

HONG KONG

MARKET SENTIMENT REMAINED CAUTIOUS THROUGHOUT 2016 AND RECRUITMENT LEVELS WERE SUBDUED AS COMPANIES FOCUSED ON MAKING HIRING DECISIONS FOR BUSINESS CRITICAL FUNCTIONS.

2016 INSIGHT

After a slow start to 2016, Hong Kong's economy regained some momentum in the second half of the year, with private consumption expenditure improving slightly, despite a decline in overall investment spending.

Facing the challenge of economic instability, investment banks took steps to reposition their business portfolios to build on their core strengths which resulted in minimal headcount being added and, in some instances, redundancies being made.

The decline in the retail, consumer goods, luxury and retail sectors undoubtedly affected the market as employment of sales and marketing professionals dipped, but we see this as a short-term correction rather than a long-term trend.

Apart from the relatively stagnant financial services sector, hiring stayed broadly stable over the year.

2017 EXPECTATIONS

In general, 2017 looks set to follow the recruitment trends seen during 2016. For example, complex global economic and monetary conditions, coupled with a slowing Chinese economy, mean financial markets still face the risk of increased volatility.

The banking and financial services sector will therefore continue to face challenges. Ongoing advances in technology will disrupt banks' execution platforms, business models and operational processes in 2017 and beyond. As a result, professionals who are tech-savvy with a strong understanding of financial products will be highly sought after.

The entrance of tech start-ups and the drive from companies to strengthen their technology infrastructure will further stimulate demand for IT professionals. Those with specialist skills across mobile development, e-commerce, cloud technology and cyber security will continue to be in high demand. Some companies and financial institutions will also be looking at how they restructure, manage and invest in their operations teams.

With a growing focus on human resource related challenges, companies of all sizes will look to recruit HR specialists in compensation and benefits, talent acquisition and labour law in order to retain their workforce. However, we saw a drop in recruitment for secretarial and support roles as companies became more cost-conscious and minimised hiring for support functions.

Promoting social diversity will be one of the significant trends in 2017. Those companies able to reach out and recruit professionals from diverse cultural and academic backgrounds will increasingly be seen as more attractive employers by jobseekers. This will mark a move away from hiring purely on the basis of technical expertise.

Hiring managers should also be aware of shifting candidate priorities when recruiting in 2017. Whereas in recent years jobseekers were more concerned about remuneration, specialist professionals are increasingly demanding a stimulating and open working environment, where communication and collaborative skills are highly valued.

Overall, salary levels will remain broadly flat for most industries.



Opportunities will be greatest for those with specialist skills, particularly in digital and information technology. Salaries will remain broadly flat for most industries.



+ 17% (AJI)

Year-on-year increase in the number of jobs advertised in Hong Kong

+ 33% (AJI)

Year-on-year increase in advertised **legal and compliance roles**

+ 19% (AJI)

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

KEY FINDINGS

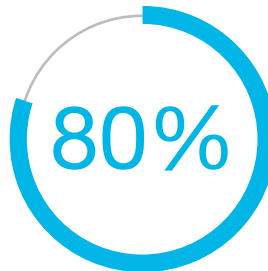
Banks and financial institutions are under increasing pressure to cut costs and exploit technological opportunities to reduce headcount in their support functions.

We expect employers to no longer just look at a candidate's operations experience, but also their ability to use technology to drive efficiencies.

The ongoing requirement to adhere to global regulatory frameworks ensured that legal and compliance headcount continued to increase.

(Whitepaper)

Women who think they are under represented in leadership positions



(Whitepaper)

Jobseekers surveyed using social media to gain insights into company culture



TOP 4 SECTORS BY ADVERTISED JOB VOLUME (AJI)

- 1 Sales & marketing
- 2 Accounting & finance
- 3 Secretarial & business support
- 4 Information technology

AJI: Robert Walters Asia Job Index, Q1-Q3 2015 v 2016.
Whitepaper: Empowering Women in the Workplace 2016. 4400 respondents.

OVERVIEW

ACCOUNTING & FINANCE

Recruitment activity across accounting and finance grew steadily during 2016, with a focus on replacement hiring rather than new headcount growth. Technology and telecommunications were two of the most active markets. This was fuelled by the need for greater infrastructure to support the rapid growth in e-commerce and mobile payments in China, which is expected to hit US\$1 trillion by 2019.

We anticipate the Belt & Road Initiative will fuel accounting and finance hiring in 2016. As a result, candidates with experience across construction and public infrastructure developments will be sought after.

Industries such as pharmaceuticals, biotechnology and medical devices show promising growth as a result of Asia's ageing population. Coupled with an increased focus on health and wellbeing, we anticipate greater demand for experienced and newly-qualified specialists alike.

Treasury will also remain an active sector following the HKMA's launch of corporate incentives for global treasury centres to be established in Hong Kong.

As retail sales slowed, FMCG/retail organisations set increased targets for sales teams. As a result, demand for analysts capable of generating detailed reports and recommendations on enhancing business performance were in high demand.

Across all industries, companies will seek to hire commercially-aware accountants with strong technical skills who can advise on financial issues at a senior level. 'People management' in the traditional sense of leading large teams seems to be becoming less relevant. The focus has shifted to a more holistic view, referring mainly to business partnering and stakeholder management where professionals need to build relationships and influence members across business functions – both up and down.

Throughout 2016 recruitment processes have taken longer to conclude. Cost pressures bred caution and pragmatism so additional layers of approval were required to authorise new hires. Assessments and business plan presentations at interview stage were therefore more common than in previous years. In this candidate short market we advise hiring managers to carefully manage time to hire as taking too long can result in the preferred candidate taking another job offer.

BANKING & FINANCIAL SERVICES

FRONT OFFICE

In the face of economic instability, as well as changes in the global financial services sector, it is of little surprise that many global investment banks in Asia are realigning their business models and paring back staff numbers in certain business units. Global investment banks, which used to be the dominant players in originating and underwriting ECM, DCM and M&A deals in Hong Kong and Greater China, have also been losing significant market share to Chinese banks. Further layoffs and changes in strategy are expected at certain global investment

banks as they commit resources to business lines where they can achieve good quality market share.

On the asset management side, there was continued growth and hiring but significantly less than in 2015. Asset managers were keen to hire experienced institutional and intermediary sales professionals with strong networks and track records of raising AUM in Greater China. The demand for private banking relationship managers who were able to move assets continued. We anticipate the overall market for financial services recruitment to remain tough in 2017, with salaries remaining flat year-on-year.

