



SALARY INFORMATION – ASIA

Healthcare & Life Sciences - 2009

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		HONG KONG	SINGAPORE	SHANGHAI	JAPAN – MEDICAL	JAPAN - PHARMA
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package	JPY Annual package
VP Level / General Manager	15+	1.1M – 1.65M	200K – 250K	750K – 1.4M	20M – 30M	20M – 35M
Business Development Manager	5 – 10	780K – 1.3M	150K – 250K	300K – 400K	11M – 18M	11M – 18M
Regulatory Junior Specialist	1 – 4	352K – 440K	45K – 50K	130K – 160K	6M – 8M	6M – 8M
Regulatory Manager	4+	660K – 825K	60K – 90K	300K – 400K	8M – 14M	8M – 16M
Regulatory Director	10+	770K – 990K	150K – 220K	400K – 500K	16M – 22M	15M – 22M
Clinical Affairs Staff (CRA)	1 - 3	275K – 363K	35K – 45K	100K – 150K	6M – 8M	5M – 7M
Clinical Affairs Manager / Pre-Clinical Manager (CRM)	4+	440K – 660K	70K – 85K	200K – 350K	10M – 12M	8M – 14M
Quality Assurance Manager	8 – 10	518K – 748K	70K – 100K	300K – 350K	12M – 14M	9M – 15M
Quality Assurance Director	10+	920K+	120K – 150K	430K – 450K	14M – 20M	14M – 22M
Sales / Medical Representative	1 – 4	220K – 330K	60K – 70K	120K – 180K	5M – 10M	4M – 12M
District Sales Manager	4 – 6	440K – 660K	80K – 100K	200K – 300K	10M – 14M	10M – 15M
Regional Sales Manager	7 – 10	550K – 770K	100K – 140K	300K – 480K	14M – 18M	14M – 20M
National Sales Manager	10+	660K – 880K	100K – 130K	500K – 750K	10M – 12M	8M – 15M
National Sales Director	10+	880K – 1.32M	150K – 200K	600K – 1M	14M – 20M	15M – 25M
Associate Product Manager	2 – 4	325K – 440K	60K – 70K	150K – 300K	6M – 8M	6M – 9M
Product Manager	3 – 4	440K – 500K	80K – 90K	200K – 300K	6M – 12M	8M – 13M
Senior Product Manager	4 – 6	500K – 585K	100K – 120K	220K – 500K	10M – 15M	12M – 16M
Group Product Manager	5 – 7	585K – 750K	130K – 150K	400K – 600K	10M – 15M	12M – 16M
Marketing Manager	5 – 8	650K – 840K	100K – 130K	400K – 700K	12M – 14M	10M – 15M
Marketing Director	8+	840K – 1.2M	150K – 180K	500K – 1M	14M – 18M	14M – 22M

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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