

MANUFACTURING
& INDUSTRIAL
SALARY GUIDE

2011

SHANGHAI



SALARY INFORMATION

MANUFACTURING & INDUSTRIAL

		SHANGHAI
	YEARS OF EXPERIENCE	RMB ANNUAL BASE SALARY
COMMERCIAL		
Managing Director – Asia Pacific	15+	1.5M+
General Manager – Country (Sales Focus)	15+	1M – 1.5M+
National Sales Director	15+	700,000 – 1.2M
National Sales Manager	12+	500,000 – 900,000
Regional Sales Manager	8 – 10	400,000 – 700,000
Industry Sales Manager	8 – 10	300,000 – 500,000
Territory Sales Manager	5 – 8	300,000 – 500,000
Key Account Manager	5 – 8	300,000 – 500,000
Business Development Director – Asia Pacific	15+	800,000 – 1.5M+
Business Development Manager	10 – 15	500,000 – 800,000
Distribution Management Manager (National)	10 – 15	400,000 – 700,000
Channel Development Manager	5 – 10	250,000 – 500,000
Marketing Director – Asia Pacific	15+	800,000 – 1.5M+
Marketing Manager	8 – 10	500,000 – 1M
Product Marketing Director – Asia Pacific	15+	800,000 – 1.5M
Product Marketing Manager	8 – 15	400,000 – 800,000
Product Manager	3 – 10	300,000 – 600,000
Strategic Marketing Manager	10 – 15+	500,000 – 1M+
Marketing Communication (Services) Manager	8 – 15	300,000 – 600,000

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TECHNICAL & OPERATIONS		
General Manager – Country	10+	1.2M – 2M
Managing Director	10 – 15	1M – 2M
Manufacturing		
Manufacturing VP	8 – 10	1M – 1.8M
Manufacturing Director	8 – 10	600,000 – 1M
Operations Director	8 – 15	550,000 – 850,000
Plant Manager	10 – 15	450,000 – 800,000
Quality		
Regional Quality Director	10 – 15+	650,000 – 1M
MBB	10+	800,000 – 1M
Lean Leader	8+	450,000 – 850,000
SQM	6+	350,000 – 550,000
Engineering		
Engineering VP	15+	1M – 1.5M
Engineering Director / Country Engineering Head	10+	600,000 – 850,000
Engineering Manager	3 – 4+	200,000 – 350,000
R&D		
Country R&D Head	10+	700,000 – 1M
R&D Director	10+	500,000 – 850,000
Principle Scientist	10+	550,000 – 2.2M
R&D Team Leader	8+	350,000 – 550,000
Lead Engineer	5+	300,000 – 500,000
Other		
NPI Leader	8+	400,000 – 600,000
Project Manager	2 – 5+	300,000 – 500,000

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AUTOMOTIVE		
General Manager – Country	15+	1.5M+
General Manager – Country (Sales Focus)	15+	800,000 – 1.5M
National Sales Director	15+	800,000 – 1.2M
Regional Sales Director	8 – 12	400,000 – 800,000
Regional Sales Manager	8 – 15	250,000 – 500,000
Area Sales Manager	5 – 10	200,000 – 400,000
Key Account Manager	5 – 10	200,000 – 350,000
Marketing Director	10 – 15+	600,000 – 1.2M
Marketing Manager	8 – 15	300,000 – 650,000
Business Development Manager	8 – 15	300,000 – 500,000
Product Manager	5 – 10	200,000 – 500,000
Manufacturing Director	15+	500,000 – 1M
Plant Manager	10+	400,000 – 900,000
Operations Manager	8 – 10	400,000 – 700,000
Manufacturing Manager	5 – 10	250,000 – 500,000
Engineering Director	15+	500,000 – 1.2M
Engineering Manager	5 – 10	300,000 – 500,000
Senior Program Manager	10+	300,000 – 800,000
Project Manager	5 – 10	200,000 – 400,000
Senior Project Engineer	5+	120,000 – 200,000
Quality Director	15+	500,000 – 900,000
Quality Manager	8 – 15	250,000 – 500,000
Supply Quality Manager	8 – 15	300,000 – 500,000

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Supply Chain Director	15+	500,000 – 800,000
Procurement Director	15+	500,000 – 800,000
Logistics Director	15+	500,000 – 800,000
Supply Chain Manager	8 – 15	300,000 – 500,000
Logistics Manager	5 – 10	200,000 – 400,000
Procurement Manager	8 – 15	300,000 – 500,000
Commodity Manager	8 – 15	250,000 – 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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