

GUIDE TO CHINA MARKET SALARIES 4th 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 For further information please visit or website 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 locals and foreigners, and also can arrange psychometric testing.

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COVERED INDUSTRIES & FUNCTIONS

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POSITION	EXPERIENCE IN YEARS	EDUCATION	MONTHLY SALARY RANGE IN RMB
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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

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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 - 15,000+
(Chief) Accountant	5 yrs. Auditing & Accounting experience	University degree CPA/ACCA Qualified	16,000 - 26,000+
Finance Analyst	3-6	College and above degree in Accounting/Finance	13,000 – 27,000+
Associate RMB Funds	3+ Investment background necessary	University Degree	33,000 – 38,000 plus 20% bonus
Sr. Manager, Accounting Services	8+	University degree, Big 4 experience	35,000 - 55,000+
Finance Manager/ Controller	Min 5 yrs managerial grade	University degree CPA/ACCA Qualified	25,000 - 54,000+
Commercial Business Manager	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+
Sr. Company Controller	6-8 yrs. in MNC	CPA or MBA	25,000 - 45,000

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Director of Accounting (Asian Foreigner)	10-15	BA or MA in Accounting plus CPA	60,000+
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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
Merchandising Manager	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 – 35,000
Head Pattern Maker	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
Textile Liaison Manager	5	Degree in Fashion	25,000 – 35,000

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GM Sourcing (Foreigner)	20+	University degree	100,000+
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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	35,000 - 55,000
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

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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
HR Manager	5 yrs in management position	Graduate in HR Management	20,000 - 35,000+
China HR & Admin Manager	5+	University degree	25,000 – 40,000
HR Director	10 yrs+	University Degree	60,000 - 80,000+
General Manager-Human Resources	5+ yrs in management position	Graduate in HR Management	60,000 - 80,000+
VP Human Resources	15+ yrs	Master's Degree	70,000 - 90,000

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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	8,500 - 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 +

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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
Regional Manager Contract Logistics (Foreigner)	5+ years in 3PL	University degree	70,000 – 130,000

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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
Legal Counsel	10+ yrs	Master's Degree	40,000 – 60,000

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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
Account Director	Min. 5 yrs in CRM agency	University Degree	30,000 - 50,000
Sr. Account Director/Head of Branch (Asian Foreigner)	8+yrs in 4A agencies	University Degree	50,000 – 90,000
CEO Advertising	10+ in outdoor advertising	University degree	70,000 – 100,000

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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

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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
Asian Design Markets Manager	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
Sales Director (Retail)	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)

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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 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

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			sales
SAP Consultant (rare modules)	3-5	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	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.

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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

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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

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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
Asia Enterprise - Master Black Belt (Asian Expatriate)	20+	Master's degree + MBA	85,000 – 100,000 + Allowances
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+

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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

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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 – 120,000
Architect – Façade Package Manager (Western Expatriate)	20+	University degree	170,000+

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REAL ESTATE – CALL 64270491

Property Analyst	3-4	University graduate	8,000 - 15,000
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
Consultancy Manager Industrial	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
Investment Manager	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

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Property Development Director	10+	University graduate	50.000 – 80.000
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+

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CONSULTING / SERVICES – CALL 64270491

Commercial Quality Control Manager	5	University degree	15,000 – 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