

*Hong Kong*

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# Salary Guide 2025





PERSOLKELLY is a joint venture established in 2016 between PERSOL HOLDINGS (previously Temp Holdings) and Kelly Services to cater to the rising workforce employment needs of the emerging Asia Pacific market. We are one of the largest workforce solutions providers in the region, spanning over 80 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 65,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed after they acquired Kelly Services in April 2020.

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# Contents

- 08** Executive Overview
- 10** Banking & Financial Services
- 18** Corporate Professionals
- 23** Industrial Engineering, Architecture & Construction
- 27** FMCG, Retail & Luxury
- 36** Pharmaceutical, Healthcare & Life Science
- 39** Insurance
- 45** Properties and Real Estate
- 49** Staffing
- 57** Logistics & Supply Chain
- 60** Technology

**Methodology:** Salary figures included in the 2025 Hong Kong Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Hong Kong network, as well as job placement data recorded on the PERSOLKELLY Hong Kong database.



13 market coverage  
across APAC, with  
80+ offices

# Global Reach

We are one of the leading staffing, recruitment and HR solutions providers in the Asia Pacific region. Built on a legacy of innovation that dates back to the start of the modern staffing industry, PERSOLKELLY have a depth and breadth of expertise across diverse industries.

Our team of specialists take a collaborative approach to understand your unique challenges, leading to better relationships and results.

And our dynamic, fresh-thinking is paired with a focus on quality, creating greater value for your business.

With PERSOLKELLY, you get the strength and support of an organisation that has successfully been delivering this value across the APAC region for decades.

**Gain access to much more...**



**Regional and  
global networks**



**Access to our suite  
of proprietary  
technology**



**Database of over  
650k candidates**



# Work and Smile

Working life is a journey of growth and creation.

We all have big dreams,  
and there are many different paths to success.

Thus, we need to make our own choices  
from a range of diversified work opportunities.

Our vision is to enrich society  
so that all work leads to lives of happiness.

# Our Capabilities & Services



1  
Office



470  
Permanent positions  
placed in each year



125  
Full Time  
Professionals



1,000  
Contractors  
deployed every day



Tsim Sha Tsui

「30+ Years in  
Hong Kong」



# SOLUTIONS OVERVIEW

## A Full Scale of Workforce Expertise – From Simple to Complex

Our continuum of services begins with solutions for temporary or contract staffing, permanent placement and extends to holistic workforce solutions.

Our comprehensive workforce solutions leverage delivery models to help you discover the talent your business demands. We also offer customers value-added support to meet their workforce needs.



## Functional Expertise

- Accounting
- Banking & Finance
- Call Centre
- Engineering
- Healthcare & Life Sciences
- Human Resources

- Information Technology
- Manufacturing & Production
- Office Support
- Procurement
- Supply Chain & Logistics
- Sales & Marketing

Hiring services for blue-collar workers and specialist search services are also available.

### PERSOLKELLY

PERSOLKELLY, one of the largest recruitment companies in the Asia Pacific, is headquartered in Singapore and provides comprehensive, end-to-end workforce solutions. By offering tailored, innovative approaches to business challenges, PERSOLKELLY delivers maximum value and growth opportunities to businesses in Singapore and beyond. The company also sets industry standards for cross-border recruitment and workforce solutions.

### PERSOL

PERSOL is one of the largest and fastest growing HR service providers in the Asia Pacific region. Leveraging on its strong database of Japanese and Japanese-speaking candidates, PERSOL provides tailored workforce solutions primarily to Japanese companies. PERSOL operates in Hong Kong, Indonesia, Singapore, South Korea, Philippines, Thailand, Malaysia, Vietnam and Taiwan.

*\*PERSOL is the group brand of the PERSOL Group. However, "PERSOL" here refers to the general term of permanent placement services for Japanese businesses in APAC.*

### PERSOLKELLY CONSULTING

PERSOLKELLY Consulting is a leading global human resource consulting and professional services company which proudly spans across the Asia-Pacific region. We are a subsidiary formed by the joint venture of PERSOL Group and Kelly Services Inc., now one of the largest recruitment companies in APAC.

# Executive Overview

As Hong Kong's recruitment market enters a new era of complexity, one thing is clear: the war for talent has changed its battlefield but has never stopped. With global economic shifts, technological advancements and evolving workforce expectations converging, Hong Kong continues to attract a diverse talent pool - yet faces challenges that require strategic foresight and adaptability.

According to the HKSAR's 2024-25 Budget Speech, Hong Kong's economy is expected to grow by an average of 3.2% a year in real terms from 2025 to 2028. The underlying inflation rate is forecast to average 2.5% a year. The city's strategic position as a gateway to China and its robust financial infrastructure are in a journey of transformation. Still, it continues to bolster its attractiveness to multinational corporations and startups alike. However, geopolitical tensions and regulatory changes pose potential risks that could impact hiring trends across sectors (Economist Intelligence Unit, 2023).

The pandemic has accelerated digital transformation, creating new opportunities for tech talent. Companies increasingly prioritise digital transformation initiatives, leading to heightened demand for talent in areas such as artificial intelligence, cybersecurity and data analytics. This shift necessitates a workforce that is not only technically proficient but also adaptable to continuous change.





We've seen firsthand how companies that prioritise diversity and inclusion are able to attract and retain top talent, while also driving innovation and competitiveness. A report from McKinsey mentioned they have seen a 30% increase in employee engagement since implementing a comprehensive DEI program. We have seen similar benefits from the clients we consulted as well.

In response to these dynamics, employers are adopting more flexible work arrangements to attract top talent. The hybrid work model, combining remote and in-office work, has become a standard expectation among job

seekers. This flexibility not only enhances employee satisfaction, but also expands the talent pool by removing geographical constraints.

Moreover, learning and development offerings are vital in gearing up future talents. According to a survey by LinkedIn, 94% of employees would stay at a company longer if it invested in their career development. Companies that prioritise learning and development are not only more attractive to top talent, but also better equipped to adapt to the rapidly changing business landscape.

As we navigate the complex HR solutions landscape in Hong

Kong, we urge you to prioritise flexibility, diversity and employee well-being – as well as invest in learning and development offerings that will help your organisation stay ahead of the curve. By doing so, you'll be well-positioned to attract and retain top talent, drive innovation and stay competitive in the talent market.

**Kingson Kwan**  
Managing Director

# Banking & Financial Services

In 2024, the Banking & Financial Services (BFS) sector in Hong Kong continues to navigate a dynamic landscape shaped by technological advancements, regulatory changes and evolving market demands. As the city reestablishes itself as a global financial hub post-pandemic, several trends and insights emerge – offering a comprehensive view of the recruitment market.

Digital transformation remains a pivotal force, driving demand for professionals adept in data analytics, artificial intelligence and cybersecurity. The integration of digital tools is not only enhancing operational efficiency but also reshaping customer experiences. Consequently, BFS firms are prioritising the recruitment of tech-savvy talent to maintain competitive advantage. The emphasis on digital skills aligns with the broader trend of regulatory compliance, where professionals with expertise in navigating complex regulatory environments are highly sought after.

The talent shortage persists as a critical challenge. Both banking and insurance sectors face stiff competition from technology and fintech companies, which often offer more attractive work environments and opportunities. Roles in cybersecurity, data science and regulatory compliance are particularly affected, with firms

struggling to fill these positions due to the limited talent pool.

To attract and retain talent, employers are enhancing their value propositions. Competitive compensation packages, including salaries, bonuses and comprehensive benefits, are essential. Additionally, fostering a positive company culture that emphasises work-life balance and employee well-being is increasingly important. Employer branding and strategic use of social media platforms are also being leveraged to differentiate firms in a crowded market.

Professionals in the BFS sector must adapt to remain relevant. Increasing digital literacy and cybersecurity awareness is crucial as the industry undergoes rapid digital transformation. Proficiency in digital tools and data analytics is becoming a baseline requirement, while soft skills such as critical thinking and adaptability are gaining prominence.

The hiring landscape in 2024 was marked by caution, with many companies implementing hiring freezes or downsizing due to economic uncertainties. However, as the economy stabilises, there is cautious optimism for a rebound in hiring activity. The development of Environmental, Social and Governance (ESG) initiatives is expected to drive recruitment, as banks integrate ESG principles into

their operations and investment decisions.

Economic indicators, such as GDP growth, provide a mixed outlook. Hong Kong's GDP growth in Q1 2024 showed signs of recovery, albeit at a slower pace than anticipated. This economic backdrop influences the banking and financial services sector by prompting firms to balance cost control with the need to invest in talent. As the sector navigates these challenges, companies are cautious in their hiring strategies – focusing on recruiting tech-savvy professionals to drive future growth and maintain competitiveness in a dynamic market.

Salary trends in the BFS sector reflect the cautious economic climate. For job switchers, salary increments range from 10-15% – reflecting the competitive nature of the market. Promotions within companies offer a slightly higher increase, between 10-20%, as firms aim to retain key talent amid external pressures. Despite economic challenges, companies are adopting a more aggressive approach to internal promotions to prevent talent attrition.

AI technologies are transforming job roles and skill requirements, increasing the demand for data science, machine learning, and programming expertise. Soft skills like problem-solving and



adaptability are also essential in this evolving landscape. The shift to remote and hybrid work, accelerated by the COVID-19 pandemic, continues to impact recruitment and retention strategies. Remote work offers flexibility and access to a broader talent pool, allowing companies to hire beyond geographic boundaries. However, it also poses challenges in maintaining team cohesion and effective communication.

In conclusion, the BFS sector in Hong Kong is poised for a transformative year in 2025. As firms navigate the complexities of digital transformation, regulatory compliance and talent shortages, strategic recruitment and retention efforts will be key to sustaining growth. The salary trends indicate a cautious yet optimistic outlook, with firms balancing competitive compensation with economic realities. As the sector evolves,

adaptability and innovation will be crucial for both employers and professionals to thrive in this dynamic environment.

# → Banking & Financial Services

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>INVESTMENT BANKING &amp; FINANCIAL MARKETS</b>				
Equity Research	MD	15 +	1.8m	2m
	DIRECTOR	10 +	1.4m	2m
	VP	7-10	840k	1.5m
	ASSOCIATE	3-7	620k	960k
	ANALYST	0-3	500k	850k
Sales & Trading	MD	15 +	2.3m	2.4m+
	DIRECTOR	10 +	1.6m	2.7m
	VP	7-10	1.4m	2.1m
	ASSOCIATE	3-7	720k	1.4m
	ANALYST	0-3	440k	750k
Compliance	MD	15 +	2m	2.6m
	DIRECTOR	10 +	1.4m	2m
	VP	7-10	900k	1.4m
	ASSOCIATE	3-7	600k	900k
	ANALYST	0-3	360k	580k
<b>CORPORATE BANKING</b>				
Relationship Manager	MD	15 +	1.8m	2m+
	DIRECTOR	10 +	1.2m	2.2m
	VP	7-10	720k	1.5m
	ASSOCIATE	3-7	450k	850k
	ANALYST	0-3	280k	550k
Operations - Documentation	MD	15 +	1.8m	2.2m+
	DIRECTOR	10 +	650k	1.5m
	VP	7-10	500k	1.1m
	ASSOCIATE	3-7	336k	600k
	ANALYST	0-3	216k	360k
Operations - CDD / KYC / Client On-boarding	MD	15 +	2m	2.4m+
	DIRECTOR	10 +	850k	1.8m
	VP	7-10	650k	1.2m
	ASSOCIATE	3-7	336k	660k
	ANALYST	0-3	220k	360k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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## PRIVATE BANKING

