

2024 SALARY GUIDE



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The 2024 Salary Guide is based on the analysis of the entirety of our placements made in China over the past year with predictions for the year ahead.

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ABOUT ROBERT HALF



Robert Half is the world's first and largest specialised talent solutions firm that connects companies with highly skilled jobseekers. We offer permanent placement solutions in the fields of finance and accounting, technology, HR, office support, legal, and financial services. Robert Half has more than 300 locations worldwide, including nearly 100 locations in 18 countries outside the United States.

Robert Half is the parent company of Protiviti, a global consulting firm that provides internal audit, risk, business, and technology consulting solutions. Robert Half, including Protiviti, has been named a Fortune® Most Admired Company™ and a Forbes Best Employer for Diversity. Robert Half and Protiviti have also each been named to the Fortune 100 Best Companies to Work For® list.

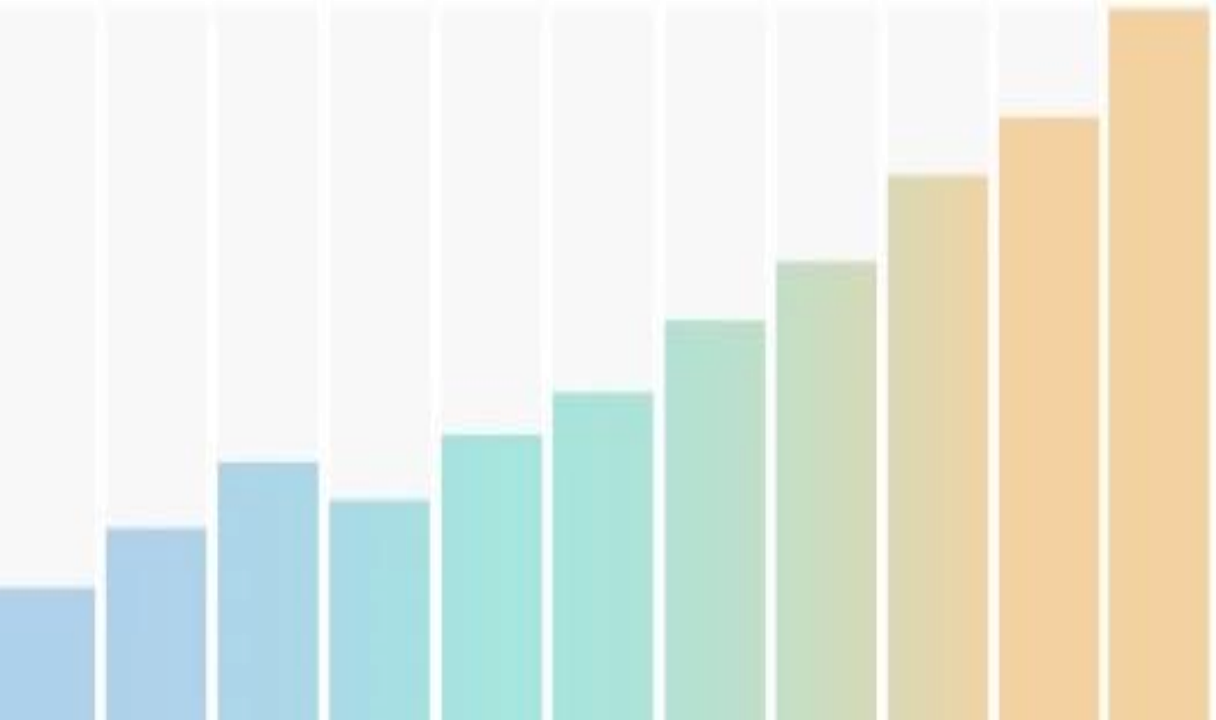
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METHODOLOGY



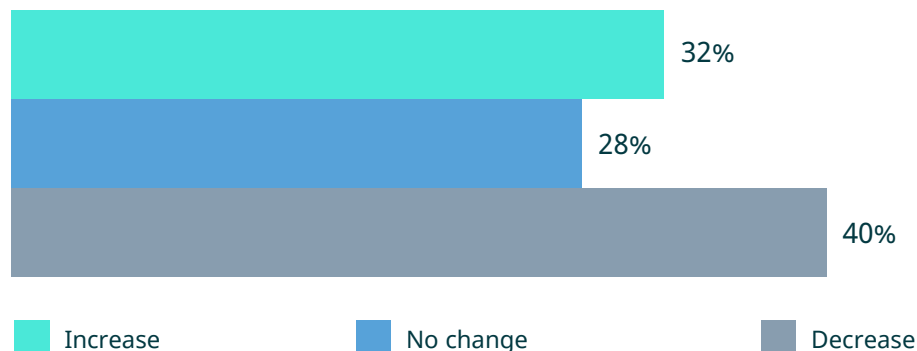
Data referenced in this Salary Guide is based on proprietary Robert Half insights and an online survey developed by Robert Half, conducted by an independent research firm. During November 2023 Robert Half commissioned research amongst 750 respondents using an online data collection methodology. The respondents represent 250 employers and 500 employees in Finance and Tech departments. Respondents are drawn from a sample of SME and large organisations from public sector, private and publicly listed businesses in China.



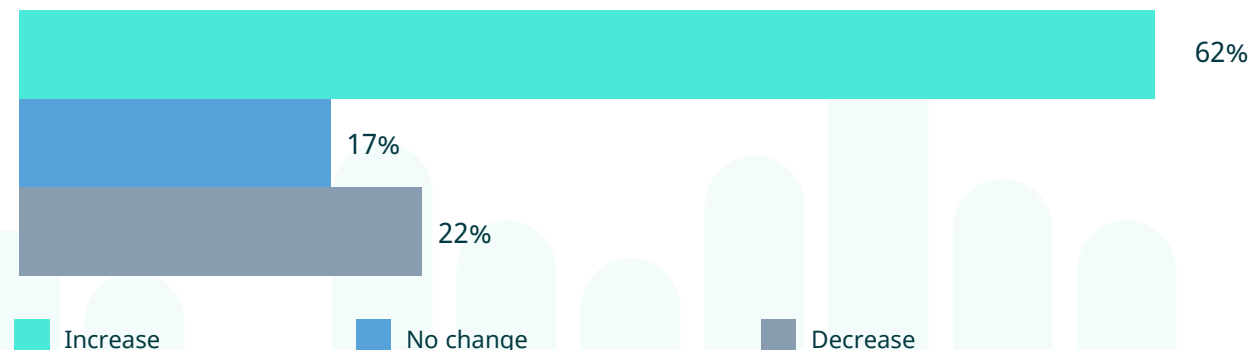


The market is shifting – and the primary motivation for candidates is now stability or progression opportunities, rather than increased salaries. Companies are still hiring, but they are more risk-averse given the changeable economic situation across China.

