



Hudson

Asia

# Salary Information

Manufacturing & Industrial 2008

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

# Salary Information

## Manufacturing & Industrial

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		HONG KONG	SINGAPORE	SHANGHAI	JAPAN	
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package	
General Manager – Country (sales focus)	10+	1.1M+	200K – 300K	800K – 1.5M	15M – 25M	
Regional Sales Director	10 – 15	1M – 1.4M	180 – 250K	600K – 800K	12M – 20M	
Regional Sales Manager	8 – 10	715K – 1.1M	110K – 150K	250K – 700K	12M – 18M	
Logistics Director	15+	920K – 1.38M	200K – 280K	500K – 800K	12M – 18M	
Logistics Manager	5 – 10	575K – 920K	80K – 160K	200K – 350K	8M – 12M	
Manufacturing Director	8 – 10	880K – 1.32M	150K – 260K	500K – 900K	12M – 15M	
Manufacturing Manager	5 – 10	770K – 880K	120K – 180K	300K – 500K	8M – 12M	
Engineering Director	10+	880K – 1.1M	150K – 220K	320K – 450K	12M – 18M	
Engineering Manager	3 – 4+	660K – 770K	80K – 200K	200K – 400K	8M – 12M	
Marketing Director	10 – 15	825K – 1.1M	180K – 200K	600K – 1.2M	10M – 15M	
Marketing Manager	8 – 10	715K – 880K	120K – 150K	300K – 1M	8M – 12M	
Project Manager	2 – 5+	550K – 825K	80K – 100K	240K – 350K	8M – 12M	
Senior Project Engineer	5+	440K – 770K	70K – 100K	120K – 200K	6M – 10M	
Project Engineer	2 – 4	275K – 495K	50K – 70K	90K – 150K	6M – 8M	
General Manager – Asia (Regional)	10+	1.32M+	250K – 350K+	1.5M – 2M	15M – 25M	
Head of Procurement	10+	920K – 1.7M	200K – 280K	450K – 500K	12M – 18M	
Regional Quality Director	10 – 15+	920M – 1.38M	150K – 180K	600K – 800K	12M – 15M	
Operations Director	8 – 15	880K – 1.32M	185K – 280K	400K – 700K	12M – 18M	
Plant Manager	10 – 15	880K – 1.32M	120K – 180K	500K – 800K	10M – 15M	
Supply Chain Manager	8 – 10	920K – 1.38M	100K – 180K	250K – 500K	8M – 12M	
Purchasing Manager	8+	575K – 978K	90K – 180K	250K – 350K	8M – 12M	
Technical Sales Manager	5+	495K – 990K	100K – 150K	230K – 400K	8M – 12M	

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		HONG KONG	SINGAPORE	SHANGHAI	JAPAN
	Years of Experience	HK\$ Annual package	S\$ Annual package	RMB Annual package	JPY Annual package
Planning Production Manager	5+	550K – 770K	80K – 160K	250K – 350K	8M – 12M

**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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