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About

The Michael Page Salary Report is the leading guide to remuneration, managers and candidates with salary information for permanent positions in 25 skill functions, including Finance, Accounting, Legal, Human Resources and more.

Research methodology:

The Salary Guide presented in the Michael Page Salary Report are derived from the Hays Salary Guide, which covers 41 China Markets, including job vacancies and salary information between August 2021 and September 2021. Salary information is collected for 2022 in Beijing and Northern China. This year, the salary figures are presented in ranges, with the minimum and maximum, rather than an average. This is because salary information is a set of data, arranged in ascending order, which is more accurate than an average, as it accurately represents the data. Salary information is collected and presented within the salary bands as shown in the research.

关于

《Michael Page 薪酬报告》

《薪酬报告》是一份领先的薪酬指南，适用于经理人和求职者了解永久性职位的薪酬信息，涵盖财务与会计、法务、人力资源、销售等十四大职能。

调查研究方法：

《薪酬报告》中的薪酬指南来自于海外猎聘中国市场的数据，包含在近41个市场，2021年8月至2021年9月期间的空缺职位数量，以及薪酬信息。本报告中的薪酬信息是在北京和华北地区收集的2022年数据。

今年，薪酬数据呈现为区间数值，最高值与最低值，而非平均值。这是因为薪酬信息是一组数据，按从小到大排列，这样的数据比平均值，更能准确反映数据。报告中收集的薪酬区间数值，是报告中呈现的薪酬区间数值。

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Banking & Financial Services
银行与金融服务

Banking & Financial Services
银行与金融服务

C-Suite 高管层

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Chief Financial Officer	首席财务官	1,000	1,500	2,000
Chief Compliance Officer	首席合规官	550	750	1,000
Chief Risk Officer	首席风险官	1,000	1,750	2,500
Chief Analytics Officer	首席数据官	1,000	2000	3000

Actuarial 精算

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Actuary	精算师	150	250	350
Actuarial Manager	精算经理	250	400	550
Head of Actuarial	精算负责人	350	600	1000

Analytics 分析

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Business Analyst	业务分析师	150	250	350
Vice President Analytics	数据量化分析师	450	600	750
Vice President Quantitative Analytics	数据量化高级分析师	550	650	1000

Asset Management 资产管理

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Asset Management Manager	资产管理经理	270	350	450
Senior Asset Management Manager	高级资产管理经理	350	450	600
Asset Management Director	资产管理总监	550	750	850
General Manager Asset Management	资产管理总经理	720	900	1200

Banking & Financial Services
银行与金融服务

Equities 股权

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Equity Sales Manager	股权销售经理	150	250	350
Equity Trial President	股权销售高级	450	450	750
Equity Director	股权总监	550	270	1000
Equity Managing Director	股权董事总经理	270	1000	2000
Equity Partner	股权合伙人	1000	2750	3500

Finance, Operations & Investor Relations 财务、运营与投资者关系

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Finance Accountant	财务会计师	150	250	350
Senior Accountant	资深会计师	250	350	450
Financial Ops Finance Manager	财务运营管理经理	350	450	550
Fund Ops Management Manager	基金运营管理经理	450	550	650
Finance Controller	财务控制经理人	550	650	850
Finance Director	财务总监	650	750	1000
Operations Manager	运营经理	250	350	450
Senior Operations Manager	高级运营经理	350	450	550
Investor Relations Manager	投资者关系经理	450	550	650
Investor Relations Director	投资者关系总监	650	850	1000
Investor Relations Managing Director	投资者关系董事总经理	850	950	2000

Financial Advisory 财务顾问

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Investment Analyst	投资分析师	90	150	200
Investment Manager	投资经理	150	222	300
Senior Investment Manager	高级投资经理	278	375	500
Investment Vice President	投资副总裁	250	400	750
Investment Vice President Director	投资副总裁董事总经理	500	750	1000
Investment Managing Director	投资董事总经理	750	1000	1500
Investment Partner	投资合伙人	300	600	1400

