

# Salary Index 2025



General Office &  
Administrative  
Support / IT



Japanese  
Market



Industrial &  
Manufacturing



Consumer

香港最大級の人材紹介会社としての信頼をもとに多数の非公開求人をご用意しています。またアジア・オセアニア13か国地域にまたがるグループのネットワークを活用して、幅広い求人の紹介をいたします。

# 洞察

2024年、香港の人材採用市場は、景気の不透明感が続く中、大きな課題に直面した。景気低迷により、特に中国本土の景気低迷の影響を大きく受けた製造・貿易・物流といったインダストリアル業界では、慎重な採用活動が行われた。また一部の企業ではこれまで香港で採用していた営業人材を中国本土（工場や顧客により近い場所）での採用に切り替えたり、香港オフィスの一部機能（営業サポートやオペレーション）をより人材コストの低い国へ移管している。

小売・消費財・飲食といったコンシューマー業界も苦境に立たされ、北上消費や円安といった要因によって、香港国内での消費が減少し、各企業が影響を受けた。こうした要因がビジネスの成長停滞を招き、欠員・増員含め人材補充を見送るケースもみられた。

これらの流れは今後も続き、香港での日系企業からの求人は減少傾向が予想される。

一方人材マーケットでは、労働者不足が続いている。また、人材が転職をする際には昇給とキャリアアップを求める傾向は変わっていない。その中で、ワークライフバランスや従業員全体のウェルビーイングも、企業の安定性や社風と並んで、人材が転職する際の検討材料として重視されるようになった。

2024年の転職成功者の昇給率は全体で10～20%となった。（マーケティング職：14～20%、営業職：12～18%、営業アシスタント：10-15%、経理職：15-20%以上）

財務やITなど専門的な知識を必要とする職種については、20%以上の昇給もみられた。



# Industrial & Manufacturing

## Engineering

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10+	50K+
Assistant Manager	8+	40-55K
Senior Engineer	5+	38-48K
Engineer	3-5	27-38K
Assistant Engineer	0-2	22-26K
Technician	0-2	18-22K

## Procurement

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10+	40-50K
Assistant Manager	8+	30-40K
Senior Purchaser	5+	26-30K
Buyer / Purchaser	3-4	23-26K
Clerk / Assistant	0-2	18-22K



# Industrial & Manufacturing

## Quality Assurance / Quality Control / Production Control

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	10+	42-55K
Assistant Manager	8+	30-42K
Senior Engineer / Supervisor	5+	26-30K
Officer / Engineer	3-4	23-26K
Clerk / Assistant	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	21-25K
Clerk / Assistant	0-2	17-20K



# 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	20-23K

## Sales Coordinator / Assistant

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8+	30-35K
Supervisor	5+	26-30K
Senior Officer	3-5	22-26K
Coordinator	0-2	18-21K



## Consumer - Retail B2C

### Sales / Operation

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Area Manager	8+	32-50K
Shop Manager	5+	28-40K
Shop Supervisor	3+	20-25K
Front Line Staff / Shop Sales	1+	16-20K
Trainer	3+	25K+
Customer Service Manager	5+	25-28K
Customer Service	0-2	16-18K
Operation Manager	5+	30K+
Clerk / Supporting Staff	0-2	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	0-2	18-23K



# Consumer - FMCG(B2B)

## Sales / Operation

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Regional Sales	3+	32K+
Key Account Manager	5+	32-40K
Key Account Executive	3+	22-28K
Sales Manager	5+	30-40K
Sales Executive	3+	22-28K
Sales Assistant	0-2	17-20K



## Consumer - FMCG(B2B)

### Supply Chain / Inventory Control

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

### Procurement

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
<b>Manager</b>	<b>5+</b>	<b>30-50K</b>
<b>Assistant Manager</b>	<b>3+</b>	<b>25-40K</b>
<b>Executive</b>	<b>1+</b>	<b>17-25K</b>



