

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。

A large industrial facility, possibly a refinery or chemical plant, at night. The scene is illuminated by numerous bright lights, highlighting the complex network of pipes, towers, and storage tanks. The sky is dark, and the overall atmosphere is one of intense industrial activity.

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 |

A photograph of a modern industrial manufacturing facility. In the foreground, there is a large blue machine with a control panel featuring a screen and various buttons. The background shows a spacious factory floor with yellow overhead cranes, metal shelving units, and other industrial equipment. The lighting is bright, typical of a large indoor industrial space.

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) |
|---------------------|--------------------|-------------------------------|
| Manager | 8+ | 30-50K |
| Assistant Manager | 5+ | 22-35K |
| Officer / Executive | 3+ | 20-25K |
| Clerk / Assistant | 1+ | 16-18K |

Procurement

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



Consumer - Lifestyle & Products

Sales / Operation

| Occupation Title | Experience (years) | Range of Monthly Salary (HKD) |
|-------------------|--------------------|-------------------------------|
| Manager | 8+ | 32K+ |
| Assistant Manager | 5+ | 28-35K |
| Executive | 1+ | 17-20K |
| Sales Coordinator | 2+ | 18-25K |
| 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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