Banking & Financial Services
银行与金融服务

Security Bank, IBD 券商、投行

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Investment Bank Intern	投资银行实习生	180	250	300
Investment Bank Vice President/Associate Director	投资银行副总裁/副董事总经理	350	450	550
Investment Bank Director	投资银行董事	550	650	1000
Investment Bank Managing Director	投资银行董事总经理	750	900	2000

Investments 投资

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Investment Analyst	投资分析师	200	250	300
Investment Associate	投资经理	300	350	500
Investment Analyst Manager	投资分析经理	350	450	550
Investment and Planning Manager	投资计划经理	350	450	650
Investment Manager	投资经理	450	550	750
Senior Investment Manager	高级投资经理	550	650	850
Investment Analyst Vice President	投资分析副总裁	450	650	1000
Investment and Planning Vice President	投资计划副总裁	450	750	1000
Investment Vice President	投资副总裁	550	750	1000
Investment Vice President Director	投资副总裁董事总经理	750	1000	1500
Associate Investment Director	投资董事总经理	750	1000	1500
Investment Director	投资总监	900	1500	2000
Investment Executive Director	投资董事总经理	1000	1500	2000
Investment Managing Director	投资董事总经理	1200	1800	2000
Head of Investment	投资负责人	1500	2000	2000
Investment Partner	投资合伙人	2000	3000	5000

Banking & Financial Services
银行与金融服务

Mergers & Acquisitions (M&A) 并购 (M&A)

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Mergers & Acquisitions Associate	并购经理	150	250	350
Mergers & Acquisitions Manager	并购经理	350	450	550
Mergers & Acquisitions Vice President	并购副总裁	450	650	1000
Mergers & Acquisitions Director	并购总监	750	1000	1500
Mergers & Acquisitions Managing Director	并购董事总经理	1000	1500	2000
Head of Mergers & Acquisitions	并购负责人	1500	2000	2000
Mergers & Acquisitions Partner	并购合伙人	2000	3000	5000

Banking & Financial Services
银行与金融服务

Underwriting 核保

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Underwriter	核保人	110	200	300
Senior Underwriter	高级核保人	180	300	500
Underwriting Manager	核保经理	300	500	700

General Insurance 普通险

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Claims Manager	理赔经理	110	150	190
Underwriter	核保人	110	150	190
Actuarial Analyst	精算分析师	150	200	250
Actuarial Manager	精算经理	300	450	600
Risk Specialist	风险专员	150	200	250
Risk Manager	风险经理	250	350	450
Product Actuary	产品精算	300	400	500
Product Manager	产品经理	300	450	600
Product Director	产品总监	350	550	750
Appointed Actuary (General Insurance)	首席精算师（普险）	450	650	850
Chief Actuary (General Insurance)	首席精算师（普险）	450	650	850

Property & Casualty (P&C) Insurance 财产险及责任险（P&C）

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Underwriting Manager (P&C)	核保经理（P&C）	180	300	450
Underwriting Director (P&C)	核保总监（P&C）	350	450	550
Business Development Manager (P&C)	业务拓展经理（P&C）	150	250	400
Business Development Director (P&C)	业务拓展总监（P&C）	450	550	750
Head of Business (P&C)	业务负责人（P&C）	450	650	850
Chief Underwriter (P&C)	首席核保师（P&C）	350	500	600

Banking & Financial Services
银行与金融服务

Life Insurance 人寿保险

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Underwriting Manager (Life Insurance)	核保经理（人寿保险）	180	300	450
Chairman Head (Life Insurance)	总裁及负责人（人寿保险）	350	450	550
Branch Chairman (Life Insurance) Director	分支机构总裁（人寿保险）	350	450	550
Head of Branch (Chairman) (Life Insurance)	分支机构负责人（人寿保险）	450	550	650
Chairman (Life Insurance) Director (Chairman) (Life Insurance)	分支机构总裁助理（人寿保险）	450	550	650
Underwriting Manager (Life Insurance)	核保经理（人寿保险）	150	150	250
Underwriting Director (Life Insurance) Director	核保总监（人寿保险）	350	450	650
Chief Underwriter (Life Insurance)	首席核保师（人寿保险）	250	350	450
Chief Actuary (Life Insurance)	首席精算师（人寿保险）	350	450	550
Chief Actuary (Life Insurance)	首席精算师（人寿保险）	350	450	550

