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Hudson

2023
HUDSON
TALENT TRENDS
REPORT



Hudson Hong Kong

With a history of 35 years, Hudson Asia Pacific is the largest privately-owned talent solutions company in the region. Hudson Hong Kong is a market leading specialist recruitment firm with the following search disciplines:

- Banking & Financial Services
- Technology
- Sales & Marketing
- Supply Chain & Procurement
- Commercial Finance
- Human Resources & Business Support
- Legal

Hudson Hong Kong is a fully diversified recruiting business offering permanent recruitment, contract recruitment and payrolling facilities for employers and employees.

Looking back at 2022

2022 has been a big year in job movements and we have seen a nearly **60% rise in job numbers compared to 2021**. This has kept firms like Hudson extremely busy supporting organizations on their talent acquisition efforts. However, we started to see a gradual cautionary approach with regards to hiring in Q4 of 2022, this is mainly due to recessionary fears, falling revenues and higher wage costs across industries.

In Q3-2022, the Census and Statistics Department reported that the city’s total population fell by 1.6% to 7.29 million people - the steepest decline since 1961. Around 113,000+ residents left the city over the past year, a 26.9% increase from the year before. While it may seem like a small figure in comparison to the scale of the overall HK population, the dip in the total workforce number has been felt by companies and HR leaders are concerned with this trend.

However, HR leaders are also optimistic with several initiatives taken by the Hong Kong government. In response to the tightened labour market, **the Office for Attracting Strategic Enterprises (OASES) and a Top Talent Pass Scheme was introduced in 2022 to attract more global businesses and talent** to work in Hong Kong.

Along with this, the announcement of China’s 14th five-year plan, would further enhance the city’s position in aviation, innovation and technology, intellectual property as well as arts and culture. **Companies are also gearing up for a surge in talent demand after border reopening** - a phenomenon experienced by many countries shortly after borders reopening.

2023, up-ahead

Most employers in Hong Kong are facing a real tough time when it comes to finding, retaining, and recruiting talent as **employees continue to be in the driving seat in the job market**. We expect this trend to continue for the entire 2023. In the last 2 years - companies in Hong Kong have entered a price war, with some offering unprecedented salary increases to secure highly skilled workers. Employers need to view this is a strategic challenge that something can be resolved by simply deploying financial resources to it.

We expect a comparatively modest job-market growth in 2023 and **the current high levels of year-on-year growth are unlikely to continue in the first half of 2023**. We saw relatively significant layoffs with large investment banks, crypto firms and pure-play technology firms in Q4 of 2022. These employees are unlikely to be hired back in a hurry as margins/fees have declined and there are no obvious signs of large revenues coming in. This would mean, we possibly see a busier H2-2023 in terms of hiring.

On the contrary, we continue to see **strong hiring in transformation focused functions at larger financial institutions and conglomerates**. This will be more pronounced in areas such as **digital transformation, data analytics, Greater-Bay-**

Area focused roles, UXUI, Product, cyber security, and site reliability engineering. Technology & Digital marketing recruiting in general will continue to be strong in 2023.

In addition to this, we predict in Q1-2023 the regulations will loosen up allowing the quarantine-free travel from the mainland to Hong Kong and in turn **drive hiring volume among Chinese based financial institutions further**. The potential border-free travel will bring **a surge in the retail market** with more store openings in Kowloon, Central and the Hong Kong International Airport. Candidates who speak Mandarin will continue to be well sought-after and will become a pre-requisite for several positions.

In terms of 2022 salary increments, we saw 15% to 30% be the range job-hoppers and **in 2023, we see a comparatively lower range from 15-20% possible**. However, there will be several exceptions in the ‘in-demand’ roles– **revenue generating, product, digital, technology and legal functions will see higher average ranges**.



Re-evaluate your all-round Employee Value Proposition

In this competitive market, employers must also evaluate their employee value propositions to deal with their workforce challenges and attract the talent they need. This requires employers to view this as a strategic pillar to their long-term business plans, including but not limited to, **criteria for promotions, leadership goals, employee well-being, benefits, remuneration evaluation, creating new roles that are inward focused, among others.**

Based on our preliminary surveys, **1 in every 3 Hong Kong-ers identifies work-life balance and employee well-being** as a key consideration while looking for a job switch. This is in general an increase compared to the previous years, where it was largely financial and recognition driven. Employees have also identified having good internal relationships with their direct manager and their peers as a reason for them to stay with an organization.

The employer brand strategy is usually evaluated by the number of touch-points. However, with changes in the market, we suggest businesses to **have a stronger focus on connecting with talent on a much more personal level to understand their challenges and expectations.** Ultimately, highly satisfied employees who feel

purposeful about their job are your most valuable stakeholders. They are more productive, and they attract others who share the same values as them to want to work for the company as well.

Outside of compensation evaluations that support employee's immediate financial needs and offer them a sense of stability; if companies don't provide employees with a reason to stay, employees will move onto the next job opportunity with a better sense of purpose and contribution-impact to the wider organization.



