



# 1st QUARTER



# 1st QUARTER SALARYGUIDE 2023 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 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 NPA Worldwide, 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 and do not include additional bonuses, commissions, or other benefits. Actual salaries can vary greatly based on various factors such as experience, location, company size, and demand for a particular role. 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: [gemhq@gemini.com.hk](mailto:gemhq@gemini.com.hk)





## Automotive Industry

Job Title	Salary Range (CNY per annum)
APAC President	800,000 - 1,200,000
Managing Director	600,000 - 1,000,000
Finance Director	500,000 - 800,000
Operations/Plant Manager/Director	500,000 - 700,000
HR Director	500,000 - 700,000
Global Chief Engineer	550,000 - 800,000
Automotive Engineer	500,000 - 650,000
Strategic Marketing and Business Development Manager	400,000 - 550,000
Design Engineer	350,000 - 550,000
Manufacturing Engineer	350,000 - 550,000
Commodity Manager	350,000 - 550,000
Procurement Manager	350,000 - 550,000
Sales Manager	350,000 - 550,000
Key Account Manager	350,000 - 550,000
Compensation & Benefits Manager	350,000 - 550,000
Financial Analyst	350,000 - 550,000
Mechanical Engineer	350,000 - 550,000
Maintenance Manager	250,000 - 450,000
Logistics Manager	250,000 - 450,000
Marketing Manager	250,000 - 450,000



Job Title	Salary Range (CNY per annum)
Business Development Manager	250,000 - 450,000
HR Manager	250,000 - 450,000
Quality Control Engineer	250,000 - 450,000
Production Manager	350,000 - 550,000



## E-Commerce

Job Title	Salary Range (CNY per annum)
Regional Sales and Business Development	500,000 - 700,000
Key Account Management	500,000 - 700,000
Merchandising	400,000 - 550,000
Operations Management	400,000 - 550,000
E-Commerce Store Manager	350,000 - 550,000
Digital Marketing	350,000 - 550,000
Customer Relationship Management (CRM) Manager	350,000 - 550,000
Data Analyst	350,000 - 550,000
Finance	350,000 - 550,000
Talent Acquisition	250,000 - 450,000
Social Media Manager	250,000 - 450,000
Content Manager	250,000 - 450,000
Supply Chain Manager	250,000 - 450,000
UX/UI Designer	250,000 - 450,000
IT Manager	250,000 - 450,000
Product Manager	250,000 - 450,000
Marketing Manager	250,000 - 450,000
Business Development Manager	250,000 - 450,000



## Engineering

Job Title	Salary Range (CNY per annum)
Global Chief Engineer	1,500,000 - 2,000,000
Chief Technical Officer (CTO)	1,000,000 - 1,500,000
Project Manager	800,000 - 1,200,000
Mechanical Engineer	500,000 - 800,000
Electrical Engineer	500,000 - 800,000
Structural Engineer	500,000 - 800,000
Civil Engineer	500,000 - 800,000
Software Engineer	500,000 - 800,000
Quality Assurance Engineer	450,000 - 650,000
Systems Engineer	450,000 - 650,000
Manufacturing Engineer	450,000 - 650,000
Design Engineer	400,000 - 600,000
Test Engineer	400,000 - 600,000
Development Engineer	400,000 - 600,000
Production Engineer	400,000 - 600,000



## Fast-Moving Consumer Goods (FMCG)

Job Title	Salary Range (CNY per annum)
Chief Marketing Officer (CMO)	750,000 - 1,125,000
Brand Manager	600,000 - 900,000
Sales Manager	525,000 - 750,000
Product Manager	525,000 - 750,000
Supply Chain Manager	525,000 - 750,000
Marketing Manager	450,000 - 675,000
Digital Marketing Manager	450,000 - 700,000
Sales Representative	400,000 - 600,000
Search Engine Optimization (SEO) Manager	400,000 - 600,000
Social Media Manager	400,000 - 600,000
Market Research Analyst	335,000 - 525,000
Logistics Manager	335,000 - 525,000
Customer Service Manager	335,000 - 525,000
Digital Advertising Manager	375,000 - 550,000
Procurement Manager	335,000 - 525,000
Email Marketing Manager	375,000 - 550,000
Account Manager	300,000 - 450,000
Quality Control Manager	300,000 - 450,000
Content Marketing Manager	375,000 - 550,000
Warehouse Manager	300,000 - 450,000
Inventory Manager	300,000 - 450,000





