



Hudson

Asia

Salary Information

Banking & Financial Services 2008

From great people to great performanceSM

Salary Information

Banking & Financial Services

Banking & Financial Services					
		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Consumer Banking					
Personal Banking / Relationship Manager					
Associate	3 – 5	180K – 300K	30K – 50K	100K – 200K	6M – 8M
Assistant Vice President	5 – 10	300K – 400K	60K – 90K	200K – 350K	8M – 12M
Vice President	10+	450K+	90K+	400K+	12M+
Wealth Management – Sales					
Associate	3 – 5	240K – 480K	30K – 60K	200K – 280K	6M – 8M
Assistant Vice President	5 – 10	480K – 720K	70K – 120K	250K – 380K	8M – 12M
Vice President	10+	720K+	100K+	350K – 420K	12M+
Product Management / Marketing					
Associate	3 – 5	216K – 336K	20K – 50K	200K – 300K	6M – 9M
Assistant Vice President	5 – 10	300K – 600K	50K – 120K	250K – 380K	10M – 14M
Vice President	10+	600K – 800K	100K+	350K – 500K	14M
Credit Risk – secured / unsecured					
Associate	3 – 5	180K – 336K	40K – 80K	180K – 300K	6M – 9M
Assistant Vice President	5 – 10	300K – 456K	80K – 150K	350K – 450K	9M – 12M
Vice President	10+	500K – 800K	150K – 350K	400K – 600K	12M+
Corporate Banking					
Cash Management – Product Management / Marketing					
Associate	3 – 5	240K – 336K	45K – 70K	200K – 360K	6M – 9M
Assistant Vice President	5 – 10	325K – 480K	70K – 130K	300K – 450K	9M – 13M
Vice President	10+	480K – 1.2M	120K+	400K – 600K	13M+
Cash Management – Sales					
Associate	3 – 5	324K – 480K	45K – 70K	250K – 400K	8M – 10M
Assistant Vice President	5 – 10	480K – 840K	70K – 130K	400K – 550K	9M – 14M
Vice President	10+	840K – 1.2M+	120K – 180K+	450K – 700K	13M+

Salary Information

Banking & Financial Services

		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Trade Finance – Product Management / Marketing					
Associate	3 – 5	195K – 325K	45K – 70K	200K – 360K	6M – 9M
Assistant Vice President	5 – 10	300K – 600K	70K – 130K	350K – 550K	9M – 13M
Vice President	10+	600K – 1.2M	120K – 160K+	450K – 700K	13M+
Trade Finance – Sales					
Associate	3 – 5	336K – 540K	45K – 70K	200K – 360K	8M – 10M
Assistant Vice President	5 – 10	540K – 840K	70K – 130K	350K – 550K	9M – 14M
Vice President	10+	840K – 1.2M+	120K – 180K+	500K – 800K	13M+
Corporate – Credit Risk					
Associate	3 – 5	260K – 360K	40K – 60K	200K – 350K	6M – 9M
Assistant Vice President	5 – 10	340K – 600K	55K – 96K	300K – 420K	9M – 13M
Vice President	10+	550K – 1M	90K – 180K+	400K – 600K	13M+
Investment Banking and Global Markets					
Front Office – Corporate Finance					
Analyst	1 – 3	467K – 622K	50K – 80K	200K – 300K	6.5M – 16M
Associate	4 – 6	739K – 856K	70K – 120K	300K – 500K	12M – 22M
Vice President	7 – 10	1M – 1.1M	120K – 180K	420K – 800K	17M – 50M
Director	10 – 15	1.2M	140K – 220K	830K – 1.66M	25M – 70M
Managing Director	15+	1.6M	250K +	1.6M	30M+
Front Office – Equity Research					
Analyst	1 – 3	300K – 480K	50K – 72K	200K – 300K	6M – 8M
Associate	3 – 5	600K – 800K	70K – 120K	360K – 550K	6M – 10M
Assistant Vice President	5 – 10	N/A	100K – 140K	500K – 750K	10M – 20M
Vice President	5 – 8	1M – 1.85M	150K+	700K – 900K	10M – 30M
Director	7–12+	1.17M – 1.95M	180K – 280K	830K – 1.66M	20M – 40M
Managing Director	12+	1.95M – 2.34M	250K	1.6M	30M – 50M
Front Office – Debt Capital Markets					
Analyst	1 – 3	480K – 600K	45K – 84K	200K – 300K	6M – 8M
Associate	3 – 5	600K – 850K	80K+	300K – 500K	8M – 20M
Assistant Vice President	5 – 10	700K – 850K	120K+	700K – 900K	10M – 15M

