



# 1<sup>ST</sup> QUARTER SALARY GUIDE 2021 CHINA



## **Leading Recruitment Across Asia**

From its origins in Hong Kong Gemini has grown to a regional operation with a full service offering that includes permanent and temporary staffing solutions, executive search and selection, outplacement and career transition coaching and leadership development training. This allows Gemini to support clients across every element of their business in Asia.



# ABOUT GEMINI PERSONNEL

Gemini is a leading Recruitment and Executive Search firm in Asia covering temporary, permanent and executive recruitment, Human Resources consulting and related services. Gemini was established in Hong Kong in 1983 and today has offices in Hong Kong, China, Singapore, Thailand and Vietnam. Gemini consultants are industry experts and able to support their clients in finding the right talent on each level in the organisation.

Gemini operates in China through a majority owned enterprise - J.M. Gemini. The company, established in 1993, is recognised as one of the most experienced and knowledgeable recruitment companies in the region. J.M. Gemini is licensed by the Shanghai Personnel Bureau and was one of the first independent recruitment firms in China, specialising in Executive, General and Temporary staffing from offices in Shanghai, Beijing, Guangzhou and Shenzhen. Industry sectors that are supported include, but are not limited to, Manufacturing, Supply-Chain, Logistics, Retail, FMCG, Real Estate & Construction, Hospitality, Telecom, IT, Pharmaceutical and Banking & Finance.

Gemini provides clients with HR solutions in relation to the full employee life cycle, from attraction to retention, and from development to outplacement. We are able to give advice and assistance to clients on numerous aspects

of human resources including payroll and outsourcing services, visa processing, Career Transition and Outplacement services, (psychometric) assessments, and employee training. Gemini produces regular salary surveys in Hong Kong, China, Thailand and Singapore which are available on the website.

Gemini Interim Management Solutions provides executive Interim Management services for organizations that need executives on a short or long term basis to strengthen their executive team, lead a project or programme, provide an injection of skills that are lacking, or to simply transform their business. From CEOs and Managing Directors through to an array of senior management functions – our extensive talent network includes the top interim managers and executives working in Asia today.

Gemini is a member of NPWorldwide, linking over 450 recruitment firms worldwide with a strong presence in Asia, USA, Canada, Australia and Europe. Gemini is also a member of Career Star Group, a global network providing Outplacement and Career Transition services with over 800 offices in 75 countries. With becoming a partner of IXPA, a global network of Interim Management providers, Gemini is able to provide Interim Management solutions to clients globally.





# GEMINI'S SALARY GUIDE

<b>TABLE OF CONTENT</b>	
<b>Administration, Human Resources and Finance</b>	<b>4</b>
<b>Banking and Financial Services</b>	<b>5</b>
<b>Legal</b>	<b>5</b>
<b>Manufacturing</b>	<b>6</b>
<b>Merchandising, Trading and Logistics</b>	<b>7</b>
<b>Project Management</b>	<b>8</b>
<b>Property and Real Estate</b>	<b>8</b>
<b>Retail</b>	<b>9</b>
<b>Sales and Marketing</b>	<b>9</b>
<b>Technology</b>	<b>10</b>
<b>Contact us</b>	<b>11</b>

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

Salary surveys are also available for Hong Kong, Singapore, and Thailand. If you are interested in our services, please submit your enquiry via our website [www.gemini-global.com](http://www.gemini-global.com) or email: [enquiries@jmgemini.com](mailto:enquiries@jmgemini.com)





## Administration and Human Resources

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Secretary	< 5	6 - 14
	6 - 10	14 - 22
	> 10	22 - 30
Administration Management	< 5	6 - 9
	6 - 10	19 - 25
	> 10	25 - 35
Human Resources Generalist	< 5	8 - 15
	6 - 10	20 - 30
	> 10	35 - 50
Learning and Development	< 5	15 - 20
	6 - 10	20 - 30
	> 10	30 - 45
Human Resources Business Partner	< 5	30 - 40
	6 - 10	50 - 70
	> 10	75 - 90

