



| CHINA SALARY GUIDE

中国薪酬指南

2017

| ABOUT THE SALARY GUIDE

We are pleased to present to you the TalentStork Salary Guide, a compilation summary of the salary ranges across various industries in China. Our guide is based on the analysis of permanent placements made across China in Q1 & Q2 in 2017, as well as our predictions for the remaining half of the year. Our industry professionals have also taken into account the expected real wage increase of 4.7% according to the latest research by ECA International. Salary ranges relate to base salaries and are approximate guides only.

Taking into consideration of the nation's tiered city system and their differences in salary range, the scope of the guide focus on the Tier 1 cities. This year, we will be providing guidance on three segments, namely Supply Chain, the Information Technology sector and an overview of the Corporate Support Functions.



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|INSIGHTS

Despite China's stagnating GDP growth and declining employment rate at the first half of the year, there was an optimistic growth in the jobs economy in Q2 due to the rise in foreign markets and the technological wave. With the continued development in the IT industry this year, there was an increase in jobs in this particular sector to keep up with business requirements for digital transformation. The e-commerce sector has also been a huge driver of the jobs economy where IT talents are highly demanded. In this period, we observed a greater talent market for experienced candidates who have strong business development and marketing backgrounds. Organizations are taking on a more elaborated approach in their search for sales and marketing talents that possess regional project management experience. We also saw a trend in the supply chain sector where businesses require talents to lead innovative improvements for supply chain processes in order to keep up with the rapidly changing trends and increasing expectation of consumer demands in terms of speed and variety.

Similar to previous years, the HR job market continue to remain in high demand as most organizations emphasize on talent acquisition this year due to rising competition in the market, with the top three HR roles in demand being Compensation and Benefits Management, Talent Acquisition Management and HR strategic Business Partners. With the upsurge of financial services, the internet and technology industry, there is an increasing need for HR professionals and strategy to acquire these talents. In addition, we saw high demand for HR business partners and talent development personnel due to the talent shortage and organizational restructuring. For the marketing sector, we see a rising demand for the marketers in the digital space in view of the burgeoning of the technology sector. Similarly, legal roles has been rising and demand is high for roles such as transaction counsels, compliance counsels and investment lawyers.



|OUTLOOK



There remains a strong motivation for China to transform into a technological hub, resulting in an optimistic outlook in the labour market, particularly in the IT sector. With the implementation of the 'Internet Plus' strategy by the government in China, as well as various factors such as the large sector of fintech and e-commerce, positions for IT professionals will remain highly sought after. Furthermore, as China embarks on the big data sector, there will be an increasing demand for big data professionals in the market. However, organizations will continue to face a prevalent recruitment challenge that will carry forward due to the shortage of IT talents within the industry.

For the supply chain industry, the expected demand for supply chain candidates varies across cities of China. Some cities in China will experience a decrease in Supply Chain jobs due to the fall in exports. However, there is still a market for employees who possess niche skills in areas of road and rail transportation as well as strong sales development skills and clientele base.

Whereas in certain cities in China such as Shanghai, it is expected that supply chain candidates are highly sought after due to the goal of developing efficient and effective supply chain processes. However, for the accounting and finance industry, a decrease in employment is expected due to the increase in labour cost, deterring companies to hire more financial and accounting personnel.

With the continuous growth in business landscape, the possession of an HR infrastructure is critical for the sustainability of an organization, which further emphasize on the need for acquiring relevant talents and business partners. Strategic and insightful individuals who are able to value add to their current business will be highly demanded across various industries.

In 2017, the most sought after profession by organization is digital marketers due to the desire of expanding into new markets. With the continuous market growth and foreign expansion over the years, candidates need to possess multilingual, communication and interpersonal skills in order to value add to the company.



**| CHINA SALARY GUIDE 2017:
SALARY INFORMATION**

| SUPPLY CHAIN & LOGISTICS



Being the world's second largest economy, a sustainable growth in the logistics and supply chain industry could be seen over the years. However, operations and process improvements serve as a challenge for industries due to China's macroeconomic policies and controls. Furthermore, the highly competitive e-commerce industry results in an increased demand for logistics and supply chain talents, primarily in the technical and management level. For 3rd party logistics players, focus is on talent who is able to improve end to end supply chain and add further value to an otherwise strongly commoditised market. With the government's initiatives towards "One Belt One Road", talent adept with rail transportation will be highly sought after. Moreover, the expansion of global sourcing centres in China has led to an increasing demand for sourcing positions. Hiring companies are looking beyond technical expertise and there is greater demand for senior-level executives who possess strong communication skills, able to provide strategic thinking, and technical know-hows to administer a competitive edge in the global market. Being a critical contributor to the economy, China's logistics industry will continue to thrive, providing the best opportunity for potential candidates.