		EXPERIENCE (YEARS)	MIN	MAX
Private Banking Relationship Manager	MD	15 +	1.8m	2.2m+
	DIRECTOR	10 +	1.2m	1.8m
	VP	7-10	560k	1.5m
	ASSOCIATE	3-7	800k	1m
	ANALYST	0-3	500k	720k
Assistant Private Banker	DIRECTOR	10 +	960k+	
	VP	7-10	500k	900k
	ASSOCIATE	3-7	500k	900k
	ANALYST	0-3	336k	504k

## ASSET MANAGEMENT

		EXPERIENCE (YEARS)	MIN	MAX
Institutional / Distribution Sales	MD	15 +	1.8m+	
	DIRECTOR	10 +	1.4m	1.8m
	VP	7-10	900k	1.4m
	ASSOCIATE	3-7	500k	900k
	ANALYST	0-3	350k	500k
Portfolio Management	MD	15 +	1.8m+	
	DIRECTOR	10 +	1.4m	1.8m
	VP	7-10	1m	1.4m
	ASSOCIATE	3-7	700k	1m
	ANALYST	0-3	550k	700k
Fund Accounting	MD	15 +	1m	2.4m
	DIRECTOR	10 +	720k	1m
	VP	7-10	540k	720k
	ASSOCIATE	3-7	420k	540k
	ANALYST	0-3	250k	420k
Client Services	MD	15 +	1.4m+	
	DIRECTOR	10 +	1m	1.4m
	VP	7-10	750k	1m
	ASSOCIATE	3-7	450k	750k
	ANALYST	0-3	250k	450k

# → Banking & Financial Services

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>ASSET MANAGEMENT</b>				
Research	MD	15 +	1.2m+	
	DIRECTOR	10 +	900k	1.2m
	VP	7-10	750k	900k
	ASSOCIATE	3-7	450k	750k
	ANALYST	0-3	250k	450k
Request for Proposal (RFP)	MD	15 +	1m+	
	DIRECTOR	10 +	750k	1m
	VP	7-10	500k	750k
	ASSOCIATE	3-7	350k	500k
	ANALYST	0-3	200k	350k
Fund Operation	MD	15 +	750k+	
	DIRECTOR	10 +	500k	750k
	VP	7-10	300k	500k
	ASSOCIATE	3-7	250k	300k
	ANALYST	0-3	220k	250k
Compliance	MD	15 +	1.7m	2m+
	DIRECTOR	10 +	1.1m	2m
	VP	7-10	700k	1.1m
	ASSOCIATE	3-7	450k	700k
	ANALYST	0-3	320k	450k
<b>DIGITAL ASSETS</b>				
Institutional Sales	MD	15 +	2.2m+	
	DIRECTOR	10 +	1.7m	2m
	VP	7-10	1m	1.5m
	ASSOCIATE	3-7	750k	950k
	ANALYST	0-3	480k	600k
Quantitative Traders	MD	15 +	6m+	
	DIRECTOR	10 +	4m	5m
	VP	7-10	2m	3m
	ASSOCIATE	3-7	1m	1.5m
	ANALYST	0-3	800k	936k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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## ACCOUNTING & FINANCE

		EXPERIENCE (YEARS)	MIN	MAX
Financial Control / Reporting	MD	15 +	1.8m	2m+
	DIRECTOR	10 +	900k	1.1m
	VP	7-10	600k	840k
	ASSOCIATE	3-7	384k	600k
	ANALYST	0-3	210k	400k
Regulatory Reporting	MD	15 +	1.2m	1.8m+
	DIRECTOR	10 +	860k	1.2m
	VP	7-10	540k	720k
	ASSOCIATE	3-7	420k	540k
	ANALYST	0-3	216k	420k
Management Reporting	MD	15 +		1.6m+
	DIRECTOR	10 +	1.1m	1.6m
	VP	7-10	600k	1m
	ASSOCIATE	3-7	360k	600k
	ANALYST	0-3	240k	360k
Internal Audit	MD	15 +		1.8m+
	DIRECTOR	10 +	1.2m	1.8m
	VP	7-10	720k	1.2m
	ASSOCIATE	3-7	420k	720k
	ANALYST	0-3	240k	420k
Treasury	MD	15 +		1.4m+
	DIRECTOR	10 +	960k	1.2m
	VP	7-10	600k	960k
	ASSOCIATE	3-7	360k	600k
	ANALYST	0-3	216k	360k
Product Control	MD	15 +		1.4m+
	DIRECTOR	10 +	960k	1.1m
	VP	7-10	600k	960k
	ASSOCIATE	3-7	420k	600k
	ANALYST	0-3	264k	420k

# → Banking & Financial Services

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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## ACCOUNTING & FINANCE

		EXPERIENCE (YEARS)	MIN	MAX
Project Management	MD	15 +	2m+	
	DIRECTOR	10 +	1.1m	1.5m+
	VP	7-10	780k	1.5m
	ASSOCIATE	3-7	456k	780k
	ANALYST	0-3	264k	456k

## RISK & COMPLIANCE

		EXPERIENCE (YEARS)	MIN	MAX
KYC / CDD	MD	15 +	1.2m+	
	DIRECTOR	10 +	700k	850k
	VP	7-10	500k	700k
	ASSOCIATE	3-7	340k	500k
	ANALYST	0-3	240k	340k

		EXPERIENCE (YEARS)	MIN	MAX
Risk Management	MD	15 +	1.5m+	
	DIRECTOR	10 +	1m	1.5m
	VP	7-10	720k	1m
	ASSOCIATE	3-7	480k	720k
	ANALYST	0-3	240k	480k

		EXPERIENCE (YEARS)	MIN	MAX
Financial Crime Compliance / Anti-money Laundering	MD	15 +	1.4m+	
	DIRECTOR	10 +	1.2m	1.5m
	VP	7-10	700k	1.2m
	ASSOCIATE	3-7	400k	700k
	ANALYST	0-3	240k	400k

		EXPERIENCE (YEARS)	MIN	MAX
Chief Compliance Officer	MD	15 +	1.8m	2.8m+
	DIRECTOR	10 +	1.5m	

		EXPERIENCE (YEARS)	MIN	MAX
Head of Compliance	MD	15 +	1.5m	2.4m+
	DIRECTOR	10 +	1.2m	1.5m

		EXPERIENCE (YEARS)	MIN	MAX
Anti Bribery and Corruption	MD	15 +	1.2m+	
	DIRECTOR	10 +	1m	1.2m
	VP	7-10	600k	1m
	ASSOCIATE	3-7	360k	600k
	ANALYST	0-3	240k	360k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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### RISK & COMPLIANCE

Forensic Accounting	MD	15 +	1.5m+	
	DIRECTOR	10 +	1.2m	1.5m
	VP	7-10	1m	1.2m
	ASSOCIATE	3-7	450k	1m
	ANALYST	0-3	240k	450k
Legal Counsel	MD	15 +	1.8m+	
	DIRECTOR	10 +	1.2m	1.5m
	VP	7-10	860k	1.2m
	ASSOCIATE	3-7	700k	850k
	ANALYST	0-3	550k	700k

### OPERATIONS

Administration	MD	15 +	900k	1m+
	DIRECTOR	10 +	540k	720k
	VP	7-10	336k	504k
	ASSOCIATE	3-7	210k	336k
	ANALYST	0-3	168k	192k
Loans Operation	MD	15 +	960k	1m+
	DIRECTOR	10 +	690k	960k
	VP	7-10	465k	690k
	ASSOCIATE	3-7	280k	465k
	ANALYST	0-3	180k	252k
Remittance	MD	15 +	900k	1m+
	DIRECTOR	10 +	675k	960k
	VP	7-10	392k	675k
	ASSOCIATE	3-7	225k	392k
	ANALYST	0-3	180k	225k
Trade Services	MD	15 +	1m	1.2m+
	DIRECTOR	10 +	690k	1m
	VP	7-10	465k	690k
	ASSOCIATE	3-7	270k	465k
	ANALYST	0-3	180k	270k

# Corporate Professionals

In 2024, the corporate professionals sector in Hong Kong faced significant challenges and transformations. The economic landscape was marked by company downsizing and relocations, leading to a notable decrease in corporate function vacancies. This trend, coupled with efforts to minimise back-office support costs, has reshaped the hiring landscape.

A persistent issue in the sector is the talent shortage, particularly among junior candidates. Many young professionals find their expectations misaligned with market offerings, especially regarding salary packages, benefits like work-from-home options, and flexible hours. Accounting and finance roles are experiencing the highest level of shortage, exacerbating the recruitment challenges.

To remain competitive, employers are reassessing their compensation packages. Companies with non-competitive offerings are urged by HR departments to review and enhance their overall packages to attract more applicants. This strategic adjustment is crucial for standing out in a competitive market.

Professionals in the industry must focus on acquiring skills that will keep them in demand over the next five years. Key areas include

further studies for professional qualifications, and honing computer, analytical and interpersonal skills. These competencies are essential for navigating the evolving demands of the corporate world.

Comparing hiring activity in 2024 to the previous year, the recruitment cycle has slowed – with companies exercising tighter control over salary budgets. This cautious approach reflects the broader economic conditions and the need for prudent financial management.

Looking ahead, several initiatives and developments are expected to impact hiring activity in 2025. The overall economic health of Hong Kong will play a significant role, as will the presence or absence of regional offices in the city. These factors will influence the demand for corporate professionals and the strategies companies employ to attract talent.

The adoption of AI technologies is reshaping job roles and skill requirements. For example, AI-driven translation tools are becoming more prevalent – necessitating a shift in skill sets for professionals in related fields.





Changes in working modes, such as remote work and hybrid models, have also influenced hiring and retention strategies.

Companies offering flexible working arrangements are more attractive to potential applicants, highlighting the importance of adapting to new work environments.

In conclusion, the corporate professionals sector in Hong Kong is navigating a complex landscape of economic challenges and evolving workforce expectations. The focus on competitive compensation, skill development and flexible work arrangements will be critical in addressing talent shortages and ensuring sustainable growth in 2025. Salary trends indicate that job switchers, particularly in junior accounting and finance roles, can expect increases of over 20%, while middle to senior-level professionals may see increments of 10-15%. Promotions are likely to yield salary increases of around 10%, reflecting the ongoing adjustments in the market.







► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX	
FINANCE	Financial Accounting	CFO	12-15+	1.2m	2.5m
		Regional Head	10-15+	1.2m	1.5m
		Director / Department Head	10-15+	1.2m	2m
		Regional Controller	8-12+	840k	1m
		Controller	8-12+	700k	900k
		Senior Finance Manager	10 +	700k	900k
		 Finance Manager	5-10+	500k	650k
		 Accounting Manager / Accountant	3-5+	360k	550k
		 Assistant Accountant	3-5+	260k	320k
		 Accounts Clerk	3-5+	220k	280k
Audit / Internal Control	Head of Audit	10-15+	1.2m	2.2m	
	Internal Audit Manager	5-10+	720k	1m	
	Internal Auditor	3-5+	420k	500k	
Management Accounting and Planning & Analysis	Head of Planning & Analysis	10 +	840k	1m	
	Manager	8-10+	600k	720k	
	Senior Analyst	5-8+	455k	480k	
	Analyst	3-5+	320k	420k	
	Analyst (Data)	2-4	260k	300k	
Treasury	Head of Treasury	8-10+		1m+	
	Treasury Accountant	3-8+	550k	650k	
	Treasury Specialist	3-8	360k	720k	

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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## HR & ADMINISTRATION

		EXPERIENCE (YEARS)	MIN	MAX
HR Generalist	 CHRO	15-20+	2.2m	4m
	Director / Department Head	15-20+	1.4m	2.5m
	Regional Head	15-20+	1.5m	2.0m
	Regional Manager	10-12+	780k	840k
	Senior HR Business Partner	10-12+	780k	840k
	 HR Business Partner	5-8+	400k	720k
	Senior HR Manager	10-15+	780k	975k
	 Manager	5-10+	480k	780k
	Assistant Manager	6-8+	416k	494k
	Senior HR Officer	5-7+	299k	377k
	HR Generalist / Officer	3-5	234k	286k
	HR Assistant	1-3	208k	247k
	Talent Development / HR Transformation	Head of Talent Development	12-15+	1.2m
SM, Talent Development		10-12+	1m	1.2m
SM, Organization Development		10-12+	1m	1.2m
SM, Performance Management		10-12+	1m	1.2m
SM, HR Transformation		10-12+	1m	1.2m
SM, Digital HR Solutions		10-12+	1m	1.2m
Compensation & Benefits	Director / Division Head	10-15+	1m	1.2m
	Regional Manager	8-12+	580k	780k
	Manager	5-10+	480k	780k
	Executive / Officer	3-5+	299k	377k
Talent Acquisition	Director / Division Head	10-15+	1m	1.2m
	Regional Head	10-12+	1m	1.2m
	Regional Manager	8-12+	580k	780k
	 Manager	5-10+	480k	780k
	Executive / Officer	3-5+	299k	377k

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>HR &amp; ADMINISTRATION</b>				
Learning & Development	Director / Division Head	12-15+	1m	1.2m
	Regional Head	10-12+	1m	1.2m
	Regional Manager	10-12+	580k	780k
	Manager	10-12+	480k	780k
	Executive / Officer	10-12+	299k	377k
Business Support	Office Manager	6-10+	325k	585k
	Office Manager	3-5	250k	360k
	Personal Assistant	6-10+	360k	600k+
	Personal Assistant	3-5	300k	340k
	Executive Secretary	6-10+	390k	715k
	Executive Secretary	3-5	286k	390k
	Secretary	3-8	221k	364k
	Administrative Manager	6-10	390k	480k
	Administrative Officer	4-8	208k	299k
	Administrative Assistant	1-3	210k	260k
	Driver	3-8	280k	390k
	Receptionist	1-5	210k	335k
	<b>LEGAL</b>			
Lawyer (Qualified Solicitors Only)	General Counsel	15 +	2.5m	3.5m
	In-house Counsel	12 +	1.8m	2.5m
	In-house Counsel	8 +	1.5m	1.8m
	Chief Privacy Officer	12 +	720k	840k
	Head of Legal & Compliance	15 +	2m	2.8m
Paralegal	Paralegal	12 +		1.2m+
	Paralegal	8-12+	650k	1.2m
	Paralegal	4-8+	450k	650k
	Paralegal	3	250k	450k
Company Secretary	Named Company Secretary	5 +		1.2m+
	Company Secretary	5 +	520k	910k
	Company Secretarial Assistant	1-3	260k	364k

# Industrial Engineering, Architecture & Construction

The engineering sector in Hong Kong is navigating a complex landscape shaped by economic conditions, technological advancements and sustainability initiatives. As we look ahead to 2025, several key trends are influencing recruitment and salary dynamics in this industry.

The cautious recruitment approach remains prevalent as organisations contend with macroeconomic uncertainties. Employers are increasingly selective, prioritising candidates with specific in-demand skills and relevant experience. This trend is particularly pronounced in the engineering sector, where the demand for digital skills and innovation technology is reshaping hiring practices. The ongoing digital transformation across industries is driving companies to seek professionals with expertise in automation, data analytics and IT infrastructure to enhance operational efficiency and competitiveness. This shift is crucial as businesses adapt to rapid technological changes.

Strongest sectors of growth are in semiconductors R&D and manufacturing. Market appetite has driven strong demands for specialised talent in this area.

With the Government's latest policy address revealing ambitions

in development of low-altitude economy, related robotics, electronics and mechanical engineering areas will also be in the spotlight for growth.

Sustainability and green initiatives are also gaining traction. Hong Kong's ambitious goal of achieving carbon neutrality by 2050 is propelling demand for roles related to green energy, such as energy efficiency, waste reduction, smart city engineering and environmental, social, and governance (ESG) initiatives. These roles are becoming increasingly important as companies align with global sustainability standards.

Talent shortages continue to challenge the engineering sector. Several roles are experiencing significant shortages due to an aging workforce, emigration, and the demand for new technology and digital transformation.

Technician roles, particularly those requiring hands-on skills, are facing a scarcity of younger talent. Similarly, the need for professionals with expertise in automation, data analytics and IT infrastructure is contributing to a talent gap in these fields.

To stand out in a competitive market, employers are focusing on cost control and adopting conservative hiring practices.

They emphasise candidates with specific, in-demand skill sets and are investing in upskilling and continuous learning. Companies are offering robust training programs, mentorship opportunities and clear career progression paths to attract and retain talent. Additionally, there is a growing emphasis on work-life balance and employee well-being - with competitive compensation and benefits packages becoming standard.

In terms of salary trends, many engineers anticipate significant salary increments when switching jobs. Candidates expect a salary increase of between 15% and 25% upon changing positions, while promotions within a company typically result in a 5-15% increase. These figures reflect the competitive nature of the engineering job market and the value placed on skilled professionals.

The adoption of AI technologies is transforming job roles and skill requirements. Many positions now require a blend of traditional industrial skills and technical proficiency in AI and data analytics. Roles in manufacturing and operations are increasingly incorporating AI tools for process optimisation, leading to a shift in the skill sets that employers seek.



Changes in working modes, such as remote work and hybrid models, are influencing hiring and retention strategies. There is a divergence between employer and employee expectations, with companies encouraging more frequent office attendance while workers prefer flexible arrangements. This has prompted organisations to reconsider their hiring strategies to attract talent that values flexibility.

An increased focus on flexibility, mental health and employee well-being is evident as companies strive to meet the evolving needs of their workforce.

Looking ahead, the engineering sector in Hong Kong is poised for continued evolution. The emphasis on digital skills, sustainability and flexibility will shape recruitment and salary trends in 2025. Employers

will need to adapt to these changes to attract and retain top talent in a competitive market.

# → Industrial Engineering, Architecture & Construction

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX	
<b>INDUSTRIAL MANUFACTURING</b>					
Production / MFG		Manufacturing Director	15 +	910k	1.5m
		Manufacturing Manager	8-15	585k	910k
		Manufacturing Engineer	3-8	288k	552k
		Manufacturing Assistant	1-3	216k	288k
QC		Quality Director	10 +	644k	859k
		Quality Manager	8 +	515k	579k
		Senior Quality Engineer	5-8	360k	420k
		Quality Engineer	3-5	252k	360k
Project Management		Project Director	15 +	900k	1.6m
		Project Manager	8 +	504k	871k
		Project Engineer	2-10	266k	532k
		Planning Engineer	2-10	372k	851k
		Environmental, Health & Safety Director	10 +	720k+	
		Environmental, Health & Safety Manager	5-10	600k	720k
		Safety and Environmental Officer	3-10	372k	798k
<b>ELECTRONIC ENGINEERING</b>					
Electronic Engineering		R&D Director	10-15	720k	1m
		Principal Engineer	8-12	600k	684k
		Senior Electronic Engineer	5-8	360k	516k
		Electronic Engineer	3-5	300k	360k
		Senior Engineer, Processor Performance	10 +	720k	1.2m
		Engineer, Processor Performance	5-10	480k	720k
		Senior Engineer, IC Embedded Systems	6-12	720k	900k
		Engineer, IC Embedded Systems	4-8	420k	660k
		Senior IC Design Engineer	5-10	540k	720k
		IC Design Engineer	3-5	336k	540k

# → Industrial Engineering, Architecture & Construction

► Range of Annual Base Salary (HKD)



EXPERIENCE (YEARS)	MIN	MAX
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## MECHANICAL & ELECTRICAL ENGINEERING (E&M)

Job Title	Experience (Years)	Min Salary (HKD)	Max Salary (HKD)
Project Director	15-20	1.2m	1.44m
Senior Project Manager	12-15	1m	1.32m
Project Manager	8-12	780k	960k
 Engineering Manager	8-12	780k	960k
 Senior Engineer (Registered)	5-8	540k	720k
Engineer (Registered)	3-5	360k	540k

## CIVIL & STRUCTURAL ENGINEERING

Civil & Structural Engineering	 Project Director	15-20	1.5m	2m
	 Senior Project Manager	12-15	1.2m	1.44m
	 Project Manager	8-12	780k	960k
	Engineering Manager	8-12	780k	960k
	 Senior Engineer (Registered)	5-8	480k	660k
	 Engineer (Registered)	3-5	420k	540k

Surveying - Consultancy and Contractor	Head of Commercial	13-15+	1.44m	1.8m
	Contract Director	12-15+	1.2m	1.44m
	Senior Associate (Registered)	10-12	780k	900k
	Associate (Registered)	8-12	660k	720k
	Quantity Surveying Manager	8-12	780k	900k
	 Senior Quantity Surveyor (Registered)	6-8	480k	660k
	 Quantity Surveyor (Registered)	3-5	360k	468k

Architecture and Design - Consultancy	Director	15-20	1.2m	1.56m
	Senior Associate (Registered)	8-15	840k	900k
	Associate (Registered)	8-12	720k	780k
	Senior Architect (Registered)	5-8	660k	720k
	Senior Architectural Designer	5-8	480k	600k
	Architect (Registered)	3-5	540k	660k
	Architectural Designer	3-5	420k	540k
	 Senior Interior Designer	5-8	420k	600k
	 Interior Designer	3-5	300k	420k

# FMCG, Retail & Luxury

The FMCG Retail and Luxury sector in Hong Kong continues to navigate a complex landscape as it recovers from the pandemic's impact. Despite initial expectations for a robust post-COVID rebound, business performance has not met anticipated levels. This has influenced both market and hiring trends, with a noticeable shift in employer strategies and talent requirements.

A significant challenge facing the industry is the persistent talent shortage, particularly in frontline sales roles. This shortage has prompted employers to enhance their recruitment strategies, with many offering improved commission schemes to attract and retain skilled sales associates. The demand for professionals with expertise in CRM and data analytics is also on the rise, as companies seek to leverage data-driven insights to optimise customer engagement and operational efficiency.

Hiring activity in 2024 has experienced a slowdown, with many

companies implementing hiring freezes. This cautious approach is largely driven by economic uncertainties and evolving government policies on land usage, which are expected to influence hiring decisions in the coming year. Employers are closely monitoring these developments to align their workforce strategies with broader economic conditions.

The adoption of AI technologies in the sector remains limited, with minimal impact on job roles and skill requirements. However, there is a growing recognition of the potential for AI to enhance operational efficiencies and customer experiences – suggesting that future demand for AI-related skills may increase.




The shift towards hybrid working models has been a notable change in the industry, influencing both hiring and retention strategies. Companies are increasingly offering flexible work arrangements to meet employee

expectations and enhance job satisfaction. This trend is expected to continue as organisations strive to balance operational needs with employee preferences.

Looking ahead to 2025, the FMCG Retail and Luxury sector in Hong Kong is poised for gradual recovery – contingent on economic stability and favorable policy developments. Employers will need to remain agile, adapting their talent strategies to navigate ongoing challenges and capitalise on emerging opportunities. The forecasted salary trend indicates a steady increase, with job switchers and those receiving promotions likely to see increments within the 10-15% range – aligning with current market insights.



► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>EXECUTIVE</b>				
Executive	Managing Director	15 +	1.8m	
	CEO / COO	15 +	1.5m	
	GM	15 +	1.5m	
	Brand GM	15 +	1.2m	
<b>FMCG - FOOD &amp; BEVERAGE</b>				
Regional Sales	Associate Director / Director / Head of a Division	15 +	850k	1.5m+
	Manager - Senior Manager	8-10+	600k	800k
	Supervisor - Assistant Manager	3-6+	400k	600k
National / Country Sales	Associate Director / Director / Head of a Division	15 +	1m	3m+
	Manager - Senior Manager	8-10+	800k	1m
General Trade & Special Channel	Associate Director / Director / Head of a Division	15 +	800k	1.5m+
	Manager - Senior Manager	8-10+	500k	800k
	Supervisor - Assistant Manager	3-6+	300k	500k
	Assistant / Officer / Executive	1-3+	200k	300k
Brand Marketing	Associate Director / Director / Head of a Division	15 +	900k	1.8m+
	Manager - Senior Manager	8-10+	500k	900k
	Supervisor - Assistant Manager	3-6+	300k	500k
	Assistant / Officer / Executive	1-3+	200k	300k
Trade Marketing	Associate Director / Director / Head of a Division	15 +	750k	1m+
	Manager - Senior Manager	8-10+	480k	750k
	Supervisor - Assistant Manager	3-6+	360k	480k
	Assistant / Officer / Executive	1-3+	200k	300k
Ecommerce Marketing	Associate Director / Director / Head of a Division	15 +	800k	1.5m+
	Manager - Senior Manager	8-10+	400k	800k
	Supervisor - Assistant Manager	3-6+	250k	400k
	Assistant / Officer / Executive	1-3+	200k	250k
Digital Marketing	 Associate Director / Director / Head of a Division	15 +	800k	1.5m+
	 Manager - Senior Manager	8-10+	400k	800k
	 Supervisor - Assistant Manager	3-6+	250k	400k
	 Assistant / Officer / Executive	1-3+	200k	250k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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## FMCG - FOOD & BEVERAGE

		EXPERIENCE (YEARS)	MIN	MAX
Consumer Insights	 Associate Director / Director / Head of a Division	15 +	1.1m	1.8m+
	 Manager - Senior Manager	8-10+	540k	1m
	 Supervisor - Assistant Manager	3-6+	390k	500k
	 Assistant / Officer / Executive	1-3+	260k	300k

## FMCG - HOUSEHOLD PRODUCTS

Regional Sales	Associate Director / Director / Head of a Division	15 +	900k	1.5m+
	Manager - Senior Manager	8-10+	500k	900k
	Supervisor - Assistant Manager	3-6+	300k	500k
Country / Commercial Sales	Associate Director / Director / Head of a Division	15 +	1m	1.5m+
	Manager - Senior Manager	8-10+	500k	1m
	Supervisor - Assistant Manager	3-6+	300k	500k
Key Account / Wholesale / Key Account Management	Associate Director / Director / Head of a Division	15 +	1m	1.2m+
	Manager - Senior Manager	8-10+	500k	1m
	Supervisor - Assistant Manager	3-6+	300k	500k
	Assistant / Officer / Executive	1-3+	200k	300k
Regional Marketing	Associate Director / Director / Head of a Division	15 +	800k	1.2m+
	Manager - Senior Manager	8-10+	500k	800k
	Supervisor - Assistant Manager	3-6+	350k	550k
	Assistant / Officer / Executive	1-3+	200k	350k
Brand Marketing	Associate Director / Director / Head of a Division	15 +	800k	1m+
	Manager - Senior Manager	8-10+	500k	800k
	Supervisor - Assistant Manager	3-6+	350k	550k
	Assistant / Officer / Executive	1-3+	200k	350k
Trade / Retail Marketing	Associate Director / Director / Head of a Division	15 +	750k	900k+
	Manager - Senior Manager	8-10+	500k	750k
	Supervisor - Assistant Manager	3-6+	300k	500k
	Assistant / Officer / Executive	1-3+	200k	300k
Ecommerce Marketing / Operations	Associate Director / Director / Head of a Division	15 +	750k	1m+
	Manager - Senior Manager	8-10+	550k	750k
	Supervisor - Assistant Manager	3-6+	350k	550k
	Assistant / Officer / Executive	1-3+	200k	350k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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### FMCG - HOUSEHOLD PRODUCTS

		EXPERIENCE (YEARS)	MIN	MAX
Digital Marketing	Associate Director / Director / Head of a Division	15 +	700k	1.8m+
	Manager - Senior Manager	8-10+	550k	700k
	Supervisor - Assistant Manager	3-6+	420k	500k
	Assistant / Officer / Executive	1-3+	200k	400k
CRM	Associate Director / Director / Head of a Division	15 +	1.1m	1.8m+
	Manager - Senior Manager	8-10+	540k	1m
	Supervisor - Assistant Manager	3-6+	390k	500k
	Assistant / Officer / Executive	1-3+	260k	300k

### FMCG - PERSONAL CARE / COSMETICS

		EXPERIENCE (YEARS)	MIN	MAX
Sales / Business Development	Associate Director / Director / Head of a Division	15 +	600k	1m+
	Manager - Senior Manager	8-10+	400k	600k
	Supervisor - Assistant Manager	3-6+	300k	400k
	Assistant / Officer / Executive	1-3+	200k	300k
Key Account / Distributor Management	Associate Director / Director / Head of a Division	15 +	600k	1m+
	Manager - Senior Manager	8-10+	420k	600k
	Supervisor - Assistant Manager	3-6+	300k	450k
	Assistant / Officer / Executive	1-3+	200k	250k
Regional Marketing	Associate Director / Director / Head of a Division	15 +	700k	1m+
	Manager - Senior Manager	8-10+	500k	700k
	Supervisor - Assistant Manager	3-6+	350k	500k
	Assistant / Officer / Executive	1-3+	200k	250k
Brand Marketing	 Associate Director / Director / Head of a Division	15 +	750k	1.1m+
	 Manager - Senior Manager	8-10+	500k	750k
	 Supervisor - Assistant Manager	3-6+	350k	450k
	 Assistant / Officer / Executive	1-3+	200k	280k
Trade / Retail Marketing	 Associate Director / Director / Head of a Division	15 +	800k	1m+
	 Manager - Senior Manager	8-10+	550k	800k
	 Supervisor - Assistant Manager	3-6+	400k	500k
	 Assistant / Officer / Executive	1-3+	200k	280k

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>FMCG - PERSONAL CARE / COSMETICS</b>				
Ecommerce Marketing / Operations	Associate Director / Director / Head of a Division	15 +	800k	1m+
	Manager - Senior Manager	8-10+	550k	800k
	Supervisor - Assistant Manager	3-6+	400k	500k
	Assistant / Officer / Executive	1-3+	200k	300k
Digital Marketing	 Associate Director / Director / Head of a Division	15 +	750k	1m+
	 Manager - Senior Manager	8-10+	450k	750k
	 Supervisor - Assistant Manager	3-6+	350k	450k
	 Assistant / Officer / Executive	1-3+	200k	250k
CRM	Associate Director / Director / Head of a Division	15 +	850k	1.2m+
	Manager - Senior Manager	8-10+	550k	850k
	Supervisor - Assistant Manager	3-6+	300k	550k
	Assistant / Officer / Executive	1-3+	200k	250k
<b>RETAIL - LUXURY RETAIL</b>				
Retail / Retail Operation	Associate Director / Director / Head of a Division	15 +	960k	1.8m
	Manager - Senior Manager	8-10+	540k	900k
	Supervisor - Assistant Manager	3-6+	180k	340k
	Assistant / Officer / Executive	1-3+	220k	300k
Buying / Allocation / Planner	Associate Director / Director / Head of a Division	15 +	900k	1.08m
	Manager - Senior Manager	8-10+	600k	900k
	Supervisor - Assistant Manager	3-6+	340k	540k
	Assistant / Officer / Executive	1-3+	260k	300k
Wholesale / Business Development	Associate Director / Director / Head of a Division	15 +	960k	1.2m
	Manager - Senior Manager	8-10+	600k	900k
	Supervisor - Assistant Manager	3-6+	340k	540k
	Assistant / Officer / Executive	1-3+	260k	340k
Marketing / Public Relations	Associate Director / Director / Head of a Division	15 +	840k	1.08m
	Manager - Senior Manager	8-10+	540k	840k
	Supervisor - Assistant Manager	3-6+	340k	510k
	Assistant / Officer / Executive	1-3+	260k	300k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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### RETAIL - LUXURY RETAIL

Visual Merchandising	Associate Director / Director / Head of a Division	15 +	840k	1.08m
	Manager - Senior Manager	8-10+	480k	720k
	Supervisor - Assistant Manager	3-6+	290k	460k
	Assistant / Officer / Executive	1-3+	220k	280k
Logistic	Associate Director / Director / Head of a Division	15 +	840k	1.08m
	Manager - Senior Manager	8-10+	600k	840k
	Supervisor - Assistant Manager	3-6+	300k	480k
	Assistant / Officer / Executive	1-3+	220k	280k
Frontline / Store Level* <small>*Average take home (Basic salary + allowance + commission)</small>	Associate Director / Director / Head of a Division	15 +	840k	1.08m
	Manager - Senior Manager	8-10+	540k	780k
	Supervisor - Assistant Manager	3-6+	240k	420k
	Assistant / Officer / Executive	1-3+	220k	270k

### RETAIL - FASHION RETAIL / MASS RETAIL

Retail / Retail Operation	Associate Director / Director / Head of a Division	15 +	780k	1.5m
	Manager - Senior Manager	8-10+	460k	780k
	Supervisor - Assistant Manager	3-6+	290k	420k
	Assistant / Officer / Executive	1-3+	210k	270k
Buying / Allocation / Planner	Associate Director / Director / Head of a Division	15 +	840k	1.02m
	Manager - Senior Manager	8-10+	480k	840k
	Supervisor - Assistant Manager	3-6+	390k	480k
	Assistant / Officer / Executive	1-3+	260k	300k
Wholesale / Business Development	Associate Director / Director / Head of a Division	15 +	840k	1.08m
	Manager - Senior Manager	8-10+	480k	840k
	Supervisor - Assistant Manager	3-6+	300k	480k
	Assistant / Officer / Executive	1-3+	260k	300k
Marketing / Public Relations	Associate Director / Director / Head of a Division	15 +	840k	1.02m
	Manager - Senior Manager	8-10+	460k	780k
	Supervisor - Assistant Manager	3-6+	300k	460k
	Assistant / Officer / Executive	1-3+	260k	390k

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>RETAIL - FASHION RETAIL / MASS RETAIL</b>				
Visual Merchandising	Associate Director / Director / Head of a Division	15 +	780k	960k
	Manager - Senior Manager	8-10+	440k	660k
	Supervisor - Assistant Manager	3-6+	270k	420k
	Assistant / Officer / Executive	1-3+	210k	270k
Logistic	Associate Director / Director / Head of a Division	15 +	780k	960k
	Manager - Senior Manager	8-10+	480k	720k
	Supervisor - Assistant Manager	3-6+	280k	420k
	Assistant / Officer / Executive	1-3+	210k	270k
Fashion Designer	Associate Director / Director / Head of a Division	15 +	780k	1.08m
	Manager - Senior Manager	8-10+	460k	720k
	Supervisor - Assistant Manager	3-6+	290k	420k
	Assistant / Officer / Executive	1-3+	210k	290k
Merchandiser / Production	Associate Director / Director / Head of a Division	15 +	780k	900k+
	Manager - Senior Manager	8-10+	460k	720k
	Supervisor - Assistant Manager	3-6+	290k	420k
	Assistant / Officer / Executive	1-3+	210k	280k
Frontline / Store level*	Associate Director / Director / Head of a Division	15 +	540k	720k+
	Manager - Senior Manager	8-10+	420k	480k
	Supervisor - Assistant Manager	3-6+	220k	360k
	Assistant / Officer / Executive	1-3+	200k	230k
<small>*Average take home (Basic salary + allowance + commission)</small>				
<b>RETAIL - ECOMMERCE &amp; DIGITAL</b>				
Ecommerce Specialist	Associate Director / Director / Head of a Division	15 +	750k	900k+
	Manager - Senior Manager	8-10+	450k	750k
	Supervisor - Assistant Manager	3-6+	300k	450k
	Assistant / Officer / Executive	1-3+	210k	300k
UX / UI Designer	Associate Director / Director / Head of a Division	15 +	700k	900k+
	Manager - Senior Manager	8-10+	420k	700k
	Supervisor - Assistant Manager	3-6+	250k	400k
	Assistant / Officer / Executive	1-3+	210k	250k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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**RETAIL - ECOMMERCE & DIGITAL**