How would you say the number of people leaving your company has changed in the past 12 months?



How would you say the number of people joining your company has changed in the past 12 months?



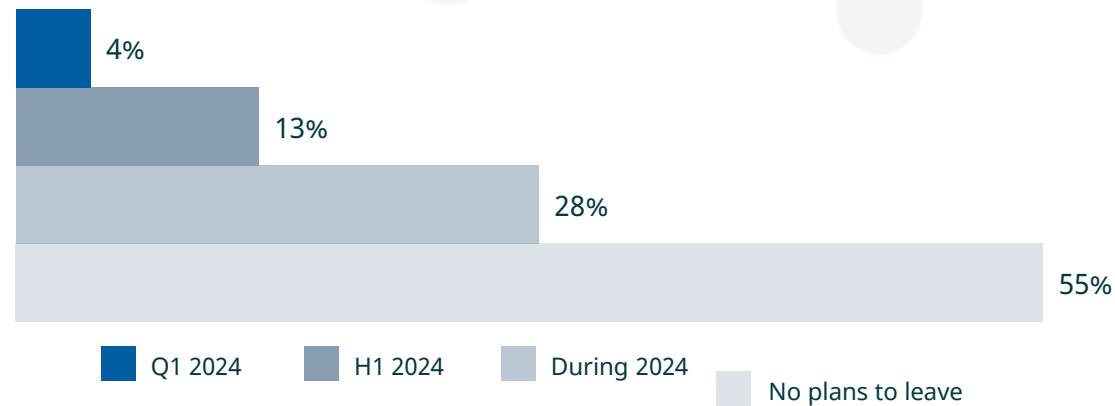
What is happening in China's recruitment market?

- **Recruitment is gradually rebounding from the pandemic's impact, but job requirements are notably rising.** Jobseekers are increasingly pursuing roles like information security and business analyst. However, recruitment difficulty is also rising annually. Companies are eager to hire, yet jobseekers are struggling to find positions. This mismatch in supply and demand is highlighting structural unemployment issues.
- **Industrial digital transformation is changing the talent landscape.** New focuses such as data ownership, privacy protection, and big data have a direct impact on talent needs among businesses.
- **Contract-based talent solutions are emerging as a fresh trend.** In light of ongoing adjustments and fluctuations in the overall environment, an increasing number of businesses are embracing a cautious approach to talent acquisition. In uncertain economic landscapes, contract-based talent solutions are poised to become the norm. Traditional employment structures are undergoing reconstruction, with Generation Y showing a preference for flexible and diverse employment opportunities.



Over half of Chinese workers currently have no intentions of departing from their current positions. However, limited career progression opportunities is the top catalyst prompting individuals to seek job changes, closely followed by uncompetitive pay and poor work-life balance.

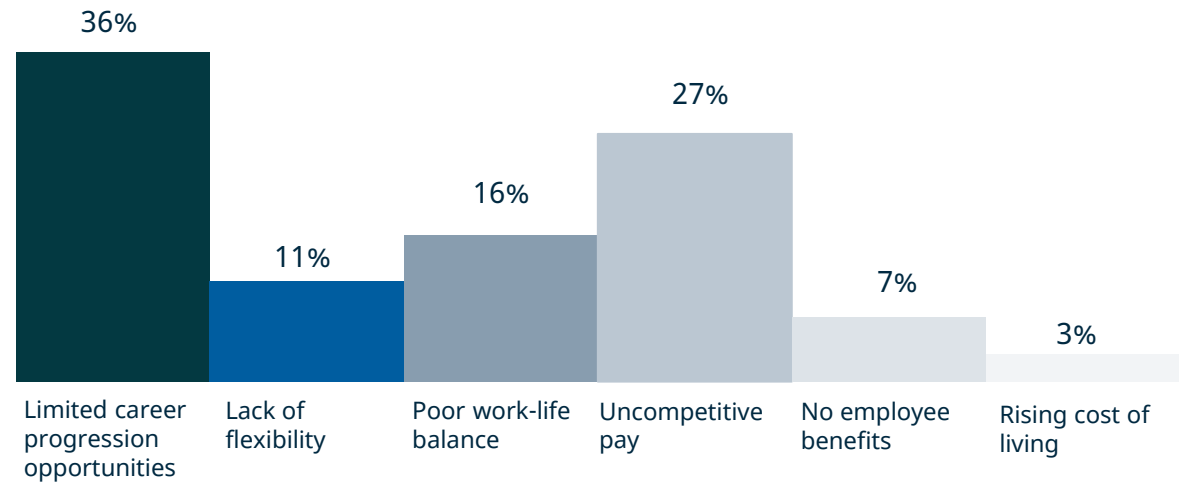
When are you likely to look for a new job?



Which candidates are most likely to leave their jobs?

- Those who have been in their roles from 5-10 years are the most likely to be dissatisfied, making them more likely to leave their role.
- 51% of Gen X (those aged between 44-58 years old) are most likely looking to leave their current jobs in 2024.
- 42% of Gen Z (those aged between 18-28 years old) are most likely to stay in their current role and have no plans to leave this year.

Why are you considering leaving your current role?



