



THE RECRUITMENT MARKET IN CHINA GREW AT A CONSERVATIVE PACE IN 2015. WHILE COMPANIES WERE MORE CAUTIOUS ABOUT ADDING NEW HEADCOUNT, HIRING FOR REPLACEMENT-BASED AND STRATEGIC POSITIONS CONTINUED TO DRIVE RECRUITMENT ACTIVITY AND THE DEMAND FOR TOP CANDIDATES.

2015 INSIGHT

Although fewer new positions came to market as companies scaled back their expansion plans, there were key pockets of hiring activity. The IT recruitment market was very strong in 2015 with many new positions created. For example, the government's 'Internet Plus' strategy, which aims to drive growth by integrating internet technologies with business, rapidly increased the demand for IT and internet-related talent. Emerging industries such as pharmaceuticals, medical devices and healthcare also showed promising growth as a result of the country's ageing population and increasing focus on health and well-being.

The slowdown in hiring was more apparent in the manufacturing sector due to the rising costs of operating in China, however there were still opportunities for professionals with niche expertise. As manufacturers focused on cost savings and improving business efficiency

through centralising resources, process reengineering and automation, professionals experienced in purchasing, planning, supplier/vendor management, R&D and lean operations were sought after. The emphasis on improving product quality to stay competitive also meant that engineers and project & product development managers with strong technical skills were in high demand.

After several years of rapid growth in salaries across China, the level of salary increments slowed in 2015. The average rise was still positive: 10-20% for job movers and 5-7% for those who stayed at their current company. Some professionals were even willing to accept the same or a reduced salary to move to a more promising company or industry.

2016 EXPECTATIONS

Overall, we anticipate stable hiring levels in 2016 as the recruitment market continues to mature and evolve.

The IT industry will continue to be a key driver for growth. Digital, mobile and e-commerce related business will also carry on growing in importance across China, increasing the demand for user-experience specialists, mobile engineers and software developers.

While companies are likely to remain cost-conscious, increasing profits is still a more important item on the agenda. Therefore, sales managers with a strong track record of performance will be in high demand to help grow revenue and develop new markets.

In the banking and financial services sector, we expect to see more growth in non-traditional areas, such as wealth management, asset management and internet finance. Within middle and back office functions, risk, compliance and audit will continue to be a priority in 2016.

With more mergers, acquisitions and restructurings on the horizon, we anticipate jobseekers will place more emphasis on job security in the year ahead. We therefore expect to see much less 'job-hopping' than in previous years as candidates focus on gaining more experience and developing their skill sets in their job. Consequently, professionals will be more selective when choosing a new role.

Similarly, companies will be stricter with their hiring requirements, focusing on candidates who can add real value to the business. Bilingual professionals with regional experience and strong commercial acumen will be highly sought after by companies across sectors.



We anticipate stable hiring levels in 2016 as the recruitment market continues to mature and evolve.



+ 4% (AJI)

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

+ 22% (AJI)

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

+ 14% (AJI)

Year-on-year increase in advertised roles in **accounting and finance**



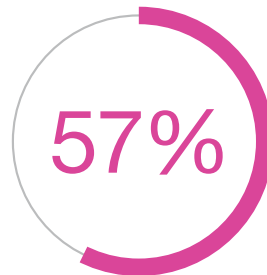
KEY FINDINGS

The IT sector will continue to outperform and act as a key driver for growth in 2016 – demand will be particularly high for user-experience specialists, mobile engineers and software developers across digital-related businesses.

With consolidation expected across the business environment, candidates will place a higher emphasis on the potential of the position and the organisation when making their next career move.

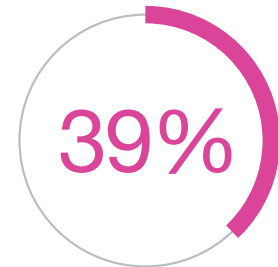
Chinese candidates who would turn down a job offer due to a poor interview experience

(Whitepaper)



Chinese candidates who want to meet their team during the interview process

(Whitepaper)



TOP 4 SECTORS BY ADVERTISED JOB VOLUME (AJI)

1

Information technology

2

Accounting & finance

3

Merchandising & purchasing

4

Sales & business development

AJI: Robert Walters Asia Job Index, Q1-Q3 2014 v 2015

Whitepaper: Robert Walters Research, 'Optimising the Interview Process' 2015, 1,570 respondents

OVERVIEW

ACCOUNTING & FINANCE

BEIJING

The Beijing jobs market was stable in 2015. Positions were mainly replacement-based, particularly in slower-growing industries, while sectors experiencing faster growth, such as IT&T, pharmaceuticals and healthcare, added new headcount. To help reduce costs, financial planning and analysis (FP&A) professionals and finance managers with this experience were most in demand. Salaries are likely to remain flat in 2016 and candidates will increasingly look for more responsibility, training opportunities and international rotations when considering new positions.

