

THE ADOPTION OF NEW TECHNOLOGY AND E-COMMERCE CONTINUED TO DRIVE STRONG HIRING LEVELS IN 2016. HOWEVER, SLOWER BUT STEADY GROWTH SHOULD RESULT IN MORE MODERATE SALARY GROWTH IN 2017.

2016 INSIGHT

While China's GDP fell to single-digit growth, it remained well positioned to deliver sustained performance. There were a number of sectors with key pockets of hiring activity, supported by a shift in consumer behaviour and government initiatives.

With China's economy maturing and shifting towards value-added and consumption-led services, hiring was particularly active in e-commerce and finance. In response to this trend, bilingual professionals and those with both digital skills and sector-specific experience, were particularly popular hires.

Salary increments of 30% or more were no longer evident in any sector in 2016 and increases stabilised to an average of 10-15% for job movers and 5-7% for those staying in their current jobs. As seen in previous years, professionals were willing to accept existing salary levels when moving to high potential companies or projects they were interested in.

2017 EXPECTATIONS

Whilst hiring is likely to continue on its slower growth trajectory, there will be positive development as the drive to transition the Chinese economy to a high-tech and high-value market is stronger than ever.

Demand for IT professionals will continue to rise across many sectors due to the government's 'Internet Plus' strategy and the exponential growth of e-commerce and fintech. With demand outstripping supply, there will be a shortage of professionals with technical skills in big data, internet technology and e-commerce platforms.

Despite the slowdown in China's traditional sectors of manufacturing and engineering, specialist professionals from niche sectors will still be in demand. For example, professionals with experience in the robotics and automation industries, especially those with proven ability in developing innovative products, will be particularly sought after.

Strong demand for accounting and finance professionals who can provide support for business analysis will also continue. Those who are flexible and capable of adapting to structural changes will be in highest demand.

As the business landscape continues to mature, companies in China will increasingly realise the value of having a sound HR infrastructure to help drive organisational development. This will continue to stimulate the need for talent acquisition and business partner roles.

Professionals who are able to think strategically and demonstrate genuine business insight to deliver growth will be highly sought after across several sectors, including financial services and sales & marketing. Sales professionals who are able to expand new markets and marketers with strong digital skills will be seen as key hires in 2017.

Employers will need to emphasise both company reputation and the complete salary package, while also demonstrating a positive company culture, to secure the best professionals in 2017. As the job market matures in China, employees' desire for clearer career development plans will also be a determining factor in moving roles.

At the same time, hiring managers will be more selective, and bilingual professionals with strong communication skills and commercial acumen will be most favoured.



As the market matures, jobseekers are considering wider career progression and development opportunities, in addition to remuneration increases when changing jobs.



+ 22% (AJI)

Year-on-year increase in the number of jobs advertised in China

+ 31% (AJI)

Year-on-year increase in advertised roles in **human resources**

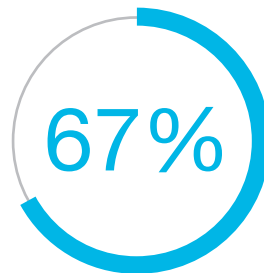
+ 15% (AJI)

Year-on-year increase in advertised roles in **information technology**

KEY FINDINGS

The ever-growing popularity of e-commerce in China has led companies to rethink their marketing strategies and hire specialists in customer retention to help enhance their competitive edge.

In comparison to previous years, companies now have more complex and sophisticated hiring requirements, preferring to recruit talent with both an in-depth understanding of China and experience in international best practice.



Chinese professionals who use corporate social media profiles to gather information when job hunting

(Whitepaper)

TOP 4 SECTORS BY ADVERTISED JOB VOLUME (AJI)

- | | |
|--------------------------------|--------------------------|
| ① Sales & business development | ② Information technology |
| ③ Operations & manufacturing | ④ Accounting & finance |

AJ: Robert Walters Asia Job Index, Q1-Q3 2015 v 2016.

Whitepaper: 'Using Social Media in the Talent Acquisition Process in China', 2016, 289 respondents.

OVERVIEW

ACCOUNTING & FINANCE

BEIJING

Slower economic growth in 2016, combined with tough market conditions faced by the retail and FMCG sectors saw many MNCs halt hiring activity or even their expansion plans in China. However, in some sectors, notably ICT, hiring returned to healthier levels. The demand for financial analysts and FP&A managers was stable, with ongoing demand for digital talent. Overall, salaries are likely to remain flat in 2017.