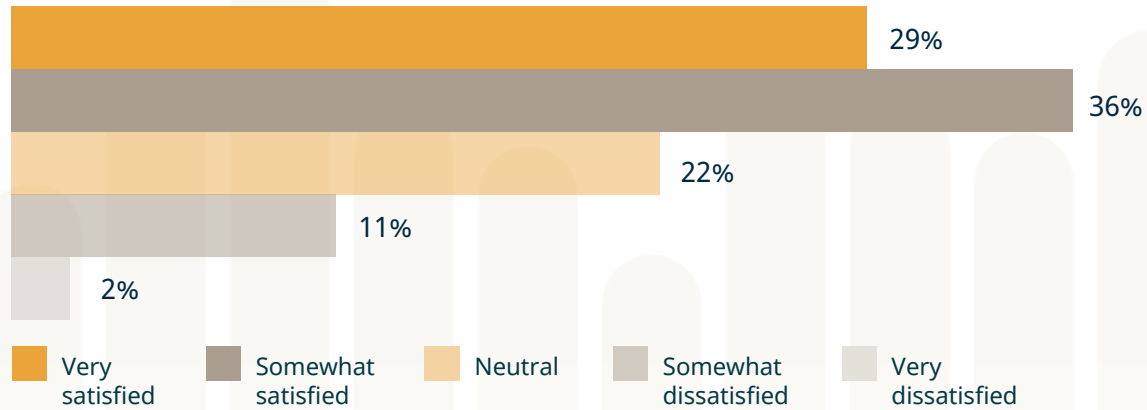
How are career progression opportunities affecting recruitment?

- Jobseekers are increasingly prioritising roles that offer clear paths for professional advancement and skill development. Companies that emphasise robust career progression frameworks and invest in employee growth tend to attract and retain top talent.
- Organisations are refining their recruitment strategies, highlighting opportunities for learning, development, and upward mobility.
- Managers are conducting regular employee satisfaction surveys to address concerns and enhance overall employee experience.

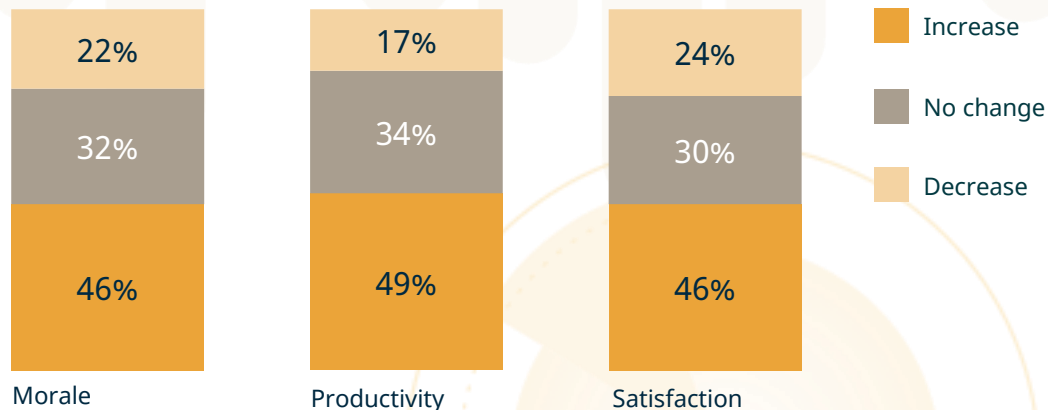


In recent years, driven by multiple factors such as the volatility of the Chinese market, increased cost control pressure, and talent shortages, employers are not only paying attention to remunerations and benefits, but also investing more resources in providing employees with comprehensive and diverse support and rewards. This is to achieve goals such as improving employee satisfaction, retaining talent, as well as cutting costs and increasing efficiencies.

How satisfied are you in your current role?



How have morale, productivity and satisfaction changed in your company in the past 12 months?



Why do employees stay at their current companies?

- The majority of employees are satisfied with their current company, especially after mass movement in the market over the past two years.
- With many employers tightening their budgets, employees are aware that they may not be able to secure the same benefits if they leave their current employment.
- Salaries are also a challenge – the pace of growth has slowed and many candidates may be unable to secure the salary increases they would want if they choose to move.

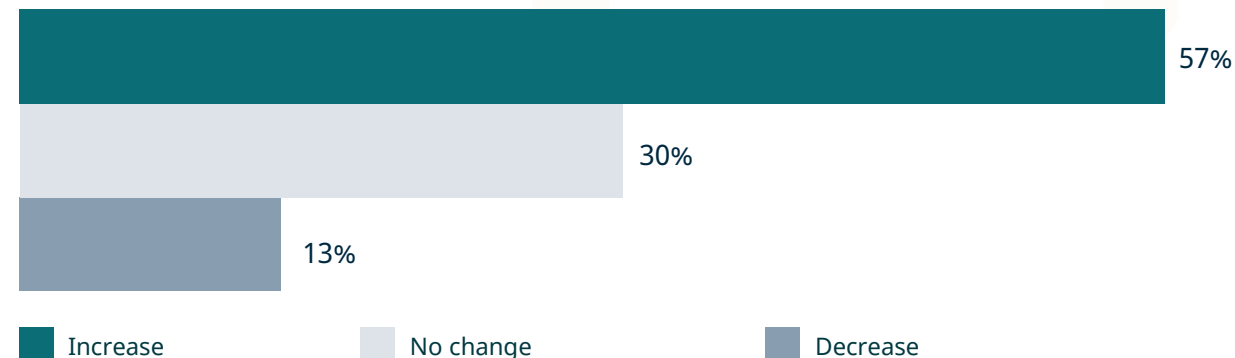
Gen Z (18-28 years) have cited the biggest increase across morale and productivity in their role, while Millennials (29-43 years) have seen the biggest positive shift in satisfaction.

46% say there has been an overall increase in employee satisfaction and **49%** have seen a rise in employee productivity.