SHANGHAI

Companies continued to seek technically strong, commercially-orientated finance professionals who could interact with the wider business, as finance became less of a reporting function to one supporting business decisions. The increasing expectation for senior finance professionals to take a key position in steering the strategic direction of the business has meant increasingly tight competition for this unique skill set across all sectors. Similar to Beijing, companies in Shanghai focused on reducing costs. In 2016, people with this experience and shared services centre expertise will be in high demand, as will bilingual candidates. Salary increments slowed down and we saw mid-level job movers receive 15-20% increases, while non-movers received 5-7% increments. Meanwhile, senior-level professionals focused on wider benefits beyond salary.

SUZHOU

There was stable growth in recruitment in 2015. Positions in Suzhou were mainly replacement-based while investment in nearby cities, such as Taicang and Changshu, saw new roles being created. Professionals with good business acumen will continue to be in demand in 2016 as the growth of domestic business and the local government encourages the development of the services industry.

With more uncertainties in the economy, companies sought to keep costs down and this drove the demand for professionals experienced in costing, controlling and business analysis – this is likely to continue in the near future. Commercially-minded finance and FP&A managers were also needed as China continues to become a more important market for multinational corporations. The average salary increment was 20% for new roles and 5-8% for non-movers; this is likely to continue in 2016.

BANKING & FINANCIAL SERVICES

The economic slowdown affected banks' hiring appetite in 2015, however, recruitment across the financial services sector remained active. The biggest growth was seen in local financial services firms and non-traditional financial services areas, such as internet finance and wealth management. Some smaller financial services firms – for example, those providing online trading platforms and financial market data – established or expanded their presence in China, which led to increased demand across the front, middle and back office functions.

Within the front office, there was an ongoing call for relationship managers to help grow revenue. However, the strongest candidates – proactive, results-driven professionals who know the market and have strong connections and overseas experience – were hard to attract, as they were frequently given counter-offers to stay in their current roles.

In the middle and back office space, growth was focused on the middle office functions of risk, compliance and audit, to ensure banks could meet their regulatory requirements. Risk was particularly active due to a new risk-based policy that insurance companies had to adopt.

Looking ahead in an uncertain economy, we expect many banks to remain cautious about hiring and focus mainly on filling replacement roles. However, non-traditional banking areas, such as wealth management, asset management and internet finance will continue to grow as an expanding, affluent population seeks new channels for investment.

Within middle and back office functions, risk, compliance and audit will continue to be a priority in 2016, with credit and operational risk being particular growth areas. Professionals with strong language skills, an understanding of the Chinese market and the latest regulations will be highly sought after.

The average salary increment was 10-20% for job movers, although some strong candidates in talent-short areas commanded more. We anticipate similar increases in 2016.

KEY TRENDS

- ▶ Companies will remain cautious when considering expansion and hiring plans in 2016; however the market will still be candidate driven as the demand for top talent outstrips supply.
- ▶ We expect continued growth in the technology, internet, pharmaceutical, medical devices and healthcare industries, creating many new positions.
- ▶ As companies focus on cost savings and increasing productivity through measures including centralising resources, we anticipate growth in the number of regional and corporate-based positions.
- ▶ After several years of rapid growth in salaries, the level of salary increments will be more stable in 2016 amid a more cautious business environment.

HUMAN RESOURCES

BEIJING

The Beijing market was stable in 2015 with a focus on replacement hires. However, we saw new positions being created in fast-growing industries such as IT&T, pharmaceuticals and healthcare. HR continued its evolution, becoming more closely involved in the business and management, and professionals with strong commercial acumen were the most sought after. In a more conservative market, salaries were, and will continue to be, fairly flat. Therefore, employers should focus on other factors, such as offering greater responsibility, to attract talent.

