

# Nordic Salary Survey

## 北欧在华企业 薪酬调查报告

# 2022-2023

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## About the survey



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Upcom conducted 2020-2021 and 2021-2022 Nordic Salary Survey by the end of 2020 and 2021, 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 2022, we decide to once again conduct a comprehensive survey on those topics.

With above 180 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. We are certain that the results can make an impact on business decisions taken henceforth.

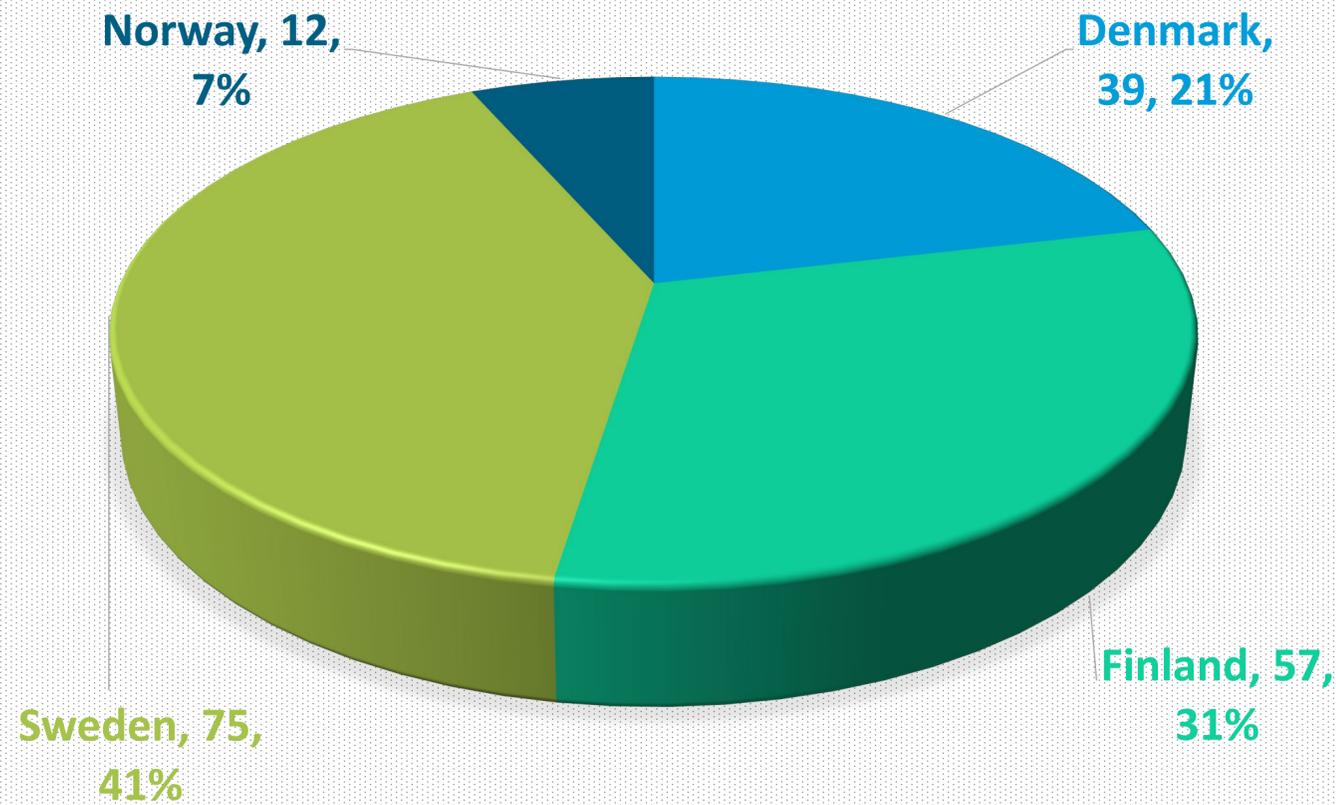
The survey covers the most common industries for Nordic companies in China, with a particular focus on Industrial, Consuming, Healthcare & Life Science, Technologies, Energy and Trading & Sourcing sectors. For each sector we have covered salary levels for the most common positions, while also asking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

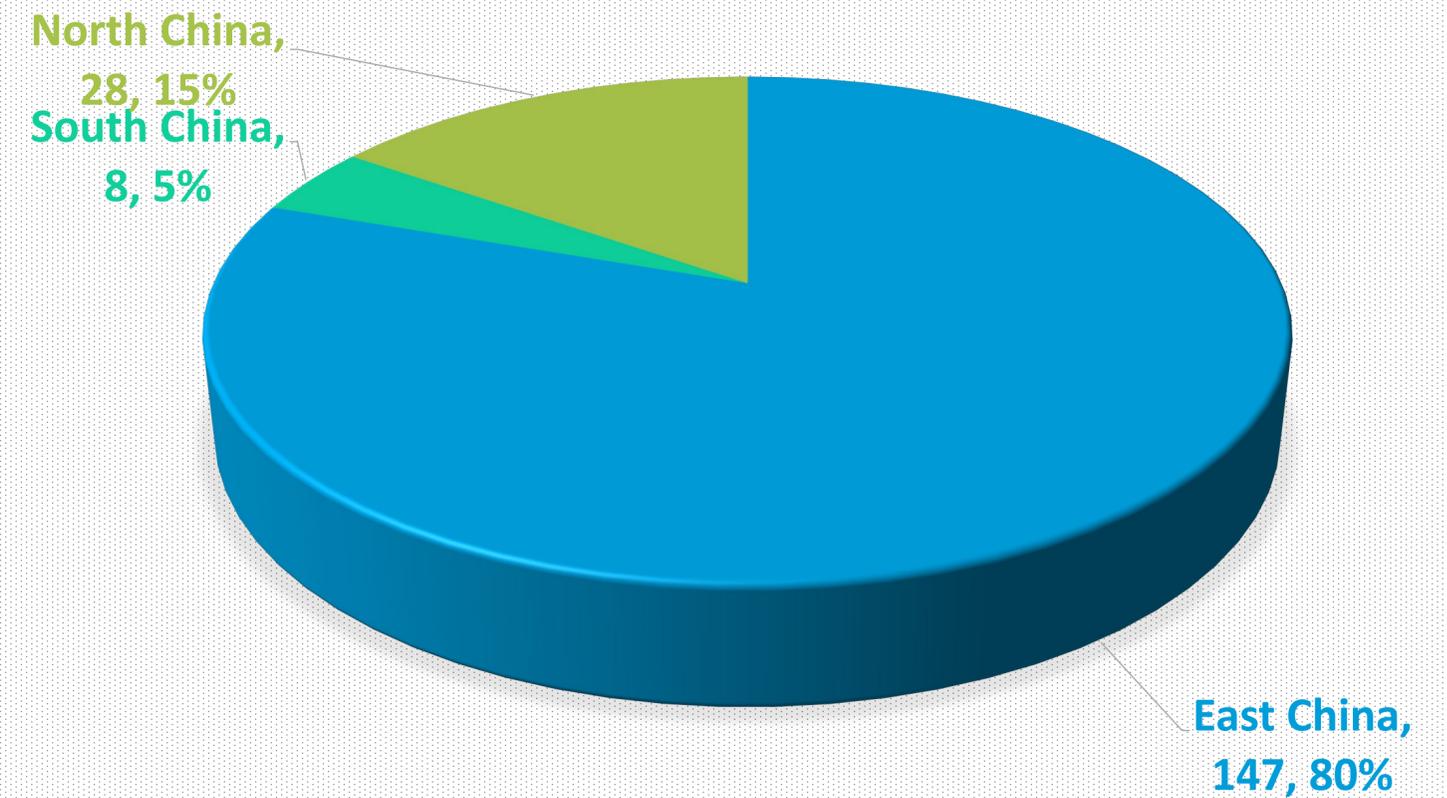
If you have any additional comments, or ideas, to make the survey and report better for future editions you are also encouraged to contact us.

With regards,

# Global and local HQ of participating companies



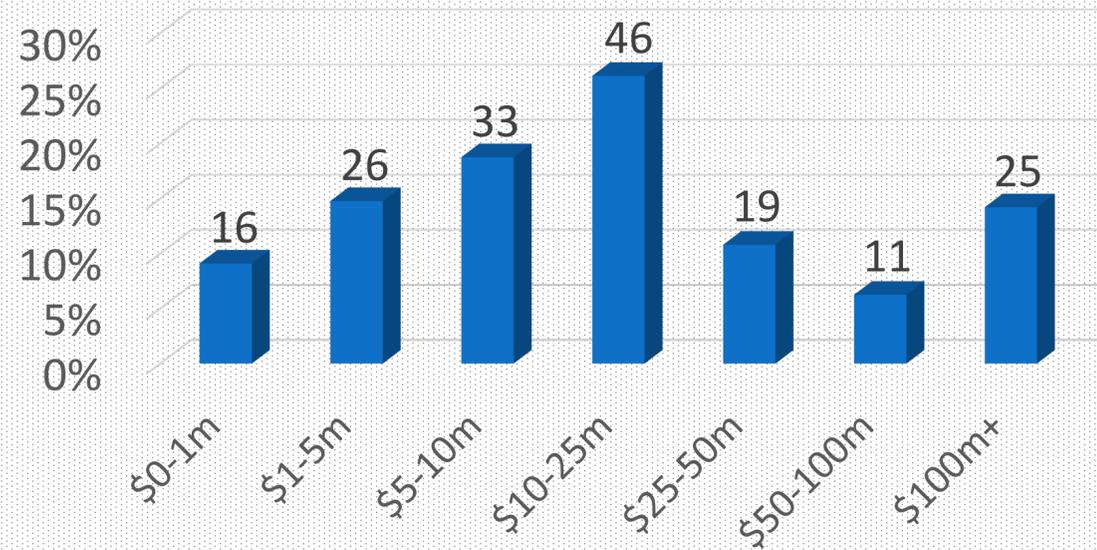
There were 183 participating companies in total, with the following participation per country:  
 Sweden 75, Finland 57,  
 Denmark 39, Norway 12



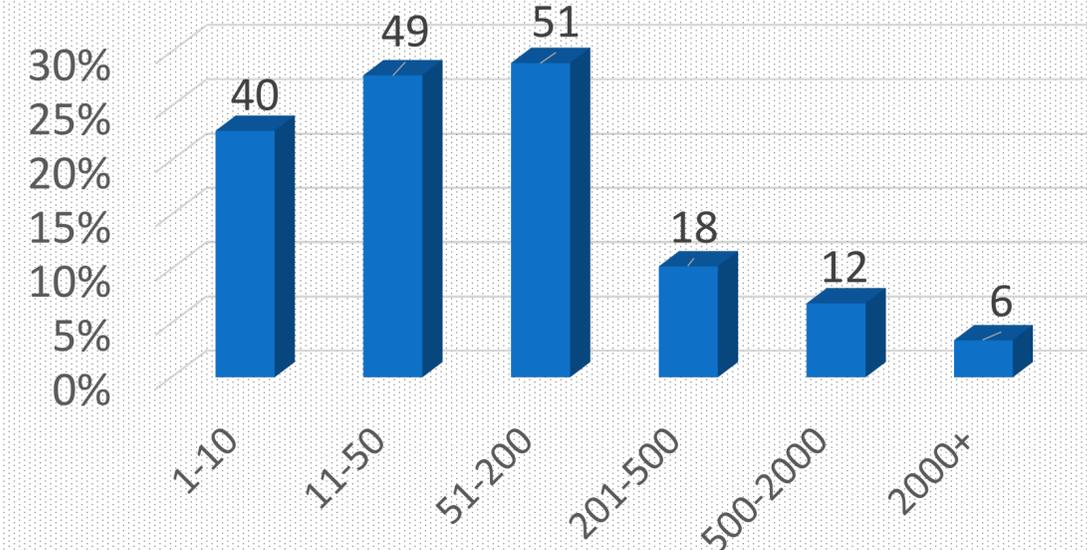
The vast majority, i.e. 147 of the participating companies had their primary operations based in East China, followed by North China with 28 and South China with 8 respondents.

# Global and local size of participating companies

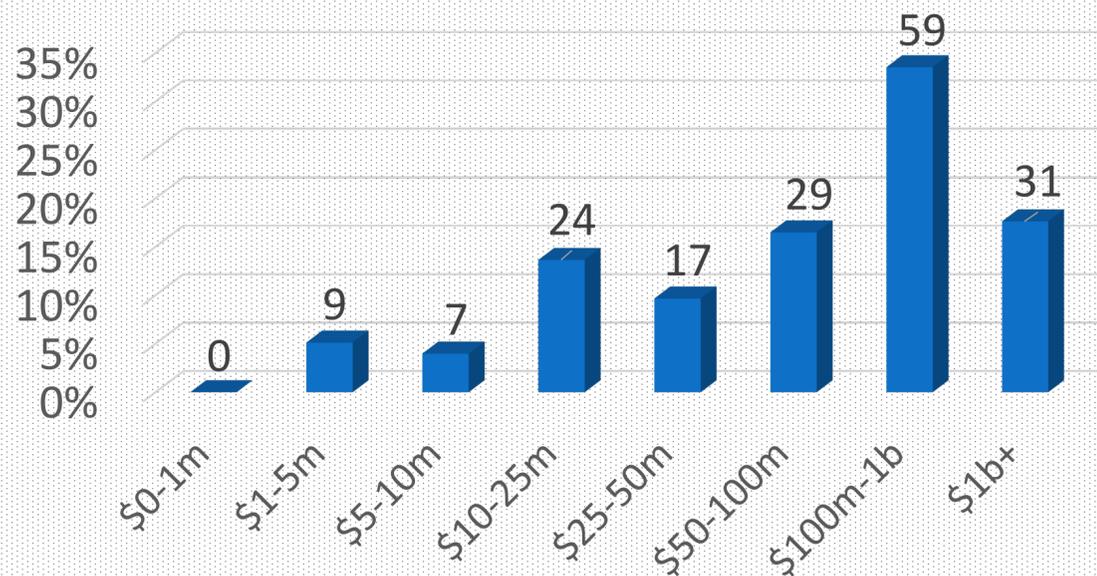
### Turnover in China



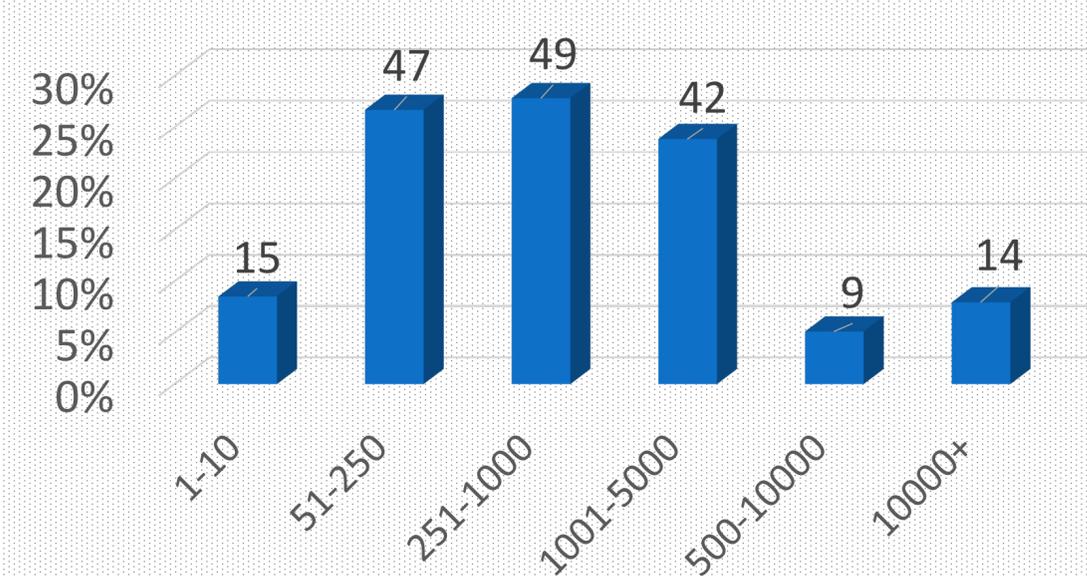
### Employees in China



### Turnover Globally



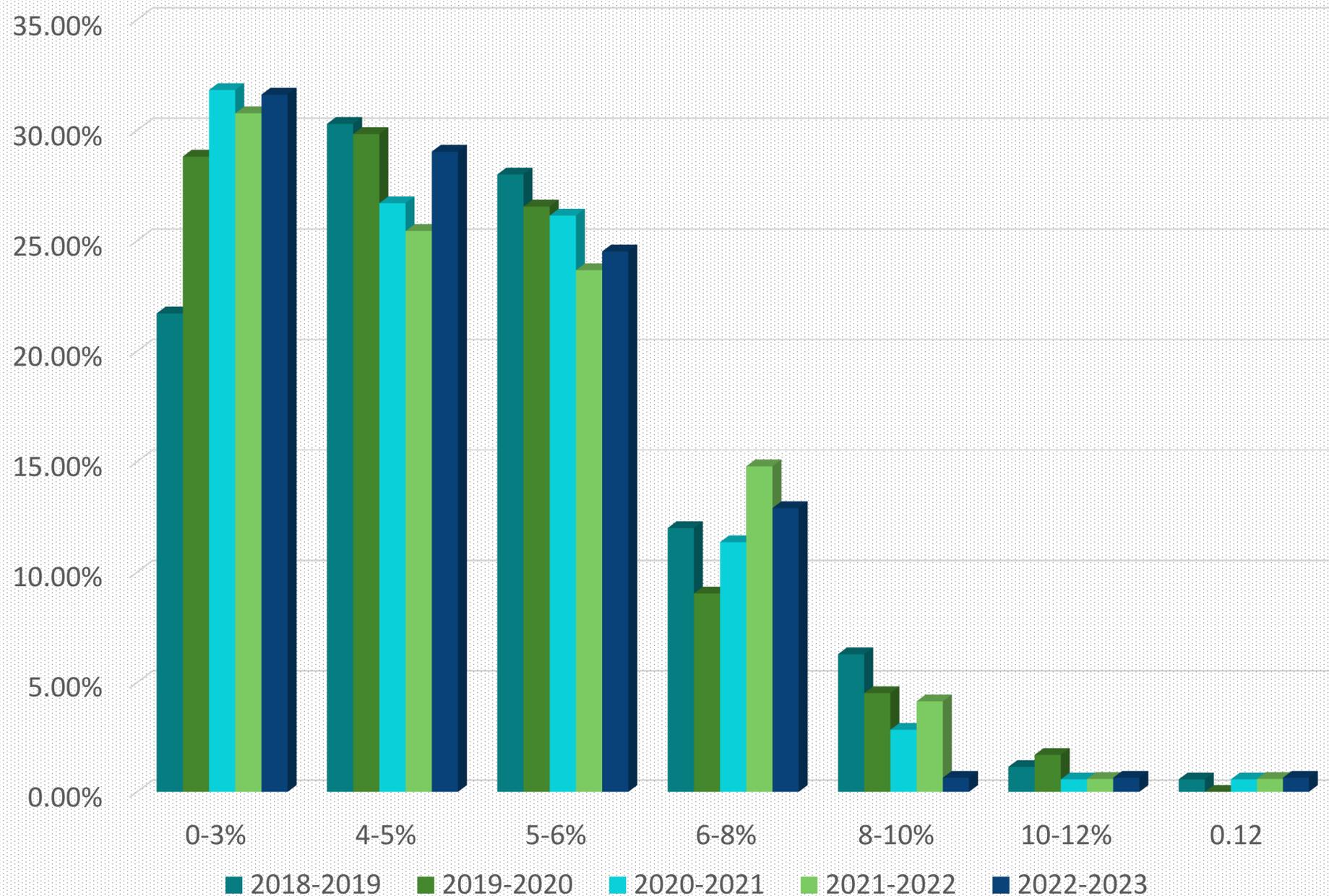
### Employees globally





# Salary increases

### Annual salary increase



When asked about participating companies' average salary increase from 2021-2022 up until projected salary increases from 2022-2023 it was possible to see a clear trend of having a lower salary increase.

In 2021, 30.8% of companies reported an average increase of 0-3%. By this year that figure is 31.4%.

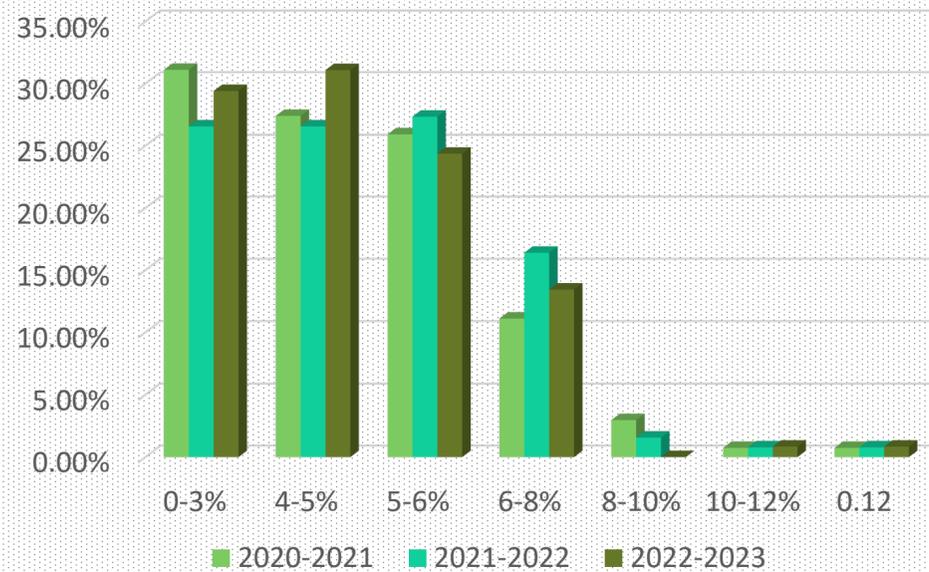
In 2021, 25.4% of companies reported an average increase of 4-5%. By this year that figure is 29.1%.

In 2021, 23.7% of companies reported an average increase of 5-6%. By this year that figure is 24.5%.