## Finance

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Accounting	< 5	6 - 10
	6 - 10	10 - 20
	> 10	25 - 35
Treasury	< 5	10 - 15
	6 - 10	30 - 50
	> 10	60 - 90+
Tax	< 5	10 - 16
	6 - 10	25 - 35
	> 10	35 - 50
Controller	< 5	20 - 30
	6 - 10	30 - 50
	> 10	65 - 80
CFO	6 - 10	50 - 83
	> 10	83+

## Banking and Financial Services

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Credit	< 5	15 - 20
	6 - 10	20 - 35
	> 10	40 - 60
Compliance	< 5	25 - 35
	6 - 10	35 - 50
	> 10	65 - 80
Sales and Business Development	< 5	20 - 30
	6 - 10	40 - 55
	> 10	65 - 75
Risk	< 5	20 - 30
	6 - 10	25 - 35
	> 10	45 - 60
Senior Management	< 5	40 - 60
	6 - 10	60 - 80
	> 10	80 - 100

## Legal

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Legal Secretary	< 5	8 - 17
	6 - 10	15 - 25
	> 10	30 - 50
Paralegal	< 5	15 - 20
	6 - 10	25 - 35
	> 10	40 - 50
Inhouse Lawyer	< 5	30 - 40
	6 - 10	40 - 50
	> 10	50 - 60
Operations Management	< 5	20 - 30
	6 - 10	25 - 35
	> 10	35 - 50
Legal Counsel	< 5	40 - 50
	6 - 10	45 - 60
	> 10	50 - 70



## Manufacturing

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Engineering	< 5	10 - 18
	6 - 10	18 - 28
	> 10	30 - 50
Supplier Quality Management	< 5	12 - 18
	6 - 10	20 - 28
	> 10	30 - 50
Quality Assurance/Control	< 5	15 - 20
	6 - 10	22 - 39
	> 10	40 - 60
Environment, Health and Safety	< 5	10 - 16
	6 - 10	17 - 23
	> 10	20 - 30
Sales and Business Development	< 5	16 - 22
	6 - 10	25 - 40
	> 10	50 - 80
Operations Management	< 5	20 - 35
	6 - 10	35 - 55
	> 10	55 - 90
Plant Management	< 5	25 - 50
	6 - 10	45 - 75
	> 10	75 - 110

## Merchandising, Trading and Logistics

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Shipping	< 5	4 - 8
	6 - 10	11 - 17
	> 10	16 - 25
Supply Chain	< 5	12 - 20
	6 - 10	18 - 30
	> 10	45 - 80
Warehouse Management	< 5	17 - 30
	6 - 10	30 - 55
	> 10	50 - 70
Merchandiser	< 5	12 - 20
	6 - 10	18 - 36
	> 10	25 - 45
Quality Control	< 5	10 - 16
	6 - 10	20 - 35
	> 10	40 - 60
Textile	< 5	9 - 15
	6 - 10	15 - 25
	> 10	30 - 40
Procurement	< 5	15 - 20
	6 - 10	25 - 45
	> 10	50 - 80
Logistics Management	< 5	15 - 20
	6 - 10	20 - 35
	> 10	40 - 70
Operations Management	< 5	20 - 30
	6 - 10	30 - 50
	> 10	50 - 80

## Project Management

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Project Engineering	< 5	22 - 30
	6 - 10	30 - 40
	>10	40+
(Civil) Construction	< 5	20 - 40
	6 - 10	35 - 55
	> 10	60+
Design/Architecture	< 5	20 - 25
	6 - 10	26 - 35
	> 10	35 - 45
Project Manager	< 5	30 - 45
	6 - 10	45 - 55
	> 10	55+
Sales and Business Development	< 5	30 - 40
	6 - 10	40 - 50
	> 10	50 - 70

## Property and Real Estate

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Architecture	< 5	20 - 30
	6 - 10	30 - 40
	>10	40 - 55
Project Management	< 5	13 - 18
	6 - 10	25 - 40
	> 10	45 - 60
Security	< 5	20 - 30
	6 - 10	25 - 35
	> 10	30 - 45
Investment Management	< 5	25 - 35
	6 - 10	40 - 60
	> 10	60+
Property Management	< 5	25 - 35
	6 - 10	40 - 60
	> 10	70 - 95
Property Development	< 5	30 - 40
	6 - 10	40 - 60
	> 10	60 - 90



