



J.M. Gemini Personnel Ltd.

## Guide to China Market Salaries 2<sup>nd</sup> Quarter 2015

### METHODOLOGY

J.M. Gemini's Guide to China market (the four main centres of Shanghai, Beijing, Shenzhen and Guangzhou) salaries are prepared from three main sources of information:

- § An analysis of J.M. Gemini's database of vacancies received from clients.
- § A review of actual starting salaries of recent placements made by J.M. Gemini.
- § Discussions with candidates relating to current salaries received.

Please note:

- § This guide is intended to give approximate salary ranges for the positions as described and specific skills or experience requirements can mean that a premium may need to be paid.
- § Salaries are based on a 13-month per year gross payment.
- § Employers range from SMEs to big MNCs mainly in 1st and 2nd tier cities in China, and in a few instances 3<sup>rd</sup> and 4th tier cities.
- § Salaries are based on local Chinese candidates' salaries in Mainland China and in a few instances Asian foreigners or Westerners (indicated if so)

This guide is updated periodically and is available through email upon request from any of our offices in Shanghai, Beijing, Shenzhen and Guangzhou. Full contact details are listed below. Furthermore, the report can be downloaded at [www.imsinasia.com](http://www.imsinasia.com) For further information please visit our website [www.jmgemini.com](http://www.jmgemini.com)

### J. M. GEMINI PERSONNEL

J.M. Gemini is one of China's leading recruitment companies with trained consultants operating from offices in Shanghai, Beijing, Shenzhen and Guangzhou. J.M. Gemini has Specialist Divisions for Executive Search, Management Recruitment, Lean Six Sigma Operations, Interim Management, Temporary/Contract Staff, Visa Service for locals and foreigners, and also can arrange psychometric testing.



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>ADMINISTRATION</b>		
Junior Secretary	0-1 yrs	3,000-4,500
Associate Secretary	1-3 yrs	4,000-7,500
Secretary	3-6 yrs	7,000-12,000
Senior Secretary	6 yrs +	12,000-22,000
Executive Secretary/PA	8 yrs+	15,000-30,000+
Junior Receptionist	0-2 yrs	3,000-4,500
Senior Receptionist	3 yrs+	4,500-10,000
Admin Assistant	2-4 yrs	4,000-7,000
Admin/Office Manager	7 yrs+	14,500-30,000+
Driver	2-5 yrs	3,500-5,500+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>FINANCE</b>		
Junior Accounts Clerk	1-2 yrs	3,500-5,000
Senior Accounts Clerk	2-4 yrs	5,500-9,000
Assistant Accountant	5-6 yrs	7,000-12,500+
Accountant	5-6 yrs	12,000-18,500+
(Chief) Accountant	5 yrs Auditing & Accounting Experience	18,000-28,500+
Finance Analyst	3-6 yrs	14,000-29,500+
Internal Auditor	3-5 yrs	13,000-27,000
Associate RMB Funds	3 yrs + Investment background necessary	36,000-41,500+ (plus 20% bonus)
Sr. Manager, Accounting Services	8 yrs+	38,500-60,000+
Finance Manager/Controller	Min 5 yrs managerial grade	29,500-60,000+
Commercial Business Manager	8 yrs+ Accounting background	33,000-43,500+
Finance & Admin Manager	10 yrs+	24,000-48,000+
Tax Accountant	2-5 yrs	9,500-15,500
Tax Manager	5-10 yrs	24,000-50,000+
Treasury Accountant	2-4 yrs	9,000-13,500+
Treasury Manager	5-10 yrs	23,000-50,000+
Treasury Director	12 yrs+	55,000-110,000+
Operations Director	10 yrs+	54,500+
Finance Director	8 yrs+	72,000+
Sr. Company Controller	6-8 yrs in MNC	27,500-49,000+
Director of Accounting (Asian Foreigner)	10-15 yrs	65,500+
Group CFO	15 yrs+	90,000-150,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>MERCHANDISING/LOGISTICS/TRADING</b>		
Quality Control	2-4 yrs	12,500-50,000
Sr Quality Controller-Footwear	5yrs+	13,000-16,000+
Office Assistant	2-4 yrs	7,500-11,000
Merchandiser	3-5 yrs as Assistant Merchandiser/ Merchandiser	9,500-14,500+
Senior Merchandiser	3yrs+ as Senior Merchandiser	14,500-23,500+
Merchandising Manager	5 yrs+	21,500-46,000+
Packaging Officer	3yrs	5,500-8,500
Textile/Garment Inspector	3yrs+	6,500-11,000
Textile Designer	3yrs+	11,000-17,500
Textile Manager Hardgoods	10yrs+	33,000-38,500
Head Pattern Maker	5yrs	7,500-13,000
Supplier QA Engineer	3-5yrs	10,000-13,500+
QC Manager	5-7yrs	15,500-26,500+
QC/QA Director	10yrs	50,000-75,000+
Sundries Manager	8-10yrs	24,000-29,500+
Production & Planning Supervisor	5-7yrs	13,000-18,500+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>MERCHANDISING/LOGISTICS/TRADING</b>		
Operations Manager/Director	8-10yrs	31,500-54,500+
Textile Liaison Manager	5yrs	27,500-38,500
General Manager/Director	10yrs+	50,000-70,000+
GM Sourcing (Foreigner)	20yrs+	109,000+
Shipping/Document Clerk	0-3yrs	3,500-7,500
Import/Export Operator	5 yrs+	5,500-10,500
Shipping Supervisor	4-6yrs	10,500-16,500
Contract Officer (Buyer)	3-5yrs+	6,500-11,000
Warehouse Manager	4yrs+	16,500-30,000+
Warehouse Senior Manager	4yrs+	30,000-55,000
Product Development Manager	5yrs	13,000-24,000+
Supply Chain Manager	3-5yrs	17,000-30,000+
Supply Chain Director	5-7yrs	46,000-84,000+
Int'l Supply Chain Development Executive	3yrs+	10,500-18,000+
LCL Executive	3yrs+	9,500-13,000+
Shipping Manager	7yrs	13,000-23,000
Senior IC Planner	5yrs+	14,000-18,000
Purchasing/Sourcing Manager	6yrs+	19,500-33,000



