

# Nordic Salary Survey

## 北欧在华企业 薪酬调查报告

# 2024-2025

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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 -Trading & Sourcing	43
How to interpret the results	14	Salary levels - Energy	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, 2023-2023 and 2023-2024 Nordic Salary Survey, 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 2024, we decide to once again conduct a comprehensive survey on those topics.

With above 170 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, Trading & Sourcing and Energy 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.

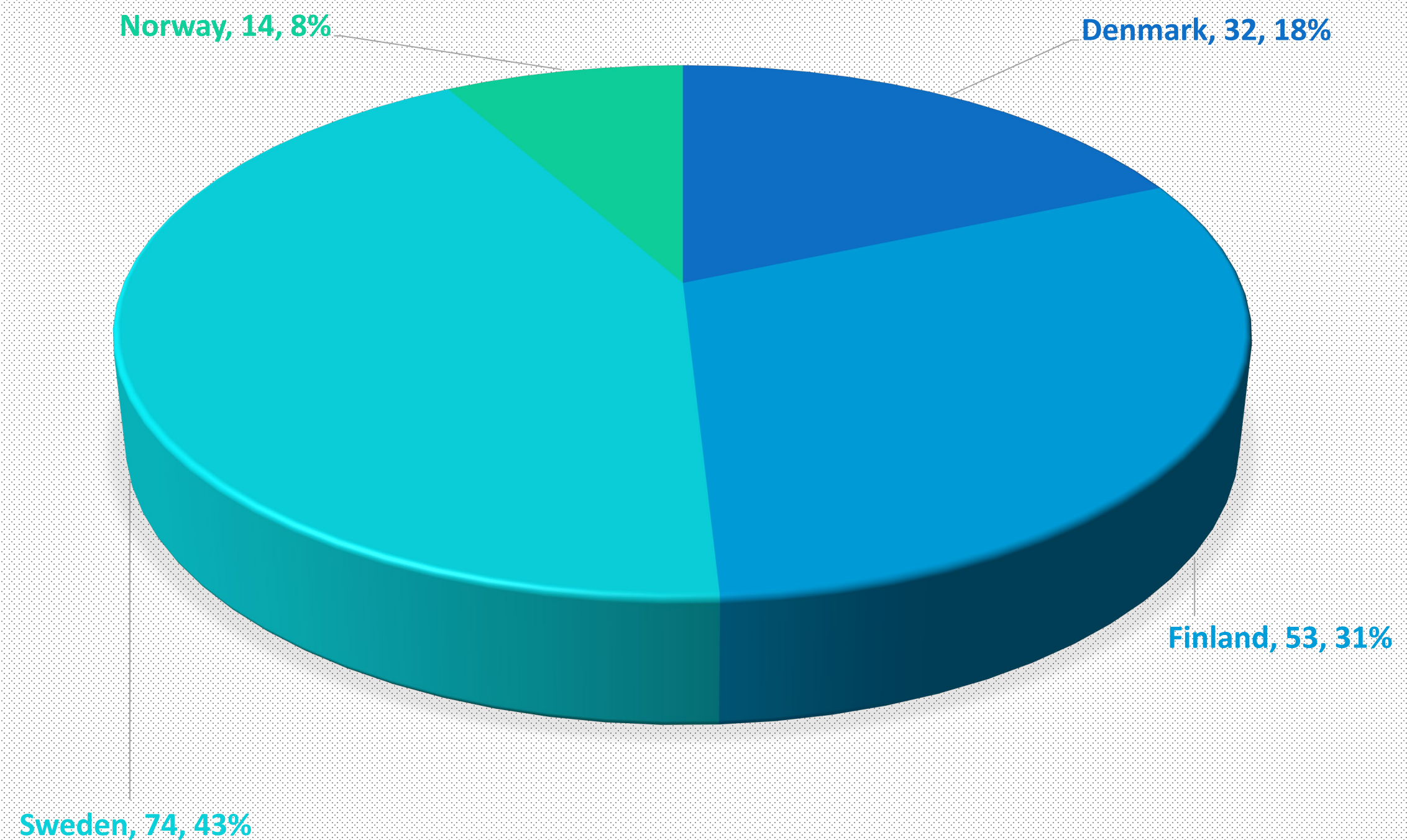
Should you have questions pertaining to results of the survey that are not presented in the report please do not hesitate to contact us for further information.

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.

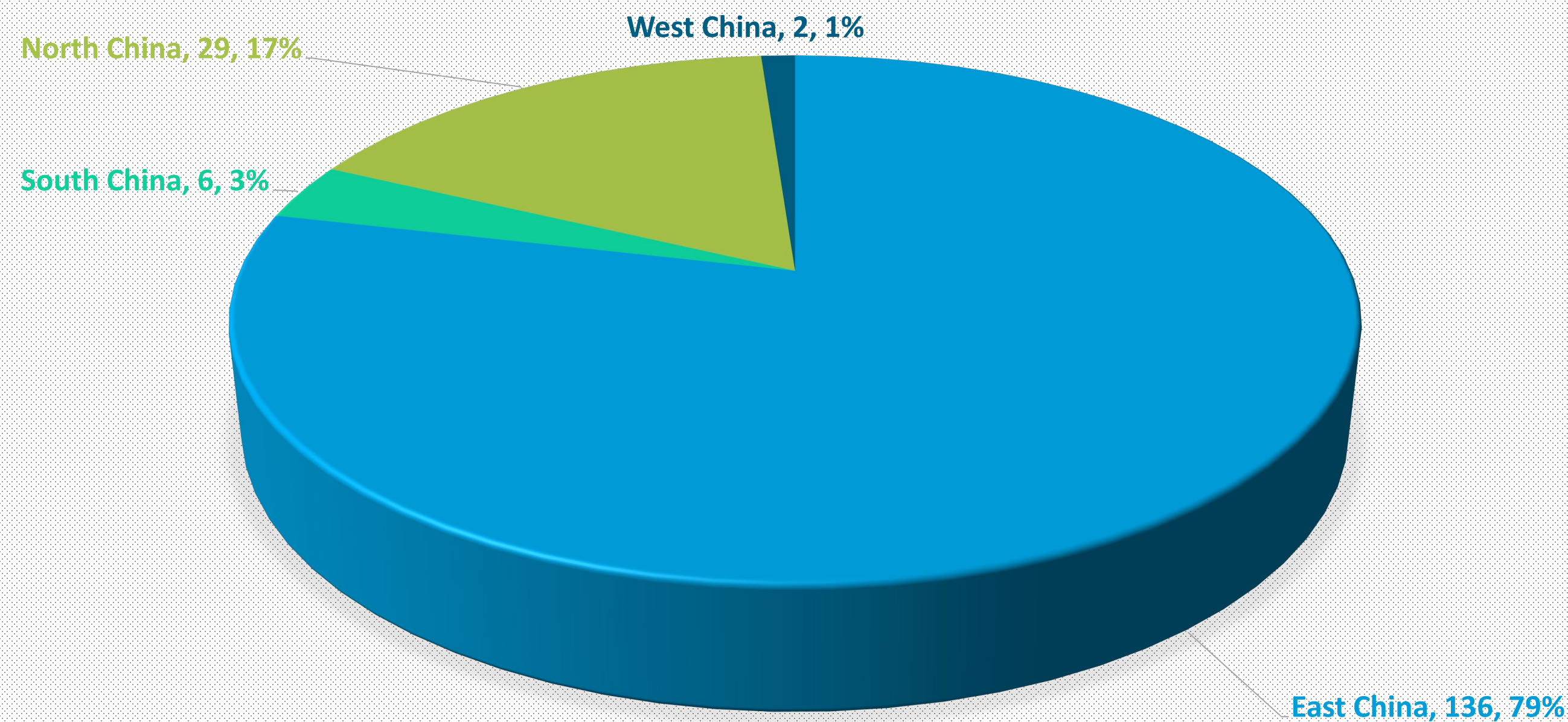
With regards,



# Global and local HQ of participating companies



There were 173 participating companies in total, with the following participation per country:  
Sweden 74, Finland 53,  
Denmark 32, Norway 14

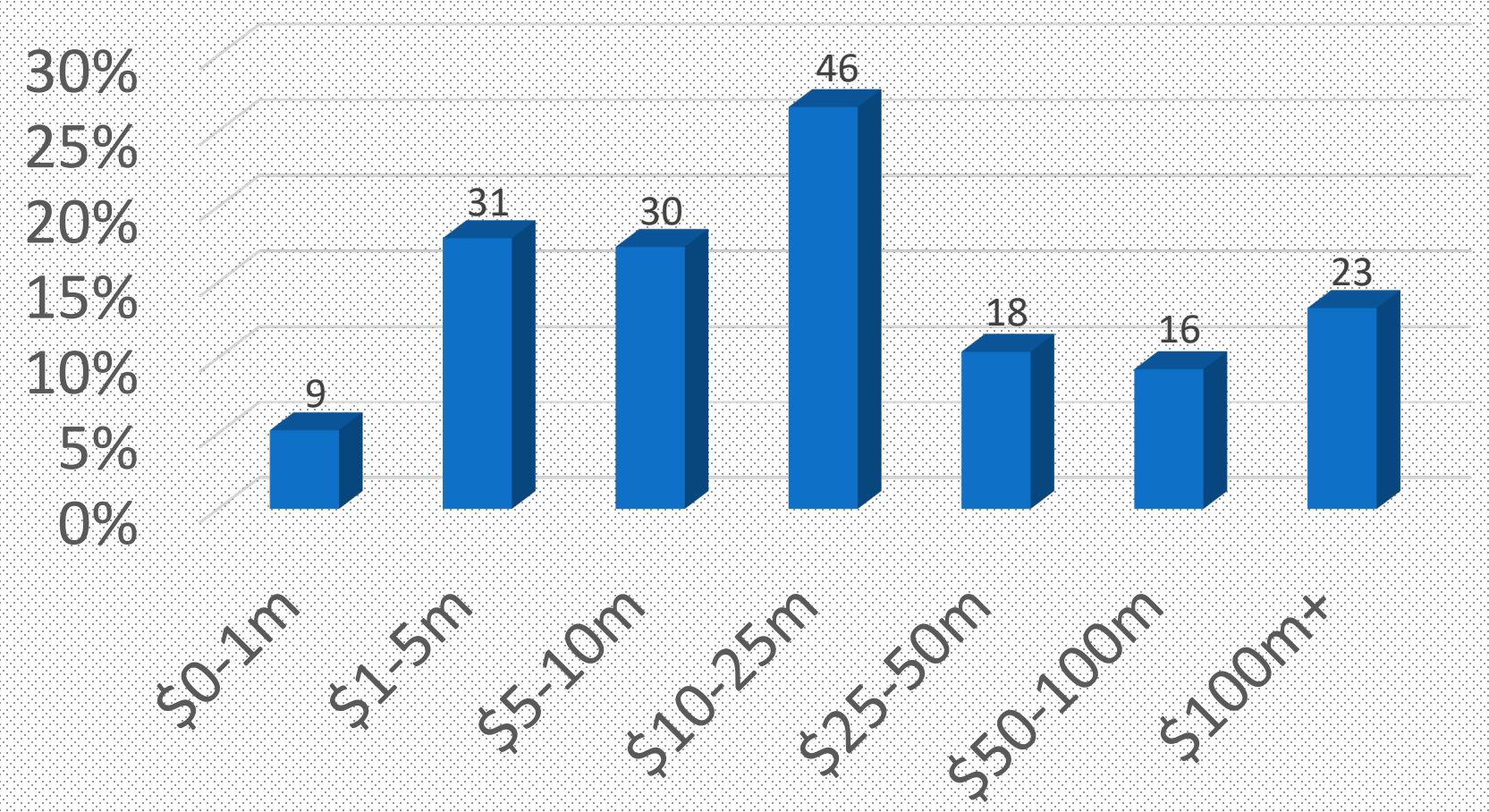


The vast majority, i.e. 136 of the participating companies had their primary operations based in East China, followed by North China with 29 and South China with 6 respondents.