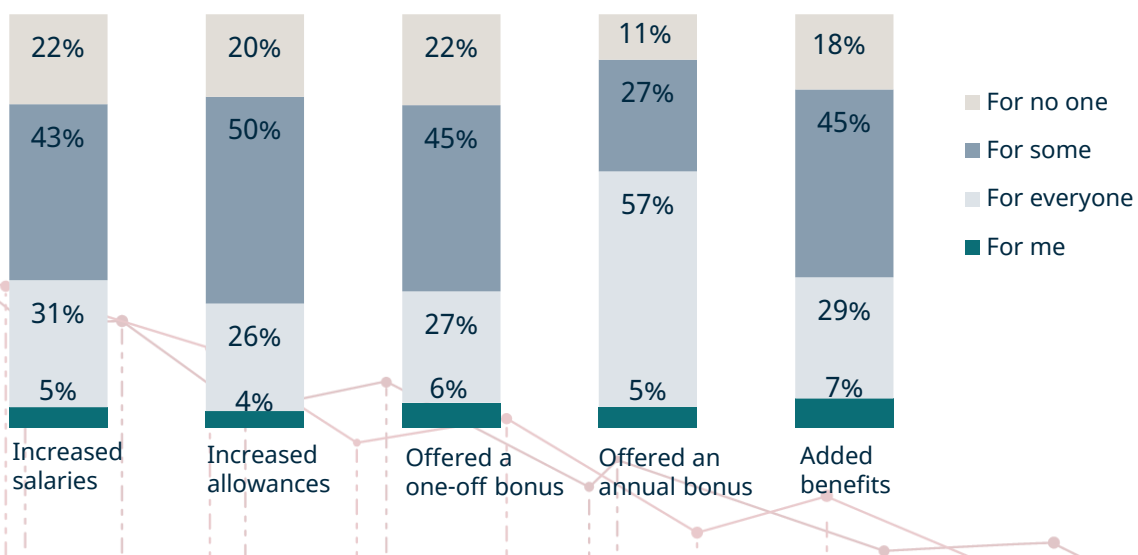


Salaries have become more stable over the past year. However, there are still opportunities available for candidates in specific sectors and roles that are in high demand, resulting in employers having to think more strategically about how to retain their staff.

How have salaries at your company changed in the past 12 months?



Which of the following has your employer done in the past 12 months?



Are employers taking notice of rising living costs?

- While 57% of employers say they have increased salaries in their company, either through an annual increase or new role, 30% say they have made no changes– indicative of a tighter market and tentative economy.
- However, employers are providing bonuses as a way to support and appreciate their staff, with 27% of workers saying everyone received a one-off bonus and 57% receiving an annual bonus in the past 12 months.
- With 33% of employees reporting that their company did not share any type of bonus in the past 12 months, business leaders should be on the lookout for dissatisfied workers as many may look forward to an annual boost.



Working conditions are returning to normal after the pandemic – and that includes the perks and benefits that employees receive. Some businesses are attempting to cut costs, putting pressure on many of the allowances that employees could expect in the past.

16% agree that poor work-life balance is a reason to leave their current role

11% cite a lack of flexibility as a push factor

14% of Millennial (29-43 years) agree that they might leave their current role due to a lack of flexibility

36% say they want to leave their current role due to a lack of career progression opportunities

8% will stay in their role because a new employer would likely not offer the same benefits

What are the trends when it comes to perks and benefits?

- Annual leave is still highly valued by candidates, who are willing to reject a job offer if the leave allowances don't cater to taking a suitable amount of time off.
- Business leaders are trying to fulfill the requests for 'lifestyle' benefits from staff by providing opportunities for better work-life balance and flexi-benefits to allow time for medical leave.
- Supplementary commercial medical insurance and supplementary provident fund are also attractive to outstanding candidates.
- In addition, other holiday benefits and organisation of employee activities can also help to improve corporate culture and branding.



The sector is seeing less movement at a senior level, but candidates at a middle management level are in-demand and employers are determined to hold onto their best talent – particularly in corporate accounting. Salaries are relatively flat in the sector, but digitalisation and new regulatory requirements pose new challenges for enhancing talent capabilities.

Salaries at a glance

+4.5% average salary increase | **+4.5%** accounting | **+4.9%** compliance/internal audit/internal control | **+4.9%** costing
| **+4.9%** credit control | **+4.9%** finance BP | **+2.2%** financial management | **+4.9%** financial planning & analysis
| **+5%** mergers & acquisitions | **+4.9%** reporting | **+6.5%** tax | **no change** treasury

Most in-demand permanent jobs

Finance Business Partner

Finance Controller

Financial Planning & Analysis Manager

Corporate Finance Manager

Reporting Manager

Most in-demand contract jobs

Finance Analyst

Operational Accountant

Finance Business Partner

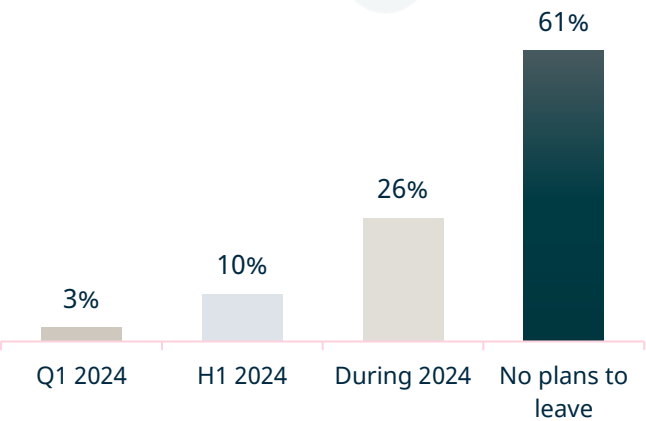
Internal Audit

Accountant

**Click here to discover all salaries in
Finance and Accounting**



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Salary
- 2 Career progression opportunities
- 3 Company growth prospects
- 4 Benefits
- 5 Challenging work

Most in-demand soft skills

Communication Skills
Stakeholder Engagement
Language Skills
Ability to Influence
Presentation Skills

Most in-demand certifications and degrees

CPA
ACCA
CMA
CIA

Most in-demand technical skills

Commercial Finance
Consolidation and Financial Reporting
Financial Modeling
Costing
Project Management Office (PMO)

Sectors that recruit the most

FMCG
Pharmaceuticals & Healthcare
Energy
Semiconductors
Tech



Digitalisation reshapes the skills needed in finance and accounting

- In recent years, the accounting industry has undergone a significant transformation due to the rapid development of digital technology. Talent in finance and accounting believe that their adoption of digital technologies will help them deliver value to organisations or clients. However, there is a gap in capability, and 88% of workers hope their employers can provide them with more technical training support. Concerns about digital technology are especially prevalent among younger workers.¹
- In today's data-driven world, sustainability will also serve as a new dimension in the finance and accounting industry, requiring future professional accountants to actively embrace the opportunities brought by technological transformations and sustainable development.

