

HONG KONG SALARY BENCHMARK SALARY BENCHMARK 2019 HONG KONG SALARY BENCHMARK

COMMUNICATIONS PRIVATE PRACTICE FINANCIAL SERVICES & FINTECH PROPERTY & CONSTRUCTION
TECHNOLOGY, MEDIA & TELECOMMUNICATIONS PRIVATE PRACTICE FINANCIAL SERVICES & FINTECH

ABOUT SALARY BENCHMARK

The Page Personnel Salary Benchmark is our annual salary report developed to provide hiring managers and candidates with a reference on salary ranges across key industries, including Consumer & Retail, Financial Services & Fintech, Industrial & Manufacturing, Private Practice, Property & Construction, Services, as well as Technology, Media & Telecommunications.

It provides an overview of market and employment trends, including observations such as job seekers' sentiments. Additionally, it highlights hiring trends and roles in demand within each industry.

The report is available in 3 markets: Australia, Hong Kong and Singapore.

Report methodology

Data for the Page Personnel Salary Benchmark is derived from our proprietary database capturing job advertisements and placements throughout 2018, and incorporates salary increase projections for 2019. It is supplemented with data and insights from other PageGroup studies, such as the Job Applicant Confidence Index, and validated against insights from our leaders' and consultants' interactions with clients and candidates.

HONG KONG MARKET INSIGHTS

FINANCE AND TRADE DRIVE STEADY GROWTH INTO INTERNATIONAL HUB



Economic outlook

In 2018, the overall market for Hong Kong was good, with very positive sentiment. This was driven specifically by all-time low unemployment; as well as growth in the Financial Services and Property sectors, and in newer sectors such as Fintech and other Digital businesses, each of which are on the rise in Hong Kong. Despite a year-end cooling off period, it still finished as a year that was well ahead of 2017.

Key events

Topics such as possible trade wars were of course being watched carefully from Hong Kong in the final quarter of 2018. As Hong Kong is a key finance hub within Asia, it has a prevalent trait of being dependent on trade. The world of recruitment tends to react around six months after any economic changes, and this will continue to be monitored closely.

Opportunity areas

The growth of Retail, together with new F&B openings, reflect an upswing in market sentiment

towards a healthy economy, all of which helps to drive and fuel employment. Retail and F&B have been strong from a hiring perspective too. The Fintech industry, including crypto-currency, is growing fast, whilst the start-up market and overall service sector are also on the rise. This is particularly evident in business and technology consulting, data analytics and big data.

As a market, Hong Kong was traditionally more interested in full-time hires, however this has been changing recently, and we do see a spike in demand for Contracting. Customer service hubs in particular have been relocating back to Hong Kong due to language and cultural sensitivities as it is increasingly challenging to service Cantonese and Mandarin-speaking customers remotely. Another area of rising demand is for Digital and Ecommerce specialists – in data analytics and big data fields especially.

As mundane operational roles evolve to become digitalised and automated, strategic management roles and service roles that are highly communicative are expected to remain in high demand for talent.

“The Fintech industry, including crypto-currency is growing fast, whilst the start-up market and overall service sector are also on the rise. This is particularly evident in business and tech consulting, data analytics and big data.”

Joshua Wrafter

Regional Director, Page Personnel Hong Kong

BY THE NUMBERS



6 JOB SEEKERS

interviewed before a role is filled



6 WEEKS TAKEN

for a hiring manager to fill a job



1 INTERVIEW ROUND

job seekers attend before securing the role

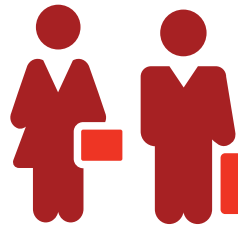
KEY TRENDS

13-18%

average salary increase when job switching within similar industries for the same function



Demand for Human Resource specialists has more than doubled



Job opportunities increased by 40%



Contract positions are in demand by Financial Services and MNCs



70% of job seekers have a favourable view of the economic situation

61%

of job seekers are optimistic about receiving better compensation

68%

of job seekers are positive about the job market



27% of job seekers will consider leaving a company lacking professional growth opportunities

76% of jobs seekers are looking to **enhance their skills**



FINANCIAL SERVICES & FINTECH

Salary Tables

Banking & Financial Services - Front Office

Commercial Banking Relationship Management

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	220	420	320	8	10	20
Associate	280	480	380	10	20	40
Vice President	540	800	670	10	30	60
Senior Vice President	720	1600	1160	25	45	60
Director	1000	2250	1625	35	45	65
Executive Director	1400	3000	2200	35	50	75