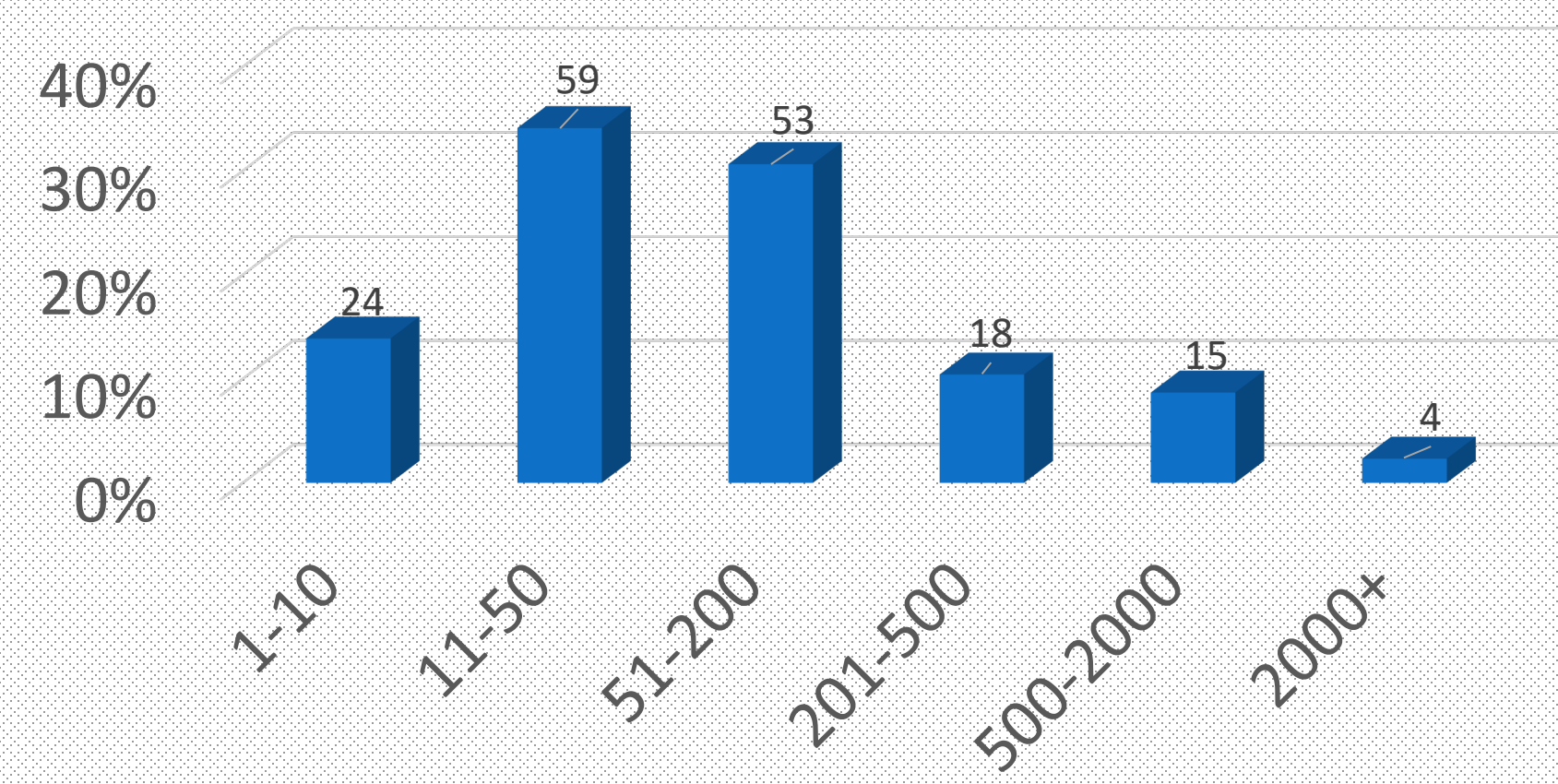


# Global and local size of participating companies

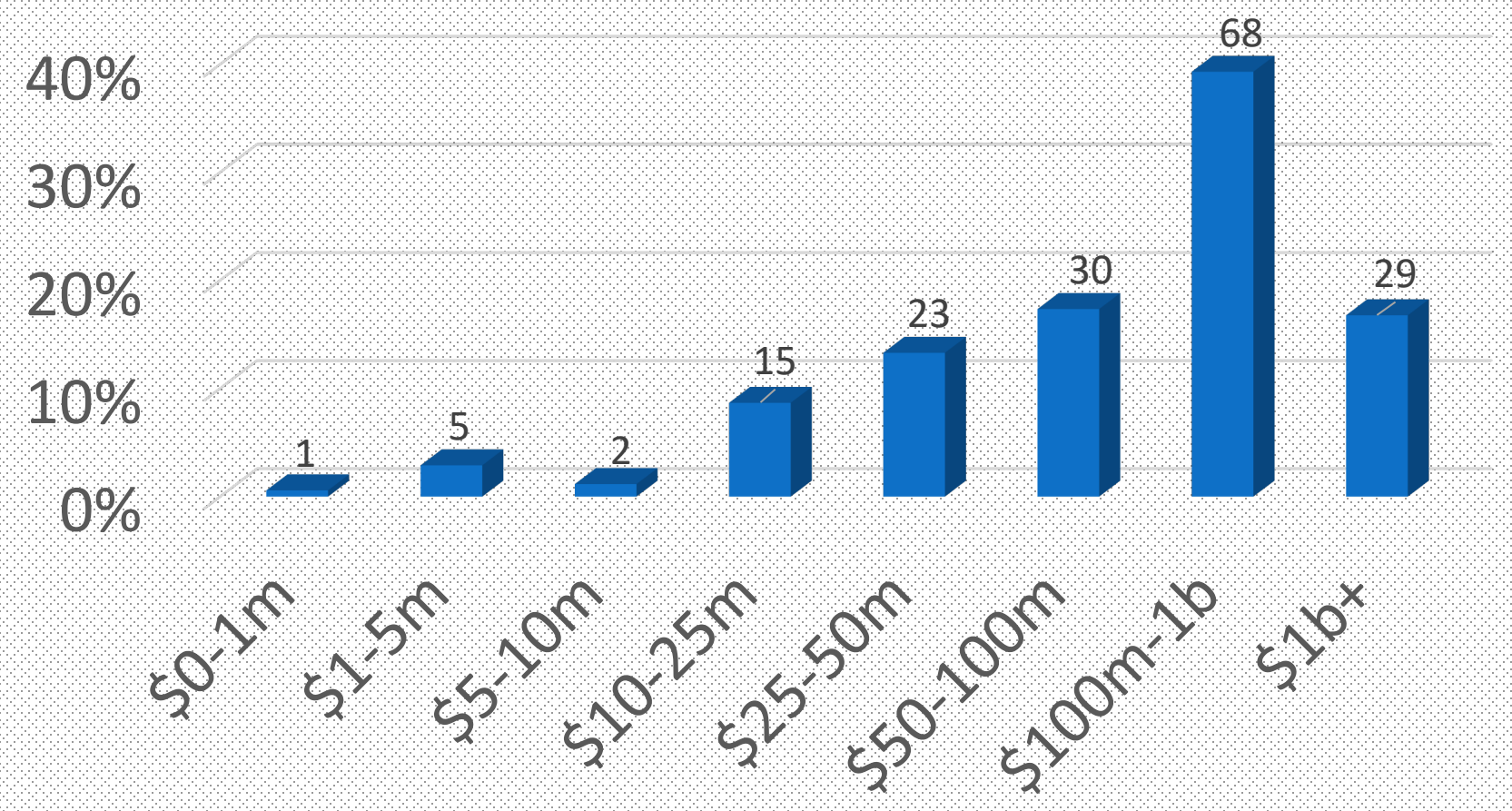
Turnover in China



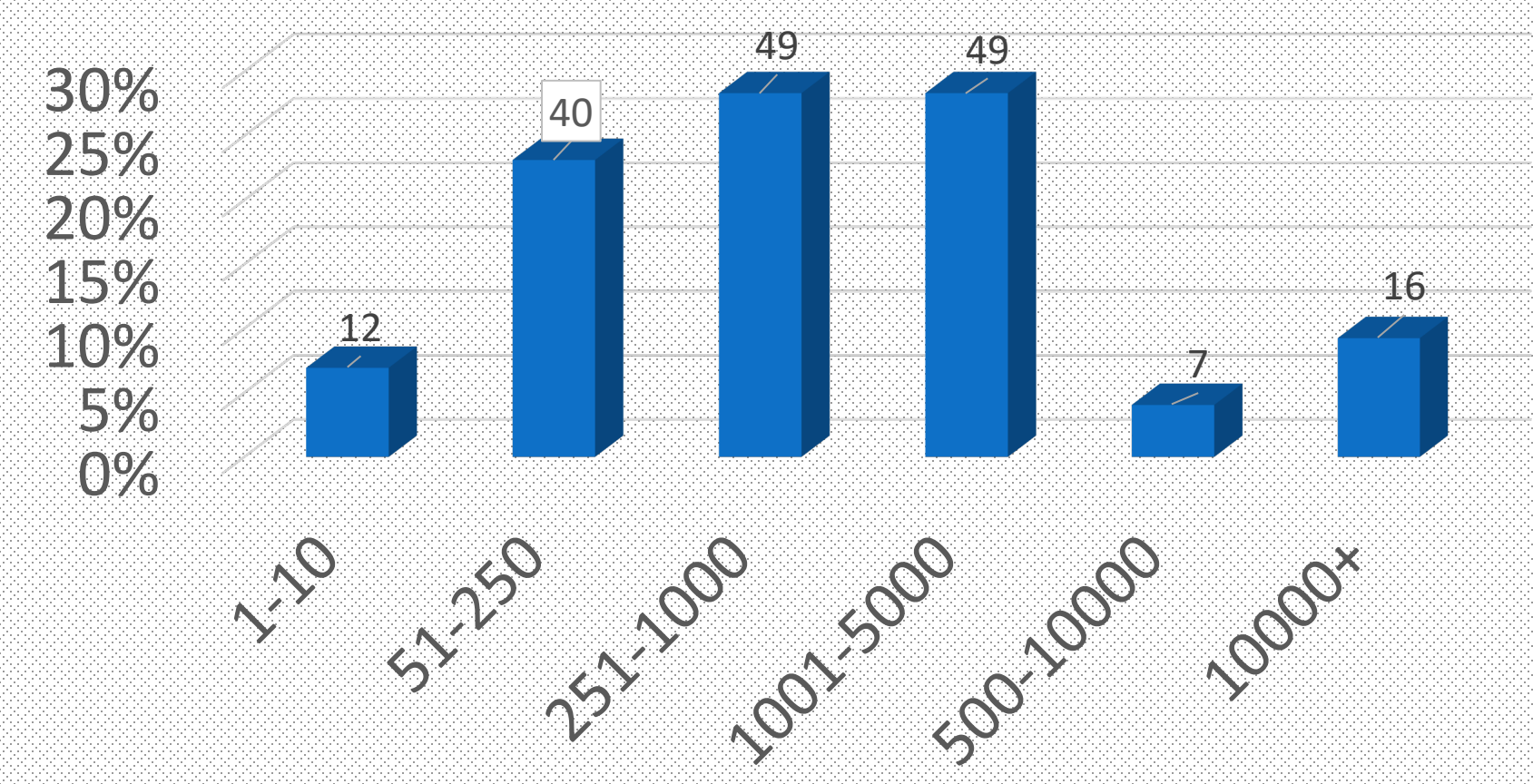
Employees in China



Turnover Globally

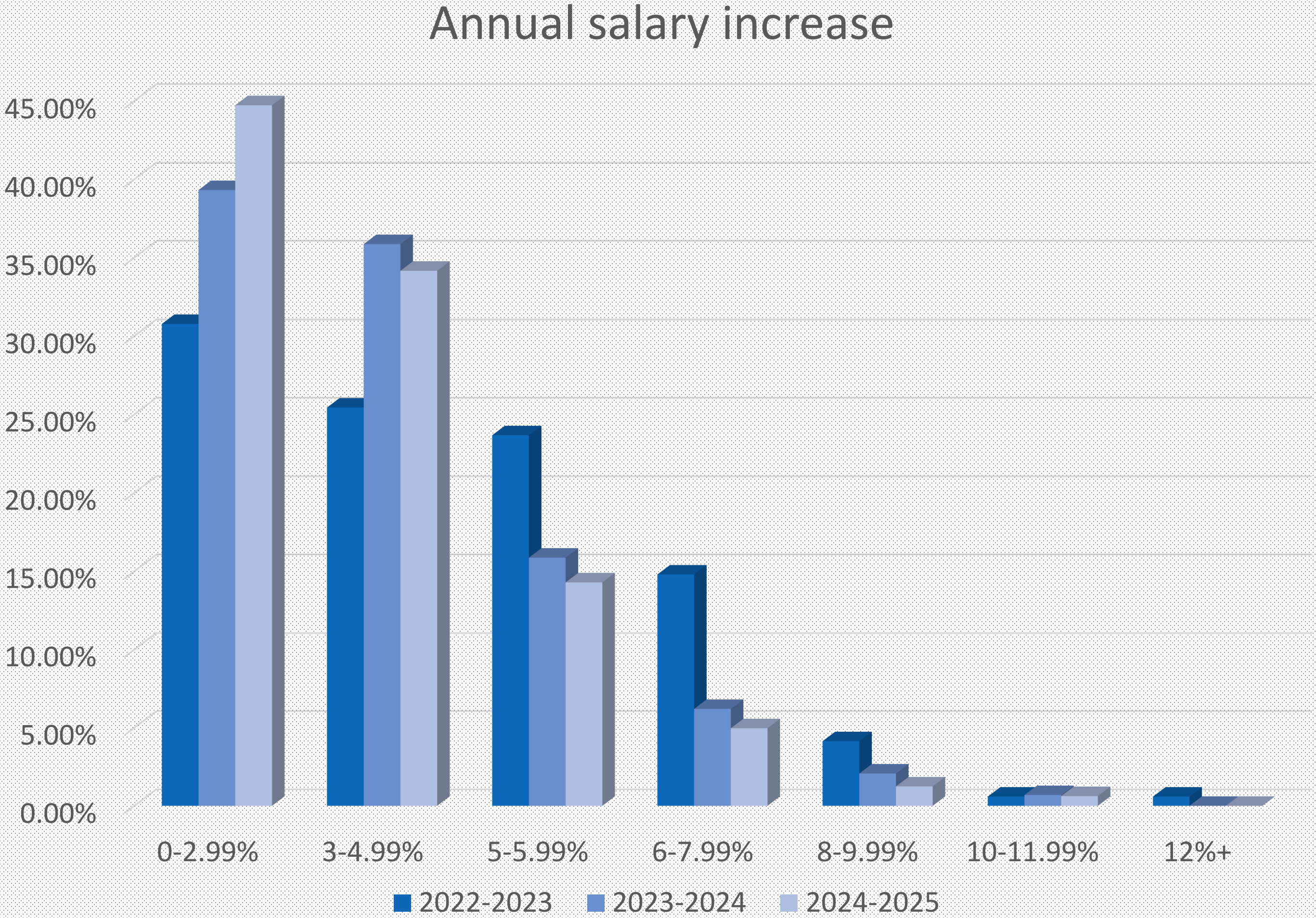


Employees globally





# Salary increases



When asked about participating companies' average salary increase from 2023-2024 up until projected salary increases