

HONG KONG SALARY BENCHMARK SALARY BENCHMARK 2019 HONG KONG SALARY BENCHMARK

SERVICES & FINTECH PROPERTY & CONSTRUCTION **CONSUMER & RETAIL** INDUSTRIAL & MANUFACTURING
TECHNOLOGY, MEDIA & TELECOMMUNICATIONS PRIVATE PRACTICE FINANCIAL SERVICES & FINTECH

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Salary Tables

Digital Marketing

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Digital Marketing Executive	240	300	270
Senior Digital Marketing Executive	300	360	330
Assistant Digital Marketing Manager	350	400	375
Digital Marketing Manager	520	640	580
Senior Digital Marketing Manager	680	880	780
Digital Marketing Director	840	1080	960
Head of Digital	1440	1800	1620

Ecommerce

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Ecommerce Project Manager	240	275	258
Ecommerce Officer	240	300	270
Assistant Ecommerce Manager	360	580	470
Ecommerce Manager	465	575	520
Senior Ecommerce Manager	720	880	800
Ecommerce Director	960	1200	1080
Head of Ecommerce	1200	1800	1500
Ecommerce Designer	300	360	330

Omnichannel

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Assistant Omnichannel Manager	360	540	450
Omnichannel Manager	540	750	645
Omnichannel Director	650	840	745

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Salary Tables

Social Media

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Social Media Editor	300	360	330
Social Media Manager	510	620	565
Digital Performance Marketing Manager	450	600	525
Digital Design Manager	350	540	445

Web Design / UX / UI

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Web Designer	300	360	330
UX / UI Designer	300	360	330
Digital UX Lead	420	840	630

Retail

Buyer

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Merchandiser / Buyer	180	264	222
Senior Merchandiser / Buyer	350	435	393
Assistant Merchandising / Buying Manager	360	480	420
Merchandising / Buying Manager	600	780	690
Regional Merchandising / Buying Manager	650	850	750
Senior Merchandising / Buying Manager	700	850	775
Merchandising / Buying Director	800	1100	950

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Salary Tables

Retail Sales

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Sales Associate	140	180	160
Senior Sales Associate	204	260	232
Supervisor	220	312	266
Assistant Store Manager	265	325	295
Store Manager	360	600	480
Store Director / Senior Store Manager	600	800	700
Retail Manager	450	720	585
Retail Director	900	1080	990
Regional Retail Director	1000	1300	1150
Operations Executive	264	300	282
Assistant Operations Manager	335	350	343
Operations Manager	450	720	585
Head of Operations	800	1050	925

Retail Trainer

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Trainer	275	320	298
Assistant Training Manager	360	460	410
Training Manager	480	720	600
Regional Training Manager	600	800	700

Visual Merchandiser

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Visual Merchandiser	252	312	282
Visual Merchandising Manager	620	780	700
Regional Visual Merchandising Director	800	960	880

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Salary Tables

Food & Beverage

Front of House

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Floor Staff (Incl. Bar & Host/Hostess)	156	216	186
Captain / Supervisors	216	252	234
Sommelier	240	360	300
Outlet / Bar Manager	252	360	306
Restaurant / Club Manager	300	480	390
Restaurant Operation Manager	360	540	450
F&B Training Manager	360	600	480
Restaurant General Manager	420	600	510
Group General Manager	720	1440	1080

Kitchen

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Commis Chef	192	216	204
Executive Chef	420	600	510
Executive Sous Chef	540	720	630
Private / Brand Chef	300	960	630
Executive Chef (Club/Hotels)	540	960	750
Group Executive Chef	960	1440	1200

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Salary Tables

Finance & Accounting

Audit

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Internal Auditor	360	420	390
Senior Internal Auditor	420	480	450
Internal Audit Manager	600	720	660
Senior Internal Audit Manager	840	960	900
Internal Audit Director	1000	1500	1250

Corporate Finance

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Corporate Finance Manager	600	900	750
Corporate Finance Director	1000	1800	1400

Credit / Payroll

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Payroll Accountant	264	360	312
Payroll Manager	420	504	462
Credit Controller	480	660	570

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Salary Tables

Financial / Management Accounting

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
AP/AR Accountant	240	380	310
Assistant Accountant	200	280	240
Accountant	240	380	310
Senior Accountant	335	400	368
Accounting Manager	480	600	540
Finance Manager	540	660	600
Senior Finance Manager	720	960	840
Financial Controller	840	1080	960

FP&A

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Financial Analyst	335	400	368
Senior Financial Analyst	420	540	480
FP&A Manager	600	780	690
Senior FP&A Manager	800	1000	900
FP&A Director	960	1800	1380
Chief Finance Officer	1200	2500	1850

Tax

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Senior Tax Analyst	420	500	460
Tax Manager	600	900	750
Tax Director	1000	1800	1400
Compliance Manager	600	1000	800

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Salary Tables

Treasury

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Treasury Manager	600	960	780
Treasury Director	800	1200	1000