MIDDLE/BACK OFFICE

2016 saw a continuation of the business model changing in middle/back office operations. Banks and financial institutions are under increasing pressure to cut costs and exploit the opportunities that technology offers to reduce headcount in support functions. This will mark a move away from hiring purely on the basis of a candidate's operations experience in 2017 and beyond.

Individuals who are tech-savvy, with strong capability in programming and an understanding of financial products, as well as the ability to translate business issues into technical solutions will be highly sought after. Banks will also be seeking candidates who can maximise the potential of new IT systems and translate the benefits to end-users. In order to attract and retain such talent, hiring managers are advised to outline to individuals what their career path will be and how their role can evolve over the next five years.

KEY TRENDS

- ▶ Hiring managers are likely to be fairly cautious in 2017, reflected in fairly static salary levels.
- ▶ Specialists in fintech, mobile development, e-commerce, big data and cyber security will continue to be in high demand.
- ▶ An ageing regional population will create demand for both experienced and newly-qualified professionals across pharmaceuticals, biotechnology and medical devices.
- ▶ Candidates with international experience, flexibility and language skills will have an added advantage in the recruitment market.

IT – FINANCIAL SERVICES

Banks and financial institutions also sharpened their focus on fintech innovation in 2016 and this trend will continue to change the landscape in 2017. Banks have taken significant steps to engage with fintech firms to automate more processes in their businesses. There will be continuous demand for cyber security talent and UI/UX developers who also possess good financial products knowledge. Competition amongst hiring managers will be very high for professionals with experience in cyber security as the field and range of risks evolve, leading to a general talent shortage in Hong Kong.

Better-qualified job movers can expect a 15% increment, which is on average the highest amongst all areas of financial services. Since this is an area where skilled candidates with the right blend of experience and product knowledge are scarce, hiring managers should ensure their best employees are constantly exposed to new technologies and products

so they stay informed of new trends and innovations in financial technology.

HUMAN RESOURCES

The HR recruitment market remained stable in 2016, with steady demand for professionals driven by replacement hiring. The hiring process lengthened as companies remained cautious due to budget constraints and activity was slow. Much of the hiring activity was driven by SMEs and local conglomerates.

As competition for talent intensified and organisations focused on retention, hiring managers struggled to find experienced talent management professionals and HR business partners to help drive business expansion.

We anticipate a continuation of these trends in 2017. There will also be a strong demand for candidates who specialise in employee engagement and compensation & benefits. In addition, companies will be looking for professionals who have the flexibility to carry out

a range of HR functions and can immediately add value to the business.

Hiring managers aiming to attract the most talented professionals are encouraged to ensure a positive interview experience. Companies who can effectively promote attractive long-term career prospects will gain a distinct advantage in attracting and retaining the talent they need.

There was little movement in HR salaries in 2016 but in order to attract talent, companies will need to meet the expected 15% salary increase for job movers. Those staying in their positions will receive 3-5% increases. Competitive rates and completion bonuses will be needed to retain contractors.

INFORMATION TECHNOLOGY

IT recruitment was extremely busy in 2016 as both in-house and external consulting firms sought new talent. The continued growth of cloud computing and cyber security meant solution architects, project managers, technical pre-sales professionals and engineers were in highest demand. We noted solid growth in most technology disciplines across both in-house and external consulting companies. Digital, mobile and e-commerce related businesses will also continue to grow in importance, increasing the demand for mobile/web developers, digital BA and project managers.

Companies continued to focus on cyber security due to the growing awareness of data protection and cloud security issues, which drove demand for experienced technical pre-sale professionals and engineers. However, professionals with cloud computing, big data analysis and cyber security experience will be particularly hard to source. As a result, companies are advised to train candidates from other IT disciplines to redeploy their skills.

Start-ups and pre-IPO companies seeking IT directors to build infrastructure and the IT function are set to be another source of growth in 2017. In order to expand into the Chinese market, companies will also be looking for IT directors who have experience in China e-commerce sites such as Tmall and Taobao.



OVERVIEW

INFORMATION TECHNOLOGY (CONTINUED)

Overall, the future for online and digital specialists appears very positive. In 2017 there will continue to be a strong need for specialists such as mobile developers, e-commerce specialists, cloud integration architects and cyber security engineers and consultants.

On the contract side there was a high demand for IT contractors to help roll out new solutions, drive transformation projects and develop new application features. We expect this to continue in 2017.

There has been a shift in mindset by employers as contractors are now viewed as the most cost-effective and efficient means of solving headcount issues and reshuffling of resources. For example, we have seen many more senior contract roles requiring regional, highly-matrixed project management experience and business analytic skills for specific domain knowledge. To attract and retain such candidates, companies are offering 10-15% higher than permanent hires.

LEGAL & COMPLIANCE

Legal and compliance hiring managers continued to benefit from more headcount resource than other disciplines and we expect this trend to continue in 2017. Whilst global market conditions require all businesses to invest in regulatory and compliance staff, there has been a significant shift in which industries are developing these practices the most.

Law firms in Hong Kong continue to focus on corporate and litigation work, with barriers to entry high for those who do not possess Mandarin language skills and a high quality of education.

The banking sector has seen substantial change as many banks have moved from a full service to core business model. This has led to less demand for products lawyers, mainly within litigation and regulatory teams.

Within financial services the momentum has been with the asset management, hedge funds,

private banks and private equity houses, of both international and mainland China/local Hong Kong origin. These businesses had strong demand for funds lawyers as the HK-Shanghai and now HK-Shenzhen Stock Connect have created more work.

We also saw large growth in the fintech sector in 2016. These companies needed lawyers to help them develop in previously unchartered territory (e.g. P2P, mobile financing) which involved challenging regulatory matters across multijurisdictional and often multicurrency platforms.

With the launch of the Independent Insurance Authority we expect growth in 2017 to move to the insurance sector. The non-financial sector has also seen distinct pockets of growth, such as IT, specifically in regards to disruptive technology. Hong Kong's recent decline in the consumer goods, luxury and retail sectors is seen as a short-term correction rather than a long-term trend.

Compliance issues such as anti-money-laundering (AML), fraud and policy review will remain hot topics. As a result, financial services firms will require more staff across their internal surveillance and control functions. This trend will expand to the corporate sector as it becomes more heavily regulated.