from 2024-2025 it was possible to see a clear trend of having a lower salary increase.

In 2023, 39.13% of companies reported an average increase of 0-3%. By this year that figure is 44.72%.

In 2023, 35.86% of companies reported an average increase of 4-5%. By this year that figure is 34.16%.

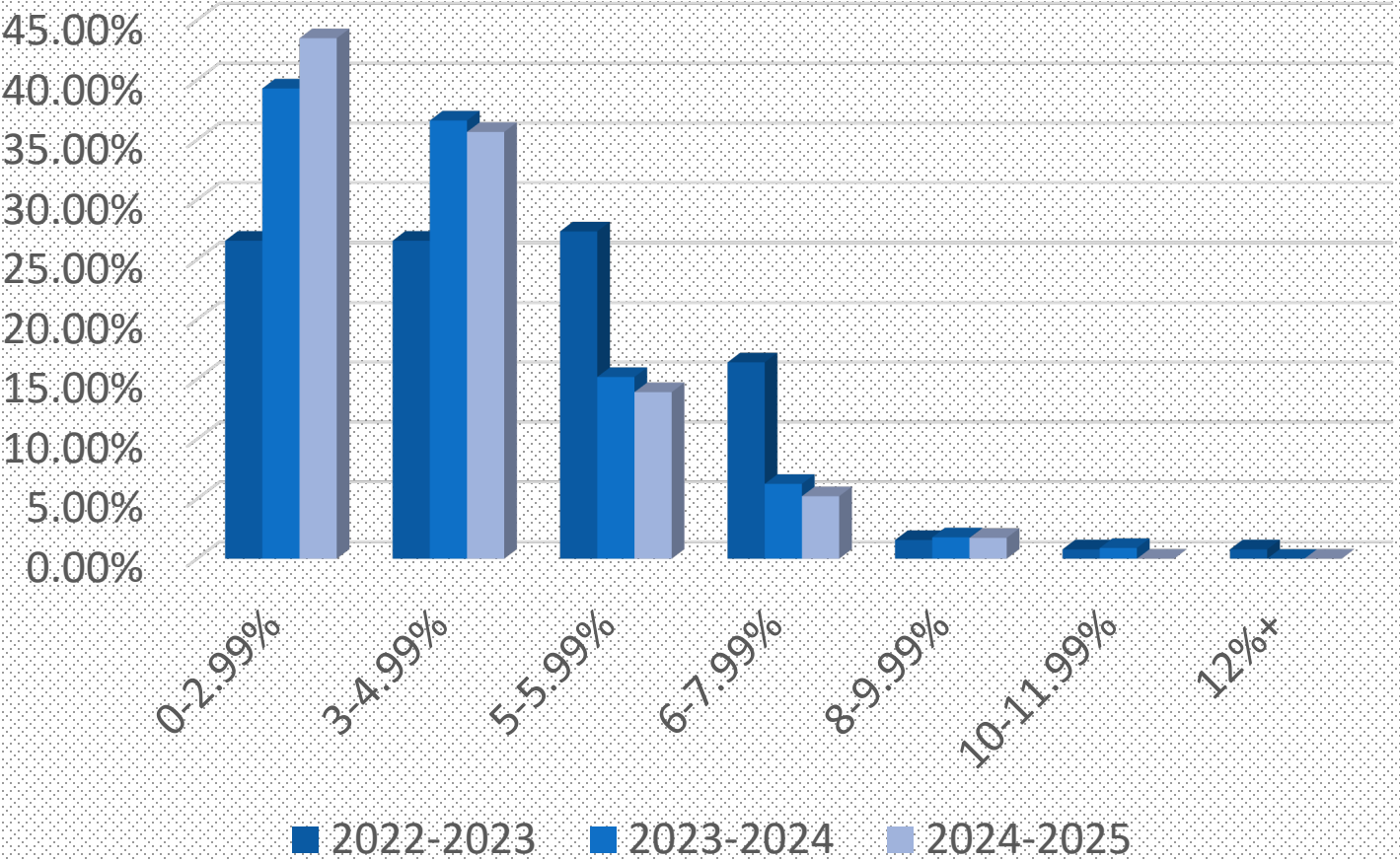
In 2023, 15.86% of companies reported an average increase of 5-6%. By this year that figure is 14.29%.



