



SALARY INFORMATION – ASIA

Manufacturing & Industrial - 2010

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Manufacturing & Industrial



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		HONG KONG	SINGAPORE	SHANGHAI
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package
Sales & Marketing				
General Manager – Country (sales focus)	10+	1.1M+	200K – 300K	800K – 1.8M
Regional Sales Director	10 – 15	1M – 1.4M	180K – 250K	600K – 1.2M
Regional Sales Manager	8 – 10	715K – 1.1M	110K – 150K	350K – 800K
Logistics				
Logistics Director	15+	920K – 1.4M	200K – 280K	600K – 900K
Logistics Manager	5 – 10	575K – 920K	80K – 160K	250K – 500K
Manufacturing				
Manufacturing Director	8 – 10	880K – 1.3M	150K – 280K	500K – 850K
Manufacturing Manager	5 – 10	770K – 880K	90K – 180K	350K – 500K
Engineering				
Engineering Director	10+	880K – 1.1M	150K – 240K	320K – 600K
Engineering Manager	3 – 4+	660K – 770K	90K – 150K	200K – 350K
Marketing & Sales Support				
Marketing Director	10 – 15	825K – 1.1M	180K – 200K	700K – 1.2M
Marketing Manager	8 – 10	715K – 880K	120K – 150K	400K – 800K
Project Management				
Project Manager	2 – 5+	550K – 825K	85K – 180K	200K – 500K
Senior Project Engineer	5+	440K – 770K	85K – 120K	120K – 200K
Project Engineer	2 – 4	275K – 495K	55K – 85K	90K – 100K
Operations & Support				
General Manager – Asia (Regional)	10+	1.3M+	250K – 350K+	1M – 2.5M
Head of Procurement	10+	800K – 1.7M	200K – 280K	700K – 1.2M
Regional Quality Director	10 – 15+	920M – 1.4M	150K – 180K	450K – 750K
Operations Director	8 – 15	880K – 1.3M	190K – 300K	350K – 700K
Plant Manager	10 – 15	770K – 850K	120K – 200K	450K – 800K
Supply Chain / Procurement Manager	8 – 10	800K – 1.2M	100K – 180K	250K – 500K
Purchasing / Merchandising Manager	8+	575K – 978K	90K – 180K	250K – 500K
Technical Sales Manager	5+	495K – 990K	100K – 150K	250K – 500K
Planning Production / Production Development Manager	5+	550K – 770K	90K – 180K	250K – 350K

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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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