Job mobility may lead to talent shortages for employers

- Finance and accounting businesses, especially accounting firms, are often seen as a platform for learning and career transition. The high job mobility has attracted great attention from the industry.
- 39% of finance and accounting talent are expecting to change their jobs within 12 months. Generation Z is known for its high job mobility.

Increasing regulatory pressure further reshapes finance and accounting industry

- Auditors need to stay abreast of changes in standards and technological innovations, as well as regulatory pressures, with regulatory penalties and inspections for non-standard accountants strengthening.



¹ Source: [ACCA, 2023, China Finance and Accounting Talent Development Trend Report](#)



The investment industry is undergoing accelerated transformation, and future investment professionals must adopt and embrace new challenges and opportunities for career success. The remunerations and benefits for financial talent are also expected to remain relatively stable in the foreseeable future. Several macro trends and policies are also influencing the workplace environment in the global financial industry.

Salaries at a glance

+4.7% average salary increase | **+4.9%** asset management | **+5%** c-suite
+5% corporate finance, M&A | **+5%** finance | **+5%** management consulting | **+4%** operations & transformation
+3% privacy equity | **+5%** risk & compliance | **+4.5%** sell-side global markets & buy-side investment front office

Most in-demand roles

Compliance Manager
Treasury Manager
Internal Audit
Asset Management
Reporting

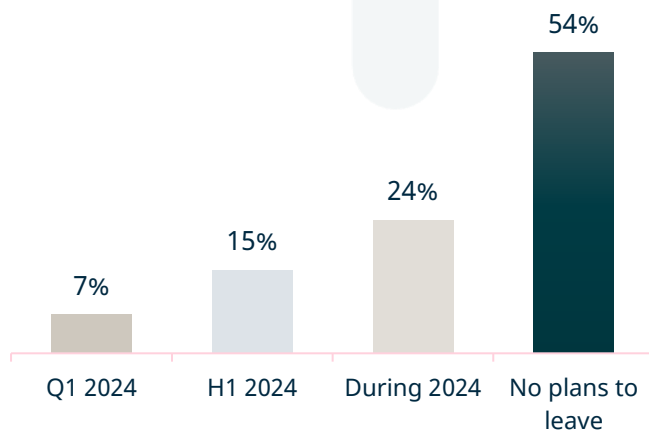
In-demand soft skills

Stakeholder Management
Communication Skills
Leadership Skills
Project Management
Negotiation Skills

**Click here to discover all salaries in
Financial Services**



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Salary
- 2 Benefits
- 3 Company growth prospects
- 4 Career progression opportunities
- 5 Company culture

The financial industry still presents a strong appeal for young talent, with education levels gradually elevating¹

- The financial industry still presents a strong appeal for young talent, with a continuous infusion of new professionals.
- The education level of employees in the finance industry is gradually improving, large numbers of young talent with master's degrees are attracted by major financial institutions, and the proportion of highly educated talent remains at a new high.
- The financial industry is highly attractive to talent from renowned universities and prestigious schools. Graduates from Project-211 and Project-985 universities, as well as Ivy League institutions, possess distinct advantages in both campus recruitment and professional recruitment.

First-tier cities are still a gathering place for financial talent

- Beijing, Shanghai, Guangzhou, and Shenzhen have attracted more than half of the financial talent nationwide, with Shanghai surpassing Beijing in terms of its attraction to financial talent, and Chengdu and Hangzhou emerging as the rising stars in attracting financial talent.

Digital transformation is steadily changing the finance talent structure²

- Reinforcing digital innovation and maintaining financial security are the focuses of the future finance sector.
- Artificial intelligence (AI) will find new means to open up new tracks for financial innovation and development and put forward new requirements for financial talent.
- Employers show more preference for composite financial technology talent with a global perspective.

¹ Source: [Liepin.com, 2023, Report on Talent Management Trends in China's Financial Industry](#)

² Source: [people.cn, 2023, AI Finds New Means and Opens up New Tracks for Financial Innovation and Development](#)



As China strengthens technological innovation, individuals with latest technical knowledge, background, and experience are highly sought-after in the market. The job market demands specialization, foreseeing steady growth with a preference for contract roles over permanent positions, reflecting a shift from traditional employment to self-employment or consulting in 2024.

Salaries at a glance

+4.5% average salary increase | +4.9% architecture | +4% business intelligence and data analytics | +2% C-suite | +5% cloud and infrastructure | +5% security | +4% software development and testing | +4% transformation

Most in-demand permanent jobs

Cyber-security
Data Architect
Data Analyst
Chief Technology Officer
Software Developer (back-end)

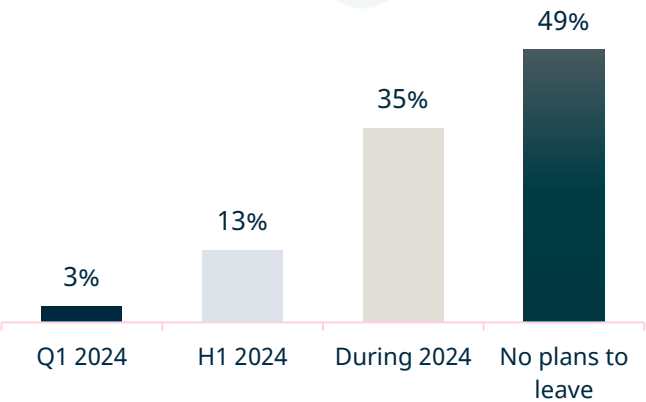
Most in-demand contract jobs

Business Analyst
Data Engineer
Product Manager
ERP/CRM Engineer
Cyber-security

Click here to discover all salaries in IT and Technology



Are you likely to look for a new job in 2024?