SHANGHAI

We saw an uplift in hiring during 2016, especially for mid-range finance professionals. State-owned and local companies continued to develop at rapid speed, especially in growth sectors such as healthcare and high tech. Whilst experienced finance talent will continue to change roles in 2017, MNCs will attract those professionals better suited to operating in a more globally regulated environment.

Hiring managers will continue to seek accounting and finance professionals able to think strategically and demonstrate business insight to generate growth. With the market maturing, candidates are looking for long-term career progression beyond salaries. Hiring managers able to promote stability and development opportunities during the hiring process will be best placed to ensure their business secures top talent. We expect to see professionals receiving 10-20% increments when moving jobs in 2017, depending on tenure, stability, skills and seniority.

SUZHOU

The recruitment market for commerce finance professionals saw little change in 2016 and salaries remained static. Though the electronics, chemical and mechanics industries were affected by the economic slowdown, new roles were still available as factories closed in Shanghai and moved to Taicang and Changshu districts. As companies continued to streamline management structures, we increasingly saw local staff reporting directly to corporate level, instead of through regional mid-level managers.

Professionals who are flexible and capable of adapting to structural changes will be in highest demand.

The average salary increment in 2016 was 10-20% for job movers and 5-8% for those staying in the same roles; this is likely to continue in 2017.

BANKING & FINANCIAL SERVICES

We saw an overall slowdown in hiring for traditional positions in banks and financial institutions in 2016. The evolving digital landscape and development of new technologies in China enabled the emergence of new, non-traditional competitors - including internet banking and peer-to-peer (P2P) lenders. There was also a trend for professionals moving from Tier 1 banks to join these non-banking financial institutions.

For front office roles, recruitment levels remained steady for candidates across corporate and transaction banking, with the majority of hires being replacement-based.

Bilingual candidates with strong communication skills and the ability to liaise with local companies and overseas headquarters were particularly sought after.

In 2017, we anticipate business transformation and regulatory adherence will remain key recruitment drivers. Financial services firms are likely to strengthen middle and back office functions by continuing to recruit risk managers, and compliance and auditing professionals. In terms of risk and compliance, as the function continues to grow and the pool of available candidates remains relatively small, companies are likely to struggle to secure specialists. In particular, risk modelling, operation risk compliance, anti-money-laundering (AML) and fraud specialists will be in high demand.

Hiring managers will need to move fast and avoid lengthy recruitment processes if they want to secure their ideal candidates amongst fierce competition. While salaries in 2016 remained relatively stable, 2017 is likely to see a rise in salaries for key professionals, particularly risk and compliance candidates, due to the shortage of specialists in this area. Job movers commanded 15-20% salary increments while those staying in their roles received closer to 3-8%. We expect similar increases in 2017.

HUMAN RESOURCES

BEIJING

We saw a steady flow of activity across the Beijing HR recruitment market, with the financial services, internet, professional services and real estate sectors particularly active in 2016. In 2017, we believe the growing internet

KEY TRENDS

- ▶ Experienced sales professionals who can successfully bring new products to market, generate new business opportunities and drive revenue will be in high demand.
- ▶ E-commerce and digital professionals will command higher salaries in 2017 due to the shortage of candidates in this area.
- ▶ Companies must actively promote their company culture and demonstrate a long-term career path to attract the best talent.
- ▶ We expect brands to place a greater focus on experiential marketing to drive customer engagement and loyalty, creating demand for professionals skilled in brand and digital marketing with strong sales skills.

and recovering financial services sectors will continue to boost recruitment levels. In addition to demand from the private sector, HR talent will also be sought after by state-owned enterprises. To avoid losing talent, companies should focus on staff retention by designing development programmes and competitive remuneration packages.

SHANGHAI

In 2016 we saw an overall increase in HR recruitment. There was particular demand for specialists in compensation & benefits and HR regulations. We anticipate this continuing in 2017. In particular, compensation and benefits roles are becoming strategically important hires as companies seek to reform bonus and benefits schemes. HR specialists who can act as business partners will be in high demand in 2017. Those who are also experienced in HR systems with strong interpersonal skills will be particularly sought after. Excluding the manufacturing sector, HR managers who are bilingual, and have an understanding of both Chinese and international business practices will also be in high demand. Salary increments are expected to stay at 10-20% in 2017 for job movers.

SUZHOU

As HR continued its evolution from an administrative and supporting role to a more strategic function in Suzhou, we expect companies to seek experienced business development and talent development specialists to improve skill levels and build talent pipelines. Bilingual candidates with advanced levels of academic background will also be sought after. However, as Suzhou has traditionally been manufacturing focused, there is a limited pool of candidates to fulfil these requirements.