Most businesses in Hong Kong require new hires to have local language skills, and this requirement will grow in 2017 as hiring by Asian centric firms grows. However, this requirement is often relaxed at foreign businesses hiring into management roles.

In terms of salaries, in-house lawyers making lateral moves are likely to receive 10-15% increments in 2017, whereas those moving from law firms to in-house may face cuts of up to 10%. Compliance will remain the biggest candidate short market and increases could be as high as 30%. Bonuses will vary substantially but the general trend is that the smaller the organisation, the more incentive based the package will be. On average, legal and compliance staff will receive bonuses of 10-20% in 2017.

SALES & MARKETING

Hiring activity across sales and marketing was positive with steady levels of hiring in 2016. Some new online sectors began to grow across financial services, professional services, IT, telecommunications, retail, FMCG and consumer goods sectors with a corresponding rise in hiring.

Within financial services, buy side firms saw the most hiring activity, whereas sell side and banking were relatively quiet. There was an increase in demand for marketers within asset management, especially those with experience across retail or wholesale channels.

Fintech is another sector developing within Hong Kong and we anticipate that professionals with sales, digital marketing and general management experience will also be in demand. We expect these trends to continue in 2017. As the fintech sector grew we also saw a strong increase in Network Security Vendors and IT consultancies entering the market and expanding their APAC presence. This was mainly due to new innovative technology and the increase of security regulations and awareness in the market. We expect this trend to continue in 2017.

Telecommunications firms were looking to hire sales professionals with large and complex deal experience. As firms concentrated on gaining market share and acquiring large strategic clients, sales professionals for alliance and channel partner roles were in demand as organisations sought to enter new emerging markets across Asia.

There was a steady rate of hiring across law, accountancy, property and consulting firms, as marketing continues to develop as a key business function with larger team structures. Within professional services, business development hires slowed as firms sought to develop new channels through communications and digital marketing. In general, most companies hired digital marketers if they had any room for new headcount. Digital marketing, combined with generalist marketing skills will continue to be in high demand.

There will be particular competition for digital marketing candidates with a focus on SEM, analytics, content and social media skills in 2017. Professionals with a combination of e-commerce and digital marketing experience will be in demand from a broad range of clients across telecommunication, software and technology. Overall, organisations will prepare to hire marketers with an understanding of the local market and Chinese language skills.

SECRETARIAL & BUSINESS SUPPORT

In 2016, contract hiring took priority over permanent headcount for companies seeking secretarial and business support professionals. This was primarily because of extremely lean budgets and headcount freezes across several sectors, particularly banking and financial services. Most permanent hiring was focused on replacement positions, and this trend is likely to continue in 2017.

Demand was highest across permanent and contract markets for receptionists with a proven ability to multi-task and take on increased responsibilities - including office manager duties. Those with experience supporting large teams and displaying proficient Excel skills were in strongest demand. To find their ideal candidates, companies were willing to stretch recruitment cycles to four or five interview rounds.

In 2017, trilingual candidates will also continue to be sought after, as will those with customer service backgrounds. We also expect to see increased demand for business support staff to come from insurance providers, primarily for junior roles. Salaries were flat in 2016 and are expected to remain at similar levels in 2017. Secretarial and business support candidates should be flexible with their salary expectations as top performers are securing no more than 15% increases when moving jobs. To attract the best contract staff, we advise hiring managers to focus on offering competitive benefit plans, including medical care and gratuity bonuses.

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

Multinational businesses reduced overseas trade in 2016 and sought to increase operational efficiency by shifting manufacturing to more local destinations, particularly in Southeast Asia. This was evident in the fashion and apparel markets, where production operations started to move out of Hong Kong and into offshore production sites in Bangladesh and Vietnam. Candidates with knowledge of sourcing from these locations will be in high demand throughout 2017. Many organisations struggled to deliver top line growth, so cost management skills will remain critical to maintain profit margins.

Professionals able to streamline the procurement and supply chain processes will be in high demand throughout 2017. Six Sigma practitioners will excel in this market, given their optimisation expertise. Strategic planners, involved with both raw material and production side functions, will be in strong demand. Highly technical positions such as garment technicians and product designers will prove difficult to fill due to the small number of candidates with these niche skills.

2016 has been a very challenging year for the logistics industry and its recruitment activity. Weak economic growth rates across many countries resulted in reduced trade and therefore little demand for shipping overseas freight. The sea freight industry has seen significant consolidation, whilst air freight yields continue to be volatile. Shipping line mergers have led to organisational restructuring and a number of redundancies.

Sales ability has become increasingly important, with many key account managers now tasked with a sizeable amount of business development responsibility. These professionals will be in demand throughout 2017 as freight companies compete for business. Individuals with strong expertise across particular freight lanes are likely to excel above their generalist peers, as customers seek a more tailored, localised approach.

E-commerce will have a significant impact on the logistics and supply chain industries. We expect to see continued investment into e-fulfilment, redesigning of warehouses and development of respective management software to ensure prompt and problem-free delivery of merchandise to customers. There is likely to be intense competition for talented candidates with expertise in this area and those who can demonstrate cultural fit to these entrepreneurial environments will be highly sought after.



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ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2016	2017
Part & Newly-qualified		
Internal Auditor	360 - 456k	360 - 420k
Financial Analyst	312 - 420k	336 - 420k
Junior Business Analyst	276 - 440k	288 - 360k
AR/AP Supervisor	288 - 400k	300 - 360k
Management Accountant	264 - 442k	300 - 420k
Senior Accountant	312 - 429k	360 - 420k
Financial Accountant	240 - 338k	264 - 336k
Assistant Accountant	180 - 300k	180 - 264k
Billing Specialist	162 - 276k	180 - 276k
Accounts Clerk	150 - 200k	144 - 180k

