

Nordic Salary Survey

北欧在华企业 薪酬调查报告

2023-2024

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CONTENTS

About the survey	3	Salary levels - Consuming	22
Global and local HQ of participating companies	4	Salary levels - Consuming, Senior Management	23
Global and local size of participating companies	5	Salary levels - Consuming - Positions	24-28
Salary increases	6-7	Salary levels - Technology	29
Bonuses	8	Salary levels - Technology, Senior Management	30
Attracting and retaining key talent	9	Salary levels - Technology, Positions	31-35
Evaluate white collar staffs retaining measures	10	Salary levels - Healthcare & Life Science	36
Evaluate channels for acquiring white collar staffs	11	Salary levels - Healthcare & Life Science, Senior Management	37
Plans to increase the workforce in China	12	Salary levels - Healthcare & Life Science - Positions	38-42
Participants by industry	13	Salary levels - Energy	43
How to interpret the results	14	Salary levels - Trading & Sourcing	44
Salary levels - Industrial	15	Acknowledgements	45
Salary levels - Industrial, Senior Management	16		
Salary levels - Industrial - Positions	17-21		

About the survey



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Upcom conducted 2020-2021, 2021-2022 and 2022- 2023 Nordic Salary Survey by the end of 2020, 2021 and 2022, looking at individual salary levels for the most common roles across what we identified as the most common industries for Nordic companies to operate in, as well as other topics around remuneration, attraction, retention, recruitment plan. In 2023, we decide to once again conduct a comprehensive survey on those topics.

With around 160 respondents from Nordic companies in origin, across a multitude of sizes, industries, and regions, we feel that the data this report is based on quite closely represents the Nordic business landscape in China and as such can feel comfortable this data also reflects the reality your company faces around mentioned topics.

We deeply appreciate the support that we have received from the participating companies and Finncham Shanghai. We are certain that the results can make an impact on business decisions taken henceforth.

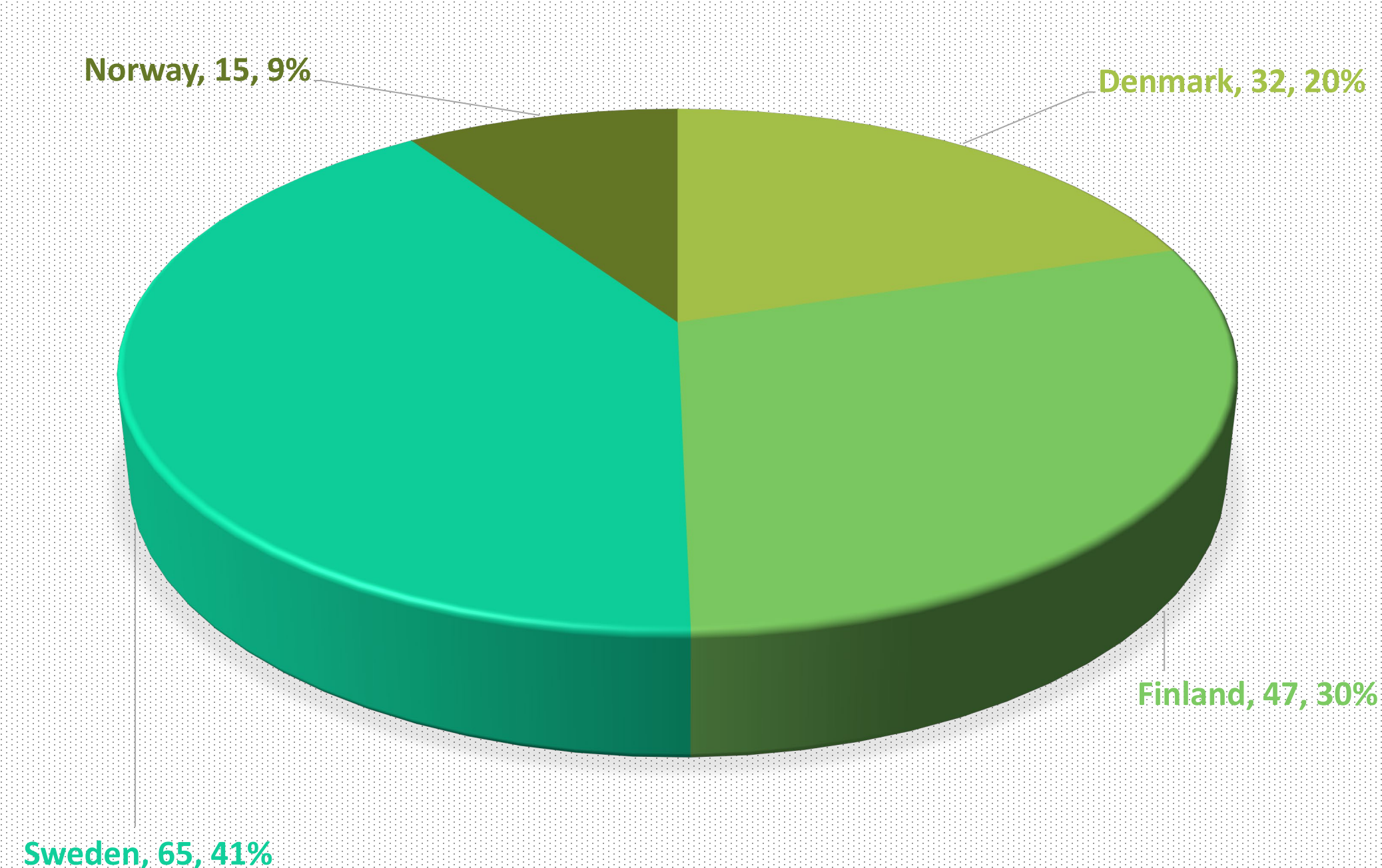
The survey covers the most common industries for Nordic companies in China, with a particular focus on Industrial, Consuming, Healthcare & Life Science, Technologies, Energy and Trading & Sourcing sectors. For each sector we have covered salary levels for the most common positions, while also asking general questions on expected salary increases, bonuses and more.

Should you have questions pertaining to results of the survey that are not presented in the report please do not hesitate to contact us for further information.

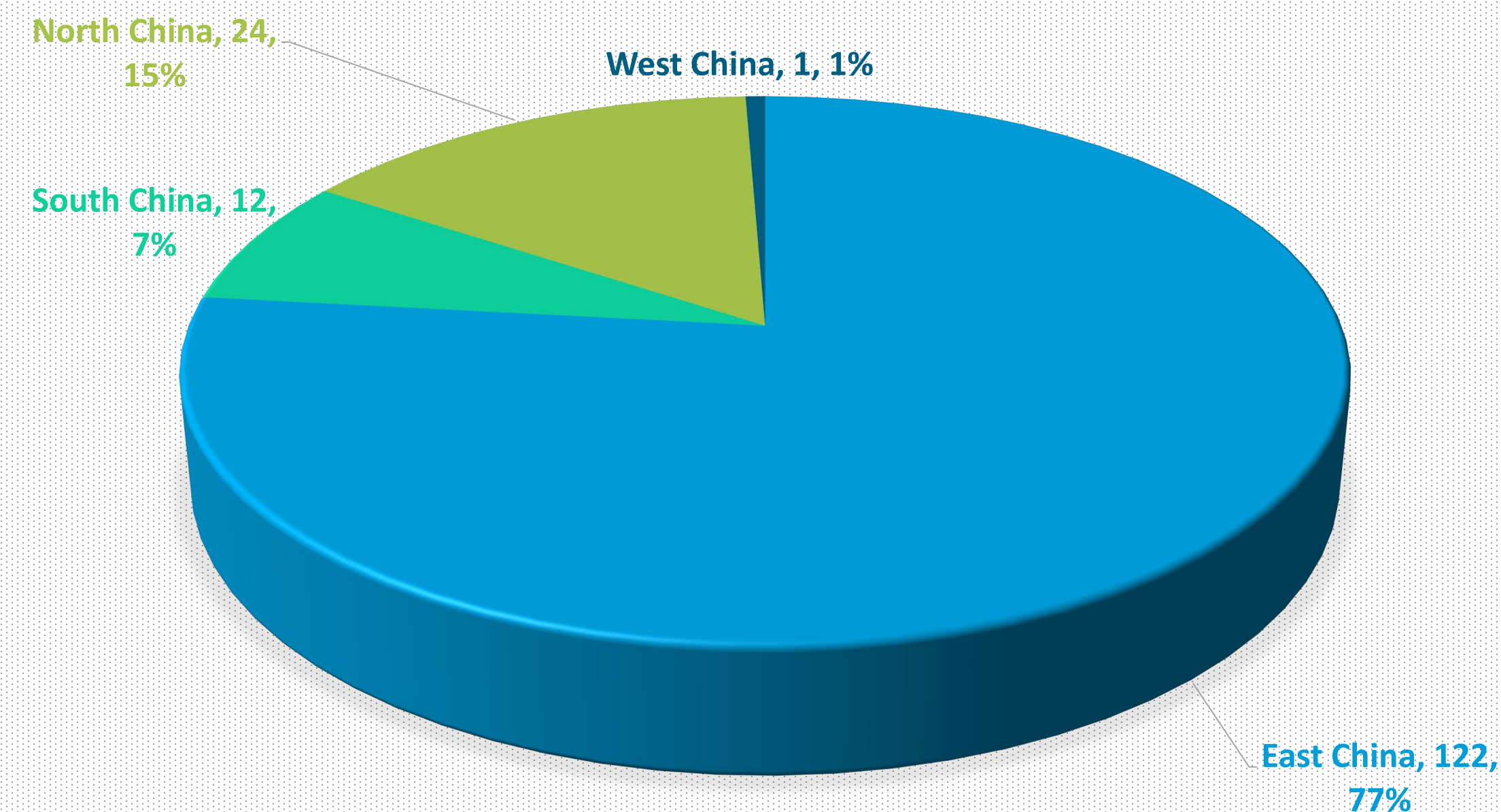
If you have any additional comments, or ideas, to make the survey and report better for future editions you are also encouraged to contact us.

With regards,

Global and local HQ of participating companies



There were 159 participating companies in total, with the following participation per country:
Sweden 65, Finland 47,
Denmark 32, Norway 15

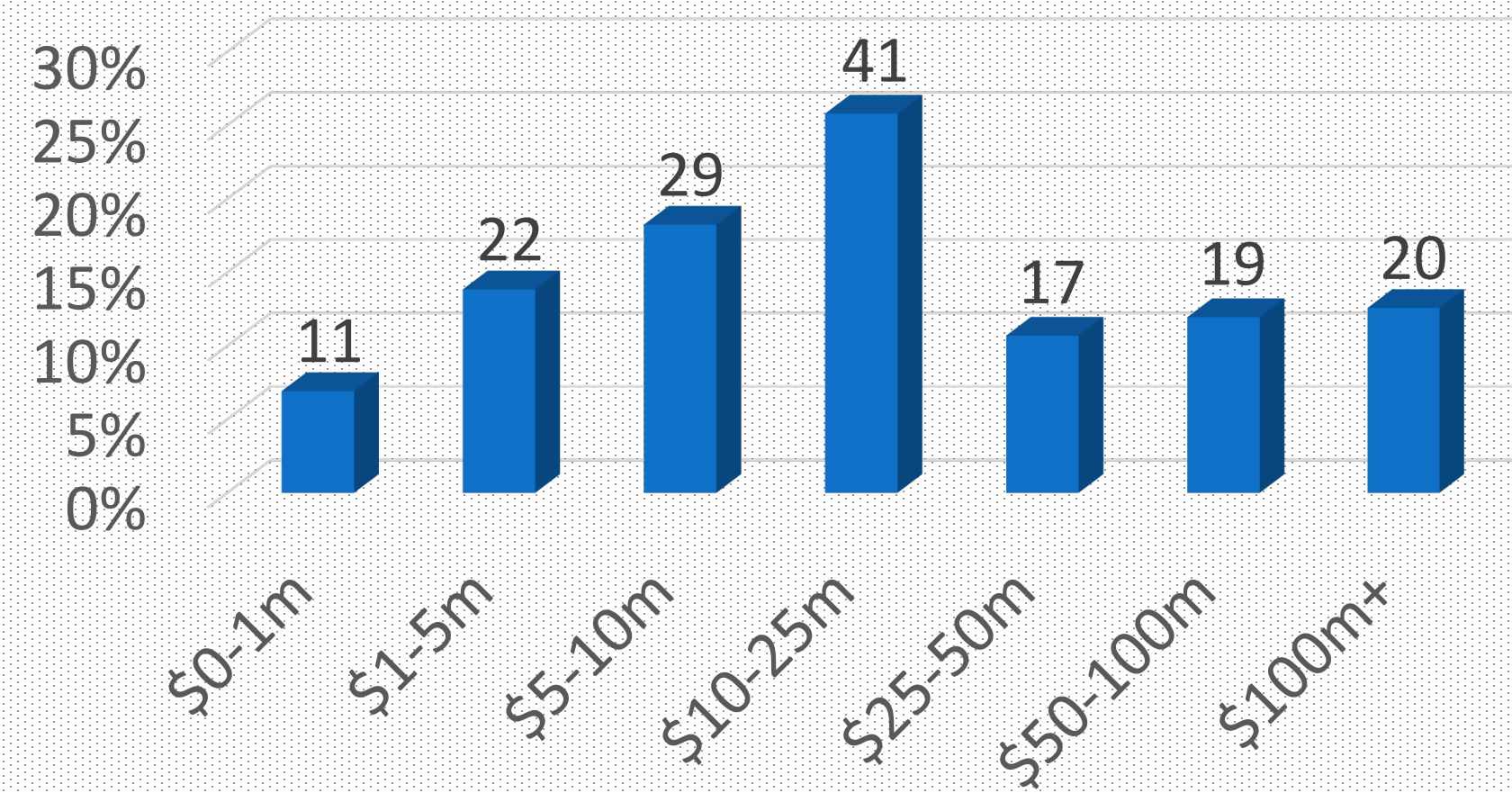


The vast majority, i.e. 122 of the participating companies had their primary operations based in East China, followed by North China with 24 and South China with 12 respondents.