Overall, we expect the market to remain active in 2017. However, companies may become more pragmatic and focus on how candidate skill sets can add value to the business. The average salary increment for professionals moving jobs in 2016 was 10%, and this is likely to continue in 2017.

INFORMATION TECHNOLOGY

Despite external financial pressures in 2016, demand for IT professionals remained strong due to technological developments across China, a shortage of experienced professionals in emerging technology, and the government's

'Internet Plus' strategy. Consequently, there was strong competition to recruit experienced professionals – particularly those with internet, digital and e-commerce platform operation skills. We anticipate this will continue in 2017.

China's fintech industry has shown robust development in the past few years, and we predict further expansion in 2017. Companies will be competing for professionals with strong technical skills in fintech, internet and big data, as China becomes more technologically advanced, especially in e-commerce. In particular, data scientists with a good understanding of big data will be in highest demand. More candidates are willing to consider fintech start-ups or local companies over large or multinational companies in China, especially if the business is seen to have high growth potential.

Bilingual candidates with good educational attainment and strong technical skills will also be highly sought after. Professionals with leading-edge technology skills and payment, risk and big data experience will continue to be particularly valued. Candidates with international experience and the ability to work across different cultures will find even more opportunities.

Many candidates are now focusing on potential career path, employer branding and organisational culture when considering a new role. Therefore, hiring managers are emphasising long-term staff engagement and flexible staff development plans. In 2017, salaries for traditional information technology roles will remain at 2016 levels, while for software and internet related roles they are expected to rise quickly - with 15-20% increments as competition for talent increases.

OPERATIONS & MANUFACTURING

SUZHOU – ENGINEERING

Recruitment activity in the engineering market remained steady throughout 2016, with hiring linked to R&D, project management, electronics and equipment engineering. Overall we saw conservative hiring levels in engineering



OVERVIEW

SUZHOU – ENGINEERING (CONTINUED)

with a predominance of replacement-based recruitment, but there were still key pockets of mid-level management hiring.

Recruitment across the sector continued to be project-driven, with job movers looking for appealing new projects. A similar trend is expected in 2017. Candidates with experience in the robotics and automation industries, especially those able to pioneer innovative products, will be in high demand. In terms of salary, candidates moving jobs in 2017 could command an average increase of 15% compared to 10-15% increments for those staying in their current roles.

SUZHOU – OPERATIONS & LEAN

Companies continued to pay increasing attention to streamlining production and reducing costs in 2016. Whilst performance was slow, companies still looked for senior managers to support new market development. However, there was a limited supply of these top-level candidates who could oversee regional operations - competition for these professionals will be particularly high in 2017. We also expect demand to grow for product manager, operations manager/director, plant manager and continuous improvement manager candidates, especially those with hands-on experience.

Continued growth is also expected in the lean area, and an increase in automation will drive a need for such professionals. Job movers can expect a 10-15% salary increment, while those remaining in current roles can expect a 5-8% increase.

SUZHOU – QUALITY & EHS

The level of recruitment in quality and EHS was steady in 2016. On the EHS side, companies were more cautious in their approach, due to general economic uncertainty. The appetite for hiring was higher amongst larger companies in the automotive, medical and chemical sectors.

On the quality side, demand for experienced talent was particularly high from the life science and automotive sectors. Significant investment

in both industries provided the impetus for hiring experienced quality professionals. As demand for these sought-after professionals outstripped supply, we anticipate rising salaries in the life science sector during 2017.

Another noticeable trend saw many experienced quality professionals with over 10 years' experience moving from MNCs to local private companies for more senior positions and lucrative pay. As in 2016, the average salary increments in 2017 are likely to be 10-15% for job movers and 8-10% for employees staying in their roles.

SHANGHAI – OPERATIONS

There were positive hiring signs in operations with renewed hiring activity. The Tianjin explosion accident put the spotlight on the chemical industry, with the central government launching nationwide safety checks on companies dealing with dangerous chemicals. This drove demand for experienced professionals to implement the required regulations. Increased publicity of food safety problems and the government's willingness to address food safety control meant stricter rules were placed on food-related industries. As a result, companies will be keen to hire candidates able to train staff in modern approaches to food safety control.

New roles were also created in logistics and warehousing for professionals with technical knowledge in safety operations.

Average salary increments for job movers were 20%, while those staying in their roles received an increment of 5-7%. We expect similar trends in 2017.