| SUPPLY CHAIN & LOGISTICS

Role	Min Salary Per Month (RMB)	Max Salary Per Month (RMB)
Supply Chain & Logistics Management		
Chief Logistics/ Supply Chain Officer	120k+	
VP/ Head of Supply Chain	75k	120k
Supply Chain Director/ General Manager	50k	80k
Supply Chain Manager/ Senior Manager	20k	40k
Supply Chain Specialist/ Analyst/ Executive	8k	25k
Trade Compliance		
Trade Compliance Director	40k	70k
Trade Compliance Manager	20k	40k
Trade Compliance Specialist/ Analyst/ Executive	13k	18k
Warehousing		
Warehousing General Manager	40k	80k
Warehousing Manager	20k	30k
Warehousing Specialist/ Executive	10k	15k
Business Development		
Business Development Director/ General Manager	40k	60k
Business Development Manager	20k	30k
Business Development Specialist/ Executive	8k	30k

| SUPPLY CHAIN & LOGISTICS

After Sales/ Implementation		
Program/ Aftersales/ Implementation Director	40k	60k
Program/ Aftersales/ Implementation Manager	20k	30k
Program/ Aftersales/ Implementation Specialist	8k	30k
Solutions/ Network Design		
Solutions Director	40k	60k
Solutions Manager	20k	35k
Solutions Specialist/ Analyst	15k	20k
Solutions Consultant	40k	60k
Tradelane/ Product Management		
Tradelane/ Product Director	40k	60k
Tradelane/ Product Manager	20k	25k
Tradelane/ Product Specialist/ Analyst/ Executive	12k	18k
Procurement/ Pricing		
VP/ Head of Department	60k	80k
Procurement/ Pricing Director	40k	60k
Procurement/ Pricing Manager	20k	30k
Procurement/ Pricing Specialist/ Analyst/ Executive	8k	25k

| SUPPLY CHAIN & LOGISTICS

Operations/ Customer Service		
VP/ Head of Department	60k	80k
Operations/ CS Director	35k	50k
Operations/ CS Manager	20k	30k
Operations/ CS Specialist/ Analyst/ Executive	12k	20k
Operations/ Customer Service		
VP/ Head of Department	60k	80k
Operations/ CS Director	35k	50k
Operations/ CS Manager	20k	30k
Operations/ CS Specialist/ Analyst/ Executive	12k	20k
Project Development		
Project Director/ Consultant	40k	60k
Project Manager	20k	35k
Project Analyst	15k	20k

|INFORMATION TECHNOLOGY

Technology hubs such as Zhongguancun are a testament to China's tech and e-Commerce industry. We see more organizations tapping on advanced technologies, particularly in areas such as Cloud computing, software and big data. The emergence of leading cloud service providers such as Amazon Web Services and IBM Softlayer induces greater demand for local talents across various expertise. Business development continues to play a key role in the tech industry in driving competitiveness in the saturated market.

To ensure sustainability, there has been a growing number of China firms tapping on big data to improve efficiency and effective in their business processes. This serves as an opportunity for talents who are interested and possess the relevant skills in this sector. The rapid growth in the fintech industry in China has also resulted in greater demand for professionals who possesses technical and data handling skills.



| INFORMATION TECHNOLOGY

Role	Min Salary Per Month (RMB)	Max Salary Per Month (RMB)
Management		
Chief Technology Officer	130k	240k
IT Director/ Head of IT	90k	150k
IT Manager	30k	60k
Infrastructure (Database/ Storage/ Network)		
Database/ System/ Network Consultant	50k	100k
Helpdesk Manager	30k	40k
Helpdesk Administrator / Executive	20k	30k
Database Administrator - Team Lead / Manager	35K	50k
Database Administrator	20k	40k
Network Engineer - Team Lead / Manager	30k	50k
Network Engineer / Specialist	25k	30k
Storage Engineer - Team Lead / Manager	35k	55k
Storage Engineer / Specialist	25k	35k

| INFORMATION TECHNOLOGY

Applications/ Development		
Applications Director	50k	110k
Applications Team Lead/ Manager	40k	70k
Senior Applications Developer/ Engineer	25k	45k
Applications Developer/ Software Engineer	20k	35k
Senior UAT/ Verification Engineer	35k	50k
UAT/ Verification Engineer	20k	35k
Sales/ Business Development/ Commercial		
VP/ Head of Sales/ Business Development	120k	180k
Sales Director/ General Manager	80k	150k
Business Development Manager	40k	80k
Business Development Executive	20k	40k
Pre-sales Consultant	25k	100k
Product Manager (Distribution)	15k	35k
Projects & Implementation		
Service Delivery/ Implementation Manager	30k	50k
Project Manager	50k	75k
Project Consultant	40k	75k