**Reach out to
Hudson Hong Kong
if you'd like to
learn more and have a
discussion with
one of our
experts specializing
in your industry!**

Financial Services - Front Office - Corporate Banking

Corporate Banking - Client Coverage						
	Assistant Relationship Manager HKD/000	Relationship Manager HKD/000	Senior Relationship Manager HKD/000	Team Head HKD/000	Deputy Department Head HKD/000	Department Head HKD/000
Client Coverage - China Corporates	300 - 500	400 - 700	600 - 1,100	850 - 1,500	1,100 - 2,000	1,700 - 3,000
Client Coverage - Local Corporates	300 - 500	400 - 700	600 - 1,100	850 - 1,500	1,100 - 2,000	1,700 - 3,000
Client Coverage - Financial Institutions	300 - 500	400 - 700	600 - 1,100	850 - 1,500	1,100 - 2,000	1,700 - 3,000

Corporate Banking - Product					
	Analyst HKD/000	Associate/ Assistant Vice President HKD/000	Associate Director/Vice President HKD/000	Director/ Executive Director HKD/000	Managing Director HKD/000
Structured Finance	300 - 500	400 - 700	600 - 1,100	850 - 1,500	1,500 - 2,500
Fixed Income/Treasury	400 - 600	500 - 800	800 - 1,300	1,000 - 1,600	1,500 - 3,000
Trade Finance	300 - 450	400 - 650	550 - 900	800 - 1,300	1,200 - 2,300
Cash Management	300 - 450	400 - 600	500 - 800	750 - 1,100	900 - 1,500

Financial Services - Front Office - Retail Banking

Retail Banking - Relationship Manager						
	Assistant Relationship Manager HKD/000	Relationship Manager HKD/000	Senior Relationship Manager HKD/000	Team Head HKD/000	Branch Manager HKD/000	District Manager HKD/000
Investment & Insurance	300 - 400	400 - 550	550 - 650	550 - 750	650 - 950	900 - 1,400

Product Specialist				
	Manager HKD/000	Senior Manager HKD/000	Team Head HKD/000	District Head HKD/000
Investment Counsellor	450 - 550	550 - 750	650 - 950	850 - 1,500
Insurance Specialist	450 - 550	550 - 750	650 - 950	850 - 1,500
Treasury Specialist	450 - 550	550 - 750	650 - 950	850 - 1,500



Financial Services - Front Office - Private Banking

Private Banking - Relationship Manager					
	Assistant Relationship Manager HKD/000	VP HKD/000	Director HKD/000	Executive Director HKD/000	Managing Director HKD/000
Investment & Insurance	400 - 750	550 - 900	900 - 1,400	1,400 - 2,500	2,500 - 4,000

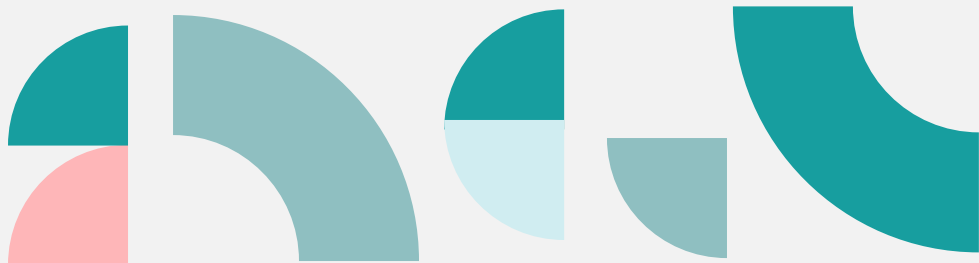
Investment Product Development and Product Sales					
	AVP HKD/000	VP HKD/000	Director HKD/000	Executive Director HKD/000	Managing Director HKD/000
Investment Counsellor	400 - 600	550 - 900	900 - 1,400	1,400 - 2,500	2,500 - 3,000
Investment Product Manager	400 - 600	550 - 800	800 - 1,300	1,300 - 2,300	2,300 - 3,000

Financial Services - Insurance

Partnership/Distribution - Insurance(Insurers)					
	AVP HKD/000	VP HKD/000	SVP HKD/000	Director HKD/000	Executive Director HKD/000
Bancassurance	300 - 500	400 - 700	600 - 1,000	850 - 1,300	1,100 - 2,000
Brokers	300 - 500	400 - 700	600 - 1,000	850 - 1,300	1,100 - 2,000
Agency	300 - 500	400 - 700	600 - 1,000	850 - 1,300	1,100 - 2,000

Partnership/Distribution - Insurance(Brokers)					
	AVP HKD/000	VP HKD/000	SVP HKD/000	Director HKD/000	Executive Director HKD/000
Bancassurance	300 - 400	350 - 600	500 - 850	700 - 1,000	850 - 1,200
Agency	300 - 400	350 - 600	500 - 850	700 - 1,000	850 - 1,200

Product Development - Insurance					
	AVP HKD/000	VP HKD/000	SVP HKD/000	Director HKD/000	Executive Director HKD/000
Banks	300 - 500	400 - 700	600 - 1,000	850 - 1,500	1,100 - 2,000
Insurers	300 - 500	400 - 700	600 - 1,000	850 - 1,500	1,100 - 2,000



