

# Guide to china market



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GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 METHODOLOGY 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 2nd 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.imsinchina.com](http://www.imsinchina.com) For further information please visit or website [www.jmgemini.com](http://www.jmgemini.com) J. M. GEMINI PERSONNEL 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, Interim Management, Temporary/Contract Staff, Visa Service for foreigners, and also can arrange psychometric testing. DIVISIONS Telephone Fax Shanghai HQ (86-21) 64282460 (86-21) 64686478 enquiries@jmgemini.com Beijing Office (86-10) 65670678 (86-10) 65670623 enquiriesbj@jmgemini.com Guangzhou Office (86-20) 83633642 (86-20) <https://assignbuster.com/guide-to-china-market/>

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MARKET SALARIES 2nd quarter 2012 COVERED INDUSTRIES & FUNCTIONS  
page TABLE OF CONTENT 2 ADMINISTRATION 3 FINANCE 4 MERCHANDISING  
6 BANKING/FINANCIAL SERVICES 8 HUMAN RESOURCES 9  
LOGISTICS/TRADING 10 LEGAL 12 MEDIA 13 SALES & MARKETING 14  
INFORMATION TECHNOLOGY 16 MANUFACTURING/ENGINEERING 18 LEAN  
/SIX SIGMA 20 PROJECT MANAGEMENT 21 REAL ESTATE 23 CONSULTING /  
SERVICES 25 2 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012  
POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN  
RMB ADMINISTRATION - CALL 64270491 Junior Secretary 0-1 High-school and  
above 2, 500 - 3, 500 Associate Secretary 1-3 College and above 3, 500 - 6,  
000 Secretary 3-5 College and above 6, 500 - 9, 500 Senior Secretary 5-8  
College and above 10, 00 - 14, 500 Executive Secretary / PA 8+  
College/University 13, 000 - 21, 000 Junior Receptionist 0-2 High-school and  
above 1, 500 - 3, 000 Senior Receptionist 2-4 College 3. 000 - 5, 500 Clerk 0-  
2 High-school and above 1, 500 - 3, 000 Senior Clerk 3 College 3, 000 - 5,  
500 Driver 2-5 High-school and above 2, 500 — 5, 000\*\* \*Not seen as a long-  
term career by candidates, usually evolves into back office administration  
officer \*\*Exclusive of overtime, some companies include a provision for  
overtime, salaries would range between RMB 4, 000 to 5, 000 3 GUIDE TO  
CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS  
EDUCATION MONTHLY SALARY RANGE IN RMB FINANCE - CALL 64270491  
Junior Accounts Clerk 1-2 College 2, 500- 3, 500 Senior Accounts Clerk 2-4  
College 3, 500 - 6, 500 Assistant Accountant 5-6 College or above 6, 500 - 9,  
500 Accountant 5-6 College/University ACCA/CPA Advantageous 10, 000 - 15,  
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000+ 5 yrs. Auditing & Accounting experience University degree CPA/ACCA  
 Qualified 16, 000 - 26, 000+ 3-6 College and above degree in  
 Accounting/Finance 13, 000 — 27, 000+ (Chief) Accountant Finance Analyst  
 Associate RMB Funds 3+ Investment background necessary University  
 Degree 33, 000 — 38, 000 plus 20% bonus 8+ University degree, Big 4  
 experience 35, 000 - 55, 000+ Min 5 yrs managerial grade University degree  
 CPA/ACCA Qualified 25, 000 - 54, 000+ 8+ Accounting background  
 University Degree in Finance, CPA added advantage 30, 000 - 40, 000  
 Finance & Admin Manager 10+ Double degree holder in Finance &  
 Accounting. MBA 20, 000 - 42, 000+ Operations Director 10+ Degree holder  
 in Economics MBA 50, 000+ Finance Director 8+ Degree holder Finance and  
 Accounting, CPA 65, 000+ 6-8 yrs. in MNC CPA or MBA 25, 000 - 45, 000 Sr.  
 Manager, Accounting Services Finance Manager/ Controller Commercial  
 Business Manager Sr. Company Controller 4 GUIDE TO CHINA MARKET  
 SALARIES 2nd quarter 2012 Director of Accounting (Asian Foreigner) BA or  
 MA in Accounting plus CPA 10-15 5 60, 000+ GUIDE TO CHINA MARKET  
 SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION  
 MONTHLY SALARY RANGE IN RMB MERCHANDISING - CALL 64270491 Quality  
 Control 0-2 College 3, 500 - 5, 000+ Office Assistant 2-4 College 7. 000 —  
 10. 000 Merchandiser 3-5 yrs as Assistant Merchandiser/Merchandiser  
 College/University 8, 000 - 13, 000+ Senior Merchandiser 5 yrs as Senior  
 Merchandiser College/Uni degree in Fashion & Clothing or equivalent 13, 000  
 - 17, 000 5+ yrs as Sr Merchandiser University 16, 000 - 25, 000+ Packaging  
 Officer 3 College or above 5, 000 - 7, 500 Textile/Garment Inspector 3+  
 College or above 6, 000 - 10, 000 Textile Designer 3+ College or above 10,  
 000 — 16, 000 Textile Manager Hardgoods 10+ University Degree 30, 000 —