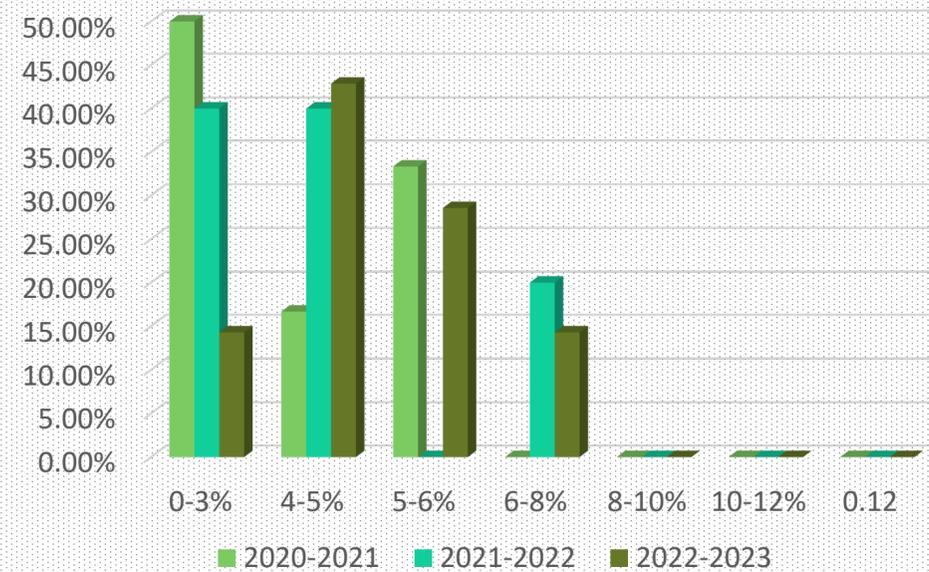


# Salary increases

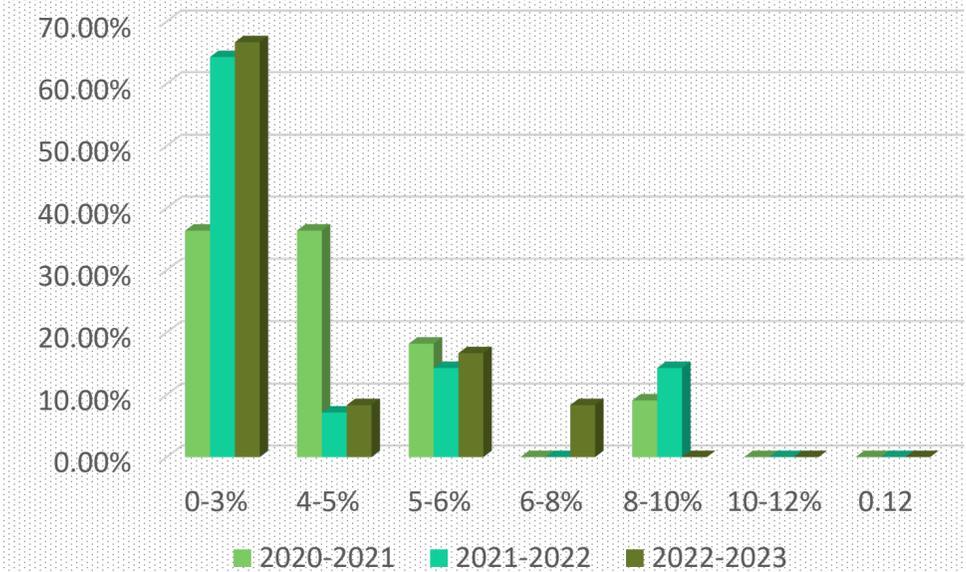
### Annual salary increase (Industrial)



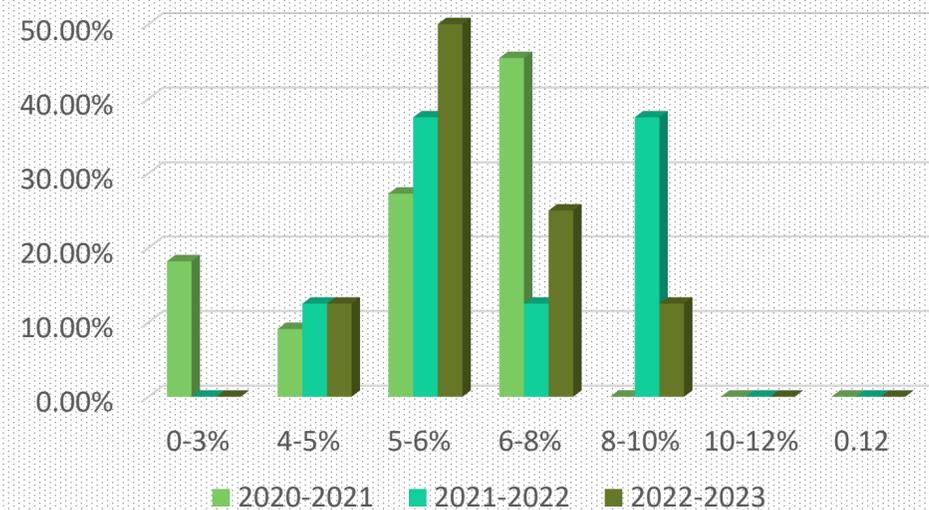
### Annual salary increase (Technology)



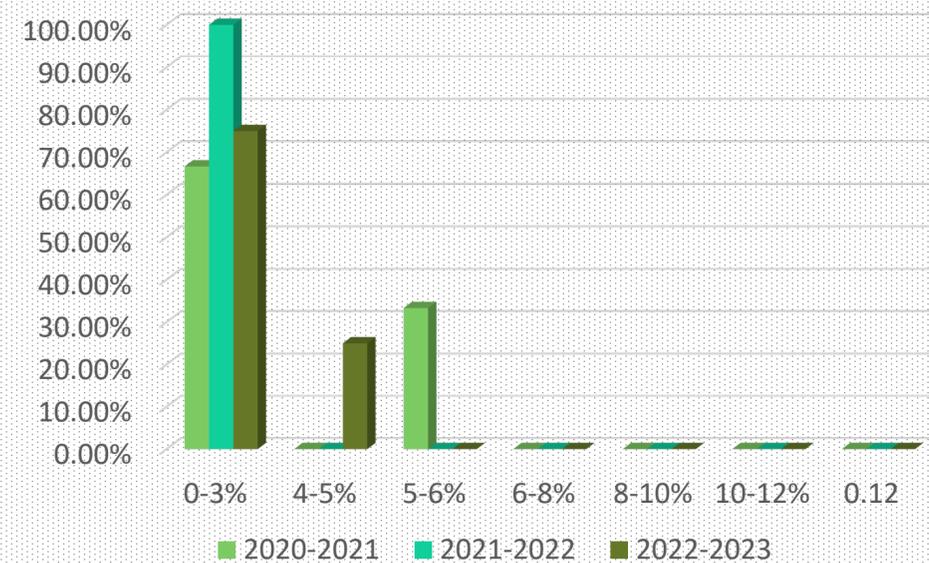
### Annual salary increase (Consuming)



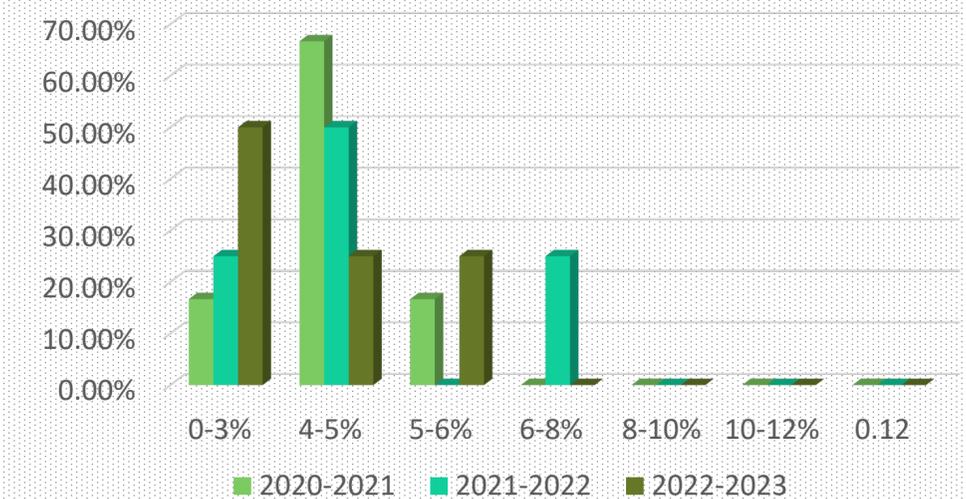
### Annual salary increase (Healthcare & Life Science)



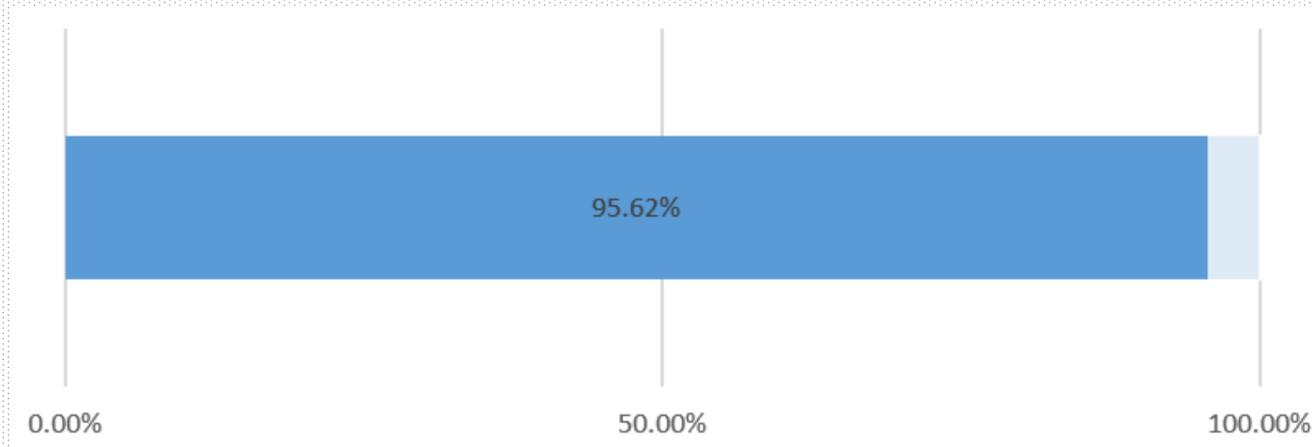
### Annual salary increase (Energy)



### Annual salary increase (Trading & Sourcing)



Companies with bonus program in place



Do you pay bonuses for your employees?

**22.26%**

Yes, all employees get bonuses.

**13.14%**

Yes, well-performing employees get bonuses.

**23.72%**

Yes, but it depends on the performance of the global company.

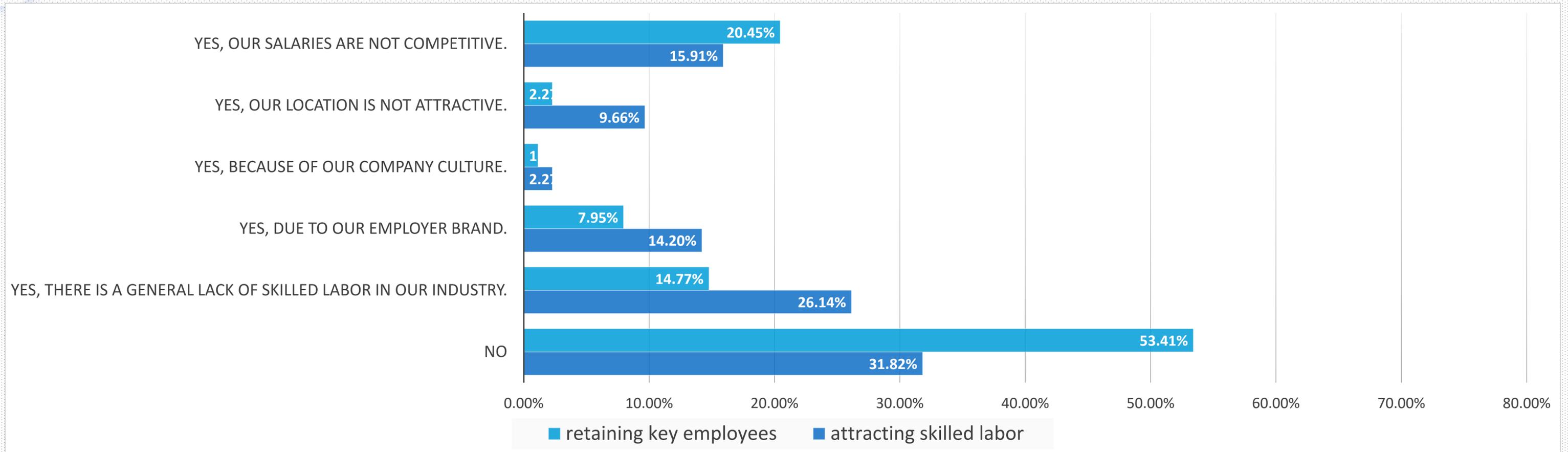
**36.50%**

Yes, but it depends on the performance of the local company.

**4.37%**

No.

# Attracting and retaining key talent

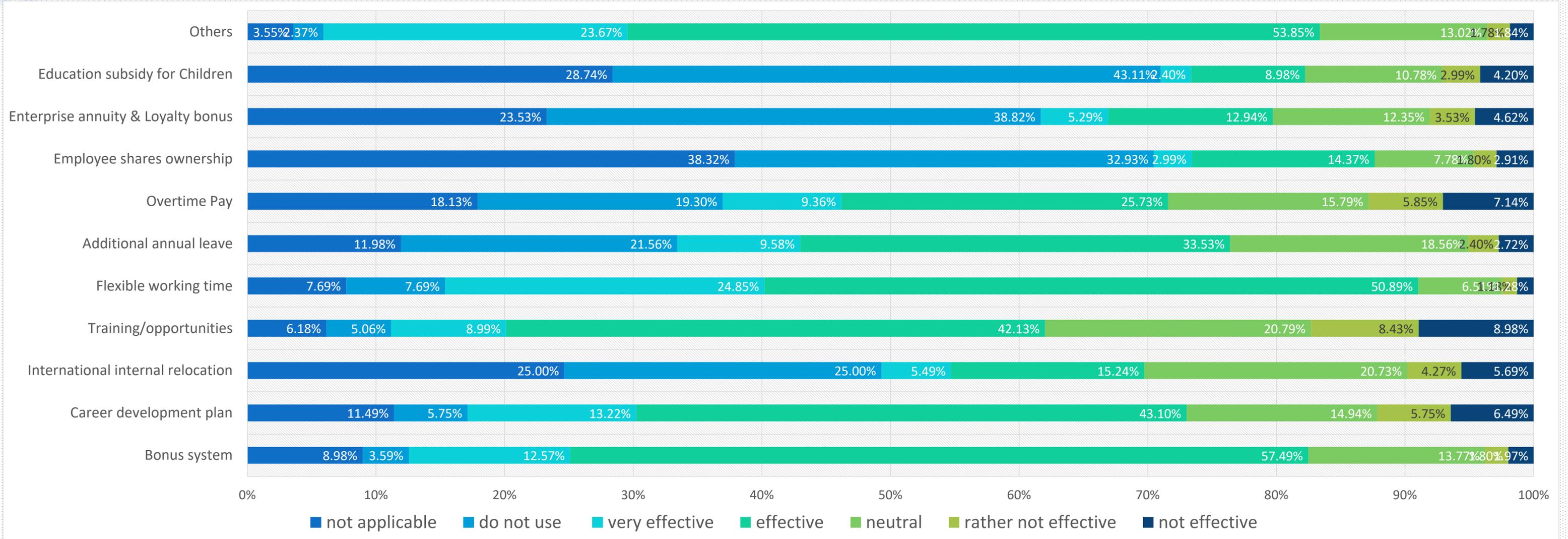


For Nordic companies operating in China attracting and retaining key talent is commonly cited as a significant problem.

68.2% of participating companies responded that they had difficulties in attracting key talent to their companies, while 46.6% 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.

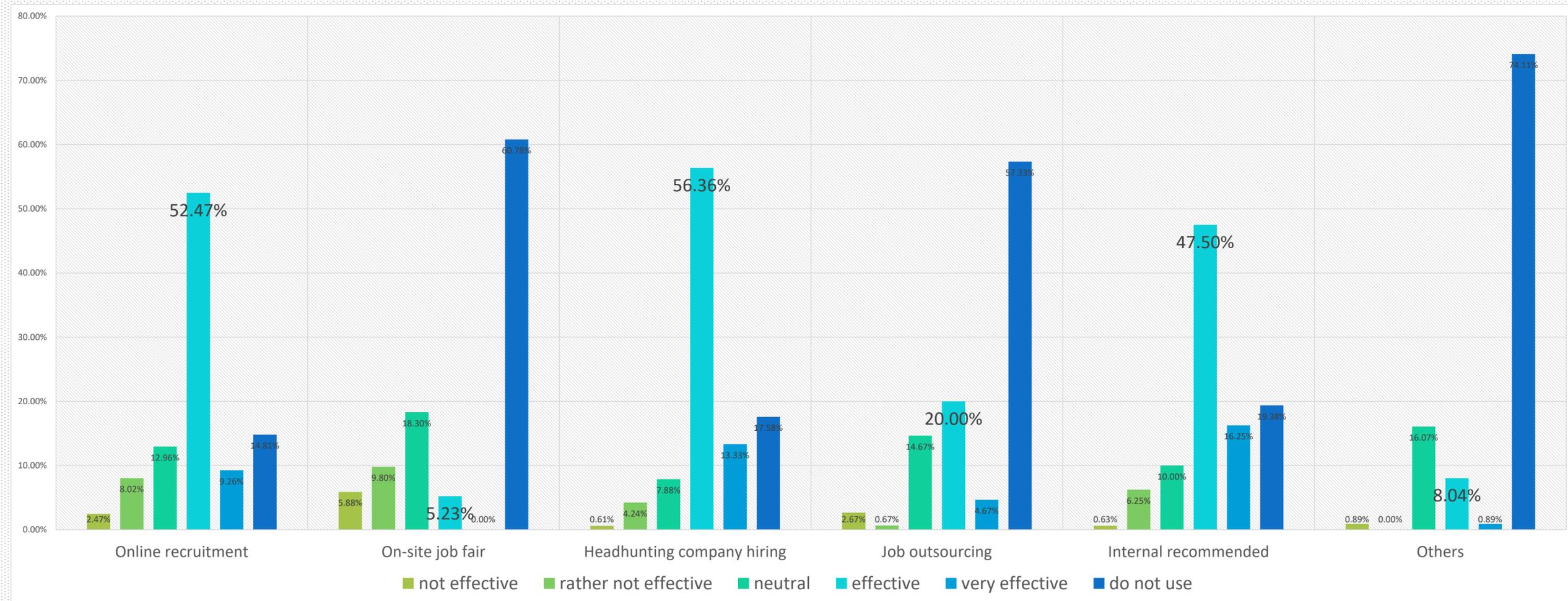
# Evaluate white collar staffs retaining measures



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

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

# Evaluate channels for acquiring white collar staffs

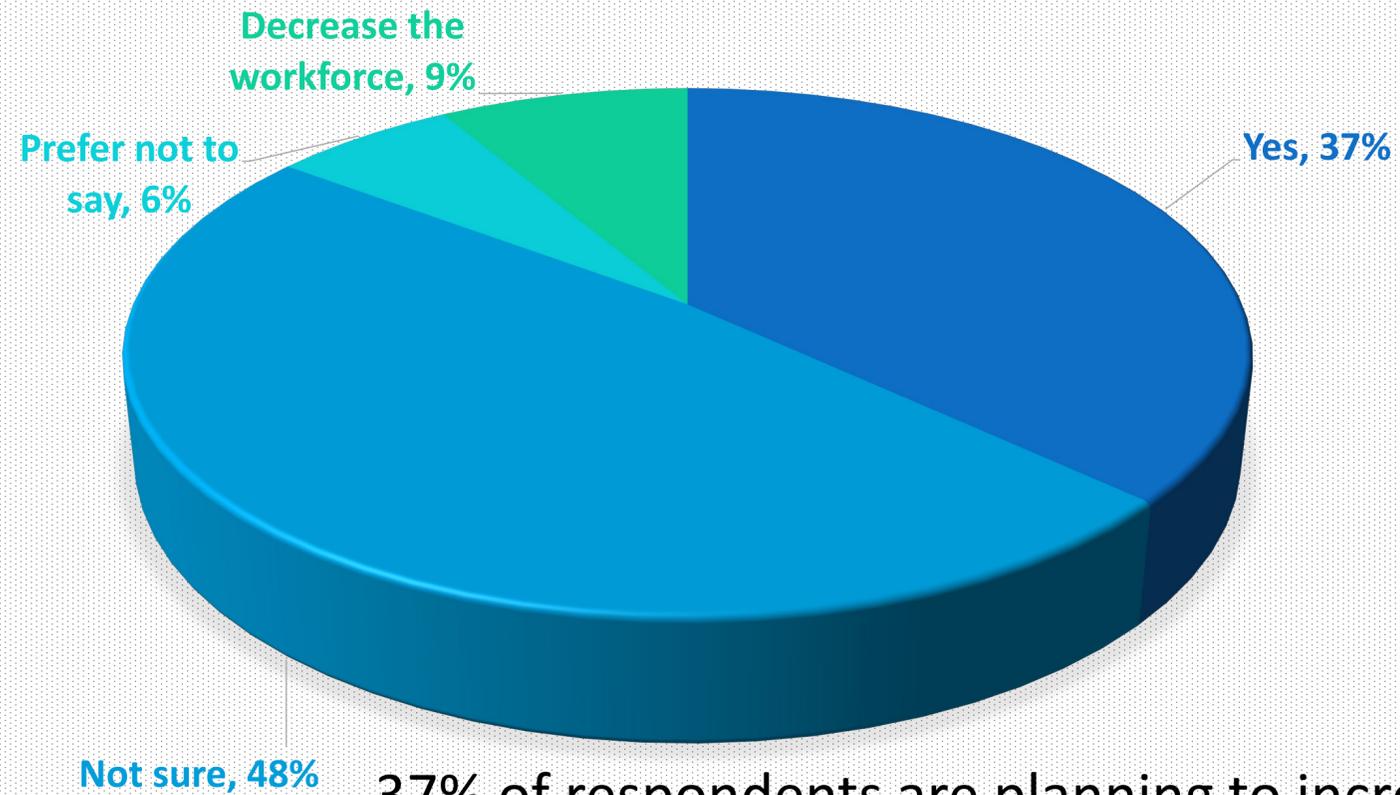


For Nordic companies operating in China, the most effective recruitment channels include