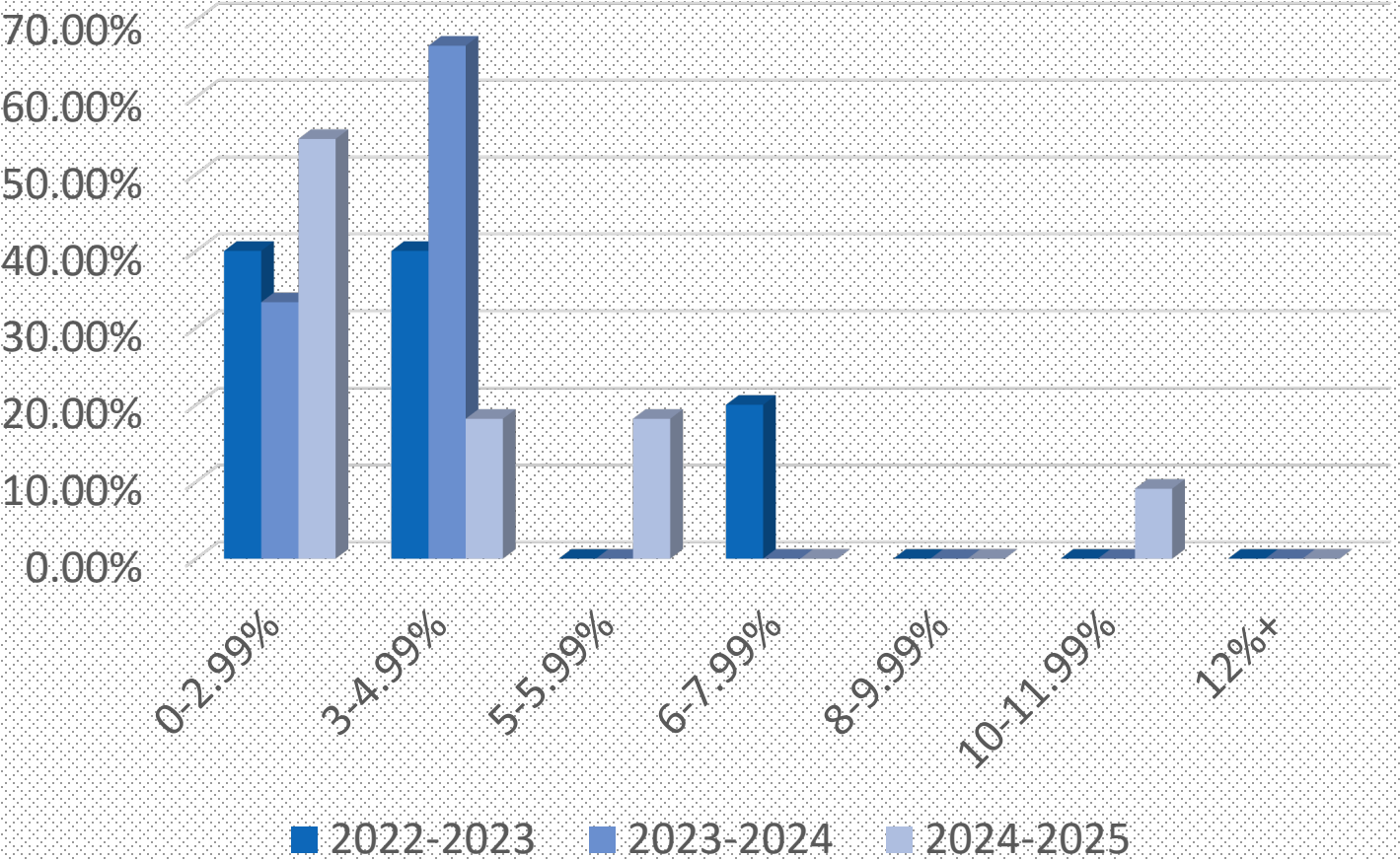


# Salary increases

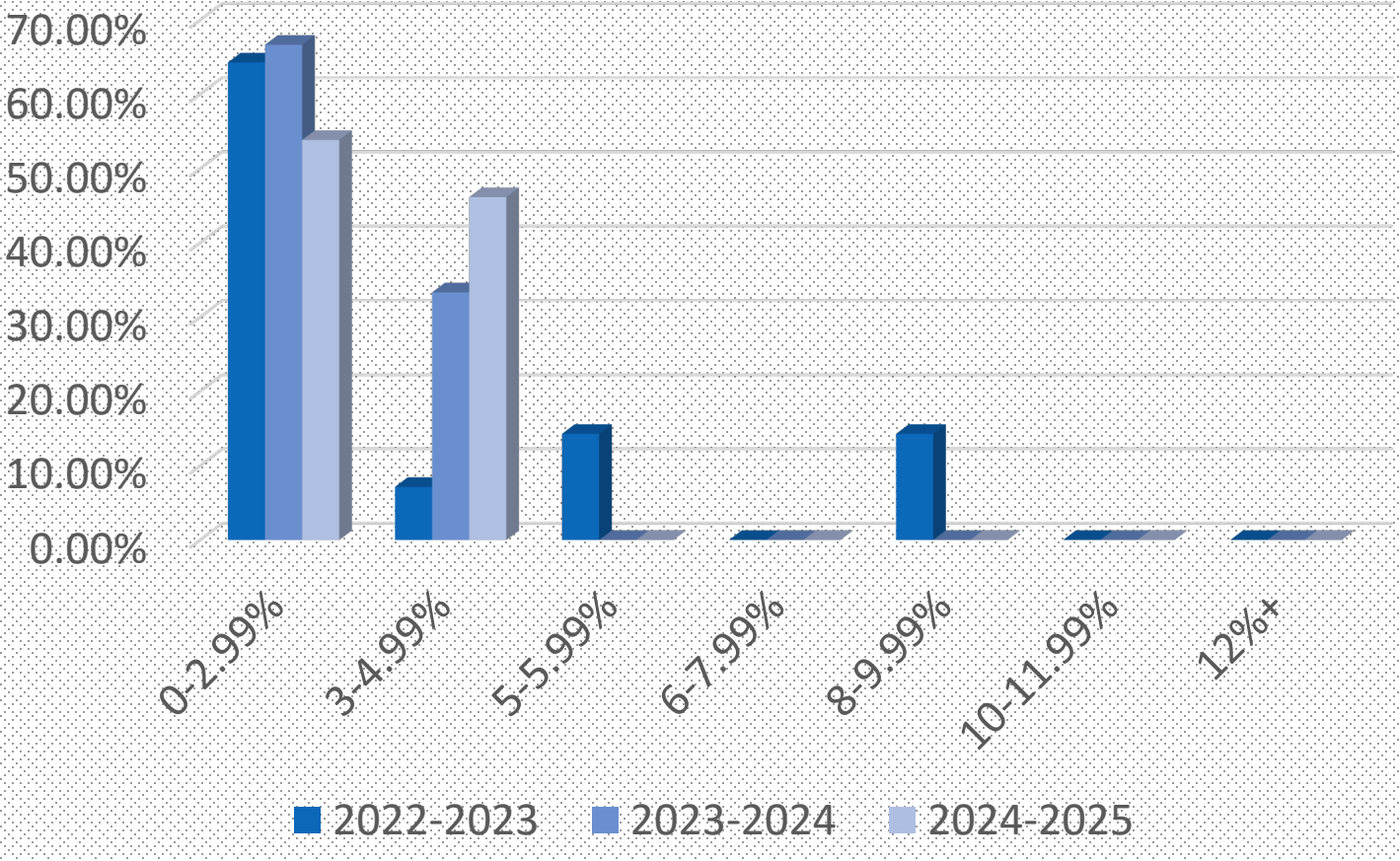
Annual salary increase (Industrial)



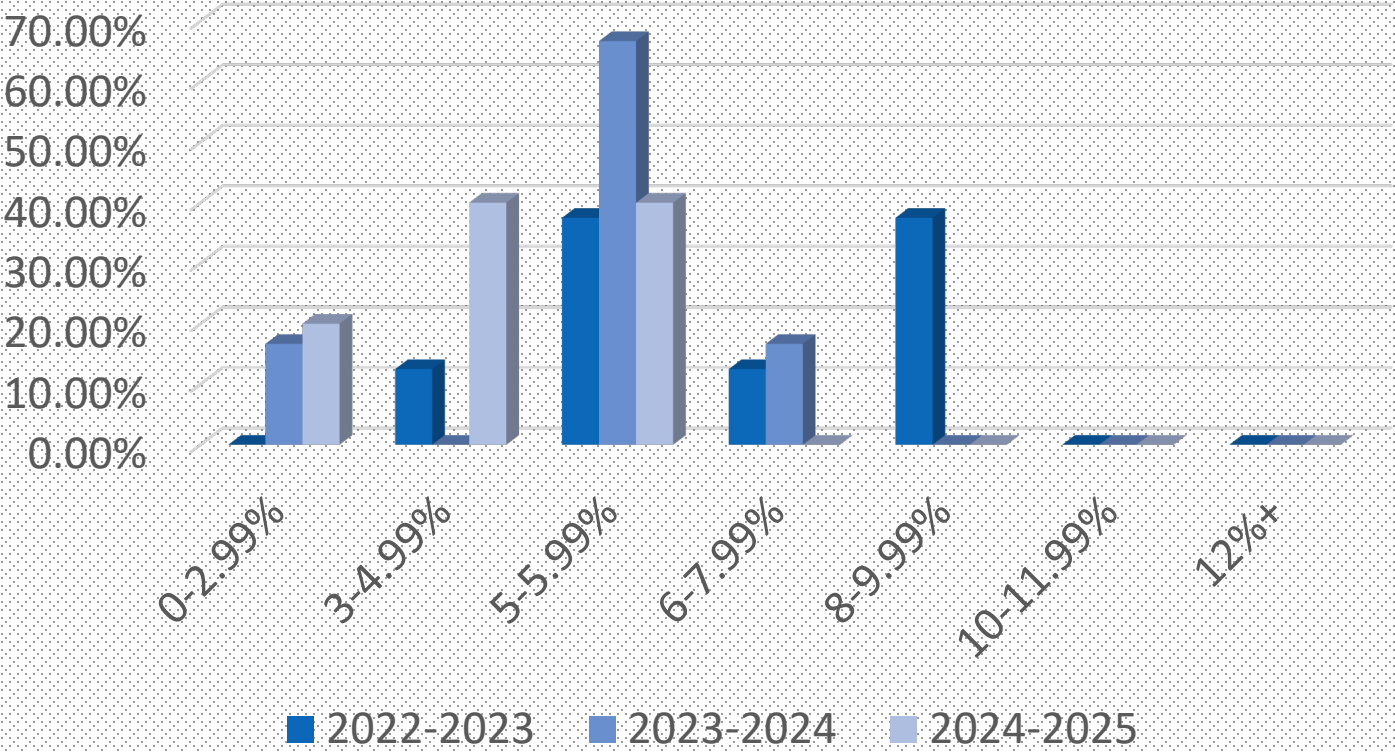
Annual salary increase (Technology)



