



SALARY INFORMATION – ASIA

Healthcare & Life Sciences - 2010

SALARY INFORMATION

Healthcare & Life Sciences



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		HONG KONG	SINGAPORE	SHANGHAI
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package
VP Level / General Manager	15+	1.1M – 1.7M	220K – 300K	750K – 1.5M
Business Development Manager	5 – 10	780K – 1.3M	150K – 250K	400K – 800K
Regulatory Junior Specialist	1 – 4	352K – 440K	50K – 65K	130K – 160K
Regulatory Manager	4+	660K – 825K	90K – 130K	200K – 400K
Medical Director	10+	1.2M – 1.5M	NA	600K – 900K
Regulatory Director	10+	860K – 1.3M	180K – 250K	500K – 900K
Clinical Affairs Staff (CRA)	1 - 3	275K – 363K	35K – 45K	100K – 150K
Clinical Affairs Manager / Pre-Clinical Manager (CRM)	4+	440K – 660K	80K – 110K	200K – 400K
Quality Assurance Manager	8 – 10	518K – 748K	70K – 100K	300K – 400K
Quality Assurance Director	10+	920K+	120K – 150K	450K – 800K
Sales / Medical Representative	1 – 4	220K – 330K	60K – 80K	130K – 180K
District Sales Manager	4 – 6	440K – 660K	80K – 110K	180K – 300K
Regional Sales Manager	7 – 10	550K – 770K	110K – 150K	350K – 500K
National Sales Manager	10+	660K – 880K	100K – 130K	500K – 750K
National Sales Director	10+	880K – 1.3M	150K – 200K	600K – 1M
Associate Product Manager	2 – 4	325K – 440K	60K – 90K	130K – 180K
Product Manager	3 – 4	440K – 500K	80K – 110K	180K – 250K
Senior Product Manager	4 – 6	500K – 585K	100K – 140K	220K – 350K
Group Product Manager	5 – 7	585K – 750K	130K – 160K	350K – 500K
Marketing Manager	5 – 8	650K – 840K	120K – 180K	400K – 700K
Marketing Director	8+	840K – 1.2M	160K – 200K	600K – 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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