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>MERCHANDISING/LOGISTICS/TRADING</b>		
Logistics Manager	5yrs managerial experience	18,500-33,000+
Logistics Director	10yrs+	46,500-100,000+
Supply Chain Manager 3PL	6yrs+ dealing with 3PL companies	25,000-35,000+
Social Compliance Auditor	3yrs+	8,500-15,000
Ocean Freight Executive	3yrs+	9,500-13,000
Ocean Freight Manager	7yrs+	19,500-27,500
Ramp Operation Manager	6yrs+	15,500-19,500+
Business Operation Manager	10yrs+	49,000+
Commercial Operation Manager	10yrs+	29,500-49,000+
Regional Sourcing Director	10yrs+	39,500-65,500+
Procurement Director	10yrs+	54,500+
Distribution Manager	5yrs+	22,000-36,000
Contracts Manager	8yrs+	43,500-87,500+
General Manager 3PL	8yrs+	43,500-87,500+
VP Sea Freight	10yrs+	43,500-76,500+
Operations Director	10yrs+	87,500-131,000
Regional Manager Contract Logistics (Foreigner)	5yrs+ in 3PL	76,500-142,000



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>BANKING/FINANCIAL SERVICES</b>		
Customer Service Officer	1-4yrs	3,500-7,500+
Settlement Clerk	1-3yrs	3,500-6,500
Sales/Dealer Assistant	2-4yrs+	5,500-9,500+
Bills Officer	3-5yrs+	5,500-8,500+
Credit/Loan Officer or Manager	3-6yrs	10,500-19,500+
Credit/Risk Analyst	3-5yrs	19,000-40,000+
Marketing Officer/Manager	3-8yrs+	10,000-27,500+
Compliance Manager	8yrs+	61,500-77,000+
Compliance Officer	4yrs+	23,000-46,000+
Legal & Compliance Manager (Forex Brokerage)	6yrs+	23,000+
Credit Administrator/Loan Admin Manager	5-8yrs	13,500-22,500+
Senior Associate/Shanghai Coordinator	3yrs	16,500-22,000+
Senior Investment Analyst/Associate	6yrs+	42,000-65,500+
Internal Audit Manager	6yrs+	34,500-60,000+
Deputy Representative, Representative Office	5yrs+	38,500-60,000+
CRM/Key Account Manager	8yrs+	49,000-82,000+
Corporate Sales Manager	5yrs+	30,000-75,000+
BD Director (Beijing & Shanghai Big 4 Firm)	10yrs+	65,500+
COO/Operations Manager	10yrs+	54,500-98,000+
General Manager-Foreign Exchange	10yrs+	60,000-88,000+
Chief Representative, Bank Branch	5yrs+	60,000-103,500+