SALES & MARKETING

SHANGHAI – FMCG

With the emergence of e-commerce stimulating consumption growth in China, the FMCG sector is in the midst of a transformation that offers tremendous new opportunities. Digital professionals, including e-commerce, communications and online marketing specialists, were highly sought after as a result. The candidate pool was limited though and hiring managers faced fierce

competition when trying to secure their ideal candidates.

Sales candidates with strong networks, specific industry experience and proven sales performance will be in demand to drive business growth in 2017. As online sales via mobile devices continue to surge, candidates will need to demonstrate creative ideas and strong market insight in order to secure roles. Professionals are looking beyond purely monetary factors when deciding their next career move and having a solid career progression plan in place has become increasingly important. Hiring managers will need to show candidates they have opportunities to learn and grow within the organisation. Job movers will command 15-20% increases, with higher increments for seasoned digital and e-commerce specialists.

SHANGHAI – INDUSTRIAL

Hiring activity in industrial sales and marketing was stable in 2016. Several industries, including high-tech medical devices, automotive and building solutions looked to upgrade their sales teams. Vacancies for more junior roles became scarce, while mid-level sales managers, key account managers and business development managers enjoyed a relatively steady number of opportunities as top-line growth remained a priority. Another noticeable trend saw companies seeking new specialist sales staff, bringing hands-on experience, technical knowledge, commercial insight and the ability to deliver results. However, multinational firms competed with local companies for these candidates, driving salaries higher. We anticipate similar trends in 2017. A focus on cultural values, development and opportunities for career progression will help attract high-quality staff. Existing employees can expect a 7-8% increment, and job movers are likely to receive a 15-17% increase.

SHANGHAI – PROFESSIONAL SERVICES

2016 was an exciting year for sales and marketing candidates as they found a range of new opportunities. The emergence of new media, especially in the entertainment industry, drove demand for professionals with experience in e-commerce and digital. In 2017 we expect

further hiring from sectors like e-commerce, IT, travel and education. With the two-child policy passed in late 2015, there will be strong demand for professionals from consulting and educational backgrounds to join the developing early-stage education and language training industries.

In 2017, hiring managers will continue to seek candidates with digital marketing, social media and data analysis skills. Bilingual candidates with an international mindset, high levels of business acumen and the ability to communicate with senior management will be highly sought after.

SHANGHAI – RETAIL & LUXURY

The job market for the retail and luxury sector showed signs of recovery in 2016. Some new international brands were still entering the Chinese market, despite the slowdown in the economy. We expect the sector to stabilise and mature in 2017. However, there are also signs of talent moving from the retail sector to the booming catering industry, particularly amongst those with strong customer service experience.

Brands are now placing a greater focus on experiential marketing, offering activities that focus on customer lifestyles to drive engagement and brand loyalty. Candidates who can demonstrate a strong understanding of customer behaviour and how to enhance

the shopping experience will be in particular demand. We anticipate job movers being able to command 10-20% increases in 2017.

SUZHOU – INDUSTRIAL

Hiring for industrial sales and marketing professionals remained very active in 2016. Companies sought sales and business development professionals able to create new business opportunities and expand their market share. This trend will continue in 2017 and even factories with no prior sales presence will look for professionals who can offer customised solutions to new clients. Whilst this is not a candidate short market, hiring managers may struggle to find specialist professionals able to deliver immediate sales performance. Companies offering competitive salaries alongside a solid business development strategy will find it easier to attract and secure talent. In 2017, professionals who stay in their job are likely to receive a 3-5% salary increase, while job movers can expect 15-25% increases.

BEIJING – SALES

Start-ups seeking sales managers were a key source of hiring growth in the first half of 2016. There were signs of talent returning to traditional industries and the IT&T sector in the second half of the year as professionals became more willing to enter the hiring market. Salaries remained

static and as the market improves, candidates who can demonstrate successful career progression and loyalty will be most in demand.

SUPPLY CHAIN & PROCUREMENT

SUZHOU

Overall there was a healthy level of hiring activity within the supply chain and procurement sector in 2016. The market continues to be candidate driven and those with relevant technical backgrounds who can demonstrate strong commercial acumen will be most sought after. A candidate short market in 2017 is likely to place upward pressure on salaries, particularly in niche areas where skills are scarce, for example, technical knowledge in commodities like iron, steel and minerals. Companies will also seek professionals who can improve supplier quality.

There were salary increases of 15-20% for job movers in 2016. Specialist professionals with strong industry knowledge were offered as much as 30% increments. Those staying in the same roles were offered 5-8% increments. We anticipate similar trends in 2017.