## Retail

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Store Manager	< 5	15 - 20
	6 - 10	20 - 30
	> 10	30 - 45
Merchandising Manager	< 5	10 - 15
	6 - 10	20 - 30
	> 10	40+
Operations Management	< 5	15 - 25
	6 - 10	20 - 30
	> 10	35 - 50
Senior Management	< 5	40 - 50
	6 - 10	50 - 60
	> 10	70 - 90

## Sales and Marketing

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
Sales Manager	< 5	10 - 20
	6 - 10	30 - 45
	> 10	50 - 75
Marketing Manager	< 5	10 - 20
	6 - 10	25 - 40
	> 10	50 - 80
E-Commerce Manager	< 5	15 - 20
	6 - 10	25 - 35
	> 10	40 - 60
Key Account Manager	< 5	10 - 20
	6 - 10	20 - 35
	> 10	40 - 60
Public Relations Manager	< 5	15 - 20
	6 - 10	25 - 35
	> 10	40 - 60
Regional Sales Manager	< 5	15 - 25
	6 - 10	30 - 50
	> 10	60 - 80

## Technology

POSITION	EXPERIENCE (YEARS)	MONTHLY SALARY RMB ('000)
<b>Database Administrator Lead/Development Lead</b>	< 5	10 - 15
	6 - 10	15 - 25
	> 10	30 - 45
<b>Game Production</b>	< 5	30 - 40
	6 - 10	50 - 65
	> 10	70 - 90
<b>Back-end Developer</b>	< 5	10 - 15
	6 - 10	15 - 20
	> 10	20 - 40
<b>Front-end Developer</b>	< 5	10 - 15
	6 - 10	15 - 20
	> 10	20 - 40
<b>Hardware Development and Design</b>	< 5	12 - 20
	6 - 10	20 - 30
	> 10	30 - 40
<b>Web Development and Design</b>	< 5	10 - 15
	6 - 10	15 - 25
	> 10	25 - 40
<b>Technical/Helpdesk Support</b>	< 5	15 - 20
	6 - 10	20 - 30
	> 10	35 - 45
<b>Quality Assurance/Testing</b>	< 5	12 - 20
	6 - 10	20 - 30
	> 10	30 - 40
<b>SAP Consulting</b>	< 5	20 - 30
	6 - 10	30 - 40
	> 10	40 - 55
<b>Graphic Design</b>	< 5	10 - 15
	6 - 10	15 - 20
	> 10	25 - 40
<b>IT Management</b>	< 5	20 - 25
	6 - 10	30 - 45
	> 10	50 - 75



# CONTACT US

## Shanghai

**Suite 13G, Shanghai Industrial Investment Building,  
18 Cao Xi Bei Road, Shanghai 200030  
+86 21 64282460/61/67  
enquiries@jmgemini.com**

## Beijing

**Room 505, 5/F, Block A, Landgent Center,  
No. 20 East Middle 3rd Ring Road,  
Chaoyang District, Beijing, 100022  
+86 10 5878 3036/37  
enquiriesbj@jmgemini.com**

## Guangzhou

**07, 18/F, YiAn Plaza, No. 33,  
Jianshe Liu Road,  
Guangzhou  
+86 20 8363 3642/3249/4344  
enquiriesgz@jmgemini.com**

## Shenzhen

**Room 3380, Tower A Stars Plaza, No.38,  
Hua Qiang Bei Rd, Futian District,  
Shenzhen, 518048  
+86 755 2390 5076  
enquiriesz@jmgemini.com**

## Hong Kong

15/Floor, On Hing Building  
No. 1 On Hing Terrace  
Central, Hong Kong  
+852 3552 9100  
gemhq@gemini.com.hk

## Singapore

Grace Global Raffles Building  
137 Market Street, #04-01  
Singapore, 048943  
+65 6238 7069  
gemhq@gemini.sg

## Thailand

Unit 6A05, 6th Floor, Harbor Mall Laem Chabang,  
4/222 Moo 10 Sukhumvit Road,  
Sriracha District, Chon Buri 20230,  
Thailand  
+66 033 146951  
info@geminis.co.th

## Vietnam

Level 56 Bitexco Financial Tower,  
2 Hai Trieu Street, District 1,  
Ho Chi Minh City  
+852 3552 9100  
gemhq@gemini.com.hk



GeminiHongKong



@geminipersonnel



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