

# HONG KONG SALARY GUIDE



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



### *About Gemini Personnel Limited*

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Established in Hong Kong in 1983, Gemini Personnel is a leading provider of human capital solutions with offices in Hong Kong, Shanghai, Beijing, Guangzhou, Shenzhen, Thailand, Singapore, Hanoi and Ho Chi Minh City.

We work with our clients across a range of industries to secure the top talent in Asia for Temporary, Permanent, Executive and Interim Management assignments.

Outside of recruitment we also provide our clients with Payroll Management, Assessments, Outplacement, Coaching and Training Support Services.



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•Monthly salary is based on a 12-month per year payment and is intended as a guide only. The salary guide is based on actual starting salaries of recent placement made by Gemini and analysis of Gemini’s database of vacancies received from clients in 2016. Gemini consultants are always available to advise on categories not shown in this guide.

•If you are interested in our services, please submit your enquiry via our website [www.gemini-global.com](http://www.gemini-global.com) or Email: [gemhq@gemini.com.hk](mailto:gemhq@gemini.com.hk)

## Administration and HR

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Secretary	3+	15-18
Executive Secretary / PA	8+	30+
Receptionist	2+	12-20
Driver	5-10	17-22
Administration Assistant	0-2	10-15
Administration Officer	3-5	15-20
Office Manager	5-10	25-40
HR Assistant	2-4	14-18
HR Officer	4-6	18-25
HR Manager	8-10+	30-70
HR Director	15+	70-100+
Training Manager	10-12	50-70

# Commercial Accounting

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Accounts Clerk	1-2	11-16
Assistant Accountant	2-3	18-24
Accountant	3-5	25-35
Finance Manager	8-10+	40-60
Financial Controller	10-12+	60-90
Finance Director	12-15+	80-120+
CFO	15+	100-140+

# Insurance

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Claims Officer	0-3	15-30
Claims Manager	5-10	40-70
Underwriter	0-5	15-35
	6-8	35-65
	8-12+	65-100
Actuarial Manager	6-8	45-65
	6-8	50-70
	8-12+	80-120
Business Development Manager	3-5	35-45+

## Banking

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Customer Services Officer/ Supervisor	0-4	12-20
Credit Manager	5-8	30-48
Operations Manager	6-10	40-70
Relationship Manager	3-5	30-45
Head of Corporate Banking	10+	90-170+
Vice President, Private Banking	3-5	50-80

## Banking Operation

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Client Servicing	0-4	15-40
	5-8	40-65
	8+	70-130
Settlements/Trade Support	1-4	15-40
	5-9+	40-65
Business Analyst / Project	1-4	20-40
	5-8	45-80
	8+	70-100

## *Risk Management–Banking and Financial Services*

<b>Position</b>	<b>Experience (Years)</b>	<b>Monthly Salary Range HK\$ ('000)</b>
Credit Risk	1-4	<b>18-48</b>
	5-8	<b>48-75</b>
	8+	<b>75-120</b>
Market Risk	1-4	<b>40-60</b>
	5-8	<b>60-100</b>
	8+	<b>100-167</b>
Operational Risk	1-4	<b>28-48</b>
	5-8	<b>48-65</b>
	8+	<b>65-120</b>

## *Investment Banking*

<b>Position</b>	<b>Experience (Years)</b>	<b>Monthly Salary Range HK\$ ('000)</b>
Analyst / Senior Analyst	1-6	<b>25-70</b>
VP	3-5	<b>80,-120</b>
Director	6-9	<b>120-200</b>
Managing Director	10+	<b>200+</b>

## Asset Management

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Research Analyst	1-3	20-40
Senior Research Analyst	4-6	40-60
Institutional Sales	1-4	30-60
	5-9+	50-80
Fund / Portfolio Management	4-6	50-80
	7-10+	70-120

## Private Equity

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Analyst	1-4	25-70
Associate	3-6	48-80
VP	3-5	80-120
Director	6-9	120-200
Managing Director	10+	200+

## Governance- Banking and Financial Services

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
KYC(due diligence)/ client on-boarding – International banks	1-4	25-45
	5-8	45-75
	8+	75-100
Compliance - AML/Surveillance	1-4	25-50
	5-8	50-120
	8+	120-140
Compliance – Control Room	1-4	30-45
	5-8	80-110
	8+	110-140
Compliance – Investment banking	1-4	45-75
	5-8	75-115
	8+	115-130