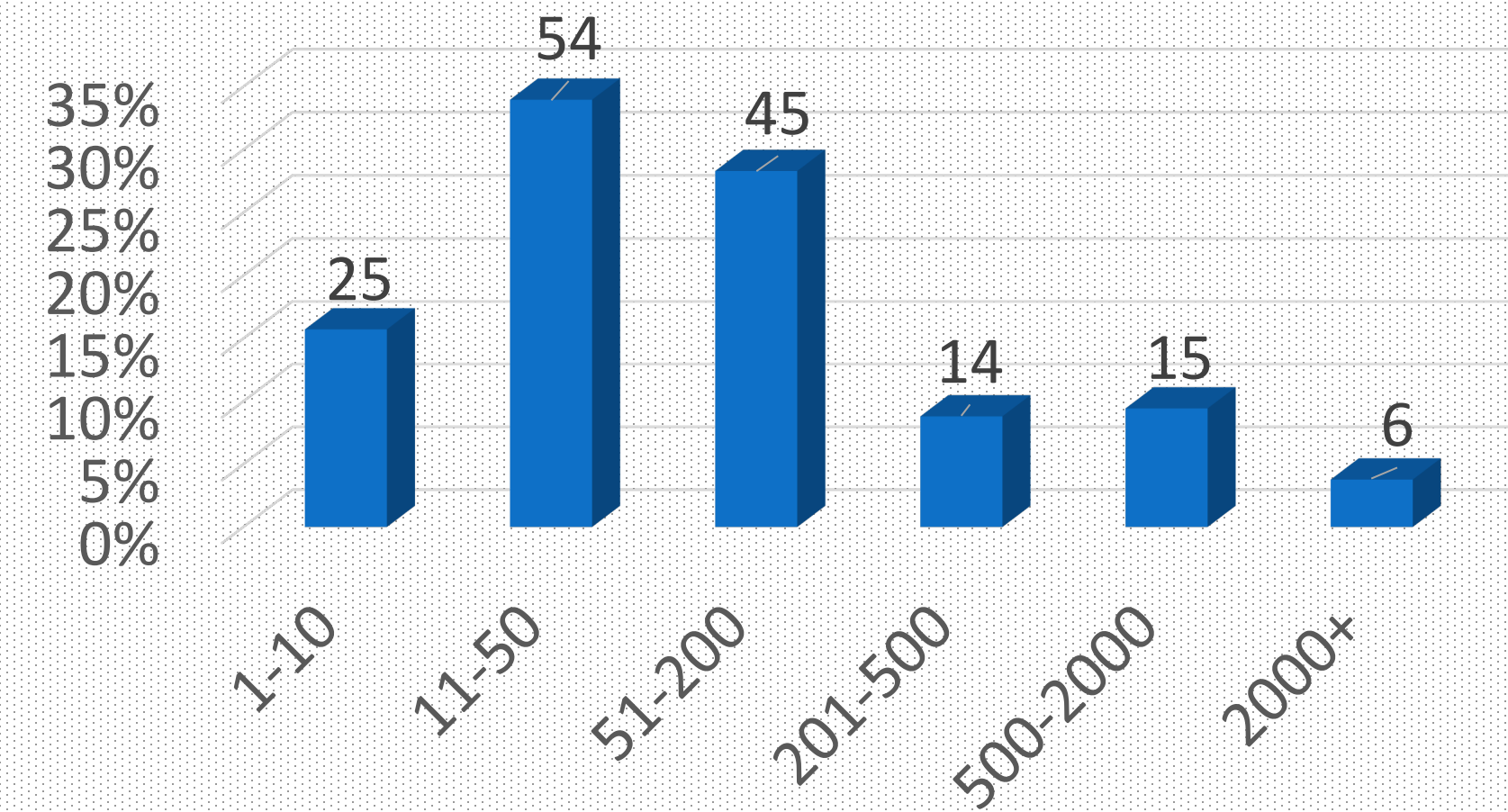


Global and local size of participating companies

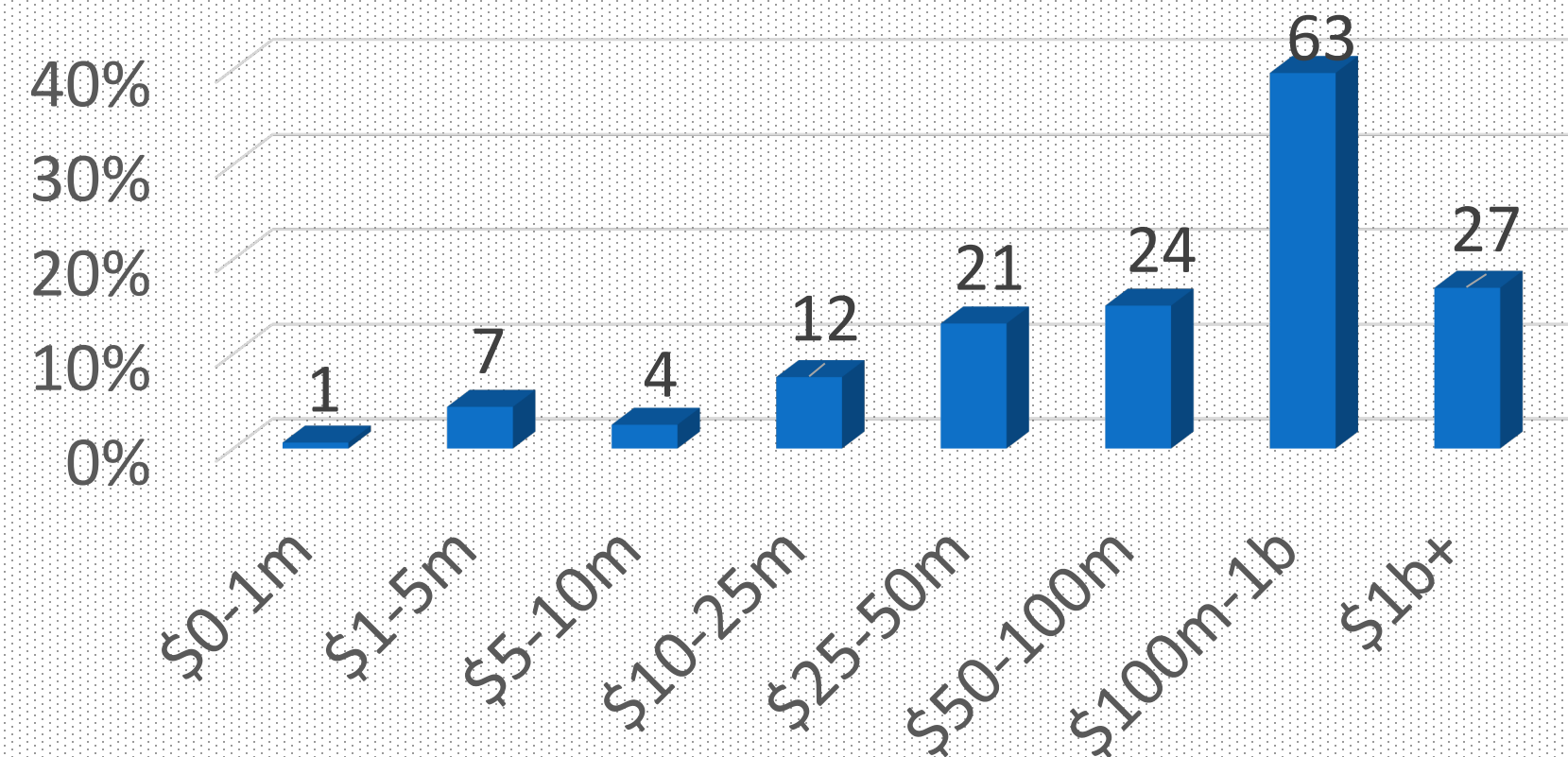
Turnover in China



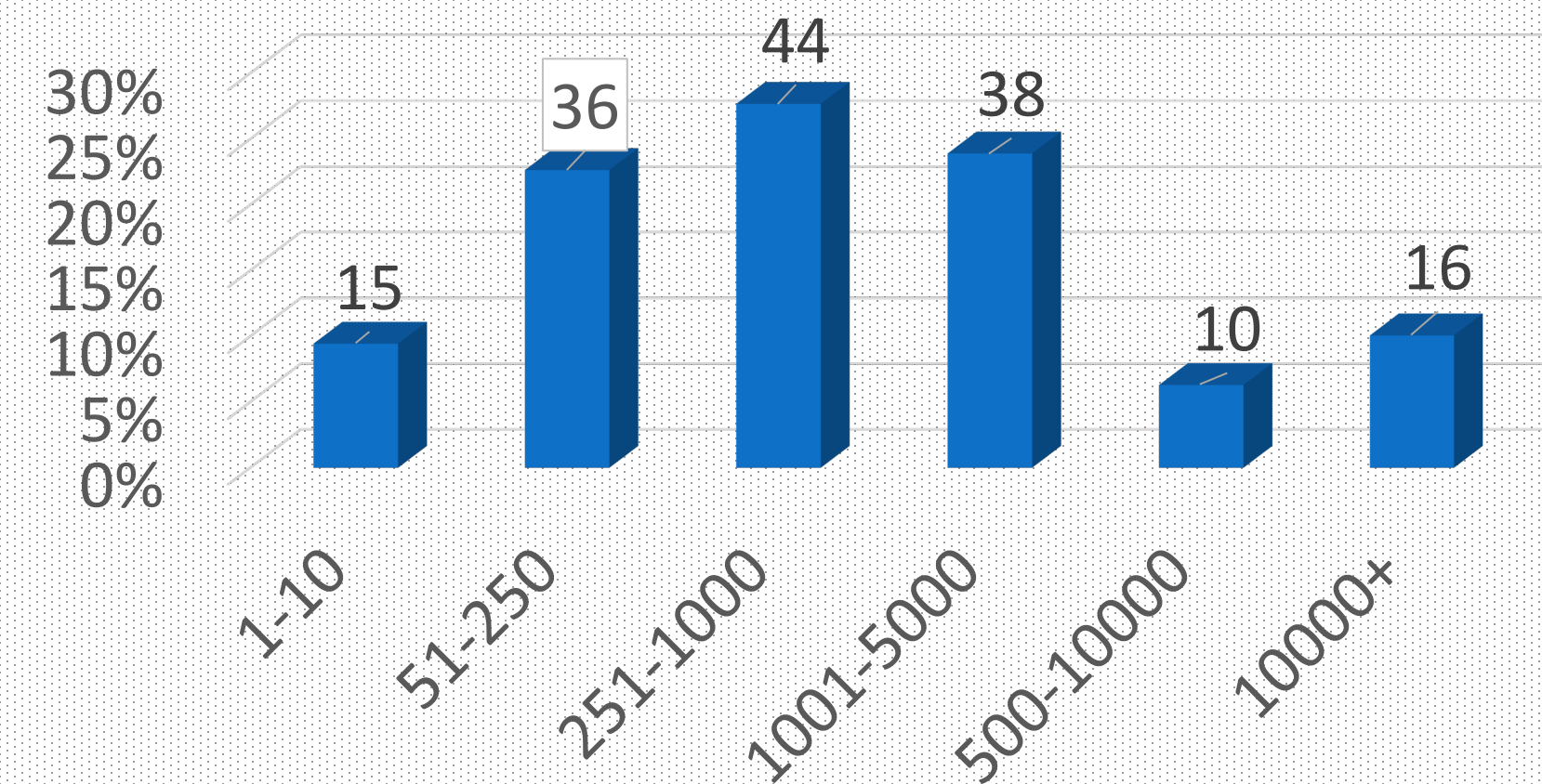
Employees in China



Turnover Globally



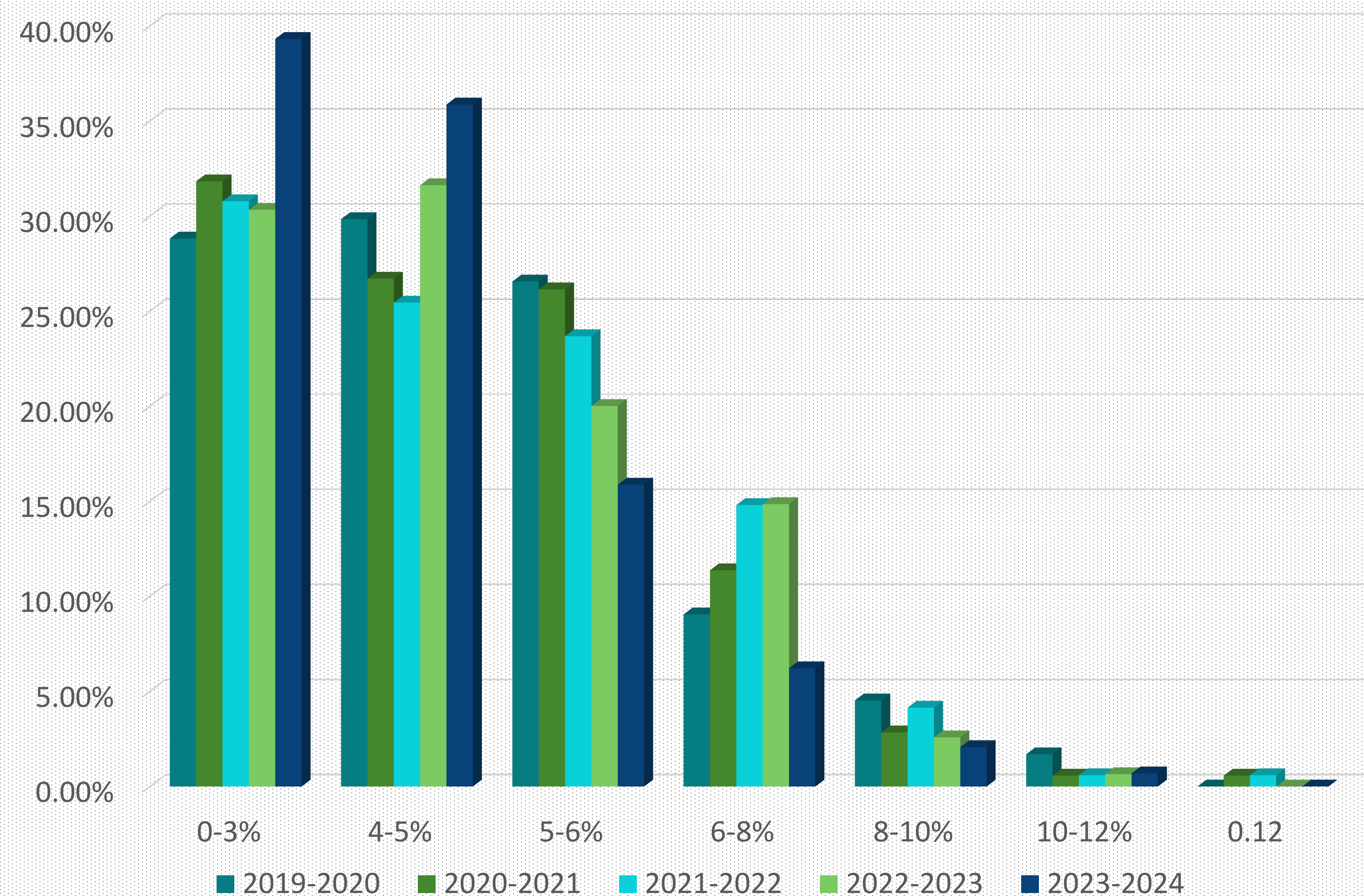
Employees globally





Salary increases

Annual salary increase



When asked about participating companies' average salary increase from 2022-2023 up until projected salary increases from 2023-2024 it was possible to see a clear trend of having a lower salary increase.

In 2022, 30.32% of companies reported an average increase of 0-3%. By this year that figure is 39.31%.

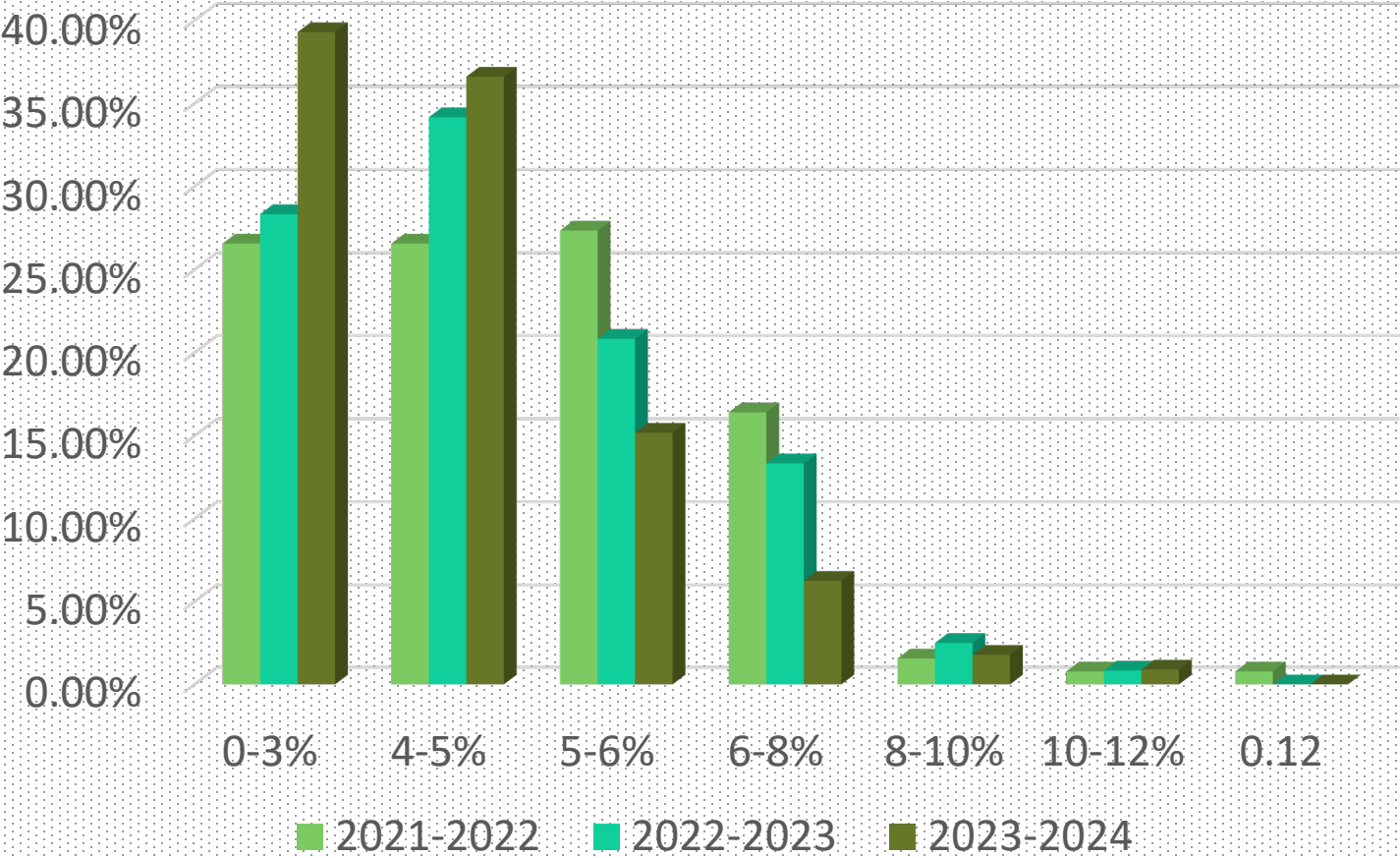
In 2022, 31.63% of companies reported an average increase of 4-5%. By this year that figure is 35.86%.

In 2022, 20% of companies reported an average increase of 5-6%. By this year that figure is 15.86%.

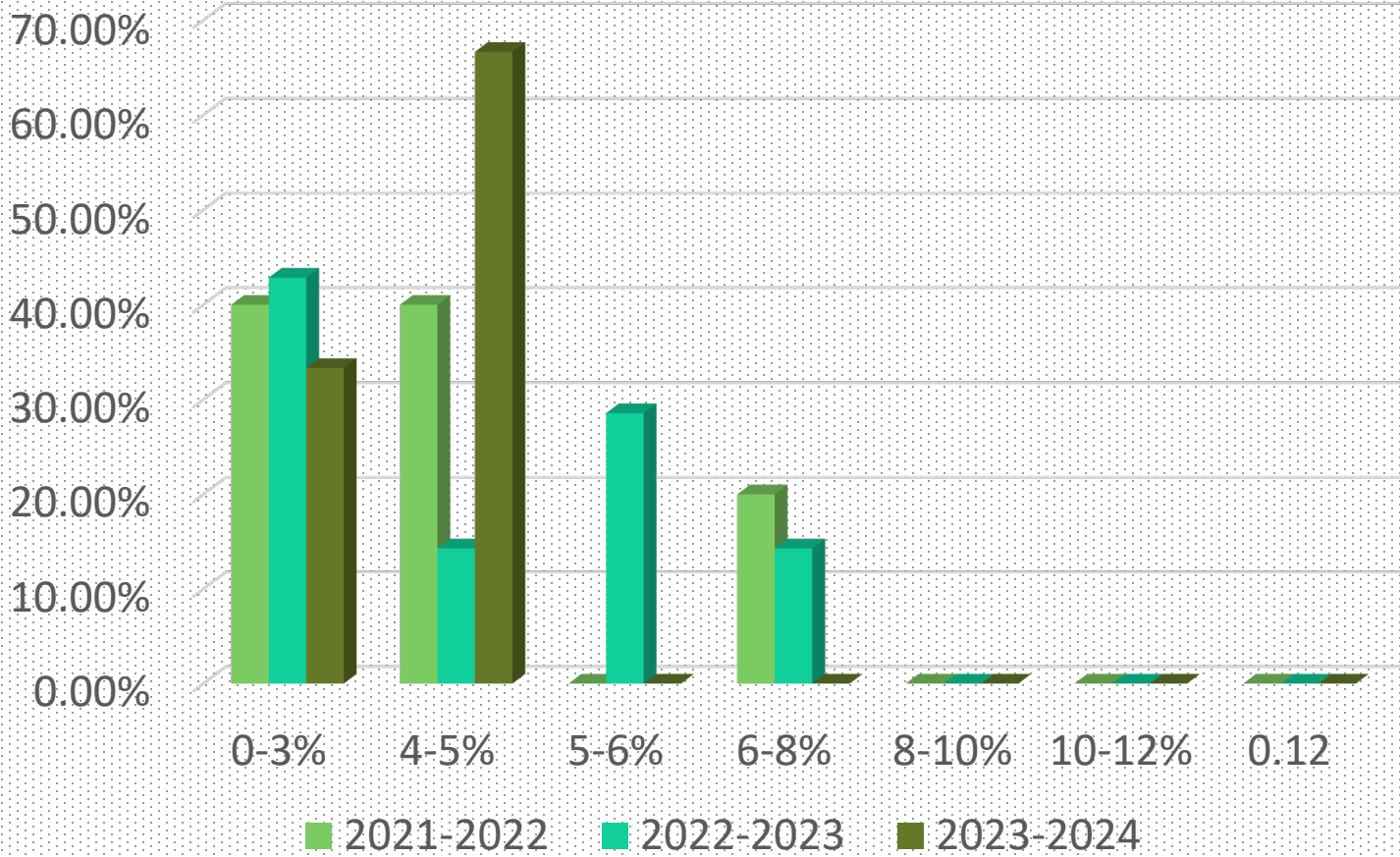


Salary increases

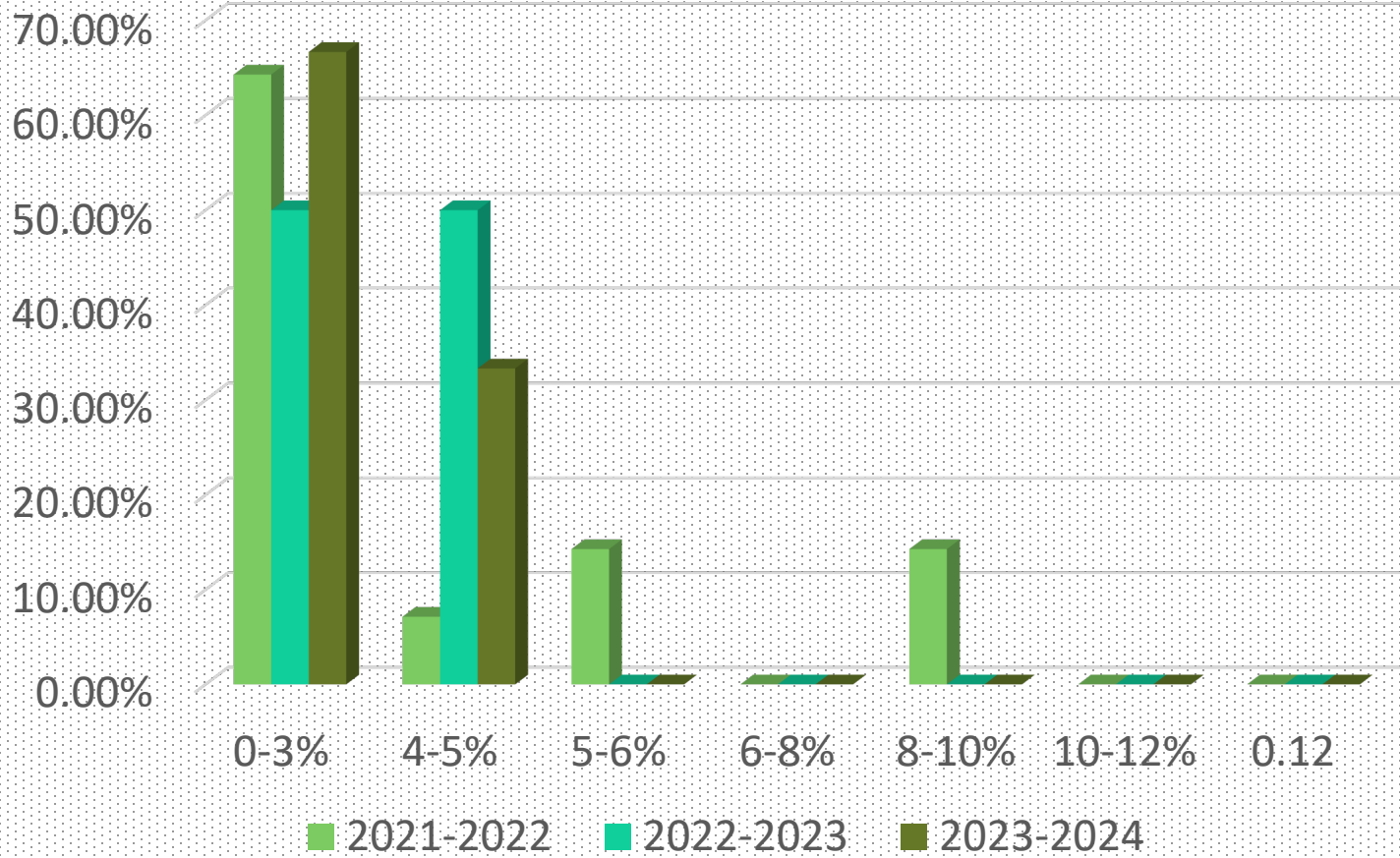
Annual salary increase (Industrial)



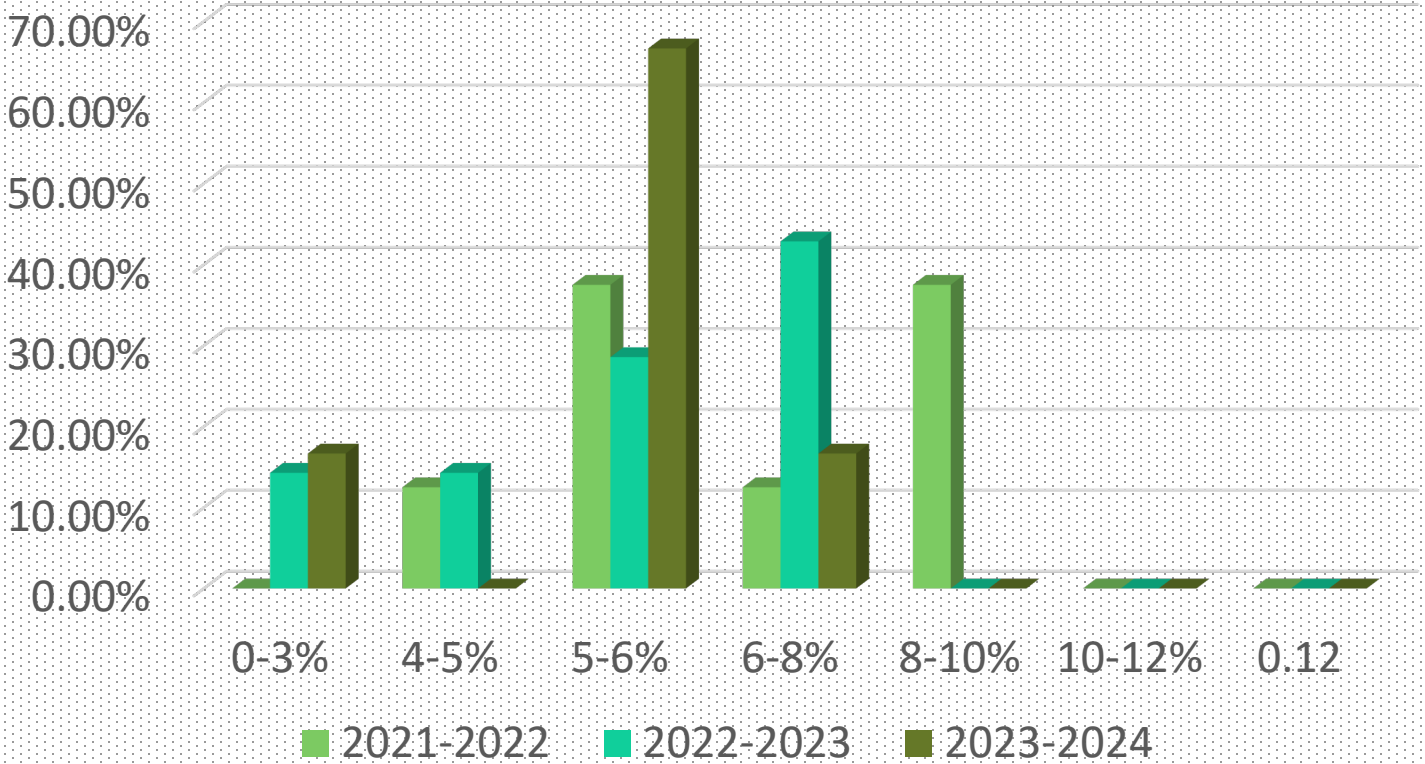
Annual salary increase (Technology)