SHANGHAI

There was significant demand in Shanghai for bilingual HR professionals, especially in large multinational companies – they particularly needed HR practitioners who understood the Chinese perspective and could balance this with international best practice. There is likely to be a shift towards specialisation within HR functions in 2016, leading to a demand for specialists in areas such as talent acquisition and HR systems. More APAC regional-level

roles may also become available, as the central location of Shanghai makes it a good base for China's operations. Job movers will be able to command a 10-15% salary increment in 2016, with 5-7% increases expected for those staying in their current roles.

SUZHOU

While manufacturing slowed in 2015, there was a greater need for HR staff in emerging sectors such as e-commerce, technology and research & development. Hiring managers particularly wanted HR professionals who were energetic, commercially-minded and experienced in complex reporting lines. Employee relations and talent management were also sought-after skill sets due to restructuring, organisational changes and development. In 2016, professionals staying in their roles can expect an 8% salary increase, while those moving jobs can expect 10% salary increments, rising to 20-25% when moving to nearby, talent-short areas such as Zhejiang.

INFORMATION TECHNOLOGY

The IT recruitment market was very strong in 2015 with many new positions created. New start-ups entered China, and the government's

'Internet Plus' strategy – which aims to drive economic growth by integrating internet technologies with manufacturing and business – fuelled the demand for IT professionals.

Internet-related talent was in highest demand – this is a relatively new business area in China and there was an acute candidate shortage. Professionals with experience of data analysis, internet finance, digital and e-commerce platforms, as well as hands-on coding and programming skills, were particularly sought after.

In 2016, digital, mobile and e-commerce related business will continue to grow in importance across China. This will drive demand for product and operations managers who can demonstrate expertise in user experience, develop better products and improve workflows of systems and platforms. Mobile engineers with experience on Android and iOS platforms will also be popular, as will software developers with PHP and Python experience.

Internet finance will remain a growth area and firms will seek professionals with experience in coding, risk control, internet security and data analysis. Companies will also actively look for business relationship managers who can work across business units to identify IT needs and support the growth of the business. Key requirements for these roles will include an in-depth understanding of the relevant industry, a background in IT, good business acumen, strategic thinking and communication skills.

Overall, we expect the market to remain active in 2016. However, companies may become more pragmatic and focus on how the candidate's skill sets can add value to the business. The average salary increment for professionals moving jobs in 2015 was 20%, and this is likely to continue in 2016. However, many candidates will also consider non-monetary factors, including an organisation's management style, growth potential, and other benefits – such as the availability of stock options – when looking for new roles. Some are even willing to take a pay cut to move to their ideal job if the rest of the package is enticing.



OVERVIEW

OPERATIONS & MANUFACTURING

SUZHOU – ENGINEERING

Despite a slowdown in the economy, the demand for technical engineering professionals in Suzhou remained stable in 2015. Senior engineers and engineering managers were the most in-demand positions. The electronics industry was, in relative terms, the most active in hiring, as sub-contractors opened offices in China and needed more staff to help manage the operations. Average salary increments were 15-20% for movers and 5-10% for non-movers.

A similar trend is expected in 2016, with high demand for R&D professionals, project and product development managers, especially for talent with eight years' experience or more. The sector is short of candidates and the situation is particularly acute in niche industries, such as automation and robotics. Professionals with strong technical skills will be highly sought after across industries and sub-functions, and research and development will be a key growth area.

SUZHOU – OPERATIONS & LEAN

In 2015, the rising costs of operating in China caused a number of manufacturing plants to move to lower-cost locations and this placed a restriction on the creation of new roles. Despite this outflow, organisations maintained stable demand for replacing positions, such as plant and operations managers.

Lean manufacturing was a big growth area, as companies sought to reduce waste and manage costs. Improving efficiency, as well as raising the quality and safety of the products and plants, will be a key theme for 2016.

Average salary increments were 10-15% for professionals moving jobs, and 5-8% for those staying in their roles. Similar trends are expected in 2016 and talent with strong technical skills will be in demand throughout the year. Continued growth is also expected in the lean area, and an increase in automation will drive a need for such specialists.

SUZHOU – QUALITY & EHS

Companies continued to pay increasing attention to quality issues and environmental health and safety in 2015, partly due to the Tianjin explosions and multiple elevator incidents across the country.

In 2016, the traditional manufacturing sector may continue to slow down, but more opportunities are expected in emerging industries such as e-commerce, pharmaceuticals and medical services. There will be fewer plant-level quality positions, but we expect a rise in regional and senior-level positions as companies seek to manage costs.