Social Media	Associate Director / Director / Head of a Division	15 +	750k	1m+
	Manager - Senior Manager	8-10+	450k	750k
	Supervisor - Assistant Manager	3-6+	300k	450k
	Assistant / Officer / Executive	1-3+	210k	300k
Content Management	Associate Director / Director / Head of a Division	15 +	750k	900k+
	Manager - Senior Manager	8-10+	500k	750k
	Supervisor - Assistant Manager	3-6+	300k	500k
	Assistant / Officer / Executive	1-3+	210k	300k
Analyst & Intelligence	Associate Director / Director / Head of a Division	15 +	600k	900k+
	Manager - Senior Manager	8-10+	450k	600k
	Supervisor - Assistant Manager	3-6+	350k	450k
	Assistant / Officer / Executive	1-3+	210k	300k
Strategy & Planning	Associate Director / Director / Head of a Division	15 +	600k	800k+
	Manager - Senior Manager	8-10+	400k	600k
	Supervisor - Assistant Manager	3-6+	280k	400k
	Assistant / Officer / Executive	1-3+	210k	280k

# Pharmaceutical, Healthcare & Life Science

In 2024, the Healthcare and Pharmaceuticals sector in Hong Kong witnessed significant developments that are shaping the recruitment landscape for 2025. The Hong Kong Government's continued efforts to streamline regulatory processes for clinical trials and drug approvals have positioned the city as a burgeoning hub for global pharmaceutical players. This regulatory environment, coupled with incentives to attract international R&D bases, has spurred growth in the sector, particularly in health tech startups and collaborations between local firms and international institutions.

A notable trend in 2024 was the increasing demand for professionals in Biotechnical R&D, Clinical Research and AI/Data roles. This demand is driven by the sector's rapid technological advancements and the need for specialised skills to navigate complex regulatory landscapes. The shortage of talent in these areas has prompted employers to adopt innovative recruitment strategies to stand out from competitors. Companies are offering competitive compensation packages, flexible working arrangements and opportunities for professional development to attract and retain top talent.

Professionals aiming to remain in demand over the next 10 years should focus on acquiring skills in Biotechnology, Biomedical Science and AI/Data analytics. These areas are expected to see sustained demand, particularly in Hong Kong and the Greater Bay Area (GBA). The emphasis on technical expertise and sector-specific knowledge highlights the importance of continuous learning and adaptation in this dynamic industry.

Comparing hiring activity in 2024 to the previous year, the overall level remained stable. However, there was a noticeable shift towards more technically specialised roles requiring specific sector experience and technical knowledge. This trend is expected to continue into 2025, with hiring activity increasingly focused on roles that support innovation and technological advancement.

Several major initiatives and developments are anticipated to impact hiring activity in 2025. Government policies aimed at fostering industry innovation and the continued development of health science technology trends will be key drivers. These initiatives are likely to create new opportunities for professionals with

expertise in emerging technologies and regulatory compliance.







In terms of salary trends, the industry saw an average increase of 10-15% for job switchers and promotions in 2024. For highly technical roles, such as those in R&D and drug discovery/diagnostics, salary increases of 25% or more were not uncommon. This trend is expected to persist in 2025, reflecting the high demand for specialised skills and the competitive nature of the sector. Normal salary increments are projected to remain within the 10-15% range, consistent with the previous year's trends.

In conclusion, the Healthcare and Pharmaceuticals sector in Hong Kong is poised for continued growth and transformation in 2025. Professionals equipped with the right skills and expertise will find ample opportunities in this evolving landscape, while employers will need to innovate their recruitment strategies to secure the talent necessary for success.



# → Pharmaceutical, Healthcare & Life Science

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>PHARMACEUTICAL</b>				
Sales & Marketing		Sales Director (Regional)	15 +	800k - 1.5m
		Area Manager	8 +	500k - 800k
		Marketing Director	15 +	900k - 1.5m
		Marketing Manager	10 +	600k - 850k
		Product Manager	5	400k - 650k
		Public Affairs Director	12 +	840k - 900k
R&D		R&D Director	15 +	1m - 2m
		Clinical Research Manager	7 +	500k - 650k
		Clinical Project Manager	5 +	450k - 600k
Regulatory Affairs & Quality		Medical Lead	10 +	780k - 850k
		Medical Affairs Manager	8 +	500k - 700k
		Product Manager	5 +	400k - 700k
		Regulatory Manager	8 +	500k - 750k
		Quality Manager	5 +	450k - 600k
		Senior Quality Engineer	5 +	420k+
		Quality Engineer	3-5	360k - 420k
<b>MEDICAL DEVICES</b>				
Sales & Marketing		Sales Director	12 +	900k - 1.3m
		Sales Manager	5	450k - 650k
		Sales Representative	3 +	360k - 450k
		Product Manager	5	500k - 650k
Regulatory and Engineering		Sales Engineer	5 +	420k - 550k
		Regulatory Manager	6 +	540k - 650k
Medical Practitioners & Medical Services		Doctor GP	6 +	2m - 3.6m+
		Senior / Physicist	5 +	1.2m - 2m+
		Radiographer I	6-10+	780k - 1m
		Radiographer II	3	600k - 700k
Veterinary		Veterinary Surgeon	8 +	1m+
		Veterinary Surgeon	5-8	720k - 1m
		Veterinary Technician	6 +	360k+
		Veterinary Technician	3-5	300k - 360k

# Insurance

In recent years, Hong Kong has become a magnet for professionals from mainland China's finance and technology sectors – drawn by the burgeoning opportunities in the city's revitalised insurance industry. Facing limited career prospects and stagnant wages in mainland China, these individuals are finding new avenues for income by selling insurance products in Hong Kong – where the industry has experienced renewed growth following the pandemic.

Hong Kong's insurance markets are poised for robust growth over the next few years. According to GlobalData, the personal accident and health insurance market in Hong Kong is expected to achieve a compound annual growth rate (CAGR) of 7.4% from 2024 to 2028 – with gross written premiums projected to rise from HKD\$21.4 billion (US\$2.7 billion) in 2024 to HK\$28.5 billion (US\$3.6 billion) by 2028. Similarly, the life insurance market is forecasted to grow at a CAGR of 4.1% during the same period – with direct written premiums increasing from HK\$459.9 billion (US\$58.7 billion) in 2024 to HK\$539.1 billion (US\$68.8 billion) by 2028.

The surge in insurance sales has proven to be highly profitable for agents, with top earners reporting substantial annual incomes driven by commissions and bonuses. This

growth is facilitated by Hong Kong's relaxed visa requirements, which have attracted a significant number of new arrivals from mainland China. These professionals, ranging from their 20s to 50s, are part of a broader trend of mainland Chinese shifting into Hong Kong's insurance sector as they seek more stable and lucrative career options.

Despite the promising opportunities, the path to success is not guaranteed for all. Some entrants face challenges due to stringent requirements imposed by both insurers and immigration authorities. Nonetheless, the demand for Hong Kong insurance products among mainland visitors continues to grow – indicating a positive outlook for the industry.

The Hong Kong insurance market is also witnessing a rise in mergers and acquisitions, as companies look to expand their market share and diversify their offerings. This consolidation trend is creating new opportunities for professionals in areas such as corporate strategy, financial analysis and business development.

In terms of recruitment, there is a strong demand for talent in actuarial science, risk management and regulatory compliance. The evolving regulatory landscape, particularly with the introduction of new solvency requirements, is

prompting insurers to seek experts who can navigate these complexities and ensure compliance.

Industry peers have noted a shift towards more flexible working arrangements, with remote work becoming a standard practice. This change is influencing recruitment strategies, as companies look for candidates who are adaptable and can thrive in a dynamic work environment.

Looking ahead, salary trends in the insurance sector are expected to reflect the industry's focus on digital skills and regulatory expertise. For job switchers, or those receiving promotions, salary increases are projected to range between 10-15%, while normal increments for existing employees are anticipated to be around 3-5%.



► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>DISTRIBUTION</b>				
Bancassurance Partnership	Head	15 +	1.2m	2.0m+
	Senior Manager - Senior Director	10-15	840k	1.2m+
	AssT. Manager - Manager	5-9	480k	800k
	Officer - Senior Analyst	0-4	280k	450k
Agency	Head	15 +	960k	1.5m+
	Senior Manager - Senior Director	10-15	720k	960k+
	AssT. Manager - Manager	5-9	420k	600k
	Officer - Senior Analyst	0-4	250k	430k
Brokerage	Head	15 +	960k	1.5m+
	Senior Manager - Senior Director	10-15	720k	960k+
	AssT. Manager - Manager	5-9	420k	600k
	Officer - Senior Analyst	0-4	240k	420k
Training & Development	Head	15 +	960k	1.2m+
	Senior Manager - Senior Director	10-15	700k	960k+
	AssT. Manager - Manager	5-9	450k	600k
	Officer - Senior Analyst	0-4	250k	440k
Marketing	Head	15 +	1m	1.5m
	Senior Manager - Senior Director	10-15	600k	800k+
	AssT. Manager - Manager	5-9	400k	700k
	Officer - Senior Analyst	0-4	240k	420k
<b>ACTUARIAL</b>				
Bancassurance Partnership	Head	15 +	1.4m	1.8m+
	Senior Manager - Senior Director	10-15	720k	1.2m+
	AssT. Manager - Manager	5-9	480k	720k
	Officer - Senior Analyst	0-4	250k	520k
Agency	Head	15 +	1.4m	1.8m+
	Senior Manager - Senior Director	10-15	900k	1.2m+
	AssT. Manager - Manager	5-9	520k	900k
	Officer - Senior Analyst	0-4	250k	550k

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>ACTUARIAL</b>				
Brokerage	Head	15 +	1.4m	1.8m+
	Senior Manager - Senior Director	10-15	900k	1.4m+
	AssT. Manager - Manager	5-9	520k	900k
	Officer - Senior Analyst	0-4	250k	500k
Training & Development	Head	15 +	1.2m	1.25m+
	Senior Manager - Senior Director	10-15	780k	1.2m+
	AssT. Manager - Manager	5-9	400k	780k
	Officer - Senior Analyst	0-4	250k	420k
<b>ACCOUNTING &amp; FINANCE</b>				
Generalist	Head	15 +	1.5m	2m+
	Senior Manager - Senior Director	10-15	800k	1.3m+
	AssT. Manager - Manager	5-9	400k	900k
	Officer - Senior Analyst	0-4	200k	320k
Financial Reporting	Head	15 +	1.5m	2m+
	Senior Manager - Senior Director	10-15	840k	1.5m+
	AssT. Manager - Manager	5-9	456k	780k
	Officer - Senior Analyst	0-4	200k	440k
Management Reporting	Head	15 +	1.6m	2m+
	Senior Manager - Senior Director	10-15	840k	1.6m+
	AssT. Manager - Manager	5-9	456k	720k
	Officer - Senior Analyst	0-4	210k	465k
Finance Operation	Head	15 +	1m	2m+
	Senior Manager - Senior Director	10-15	720k	1m+
	AssT. Manager - Manager	5-9	420k	660k
	Officer - Senior Analyst	0-4	200k	410k
Auditing	Head	15 +	1m	2m+
	Senior Manager - Senior Director	10-15	700k	1.2m+
	AssT. Manager - Manager	5-9	660k	840k
	Officer - Senior Analyst	0-4	220k	440k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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## GOVERNANCE