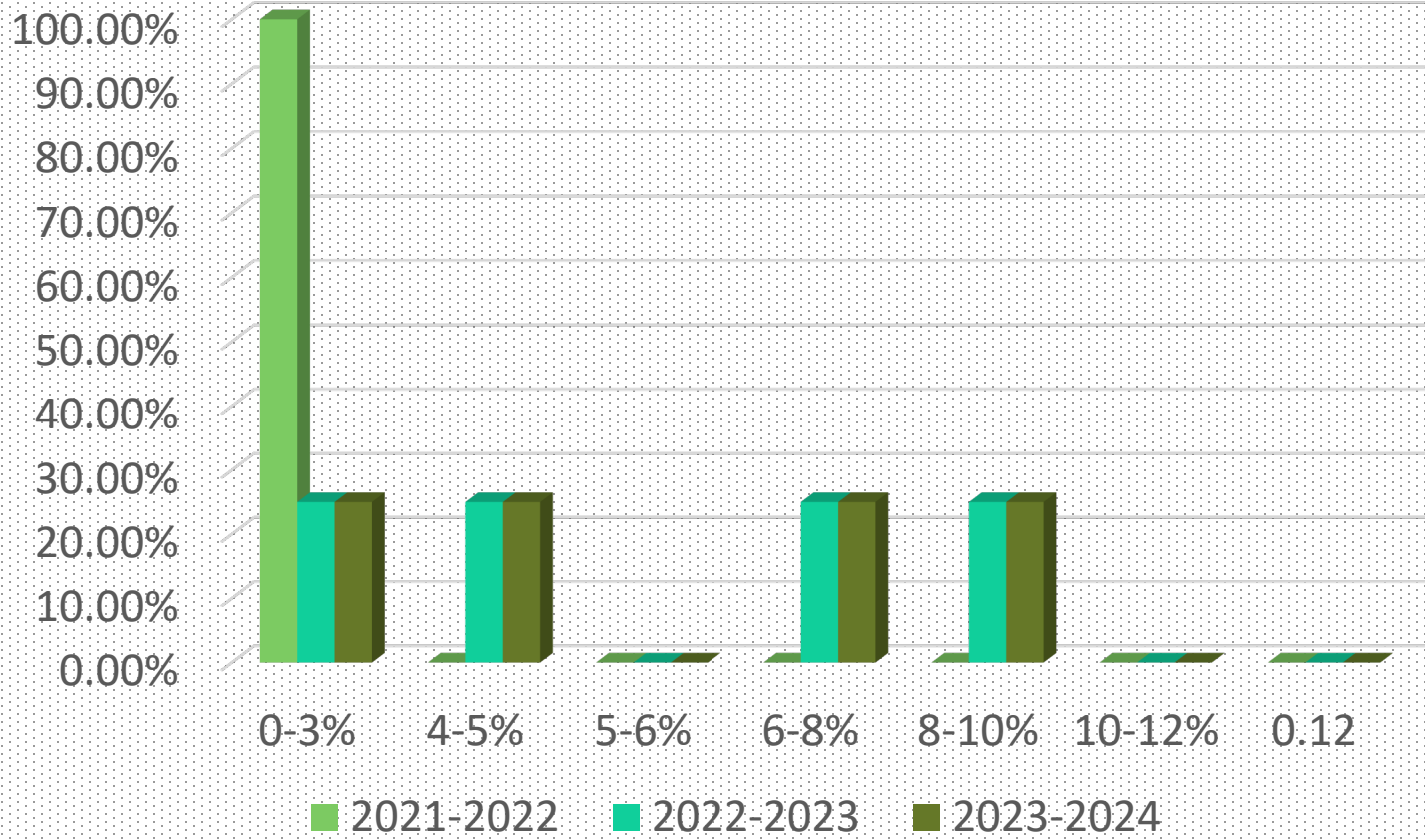
Annual salary increase (Consuming)



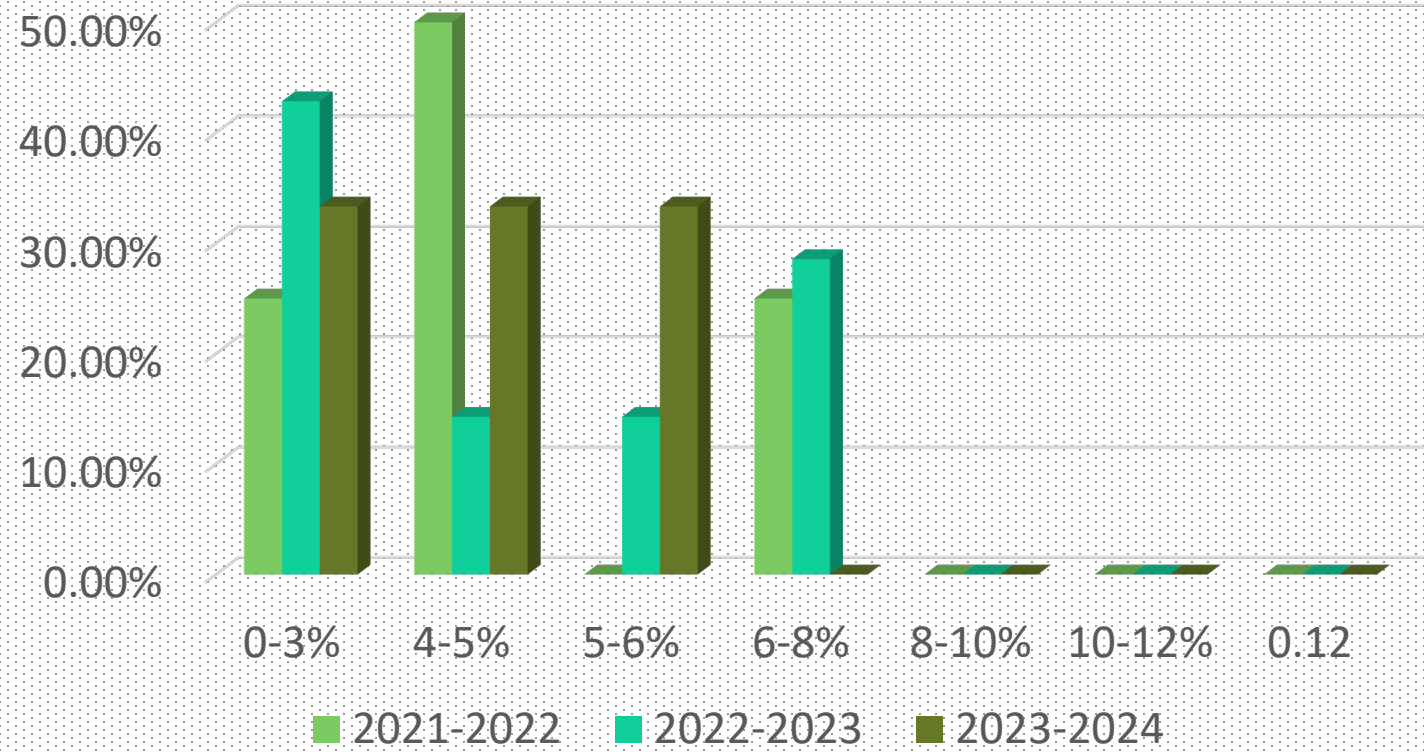
Annual salary increase
(Healthcare & Life Science)



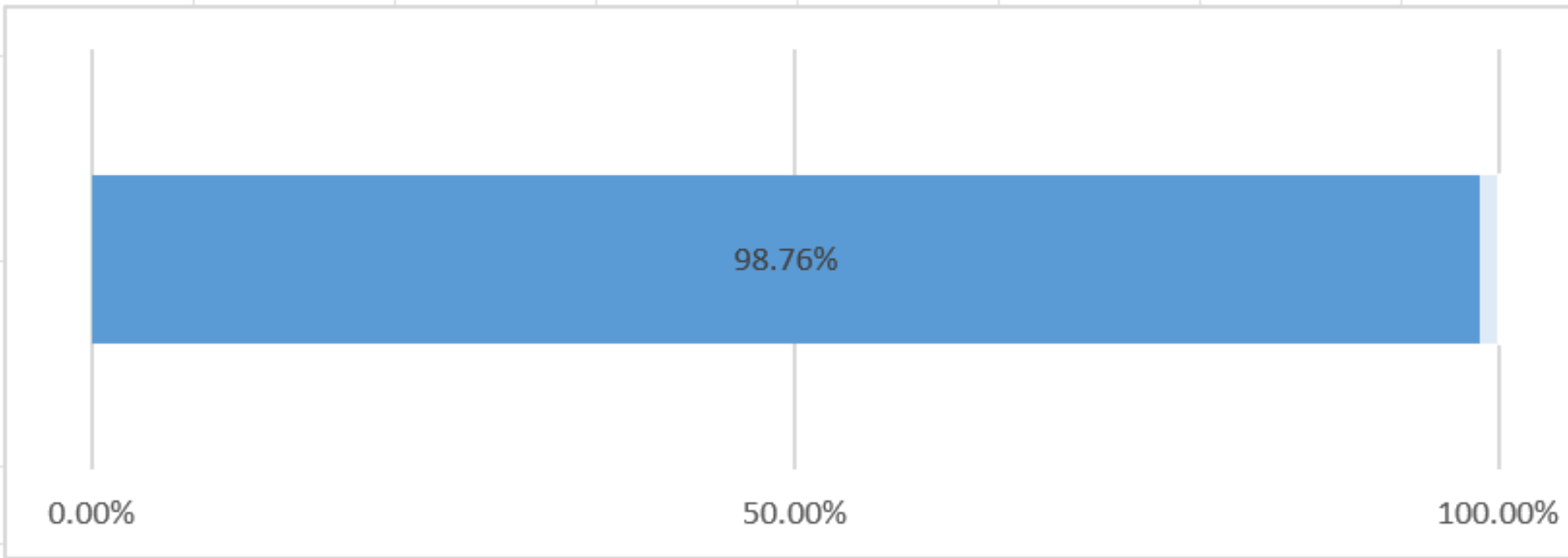
Annual salary increase (Energy)



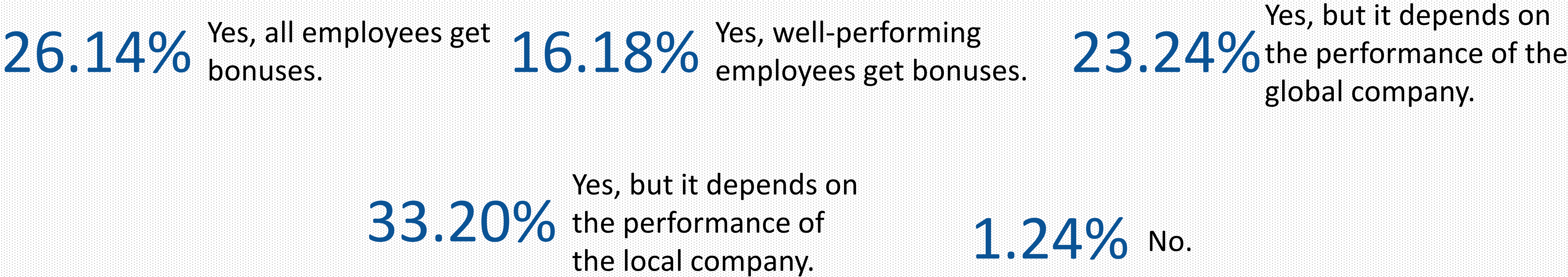
Annual salary increase
(Trading & Sourcing)



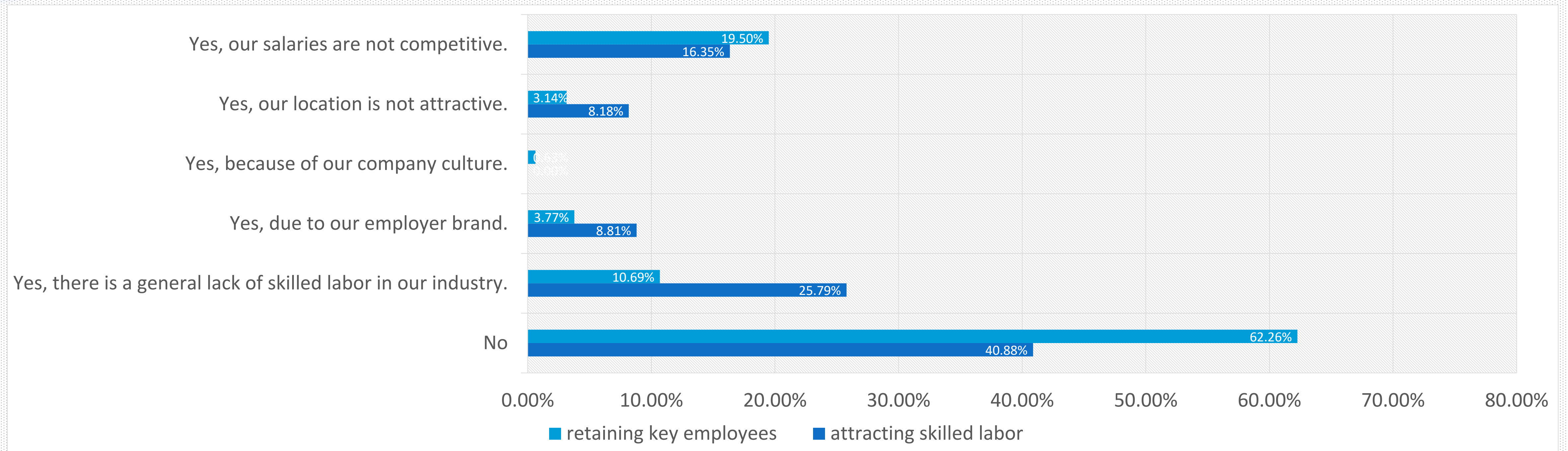
Companies with bonus program in place



Do you pay bonuses for your employees?



Attracting and retaining key talent

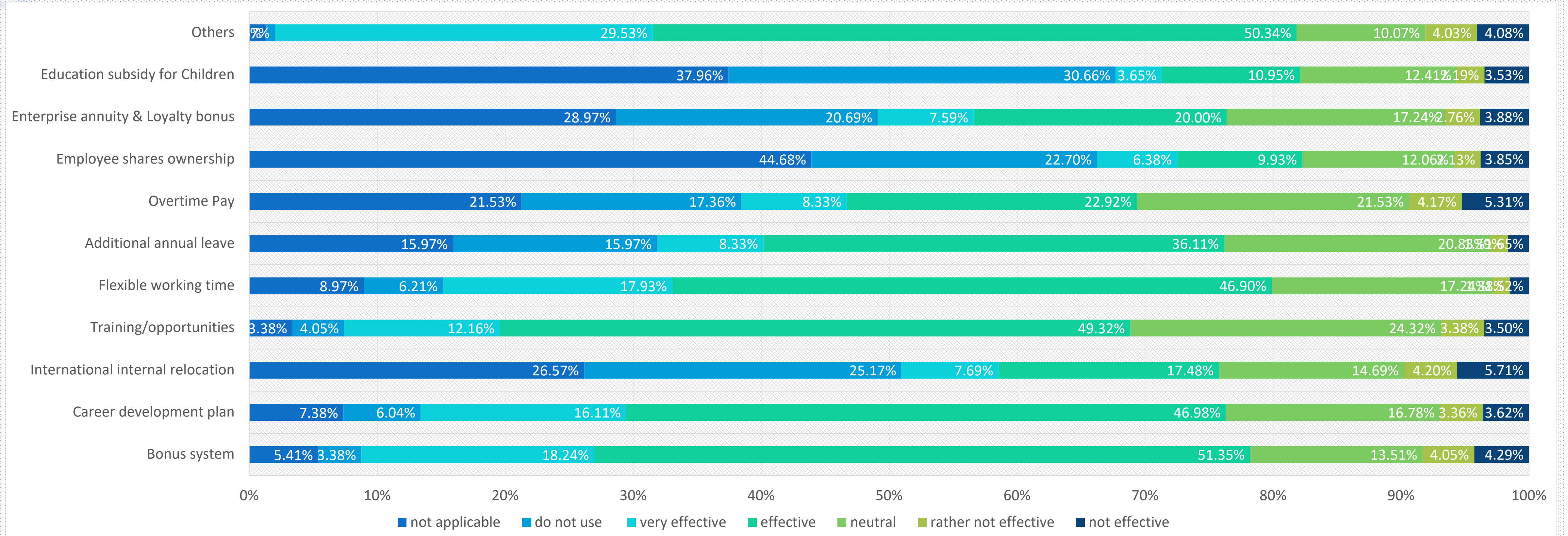


For Nordic companies operating in China attracting and retaining key talent is commonly cited as a significant problem.

40.88% of participating companies responded that they had difficulties in attracting key talent to their companies, while 62.26% responded that they had difficulties in retaining key talent. This affirms our belief that these issues have a real impact on business operations. The difference in results for attracting and retaining skilled talent does suggest that once retaining talents is much more challenge than attracting talents in current China market.

Competitiveness in salaries is perceived as a major reason for losing out on talent in both instances, while the lack of skilled labor in the industry seems to mainly be a concern in attracting new talent.

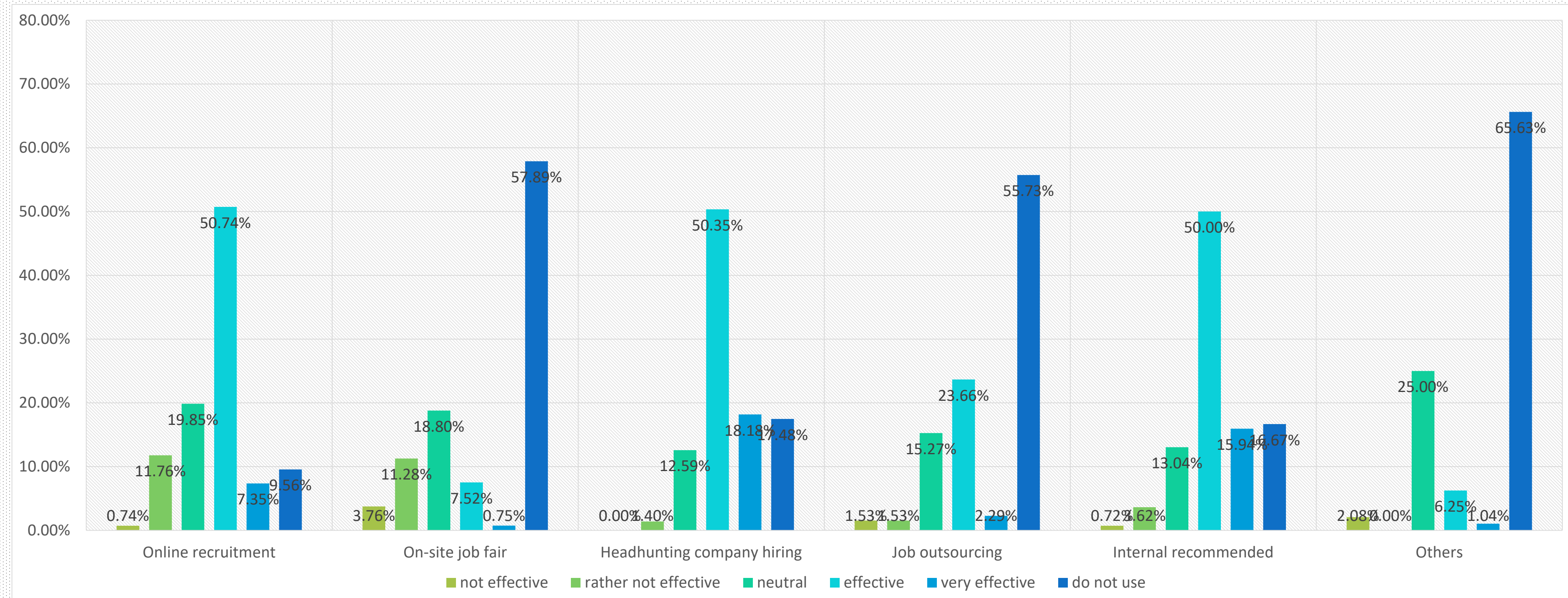
Evaluate white collar staffs retaining measures



For Nordic companies operating in China, the most effective way to retain talents include

1. Others
2. Bonus system
3. Career development plan
4. Flexible working time
5. Training/opportunities

Evaluate channels for acquiring white collar staffs

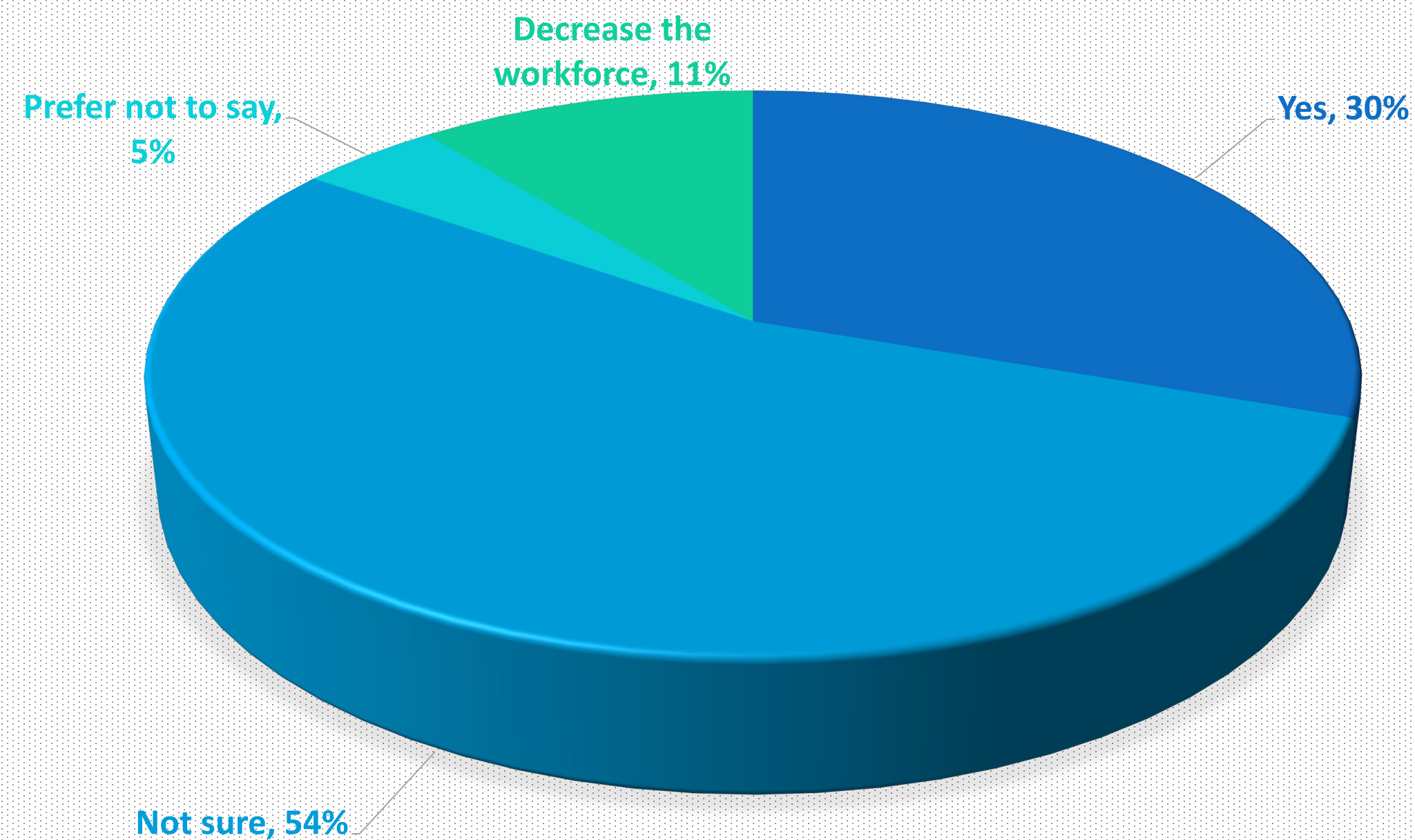


For Nordic companies operating in China, the most effective recruitment channels include