1. Headhunting
2. Online recruitment
3. Internal recommended

# Plans to increase the workforce in China

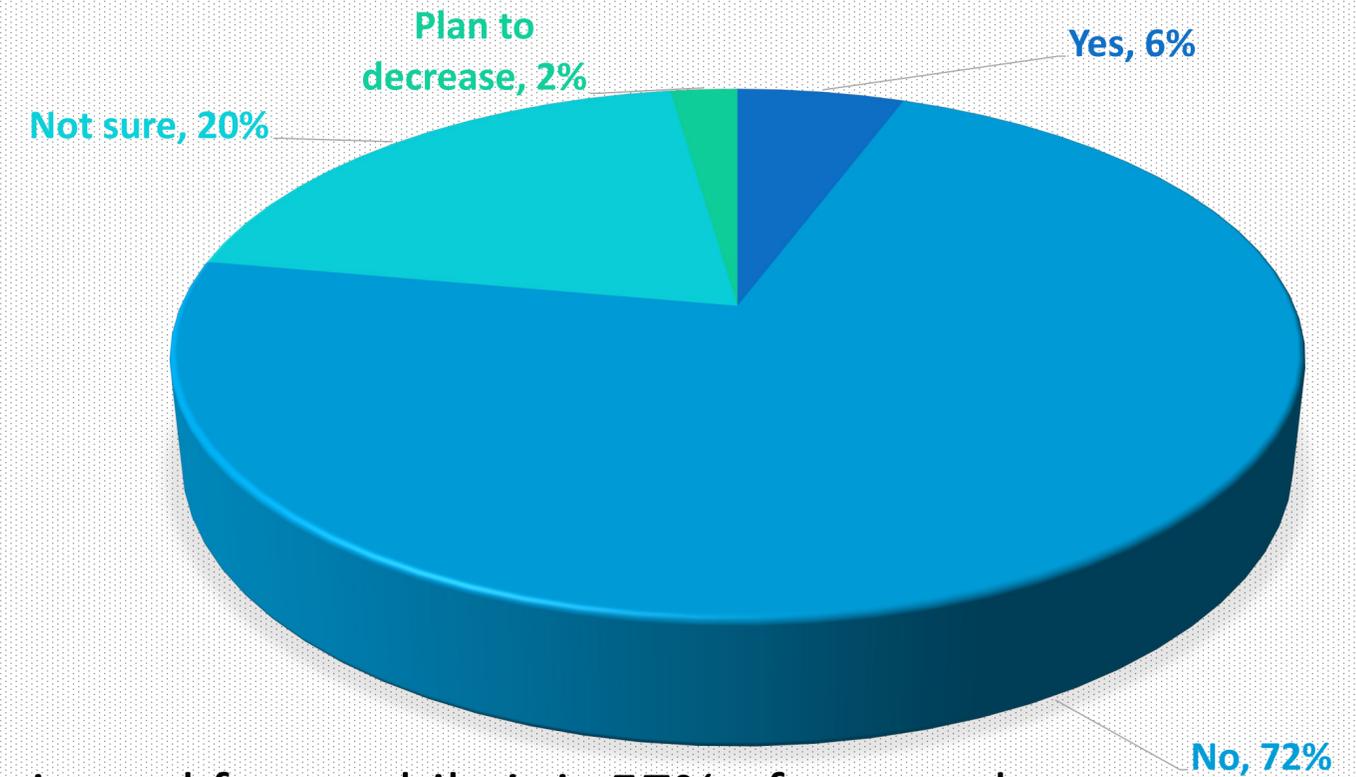
Plan to increase the overall workforce:



37% of respondents are planning to increase their workforce while it is 57% of respondents plans to increase their workforce in the survey of 2021-2022.

And 6% of respondents are planning to increase the number of expatriates while it is 63% in the survey of 2021-2022, which is obviously a big change.

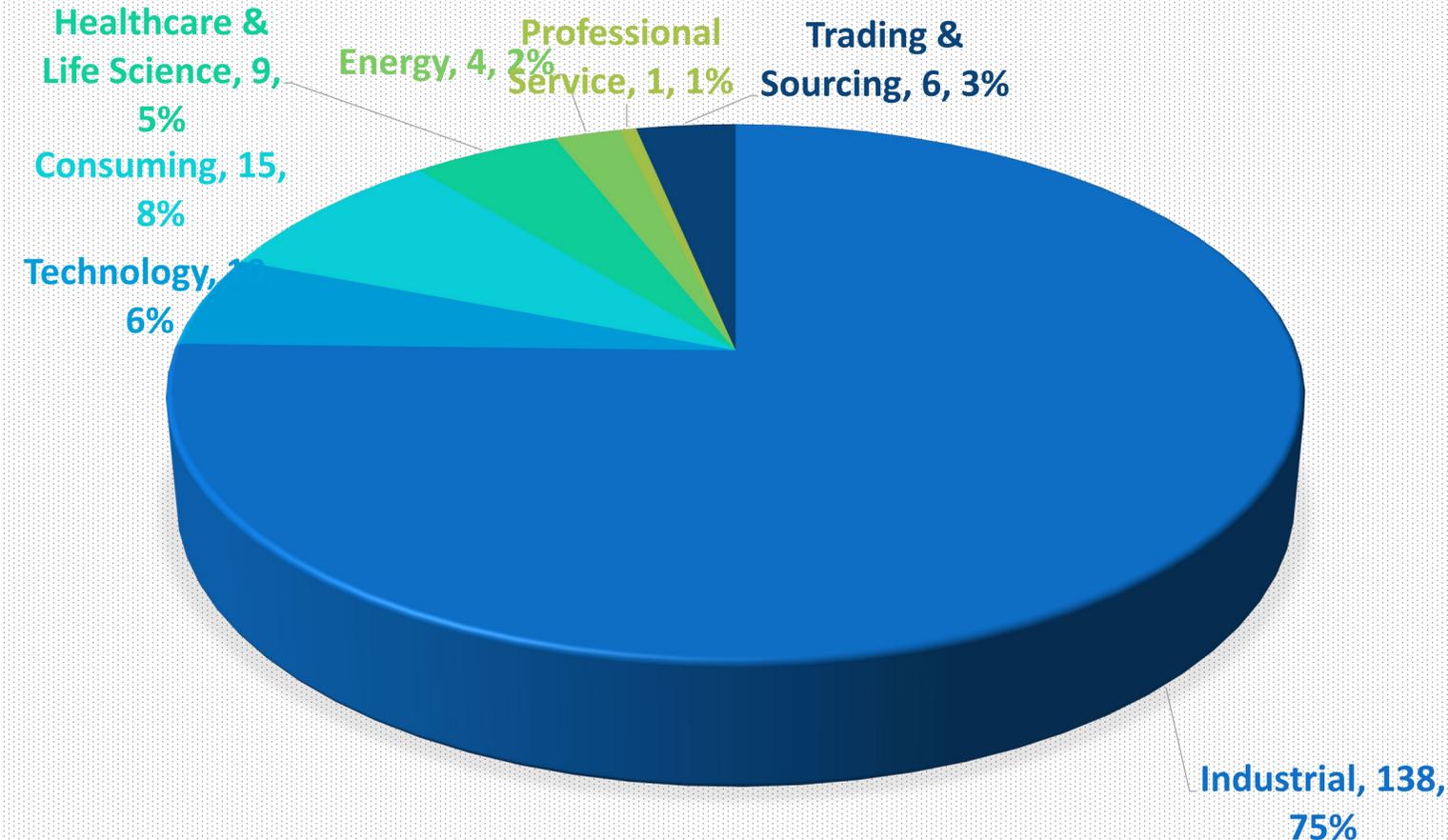
Plan to increase the amount of expatriates:



## Participants by industry

### Industrial:

- ✓ Chemical 4%
- ✓ Industrial Automation 4%
- ✓ Logistics & Supply Chain 3%
- ✓ Building Material 3%
- ✓ Automotive 3%
- ✓ Others 21%



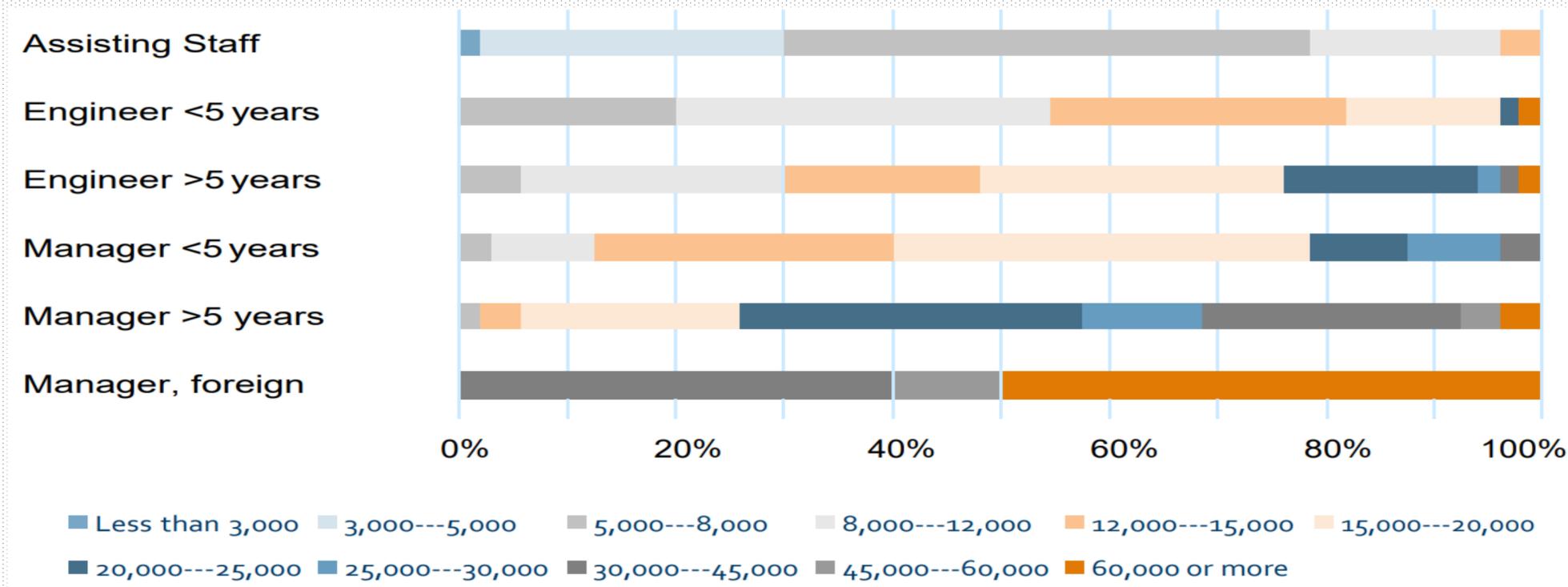
### Industrial:

- ✓ Mechanical or Industrial Engineering 25%
- ✓ Electrical & Electronic Manufacturing 14%
- ✓ Machinery 11%
- ✓ Maritime 8%
- ✓ Paper & Forest Products 4%

75% of participating companies, were from the Industrial field, with the largest sub-sectors being: Mechanical & Industrial Engineering (25%), Electrical & Electronic Manufacturing (14%) and Machinery (11%).

The second largest industry was Consuming (8%) and Technology (6%), followed by Healthcare & Life Science (5%). Both Energy and Trading & Sourcing sectors have small numbers of participants and data for these two 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

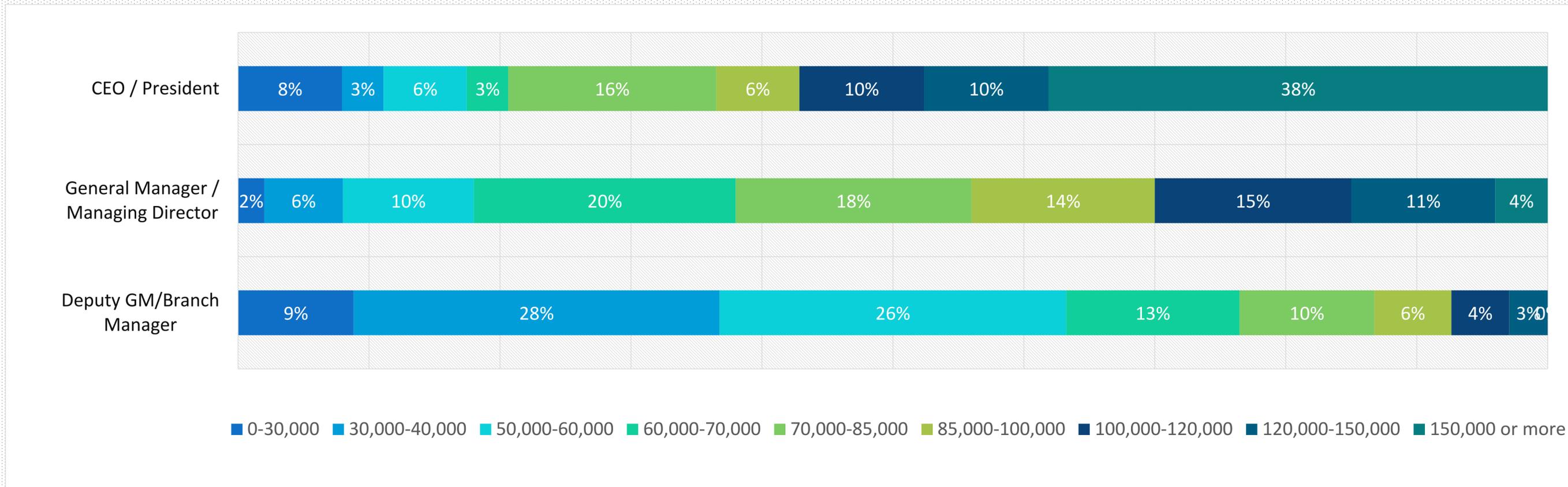
Industrial companies present the majority of Nordic businesses that have operations in China today. With 75% of participating companies are industrial companies this data covers industries such as mechanical or industrial engineering, machinery, electrical & electronic manufacturing, maritime and industrial automation, just to mention a few.

The Caixin China General Manufacturing PMI rose to 49.2 in October 2022 from September's 4-month low of 48.1. The latest print was above market consensus of 49.0 while marking the 3rd straight month of fall in the sector, amid the impact of COVID controls. Both output and new orders fell at softer paces, while buying levels grew for the first time since July. Overseas demand dropped for the third month in a row, as global cost pressures lingered.

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).

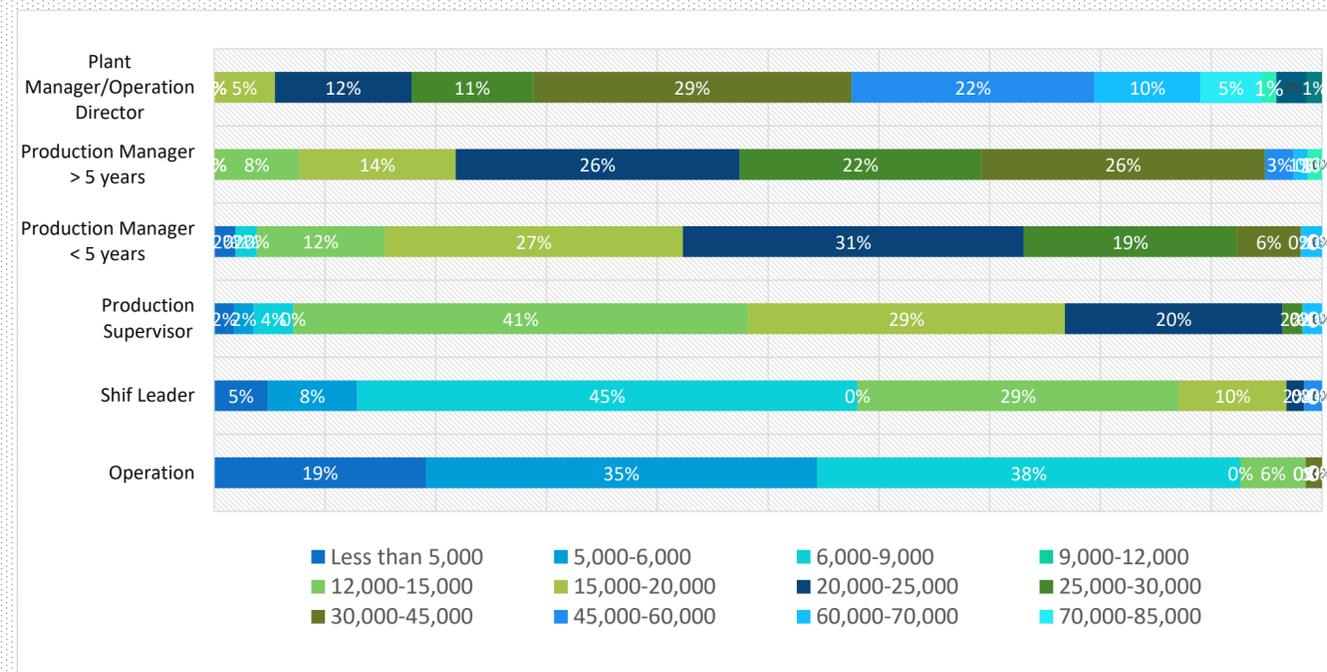
## Senior management

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
CEO / President	150,000 or more	120,000 – 150,000	120,000 – 150,000
General Manager / Managing Director	70,000 – 85,000	60,000 – 70,000	70,000 – 85,000
Deputy GM/Branch Manager	60,000- 70,000	50,000 – 60,000	50,000 – 60,000



## Production personnel

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



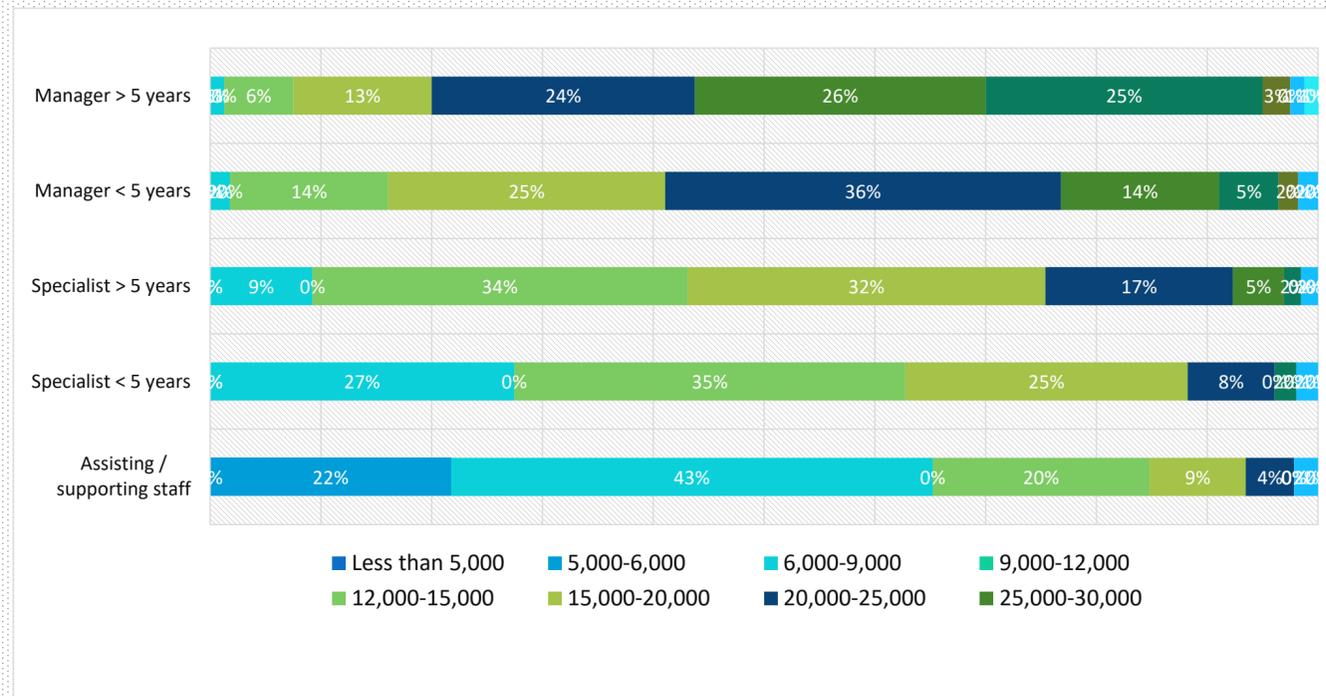
## Engineering/R&D personnel

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	20,000 – 25,000	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



## Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
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
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