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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>HUMAN RESOURCE</b>		
HR Officer	2-4yrs	6,500-14,500
Payroll Specialist	1-3yrs	7,500-15,500
HR Specialist (Training)	3yrs+	10,000-16,500+
HR Specialist (Recruitment)	2yrs+	10,000-19,000+
Learning & Development Manager	5yrs+	19,500-45,000+
Compensation & Benefits (C&B) Manager	6yrs+	23,000-55,000+
Business Manager	5yrs+	21,000-38,000+
Training Supervisor	4yrs+	14,500-19,500+
Training Manager	5yrs+	18,500-31,500+
HR Leader	5yrs+	19,500-31,500+
HR Manager	5yrs in management position	24,000-38,500+
China HR & Admin Manager	5yrs+	27,500-43,500+
HR Director	10yrs+	68,500-87,500+
General Manager-Human Resources	5yrs+ in management position	68,500-87,500+
VP Human Resources	15yrs+	80,000-100,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>RETAIL</b>		
Store Manager	5yrs+	13,500-23,000+
Store Manager-Online Fashion	6yrs+	16,500-25,500+
Factory Store Head Coach (Tier 2 City)	5yrs+	8,500-12,500+
Retail Trainer	3yrs+	10,500-20,500+
China Store Manager	7yrs+	19,500-28,500+
QA/QC Manager	6yrs+	20,000-29,500+
Contract Officer (Buyer)	3yrs+	11,000+
Visual Merchandiser	2yrs+	9,000+
Retail Manager	7yrs+	16,000-26,500+
Lease Acquisition Manager's Assistant	5yrs+	18,000-26,500+
Trade Planning Manager	7yrs+	18,000-30,000+
Property Application Manager	8yrs+	25,000-33,000+
Regional Operations Manager	7yrs+	30,000+
Deputy Head of Retail Planning & Allocation	10yrs+	60,000+
General Manager	10yrs+	55,000+
Regional Manager	12yrs+	85,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>LEGAL</b>		
Legal Secretary	1-4yrs	6,500-16,500+
Translator	1-4yrs	9,000-19,500+
Senior Secretary/PA to Chief Representative	4yrs+	14,000-25,000+
Office Manager (Law Firm)	4yrs+	18,500-33,000+
Paralegal	4-8yrs	16,500-33,500+
Legal & Compliance Manager	6yrs+	25,000+
Manager Business Advisory	4-9yrs+	19,500-33,500+
Corporate Secretary	7yrs+	43,500-60,000+
Legal Counsel	10yrs+	45,500-65,500+
In-House Lawyer	3yrs+	25,000-40,500+

