



Hudson

Asia

# Salary Information

Accounting & Finance 2008

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# Salary Information

## Accounting & Finance

Accounting & Finance		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
<b>CFO</b>					
Small Firm	15+	1.5M – 1.8M	200K – 400K	600K – 800K	15M – 20M
Medium / Large Firm	15+	1.6M – 3M+	250K – 400K	900K – 2M	18M+
<b>Regional Finance Director</b>					
Small Firm	12+	900K – 1.2M	150K – 250K	550K – 700K	12M – 18M
Medium / Large Firm	13+	1.1M – 1.8M	180K – 350K	650K – 850K	15M – 20M
<b>Regional Financial Controller</b>					
Small Firm	12+	600K – 800K	100K – 170K	350K – 450K	12M – 15M
Medium / Large Firm	13+	800K – 1.2M	120K – 250K	500K – 800K	12M – 18M
<b>Country Financial Controller</b>					
Small Firm	10+	600K – 750K	90K – 120K	300K – 400K	10M – 15M
Medium / Large Firm	10+	700K – 800K	90K – 130K	400K – 500K	12M – 16M
<b>Finance / Accounting Manager</b>					
Small Firm	8+	350K – 450K	70K – 90K	150K – 200K	7M – 10M
Medium / Large Firm	8+	450K – 600K	70K – 100K	200K – 350K	9M – 12M
<b>Planning &amp; Analysis Manager</b>					
Small Firm	7+	450K – 600K	70K – 90K	200K – 400K	8M – 10M
Medium / Large Firm	7+	550K – 700K	80K – 120K	300K – 800K	8M – 11M
<b>Financial Analyst</b>					
	3 – 4	200K – 300K	43K – 60K	120K – 160K	4M – 6M
	4 – 5	250K – 320K	48K – 69K	140K – 200K	5M – 7M
	5 – 6	300K – 380K	52K – 77K	200K – 300K	7M – 9M
	6+	400K – 650K	> 80K	400K – 600K	8M – 10M
<b>Financial Accountant</b>					
	3 – 4	250K – 300K	42K – 58K	65K	4M – 6M
	4 – 5	280K – 380K	47K – 67K	80K – 100K	5M – 7M
	5 – 6	400K – 450K	50K – 75K	100K – 150K	7M – 8M

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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>Accountant</b>					
Cost Accountant / Analyst	3 – 6	230K – 400K	45K – 80K	65K – 80K	4M – 7M
Senior Costing Analyst	7 – 11	360K – 450K	60K – 90K	150K – 200K	5M – 8M
Costing Controller	12+	550K – 700K	100K – 150K	300K	8M – 10M
<b>Treasury</b>					
Analyst	3 – 6	300K – 450K	46K – 80K	150K – 250K	6M – 8M
Manager	7 – 11	450K – 850K	90K – 180K	350K – 500K	8M – 10M
Director	12+	1M – 2M	200K – 300K	500K – 1M	10M – 15M
<b>Credit</b>					
Credit Manager	6+	400K – 600K	70K – 150K	150K – 300K	6M – 8M
Credit Controller	12+	600K – 1M	150K – 220K	N/A	10M – 12M
<b>Tax</b>					
Advisor / Accountant	5 – 8	350K – 550K	60K – 95K	200K – 300K	6M – 9M
Manager	8+	650K – 1.4M	90K – 180K	300K – 600K	8M – 11M
Director	12+	1.4M – 2M+	200K – 350K	600K – 1M	12M+
<b>Internal Audit</b>					
Auditor	3 – 6	260K – 450K	50K – 80K	120K – 300K	6M – 8M
Manager	7 – 11	500K – 800K	100K – 160K	300K – 500K	9M – 13M
Director	12+	1M – 2M	160K+	600K – 1M	14M+
<b>Tax &amp; Audit Professionals from Public Accounting Firms</b>					
Auditor	3	240K – 340K	44K – 50K	150K	4M – 8M
Auditor	4	300K – 400K	50K – 58K	200K	5M – 8.5M
Auditor	5	400K – 450K	55K – 66K	250K	6M – 9M
Auditor	6	450K – 540K	70K – 82K	300K	7M – 10M
Audit Manager	7 – 10	600K – 800K	85K – 120K	400K – 600K	10M – 13M
Senior Audit Manager	11+	800K – 1M	140K – 180K	600K – 800K	11M – 14M
Tax Manager	6 – 8	550K – 650K	70K – 90K	400K – 600K	10M – 12M
Tax Senior Manager	8 – 10	700K – 1M	90K – 120K	500K – 700K	11M – 14M
Tax Director	12+	1M – 2M+	140K – 300K	N/A	13M+

**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 guaranteed package including the 13<sup>th</sup> month salary and exclude discretionary bonuses, stock options, shares or other variable incentives as of November 2007.

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