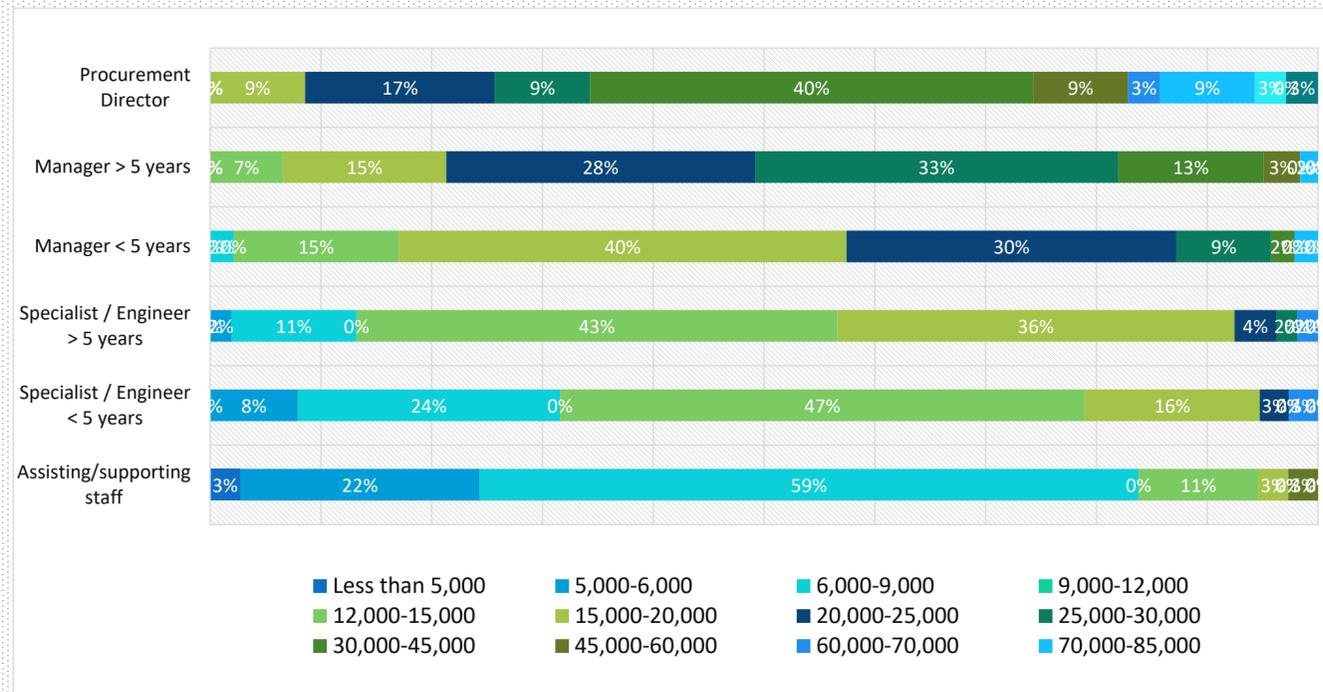
## Customer Service

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



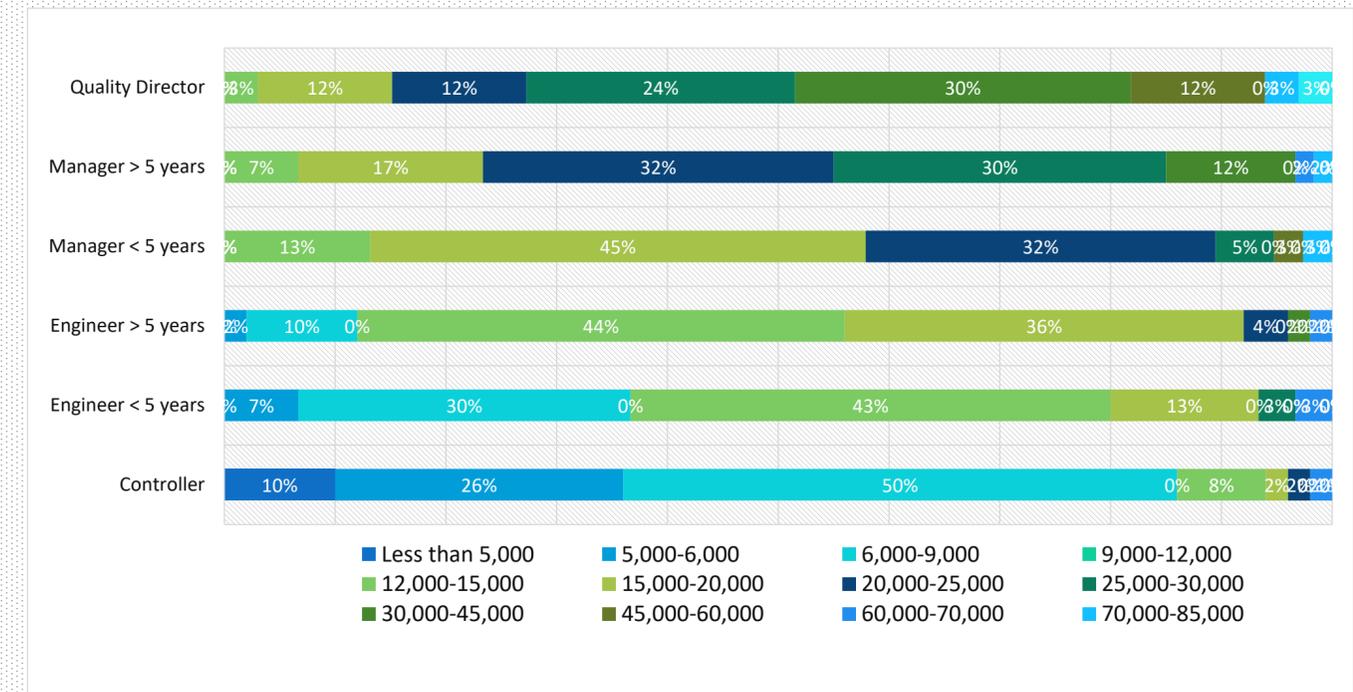
## Procurement personnel

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	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
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



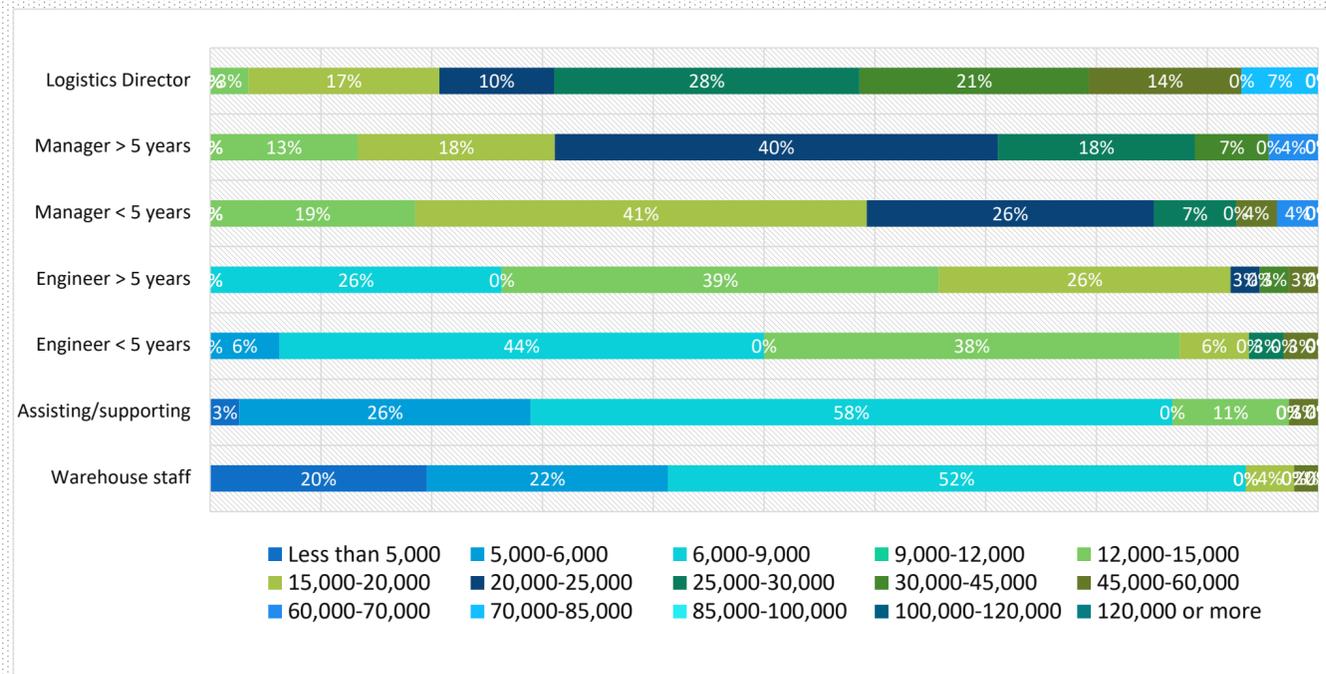
## Quality personnel

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 – 20,000	25,000 – 30,000
Manager < 5 years	20,000 – 25,000	20,000 – 25,000	15,000 – 20,000
Engineer > 5 years	15,000 – 20,000	15,000 – 20,000	12,000 – 15,000
Engineer < 5 years	12,000 – 15,000	12,000 – 15,000	6,000 – 9,000
Controller	6,000 – 9,000	6,000 – 9,000	6,000 – 9,000



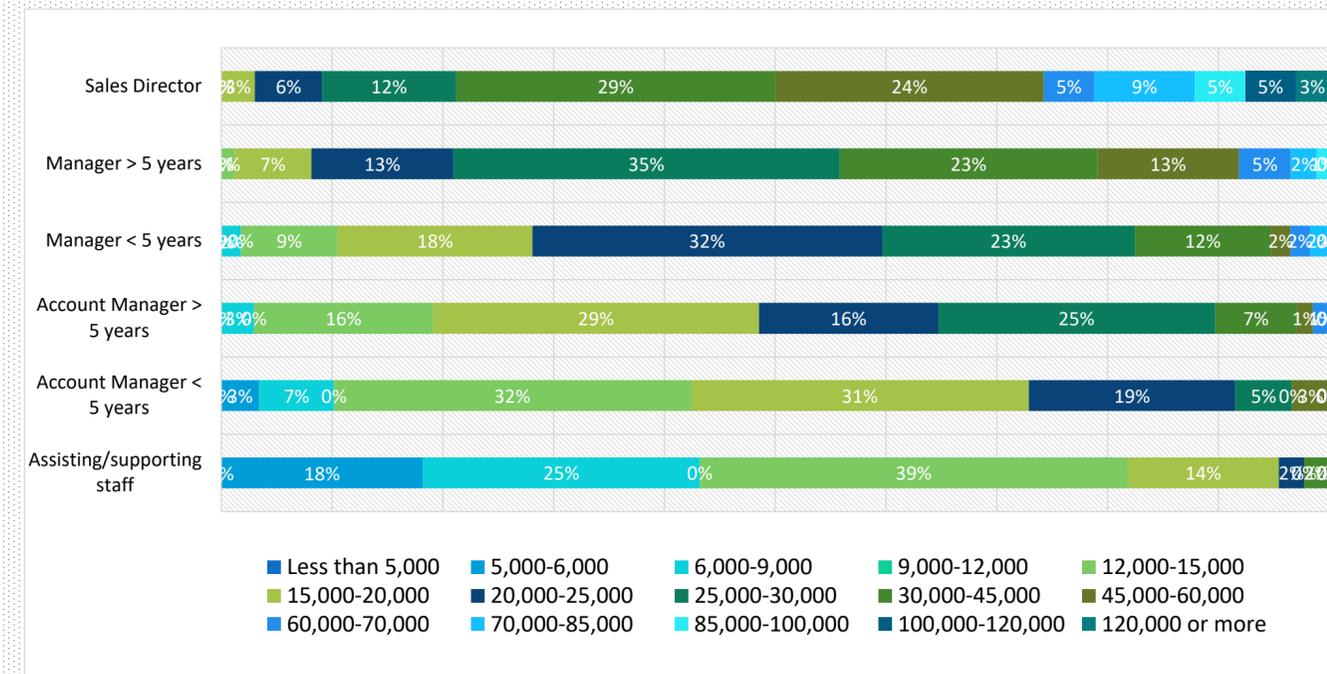
### Logistics personnel

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



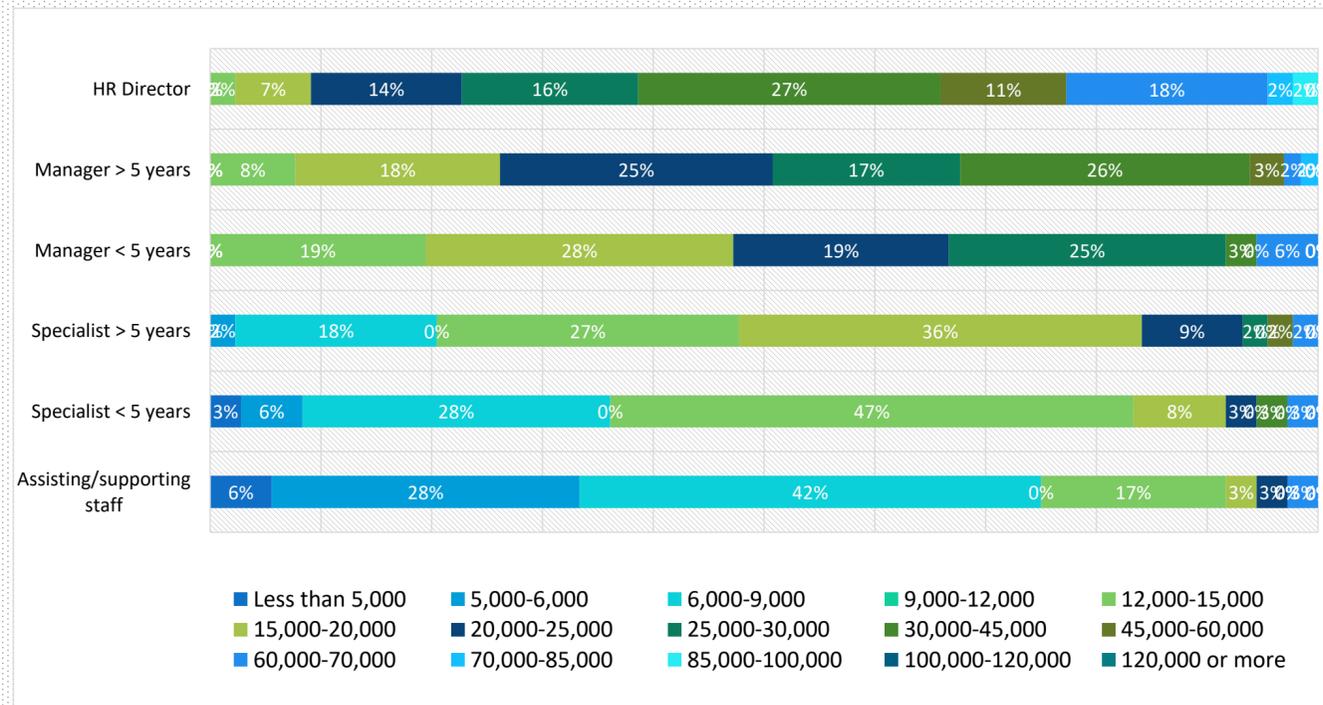
### Sales personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	45,000 – 60,000	45,000 – 60,000	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	12,000 – 15,000	12,000 – 15,000
Assisting/supporting staff	9,000 – 10,000	9,000 – 10,000	6,000 – 9,000



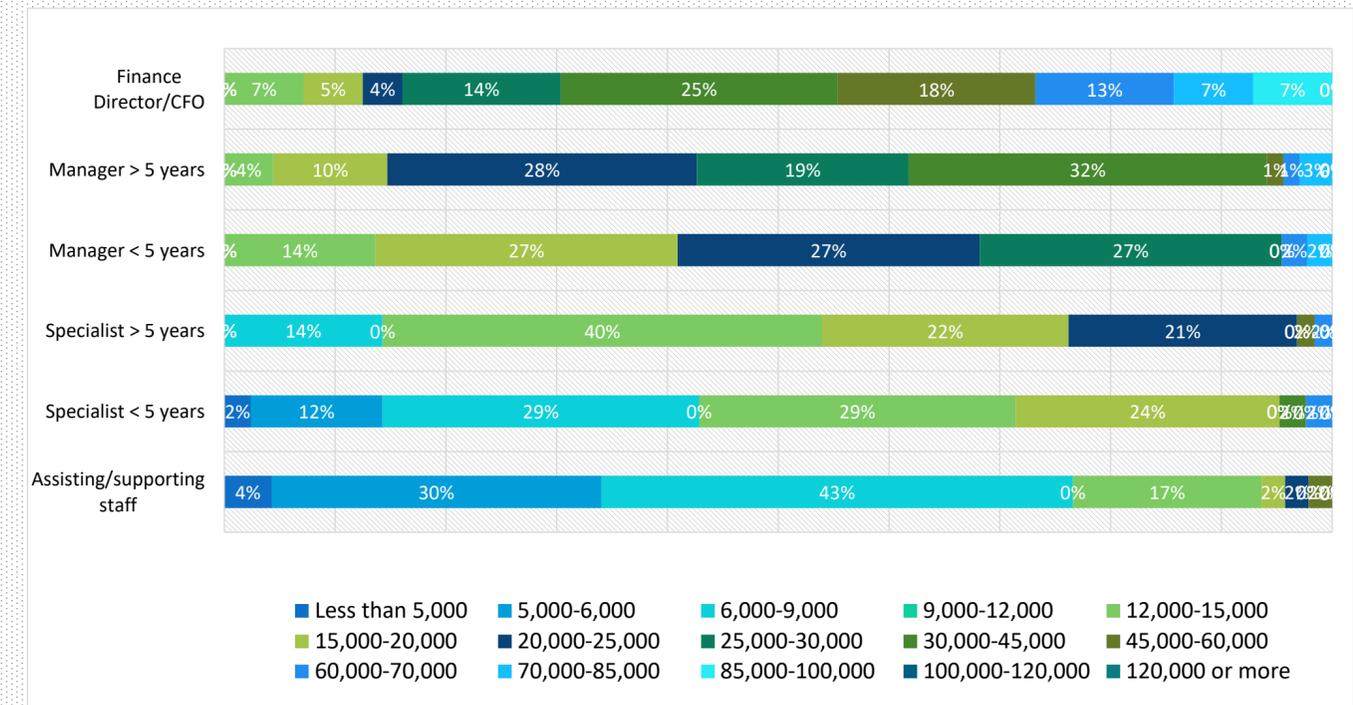
## HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR 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 – 35,000	20,000 – 25,000	20,000 – 25,000
Specialist > 5 years	15,000 – 20,000	9,000 – 12,000	9,000 – 12,000
Specialist < 5 years	12,000 – 15,000	6,000 – 9,000	6,000 – 9,000
Assisting/supporting staff	9,000 – 12,000	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	30,000 – 45,000	30,000 – 45,000
Manager > 5 years	30,000 – 45,000	25,000 – 30,000	25,000 – 30,000
Manager < 5 years	25,000 – 30,000	20,000 – 25,000	15,000 – 20,000
Specialist > 5 years	20,000 – 25,000	15,000 – 20,000	9,000 – 12,000
Specialist < 5 years	12,000 – 15,000	9,000 – 12,000	6,000 – 9,000
Assisting/supporting staff	9,000 – 12,000	6,000 – 9,000	6,000 – 9,000



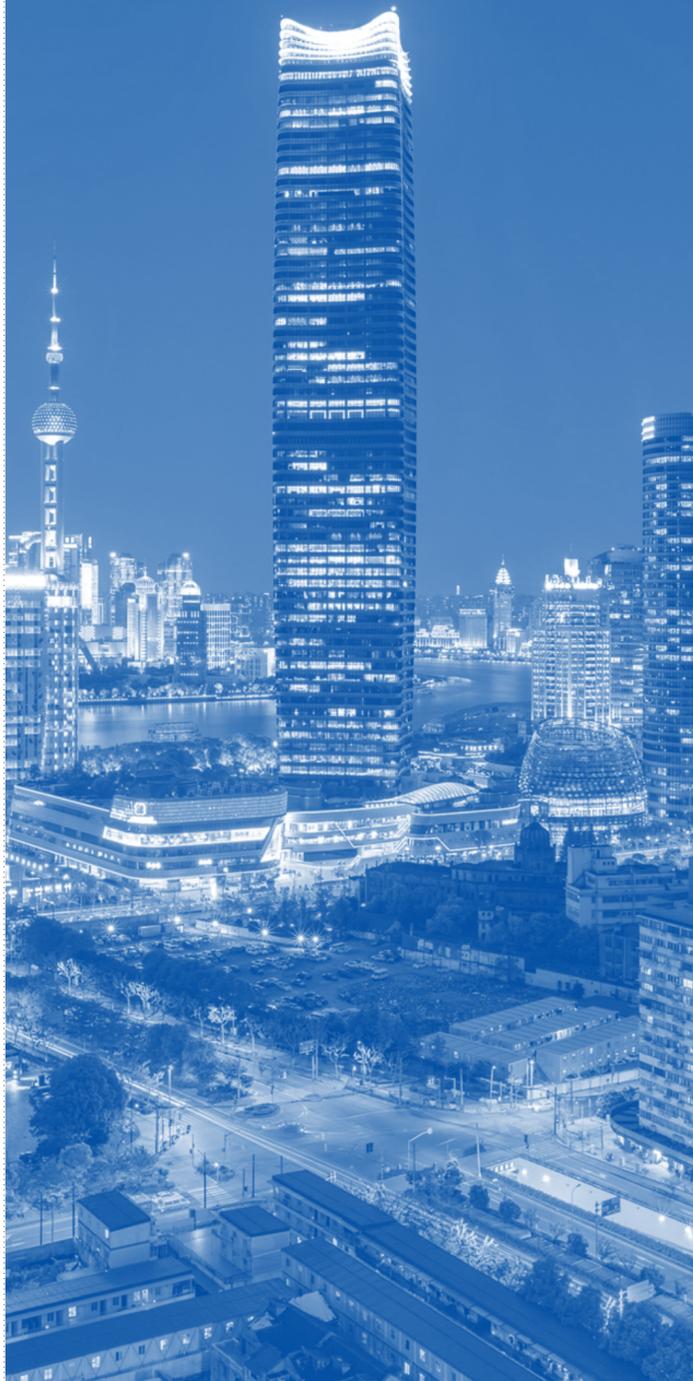
## Salary levels - Consuming

As the lock down policy of Shanghai and other cities in 2022, China has big challenge in the consuming market.

From January to October, the total retail sales of social consumer goods was 4,027.1 billion yuan, a year-on-year decrease of 0.5 percent. Among them, the retail sales of consumer goods other than automobiles reached 3,657.5 billion yuan, down 0.9 percent.