1. Headhunting
2. Internal recommended
3. Online recruitment

Plans to increase the workforce in China

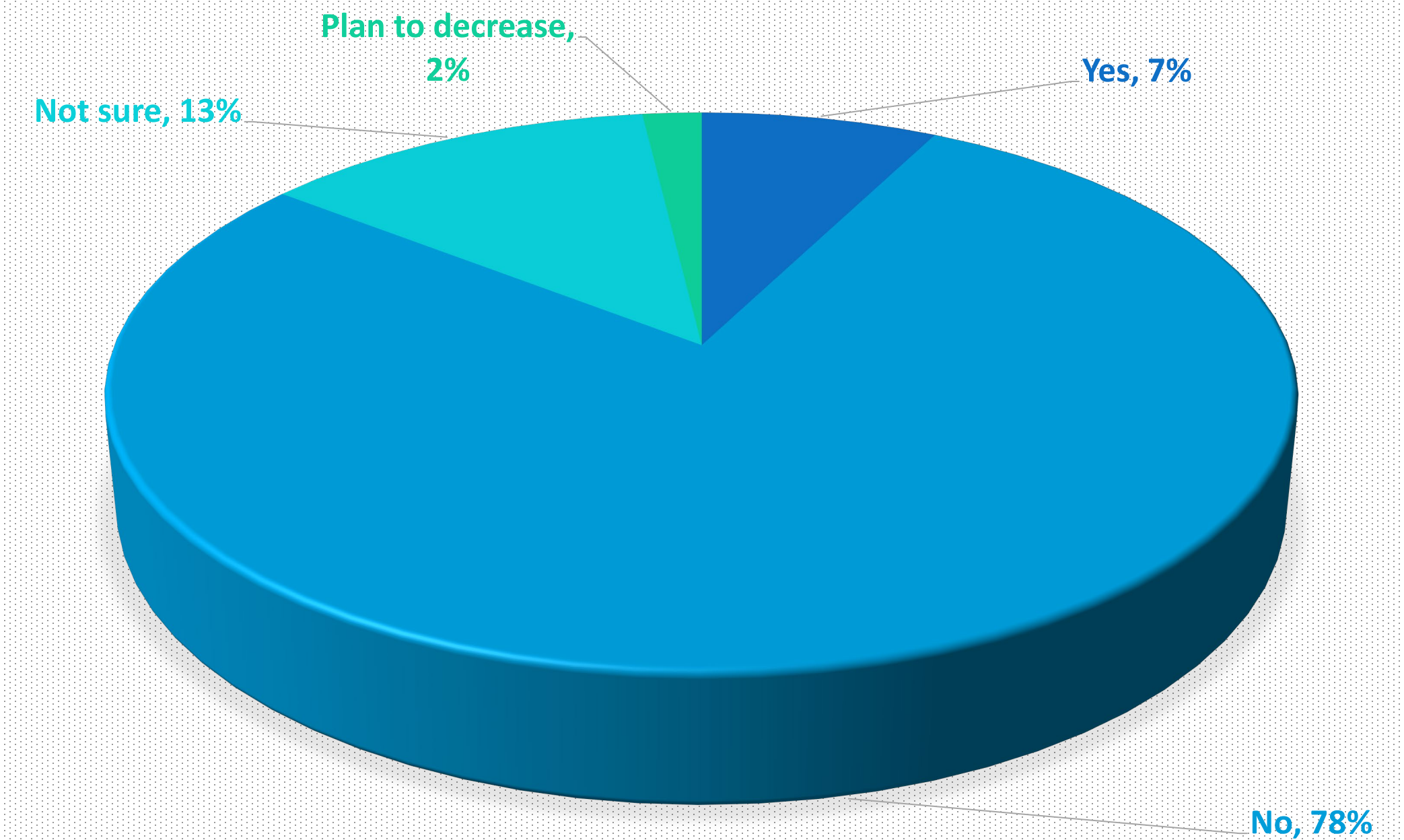
Plan to increase the overall workforce:



30.38% of respondents are planning to increase their workforce while it is 37% of respondents plans to increase their workforce in the survey of 2021-2022.

And 7.55% of respondents are planning to increase the number of expatriates while it is 6% in the survey of 2021-2022.

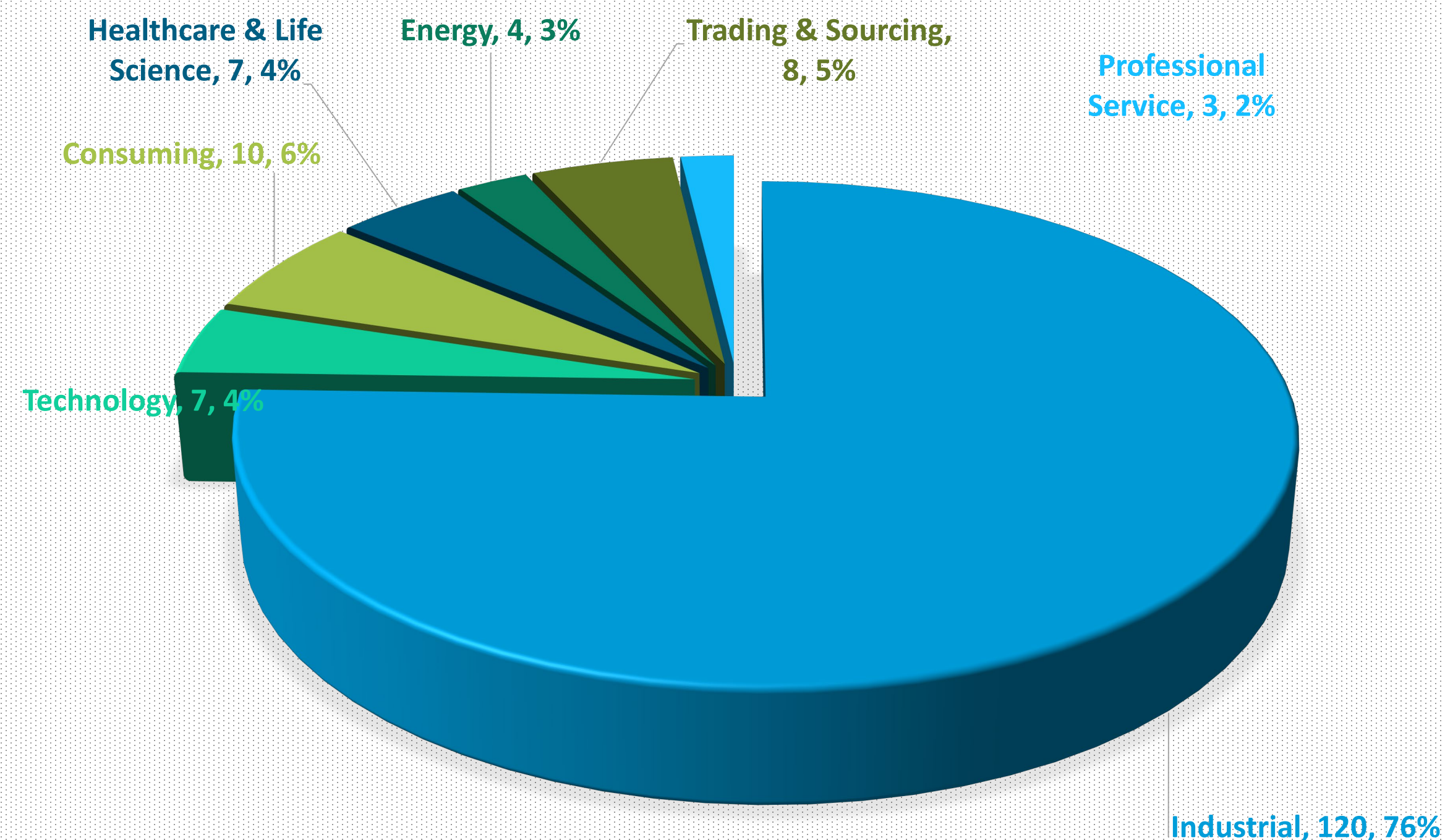
Plan to increase the amount of expatriates:



Participants by industry

Industrial:

- ✓ Chemical 4%
- ✓ Industrial Automation 3%
- ✓ Logistics & Supply Chain 3%
- ✓ Automotive 3%
- ✓ Others 22%



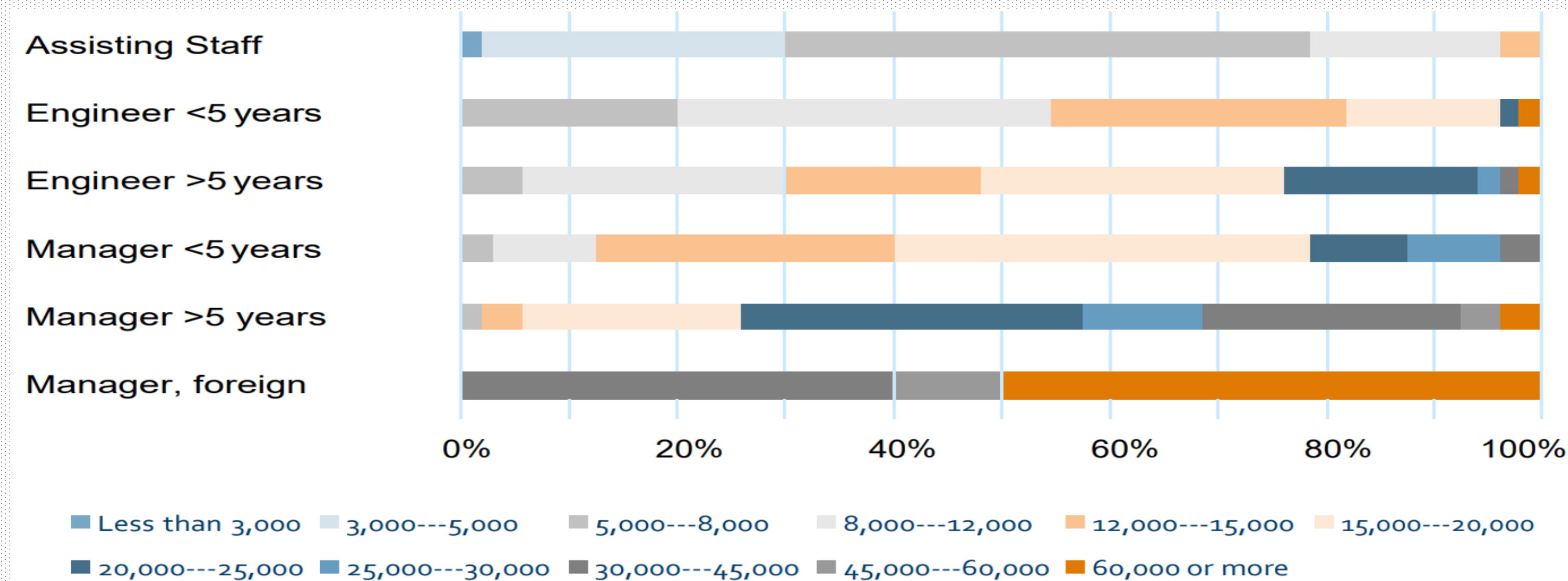
Industrial:

- ✓ Mechanical or Industrial Engineering 26%
- ✓ Electrical & Electronic Manufacturing 17%
- ✓ Machinery 11%
- ✓ Maritime 9%
- ✓ Paper & Forest Products 2%

76% of participating companies, were from the Industrial field, with the largest sub-sectors being: Mechanical & Industrial Engineering (26%), Electrical & Electronic Manufacturing (17%) and Machinery (11%).

The second largest industry was Consuming (6%) and Trading & Sourcing (5%). , followed by Technology (4%) and Healthcare & Life Science sectors (4%)
Trading & Sourcing, Technology, Healthcare & Life Science, Energy and Professional Service have small numbers of participants and data for these 5 industries should be interpreted with caution.

How to interpret the results



All the salaries in this report are the reported gross monthly salaries in RMB. The salaries stated do not include social costs such as welfare or other incentives like bonuses and reimbursements.

This graph shows the distribution of salaries for each position based on all collected responses in that category. The size of the bars corresponds to the percentage of answers within that range. For instance we can interpret from the above graph that approximately 50% of participating industrial companies pay their assisting sales staff in the range of RMB 5.000 – RMB 8.000 per month.

In addition to the salary distribution, we also detail the median salary for each position and geographical region in columns next to the graph. Note that this is only included when such comparable data exists. For the “Energy” and “Trading & Sourcing” industries no such division exists because of the small pool of available answers. For those industries we have instead carefully calculated the median salaries, with the salary range stated in figures rather than in graphics.

Please note that the titles may not fully correspond, as the majority of responses came from SME’s. For top management many of the participants may only have had a function head with the title of manager, rather than director.

Salary levels - Industrial

Industrial companies present the majority of Nordic businesses that have operations in China today. With 76% of participating companies are industrial companies this data covers industries such as mechanical or industrial engineering, machinery, electrical & electronic manufacturing, maritime and industrial automation, just to mention a few.

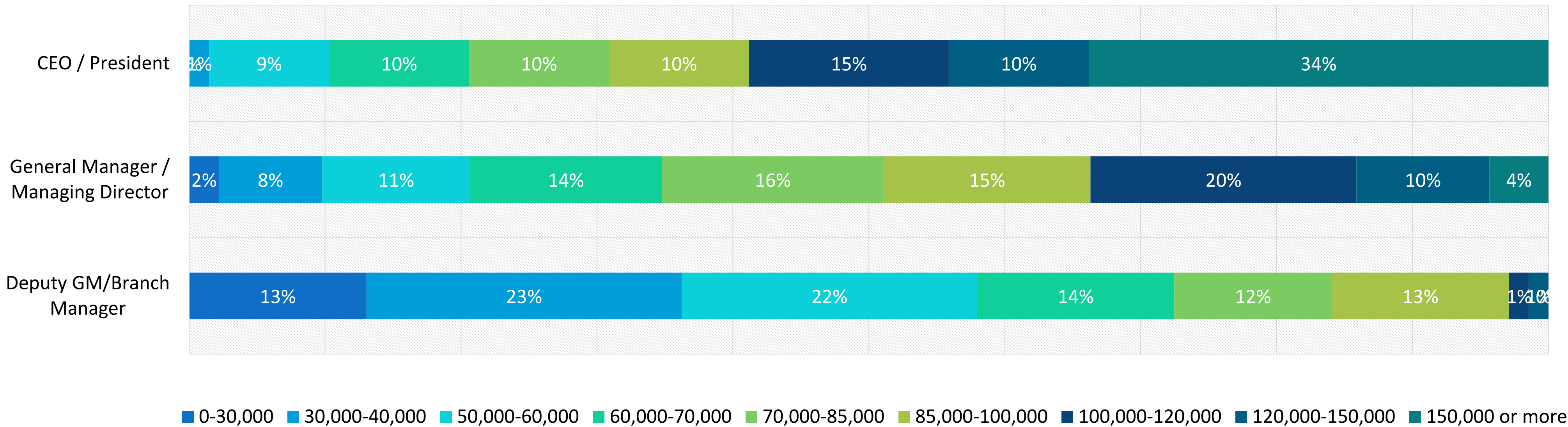
China's official purchasing managers index for the manufacturing sector fell to 49.5 in October from 50.2 in September, below the 50-point level that separates contraction from growth, the National Bureau of Statistics said on 31th of Oct. China's factory activity unexpectedly shrank in October after returning to expansionary territory the month before, reflecting subdued demand and shoring up the case for further steps to consolidate recovery.

The salaries represented in the following graphs are monthly gross salaries in RMB. The average salary of each position in the three regions is also presented in the columns (x1000 RMB).



Senior management

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
CEO / President	150,000 or more	150,000 or more	150,000 or more
General Manager / Managing Director	100,000 – 120,000	100,000 – 120,000	100,000 – 120,000
Deputy GM/Branch Manager	70,000- 85,000	60,000 – 70,000	60,000 – 70,000

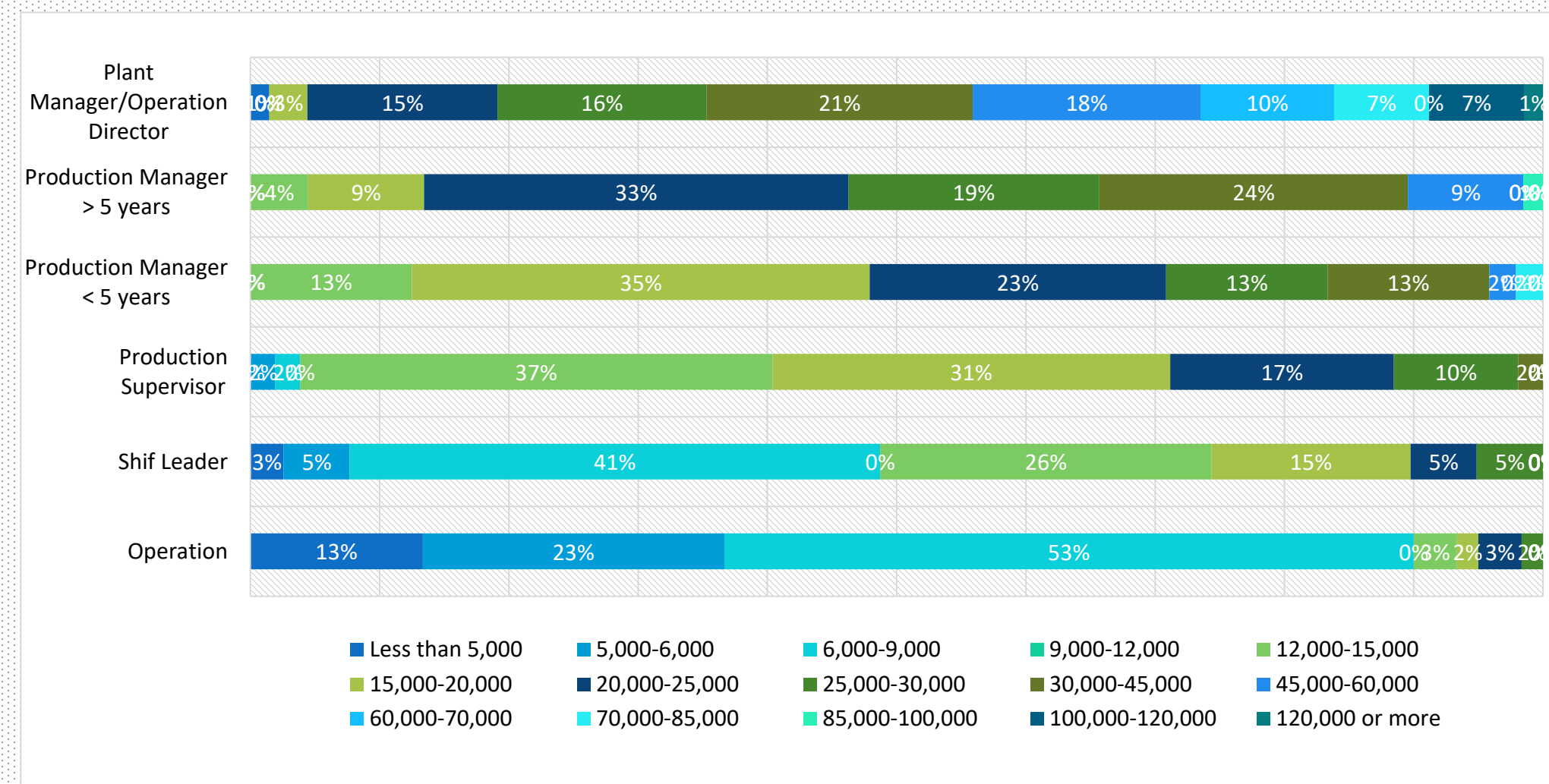


Salary levels - Industrial

2023-2024 Nordic Salary Survey

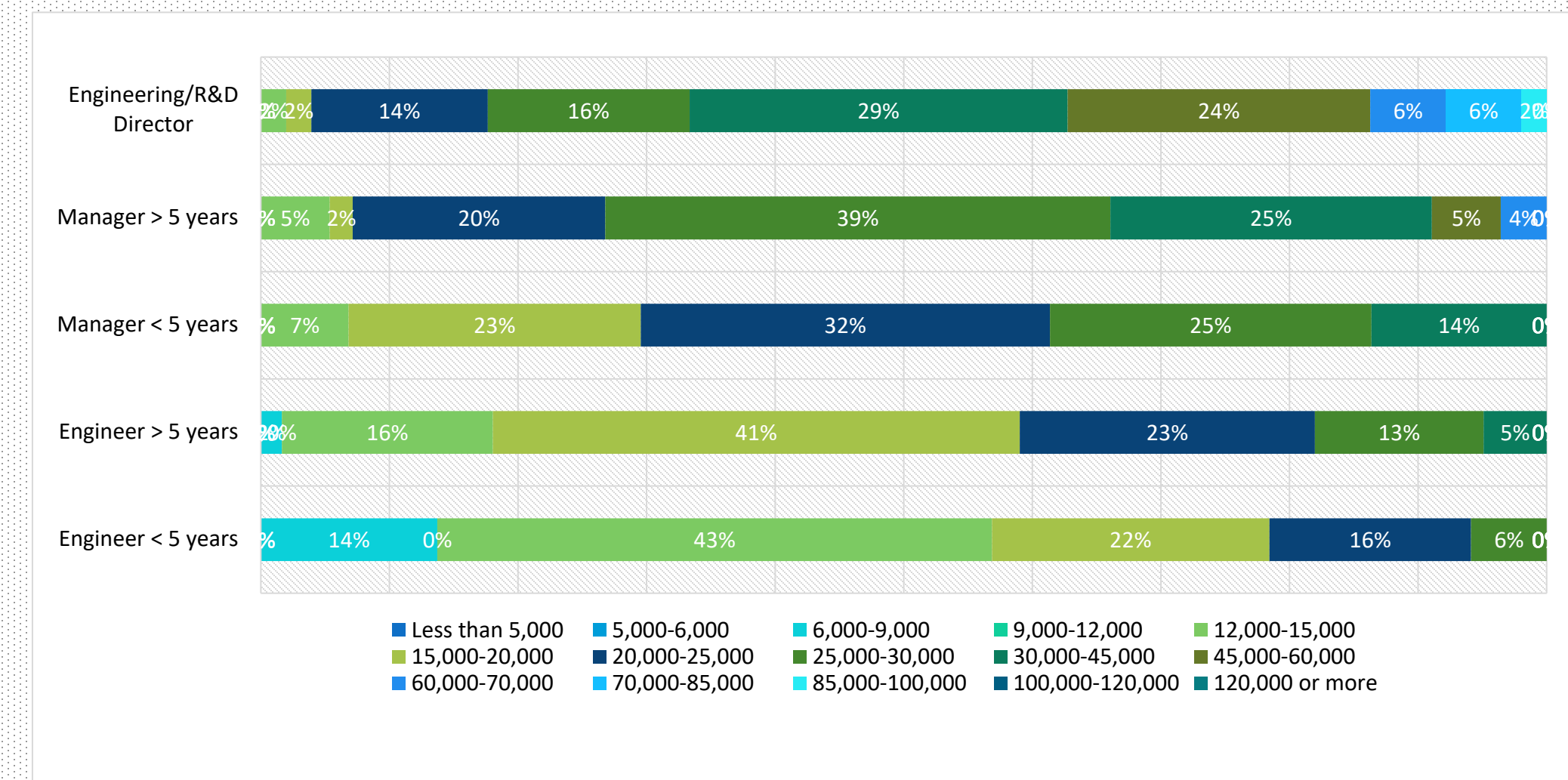
Production personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Plant Manager/Operation Director	45,000 – 60,000	25,000 – 30,000	25,000 – 30,000
Production Manager > 5 years	30,000 – 45,000	20,000 – 25,000	20,000 – 25,000
Production Manager < 5 years	20,000 – 25,000	15,000 – 20,000	15,000 – 20,000
Production Supervisor	15,000 – 20,000	15,000 – 20,000	15,000 – 20,000
Shift Leader	9,000 – 12,000	9,000 – 12,000	6,000 – 9,000
Operation	6,000 – 9,000	6,000 – 9,000	6,000 – 9,000