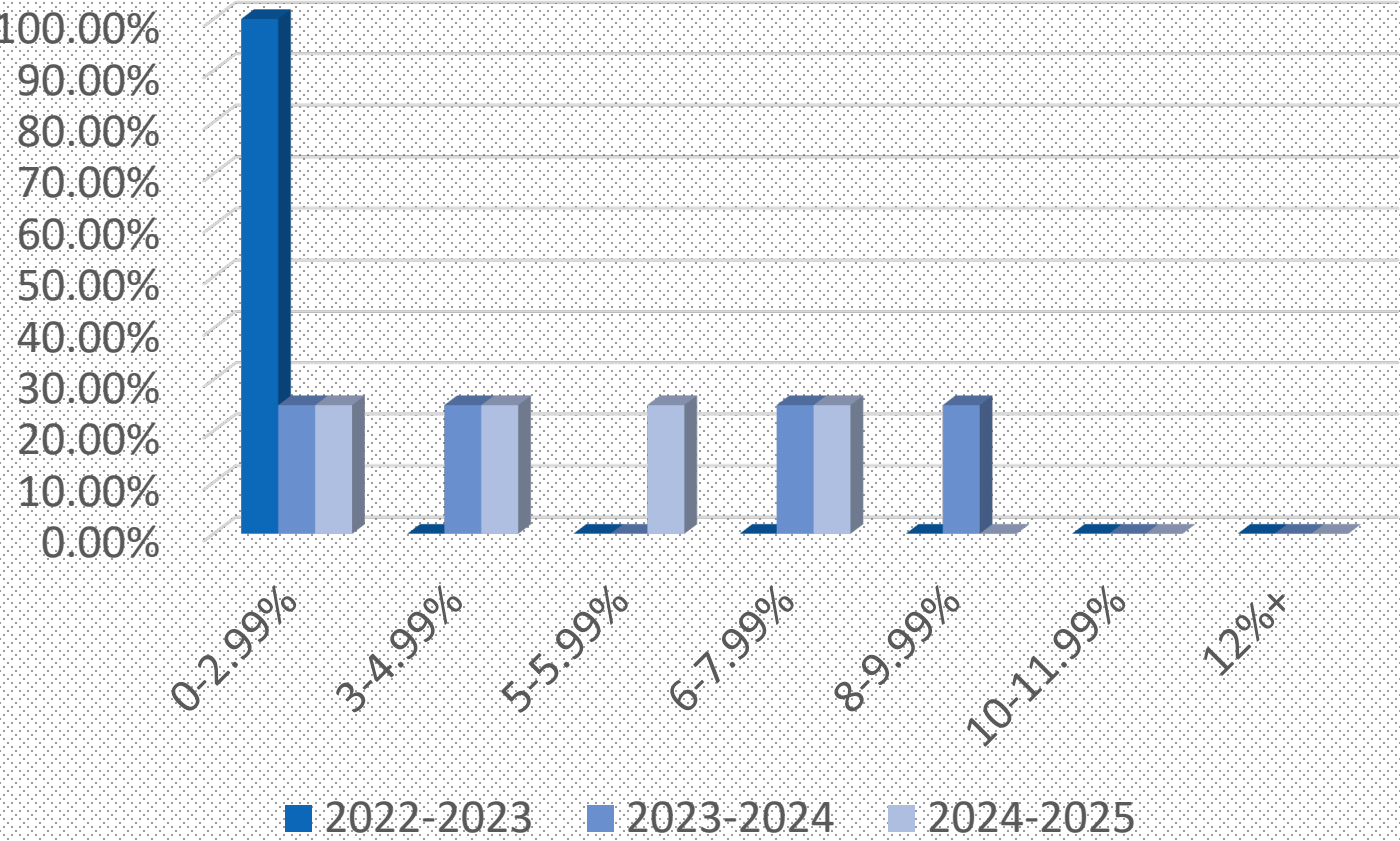
Annual salary increase (Consuming)



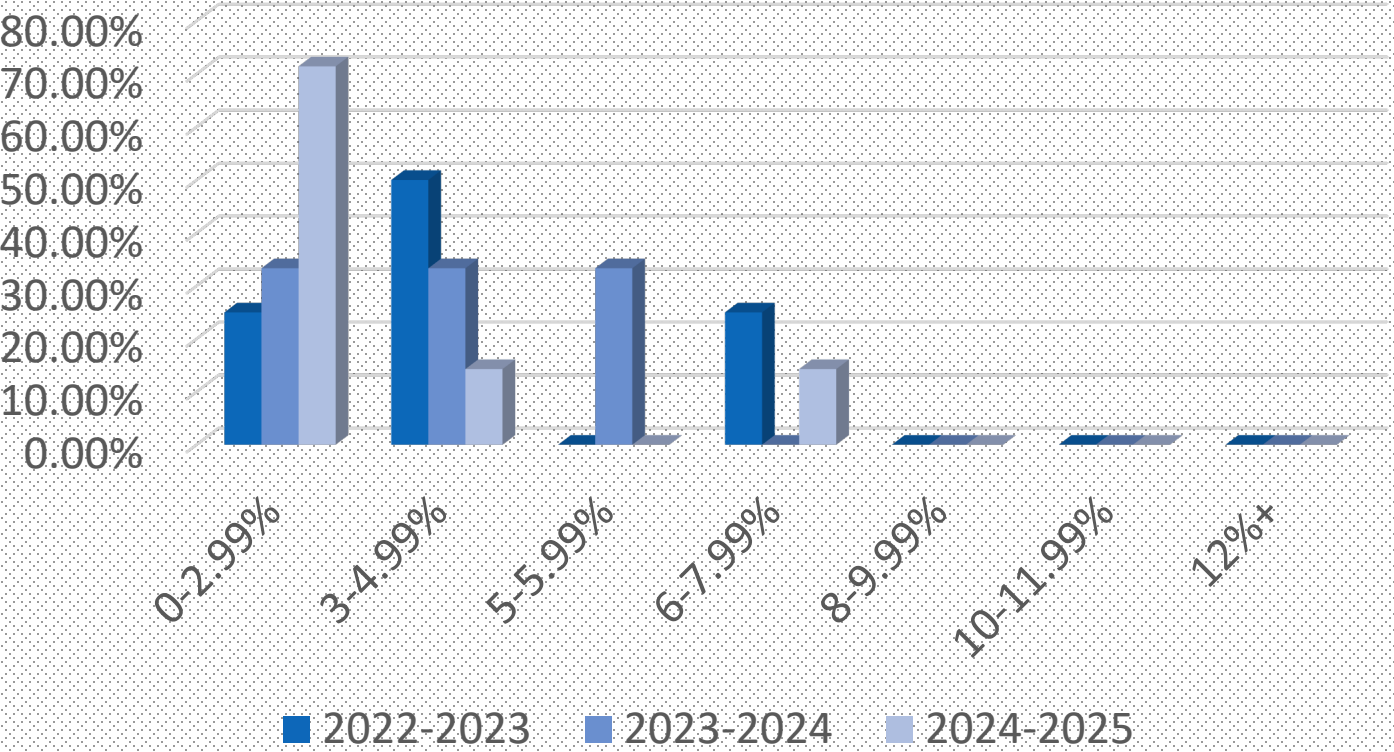
Annual salary increase  
(Healthcare & Life Science)



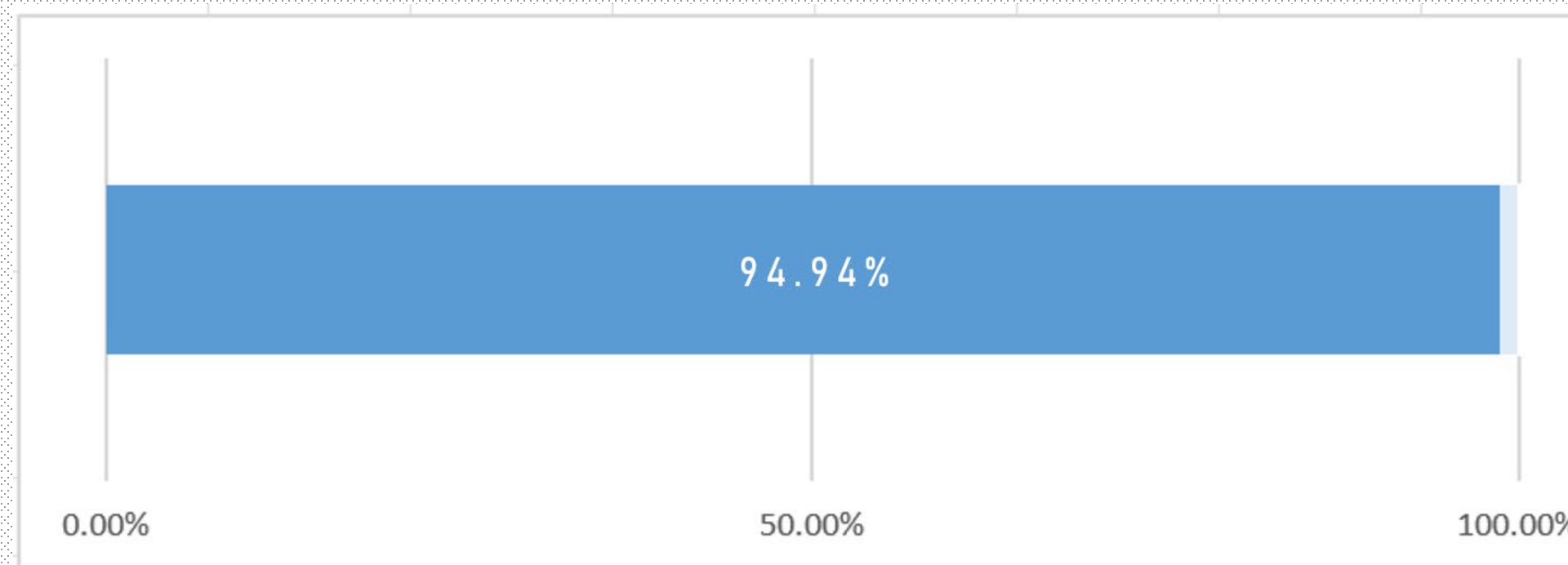
Annual salary increase (Energy)



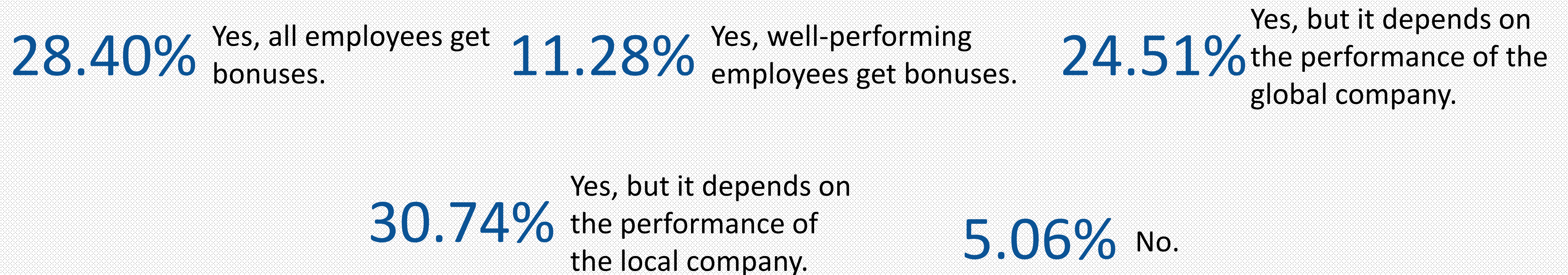
Annual salary increase  
(Trading & Sourcing)



Companies with bonus program in place

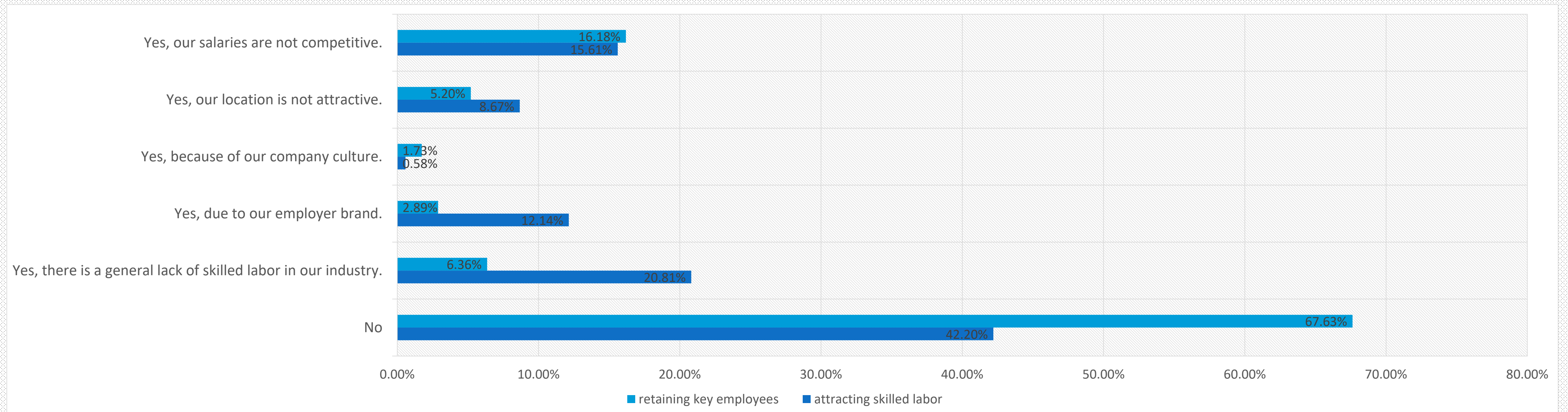


Do you pay bonuses for your employees?