Corporate Banking Relationship Management

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	230	500	365	8	17	25
Associate	300	600	450	10	30	50
Vice President	600	1000	800	10	40	70
Senior Vice President	900	1800	1350	25	50	70
Director	1400	2500	1950	35	50	75
Executive Director	1700	3600	2650	35	50	80

Corporate Finance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	420	720	570	20	40	60
Associate	720	1000	860	20	40	80
Vice President	1000	1200	1100	40	50	100
Director	1200	1800	1500	40	50	100
Executive Director	1800	2700	2250	50	70	100

FINANCIAL SERVICES & FINTECH

Salary Tables

Customer Services

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Customer Service Officer	160	240	200	5	10	15
Senior Officer / Assistant Manager	420	540	480	5	10	15

Equity Research

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	420	720	570	30	50	100
Associate	720	1000	860	40	60	100
Vice President	1000	1200	1100	40	60	100
Director	1200	1800	1500	50	80	120
Executive Director	1800	2700	2250	70	80	120

Fund Sales & Distribution

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	480	700	590	40	50	80
Associate	700	850	775	50	60	80
Vice President	850	1100	975	50	60	100
Director	1100	1400	1250	50	80	100
Executive Director	1400	1800	1600	50	80	100

Global Markets

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	300	700	500	5	12	25
Associate	700	1200	950	15	25	50
Vice President	900	2000	1450	25	50	75
Director	1600	2500	2050	25	50	80
Managing Director	1800	3000	2400	25	50	100

FINANCIAL SERVICES & FINTECH

Salary Tables

Investment Research - Equity

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	360	660	510	40	50	100
Associate	660	840	750	40	50	100
Vice President	840	1400	1120	50	70	100

Investment Research - Fixed Income

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	360	660	510	40	50	100
Associate	660	840	750	40	50	100
Vice President	840	1400	1120	50	70	100

Portfolio Management - Equity

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Portfolio Manager	840	1000	920	40	50	100
Portfolio Manager	960	1200	1080	40	50	100
Senior Portfolio Manager	1200	1800	1500	50	70	100

Portfolio Management - Fixed Income

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Portfolio Manager	840	1000	920	40	50	100
Portfolio Manager	960	1200	1080	40	50	100
Senior Portfolio Manager	1200	1800	1500	50	70	100

FINANCIAL SERVICES & FINTECH

Salary Tables

Private Banking

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Private Banker	420	720	570	5	12	25
Relationship Manager	720	1500	1110	15	25	50
Senior Relationship Manager	840	2400	1620	15	25	50
Director	1200	3000	2100	25	50	75
Executive Director	1800	3500	2650	25	50	80

Private Equity

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	500	700	600	50	80	100
Associate	700	800	750	50	80	100
Vice President	780	960	870	80	90	100
Director	960	1300	1130	80	90	100
Executive Director	1300	2100	1700	80	90	100

Sales & Trading

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	480	700	590	40	50	80
Associate	700	850	775	50	60	80
Vice President	850	1100	975	50	60	100
Director	1100	1400	1250	50	80	100
Executive Director	1400	1800	1600	50	80	100

Transaction Banking, Trade & Commodity Finance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	220	380	300	8	10	20
Associate	280	480	380	10	20	40
Vice President	540	800	670	10	30	60
Senior Vice President	720	1600	1160	25	45	60
Director	1000	2250	1625	35	45	65
Executive Director	1400	3000	2200	35	50	70

FINANCIAL SERVICES & FINTECH

Salary Tables

Banking & Financial Services - Mid-Back Office

Asset Management - Compliance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Compliance Analyst	240	360	300	10	15	25
Compliance Associate	360	480	420	10	15	25
Business / Investment Compliance Manager	480	720	600	10	15	25
Senior Compliance Manager	720	960	840	10	15	25
Head of Compliance	960	1800	1380	20	25	30
Regional Head of Compliance	2000	3000	2500	20	25	30

Asset Management - Finance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Accountant	180	300	240	10	15	25
Senior Accountant / Assistant Manager	300	480	390	10	15	25
Finance Manager	480	720	600	10	15	25
Senior Finance Manager	660	840	750	10	20	30
Finance Director / Financial Controller	840	1320	1080	15	25	50
Chief Financial Officer	1440	2800	2120	30	50	80