Financial Services - Operations

Retail , Corporate, Virtual Banking				
	Officer/ Senior Officer HKD/000	Assistant Manager HKD/000	Manager - Senior Manager HKD/000	Team Head HKD/000
KYC, Account Opening	180 - 330	330 - 450	450 - 560	560 - 720
Customer Services	180 - 330	330 - 450	450 - 560	560 - 720
Remittance, Payment Operations	180 - 360	360 - 480	480 - 600	600 - 840
Loan Operations	180 - 300	300 - 420	420 - 540	540 - 720
Treasury Operations	180 - 300	300 - 420	420 - 660	660 - 780
Credit Administration	180 - 300	300 - 420	420 - 540	540 - 720
Project Management	220 - 340	340 - 460	460 - 600	600 - 900
HKD/000				
Head of Operations	720 - 1,800			
Chief Operating Officer	960 - 3,000			

Investment Banking & Securities				
	Analyst/ Senior Analyst HKD/000	Associate/ Senior Associate HKD/000	Manager/ AVP/ VP HKD/000	Team Head HKD/000
Client onboarding	180 - 300	420 - 580	580 - 720	720 - 860
Client Services	180 - 300	420 - 600	600 - 780	780 - 900
Trade Support/ Middle Office	180 - 300	420 - 600	600 - 780	780 - 900
Settlement	180 - 300	420 - 580	580 - 720	720 - 860
Project Management	240 - 360	360 - 480	480 - 620	620 - 960
HKD/000				
Operations Manager	580 - 720			
Head of Operations	860 - 1,800			
Chief Operating Officer	1,200 - 3,000			

Asset Management & Private Equity				
	Analyst/ Senior Analyst HKD/000	Associate/ Senior Associate HKD/000	Manager/ AVP/ VP HKD/000	Team Head HKD/000
Client onboarding	180 - 300	420 - 580	580 - 720	720 - 860
Fund Administration/ Fund Operations	240 - 420	420 - 600	600 - 840	840 - 960
Client Services	180 - 300	420 - 600	600 - 780	780 - 900
HKD/000				
Operations Manager	480 - 780			
Head of Operations	840 - 1,800			
Chief Operating Officer	960 - 3,000			



Financial Services - Compliance

Retail, Corporate and Virtual Bank				
	Officer/ Senior Officer HKD/000	Assistant Manager HKD/000	Manager - Senior Manager HKD/000	Team Head HKD/000
General Compliance	180 - 330	330 - 480	480 - 800	800 - 1,800
AML/FCC	180 - 330	330 - 480	480 - 600	600 - 1,500
Transaction Monitoring	150 - 300	300 - 500	500 - 780	780 - 960
Insurance and Investment	200 - 320	320 - 500	500 - 700	700 - 1,100
HKD/000				
Head of Compliance	1,200 - 2,300			
Chief Compliance Officer	2,400 - 3,200			

Investment Banking & Securities				
	Analyst/ Senior Analyst HKD/000	Associate/ Senior Associate HKD/000	Manager/ AVP/ VP HKD/000	Team Head HKD/000
General Compliance	200 - 260	260 - 400	400 - 800	800 - 1,500
AML/FCC	200 - 260	260 - 400	500 - 1,000	960 - 1,800
Control Room	200 - 260	260 - 400	400 - 1,000	960 - 1,800
Trade Surveillance	200 - 260	260 - 400	400 - 1,000	960 - 1,400
IBD Compliance	200 - 260	260 - 400	500 - 1,000	960 - 1,800
Wealth Management	200 - 260	260 - 400	400 - 800	800 - 1,400
HKD/000				
Head of Compliance	1,200 - 2,500			
Chief Compliance Officer	2,500 - 4,500			

Asset Management & Private Equity				
	Analyst/ Senior Analyst HKD/000	Associate/ Senior Associate HKD/000	Manager/ AVP/ VP HKD/000	Team Head HKD/000
Business Compliance	180 - 216	200 - 312	360 - 720	600 - 960
Investment Compliance	180 - 216	200 - 312	360 - 720	600 - 960
HKD/000				
Head of Compliance	720 - 2,200			
Chief Compliance Officer	1,200 - 3,600			



Financial Services - Risk

Market Risk				
	Officer/Associate HKD/000	Manager/AVP HKD/000	Senior Manager/VP HKD/000	SVP/MD HKD/000
Virtual/Retail/Commercial	250 - 450	480 - 720	800 - 1,200	1,500 - 2,200
Corporate and Investment	300 - 480	500 - 800	1,000 - 1,400	1,600 - 2,400
Securities Brokerage	210 - 350	420 - 700	900 - 1,200	1,200 - 2,400
Private Equity/Hedge Fund/ Asset Management	n/a	n/a	n/a	n/a

Liquidity Risk				
	Officer/Associate HKD/000	Manager/AVP HKD/000	Senior Manager/VP HKD/000	SVP/MD HKD/000
Virtual/Retail/Commercial	350 - 550	550 - 800	800 - 1,200	1,300 - 1,600
Corporate and Investment	350 - 550	550 - 900	900 - 1,300	1,900 - 2,400
Securities Brokerage	250 - 350	350 - 600	850 - 1,300	1,200 - 1,600
Private Equity/Hedge Fund/ Asset Management	n/a	n/a	n/a	n/a