# Attracting and retaining key talent

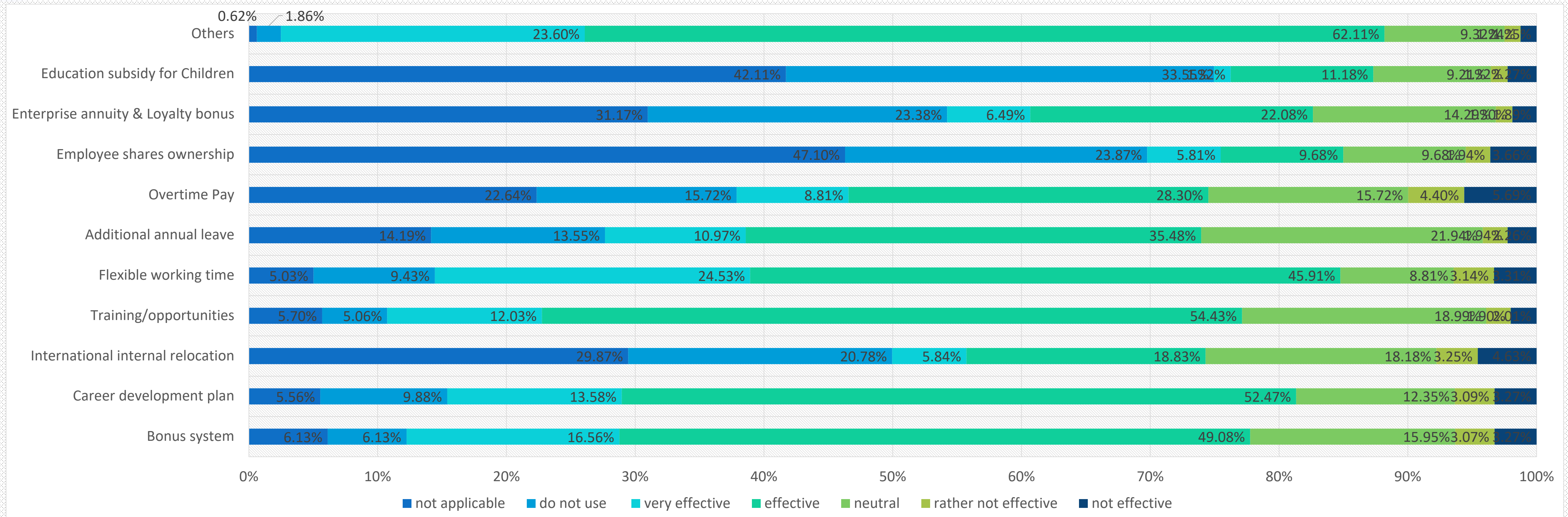


For Nordic companies operating in China attracting and retaining key talent is commonly cited as a significant problem.

42.2% of participating companies responded that they had difficulties in attracting key talent to their companies, while 67.63% 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

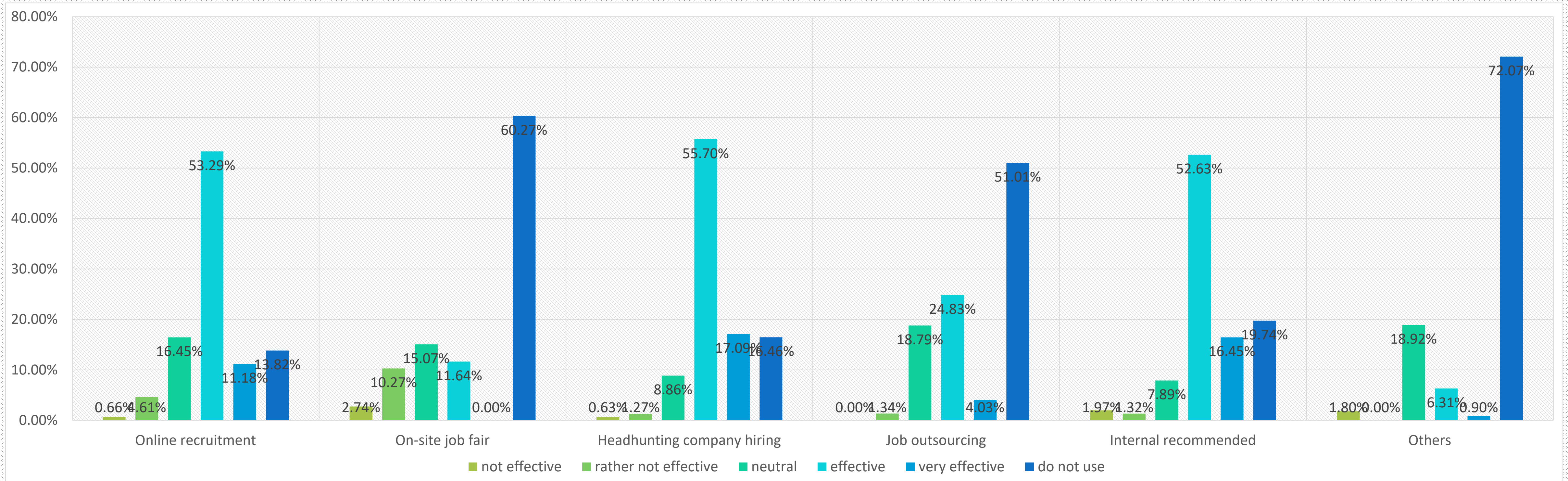


For Nordic companies operating in China, the most effective way to retain talents include

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



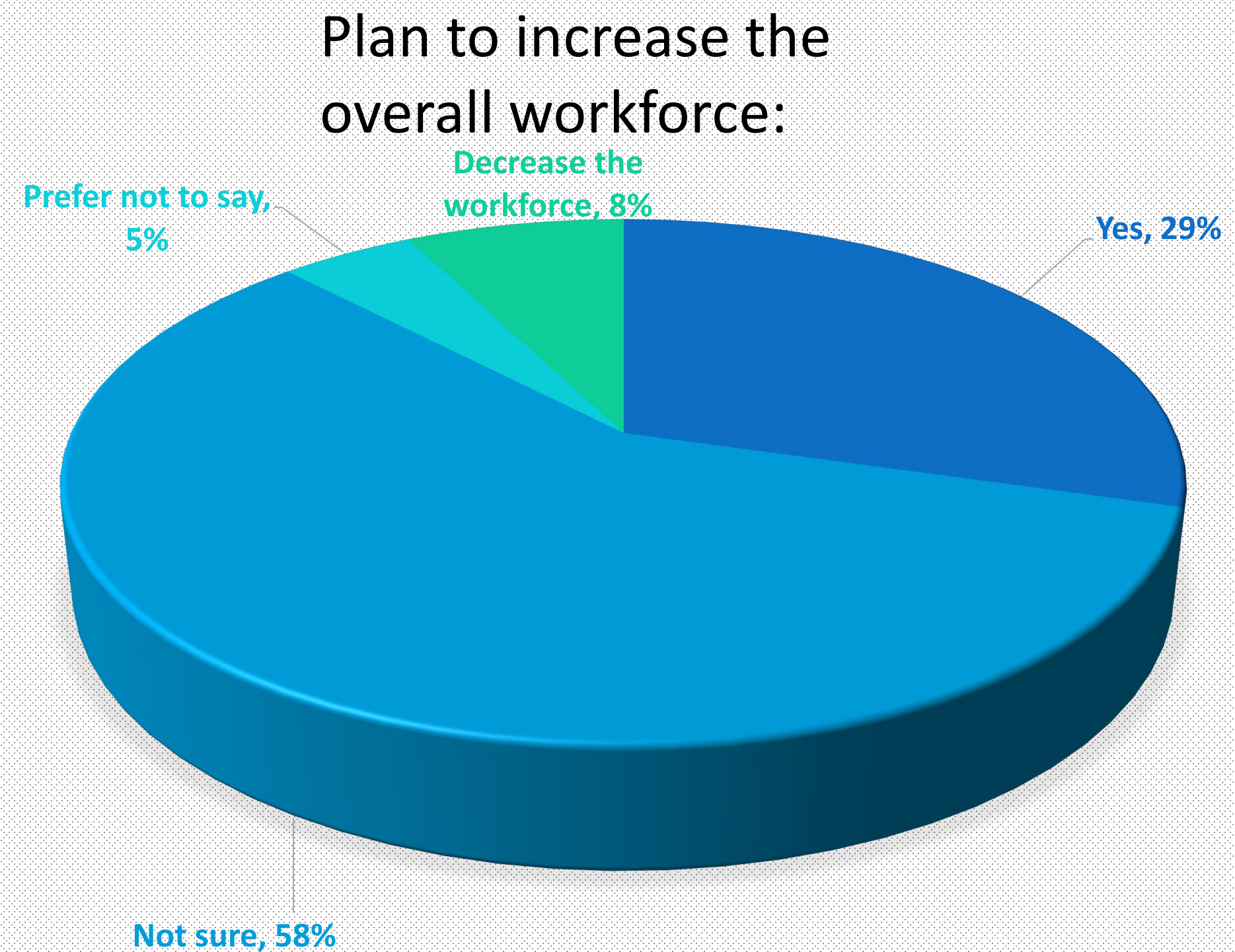
# Evaluate channels for acquiring white collar staffs