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

HONG KONG

ACCOUNTING & FINANCE

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM HKD (\$)		SALARY PER MONTH HKD (\$)	
	2016	2017	2016	2017
Chief Financial Officer	2.2m+	2.5 - 4.0m		
Finance Director - Regional	1.5 - 2.5m	1.5 - 2.4m	80 - 110k	80 - 110k
Finance Director - Country	1.1 - 1.6m	1.2 - 1.6m	80 - 90k	80 - 90k
Financial Controller - Regional	1.2 - 1.8m	1.2 - 1.8m	70 - 95k	75 - 85k
Financial Controller - Country	850k - 1.3m	900k - 1.2m	60 - 80k	60 - 80k
Tax Director	1.2 - 2.0m	1.2 - 2.0m		
Tax Manager	700k - 1.2m	660k - 1.2m	50 - 70k	50 - 70k
Audit Director	1.1 - 2.0m	1.1 - 1.8m		
Audit Manager	650k - 1.0m	600 - 960k	40 - 50k	40 - 50k
Corporate Auditor	500 - 700k	450 - 600k		
Treasury Director	1.2 - 2.0m	1.4 - 2.2m		
Treasury Manager	600k - 1.1m	700k - 1.2m	45 - 65k	45 - 65k
Corporate Development/M&A Director	1.6 - 3.0m	1.6 - 3.0m		
Corporate Development/M&A Manager	900k - 1.5m	850k - 1.4m	45 - 65k	45 - 65k
Corporate Development/M&A Analyst	600 - 800k	600 - 780k	35 - 50k	35 - 50k
FP&A Director - Regional	1.3 - 1.8m	1.2 - 1.8m		
FP&A Manager - Business Partner	700k - 1.1m	720k - 1.2m	45 - 60k	45 - 60k
Finance Manager - Control & Reporting	600 - 850k	600 - 900k	45 - 65k	50 - 65k
Accounting Manager (GL, AP, AR)	550 - 750k	580 - 780k	45 - 65k	40 - 50k
Senior Accountant	450 - 600k	480 - 600k	30 - 48k	40 - 55k
Senior Financial/Business Analyst	550 - 750k	480 - 700k	45 - 50k	40 - 70k
Financial/Business Analyst	450 - 600k	420 - 500k	30 - 45k	30 - 45k
Investor Relations Director	1.2 - 1.9m	1.2 - 2.0m		
Investor Relations Manager	600 - 900k	600k - 1.0m	45 - 65k	50 - 65k

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BANKING & FINANCIAL SERVICES FRONT OFFICE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Investment Banking						
M&A	780k - 1.1m	800k - 1.1m	1.1 - 1.6m	1.1m - 1.8m	1.6 - 2.0m	1.8 - 2.3m
Debt Capital Markets	660 - 960k	800k - 1.1m	960k - 1.4m	1.1 - 1.8m	1.4 - 2.0m	1.8 - 2.3m
Equity Capital Markets	600k - 1.0m	800k - 1.1m	1.0 - 1.4m	1.1 - 1.8m	1.4 - 2.0m	1.8 - 2.3m
Asset Management						
Credit Research	780k - 1.15m	1.0 - 1.5m	1.15 - 1.8m	1.5 - 2.0m	1.8 - 3.5m	2.0 - 3.5m
Equity Research	720k - 1.1m	775k - 1.5m	1.1 - 1.7m	1.5 - 2.3m	1.7 - 3.8m	2.3 - 4.0m
Institutional Sales	660k - 1.15m	720k - 1.1m	1.15 - 1.8m	1.1 - 2.0m	1.8 - 2.5m	2.0 - 2.5m
Wholesale Distribution	660 - 900k	450 - 720k	900k - 1.4m	720k - 1.5m	1.4 - 2.0m	1.5 - 2.0m
Private Banking						
Relationship Manager	480 - 720k	480 - 720k	600 - 960k	600 - 960k	840k - 1.4m	840k - 1.4m
Product Specialist	300 - 480k	300 - 480k	420 - 660k	420 - 660k	600k - 1.2m	600k - 1.2m
Investment Analyst	360 - 480k	360 - 480k	420 - 720k	420 - 720k	600k - 1.2m	600k - 1.2m
Client Services	240 - 420k	240 - 420k	360 - 540k	360 - 540k	420 - 720k	420 - 720k
Private Equity						
Investment Professional (Global Fund)	1.0 - 1.2m	1.0 - 1.3m	1.6 - 1.9m	1.5 - 1.9m	2.0 - 2.2m	2.0 - 2.4m
Investment Professional (Regional Fund)	750 - 900k	700 - 900k	1.0 - 1.3m	900k - 1.3m	1.5 - 1.8m	1.5 - 1.8m
Investment Professional (Fund of Funds)	700 - 900k	650 - 900k	1.0 - 1.2m	900k - 1.2m	1.4 - 1.7m	1.4 - 1.6m
Investor Relations	700 - 850k	700 - 850k	1.0 - 1.2m	1.0 - 1.2m	1.5 - 1.9m	1.5 - 1.9m
Hedge Funds						
Investment Analyst	775k - 1.2m	775k - 1.2m	1.2 - 1.5m	1.2m - 2.1m	1.5 - 3.5m	2.1 - 3.8m
Trader	775k - 1.3m	775k - 1.5m	1.3 - 1.9m	1.5 - 2.0m	1.9 - 3.8m	2.0 - 3.8m
Investor Relations	700k - 1.1m	850k - 1.1m	1.1 - 1.3m	1.1 - 1.5m	1.3 - 2.0m	1.5 - 2.3m
Operations	360 - 480k	360 - 480k	480 - 720k	480 - 720k	720k - 1.2m	720k - 1.2m
Information Technology	300 - 480k	300 - 480k	360 - 600k	360 - 600k	480k - 1.2m	480k - 1.2m