An increase in supplier-quality positions is also expected, driven by greater numbers of trading offices in Suzhou. Average salary increments in 2015 were 15-20% for job movers and 8-10% for those staying in their roles, this will continue in 2016.

SHANGHAI – OPERATIONS & MANUFACTURING

The manufacturing sector experienced a slowdown in 2015. Mergers in the sector created some redundancies in local plants and some factories moved out of Shanghai due to rising costs. However, there was an increase in regional roles and corporate-based positions, such as regional operations managers. This was driven by companies focusing on improving processes and controlling costs by centralising the management of resources that were previously spread across multiple plants.

Average salary increments for job movers were 20%, while those choosing to stay in their roles received an increase of around 7%. However, salaries remained flat in some cases where companies' performance was sluggish. We expect similar trends in 2016 with more corporate-based new positions, while plant-level roles will mainly be replacement-based.

SALES & MARKETING

SHANGHAI – FMCG

The global economic climate resulted in some restructuring within FMCG multinationals in

2015. However, new companies continued to enter China and this trend will continue in 2016. New entrants will mainly be producers of imported products, such as food, beverages and consumer durables, to target a growing population who place more focus on the health and safety of the goods they consume. Digitalisation and e-commerce will remain a priority, driving the demand for e-commerce, communications and digital marketing specialists.

With increasing market volatility, companies will also seek adaptable professionals experienced in dealing with changing markets and new strategies. Sales candidates with distribution experience will also be in demand as companies seek to grow their presence and sales in lower-tier (medium-sized provincial) cities. As the demand for these sought-after professionals outstrips supply, job movers are likely to command 20-30% increases when moving in 2016, while non-movers will receive, on average, a 7% increment.

SHANGHAI – INDUSTRIAL

Recruitment activity in the industrial sales sector started off slowly in quarter one, but was followed by surges across industries through quarters two and three. However, there was a noticeable slowdown in the automotive sector due to a decrease in car buying, which led tier one and tier two automotive suppliers to be more cautious about hiring. However, this drove an influx of stable and experienced automotive candidates to the market to look for new opportunities in other industries.

In our view, the market will remain active in 2016 and companies will be looking for mid-level key account, business development and sales managers to help drive revenue. Job movers are likely to command 15-17% increases when moving in 2016, while non-movers will receive an average of 7-8% increments.

SHANGHAI – PROFESSIONAL SERVICES

It was a promising year for the professional services industry, with more solutions-orientated companies entering China or moving their headquarters or core business to the country. A number of digital agencies and third-party

payment solutions providers also entered China, seeing the potential in the market. This positive market atmosphere meant that job movers received salary increases of 20-30%. Similar trends are forecasted for 2016.

More boutique firms and specialist service providers are expected to enter China and drive new hiring activity. There will be particularly high demand for bilingual professionals who are familiar with the market, understand client resources and have strong communication and leadership skills. Commercial acumen developed in advertising, media and online agencies will be a valuable quality as well.

SHANGHAI – RETAIL & LUXURY

The retail and luxury market was stable, with slight growth in 2015. Luxury brands had a growing awareness of using customer insights to maintain relationships with VIPs, and also invested more in e-commerce and digital operations. We expect to see similar trends in 2016. Despite e-commerce's increasing popularity, good store managers will always be sought after, and visual merchandising specialists will remain in demand as brands maintain their presence and attract customers via physical outlets. We anticipate that job movers are likely to command 10-20% increases when moving in 2016.



SUZHOU – INDUSTRIAL

In a slowing economic climate, companies looked to hire additional sales professionals to help find new opportunities, develop new markets and carry out strategic marketing. These professionals will again be particularly in demand during 2016. Under-performing staff were being replaced, which created more replacement roles. Salary increments varied in 2015 – some candidates were prepared to accept a pay cut to switch to a company or industry with long-term growth potential, but, on average, job movers received 10-15% increases while non-movers received 5-8%. While similar trends are expected in 2016, pharmaceutical, medical services and energy-related industries are set to show more promising growth.

BEIJING – SALES

In contrast to previous years, when companies looked to hire strong salespeople who could make individual contributions to growth, employers in 2015 focused on finding professionals with strong team management skills. This trend will continue in 2016 as companies seek to increase the productivity of their teams. Professionals with an IT&T background will also remain in demand. As the market was more conservative in 2015, salaries were quite flat and this is likely to continue in 2016.