## Legal

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Legal Secretary	2-5	20-40
Company Secretary	3-5	35-40
Company Secretarial Manager	8+	45-70
Paralegal	1-3	20-45



## *Sales and Marketing*

<b>Position</b>	<b>Experience (Years)</b>	<b>Monthly Salary Range HK\$ ('000)</b>
Marketing Executive	1-5	<b>13-20</b>
Marketing Manager	6-10	<b>25-40</b>
Marketing Director	10-15	<b>50-90</b>
Account Executive	1-5	<b>15-30</b>
Account Manager	6-10	<b>25-45</b>
Account Director	10+	<b>50-70+</b>
Sales Executive	1-5	<b>15-25</b>
Sales Manager	6-10	<b>25-55</b>
Sales Director	10+	<b>60-90</b>

## FMCG / Retail

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Retail Operation Executive	1-3	18-25
Assistant Retail Operations Manager	5-8	25-35
Retail Operations Manager	5-8	30-50
Buyer	2-5	15-25
Assistant Buyer Manager	5-8	25-40
Buyer Manager	8-10	40+
Assistant Brand Manager	3-5	25-35
Brand Manager	5+	40+
Product Manager	5-8	30-50
Marketing Manager	8-10	30-50
Marketing Director	10-15	70-120
Key Account Manager	5-8	30-50
Sales Director	10-15+	70-100+

## Merchandising

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Merchandising Clerk	0-1	10-12
Assistant Merchandiser	1-3	12-15
Merchandiser	3-8	16-25
Senior Merchandiser	8+	25-35
Merchandising Manager	10+	40+
Merchandising Director	10-15+	60-100+

## *Engineering and Manufacturing*

<b>Position</b>	<b>Experience (Years)</b>	<b>Monthly Salary Range HK\$ ('000)</b>
Technician/Assistant Engineer	1-2	<b>15-20</b>
Sales Engineer	2-4	<b>15-25</b>
Engineer	2-5	<b>15-25</b>
Senior Engineer	5-7	<b>25-30</b>
Engineering Manager	8-10	<b>35-50</b>
Senior Engineering Manager/ Engineering Director	10+	<b>50-80+</b>
Factory Plant Manager	8+	<b>40-80+</b>
General Manager	10+	<b>70-100+</b>

# IT

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Programmer	0-2	12-25
Analyst Programmer	2-5	20-35
System Analyst	5-7	28-45
Web Programmer	1-5	15-28
Help Desk Support	1-3	13-25
System Support	1-3	13-30
Network Support	1-3	15-30
System Administrator	1-3	15-35
System / Network Support Manager	6-10	35-70
Business Analyst	5-10	30-65
IT Manager	8-12	40-80
IT Director	12-15+	80-120+

## Logistics

Position	Experience (Years)	Monthly Salary Range HK\$ ('000)
Shipping Clerk	1-2	12-15
Shipping Manager	8-10	25-35
Sales Coordinator / Administrator	3-5	15-20
Customer Services Representative / Officer	3-5	15-20
Warehouse Supervisor	5-8	15-25
Warehouse and Distribution Manager	10+	35-40
Inventory Controller	2-5	18-25
Inventory Supervisor	2-5	20-30
Operations Manager	5-8	25-45
General Manager	10-15	60-100

## *Procurement & Supply Chain*

<b>Position</b>	<b>Experience (Years)</b>	<b>Monthly Salary Range HK\$ ('000)</b>
Supply Chain Officer	3-5	<b>18-25</b>
Supply Chain Manager	8-10	<b>45-65</b>
Supply Chain Director	10+	<b>65-90</b>
Procurement Manager	6-10	<b>45-65</b>
Procurement Director	10-15	<b>65-95</b>

## Contact Details - Hong Kong

	Central	Kowloon
Telephone	(852) 3552 9100	(852) 2736 1161
Fax	(852) 2810 6467	
Email	gemhq@gemini.com.hk	
Address	15/F, On Hing Building, 1 On Hing Terrace, Central, Hong Kong	909 Silvercord, Tower 2, 30 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong

Website: [www.gemini-global.com](http://www.gemini-global.com)