Asset Management - Operations

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	190	310	250	10	15	25
Fund Admin / Transfer Agency	170	310	240	10	15	25
Associate / Senior Associate	300	480	390	10	15	25
Fund Operations manager	480	660	570	10	15	25
Senior Operations Manager	600	900	750	10	15	25
Project Manager	600	840	720	10	15	25
Senior Project Manger	840	1200	1020	10	15	25
Head of Operations	960	1200	1080	20	30	50
Chief Operations Officer	1440	3000	2220	30	50	80

FINANCIAL SERVICES & FINTECH

Salary Tables

Asset Management - Risk and Audit

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Market Risk Analyst	180	360	270	10	20	30
Market Performance Analyst	180	360	270	10	20	30
Risk Performance Manager	480	720	600	20	25	30
Market Risk Manager	450	720	585	20	25	30
Internal Audit Manager	480	960	720	20	25	30
Head of Risk / Audit	960	1800	1380	20	25	30

Assistant Relationship Manager (ARM)

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Junior ARM	300	500	400	10	15	25
Senior ARM	500	840	670	10	15	25

Client Onboarding / KYC

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	180	340	260	5	15	25
Associate / AVP	360	800	580	5	15	25
Vice President	800	1100	950	5	15	25
Director	1000	1400	1200	5	17	30
Head / Managing Director	1400	1700	1550	5	20	35

Credit Risk

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	240	400	320	10	15	25
Associate / Assistant Vice President	400	800	600	10	20	25
Vice President	800	1500	1150	10	20	35
Director	1500	2000	1750	10	20	40
Head / Managing Director	2000	2500	2250	10	30	50

FINANCIAL SERVICES & FINTECH

Salary Tables

Deposit

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	160	240	200	5	17	30
Associate	240	300	270	5	17	30

Fund Finance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Accountant	180	300	240	10	20	30
Senior Accountant / Assistant Manager	300	480	390	10	20	30
Finance Manager	540	900	720	20	30	50
Tax Manager	600	840	720	20	30	50
Senior Finance Manager	720	960	840	20	50	70
Finance Director / Financial Controller	840	1440	1140	20	50	70
Chief Financial Officer	1440	3000	2220	30	50	80

Loan Operations

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	216	300	258	5	17	30
Associate / Assistant Vice President	320	480	400	5	17	30

Market / Liquidity Risk

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	240	420	330	10	15	25
Associate / Assistant Vice President	400	900	650	10	20	25
Vice President	900	1700	1300	10	20	35
Director	1600	2000	1800	10	20	40
Head / Managing Director	2000	2500	2250	10	35	60

FINANCIAL SERVICES & FINTECH

Salary Tables

Operational Risk

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	240	400	320	10	15	25
Associate / Assistant Vice President	400	800	600	10	20	25
Vice President	800	1500	1150	10	20	35
Director	1500	2000	1750	10	20	40
Head / Managing Director	2000	2500	2250	10	30	50

Operations (Settlements / Corporate Action)

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	180	300	240	5	10	25
Associate / Assistant Vice President	300	600	450	5	10	25
Vice President	600	840	720	5	15	25
Director	840	1200	1020	5	17	30
Head / Managing Director	1200	1500	1350	5	17	30

Project Management / Change Management

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	240	400	320	5	15	25
Associate / Assistant Vice President	450	850	650	5	15	25
Vice President	800	1300	1050	5	15	25
Director	1200	1600	1400	5	20	30
Head / Managing Director	1700	2000	1850	5	25	40

Remittance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	160	240	200	5	17	30
Associate	240	300	270	5	17	30

FINANCIAL SERVICES & FINTECH

Salary Tables

Trade Support / Sales Support / Client Services

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Associate / Assistant Vice President	450	800	625	5	15	25
Vice President	700	1300	1000	5	15	25
Director	1200	1700	1450	5	17	30
Head / Managing Director	1700	2000	1850	5	20	35

Banking & Financial Services Compliance Advisory

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Head of Compliance / Executive Director	1600	2300	1950	25	33	41

Control Room

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Senior Vice President	1400	1600	1500	17	20	25

Global Banking & Markets

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Associate / Assistant Vice President	500	800	650	10	17	25

Regulatory

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Officer / Associate	300	600	450	0	0	0
Vice President	800	1400	1100	10	17	25