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BANKING & FINANCIAL SERVICES MIDDLE & BACK OFFICE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Risk Management						
Counterparty Risk	300 - 540k	300 - 500k	540 - 840k	500 - 900k	840k - 1.5m	900k - 1.5m
Credit Risk	300 - 540k	300 - 540k	540 - 720k	540 - 750k	720k - 1.5m	750k - 1.5m
Market Risk	300 - 540k	300 - 500k	540 - 960k	500 - 900k	960k - 1.5m	900k - 1.5m
Operational Risk	300 - 540k	300 - 600k	540 - 720k	600 - 750k	720k - 1.4m	750k - 1.5m
Accounting & Finance						
Change Management	240 - 480k	240 - 480k	480 - 850k	480 - 850k	850k - 1.5m	850k - 1.5m
Financial & Regulatory Reporting	360 - 540k	360 - 540k	540 - 900k	540 - 840k	900k - 1.7m	840k - 1.7m
Fund Accounting & Admin	156 - 420k	156 - 420k	420 - 864k	420 - 864k	864k - 1.4m	864k - 1.4m
Management Reporting	380 - 540k	380 - 480k	540 - 900k	480 - 900k	900k - 1.5m	900k - 1.5m
Product Control & Valuation	450 - 580k	450 - 580k	580 - 900k	580 - 900k	900k - 1.5m	900k - 1.5m
Tax Planning & Advisory	360 - 480k	360 - 480k	480k - 1.1m	480k - 1.0m	1.1 - 1.7m	1.0 - 1.7m
Treasury	240 - 444k	240 - 480k	444 - 840k	480 - 840k	840k - 1.3m	840k - 1.3m
Internal Audit						
Fund & Wealth Management	420 - 560k	420 - 560k	560 - 900k	560 - 900k	900k - 1.7m	900k - 1.7m
IBD & Markets	450 - 600k	450 - 650k	600 - 900k	650 - 950k	990k - 1.8m	920k - 1.8m
Insurance	430 - 550k	430 - 550k	550 - 900k	550 - 900k	900k - 1.6m	900k - 1.6m
Information Technology	420 - 600k	420 - 600k	600 - 950k	600 - 950k	950k - 1.6m	950k - 1.6m
Retail & Commercial Banking	400 - 540k	400 - 540k	540 - 800k	540 - 800k	800k - 1.45m	800k - 1.45m
Operations						
Change Management	300 - 540k	360 - 600k	540 - 960k	600k - 1.0m	1.0 - 1.4m	1.0 - 1.5m
Client Servicing & Corporate Actions	300 - 540k	300 - 480k	540 - 900k	480 - 750k	900k - 1.5m	750k - 1.2m
Collateral Management	300 - 540k	300 - 540k	540 - 900k	540 - 900k	950k - 1.5m	950k - 1.5m
KYC/Client Onboarding	240 - 480k	300 - 480k	480 - 960k	480 - 900k	960k - 1.5m	900k - 1.4m
Trade Support & Settlement	300 - 540k	300 - 500k	540 - 900k	540 - 800k	950k - 1.5m	800k - 1.3m

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BANKING & FINANCIAL SERVICES MIDDLE & BACK OFFICE

ROLE	PERMANENT SALARY PER MONTH HKD (\$)					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
IT - Infrastructure & Cyber Security						
Cloud & Storage	500 - 700k	600 - 750k	700k - 1.0m	750k - 1.0m	1.0 - 1.2m	1.0 - 1.3m
Helpdesk Administrator	300 - 360k	300 - 600k	360 - 480k	360 - 480k	480 - 600k	480 - 600k
Network Engineer	480 - 600k	480 - 600k	600 - 720k	600 - 720k	720 - 960k	720 - 960k
Database Administrator	420 - 540k	420 - 800k	540 - 660k	540 - 660k	660 - 800k	660 - 800k
Cybersecurity Specialist	700 - 900k	720 - 960k	900k - 1.2m	960k - 1.25m	1.2 - 1.5m	1.25 - 1.6m
Computer Forensic	660 - 840k	720 - 900k	840k - 1.05m	900k - 1.1m	1.05 - 1.3m	1.1 - 1.3m
Penetration Testing	600 - 800k	720 - 840k	800k - 1.0m	840k - 1.05m	1.0 - 1.2m	1.05 - 1.3m
IT - Project & Change Management						
Program Manager	600 - 720k	600 - 730k	720 - 840k	730 - 850k	840k - 1.5m	850k - 1.8m
Project Manager	480 - 540k	500 - 560k	600 - 840k	560 - 850k	840k - 1.2m	850k - 1.3m
Change Manager	480 - 550k	500 - 560k	550 - 840k	560 - 850k	840k - 1.2m	850k - 1.3m
PMO	540 - 600k	550 - 620k	600 - 720k	610 - 730k	720k - 1.5m	730k - 1.5m
Business Analyst	360 - 450k	370 - 460k	460 - 720k	470 - 730k	720k - 1.2m	730k - 1.5m
Project Coordinators/Analyst	180 - 360k	190 - 384k	384 - 540k	390 - 550k	540 - 600k	550 - 620k
IT - Application & Development						
Java, C++, .NET Developer	300 - 420k	300 - 420k	420 - 600k	480 - 720k	600k - 1.2m	600k - 1.2m
UI/UX Developer	240 - 360k	240 - 360k	360 - 540k	360 - 540k	540 - 900k	600 - 900k
Quantitative Analyst	300 - 420k	300 - 420k	420k - 600k	420 - 600k	600k - 1.2m	600k - 1.2m
Quality Assurance/Testing	180 - 240k	180 - 240k	240 - 360k	240 - 360k	360 - 600k	360 - 600k
Application Support	360 - 480k	360 - 480k	480 - 600k	480 - 600k	600 - 900k	600 - 900k
Product Specialist (Murex, Calypso, etc.)	240 - 300k	240 - 300k	300 - 480k	300 - 480k	480 - 720k	480 - 720k
Software Architect	420 - 480k	420 - 480k	540 - 780k	540 - 780k	800k - 1.2m	800k - 1.2m
Big Data Architect	180 - 300k	240 - 360k	360 - 480k	400 - 540k	540 - 720k	600 - 900k
Scrum Master & Agile Evangelist	300 - 360k	360 - 420k	420 - 600k	480 - 660k	600 - 900k	720k - 1.0m

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

HONG KONG

BANKING & FINANCIAL SERVICES MIDDLE & BACK OFFICE

ROLE	CONTRACT SALARY PER MONTH HKD (\$)					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Finance						
Financial & Regulatory Reporting	30 - 45k	30 - 45k	45 - 70k	45 - 70k	70 - 100k	70 - 100k
Fund Accounting & Admin	25 - 35k	25 - 35k	35 - 45k	35 - 45k	45 - 70k	45 - 70k
Management Reporting	30 - 45k	30 - 45k	45 - 65k	45 - 65k	65 - 95k	65 - 95k
Product Control & Valuation	30 - 50k	30 - 50k	50 - 75k	50 - 75k	75 - 110k	75 - 110k
Treasury	18 - 35k	18 - 35k	35 - 60k	35 - 60k	60 - 90k	60 - 90k
Governance						
Compliance - AML/Surveillance	30 - 50k	30 - 50k	65 - 120k	65 - 120k	120 - 140k	120 - 140k
Compliance - Control Room	40 - 80k	40 - 80k	65 - 120k	65 - 120k	110 - 140k	110 - 140k
Compliance Advisory	45 - 75k	45 - 75k	60 - 120k	60 - 120k	115 - 130k	115 - 130k
Projects Compliance	45 - 75k	45 - 75k	75 - 115k	75 - 115k	115 - 130k	115 - 130k
Business Operations						
Change Management	35 - 70k	35 - 65k	70 - 100k	65 - 100k	100 - 130k	100 - 130k
Client Servicing	20 - 40k	25 - 45k	40 - 60k	45 - 70k	60 - 90k	70 - 100k
Collateral Management	20 - 40k	25 - 40k	35 - 50k	40 - 55k	50 - 75k	55 - 80k
Confirmation	18 - 35k	20 - 40k	35 - 45k	40 - 50k	45 - 65k	50 - 70k
Corporate Actions	20 - 40k	20 - 40k	40 - 50k	40 - 50k	50 - 70k	50 - 70k
Data Management	20 - 40k	20 - 40k	35 - 65k	35 - 65k	65 - 85k	65 - 85k
KYC/Client Onboarding	25 - 45k	25 - 45k	40 - 80k	40 - 80k	75 - 110k	75 - 110k
Settlements	18 - 35k	20 - 40k	35 - 50k	40 - 60k	50 - 70k	60 - 80k
Trade Support	25 - 45k	20 - 35k	45 - 60k	35 - 50k	60 - 80k	50 - 70k
Operations & Projects						
Business Analyst	20 - 50k	20 - 40k	50 - 90k	45 - 85k	75 - 120k	85 - 100k
Risk Management						
Operational Risk	20 - 45k	20 - 45k	45 - 70k	45 - 70k	70 - 90k	70 - 90k