| INFORMATION TECHNOLOGY

Data Science/ Analytics & Information		
Head of Data / Analytics	100k	200k
Data Scientist	30k	100k
Data Architect	35k	100k
Engineering Team Lead/ Manager- Data / Analytics	40k	90k
Senior Data Analyst/ Engineer	30k	50k
Data Analyst/ Engineer	20k	35k
Consultant- Data/ Analytics	40k	100k
Product Management (UI/UX)		
Chief Product Officer	120k+	
Product Management Director	75k	120k
Product Management Team Lead / Manager	35k	50k
Senior Product Management Specialist	25k	50k
Product Management Engineer/ Specialist	20k	35k
Product Management Executive	20k	35k
UI/ UX Engineer	15k	40k
UI/ UX Designer	15k	30k

| INFORMATION TECHNOLOGY

Cyber/ Enterprise Security		
Chief Security Officer	120k+	
Head of Cyber Security	95k	130k
Cyber Security Director	50k	120k
Cyber Security Manager/ Team Lead	35k	60k
Cyber Security Specialist/ Analyst	18k	40k

|CORPORATE SERVICES



Despite having a strong pool of talent in the China market, companies still face challenges in talent needs due to the upsurge in overseas investments and the increasing number of startup companies in China. Overseas investments have increased, leading to a strong demand for accounting and finance professionals. Amongst various corporate service functions, Human Resource function is one of the highest in demand, with a fluctuating increment in salary. According to LinkedIn, human resource takes up a significant 71% of the overall jobs in China's Corporate Service sector. Similarly, demand for sales and marketing personnel will also rise accordingly with the influx of startups and players in the ecommerce industry.

Characteristics of employees demanded by organizations include candidate's soft skills, communication skills and cultural fit due to a higher possibility of value adding to the company. Candidates who are interested in the industries should possess these skills and versatility in order to be considered.

| ACCOUNTING AND FINANCE

Role	Min Salary Per Month (RMB)	Max Salary Per Month (RMB)
Chief Financial Officer	100k	150k
Finance Director	70k	150k
Financial Controller	40k	60k
Finance Manager	25k	40k
Accounting Manager	25k	37k
Financial Analyst	15k	20k
Internal Audit Manager	40k	75k
Tax Director	60k	110k
Tax Manager	36k	70k
Tax Accountant	11k	21k
Treasury Director	80k	165k
Treasury Manager	40k	56k
Risk Control Director	40k	70k
Risk Control Senior Associates	25k	40k

| HUMAN RESOURCE

Role	Min Salary Per Month (RMB)	Max Salary Per Month (RMB)
Head of HR	50k	80k
HR Director	40k	60k
HR Manager/ Business Partner*	25k	35k
HR Generalist	15k	20k
C&B Specialist	15k	20k
Payroll specialist	15k	20k
L&D Manager	25k	35k
Talent Acquisition/ Management Specialist	15k	25k
HRIS Manager	20k	35k

| LEGAL COUNSEL

Role	Min Salary Per Month (RMB)	Max Salary Per Month (RMB)
General Counsel	70k	300k
Senior Counsel (10+ PQE)	50k	160k
Legal Counsel (7- 10 PQE)	30k	120k
Legal Counsel (4 -6 PQE)	15k	60k
Legal Associate (1- 3 PQE)	8k	34k

|MARKETING AND COMMUNICATIONS

Role	Min Salary Per Month (RMB)	Max Salary Per Month (RMB)
Marketing Director	60k	110k
Marketing Communications Manager	20k	50k
Public Relations Specialist	9k	12k
Public Relations Manager	20k	56k
Digital Marketing Manager	20k	45k
Brand Manager	20k	38k
Product Marketing Manager	37k	58k

|OFFICE SUPPORT

Role	Min Salary Per Month (RMB)	Max Salary Per Month (RMB)
Executive Assistant to Senior Leadership	21k	40k
Administration Manager	14k	58k
Front Desk Assistant	3k	9k
Administration Assistant	8k	10k

|ABOUT US

TalentStork is a boutique Executive Search Firm that provides consulting services for your recruitment needs. We pride ourselves in making sure that our Clients only hire the best of what they need.

Our team do not merely staff a headcount. As trusted advisors, we take on a proactive approach in understanding your business first which will guide us to identify current and future business drivers, define the success factors to be achieved and establish the calibre of talent required to execute your strategies.

Our consultants not only bring with them significant business experience in their own industries but also a drive to keep abreast of the desiderata of your industry, making sure we know as much as you do. Backed by exceptional research professionals and world-class technological platforms, we collaborate as a team to consistently provide rich insights and superior value to both our clients and candidates.

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For more information or enquiries, visit us at www.talentstork.com

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- HRinasia
- China Daily

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