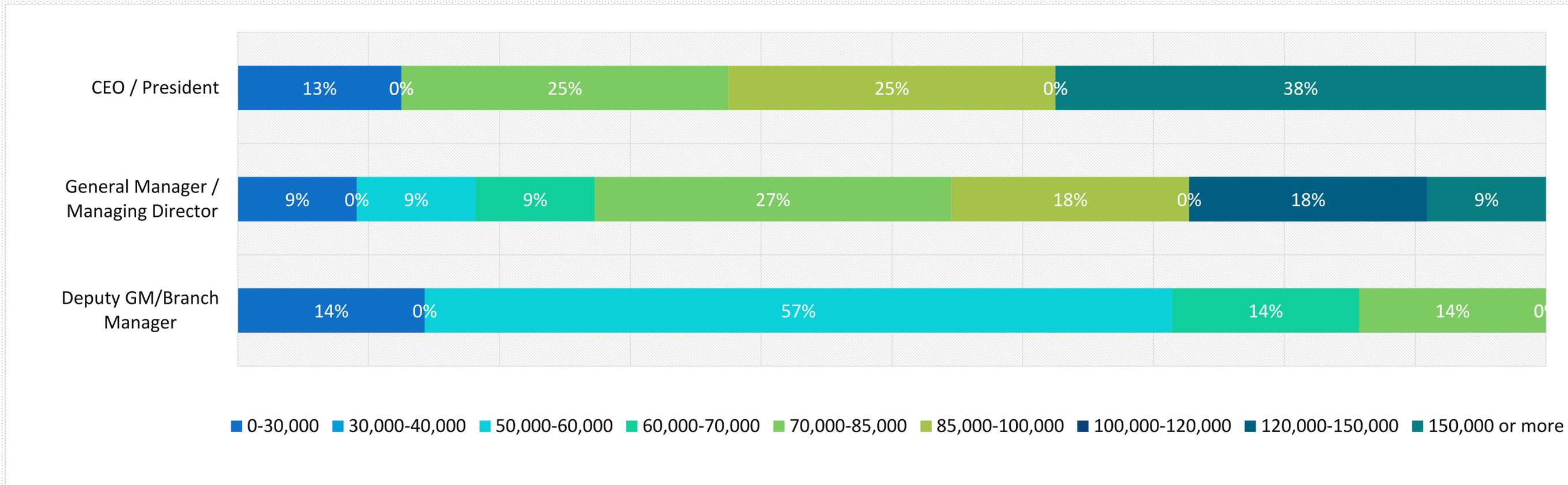
According to the location of business units, the retail sales of urban consumer goods in October was 3,489.6 billion yuan, a year-on-year decrease of 0.6 percent; the retail sales of rural consumer goods reached 537.4 billion yuan, up 0.2 percent.

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).



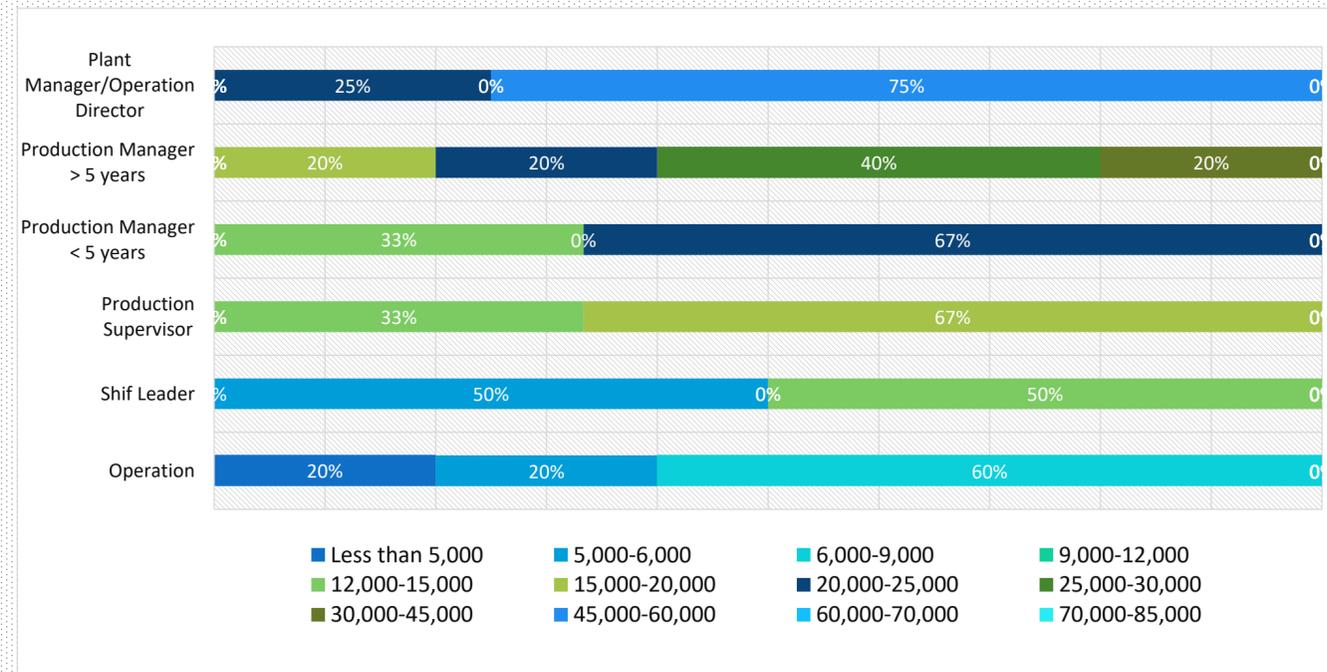
## Senior management

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



## Production personnel

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



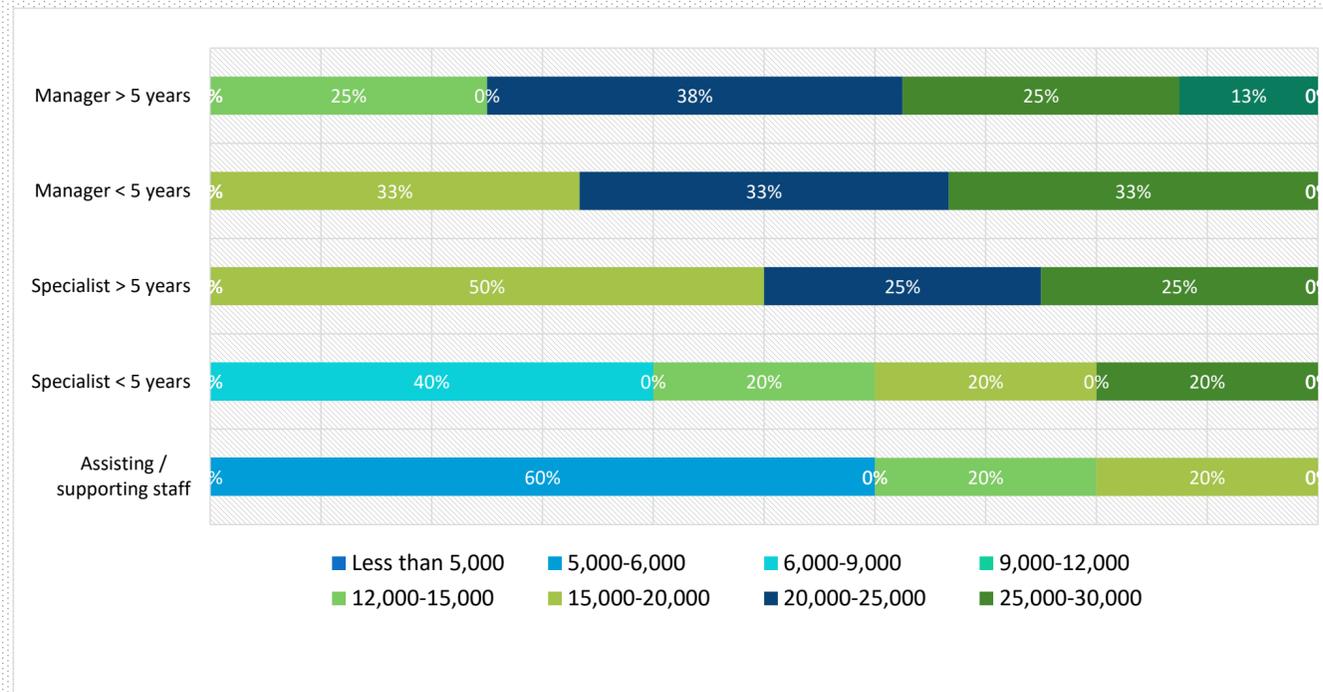
## Engineering/R&D personnel

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



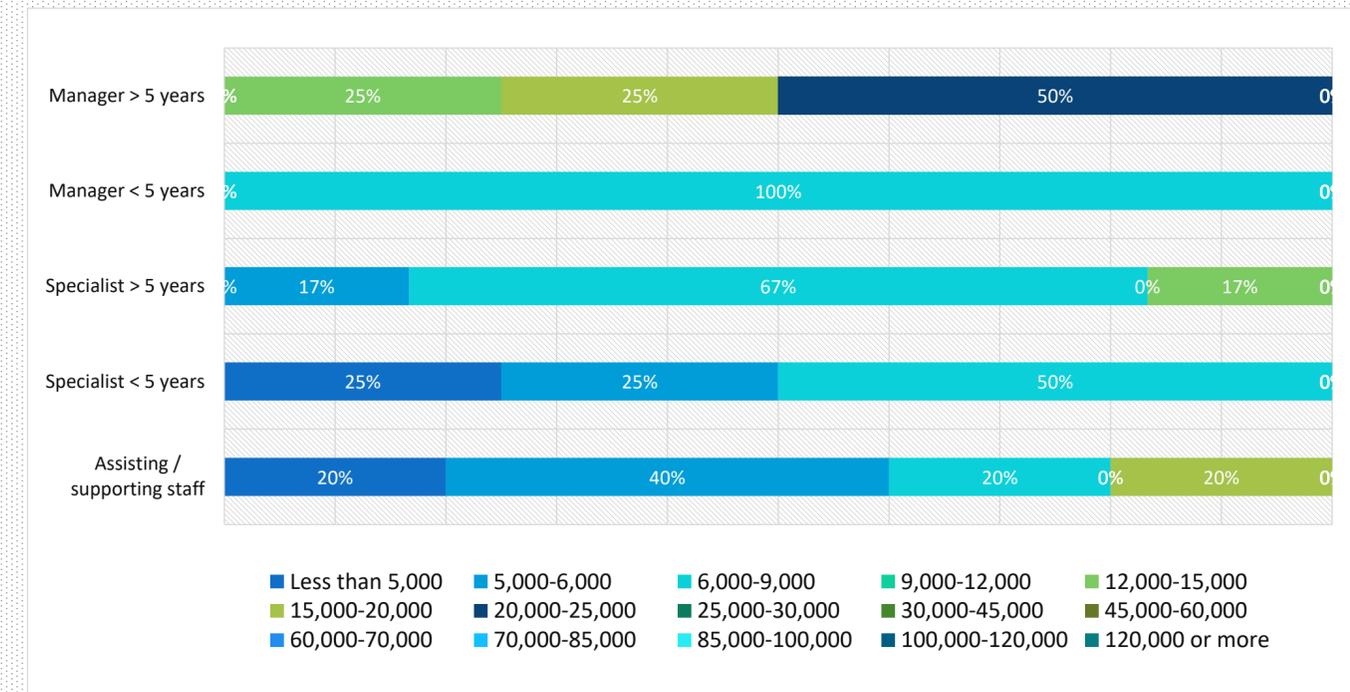
## Technical Service personnel

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



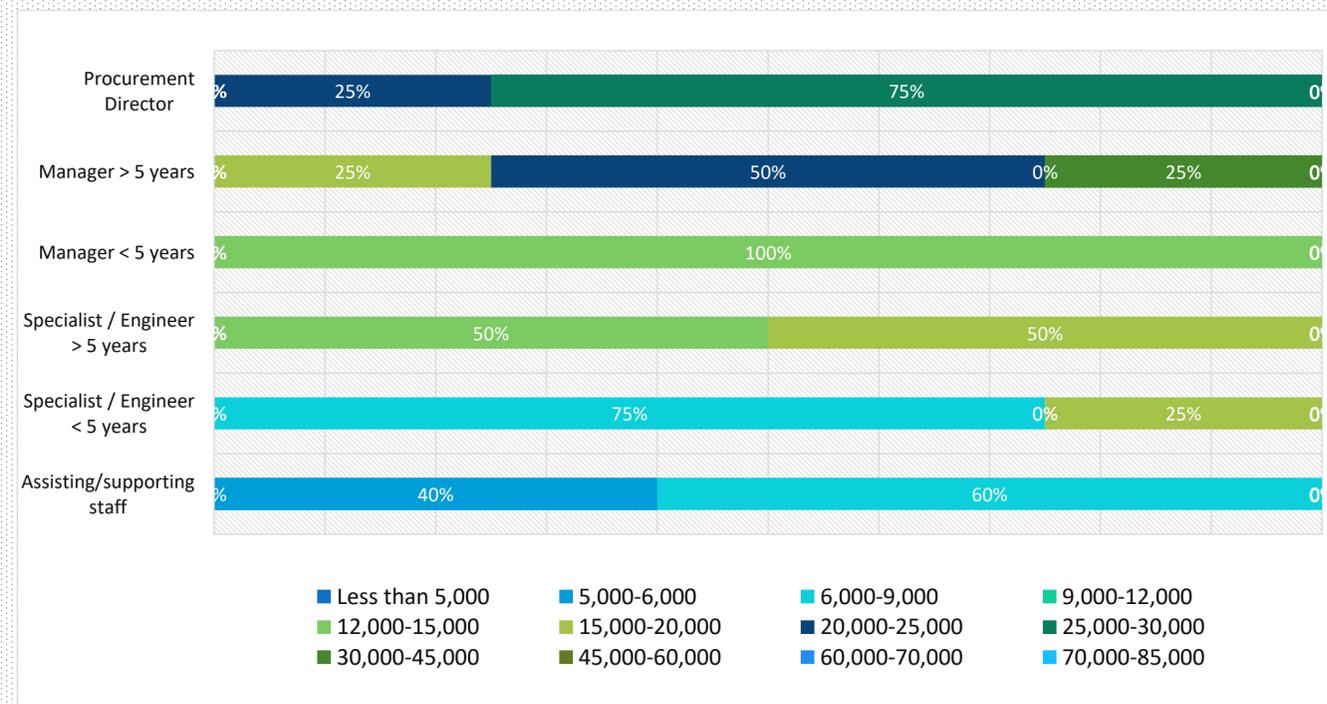
## Customer Service

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



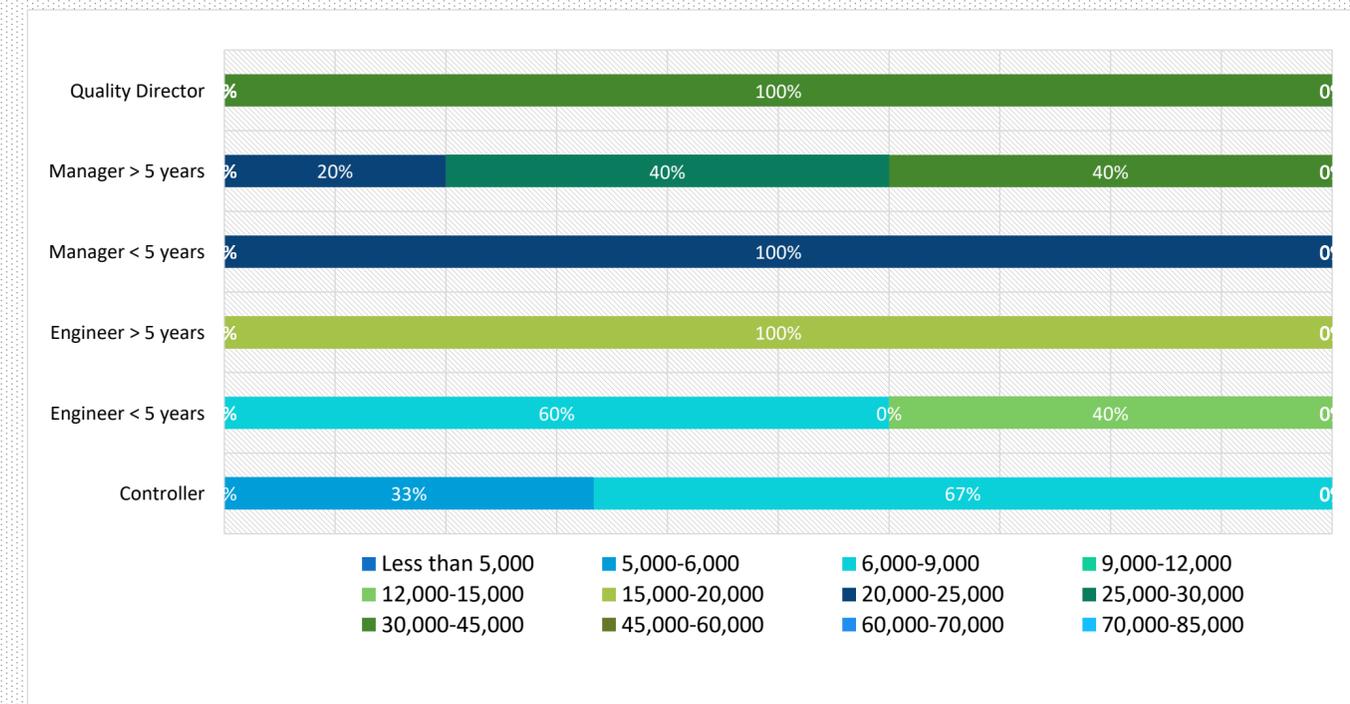
## Procurement personnel

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



## Quality personnel

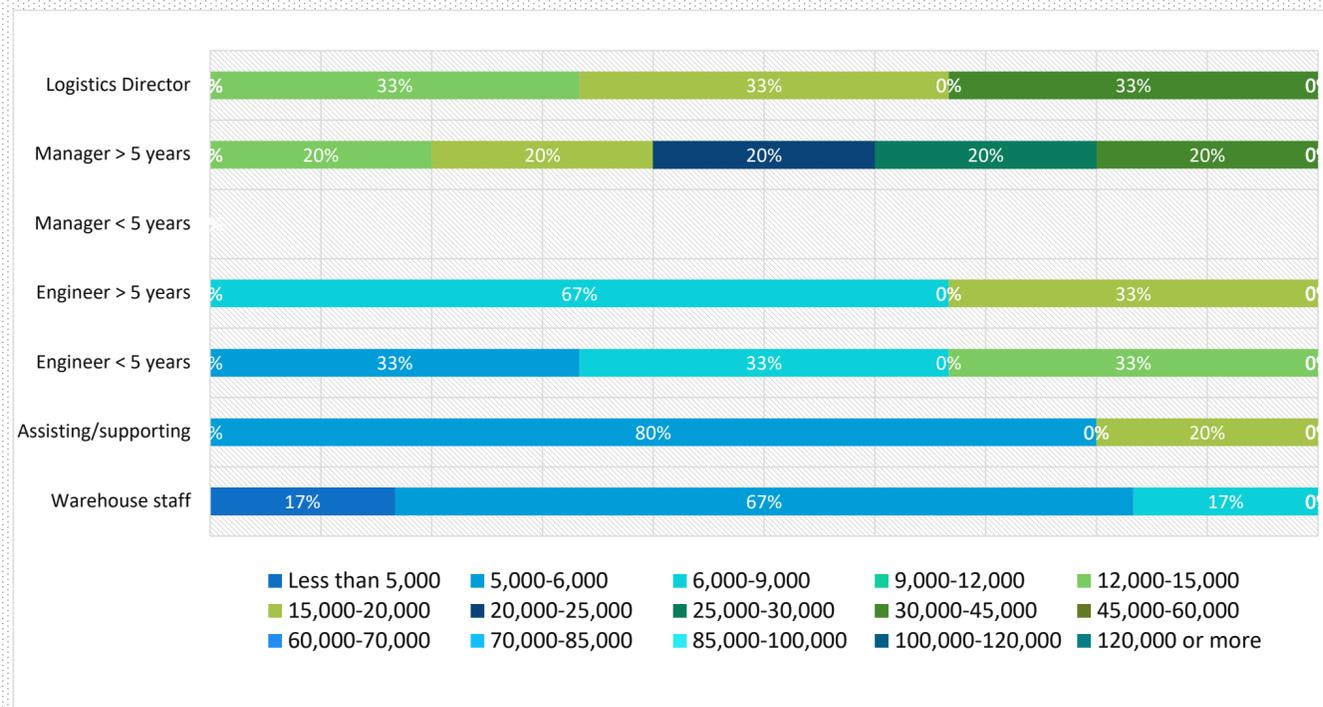
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	30,000 – 45,000	30,000 – 45,000	30,000 – 45,000
Manager > 5 years	25,000 – 30,000	25,000 -30,000	25,000 – 30,000
Manager < 5 years	/	/	/
Engineer > 5 years	15,000 – 20,000	15,000 – 20,000	15,000 – 20,000
Engineer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



