



2025 Salary Guide Hong Kong SAR

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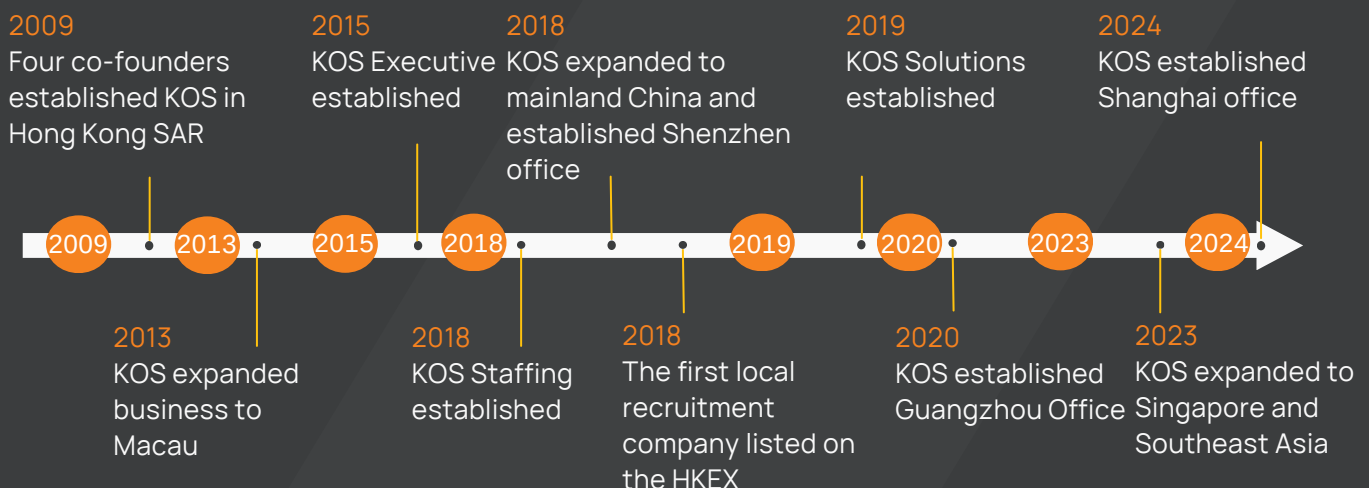


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50% Mid to Senior Roles



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Preface

"As we present KOS International's 2025 Hong Kong SAR Salary Guide, we reflect on a year of resilience and adaptation across industries. In 2024, economic uncertainties and restructuring shaped many sectors, yet opportunities emerged through advancements in digitalization, cross-border collaboration, and sustainability initiatives.

Looking ahead to 2025, we anticipate continued evolution across all sectors. The Financial Services industry expects stable growth with emphasis on wealth management and cross-border services. In Technology and Digital Transformation, we foresee expanded opportunities through government initiatives and increased presence of mainland Chinese enterprises establishing research centers. The Accounting and Finance sector will likely see growing demand for professionals skilled in digital transformation and business partnering. Legal and Company Secretarial services are showing particular strength in crypto, buy-side, and family office segments. Human Resources and Business Support roles are adapting to organizational restructuring and increased technology integration.

Sales and Marketing professionals are experiencing heightened demand in B2B and IT solutions, while Retail and Luxury sectors continue to adapt to changing consumer behaviors. Supply Chain and Procurement are focusing on digital transformation and sustainability initiatives. The Engineering and Manufacturing sectors are embracing Industry 4.0 technologies, while Property and Construction emphasize sustainable development and smart technology integration. Healthcare and Life Sciences continue to benefit from government support and R&D investments, while the Food & Beverage and Hospitality sectors are adjusting to new consumer patterns and technological adoption.

As Hong Kong SAR strengthens its position as a global business hub, we remain committed to connecting outstanding talent with opportunities across all sectors. This salary guide serves as a comprehensive resource for both employers and candidates navigating the evolving job market in 2025. "

KOS Hong Kong SAR
Managing Director
Rebecca Chan



Financial Services Front Office

As 2025 approaches, the banking sector in Hong Kong SAR is set to maintain a hiring pace similar to that of 2024. This stability reflects the industry's cautious approach to growth, emphasizing performance, client connections, and the ability to generate new business. Each segment—private, corporate, and retail banking—has its unique focus, driven by market dynamics and evolving client needs.

In the retail banking sector, salary increments will depend on individual performance and the strength of client connections, with normal increments ranging to around 20%. Banks are particularly interested in candidates who can generate new business and have a proven track record of success. The focus is on acquiring cross-border clients and offering comprehensive wealth management solutions tailored to the Hong Kong SAR market. Professionals with experience in international markets and a demonstrated ability to build and maintain strong client relationships will be highly sought after. This strategic shift aims to leverage Hong Kong SAR's position as a financial hub and cater to the growing demand for integrated financial services among affluent individuals. The ability to provide tailored wealth management solutions that meet the diverse needs of cross-border clients will be key to success in this segment.

The corporate and commercial banking sector is also expected to see salary increments tied to performance and client connections, with normal increments ranging to around 15%. The business environment remains sensitive to fund rates and broader economic expectations, making it essential for banks to focus on candidates who can generate new business,



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Manager
Eddie Yeung



Financial Services Front Office

particularly in loan origination and current account savings account (CASA) growth. These "hunter" roles require professionals who can navigate the complexities of the market, identify new opportunities, and build long-term client relationships. The ability to offer tailored financial solutions and support businesses through various economic cycles will be crucial. Candidates with a strong track record in generating new business and maintaining robust client relationships will be in high demand, especially those who can adapt to the changing fund rates and economic conditions.

In the private banking sector, salary increments will closely link to performance and the ability to connect with high-net-worth clients, with normal increments ranging to around 20%. The focus is on candidates who can generate new business and bring in new high-net-worth clients. However, there is a notable trend of high-net-worth clients seeking booking centers outside of Hong Kong SAR. This shift underscores the need for private bankers who can offer a global perspective and provide access to international markets. Professionals with a strong track record in client acquisition, relationship management, and an understanding of the diverse needs of high-net-worth individuals will be in high demand. Banks are looking for individuals who can not only attract new clients but also retain existing ones by offering personalized and sophisticated financial solutions. The ability to navigate the complexities of international regulations and provide seamless service across borders will be key.

In summary, the 2025 banking landscape in Hong Kong SAR is characterized by a stable hiring pace, with a strong emphasis on performance and the ability to generate new business.