Compliance	Head	15 +	1.2m	2.0m+
	Senior Manager - Senior Director	10-15	900k	1.2m+
	AssT. Manager - Manager	5-9	400k	700k
	Officer - Senior Analyst	0-4	320k	420k
Legal	Head	15 +	1.2m	2.0m+
	Senior Manager - Senior Director	10-15	840k	1.2m+
	AssT. Manager - Manager	5-9	480k	840k
	Officer - Senior Analyst	0-4	350k	450k
Risk	Head	15 +	1.4m	2.4m+
	Senior Manager - Senior Director	10-15	840k	1.4m+
	AssT. Manager - Manager	5-9	450k	840k
	Officer - Senior Analyst	0-4	360k	470k

## OPERATIONS

Customer Service / Customer Experience	 Head	15 +	960k	1.2m+
	 Senior Manager - Senior Director	10-15	660k	960k+
	 AssT. Manager - Manager	5-9	360k	660k
	 Officer - Senior Analyst	0-4	220k	360k
Policy Administration	Head	15 +	960k	1.1m+
	Senior Manager - Senior Director	10-15	660k	960k+
	AssT. Manager - Manager	5-9	360k	540k
	Officer - Senior Analyst	0-4	210k	280k
Underwriting	Head	15 +	840k	1.8m+
	Senior Manager - Senior Director	10-15	600k	840k+
	AssT. Manager - Manager	5-9	420k	600k
	Officer - Senior Analyst	0-4	260k	420k
Claims	Head	15 +	1.2m	1.4m+
	Senior Manager - Senior Director	10-15	780k	1.2m+
	AssT. Manager - Manager	5-9	420k	600k
	Officer - Senior Analyst	0-4	220k	420k

► Range of Annual Base Salary (HKD)

		EXPERIENCE (YEARS)	MIN	MAX
<b>HUMAN RESOURCES</b>				
Generalist	Head	15 +	1.2m	1.4m
	Senior Manager - Senior Director	10-15	700k	1.2m+
	AssT. Manager - Manager	5-9	400k	900k
	Officer - Senior Analyst	0-4	240k	400k
Compensation & Benefits	Head	15 +		1.4m+
	Senior Manager - Senior Director	10-15	800k	1.4m+
	AssT. Manager - Manager	5-9	300k	800k
	Officer - Senior Analyst	0-4	220k	300k

# Properties and Real Estate

In 2024, Hong Kong's properties and real estate sector faced a dynamic landscape - influenced by economic fluctuations and evolving government policies on land usage. The market saw a notable decline in new projects, impacting hiring trends and creating a competitive environment for talent acquisition. Leasing roles experienced the highest talent shortage, highlighting a critical gap in the workforce.

Employers in the industry largely maintained the status quo, with minimal strategic initiatives to differentiate themselves in the recruitment market. This lack of proactive measures has contributed to a slowdown in hiring activities, as companies struggle to attract and retain skilled professionals. The hiring process has become more protracted, reflecting the cautious approach of employers amidst economic uncertainties.

Despite these challenges, the adoption of AI technologies has begun to reshape job roles and skill requirements. The integration of 3D

modeling and building information modeling (BIM) is increasingly prevalent, necessitating a workforce adept in these technologies.

Professionals with expertise in AI-driven tools are likely to remain in demand over the next five years, as the industry continues to embrace digital transformation.

Looking ahead to 2025, the properties and real estate sector in Hong Kong is poised for gradual recovery - contingent upon favourable economic conditions and supportive government policies. The focus on sustainable development and smart city initiatives is expected to drive new projects, potentially revitalising hiring activities.

However, the talent shortage in leasing roles may persist - urging employers to adopt innovative recruitment strategies to bridge this gap.

Salary trends in the industry indicate a moderate increase for job switchers, with a 10% rise anticipated, while promotions within companies are expected to see a similar increment. Normal salary

increments are projected to remain conservative, reflecting the cautious optimism prevailing in the market.






In conclusion, the properties and real estate sector in Hong Kong faces a challenging yet promising future. Employers must adapt to the evolving landscape by leveraging technology and implementing strategic recruitment initiatives to attract and retain top talent.

As the market navigates these changes, professionals equipped with the right skills and experience will continue to thrive - ensuring the sector's resilience and growth in 2025.



# → Properties and Real Estate

► Range of Annual Base Salary (HKD)

REAL ESTATE		EXPERIENCE (YEARS)	MIN	MAX
Property Management		General Manager / Director	15 +	1.3m - 2m+
		Head of Project Property Management	12-15+	840k - 1.3m
		Senior Manager	10-12+	600k - 900k
		Manager	5-10+	480k - 660k
		Senior Officer	2-5+	300k - 480k
Project Management		C-suite	20 +	2.8m+
		Project Director	15 +	2m+
		Senior Project Manager	12-15+	1m - 1.5m+
		Project Manager	10-15	720k - 1m+
		Assistant Project Manager	7-10	480k - 720k
Facilities Management		Facilities Director	12 +	1m - 1.5m+
		Facilities Manager	10 +	540k - 960k
		Assistant Facilities Manager	5-10	420k - 600k
Mall Management		Mall General Manager	15 +	1.2m - 1.8m+
		Centre Manager - Retail	10 +	660k - 960k
		Operations Manager	5-8+	420k - 600k
Leasing		Leasing Director	15 +	1m - 1.4m+
		Senior Leasing Manager	10 +	720k - 960k+
		Leasing Manager	5-10	540k - 750k
		Assistant Leasing Manager	5	420k - 540k
Asset Management		Asset Director	12 +	1.2m - 2m+
		Senior Asset Manager	10 +	750k - 1.2m
		Asset Manager	6-10	540k - 750k
		Assistant Asset Manager	3-6	420k - 540k
Valuation & Investment		Managing Director	15 +	2m+
		Property Investment Director	12-15+	1.4m+
		Property Investment VP	10-12+	950k - 1.4m
		Property Investment Manager	6 +	580k - 950k
		Property Investment Analyst	3-5+	360k - 580k
Property Development		Director	15 +	1.5m+
		Senior Surveyor / Manager	10-15+	800k+
		Surveyor / Manager	5-10	540k - 800k
		Assistant Surveyor	2-5	300k - 540k

# → Properties and Real Estate

► Range of Annual Base Salary (HKD)

REAL ESTATE		EXPERIENCE (YEARS)	MIN	MAX
Marketing & Promotion	Director / General Manager	15 +	1.2m+	
	Senior Manager	10 +	600k	960k
	Manager	5-10	480k	660k
	Assistant Manager	5	360k	480k
Property Sales	Director / General Manager	15 +	1.2m+	
	Senior Manager	10 +	600k	960k
	Manager	5-10	480k	660k
	Assistant Manager	5	360k	480k
Real Estate Fund Accounting	CFO / Financial Controller	15 +	2m+	
	Director	12-15+	1.4m+	
	Assistant VP / VP	10-15+	900k	1.4m
	Manager	6-12	580k	900k
	Associate	3-5+	360k	580k

# Staffing

The staffing sector in Hong Kong is navigating a dynamic landscape as it enters 2025. The industry is grappling with a talent shortage, particularly in sales roles such as branch relationship management and telesales – as well as project management positions focusing on PMO and digitalisation within the banking sector. Additionally, there is a notable scarcity of middle to high-level accounting professionals. This shortage is exacerbated by a competitive job market, influenced by the lingering effects of COVID-19 and increased migration, which has resulted in a smaller candidate pool, especially at the middle to senior levels.

Employers are adopting various strategies to differentiate themselves and attract the necessary talent. Career development opportunities, leadership programs and comprehensive training are pivotal in retaining and engaging employees. Furthermore, flexible work arrangements, office facilities for relaxation and entertainment, work-life balance, comprehensive benefits and a friendly culture are essential in attracting new talent.

Professionals aiming to remain in demand over the next 5-10 years must focus on acquiring skills in areas such as Know Your Customer (KYC), Customer Due Diligence (CDD), Anti-Money Laundering (AML), regulatory

compliance, financial crime compliance, accounting and project management, particularly in Project Management Office (PMO), digitalisation and digital transformation projects. These skills are crucial as the industry evolves and adapts to new challenges and opportunities.

The hiring activity in 2024 has been more competitive compared to previous years. The candidate pool has shrunk, prompting candidates to seek career opportunities and development beyond Hong Kong. This trend highlights the importance of offering attractive employment packages and conditions to retain local talent and attract international candidates.

Several major initiatives and developments are expected to impact hiring activity over the next year. The work-from-home policy and flexible work arrangements have become significant factors in job selection. Candidates increasingly prefer roles that offer hybrid work modes, reflecting a shift in work culture and expectations.

Economic indicators, such as GDP growth in Q1 and mid-2024, have shown positive trends, suggesting a stable economic environment that could support job growth and salary increases. This economic stability is crucial for the staffing sector as it seeks to recover and expand in the post-pandemic era.

Looking ahead, salary trends in the staffing sector indicate a promising outlook. For job switchers and those receiving promotions, salary increases are expected to range between 15% to 20%. Meanwhile, regular salary increments for existing employees are projected to align with these percentages – reflecting the competitive nature of the market and the need to retain skilled professionals.










In conclusion, the staffing sector in Hong Kong is poised for growth – driven by strategic employer initiatives, evolving skill requirements and favorable economic conditions. As the industry adapts to new challenges, it remains crucial for employers to offer competitive packages and flexible work arrangements to attract and retain top talent.



► Range of Monthly Base Salary (HKD)

EXPERIENCE (YEARS) MIN MAX

COMMERCIAL STAFFING

		EXPERIENCE (YEARS)	MIN	MAX
Accounting & Finance	Financial & Regulatory Reporting	8 +	70k	100k
	Financial & Regulatory Reporting	5-8	45k	70k
	Financial & Regulatory Reporting	1-4	28k	45k
	Product Control & Valuation	8 +	75k	100k
	Product Control & Valuation	5-8	50k	75k
	Product Control & Valuation	1-4	28k	40k
	Financial Controller	8 +	85k	120k
	Financial Controller	5-8	60k	85k
	Financial Controller	1-4	35k	60k
Governance	 Compliance - AML / Surveillance	8 +	80k	100k
	 Compliance - AML / Surveillance	5-8	45k	80k
	 Compliance - AML / Surveillance	1-4	25k	45k
	 Compliance and Control Analyst	8 +	80k	100k
	 Compliance and Control Analyst	5-8	45k	80k
	 Compliance and Control Analyst	1-4	25k	45k
Business Operations	Client Servicing	8 +	65k	90k
	Client Servicing	5-8	40k	65k
	Client Servicing	1-4	20k	40k
	 KYC / Client Onboarding	8 +	70k	100k
	 KYC / Client Onboarding	5-8	40k	70k
	 KYC / Client Onboarding	1-4	20k	40k
	Trade Support & Settlement	8 +	50k	75k
	Trade Support & Settlement	5-8	35k	50k
	Trade Support & Settlement	1-4	20k	35k
	Settlement	8 +	50k	75k
	Settlement	5-8	35k	50k
	Settlement	1-4	20k	35k
	Administrator	8 +	50k	75k
	Administrator	5-8	35k	50k
	Administrator	1-4	20k	35k

