



1st QUARTER SALARY GUIDE 2025 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. 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 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 CareerStar 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 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	OFFICER	MANAGER	SENIOR MANAGEMENT
Research/Investment Analyst	30-60	60-120	120+
Institutional Sales	25-60	60-120	120+
Portfolio/Fund Management	30-65	65-100	100+
Product Development	25-60	60-100	60-100+
Investor Relations/Fundraising	30-50	50-100	100+

Risk and Compliance - Banking and Finance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Market Risk	27-58	65-100	100+
Credit Risk	25-50	50-83	83+
Operational Risk	23-50	50-75	75+
Compliance/AML	25-50	50-83	83+



Front Office - Banking and Finance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Relationship Manager - Consumer Banking	20-50	50-70	70+
Relationship Manager - Corporate Banking	25-30	50-90	90+
Relationship Manager - Private Banking	40-80	60-130	130+
Structured Finance	25-50	50-83	83+
Trade Finance	22-45	45-60	60+
IBD (IPO, M&A, Corporate Finance)	50-90	90-160	160+
Equity Sales	40-80	80-130	130+
Fixed Income Sales	20-80	80-130	130+
Capital Markets - ECM & DCM	40-80	80-150	150+
Trading	40-80	80-130	130-210

Middle and Back Office - Banking and Finance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Settlements	25-35	35-50	55+
Trade Support	25-42	45-75	75+
Internal Audit/Control	25-40	42-75	75+
Treasury	25-42	42-70	70+
Client Services	20-25	30-50	50+
Project Management	20-30	30-50	50+

Electronics

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Sales and Business Development	25-35	35-45	45-55
Electronic Engineering	25-35	35-50	50+
Human Resources	25-30	30-40	40-60
Accounting and Finance	25-30	30-45	45-60
Information Technology	28-35	35-45	45+

FMCG

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
E-Commerce/Digital Marketing	25-35	35-50	50+
Key Account Management	25-35	35-50	50+
Marketing	27-35	35-55	55+
Sales/Business Development	24-30	30-50	50+
Operations	25-35	35-40	40+
Trade Marketing	27-35	35-50	50+



Healthcare

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Clinical	18-20	30-30	30-55
Laboratory	22-25	30-40	40+
Registered Nurse	30-36	36-55	55-65
Product Management	22-30	30-40	40+
Medical Sales	20-30	30-40	40+
Quality Assurance	22-28	35-40	40+

Hospitality

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Social Media/Advertising	25-30	30-50	50+
F&B	20-30	30- 50	50+
Marketing Management	25-30	30-50	50+
Human Resources Management	20-30	30-50	50+
Corporate Development	20-30	30-50	50+
Financial Management	25-35	35- 60	60+
Operations Management	25-35	35-50	50+



Industrial Manufacturing

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Administration	20-25	25-35	35-50
Human Resources	22-30	30-45	45-65
Accounting	18-30	30-45	45-70
Sales/Business Development	25-35	35-50	50+
Engineering	25-35	35-45	45-55
Corporate Development	30-40	40-50	50-70

Insurance

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Claims Administration	20-28	28-40	40-55
Underwriter	28-35	35-65	65-100
Customer Service	20-28	28-35	35-50
Actuarial Management	22-35	35-70	70-90
Business Development	35-45	50-70	70-90
Client Service Management	20-28	28-40	40-50



Legal

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Legal Secretary	23-30	30-35	35-45
Paralegal	25-30	30-40	40+
Litigation Clerk	20-25	25-30	30-35
Lawyer (HK Qualified)	40-70	75-100	110-130
Lawyer (UK Qualified)	82-89	95-135	135-150+
Lawyer (US Qualified)	115-135	150-180	190- 200
Legal Counsel	65-75	105-115	145-155
Senior Legal Counsel	95-105	125-135	165-175
General Counsel	165-175	195- 205	215-225

Logistics

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Shipping	16-18	18-23	24-27
Operations	25-30	30-40	40-60
Shipping/Logistics	25-35	35- 45	40-60
Warehouse Management	20-30	30-40	40-50
Sales/Business Development	25-30	35-46	45-60
Key Account Management	25-30	35-45	45-60
Senior Sales Manager		50-60	60-70
Head of Sales		60-80	80-120
Head of Operations		65-80	80-150
General Manager		80-90	90-150

Merchandising

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Administration	20-25	30-45	45+
Secretary/PA	25-30	30-50	
Human Resources	25-30	35-50	45+
Accounting	25-30	30-45	45+
Quality Assurance	20-25	25-35	35-50
Production	20-25	25-35	35-50
Sourcing/Procurement	20-25	25-30	30- 50
Merchandising	20-25	25-40	40-50
Senior Management	40-45	50-60	60+
General Management	60-70	70-80	80+
Divisional Manager	55-65	65-75	75+
Merchandising Director	60-70	70-80	80+



Pharmaceutical

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Business Development/Sales	20-38	40-85	85-90
Customer Service	20-30	28-38	40-50
Registered Nurse	38-45	48-58	60-70
Laboratory	30-35	38-55	55+
Research and Development	30-40	40-50	55+
Operations	20-30	35-55	55+
Product Management	38-48	48-58	60+
Quality Assurance	25-35	35-50	50+
Human Resources	30-40	40-50	50+
Marketing	25-35	35-50	50+
Finance/Accounting	35-45	40-60	60+
Regulatory Affairs	30-35	35-55	55+
Regional Manager		50-65	65+
General Manager		55-80	80+

Property Management and Development

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
Business Development/Sales	25-35	40- 55	55+
Loyalty and Subscription	20-35	35-50	50+
Operations	30-40	40-50	50+
Property Management	30-40	40-50	50+
Corporate Responsibility	25-40	40-60	60+
Human Resources	25-30	45-55	50+
Marketing	25-35	40-55	60+
Accounting/Finance	25-30	30-55	60+
Senior Management	45-50	50-70	70+





Technology

POSITION	OFFICER	MANAGER	SENIOR MANAGEMENT
DevOps Engineer	35-50	50-75	75+
Architect (Applications, Solutions, Data, Systems)	35-50	50-75	80+
Data Scientist/Quant Analyst	45-55	65-75	80+
PMO	70-80	85-95	100+
Project Management	25-40	45-55	60+
Database Administrator Lead	35-45	45-55	
Cyber Security Specialist	30-45	50-65	65+
Full-Stack Developer	30-40	40-60	
Back-end Developer	25-35	40-60	
Front-end Developer	20-30	30-35	60+
Cloud Engineer	30-45	45-60	
UI/UX Designer	25-30	35-50	