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

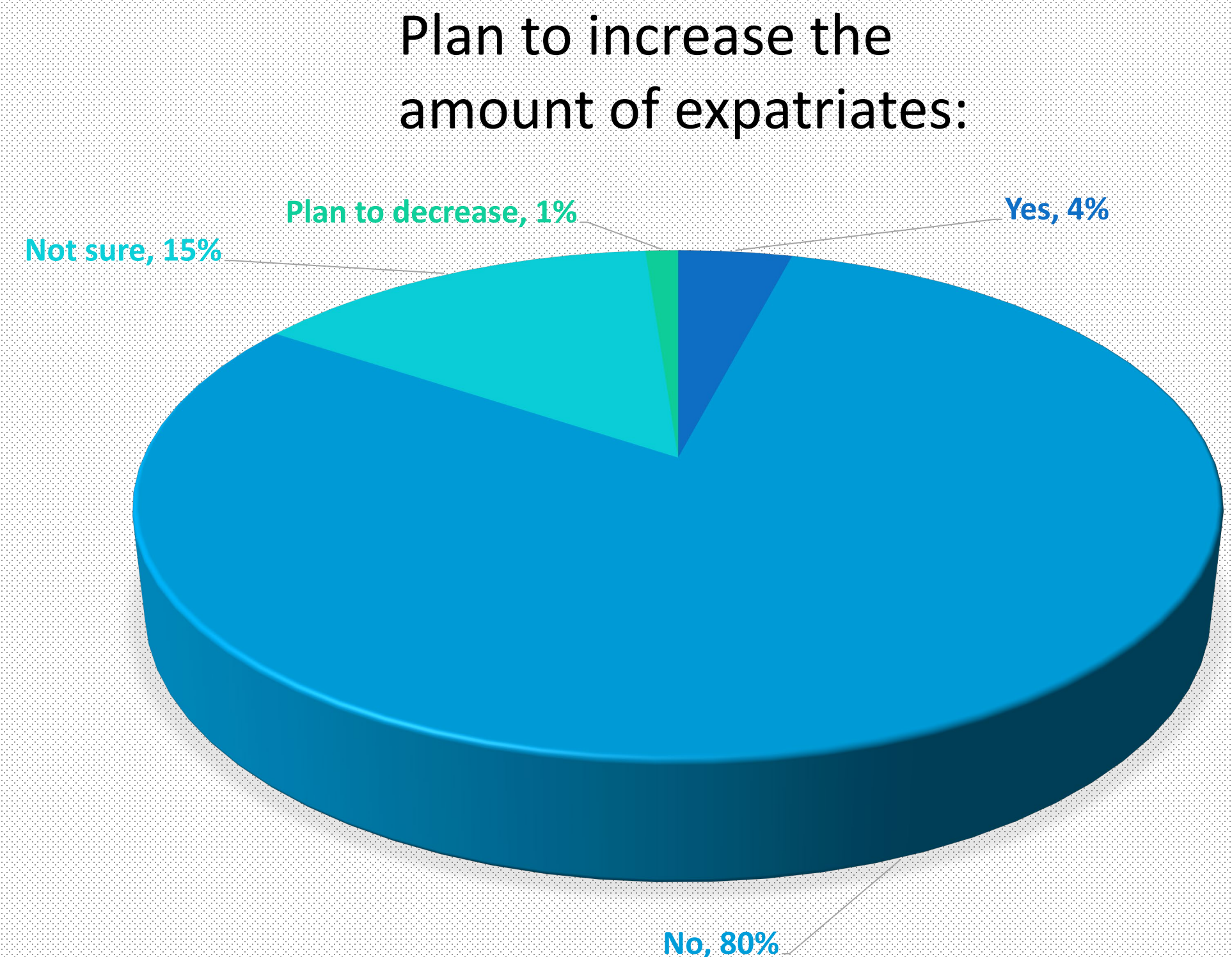
1. Headhunting
2. Internal recommended
3. Online recruitment

# Plans to increase the workforce in China



29% of respondents are planning to increase their workforce while it is 30.38% of respondents plans to increase their workforce in the survey of 2023-2024.

And 4% of respondents are planning to increase the number of expatriates while it is 7.55% in the survey of 2023-2024.

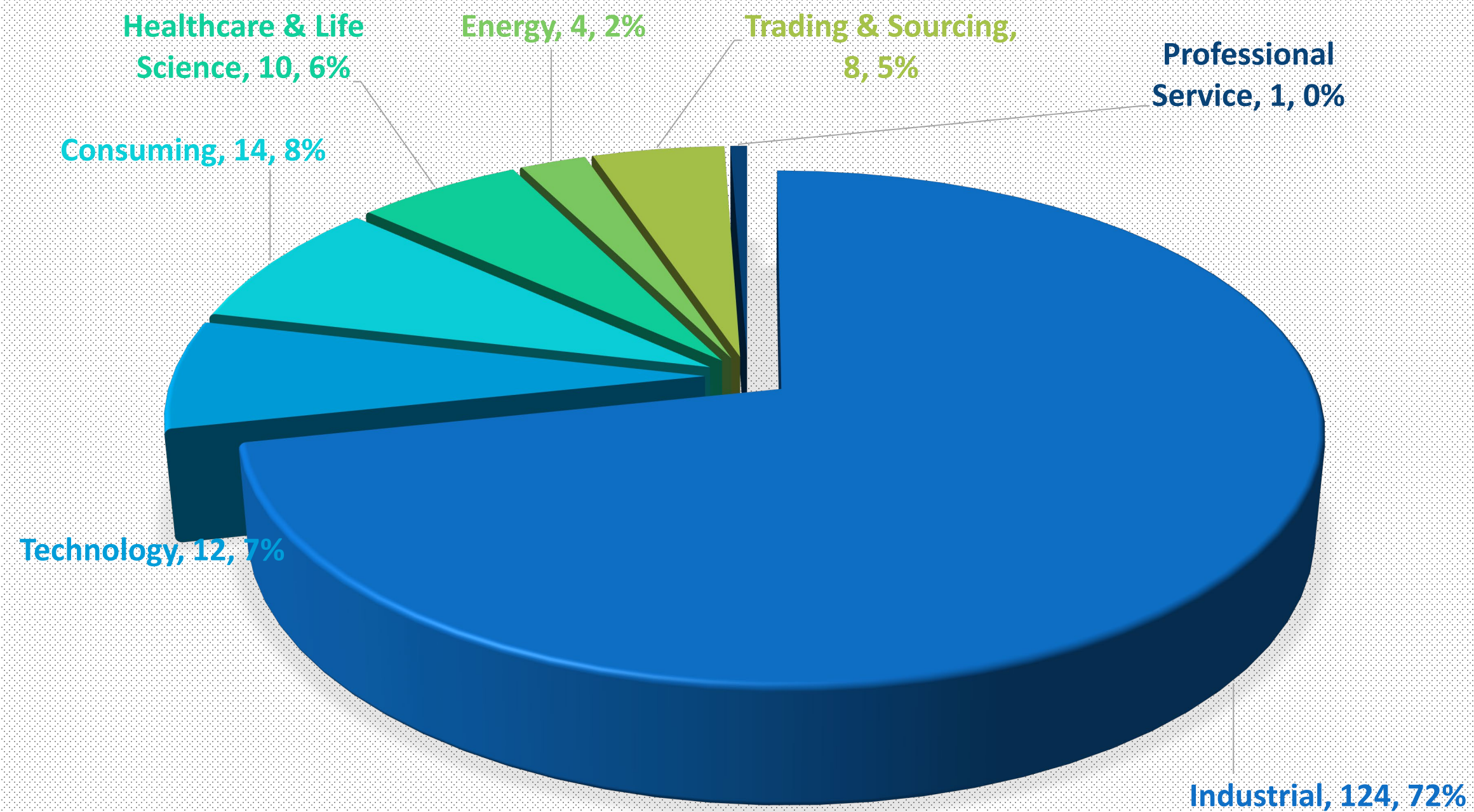




# Participants by industry

## Industrial:

- ✓ Chemical 5%
- ✓ Mining & Metals 5%
- ✓ Packaging & Containers 4%
- ✓ Automotive 4%
- ✓ Others 16%

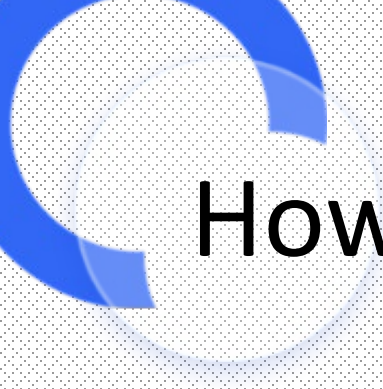


## Industrial:

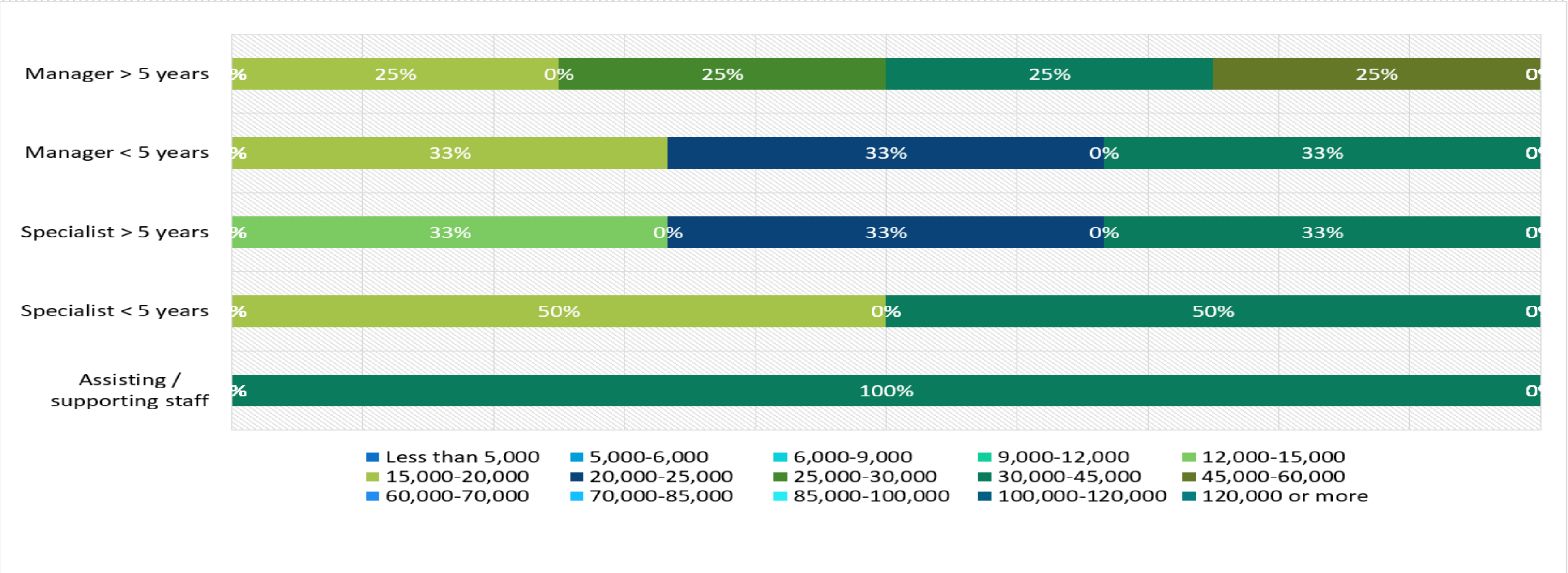
- ✓ Mechanical or Industrial Engineering 29%
- ✓ Electrical & Electronic Manufacturing 17%
- ✓ Machinery 9%
- ✓ Maritime 8%
- ✓ Paper & Forest Products 2%

72% of participating companies, were from the Industrial field, with the largest sub-sectors being: Mechanical & Industrial Engineering (29%), Electrical & Electronic Manufacturing (17%) and Machinery (9%).

The second largest industry was Consuming (8%) and Technology (7%) , followed by Healthcare & Life Science (6%) and Trading &Sourcing sector (5%).  
Energy and have small numbers of participants and data 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 72% of participating companies are industrial companies this data covers industries such as mechanical, industrial engineering, machinery, electrical & electronic manufacturing, maritime and industrial automation.

