

PROPERTY &
CONSTRUCTION
SALARY GUIDE

2011

SHANGHAI



SALARY INFORMATION

PROPERTY & CONSTRUCTION

		SHANGHAI
	YEARS OF EXPERIENCE	RMB ANNUAL BASE SALARY
VP Level / General Manager	15+	1M – 2M
Business Development Director	10+	600,000 – 1M
Business Development Manager	5+	400,000 – 800,000
Investment Director	10+	800,000 – 1.5M
Investment Manager	5+	500,000 – 800,000
Development Director	15+	1M – 2M
Design Director	10+	600,000 – 1M
Design Manager	5+	400,000 – 800,000
Architect / Master Planner	5+	300,000 – 600,000
Project Director	15+	800,000 – 1.5M
Project Manager	8+	400,000 – 800,000
Construction Manager / Site Manager	8+	300,000 – 600,000
MEP Manager	8+	400,000 – 800,000
Structural Manager	8+	400,000 – 800,000
QS Manager / Contracts Manager	8+	400,000 – 800,000
Operations Director	15+	800,000 – 1.5M
Property Manager	5+	300,000 – 500,000
Sales & Marketing Director	10+	600,000 – 1.5M
Leasing Director	10+	600,000 – 1.5M
Leasing Manager	5+	300,000 – 600,000
Asset Management Director	15+	800,000 – 1.5M
Asset Management Manager	5+	400,000 – 800,000

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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