Financial Services Front Office



Retail Banking

Job Title	Years of Experience	Annual Salary Range (HKD'000)
District Manager	RM + Management 15 years+	1,200-2,000
Branch Manager	RM 8 years+	700-1,400
Relationship Manager Team Head	RM 6 years+	650-1,100
Senior Relationship Manager	RM 3 years+	600-1,100
Relationship Manager	Branch Frontline 1 year+ and I&I license	300-600
Investment Consultant	RM 3 years+	600-1,100
Insurance Specialist	Insurance Sales 3 years+	300-1,000
General Banking Officer/Manager	Insurance Sales 1 years+	200-400
Operation Manager/Checker	Teller 5 years+	300-600
Teller	Fresh Grad	200-360

Private Banking

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Executive Director (Team Head)	RM 10 years+	1,800+
Director	RM 6 years+	1,100+
Associate Director	RM 6 years+	700+

Corporate and Commercial Banking

Job Title	Years of Experience	Annual Salary Range(HKD'000)
District Head	RM + Management 10 years+	1,200-2,200
Team Head	RM 8 years+	900-1,500
Senior Relationship Manager	RM 6 years+	600-1,200
Relationship Manager	Corporate and Commercial Banking 2 years+	320-600
Relationship Manager, Liability	Commercial Banking 2 years+	300-600

Financial Services Mid-Back Office

In 2024, risk management professionals are positioned to play a pivotal role as organizations prioritize managing uncertainties in an evolving economic environment. This heightened focus on risk has solidified the demand for talent across different levels, from entry-level associates to C-suite executives.

The risk sector's growth is closely tied to global economic uncertainties and tightening regulatory requirements, particularly in the financial services and fintech industries. As companies place greater emphasis on operational resilience and compliance, the demand for highly skilled risk professionals continues to rise. Candidates with expertise in data analytics, regulatory compliance, enterprise risk management, and strategic foresight are increasingly sought after. Moreover, familiarity with advanced technologies such as AI-driven risk modeling and cybersecurity frameworks is becoming a differentiator in the market.

While the demand for skilled risk professionals remains steady, the economic climate in 2024 has led to tightened salary increments across the industry. In many cases, salary adjustments for new hires and internal promotions are expected to be flat to modest, ranging from 0% to 15%. This reflects employers' cautious outlook amidst global economic challenges. Consequently, candidates seeking career moves may need to adjust expectations and focus on the long-term growth potential of roles rather than immediate financial gains.

Due to global economic uncertainty, Hong Kong SAR's financial investment sector hiring is recovering slowly. However, Hong Kong SAR's tax incentives and regulatory support for family offices



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Senior Manager
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Financial Services Mid-Back Office

have fueled job creation in this domain. And the integration of Hong Kong SAR within the Greater Bay Area economic framework is driving demand for cross-border financial services talent. Candidates fluent in Mandarin and familiar with the mainland ultra high net wealth market are highly sought after, especially in areas like cross-border wealth management.

Notably, the Chinese investment bank has maintained a stance of silence regarding their hiring activities, with some reports indicating a freeze on headcounts. On the other hand, the crypto and fintech firms are actively seeking professionals for roles in AML investigation and regulatory compliance, reflecting the evolving needs of the industry. However, traditional banks appear to be adopting a more conservative approach, focusing on cost-cutting measures and limiting hiring to replacement headcounts. This strategic emphasis on budget constraints may impact the overall hiring landscape within the sector.

As we continue to monitor these developments, it becomes imperative for organizations to adapt to the changing dynamics of the compliance market and align their hiring strategies accordingly.

Financial Services Mid-Back Office



Risk

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Chief Risk Officer	C-Suite Level 15 years+	2,200-3,000
Head of Risk (Managing Director)	Management Level 10-15 years	1,500-2,200
Risk Team Lead (Executive Director/Vice President)	Senior Level 8-12 years	1,080-1,620
Risk Manager (Vice President/ Assistant Vice President)	Senior Level 5-10 years	650-1,250
Risk Assistant Manager (Assistant Vice President)	Junior Level 2-5 years	420-650
Risk Officer (Associate)	Entry Level 0-2 years	280-450

Compliance

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Legal & Compliance	10 years+	1,800-3,000
Head of Compliance	10 years+	1,800-2,500
Head of AML/ Head of Regulatory Compliance	8 years+	1,500-2,000

Compliance

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Compliance Director	8-10 years+	960-1,200
Compliance Manager	5-10 years	600-900
Compliance Officer	2-5 years	300-540

Investment/Fundraiser(Include bonus)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Public Market Buy -Side Portfolio Manager	10 years+	3,000 + PnL Cut
Public Market Buy -Side Investment Analyst	3-10 years	1,500-3,000
Public Market Buy -Side Equity Research Associate	0-3 years	600-1,500
Investor Relations Managing Director	12 years+	3,000-5,000
Investor Relations Executive Director	8-12 years	2,000-3,000
Investor Relations Vice President	5-8 years	1,000-2,000
Investor Relations Associate	2-5 years	700-1,000
Investor Relations Analyst	0-2 years	350-700
Private Equity Managing Director	12 years+	4,000-7,000 + Carry
Private Equity Executive Director	8-12 years	2,500-4,000
Private Equity Vice President	5-8 years	1,500-2,500
Private Equity Associate	2-5 years	700-1,500
Private Equity Analyst	0-2 years	350-700

Product Development

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Product Head	Management Level 12-15 years	1,200-2,400
Senior Manager/Section Head	8-12 years	800-1,400
Assistant Manager/Manager	3-10 years	300-800

Marketing

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Marketing Head	Management Level 12-15 years	1,200-2,000
Senior Manager/Section Head	8-12 years	800-1,500
Assistant Manager/Manager	3-10 years	300-800

Digital Banking

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Digital Head	Management Level 12-15 years	1,400-2,200
Senior Manager/Section Head	8-12 years	900-1,800
Assistant Manager/Manager	3-10 years	300-800

Operations

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Operations Head	Management Level 15-16 years	1,200-2,000
Senior Manager/Section Head	8-15 years	750-1,000
Assistant Manager/Manager	5-10 years	300-700

Accounting and Finance

To navigate the complexities introduced by market dynamics and geopolitical factors, professionals in accounting and finance play a crucial role in assisting corporations with resource optimization, risk identification, and opportunity recognition. Collaborating across various functions and aligning with business operations, these experts are integral to driving organizational success.

