



JobsDB Salary Report
Hong Kong 2006

JobsDB.com

JobsDB Salary Report - Hong Kong 2006

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INTRODUCTION

To let job seekers better prepare for job hunting and employers have a better understanding on the recruitment market's salary scales, JobsDB has compiled a salary report based on the most updated information of the present salaries of job seekers generated from our job seeker member database. A sample size of about 19,000 generated in 2006 is used to consolidate the results. Take a look at the report, which is divided into different sectors:

- Accounting
- Banking & Finance
- Engineering
- Human Resources
- Logistics & Transportation
- Merchandising
- Sales
- Advertising & Media
- Clerical / Admin / Secretarial
- Hotel & Tourism
- Information Technology
- Marketing
- Retail & Chain Stores

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METHODOLOGY

The data was conducted between and focused exclusively on the sample. The total population of the salary report is 18,306.

Four main attributes are collected for the salary report:

- Industry segmentation into 13 sectors
- Positions within the industry
- Present Salary of JobsDB users
- Working Experience within the industry

For each job position of the study, the sample was sorted the present salary of JobsDB users in ascending order. Job positions of the study with sample size less than 5 are not included for the report. The upper and lower 5% of the data were trimmed to avoid extreme data (or outliers) that could induce overestimation or underestimation of the mean on the sample.

Glossary

- **Mean** is a mathematical average of a set of salaries in the sample, with the upper and lower 5% of the sample being eliminated.
- **Median** is the middle number or score of a set of salaries in the sample that divides the whole sample into halves.
- **Inter-quartile Range** is the difference between the data values at the 75th and 25th percentiles and is a measure of statistical dispersion.

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ACCOUNTING

Position	Monthly Salary (HK\$)		
	0 - 1 Year	2 - 4 Years	5 Years +
Accountant			
Mean	17,637	18,560	21,910
Median	16,000	17,000	20,200
Range	14,000 - 20,000	14,125 - 21,000	18,000 - 24,000
Accounting Clerk			
Mean	7,787	9,114	10,976
Median	8,000	9,000	10,000
Range	7,000 - 9,000	8,000 - 10,000	9,500 - 11,800
Accounting Officer			
Mean	12,750	14,313	15,266
Median	12,500	13,000	14,550
Range	9,750 - 13,250	12,000 - 14,750	13,000 - 16,000
Internal Auditor			
Mean	21,872	26,875	45,215
Median	20,000	26,500	48,500
Range	14,000 - 28,840	22,625 - 30,750	39,750 - 52,000
Financial Analyst			
Mean	23,730		
Median	24,500		
Range	18,000 - 29,780		
Accounting Manager			
Mean	29,217		
Median	28,500		
Range	25,000 - 35,000		

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ACCOUNTING

Position	Monthly Salary (HK\$)		
Finance Manager	0 - 1 Year		
Mean	35,972		
Median	35,000		
Range	30,000 - 40,000		
Financial Controller	0 - 1 Year	2 - 4 Years	5 Years +
Mean	47,955	50,433	52,550
Median	45,000	46,000	49,940
Range	39,000 - 55,000	40,208 - 58,000	43,000 - 67,750
Financial Director			
Mean	75,168		
Median	74,100		
Range	63,750 - 90,583		
Chief Financial Officer			
Mean	87,972		
Median	80,000		
Range	65,000 - 100,000		

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ADVERTISING & MEDIA

Position	Monthly Salary (HK\$)
Account Executive	
Mean	9,163
Median	8,000
Range	7,125 - 9,700
Senior Account Executive	
Mean	16,000
Median	15,500
Range	12,575 - 19,500
Account Manager	
Mean	18,762
Median	18,000
Range	16,500 - 22,000
Senior Account Manager	
Mean	29,217
Median	27,500
Range	25,000 - 31,725
Account Director	
Mean	37,136
Median	33,000
Range	30,000 - 43,500
Copywriter	
Mean	14,641
Median	14,000
Range	10,475 - 17,000
Creative Director	
Mean	35,396
Median	33,000
Range	30,000 - 38,500

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ADVERTISING & MEDIA

Position	Monthly Salary (HK\$)
Illustrator	
Mean	9,163
Median	8,000
Range	7,125 - 9,700
Designer	
Mean	11,370
Median	10,850
Range	8,575 - 13,515
Art Director	
Mean	22,810
Median	20,000
Range	20,000 - 25,000
Photographer	
Mean	12,022
Median	10,500
Range	8,525 - 15,000
Reporter	
Mean	11,398
Median	11,000
Range	9,375 - 12,625
Senior Reporter	
Mean	18,108
Median	16,850
Range	14,200 - 21,450
Editor	
Mean	13,425
Median	13,260
Range	10,000 - 15,500