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HONG KONG

HUMAN RESOURCES

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM HKD (\$)		SALARY PER MONTH HKD (\$)	
	2016	2017	2016	2017
Commerce & Industry				
HR Director	1.2 - 1.6m	1.0 - 1.5m	90 - 110k	90 - 110k
Head of Compensation & Benefits	1.2 - 1.7m	1.2 - 1.7m	95 - 120k	95 - 120k
HR Manager	600 - 900k	600 - 900k	35 - 50k	35 - 55k
Organisational Development Manager	600k - 1.0m	700k - 1.1m	45 - 70k	45 - 72k
Payroll Manager	540 - 800k	500 - 780k	40 - 75k	40 - 75k
Recruitment Manager	540 - 800k	400 - 700k	55 - 80k	50 - 80k
Shared Services Manager	540 - 800k	480 - 750k	45 - 75k	45 - 80k
Training & Development Manager	540 - 840k	500 - 840k	45 - 60k	45 - 65k
HR Generalist (non-managerial)	360 - 600k	350 - 550k	30 - 45k	28 - 48k
Recruitment Specialist	300 - 500k	300 - 450k	35 - 60k	35 - 65k
Payroll Specialist	300 - 480k	300 - 450k	30 - 50k	30 - 55k
HRIS Analyst	210 - 400k	250 - 400k	18 - 30k	20 - 35k
C&B Officer/Specialist	200 - 330k	240 - 400k	15 - 25k	15 - 28k
Financial Services				
HR Director	1.3 - 1.8m	1.2 - 1.8m	100 - 125k	100 - 125k
Head of Compensation & Benefits	1.4 - 1.8m	1.2 - 1.8m	115 - 140k	115 - 140k
HR Manager	660k - 1.0m	600 - 900k	45 - 85k	45 - 85k
HRIS Manager	660k - 1.0m	600k - 850k	55 - 85k	55 - 85k
Organisational Development Manager	700k - 1.3m	800k - 1.3m	45 - 85k	50 - 85k
Shared Services Manager	600k - 1.0m	600 - 960k	50 - 80k	50 - 80k
Training & Development Manager	600k - 1.0m	600k - 1.0m	65 - 80k	65 - 85k
HR Generalist (non-managerial)	480 - 780k	420 - 540k	30 - 55k	30 - 58k
Payroll Specialist	300 - 500k	300 - 450k	40 - 50k	35 - 50k
Recruitment Specialist	360 - 550k	360 - 500k	30 - 60k	30 - 65k

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HONG KONG

INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	3 - 7 YRS' EXP		8 - 14 YRS' EXP		15+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Management						
Chief Information Officer					1.6 - 2.7m	1.5 - 3.0m
IT Director			750k - 1.2m	750k - 1.2m	1.2 - 2.0m	1.2 - 2.0m
Program Director			850k - 1.0m	850k - 1.0m	1.0 - 1.4m	1.2 - 1.5m
IT Manager	440 - 540k	450 - 550k	540 - 740k	550 - 750k	850k - 1.2m	850k - 1.2m
Infrastructure						
Data Centre	435 - 765k	435 - 765k	715k - 1.15m	715k - 1.15m		
DBA - Oracle/SQL/Sybase	480 - 700k	450 - 700k	550 - 750k	550 - 850k		
Help Desk	500 - 720k	500 - 720k	560 - 800k	560 - 800k		
Incident Management	400 - 750k	400 - 600k	680 - 980k	680 - 980k		
Infrastructure Services	430 - 820k	450 - 850k	800k - 1.2m	820k - 1.3m		
System Administration	500 - 700k	500 - 800k	530 - 850k	530 - 850k		
Network Admin	500 - 700k	580 - 720k	700 - 800k	700 - 800k		
Security Specialist	480 - 750k	500 - 750k	750k - 1.2m	850k - 1.1m		
Service Delivery	440 - 720k	450 - 650k	720k - 1.0m	700k - 1.0m		
Cloud Technology	500 - 600k	600 - 750k	700k - 1.1m	850k - 1.1m		
Solution Architect	420 - 600k	480 - 650k	650k - 1.25m	700k - 1.3m	980k - 1.3m	980k - 1.3m
Projects						
Business Analyst	460 - 630k	460 - 650k	670 - 900k	670 - 900k	780 - 900k	750 - 900k
Implementation Consultant	500 - 580k	500 - 580k	740 - 910k	750 - 950k	780 - 965k	800k - 1.2m
Project Manager	560 - 800k	560 - 800k	820k - 1.0m	820k - 1.0m	940k - 1.5m	950k - 1.5m
Software						
Developer	480 - 580k	540 - 600k	650 - 900k	650 - 900k	725 - 950k	750k - 1.0m
Big Data	500 - 850k	500 - 850k				

