

HEALTHCARE &  
LIFE SCIENCES  
SALARY GUIDE

2011

SHANGHAI



# SALARY INFORMATION

## HEALTHCARE & LIFE SCIENCES

		SHANGHAI
	YEARS OF EXPERIENCE	RMB ANNUAL BASE SALARY
VP Level / General Manager	15+	900,000 – 1.6M
Business Development Manager	5 – 10	500,000 – 800,000
Regulatory Junior Specialist	1 – 4	130,000 – 180,000
Regulatory Manager	4+	300,000 – 500,000
Medical Director	10+	750,000 – 1.2M
Regulatory Affairs Director	10+	700,000 – 1.2M
Clinical Affairs Staff (CRA)	1 - 3	100,000 – 150,000
Clinical Affairs Manager / Pre-Clinical Manager (CRM)	4+	240,000 – 400,000
Medical Affairs Manager	5+	250,000 – 400,000
Medical Science Liaison	1 – 4	150,000 – 260,000
Quality Assurance Manager	8 – 10	300,000 – 500,000
Quality Assurance Director	10+	550,000 – 800,000
Sales / Medical Representative	1 – 4	130,000 – 180,000
District Sales Manager	4 – 6	180,000 – 300,000
Regional Sales Manager	7 – 10	350,000 – 500,000
National Sales Manager	10+	550,000 – 700,000
National Sales Director	10+	700,000 – 1M
Associate Product Manager	2 – 4	150,000 – 220,000
Product Manager	3 – 4	220,000 – 270,000
Senior Product Manager	4 – 6	270,000 – 400,000
Group Product Manager	5 – 7	400,000 – 550,000
Marketing Manager	5 – 8	550,000 – 700,000
Marketing Director	8+	800,000 – 1.1M

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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