Which of the following are most important for you when considering a new role?

- 1 Salary
- 2 Benefits
- 3 Company growth prospects
- 4 Career progression opportunities
- 5 Company culture

Most in-demand soft skills

Communication Skills
Stakeholder Engagement
Language Skills
Presentation Skills
Commercial Negotiations

Most in-demand technical skills

Information Security
Python/SQL
Artificial Intelligence
Platform Architecture
Java

Most in-demand certifications and degrees

Cloud
CISSP
CISM
Scrum

Sectors that recruit the most

FMCG/Retail
Tech
Manufacturing
Financial Services
E-commerce

Digital disruption has brought about a talent revolution, where skills are more important than experience

- The convergence development of big data, AI, and big models will also activate the innovation and vitality of scientific research, creating new demands and requirements for technical talent. Talent shortages and skills gaps remain the key challenges encountered by businesses.
- In an era of rapid technological advances, the in-demand skills are constantly evolving, putting continuous pressure on rapid innovation and making it more difficult than ever to find talent with the right skills. Jobseekers gravitate to organisations that provide learning and personalised development opportunities.

Data security and privacy protection will reshape the demands for technical talent across industries¹

- As China further improves regulations and guidelines on data exports and personal information protection, there is a significant increase in demand for data security-related talent. Professionals in this field must be constantly learning and adapting in order to stay ahead of the curve.
- Data security and privacy protection is a challenging but rewarding field that offers a variety of career opportunities.

Talent in the IT sector faces an era of structural adjustment

- The increasing technical talent shortages and business restructuring indicate that the IT talent market for global business networks has entered a phase of structural adjustment, presenting both opportunities and challenges for businesses and job seekers.
- Ongoing learning and training programs can help to narrow skills gaps and alleviate talent shortages.



¹ Source: www.infoobs.com, 2023, Top 10 Trends in the Cyber-security Talent Market in 2024

HOW TO USE OUR SALARY TABLES



Salary percentiles

Starting salaries are not one-size-fits-all, which is why we separate them into three percentiles based on multiple factors. The percentiles account for differences in experience, skill, professional certifications, demand for the role, and the size/complexity of the company that is hiring. The salaries do not include any bonuses or benefits.

25th

The applicant has limited or no experience in the position and is still developing their skills.

50th

The applicant has an average level of experience and has most of the necessary skills.

75th

The applicant has above-average experience, has (nearly) all necessary skills, and may also have specialised qualifications.

	JOB TITLE	25th	50th	75th
Accounting	Senior Accountant / AP Supervisor –S/M	¥159,000	¥214,000	¥285,000
	Senior Accountant / AP or AR Supervisor - L	¥178,000	¥262,000	¥381,000
	General Ledger Accountant - S/M	¥142,000	¥178,000	¥237,000
	General Ledger Accountant - L	¥214,000	¥237,000	¥297,000
	General Ledger Manager - S/M	¥416,000	¥452,000	¥499,000
	General Ledger Manager - L	¥536,000	¥596,000	¥619,000
	Accounting Manager / Shared Services Center Manager - S/M	¥429,000	¥499,000	¥572,000
	Accounting Manager / Shared Services Center Manager - L	¥476,000	¥596,000	¥691,000
	Accounting Director / Shared Services Center Director - L	¥834,000	¥954,000	¥1,073,000
Reporting	Reporting Specialist / Supervisor - S/M	¥214,000	¥237,000	¥279,000
	Reporting Specialist / Supervisor - L	¥237,000	¥322,000	¥416,000
	Reporting Manager - S/M	¥429,000	¥476,000	¥572,000
	Reporting Manager - L	¥476,000	¥572,000	¥715,000
	Reporting Director - L	¥715,000	¥834,000	¥954,000

	JOB TITLE	25th	50th	75th
Compliance/Internal Audit/Internal Control	Internal Auditor - S/M	¥285,000	¥333,000	¥416,000
	Internal Auditor - L	¥357,000	¥429,000	¥536,000
	Internal Audit Manager - S/M	¥476,000	¥536,000	¥596,000
	Internal Audit Manager - L	¥536,000	¥596,000	¥774,000
	Internal Control Manager - L	¥536,000	¥596,000	¥774,000
	Internal Audit Director - L	¥894,000	¥1,013,000	¥1,132,000
	Internal Control Director - L	¥894,000	¥1,013,000	¥1,132,000
	Compliance Manager - L	¥536,000	¥655,000	¥810,000
	Compliance Director - L	¥894,000	¥1,013,000	¥1,132,000
Credit Control	Credit Control Analyst / Supervisor - S/M	¥226,000	¥274,000	¥333,000
	Credit Control Analyst / Supervisor - L	¥237,000	¥297,000	¥381,000
	Credit Control Manager - S/M	¥392,000	¥476,000	¥572,000
	Credit Control Manager - L	¥452,000	¥536,000	¥655,000

	JOB TITLE	25th	50th	75th
Treasury	Treasury Analyst - S/M	¥214,000	¥262,000	¥333,000
	Treasury Analyst - L	¥237,000	¥309,000	¥381,000
	Treasury Manager - S/M	¥320,000	¥450,000	¥550,000
	Treasury Manager - L	¥400,000	¥500,000	¥600,000
	Treasury Senior Manager - S/M	¥420,000	¥550,000	¥650,000
	Treasury Senior Manager - L	¥500,000	¥640,000	¥830,000
	Treasury Director - L	¥907,000	¥1,073,000	¥1,192,000
Mergers & Acquisitions	Mergers & Acquisitions Analyst - S/M	¥357,000	¥403,000	¥476,000
	Mergers & Acquisitions Analyst - L	¥416,000	¥462,000	¥507,000
	Mergers & Acquisitions Manager / Senior Manager - S/M	¥536,000	¥679,000	¥804,000
	Mergers & Acquisitions Manager / Senior Manager - L	¥596,000	¥774,000	¥954,000
	Mergers & Acquisitions Director - L	¥1,013,000	¥1,304,000	¥1,596,000