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

HONG KONG

INFORMATION TECHNOLOGY

ROLE	CONTRACT SALARY PER MONTH HKD (\$)					
	3 - 5 YRS' EXP		6 - 10 YRS' EXP		10+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Projects						
Infrastructure Project Manager	35 - 45k	38 - 50k	45 - 55k	50 - 66k	55 - 80k	60 - 88k
Application Project Manager	45 - 55k	49 - 58k	55 - 65k	58 - 68k	65 - 80k	68 - 90k
Business Analyst	30 - 45k	35 - 50k	45 - 65k	50 - 68k	65 - 80k	68 - 85k
Business Analyst (Banking Systems)	30 - 45k	35 - 48k	45 - 70k	48 - 75k	70 - 100k	75 - 110k
Solution Architect	40 - 50k	45 - 55k	50 - 65k	55 - 68k	65 - 90k	68 - 95k
Change Management	50 - 60k	55 - 65k	60 - 70k	65 - 75k	70 - 120k	75 - 120k
PMO/Programme Manager	55 - 65k	55 - 65k	65 - 75k	65 - 75k	80 - 110k	80 - 110k
Technical Consultant	45 - 55k	46 - 56k	55 - 65k	56 - 68k	65 - 80k	68 - 85k
UAT Specialist	18 - 25k	20 - 25k	25 - 40k	25 - 40k		
Infrastructure & Network						
Data Center Manager	35 - 45k	40 - 50k	45 - 65k	50 - 70k	65 - 100k	65 - 100k
DBA	45 - 55k	45 - 58k	55 - 70k	58 - 75k	70 - 85k	75 - 88k
Helpdesk/Helpdesk Lead	28 - 40k	28 - 43k	40 - 55k	43 - 58k	50 - 70k	58 - 75k
Network Support Engineer	35 - 50k	38 - 55k	55 - 65k	58 - 68k	65 - 85k	68 - 90k
Windows Systems Administrator	35 - 48k	35 - 52k	45 - 60k	47 - 65k	55 - 75k	55 - 80k
Unix Systems Administrator	35 - 50k	38 - 55k	50 - 70k	55 - 75k	70 - 100k	75 - 100k
Information Security Specialist	48 - 60k	55 - 65k	60 - 70k	65 - 80k	70 - 120k	75 - 120k
Software						
Data Analytics	20 - 30k	25 - 35k	30 - 45k	35 - 45k	45 - 60k	48 - 60k
Quality Assurance Analytics	25 - 35k	25 - 37k	35 - 40k	37 - 45k	40 - 60k	45 - 60k
Software Developer	20 - 35k	25 - 35k	35 - 55k	35 - 60k	55 - 70k	60 - 70k
Software Developer (Banking Systems)	20 - 40k	25 - 45k	40 - 70k	45 - 75k	70 - 100k	75 - 100k
Mobile Developer	25 - 35k	30 - 35k	30 - 45k	35 - 50k	45 - 55k	50 - 60k
Application Support (Banking Systems)	30 - 45k	35 - 48k	45 - 60k	48 - 65k	60 - 80k	65 - 80k

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HONG KONG

LEGAL

LEGAL & COMPLIANCE

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)					
	1 - 3 YRS' EXP		4 - 7 YRS' EXP		8+ YRS' EXP	
	2016	2017	2016	2017	2016	2017
Legal						
In-house Commerce & Industry	500 - 950k	500k - 1.0m	750k - 1.5m	800k - 1.5m	1.3 - 2.0m	1.4 - 2.0m
In-house Financial Services	650k - 1.0m	650k - 1.1m	900k - 1.5m	1.0 - 1.6m	1.4 - 2.0m	1.5 - 2.0m
ISDA Negotiator	480 - 750k	480 - 750k	600k - 1.2m	700k - 1.2m	900k - 1.5m	1.0 - 1.5m
Private Practice - US Firms	1.0 - 1.6m	1.05 - 1.65m	1.5 - 2.3m	1.6 - 2.35m	2.0 - 2.5m	2.0 - 2.5m
Private Practice - International	750k - 1.35m	850k - 1.4m	1.15 - 2.0m	1.2 - 2.0m	1.4 - 2.0m	1.5 - 2.0m
Paralegal	250 - 480k	250 - 480k	350 - 550k	400 - 600k	500 - 750k	550 - 750k
Compliance						
Anti-Money-Laundering	300 - 420k	300 - 420k	420 - 750k	420 - 800k	800k - 1.8m	900k - 2.0m
Front Office	320 - 480k	330 - 500k	500 - 850k	500 - 900k	900k - 2.0m	1.0 - 2.0m
General Compliance	300 - 400k	300 - 420k	400 - 750k	420 - 800k	800k - 1.6m	900k - 1.8m
Insurance/Security Firms	280 - 380k	300 - 400k	380 - 700k	400 - 780k	750k - 1.5m	900k - 1.5m

COMPANY SECRETARIAL

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2016	2017
Group Company Secretary	1.4m+	1.4m+
Company Secretary	840k+	850k+
Deputy Company Secretary	600k - 1.0m	600k - 1.0m
Assistant Company Secretary	450 - 650k	400 - 650k
Company Secretarial Assistant	300 - 500k	300 - 500k

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HONG KONG

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2016	2017
Financial Services		
Head of Corporate Communications	1.5 - 2.2m	1.5 - 2.5m
Head of Corporate Access	1.7 - 2.5m	1.5 - 2.5m
Head of Events	1.3 - 1.7m	1.3 - 1.7m
Head of Internal Communications	1.3 - 1.7m	1.3 - 1.7m
Head of Marketing	1.5 - 2.2m	1.5 - 2.5m
Media Relations Director	1.3 - 1.5m	1.3 - 1.6m
Corporate Communications Manager	600k - 1.0m	720k - 1.0m
CSR Manager	600 - 900k	600 - 900k
Digital Marketing Manager	600k - 1.0m	700k - 1.1m
Events Manager	500 - 800k	500 - 800k
Internal Communications Manager	600 - 950k	600 - 950k
Marketing Communications Manager	600 - 950k	600 - 950k
Marketing Manager	500k - 1.0m	500k - 1.0m
Media Relations Manager	600k - 1.2m	720k - 1.2m
Product Development Manager	800k - 1.3m	800k - 1.3m
Events Executive	350 - 500k	420 - 500k
Media Relations Executive	350 - 500k	420 - 500k
FMCG		
General Manager	1.3 - 2.2m	1.3 - 2.2m
Marketing Director	900k - 1.6m	1.0 - 1.6m
Sales Director	900k - 1.7m	1.0 - 1.7m
Key Account Manager	500k - 1.0m	600k - 1.0m
Brand Manager	600k - 1.0m	720k - 1.0m
Marketing Manager	600k - 1.0m	720k - 1.0m
Product Manager	600k - 1.0m	720k - 1.0m