Loan 信贷

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Credit	信贷员	110	200	300
Loan Officer	贷款专员	110	200	300
Loan Manager	贷款经理	300	450	600
Senior Loan Operations Specialist	高级贷款业务专员	300	400	500

Remittance & Settlement 汇款与结算

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Bank Teller	银行柜员	110	150	190
Payment Executive	结算专员	80	100	120
Bank Settlement Manager	银行结算经理	250	350	450
Remittance and Settlement Leader	汇款与结算负责人	350	450	550

Digital
数字化

Digital
数字化

C-Suite 高管层

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Chief Operations Officer	首席运营官	1000	1500	2000
Chief Digital Officer	首席数字官	1000	2000	3000

Content 内容

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Content Manager	内容经理（高级）	150	250	350
Content Management Executive	内容管理专员	80	100	120
Content Management General Manager	内容管理总监/经理	1000	1500	1800

Design 设计

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Senior User Experience/User Interface (UX/UI) Manager	高级用户体验/界面设计经理/总监	250	350	750
Senior Innovation and Design Director	高级创新/设计经理/总监	800	1000	1800

Digital & Performance Marketing 数字与绩效营销

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Digital Copywriter	数字文案	80	100	120
Digital Manager	数字经理	250	350	450
Digital Director	数字总监	350	750	1000
Growth Marketing Manager	增长营销经理	250	400	500
Growth Director	增长总监	450	750	1000
Performance Marketing Senior Director	绩效营销高级总监	1000	1500	1800
Digital Analyst	数字分析	150	250	350
Digital Data Freelancer	数字数据师	1000	1500	2000
Digital Advertising Manager	数字广告经理	250	350	450
Digital Advertising Director	数字广告总监	800	1000	1500

Digital
数字化

E-commerce 电子商务

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
E-commerce Leader	电子商务负责人	350	450	550
E-commerce Manager	电子商务经理	150	250	350
E-commerce Director	电子商务总监	350	750	1000
Head of E-commerce	电子商务负责人	350	750	1000
E-commerce General Manager	电子商务总经理	1000	1500	1500
E-commerce Vice President	电子商务副总裁	800	1000	2000

Product & Operations 产品与运营

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Operations Manager	运营经理	150	250	350
Operations Supervisor	运营主管	150	200	350
Product Marketing Manager	产品营销经理	350	450	750

Search Engine Optimisation (SEO) 搜索引擎优化（SEO）

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
SEO Manager	搜索引擎优化经理	450	550	650
SEO Director	搜索引擎优化总监	750	850	750
Head of SEO	搜索引擎优化负责人	650	750	850

Social Media 社交媒体

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Social Media Specialist	社交媒体专员	80	150	150
Social Media Manager	社交媒体经理	250	350	450
Senior Social Media Manager	高级社交媒体经理	350	450	550
Social Media Director	社交媒体总监	750	1000	1500

Education
教育

Education
教育

C-Suite 高管层

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Chief Operations Officer	首席运营官	1000	1500	2000
Chief Academic Officer	首席教研官	1000	1500	2000
Chief Executive Officer	首席执行官	1000	1500	2000
President	校长	1000	1500	2000

Academic 学术

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Senior Academic/Curriculum Development Manager	高级教研/课程开发经理	250	350	450
Academic Director Head/Vice (Bilingual K12 Campus)	教研总监/副校长（双语K12校园）	350	450	1000
Academic Director (Bilingual Kindergarten)	教研总监（双语幼儿园）	250	350	750
Education Consultant	教育顾问	150	250	350
Education Product Development Manager	教育产品研发经理	150	250	350
Education Product Director	教育产品总监	350	450	550
Education Product Survey Manager	教育产品调研经理	750	1000	1500

Business Development 业务拓展

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Business Development Manager	业务拓展经理	250	350	450
Business Development Director	业务拓展总监	350	450	550

