

IT&T
SALARY GUIDE

2011

SHANGHAI



SALARY INFORMATION

IT&T

		SHANGHAI
	YEARS OF EXPERIENCE	RMB ANNUAL BASE SALARY
IT&T		
General Manager / Managing Director / CEO / Country Manager	15+	1.5M – 3M
VP of Sales	15+	1M – 1.8M
Sales Manager	8+	500,000 – 1.2M
Sales Director	12+	800,000 – 1.6M
Professional Services Executive / Director	10+	700,000 – 1.5M
Post-Sales Executive / Director	8+	650,000 – 1M
Pre-Sales Executive / Director	8+	650,000 – 1M
Project Manager / Director	8+	300,000 – 1M
Business Analyst	7+	200,000 – 500,000
Systems Architect	7+	300,000 – 800,000
Marketing and Product Management	8+	300,000 – 1.2M
FINANCIAL SERVICES IT		
Regional Functional Head	10+	800,000 – 2M
Project Manager with Financial Product Knowledge	8+	400,000 – 1.2M
Infrastructure Project Manager	5+	250,000 – 450,000
Java (core java, J2EE)	4+	170,000 – 300,000
.NET / C#	4+	160,000 – 300,000
Back Office Applications Support	6+	280,000 – 500,000

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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BEIJING
TEL: (86) 10 8580 8080

GUANGZHOU
TEL: (86) 20 3899 2232

HONG KONG
TEL: (852) 2528 1191

SHANGHAI
TEL: (86) 21 2321 7888

SINGAPORE
TEL: (65) 6339 0355

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