SUPPLY CHAIN & PROCUREMENT

SUZHOU – SUPPLY CHAIN & PROCUREMENT

The jobs market slowed down in 2015, especially within the automotive industry, but there was active growth in the consumer electronics sector. There were also fewer global sourcing positions due to the rising costs in China. In 2016, companies will continue to focus on cost savings. In particular, the need to keep costs down in the early stages of the production process will drive recruitment for overall supply chain management, planning and supplier/vendor management professionals. More companies will look to hire those with relevant technical backgrounds for sourcing roles to improve supplier quality.

Candidates with experience in matrix reporting lines will also be sought after, as professionals often need to communicate with multiple parties, such as clients, management, internal colleagues and factories. As in 2016, the average salary increments are likely to be 10-15% for job movers and 3-5% for employees staying in their roles.

SHANGHAI – SUPPLY CHAIN & QUALITY

In 2015, organisations focused on process reengineering and cost optimisation to improve efficiency all round. This led to an increase of available regional roles and corporate-based positions to facilitate the centralising of resources. There was also an increase in purchasing positions as organisations sought to improve supplier and vendor management and keep costs down in the early stages of the production process.

In 2016, companies will look to hire professionals with specialist technical backgrounds as they often have a deeper understanding of the products and can help improve supplier quality.

Average salary increments for job movers were 20%, compared to 7% for those remaining in their roles in 2015. However, salaries stayed flat in some industries where performance was sluggish. In 2016, similar trends are expected with more hiring for corporate-based positions. Plant-level roles will mainly be replacement hires.

BEIJING

SALARIES

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Chief Financial Officer	1.7 - 2.3m	1.5 - 2.0m
Finance Director	900k - 1.5m	700k - 1.0m
Financial Controller	700k - 1.2m	600k - 1.0m
Shared Services Manager	650k - 1.0m	600k - 1.0m
FP&A Manager	350 - 650k	350 - 600k
Treasury Manager	600 - 750k	600 - 750k
Internal Audit Manager	550 - 850k	500 - 800k
Tax Manager	500k - 1.2m	500k - 1.0m
Finance Manager	300 - 800k	400 - 700k
Accounting Manager	300 - 550k	300 - 500k
Reporting Manager	350 - 450k	300 - 450k

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
HR Director	1.0 - 1.8m	1.0 - 1.5m
Head of Compensation & Benefits	800k - 1.3m	800k - 1.0m
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	500 - 700k
Recruitment Manager	400 - 600k	400 - 600k

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

BEIJING

SALES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
IT		
Sales VP	1.5 - 2.5m	1.4 - 2.5m
National Sales Director	1.0 - 1.5m	1.0 - 1.5m
Regional Sales Manager	600k - 1.0m	550k - 1.0m
Strategy Alliance Manager	400 - 800k	400 - 800k
Business Development Manager	400 - 800k	400 - 800k
Industrial		
Sales General Manager	800k - 2.0m	800k - 1.8m
Country Manager	1.5 - 2.0m	1.5 - 2.0m
Head of Sales	800k - 1.8m	800k - 1.8m
National Sales Director	800k - 1.8m	800k - 1.8m
Head of Retail	1.0 - 1.7m	1.0 - 1.6m
Head of Product	800k - 1.2m	800k - 1.0m
National Retail Operations Manager	600k - 1.2m	600k - 1.2m
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	200 - 450k
Visual Merchandising Manager	250 - 400k	250 - 400k
Area Manager	200 - 450k	200 - 450k
Global Key Account Manager	600k - 1.0m	600k - 1.0m
Project Sales Manager	350 - 700k	350 - 700k
Key Account Manager	250 - 350k	250 - 350k

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SHANGHAI

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Chief Financial Officer	1.6 - 3.0m	1.7 - 3.3m
Commercial Director	800k - 1.2m	900k - 1.3m
Regional Finance Director	900k - 1.3m	1.0 - 1.4m
Finance Director	800k - 1.3m	900k - 1.4m
Financial Controller	600 - 800k	650 - 850k
Internal Audit Manager	400 - 800k	450 - 850k
FP&A Manager	500 - 700k	550 - 780k
Tax Manager	500 - 800k	550 - 850k
Treasury Manager	400 - 800k	450 - 850k
Finance Manager	300 - 600k	350 - 650k
Financial Analyst	150 - 250k	180 - 280k
Internal Auditor	200 - 400k	220 - 420k