Credit Risk				
	Officer/Associate HKD/000	Manager/AVP HKD/000	Senior Manager/VP HKD/000	SVP/MD HKD/000
Virtual/Retail/Commercial	240 - 300	420 - 550	750 - 1,200	1,200 - 1,800
Corporate and Investment	250 - 350	480 - 600	850 - 1,500	1,500 - 2,100
Securities Brokerage	250 - 400	450 - 600	800 - 1,300	1,200 - 1,800
Private Equity/Hedge Fund/ Asset Management	n/a	n/a	n/a	n/a

Operational Risk				
	Officer/Associate HKD/000	Manager/AVP HKD/000	Senior Manager/VP HKD/000	SVP/MD HKD/000
Virtual/Retail/Commercial	220 - 350	360 - 550	600 - 1,000	1,100 - 2,000
Corporate and Investment	250 - 380	400 - 600	650 - 1,080	1,200 - 1,800
Securities Brokerage	216 - 320	300 - 450	800 - 1,000	900 - 1,400
Private Equity/Hedge Fund/ Asset Management	n/a	n/a	n/a	n/a

General Risk Management					
	Officer/Associate HKD/000	Manager/AVP HKD/000	Senior Manager/VP HKD/000	SVP/MD HKD/000	Head of Risk Management/CRO HKD/000
Virtual/Retail/Commercial	n/a	n/a	n/a	n/a	1,800 - 4,000
Corporate and Investment	n/a	n/a	n/a	n/a	2,400 - 3,500
Securities Brokerage	n/a	n/a	n/a	n/a	1,800 - 2,800
Private Equity/Hedge Fund/ Asset Management	240 - 400	400 - 700	600 - 900	800 - 1,800	2,000 - 3,000



Financial Services - Front Office - Buy-side

Asset Management / Hedge Fund					
	Analyst HKD/000	Associate/ Assistant Vice President HKD/000	Associate Director/ Vice President HKD/000	Director/ Executive Director HKD/000	Managing Director HKD/000
Research	300 - 500	500 - 840	840 - 1,440	1,200 - 1,800	1,500 - 3,000
Portfolio Management (Equity)	-	-	840 - 1,500	1,500 - 2,400	1,800 +
Portfolio Management (Fixed-Income)	-	-	720 - 1,200	1,200 - 1,800	1,500 +
Institutional Sales	300 - 600	600 - 840	840 - 1,440	1,200 - 2,400	1,800 +
Wholesales/Distribution	300 - 500	500 - 840	840 - 1,440	1,200 - 2,400	1,800 +
Product Development	300 - 500	500 - 720	720 - 1,000	1,000 - 1,400	1,400 +
Trading	360 - 600	600 - 960	960 - 1,200	1,200 - 1,800	1,800 +

Private Equity					
	Analyst HKD/000	Associate/ Assistant Vice President HKD/000	Associate Director/ Vice President HKD/000	Director/ Executive Director HKD/000	Managing Director HKD/000
Investment (Local Firms)	500 - 700	700 - 980	980 - 1,300	1,300 - 2,000	2,000 +
Investment (Global Firms)	800 - 1,100	1,100 - 1,400	1,400 - 1,850	1,850 - 2,400	2,400 +
Investor Relations/Fundraising (Local Firms)	480 - 600	600 - 800	800 - 1,000	1,000 - 1,500	1,500 +
Investor Relations/Fundraising (Global Firms)	780 - 980	980 - 1,200	1,200 - 1,600	1,600 - 2,000	2,000 +

Financial Services - Front Office - Sell-side

Chinese Investment Banking / Securities					
	Analyst HKD/000	Associate/ Assistant Vice President HKD/000	Associate Director/ Vice President HKD/000	Director/ Executive Director HKD/000	Managing Director HKD/000
IBD (IPO, M&A)	300 - 500	550 - 800	900 - 1,200	1,300 - 1,700	2,000 +
Sponsor Principal (IPO Sponsor)	n/a	n/a	n/a	1,400 - 2,000	2,300 +
GCM (ECM, DCM)	300 - 500	550 - 800	900 - 1,100	1,200 - 1,600	1,800 +
Equity Research	250 - 450	500 - 750	800 - 1,050	1,200 - 1,600	1,700 +
Equity Sales	250 - 450	500 - 750	800 - 1,100	1,300 - 1,700	1,700 +
FICC Sales	250 - 450	500 - 750	800 - 1,000	1,200 - 1,700	1,700 +
Trading	250 - 450	500 - 780	800 - 1,050	1,200 - 1,700	1,800 +

Foreign Investment Banking / Securities					
	Analyst HKD/000	Associate/ Assistant Vice President HKD/000	Associate Director/ Vice President HKD/000	Director/ Executive Director HKD/000	Managing Director HKD/000
IBD (IPO, M&A)	450 - 750	800 - 1,200	1,200 - 1,800	1,900 - 2,600	3,000 +
Sponsor Principal (IPO Sponsor)	n/a	n/a	n/a	2,300 - 2,800	3,000 +
GCM (ECM, DCM)	400 - 700	750 - 1,100	1,300 - 1,700	1,800 - 2,500	2,600 +
Equity Research	400 - 700	800 - 1,100	1,300 - 1,800	2,000 - 2,500	2,600 +
Equity Sales	400 - 680	750 - 1,100	1,200 - 1,800	2,000 - 2,400	2,600 +
FICC Sales	380 - 680	750 - 1,100	1,200 - 1,700	1,900 - 2,400	2,600 +
Trading	450 - 750	800 - 1,100	1,300 - 1,900	2,000 - 2,700	2,800 +
		Associate - VP HKD/000		Director- MD HKD/000	
Strategy/IR/Capital Market		800 - 1,100		1,500 - 2,500	