<b>MEDIA</b>		
News Editor	1-2yrs	6,500-10,500
Advertising Sales Manager	5yrs+	15,000-25,000+
Account Manager	5yrs+	17,500-31,500+
Associate Account Director	5yrs+	28,500-41,500+
Operation Manager/Column Writer Media Publication	3-4yrs	18,500-32,500
Account Director	Min 5yrs in CRM Agency	35,000-55,500+
Digital Media Dept. Director	8yrs+	33,000-48,500+
Sr. Account Director/Head of Branch (Asian Foreigner)	8yrs+ in 4A Agencies	56,500-100,000+
CEO Advertising	10yrs+ in Outdoor Advertising	76,500-109,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>SALES &amp; MARKETING</b>		
Operation Executive (Sales Admin)	3yrs+	6,000-10,500+
Senior Sales Coordinator	5yrs+	10,500-15,500+
Field Sales Engineer	5-10yrs	22,000-33,000+
Sales Representative	1-3yrs	4,500-7,500 + commission
Marketing Co-ordinator	5yrs+	9,500-14,000+
Marketing Executive	1-3yrs	6,500-13,000
Asst. Marketing Communications Manager	4yrs+	12,500-30,000+
PR Executive	3-5yrs	10,000-18,500
Account Director-PR	8yrs+	25,000+
Project Manager	3yrs+	14,000-25,000+
PR Manager	5yrs+	24,000-33,000+
Regional Sales Manager	5-8yrs	30,000-40,500+
Int'l Key Account Manager	5-8yrs	20,000-38,500+
Key Account Asst .Manager	5yrs+	14,500-20,000+
Trade Marketing Manager	5yrs+	18,500-42,000+
Promotion Supervisor	3yrs+	7,500-13,500+
Marketing Strategic Alliance Senior Manager	6yrs+	29,500-40,500+
Sales Operation Supervisor	3yrs+	13,500-21,500+
Sales Manager/Engineer	5yrs+	15,500-27,500+
Senior Sales Manager FMCG	7yrs+	38,000+
Sales Manager- Professional Services	6yrs+	16,500-38,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>SALES &amp; MARKETING</b>		
Brand Marketing Manager	8yrs+	24,000-32,500+
North China Manager (or South & Central China)	8yrs+	28,500-46,000+
National Sales & Marketing Manager	8yrs+	35,500-54,500+
National Business Manager	15yrs+	42,500-62,000+
Asian Design Markets Manager	8yrs+ & International experience	50,000-76,500+
Marketing Director	10yrs+	55,500-82,000+
Marketing Director (foreigner)	10yrs+	76,500-131,000+
Sales Director (Retail)	5-10yrs	38,500-76,500+
General Manager Marketing	10-15yrs	82,000-131,500+
Commercial Director China	10yrs+	45,000-87,500+
Managing Director	10yrs+	76,500+
GM Commercial Operations Greater China	15yrs	55,000-82,000+
Global Business Manager Asia	10yrs+	71,000+
General Manager CRM	15yrs+	110,000-163,000+ (Foreigner)



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>INFORMATION TECHNOLOGY</b>		
Computer Operator	0-2yrs	4,500-7,500
Web Designer	2-4yrs	6,500-11,000
Senior Operator/Supervisor	2-8yrs	7,500-21,500+
Programmer/Technical Eng.	0-2yrs	5,500-10,000
Analyst/Programmer & System/DB Admin	2-4yrs+	7,500-14,500
Helpdesk Support Engineer	5-8yrs	18,500-28,000
DVT Specialist	2-5yrs+	9,000-17,500+
Systems/Business Analyst Assistant Project Manager/Consultant	3-5yrs	12,000-22,000+
Senior SW Engineer	5-10yr+ SW development experience	18,000-26,000+
UED Supervisor (E-Commerce)	6yrs+	15,000-20,000
Hardware Design Engineer	2-5yrs product development experience	11,500-21,000
Test Development Engineer	3yrs+	11,000-19,500+
Operations Engineer	3yrs+	11,000-19,500+
Demonstration Engineer	8yrs+	22,900-27,500+
Network Administrator	4yrs+	10,500-23,000+
Web Editor/Chief Editor	1-5yrs	6,500-21,000+
Bid Development Specialist Manager	5yrs+	14,500-27,500+
BD Manager SAP	5yrs+	33,000-43,500 + commission on sales