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
HR Director	1.0 - 1.5m	1.1 - 1.6m
Head of Compensation & Benefits	1.0 - 1.5m	1.1 - 1.6m
Head of Organisational Development	1.0 - 1.5m	1.1 - 1.6m
Head of Learning & Development	800k - 1.2m	900k - 1.3m
Head of Talent Acquisition	800k - 1.2m	900k - 1.3m
Compensation & Benefits Manager	500 - 800k	550 - 850k
Talent Acquisition Manager	400 - 700k	450 - 750k
Learning & Development Manager	400 - 700k	450 - 750k
HR Business Partner	300 - 600k	350 - 650k
HR Manager	400 - 700k	450 - 750k
Office Manager	300 - 400k	350 - 420k
Executive Assistant	150 - 350k	180 - 380k

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SHANGHAI

BANKING & FINANCIAL SERVICES FRONT, MIDDLE & BACK OFFICE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Front Office		
Treasury Sales	600 - 900k	800k - 1.2m
Product Manager	500 - 800k	500 - 800k
Senior Relationship Manager	600k - 1.0m	600k - 1.2m
Relationship Manager	400 - 600k	420 - 600k
Trade & Cash Sales	500 - 800k	500 - 850k
Middle Office		
Financial Controller	600 - 850k	600k - 1.0m
Senior Credit Approver	700 - 900k	700k - 1.0m
Credit Approver	350 - 600k	400 - 700k
Audit Manager	300 - 500k	400 - 600k
Compliance Manager	400 - 600k	400 - 600k
AML Manager	350 - 600k	400 - 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 (¥)	
	2015	2016
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	550k - 1.3m	500k - 1.3m
PMO		
Commercial Systems Manager	380 - 700k	380 - 700k
Project Management Officer	300 - 600k	300 - 600k
Service Manager	300 - 500k	300 - 500k
Application Manager	300 - 600k	300 - 600k
ERP		
SAP Manager	400 - 700k	400 - 700k
SAP Consultant	230 - 500k	230 - 500k
Business Analyst	220 - 550k	220 - 600k
Infrastructure		
Data Centre Manager	400 - 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 - 300k	120 - 400k
Data Statistics	200 - 450k	200 - 500k
Product Manager	100 - 400k	150 - 400k

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SHANGHAI

OPERATIONS & MANUFACTURING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Plant GM	800k - 1.5m	800k - 1.5m
Operations Director	800k - 1.2m	800k - 1.5m
Quality Director	700k - 1.5m	700k - 1.2m
Master Black Belt	700k - 1.6m	700k - 1.3m
Operations Manager	600k - 1.0m	600 - 800k
Quality Manager	400 - 650k	400 - 650k
Supplier Quality Manager	400 - 650k	400 - 650k
Production Manager	300 - 600k	300 - 500k
Environmental Health & Safety Manager	300 - 700k	300 - 600k
Project Manager	300 - 550k	300 - 550k
Lean Manager	350 - 550k	350 - 600k
Supplier Quality Engineer	100 - 150k	150 - 180k

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SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Cosmetics		
Brand General Manager	1.2 - 1.6m	1.2 - 1.6m
National Sales Director	800k - 1.2m	800k - 1.3m
National Sales Manager	500 - 800k	500 - 800k
National Sales Operations Manager	350 - 550k	350 - 550k
Regional Sales Manager	350 - 550k	350 - 550k
Marketing Director	800k - 1.2m	900k - 1.2m
Marketing Manager	500 - 800k	550 - 800k
Digital Marketing Manager	300 - 450k	300 - 550k
Group Product Manager	300 - 550k	350 - 550k
Senior Product Manager	250 - 500k	350 - 550k
Trade Marketing/Special Event Manager	250 - 500k	250 - 550k
Public Relations Manager	200 - 500k	300 - 500k
Training Manager	300 - 500k	300 - 550k
Visual Merchandising Manager	250 - 400k	300 - 400k
FMCG - Sales/E-commerce		
Sales General Manager	1.6 - 2.2m	1.6 - 2.3m
National Sales Director	1.0 - 1.8m	1.0 - 1.8m
National Key Account Director	800k - 1.4m	800k - 1.4m
National Key Account Manager	300 - 550k	350 - 550k
National Sales Operations Director	500 - 850k	550 - 900k
National Sales Manager	500 - 750k	600 - 800k
Regional Sales Manager	300 - 600k	350 - 650k
E-commerce Director	600 - 900k	700k - 1.1m
E-commerce Manager	300 - 450k	400 - 500k