Engineering/R&D personnel

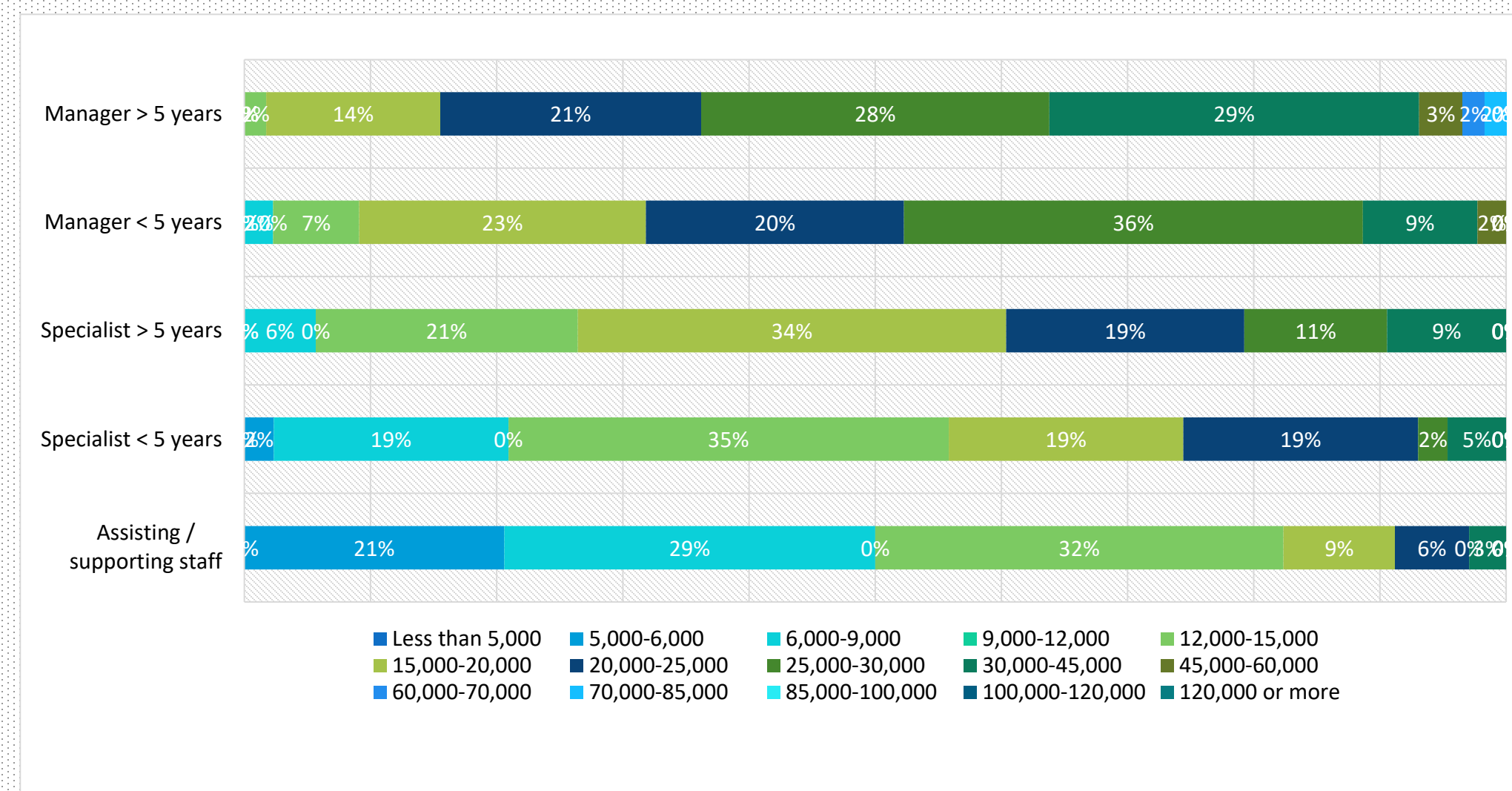
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Engineering/R&D Director	30,000 – 45,000	30,000 – 45,000	30,000 – 45,000
Manager > 5 years	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	25,000 – 30,000	20,000 – 25,000	20,000 – 25,000
Engineer > 5 years	15,000 – 20,000	15,000 – 20,000	15,000 – 20,000
Engineer < 5 years	12,000 – 15,000	12,000 – 15,000	12,000 – 15,000



Salary levels - Industrial

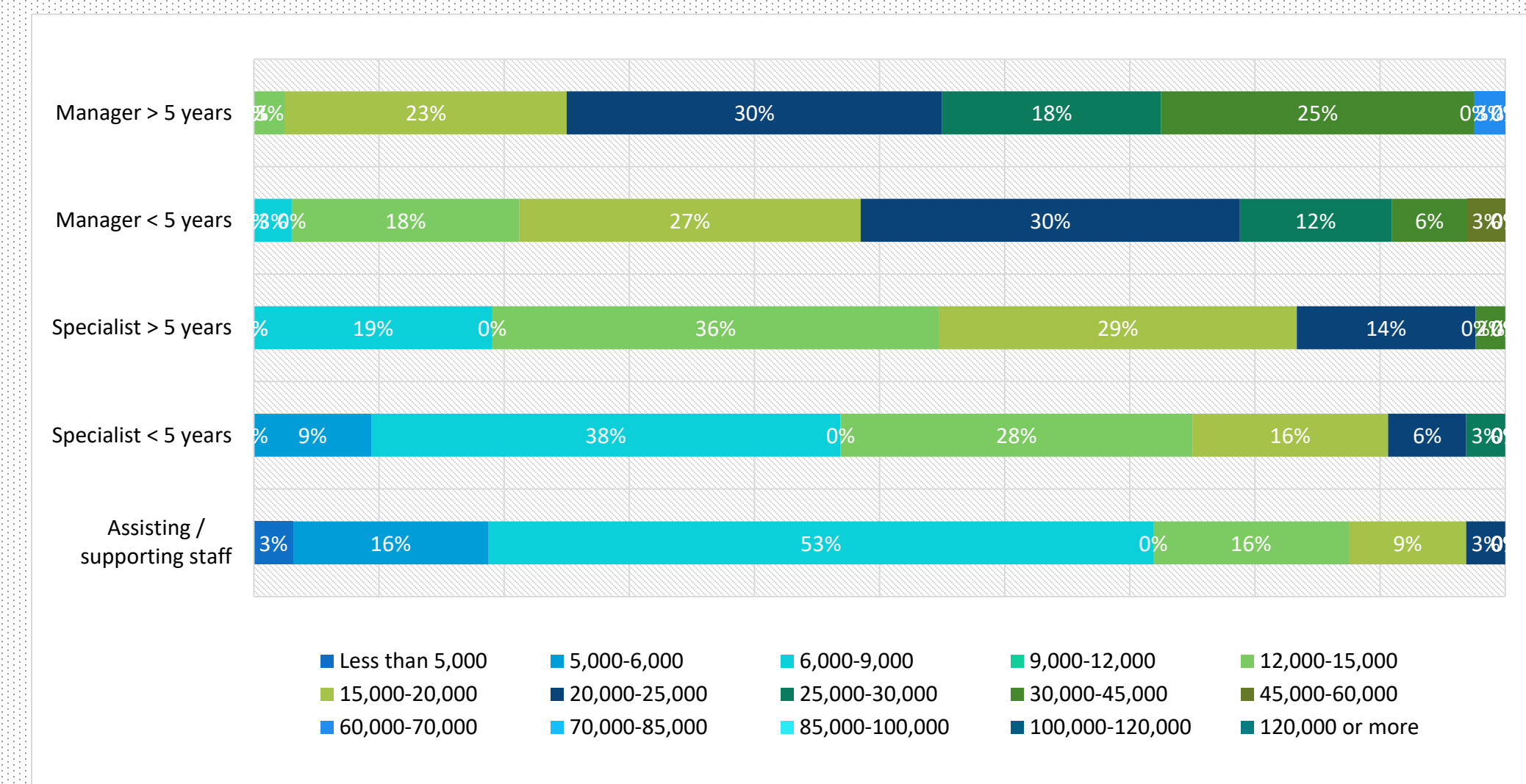
Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	20,000 – 25,000	20,000 – 25,000
Specialist / Engineer > 5 years	15,000 – 20,000	15,000 – 20,000	15,000 – 20,000
Specialist / Engineer < 5 years	12,000 – 15,000	12,000 – 15,000	12,000 – 15,000
Assisting/supporting staff	6,000 – 9,000	12,000 – 15,000	6,000 – 9,000



Customer Service

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	20,000 – 25,000	20,000 – 25,000
Specialist > 5 years	12,000 – 15,000	15,000 – 20,000	12,000 – 15,000
Specialist < 5 years	12,000 – 15,000	12,000 – 15,000	9,000 – 12,000
Assisting / supporting staff	6,000 – 9,000	12,000 – 15,000	6,000 – 9,000

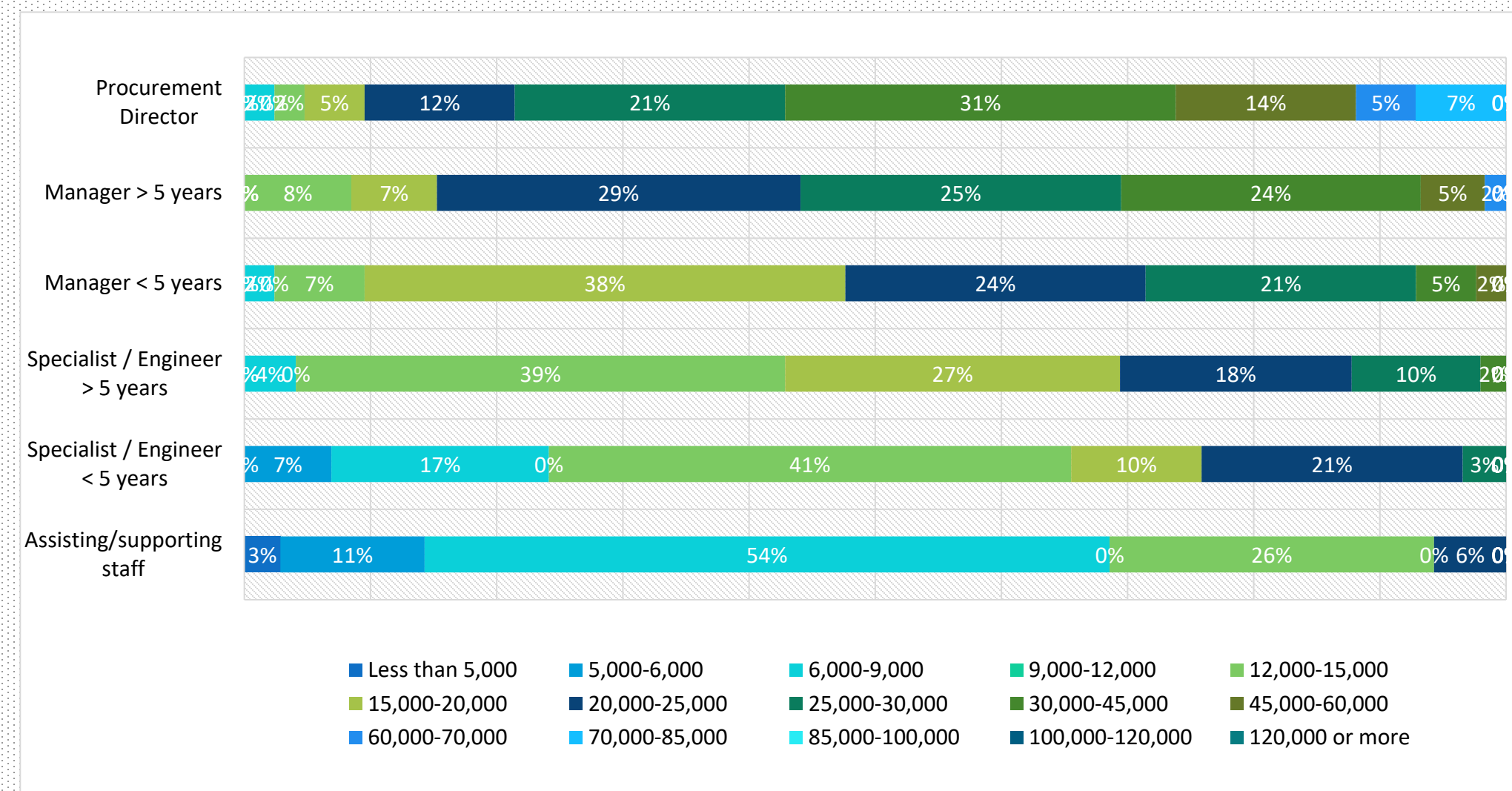


Salary levels - Industrial

2023-2024 Nordic Salary Survey

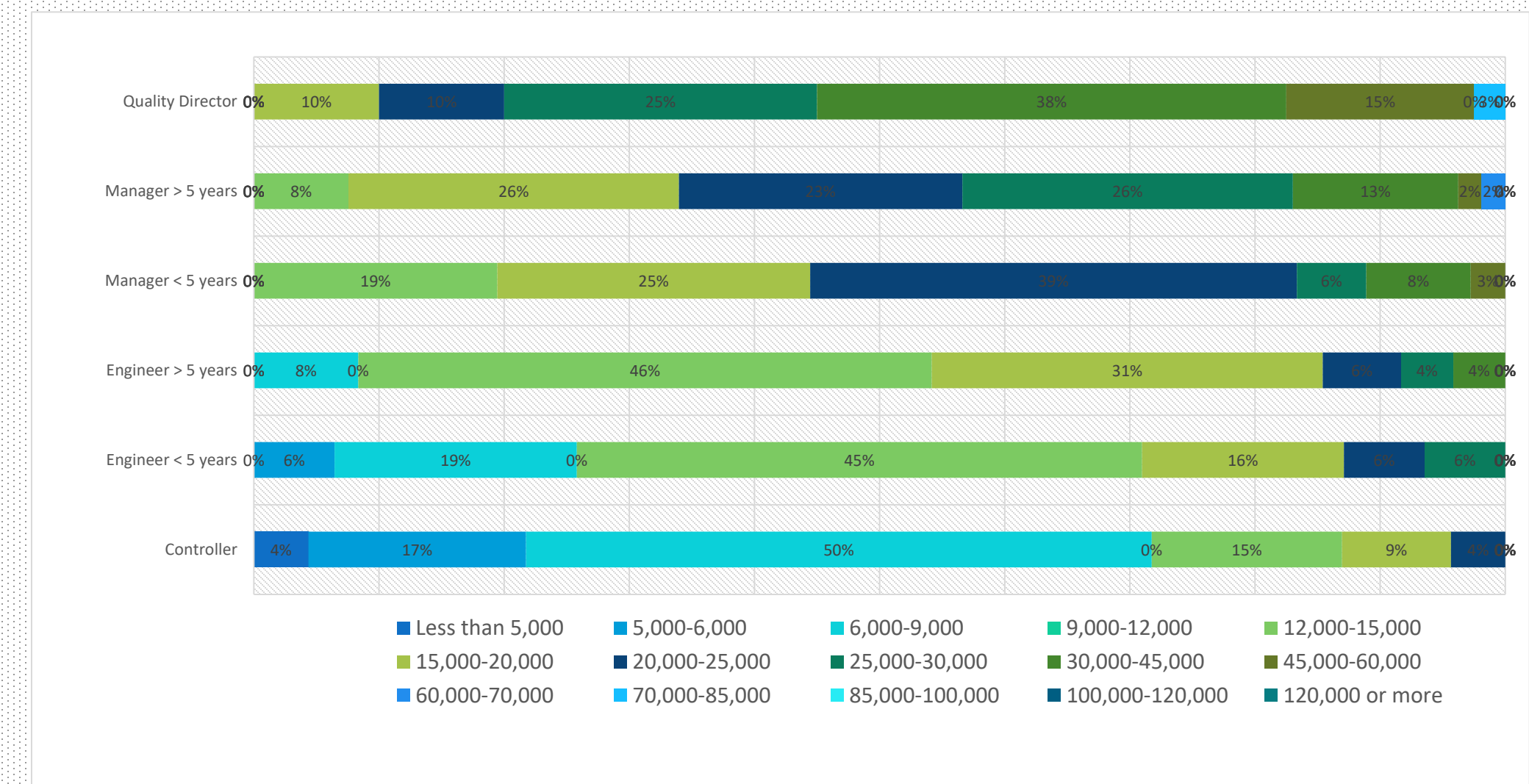
Procurement personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Procurement Director	30,000 – 45,000	30,000 – 45,000	30,000 – 45,000
Manager > 5 years	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	15,000 – 20,000	15,000 – 20,000
Specialist / Engineer > 5 years	12,000 – 15,000	12,000 – 15,000	12,000 – 15,000
Specialist / Engineer < 5 years	9,000 – 12,000	9,000 – 12,000	9,000 – 12,000
Assisting/supporting staff	6,000 – 9,000	6,000 – 9,000	6,000 – 9,000



Quality personnel

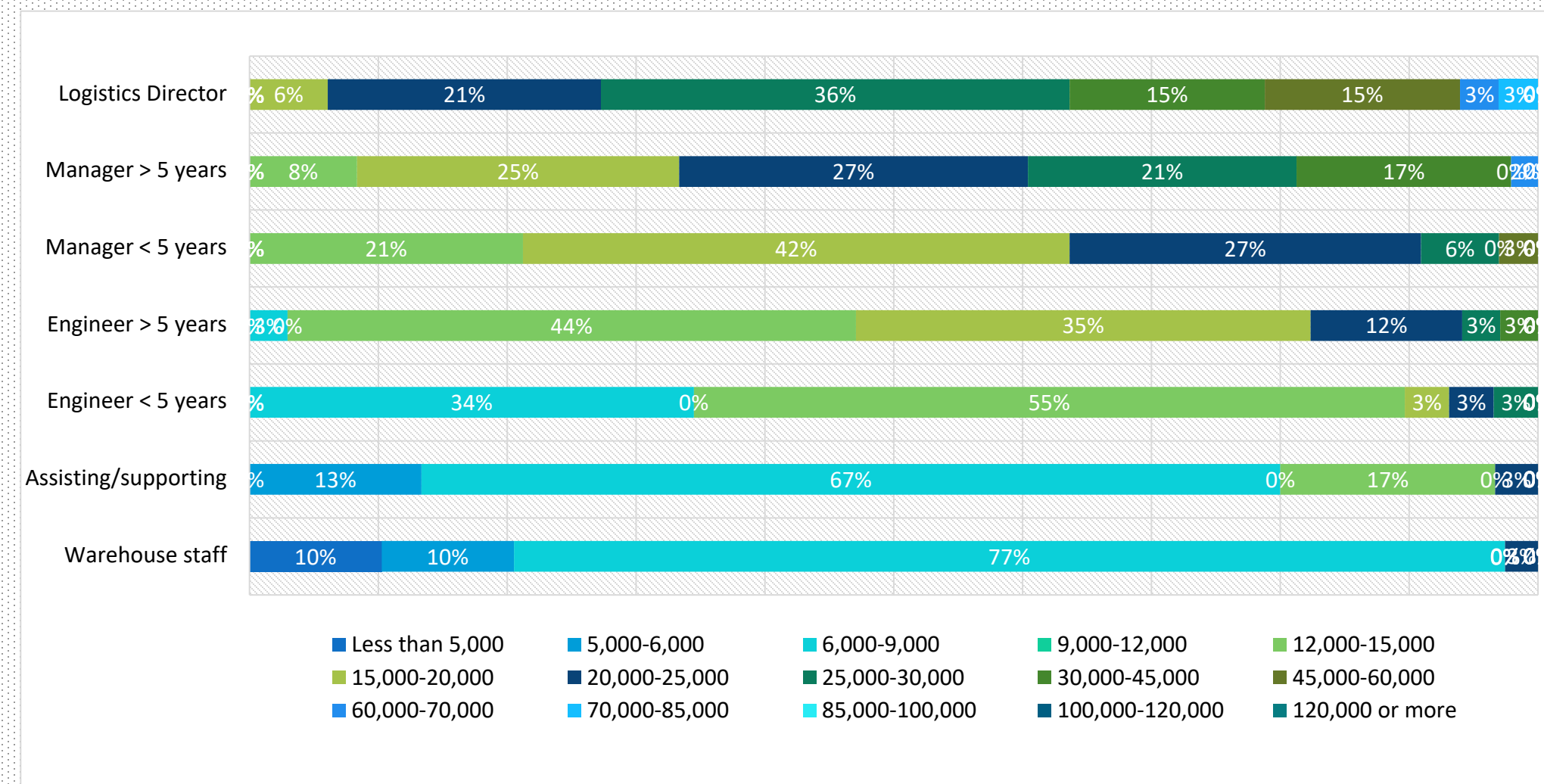
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	30,000 – 45,000	30,000 – 45,000	30,000 – 45,000
Manager > 5 years	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	20,000 – 25,000	20,000 – 25,000
Engineer > 5 years	15,000 – 20,000	12,000 – 15,000	15,000 – 20,000
Engineer < 5 years	12,000 – 15,000	12,000 – 15,000	12,000 – 15,000
Controller	6,000 – 9,000	6,000 – 9,000	6,000 – 9,000