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>INFORMATION TECHNOLOGY</b>		
Project Manager	6yrs+	18,000-30,000+
SAP Consultant (Rare Modules)	3-5yrs	24,000-35,000
SAP Consultant (Common Modules)	3-5yrs	19,500-28,500
Java Developer	3-6yrs	12,500-18,500
L2 Data Protection Administrator	5yrs+	17,500-30,500+
L3 Unix System Administrator	5yrs+	17,500-27,500+
Engineering Manager	10yrs+	28,500-54,500+
IT BD Manager	10yrs+	27,500-49,000+
BIOS Manager	12yrs+	38,500-54,500+
ME Manager	12yrs+	43,500-65,500+
MIS/IT Manager	6yrs+	23,000-43,500+
Hardware Development Manager	10yrs+	45,500-60,000+
Service Centre Manager	10yrs	35,000+
IT Regional Manager	10yrs+	43,000-76,500+
Infrastructure Service Director APAC	7yrs+	49,000-87,500+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>MANUFACTURING/ENGINEERING</b>		
Technical/Asst.. Engineer	0-2yrs	3,500-7,500
Engineer	2-5yrs	6,500-13,500+
R&D Engineer	5yrs+	14,500-19,500+
Chemical Engineer	3yrs+	11,000-17,500+
Mechanical Engineer	3yrs+	11,000-17,500+
Senior Engineer	5-8yrs	16,500-27,500+
CIGS Engineer	5yrs+	16,500-33,000+
Development Engineer Lasers	5yrs+	16,500-33,000+
Plastic Injection Manager	10yrs+	24,000-32,500+
Metal Stamping Manager	10yrs+	24,000-33,000+
QA Manager	6yrs+	19,500-28,500+
QA/QC Director	8yrs+	38,500-58,500+
Engineering Manager	8-10yrs	22,000-43,500+
Project Manager	8yrs+	22,000-38,500+
Engineering Manager R&D ( Asian Foreigner)	8-10yrs	82,000-109,000
Sales Engineer	8yrs+	10,500-21,000+
Retail Manager-Automotive	8-10yrs	17,000-28,000+
Technical Support Engineer	2-5yrs	11,000-21,000+
Process Engineer/Manager	5yrs+	15,500-30,500+
Operations Manager	5yrs+	32,500-52.500+
Technical Expert	8yrs+	24,000-33,000+
Operation Engineer	6yrs+	15,000-22,000





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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>MANUFACTURING/ENGINEERING</b>		
Production Supervisor	3yrs+	14,500-22,000+
OEM Production Manager	5yrs+	18,500-35,000+
Tooling Manager	10yrs+	24,000-33,000+
Moulding Engineer	4yrs+	11,000-17,500+
SQE/SDE	4yrs+	11,000-17,500+
Program Manager (Automotive)	5yrs	13,000-22,000+
H&S Coordinator	4yrs+	19,500-38,500+
EHS Manager	8yrs+	15,000-25,000+
Plant Manager	8yrs+	21,500-33,000+
Senior Manager – Operation Engineering (Electronics)	10yrs+	40,000-53,000+
Plant Manager (Foreigner)	8yrs+	40,000-65,500+
Site Manager	10yrs+	76,500-120,000+
Manufacturing Director	15yrs+	43,500-76,500+
General Manager	15yrs+	71,000-93,000+
Operations Director	10yrs+	43,500-109,000+ +Performance Bonus
Country Sales Manager-Lubricants	10yrs+	49,000-93,000+
General Manager-Aerospace	10yrs+	67,500+
BD Manager Aerospace	5-8yrs	27,500-38,500+
VP of SCM	10yrs in APAC	80,000-115,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>LEAN/SIX SIGMA</b>		
Black Belt-Chemical	3yrs	19,500-27,500
Lean IE Engineer	4yrs+	12,500-20,500+
Black Belt-Process Improvement Manager	5yrs	26,500-35,000
Black Belt-Project Leader Process Optimization	5yrs	27,500-38,500
Black Belt-Market Research	8yrs+	87,500-120,000
ACES Manager (E-Commerce)	8yrs+	32,500-40,000+
Master Black Belt-Chemical	8yrs+	43,500-60,000
Master Black Belt-Insurance	10yrs+	87,500-109,000
Asia Enterprise-Master Black Belt (Asian Expatriate)	20yrs+	93,000-109,000 +Allowances
Lean Manager-Electronics	10yr+	87,500+
Lean Operations Manager-Telecom	8yrs+	50,500 +Allowances
Lean Director-Electronics	15yrs +	109,000+
Operations Director-Consultancy	15yrs+	109,000+
Supply Chain Innovation & Performance Director	10yrs+	72,000+
Senior Continuous Improvement Manager-Electronics	10yrs+	60,000+ (including allowances)
Senior Director Lean Sigma Operations-Electronics	10yrs+	60,000+ (including allowances)
Asia Lean Transformation Leader	10yrs+	60,000+ (including allowances)
BB – Business Process Improvement	6yrs	30,000+ Plus Incentives