► Range of Monthly Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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**COMMERCIAL STAFFING**

		EXPERIENCE (YEARS)	MIN	MAX
Business Operations	Business Specialist	8 +	50k	75k
	Business Specialist	5-8	35k	50k
	Business Specialist	1-4	20k	35k
	Procurement	8 +	50k	75k
	Procurement	5-8	35k	50k
	Procurement	1-4	20k	35k
Projects	Business Analyst	8 +	65k	90k
	Business Analyst	5-8	40k	65k
	Business Analyst	1-4	20k	40k
	Project Manager (CRM)	8 +	65k	90k
	Project Manager (CRM)	5-8	40k	65k
	Project Manager (CRM)	1-4	20k	40k
Mall Management	Operational Risk	8 +	70k	90k
	Operational Risk	5-8	45k	70k
	Operational Risk	1-4	20k	45k
	Project Manager (CRM)	8 +	65k	90k
	Project Manager (CRM)	5-8	40k	65k
	Project Manager (CRM)	1-4	20k	40k

**COMMERCIAL STAFFING - CORPORATE PROFESSIONALS**

Financial Accounting	Controller	8-12+	80k+	
	Senior Finance Manager	10 +	70k+	
	Finance Manager	5-10+	50k+	
	Accounting Manager / Accountant	3-5+	40k	65k
	Assistant Accountant	3-5+	28k	35k+
	Accounts Clerk	3-5+	20k	28k
Audit / Internal Control	Internal Audit Manager	5-10+	80k+	
	Internal Auditor	3-5+	45k	55k
Property Investment	Senior Analyst	15 +	50k	70k
	Analyst	12-15+	30k	50k
	Analyst (Data)	10-12+	20k	25k
Treasury	Treasury Specialist	15 +	40k	80k

► Range of Monthly Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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**COMMERCIAL STAFFING - HR & ADMINISTRATION**

HR Generalist	Senior HR Business Partner	10-12+	70k+	
	HR Business Partner	5-8+	50k	65k
	Senior HR Manager	15 +	65k+	
	Manager	5-10+	45k	65k
	Assistant Manager	6-8+	35k	45k
	Senior HR Officer	5-7+	25k	35k
	HR Generalist / Officer	3-5	25k	30k
	HR Assistant	1-3	17k	25k
Compensation & Benefits	Senior Analyst	15 +	45k	65k
	Senior Analyst	3-5	25k	35k
Talent Acquisition	Manager	15 +	45k	65k
	Executive / Officer	3-5	25k	30k
Learning & Development	Manager	15 +	45k	65k
	Executive / Officer	3-5	25k	30k
Business Support	Office Manager	6-10+	40k	70k
	Office Manager	3-5	30k	50k
	Personal Assistant	6-10+	35k	55k
	Personal Assistant	3-5	25k	30k
	Executive Secretary	6-10+	35k	55k
	Executive Secretary	3-5	25k	35k
	Secretary	3-8	25k	35k
	Administrative Manager	6-10	35k	60k
	Administrative Officer	4-8	25k	35k
	Administrative Assistant	0-3	15k	22k
	Driver	3-8	25k	38k
	Receptionist	0-5	16k	30k
Tea Lady	0-1	15k	20k	

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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**IT CONTRACTING**

Executive / General Management (Banking)		Service Delivery Manager	10-15	900k	1.2m
		IT Manager	8-12	720k	950k
Executive / General Management (Non-banking)		Service Delivery Manager	10-15	1.08m	1.25m
		IT Manager	8-12	960k	1.1m
Project Management (Banking)		Program Manager	10-15	800k	1.1m
		Project Manager	8-12	800k	1.1m
		Business Analyst	8-12	750k	950k
		Project Management Officer	8-12	500k	850k
		Project Analyst	5-8	400k	650k
		Solution Architect	8-12	800k	1.1m
	Project Management (Non-banking)		Program Manager	10-15	800k
		Project Manager	8-12	800k	1m
		Business Analyst	8-12	750k	950k
		Project Management Officer	8-12	500k	850k
		Project Analyst	5-8	400k	600k
		Solution Architect	8-12	800k	1m
Blockchain (Banking)		Solutions Architect	10 +	900k	1.4m
		Blockchain Developer	3-5	450k	800k
		Project Manager	10 +	450k	800k
Blockchain (Non-banking)		Solutions Architect	10 +	900k	1.4m
		Blockchain Developer	3-5	450k	800k
		Project Manager	10 +	450k	800k
Software / Application Development (Banking)		Application Architect	8 +	850k	1.3m
		Application Manager	8-12	800k	1.1m
		System Analyst	5-8	800k	950k
		Analyst Programmer	2-5	500k	850k
		Programmer	0-2	300k	550k
		Application Support	3-5	300k	650k
		Trade Floor Support	3-5	500k	800k

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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## IT CONTRACTING




Category	Role	Experience (Years)	Min Salary (HKD)	Max Salary (HKD)
Software / Application Development (Non-banking)	Application Architect	8 +	950k	1.25m
	Application Manager	8-12	850k	1.05m
	System Analyst	5-8	800k	950k
	Analyst Programmer	2-5	400k	800k
	Programmer	0-2	260k	400k
Data Analysis (Banking)	Application Support	3-5	400k	850k
	Data Architect	10 +	750k	1.35m
	Snr Data Scientist	8-10	750k	1.2m
	Data Scientist	5-8	600k	1.1m
	Machine Learning Specialist	5-8	500k	1.05m
	Machine Learning Specialist	3-5	500k	750k
	AI Specialist	5-8	450k	950k
Data Analysis (Non-banking)	AI Specialist	3-5	450k	850k
	Data Architect	10 +	750k	1.25m
	Snr Data Scientist	8-10	750k	1.15m
	Data Scientist	5-8	550k	1m
	Machine Learning Specialist	5-8	450k	950k
	Machine Learning Specialist	3-5	450k	750k
	AI Specialist	5-8	400k	950k
Ecommerce / Mcommerce (Banking)	AI Specialist	3-5	450k	800k
	Technical Manager	8-12	800k	1.2m
	Application Manager	8-12	650k	1.05m
	CRM / Data Analyst	5-8	550k	850k
	UX / UI Specialist	5-8	400k	600k
	Mobile Apps Architect	8 +	600k	950k
	Mobile Apps Developer	3-5	650k	950k
	Mobile Apps Developer	1-3	350k	700k
Graphic Designer	5-8	220k	450k	

► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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**IT CONTRACTING**

Ecommerce / Mcommerce  
(Non-banking)

	EXPERIENCE (YEARS)	MIN	MAX
Technical Manager	8-12	800k	1.05m
Application Manager	8-12	650k	900k
CRM / Data Analyst	5-8	550k	800k
UX / UI Specialist	5-8	400k	550k
 Mobile Apps Architect	8 +	600k	950k
 Mobile Apps Developer	3-5	650k	950k
 Mobile Apps Developer	1-3	350k	650k
Graphic Designer	5-8	220k	450k

# Logistics & Supply Chain

In 2025, the Supply Chain and Logistics sector in Hong Kong is navigating a complex landscape shaped by global economic shifts and technological advancements. The sector is witnessing significant mergers and acquisitions (M&A) activity, with both small and medium enterprises (SMEs) and multinational corporations (MNCs) engaging in strategic consolidations. This trend is driven by the need to enhance service offerings, particularly in end-to-end solutions where third-party logistics providers (3PLs) are expanding their capabilities through joint ventures and M&A to integrate carrier and freight forwarding services.

The hiring landscape is challenging, with a noticeable demand for sales talent as the market grapples with post-COVID downturns. Companies are actively seeking professionals who can drive sales and maintain client relationships in a competitive environment. However, the industry faces a significant talent shortage – particularly in junior roles requiring 3-5 years of experience across various functions such as sales, operations and procurement. This shortage is exacerbated by the evolving skill requirements driven by technological integration and the need for advanced relationship management skills.

Employers are adopting innovative strategies to attract and retain talent. There is a marked improvement in compensation and benefits (C&B) packages, including work-from-home options, flexible hours and international opportunities. Additionally, many companies are investing in employer branding initiatives to enhance their market presence and appeal to potential candidates.

The skills landscape is evolving, with a strong emphasis on relationship management – a critical component in logistics despite technological advancements. Professionals must adapt to the changing demands by developing skills that blend traditional logistics expertise with modern technological competencies.

Comparing hiring activity to previous years, there has been a decline in 2024 compared to 2023 – continuing a trend observed since 2022. This reduction in hiring is partly due to economic uncertainties and the impact of major corporate developments. Notably, two of the world's largest companies have announced M&A plans, which are expected to release a significant pool of talent into the market, potentially easing some of the talent shortages.

The adoption of AI technologies is reshaping job roles and skill requirements, necessitating a workforce that is adept at leveraging technology to enhance operational efficiency. As AI continues to permeate the industry, professionals must upskill to remain relevant and competitive.






Changes in working modes, such as the rise of remote work and hybrid models, are influencing hiring and retention strategies. Companies are increasingly offering flexible work arrangements to accommodate the evolving preferences of the workforce, which is becoming a critical factor in attracting and retaining talent.

Looking ahead, salary trends for 2025 indicate a consistent pattern of approximately 20% increments for job switchers and internal promotions – reflecting the ongoing demand for skilled professionals and the competitive nature of the Supply Chain and Logistics sector in Hong Kong.



# → Logistics & Supply Chain

► Range of Annual Base Salary (HKD)

	EXPERIENCE (YEARS)	MIN	MAX
<b>SUPPLY CHAIN</b>			
Regional Procurement Direct / Indirect Director	12-18	1.56m	2m
Head of Pre-production	10-15	1.08m	1.44m
Factory General Manager	10-15	1.08m	1.44m
Head of Supply Chain	10-15	1.08m	1.44m
Supply Chain Director	10-15	1.08m	1.2m
Manufacturing Excellence	10-15	1.08m	1.2m
Trade Compliance Director	8-10	840k	960k
Trade Compliance Manager	5-8	420k	600k
Supply Chain Manager 	5-8	540k	780k
Logistics Manager	5-8	480k	660k
Distribution Manager	5-8	420k	600k
Procurement Manager	5-8	600k	660k
Supply Chain Supervisors 	3-5	300k	360k
Supply Chain Officer 	1-2	234k	260k
<b>THIRD PARTY LOGISTICS</b>			
General Manager	10-15	720k	1.2m
Director Import / Export	10-15	840k	960k
Area Sales Manager (Express)	5-8	390k	480k
Business Implementation Manager	5-8	520k	585k
Ecommerce Sales Manager	5-8	390k	410k
Sea / Air Sales Manager 	5-8	390k	520k
Sea / Air Operation Manager	5-8	520k	624k
Warehouse Manager 	5-8	390k	540k
Transportation Manager	5-8	264k	540k
Field Sales Supervisors 	3-5	253k	370k
Head of Sales	10-20	600k	1m
Global Sales / MNC Sales	10-20	500k	800k
Product Director	10-20	600k	1.1m

# Technology

In 2025, the technology sector in Hong Kong continues to evolve – driven by rapid advancements and strategic developments. The Greater Bay Area (GBA) remains a focal point for growth and collaboration, with the region ranked as the world's second-best in performance by the Global Innovation Index. This recognition underscores the area's potential in fostering innovation and technology (I&T) industries, particularly in biotechnology, artificial intelligence (AI), smart city solutions and financial technologies (fintech).

Hong Kong's investment in research and development has nearly doubled over the past decade, reflecting the city's commitment to maintaining its competitive edge. However, the industry faces a significant talent shortage – exacerbated by the departure of over 140,000 professionals from the workforce in the last two years. Key roles experiencing shortages include AI and machine learning experts, cloud computing specialists, data scientists and security engineers.

