



Hudson

Asia

# Salary Information

IT & T 2008

*From great people to great performance<sup>SM</sup>*

# Salary Information

## IT & T



| IT & T                                     |                        |                       |                       |                       |  |
|--|------------------------|-----------------------|-----------------------|-----------------------|--|
|  | HONG KONG              | SINGAPORE             | SHANGHAI              | JAPAN                 |  |
|  | HK\$<br>Annual package | S\$<br>Annual package | RMB<br>Annual package | JPY<br>Annual package |  |
| General Manager                            | 1.5M – 2.5M            | 350K – 600K           | 1M – 2M               | 20M – 30M             |  |
| Managing Director                          | 2M – 5M                | 380K – 750K           | 1.5M – 3M             | 30M – 50M             |  |
| CEO  | 3M – 6M                | 600K – 1.5M           | N/A                   | 30M – 90M             |  |
| VP of Sales                                | 2M – 3.5M              | 350K – 600K           | 800K – 1.5M           | 20M – 30M             |  |
| Country Manager                            | 2M – 5M                | 300K – 450K           | 1M – 2.5M             | 20M – 60M             |  |
| Sales Manager                              | 900K – 1.4M            | 120K – 240K           | 400K – 800K           | 15M – 25M             |  |
| Sales Directors                            | 1.5M – 2.5M            | 220K – 380K           | 700K – 1.5M           | 20M – 30M             |  |
| Professional Services Executives/Directors | 700K – 2.2M            | 120K – 450K           | 700K – 1.5M           | 15M – 25M             |  |
| Post-Sales Executives/Directors            | 600K – 1.6M            | 80K – 320K            | 650K – 1M             | 15M – 20M             |  |
| Pre-Sales Executives/Directors             | 700K – 2.2M            | 100K – 240K           | 650K – 1M             | 10M – 14M             |  |
| Project Managers/Directors                 | 600K – 1.8M            | 120K – 260K           | 500K – 1M             | 15M – 25M             |  |
| Business Analysts                          | 500K – 800K            | 100K – 150K           | 200K – 500K           | 10M – 15M             |  |
| System Architects                          | 600K – 1.3M            | 120K – 200K           | 300K – 800K           | 15M – 20M             |  |
| Marketing and Product Management           | 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 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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