

# CHINA SALARY GUIDE



## 4<sup>th</sup> Quarter 2016



### *About J.M. Gemini Personnel Ltd.*

J.M. Gemini is one of China's leading recruitment companies with trained consultants operating from offices in Shanghai, Beijing, Shenzhen and Guangzhou. J.M. Gemini has Specialist Divisions for Executive Search, Management Recruitment, Lean Six Sigma Operations, Interim Management, Temporary/Contract Staff, Visa Service for locals and foreigners, and also can arrange psychometric testing.



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J.M. Gemini's Guide to China market (the four main centres of Shanghai, Beijing, Shenzhen and Guangzhou) salaries is prepared from three main sources of information:

- An analysis of J.M. Gemini's database of vacancies received from clients.
- A review of actual starting salaries of recent placements made by J.M. Gemini.
- Discussions with candidates relating to current salaries received.

Please note:

- This guide is intended to give approximate salary ranges for the positions as described and specific skills or experience requirements can mean that a premium may need to be paid.
- Salaries are based on a 13-month per year gross payment.
- Employers range from SMEs to big MNCs mainly in 1st and 3rd tier cities in China, and in a few instances 3rd tier cities.
- Salaries are based on local Chinese candidates' salaries in Mainland China and in a few instances Asian foreigners or Westerners (indicated if so)

This guide is updated periodically and is available through email upon request from any of our offices in Shanghai, Beijing, Shenzhen and Guangzhou. Full contact details are listed below. Furthermore, the report can be downloaded at [www.imsinasia.com](http://www.imsinasia.com) For further information please visit our website [www.jmgemini.com](http://www.jmgemini.com)

# Administration

Position	Experience (Years)	Monthly Salary Range RMB('000)
Junior Secretary	0-1	3-4.95
Associate Secretary	1-3	4-8.5
Secretary	3-6	7.5-1.25
Senior Secretary	6+	12-22
Executive Secretary/PA	8+	15-30
Junior Receptionist	0-2	3-4.5
Senior Receptionist	3+	4.5-10
Admin Assistant	2-4	4-8
Admin/Office Manager	7+	15.5-30+
Driver	2-5	3.5-5.5+

# Finance

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Junior Accounts Clerk	1-2	<b>3.5-5.5</b>
Senior Accounts Clerk	2-4	<b>5,5-9.5</b>
Assistant Accountant	5-6	<b>8.5-12.5+</b>
Accountant	5-6	<b>12-18.5+</b>
(Chief) Accountant	<b>5</b> (Auditing & Accounting Experience)	<b>18-28.5+</b>
Finance Analyst	3-6	<b>14-29.5+</b>
Internal Auditor	3-5	<b>13-27</b>
Associate RMB Funds	3+ (Investment background necessary)	<b>36-41.5+</b> (plus 20% bonus)
Sr. Manager, Accounting Services	8+	<b>38.5-60+</b>
Finance Manager/Controller	5+ (managerial grade)	<b>29.5-60+</b>
Commercial Business Manager	8+ (Accounting background)	<b>33-43.5+</b>
Finance & Admin Manager	10+	<b>28-48+</b>
Tax Accountant	2-5	<b>9.5-15.5</b>
Tax Manager	5-10	<b>24-50+</b>

## Finance

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Treasury Accountant	2-4	9.5-13.5+
Treasury Manager	5-10	23-50+
Treasury Director	12+	55-110+
Operations Director	10+	54.5+
Finance Director	8+	72+
Sr. Company Controller	6-8 in MNC	27.5-49+
Director of Accounting (Asian Foreigner)	10-15	65.5+
Group CFO	15+	90-150+

## Merchandising/Logistics/Trading

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Quality Control	2-4	12.5-50
Sr. Quality Controller-Footwear	5+	13.75-18+
Office Assistant	2-4	7.5-11
Merchandiser	3-5 (as Assistant Merchandiser/ Merchandiser)	9.5-14.5+
Senior Merchandiser	3+ (as Senior Merchandiser)	15.5-23.5+
Merchandising Manager	5+	21.5-46+
Steel Sales Trader	5+	11-15+
Packaging Officer	3	5.5-8.5
Textile/Garment Inspector	3+	7.5-12
Textile Designer	3+	11-17.5
Textile Manager Hard-goods	10+	33-38.5
Head Pattern Maker	5	8.5-13+
Supplier QA Engineer	3-5	10-13.5+
QC Manager	5-7	15.5-26.5+
QC/QA Director	10	50-75+
Sundries Manager	8-10	24-29.5+
Production & Planning Supervisor	5-7	13-18.5+