Job Title	Salary Range (CNY per annum)
Web Analytics Manager	375,000 - 550,000
E-Commerce Marketing Manager	375,000 - 550,000
Affiliate Marketing Manager	350,000 - 525,000
Mobile Marketing Manager	350,000 - 525,000
Digital Marketing Analyst	325,000 - 500,000
Paid Search (PPC) Manager	325,000 - 500,000
Online Reputation Manager	325,000 - 500,000
Conversion Rate Optimization Manager	325,000 - 500,000



## Gaming

Job Title	Salary Range (CNY per annum)
Chief Executive Officer (CEO)	1,500,000 - 2,000,000
Game Director	1,000,000 - 1,500,000
Lead Game Designer	800,000 - 1,200,000
Lead Game Programmer	800,000 - 1,200,000
Lead Animator	800,000 - 1,200,000
Art Director	700,000 - 1,100,000
Game Designer	600,000 - 900,000
Game Programmer	600,000 - 900,000
Animator	600,000 - 900,000
Level Designer	500,000 - 800,000
3D Artist	500,000 - 800,000
Concept Artist	500,000 - 800,000
Sound Designer	450,000 - 700,000
User Experience (UX) Designer	450,000 - 700,000
User Interface (UI) Designer	450,000 - 700,000
Game Tester	400,000 - 600,000
Technical Artist	400,000 - 600,000
Character Designer	400,000 - 600,000
Environment Artist	400,000 - 600,000



## Insurance

Job Title	Salary Range (CNY per annum)
Chief Executive Officer (CEO)	900,000 - 1,350,000
Chief Financial Officer (CFO)	750,000 - 1,125,000
Chief Risk Officer (CRO)	750,000 - 1,125,000
Chief Underwriting Officer (CUO)	750,000 - 1,125,000
Chief Actuary	600,000 - 900,000
Head of Sales and Business Development	600,000 - 900,000
Head of Claims	525,000 - 825,000
Head of Operations	525,000 - 825,000
Head of Human Resources	525,000 - 825,000
Head of Marketing	525,000 - 825,000
Financial Analyst	450,000 - 675,000
Insurance Agent	450,000 - 675,000
Underwriter	450,000 - 675,000
Claims Adjuster	413,000 - 638,000
Customer Service Representative	338,000 - 525,000
Insurance Sales Coordinator	300,000 - 450,000



## Manufacturing, Logistics & Supply Chain

Job Title	Salary Range (CNY per annum)
Operations Manager/Director	600,000 - 900,000
HR Manager	550,000 - 825,000
Finance Manager	550,000 - 825,000
Supply Chain Manager	550,000 - 800,000
Logistics Manager	500,000 - 750,000
Procurement Manager	500,000 - 750,000
Warehouse Manager	450,000 - 700,000
Production Manager	450,000 - 700,000
Quality Control Manager	400,000 - 600,000
Supply Chain Analyst	400,000 - 600,000
Logistics Coordinator	400,000 - 600,000
Transportation Manager	400,000 - 600,000
Demand Planning Manager	400,000 - 600,000
Maintenance Manager	400,000 - 600,000
Production Planner	400,000 - 600,000
Inventory Control Specialist	375,000 - 550,000
Packaging and Assembly Specialist	375,000 - 550,000
Dispatch Coordinator	375,000 - 550,000
Material Handling Specialist	375,000 - 550,000
Shipping and Receiving Clerk	275,000 - 425,000



## Information Technology, AI and Data

Job Title	Salary Range (CNY/year)
Chief Technology Officer (CTO)	1,500,000 - 2,000,000
Director of Software Engineering	1,200,000 - 1,800,000
IT Project Manager	800,000 - 1,200,000
Artificial Intelligence Engineer	600,000 - 1,000,000
DevOps Engineer	700,000 - 1,000,000
Information Security Manager	700,000 - 1,000,000
Database Administrator	600,000 - 900,000
Data Scientist	600,000 - 900,000
Network Engineer	500,000 - 800,000
Software Developer (Backend)	500,000 - 800,000
Software Developer (Frontend)	500,000 - 800,000
IT Support Specialist	400,000 - 600,000
User Experience (UX) Designer	400,000 - 600,000
Technical Writer	400,000 - 600,000
Human Resources Manager (IT)	500,000 - 700,000
Finance Manager (IT)	500,000 - 700,000
Quality Assurance Engineer	400,000 - 700,000
Business Analyst	400,000 - 600,000
Cloud Engineer	500,000 - 800,000
Cybersecurity Specialist	500,000 - 700,000
Full Stack Developer	500,000 - 800,000



Job Title	Salary Range (CNY/year)
Mobile Application Developer	400,000 - 700,000
Systems Administrator	400,000 - 600,000
Technical Recruiter	400,000 - 600,000



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