FINANCIAL SERVICES & FINTECH

Salary Tables

Testing

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Regional Head of Compliance / Managing Director	2300	3000	2650	25	33	41

Banking & Financial Services Operations Anti-Money Laundering (AML)

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	240	420	330	10	17	25
Associate / Assistant Vice President	450	750	600	10	17	25
Vice President	750	1300	1025	10	17	25
Senior Vice President	1300	1600	1450	17	20	25
Head of Compliance / Executive Director	1600	2300	1950	25	33	41
Regional Head of Compliance / Managing Director	2300	3000	2650	25	33	41

Back Office - Accounting

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Accountant	168	270	219	5	10	30
Accountant	240	360	300	5	10	30
Senior Accountant / Assistant Manager	360	540	450	5	10	30
Finance Manager	600	900	750	5	10	30
Financial Controller	840	1100	970	5	10	30
Head of Finance	1100	2000	1550	5	10	30

FINANCIAL SERVICES & FINTECH

Salary Tables

Back Office - Financial Control

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	180	360	270	5	10	30
Associate / Assistant Vice President	500	800	650	5	10	30
Vice President	750	1000	875	5	10	30
Senior Vice President / Director	1000	1700	1350	5	10	30
Country Chief Financial Officer	1500	1700	1500	5	10	30
Regional Chief Financial Officer	2000	2200	2000	5	10	40

Back Office - Internal Audit

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Manager	420	600	510	5	10	25
Manager	600	840	720	5	10	25
Senior Manager	840	1100	970	5	10	25
Head of Internal Audit	1100	2000	1550	5	10	25

Back Office - Management Reporting / Financial Planning & Analysis

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	260	420	340	0	15	25
Associate / Assistant Vice President	500	750	625	5	10	30
Vice President	800	1200	1000	5	10	30
Executive Director	1200	1500	1350	5	15	50
Head	1500	2000	1750	5	20	60

Back Office - Product Control

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	240	360	300	0	15	25
Associate / Assistant Vice President	500	800	650	5	10	30
Vice President	950	1300	1125	5	10	30
Executive Director	1300	1600	1450	5	15	50
Head	1700	2200	1700	10	20	60

FINANCIAL SERVICES & FINTECH

Salary Tables

Back Office - Regulatory Finance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst	300	360	330	0	15	25
Associate / Assistant Vice President	500	750	625	5	10	30
Vice President	800	1200	1000	5	10	30
Executive Director	1200	1500	1350	5	15	35
Head	1500	2000	1750	5	20	40

Back Office - Tax

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Manager	420	600	510	5	10	30
Manager	600	900	750	5	10	30
Senior Manager	900	1400	1150	5	10	30
Head of Tax	1400	2000	1700	5	10	30
Regional Head of Tax	2000	3000	2500	5	10	0

Back Office - Treasury

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Analyst / Senior Analyst	240	360	300	5	10	30
Assistant Manager	420	600	510	5	10	30
Manager	600	840	720	5	10	30
Senior Manager	840	1100	970	5	10	30
Head of Treasury	1100	2000	1550	5	10	30

Financial Crime Compliance (FCC)

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Associate / Assistant Vice President	450	750	600	10	17	25
Vice President	750	1300	1025	10	17	25
Senior Vice President	1300	1600	1450	17	20	25
Head of Compliance / Executive Director	1600	2300	1950	25	33	41
Regional Head of Compliance / Managing Director	2300	3000	2650	25	33	41

FINANCIAL SERVICES & FINTECH

Salary Tables

Insurance / Actuarial

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Supporting Officer	160	240	200	5	10	15
Business Development Executive	300	360	330	5	10	15
Customer Retention Officer	360	420	390	5	10	15
Insurance Specialist	420	430	425	5	10	15

Banking and Financial Services - Others Capital Markets / Equity

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Dealer	145	180	163	5	10	15
Senior Dealer	360	385	373	5	10	15
Analyst	410	420	415	5	10	15

Corporate Finance / Mergers & Acquisitions

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Corporate Finance Analyst	360	420	390	5	10	15
Credit Officer	250	350	300	5	10	15
Credit Analyst	450	600	525	5	10	15
Services Specialist	370	425	398	5	10	15