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ADVERTISING & MEDIA

Position	Monthly Salary (HK\$)
Senior Editor	
Mean	26,355
Median	25,000
Range	21,025 - 29,525

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BANKING & FINANCE

Position	Monthly Salary (HK\$)
Compliance	
Compliance Assistant	
Mean	11,636
Median	11,500
Range	10,000 - 12,000
Compliance Officer / Analyst	
Mean	20,539
Median	18,000
Range	15,500 - 24,000
Compliance Manager	
Mean	36,918
Median	36,000
Range	30,000 - 40,000
Corporate Finance	
Corporate Finance Executive	
Mean	22,771
Median	25,000
Range	17,208 - 25,000
Corporate Finance Manager	
Mean	38,493
Median	37,450
Range	30,000 - 46,000
Company Secretary	
Mean	20,025
Median	15,000
Range	12,250 - 23,250

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BANKING & FINANCE

Position	Monthly Salary (HK\$)
Credit / Loan	
Credit / Loan Officer	
Mean	14,627
Median	14,000
Range	11,250 - 18,500
Risk Analyst (Credit Risk, Market Risk)	
Mean	21,719
Median	19,450
Range	14,250 - 29,000
Risk Manager (Credit Risk, Market Risk)	
Mean	34,429
Median	29,000
Range	23,750 - 43,050
Retail Operations	
Bank Teller/ Clerk	
Mean	9,003
Median	9,000
Range	8,400 - 9,525
Customer Service Executive / Officer	
Mean	11,282
Median	11,000
Range	9,500 - 13,000
Customer Relationship Manager	
Mean	21,550
Median	18,000
Range	16,375 - 25,250
Branch Manager	
Mean	22,392
Median	25,000
Range	17,300 - 28,000

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BANKING & FINANCE

Position	Monthly Salary (HK\$)			
Research				
Research Analyst				
Mean	17,876			
Median	17,000			
Range	14,125 - 21,167			
Research Manager				
Mean	23,833			
Median	24,500			
Range	21,000 - 28,000			
Sales & Trading				
Account Executive	0 - 1 Year	2 - 4 Years	5 Years +	
Mean	12,028	12,530	15,077	
Median	12,000	12,000	15,000	
Range	10,000 - 13,000	10,735 - 14,000	13,000 - 17,000	
Settlement				
Settlement Clerk				
Mean	8,904			
Median	9,000			
Range	8,500 - 9,500			
Settlement Officer				
Mean	13,929			
Median	15,000			
Range	12,000 - 16,000			
Settlement Manager				
Mean	25,400			
Median	24,000			
Range	23,000 - 30,000			

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CLERICAL / ADMIN / SECRETARIAL

Position	Monthly Salary (HK\$)		
Office Assistant			
Mean	6,677		
Median	6,500		
Range	5,500 - 7,600		
Office Administrator			
Mean	12,930		
Median	12,000		
Range	10,000 - 16,750		
Clerk / Admin Assistant	0 - 1 Year	2 - 4 Years	5 Years +
Mean	7,684	8,597	9,871
Median	7,500	8,500	9,800
Range	7,000 - 8,500	7,700 - 9,225	8,500 - 11,000
Receptionist			
Mean	9,366		
Median	9,000		
Range	8,000 - 11,000		
Secretary			
Mean	11,879		
Median	12,000		
Range	9,500 - 14,000		
Executive Secretary			
Mean	17,618		
Median	16,130		
Range	14,200 - 20,000		
Operation Officer			
Mean	12,117		
Median	11,500		
Range	9,875 - 14,000		

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CLERICAL / ADMIN / SECRETARIAL

Position	Monthly Salary (HK\$)
Operation Manager	
Mean	25,736
Median	25,000
Range	18,000 - 30,000

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ENGINEERING

Position	Monthly Salary (HK\$)		
Technician			
Mean	9,422		
Median	9,000		
Range	8,000 - 11,000		
Assistant Engineer			
Mean	11,659		
Median	11,000		
Range	10,000 - 13,000		
Electronic Engineer	0 - 1 Year	2 - 4 Years	5 Years +
Mean	11,325	13,406	19,607
Median	10,450	13,600	19,050
Range	9,850 - 11,875	11,000 - 15,500	15,000 - 23,370
Sales Engineer			
Mean	14,505		
Median	14,000		
Range	11,000 - 16,500		
Senior Sales Engineer			
Mean	21,252		
Median	18,000		
Range	16,500 - 24,000		
QA Engineer			
Mean	16,452		
Median	15,400		
Range	12,500 - 18,500		
Mechanical Engineer			
Mean	16,062		
Median	15,000		
Range	13,000 - 18,000		

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ENGINEERING

Position	Monthly Salary (HK\$)
Senior Engineer	
Mean	25,312
Median	23,000
Range	18,000 - 30,900
Engineering Manager	
Mean	32,810
Median	33,000
Range	26,500 - 40,000

