

ACCOUNTING &  
FINANCE  
SALARY GUIDE  
**2011**  
SHANGHAI



# SALARY INFORMATION

## ACCOUNTING & FINANCE

		SHANGHAI
	YEARS OF EXPERIENCE	RMB ANNUAL BASE SALARY
<b>CFO</b>		
Small Firm	15+	700,000 – 1.3M
Medium / Large Firm	15+	1M – 2.5M
<b>REGIONAL FINANCE DIRECTOR</b>		
Small Firm (FMCG, Retail, Consumer Industry)	12+	550,000 – 800,000
Small Firm (Big Four)	12+	600,000 – 800,000
Small Firm (Manufacturing Industry)	12+	800,000 – 1.3M
Medium / Large Firm (FMCG, Retail, Consumer Industry)	13+	700,000 – 1.5M
Medium / Large Firm (Manufacturing Industry)	13+	1M – 2M
<b>REGIONAL FINANCIAL CONTROLLER</b>		
Small Firm	12+	600,000 – 850,000
Medium / Large Firm	13+	500,000 – 900,000
<b>COUNTRY FINANCIAL CONTROLLER</b>		
Small Firm	10+	400,000 – 600,000
Medium / Large Firm	10+	500,000 – 800,000
<b>FINANCE / ACCOUNTING MANAGER</b>		
Small Firm	8+	180,000 – 280,000
Medium / Large Firm	8+	240,000 – 500,000
<b>PLANNING &amp; ANALYSIS MANAGER</b>		
Small Firm	8+	180,000 – 400,000
Medium / Large Firm	8+	300,000 – 800,000
<b>FINANCIAL ANALYST</b>		
	3 – 4	120,000 – 250,000
	5	200,000 – 300,000
	6	250,000 – 400,000
	7+	300,000 – 700,000

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<b>FINANCIAL ACCOUNTANT</b>		
Manufacturing Industry	3 – 4	60,000 – 80,000
FMCG, Retail, Consumer Industry	3 – 4	80,000 – 100,000
	5	100,000 – 200,000
	6	150,000 – 300,000
<b>ACCOUNTANT</b>		
Cost Accountant / Analyst	3 – 6	65,000 – 120,000
Senior Costing Analyst (FMCG, Retail, Consumer Industry)	7 – 11	200,000 – 300,000
Senior Costing Analyst (Manufacturing Industry)	7 – 11	150,000 – 300,000
Costing Controller (FMCG, Retail, Consumer Industry)	12+	300,000 – 500,000
Costing Controller (Manufacturing Industry)	12+	300,000 – 600,000
<b>TREASURY</b>		
Analyst	3 – 6	150,000 – 250,000
Manager	7 – 11	400,000 – 700,000
Director	12+	500,000 – 1M
<b>CREDIT</b>		
Credit Manager	6+	150,000 – 500,000
Credit Controller	12+	400,000 – 600,000
<b>TAX</b>		
Advisor / Accountant	5 – 8	250,000 – 450,000
Manager	9+	350,000 – 800,000
Director	12+	800,000 – 2M
<b>INTERNAL AUDIT</b>		
Auditor	3 – 6	150,000 – 450,000
Manager	7 – 11	500,000 – 800,000
Director	12+	800,000 – 1.2M

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<b>TAX &amp; AUDIT PROFESSIONAL FROM PUBLIC ACCOUNTING FIRM</b>		
Auditor	3	150,000
	4	200,000
	5	250,000
	6	300,000
Audit Manager	7 – 10	400,000 – 600,000
Senior Audit Manager	11+	600,000 – 800,000
Tax Manager	6 – 8	400,000 – 600,000
Senior Tax Manager	9 – 10	500,000 – 800,000
Tax Director	12+	800,000 – 1M

Methodology: This salary information was compiled using the market knowledge of our experienced practice leaders in each industry sector.

All salary ranges are represented in terms of total annual base salary, excluding discretionary bonuses, stock options, shares or other variable incentives as of January 2011. These are indicative market ranges and are dependent on variable factors, including but not limited to experience level, market conditions, company size, industry sector and job scope.

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