In 2024, we observe a significant demand for finance business partners who possess strong financial planning and analysis skills as well as the capacity to effectively communicate with senior stakeholders. These individuals are instrumental in facilitating business strategies and overseeing special projects. Skills such as budgeting, cost control, risk management, tax planning, and treasury management are increasingly sought after in the market. We anticipate that these trends will persist into 2025, leading to the emergence of more hybrid roles targeted at middle and senior management. Candidates who can demonstrate a proven track record in addressing diverse financial and business challenges can expect to receive more competitive salary packages.

Moreover, as organizations continue to prioritize digital transformation and efficiency enhancement, finance transformation will remain a prominent trend in 2025. It is evident that both public and private companies across various industries in Hong Kong SAR are advancing diverse transformation projects tailored to their specific business needs. Such projects may encompass financial process improvements, ERP system implementations, the establishment of Shared Service Centers, and the adoption of Business Intelligence (BI) solutions. Consequently, we predict a growing demand for talent with relevant super-user experience, as well as strong project management and communication skills.



KOS Hong Kong SAR
Senior Manager
Alec Yeung



Accounting and Finance



C-Suite

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Chief Financial Officer	15 years+	1,500-3,000

FP&A

Job Title	Years of Experience	Annual Salary Range(HKD'000)
FP&A Director	15 years+	1,000-1,500
Senior FP&A Manager	12-15 years	900-1,100
FP&A Manager	8-12 years	650-900
Financial Analyst/ Senior Financial Analyst	3-6 years	400-550

Finance Transformation

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Finance Transformation Director	12-15 years	1,000-1,500
Finance Transformation Manager	5-10 years	650-850

Financial Control

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Finance Director	12 years+	1,100-1,800
Financial Controller	10 years+	900-1,100
Finance Manager/ Senior Finance Manager	8-10 years	650-950
Accountant/Senior Accountant	3-8 years	400-550
Accounts Payable/ Accounts Receivable Specialist	3 years+	320-450
Assistant Accountant	1 year+	250-350

Tax

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Tax Director	15 years+	1,300-2,200
Tax Manager	8-12 years	800-1,000
Tax Analyst	3-6 years	400-550

Internal Audit

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Internal Audit Director	15 years+	1,200-2,100
Senior Internal Audit Manager	12-15 years	900-1,100
Internal Audit Manager	8-12 years	600-900
Internal Auditor/Senior Internal Auditor	3-6 years	400-550

Treasury

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Treasury Director	15 years+	1,200-2,000
Treasury Manager	8-12 years	700-1,000
Treasury Analyst	3-6 years	330-500

Investor Relations

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Investor Relations Director	12-15 years	1,000-1,500
Investor Relations Manager	6-10 years	600-850

Corporate Finance

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Corporate Finance Director	12-15 years	1,200-1,800
Corporate Finance Manager	8-12 years	800-1,000

Legal and Company Secretarial

Commercial In-House Legal and Company Secretarial

In the commercial in-house legal sector, there is a noticeable increase in hiring activity within Hong Kong SAR listed companies, property investment firms, and multinational corporations. There is a high demand for professionals with expertise in M&A, IP/data protection, and corporate governance. Candidates with prior experience working in commercial in-house roles are especially sought after. Additionally, with the implementation of GDPR, PIPL, and PDPO, data protection and privacy laws have become crucial compliance areas for businesses in Hong Kong SAR. Businesses are increasingly allocating resources to hire Data Protection Lawyers to ensure compliance with these regulatory requirements across different jurisdictions. This trend is projected to persist in 2025, with anticipated growth in this area.

To remain relevant in this evolving landscape, in-house legal professionals must strengthen their business acumen. This involves adopting a mindset that embraces innovative problem-solving within legal frameworks, recognizing that thinking outside the box does not equate to illegality. By understanding how to navigate legal boundaries effectively, lawyers can facilitate business decisions rather than hinder them. Continuous learning and adaptation are essential to avoid obsolescence, ensuring that legal professionals contribute strategically to their organizations while upholding compliance and ethical standards. In the company secretarial sector, we have observed diverse industries seeking mid-level company secretarial professionals with HKICS corporate governance membership and experience both onshore and offshore.



KOS Hong Kong SAR
Associate Director
Christina Lau



Legal and Company Secretarial

Financial Services In-House Legal and Private Practice

Exciting developments are underway in the financial sector for legal talents, particularly in the realms of crypto, buy-side, and family offices. There is a noticeable uptick in demand for legal professionals in these areas, with newly created headcounts for family office roles as Sole Legal Counsel in the private equity and investment funds sectors. However, it is important to note that sell-side banks are exhibiting a decreased appetite for hiring, especially evident in international and Chinese investment and corporate banks. Despite this trend, the opportunities in crypto, buy-side, and family offices present a promising landscape for legal talents seeking to make their mark in the financial sector. As we navigate through the landscape of the compliance market in 2024, it is evident that there is a noticeable trend in the hiring needs across different levels. The demand for junior and middle-level positions seems to outweigh that of senior-level hires, indicating a shift in recruitment priorities.

We have observed a trend in the private practice sector with a decrease in hiring activity. Conversely, the corporate space remains relatively quiet at this time. Notably, the US-founded law firm Dechert has made the decision to close its office in Hong Kong SAR as part of its strategy to reduce its presence in China amidst various challenges including economic uncertainties, muted deal activities, and geopolitical tensions. Despite these challenges, there has been notable activity in hiring within the realms of litigation, derivatives, and other niche areas of the market. However, it remains challenging to hire at junior levels unless there are new joining Partners looking to establish a new team. The current market landscape presents a unique opportunity for firms as there are a considerable number of immediately available lawyers seeking opportunities. This abundance of talent provides firms with a range of options to consider as they navigate the evolving legal landscape in 2025.