Investment Management / Wealth Management

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Senior Officer	360	480	420	5	10	15
Junior Portfolio Manager	600	720	660	15	25	35
Senior Portfolio Manager	1080	1560	1320	20	30	50
Client Services Associate	240	300	270	5	10	15
Relationship Associate	330	420	375	10	13	15
Assistant Relationship Manager	510	575	543	10	13	15
Relationship Manager	600	720	660	15	20	25

FINANCIAL SERVICES & FINTECH

Salary Tables

Retail Banking / Wealth Management

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Client Services	180	240	210	5	10	15
Financial Consultant	200	270	235	10	15	20
Business Development Executive	300	360	330	10	15	20
Client Experience Manager	300	400	350	10	15	20

Risk Management (Sell / Buy Side)

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Product Manager	240	600	420	5	10	15
Operations Analyst	360	480	420	5	10	15
Risk Manager	420	720	570	5	10	15

Digital

Digital Banking

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Digital Product Manager	400	750	575	10	18	25
Digital Channel Manager	500	700	600	15	18	25
Digital Banking Manager	540	850	695	15	20	25
Digital Banking Director	1200	2000	1600	20	30	40

Digital Marketing

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Digital Marketing Officer	240	300	270	5	10	15
Digital Marketing Manager	500	800	650	10	18	25
Digital Marketing Director	1000	1600	1300	15	25	35

FINANCIAL SERVICES & FINTECH

Salary Tables

Social Media

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Senior Media Planner	240	300	270	5	10	15
Social Media Manager	540	750	645	10	20	30
Social Media Director	1000	1500	1250	15	25	35

UX / UI

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
UX / UI Designer	360	550	455	10	18	25
Mobile Manager	540	720	630	10	18	25
Web Manager	300	420	360	5	10	15
Senior Web Manager	660	840	750	15	20	25

Human Resources

Compensation & Benefits

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Compensation & Benefits Assistant	216	250	233	5	10	15
Compensation & Benefits Specialist	360	480	420	5	10	15
Compensation & Benefits Manager	600	780	690	5	10	15
Senior Compensation & Benefits Manager	840	1080	960	5	10	15
Head of Compensation & Benefits	960	1320	1140	5	10	15

FINANCIAL SERVICES & FINTECH

Salary Tables

General

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Human Resource Administrator	215	280	248	5	10	15
Human Resource Assistant	230	300	265	5	10	15
Human Resources Officer	220	320	270	5	10	15
Human Resource Supervisor	280	360	320	5	10	15
Senior Human Resources Officer	280	400	340	5	10	15
Senior Human Resource Executive	300	420	360	5	10	15
Human Resource Analyst	330	420	375	5	10	15
Assistant Human Resources Manager	420	540	480	5	10	15
Human Resource Manager	540	720	630	5	10	15
HR Business Partner	720	960	840	5	10	15
Senior HR Business Partner	960	1200	1080	5	10	15
Senior Human Resource Manager	720	960	840	5	10	15
Human Resources Director	1080	1440	1260	5	10	15
Head of Human Resources	1200	1680	1440	5	10	15

Learning & Development

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Learning & Development Manager	360	480	420	5	10	15
Learning & Development Manager	540	720	630	5	10	15
Senior Learning & Development Manager	720	960	840	5	10	15
Head of Learning & Development	960	1140	1050	5	10	15

FINANCIAL SERVICES & FINTECH

Salary Tables

Specialist

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Employee Relations Manager	600	840	720	5	10	15
Head of Employee Relations	960	1440	1200	5	10	15
Organisational Development Manager	540	720	630	5	10	15
Head of Organisational Development	960	1100	1030	5	10	15
HR Shared Services Manager	540	720	630	5	10	15
Head of HR Shared Services	960	1140	1050	5	10	15
HR Compliance Manager	540	720	630	5	10	15
HR Transformation Manager	540	720	630	5	10	15
Head of HR Transformation	840	1140	990	5	10	15
HRIS Manager	540	840	690	5	10	15

Talent Acquisition

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Recruitment Consultant	180	240	210	5	10	15
Talent Acquisition Officer	220	320	270	5	10	15
Campus Recruitment Manager	540	720	630	5	10	15
Talent Acquisition Manager	600	840	720	5	10	15
Senior Talent Acquisition Manager	840	1080	960	5	10	15
Head of Talent Acquisition	960	1200	1080	5	10	15

