



SALARY INFORMATION – ASIA

Banking & Financial Services - 2010

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Banking & Financial Services



Banking & Financial Services				
		HONG KONG	SINGAPORE	SHANGHAI
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package
Consumer Banking				
Personal Banking / Relationship Manager				
Associate	3 – 5	180K – 300K	30K – 50K	100K – 200K
Assistant Vice President	6 – 10	300K – 400K	60K – 90K	200K – 400K
Vice President	11+	450K+	90K+	400K+
Wealth Management – Sales				
Associate	3 – 5	240K – 480K	30K – 60K	80K – 200K
Assistant Vice President	6 – 10	480K – 720K	70K – 120K	200K – 350K
Vice President	11+	720K+	100K+	350K+
Product Management / Marketing				
Associate	3 – 5	216K – 336K	20K – 50K	180K – 250K
Assistant Vice President	6 – 10	300K – 600K	50K – 120K	250K – 400K
Vice President	11+	600K – 1.2M	100K+	400K+
Credit Risk – Secured / Unsecured				
Associate	3 – 5	250K – 500K	40K – 80K	180K – 300K
Assistant Vice President	6 – 10	500K – 700K	80K – 125K	300K – 450K
Vice President	11+	600K – 1M	125K – 200K	400K – 600K
Corporate Banking				
Cash Management – Product Management / Marketing				
Associate	3 – 5	240K – 360K	50K – 70K	200K – 360K
Assistant Vice President	6 – 10	360K – 600K	70K – 130K	300K – 450K
Vice President	11+	700K – 1.5M	120K+	400K – 600K
Cash Management – Sales				
Associate	3 – 5	324K – 480K	50K – 70K	200K – 350K
Assistant Vice President	6 – 10	480K – 840K	70K – 130K	350K – 500K
Vice President	11+	840K – 1.2M+	120K – 180K+	450K – 700K
Trade Finance – Product Management / Marketing				
Associate	3 – 5	195K – 325K	50K – 70K	200K – 350K
Assistant Vice President	6 – 10	300K – 600K	70K – 130K	300K – 500K
Vice President	11+	700K – 1.5M	120K – 160K+	450K – 800K
Trade Finance – Sales				
Associate	3 – 5	336K – 540K	50K – 70K	200K – 360K
Assistant Vice President	6 – 10	540K – 840K	70K – 130K	350K – 550K
Vice President	11+	840K – 1.2M+	120K – 180K+	500K – 800K

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Corporate – Credit Risk				
Associate	3 – 5	200K – 360K	65K – 85K	200K – 350K
Assistant Vice President	6 – 10	300K – 600K	85K – 125K	300K – 420K
Vice President	11+	600K – 1.2M	125K – 200K+	400K – 700K
Investment Banking and Global Markets				
Front Office – Corporate Finance				
Analyst	1 – 3	500K – 800K	60K – 90K	200K – 300K
Associate	4 – 6	700K – 1M	70K – 120K	300K – 500K
Vice President	7 – 10	800K – 1.4M	120K – 180K	500K – 800K
Director	10 – 15	1M – 1.8M	140K – 220K	830K – 1.66M
Managing Director	16+	1.5M+	250K +	1.5M – 2M
Front Office – Equity Research				
Analyst	1 – 3	300K – 480K	60K – 80K	200K – 300K
Associate	4 – 5	500K – 800K	70K – 120K	360K – 550K
Assistant Vice President	6 – 10	700K – 1M	100K – 140K	500K – 750K
Vice President	5 – 8	800K – 1.9M	150K+	700K – 900K
Director	7 – 12+	1M – 2M	180K – 280K	830K – 1.7M
Managing Director	13+	2M – 2.3M	250K	1.5M – 2M
Front Office – Debt Capital Markets				
Analyst	1 – 3	600K – 800K	50K – 84K	200K – 300K
Associate	4 – 5	800K – 1M	80K+	300K – 500K
Assistant Vice President	6 – 10	1M – 1.2M	120K+	700K – 900K
Vice President	10+	1.2M – 1.4M	180K+	1M – 1.5M
Director	10 – 15	1.4M – 1.8M	160K – 250K	1.5M – 3M
Managing Director	10+	1.8M+	220K+	NA
Middle Office, Back Office and Finance / Accounting roles				
Middle / Back Office – Product Control				
Associate	3 – 5	360K – 600K	65K – 95K	100K – 150K
Assistant Vice President	6 – 10	600K – 1.1M	95K – 125K	200K – 450K
Vice President	11+	1.1M – 1.5M	125K – 250K+	450K – 800K
Middle / Back Office – Market Risk				
Associate	3 – 5	400K – 650K	75K – 100K	400K – 600K
Assistant Vice President	6 – 10	600K – 1M	100K – 125K	600K – 900K
Vice President	11+	1.1M – 1.8M	125K – 250K	1M – 1.5M

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Middle / Back Office – Counterparty / Credit Risk				
Associate	3 – 5	350K – 500K	65K – 85K	250K – 400K
Assistant Vice President	6 – 10	550K – 950K	85K – 125K	300K – 500K
Vice President	11+	900K – 1.5M	125K – 200K+	450K – 900K
Middle / Back Office – Compliance				
Associate	3 – 5	400K – 550K	75K – 95K	180K – 350K
Assistant Vice President	6 – 10	500K – 900K	95K – 145K	300K – 500K
Vice President	11+	850K – 1.5M	145K – 250K	450K – 900K
Back Office – Operations				
Associate	3 – 5	360K – 480K	40K – 80K	125K – 250K
Assistant Vice President	6 – 10	480K – 840K	80K – 120K	200K – 400K
Vice President	11+	840K – 1.4M	120K – 225K	350K – 600K
Internal Audit				
Associate	3 – 5	360K – 600K	65K – 95K	180K – 350K
Assistant Vice President	6 – 10	550K – 1.1M	95K – 125K	300K – 500K
Vice President	11+	1M – 1.8M	125K – 250K	450K – 800K
Financial Control / Financial Reporting				
Associate	3 – 5	360K – 480K	60K – 85K	200K – 300K
Assistant Vice President	6 – 10	480K – 840K	85K – 125K	350K – 500K
Vice President	11+	840K – 1.6M	125K – 250K	450K – 700K
Management Reporting				
Associate	3 – 5	360K – 540K	55K – 85K	150K – 250K
Assistant Vice President	6 – 10	540K – 840K	85K – 125K	200K – 250K
Vice President	11+	840K – 1.8M	125K – 250K	300K – 600K

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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