Financial Services - Accounting & Finance

Virtual/Corporate/Commercial Bank							
	Analyst/ Officer/ Accountant HKD/000	Associate/ Assistant Finance Manager HKD/000	Finance Manager/VP HKD/000	Senior Manager/SVP HKD/000	Section Head/ Team Head/ Director HKD/000	Head of Finance/ Financial Controller HKD/000	CFO HKD/000
A&F	216 - 380	380 - 520	500 - 800	750 - 1,200	980 - 1,300	1,300 - 2,500	1,800 - 4,000
Regulatory Reporting	280 - 420	420 - 560	550 - 840	780 - 1,000	980 - 1,300	1,300 - 1,700	
Financial Reporting	240 - 400	400 - 550	500 - 820	780 - 1,000	980 - 1,300	1,300 - 1,800	
Management Accounting	216 - 400	400 - 560	480 - 720	780 - 1,000	980 - 1,300	1,300 - 1,600	

Brokerage and Investment Bank							
	Analyst/ Senior Analyst HKD/000	Associate/ Senior Associate HKD/000	Finance Manager/ AVP/VP HKD/000	Senior Manager/SVP HKD/000	Team Head/AD HKD/000	Head of Finance/ Financial Controller/ED HKD/000	CFO HKD/000
	240 - 360	360 - 500	500 - 800	800 - 1,000	1,000 - 1,400	1,400 - 1,800	1,500 - 3,000

Buyside (PE, Hedge fund, Asset management)					
Fund Accountant/ Senior Fund Accountant HKD/000	Assistant Finance Manager HKD/000	Finance Manager/VP HKD/000	Senior Manager/SVP HKD/000	Head of Finance/ Financial Controller HKD/000	CFO HKD/000
180 - 480	480 - 600	600 - 900	900 - 1,200	1,200 - 1,800	1,400 - 2,600

Internal Audit					
	Auditor/ Senior Auditor HKD/000	Audit Manager HKD/000	Senior Audit Manager HKD/000	Head of Audit/ Audit Director HKD/000	Chief Auditor HKD/000
Banking & Sell Side & Buyside	240 - 520	520 - 720	720 - 1,000	1,200 - 1,800	1,500 - 2,400

Fintech				
Accountant/ Senior Accountant HKD/000	Finance Manager HKD/000	Senior Finance HKD/000	Head of Finance HKD/000	CFO HKD/000
200 - 360	360 - 600	600 - 780	750 - 960	960 - 1,200

Treasury					
	Officer/ Senior Officer HKD/000	AVP/ Manager HKD/000	VP/ Senior Manager HKD/000	Director HKD/000	Head of Treasury HKD/000
Banking & Sell Side	240 - 480	480 - 800	800 - 1,000	1,000 - 1,600	1,600 - 3,500

Legal

International Private Practice / Law Firm				
	0-5 years HKD/000	5-7 years HKD/000	8-10 years HKD/000	10+ years HKD/000
Legal Secretary	240 - 300	264 - 350	350 - 400	400 - 500
Legal Translator	240 - 350	300 - 400	400 - 500	400 - 500
Associate	840 - 1,300	1,100 - 1,700	1,400 - 2,000	1,800 - 2,200
Partner				2,000 - 2,400 +

Local Private Practice / Law Firm				
	0-5 years HKD/000	5-7 years HKD/000	8-10 years HKD/000	10+ years HKD/000
Legal Secretary	180 - 300	264 - 350	350 - 400	400 - 500
Legal Translator	240 - 350	300 - 400	400 - 500	400 - 500
Associate	480 - 520	520 - 1,000	1,000 - 1,200	1,200 - 1,600
Partner				1,400 - 1,800 +

US Private Practice / Law Firm				
	0-5 years HKD/000	5-7 years HKD/000	8-10 years HKD/000	10+ years HKD/000
Legal Secretary	240 - 300	264 - 350	350 - 400	400 - 500
Senior Legal Secretary	264 - 350	350 - 400	400 - 500	400 - 500
Legal Translator	240 - 350	300 - 400	400 - 500	400 - 500
Associate	1,000 - 1,400	1,400 - 2,000	1,600 - 2,200	2,000 - 2,500
Partner				2,200 - 2,800 +

In-House - Commerce				
	0-5 years HKD/000	5-7 years HKD/000	8-10 years HKD/000	10+ years HKD/000
Legal Asssitant / Paralegal	150 - 200	200 - 250	250 - 300	300 +
Senior Paralegal / Senior Legal Officer / Legal Manager	300 - 420	420 - 450	450 - 500	500 +
Legal Counsel - Senior Legal Counsel	550 - 700	750 - 860	860 - 1,200	1,100 +
Associate General Counsel				1,200 - 1,800
General Counsel				1,400 - 2,500 +