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35, 000 5 Vocational School 7, 000 — 12, 000 Supplier QA Engineer 3-5 University Degree in Engineering 9, 000 — 12, 500 QC Manager 5-7 College and above 14, 000 — 24, 000 Sundries Manager 8-10 College of above 20, 000 — 25, 000 Production & Planning Supervisor 5-7 College or above 12, 000 — 17, 000 Operations Manager/Director 8-10 University Degree 29, 000 — 50, 000 5 Degree in Fashion 25, 000 — 35, 000 Merchandising Manager Head Pattern Maker Textile Liaison Manager 6

GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 GM Sourcing (Foreigner) 20+ University degree 7 100, 000+ GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB

BANKING/FINANCIAL SERVICES - CALL 64270491 Customer Service Officer 1-4 College and above 3, 000 -6, 500 Settlement Clerk 1-3 College and above 3, 000 - 5, 500 Sales / Dealer Assistant 2-4 College and above 5, 000 -8, 500 Bills Officer 3-5 College and above 4, 500 - 7, 500 Credit/Loan Officer or Manager 3-6 College and above 8, 500 - 18, 000 Credit / Risk Analyst 3-8 University Degree Holder MBA Preferred 13, 000 - 21, 000 Marketing Officer/Manager 3-8 Degree Holder MBA Preferred 8, 000 — 25, 000 Compliance Officer 8+ Degree Holder Finance Related MBA Advantageous 26, 000 - 36, 000+ Credit Administrator/Loan Admin. Manager 5-8 College and above 10, 500 -20, 500 Senior Associate / Shanghai Coordinator 3 MA in Finance 15, 000 — 20, 000 Senior Investment Analyst 7+ University Degree in Finance CPA/CFA Preferred 26, 000 — 46, 000 Deputy Representative, Representative Office 5+ Degree Holder Finance Related MBA Advantageous CRM / Key Account Manager 8+ University Degree 45, 000 — 75, 000 BD Director (Beijing and Shanghai Big 4 Firm) 10+ University Degree 60, 000+ COO /Operations Manager 10+ University Degree 50, 000 — 90, 000 Chief

Representative, Bank Branch 5+ University Degree 55, 000 — 95, 000 35, 000 - 55, 000 8 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012

POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB HUMAN RESOURCES - CALL 64270491 HR Officer 2-4 yrs BA in Business 6, 000 - 10, 500 HR Specialist (Training) 3+ yrs College and above 9, 000 — 15, 000 Office Manager 5+ yrs Bachelor's degree in business, accounting, or finance 17, 000 — 30, 000 Administration Manager 4+ yrs BA in Business 17, 000 - 28, 000+ Business Manager 5+ yrs BA Degree Holder, MBA preferred 19, 000 — 35, 000 Training Supervisor 4+ yrs College and above 13, 000 — 18, 000 Training Manager 5+ yrs BA Degree Holder, 17, 000 — 29, 000 HR Leader 5+ yrs BA Degree Holder 18, 000 — 29, 000 5 yrs in management position Graduate in HR Management 20, 000 - 35, 000+ 5+ University degree 25, 000 — 40, 000 10 yrs+ University Degree 60, 000 - 80, 000+ 5+ yrs in management position Graduate in HR Management 60, 000 - 80, 000+ 15+ yrs Master's Degree 70, 000 - 90, 000 HR Manager China HR & Admin Manager HR Director General Manager-Human Resources VP Human Resources 9 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB LOGISTICS/TRADING - CALL 64270491 Shipping Clerk 0-3 College and above 2, 000 - 5, 000 Import/Export Operator 2-3 College or above 4, 000 — 7, 500 Shipping Supervisor 4-6 College and above 8, 500 - 13, 000 Contract Officer (Buyer) 3-5 College and above 6, 000 — 10, 000 Warehouse Manager 3-5 College and above 7, 000 — 15, 000 Product Development Manager 4+ University Degree 12, 000 — 22, 000 Supply Chain Supervisor 5+ University degree 11, 000 — 18, 000 Int'l Supply Chain Development Executive 3+ University Degree 9, 500 — 16, 500 LCL executive 3+ University degree 8, <https://assignbuster.com/guide-to-china-market/>