KOS Hong Kong SAR
Senior Manager
Jason Tse



Legal and Company Secretarial



Private Practice

Job Title	Years of Experience	Annual Salary Range(HKD'000)
US Law Firm Counsel	6-8 years	2,880-3,232
US Law Firm Associate	1-5 years	1,650-2,650
UK/Local Law Firm Counsel	PQE 8-10 years+	1,200-2,300
UK/Local Law Firm Senior Associate	PQE 5-10 years	1,100-1,800
UK/Local Law Firm Associate	PQE 1-5 years	1,000-1,600

In-House Legal

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Executive Director, Legal Counsel	PQE 8-10 years+	1,900-2,400
Director, Legal Counsel	PQE 8-10 years+	1,680-1,920
Senior Legal Counsel	PQE 4-10 years+	1,400-1,800
Legal Counsel	PQE 1-5 years	1,000-1,500

Human Resources

In 2024, the human resources market has encountered significant challenges due to performance declines across various key industries, including traditional financial services (such as banking), professional services (including Big 4 firms), retail, food & beverage, FMCG, and import/export sectors in Hong Kong SAR.

There has been a noticeable decrease in senior-level HR hiring, ranging from directors to C-suite positions, influenced by factors such as organizational restructuring, headcount reductions, and cost-cutting measures. However, there has been a steady level of hiring activities observed for junior to mid-level HR positions. Despite this, there has been a convergence in the budget allocation for vacancies, and a narrowing of the gap between candidate salary expectations and client offerings.

Looking ahead to 2025, organizations are likely to continue undergoing structural and directional shifts, necessitating HR professionals to play a critical role in shaping and maintaining purpose-driven organizations. This will involve leveraging HR technology, enhancing talent through upskilling initiatives, and contributing to organizational structural design. The HR market is expected to maintain demand for professionals skilled in HR generalist roles, business partnering, compensation and benefits, HR transformation/change management, organizational development, talent management, and HR analytics. Salary projections for prospective talents seeking opportunities are anticipated to fall within the 10% to 15% range. In summary, the HR landscape will require professionals to adapt to evolving organizational needs, embrace technology-driven solutions, and contribute to creating agile and purposeful workplaces in response to changing market dynamics.



KOS Hong Kong SAR
Senior Manager
Xavier Tam



Human Resources



C-Suite and Department Head

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Chief HR Officer	20-25 years	2,000-3,000
Human Resources Director	18-20 years	1,600-2,000
Head of Human Resources	18-20 years	1,500-1,800

Human Resources

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director/Head of Talent Acquisition	18-20 years	1,200-1,600
Senior Manager, Talent Acquisition	15-18 years	800-1,000
Manager, Talent Acquisition	10-15 years	600-720
Director/ Head of Compensation & Benefits	18-20 years	1,200-1,600
Senior Manager, Compensation & Benefits	15-18 years	800-1,000
Manager, Compensation & Benefits	10-15 years	600-720

Human Resources

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director/ Head of Learning & Development	18-20 years	1,200-1,600
Senior Manager, Learning & Development	15-18 years	800-1,000
Manager, Learning & Development	10-15 years	600-720
Senior Manager, Human Resources (Generalist)	15-18 years	800-950
Manager, Human Resources (Generalist)	10-15 years	550-720
Assistant Manager, Human Resources (Generalist)	6-8 years	420-540
Senior Manager - Manager, HR Information System	10-18 years	600-1,100

Business Support

In 2024, the recruitment landscape in Hong Kong SAR has been shaped by a soft economy, leading to a slowdown in corporate expansion. Consequently, most hiring assignments have focused on replacements rather than new positions. In the banking and finance sectors, numerous banks and financial services companies are downsizing, prompting a shift from permanent headcount to renewable contracts and increased reliance on outsourced solutions, such as Recruitment Process Outsourcing (RPO). On the corporate and commercial side, there remains a strong demand for business support roles, particularly for C-level executives and department heads, as many executive assistants approach retirement and management structures evolve. Personal assistants are in high demand, with executive assistants possessing robust project management skills also sought after.

Looking ahead to 2025, we do not anticipate significant turnover in the market due to ongoing economic uncertainty; however, local and Chinese enterprises are expected to dominate market needs. To navigate this uncertain landscape, business support professionals will need to enhance their skill sets in several key areas. Computing and digital proficiency will be crucial as organizations increasingly integrate AI and digital tools into their operations. While there may be concerns about AI replacing certain roles, those who can leverage technology effectively will find themselves at a competitive advantage. Data analytical skills will also be essential for interpreting and utilizing data to inform decision-making processes, enabling professionals to contribute more strategically to their organizations. Finally, project management expertise will be vital as businesses seek individuals who can oversee complex projects and ensure alignment with organizational goals.



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Senior Manager
Xavier Tam



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Manager
Kobe Lo



Business Support



Office Administration

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Administration	20 years+	800-1,500
Administration Manager	15-20 years	540-720
Assistant Administration Manager	10-15 years	420-540
Senior/Administration Officer	5-10 years	264-360
Receptionist/Administration Assistant	2-5 years	180-300

Secretarial

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Executive Assistant	N/A	480-1,000
Personal Assistant	N/A	360-840
Team/Secretary	N/A	300-480
Legal Secretary	N/A	300-480

Technology and Digital Transformation

The technology job market in Hong Kong SAR is projected to improve by 2025. This anticipated expansion can be attributed to various factors, including government initiatives aimed at attracting skilled talent, the establishment of research centers by mainland Chinese enterprises, and a dynamic startup ecosystem. Collectively, these elements position Hong Kong SAR as an attractive hub for technology within the region.

The Hong Kong SAR government's Top Talent Scheme is instrumental in drawing skilled professionals from across the globe, particularly in high-demand fields such as artificial intelligence, data and cybersecurity. This influx enhances the local tech talent pool. Additionally, mainland Chinese corporations are strategically setting up their operations in Hong Kong SAR to leverage its advantageous geographic and economic status, thereby generating valuable employment opportunities and fostering collaboration between local and international experts. Furthermore, substantial investments in startups from both government and private sectors contribute to the growth of emerging businesses.

As the startup ecosystem flourishes, these firms may offer competitive salaries and attractive equity options to attract top talent. This could lead to salary growth in certain segments, particularly for those with niche skills or experience in emerging technologies. In such cases, increments could potentially be higher than the general market average, reflecting the need to secure talent in a competitive landscape. Hong Kong SAR's status as a tech hub in the Asia-Pacific may also push salaries upward in comparison to its regional peers. This continual enhancement of tech talent is expected to not only drive innovation but also fortify Hong Kong SAR's economy over the long term.