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HOTEL & TOURISM

Position	Monthly Salary (HK\$)
Catering	
Cashier	
Mean	7,074
Median	7,000
Range	5,000 - 9,000
Waiter / Waitress / Captain	
Mean	8,277
Median	8,350
Range	6,100 - 11,000
Restaurant Supervisor / Manager	
Mean	15,895
Median	15,500
Range	12,000 - 19,815
Cook	
Mean	9,144
Median	9,000
Range	7,000 - 11,000
Bartender	
Mean	8,883
Median	8,500
Range	7,400 - 10,000

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HOTEL & TOURISM

Position	Monthly Salary (HK\$)
Hotel	
Concierge	
Mean	10,434
Median	9,750
Range	9,075 - 11,750
Front Desk Clerk	
Mean	8,833
Median	8,500
Range	7,925 - 10,000
Guest Relation Officer	
Mean	10,985
Median	11,000
Range	10,000 - 12,400
Tourism	
Tour Guide	
Mean	8,500
Median	8,000
Range	6,250 - 11,250
Travel Consultant	
Mean	8,264
Median	8,500
Range	7,250 - 9,150
Ticketing Officer	
Mean	9,611
Median	9,000
Range	8,500 - 10,000

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HUMAN RESOURCES

Position	Monthly Salary (HK\$)
Administration Assistant	
Mean	9,556
Median	9,200
Range	8,300 - 10,420
Administration Officer	
Mean	13,093
Median	13,000
Range	11,000 - 15,000
Administration Manager	
Mean	25,851
Median	25,000
Range	20,000 - 31,000
Recruitment Consultant	
Mean	13,922
Median	13,000
Range	10,000 - 17,000
Training Officer	
Mean	16,544
Median	15,975
Range	14,063 - 18,000
Training Manager	
Mean	26,611
Median	26,000
Range	23,000 - 32,000
HR / Personnel Officer	
Mean	15,611
Median	15,385
Range	13,500 - 17,425

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HUMAN RESOURCES

Position	Monthly Salary (HK\$)
HR / Personnel Manager	
Mean	32,103
Median	33,700
Range	28,025 - 36,750
HR & Administration Director	
Mean	50,857
Median	52,000
Range	41,500 - 53,500

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INFORMATION TECHNOLOGY

Position	Monthly Salary (HK\$)			
Computer Operator				
Mean	10,640			
Median	10,330			
Range	9,148 - 12,000			
Multimedia/ Web Designer				
Mean	11,445			
Median	11,500			
Range	9,000 - 14,000			
Programmer	0 - 1 Year	2 - 4 Years	5 Years +	
Mean	14,836	16,227	18,966	
Median	14,000	15,500	18,125	
Range	11,000 - 18,000	13,000 - 20,000	15,000 - 22,988	
Analyst Programmer				
Mean	19,014			
Median	18,200			
Range	16,000 - 22,000			
System Analyst				
Mean	24,301			
Median	24,000			
Range	20,000 - 28,300			
Network Engineer				
Mean	17,513			
Median	16,000			
Range	12,000 - 21,500			
Network Administrator				
Mean	17,517			
Median	19,000			
Range	12,850 - 22,000			

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INFORMATION TECHNOLOGY

Position	Monthly Salary (HK\$)		
Support Engineer			
Mean	13,847		
Median	14,000		
Range	10,800 - 16,000		
Software Engineer			
Mean	17,155		
Median	16,000		
Range	13,000 - 21,000		
Technical / IT Consultant			
Mean	22,044		
Median	20,000		
Range	16,250 - 27,750		
Database Administrator			
Mean	25,565		
Median	24,200		
Range	19,500 - 33,650		
Project Manager			
	0 - 1 Year	2 - 4 Years	5 Years +
Mean	30463	32252	35141
Median	25000	30000	32000
Range	20,000 - 36,000	23,000 - 37,000	25,000 - 40,000
MIS / IT Manager			
Mean	32558		
Median	31475		
Range	26,000 - 38,875		
MIS / IT Director			
Mean	58125		
Median	55000		
Range	40,000 - 71,250		

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LOGISTICS & TRANSPORTATION

Position	Monthly Salary (HK\$)		
	0 - 1 Year	2 - 4 Years	5 Years +
Shipping Clerk			
Mean	7,677	8,560	10,909
Median	7,500	8,400	11,000
Range	6,500 - 8,450	7,500 - 9,050	9,000 - 12,320
Documentation Clerk			
Mean	8,892		
Median	8,500		
Range	8,000 - 9,641		
Shipping Assistant			
Mean	9,238		
Median	10,250		
Range	7,625 - 11,000		
Senior Shipping Clerk			
Mean	13,007		
Median	13,000		
Range	12,000 - 14,500		
Shipping Supervisor			
Mean	14,631		
Median	14,750		
Range	12,250 - 16,800		
Shipping Manager			
Mean	20,220		
Median	20,000		
Range	16,625 - 24,500		
Logistics Manager			
Mean	28,548		
Median	28,505		
Range	25,000 - 31,925		