500 - 12, 000+ Shipping Manager 7 College and above 12, 500 - 21, 000+ Purchasing / Sourcing Manager 6+ Technical Degree Holder + MBA 18, 000 — 30, 000 Logistics Manager 5 yrs managerial experience College/University Degree 15, 000 -30, 000+ Supply Chain Manager 3PL 6+ years in dealing with 3PL companies University degree 22, 000 — 32, 000 Ocean Freight Executive 3+ University degree 8, 500 - 12, 000 Ocean Freight Manager 7+ University degree 18, 000 - 25, 000 Ramp Operation Manager 6+ College and above 14, 000 — 18, 000 Business Operation Manager 10+ Degree in Engineering, MBA or Similar Management Degree 45, 000 + 10 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 Commercial Operation Manager 10+ University Degree in Technology 25, 000 — 45, 000 Regional Sourcing Director 10+ University Degree in Engineering 36, 000 — 60, 000 Procurement Director 10+ Degree in Engineering 50, 000+ Distribution Manager 5+ Graduate of transportation studies 20, 000 — 33, 000 Contracts Manager 8+ Degree in logistics or distribution 40, 000 - 60, 000 General Manager 3PL 8+ University Degree 40, 000 — 80, 000 VP Sea Freight 10+ University degree 40, 000 - 70, 000+ Operations Director 10+ University Degree 80, 000 — 120, 000 5+ years in 3PL University degree 70, 000 — 130, 000 Regional Manager Contract Logistics (Foreigner) 11 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB LEGAL - CALL 64270491 Legal Secretary 1-4 University Degree 6, 000- 15, 000 Translator 1-4 Tertiary Education, proficiency in written Chinese & English 8, 000 - 18, 000+ Senior Secretary/PA to Chief Representative 4+ University Degree 12, 000 - 20, 000+ Office Manager (Law Firm) 4+ BA Degree Holder 16, 000 — 30, 000 Paralegal 4-8 BA Degree Holder 15, 000 — 30, 000 Manager Business

Advisory 4-9 BA Degree Holder 18, 000 — 30, 000 Corporate Secretary 7+ University graduate 40. 000 — 55. 000 10+ yrs Master's Degree 40, 000 — 60, 000 Legal Counsel 12

GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB MEDIA —CALL 64270491 News Editor 1-2 University Degree 5, 000 - 8, 500 Advertising Sales Manager 5+ University Degree 12, 000 -22, 000 Account Manager 5+ University Degree 15, 000 - 28, 000 Associate Account Director 5+ University Degree 25, 000 - 38, 000 Operation Manager/Column Writer Media Publication 3-4 University Degree, Overseas Degree 16, 000 - 28, 000 Min. 5 yrs in CRM agency University Degree 30, 000 - 50, 000 8+yrs in 4A agencies University Degree 50, 000 — 90, 000 10+ in outdoor advertising University degree 70, 000 — 100, 000 Account Director Sr. Account Director/Head of Branch (Asian Foreigner) CEO Advertising 13

GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB SALES & MARKETING - CALL 64270491 Operation Executive (Sales Admin.) 3+ College and above 5, 000 — 8, 500 Senior Sales Co-ordinator 5+ University Degree 8, 500 — 13, 000 Field Sales Engineer 5-10 Degree and experience abroad 20, 000 — 30, 000 Sales Representative 1-3 College and above 4, 000 - 6, 000 + Commission Marketing Co-ordinator 5+ College or above 8, 000 — 12, 000 Marketing Executive 1-3 College and above 6, 000 — 12, 000 PR Executive 3-5 University degree 8, 000 — 15, 000 Project Manager 3+ College and above 12, 000 - 22, 000 PR Manager 5+ University Degree 20, 000 — 30, 000 Regional Sales Manager 5-8 University Degree, evtl. MBA 26, 000 - 36, 000+ Int'l Key Account Manager 5-8 University Degree in Engineering 17, 000 — 35, 000 Promotion Supervisor 3+ Up to College Level 7, 000 — 12, 500