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SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
FMCG - Marketing/Branding		
Marketing General Manager	1.5 - 2.1m	1.5 - 2.1m
National Marketing Director	850k - 1.5m	850k - 1.5m
National Marketing Manager	500 - 800k	550 - 850k
Regional Marketing Manager	300 - 450k	350 - 500k
National Trade Marketing Director	600k - 1.2m	600k - 1.2m
National Trade Marketing Manager	300 - 600k	350 - 650k
Regional Trade Marketing Manager	250 - 400k	250 - 450k
Senior Product/Brand Manager	300 - 500k	350 - 550k
Product/Brand Manager	250 - 400k	250 - 400k
Industrial		
Sales General Manager	1.0 - 1.3m	1.1 - 1.4m
Regional Sales Director	900k - 1.1m	900k - 1.2m
National Sales Director	800k - 1.1m	800k - 1.1m
Business Development Manager	500 - 700k	500 - 800k
Regional Sales Manager	400 - 600k	400 - 700k
Global Key Account Manager	400 - 550k	400 - 600k
Channel Sales Manager	300 - 500k	300 - 500k
Key Account Manager	300 - 500k	300 - 500k
Sales Manager	250 - 400k	300 - 500k
Project Sales Manager	250 - 500k	250 - 500k
Account Manager	250 - 400k	300 - 450k
Regional Marketing Director	900k - 1.1m	1.0 - 1.2m
Marketing Director	850k - 1.1m	900k - 1.1m
Marketing Manager	450 - 600k	450 - 600k
Product Marketing Manager	400 - 600k	450 - 700k

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

SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Professional Services		
Executive Director	1.5 - 1.8m	1.5 - 1.8m
Research Director - Agency	800 - 900k	800k - 1.0m
Research Manager - Agency	350 - 450k	350 - 500k
Engagement Manager - Consulting	850k - 1.0m	1.2 - 1.8m
Strategic Planning Manager - Corporate	500 - 800k	600 - 800k
PR Director	700k - 1.2m	600k - 1.2m
PR Manager	300 - 550k	300 - 600k
Business Development Director	800k - 1.0m	800k - 1.2m
Business Development Manager	350 - 500k	350 - 600k
Marketing Director	800k - 1.0m	1.0 - 1.2m
Marketing Manager	350 - 500k	350 - 550k
General Manager	1.2 - 2.0m	1.5 - 2.0m
Account Director	500 - 800k	600 - 800k
Account Manager	300 - 500k	350 - 550k
Sales Director	600 - 900k	600k - 1.0m
Sales Manager	300 - 500k	350 - 550k
Retail & Luxury - Management		
Country Manager	1.4 - 2.5m	1.5 - 3.0m
Head of Sales	1.0 - 1.8m	1.0 - 2.0m
Regional Director	800k - 1.2m	800k - 1.2m
Brand General Manager	800k - 1.5m	800k - 1.6m
Head of Product	1.0 - 1.5m	800k - 1.5m
Head of Marketing	800k - 2.0m	800k - 2.0m
Head of Retail	1.0 - 1.5m	800k - 1.2m

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

SHANGHAI

SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Retail & Luxury - National/Regional		
National Sales Manager	600k - 1.0m	500k - 1.0m
National Retail Operations Manager	500 - 800k	500 - 800k
Merchandising Manager	500 - 700k	400 - 700k
Store General Manager	400k - 1.0m	400 - 700k
Area Manager	350 - 700k	300 - 600k
Regional Sales Manager	300 - 500k	250 - 450k
Training Manager	250 - 500k	250 - 500k
Business Development Manager	300 - 700k	350 - 650k
Digital Marketing Manager	300 - 600k	300 - 600k
Area Sales Manager	200 - 500k	250 - 450k
Marketing Communications Manager	300 - 500k	300 - 500k
Visual Merchandising Manager	250 - 450k	250 - 450k
PR Manager	300 - 600k	300 - 500k
PR & Events Manager	400 - 600k	350 - 450k
Product Manager	300 - 500k	300 - 450k
Purchasing Manager	300 - 500k	300 - 500k
Retail Marketing Manager	300 - 550k	300 - 500k
Store Manager	200 - 400k	200 - 350k
Department Manager	150 - 250k	150 - 250k
Division Manager	250 - 350k	200 - 300k