KOS Hong Kong SAR
Senior Manager
Karen Cheng



Technology and Digital Transformation



C-Suite and Head of Positions

Job Title	Years of Experience	Annual Salary Range(HKD'000)
CIO/CTO	15-25 years	2,000-2,500
CISO	15-25 years	2,200-2,800
Chief Data Officer	15-25 years	2,100-2,500
Head of Digitization	15-20 years	1,900-2,200
Head of IT	12-15 years	1,600-1,900
Head of Innovation	12-15 years	1,600-1,800

Data

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Data Analytic Lead	10-15 years	800-1,000
Senior Data Analyst	5-10 years	550-720
Data Analyst	1-5 years	250-550
Data Scientist Lead	5-10 years	700-1,200
Data Scientist	1-5 years	300-700
Data Engineer	1-5 years	250-660

Product Development

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Product Lead	10-15 years	900-1,200
Product Manager	5-10 years	500-840
Product Specialist	1-5 years	240-500

Infrastructure, Network & Security

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Cybersecurity Manager	5-10 years	720-1,100
Cybersecurity Analyst/Engineer	3-5 years	450-720
Cloud Architect	5-10 years+	600-1,000
DevOps Engineer	3-5 years	550-900
Cloud Engineer	3-5 years	400-650
IT Helpdesk Manager	7-10 years+	500-800
IT Infrastructure Manager	7-10 years+	600-900
Network Engineer	5-10 years+	500-1,000
System Administrator/Engineer	3-7 years	400-650
Helpdesk Support	1-3 years	250-400

QA

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Quality Assurance Lead	5-10 years	450-680
Quality Assurance	1-5 years	210-450

Project Management

Job Title	Years of Experience	Annual Salary Range(HKD'000)
PMO	15-20 years	1,300-1,600
Senior Project Manager	12-16 years	840-1,100
Project Manager	10-12 years	720-960
Senior Business Analyst	5-10 years	500-660
Business Analyst	1-5 years	230-500

Application & System Development

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Enterprise Architect	10-15 years	840-1,100
Senior IT Manager	10-12 years	840-960
ERP Manager	10-15 years	600-840
Technical Lead	10-15 years	1,000-1,300
Senior System Analyst	10-15 years	720-900
System Analyst	5-10 years	600-720
Programmer/Analyst Programmer	1-5 years	240-550
Senior/Application Support	1-5 years	220-450
Mobile Lead	10-15 years	720-900
Senior Mobile Developer	5-10 years	500-720
Mobile Developer	1-5 years	240-500

Sales and Marketing

Amid the rapidly shifting economic landscape, companies are constantly changing and looking at new business opportunities globally to expand their footprint. There are more promising sales and business development opportunities with the B2B and IT solutions companies. Hong Kong SAR's economic policies and geographical location has attracted numerous Mainland China companies in setting up their international headquarters here. They are predominantly in the Fintech, payment, IT Solutions and AI Technology, giving us an advantage to be ahead of the game.

However, locally we do face talent shortage in the above and organizations are eager to explore talent pools in the Greater Bay Area (GBA) and outside of Hong Kong SAR. With the new TTPS scheme, employers have benefited from the convenience of acquiring talents outside of Hong Kong SAR with a more diversified talent pool with multilingual ability and highly agile.

In the recent years, Hong Kong SAR's marketing landscape has gradually blended in digital marketing, Big Data, CRM and MarTech to cope with the constant changes in the consumer spending behavior. Undoubtedly Hong Kong SAR has faced difficult challenges in the retail industry over the past 12 months and various brands are at a cost conscious mode with restructuring and transformation initiatives. There is a reallocation of regions and Hong Kong SAR is likely to be scope under Greater China or North Asia region. Hence, there would be realignment in job scopes with restructuring initiatives and new potential roles for the newly created regions.

With the increasing traffic on e-commerce platforms and online marketplace, corporates are placing more resources on big data, CRM as well as MarTech - strategizing suitable marketing tactics for 2025 and beyond.



KOS Hong Kong SAR
Managing Director
Rebecca Chan



Sales and Marketing



Sales

Job Title	Years of Experience	Annual Salary Range(HKD'000)
General Manager	15 years+	1,500+
Sales Director	12 years+	1,000-1,500
Sales Manager	8 years+	800-1,000
Sales Executive	4 years+	350-500
Sales Coordinator	1 years+	200-300

Business Development

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Business Development Director	12 years+	1,200+
Business Development Manager	8 years+	600-800
Business Development Executive	2 years+	300-400

Key Account

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Key Account Manager	5 years+	500-700
Key Account Executive	2 years+	350-500

Customer Service

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Customer Service Manager	5 years+	500-700
Customer Service Executive	1 years+	200-300
Telesales Executive	1 years+	200-300

Marketing

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Marketing Director	15 years+	1,200+
Marketing Manager	8 years+	600-800
Marketing Executive	2 years+	300-400

Branding

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Brand Manager	8 years+	600-800
Brand Executive	2 years+	300-400

Communications

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Communications Director	12 years+	1,200+
Communications Manager	8 years+	600-800
Communications Executive	2 years+	300-400

Public Relations

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Public Relations Director	12 years+	1,000+
Public Relations Manager	8 years+	600-800
Public Relations Executive	2 years+	300-400

Digital

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Digital Director	12 years+	1,200+
Digital Marketing Manager	8 years+	600-800
Digital Marketing Executive	2 years+	400-600

Customer Relationship Management (CRM)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of CRM	12 years+	1,000+
CRM Manager	8 years+	600-800
CRM Executive	2 years+	300-400

MarTech (SEM, SEO)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director	12 years+	1,200+
Manager	8 years+	600-800
Specialist	2 years+	400-600

E-Commerce

Job Title	Years of Experience	Annual Salary Range(HKD'000)
E-Commerce Director	12 years+	1,000+
E-Commerce Manager	8 years+	600-800
E-Commerce Executive	2 years+	300-400

Retail and Luxury (Frontline)

In the previous few years, the retail business has undergone significant changes and transformations due to the impact of COVID-19 on sales performance. In the frontline sector, many brands have undergone restructuring and downsizing of both full-time and part-time junior frontline (SSA/SA) manpower. Based on these changes, it is evident that most brands now expect frontline staff to evolve with advancements in technology and customized services to the clients as well as to further develop the client pool from mainland Chinese to local. They are likely to focus more on providing personalized shopping experiences, integrating online and offline channels, and implementing sustainable practices to remain competitive in the ever-changing retail landscape.