Salary levels - Industrial

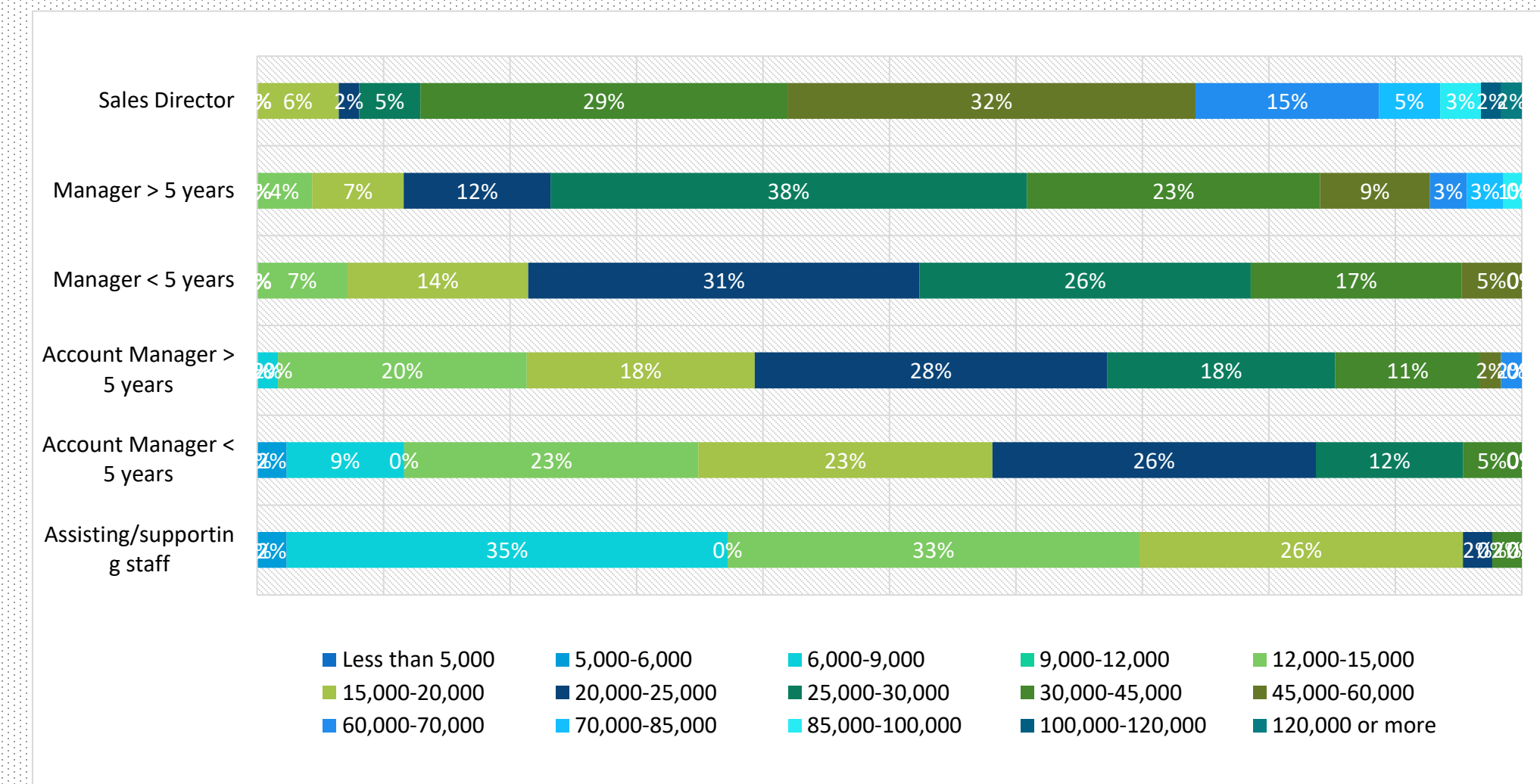
Logistics personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Logistics Director	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Manager > 5 years	20,000 – 25,000	20,000 – 25,000	20,000 – 25,000
Manager < 5 years	15,000 – 20,000	15,000 – 20,000	15,000 – 20,000
Engineer > 5 years	15,000 – 20,000	12,000 – 15,000	12,000 – 15,000
Engineer < 5 years	12,000 – 15,000	9,000 – 12,000	9,000 – 12,000
Assisting/supporting	9,000 – 12,000	6,000 – 9,000	6,000 – 9,000
Warehouse staff	6,000 – 9,000	6,000 – 9,000	6,000 – 9,000



Sales personnel

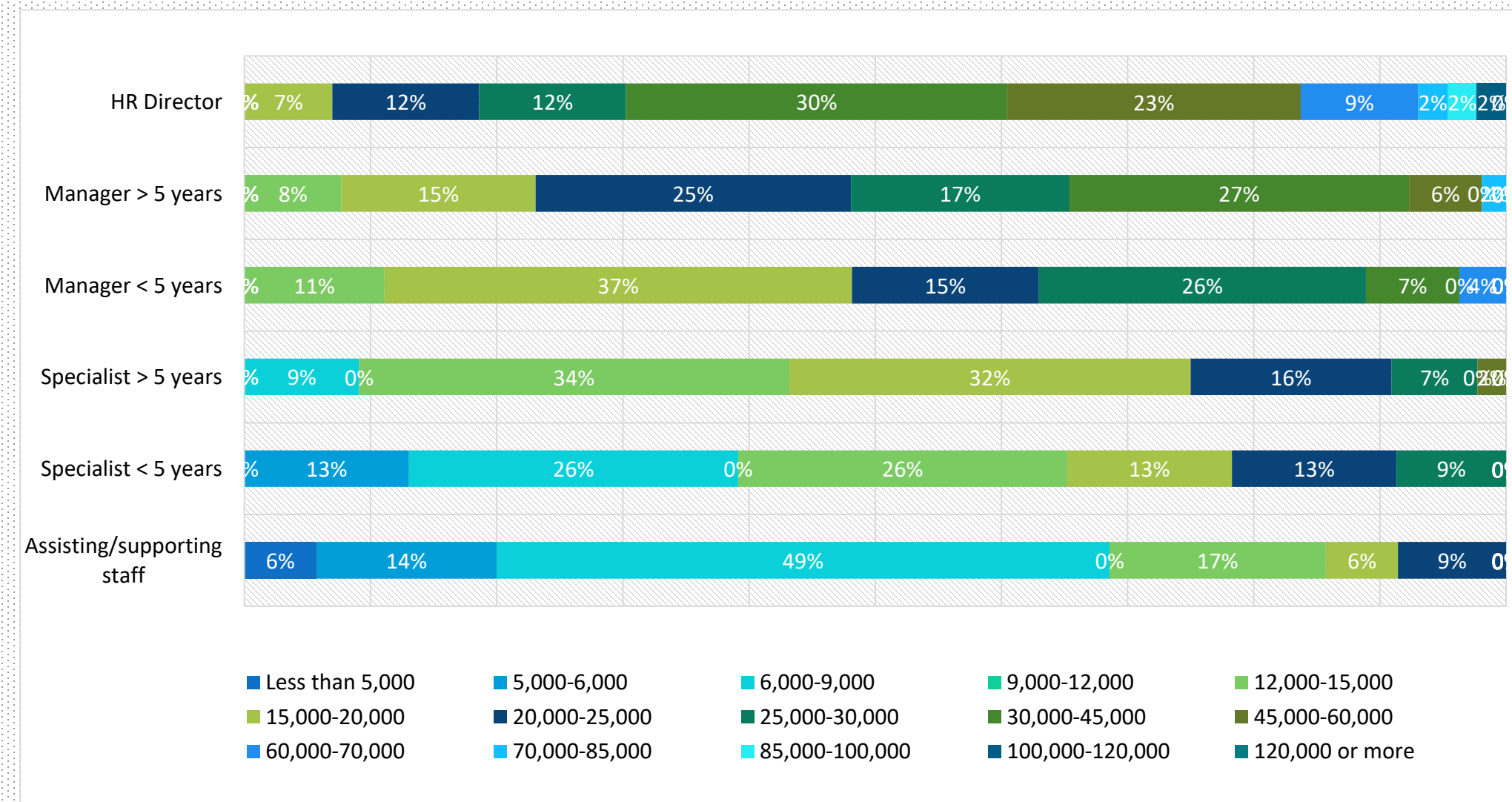
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	45,000 – 60,000	45,000 – 60,000	30,000 – 45,000
Manager > 5 years	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	20,000 – 25,000	20,000 – 25,000
Account Manager > 5 years	15,000 – 20,000	15,000 – 20,000	15,000 – 20,000
Account Manager < 5 years	12,000 – 15,000	15,000 – 20,000	15,000 – 20,000
Assisting/supporting staff	9,000 – 10,000	12,000 – 15,000	12,000 – 15,000



Salary levels - Industrial

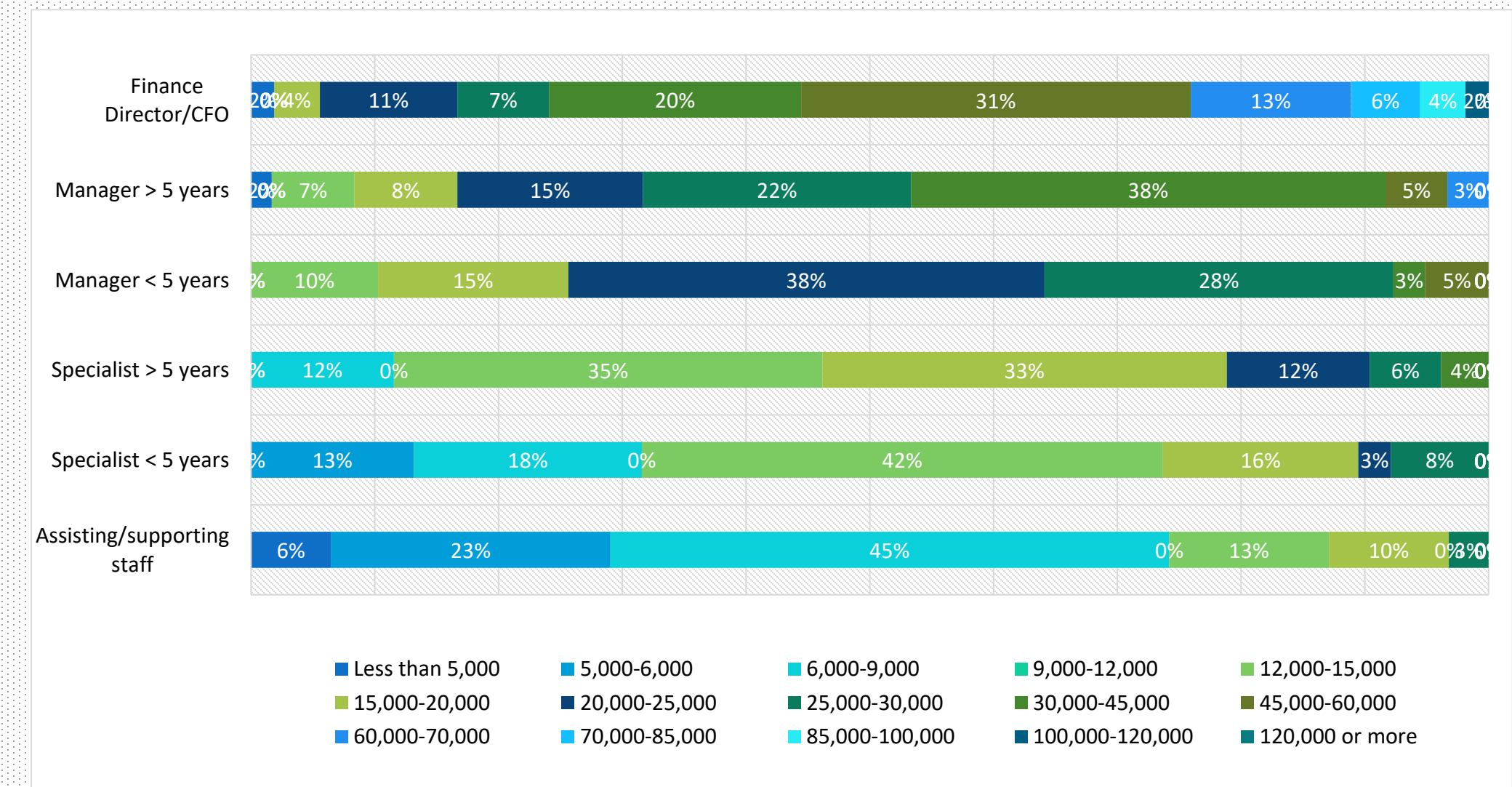
HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR Director	30,000 – 45,000	45,000 – 60,000	30,000 – 45,000
Manager > 5 years	20,000 – 25,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	15,000 – 20,000	20,000 – 25,000	15,000 – 20,000
Specialist > 5 years	15,000 – 20,000	9,000 – 12,000	12,000 – 15,000
Specialist < 5 years	12,000 – 15,000	6,000 – 9,000	6,000 – 9,000
Assisting/supporting staff	6,000 – 9,000	6,000 – 9,000	6,000 – 9,000



Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	45,000 – 60,000	45,000 – 60,000	30,000 – 45,000
Manager > 5 years	30,000 – 45,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	20,000 – 25,000	20,000 – 25,000
Specialist > 5 years	15,000 – 20,000	15,000 – 20,000	15,000 – 20,000
Specialist < 5 years	12,000 – 15,000	9,000 – 12,000	12,000 – 15,000
Assisting/supporting staff	6,000 – 9,000	9,000 – 12,000	6,000 – 9,000



Salary levels - Consuming

Third-quarter retail sales of goods grew by only 3 percent, with the recent Double Eleven shopping festival eking out a mere 2 percent increase over the previous year. This slowdown is evident across various categories, when compared to the already subdued third quarter of the pandemic-impacted 2022.

On the other hand, continued urbanization and rising income levels are expected to sustainably drive consumption growth in the medium to long term.

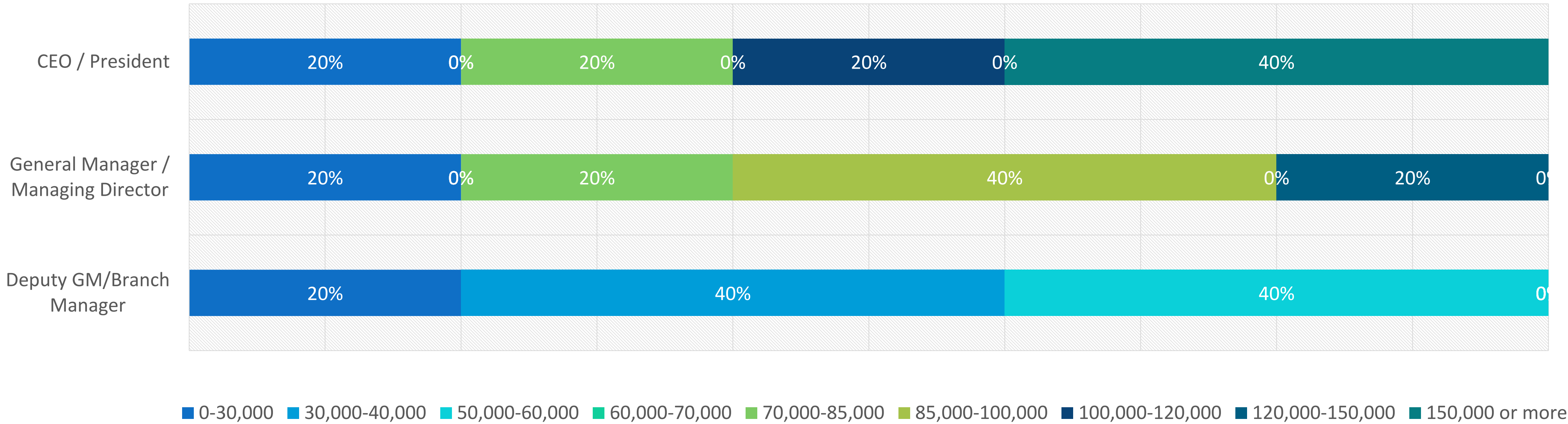
The salaries in the following graphs are monthly gross salaries in RMB. The average salary of each position in the three regions is also presented in the columns (x1000 RMB).





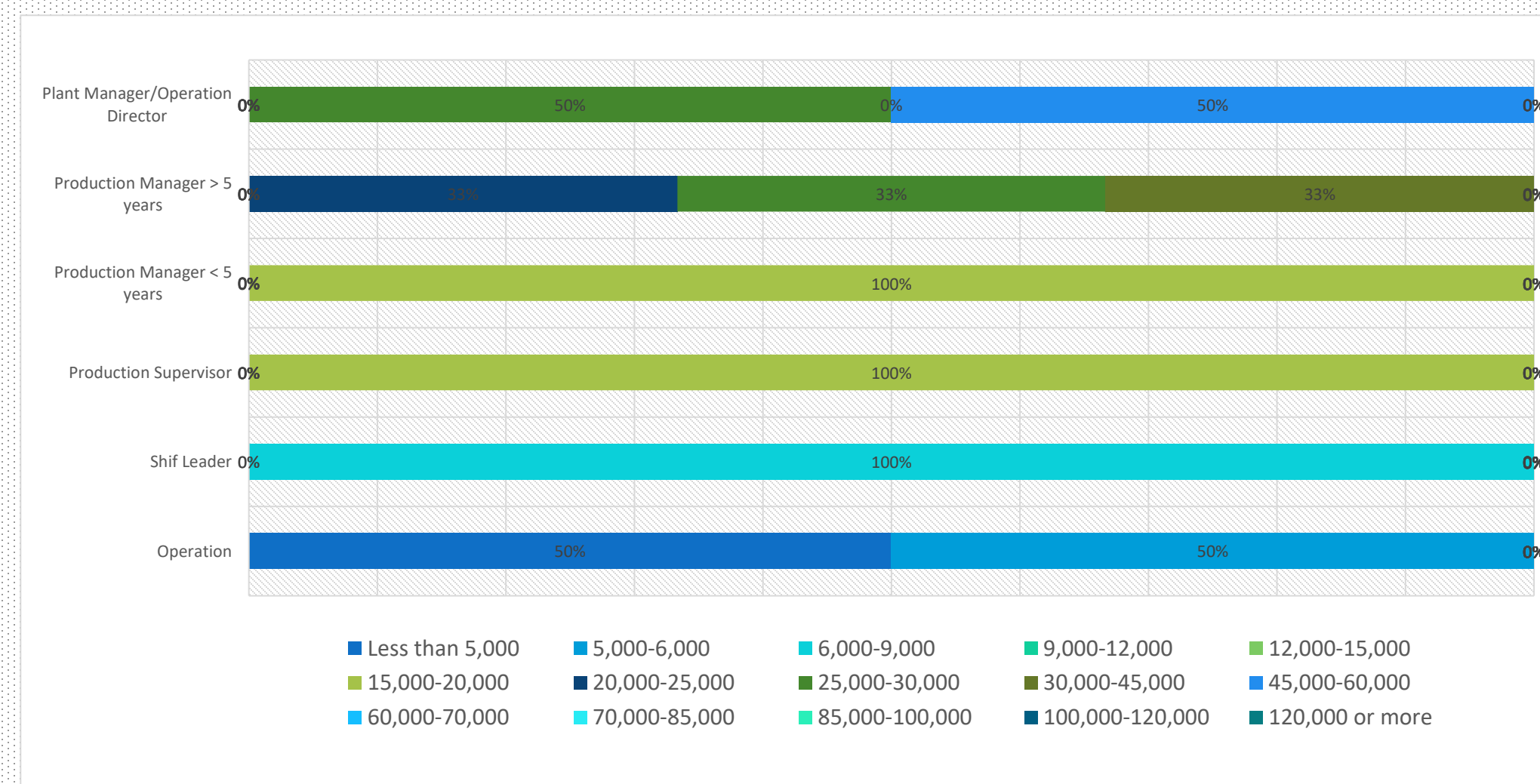
Senior management

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
CEO / President	70,000 – 85,000	100,000-120,000	/
General Manager / Managing Director	85,000-100,000	70,000 – 85,000	85,000-100,000
Deputy GM/Branch Manager	30,000 – 40,000	50,000 – 60,000	30,000 – 40,000



