



SALARY GUIDE CHINA

This salary guide is intended to provide approximate ranges for the professional positions based on a 13-month per year gross payment.

Data are about these functional areas:

- Finance & Administration
- Sales & Marketing
- Engineering
- Operations

FINANCE & ADMINISTRATION

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN RMB
Junior	Finance Analyst / CA	3-6	14,000 - 29,500
Middle	Finance Manager / Controller	Over 5 managerial grade	27,500 - 59,500
Senior	Finance Director	Over 8	Over 71,000
Junior	Payroll Accountant	3-5	7,000 - 10,500
Middle	Senior Accountant	5-8	11,000 - 16,000
Senior	Chief Accountant	Over 8	17,500 - 28,000



SALES & MARKETING

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN RMB
Junior	Key Account	3-5	9,500 - 14,500
Middle	National Key Account Manager	5-8	33,000 - 54,500
Senior	Sales Director	5-10	38,500 - 76,500
Junior	Marketing Executive	1-5	6,500 - 14,500
Middle	Marketing Manager	Over 5	22,000 - 33,000
Senior	Marketing Director	10	54,000 - 82,000

ENGINEERING

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN RMB
Junior	Programmer / Technical Eng.	1-3	5,500 - 10,000
Middle	Senior Engineer	5-10	16,000 - 24,000
Senior	Engineering Manager	Over 10	28,500 - 54,500

OPERATIONS

LEVEL	PROFESSIONAL POSITION	YEARS OF EXPERIENCE	MONTHLY SALARY IN RMB
Junior	Engineer	2-5	5,500 - 11,500
Middle	Operations Manager	5-10	32,500 - 52,500
Senior	Chief Technical Officer	Over 15	71,000 - 93,000

Data are indicative and not official, collected based on our experience on the market