SHANGHAI

Supply chain and procurement recruitment levels remained stable in 2016 and similar steady hiring levels are expected in 2017. More companies set up global or regional sourcing centres in Shanghai, which led to an increase of available regional roles and corporate-based positions to facilitate the centralising of resources. We expect to see demand for regional sourcing roles in Shanghai in 2017, especially those with risk calculating and analytic skills, as companies restructure and add regional sourcing functions to increase efficiency and better manage costs.

Candidates with regional exposure, industry experience and strong communications skills will be in demand as the scope of roles broadens and firms expand their regional footprint. We anticipate job movers will be looking for 15-20% salary increments, while those staying in the same positions should receive a 5-7% increase.



BEIJING

SALARIES

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Chief Financial Officer	1.5 - 2.0m	1.2 - 2.0m
Finance Director	700k - 1.0m	700k - 1.0m
Financial Controller	600k - 1.0m	600 - 900k
Shared Services Manager	600k - 1.0m	400 - 600k
FP&A Manager	350 - 600k	500 - 600k
Treasury Manager	600 - 750k	450 - 650k
Internal Audit Manager	500 - 800k	500 - 900k
Tax Manager	500k - 1.0m	400 - 800k
Finance Manager	400 - 700k	300 - 500k
Accounting Manager	300 - 500k	300 - 450k
Reporting Manager	300 - 450k	300 - 450k

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
HR Director	1.0 - 1.5m	800k - 2.0m
Head of Compensation & Benefits	800k - 1.0m	750k - 1.2m
Head of Resourcing	800k - 1.0m	800k - 1.0m
Head of Organisational Development	800k - 1.5m	800k - 1.5m
HR Manager	400 - 800k	400 - 800k
Learning & Development Manager	500 - 700k	400 - 800k
Recruitment Manager	400 - 600k	400 - 700k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

BEIJING

SALES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
IT		
Sales VP	1.4 - 2.5m	1.4 - 2.5m
National Sales Director	1.0 - 1.5m	1.0 - 1.5m
Regional Sales Manager	550k - 1.0m	550k - 1.0m
Strategy Alliance Manager	400 - 800k	400 - 900k
Business Development Manager	400 - 800k	400 - 900k
Industrial		
Sales General Manager	800k - 1.8m	800k - 1.5m
Country Manager	1.5 - 2.0m	1.0 - 2.0m
Head of Sales	800k - 1.8m	800k - 1.5m
National Sales Director	800k - 1.8m	500k - 1.5m
Head of Retail	1.0 - 1.7m	800k - 1.5m
Head of Product	800k - 1.2m	600k - 1.2m
National Retail Operations Manager	600k - 1.2m	500k - 1.0m
Regional Sales Manager	400 - 800k	400 - 800k
Business Development Manager	400 - 800k	400 - 800k
Training Manager	300 - 500k	300 - 500k
Product Manager	300 - 500k	300 - 500k
Store Manager	200 - 450k	250 - 400k
Visual Merchandising Manager	250 - 400k	250 - 400k
Area Manager	200 - 450k	250 - 450k
Global Key Account Manager	600k - 1.0m	500k - 1.0m
Project Sales Manager	350 - 700k	350 - 700k
Key Account Manager	250 - 350k	250 - 500k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SHANGHAI

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Chief Financial Officer	1.7 - 3.3m	1.7 - 3.3m
Commercial Director	900k - 1.3m	900k - 1.4m
Regional Finance Director	1.0 - 1.4m	1.0 - 1.5m
Finance Director	900k - 1.4m	900k - 1.4m
Financial Controller	650 - 850k	650 - 900k
Internal Audit Manager	450 - 850k	450 - 850k
FP&A Manager	550 - 780k	550 - 800k
Tax Manager	550 - 850k	550 - 850k
Treasury Manager	450 - 850k	450 - 850k
Finance Manager	350 - 650k	350 - 650k
Financial Analyst	180 - 280k	180 - 320k
Internal Auditor	220 - 420k	220 - 450k

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
HR Director	1.1 - 1.6m	900k - 1.8m
Head of Compensation & Benefits	1.1 - 1.6m	1.1 - 1.6m
Head of Organisational Development	1.1 - 1.6m	1.0 - 1.4m
Head of Learning & Development	900k - 1.3m	800k - 1.1m
Head of Talent Acquisition	900k - 1.3m	800k - 1.2m
Compensation & Benefits Manager	550 - 850k	500 - 800k
Talent Acquisition Manager	450 - 750k	500 - 800k
Learning & Development Manager	450 - 750k	450 - 750k
HR Business Partner	350 - 650k	400 - 700k
HR Manager	450 - 750k	400 - 750k
Office Manager	350 - 420k	300 - 400k
Executive Assistant	180 - 380k	150 - 300k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SHANGHAI