In-House - Financial Services				
	0-5 years HKD/000	5-7 years HKD/000	8-10 years HKD/000	10+ years HKD/000
Legal Asssitant / Paralegal	150 - 200	250 - 400	360 - 500	480 +
Senior Paralegal / Senior Legal Officer / Legal Manager	300 - 420	420 - 450	450 - 500	600 +
Legal Counsel - Senior Legal Counsel	550 - 860	750 - 1,000	860 - 1,400	1,400 +
Associate General Counsel				1,500 - 2,000
General Counsel				1,800 - 3,200 +

Sales, Marketing & Digital

Advertising Agencies				
	Executive HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
Account Servicing	180 - 300	300 - 420	420 - 600	600 - 700 +
Creative	150 - 200	200 - 350	350 - 550	550 - 800 +
Design & Art	150 - 200	200 - 350	350 - 550	550 - 650 +
Copywriting	180 - 250	250 - 350	350 - 500	500 - 800 +
Strategy / Planning	200 - 300	300 - 400	400 - 600	600 - 900 +
Project Management / Production	150 - 250	250 - 350	350 - 450	450 - 650 +
PR & Event Consultant	180 - 300	300 - 450	450 - 600	600 - 700 +

Digital Agencies				
	Executive HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
Specialist	180 - 350	350 - 500	500 - 600	600 - 800 +
Design & Creative	150 - 250	250 - 350	350 - 450	450 - 800 +
UX/UI Designer	250 - 450	450 - 700	700 - 950	950 - 1,000 +
Strategy / Planning	180 - 250	250 - 350	350 - 450	450 - 800 +
Project Management	150 - 250	250 - 350	350 - 450	450 - 650 +
E-Commerce	150 - 250	250 - 500	500 - 800	800 - 1,500 +
SEO Specialist	200 - 350	350 - 500	500 - 700	700 - 1,000 +
Social Media Consultant	200 - 350	350 - 500	500 - 700	700 - 1,200 +
Creative Technologist	-	400 - 500	500 - 700	700 - 1,100 +

Digital Product Management				
	Junior HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
Analytics & Business Intelligence	200 - 350	350 - 450	450 - 600	600 - 1,800 +
Product Management	250 - 350	350 - 600	600 - 800	800 - 1,000 +
Product Operations	250 - 350	350 - 600	600 - 800	800 - 1,800 +
Growth Hacking	250 - 350	400 - 600	600 - 950	950 - 1,500 +
Product Marketing	180 - 250	350 - 600	600 - 800	800 - 1,000 +



Sales, Marketing & Digital

Food and Beverage				
	Assistant Manager HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
National Sales	n/a	600 - 800	800 - 1,000	1,000 - 4,000
Regional Sales	200 - 350	350 - 600	600 - 800	800 - 2,000
Key Account Management	250 - 400	400 - 700	700 - 1,000	1,000 - 2,000 +
Trade Marketing	250 - 350	350 - 600	600 - 900	1,000 - 2,000 +
Brand Marketing	250 - 400	400 - 600	600 - 1,000	1,000 - 2,000 +
Chain Store Operations	180 - 300	300 - 400	400 - 600	700 +
Chain Store Marketing	180 - 300	300 - 500	500 - 800	900 +
e-Commerce	200 - 400	400 - 600	600 - 1,000	1,000 - 3,000 +
Digital Marketing	250 - 400	400 - 650	650 - 1,000	1,000 - 2,500 +
Special Channel and CVS	150 - 300	300 - 400	400 - 800	n/a

Food Solution				
	Assistant Manager HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
Regional Sales	200 - 300	300 - 400	500 - 650	750 +
Key Account Management	n/a	300 - 600	500 - 700	800 +
Trade Marketing - Food Service	n/a	350 - 600	600 - 700	700 +
Brand Marketing - Food Service	300 - 400	400 - 600	600 - 1,000	1,000 +
Sales Technical Support	250 - 350	350 - 500	500 - 700	800 +
Client Services	150 - 350	300 - 450	450 - 700	700 - 1,500
Insights and Strategy	150 - 300	300 - 450	450 - 750	750 - 1,300

Education Training / International School				
	HKD/000	HKD/000	HKD/000	HKD/000
Principal	800 - 1,200			
Vice Principal	600 - 900			
Education General Management	1,250			
B2C Sales	300 - 400	400 - 500	500 - 600	700 +
BD/Partnership	300 - 400	400 - 500	600 - 800	800 +
Operation Management	300 - 400	400 - 500	500 - 600	1,000 +
Digital Marketing	300 - 400	400 - 500	500 - 600	800 +
Marketing Management	250 - 300	300 - 400	400 - 600	600 +
Product Management	300 - 400	500 - 600	600 - 900	1,000 +
Curriculum Developing/Training	300 - 400	400 - 500	500 - 600	800 +
Academic Management	300 - 400	400 - 500	500 - 600	800 +
Admission/Communication	300 - 400	400 - 500	500 - 600	600 +