Content Development 内容开发

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Senior Content Development Manager	高级内容开发经理	250	350	450
Senior Course Development Manager	高级课程开发经理	250	350	750

Education
教育

Management 管理

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Centre Director	中心主管	180	300	500
Regional Centre Director	区域中心主管	350	450	550
Business Section Director	商业部主管	350	450	550
Bilingual Kindergarten Principal	双语幼儿园园长	350	450	550
Bilingual Kindergarten Director Principal	双语幼儿园教研主管	350	450	550
Bilingual Kindergarten Principal	双语幼儿园教研主管	250	350	550
Bilingual Deputy Headmaster K12	双语K12校园副校长	350	450	550
Bilingual Headmaster K12	双语K12校园校长	1000	1500	2000
Superintendent	督学	1000	1500	2000

Marketing 市场营销

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Marketing Manager	市场经理	250	350	450
Marketing Director	市场总监	350	450	550
Sales and Marketing Director	销售市场总监	350	450	550

Non-Academic 非学术

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Admissions Manager	招生经理	250	350	450
Admissions Director	招生总监	450	650	850
Head of ARC Group	ARC 集团负责人	350	450	1000
Pre-Open Manager	筹备前期经理	250	350	1000
Pre-Open Director	筹备总监	350	450	1000

Principals 校长

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Kindergarten Principal	幼儿园园长	250	350	450
Vice Principal	副校长	350	450	550
Principal	校长	350	1000	1500

Engineering & Manufacturing

工程与制造

Engineering & Manufacturing
工程与制造

C-Suite 高管层

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Chief Operations Officer	首席运营官	1000	2000	3000
Chief Executive Officer	首席执行官	2000	4000	5000

Application & Testing 测试

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Test Engineer	测试工程师	150	300	450
Validation Engineer	验证工程师	200	350	500

Engineering 工程

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Engineer	工程师	240	420	600
Engineering Manager	工程经理	500	700	750
Chief Engineer	首席工程师	600	1000	1200
Engineering Director	工程总监	800	1500	2000

Environment, Health & Safety (EHS) 环境、健康与安全 (EHS)

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
EHS Manager	EHS 经理	350	450	550
EHS Director	EHS 总监	600	1000	1500
Security Manager	安全经理	400	500	600

Engineering & Manufacturing
工程与制造

Field Services & Maintenance 现场服务与维护

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Facilities Manager	设施经理	350	450	550
Facilities Director	设施总监	600	1000	1500
Field Service Engineer	现场维修工程师	200	350	450
Field Operations Director	现场运营总监	700	1100	1500
Maintenance Engineer	维修工程师	150	250	350
Maintenance Manager	维修经理	350	450	550
Technical Engineer	技术工程师	150	250	350
Technical Manager	技术经理	350	500	750
Technical Director	技术总监	750	1000	1500

Lean & Process Improvement 精益与流程优化

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Lean Expert	精益专家	450	600	800
Lean Manager	精益经理	350	450	550
Lean Director	精益总监	600	1000	1500
Process Improvement Engineer	流程改进工程师	200	250	300
Process Improvement Manager	流程改进经理	350	450	550

Engineering & Manufacturing
工程与制造

Production, Manufacturing & Plant Operations 生产、制造与工厂运营

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Production Supervisor	生产主管	150	180	240
Production Manager	生产经理	450	600	800
Production Director	生产总监	800	1000	1500
Manufacturing Consultant	制造顾问	300	450	600
Manufacturing Director	制造总监	800	1100	1500
Site President Manufacturing	制造厂总经理	1000	1500	1800
Associate Operations Director	运营经理总监	800	1000	1200
Operations Manager	运营经理	350	450	550
Plant Manager	工厂经理	700	900	1200
Plant Management Director	工厂管理总监	800	1000	1200

Project Management 项目管理

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Project Engineer	项目工程师	200	300	400
Project Manager	项目经理	350	450	550
Project Director	项目总监	500	750	900

