



# 2024

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## Salary Index



Industrial &  
Manufacturing



Consumer



General Office &  
Administrative  
Support / IT



Japanese  
Market



# Industrial & Manufacturing

## Engineering

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	48K~
Senior Engineer	5~	36~48K
Engineer	3~5	26~38K
Assistant Engineer	0~2	20~26K
Technician	0~2	18~20K

## Procurement

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10~	40~50K
Assistant Manager	5~	29~40K
Buyer / Purchaser	3~5	22~29K
Clerk / Assistant	0~2	17~22K



# Industrial & Manufacturing

## Quality Assurance / Quality Control / Production Control

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10~	42~55K
Assistant Manager	5~	30~42K
Senior Engineer / Supervisor	3~5	25~30K
Officer / Engineer	2~3	22~25K
Junior	0~2	18~22K

## Logistic / Warehouse / Shipping

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10~	35~50K
Assistant Manager	8~	28~35K
Senior Executive/Supervisor	5~8	25~30K
Officer / Executive	3~5	20~25K
Clerk / Assistant	0~2	17~19K





# Industrial & Manufacturing

## Sales / Marketing

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10~	40~50K
Assistant Manager	6~	30~40K
Senior Executive	3~5	25~30K
Executive	0~2	18~23K

## Sales Coordinator / Assistant

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~10	30~35K
Supervisor	5~8	26~30K
Senior Officer	3~5	22~26K
Coordinator	0~2	17K~21K


# Consumer - Retail B2C

## Sales / Operation

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Area Manager	8~	32K~50K
Shop Manager	5~	28~40K
Shop Supervisor	3~	20~25K
Front line staff / Shop sales	1~	16~19K
Trainer	3~	25K~
Customer Service Manager	5~	25~28K
Customer Service	1~	16~18K
Operation Manager	5~	30K~
Clerk / Supporting Staff	1~	16~18K

## Merchandising / Buying

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	35K~
Buyer	5~	30K~
Visual Merchandiser	3~5	25K~



# Consumer - Retail B2C

## Marketing & Public Relations

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10~	35~45K
Assistant Manager	3~5	28~40K
Executive	1~2	17~20K

## E-Commerce / Digital Marketing

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	42K~
Assistant Manager	5~	35~50K
Executive	3~	28~30K
Assistant	1~	18~23K



## Consumer - FMCG(B2B)

### Sales / Operation

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Regional Sales	3~	32K~
Key Account Manager	5~	30~40K
Key Account Executive	3~	22~28K
Sales Manager	5~	30~40K
Sales Executive	3~	22~28K
Sales Assistant	1~	17~20K





## Consumer - FMCG(B2B)

### Supply Chain / Inventory Control

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	30~50K
Assistant Manager	5~	22~35K
Officer / Executive	3~	20~25K
Clerk / Assistant	1~	16~18K

### Procurement

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	5~	30~50K
Assistant Manager	3~	25~40K
Executive	1~	17~25K



# Consumer - Lifestyle & Products

## Sales / Operation

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	32K~
Assistant Manager	5~	28~35K
Executive	1~	17~20K
Sales Coordinator	2~	18~21K
Shipping Clerk	2~	17~21K

## Merchandising / Buying

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	35K~
Assistant Manager	5~	28~35K
Merchandiser / Purchaser	3~	22~25K
Clerk / Assistant	1~	17~20K



## Consumer - Lifestyle & Products

### Quality Control / Quality Assurance

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	5~	28K
Specialist	3~	20~30K
Clerk / Assistant	1~	16~18K

### Marketing / Digital Marketing / E-Commerce

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	5~	40~50K
Assistant Manager	4~	32~38K
Executive	2~	20~22K
Assistant	1~	17~20K



# Corporate Function

## Financial Accounting

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Senior Accounting Manager	8~	55K~
Manager	8~	40K~
Assistant Manager	5~	30~38K
Qualified Accountant	5~	35K~
Financial Planning & Analysis	5~	32K~
Accountant	5~	28~32K
Assistant Accountant / Officer	3~5	22~26K
Clerk / Assistant	1~3	18~22K
Fresh Graduate	0	17K~

## Corporate Planning

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	40K~
Assistant Manager	5~	35K
Supervisor	4~	28K
Officer	3~	25K~



# Corporate Function

## Human Resources

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Senior HR Manager	8~	55K~
Manager	8~	40~55K
Assistant Manager	5~	30~35K
Senior Officer	5~	25~30K
Officer / Executive	3~5	22~25K
Assistant	1~3	17~22K
Fresh Graduate	0	16K~

## Secretarial / Personal Assistant

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Executive Secretary	7~	30K~
Personal Assistant	5	25K~
Secretary	4~	25~35K
Junior Secretary	1~3	18~23K
Fresh Graduate	0	17K



# Corporate Function

## Administration

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Senior Admin Manager	8~	40K~
Manager	8~	35K
Assistant Manager	5~	28~35K
Administrative Officer	3~	20~25K
Clerk / Assistant	1~	17~20K
Receptionist	1~	17K~
Fresh Graduate	0	16K~

## Translator

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Translator	4~	25K~
Junior Translator	1~3	18~25K
Fresh Graduate	0	17K



## Native Japanese

### QA / QC / Purchasing / Engineering

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8~	40~50K
Supervisor / Assistant Manager	5~	30~40K
Executive	3~5	25~30K

### Sales

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
General Manager	10~	55K~
Manager	8~	40K~
Assistant Manager	7~	35K~
Senior Executive	5~	30K~
Executive	3~	25K~
Sales Coordinator / Assistant	3~	~28K
Customer Services	3~	22~25K





## Native Japanese

### Marketing / E-Commerce

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	7~	50K~
Assistant Manager	5~	35K~
Executive	3~	~30K

### Administration / Accounting / Human Resources / Secretarial

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10~	50K~
Assistant Manager	5~	28K~
Officer	3~	~28K



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