## Merchandising/Logistics/Trading

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Operations Manager/Director	8-10	33.5-55.5+
Textile Liaison Manager	5	27.5-38.5+
General Manager/Director	10+	60-80+
GM Sourcing (Foreigner)	20+	109+
Shipping /Document Clerk	0-3	3.5-7.5
Import/Export Operator	5+	6.5-12.5
Shipping Supervisor	4-6	10.5-16.5+
Contract Officer (Buyer)	3-5+	6.5-11+
Buyers (Hard/Soft Good) Various Cities	3-5+	7.5-12
Warehouse Manager	4+	16.5-30+
Warehouse Senior Manager	4+	30-55
Product Development Manager	5	13-24+
Supply Chain Manager	3-5	17-30+
Supply Chain Director	5-7	46-84+
Int'l Supply Chain Development Executive	3+	11.5-19+
LCL Executive	3+	9.5-13+
Shipping Manager	7	15-25
Senior IC Planner	5+	14-18
Purchasing/Sourcing Manager	6+	19.5-33

## Merchandising/Logistics/Trading

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Logistics Manager	5yrs managerial experience	19.5-33+
Logistics Director	10+	46.5-100+
Supply Chain Manager 3PL	6yrs+ dealing with 3PL companies	25-35+
Social Compliance Auditor	3+	8.5-15
Ocean Freight Executive	3+	9.5-13
Ocean Freight Manager	7+	19.5-27.5+
Ramp Operation Manager	6+	15.5-19.5+
Business Operation Manager	10+	49+
Commercial Operation Manager	10+	29.5-49+
Regional Sourcing Director	10+	39.5-65.5+
Procurement Director	10+	54.5+
Distribution Manager	5+	22-36+
Contracts Manager	8+	43.5-87.5+
General Manager 3PL	8+	45.5-87.5+
VP Sea Freight	10+	45.5-76.5+
Operations Director	10+	87.5-131
Regional Manager Contract Logistics (Foreigner)	5+ in 3PL	76.5-142



## Banking / Financial Services

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Customer Service Officer	1-4	3.5-7.5+
Settlement Clerk	1-3	3.5-6.5+
Sales/Dealer Assistant	2-4+	5.5-9.5+
Bills Officer	3-5+	5.5-8.5+
Credit/Loan Officer or Manager	3-6	12.5-19.5+
Credit/Risk Analyst	3-5	20-40+
Marketing Officer/Manager	3-8+	10-27.5+
Compliance Manager	8+	61.5-77+
Compliance Officer	4+	23-46+
Legal & Compliance Manager (Forex Brokerage)	6+	25+
Credit Administrator/Loan Admin Manager	5-8	14.5-22.5+
Senior Associate/Shanghai Coordinator	3	16.5-22+
Senior Investment Analyst/Associate	6+	42-65.5+
Internal Audit Manager	6+	34.5-60+

## Banking / Financial Services

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Senior Consultant Risk Assessment	5+	23-30+
Deputy Representative, Representative Office	5+	38.5-60+
CRM/Key Account Manager	8+	49-82+
Corporate Sales Manager	5+	30-75+
BD Director (Beijing & Shanghai Big 4 Firm)	10+	65.5+
COO/Operations Manager	10+	54.5-98+
General Manager-Foreign Exchange	10+	60-88+
Director Global Risk Assessment	15+	70-85.5+
Chief Representative, Bank Branch	5+	60-103.5+

# Human Resources

Position	Experience (Years)	Monthly Salary Range RMB ('000)
HR Officer	2-4	6.5-14.5+
Payroll Specialist	1-3	7.5-15.5
HR Specialist (Training)	3+	10-16.5+
HR Specialist (Recruitment)	2+	10-19+
Learning & Development Manager	5+	19.5-45+
Compensation & Benefits (C&B) Manager	6+	23-55+
Business Manager	5+	23-38+
Training Supervisor	4+	14.5-19.5+
Training Manager	5+	18.5-31.5+
HR Supervisor - Generalist	5+	12.5-20+
HR & Admin Manager	5+	24.5-31.5+
HR Leader	5+	19.5-31.5+
HR Manager	5yrs in management position	24.5-38.5+
China HR & Admin Manager	5+	28.5-43.5+
HR Director	10+	68.5-87.5+
General Manager-Human Resources	5yrs+ in management position	68.5-87.5+
VP Human Resources	15+	80-100+