Quality 质量

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Quality Engineer	质量工程师	200	250	300
Quality Manager	质量经理	350	450	550
Quality Director	质量总监	500	800	1000
Head of Quality	质量负责人	600	900	1200
Vice President Quality	质量副总裁	1000	1500	1500
Quality Assurance QA Engineer	质量保证 (QA) 工程师	150	200	250
Quality Assurance QA Manager	质量保证 (QA) 经理	350	450	550
Quality Assurance QA Director	质量保证 (QA) 总监	600	1000	1500

Engineering & Manufacturing
工程与制造

Research & Development (R&D) 研发 (R&D)

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Design Manager	设计经理	450	600	800
Design Director	设计总监	800	1000	1500
Mechanical Design Engineer	机械设计工程师	200	300	400
R&D Specialist	研发专员	300	450	500
R&D Manager	研发经理	350	700	750
R&D Director	研发总监	800	1100	1500
Chemist	化学师	150	250	350
Product Manager	产品经理	350	450	550
Product Development Director	产品研发总监	800	1000	1500

Finance & Accounting
财务与会计

Finance & Accounting
财务与会计

C-Suite 高管层

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Chief Financial Officer	首席财务官	1000	1500	2000
Head of Capital Market	资本市场负责人	1000	2000	3000

Accounting 会计

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Accountant	会计	150	200	250
Senior Accountant, Accounts Receivable	高级应收会计	200	250	300
Senior Accountant	高级会计	200	250	300
Senior Accountant, Accounts Payable	应付高级会计	180	220	300
Accounting Supervisor	会计主管	200	250	300
Assistant Accounting Manager	助理会计经理	250	300	350
Accounting Manager	会计经理	350	450	550
Accounting Manager, Accounts Receivable	应收经理主管	350	450	550
Senior Accounting Manager	高级会计经理	450	500	550
Accounting Director	会计总监	650	750	850

Credit 信贷

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Credit Analyst	信贷分析师	150	200	250
Credit Supervisor	信贷主管	200	250	300
Senior Credit Analyst	高级信贷分析师	250	300	350
Credit Controller	信贷控制	350	400	550
Credit Manager	信贷经理	350	450	550
Head of Credit	信贷负责	750	850	1000

Finance & Accounting
财务与会计

Finance 财务

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Finance Supervisor	财务主管	150	200	250
Assistant Finance Manager	财务经理助理	250	300	350
Finance Manager	财务经理	450	500	650
Senior Finance Manager	高级财务经理	550	700	850
Assistant Financial Director	财务总监助理	650	750	900
Financial Controller	财务控制	750	900	1000
Senior Finance Director	高级财务总监	800	1000	1500
Finance General Manager	财务总经理	1000	1750	2000
Vice President Finance	财务副总裁	1000	1750	2000

Mergers & Acquisitions (M&A) 并购 (M&A)

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
M&A Director	并购总监	800	900	1000
M&A Vice President	并购副总裁	800	1000	1000

Finance & Accounting
财务与会计

Analytics 分析

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Financial Analyst	财务分析师	150	200	350
Senior Financial Analyst	高级财务分析师	200	250	350
Financial Analysis Manager	财务分析经理	450	450	550
Senior Financial Analysis Manager	高级财务分析经理	550	650	750
Senior Credit Analyst	高级信用分析师	150	200	250
Senior Credit Analyst	高级信用分析师	150	210	300
Credit Analysis Manager	信用分析经理	250	300	350
Financial Planning and Analysis (FP&A) Analyst	财务规划和分析 (FP&A) 专员分析师	150	200	300
Senior Financial Planning and Analysis (FP&A) Analyst	高级财务规划和分析 (FP&A) 分析师	200	250	350
Financial Planning and Analysis (FP&A) Manager	财务规划和分析 (FP&A) 经理	350	450	550
Senior Financial Planning and Analysis (FP&A) Manager	高级财务规划和分析 (FP&A) 经理	350	450	650
Financial Planning and Analysis (FP&A) Director	财务规划和分析 (FP&A) 总监	550	750	850
Reporting Manager	报告经理	350	450	550
Senior Reporting Manager	高级报告经理	350	450	550
Reporting Director	报告总监	550	650	750