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LOGISTICS & TRANSPORTATION

Position	Monthly Salary (HK\$)
Inventory / Warehouse Clerk	
Mean	8,272
Median	8,000
Range	7,450 - 9,000
Inventory / Warehouse Manager	
Mean	19,038
Median	17,500
Range	15,250 - 22,500
Supply Chain Officer	
Mean	14,272
Median	14,500
Range	12,293 - 16300
Supply Chain Manager	
Mean	41,088
Median	39,000
Range	32,375 - 48,500

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MARKETING

Position	Monthly Salary (HK\$)		
	0 - 1 Year	2 - 4 Years	5 Years +
Marketing Assistant			
Mean	8,421	10,035	10,711
Median	8,800	10,000	10,000
Range	7,550 - 9,500	9,000 - 11,000	9,000 - 12,000
Marketing Executive/ Officer			
Mean	12,338	13,040	15,110
Median	12,000	12,500	15,000
Range	10,500 - 14,000	11,035 - 14,930	12,000 - 17,000
Assistant Marketing Manager			
Mean	19,556	19,697	23,011
Median	19,000	19,000	24,700
Range	16,000 - 22,830	17,500 - 22,300	17,750 - 27,340
Marketing Manager			
Mean	25,269		
Median	24,000		
Range	20,000 - 30,000		
Senior Marketing Manager			
Mean	37,033		
Median	36,075		
Range	30,000 - 41,075		
Marketing Director			
Mean	44,429		
Median	42,500		
Range	35,000 - 50,000		

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MERCHANDISING

Position	Monthly Salary (HK\$)		
	0 - 1 Year	2 - 4 Years	5 Years +
Merchandising Clerk			
Mean	7,549	8,124	8,760
Median	7,500	8,000	8,500
Range	7,000 - 8,225	7,500 - 8,875	8,250 - 9,100
Assistant Merchandiser			
Mean	9,484	10,032	10,978
Median	9,500	10,000	11,000
Range	8,500 - 10,000	9,000 - 11,000	9,500 - 12,500
Merchandiser			
Mean	13,034	14,554	15,349
Median	13,500	14,000	15,000
Range	12,000 - 15,000	12,950 - 16,000	13,588 - 17,375
Senior Merchandiser			
Mean	18,638	18,895	20,823
Median	18,750	19,550	20,000
Range	17,000 - 21,000	17,000 - 21,000	18,000 - 23,000
Merchandising Manager			
Mean	27,409	29,249	31,725
Median	27,000	26,530	32,400
Range	23,375 - 30,000	23,000 - 36,000	26,250 - 37,250

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RETAIL & CHAIN STORES

Position	Monthly Salary (HK\$)		
	0 - 1 Year	2 - 4 Years	5 Years +
Sales Representative / Executive			
Mean	12,041	12,871	15,071
Median	12,000	13,000	14,750
Range	10,000 - 14,000	10,513 - 15,000	12,750 - 16,250
Shop / Store Supervisor			
Mean	11,523		
Median	11,500		
Range	9,750 - 13,200		
Shop / Store Manager			
Mean	19,220		
Median	15,000		
Range	12,750 - 23,500		

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SALES

Position	Monthly Salary (HK\$)		
Telesales Executive			
Mean	8,955		
Median	8,500		
Range	8,000 - 9,625		
Salesman / Executive / Rep.	0 - 1 Year	2 - 4 Years	5 Years +
Mean	12,580	13,783	16,753
Median	12,000	13,000	15,500
Range	10,000 - 15,000	11,000 - 16,000	13,000 - 19,200
Sales Engineer			
Mean	15,382		
Median	15,000		
Range	12,000 - 18,000		
Sales Supervisor			
Mean	16,408		
Median	15,800		
Range	12,750 - 20,000		
Account Manager	0 - 1 Year	2 - 4 Years	5 Years +
Mean	18,822	20,329	25,285
Median	18,000	18,500	25,000
Range	15,000 - 22,000	15,000 - 25,000	20,000 - 30,000
Sales Manager	0 - 1 Year	2 - 4 Years	5 Years +
Mean	24,478	25,682	27,643
Median	22,000	23,000	25,000
Range	18,000 - 30,000	18,000 - 31,000	20,000 - 32,500
Sales Director	0 - 1 Year	2 - 4 Years	5 Years +
Mean	31,000	43,400	55,700
Median	31,000	41,500	57,500
Range	27,250 - 35,750	38,000 - 58,750	43,750 - 70,250