# Retail

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Store Manager	5+	14-23+
Store Manager-Online Fashion	6+	16.5-25.5+
Factory Store Head Coach (Tier 2 City)	5+	9.5-12.5+
Retail Trainer	3+	10.5-20.5+
China Store Manager	7+	19.5-28.5+
QA/QC Manager	6+	20-29.5+
Contract Officer (Buyer)	3+	11+
Visual Merchandiser	2+	9+
Retail Manager	7+	16-26.5+
Restaurant Manager (F&B)	7+	16.5-26.5+
Lease Acquisition Manager's Assistant	5+	18-26.5+
Digital Innovations Manager	8+	23.5-36+
Trade Planning Manager	7+	18-30+
Property Application Manager	8+	25-33+
Regional Operations Manager	7+	30+
Deputy Head of Retail Planning & Allocation	10+	60+
General Manager	10+	55+
Regional Manager	12+	85+
Senior Manager of Supply Chain Programme Management (E-Commerce)	12+	50 – 65+

## Legal

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Legal Secretary	1-4	6.5-16.5+
Translator	1-4	9-19.5+
Senior Secretary/PA to Chief Representative	4+	14-25+
Office Manager (Law Firm)	4+	18.5-33+
Paralegal	4-8	16.5-33.5+
Legal & Compliance Manager	6+	25+
Manager Business Advisory	4-9+	19.5-33.5+
Corporate Secretary	7+	43.5-60+
Legal Counsel	10+	45.5-65.5+
In-House Lawyer	3+	26.5-40.5+

## Media

Position	Experience (Years)	Monthly Salary Range RMB ('000)
News Editor	1-2	<b>6.5-10.5</b>
Advertising Sales Manager	5+	<b>15-25+</b>
Account Manager	5+	<b>17.5-31.5+</b>
Associate Account Director	5+	<b>28.5-41.5+</b>
Art Director	8+	<b>29.5-40.5+</b>
Operation Manager/Column Writer Media Publication	3-4	<b>18.5-32.5</b>
Account Director	Min 5yrs in CRM Agency	<b>37-55.5+</b>
Digital Media Dept. Director	8+	<b>35-48.5+</b>
New Media Operations Manager	5+	<b>18-30.5</b>
Sr. Account Director/Head of Branch (Asian Foreigner)	8yrs+ in 4A Agencies	<b>56.5-100+</b>
Sr. Account Director/Head of Branch (Asian Foreigner)	8yrs+ in 4A Agencies	<b>56.5-100+</b>
Production Director	5+	<b>18.5-25.5+</b>
CEO (Outdoor Advertising)	10+	<b>76.5-109+</b>

# Sales and Marketing

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Operation Executive (Sales Admin)	3+	6-10.5+
Senior Sales Coordinator	5+	12.5-16.5+
Field Sales Engineer	5-10	22-33+
Sales Representative	1-3	4,5-7,5 + commission
Marketing Co-ordinator	5+	9.5-14+
Marketing Executive	1-3	6.5-13
Asst. Marketing Communications Manager	4+	12.5-30+
PR Executive	3-5	12-18.5+
Account Director-PR	8+	25+
Project Manager	3+	14-25+
PR Manager	5+	24-33+
Regional Sales Manager	5-8	30-40.5+
Int'l Key Account Manager	5-8	20-38.5+
Key Account Asst .Manager	5+	14.5-20+
Trade Marketing Manager	5+	18.5-42+
Promotion Supervisor	3+	8.5-13.5+
Marketing Strategic Alliance Senior Manager	6+	29.5-40.5+

# Sales and Marketing

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Sales Operation Supervisor	3+	13.5-21.5+
Sales Manager/Engineer	5+	15.5-27.5+
Senior Sales Manager FMCG	7+	38+
Sales Manager- Professional Services	6+	17.5-38+
Brand Marketing Manager	8+	24-32.5+
North China Manager (or South & Central China)	8+	28.5-46+
National Sales & Marketing Manager	8+	35.5-54.5+
National Business Manager	15+	44.5-62+
Asian Design Markets Manager	8yrs+ & International experience	50-76.5+
Marketing Director	10+	58.5-82+
Marketing Director (foreigner)	10+	76.5-131+
Sales Director (Retail)	5-10	38.5-76.5+
General Manager Marketing	10-15	82-131.5+
Commercial Director China	10+	45-87.5+
Managing Director	10+	76.5+
GM Commercial Operations Greater China	15	55-82+
Global Business Manager Asia	10+	75+
Sales Director - Electronics	15+	75-90
General Manager CRM (Foreigner)	15+	120-163+



