



SALARY INFORMATION – ASIA

Accounting & Finance - 2009

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Accounting & Finance



Accounting & Finance		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
CFO					
Small firm	15+	1.5M – 1.8M	200K – 400K	600K – 800K	15M – 20M
Medium / large firm	15+	1.6M – 3M+	250K – 500K	900K – 2.5M	18M+
Regional Finance Director					
Small firm	12+	900K – 1.2M	150K – 250K	550K – 700K	12M – 18M
Medium / large firm	13+	1.2M – 2M	200K – 350K	650K – 1.1M	15M – 20M
Regional Financial Controller					
Small firm	12+	700K – 900K	120K – 170K	350K – 450K	12M – 15M
Medium / large firm	13+	1M – 1.5M	150K – 250K	500K – 900K	12M – 20M
Country Financial Controller					
Small firm	10+	600K – 800K	90K – 120K	300K – 400K	10M – 15M
Medium / large firm	10+	700K – 900K	100K – 150K	400K – 700K	12M – 16M
Finance / Accounting Manager					
Small firm	8+	350K – 450K	70K – 100K	180K – 250K	7M – 10M
Medium / large firm	8+	450K – 600K	70K – 120K	200K – 350K	9M – 12M
Planning & Analysis Manager					
Small firm	7+	450K – 600K	70K – 100K	200K – 400K	8M – 12M
Medium / large firm	7+	550K – 700K	80K – 150K	300K – 800K	10M – 13M
Financial Analyst					
	3 – 4	200K – 300K	40K – 60K	120K – 160K	4M – 6M
	4 – 5	250K – 320K	50K – 75K	140K – 200K	5M – 7M
	5 – 6	300K – 380K	60K – 100K	250K – 400K	7M – 9M
	6+	400K – 650K	> 100K	400K – 600K	8M – 10M
Financial Accountant					
	3 – 4	250K – 300K	40K – 60K	65K	4M – 6M
	4 – 5	280K – 380K	50K – 75K	80K – 100K	5M – 7M
	5 – 6	400K – 450K	50K – 80K	150K – 250K	7M – 8M
Accountant					
Cost Accountant / Analyst	3 – 6	230K – 400K	45K – 80K	65K – 80K	4M – 7M
Senior Costing Analyst	7 – 11	360K – 450K	60K – 100K	150K – 200K	5M – 8M
Costing Controller	12+	550K – 700K	100K – 150K	300K – 400K	8M – 10M

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Treasury					
Analyst	3 – 6	300K – 450K	46K – 80K	150K – 250K	6M – 8M
Manager	7 – 11	450K – 850K	90K – 180K	400K – 700K	8M – 10M
Director	12+	1M – 2M	200K – 350K	500K – 1M	10M – 15M
Credit					
Credit Manager	6+	400K – 600K	70K – 150K	150K – 300K	6M – 8M
Credit Controller	12+	600K – 1M	150K – 280K	–	10M – 12M
Tax					
Advisor / Accountant	5 – 8	350K – 550K	60K – 95K	250K – 450K	6M – 9M
Manager	8+	650K – 1.4M	90K – 180K	350K – 800K	8M – 11M
Director	12+	1.4M – 2M+	200K – 400K	600K – 1.3M	12M – 15M
Internal Audit					
Auditor	3 – 6	260K – 450K	50K – 90K	150K – 400K	6M – 8M
Manager	7 – 11	500K – 800K	100K – 170K	400K – 800K	9M – 13M
Director	12+	1M – 2M	180K+	800K – 1M	14M+
Tax & Audit Professionals from Public Accounting Firms					
Auditor	3	300K – 380K	44K – 50K	150K	4M – 8M
Auditor	4	360K – 420K	50K – 60K	200K	5M – 8.5M
Auditor	5	500K – 600K	60K – 70K	250K	6M – 9M
Auditor	6	600K – 700K	70K – 90K	300K	7M – 10M
Audit Manager	7 – 10	700K – 950K	90K – 130K	400K – 600K	10M – 13M
Senior Audit Manager	11+	1M+	140K – 180K	600K – 800K	11M – 14M
Tax Manager	6 – 8	550K – 750K	70K – 100K	400K – 600K	10M – 12M
Tax Senior Manager	8 – 10	800K – 1M	90K – 130K	500K – 800K	11M – 14M
Tax Director	12+	1M – 2M+	140K – 300K	800K – 1M	13M – 15M

Methodology: This salary information was compiled using the market knowledge of our experienced practice leaders in each industry sector.

Disclaimer: All salary ranges are represented in terms of total annual guaranteed package including guaranteed bonuses and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2009. These are indicative market ranges and are dependent on variable factors including but not limited to experience level, market conditions, company size, industry sector, job scope, etc.

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