Salary Information

Banking & Financial Services

		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Front Office – Debt Capital Markets					
Vice President	10+	700K – 900K	180K+	1M – 1.5M	15M – 25M
Director	10 – 15	1.2M – 3M	160K – 250K	N/A	20M – 40M
Managing Director	10+	3M+	220K+	N/A	25M – 50M
Middle Office, Back Office and Finance / Accounting roles					
Middle / Back Office – Product Control					
Associate	3 – 5	350K – 540K	50K – 85K	N/A	6M – 9M
Assistant Vice President	5 – 10	500K – 900K	85K – 130K	N/A	9M – 13M
Vice President	10+	780K – 1.44M	130K – 250K+	N/A	13M+
Middle / Back Office – Market Risk					
Associate	3 – 5	450K – 720K	50K – 85K	400K – 600K	6M – 9M
Assistant Vice President	5 – 10	600K – 1.1M	85K – 130K	600K – 900K	9M – 13M
Vice President	10+	1.1M – 1.8M	130K – 250K	1.1M – 1.5M	13M+
Middle / Back Office – Counterparty / Credit Risk					
Associate	3 – 5	450K – 580K	50K – 80K	350K – 500K	6M – 9M
Assistant Vice President	5 – 10	550K – 950K	80K – 120K	450K – 800K	9M – 13M
Vice President	10+	900K – 1.44M	120K – 200K+	800K – 1.3M	13M+
Middle / Back Office – Compliance					
Associate	3 – 5	450K – 650K	50K – 90K	180K – 350K	8M – 10M
Assistant Vice President	5 – 10	600K – 1.1M	90K – 140K	300K – 500K	9M – 16M
Vice President	10+	850K – 1.44M	140K – 250K	450K – 800K	16M+
Back Office – Operations					
Associate	3 – 5	180K – 360K	40K – 70K	N/A	6M – 9M
Assistant Vice President	5 – 10	300K – 600K	70K – 100K	N/A	9M – 13M
Vice President	10+	600K – 1.08M	100K – 250K	N/A	13M+
Internal Audit					
Associate	3 – 5	360K – 600K	50K – 85K	180K – 350K	7M – 9M
Assistant Vice President	5 – 10	550K – 1.1M	85K – 130K	300K – 500K	10M – 12M
Vice President	10+	1M – 1.8M	130K – 250K	450K – 800K	13M – 18M

Salary Information

Banking & Financial Services

		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Financial Control / Financial Reporting					
Associate	3 – 5	360K – 550K	45K – 85K	200K – 300K	8M – 12M
Assistant Vice President	5 – 10	550K – 900K	85K – 120K	350K – 500K	12M – 15M
Vice President	10+	900K – 1.6M	120K – 230K	450K – 700K	14M – 17M
Management Reporting					
Associate	3 – 5	360K – 600K	45K – 80K	150K – 250K	7M – 10M
Assistant Vice President	5 – 10	550K – 900K	80K – 120K	200K – 250K	11M – 13M
Vice President	10+	900K – 1.8M	120K – 230K	300K – 600K	14M – 16M

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 13th month salary and exclude discretionary bonuses, stock options, shares or other variable incentives as of November 2007.

Hudson disclaims all responsibility for any harm or loss arising from use or otherwise of the information provided. All warranties, express or implied, statutory or otherwise are excluded to the extent permissible under the relevant legislation. The contents are protected by copyright.

© Hudson 2008

China
Tel: (8621) 2321 7888

Hong Kong
Tel: (852) 2528 1191

Japan
Tel: (81 3) 3511 5668

Singapore
Tel: (65) 6339 0355