# Information Technology

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Computer Operator	0-2	4.5-7.5
Web Designer	2-4	6.5-12.5+
Senior Operator/Supervisor	2-8	7.5-21.5+
Programmer/Technical Eng.	0-2	5.5-10
Technical Support Specialist	4+	10.5-18.5+
Analyst/Programmer & System/ DB Admin	2-4+	7.5-14.5
Helpdesk Support Engineer	5-8	18.5-28
DVT Specialist	2-5+	9-17.5+
Systems/Business Analyst Assistant Project Manager/Consultant	3-5	12-22+
Senior SW Engineer	5-10yr+ SW development experience	18-26+
UED Supervisor (E-Commerce)	6+	17.5-23+
Hardware Design Engineer	2-5yrs product development experience	11.5-21+
Test Development Engineer	3+	11-19.5+
Operations Engineer	3+	11-19.5+
Demonstration Engineer	8+	22.9-27.5+
Network Administrator	4+	11.5-23+
Web Editor/Chief Editor	1-5	6.5-21+

# Information Technology

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Bid Development Specialist Manager	5+	14.5-27.5+
BD Manager SAP	5+	35-43.5 + commission on sales
Project Manager	6+	20-30+
SAP Consultant (Rare Modules)	3-5	24-35
SAP Consultant (Common Modules)	3-5	19.5-28.5
Java Developer	3-6	12.5-18.5
Senior SW Engineer – Telecom Automation	8-10+	25-36+
L2 Data Protection Administrator	5+	19.5-30.5+
L3 Unix System Administrator	5+	19.5-27.5+
Engineering Manager	10+	28.5-54.5+
IT BD Manager	10+	27.5-49+
BIOS Manager	12+	38.5-54.5+
ME Manager	12+	43.5-65.5+
MIS/IT Manager	6+	25-43.5+
Hardware Development Manager	10+	45.5-60+
Service Centre Manager	10	35+
IT Regional Manager	10+	43-76.5+
Business Security Director	10+	45-70.5+
Infrastructure Service Director APAC	7+	49-87.5+

# Manufacturing / Engineering

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Technical/Asst. Engineer	0-2	4-9.5
Engineer	2-5	7.5-13.5+
R&D Engineer	5+	14.5-19.5+
Chemical Engineer	3+	12-17.5+
Mechanical Engineer	3+	12-17.5+
Senior Engineer	5-8	17.5-27.5+
CIGS Engineer	5+	17.5-33+
Development Engineer Lasers	5+	17.5-33+
Government Relations Supervisor - Healthcare	5+	13-17
Plastic Injection Manager	10+	25-34.5+
Metal Stamping Manager	10+	25-33+
QA Manager	6+	21.5-28.5+
QA/QC Director	8+	38.5-58.5+
Director of Research - Healthcare	10+	45.5-55.5+
Engineering Manager	8-10	30-55+
Project Manager	8+	24-38.5+
Engineering Manager R&D (Asian Foreigner)	8-10	82-109
Sales Engineer	8+	15-21+
Retail Manager-Automotive	8-10	19-28+
Testing & Validation Technician - Automotive	4+	8-12
Technical Support Engineer	2-5	12-21+
Process Engineer/Manager	5+	15.5-30.5+
Operations Manager	5+	32.5-52.5+
Technical Expert	8+	25-33+
Operation Engineer	6+	15-22
Production Supervisor	3+	14.5-22+
OEM Production Manager	5+	19.5-35+

# Manufacturing / Engineering

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Senior Tooling Buyer (Automotive)	5+	16.5-22+
Tooling Manager	10+	26-35+
Moulding Engineer	4+	12-17,5+
SQE/SDE	4+	12-17.5+
Program Manager (Automotive)	5	15-25+
H&S Coordinator	4+	19-38.5+
EHS Manager	8+	19-28+
Industrial Cost Engineer (Automotive)	6+	25.5-35+
Industrial Manager (Automotive)	8+	35.5-43+
Plant Manager	8+	23.5-35+
Senior Manager – Operation Engineering (Electronics)	10+	40-53+
Plant Manager (Foreigner)	8+	40-65.5+
Site Manager	10+	76.5-120+
Manufacturing Director	15+	45.5-76.5+
General Manager	15+	75-93+
Operations Director	10+	46.5-109+ +Performance Bonus
Country Sales Manager-Lubricants	10+	49-93+
Corporate Affairs & Communication Director (Electronics)	10+	60+
General Manager-Aerospace	10+	67.5+
BD Manager Aerospace	5-8	27.5-38.5+
VP of SCM	10yrs in APAC	80-115+