Legal

Buy Side

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Legal Counsel NQ-3 PQE	500	960	730	8	17	30
Legal Counsel 4 - 7 PQE	840	1300	1070	8	20	60
Senior Legal Counsel 8-12 PQE	1020	1800	1410	8	25	66
Senior Legal Counsel 12 PQE+	1300	2340	1820	8	25	100
Head of Legal / General Counsel	1500	3800	2650	8	25	100

FINANCIAL SERVICES & FINTECH

Salary Tables

Company Secretarial

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Company Secretarial Assistant	200	280	240	8	13	17
Company Secretarial Officer	240	396	318	8	13	17
Senior Company Secretarial Officer	360	480	420	8	13	17
Assistant Company Secretarial Manager	450	660	555	8	17	25
Company Secretarial Manager	636	900	768	17	25	30
Assistant Company Secretary	840	1260	1050	17	25	30
Head of Company Secretarial Department / Named Company Secretary	960	1500	1230	17	25	30

General

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Paralegal	270	350	310	8	15	20
Legal & Compliance Assistant	300	420	360	8	15	20
Legal & Compliance Officer	336	480	408	8	15	30
Legal & Compliance Manager	420	600	510	17	30	70
Legal & Company Secretarial Assistant	300	396	348	8	17	30
Legal & Company Secretarial Manager	456	960	708	8	20	30

Insurance

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Legal Counsel NQ-3 PQE	500	840	670	8	10	25
Legal Counsel 4 - 7 PQE	720	1080	900	8	10	25
Senior Legal Counsel 8-12 PQE	1000	1500	1250	8	10	25
Senior Legal Counsel 12 PQE+	1300	2000	1650	8	10	35
Head of Legal / General Counsel	1500	3500	2500	8	10	50

FINANCIAL SERVICES & FINTECH

Salary Tables

Sell Side (Multinationals)

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Legal Counsel NQ-3 PQE	600	960	780	8	17	25
Legal Counsel 4 - 7 PQE	840	1300	1070	8	17	30
Senior Legal Counsel 8-12 PQE	1200	1800	1500	8	20	60
Senior Legal Counsel 12 PQE+	1500	2500	2000	8	20	60
Head of Legal / General Counsel	2200	4800+	2200	8	25	70

Sell Side (PRC)

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Legal Counsel NQ-3 PQE	500	840	670	8	25	50
Legal Counsel 4 - 7 PQE	720	1200	960	8	25	66
Senior Legal Counsel 8-12 PQE	1020	1800	1410	8	25	100
Senior Legal Counsel 12 PQE+	1200	2200	1700	8	25	100
Head of Legal / General Counsel	2200	3500	2850	8	25	150

Marketing Communications / PR

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Communications Manager	400	550	475	5	10	15
Communications Manager	500	800	650	10	12.5	15
Assistant Communications Vice President	700	900	800	5	10	15
Communications Vice President	960	1200	1080	15	20	25
Head of Communications	1250	1600	1425	20	25	30

General

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Marketing Specialist	360	500	430	5	10	15
Marketing Manager	600	900	750	10	15	20
Senior Marketing Manager	780	1020	900	10	15	20
Marketing Director	1200	1900	1550	20	30	40

FINANCIAL SERVICES & FINTECH

Salary Tables

Others

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Copywriter	360	420	390	5	10	15
Events Manager	540	660	600	10	12.5	15

Public Relations

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Public Relations Manager	540	660	600	10	17.5	25
Senior Public Relations Manager	720	900	810	10	15	20

Procurement & Supply Chain

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Indirect Procurement Manager	720	1000	860	5	10	15
Indirect Procurement Vice President/ Executive Director	1200	2000	1600	5	10	15
Procurement Officer	384	560	472	5	10	15
Category Manager	840	1100	970	5	10	15
Sourcing Manager	780	1020	900	5	10	15
Head of Vendor Management	840	1020	930	5	10	15

Property

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Assistant Valuation Manager	264	360	312	5	10	15
Valuation Manager	360	480	420	5	10	15
Head of Valuation	720	1500	1110	5	10	15

FINANCIAL SERVICES & FINTECH

Salary Tables

Sales (Fintech)

Business Development

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Business Development Executive	420	430	425	10	20	30
Senior Business Development Executive	450	600	525	10	20	30
Business Development Manager	480	900	690	10	23	35
Business Development Director	900	1500	1200	20	30	40

Sales & Account Management

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Accounts Manager	360	585	473	10	15	20
Sales Manager	650	1000	825	10	23	35
Sales Director	800	2000	1400	20	30	40

