



SALARY INFORMATION – ASIA

Banking & Financial Services - 2009

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Banking & Financial Services



Banking & Financial Services

		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Consumer Banking					
Personal Banking / Relationship Manager					
Associate	3 – 5	180K – 300K	30K – 50K	100K – 200K	6M – 8M
Assistant Vice President	5 – 10	300K – 400K	60K – 90K	200K – 400K	8M – 12M
Vice President	10+	450K+	90K+	400K+	12M+
Wealth Management – Sales					
Associate	3 – 5	240K – 480K	30K – 60K	100K – 200K	6M – 8M
Assistant Vice President	5 – 10	480K – 720K	70K – 120K	200K – 350K	8M – 12M
Vice President	10+	720K+	100K+	350K+	12M+
Product Management / Marketing					
Associate	3 – 5	216K – 336K	20K – 50K	200K – 300K	6M – 9M
Assistant Vice President	5 – 10	300K – 600K	50K – 120K	250K – 400K	10M – 14M
Vice President	10+	600K – 1.2M	100K+	400K+	14M
Credit Risk – Secured / Unsecured					
Associate	3 – 5	180K – 400K	40K – 80K	180K – 300K	6M – 9M
Assistant Vice President	5 – 10	400K – 600K	80K – 150K	300K – 450K	9M – 12M
Vice President	10+	600K – 800K	150K – 350K	400K – 600K	12M+
Corporate Banking					
Cash Management – Product Management / Marketing					
Associate	3 – 5	240K – 360K	45K – 70K	200K – 360K	6M – 9M
Assistant Vice President	5 – 10	360K – 600K	70K – 130K	300K – 450K	9M – 13M
Vice President	10+	600K – 1.2M	120K+	400K – 600K	13M+
Cash Management – Sales					
Associate	3 – 5	324K – 480K	45K – 70K	250K – 400K	8M – 10M
Assistant Vice President	5 – 10	480K – 840K	70K – 130K	400K – 550K	9M – 14M
Vice President	10+	840K – 1.2M+	120K – 180K+	450K – 700K	13M+
Trade Finance – Product Management / Marketing					
Associate	3 – 5	195K – 325K	45K – 70K	200K – 350K	6M – 9M
Assistant Vice President	5 – 10	300K – 600K	70K – 130K	300K – 500K	9M – 13M
Vice President	10+	600K – 1.2M	120K – 160K+	450K – 800K	13M+
Trade Finance – Sales					
Associate	3 – 5	336K – 540K	45K – 70K	200K – 360K	8M – 10M
Assistant Vice President	5 – 10	540K – 840K	70K – 130K	350K – 550K	9M – 14M
Vice President	10+	840K – 1.2M+	120K – 180K+	500K – 800K	13M+

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Corporate – Credit Risk					
Associate	3 – 5	260K – 360K	40K – 60K	200K – 350K	6M – 9M
Assistant Vice President	5 – 10	340K – 600K	55K – 96K	300K – 420K	9M – 13M
Vice President	10+	600K – 1M	90K – 180K+	400K – 700K	13M+
Investment Banking and Global Markets					
Front Office – Corporate Finance					
Analyst	1 – 3	600K – 800K	50K – 80K	200K – 300K	6.5M – 16M
Associate	4 – 6	800K – 1M	70K – 120K	300K – 500K	12M – 22M
Vice President	7 – 10	1M – 1.4M	120K – 180K	500K – 800K	17M – 50M
Director	10 – 15	1.4M – 1.8M	140K – 220K	830K – 1.66M	25M – 70M
Managing Director	15+	1.8M+	250K +	1.5M – 2M	30M+
Front Office – Equity Research					
Analyst	1 – 3	300K – 480K	50K – 72K	200K – 300K	6M – 8M
Associate	3 – 5	600K – 800K	70K – 120K	360K – 550K	6M – 10M
Assistant Vice President	5 – 10	800K – 1M	100K – 140K	500K – 750K	10M – 20M
Vice President	5 – 8	1M – 1.9M	150K+	700K – 900K	10M – 30M
Director	7 – 12+	1.2M – 2M	180K – 280K	830K – 1.7M	20M – 40M
Managing Director	12+	2M – 2.3M	250K	1.5M – 2M	30M – 50M
Front Office – Debt Capital Markets					
Analyst	1 – 3	600K – 800K	45K – 84K	200K – 300K	6M – 8M
Associate	3 – 5	800K – 1M	80K+	300K – 500K	8M – 20M
Assistant Vice President	5 – 10	1M – 1.2M	120K+	700K – 900K	10M – 15M
Front Office – Debt Capital Markets					
Vice President	10+	1.2M – 1.4M	180K+	1M – 1.5M	15M – 25M
Director	10 – 15	1.4M – 1.8M	160K – 250K	1.5M – 3M	20M – 40M
Managing Director	10+	1.8M+	220K+	–	25M – 50M
Middle Office, Back Office and Finance / Accounting roles					
Middle / Back Office – Product Control					
Associate	3 – 5	350K – 540K	65K – 95K	100K – 150K	6M – 9M
Assistant Vice President	5 – 10	500K – 900K	95K – 145K	200K – 450K	9M – 13M
Vice President	10+	780K – 1.4M	140K – 250K+	450K – 800K	13M+
Middle / Back Office – Market Risk					
Associate	3 – 5	400K – 750K	65K – 85K	400K – 600K	6M – 9M
Assistant Vice President	5 – 10	650K – 1.2M	85K – 175K	600K – 900K	9M – 13M
Vice President	10+	1.1M – 1.8M	135K – 250K	1M – 1.5M	13M+

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Middle / Back Office – Counterparty / Credit Risk					
Associate	3 – 5	450K – 600K	50K – 80K	250K – 400K	6M – 9M
Assistant Vice President	5 – 10	550K – 950K	80K – 120K	300K – 500K	9M – 13M
Vice President	10+	900K – 1.5M	120K – 200K+	450K – 900K	13M+
Middle / Back Office – Compliance					
Associate	3 – 5	450K – 650K	65K – 95K	180K – 350K	8M – 10M
Assistant Vice President	5 – 10	650K – 1.1M	95K – 145K	300K – 500K	9M – 16M
Vice President	10+	950K – 1.5M	145K – 250K	450K – 900K	16M+
Back Office – Operations					
Associate	3 – 5	360K – 600K	45K – 85K	125K – 250K	6M – 9M
Assistant Vice President	5 – 10	600K – 960K	85K – 125K	200K – 400K	9M – 13M
Vice President	10+	960K – 1.2M	125K – 250K	350K – 600K	13M+
Internal Audit					
Associate	3 – 5	360K – 600K	50K – 85K	180K – 350K	7M – 9M
Assistant Vice President	5 – 10	550K – 1.1M	85K – 130K	300K – 500K	10M – 12M
Vice President	10+	1M – 1.8M	130K – 250K	450K – 800K	13M – 18M
Financial Control / Financial Reporting					
Associate	3 – 5	360K – 480K	45K – 85K	200K – 300K	8M – 12M
Assistant Vice President	5 – 10	480K – 840K	85K – 120K	350K – 500K	12M – 15M
Vice President	10+	840K – 1.6M	120K – 230K	450K – 700K	15M – 17M
Management Reporting					
Associate	3 – 5	360K – 540K	45K – 80K	150K – 250K	7M – 10M
Assistant Vice President	5 – 10	540K – 840K	80K – 120K	200K – 250K	11M – 13M
Vice President	10+	840K – 1.8M	120K – 230K	300K – 600K	14M – 16M

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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