# Lean / Six Sigma

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Black Belt-Chemical	3	19.5-27.5
Lean IE Engineer	4+	12.5-20.5+
Black Belt-Process Improvement Manager	5	26.5-35
Six Sigma Specialist - Electronics	5-8	15 – 20
Black Belt-Project Leader Process Optimization	5	27.5-38.5
Black Belt-Market Research	8+	87.5-120
ACES Manager (E-Commerce)	8+	32.5-40+
Master Black Belt-Chemical	8+	43.5-60
Master Black Belt-Insurance	10+	87.5-109
Asia Enterprise-Master Black Belt (Asian Expatriate)	20+	93-109 +Allowances
Industrial Lean Engineering Manager	6+	22.5+ Plus Annual Bonus
Lean Manager-Electronics	10+	87.5+
Lean Operations Manager-Telecom	8+	50.5 +Allowances
Lean Director-Electronics	15+	109+
Operations Director-Consultancy	15+	109+
Supply Chain Innovation & Performance Director	10+	72+
Senior Continuous Improvement Manager-Electronics	10+	60+ (including allowances)
Senior Director Lean Sigma Operations-Electronics	10+	60+ (including allowances)
Asia Lean Transformation Leader	10+	60+ (including allowances)
Marketing Systems & Processes Regional Manager	6	30+
BB – Business Process Improvement	6	30+ Plus Incentives

# Project Management

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Project Engineer	3+	12-19.5+
MES BD Manager	5+	15-25+
Senior Project Engineer	6+	18.5-30.5+
Construction Estimator	4+	10.5-13.5+
Lead Piping Engineer	8+	23.5-38.5+
Mechanical Lead Engineer	8+	19.5-33+
Electrical Lead Engineer	8+	19.5-33+
I&C Lead Engineer	8+	19.5-33+
Lead Healthcare Engineer	10+	21.5-36+
GMP Consultant	8+	24-49+
Senior PCT Engineer	6+	16.5-25+
Key Account Manager	6+	15-27.5+
Project Engineering Manager Liquid Processing	10+	25-38.5+
Project Manager	10+	29.5-43.5+
Commercialization Leader	5-10+	33-49+
Construction Manager	10+	26-39.5+
Civil/Structural Manager	5+	17.5-30.5+

# Project Management

Position	Experience (Years)	Monthly Salary Range RMB ('000)
MEP Engineering Manager	5+	18.5-28.5+
Design Manager	8+	24-38.5+
Senior Architect	8+	28-40+
Contracts Manager	8+	24-38.5+
Head of Technical Services	10+	62,5+-87.5+
Refining Specialist-Oil & Gas (Expatriate)	10+	95+
Project Director Construction (Asian)	10+	87,5-131
Architect-Façade Package Manager (Western Expatriate)	20+	185.5+
Site/Construction Manager – Ship Building (Western Expatriate)	20+	155+

# Real Estate

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Property Analyst	3-4	12-17.5+
Senior Manager Renting	8+	28.5-38.5+
Architect	4+	19.5-30.5+
SR. Architect	10+	30.5-49+
SR. Architect (Expatriate)	10+	100+
Architecture Manager	10+	35-52.5+
Security Manager	8+	20.5-38.5+
National Security Controller	10+	27-43.5+
Consultancy Manager Industrial	Min 4yrs	24-38.5+
Senior Project Manager (Commercial Fit Out)	Min 5yr experience in Commercial Fit Out	25-49+
Research Manager	3+	19.5-30.5+
Investment Manager	3yrs+ in large investment asset management	26-33+
Property Manager (Asian Expatriate)	10+	65.5-98+
Manager, Shopping Centre	10+	65.5-110+ (Local) 98-142+ (Asian)



## Real Estate

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Master Planner	6+	<b>35-54.5+</b>
Executive GM Trainee	5+	<b>27.5-43.5+</b>
Property Development Director	10+	<b>55.5-87.5+</b>
Head of Retail Leasing North China	8+ P&L Control	<b>75-85+</b>
Marketing Director China	10yrs+ MNC	<b>87.5-109+</b>
Asset Management Director	15yrs in MNC	<b>110+</b>
Property Acquisition Director	15yrs+ in MNC	<b>110+</b>

## Consulting / Services

Position	Experience (Years)	Monthly Salary Range RMB ('000)
Commercial Quality Control Manager	5+	17.5-30.5+
Customer and Research Specialist	2-5	25-33+
Client Development Specialist	2-5	25-33+
Business Development Manager	8-10	50-60+
Product Manager	8+	50-60+
Deputy Director	10+	76.5+
Associate Director	10+	65.5+
Marketing Manager	6-8	40-50+
Sales Manager	6+	35.5-49+
Business Intelligence Analyst/Manager	5+	20-32+
PR/Media Communications Manager	5+	27.5+
Chief Representative (Fiduciary Service)	8+	21.5-32+

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