Human Resources

Compensation & Benefits

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Compensation & Benefits Specialist	250	350	300
Assistant Compensation & Benefits Manager	400	450	425
Compensation & Benefits Manager	540	780	660
Head of Compensation & Benefits	960	1200	1080

General

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Human Resources Assistant	168	240	204
Human Resources Officer	216	300	258
Senior Human Resources Officer	300	380	340
Assistant Human Resources Manager	380	540	460
Human Resources Business Partner	380	670	525
Human Resources Manager	400	720	560
Regional Human Resources Manager	520	800	660
Senior Human Resources Manager	630	930	780
Human Resources Director	950	1500	1225
APAC Head of Human Resources	1500	2200	1850

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Salary Tables

Learning & Development

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Learning & Development Officer	230	300	265
Assistant Learning & Development Manager	420	520	470
Training & Development Manager	480	720	600
Learning & Development Manager	540	720	630
Head of Learning & Development	880	1200	1040
Talent & Organisational Development Manager	580	720	650

Specialist

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
HRIS Manager	480	800	640
Employee Relations Manager	720	960	840

Talent Acquisition

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Talent Acquisition Specialist	250	370	310
Talent Acquisition Manager	480	750	615
Head of Talent Acquisition	960	1200	1080

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Salary Tables

Legal

Corporate Governance

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Company Secretarial Assistant	180	264	222
Company Secretarial Officer	240	384	312
Company Secretarial Manager	360	720	540

Lawyer

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
IP Counsel	600	1080	840
Legal Counsel	710	960	835
Senior Legal Counsel	940	1500	1220
General Counsel	1200	2500	1850

Paralegal

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Legal Assistant	180	240	210
Legal Officer	216	420	318
Legal Manager	420	840	630
Brand Protection Officer	360	660	510

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Salary Tables

Events

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Event Planner	300	480	390
Event Manager	360	640	500
Event Director	1200	1600	1400

General

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Marketing Coordinator	185	230	208
Marketing Executive	192	300	246
Senior Marketing Executive	240	295	268
Assistant Marketing Manager	300	500	400
Marketing Manager	400	810	605
Marketing Director	1440	1800	1620

Marketing Research

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Research Analyst	300	360	330
Research Director	1080	1800	1440
Consumer Insight / Customer Analytics / Market Intelligence Manager	480	750	615

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Salary Tables

Channel / Wholesale Management

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Channel Sales Manager	295	540	418
Territory Manager	300	540	420
Wholesale Manager	360	660	510
Business Unit Manager	720	1500	1110
Client Development Manager	360	540	450

General

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Sales Executive	175	230	203
Senior Sales Executive	245	290	268
Assistant Sales Manager	315	455	385
Sales Manager	495	650	573
Senior Sales Manager	600	900	750
Associate Sales Director	780	1200	990
Sales Director	960	1700	1330
General Sales Manager	1020	1700	1360
Country Manager	1500	3000	2250
Chief Executive Officer	2500	3500	3000

Key Account Management

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Accounts Executive	170	190	180
Accounts Supervisor	350	360	355
Accounts Manager	420	550	485
Key Account Executive	215	260	238
Assistant Key Account Manager	260	429	345
Key Account Manager	400	585	493
Senior Key Account Manager	480	715	598

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Salary Tables

Secretarial & Business Support

Administration

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Admin Assistant	185	230	208
Admin Officer	215	250	233
Admin Executive	300	325	313
Customer Service Specialist	170	190	180
Customer Service Officer	240	280	260
Head of Customer Care Team	360	410	385
Sales Coordinator	180	205	193
Sales Administrator	240	270	255
Sales Support Manager	395	450	423

Office Management / Secretarial

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Office Administrator	160	195	178
Receptionist	190	220	205
Executive Assistant	340	410	375
Team Secretary	250	295	273
Team Manager	300	335	318
Translator	300	420	360
Operations Assistant	170	200	185
Project Assistant	215	265	240
Business Service Executive	360	505	433

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Salary Tables

Technology Application & System

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Business Analyst / ERP / IT Application Specialist / Application Support	240	420	330
Functional Consultant / System Analyst (e.g. SAP, Oracle, MS Dynamics)	360	600	480
Senior Business Analyst	360	540	450
Testing & QA Analyst	240	540	390
Architect / Solution Architect	600	1200	900

Data Management & Analytics

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Business Intelligence Analyst / Specialist	300	540	420
BI / Data Warehousing & Data Analytics Manager	420	840	630
Data Analyst / Engineer (e.g. SQL, SAS, VBA)	240	420	330
Data Scientist / Architect (e.g. R, Python)	420	1080	750
Data Management / Governance Manager	540	1080	810

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Salary Tables

IT Security / Cybersecurity

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
IT Security Specialist	360	720	540
Security Manager	660	1020	840

IT Support & Infrastructure

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
IT Officer / Helpdesk Support	240	456	348
System Administrator / System Engineer / Infrastructure Analyst	360	600	480
Network Engineer / Manager	480	900	690
Database Administrator	456	720	588

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