	JOB TITLE	25th	50th	75th
Financial Management	Finance Manager - S/M	¥416,000	¥499,000	¥596,000
	Finance Manager - L	¥499,000	¥596,000	¥739,000
	Financial Controller - S/M	¥632,000	¥774,000	¥930,000
	Financial Controller - L	¥739,000	¥894,000	¥1,097,000
	Finance Director - S/M	¥954,000	¥1,073,000	¥1,431,000
	Finance Director - L	¥1,073,000	¥1,312,000	¥1,669,000
	CFO - S/M	¥1,200,000	¥1,500,000	¥1,800,000
	CFO - L	¥1,500,000	¥2,200,000	¥3,000,000
Financial Planning & Analysis	Financial Planning Analyst / Senior Analyst - S/M	¥262,000	¥333,000	¥392,000
	Financial Planning Analyst / Senior Analyst - L	¥357,000	¥416,000	¥476,000
	Financial Planning & Analysis Manager - S/M	¥476,000	¥572,000	¥655,000
	Financial Planning & Analysis Manager - L	¥596,000	¥691,000	¥857,000
	Financial Planning & Analysis Director - L	¥954,000	¥1,073,000	¥1,312,000

Tax

JOB TITLE	25th	50th	75th
Tax Accountant / Supervisor - S/M	¥190,000	¥309,000	¥381,000
Tax Accountant / Supervisor - L	¥214,000	¥297,000	¥416,000
Tax Manager - S/M	¥370,000	¥500,000	¥600,000
Tax Manager - L	¥400,000	¥550,000	¥650,000
Tax Senior Manager - S/M	¥470,000	¥600,000	¥700,000
Tax Senior Manager - L	¥550,000	¥700,000	¥900,000
Tax Director - S/M	¥894,000	¥1,073,000	¥1,192,000
Tax Director - L	¥1,013,000	¥1,192,000	¥1,431,000

Costing

Costing Analyst / Supervisor - S/M	¥214,000	¥262,000	¥333,000
Costing Analyst / Supervisor - L	¥262,000	¥309,000	¥381,000
Costing Manager - S/M	¥499,000	¥572,000	¥607,000
Costing Manager - L	¥536,000	¥572,000	¥632,000

	JOB TITLE	25th	50th	75th
Asset Management	Asset Management Head of Research	¥834,000	¥1,192,000	¥1,789,000
	Asset Management Senior Research Analyst	¥416,000	¥536,000	¥715,000
	Asset Management Research Analyst	¥237,000	¥357,000	¥476,000
Risk & Compliance	Compliance Managing Director	¥2,147,000	¥2,385,000	¥2,623,000
	Compliance SVP / Director	¥1,789,000	¥1,907,000	¥2,147,000
	Compliance VP	¥1,192,000	¥1,312,000	¥1,455,000
	Compliance Associate / Manager / AVP	¥536,000	¥691,000	¥857,000
	Compliance Analyst	¥297,000	¥357,000	¥416,000
	Risk Managing Director	¥2,147,000	¥2,385,000	¥2,505,000
	Risk SVP / Director	¥1,789,000	¥1,907,000	¥2,050,000
	Risk VP	¥1,192,000	¥1,431,000	¥1,550,000
	Risk Associate / Manager / AVP	¥536,000	¥691,000	¥834,000
	Risk Analyst	¥297,000	¥381,000	¥452,000

JOB TITLE

25th

50th

75th

Finance Projects Director / Head	¥834,000	¥1,192,000	¥1,789,000
Finance Projects Senior Manager	¥596,000	¥715,000	¥954,000
Finance Projects Manager	¥357,000	¥416,000	¥596,000
Finance Projects Officer / Associate Manager	¥130,000	¥190,000	¥214,000
Financial Advisory & Consulting Partner	¥1,789,000	¥2,983,000	¥3,578,000
Financial Advisory & Consulting Director	¥1,192,000	¥1,431,000	¥1,550,000
Financial Advisory & Consulting Senior Manager	¥715,000	¥894,000	¥1,013,000
Financial Advisory & Consulting Manager	¥499,000	¥596,000	¥655,000
Financial Advisory & Consulting Senior Associate	¥297,000	¥333,000	¥357,000
Financial Advisory & Consulting Associate	¥185,000	¥237,000	¥262,000

Finance

	JOB TITLE	25th	50th	75th
Finance	Financial Control Director / Head	¥1,431,000	¥2,385,000	¥2,983,000
	Financial Control Senior Manager	¥954,000	¥1,192,000	¥1,431,000
	Financial Control Manager	¥596,000	¥715,000	¥954,000
	Financial Control Officer / Assistant Manager	¥357,000	¥499,000	¥536,000
	Internal Audit Director / Head	¥1,431,000	¥1,550,000	¥1,789,000
	Internal Audit Senior Manager	¥954,000	¥1,073,000	¥1,192,000
	Internal Audit Manager	¥596,000	¥715,000	¥774,000
	Internal Audit Officer / Assistant Manager	¥297,000	¥416,000	¥536,000
	Management Reporting Director / Head	¥1,789,000	¥1,907,000	¥2,147,000
	Management Reporting Senior Manager	¥954,000	¥1,192,000	¥1,431,000
Corporate Finance, M&A	M&A Managing Director	¥1,192,000	¥1,789,000	¥2,385,000
	M&A Director	¥1,013,000	¥1,192,000	¥1,431,000
	M&A VP	¥655,000	¥894,000	¥1,073,000
	M&A Associate/ Manager / AVP	¥476,000	¥655,000	¥834,000
	M&A Analyst	¥297,000	¥357,000	¥476,000

