



2nd Quarter Salary Guide **2018** Hong Kong



Gemini Personnel 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 Personnel is the flagship company of the group and has grown to become one of Hong Kong's largest recruitment companies with offices in the Central business district and Kowloon. 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 NPAWorldwide, 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

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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 in 2017. Gemini consultants are always available to advise on categories not shown in this guide.

Salary surveys are also available for Singapore, China, and Thailand. If you are interested in our services, please submit your enquiry via our website www.gemini-global.com or email: gemhq@gemini.com.hk



Administration

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Driver	5-10	17-22
Receptionist	2+	12-20
Secretary	3+	15-18+
Executive Secretary / PA / EA	8+	25-40+
Administration Assistant	0-2	10-15
Administration Officer	3-5	15-23
Office Manager	5-10	25-40

Human Resources

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
HR Assistant	2-4	14-18
HR Officer	4-6	18-25
HR Manager	8-10+	30-70
HR Director	15	70-100+
Training Manager	10-12	50-70

Commercial Accounting

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Accounts Clerk	1-2	11-16
Assistant Accountant	2-3	18-24
Accountant	3-5	25-35
Finance Manager	8-10+	40-60
Financial Controller	10-12+	60-90
Finance Director	12-15+	80-120+
Chief Finance Officer	15+	100-160+

Insurance

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Claims Officer	0-3	14-18
Claims Manager	5-10	18-25
Underwriter	0-5	15-35
	6-8	35-65
Actuarial Manager	8-12+	65-100
	0-5	45-65
	6-8	50-70
Business Development Manager	8-12+	80-120
	3-5	35-45+

Risk Management

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Credit Risk	1-4	18-48
	5-8	48-75
	8+	75-120
Market Risk	1-4	40-60
	5-8	60-100
	6-8+	100-167
Operational Risk	1-4	28-48
	5-8	48-65
	8+	65-120

Investment Banking

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HKD</i>
Analyst/Senior Analyst	1-6	25-70
VP	3-5	80-120
Director	6-9	120-200
Managing Director	10+	200+

Private Equity

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Analyst/Senior Analyst	1-6	25-70
VP	3-5	80-120
Director	6-9	120-200
Managing Director	10+	200+



Asset Management

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Research Analyst	1-3	20-40
Senior Research Analyst	4-6	40-60
Institutional Sales	1-4	30-60
	5-9+	50-80
Fund/Portfolio Management	4-6	50-80
	7-10+	70-120

Governance

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
KYC(due diligence)/ client on-boarding – International banks	1-4	25-45
	5-8	45-75
	8+	75-100
Compliance-AML/Surveillance	1-4	25-50
	5-8	50-120
	8+	120-140
Compliance–Control Room	1-4	30-45
	5-8	80-110
	8+	110-140
Compliance–Investment banking	1-4	50-80
	5-8	75-115
	8+	115-130



Legal

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Legal Secretary	2-5	20-40
Company Secretary	3-5	35-40
Company Secretarial Manager	8+	45-70
Paralegal	1-3	20-45

Sales and Marketing

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Marketing Executive	1-4	25-45
Marketing Manager	5-8	45-75
Marketing Director	8+	75-100
Account Executive	1-4	25-50
Account Manager	5-8	50-120
Account Director	8+	120-140
Sales Executive	1-4	30-45
Sales Manager	5-8	80-110
Sales Director	8+	110-140

FMCG / Retail

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Retail Operation Executive	1-3	18-25
Assistant Retail Operations Manager	5-8	25-35
Retail Operations Manager	8-13	30-50
Buyer	2-5	15-25
Assistant Buyer Manager	5-8	25-40+
Buyer Manager	8-10	40+
Assistant Brand Manager	3-5	25-35
Brand Manager	5+	40+
Product Manager	5-8	30-50
Marketing Manager	8-10	30-50
Marketing Director	10-15	70-120
Key Account Manager	5-8	30-50
Sales Director	10-15+	70-100+

Merchandising

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Assistant Merchandiser	1-3	12-15
Merchandiser	3-8	16-25
Senior Merchandiser	8+	25-35
Merchandising Manager	10+	40+
Merchandising Director	10-15+	60-100+



Pharmaceutical

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Clinical Research Assistant	1-2	13-18
Clinical Research Manager	5+	42-53
Product Manager	3-5	35-50
Area Sales Manager	5-8	40-55
Regional Sales Manager	8-10	50-80
Product Specialist	2-3	22-30
Senior Product Specialist	3+	28-35
Medical Sales Executive	2-4	15-20

Engineering and Manufacturing

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Technician/Assistant Engineer	1-2	15-20
Sales Engineer	2-4	15-25
Engineer	2-5	15-25
Senior Engineer	5-7	25-30
Engineering Manager	8-10	35-50
Senior Engineering Manager/Engineering Director	10+	50-80+
Factory Plant Manager	8+	40-80+
General Manager	10+	70-100+

IT

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Programmer	0-2	15-25
Web Programmer	1-5	15-28
Analyst Programmer	2-5	20-40
Help Desk Support	1-3	13-35
System Support	1-3	13-30
Network Support	1-3	15-30
System Administrator	1-3	15-35
System Analyst	5-7	28-55
System/Network Support Manager	6-10	35-70
System Engineer	1-8	20-45
Network & Security Engineer	1-10	20-60
Business Analyst	5-10	25-65
Project Manager	5-10	25-60
IT Manager	8-12	40-80
IT Director	12-15+	80-120+

Logistics

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Shipping Clerk	1-2	12-15
Shipping Manager	8-10	25-35
Sales Coordinator / Administrator	3-5	15-22
Customer Services Representative / Officer	3-5	15-22
Warehouse Supervisor	5-8	15-25
Warehouse and Distribution Manager	10+	35-40
Inventory Controller	2-5	18-25
Inventory Supervisor	2-5	20-30
Operations Manager	5-8	25-45
General Manager	10-15	60-100

Procurement & Supply Chain

<i>Position</i>	<i>Experience (Years)</i>	<i>Monthly Salary HK\$('000)</i>
Supply Chain Officer	3-5	18-25
Supply Chain Manager	8-10	45-65
Supply Chain Director	10+	65-90
Procurement Manager	6-10	45-65
Procurement Director	10-15	95-95

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