The salary trend for junior frontline (SSA/SA) roles is shifting toward an "individual commission" focus and a "high price point Incentive" for their frontline staff. Generally, the total take-home salary (basic + commission) for junior frontline roles has decreased from an average of mid-30k to early-20k. Only the top performers will be able to earn mid-30k to 40k due to the emphasis on individual commission and high price point incentives.

Regarding the salary trend for supervisors and above roles, there have not been many changes in the salary structure as most of them are based on overall store performance and "pool commission" rather than "individual commission". Overall, their total take-home salaries has also decreased based on the current market situation in the retail sector.



KOS Hong Kong SAR
Director
Jessky Lee



Retail and Luxury (Frontline)



Retail Frontline

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Boutique Director	12-15 years	720-960
(Assistant) Boutique Manager	10-15 years	480-660
(Assistant) Boutique Supervisor	8-10 years	360-420
Senior Sales Associate	5-8 years	300-360
Sales Associate	0-5 years	180-300

Retail Merchandising

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Retail Merchandising Director/ Vice President	12 years+	1,200+
Retail Merchandising Manager	8 years+	600-800
Retail Merchandising Executive	3 years+	300-500
Trainer	6 years+	500+

Supply Chain and Procurement

The supply chain and procurement sectors in Hong Kong SAR are set for steady growth in 2025, driven by digital transformation, sustainability goals, and regional trade developments. Key industries such as sourcing offices, retail, and logistics companies will continue to adapt to evolving market demands, shaping talent trends accordingly.

In sourcing offices, demand will grow for professionals with expertise in supplier diversification and sustainable procurement, as companies aim to navigate geopolitical uncertainties and meet ESG standards. Candidates with experience in digital procurement tools and supply chain transparency will be highly sought after.

In the retail sector, the rise of e-commerce and omnichannel strategies will drive demand for talent skilled in inventory optimization, demand forecasting, and last-mile logistics. Professionals who can integrate data analytics into supply chain planning will be critical for ensuring efficiency and meeting fast-changing consumer demands.

For logistics companies, automation and technology adoption will dominate hiring needs. Specialists in warehouse automation, cross-border trade compliance, and green logistics will be prioritized as Hong Kong SAR strengthens its role as a global logistics hub.

Across all sectors, candidates with data analytics skills, sustainability knowledge, and regional experience are highly sought after, while salaries remain stable with slight upward adjustments for niche roles.



KOS Hong Kong SAR
Senior Manager
Jason Li



Supply Chain and Procurement



Strategic Sourcing & Vendor Management

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Managing Director/ Senior Vice President	20-25 years	2,100-2,600
Vice President, Sourcing	20-25 years	1,800-2,100
Director/General Manager	15-20 years	960-1,400
Senior Manager, Sourcing	8-15 years	720-1,100
Manager, Sourcing	6-10 years	600-720
Senior Specialist/Specialist	2-5 years	300-540
Procurement Manager	8-10 years	600-720
Business Data Analyst	3-5 years	360-420

Demand and Supply Planning

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Vice President, Supply Chain	15-20 years	1,400-1,600
Head of Supply Chain	15-20 years	960-1,200
Senior Supply Chain Manager	10-15 years	780-1,000

Demand and Supply Planning

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Supply Chain Manager	8-10 years	540-660
Senior Supply Chain Specialist	5-8 years	420-500
Supply Chain Specialist	0-3 years	240-336

Logistics and Distribution

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Vice President of Logistics	15-20 years	1,400-1,700
Director of Logistics	15-20 years	960-1,200
Senior Logistics Manager	10-15 years	780-1,000
Logistics Manager	8-10 years	540-600

Engineering and Manufacturing

The industrial and engineering sectors in Hong Kong in 2025 are poised for growth, driven by advancements in technology, infrastructure development, and regional manufacturing demands. Key industries such as technology firms, engineering firms, and renewable energy manufacturers will shape the talent market with a focus on innovation, sustainability, and automation.

In technology firms, the rising adoption of Industry 4.0 technologies, including IoT, robotics, and AI, will drive demand for engineers skilled in automation, product design, and R&D. Talent with expertise in sustainable practices, such as energy-efficient solutions and green manufacturing, will also be highly sought after.

In manufacturing, regional production shifts and supply chain diversification will create opportunities for engineers experienced in lean manufacturing, quality assurance, and process optimization. Professionals with knowledge of advanced machinery, such as 3D printing and smart production lines, will be highly valued.

Overall, the establishment of more R&D centers will further stimulate salary growth and talent acquisition across these sectors.



KOS Hong Kong SAR
Senior Manager
Jason Li



Engineering and Manufacturing



Manufacturing

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Manufacturing	15-20 years	1,200-1,450
Manufacturing Manager	10-15 years	600-720
Manufacturing Engineer	3-8 years	240-360

Engineering (Manufacturing)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Engineering	15-20 years	960-1,200
Senior Engineering Manager	10-15 years	720-840
Engineering Manager	8-10 years	600-720
Production Engineer	2-5 years	300-360

Renewable Energy

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Project Engineering Director	20-25 years	1,500-2,000

Renewable Energy

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Project Engineering Manager	10-15 years	1,000-1,500
Senior Project Engineer	5-8 years	480-720
Project Engineer	2-5 years	300-480

B2B Distribution

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director of Sales/ Business Development	15-20 years	1,200-1,500
Senior Sales/ Business Development Manager	10-15 years	600-900
Sales/ Business Development Manager	5-10 years	360-600
Sales Executive	2-5 years	240-360

Property and Construction

In 2025, the talent trend within the construction and property sector in Hong Kong SAR is expected to be dynamic and competitive. With a focus on sustainable development and innovation, there will be a growing demand for professionals with expertise in green building practices, smart technology integration, and sustainable urban planning.

Skilled architects, engineers, project managers, and urban planners will continue to be sought after, especially those with experience in large-scale infrastructure projects and mixed-use developments. The emphasis on digitalization and Building Information Modeling (BIM) will drive the need for professionals proficient in these technologies.

Professionals with expertise in property management, real estate finance, and regulatory compliance will play a crucial role in navigating the evolving regulatory landscape and market conditions. Adaptability, creativity, and a holistic understanding of environmental and social sustainability will be key attributes for talent in the construction and property sector in Hong Kong SAR in 2025.

While the construction and property industry in Hong Kong SAR is expected to experience some salary growth in 2025, the increases are likely to be modest.