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

SHANGHAI

SUPPLY CHAIN & QUALITY

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Supply Chain VP	1.4 - 2.5m	1.4 - 3.0m
Procurement Director	800k - 1.5m	800k - 1.5m
Supply Chain Director	800k - 2.0m	800k - 2.0m
Supply Chain Manager	400 - 600k	400 - 600k
APAC Sourcing Manager	400 - 600k	400 - 600k
Plant Sourcing Manager	300 - 500k	300 - 500k
Logistics Manager	400 - 600k	300 - 500k
Commodity Manager	400 - 600k	300 - 550k
Demand Planning Manager	350 - 600k	350 - 450k
Warehouse Manager	350 - 600k	300 - 400k
Supplier Development Manager	300 - 450k	350 - 550k

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

SUZHOU

SALARIES

ACCOUNTING & FINANCE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Chief Financial Officer	800k - 1.3m	1.0 - 1.5m
Finance Director	600k - 1.0m	600k - 1.0m
Financial Controller	400 - 800k	400 - 800k
Internal Audit Manager	300 - 600k	300 - 600k
Financial Analysis Manager	300 - 500k	300 - 550k
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 (¥)	
	2015	2016
Technical Director	900k - 1.3m	900k - 1.3m
R&D Director	800k - 1.6m	800k - 1.6m
Engineering Director	600k - 1.3m	600k - 1.3m
R&D Manager	450 - 600k	500 - 650k
Engineering Manager	400 - 650k	450 - 650k
Project Manager	250 - 500k	250 - 500k
Maintenance Manager	250 - 500k	300 - 500k
Automation Manager	250 - 400k	250 - 400k
Design Engineer	150 - 300k	180 - 300k
ME Engineer	120 - 270k	150 - 300k
Application Engineer	150 - 250k	180 - 300k

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

SUZHOU

SALARIES

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
HR VP	1.1 - 1.7m	1.2 - 1.7m
HR Director	700k - 1.1m	700k - 1.2m
Organisational & Development Manager	400 - 700k	400 - 500k
HR Manager	400 - 600k	400 - 700k
Compensation & Benefits Manager	400 - 500k	350 - 450k
Talent Acquisition Manager	350 - 450k	350 - 450k
Training Manager	350 - 450k	250 - 400k
HR Business Partner	300 - 500k	300 - 500k
Administration Manager	250 - 400k	200 - 400k
Executive Assistant	150 - 250k	150 - 250k

INDUSTRIAL SALES & MARKETING

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Sales General Manager	1.0 - 1.8m	1.0 - 1.8m
Regional Sales Director	900k - 1.5m	900k - 1.5m
Sales Director	700k - 1.2m	700k - 1.2m
Marketing Director	700k - 1.0m	700k - 1.0m
Global Key Account Manager	400 - 500k	600 - 800k
Product Manager	400 - 600k	400 - 600k
Marketing Manager	400 - 600k	500 - 700k
Business Development Manager	400 - 500k	400 - 600k
Regional Sales Manager	300 - 400k	350 - 450k
Marketing Communications Manager	300 - 500k	350 - 500k
Key Account Manager	300 - 450k	300 - 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 (¥)	
	2015	2016
General Manager	1.0 - 2.0m	1.2 - 2.0m
Regional Operations Director	1.0 - 1.5m	1.0 - 1.5m
Plant Manager	600 - 900k	600 - 900k
Manufacturing Manager	400 - 600k	500 - 650k
Lean Manager	400 - 600k	450 - 650k
Moulding Manager	300 - 450k	300 - 450k
Paint Manager	250 - 400k	250 - 400k
Value Stream Manager	250 - 400k	300 - 500k
Production Manager	250 - 400k	250 - 400k
Production Manager - Chemical	300 - 500k	300 - 500k

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SUZHOU

QUALITY & EHS

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Regional Quality Director	700k - 1.5m	700k - 1.5m
Regional RA & QA Director	800k - 1.5m	800k - 1.5m
Regional SQE Manager	600k - 1.0m	600k - 1.0m
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	150 - 250k

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

SUZHOU

SUPPLY CHAIN & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)	
	2015	2016
Supply Chain VP	1.5 - 2.0m	1.5 - 2.0m
Supply Chain Director	700k - 1.1m	700k - 1.1m
Sourcing Director	700k - 1.1m	700k - 1.1m
Supply Chain Manager	350 - 550k	350 - 550k
Sourcing Manager	325 - 450k	300 - 500k
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	225 - 450k	250 - 450k
Sourcing Supervisor	180 - 250k	180 - 250k
Customer Service Manager	250 - 320k	250 - 350k

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