# 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+	18-25K
Shipping Clerk	2+	18-23K

## 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	0-2	17-20K



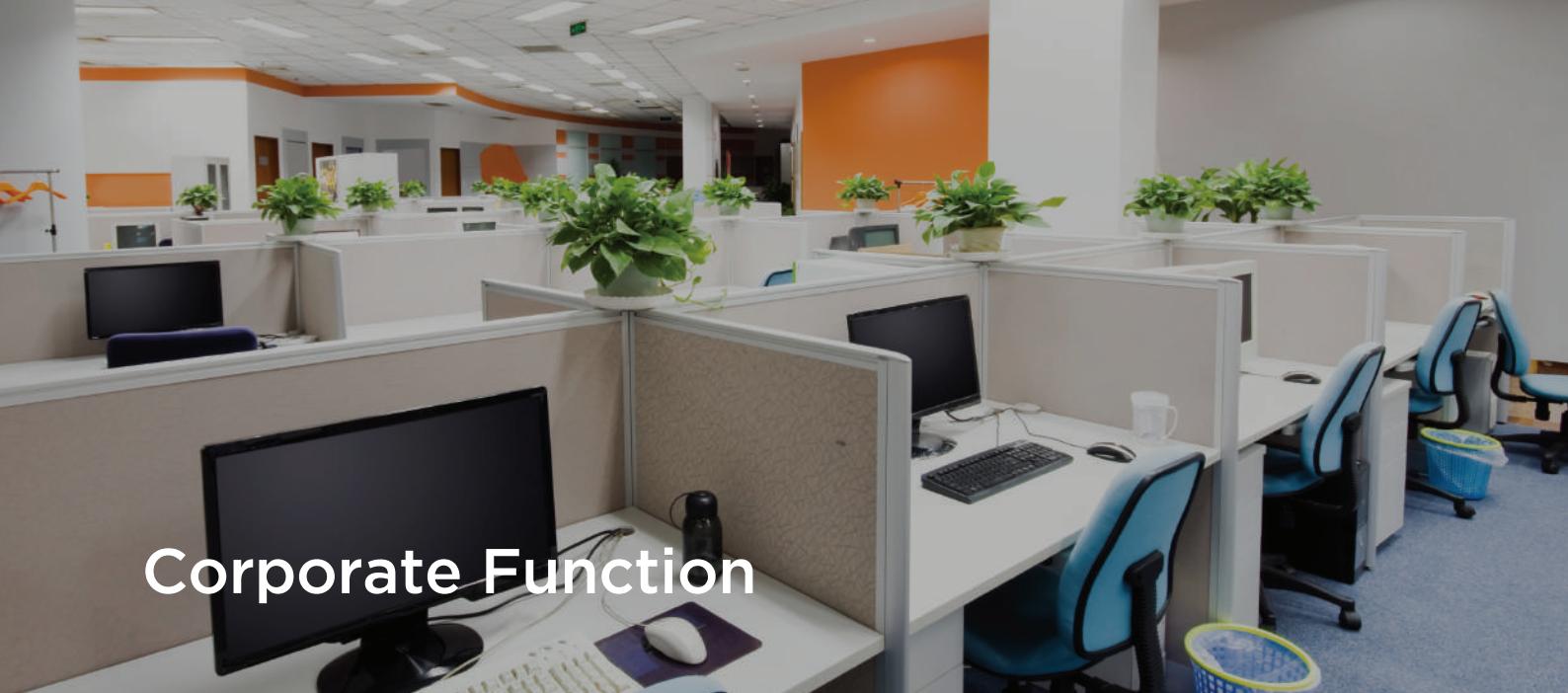
# Consumer - Lifestyle & Products

## Quality Control / Quality Assurance

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	5+	28K
Specialist	3+	20-30K
Clerk / Assistant	0-2	16-18K

## Marketing / Digital Marketing / E-Commerce

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	6+	40-50K
Assistant Manager	5+	32-38K
Executive	3-4	22-25K
Assistant	0-2	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+	32-40K
Qualified Accountant	5+	35K+
Financial Planning & Analysis	5+	35K+
Accountant	5+	28-35K
Assistant Accountant / Officer	3-5	23-27K
Clerk / Assistant	1-3	19-23K
Fresh Graduate	0	18K+

### Corporate Planning

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Manager	8+	40K+
Assistant Manager	5+	35K+
Supervisor	4+	30K+
Officer	3+	26K+



# 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+	32-38K
Senior Officer	5+	26-32K
Officer / Executive	3-5	23-28K
Assistant	1-3	18-22K
Fresh Graduate	0	17K+

## Secretarial / Personal Assistant

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Executive Secretary	7+	30K+
Personal Assistant	5	28K+
Secretary	4+	25-40K
Junior Secretary	1-3	19-24K
Fresh Graduate	0	18K+



# Corporate Function

## Administration

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Senior Admin Manager	8+	40K+
Manager	8+	35K+
Assistant Manager	5+	30-35K
Administrative Officer	3+	20-26K
Clerk / Assistant	1+	18-22K
Receptionist	1+	18K+
Fresh Graduate	0	17K+

## Translator

Occupation Title	Experience (years)	Range of Monthly Salary (HKD)
Translator	4+	28K+
Junior Translator	1-3	20-25K
Fresh Graduate	0	18K+



# 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+	Up to 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+	Up to 30K

### Administration / Accounting / Human Resources / Secretarial / PA

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



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