



# SALARY INFORMATION – ASIA

## IT&T - 2009

# SALARY INFORMATION

IT & T



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		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
<b>General Manager</b>					
General Manager	15+	1.5M – 2.5M	350K – 600K	1M – 2M	15M – 25M
<b>Managing Director</b>					
Managing Director	15+	2M – 5M	380K – 750K	1.5M – 3M	30M – 50M
<b>CEO</b>					
CEO	20+	3M – 6M	600K – 1.5M	–	30M – 60M
<b>VP of Sales</b>					
VP of Sales	15+	2M – 3.5M	350K – 600K	800K – 1.5M	15M – 30M
<b>Country Manager</b>					
Country Manager	15+	2M – 5M	300K – 450K	1M – 2.5M	25M – 50M
<b>Sales Manager</b>					
Sales Manager	8+	900K – 1.4M	120K – 240K	400K – 800K	12M – 20M
<b>Sales Director</b>					
Sales Director	12+	1.5M – 2.5M	220K – 380K	700K – 1.5M	20M – 30M
<b>Professional Services Executive / Director</b>					
Professional Services Executive / Director	10+	700K – 2.2M	120K – 450K	700K – 1.5M	15M – 25M
<b>Post-Sales Executive / Director</b>					
Post-Sales Executive / Director	8+	600K – 1.6M	80K – 320K	650K – 1M	15M – 20M
<b>Pre-Sales Executive / Director</b>					
Pre-Sales Executive / Director	8+	700K – 2.2M	100K – 240K	650K – 1M	10M – 14M
<b>Project Manager / Director</b>					
Project Manager / Director	8+	600K – 1.8M	120K – 260K	500K – 1M	10M – 15M
<b>Business Analyst</b>					
Business Analyst	7+	500K – 800K	100K – 150K	200K – 500K	10M – 15M
<b>System Architect</b>					
System Architect	7+	600K – 1.3M	120K – 200K	300K – 800K	15M – 20M
<b>Marketing and Product Management</b>					
Marketing and Product Management	8+	700K – 1.5M	120K – 180K	500K – 1.2M	10M – 20M

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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