FINANCIAL SERVICES & FINTECH

Salary Tables

Secretarial & Business Support

Job Title	Base salary range for 12 months (HKD'000)			Bonus (%)		
	Min	Max	Avg	Low	Medium	High
Receptionist	205	360	283	5	10	15
Administrative Assistant	240	300	270	5	10	15
Administration Officer	300	360	330	5	10	15
Assistant Admin Manager / Senior Admin Officer	420	480	450	5	10	15
Office Assistant/ Clerk	180	230	205	5	10	15
Office Manager	420	600	510	5	10	15
Admin Manager	600	720	660	5	10	15
Head of Administration	720	960	840	5	10	15
Executive Assistant / Secretary	420	540	480	5	10	15
Senior Executive Assistant / Senior Secretary	540	780	660	5	10	15
Personal Assistant	340	480	410	5	10	15
Butler	480	720	600	5	10	15
Secretarial Manager	720	840	780	5	10	15
Translator	300	420	360	5	10	15
Project Coordinator	300	360	330	5	10	15
Legal Secretary	290	455	373	5	10	15
Messenger	130	180	155	5	10	15
Tea Lady	120	180	150	5	10	15

Technology (Financial Services)

Application & Development

Job Title	Base salary range for 12 months (HKD'000)		
	Min	Max	Avg
Application Support	360	840	600
Developer / Analyst Programmer	240	420	330
Software Engineer / Senior Software Engineer / System Analyst	420	720	570
System Architect/ Team Lead	600	960	780
DevOps Engineer	420	720	570
Quantitative Developer	600	1200	900
Quality Assurance Engineer / Testing Analyst / QA Lead	300	780	540

FINANCIAL SERVICES & FINTECH

Salary Tables

Business Analyst / Project Manager

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Business Analyst	300	480	390
Senior Business Analyst	480	780	630
Project Manager	420	660	540
Senior Project Manager	660	1020	840
PMO / Programme / Change Manager	660	1080	870

Data

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Business Intelligence & Reporting Analyst	360	540	450
Data Warehousing & Data Analytics Manager	480	840	660
Data Analyst (e.g. SQL , SAS)	300	600	450
Data Scientist / Architect (e.g. Python, Hadoop)	600	1080	840
Data Management & Governance Manager	600	1080	840

Infrastructure

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Helpdesk / Desktop Support	300	540	420
System / Network Administrator	360	540	450
System Engineer / Specialist (e.g. Server, Storage)	480	900	690
Network Engineer / Architect	600	1020	810
Database Administrator	600	900	750

FINANCIAL SERVICES & FINTECH

Salary Tables

Management

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
IT Manager / Service Delivery Manager	600	1020	810
Senior IT Manager / Head of IT / IT Director	780	1440	1110
CTO / CIO	1440	2400	1920
Programme Director	960	1440	1200

Security

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
IT Security Engineer / Officer / Analyst	360	600	480
IT Security Risk / Compliance Consultant	480	780	630
IT Security Manager / IT Governance Manager	720	1080	900

Technology (Fintech)

Data

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Data Analyst (e.g. SQL , SAS)	360	600	480
Data Scientist / Architect (e.g. Python, Hadoop)	600	1080	840
Business Intelligence / Data Analytics Manager	480	840	660

FINANCIAL SERVICES & FINTECH

Salary Tables

Development

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Developer (e.g. Frontend, Backend, Web)	300	600	450
Full Stack Software Engineer	420	780	600
Mobile / Application Developer	420	720	570
System Architect / Team Lead	600	960	780
Blockchain / Crypto Developer	720	1200	960
Quantitative Developer	840	1440	1140
Quality Assurance Engineer / Testing Analyst	300	540	420

Infrastructure

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
System / Network Engineer	420	780	600
DevOps Engineer	480	780	630
Cloud / Network Architect	600	1020	810

Management

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Project Manager / Product Manager	600	1020	810
Research & Product Development Manager	600	1020	810
Head of Product / Product Owner	900	1200	1050
Head of Software Engineering	900	1200	1050
Head of Infrastructure	840	1020	930
CTO / CIO	1200	2100	1650

Security

Base salary range for 12 months (HKD'000)

Job Title	Min	Max	Avg
Cybersecurity Analyst / Engineer	360	600	480
Cybersecurity & IT Governance Manager	780	1080	930

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