Marketing Strategic Alliance Senior Manager 6+ University Degree in Engineering 25, 000 — 35, 000+ Sales Operation Supervisor 3 University Degree 12, 000 — 18, 500+ Sales Manager / Engineer 5+ Technical Degree Holder 14, 000- 25, 000 Chain Store Manager 7+ College or above 16, 000 - 26, 000 Brand Marketing Manager 8+ College Degree or above 20, 000 - 28, 000 14 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 North China Manager (or South & Central China) 8+ University Degree, MBA Holder 26, 000 -42, 000 National Sales & Marketing Manager 8+ University Degree, MBA Holder 30, 000 - 50, 000+ National Business Manager 15+ University Degree 37, 000 - 57, 000 8+ years and international experience University Degree 45, 000-70, 000 Marketing Director 10+ University Degree, MBA holder 50, 000 - 75, 000 Marketing Director (foreigner) 10+ University Degree, 70, 000 — 120, 000 5 - 10 University Degree, MBA holder 35, 000 - 70, 000 General Manager Marketing 10 — 15 Business Degree as post graduate 75, 000 — 120, 000 Commercial Director China 10+ University degree of Western University 40, 000 — 80, 000 Managing Director 10+ University Degree, MBA holder 70, 000+ GM Commercial Operations Greater China 15 Engineering degree 50, 000 — 75, 000 Global Business Manager Asia 10 University degree combined with MBA 65, 000+ General Manager CRM 15+ University Degree 100, 000 — 150, 000 (Foreigner) Asian Design Markets Manager Sales Director (Retail) 15 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB INFORMATION TECHNOLOGY - CALL 64270491 Computer Operator 0-2 College and above 3, 000 - 6, 000 Web Designer 2-4 College and above 4, 000 - 8, 000 Senior Operator / Supervisor 2-8 University Certificate/Diploma 7, 000 - 13, 000 Programmer/Technical

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Eng. 0-2 Diploma in Computer Science 5, 000 — 9, 000 Analyst/ Programmer and System/DB Admin 2-4 Degree in Computer Science 6, 000 - 10, 500 Helpdesk Support Engineer 5-8 University Degree 14, 000-22, 000 DVT Specialist 2-5 Technical degree 9, 000 - 16, 000 System/Business Analyst Assistant Project Manager/ Consultant 3-5 Diploma / Degree in Computer Science 10, 000 - 20, 000 Senior SW Engineer 5 to 10 years SW development experience Degree in Computer Science 14, 500 — 22, 000+ Hardware Design Engineer 2-5 years product development experience BSEE 10, 500 — 19, 000 Test Development Engineer 3+ M. S. in Computer Science 10, 000 — 18, 000 Operations Engineer 3+ B. S. in Computer Science 10, 000 — 18, 000 Demonstration Engineer 8+ M. S. in Computer Science 20, 000 — 25, 000 Web Editor / Chief Editor 1-5 Degree in Journalism / English / Chinese 6, 000 — 19, 000+ Bid Development Specialist/Manager 5+ University Degree 13, 000 — 25, 000 BD Manager SAP 5+ University Degree 30, 000 — 40, 000 Plus commission on 16 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 sales SAP Consultant (rare modules) University Degree Good English 20, 000-30, 000 SAP Consultant (common modules) 3-5 University Degree Good English 16, 000 — 26, 000 L2 Data Protection Administrator 5+ Degree in Computer Science Fluent English 16, 000 — 28, 000 L3 Unix System Administrator 5+ Degree. in Computer Science Fluent English 25, 000 — 25, 000 Engineering Manager 10+ B. S. Electrical Engineering 26, 000- 50, 000 IT BD Manager 10+ Degree in Computer Science 25, 000 - 45, 000 BIOS Manager 12+ M. S. in Computer Science 35, 000 - 50, 000 ME Manager 12+ M. S. Mechanical Engineering 40, 000- 60, 000 MIS / IT Manager 6+ Degree in Computer Science 19, 000 - 40, 000 Hardware Development Manager 10+ BS in mechanical or electrical engineering 40, 000 — 55, 000 IT Regional

