 - 10 | 50 - 70 |
| | > 10 | 70+ |

Technology

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|--|--------------------|----------------------------|
| DevOps Engineer | < 5 | 45 - 55 |
| | 6 - 10 | 65 - 75 |
| | >10 | 80 + |
| Architect (Applications, Solutions, Data, Systems) | < 5 | 45 - 55 |
| | 6 - 10 | 65 - 75 |
| | > 10 | 120 - 130 |
| Data Scientist/Quant Analyst | < 5 | 45 - 55 |
| | 6 - 10 | 65 - 75 |
| | > 10 | 120 - 130 |

Technology

| POSITION | EXPERIENCE (YEARS) | MONTHLY SALARY HK\$ ('000) |
|--|--------------------|----------------------------|
| PMO | < 5 | 70 - 80 |
| | 6 - 10 | 85 - 95 |
| | > 10 | 100+ |
| Project Manager | < 5 | 45 - 55 |
| | 6 - 10 | 60 - 70 |
| | > 10 | 80+ |
| Programme Manager | < 5 | 50 - 60 |
| | 6 - 10 | 60 - 80 |
| | > 10 | 80+ |
| Database Administrator Lead/Development Lead | < 5 | 55 - 65 |
| | 6 - 10 | 85 - 95 |
| | > 10 | 100+ |
| Trade Floor Support | < 5 | 30 - 35 |
| | 6 - 10 | 50 - 60 |
| | > 10 | 65+ |
| Cyber Security Specialist | < 5 | 30 - 40 |
| | 6 - 10 | 50 - 80 |
| | > 10 | 100+ |
| Full-Stack Developer | < 5 | 30 - 40 |
| | 6 - 10 | 55 - 65 |
| | > 10 | 100+ |
| Back-end Developer | < 5 | 35 - 45 |
| | 6 - 10 | 75 - 85 |
| | > 10 | 100+ |
| Front-end Developer | < 5 | 35 - 45 |
| | 6 - 10 | 55 - 65 |
| | > 10 | 65+ |
| Cloud Engineer | < 5 | 45 - 55 |
| | 6 - 10 | 70 - 80 |
| | > 10 | 100 + |
| UI/UX Designer | < 5 | 35 - 45 |
| | 6 - 10 | 45 - 60 |
| | > 10 | 65+ |
| Quality Assurance/Testing | < 5 | 35 - 45 |
| | 6 - 10 | 45 - 55 |
| | > 10 | 60 + |
| IT Auditor | < 5 | 50 - 60 |
| | 6 - 10 | 70 - 80 |
| | > 10 | 80+ |
| Technology Risk | < 5 | 45 - 55 |
| | 6 - 10 | 65 - 75 |
| | > 10 | 100+ |
| CTO/CIO | 6 - 10 | 80 - 130 |
| | > 10 | 150 + |



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