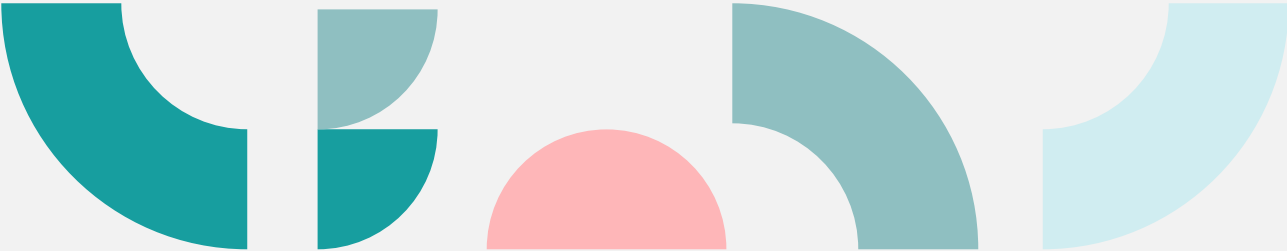
Entertainment				
	Assistant Manager HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
Sponsorship & Partnership	300 - 400	400 - 700	700 - 900	900 +
Marketing	250 - 300	300 - 500	500 - 800	800 +
Event Operation	250 - 300	300 - 500	500 - 800	800 +
Licensing/ IP & Copyright	250 - 400	400 - 600	600 - 900	1,000 +
Content Generation	300 - 400	400 - 700	700 - 900	900 +
Artist Management	250 - 300	300 - 500	500 - 800	800 +
Distribution & Promotion	250 - 300	300 - 400	400 - 700	700 +
Film & TV Production	250 - 300	300 - 400	400 - 700	700 +
MCN Management	250 - 300	300 - 400	400 - 700	700 +
E-sports marketing	300 - 500	500 - 700	700 - 900	900 +
E-sports sponsorship	250 - 300	300 - 400	400 - 700	700 +
Game Club operation	300 - 500	500 - 700	700 - 1,000	1,000 +
A&R	300 - 500	500 - 700	700 - 1,000	1,000 +
Internet short video	250 - 300	300 - 400	400 - 700	700 +
Game distribution	250 - 300	300 - 500	500 - 800	800 +
Game operation	250 - 300	300 - 500	500 - 800	800 +

Sales, Marketing & Digital

Retail				
	Assistant Manager HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
Business Development	250 - 350	350 - 500	500 - 800	800 - 1,500
Public Relations / Event	200 - 300	420 - 550	550 - 800	800+
Brand Marketing	200 - 350	350 - 540	500 - 900	900+
Trade / Retail Marketing	200 - 300	300 - 500	500 - 800	800 - 1,200
Buying / Merchandising	200 - 400	450 - 650	650 - 1,000	1,000+
Visual Merchandising	200 - 300	300 - 500	500 - 800	800 - 1,200
Retail Management	200 - 300	300 - 550	550 - 800	800 - 3,000
Wholesales Management	200 - 300	300 - 500	500 - 800	800 - 1,500
Training Management	200 - 300	300 - 550	550 - 800	800 - 1,000
CRM	200 - 300	300 - 550	550 - 850	850 - 1,200
Online / Digital Marketing	200 - 450	450 - 650	650 - 900	850 - 2,000
e-Commerce	200 - 350	400 - 750	750 - 1,000	1,000+

FMCG and Cosmetics				
	Assistant Manager HKD/000	Manager HKD/000	Senior Manager HKD/000	Director or above HKD/000
National Sales	n/a	600 - 800	800 - 1,000	1,000 - 4,000
Regional Sales	200 - 400	350 - 600	600 - 800	800 - 2,000
Sales Operations	150 - 300	300 - 700	700 - 1,000	1,000 - 2,000 +
Key Account Management	250 - 300	400 - 600	600 - 1,000	1,000 - 2,000 +
Trade Marketing	200 - 300	350 - 600	600 - 900	1,000 - 2,000 +
Brand / Product Marketing	200 - 300	400 - 700	700 - 1,000	1,000 - 2,000 +
Digital Marketing	200 - 450	450 - 650	650 - 900	850 - 2,000
e-Commerce Marketing	250 - 400	400 - 700	700 - 1,000	1,000 - 2,500
e-Commerce Key Account Management	250 - 400	400 - 700	700 - 1,000	1,000+
e-Commerce Operations & Management	200 - 350	400 - 750	750 - 1,000	1,000 - 3,000 +
Public Relations	200 - 300	420 - 550	550 - 800	800+
Government Alliance	200 - 300	300 - 450	500 - 800	800 - 2,000 +
Visual Merchandising	200 - 300	300 - 500	500 - 800	800 - 1,200
CRM	200 - 300	300 - 550	550 - 850	850 - 1,200

(B2B) Corporate Services & Sales				
	Business Development Executive HKD/000	Business Development Manager HKD/000	Senior Business Development Manager HKD/000	Director or above HKD/000
Financial Services Sales	216 - 288	300 - 360	372 - 450	800 - 1,500
Software Sales	240 - 300	312 - 420	432 - 600	800 - 1,200
Design & Technology Sales	240 - 300	312 - 420	432 - 540	700 - 1,400
Engineering	300 - 360	372 - 480	480 - 528	600 - 1,000
Property and Real Estate	144 - 180	192 - 264	264 - 360	600 - 1,000
Co-Working Spaces	216 - 240	252 - 300	300 - 450	600 - 800



Technology

General Management	
	HKD/000
Chief Technology Officer (CTO)	1,500 - 3,000
Chief Information Officer (CIO)	1,500 - 3,500
Chief IT Operations Officer (COO)	1,000 - 1,800
Chief Data Officer (CDO)	1,000 - 3,000
Chief Information Security Officer (CISO)	1,000 - 2,000