# Salary levels - Consuming

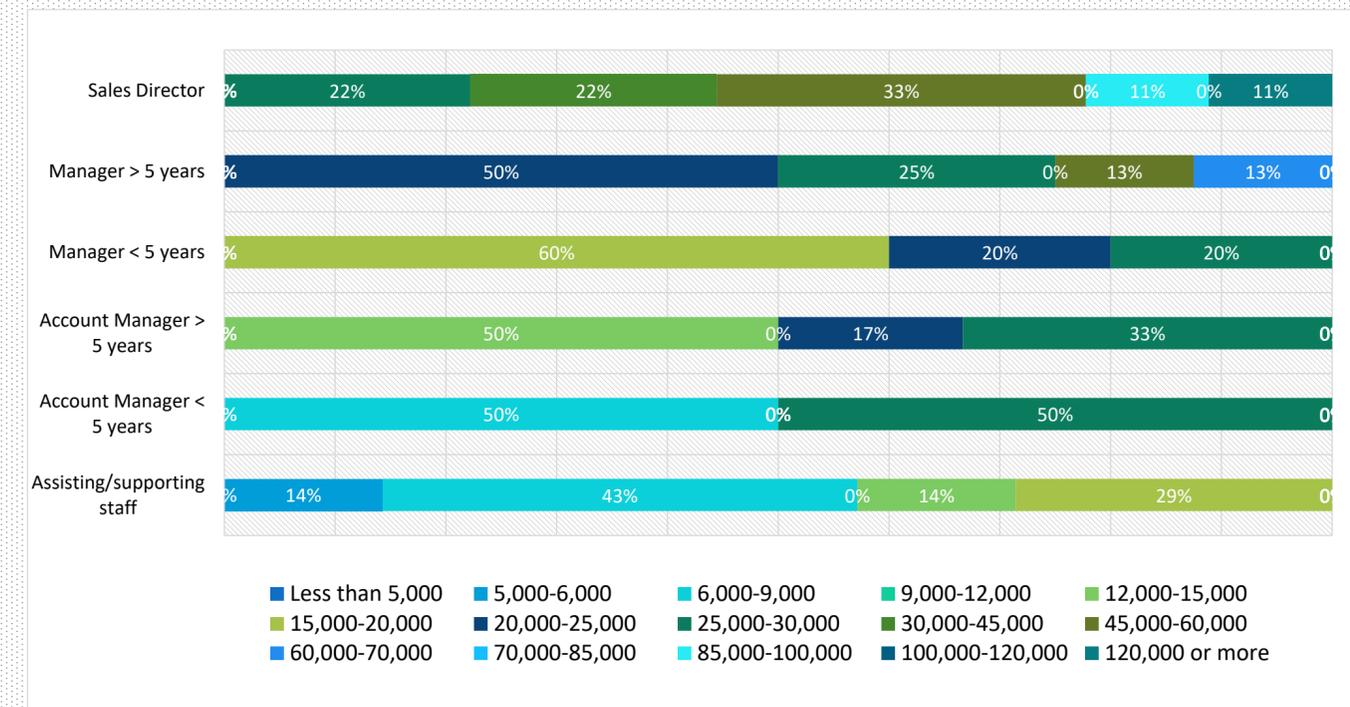
## Logistics personnel

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



## Sales personnel

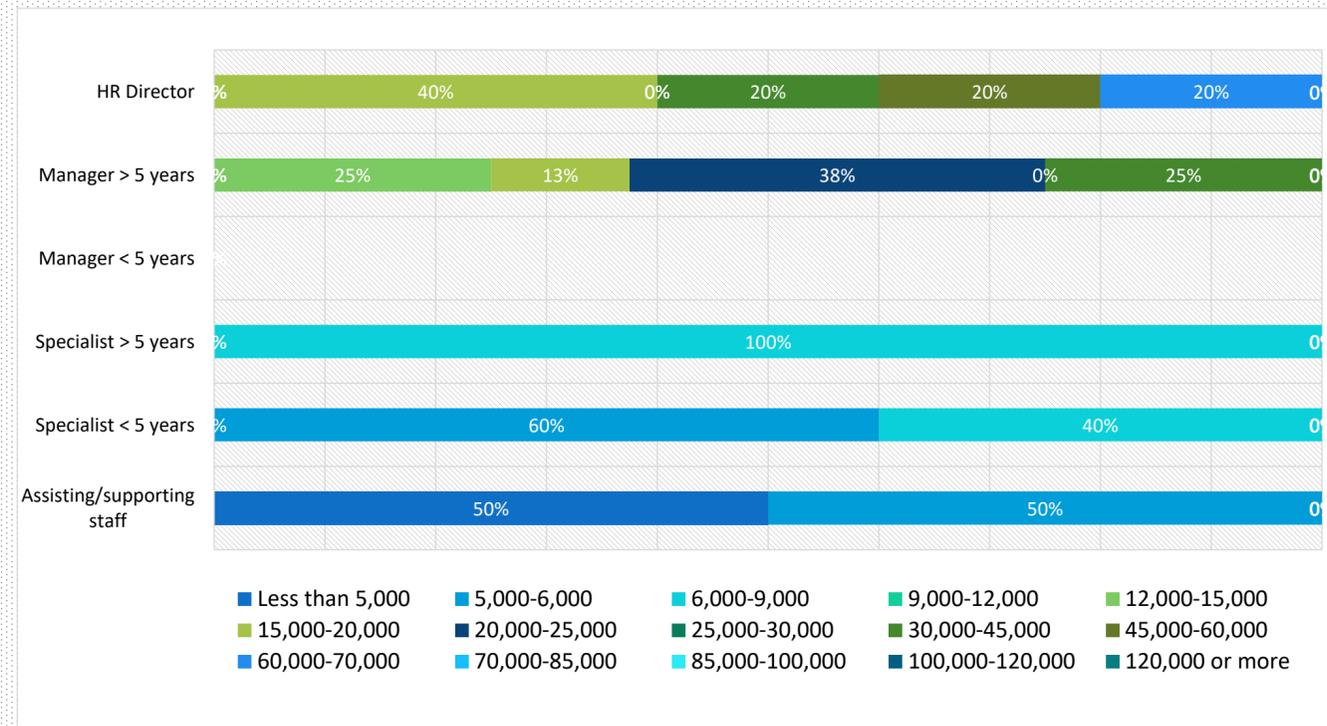
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	45,000 – 60,000	45,000 – 60,000	45,000 – 60,000
Manager > 5 years	30,000 – 45,000	30,000 – 45,000	30,000 – 45,000
Manager < 5 years	25,000 – 30,000	25,000 – 30,000	25,000 – 30,000
Account Manager > 5 years	15,000 –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



# Salary levels - Consuming

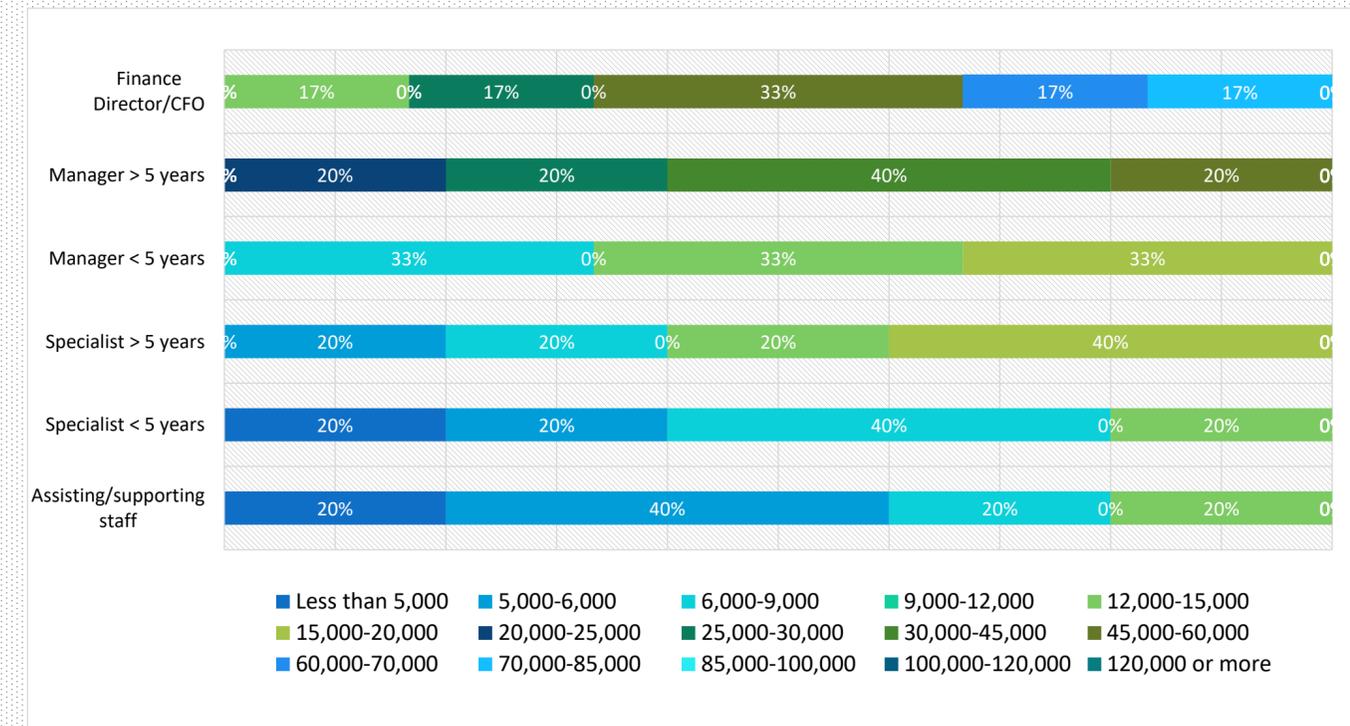
## HR personnel

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



## Finance personnel

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



## Salary levels - Technology

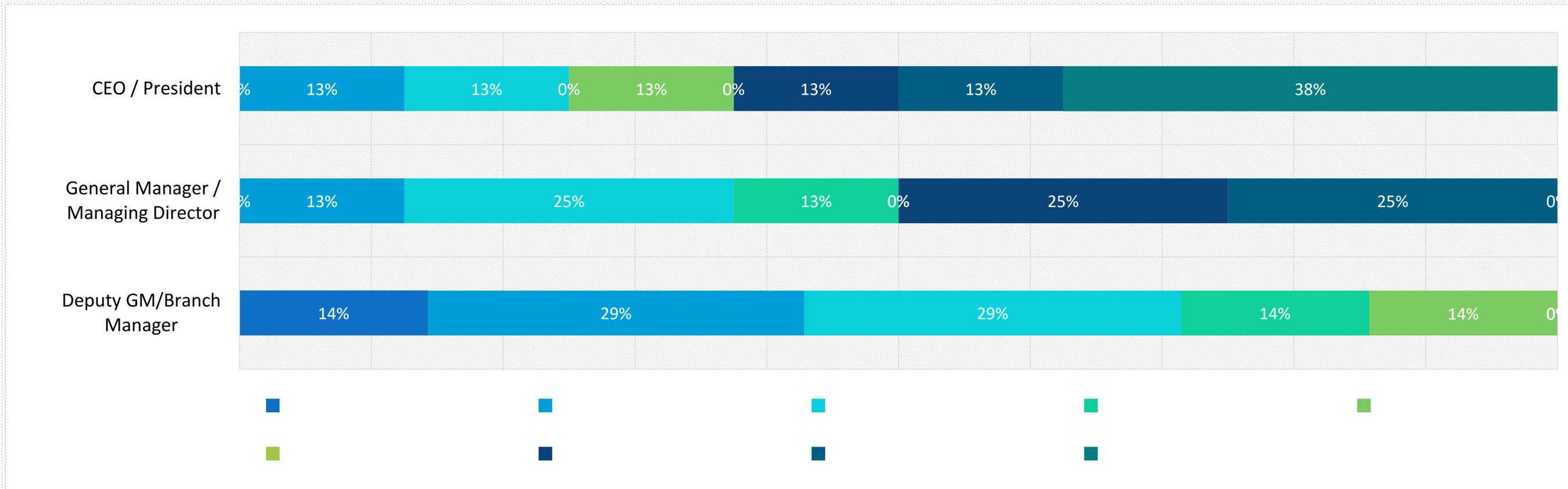
Technology was the 3rd largest sector in terms of participating companies, with 6% of the total.

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).



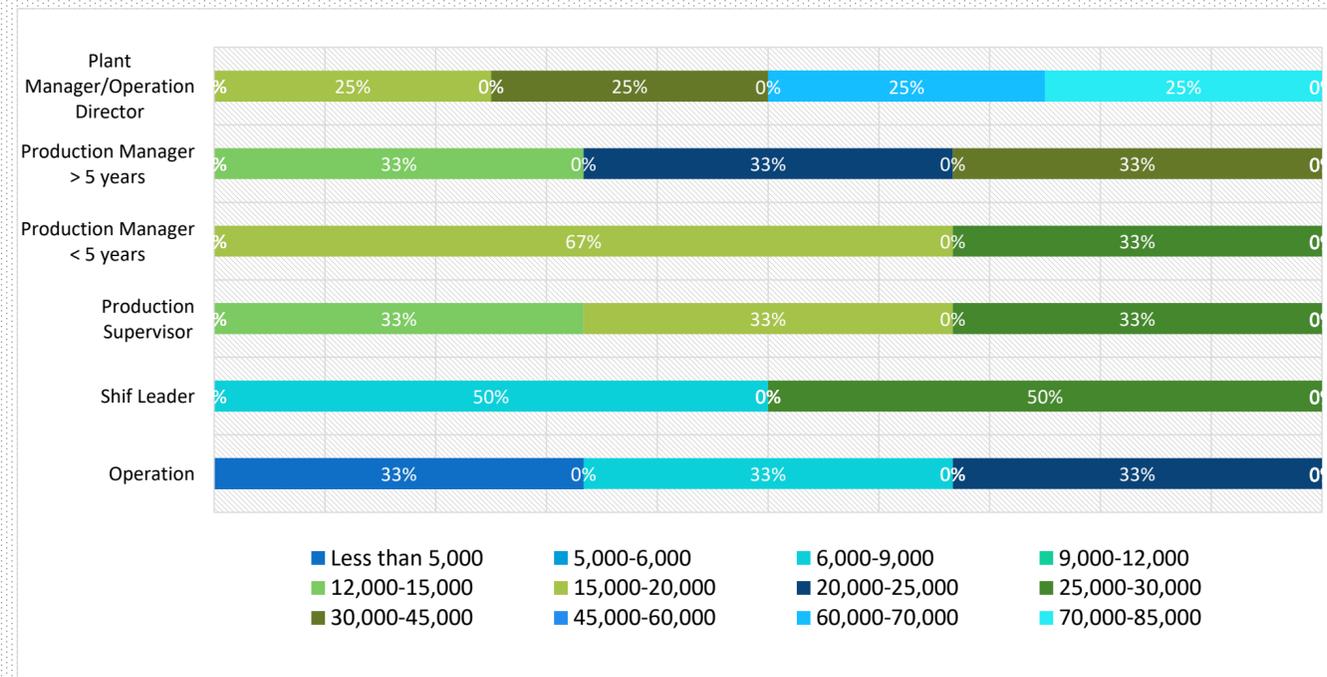
## Senior management

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	120,000 – 150,000	120,000 – 150,000	100,000 – 120,000
Deputy GM/Branch Manager	60,000 – 70,000	60,000 – 70,000	50,000 – 60,000



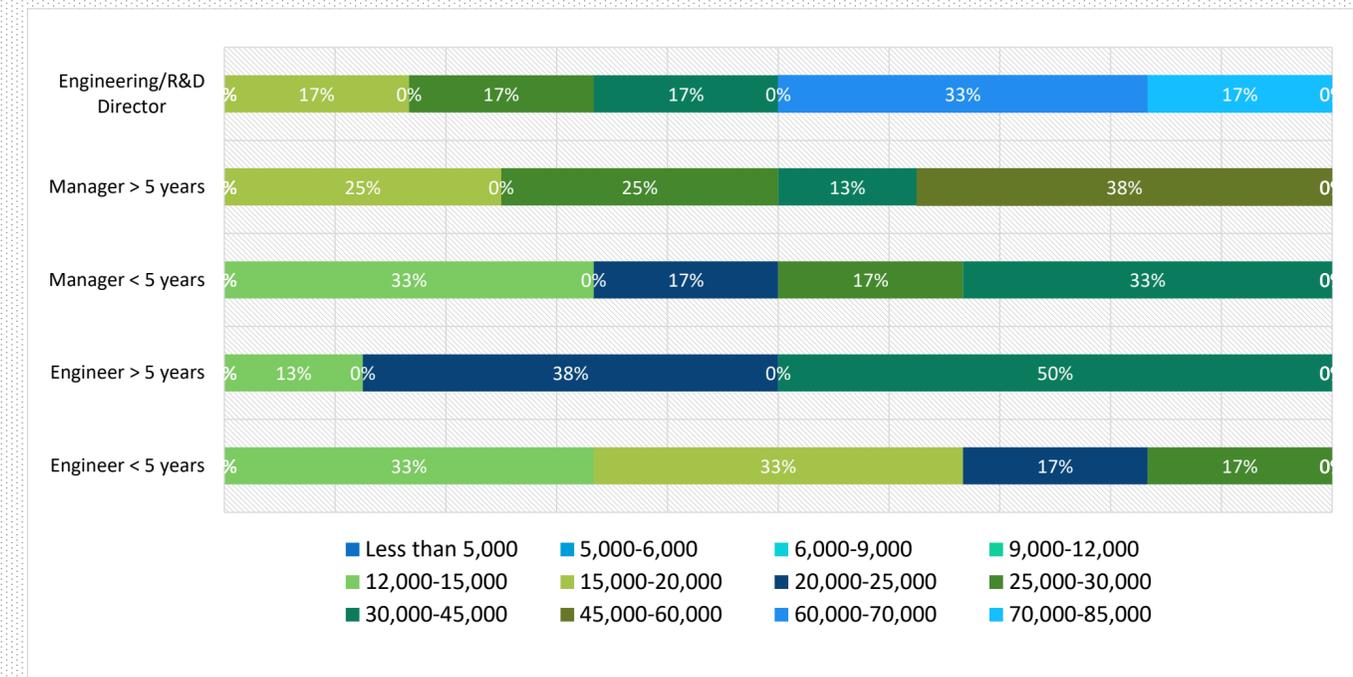
## Production personnel

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



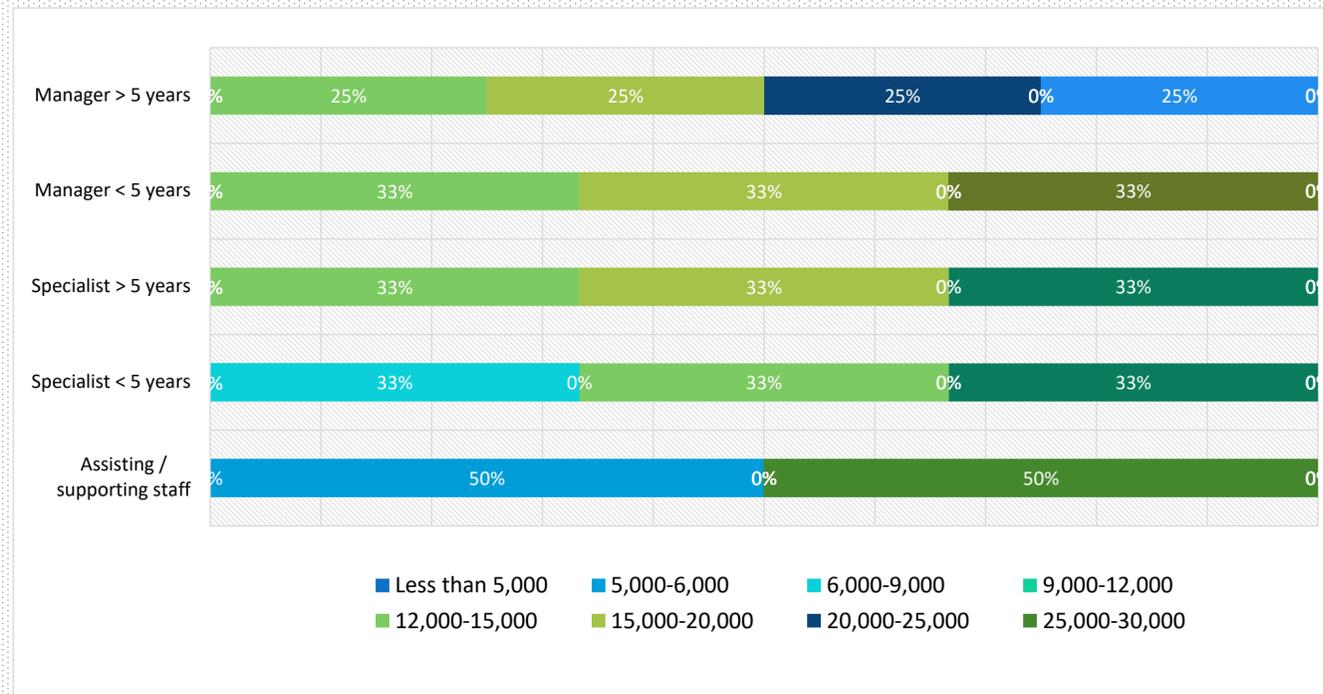
## Engineering/R&D personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
R&D Director	60,000 – 70,000	60,000 – 70,000	45,000 – 60,000
Manager > 5 years	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
Engineer > 5 years	25,000 – 30,000	20,000 – 25,000	20,000 – 25,000
Engineer < 5 years	20,000 – 25,000	15,000 – 20,000	15,000 – 20,000



## Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
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
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	5,000 – 6,000	5,000 – 6,000	5,000 – 6,000