Finance & Accounting
财务与会计

Audit & Control 审计与控制

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Senior Auditor	高级审计员	180	250	350
Internal Audit Manager	内部审计经理	350	450	550
Head of Internal Audit	内部审计负责人	550	650	750
Head of Audit	审计负责人	650	750	850
Senior Internal Auditor	高级内部审计员	150	200	250
Internal Audit Supervisor	内部审计主管	180	250	350
Internal Audit Manager	内部审计经理	350	450	550
Senior Internal Audit Manager	高级内部审计经理	450	550	650
Controlling Manager	控制经理	350	450	550
Cost Controller	成本控制员	150	200	250
Internal Auditor	内部审计员	150	200	250
Business Controller	商务控制员/经理	350	450	550

Corporate Strategy 企业战略

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Investor Relations Manager	投资者关系经理	350	450	550
Senior Investor Relations Manager	高级投资者关系经理	550	650	750
Investor Relations Associate Director	投资者关系副总监	750	750	1000
Investor Relations Vice President	投资者关系副总裁	850	1000	2000
Corporate Development Manager	企业发展经理	350	450	550
Financial Business Planning Director	财务业务规划总监	750	850	1000
Senior Planning Advisor	高级规划顾问	550	750	900
Senior Strategy Manager	高级战略经理	550	650	750

Finance & Accounting
财务与会计

Risk Management 风险管理

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Compliance Officer	合规专员	240	400	550
Compliance Supervisor	合规主管	350	550	800
Compliance Consultant	合规顾问	350	450	650
Compliance Manager	合规经理	550	750	1000
Senior Compliance Manager	高级合规经理	800	900	1200
Compliance Director	合规总监	750	950	1500
Risk Specialist	风险专员	350	450	550
Risk Management Principal	风险管理主管人	550	650	800
Senior Risk Analyst	高级风险分析师	350	450	550
Risk Analyst	风险分析师	250	350	450
Risk Control Manager	风控经理/主管	550	750	1000
Risk Control Director	风控总监/经理	800	950	1500
Senior Risk Planning Manager	高级风险规划经理	450	650	900
Senior Risk Management Manager	高级风险管理经理	550	750	900
Risk Management Director	风险管理总监	800	950	1500
Head of Compliance Service Manager	合规内控服务经理	800	1000	2000

Tax 税务

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Tax Clerk	税务助理	150	180	250
Tax Consultant	税务顾问	150	250	350
Tax Accounting Manager	税务会计经理	350	450	550
Assistant Tax Manager	税务经理助理	350	450	550
Tax Manager	税务经理	550	650	850
Senior Tax Manager	高级税务经理	750	900	1150
Tax Director	税务总监	750	950	1500

Finance & Accounting
财务与会计

Treasury 资金

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Treasury Supervisor	资金主管	350	450	550
Treasury Manager	资金经理	550	650	850
Senior Treasury Manager	高级资金经理	750	900	1150
Assistant Treasury Director	资金经理总监	750	950	1500
Head of Treasury	资金总监/	750	950	1500
Treasury Director	资金总监	750	950	1500
Senior Treasury Director	高级资金总监	750	950	1500

Operations & Process Improvement 运营与流程优化

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Process Improvement Manager	流程优化经理	350	550	750
Head of Operations and Finance	运营与财务总监	800	1000	1500
Head of Organization	人事和行政部门/事业部总监/	1000	1500	2000

Healthcare & Life Sciences
医疗保健与生命科学

Healthcare & Life Sciences
医疗保健与生命科学

C-Suite 高管层

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Chief Executive Officer	首席执行官	2000	3000	3500
Chief Medical Officer	首席医官官	2000	3000	3500
Chief Financial Officer	首席财务官	2000	3000	3500
Chief Technology Officer	首席技术官	2000	3000	3500
Chief Operation Officer	首席运营官	2000	3000	3500

