

LEGAL
SALARY GUIDE
2011
SHANGHAI



SALARY INFORMATION

LEGAL

SHANGHAI

RMB
ANNUAL BASE SALARY

INTERNATIONAL LAW FIRM

1 year PQE	500,000 – 1.1M
2 years PQE	600,000 – 1.2M
3 years PQE	750,000 – 1.3M
4 years PQE	800,000 – 1.4M
5 years PQE	900,000 – 1.5M
6 years PQE	1M – 1.6M
7 years PQE	1M – 2M
8 years PQE	1.2M – 2.2M
9 years PQE	1.2M – 2.6M
10 years PQE	1.3M – 2.8M
11 years PQE	1.4M – 3M
Legal Secretary	50,000 – 200,000
Paralegal	120,000 – 400,000
Regional Marketing Head / Business Development	800,000 – 1.3M
Marketing / Business Development Manager	350,000 – 600,000

IN-HOUSE LAWYER / LEGAL DEPARTMENT

1 year PQE	40,000 – 60,000
2 years PQE	40,000 – 70,000
3 years PQE	120,000 – 240,000
4 years PQE	180,000 – 300,000
5 years PQE	240,000 – 600,000
6 years PQE	400,000 – 700,000
7 years PQE	550,000 – 900,000
8 years PQE	700,000 – 1.2M
9 years PQE	800,000 – 1.6M
10 years PQE	900,000 – 1.8M
11 years PQE	1M – 2M
Paralegal	150,000 – 400,000
Company Secretary	300,000 – 800,000
Legal Secretary	50,000 – 180,000

SALARY INFORMATION

LEGAL

SHANGHAI

RMB
ANNUAL BASE SALARY

LOCAL LAW FIRM

1 year PQE	50,000 – 120,000
2 years PQE	70,000 – 150,000
3 years PQE	120,000 – 300,000
4 years PQE	300,000 – 400,000
5 years PQE	400,000 – 540,000
6 years PQE	540,000 – 600,000
7 years PQE	600,000 – 800,000
8 years PQE	700,000 – 900,000
9 years PQE	900,000 – 1.2M
10 years PQE	1M – 1.5M
11 years PQE	1.2M – 2M

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.

Disclaimer: Hudson accepts no responsibility for any action taken or not taken in reliance on the information provided. No warranties, expressed or implied, statutory or otherwise are given to the extent permissible under the relevant legislation. The contents are protected by copyright.

© Hudson 2011

BEIJING
TEL: (86) 10 8580 8080

HONG KONG
TEL: (852) 2528 1191

SHANGHAI
TEL: (86) 21 2321 7888

SINGAPORE
TEL: (65) 6339 0355

Hudson

ASIA PACIFIC | EUROPE | NORTH AMERICA
HUDSON.COM