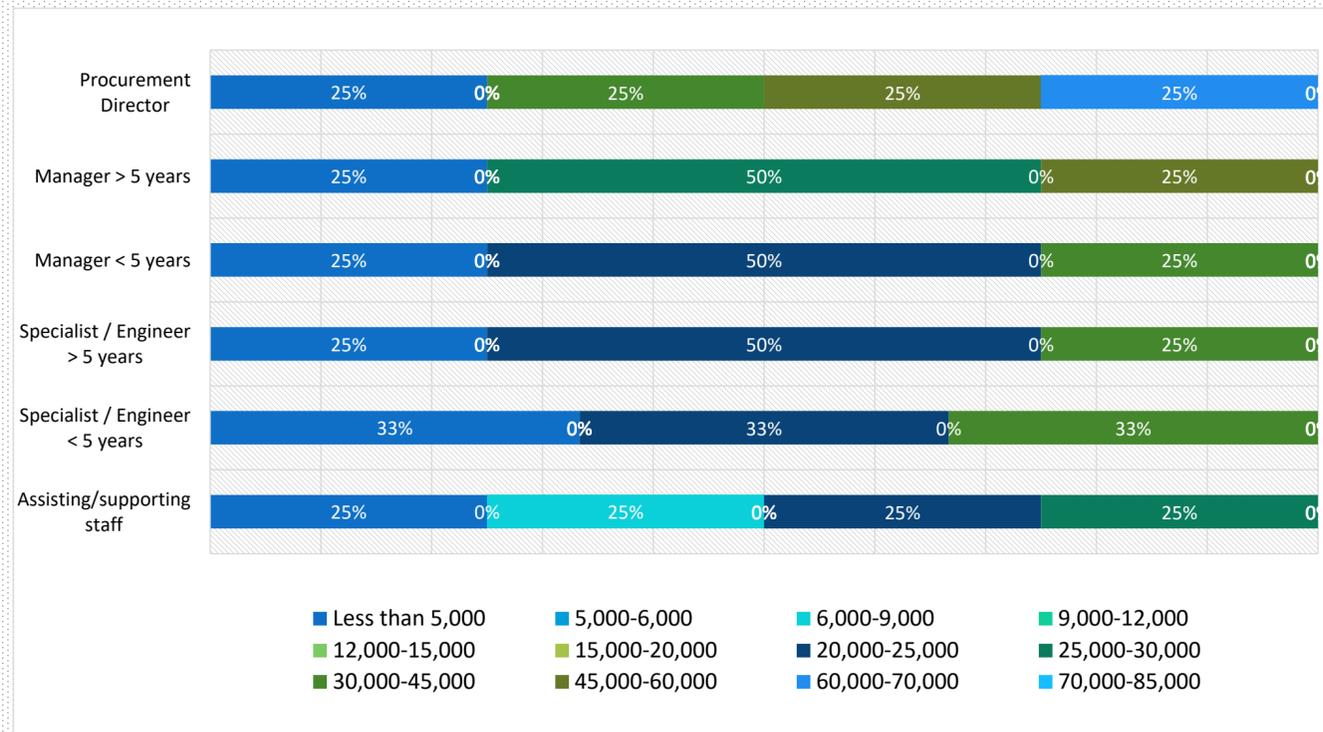
## Customer Service

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



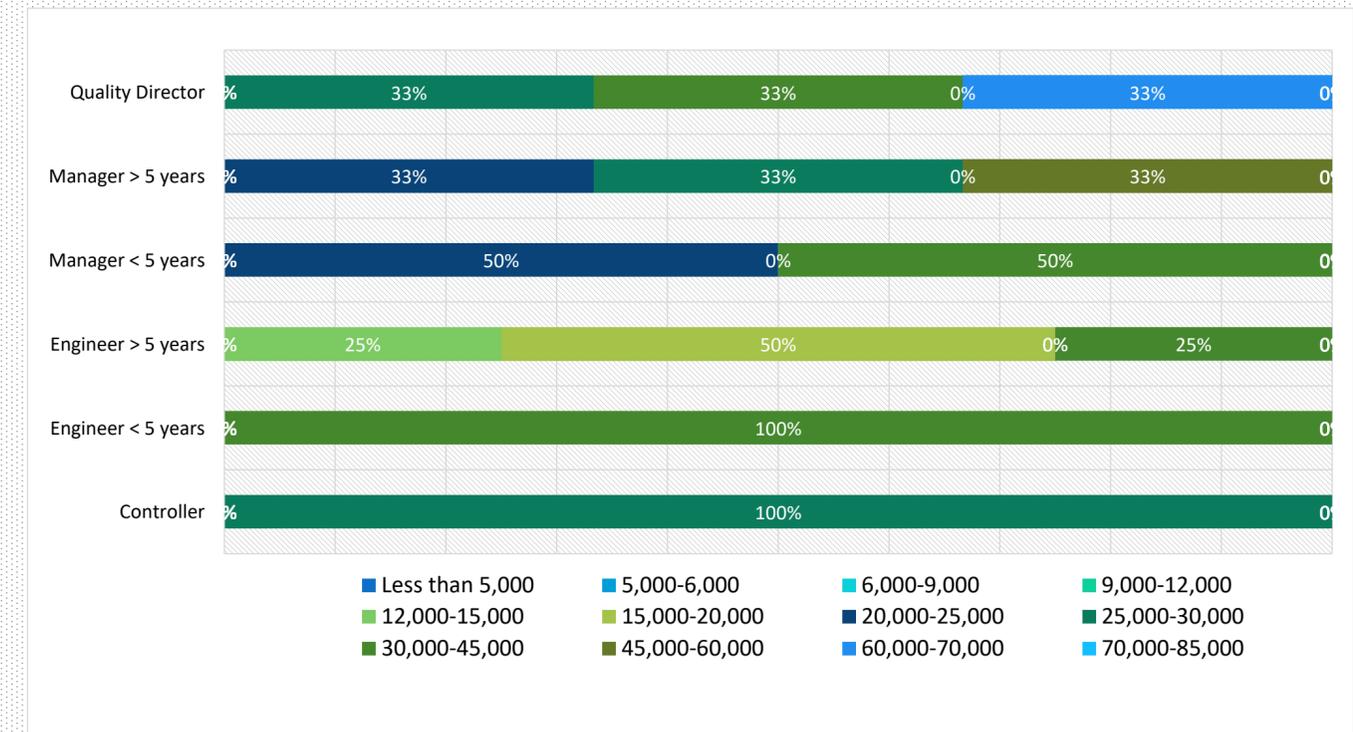
## Procurement personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Procurement 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
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	12,000-15000
Assisting/supporting staff	6,000 – 9,000	6,000 – 9,000	6,000 – 9,000



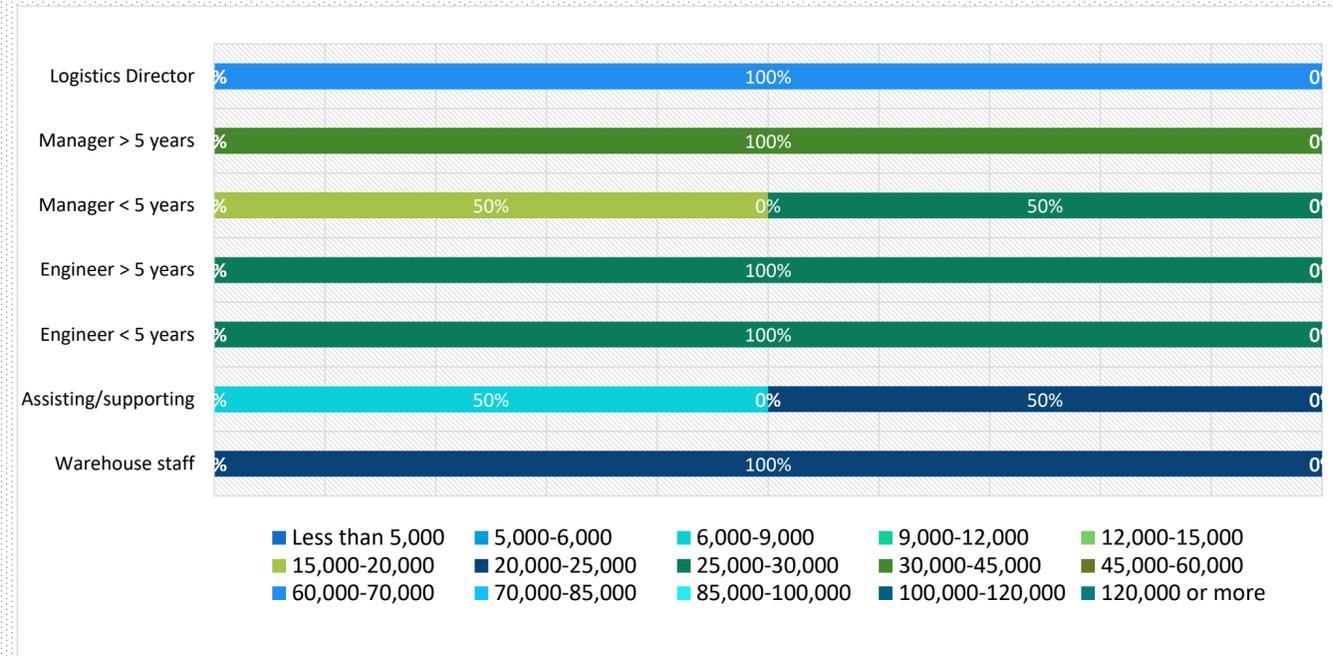
## Quality personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	45,000 – 60,000	45,000 – 60,000	45,000 – 60,000
Manager > 5 years	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
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
Controller	9,000 – 12,000	9,000 – 12,000	9,000 – 12,000



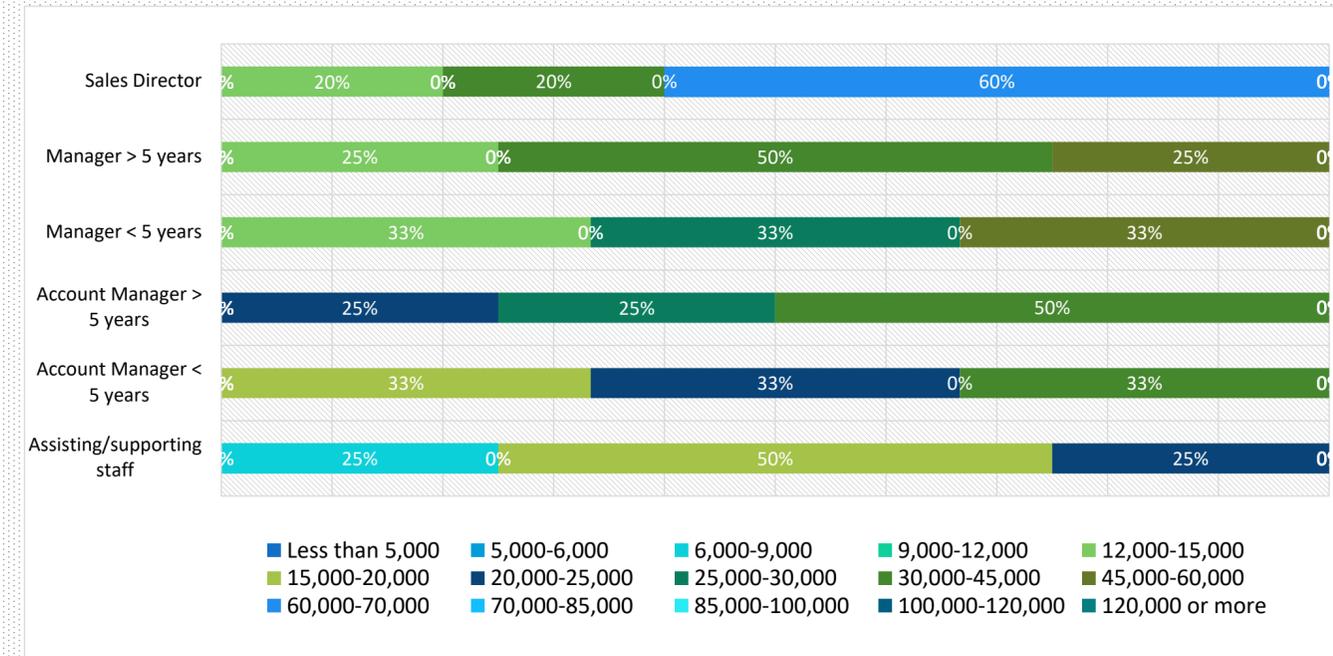
## Logistics personnel

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



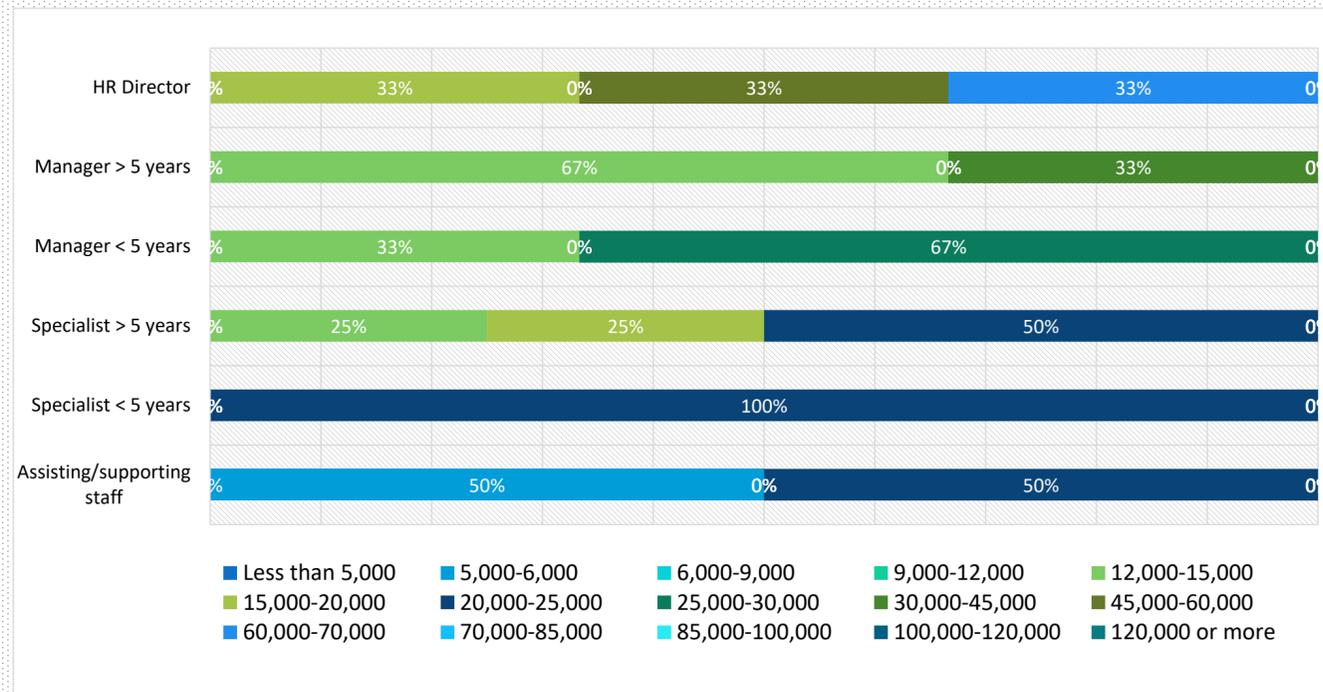
## Sales personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	60,000 – 70,000	60,000 – 70,000	45,000 – 60,000
Manager > 5 years	45,000 – 60,000	45,000 – 60,000	30,000 – 45,000
Manager < 5 years	30,000 – 45,000	30,000 – 45,000	25,000 – 30,000
Account 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
Assisting/supporting staff	9,000 – 12,000	9,000 – 12,000	9,000 – 12,000



## HR personnel

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



## Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	60,000 – 70,000	60,000 – 70,000	60,000 – 70,000
Manager > 5 years	45,000 – 60,000	45,000 – 60,000	45,000 – 60,000
Manager < 5 years	30,000 – 45,000	30,000 – 45,000	30,000 – 45,000
Specialist > 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
Assisting/supporting staff	9,000 – 12,000	9,000 – 12,000	6,000 – 9,000



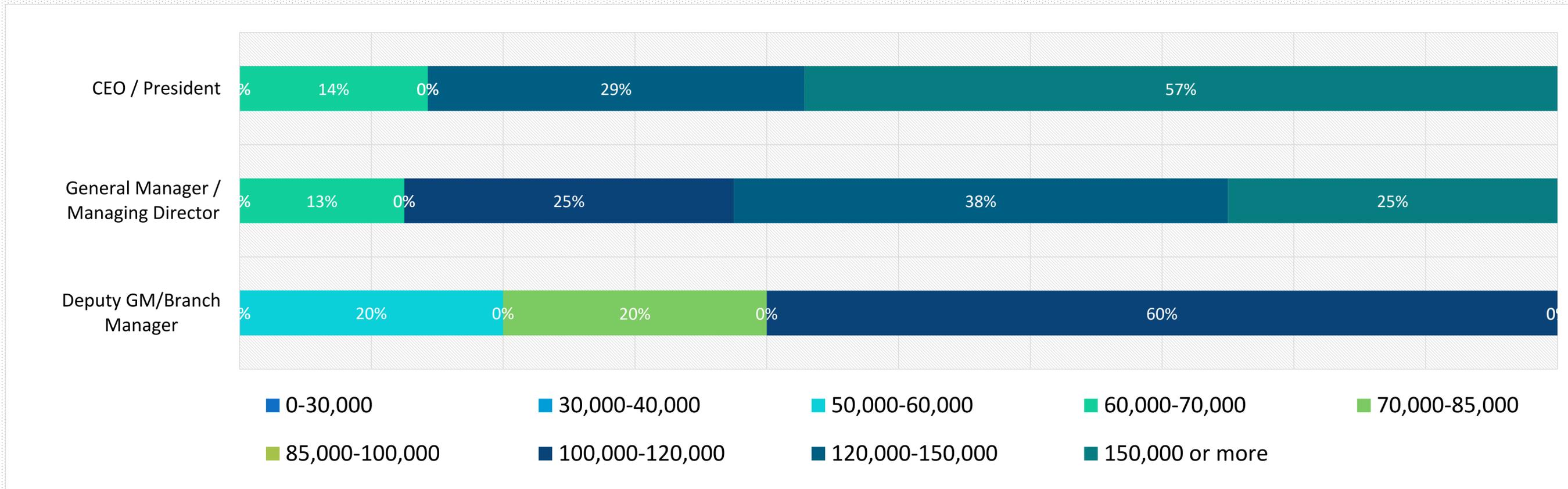
## Salary levels - Healthcare & Life Science

Health & Life Science sector was the 4th largest sector in terms of participating companies, with 5% of the total. The Healthcare & Life Science sector covers biotechnology, medical device, and pharmaceutical. It is one of the fastest growing sectors in China.

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).

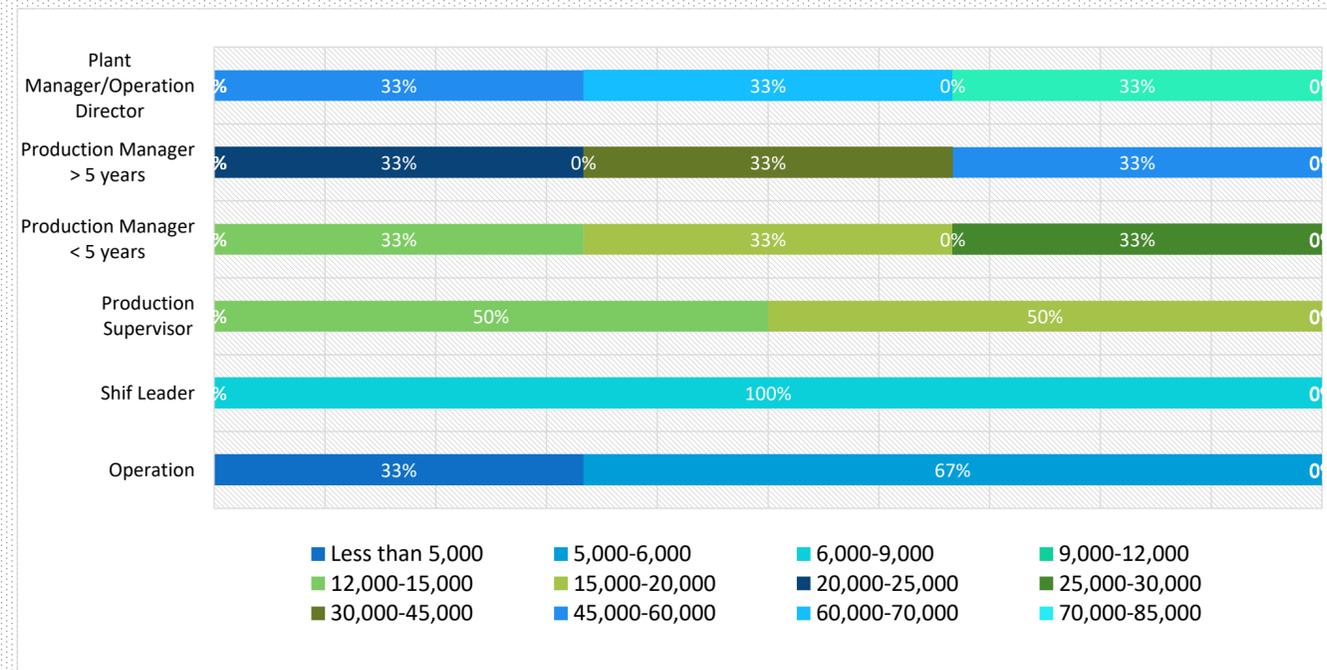
## Senior management

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



## Production personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Plant Manager/Operation Director	60,000 – 70,000	/	/
Production Manager > 5 years	30,000 – 45,000	/	/
Production Manager < 5 years	15,000 – 20,000	/	/
Production Supervisor	12,000 – 15,000	/	/
Shift Leader	12,000 – 15,000	/	/
Operation	6,000 – 9,000	/	/



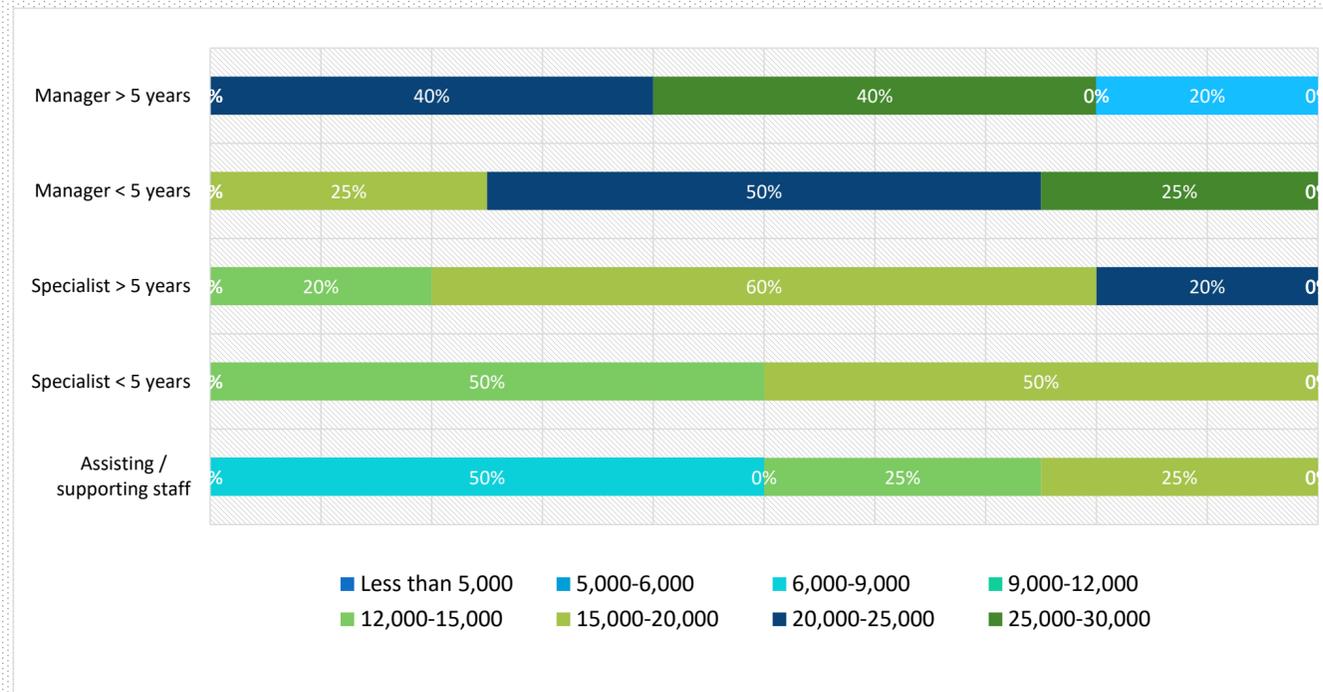
## Engineering/R&D personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Engineering/R&D Director	60,000 – 70,000	/	/
Manager > 5 years	30,000 – 45,000	/	/
Manager < 5 years	25,000 – 30,000	/	/
Engineer > 5 years	20,000 – 25,000	/	/
Engineer < 5 years	15,000 – 20,000	/	/