Research & Development 研发

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Drug Discovery Director	新药发现总监	750	950	1500
CMC Director	CMC总监	800	1100	1500
CMC VP	CMC副总裁	1100	1800	2000
NDMC Director	分析质量研究总监	750	950	1100
Pharmacology Director	药理总监	750	950	1100
Pharmacology/Toxicology Director	药理毒理总监	800	950	1100
Pharmacology Director	药理总监	750	950	1100
Toxicology Director	毒理学总监	750	950	1100
Director of Biology	生物学总监	800	1100	1500
Director of Analytical Chemistry	分析化学总监	800	1100	1500
Director of Formulation	分析剂型研究所所长/总监	750	950	1100
Clinical pharmacy - of Medicinal Chemistry	药物化学临床药师	750	950	2000
Director of Medicinal Chemistry	药物化学总监	800	1000	1500
Translation Medicine VP	转化医学副总裁	1800	2000	2500
Director of Microbiology	微生物学总监	750	950	1500
Director of Pharmacy	药学总监	750	950	1100
Director Management Director	工艺学总监	750	950	1500
Manufacturing Science and Technology Director	CMC总监	750	950	1100

Healthcare & Life Sciences
医疗保健与生命科学

Medical Devices Clinical Operations 医疗器械临床

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Clinical Research Manager	临床研究经理	350	550	750
Senior Clinical Research Manager	高级临床研究经理	550	750	900
Associate Clinical Research Director	临床研究副总监	750	900	1150
Clinical Research Director	临床研究总监	750	950	900
Clinical Research VP	临床研究副总裁	1000	1500	2000
Senior Clinical Research VP	高级临床研究副总裁	1100	1600	1900
Clinical Operations Manager	临床运营经理	550	750	900
Senior Clinical Project Manager	高级项目管理经理	550	750	900
Associate Clinical Project Director	临床项目管理副总监	750	900	1150
Clinical Project Director	临床项目管理总监	750	950	1500
Senior Clinical Project Director	临床项目管理高级总监	800	950	1500

Medical Devices Medical Affairs 医疗器械医学事务

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Medical Affairs Manager	医学事务经理	350	450	550
Medical Manager	医学事务高级经理	450	650	800
Associate Medical Director	医学事务副总监	750	900	1150
Medical Director	医学总监	750	950	1500
Senior Medical Director	高级医学总监	1000	1500	1500
Medical VP	医学副总	1500	1700	2000

Healthcare & Life Sciences
医疗保健与生命科学

Medical Devices Regulatory Affairs (RA) 医疗器械注册与法规事务 (RA)

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
RA Manager	注册与法规事务经理	350	650	550
Senior RA Manager	注册与法规事务高级经理	550	750	900
Associate RA Director	注册与法规事务副总监	750	900	1150
RA Senior Director	注册与法规事务高级总监	1000	1500	1800
RA Innovative Director	注册与法规事务创新总监	1000	1500	2000
VP, RT	注册与法规事务副总裁	2000	2500	3000

Medical Devices Research & Development 医疗器械研发

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Research & Development Engineer	研发工程师	350	450	550
Research & Development Manager	研发经理	450	750	900
Senior Research & Development Manager	高级研发经理	550	750	900
Associate Research & Development Director	研发副总监	800	900	1150
Research & Development Director	研发总监	850	750	950
Research & Development VP	研发副总裁	1500	1900	2000

Healthcare & Life Sciences
医疗保健与生命科学

Pharma Medical Affairs 药品医学事务

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Medical Science Liaison	医学联络员	250	350	450
Medical Advisor	医学顾问	350	450	550
Medical Affairs Manager	医学事务经理	550	750	900
Associate Medical Director	医学事务副总监	750	900	1150
Medical Director	医学事务总监	1000	1150	1500
Head of Medical	医学事务总监/	1000	1150	1500

Pharma Clinical Development 药品上市前医学

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Medical Monitor	医学监察	150	200	350
Clinical Research Physician	临床研究医师	250	350	450
Clinical Research Physician Associate Director	临床研究医师副总监	450	750	900
Clinical Research Physician Director	临床研究医师总监	750	900	1150
Clinical Development Head/Vice President	临床研究主管人	1000	1600	2000
Clinical Pharmacology Manager	临床药理经理	350	550	750
Clinical Pharmacology Director	临床药理总监	800	900	900