BANKING & FINANCIAL SERVICES FRONT, MIDDLE & BACK OFFICE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Front Office		
Treasury Sales	800k - 1.2m	800k - 1.2m
Product Manager	500 - 800k	500 - 800k
Senior Relationship Manager	600k - 1.2m	600k - 1.2m
Relationship Manager	420 - 600k	420 - 600k
Trade & Cash Sales	500 - 850k	500 - 850k
Middle Office		
Financial Controller	600k - 1.0m	700k - 1.0m
Senior Credit Approver	700k - 1.0m	700k - 1.0m
Credit Approver	400 - 700k	400 - 700k
Audit Manager	400 - 600k	450 - 600k
Compliance Manager	400 - 600k	420 - 600k
AML Manager	400 - 600k	420 - 600k
Back Office		
Head of Operational Risk	800k - 1.2m	800k - 1.2m
Head of Operations	700k - 1.3m	700k - 1.3m

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SHANGHAI

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Management		
Regional IT Director	1.1 - 1.8m	1.1 - 1.8m
Regional SAP Director	1.0 - 1.9m	1.0 - 1.9m
Application Director	500k - 1.3m	600k - 1.3m
PMO		
Commercial Systems Manager	380 - 700k	400 - 700k
Project Management Officer	300 - 600k	300 - 600k
Service Manager	300 - 500k	300 - 500k
Application Manager	300 - 600k	320 - 600k
ERP		
SAP Manager	400 - 700k	400 - 700k
SAP Consultant	230 - 500k	250 - 500k
Business Analyst	220 - 600k	220 - 600k
Infrastructure		
Data Centre Manager	350 - 550k	350 - 550k
Infrastructure Manager	210 - 420k	210 - 420k
Development		
Software Architect	400k - 1.3m	400k - 1.3m
Senior Software Developer	250 - 500k	250 - 500k
UI Designer	180 - 350k	180 - 350k
Internet		
Mobile Developer	120 - 400k	150 - 400k
Data Statistics	200 - 500k	200 - 500k
Product Manager	150 - 400k	200 - 400k

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SHANGHAI

OPERATIONS

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Plant GM	800k - 1.5m	1.2m - 2.0m
Operations Director	800k - 1.5m	800k - 1.5m
Quality Director	700k - 1.2m	700k - 1.2m
Plant Manager	600 - 800k	600 - 800k
Operations Manager	600 - 800k	400 - 600k
Quality Manager	400 - 650k	350 - 550k
Production Manager	300 - 500k	300 - 450k
Environmental Health & Safety Manager	300 - 600k	350 - 550k
Project Manager	300 - 550k	400 - 600k
Lean Manager	350 - 600k	400 - 600k

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SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Cosmetics		
Brand General Manager	1.2 - 1.6m	1.0 - 1.5m
National Sales Director	800k - 1.3m	800k - 1.2m
National Sales Manager	500 - 800k	500 - 800k
National Sales Operations Manager	350 - 550k	350 - 550k
Regional Sales Manager	350 - 550k	300 - 500k
Marketing Director	900k - 1.2m	800k - 1.2m
Marketing Manager	550 - 800k	500 - 700k
Digital Marketing Manager	300 - 550k	300 - 500k
Group Product Manager	350 - 550k	300 - 500k
Senior Product Manager	350 - 550k	250 - 350k
Trade Marketing/Special Event Manager	250 - 550k	250 - 350k
Public Relations Manager	300 - 500k	300 - 500k
Training Manager	300 - 550k	300 - 500k
Visual Merchandising Manager	300 - 400k	300 - 500k
FMCG - Sales/E-commerce		
Sales General Manager	1.6 - 2.3m	1.5 - 2.0m
National Sales Director	1.0 - 1.8m	1.0 - 1.5m
National Key Account Director	800k - 1.4m	700k - 1.2m
National Key Account Manager	350 - 550k	300 - 500k
National Sales Operations Director	550 - 900k	500 - 800k
National Sales Manager	600 - 800k	520 - 750k
Regional Sales Manager	350 - 650k	300 - 500k
E-commerce Director	700k - 1.1m	600k - 1.0m
E-commerce Manager	400 - 500k	300 - 500k