Manager 10+ M. S. in Computer Sciences 40, 000 - 70, 000 Infrastructure  
 Service Director Asia Pacific 3-5 7+ Degree in Computer Science 45. 000  
 — 80. 000 For those positions that require a strong background in  
 mainframe, AS/400 or VAX platforms, a 10% to 20% increase in salary range  
 is expected. 17 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012  
 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN  
 RMB MANUFACTURING/ENGINEERING - CALL 64270491 Technician/Asst.  
 Engineer 0-2 College and above 3, 000 - 7, 000 Engineer 2-5  
 College/University graduate 5, 000 - 10, 500 Chemical Engineer 3+ Graduate  
 in Polymer Science, Plastic/Chemical —or Material Engineering 10, 000 - 16,  
 000 Mechanical Engineer 3+ Graduate in ME 10, 000 - 16, 000 Senior  
 Engineer 5-8 University graduate 14, 000 - 25, 000 CIGS Engineer 5+  
 University Degree 15, 000 - 30, 000 Development Engineer Lasers 5+  
 University Degree 15, 000 - 30, 000 Plastic Injection Manager 10+ University  
 degree 20, 000-30, 000 Metal Stamping Manager 10+ University degree 20,  
 000 -30, 000 QA Manager 6+ Masters Degree Holder 18, 000 — 26, 000  
 Engineering Manager 8-10 University graduate 20, 000 - 40, 000 Engineering  
 Manager R&D (Asian foreigner) 8-10 University graduate 75, 000 - 100, 000  
 Sales Engineer 2-5 University graduate 8, 000 - 19, 000 Technical Support  
 Engineer 5+ University Degree 10, 000 - 19, 000 Process Engineer / Manager  
 4+ University Degree 14, 000 - 28, 000 Operations Manager 10+ University  
 Degree, MBA 30, 000 - 48, 000+ Technical Expert 8+ Engineering Degree  
 20, 000 — 30, 000 18 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012  
 Operation Engineer 6+ University Degree 11, 000 - 20, 000 Production  
 Supervisor 3+ University degree 13, 000 - 20, 000 OEM Production Manager  
 5+ College and Above 17, 000 - 32, 000 Tooling Manager 10+ University

degree 20, 000 — 30, 000 Moulding Engineer 4+ Technical Precision  
 Engineering Certificate or above 10, 000 — 16, 000 SQE/SDE 4+ Degree in  
 Mechanical/Automotive Engineering, 12, 000-20, 000 Program Manager  
 (Automotive) 5 Degree in Mechanical Engineering, 18, 000 - 35, 000 H&S  
 Coordinator 4+ Degree in Engineering 12, 000 - 20, 000 EHS Manager 8+  
 MS/BS in Chemical Engineering 18, 000 - 30, 000 Plant Manager 8+  
 University degree in Engineering 35, 000 - 60, 000 Plant Manager (foreigner)  
 8+ University degree in Engineering 70, 000 - 110, 000 Site Manager 10+  
 University degree in Engineering 40, 000 - 70, 000 Manufacturing Director  
 15+ MS/BS in Mechanical Engineering 65, 000 —85, 000 General Manager  
 15+ MS/BS in Mechanical Engineering 40, 000 - 100, 000 + Performance  
 Bonus Operations Director 10+ Manufacturing/Chemical Degree 45, 000 - 85,  
 000 Country Sales Manager Lubricants 10+ Engineering/Chemical Degree  
 40, 000 - 65, 000 General Manager Aerospace 10+ University Degree 60,  
 000+ BD Manager Aerospace 5-8 Engineering Degree 25, 000 - 35, 000 19  
 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE  
 IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB LEAN /SIX SIGMA —  
 CALL 18217369844 Black Belt - Chemical 3 University degree 18, 000 — 25,  
 000 Black Belt — Process Improvement Manager 5 University degree 24, 000  
 — 32, 000 Black Belt — Project Leader Process Optimization 5 University  
 degree 25, 000 — 35, 000 Black Belt — Market research 8+ University  
 degree 80, 000 - 110, 000 Master Black Belt — Chemical 8+ University  
 degree 40, 000 — 55, 000 Master Black Belt — Insurance 10+ University  
 degree 80, 000 — 100, 000 Lean Manager - Electronics 10+ Master's degree  
 80, 000+ Lean Director - Electronics 15+ Master's degree 100, 000+  
 Operations Director — Consultancy 15+ Master's degree from a Top School