KOS Hong Kong SAR
Senior Manager
Jason Li



Property and Construction



Architecture and Design

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director	15-25 Years	1,500-2,000
Senior Associate	10-15 Years	1,200-1,500
Associate	8-12 Years	900-1,200
Senior Architect	6-10 Years	600-900
Architect	3-5 Years	360-600

Project Management

Job Title	Years of Experience	Annual Salary Range(HKD'000)
General Manager, Project Management	30 years+	1,800-2,100
Senior Project Manager	15-20 years	1,300-1,500
Project Manager	10- 15 years	840-1,000
Assistant Project Manager	8-10 years	600-720

Construction Management

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director/Head of Construction	20-30 years	1,400-1,800
Senior Construction Manager	15-20 years	1,300-1,500
Construction Manager	10-15 years	1,000-1,400
Site Engineer	5-10 years	480-720

Quantity Surveying

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Quantity Surveying	20 years+	1,200-1,500
Quantity Surveying Manager	10-15 years	720-960
Senior Quantity Surveyor	10-15 years	600-660
Quantity Surveyor	5-8 years	480-540

Building Services (MEP - Mechanical, Electrical, Plumbing)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Building Services	20 years+	1,400-1,500
Senior MEP Manager	15-20 years+	960-1,200
MEP Manager	10-15 years	840-1,000
Building Services Engineer	8-10 years	540-660

Real Estate Development

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Real Estate Development	20 years+	1,200-1,500
Development Manager	10-15 years	600-840
Development Analyst	5-8 years	420-540

Facilities Management

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Facilities Management	15 years+	1,000-1,400
Senior Facilities Manager	10-15 years	780-960
Facilities Manager	8-10 years	540-660

Civil & Structural Engineering

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Engineering	20 years+	960-1,200
Senior Engineer	10-15 years	600-720
Civil/Structural Engineer	5-10 years	420-540

Sales & Marketing (Property)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Head of Sales & Marketing	15 years+	1,000-1,400
Marketing Manager	8-10 years	600-720

Leasing

Job Title	Years of Experience	Annual Salary Range(HKD'000)
General Manager, Leasing	20 years+	1,800-2,100
Assitsant General Manager, Leasing	15 years+	1,400-1,800
Senior Leasing Manager	10-15 years	840-1,000
Leasing Manager	8-10 years	720-840
Assistant Leasing Manager	5-8 years	420-550
Senior Leasing Officer	3-5 years	330-400

Healthcare and Life Sciences

In recent years, significant disruptions have impacted the healthcare and life science industry, from the pandemic to the broader technological and economic shift transforming the industry. In 2025, the healthcare industry will continue to grow. We anticipate an increase of foreign talents entering the Hong Kong SAR job market, and an increased demand in research and development talents. Employers are expected to expand their contract workforce, alongside a trend in company restructuring in Hong Kong SAR and Southeast Asia.

Research and development and technology will play a pivotal role in the healthcare industry in 2025. The HKSAR Government has allocated \$10 billion to the New Industrialisation Acceleration Scheme to provide financial support for startups and assist the manufacturing sector, with the support of Hong Kong-Shenzhen Innovation and Technology Park. Hong Kong SAR has also become a popular IPO destination for biotech companies. In addition to the Top Talent Pass Scheme, we expect to see an increased demand in hiring local and foreign research & development, technology, regulatory affairs, and commercial talents to facilitate production, product registration and product launch demands.

Some of the top healthcare leaders in pharmaceutical, life science and medical device multinational companies anticipate increased downsizing of organizations and outsourcing of business operations to distributors. Additionally, hiring contract workforce will increase this year to lower the operating costs. The projected salary growth for Hong Kong SAR and Southeast Asia in 2025 will remain similar to 2024 (an average of up to 4% to 7.5%), and up to a 10% to 15% increment for talents who are seeking for a new job opportunity. Salary increments for professionals with niche skills in research & development, medicine, allied health, and engineering may exceed the market average.



KOS Hong Kong SAR
Manager
Patsy Cheung



Healthcare and Life Sciences



Medical Affairs

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Medical Director	16 years+	960-1,800
Senior Medical Manager	10 years+	720-840
Medical Manager	8 years+	576-720
Medical Advisor	3 years+	420-648
Medical Science Liaison	0-3 years	336-420

Engineer

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Service Director	15 years+	840-1,000
Service Manager	10 years+	600-816
Service Supervisor	8-11 years+	477-504
Field Senior Service Engineer	5-8 years	420-468
Field Service Engineer	0-4 years	300-420

Sales & Marketing

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Business Development Director	10 years+	780-900
Senior Sales Manager	13 years+	720-840
Sales Manager	10 years+	600-780
Assistant Sales Manager	7-10 years	480-576
Key Account Manager	6-10 years	456-540
Key Account Executive	5-7 years	336-420
Senior Product Specialist	3-5 years	276-324
Product Specialist	0-3 years	216-276
Franchise Head/ Business Unit Director	15 years+	900-1,300
Market Access Lead	11 years+	816-900
Market Access Manager	6 years+	600-780
Senior Marketing Director	19 years+	1,100-1,560
Marketing Director	15 years+	960-1,200
Senior Marketing Manager	12 years+	750-840
Marketing Manager	10 years+	600-720
Product Manager	7-10 years	480-540
Assistant Product Manager	3-6 years	408-468
Product Executive	0-3 years	280-390

Clinical Education

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Clinical Education Manager	8 years+	600-840
Clinical Education Specialist	4 years+	318-450

Application

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Senior Application Specialist	7 years+	600-720
Application Specialist	0-6 years	420-600

Regulatory Affairs & Quality Assurance

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Regulatory Affairs/ Quality Assurance Director	15 years+	840-1,080
Regulatory Affairs/ Quality Assurance Manager	8 years+	600-780
Assistant Regulatory Affairs/ Quality Assurance Manager	6-9 years	492-552
Senior Regulatory Affairs/ Quality Assurance Specialist	3-6 years	396-480
Regulatory Affairs/ Quality Assurance Specialist	0-3 years	264-384

Research & Development

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Research & Development Director	12 years+	840-1,300
Research & Development Manager	8 years+	600-780
Senior Research Assistant	2-5 years	420-504
Research Assistant	0-2 years	300-384
Laboratory Manager	10 years+	480-600
Assistant Laboratory Manager	8-11 years+	360-420
Laboratory Supervisor	5-8 years	264-336
Laboratory Technician	0-10 years+	408-708
Quality Control Laboratory Technician	0-4 years	216-300

Food & Beverage and Hospitality

The overall economic condition in 2024 has created many uncertainties, which have greatly impacted the hospitality and food and beverage industries. In 2025, we foresee an increase in inbound visitor numbers and budget-conscious travelers. Mainland Chinese restaurant F&B brands continue to make inroads in Hong Kong SAR to expand their business.