Healthcare & Life Sciences
医疗保健与生命科学

Pharma Regulatory Affairs 药品注册事务

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
RA Manager	注册与法规事务经理	350	550	750
Senior RA Manager	高级注册事务经理	550	750	900
RA Director	注册事务总监	1000	1500	1800
RA Senior Director	注册事务高级总监	1000	1500	1800
VP, RT	注册事务副总裁	2000	2500	2000

Pharmacovigilance 药物警戒

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Pharmacovigilance Manager	药物警戒经理	350	550	750
Pharmacovigilance Director	药物警戒总监	1100	1500	1250

Healthcare & Life Sciences
医疗保健与生命科学

Pharma Clinical Operations 药品临床运营

Base salary range for 12 months (RMB'000)

Role	职位	Min	Median	Max
Clinical Operation Manager	临床运营经理	350	550	750
Clinical Operation Director	临床运营总监	750	900	1150
Clinical Project Management Manager	临床项目管理经理	550	750	750
Clinical Project Management Director	临床项目管理总监	750	900	1150
Clinical Research Director	临床研究总监	800	1150	1500
Clinical Research Associate	临床研究员	250	350	450
VP of Clinical Quality	质量副总裁	1100	1600	2000
Clinical Quality Assurance Director	临床质量保证总监	800	1000	1500
Clinical Quality Assurance Manager	临床质量保证经理	550	750	750
Clinical Quality Control Director	临床质量控制总监	750	900	1150
Clinical Quality Control Manager	临床质量控制经理	550	750	750
VP of Biometrics	数据管理副总裁	1000	1500	2000
Biostatistics Director	生物统计总监	800	1000	1500
Biostatistics Manager	生物统计经理	550	750	750
Statistical Programmer Director	统计编程总监	850	1000	1500
Statistical Programmer Manager	统计编程经理	550	750	750
Data Management Director	数据管理总监	750	900	1150
Data Management Manager	数据管理经理	350	450	550

Human Resources
人力资源

Human Resources
人力资源

C-Suite 高管层

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Chief Human Resources Officer	首席人力资源官	1800	2000	3500

Compensation & Benefits (C&B) 薪资福利 (C&B)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Senior C&B Consultant	高级薪酬福利顾问	500	600	700
C&B Manager	薪酬福利经理	350	450	600
Senior C&B Manager	高级薪酬福利经理	500	750	850
C&B Director	薪酬福利总监	900	1000	1200

Corporate Culture & Employee Relations 企业文化与员工关系

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Corporate Culture Manager	企业文化经理	300	400	500
Corporate Culture Director	企业文化总监	400	500	600

Human Resource Business Partner (HRBP) 人力资源业务合作伙伴 (HRBP)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HRBP	HRBP	300	400	500
HRBP Manager	HRBP 经理	400	550	650
Associate HRBP Director	HRBP 副总监	500	700	900
HRBP Director	HRBP 总监	800	1000	1500

Human Resources
人力资源

Human Resource (HR) Generalist 人力资源 (HR) 通才

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Junior HR	初级人力资源	96	120	144
HR Assistant	人力资源助理	150	180	200
Senior HR Officer	高级人力资源专员	200	250	300
Assistant HR Manager	助理人力资源经理	300	350	400
HR Manager	人力资源经理	400	500	600
Senior HR Manager	高级人力资源经理	500	600	700
Assistant HR Director	人力资源副总监	700	750	850
HR Director	人力资源总监	650	850	1300
HR Vice President	人力资源副总裁	1800	2500	3000

Human Resource Information Systems (HRIS) 人力资源信息系统 (HRIS)

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
HRIS Analyst	人力资源信息系统分析师	150	200	250

Learning & Development 学习与发展

Role	职位	Base salary range for 12 months (RMB'000) Min	Median	Max
Learning and Development Manager	学习与发展经理	400	500	700
Talent Management Consultant	人才管理顾问	300	400	500
Talent Development Manager	人才发展经理	400	500	650
Talent Development Director	人才发展总监	650	750	900
Training Consultant	培训顾问	300	400	500
Training Manager	培训经理	400	550	650
Senior Training Manager	高级培训经理	550	650	750
Training Director	培训总监	700	850	1000