	JOB TITLE	25th	50th	75th
Finance	Management Reporting Manager	¥596,000	¥655,000	¥715,000
	Management Reporting Officer / Assistant Manager	¥297,000	¥357,000	¥452,000
	Tax Director / Head - Financial Services	¥1,431,000	¥1,789,000	¥2,147,000
	Tax Senior Manager - Financial Services	¥715,000	¥834,000	¥954,000
	Tax Manager - Financial Services	¥536,000	¥596,000	¥715,000
	Tax Officer / Assistant Manager - Financial Services	¥232,000	¥297,000	¥416,000
Management Consulting	Management Consulting Partner	¥3,578,000	¥5,368,000	¥6,203,000
	Management Consulting Principal	¥2,385,000	¥3,578,000	¥4,175,000
	Management Consulting Manager / Senior Manager	¥1,550,000	¥1,789,000	¥2,147,000
	Management Consulting Senior Consultant	¥954,000	¥1,192,000	¥1,312,000
	Management Consulting Junior Consultant	¥715,000	¥774,000	¥857,000
	Management Consulting Business Analyst	¥572,000	¥619,000	¥655,000
Operations & Transformation	Operations & Transformation Partner	¥21,474,000	¥26,843,000	¥32,211,000

	JOB TITLE	25th	50th	75th
Private Equity	Private Equity Managing Director	¥1,192,000	¥2,385,000	¥3,578,000
	Private Equity Director	¥954,000	¥1,431,000	¥1,789,000
	Private Equity VP	¥596,000	¥894,000	¥1,192,000
	Private Equity Associate / Manager / AVP	¥357,000	¥476,000	¥715,000
	Private Equity Analyst	¥297,000	¥357,000	¥536,000
Sell-side Global Markets & Buy-side Investment Front Office	Executive / Country Heads Managing Director	¥3,578,000	¥5,965,000	¥7,157,000
	Product Heads / Structuring Managing Director	¥2,385,000	¥2,983,000	¥3,578,000
	Product Heads / Structuring Executive Director / Director	¥2,147,000	¥2,385,000	¥2,983,000
	Product Heads / Structuring VP	¥954,000	¥1,192,000	¥1,431,000
	Product Heads / Structuring Associate	¥476,000	¥596,000	¥894,000
C-suite	Chief Operations Officer	¥1,431,000	¥1,789,000	¥2,385,000
	Chief Risk Officer	¥1,789,000	¥2,385,000	¥2,983,000
	Chief Investment Officer	¥1,789,000	¥2,385,000	¥2,983,000
	Chief Financial Officer	¥2,385,000	¥2,983,000	¥3,578,000
	Chief Actuary	¥1,431,000	¥1,789,000	¥2,385,000

Software Development And Testing

JOB TITLE	25th	50th	75th
DevOps Engineer	¥357,000	¥536,000	¥715,000
IT Business Partner	¥536,000	¥715,000	¥894,000
IT Digital Head	¥1,073,000	¥1,431,000	¥1,789,000
IT Digital Manager	¥655,000	¥769,000	¥882,000
Head Of Development	¥954,000	¥1,132,000	¥1,550,000
CDP Manager / Marketing Automation Manager	¥655,000	¥769,000	¥882,000
Software Development Manager	¥715,000	¥894,000	¥1,073,000
Software Engineer	¥416,000	¥655,000	¥894,000
Systems Engineer	¥297,000	¥357,000	¥476,000
Test / QA Engineer	¥297,000	¥416,000	¥596,000
Test / QA Lead / Manager	¥596,000	¥715,000	¥834,000
UI / UE / UED Manager	¥596,000	¥715,000	¥894,000
IT Support / Helpdesk Engineer	¥237,000	¥297,000	¥357,000
IT Support / Helpdesk Manager	¥357,000	¥416,000	¥476,000
Network Engineer	¥357,000	¥447,000	¥536,000
Network Manager	¥596,000	¥732,000	¥834,000

	JOB TITLE	25th	50th	75th
Architecture	Algorithm Director	¥834,000	¥1,192,000	¥1,789,000
	Algorithm Engineer	¥476,000	¥596,000	¥834,000
	AI Engineer	¥596,000	¥834,000	¥1,192,000
	Architect (Applications, Solutions, Systems)	¥774,000	¥954,000	¥1,192,000
Cloud And Infrastructure	IT Manager	¥536,000	¥649,000	¥762,000
	IT Sales Manager	¥536,000	¥655,000	¥774,000
	IT Sales Director / GM	¥954,000	¥1,192,000	¥1,794,000
	Cloud Architect	¥596,000	¥834,000	¥1,073,000
	Cloud Engineer	¥682,000	¥945,000	¥1,260,000
	Infrastructure Director	¥954,000	¥1,192,000	¥1,789,000
	Infrastructure Manager	¥536,000	¥715,000	¥894,000
Transformation	Product Director / Product VP	¥1,192,000	¥1,491,000	¥1,789,000
	Product Manager	¥536,000	¥655,000	¥894,000
	Program Manager / Project Manager / PMO	¥655,000	¥834,000	¥1,013,000
C-suite	CIO / CTO / IT Director	¥1,669,000	¥1,907,000	¥2,385,000
	CISO	¥840,000	¥1,575,000	¥2,100,000

	JOB TITLE	25th	50th	75th
Business Intelligence And Data Analytics	Application Manager	¥596,000	¥655,000	¥834,000
	Business Analyst	¥297,000	¥387,000	¥596,000
	Business Intelligence Manager	¥476,000	¥655,000	¥834,000
	Data Architect / Big Data Architect	¥596,000	¥894,000	¥1,073,000
	Data Analyst Manager	¥476,000	¥655,000	¥954,000
	Data Scientist	¥596,000	¥834,000	¥1,192,000
	Database Administrator / Developer	¥357,000	¥416,000	¥655,000
	Data Engineer / BI Analyst / Engineer	¥476,000	¥655,000	¥954,000
	Ecommerce Manager	¥536,000	¥655,000	¥774,000
	Service Delivery Manager	¥476,000	¥614,000	¥745,000
	ERP Consultant	¥357,000	¥536,000	¥715,000
	IT Auditor	¥536,000	¥715,000	¥894,000
Information Security	Head Of Ecommerce	¥954,000	¥1,192,000	¥1,789,000
	IT Security / IT Risk / Applications Security Specialist	¥357,000	¥476,000	¥596,000
	IT Security / IT Risk / Applications Security Manager	¥596,000	¥715,000	¥834,000
	IT Security / IT Risk / Applications Security Director	¥774,000	¥894,000	¥1,192,000
	Security Analyst / Security Architect	¥596,000	¥769,000	¥882,000



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