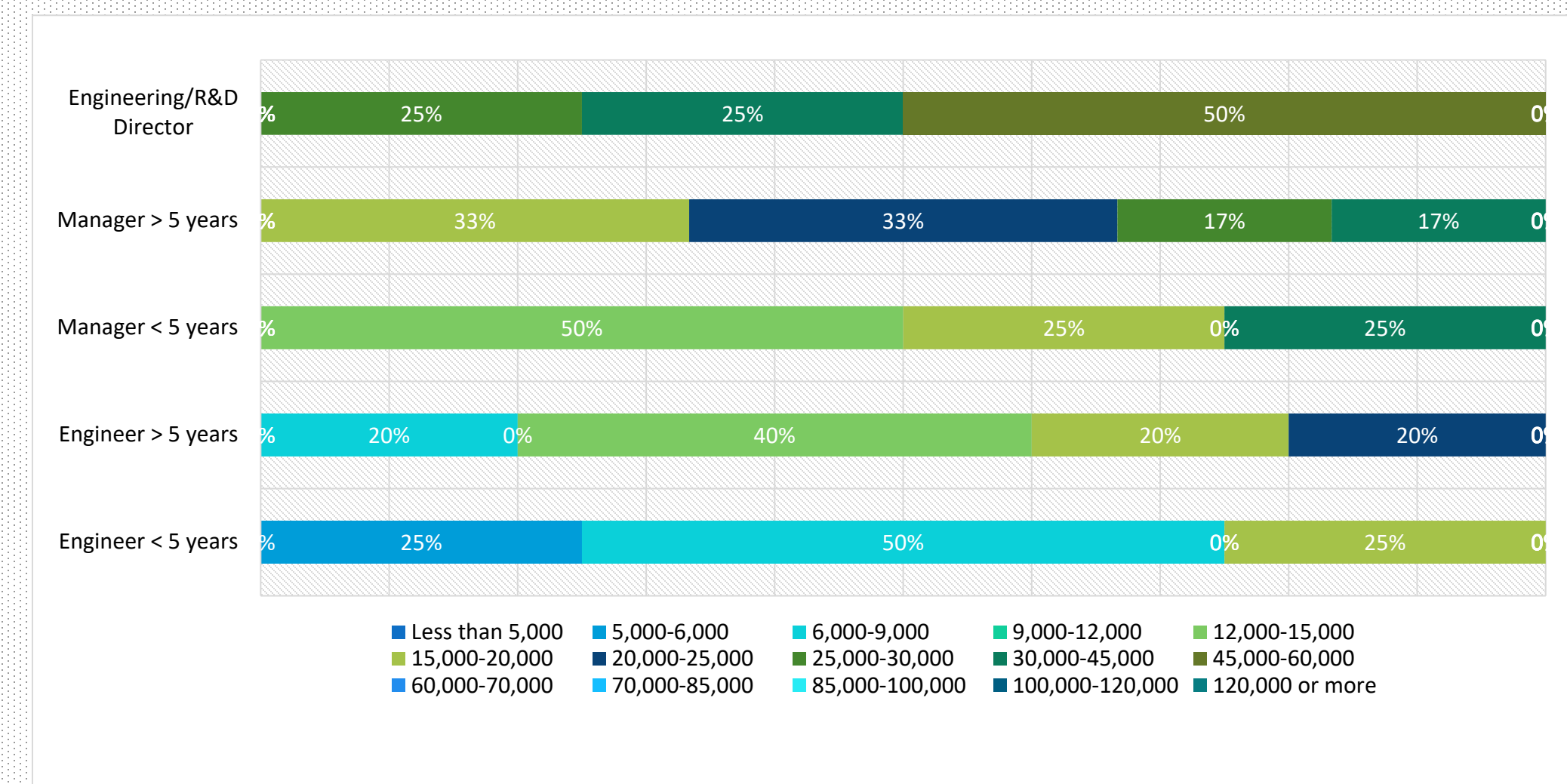
Production personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Plant Manager/Operation Director	25,000 - 30,000	/	25,000 - 30,000
Production Manager > 5 years	/	/	25,000 - 30,000
Production Manager < 5 years	/	/	15,000 - 20,000
Production Supervisor	/	/	15,000 - 20,000
Shift Leader	/	/	6,000 - 9,000
Operation	/	/	5,000 - 6,000



Engineering/R&D personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Engineering/R&D Director	25,000 - 30,000	25,000 - 30,000	45,000 - 60,000
Manager > 5 years	20,000 - 25,000	20,000 - 30,000	20,000 - 25,000
Manager < 5 years	/	15,000 - 20,000	15,000 - 20,000
Engineer > 5 years	20,000 - 25,000	12,000 - 15,000	6,000 - 9,000
Engineer < 5 years	/	9,000 - 12,000	5,000 - 6,000

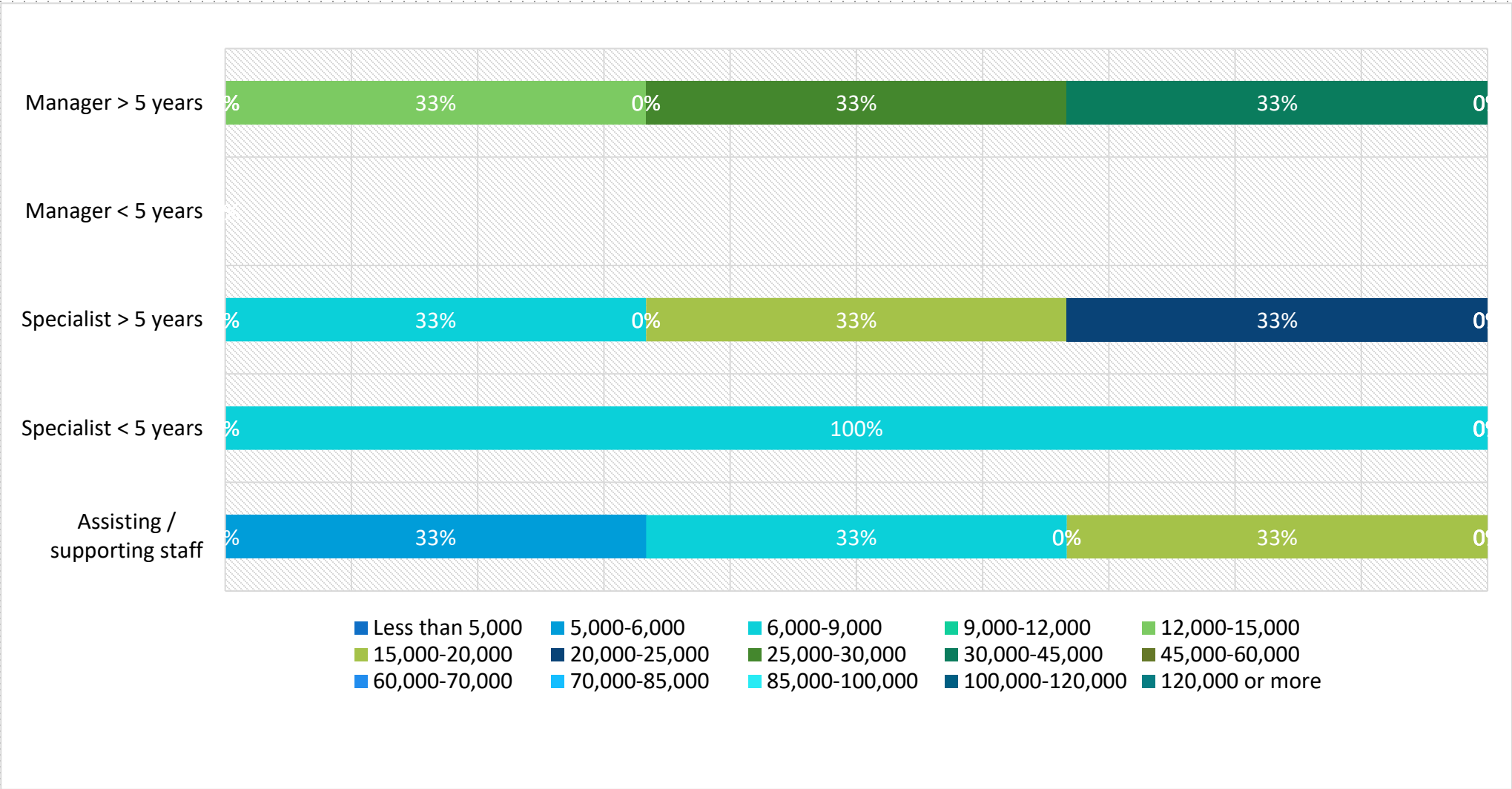




Salary levels - Consuming

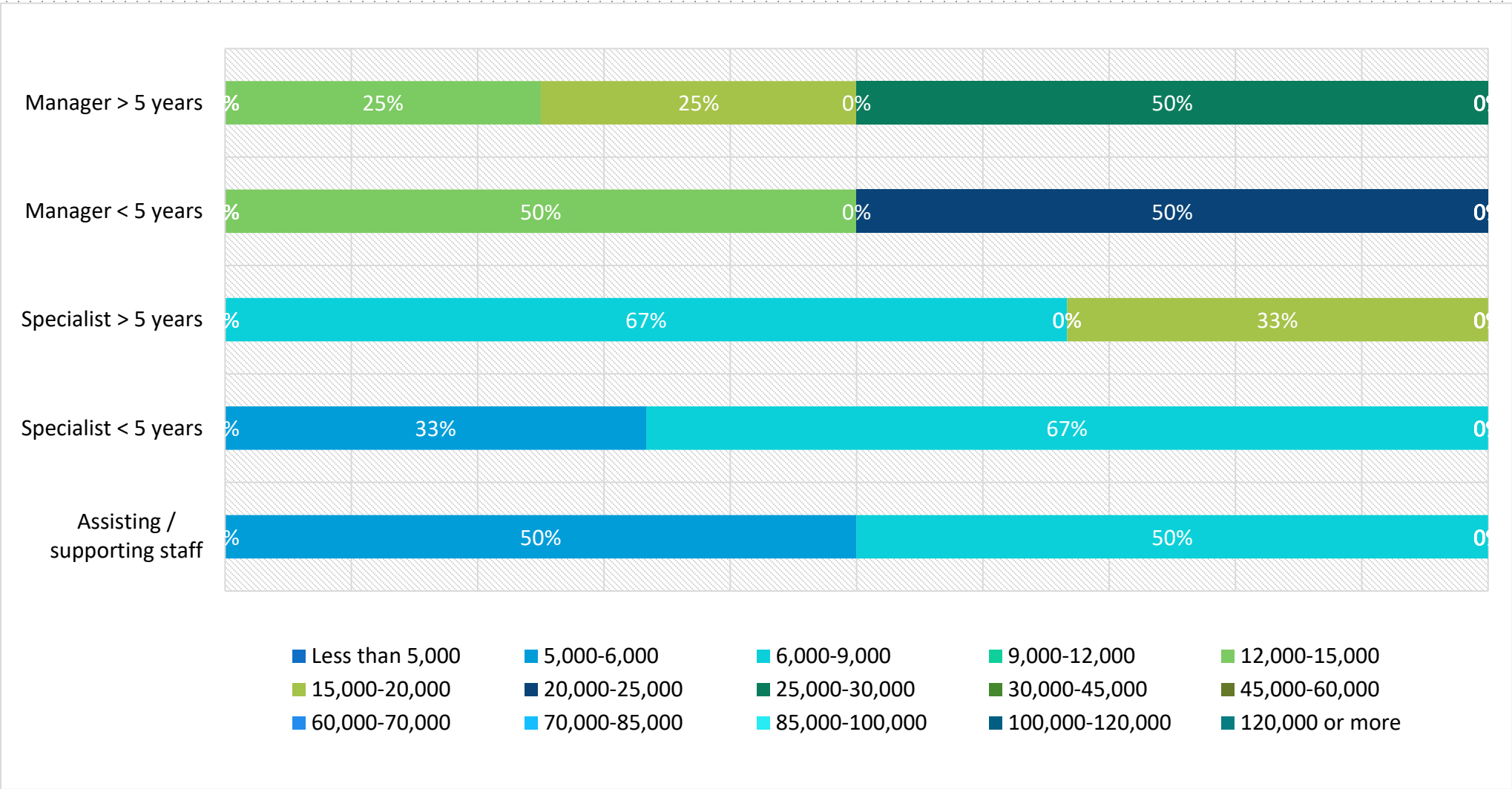
Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	30,000 – 45,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	/	/	/
Specialist / Engineer > 5 years	20,000 – 25,000	/	15,000 – 20,000
Specialist / Engineer < 5 years	/	/	/
Assisting/supporting staff	15,000 – 20,000	/	6,000 – 9,000



Customer Service

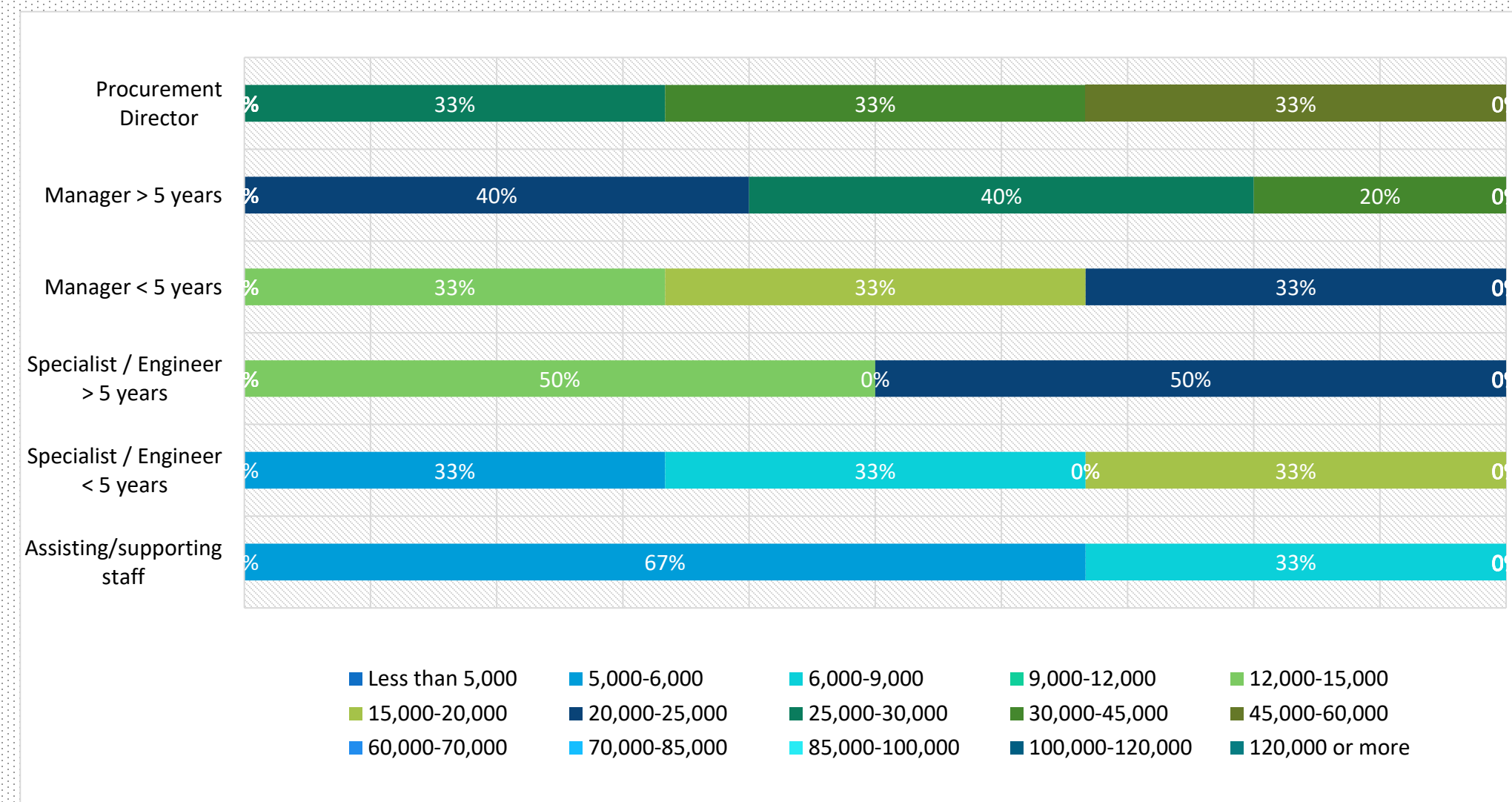
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	25,000 – 30,000	/	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	/	/
Specialist > 5 years	15,000 – 20,000	/	6,000 – 9,000
Specialist < 5 years	/	/	6,000 – 9,000
Assisting / supporting staff	6,000 – 9,000	/	6,000 – 9,000



Salary levels - Consuming

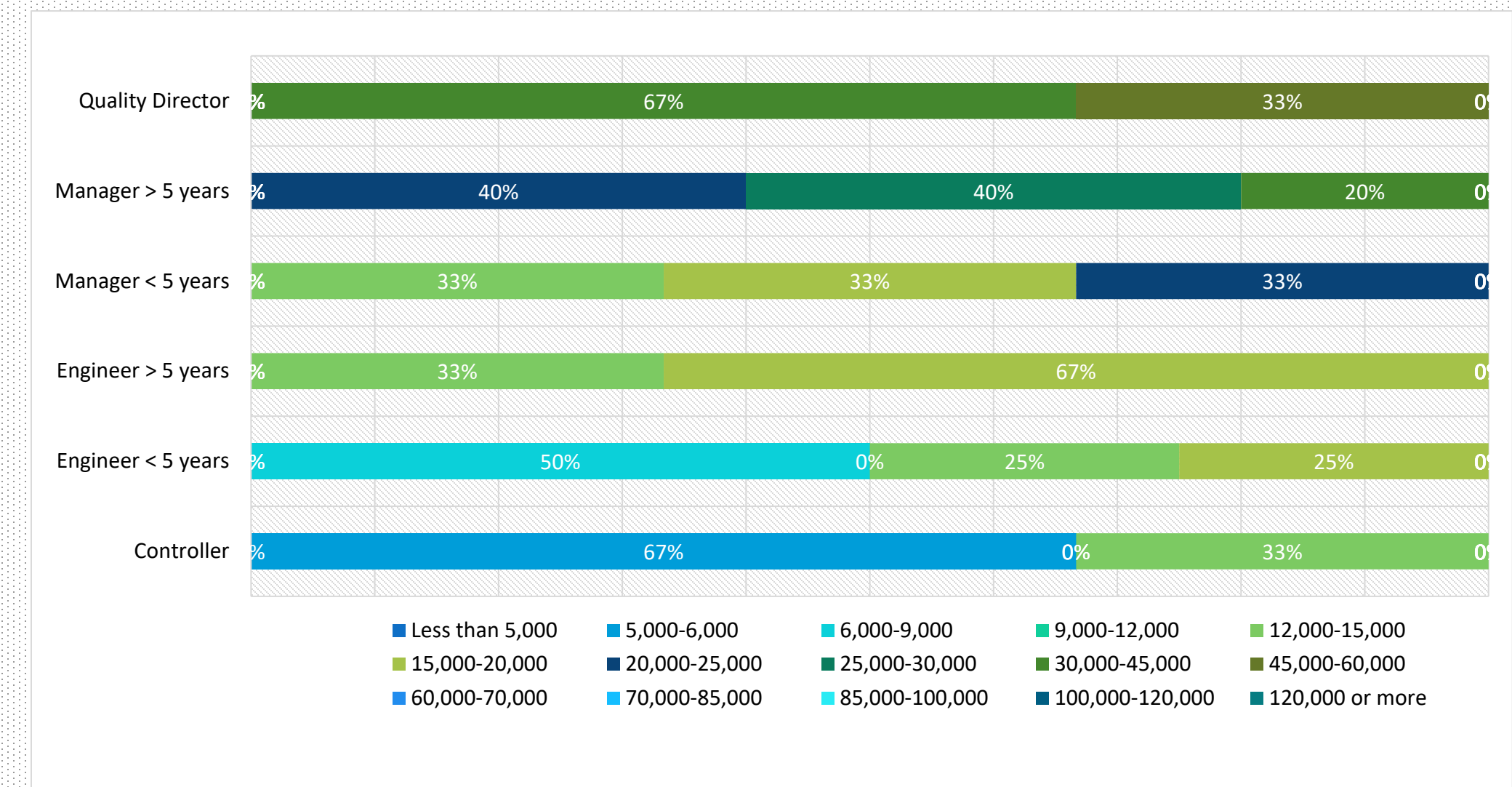
Procurement personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Procurement Director	/	/	55,000 – 60,000
Manager > 5 years	30, 000 – 45,000	/	20, 000 – 25,000
Manager < 5 years	/	/	12,000 – 15,000
Specialist / Engineer > 5 years	20, 000 – 25,000	/	12,000 – 15,000
Specialist / Engineer < 5 years	15,000 – 20,000	/	12,000 – 15,000
Assisting/supporting staff	5,000 – 6,000	/	5,000 – 6,000