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SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
FMCG - Marketing/Branding		
Marketing General Manager	1.5 - 2.1m	1.5 - 2.0m
National Marketing Director	850k - 1.5m	800k - 1.5m
National Marketing Manager	550 - 850k	500 - 800k
Regional Marketing Manager	350 - 500k	300 - 450k
National Trade Marketing Director	600k - 1.2m	600k - 1.2m
National Trade Marketing Manager	350 - 650k	300 - 600k
Regional Trade Marketing Manager	250 - 450k	250 - 400k
Senior Product/Brand Manager	350 - 550k	300 - 500k
Product/Brand Manager	250 - 400k	250 - 400k
Industrial		
Sales General Manager	1.1 - 1.4m	1.1 - 1.5m
Regional Sales Director	900k - 1.2m	900k - 1.3m
National Sales Director	800k - 1.1m	800k - 1.2m
Business Development Manager	500 - 800k	500 - 800k
Regional Sales Manager	400 - 700k	400 - 700k
Global Key Account Manager	400 - 600k	400 - 600k
Channel Sales Manager	300 - 500k	350 - 550k
Key Account Manager	300 - 500k	350 - 550k
Sales Manager	300 - 500k	300 - 500k
Project Sales Manager	250 - 500k	250 - 500k
Account Manager	300 - 450k	300 - 450k
Regional Marketing Director	1.0 - 1.2m	1.0 - 1.3m
Marketing Director	900k - 1.1m	900k - 1.2m
Marketing Manager	450 - 600k	450 - 650k
Product Marketing Manager	450 - 700k	450 - 700k

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SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Professional Services		
Executive Director	1.5 - 1.8m	1.5 - 1.8m
Research Director - Agency	800k - 1.0m	800k - 1.0m
Research Manager - Agency	350 - 500k	350 - 500k
Engagement Manager - Consulting	1.2 - 1.8m	1.2 - 1.8m
Strategic Planning Manager - Corporate	600 - 800k	600 - 800k
PR Director	600k - 1.2m	600k - 1.2m
PR Manager	300 - 600k	300 - 600k
Business Development Director	800k - 1.2m	800k - 1.2m
Business Development Manager	350 - 600k	300 - 600k
Marketing Director	1.0 - 1.2m	800k - 1.2m
Marketing Manager	350 - 550k	300 - 550k
General Manager	1.5 - 2.0m	1.5 - 2.0m
Account Director	600 - 800k	500 - 800k
Account Manager	350 - 550k	300 - 500k
Sales Director	600k - 1.0m	600k - 1.0m
Sales Manager	350 - 550k	300 - 550k
Retail & Luxury - Management		
Country Manager	1.5 - 3.0m	1.8 - 3.0m
Head of Sales	1.0 - 2.0m	1.0 - 1.5m
Regional Director	800k - 1.2m	800k - 1.2m
Brand General Manager	800k - 1.6m	800k - 1.2m
Head of Product	800k - 1.5m	1.0 - 1.5m
Head of Marketing	800k - 2.0m	800k - 1.8m
Head of Retail	800k - 1.2m	1.0 - 1.2m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Retail & Luxury - National/Regional		
National Sales Manager	500k - 1.0m	600k - 1.0m
National Retail Operations Manager	500 - 800k	500 - 800k
Merchandising Manager	400 - 700k	400 - 600k
Store General Manager	400 - 700k	400 - 700k
Area Manager	300 - 600k	350 - 500k
Regional Sales Manager	250 - 450k	250 - 400k
Training Manager	250 - 500k	200 - 500k
Business Development Manager	350 - 650k	300 - 500k
Digital Marketing Manager	300 - 600k	300 - 600k
Area Sales Manager	250 - 450k	200 - 350k
Marketing Communications Manager	300 - 500k	300 - 500k
Visual Merchandising Manager	250 - 450k	200 - 400k
PR Manager	300 - 500k	300 - 500k
PR & Events Manager	350 - 450k	350 - 500k
Product Manager	300 - 450k	300 - 450k
Purchasing Manager	300 - 500k	300 - 500k
Retail Marketing Manager	300 - 500k	350 - 500k
Store Manager	200 - 350k	200 - 350k
Department Manager	150 - 250k	150 - 250k
Division Manager	200 - 300k	150 - 300k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SHANGHAI

SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Supply Chain VP	1.4 - 3.0m	2.5 - 4.0m
Supply Chain Director	800k - 2.0m	800k - 2.0m
Supply Chain Manager	400 - 600k	400 - 600k
Procurement Director	800k - 1.5m	800k - 1.5m
APAC Sourcing Manager	400 - 600k	400 - 600k
Logistics Manager	300 - 400k	300 - 500k
Planning Manager	350 - 450k	300 - 500k
Warehouse Manager	300 - 400k	300 - 500k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SUZHOU