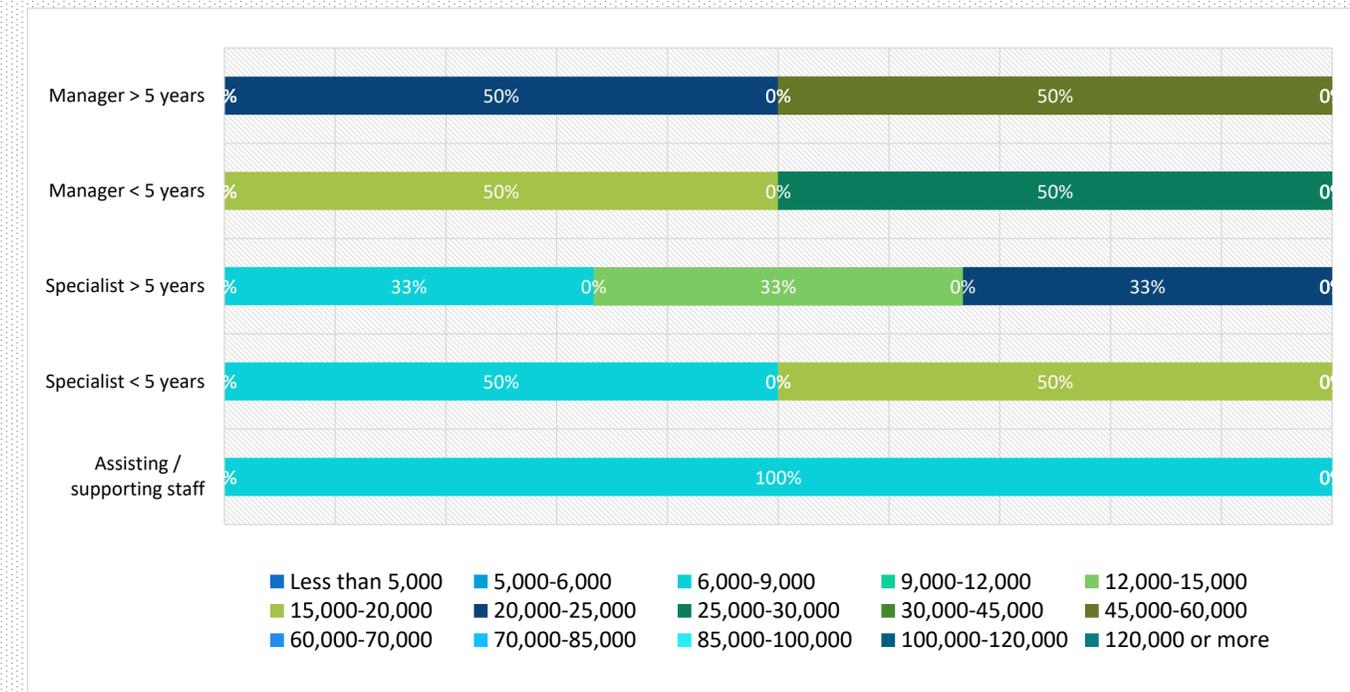
## Technical Service personnel

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



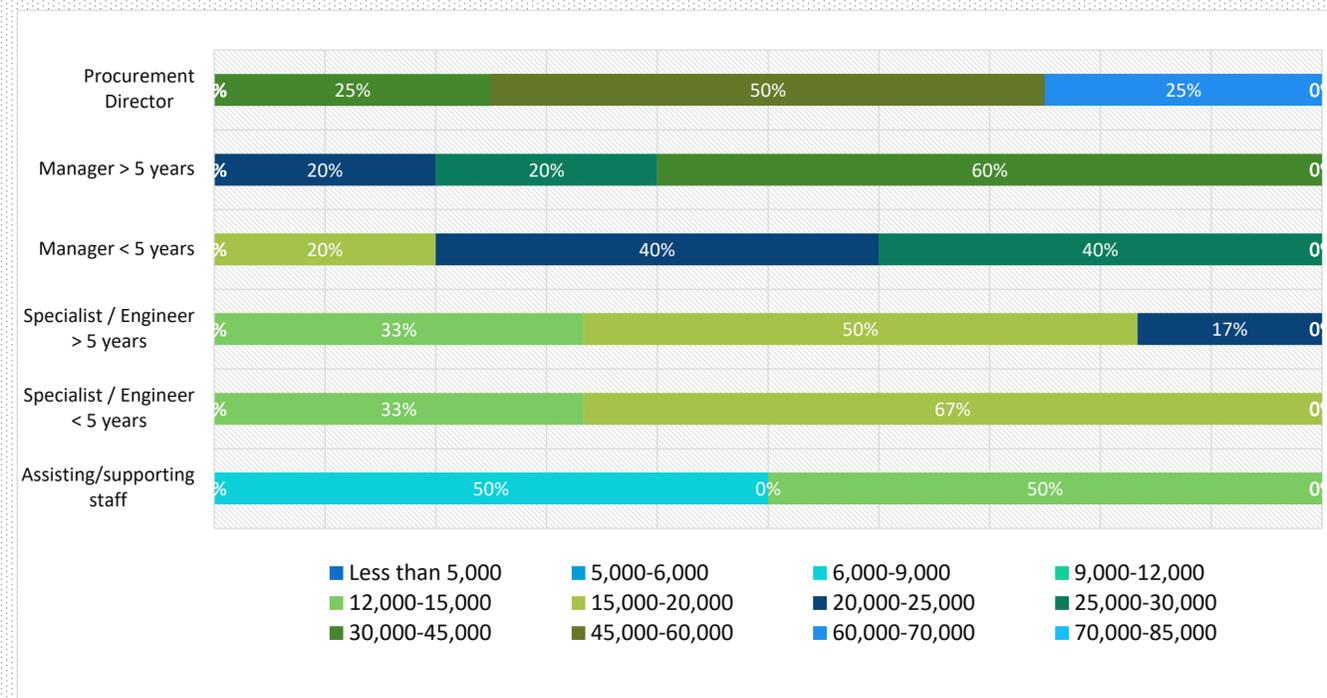
## Customer Service

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



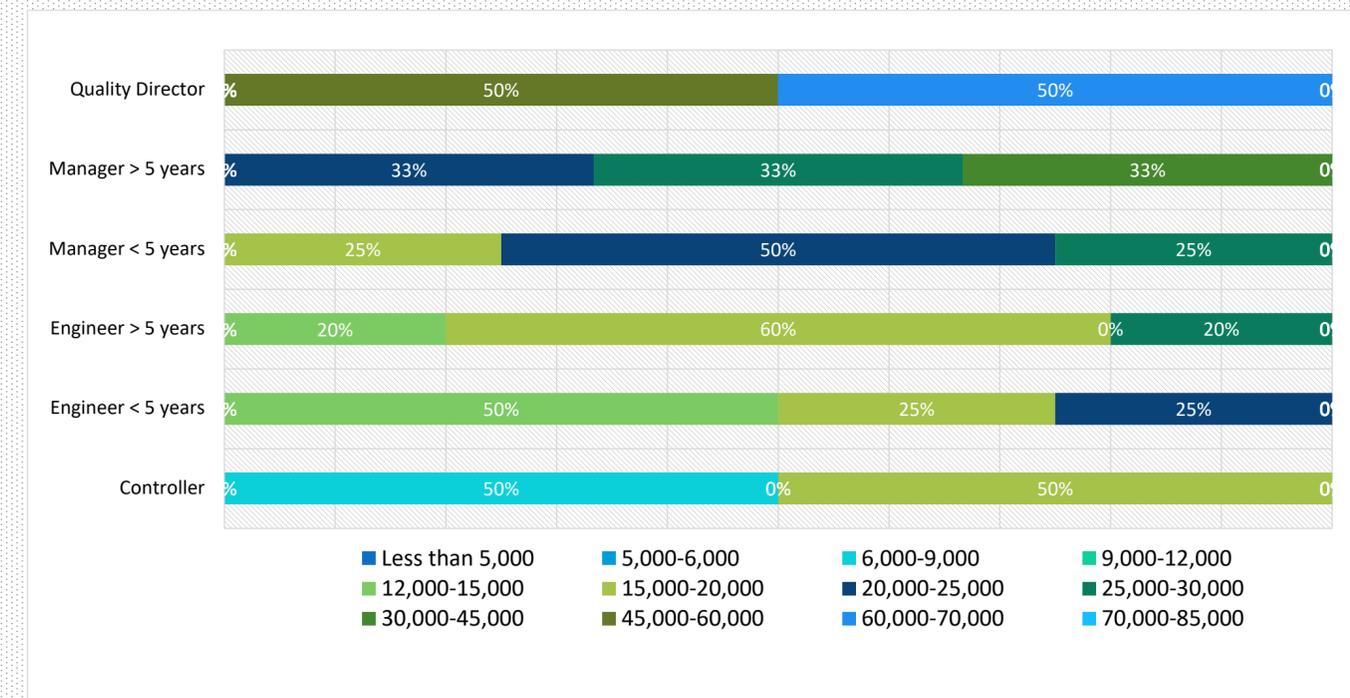
## Procurement personnel

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



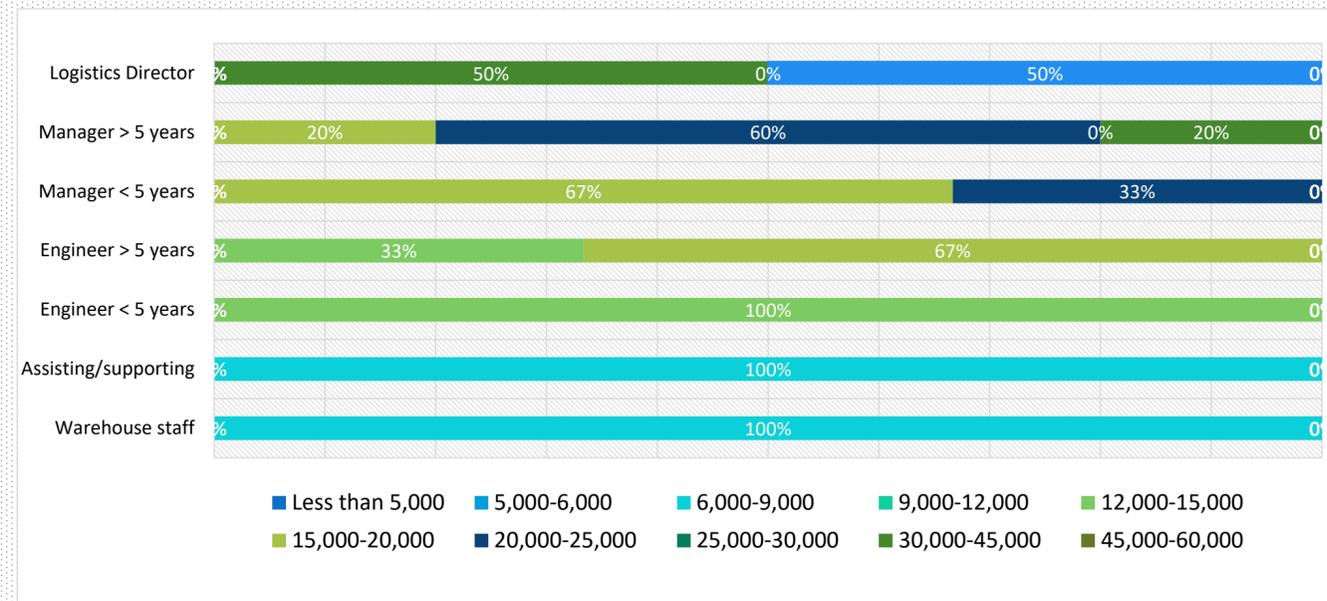
## Quality personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	45,000 – 60,000	/	/
Manager > 5 years	25,000 – 30,000	/	/
Manager < 5 years	20,000 – 25,000	/	/
Engineer > 5 years	15,000 – 20,000	/	/
Engineer < 5 years	12,000 – 15,000	/	/
Controller	9,000 – 12,000	/	/



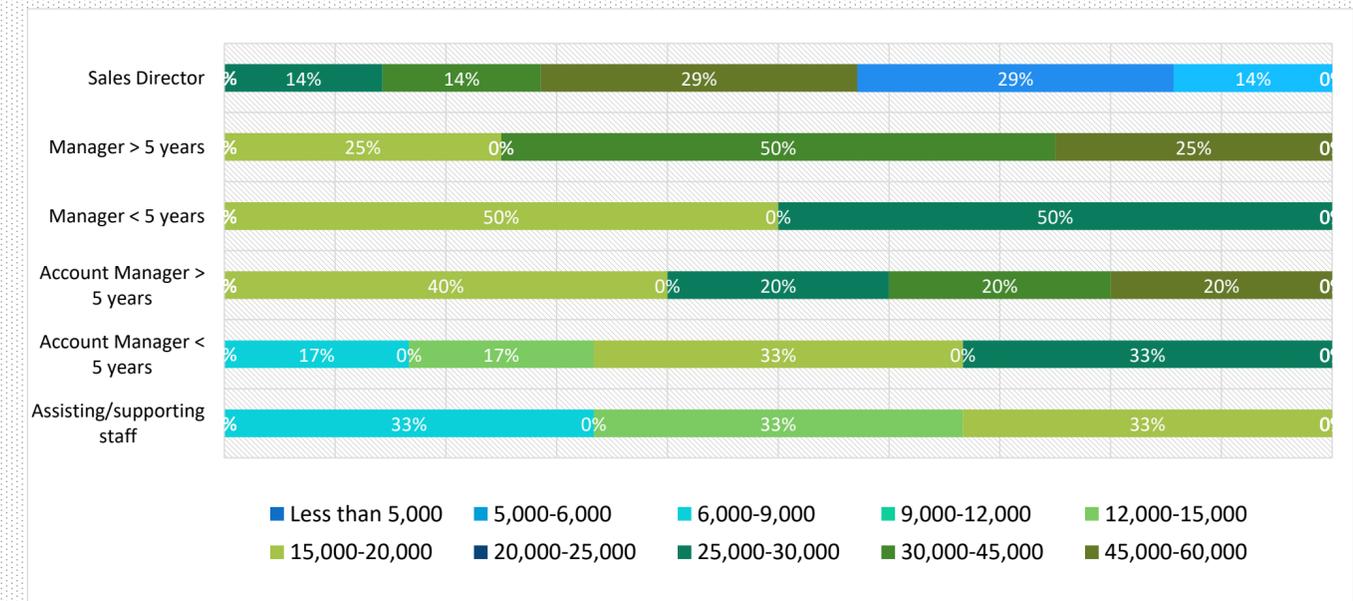
## Logistics personnel

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



## Sales personnel

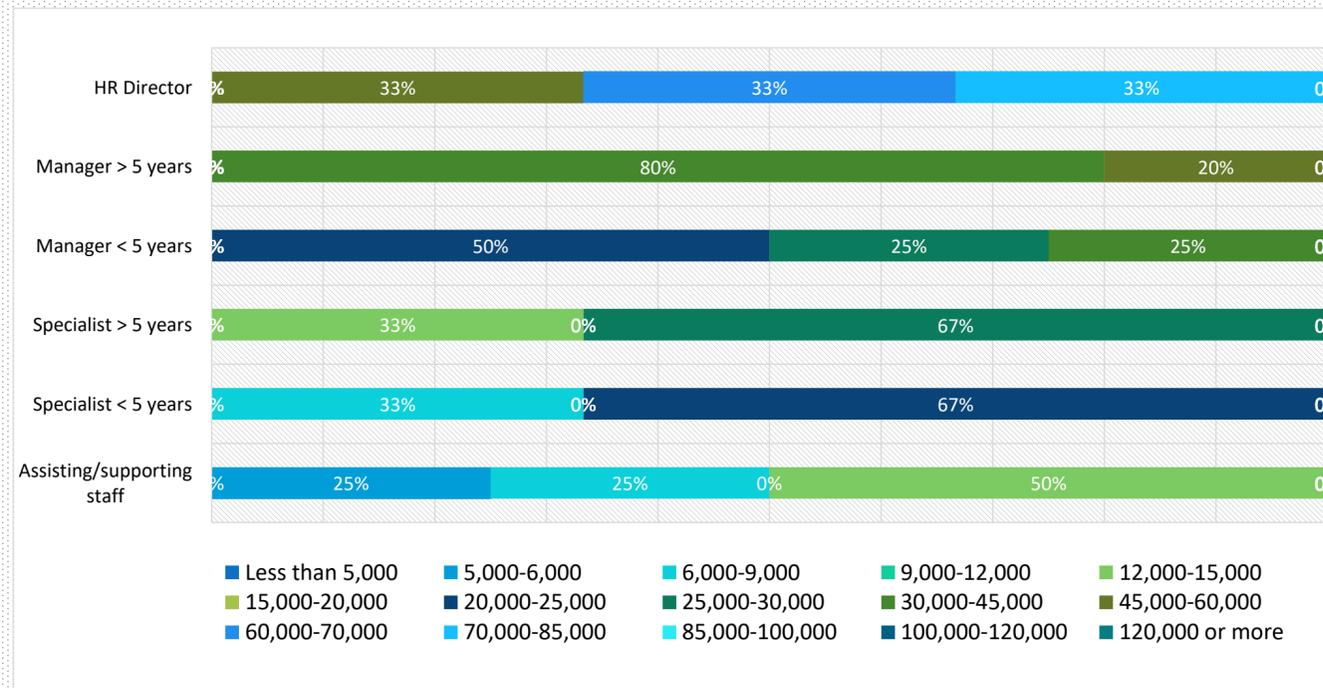
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	45,000 – 60,000	/	/
Manager > 5 years	30,000 – 45,000	/	/
Manager < 5 years	20,000 – 25,000	/	/
Account Manager > 5 years	15,000 – 20,000	/	/
Account Manager < 5 years	12,000 – 15,000	/	/
Assisting/supporting staff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



# Salary levels - Healthcare & Life Science

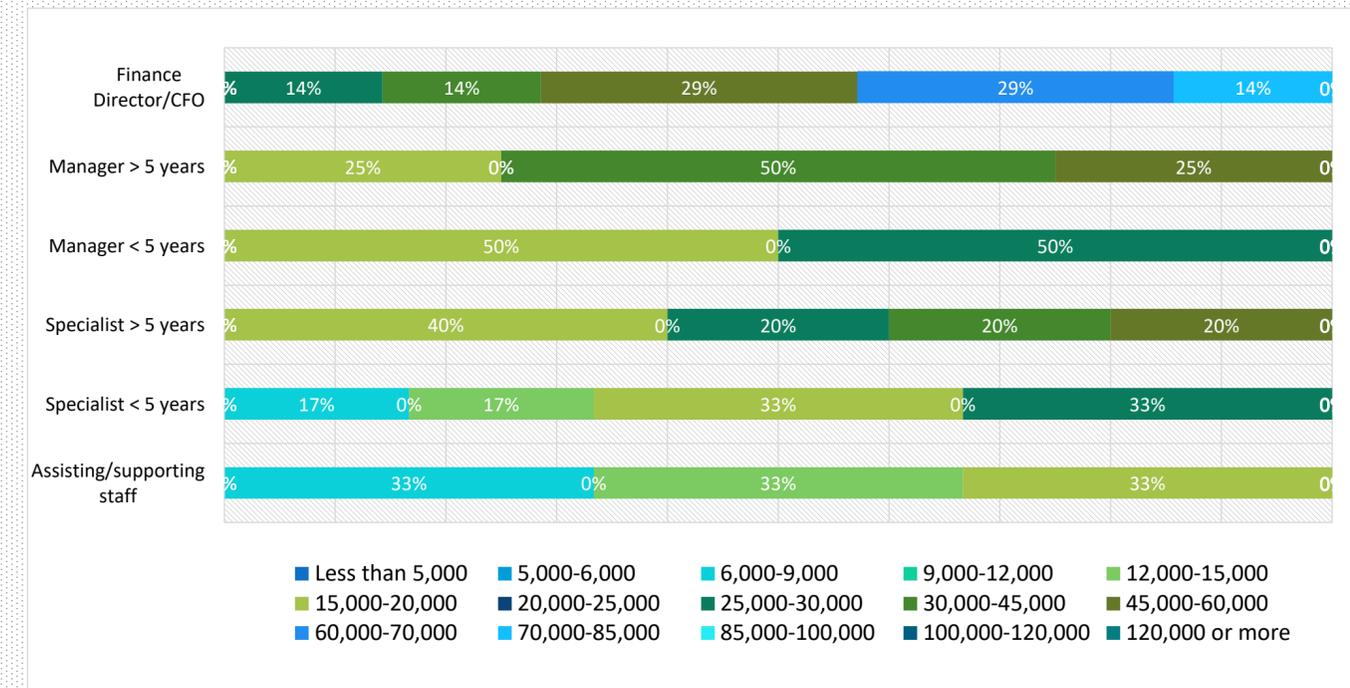
## HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR Director	60,000 – 70,000	/	/
Manager > 5 years	30,000 – 45,000	/	/
Manager < 5 years	25,000 – 30,000	/	/
Specialist > 5 years	15,000 – 20,000	/	/
Specialist < 5 years	6,000 – 9,000	/	/
Assisting/supporting staff	5,000 – 6,000	/	/



## Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	70,000 – 85,000	/	/
Manager > 5 years	60,000 – 70,000	/	/
Manager < 5 years	45,000 – 60,000	/	/
Specialist > 5 years	30,000 – 45,000	/	/
Specialist < 5 years	15,000 – 20,000	/	/
Assisting/supporting staff	9,000 – 12,000	/	/



## Salary levels - Energy

With only 2% of participants identifying themselves as 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
Deputy GM/Branch Manager	40,000	30,000 - 50,000
Plant Manager/Operation Director	35,000	30,000 - 40,000
R&D Director	40,000	30,000 - 50,000
Sales Director	40,000	30,000 - 50,000
HR Director	40,000	30,000 - 50,000
Finance Director/CFO	40,000	30,000 - 50,000



## Salary levels - Trading & Sourcing

With only 3% of participants identifying themselves as Trading & Sourcing 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
Deputy GM/Branch Manager	40,000	30,000 - 50,000
Plant Manager/Operation Director	35,000	30,000 - 40,000
R&D Director	40,000	30,000 - 50,000
Sales Director	40,000	30,000 - 50,000
HR Director	40,000	30,000 - 50,000
Finance Director/CFO	40,000	30,000 - 50,000



# Acknowledgements

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,

Upcom Search & Selection

[www.upcom-search.com](http://www.upcom-search.com)



THANK YOU!  
感谢您的观看

2022

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