Quality personnel

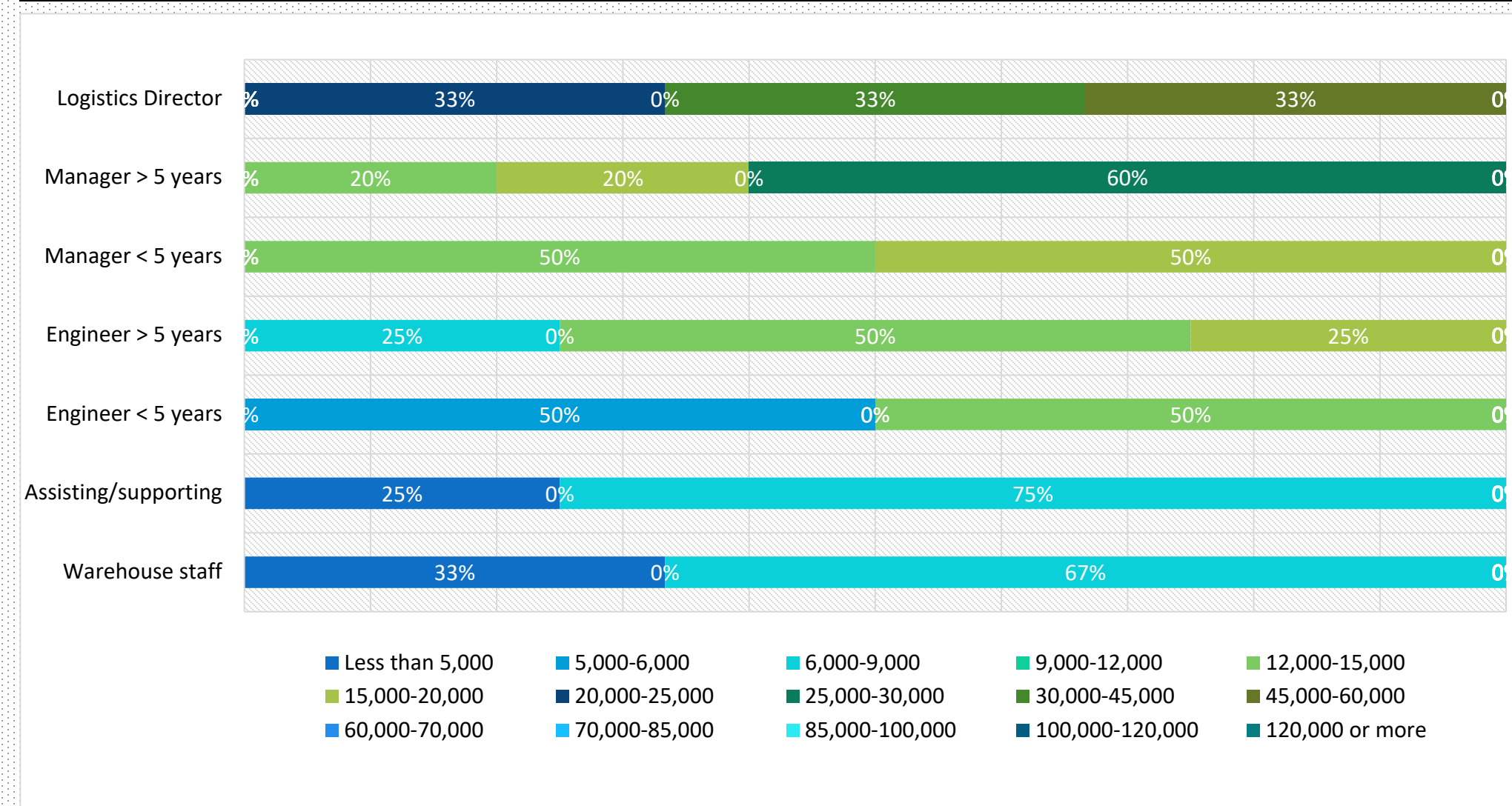
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	30,000 – 45,000	/	30, 000 – 45, 000
Manager > 5 years	25,000 – 30,000	/	25,000 – 30,000
Manager < 5 years	/	/	12,000 – 15,000
Engineer > 5 years	15,000 – 20,000	/	15,000 – 20,000
Engineer < 5 years	12,000 – 15,000	/	12,000 – 15,000
Controller	5,000 – 6,000	/	5,000 – 6,000



Salary levels - Consuming

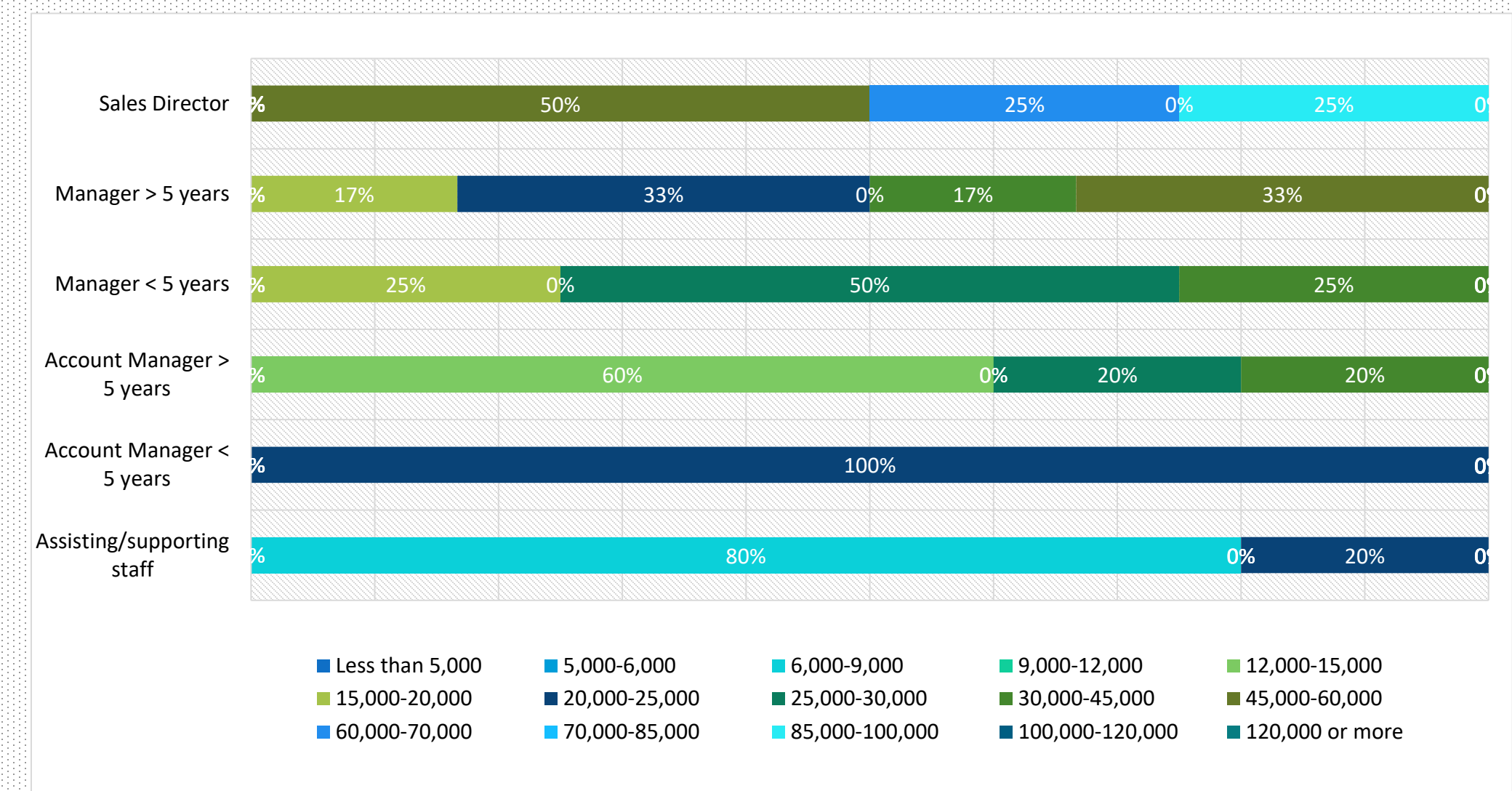
Logistics personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Logistics Director	30,000 – 45,000	/	30,000 – 45,000
Manager > 5 years	25,000 – 30,000	/	20,000 – 25,000
Manager < 5 years	/	/	/
Engineer > 5 years	15,000 – 20,000	/	12,000 – 15,000
Engineer < 5 years	12,000 – 15,000	/	6,000 – 9,000
Assisting/supporting	5,000 – 6,000	/	5,000 – 6,000
Warehouse staff	5,000 – 6,000	/	5,000 – 6,000



Sales personnel

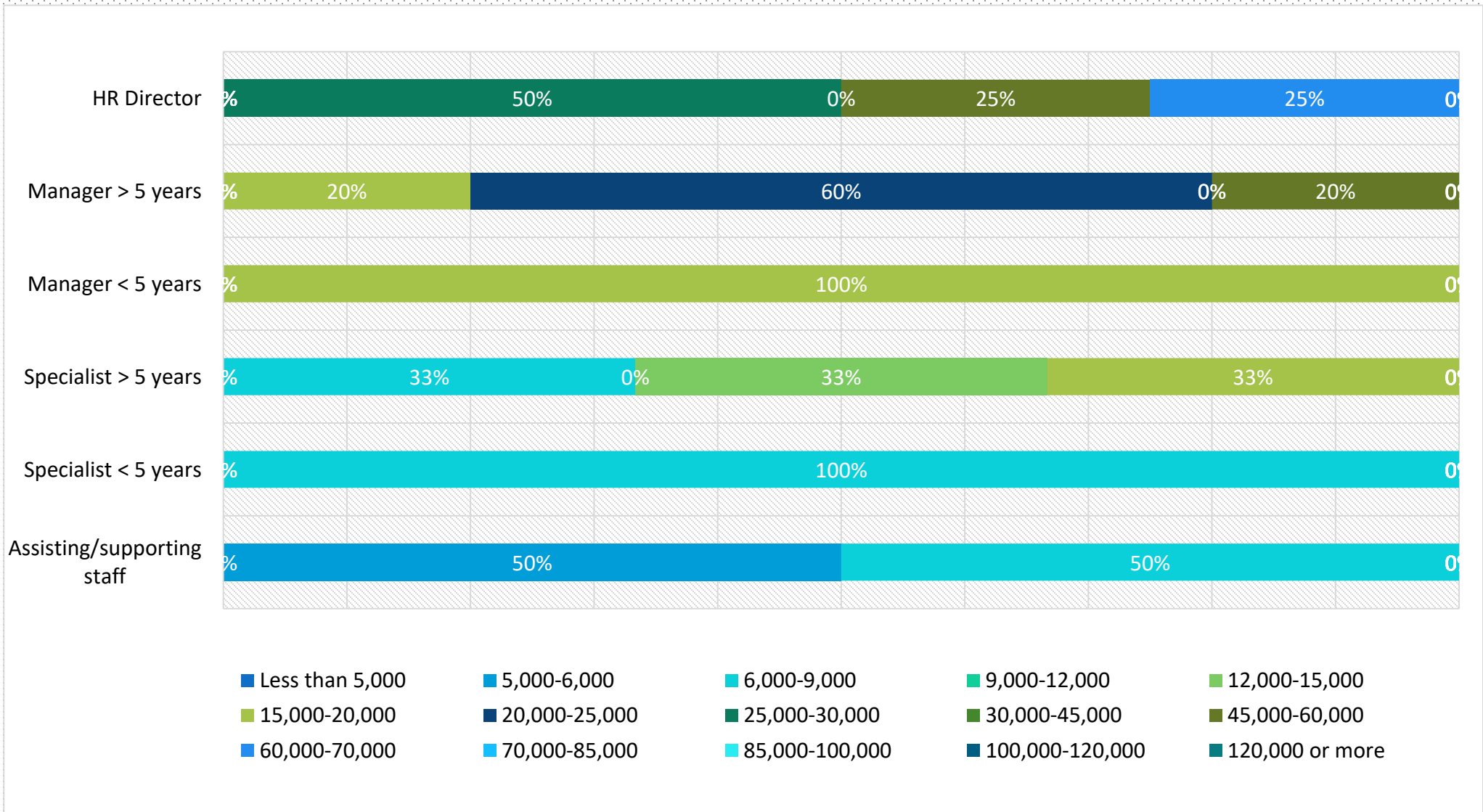
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	45,000 – 60,000	45,000 – 60,000	45,000 – 60,000
Manager > 5 years	30,000 – 45,000	,/	30,000 – 45,000
Manager < 5 years	25,000 – 30,000	/	25,000 – 30,000
Account Manager > 5 years	15,000 – 20,000	/	15,000 – 20,000
Account Manager < 5 years	12,000 – 15,000	/	12,000 – 15,000
Assisting/supporting staff	6,000 – 9,000	/	6,000 – 9,000



Salary levels - Consuming

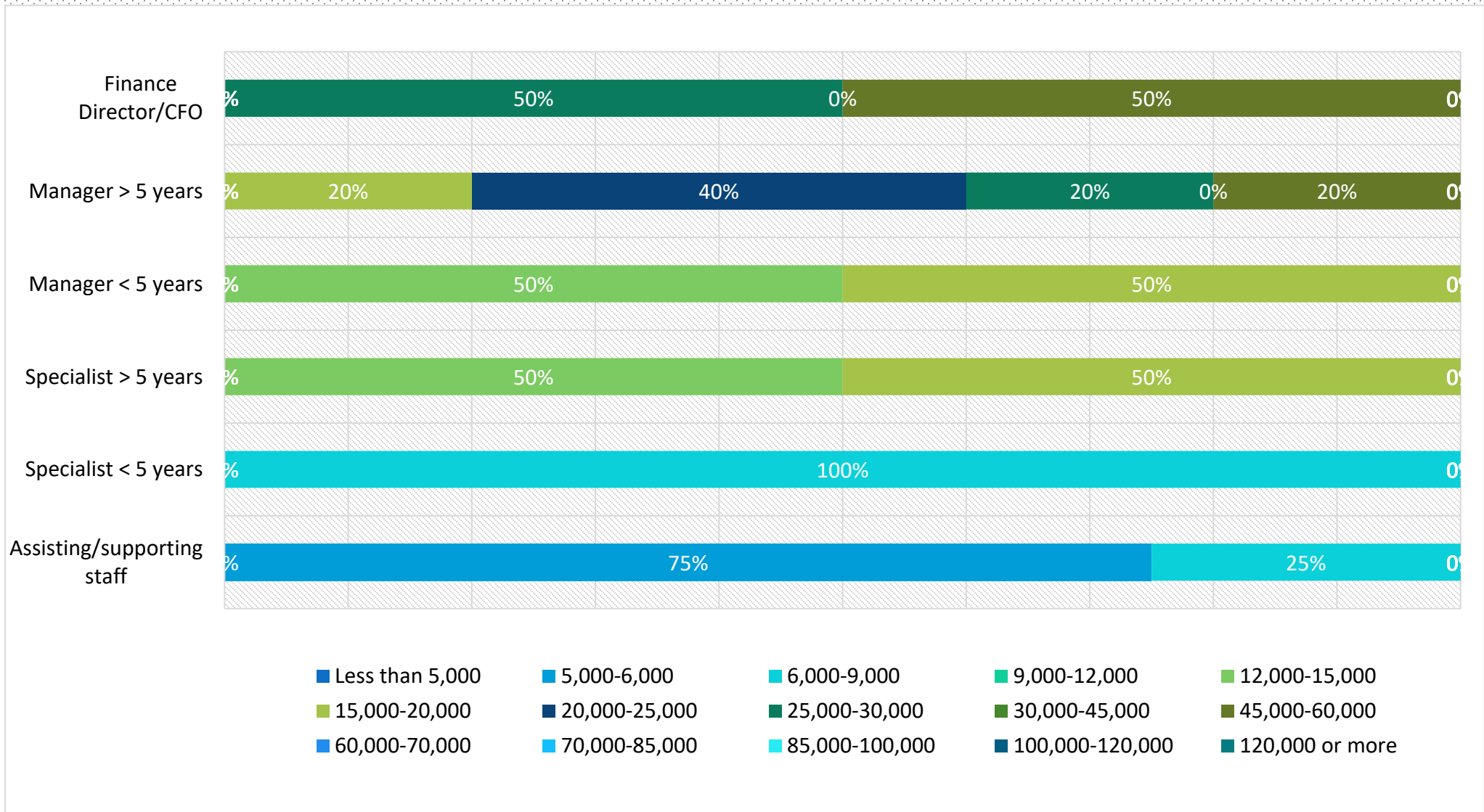
HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR Director	45,000 – 60,000	/	45,000 – 60,000
Manager > 5 years	25,000 – 30,000	/	25,000 – 30,000
Manager < 5 years	20,000– 25,000	/	20,000– 25,000
Specialist > 5 years	15,000 – 20,000	/	15,000 – 20,000
Specialist < 5 years	6,000 – 9,000	/	6,000 – 9,000
Assisting/supporting staff	6,000 – 9,000	/	6,000 – 9,000



Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	45,000 – 60,000	/	45,000 – 60,000
Manager > 5 years	25,000 – 30,000	/	25,000 – 30,000
Manager < 5 years	/	/	/
Specialist > 5 years	15,000 – 20,000	/	12,000 – 15,000
Specialist < 5 years	6,000 – 9,000	/	6,000 – 9,000
Assisting/supporting staff	6,000 – 9,000	/	6,000 – 9,000





Salary levels – Trading & Sourcing

With 5% of participants from Trading & Sourcing sector the data presented in this report must be considered limited. Below you will find data for the most common positions, both in salary ranges and averages.

Top Management

Position	Average	Range
CEO / President	110,000	100,000 -120,000
General Manager/MD	92,500	85,000 - 100,000
Deputy GM/Branch Manager	35,000	30,000 - 40,000
Plant Manager/Operation Director	27,500	25,000 - 30,000
R&D Director	27,500	25,000 - 30,000
Sales Director	27,500	25,000 - 30,000
HR Director	35,000	30,000 - 40,000
Finance Director	35,000	30,000 – 40,000

Salary levels – Technology

With 4% of participants from Technology sector the data presented in this report must be considered limited. Below you will find data for the most common positions, both in salary ranges and averages.

Top Management

Position	Average	Range
CEO / President	110,000	100,000 -120,000
General Manager/MD	110,000	100,000 - 120,000
Deputy GM/Branch Manager	77,500	70,000 - 85,000
Plant Manager/Operation Director	52,500	45,000 - 60,000
R&D Director	52,500	45,000 - 60,000
Procurement Director	65,000	60,000 - 70,000
Quality Director	65,000	60,000 - 70,000
Logistics Director	65,000	60,000 – 70,000
Sales Director	65,000	60,000 - 70,000
Customer Service Manager> 5 years	37,500	30,000 – 45,000
HR Director	65,000	60,000 - 70,000
Finance Director/CFO	77,500	70,000 - 85,000

Salary levels – Healthcare & Life Science

With 4% of participants from healthcare & life science sector the data presented in this report must be considered limited. Below you will find data for the most common positions, both in salary ranges and averages.

Top Management

Position	Average	Range
CEO / President	150,000	150,000 - more
General Manager/MD	135,000	120,000 - 150,000
Deputy GM/Branch Manager	92,500	85,000 - 100,000
Plant Manager/Operation Director	77,500	70,000 - 85,000
R&D Director	92,500	85,000 - 100,000
Technical Service Manager> 5 years	27,500	20,000 - 25,000
Quality Director	52,500	45,000 - 60,000
Logistics Director	37,500	30,000 – 45,000
Sales Director	77,500	70,000 - 85,000
Customer Service Manager> 5 years	27,500	20,000 – 25,000
HR Director	52,500	45,000 - 60,000
Finance Director/CFO	77,500	70,000 - 85,000

With 3% of participants from Energy companies the data presented in this report must be considered limited. Below you will find data for the most common positions, both in salary ranges and averages.

Top Management

Position	Average	Range
CEO / President	65,000	60,000 - 70,000
General Manager/MD	35,000	30,000 - 40,000
Deputy GM/Branch Manager	35,000	30,000 - 40,000
Plant Manager/Operation Director	37,500	30,000 - 45,000
R&D Director	27,500	25,000 - 30,000
Sales Director	37,500	30,000 - 45,000
HR Director	65,000	60,000 - 70,000
Finance Director	37,500	30,000 – 45,000



With 2% of participants from professional service companies the data presented in this report must be considered limited. Below you will find data for the most common positions, both in salary ranges and averages.

Top Management

Position	Average	Range
CEO / President	110,000	100,000 - 120,000
General Manager/MD	65,000	60,000 - 70,000
Deputy GM/Branch Manager	55,000	50,000 - 60,000
Plant Manager/Operation Director	52,500	45,000 - 60,000
Sales Director	52,500	45,000 - 60,000
HR Director	27,500	25,000 - 30,000
Finance Director	52,500	45,000 - 60,000



Acknowledgements

2023-2024 Nordic Salary Survey

We would once again like to thank to the companies that made this survey possible by responding to the questions and providing the data that this report was built on.

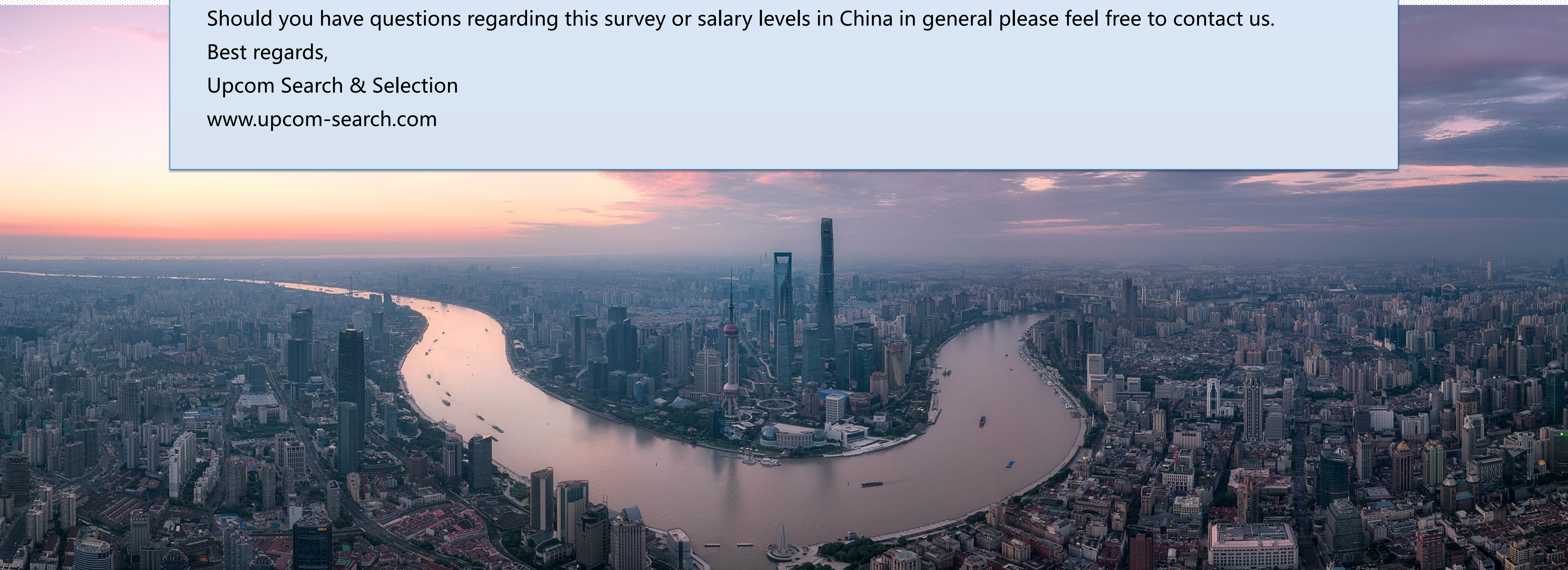
We are very interested in receiving your thoughts, questions and suggestions on improvement for coming editions of this survey.

Should you have questions regarding this survey or salary levels in China in general please feel free to contact us.

Best regards,

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THANK YOU!

感谢您的观看

2023

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