

“Most employers are increasing their internal budget for their 2010 headcount.”

China

In line with the economic recovery, most employers are increasing their internal budget for their 2010 headcount, which is helping to drive overall momentum in this sector.

Motivated by the great market potential and the cost/quality balance, an increasing number of companies are relocating their R&D or manufacturing facilities to China. There are also many companies proactively looking for local talent to research the China market.

Consequently R&D, Business Development, Manufacturing, Quality Control and Project Management are all areas of higher demand for 2010.

The Chinese government has implemented a range of measures and incentives to bolster the domestic economy. It is expected localisation will become an industry norm at not only the entry level but also at the senior level. Therefore outstanding local candidates may receive a reasonable increase in their salaries in 2010.

Employers have however become conservative in their approach to recruiting and the process has lengthened as they search for the right candidate.

Despite this candidates are more confident and have become more open to new opportunities. The focus may shift from job security to career development over the next 12 months. They are flexible regarding their job location and will consider those second tier cities with nice living environments, especially in the east coast and south east area.

Those looking for a new role in 2010 should place more emphasis on long-term career development rather than on the salary package.

Logistics

Manufacturing & Operations

Shipping

	Coordinator	Supervisor	Manager	Director	Vice President
China	40 - 60	60 - 100	100 - 250	250 - 500	500 - 1,000

3PL

	Engineer	Supervisor	Manager	Director	Vice President
China	45 - 80	80 - 150	150 - 300	300 - 600	600 - 1,500

Logistics (Forwarder)

	Engineer	Supervisor	Manager	Director	Vice President
China	20 - 50	50 - 100	100 - 250	250 - 500	500 - 1,000

Management roles

	GM	CTO	COO	CEO
China	800 - 1,500	1,000 - 2,000	1,000 - 2,000	1,000 - 2,000

Notes

- Typical Salary Range in '000
- All salaries are representative of the total package value • Salaries are represented in local currencies

Production

	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 120	120 - 225	225 - 450	450 - 900	900 - 2,000

Engineering

	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 150	150 - 225	225 - 450	450 - 900	900 - 2,000

R&D

	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 180	180 - 270	270 - 450	450 -1,000	1,000 - 2,000

Sourcing & Purchasing

	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 150	150 - 225	225 - 375	375 - 900	900 - 1,500

Supply Chain

	Engineer	Supervisor	Manager	Director
China	90 - 135	135 - 180	180 - 375	375 -750

Quality

	Engineer	Supervisor	Manager	Director
China	80 - 135	135 - 225	225 - 375	375 - 800

Management roles

	GM	COO	CEO
China	750 - 1,000	900 - 1,200	1,000 - 2,000

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Production	Engineer	Supervisor	Manager	Director	Vice President
	China	80 - 150	150 - 200	200 - 350	350 - 800

Engineering	Engineer	Supervisor	Manager	Director	Vice President
	China	90 - 160	160 - 220	220 - 380	380 - 800

R&D	Engineer	Supervisor	Manager	Director	Vice President
	China	100 - 160	160 - 240	240 - 400	400 - 1,000

Procurement	Engineer	Supervisor	Manager	Director	Vice President
	China	60 - 130	130 - 180	180 - 350	350 - 800

Planning	Engineer	Supervisor	Manager	Director
	China	60 - 130	130 - 180	180 - 320

Quality	Engineer	Supervisor	Manager	Director
	China	80 - 150	150 - 200	200 - 350

Management roles	GM	CTO	COO	CEO
	China	800 - 1,500	1,000 - 2,000	1,500 - 2,500

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Manufacturing & Operations

Heavy Industry

Production

	Engineer	Supervisor	Manager	Director	Vice President
China	36 - 120	84 - 144	180 - 480	360 - 800	800 - 1,500

Engineering

	Engineer	Supervisor	Manager	Senior Manager	Director
China	36 - 120	84 - 144	180 - 480	300 - 540	480 - 800

R&D

	Engineer	Supervisor	Manager	Senior Manager	Director
China	36 - 120	84 - 144	180 - 480	300 - 600	480 - 800

Sourcing

	Engineer	Supervisor	Manager	Director	Vice President
China	48 - 150	96 - 216	240 - 600	420 - 800	800 - 1,200

Quality

	Engineer	Supervisor	Manager	Senior Manager	Director
China	36 - 120	84 - 144	216 - 760	300 - 800	600 - 1,500

Management roles

	Operation Manager	GM	CEO
China	600 - 800	700 - 1,200	1,000 - 2,000

Notes

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