SALARIES

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Chief Financial Officer	1.0 - 1.5m	1.0 - 1.5m
Finance Director	600k - 1.0m	600k - 1.0m
Financial Controller	400 - 800k	400 - 700k
Internal Audit Manager	300 - 600k	300 - 600k
Financial Analysis Manager	300 - 550k	300 - 500k
Finance Manager	300 - 500k	300 - 500k
Credit Control Manager	300 - 400k	300 - 400k
Tax Manager	250 - 400k	250 - 400k
Accounting Manager	200 - 300k	200 - 300k
Costing Manager	250 - 400k	250 - 400k
Treasury Manager	250 - 400k	250 - 400k

ENGINEERING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Technical Director	900k - 1.3m	900k - 1.3m
R&D Director	800k - 1.6m	800k - 1.3m
Engineering Director	600k - 1.3m	700k - 1m
R&D Manager	500 - 650k	450 - 650k
Engineering Manager	450 - 650k	450 - 650k
Project Manager	250 - 500k	250 - 500k
Maintenance Manager	300 - 500k	300 - 500k
Design Engineer	180 - 300k	200 - 400k
ME Engineer	150 - 300k	180 - 300k
Application Engineer	180 - 300k	180 - 300k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SUZHOU

SALARIES

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
HR VP	1.2 - 1.7m	1.5 - 1.7m
HR Director	700k - 1.2m	900k - 1.5m
Organisational & Development Manager	400 - 500k	500 - 700k
HR Manager	400 - 700k	400 - 900k
Compensation & Benefits Manager	350 - 450k	400 - 700k
Talent Acquisition Manager	350 - 450k	350 - 550k
Training Manager	250 - 400k	500 - 700k
HR Business Partner	300 - 500k	400 - 700k
Administration Manager	200 - 400k	200 - 400k
Executive Assistant	150 - 250k	150 - 250k

INDUSTRIAL SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Sales General Manager	1.0 - 1.8m	1.0 - 1.8m
Regional Sales Director	900k - 1.5m	900k - 1.2m
Sales Director	700k - 1.2m	700k - 1.2m
Marketing Director	700k - 1.0m	800k - 1.0m
Global Key Account Manager	600 - 800k	500 - 800k
Product Manager	400 - 600k	400 - 600k
Marketing Manager	500 - 700k	500 - 800k
Business Development Manager	400 - 600k	400 - 600k
Regional Sales Manager	350 - 450k	350 - 450k
Marketing Communications Manager	350 - 500k	350 - 450k
Key Account Manager	300 - 450k	350 - 450k
Customer Service Manager	300 - 500k	300 - 500k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SUZHOU

OPERATIONS & LEAN

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
General Manager	1.2 - 2.0m	900k - 2.0m
Regional Operations Director	1.0 - 1.5m	900k - 1.5m
Plant Manager	600 - 900k	700 - 900k
Manufacturing Manager	500 - 650k	500 - 700k
Lean Manager	450 - 650k	450 - 650k
Production Manager	250 - 400k	250 - 500k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Regional Quality Director	700k - 1.5m	700k - 1.2m
Regional RA & QA Director	800k - 1.5m	800k - 1.5m
Regional EHS Manager	500k - 1.0m	500k - 1.0m
SQE Manager	300 - 500k	300 - 500k
EHS Manager	300 - 500k	300 - 500k
Quality Manager	300 - 550k	300 - 550k
Customer Quality Manager	250 - 400k	250 - 400k
Quality Systems Manager	200 - 400k	200 - 400k
Quality Control Manager	250 - 400k	250 - 400k
Regulatory Affairs Manager	250 - 500k	250 - 500k
Supplier Quality Engineer	150 - 250k	200 - 250k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

SUZHOU

SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2016	2017
Supply Chain VP	1.5 - 2.0m	1.0 - 2.0m
Supply Chain Director	700k - 1.1m	700k - 1.2m
Sourcing Director	700k - 1.1m	700k - 1.2m
Supply Chain Manager	350 - 550k	350 - 600k
Sourcing Manager	300 - 500k	300 - 600k
Warehouse Manager	270 - 400k	270 - 400k
Logistics Manager	270 - 400k	270 - 400k
Planning Manager	270 - 400k	270 - 400k
Procurement Manager	270 - 400k	270 - 400k
Commodity Manager	250 - 450k	250 - 450k
Sourcing Supervisor	180 - 250k	180 - 250k
Customer Service Manager	250 - 350k	250 - 350k

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