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HONG KONG

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2016	2017
IT&T		
General Manager	1.6 - 2.3m	1.6 - 2.3m
Account Director	1.0 - 1.3m	1.0 - 1.4m
Carrier Sales Director	1.1 - 1.5m	1.1 - 1.6m
Marketing Director	900k - 1.3m	1.0 - 1.5m
Sales Director	1.0 - 1.5m	1.0 - 1.5m
Account Manager	600 - 900k	720 - 900k
Alliances Manager	750k - 1.1m	720k - 1.1m
Business Development Manager	700k - 1.2m	700k - 1.2m
Channel Manager	700k - 1.0m	700k - 1.1m
Digital Marketing Manager	600k - 1.0m	700k - 1.2m
Marketing Manager	500 - 950k	600k - 1.0m
Sales Manager	700k - 1.2m	700k - 1.3m
Retail		
General Manager	1.2 - 2.0m	1.2 - 2.0m
Brand Director	1.1 - 1.6m	1.1 - 1.6m
Marketing Director	1.1 - 1.7m	1.2 - 1.7m
Retail Operations Director	1.0 - 1.5m	1.0 - 1.5m
Area Sales Manager	600k - 1.0m	600k - 1.0m
Brand Manager	550k - 1.0m	600k - 1.0m
Marketing Manager	400 - 800k	420 - 900k
Visual Merchandising Manager	500 - 800k	500 - 800k
PR Manager	500 - 700k	600 - 900k
Senior Buyer	500 - 650k	500 - 700k

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

HONG KONG

SALES & MARKETING

ROLE	CONTRACT SALARY PER MONTH HKD (\$)	
	2016	2017
Financial Services		
Corporate Communications Manager	50 - 80k	55 - 80k
Events Manager	45 - 65k	45 - 60k
Internal Communications Manager	48 - 70k	48 - 70k
Marketing Manager	45 - 58k	45 - 55k
Events Executive	25 - 38k	20 - 40k
Internal Communications Executive	30 - 38k	30 - 38k
Marketing Executive	25 - 35k	23 - 35k
Roadshow Executive	25 - 36k	25 - 35k
FMCG		
Brand Manager	40 - 60k	40 - 60k
Marketing Manager	35 - 45k	35 - 45k
IT&T		
Marketing Manager	35 - 55k	35 - 55k
Marketing Executive	28 - 40k	28 - 40k
Retail		
Brand Manager	40 - 58k	40 - 58k
Marketing Manager	35 - 45k	35 - 45k

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HONG KONG

SECRETARIAL & BUSINESS SUPPORT

ROLE	PERMANENT		CONTRACT	
	SALARY PER ANNUM HKD (\$)		SALARY PER MONTH HKD (\$)	
	2016	2017	2016	2017
Commerce & Industry				
Administration Manager	350 - 450k	350 - 500k	35 - 45k	35 - 45k
Assistant Administrative Manager	260 - 390k	300 - 400k	28 - 35k	28 - 35k
Administrator	180 - 300k	200 - 300k	20 - 30k	20 - 30k
Administrative Assistant	160 - 250k	190 - 260k	13 - 22k	15 - 25k
Office Manager	320 - 500k	350 - 500k	35 - 60k	35 - 50k
Personal Assistant	260 - 560k	300 - 550k	27 - 50k	27 - 50k
Legal Secretary	180 - 460k	200 - 480k	33 - 40k	33 - 40k
Executive Secretary	360 - 540k	300 - 550k	25 - 45k	25 - 45k
Team Secretary	240 - 320k	240 - 360k	25 - 35k	25 - 35k
Receptionist	150 - 240k	180 - 240k	15 - 23k	15 - 23k
Financial Services				
Administration Manager	390 - 720k	400 - 720k	35 - 55k	35 - 55k
Assistant Administrative Manager	360 - 420k	360 - 420k	30 - 40k	30 - 40k
Administrator	240 - 360k	240 - 360k	25 - 35k	25 - 35k
Administrative Assistant	180 - 240k	180 - 280k	15 - 25k	15 - 25k
Office Manager	360 - 600k	360 - 780k	45 - 65k	45 - 65k
Personal Assistant	360 - 700k	300 - 700k	35 - 65k	35 - 65k
Legal Secretary	240 - 520k	300 - 540k	32 - 45k	32 - 45k
Executive Secretary/Executive Assistant	300 - 720k	300 - 700k	30 - 45k	30 - 45k
Team Secretary	300 - 650k	300 - 600k	30 - 40k	30 - 45k
Receptionist	220 - 320k	180 - 300k	16 - 23k	18 - 23k
Customer Service				
Business Development Executive	220 - 370k	220 - 370k		
Customer Service Officer	190 - 340k	180 - 340k	12 - 15k	12 - 15k

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

HONG KONG

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

ROLE	PERMANENT SALARY PER ANNUM HKD (\$)	
	2016	2017
Corporate Services		
Head of Procurement	1.75 - 2.1m	1.4 - 2.0m
VP Sourcing/Procurement IT/Non-IT	900k - 1.3m	900k - 1.3m
Procurement Specialist	400 - 500k	400 - 500k
Logistics/Supply Chain		
Head of Logistics	1.5 - 1.85m	1.2 - 1.8m
Head of Procurement	1.4 - 1.85m	1.5 - 2.0m
Head of Supply Chain	1.4 - 1.85m	1.5 - 2.0m
Logistics/Warehouse Manager	550 - 750k	550 - 750k
Procurement Manager	650 - 850k	700 - 850k
Supply Chain Manager	750 - 950k	750 - 850k
Demand/Supply Planner	350 - 550k	400 - 600k
Sourcing/Merchandising		
General Manager/EVP	1.75 - 2.0m	2.0 - 3.0m
Sourcing Director/VP	1.3 - 1.8m	1.4 - 2.0m
General Merchandising Manager	1.35 - 1.5m	1.3 - 1.6m
QA/QC Manager	600 - 900k	650k - 1.0m
Social Compliance Manager	700 - 950k	700 - 950k
Merchandising Manager	450 - 650k	450 - 650k
Fabric Manager	400 - 600k	400 - 600k
Third Party Logistics/Freight Forwarding		
Sales Director	1.3 - 1.75m	1.4 - 2.0m
Operations/Logistics Manager/Director	800k - 1.6m	800k - 1.8m
Regional Key Account Manager/Director	650k - 1.1m	600k - 1.2m
Business Development Manager	700 - 800k	500 - 750k

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