Technology Management			
	Years of experience		
	5-8 years HKD/000	8-12 years HKD/000	12 years or above HKD/000
IT Management	500 - 600	600 - 900	900 - 1,500
IT Business Partnership	450 - 600	600 - 850	850 - 1,200

Application Management			
	Years of experience		
	5-8 years HKD/000	8-12 years HKD/000	12 years or above HKD/000
Enterprise Application Implementation (CRM, SAP, Oracle)	350 - 500	500 - 700	700 - 1,200
Project Management	400 - 600	600 - 800	800 - 1,000
Program Management	500 - 700	700 - 950	950 - 1,200
Functional Consultancy (SAP, Oracle)	350 - 500	500 - 750	700 - 1,000

Software Development			
	Years of experience		
	5-8 years HKD/000	8-12 years HKD/000	12 years or above HKD/000
Software Development (Java, C#, C/C++, .Net)	400 - 600	600 - 800	800 - 1,500
Front-end Engineering	350 - 600	600 - 750	750 - 1,000
Back-end Engineering	400 - 600	600 - 750	750 - 1,500
Mobile/Web Software Development	400 - 500	500 - 700	700 - 1,200
Solutions Architecture	400 - 600	600 - 800	800 - 1,500
Development Operation	400 - 500	500 - 800	800 - 1,000
Quality Assurance and Testing	350 - 500	500 - 700	700 - 900

Infrastructure and Network			
	Years of experience		
	5-8 years HKD/000	8-12 years HKD/000	12 years or above HKD/000
Infrastructure Management	350 - 450	450 - 600	600 - 1,200
Infrastructure Architecture	350 - 500	500 - 700	700 - 1,200
Network Administration	300 - 400	400 - 600	600 - 800
System Administration	300 - 400	400 - 550	550 - 800
Database Administration	400 - 500	500 - 800	800 - 1,000
IT Change and Transformation	500 - 600	600 - 900	900 - 1,500

Technology

Information Security

	Years of experience		
	5-8 years HKD/000	8-12 years HKD/000	12 years or above HKD/000
Information Security (Infrastructure, Application)	350 - 600	600 - 800	800 - 1,200
Cyber Security	380 - 550	550 - 800	800 - 1,200
IT Auditing	350 - 450	450 - 600	600 - 1,000
IT Governance and Control	350 - 450	450 - 600	600 - 1,000

IT Administration

	Years of experience		
	5-8 years HKD/000	8-12 years HKD/000	12 years or above HKD/000
Helpdesk and IT Support	300 - 400	400 - 550	550 - 700
IT Operation Management	300 - 450	450 - 700	700 - 1,200
IT Services Management	300 - 450	450 - 700	700 - 1,200
IT Training	200 - 300	300 - 500	500 - 800

Business Intelligence and Big Data

	Years of experience		
	5-8 years HKD/000	8-12 years HKD/000	12 years or above HKD/000
Business Intelligence	400 - 550	550 - 750	750 - 1,200
IT Business Analysis	350 - 500	500 - 750	700 - 1,200
Data Analysis	350 - 550	550 - 850	850 - 1,200
Data Mining	400 - 600	600 - 900	900 - 1,200
Data Science and Data Statistics	450 - 650	650 - 900	900 - 1,500
Data Engineering	450 - 650	650 - 900	900 - 1,500
Data Modelling	400 - 600	600 - 900	900 - 1,500



Human Resources

Commerce & Industry	
HKD/000	
HR Director/Head of Human Resources	1,000 - 2,000 +
Head of Compensation & Benefits	800 - 1,500
HR Manager	500 - 750
Organisational Development Manager	650 - 900
Payroll Manager	520 - 800
Recruitment Manager	580 - 800
Shared Services Manager	620 - 890
Training & Development Manager	500 - 900
HR Generalist (Non-managerial)/BP	300 - 700
Recruitment Specialist	300 - 460
Payroll Specialist	240 - 430
HRIS Specialist	340 - 430
C&B Officer/Specialist	220 - 500

Financial Services	
HKD/000	
HR Director/Head of Human Resources	1,000 - 2,500 +
Head of Compensation & Benefits	1,000 - 1,300
HR Manager	585 - 970
HRIS Manager	585 - 800
Organisational Development Manager	850 - 1,000
Shared Services Manager	660 - 900
Training & Development Manager	650 - 975
HR Generalist (Non-managerial)/BP	455 - 580
Payroll Specialist	455 - 700
Recruitment Specialist	390 - 550

Business Support

Commerce & Industry	
HKD/000	
Administration Manager	420 - 540
Assistant Administration Manager	336 - 420
Administrator	240 - 360
Administrative Assistant	180 - 300
Office Manager	420 - 600
Personal Assistant	240 - 420
Executive Secretary	300 - 540
Team Secretary	360 - 480
Receptionist	180 - 240

Financial Services	
HKD/000	
Administration Manager	420 - 720
Assistant Administration Manager	360 - 540
Administrator	300 - 420
Administrative Assistant	180 - 360
Office Manager	540 - 660
Personal Assistant	420 - 480
Executive Secretary/Executive Assistant	420 - 600
Team Secretary	360 - 540
Receptionist	216 - 300



Great people Great performance