100, 000+ 20 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012  
POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN  
RMB PROJECT MANAGEMENT — CALL 64270491 Project Engineer 2-4  
University graduate in Engineering 10, 000 — 18, 000 MES BD Manager 5  
Degree in Engineering 12, 000 — 22, 000 Senior Project Engineer 6+ Degree  
in Engineering 16, 000 — 27, 000 Construction Estimator 4+ University  
graduate 8, 500 - 12, 500\* Lead Piping Engineer 10+ University graduate 18,  
000 — 35, 000 Mechanical Lead Engineer 8+ University degree 15, 000 —  
30, 000 Electrical Lead Engineer 8+ University degree 15, 000 — 30, 000 I&C  
Lead Engineer 8+ University degree 15, 000 — 30, 000 Lead Healthcare  
Engineer 10+ University degree 18, 000 — 33, 000 GMP Consultant 8+  
University graduate 20, 000 — 45, 000 Senior PCT Engineer 6+ University  
degree 13, 000 — 22, 000 Key Account Manager 6+ Engineering Degree 10,  
000 — 25, 000 Project Engineering Manager Liquid Processing 10+  
Engineering degree 20, 000 — 35, 000 Project Manager 10+ Engineering  
degree, evtl. MBA 24, 000 — 40, 000 Commercialization Leader 5-10  
Engineering degree, evtl. PhD 30, 000 — 45, 000 Construction Manager 10+  
University Graduate, Civil Engineer 20, 000 — 36, 000 Civil/Structural  
Manager 5+ University Graduate, Registered Structural Engineer 15, 000 —  
28, 000 21 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 MEP  
Engineering Manager 5+ University Graduate, Registered E/M engineer  
certificate 15, 000 — 26, 000 Design Manager 8+ University Graduate,  
Registered National Architect 20, 000 — 35, 000 Contracts Manager 8+  
University degree plus National Cost engineer certificate 20, 000 — 35, 000  
Head of Technical Services 10+ University degree 55, 000 — 80, 000 Project  
Director Construction (Asian) 10+ Master degree in Engineering 80, 000 —  
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120, 000 22 GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 POSITION EXPERIENCE IN YEARS EDUCATION MONTHLY SALARY RANGE IN RMB REAL ESTATE — CALL 64270491 Property Analyst 3-4 University graduate Senior Manager Renting 8+ Bachelor or Master's degree 25, 000 — 35, 000 Architect 4+ University Degree 18, 000 — 28, 000 Sr. Architect 10+ University Degree Class 1 registration 25, 000 — 45, 000 Architecture Manager 10+ University Degree 30, 000 — 48, 000 Security Manager 8+ University Degree 18, 000 — 35, 000 National Security Controller 10+ University Degree 20, 000 — 40, 000 Min. 4 yrs Bachelor degree 20, 000- 35, 000 Senior Project Manager (Commercial Fit out) Min. 5 years experience in commercial fit out Bachelor degree 20, 000- 45, 000 Research Manager 3 yrs. Research experience University degree 18, 000 — 28, 000 3 yrs in large investment asset mgmt Bachelor degree 20, 000 — 30, 000 Property Manager (Asian Expatriate) 10 University graduate 60, 000 — 90, 000 Manager, Shopping Centre 10+ University Degree 60, 000 — 100, 000 (local) 90, 000 — 130, 000 (Asian) Master Planner 6+ University graduate 30. 000 — 50. 000 Executive GM Trainee 5+ University graduate 25. 000 — 40. 000 Consultancy Manager Industrial Investment Manager 23 8, 000 - 15, 000

GUIDE TO CHINA MARKET SALARIES 2nd quarter 2012 Property Development Director 10+ University graduate Marketing Director China 10+ in MNC University degree 80, 000 — 100, 000+ Asset Management Director 15+ in MNC University degree 100, 000+ Property Acquisition Director 15+ in MNC University degree 100, 000+ 24 50. 000 — 80. 000

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— 28, 000 Customer and Research Specialist 2-5 Degree from a Top School  
23, 000 — 30, 000 Client Development Specialist 2-5 Degree from a Top  
School 23, 000 — 30, 000 Business Development Manager 8-10 Bachelor or  
Master's degree from a Top School 45, 000 — 55, 000 Product Manager 8+  
Master's degree from a Top School 45, 000 — 55, 000 Deputy Director 10+  
Master's degree from a Top School 70, 000+ Associate Director 10+ Master's  
degree from a Top School 60, 000+ Marketing Manager 6-8 Master's degree  
from a Top School 35, 000 - 45, 000 Business Intelligence Analyst/Manager 5  
University degree 18, 000 — 29, 000 25