



SALARY INFORMATION – ASIA

Accounting & Finance - 2010

SALARY INFORMATION

Accounting & Finance



| Accounting & Finance | | | | |
|--|---------------------|---------------------|--------------------|--------------------|
| | | HONG KONG | SINGAPORE | SHANGHAI |
| | Years of experience | HK\$ Annual package | S\$ Annual package | RMB Annual package |
| CFO | | | | |
| Small firm | 15+ | 1.5M – 1.8M | 200K – 400K | 600K – 800K |
| Medium / large firm | 15+ | 1.6M – 3M+ | 250K – 600K | 900K – 2.5M |
| Regional Finance Director | | | | |
| Small firm | 12+ | 900K – 1.2M | 180K – 250K | 550K – 700K |
| Medium / large firm | 13+ | 1.2M – 2M | 200K – 350K | 650K – 1.1M |
| Regional Financial Controller | | | | |
| Small firm | 12+ | 700K – 900K | 120K – 180K | 400K – 600K |
| Medium / large firm | 13+ | 900K – 1M | 150K – 250K | 500K – 900K |
| Country Financial Controller | | | | |
| Small firm | 10+ | 600K – 800K | 90K – 120K | 300K – 500K |
| Medium / large firm | 10+ | 700K – 900K | 100K – 150K | 400K – 800K |
| Finance / Accounting Manager | | | | |
| Small firm | 8+ | 350K – 450K | 70K – 100K | 180K – 250K |
| Medium / large firm | 8+ | 450K – 600K | 80K – 120K | 200K – 500K |
| Planning & Analysis Manager | | | | |
| Small firm | 8+ | 450K – 600K | 70K – 100K | 200K – 400K |
| Medium / large firm | 8+ | 550K – 700K | 90K – 150K | 300K – 800K |
| Financial Analyst | | | | |
| | 3 – 4 | 250K – 300K | 40K – 60K | 120K – 160K |
| | 5 | 300K – 400K | 50K – 75K | 140K – 250K |
| | 6 | 400K – 480K | 60K – 90K | 300K – 450K |
| | 7+ | 480K+ | 90K – 130K | 400K – 600K |
| Financial Accountant | | | | |
| | 3 – 4 | 250K – 300K | 40K – 60K | 65K |
| | 5 | 280K – 380K | 50K – 75K | 80K – 100K |
| | 6 | 400K – 450K | 70K – 80K | 150K – 250K |
| Accountant | | | | |
| Cost Accountant / Analyst | 3 – 6 | 230K – 400K | 50K – 80K | 65K – 80K |
| Senior Costing Analyst | 7 – 11 | 360K – 450K | 60K – 100K | 150K – 250K |
| Costing Controller | 12+ | 550K – 700K | 100K – 150K | 300K – 400K |

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| | Years of experience | HK\$ Annual package | S\$ Annual package | RMB Annual package |
| Treasury | | | | |
| Analyst | 3 – 6 | 300K – 450K | 46K – 80K | 150K – 250K |
| Manager | 7 – 11 | 450K – 850K | 80K – 180K | 400K – 700K |
| Director | 12+ | 1M – 2M | 200K – 350K | 500K – 1M |
| Credit | | | | |
| Credit Manager | 6+ | 300K – 600K | 70K – 130K | 150K – 400K |
| Credit Controller | 12+ | 600K – 800K | 150K – 220K | NA |
| Tax | | | | |
| Advisor / Accountant | 5 – 8 | 550K – 800K | 60K – 100K | 250K – 450K |
| Manager | 9+ | 800K – 1.4M | 110K – 200K | 350K – 800K |
| Director | 12+ | 1.4M – 2M+ | 250K – 400K | 600K – 1.3M |
| Internal Audit | | | | |
| Auditor | 3 – 6 | 260K – 450K | 50K – 90K | 150K – 400K |
| Manager | 7 – 11 | 500K – 800K | 100K – 170K | 500K – 800K |
| Director | 12+ | 1M – 2M | 180K – 300K | 800K – 1.2M |
| Tax & Audit Professionals from Public Accounting Firms | | | | |
| Auditor | 3 | 300K – 380K | 37K – 50K | 150K |
| Auditor | 4 | 360K – 420K | 50K – 60K | 200K |
| Auditor | 5 | 500K – 600K | 60K – 70K | 250K |
| Auditor | 6 | 600K – 700K | 65K – 90K | 300K |
| Audit Manager | 7 – 10 | 700K – 950K | 80K – 130K | 400K – 600K |
| Senior Audit Manager | 11+ | 1M+ | 140K – 180K | 600K – 800K |
| Tax Manager | 6 – 8 | 700K – 1M | 70K – 100K | 400K – 600K |
| Tax Senior Manager | 9 – 10 | 1M – 1.2M | 90K – 130K | 500K – 800K |
| Tax Director | 12+ | 1.2M – 2M | 140K – 300K | 800K – 1M |

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 2010. 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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