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>PROJECT MANAGEMENT</b>		
Project Engineer	2-4yrs	11,000-19,500+
MES BD Manager	5yrs	14,000-24,000+
Senior Project Engineer	6yrs+	17,500-29,500+
Construction Estimator	4yrs+	9,500-13,500+
Lead Piping Engineer	10yrs+	21,500-38,500+
Mechanical Lead Engineer	8yrs+	18,500-33,000+
Electrical Lead Engineer	8yrs+	18,500-33,000+
I&C Lead Engineer	8yrs+	18,500-33,000+
Lead Healthcare Engineer	10yrs+	19,500-36,000+
GMP Consultant	8yrs+	22,000-49,000+
Senior PCT Engineer	6yrs+	15,500-24,000+
Key Account Manager	6yrs+	13,000-27,500+
Project Engineering Manager Liquid Processing	10yrs+	24,000-38,500+
Project Manager	10yrs+	27,500-43,500+
Commercialization Leader	5-10yrs+	33,000-49,000+
Construction Manager	10yrs+	24,000-39,500+
Civil/Structural Manager	5yrs+	16,500-30,500+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>PROJECT MANAGEMENT</b>		
MEP Engineering Manager	5yrs+	18,500-28,500+
Design Manager	8yrs+	24,000-38,500+
Senior Architect	8yrs+	26,000-40,000+
Contracts Manager	8yrs+	22,000-38,500+
Head of Technical Services	10yrs+	60,000-87,500+
Refining Specialist-Oil & Gas (Expatriate)	10yrs+	95,000+
Project Director Construction (Asian)	10yrs+	87,500-131,000+
Architect-Façade Package Manager (Western Expatriate)	20yrs+	185,500+
Site/Construction Manager – Ship Building (Western Expatriate)	20yrs+	155,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>REAL ESTATE</b>		
Property Analyst	3-4yrs	10,000-16,500+
Senior Manager Renting	8yrs+	27,500-38,500+
Architect	4yrs+	19,500-30,500+
SR. Architect	10yrs+	28,500-49,000+
SR. Architect (Expatriate)	10yrs+	100,000+
Architecture Manager	10yrs+	33,000-52,500+
Security Manager	8yrs+	19,500-38,500+
National Security Controller	10yrs+	24,000-43,500+
Consultancy Manager Industrial	Min 4yrs	22,000-38,500+
Senior Project Manager (Commercial Fit Out)	Min 5yr experience in Commercial Fit Out	23,000-49,000+
Research Manager	3yrs+	19,500-30,500+
Investment Manager	3yrs+ in large investment asset management	24,000-33,000+
Property Manager (Asian Expatriate)	10yrs+	65,500-98,000+
Manager, Shopping Centre	10yrs+	65,500-110,000+ (Local) 98,000-142,000+ (Asian)



J.M. Gemini Personnel Ltd.

## Guide to China Market Salaries 2<sup>nd</sup> Quarter 2015

POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>REAL ESTATE</b>		
Master Planner	6yrs+	33,000-54,500+
Executive GM Trainee	5yrs+	27,500-43,500+
Property Development Director	10yrs+	54,500-87,500+
Head of Retail Leasing North China	8+ P&L Control	70,000-85,000+
Marketing Director China	10yrs+ MNC	87,500-109,000+
Asset Management Director	15yrs in MNC	110,000+
Property Acquisition Director	15yrs+ in MNC	110,000+



J.M. Gemini Personnel Ltd.

## Guide to China Market Salaries 2<sup>nd</sup> Quarter 2015

POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
<b>CONSULTING/SERVICES</b>		
Commercial Quality Control Manager	5yrs+	16,500-30,500+
Customer and Research Specialist	2-5yrs	25,000-33,000+
Client Development Specialist	2-5yrs	25,000-33,000+
Business Development Manager	8-10yrs	49,000-60,000+
Product Manager	8yrs+	49,000-60,000+
Deputy Director	10yrs+	76,500+
Associate Director	10yrs+	65,500+
Marketing Manager	6-8yrs	38,500-49,000+
Sales Manager	6yrs+	34,500-49,000+
Business Intelligence Analyst/Manager	5yrs+	19,500-32,000+
PR/Media Communications Manager	5yrs+	26,500+
Chief Representative (Fiduciary Service)	8yrs+	19,500-32,000+



J.M. Gemini Personnel Ltd.

## Guide to China Market Salaries 2<sup>nd</sup> Quarter 2015

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