To address these challenges, companies are investing heavily in upskilling programs for their current workforce – focusing on emerging technologies, soft skills and industry-specific knowledge. Employers are also showcasing exciting tech projects and

innovative solutions to attract tech enthusiasts. Despite these efforts, external factors such as economic conditions and company restructuring continue to influence hiring decisions.

Professionals in the technology sector must develop skills in AI, cloud computing, cybersecurity and data management to remain competitive over the next 5-10 years. These areas align closely with the current skill shortages and are critical for future demand.

The hiring landscape in 2024 was relatively subdued compared to previous years, influenced by economic conditions and industry trends. Companies have adjusted their recruitment strategies based on market conditions, financial stability and growth projections. Looking ahead, organisations are increasingly prioritising employee mental health – with well-being programs and work-life balance initiatives becoming key factors in talent attraction and retention.

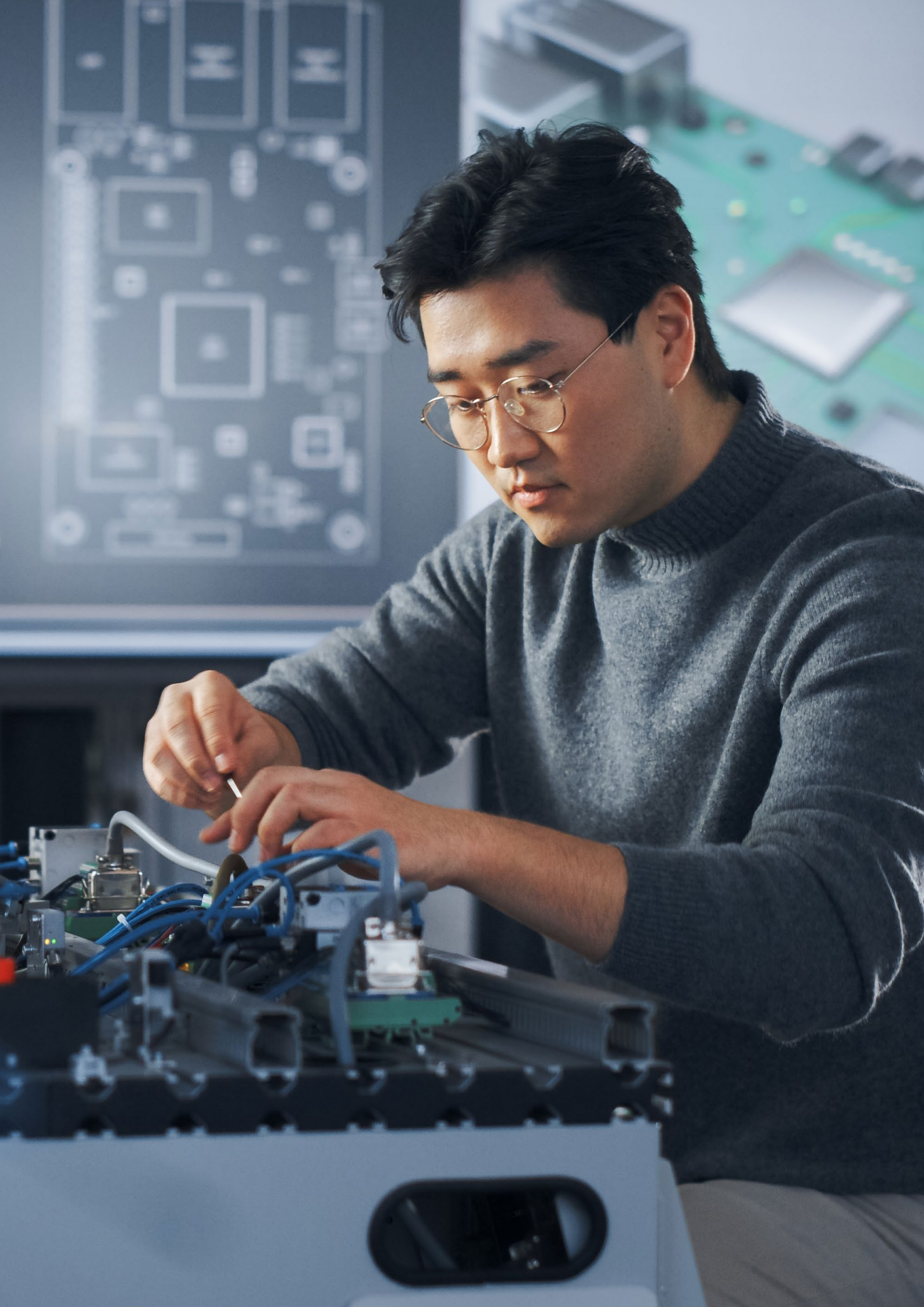
AI and automation continue to shape the recruitment landscape, with AI-powered tools automating various aspects of recruitment processes. However, these technologies have not yet replaced entire industries – and their full impact on recruitment is still unfolding. The adoption of AI technologies is also transforming

job roles and skill requirements, with automation enhancing some roles while displacing others. Generative AI tools like ChatGPT and Midjourney are already making a significant impact.









The pandemic has accelerated the adoption of remote work, allowing tech professionals to work from anywhere and breaking down geographic barriers. Many candidates now expect flexibility in work-from-home policies, with companies offering flexible options more attractive to potential hires.

In terms of salary trends, candidates negotiating with new employers often aim for a raise ranging from 15% to 25%. This trend reflects the competitive nature of the job market and the demand for skilled professionals. For those seeking promotions or standard salary increments within their current roles, the increase typically ranges from 3% to 5% – aligning with industry standards and economic conditions.

As the technology sector in Hong Kong continues to navigate these dynamic changes, companies and professionals alike must remain agile and forward-thinking to capitalise on emerging opportunities and address ongoing challenges.



► Range of Annual Base Salary (HKD)

	EXPERIENCE (YEARS)	MIN	MAX
<b>EXECUTIVE / GENERAL MANAGEMENT</b>			
CIO / CTO	15 +	1.8m+	
Head of IT (Regional)	12-15	1.3m+	
Head of IT	10-15	1.1m+	
Service Delivery Manager	10-15	720k	960k
IT Manager	8-12	660k	960k
<b>PROJECT MANAGEMENT</b>			
Program Manager	10-15	900k+	
Project Manager 	8-12	660k	850k
Business Analyst 	5-12	420k	700k
Project Management Officer	5-8	360k	540k
Project Analyst	3-5	300k	360k
Solution Architect	8-12	660k	960k
<b>INFRASTRUCTURE</b>			
Network Specialist 	5-8	540k	800k
Network Specialist 	3-5	336k	624k
Storage Specialist	5-8	540k	660k
Storage Specialist	3-5	300k	540k
Database Administrator	5-8	480k	660k
Database Administrator	3-5	300k	480k
Helpdesk Specialist 	5-8	384k	576k
Helpdesk Specialist 	3-5	264k	384k
System Administrator	5-8	480k	660k
System Administrator	3-5	300k	480k
IT Audit / Security 	5-8	600k	900k
IT Audit / Security 	3-5	420k	600k







► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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### SOFTWARE / APPLICATION DEVELOPMENT

Application Architect	8 +	720k	1.2m+
Application Manager	8-12	720k	1.2m+
Development Lead 	8 +	720k	1.2m+
System Analyst 	5-8	600k	900k
Analyst Programmer 	2-5	396k	600k
Programmer 	0-2	264k	360k
Application Support	3-5	330k	600k
UX / UI Specialist	5-8	480k	660k
Mobile Application Architect	8 +	720k+	
Mobile Application Developer 	3-5	480k	660k
Mobile Application Developer 	1-3	264k	480k
Trade Floor Support	3-5	480k	720k











### DATA ANALYTICS / AI

Data Architect	10 +	1.2m+	
Senior Data Scientist / Senior Machine Learning Specialist	8-10	1.2m+	
Data Scientist / Machine Learning Specialist	5-8	600k	1.2m
Machine Learning Specialist 	5-8+	720k+	
Senior Data Engineer 	5-8+	720k+	
Data Engineer 	3-5	540k	720k+
AI Specialist	5-8+	720k+	
AI Specialist 	3-5	540k	720k+
Senior Data Analyst 	5 +	480k	600k
Data Analyst 	3-5	396k	480k

### BLOCKCHAIN

Solutions Architect	8 +	1.2m+	
Blockchain Developer	3-5	480k	780k
Product Manager	6 +	720k+	
Web3 Application Development	5 +	720k+	
Application Ecosystem Management	5 +	540k	720k



► Range of Annual Base Salary (HKD)

	EXPERIENCE (YEARS)	MIN	MAX
<b>CLOUD TECHNOLOGY</b>			
Solution Architect 	8 +	780k	1.2m+
Solution Consultant 	3-5	420k	660k
Product Manager	5-8	600k	900k
Infrastructure Engineer 	5-7	480k	720k+
<b>OTHERS</b>			
Technical Manager	8-12	800k	1.2m+
Application Manager 	8-12	720k	1m
Director of Loyalty	8-12		1.2m+
Loyalty Manager	5-10	720k	900k
CRM / Data Analyst 	5-8	480k	600k
Information Architect	5-8		720k+
SEO / SEM 	5-8	420k	600k
Digital Graphic Designer	5-8	360k	480k
<b>SERVICE AND SOLUTION SALES (BASIC SALARY)</b>			
Regional Sales Director	15 +		1.5m+
Sales Director	12 +		1.2m+
Business Development Manager (Regional)	8 +		720k+
Business Development Manager 	5 +		500k+
Business Development Manager 	1-5	300k	500k
Sales Manager 	3 +		360k+
Sales Manager 	1	240k	360k
Senior Account Manager	1-3	240k	360k
Account Manager	3-5	360k	500k
Account Manager	1-3	240k	360k



► Range of Annual Base Salary (HKD)

EXPERIENCE (YEARS)	MIN	MAX
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### PRE-SALES

Regional Solution Architect	8 +	1m+
Regional Consultant	8 +	840k+
Solution Architect	6 +	780k+
Solution Consultant 	5	500k+
Solution Consultant 	3-5	Up to 600k
Solution Consultant	1-3	Up to 480k

### PRODUCT DEVELOPMENT / MANAGEMENT

Product Manager	5-8	480k	1m+
Product Manager 	3-5	360k	600k
Product Analyst	3-5	360k	600k
Product Engineer	3-5+	480k+	
Product Engineer 	1-3	360k	480k



### NETWORK AND SYSTEM ENGINEERING

Network / System 	8 +	540k	1m+
Network / System 	5-8	480k	600k
Network / System 	1-3	240k	480k




### DATA CENTRE

Head of Operations	12 +	1m+	
Operations Manager 	5	480k+	
Operations Engineer	5	540k+	
Operations Engineer 	1-5	240k	540k
Product Manager	5	480k+	
Product Engineer	5	540k+	
Product Engineer	1-5	240k	540k
Technical Officer	0-8	180k	550k

► Range of Annual Base Salary (HKD)

	EXPERIENCE (YEARS)	MIN	MAX
<b>TELECOMMUNICATIONS / CONNECTIVITY</b>			
Service Delivery Manager	5-10+	600k	840k+
Core Network Engineer	3-5+	360k	600k+
Senior IP Network Engineer	5-10+	540k	960k
IP Network Engineer 	3-5	360k	540k
Wireless Engineer 	2-5	360k	540k

**CYBERSECURITY**

CISO	15	1.8m+	
Head / Director	12	1.3m	1.8m+
Senior Manager	8-15	1m	1.32m+
Manager 	6-10	800k	1m
Assistant Manager	5-7	500k	900k
Security Specialist 	3-5	400k	800k
Security Analyst 	1-3	312k	480k





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