The demand for luxury hotels and fine dining restaurants is declining due to the drop in daily per capita spending by inbound tourists visiting Hong Kong SAR. In 2025, there will be a continuous rise in demand for affordable eateries and three-and-four-star hotels. Hotels and restaurants will increase their front-of-house and back-of-house workforces due to the higher volume of tourists visiting Hong Kong SAR. However, companies will continue to face manpower shortages in front-of-house and back-of-house roles. In the past year, some companies have recruited foreign labor into their workforce, and we predict a rise in demand for foreign labor entering Hong Kong SAR in 2025.

Technology will play an important role in transforming the hospitality and food & beverage industries. Consequently, companies will invest in technology products to enhance customer experience and convenience, resolve workforce shortage issues, and improve operational efficiency. We expect increased demand for hiring IT and business transformation talent for the hospitality and food & beverage industry sectors this year. The organizational restructuring trend will continue in 2025 to lower business operating costs. Some hotel and restaurant groups will further downsize their organizations by streamlining their teams through mergers and reskilling their existing workforce. There will be a continuous rise in demand for hiring contract workers across most companies. Salary stagnation will continue in 2025, and salaries are expected to remain the same as in 2024.



KOS Hong Kong SAR
Manager
Patsy Cheung



Food & Beverage and Hospitality



Hotel Management

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Area Vice President	20 years+	2,160-2,520
Cluster General Manager	20 years+	1,500-2,160
General Manager	16 years+	1,200-2,100
Hotel Manager	12 years+	960-1,320

Rooms

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director of Rooms	12 years+	660-840
Director of Front Office	12 years+	540-660
Front Office Manager	9 years+	468-605
Assistant Front Office Manager	5-7 years	360-456
Director of Housekeeping	16 years+	588-780
Housekeeping Manager	12 years+	384-456
Assistant Housekeeping Manager	9 years+	300-348

Rooms

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Guest Services Manager	8 years+	312-348
Butler	1 years+	216-360

Sales & Marketing

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Vice President, Marketing Communications	20 years+	1,560-2,160
Director of Sales & Marketing	16 years+	900-1,080
Director of Marketing Communications	16 years+	720-960
Assistant Director of Marketing Communications	12 years+	600-720
Senior Marketing Communications Manager	10 years+	480-564
Director of Sales	15 years+	720-960
Assistant Director of Sales	12 years+	600-720
Senior Sales Manager	10 years+	480-564
Sales Manager	4-5 years+	360-432

Revenue

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director of Revenue	10 years+	468-876
Revenue Manager	8 years+	336-660

Food & Beverage

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Chief Executive Officer	18 years+	2,400-3,000
Chief Operating Officer	18 years+	960-2,280
Group General Manager	18 years+	1,200-1,980
Director of Food & Beverage/ Director of Operations	10 years+	720-960
Food & Beverage Manager	6 years+	480-720
Director of Events	10 years+	540-720
Assistant Director of Events	8 years+	480-574
Event Manager	6 years+	360-480
Director of Catering	10 years+	540-720
Assistant Director of Catering	6-8 years+	456-504
Catering Manager	4 years+	300-360
Director of Culinary	10 years+	960-2,000

Food & Beverage (Front of House)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Restaurant Manager	10 years+	360-648
Assistant Restaurant Manager	7 years+	276-468
Captain/Restaurant Supervisor	4 years+	264-330
Senior Waiter/Waitress	1-3 years	216-276
Waiter/Waitress	0-2 years	144-204
Beverage Manager	11 years+	456-540
Bar Manager	6 years+	420-504
Bar Captain	4 years+	288-372
Senior Bartender	2 years+	240-276
Bartender	0-2 years	216-276
Head Sommelier	10 years+	432-684
Sommelier	1 years+	264-440

Food & Beverage (Back of House)

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Executive Chef/Head Chef	15 years+	420-990
Sous Chef	4 years+	286-385
Chef de Partie	3 years+	264-308
Commis Chef	2 years	187-300
Kitchen Steward	0-1 years+	204-242
Dishwasher	0 years+	192-240

Spa & Wellness

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director of Spa & Wellness	10 years+	600-900
Spa/Wellness Manager	6 years+	576-660
Assistant Spa/Wellness Manager	4 years+	348-540
Fitness Manager	6 years+	420-560
Fitness Club Supervisor	3-4 years+	300-456

Engineering

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Director of Engineering	15 years+	715-1,000
Assistant Director of Engineering	10 years+	600-780
Duty Engineer	3-4 years+	336-420

NGO

The NGO sector in Hong Kong SAR plays a critical role in addressing social, environmental, and community challenges, making it an essential pillar of the city's workforce. As the demand for skilled professionals in this sector grows, talent trends indicate a shift toward candidates with specialized expertise in different areas.

Organizations are increasingly seeking individuals with strong interpersonal skills, cross-sector collaboration experience, and a deep understanding of local and global social issues.

From a salary perspective, compensation in the NGO sector remains modest compared to the private sector, as many organizations operate under budget constraints. However, salaries for senior roles, such as program directors or fundraising managers, have shown a slight upward trend due to the increasing complexity and scale of projects. Entry- and mid-level roles continue to offer competitive packages when paired with comprehensive benefits, flexible work arrangements, and opportunities for professional development—key incentives that attract and retain talent in this field.

As NGOs strive to balance their mission-driven objectives with operational sustainability, competitive compensation paired with meaningful work remains a driving force for recruitment in Hong Kong's NGO sector.



KOS Hong Kong SAR
Managing Director
Rebecca Chan



NGO



Management

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Executive Director	20 years+	1,125-1,900

Program

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Program Director	10-15 years	600-1,260
Program Manager	5-10 years	372-816
Program Coordinator	2-5 years	192-276

Fundraising and Social Worker

Job Title	Years of Experience	Annual Salary Range(HKD'000)
Fundraising Director	10-15 years	600-1,260
Fundraising Manager	8 years+	612-732
Social Worker	1 year+	276-372

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