

CHEMICAL &
ENERGY
SALARY GUIDE
2011
SHANGHAI



SALARY INFORMATION

CHEMICAL & ENERGY

		SHANGHAI
	YEARS OF EXPERIENCE	RMB ANNUAL BASE SALARY
General Manager – Regional	10+	1M – 2.5M
Head of Procurement	10+	700,000 – 1.2M
Regional Quality Director	10 – 15+	450,000 – 750,000
Operations Director	8 – 15	350,000 – 700,000
Plant Manager	10 – 15	450,000 – 800,000
Supply Chain / Procurement Manager	8 – 10	250,000 – 500,000
Technical Sales Manager	5+	250,000 – 500,000
General Manager – Country (Sales Focus)	10+	800,000 – 1.8M
Regional Sales Director	10 – 15	600,000 – 1.2M
Regional Sales Manager	8 – 10	350,000 – 800,000
Logistics Director	15+	600,000 – 900,000
Logistics Manager	5 – 10	250,000 – 500,000
Manufacturing Director	8 – 10	500,000 – 850,000
Manufacturing Manager	5 – 10	350,000 – 500,000
Engineering Director	10+	320,000 – 600,000
Engineering Manager	3 – 4+	200,000 – 350,000
Marketing Director	10 – 15	700,000 – 1.2M
Marketing Manager	8 – 10	400,000 – 800,000
Project Manager	2 – 5+	200,000 – 500,000
Senior Project Engineer	5+	120,000 – 200,000
Project Engineer	2 – 4	90,000 – 100,000

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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