



SALARY INFORMATION – ASIA

IT&T - 2010

SALARY INFORMATION

IT & T



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

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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