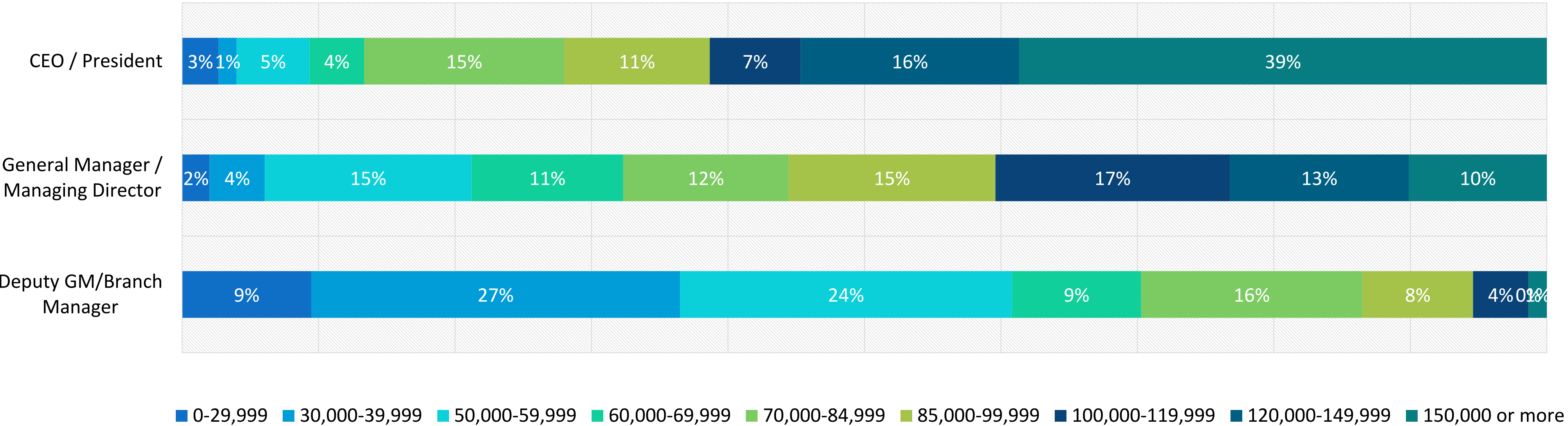
China's official purchasing managers index for the manufacturing sector increase to 50.1 in October from 49.8 in September after five months of contraction, according to statement of The National Bureau of Statistics. Data showed manufacturing activity registered faster growth, with key sectors such as basic raw materials, equipment manufacturing, and high-tech manufacturing continuing their stable and positive performance.

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	120,000 – 149,999
General Manager / Managing Director	120,000 – 149,999	100,000 – 119,999	85,000 – 99,999
Deputy GM/Branch Manager	70,000- 84,999	70,000 – 84,999	60,000- 69,999



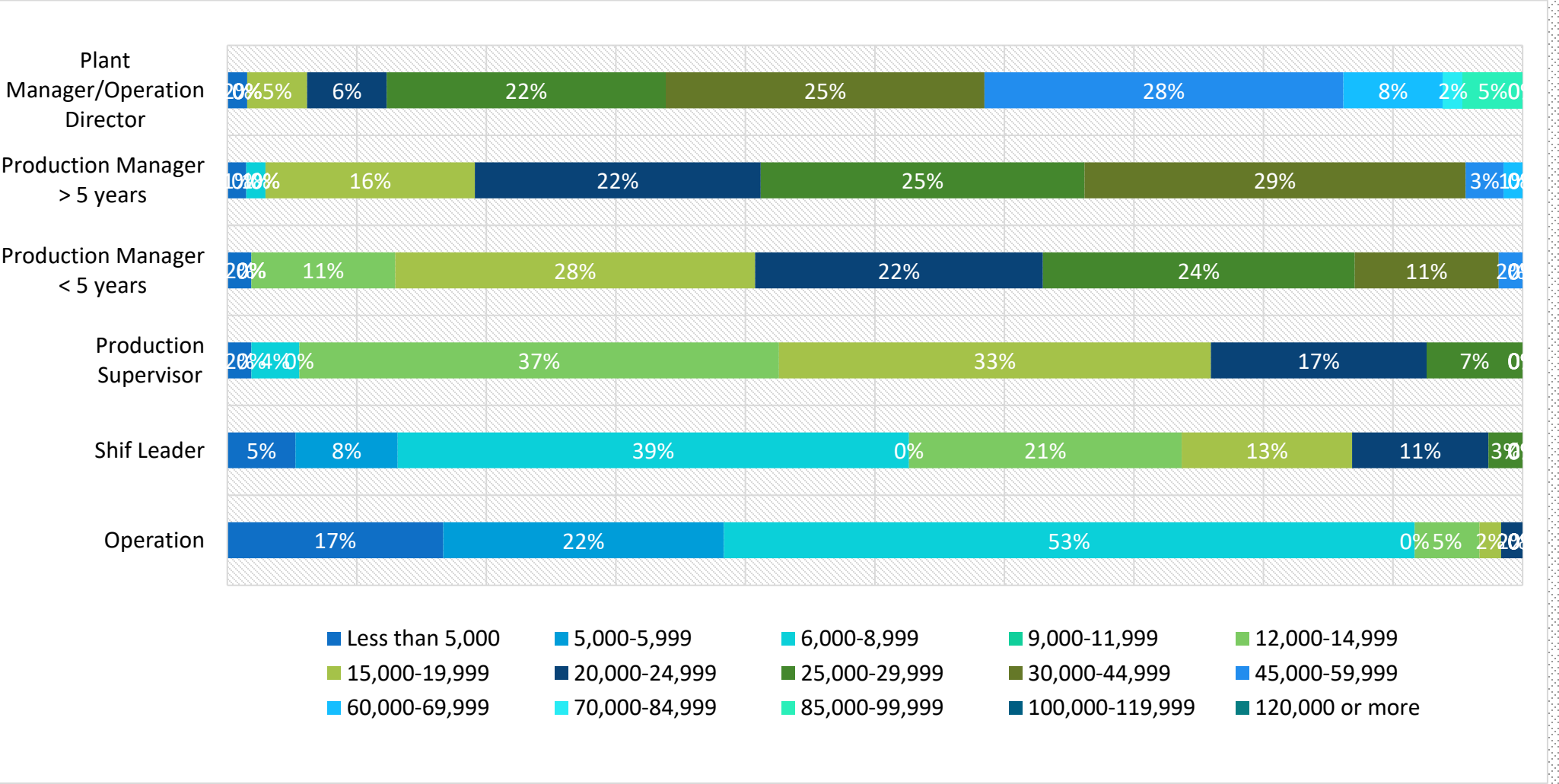




# Salary levels - Industrial

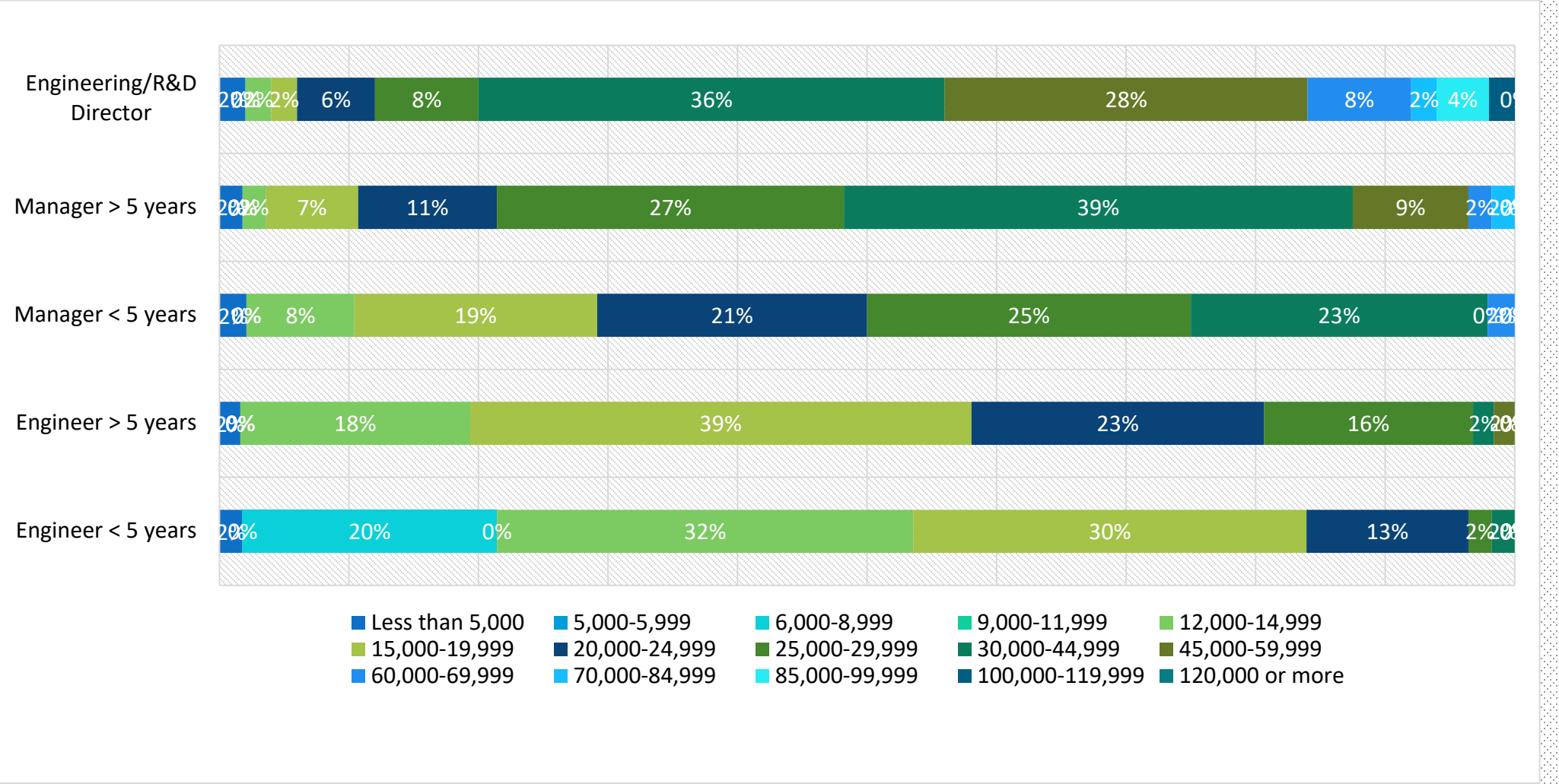
## Production personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Plant Manager/Operation Director	45,000 – 59,999	45,000 – 59,999	30,000 – 44,999
Production Manager > 5 years	30,000 – 44,999	25,000 – 29,999	25,000 – 29,999
Production Manager < 5 years	25,000 – 29,999	20,000 – 24,999	20,000 – 24,999
Production Supervisor	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Shift Leader	9,000 – 11,999	9,000 – 11,999	9,000 – 11,999
Operation	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Engineering/R&D personnel

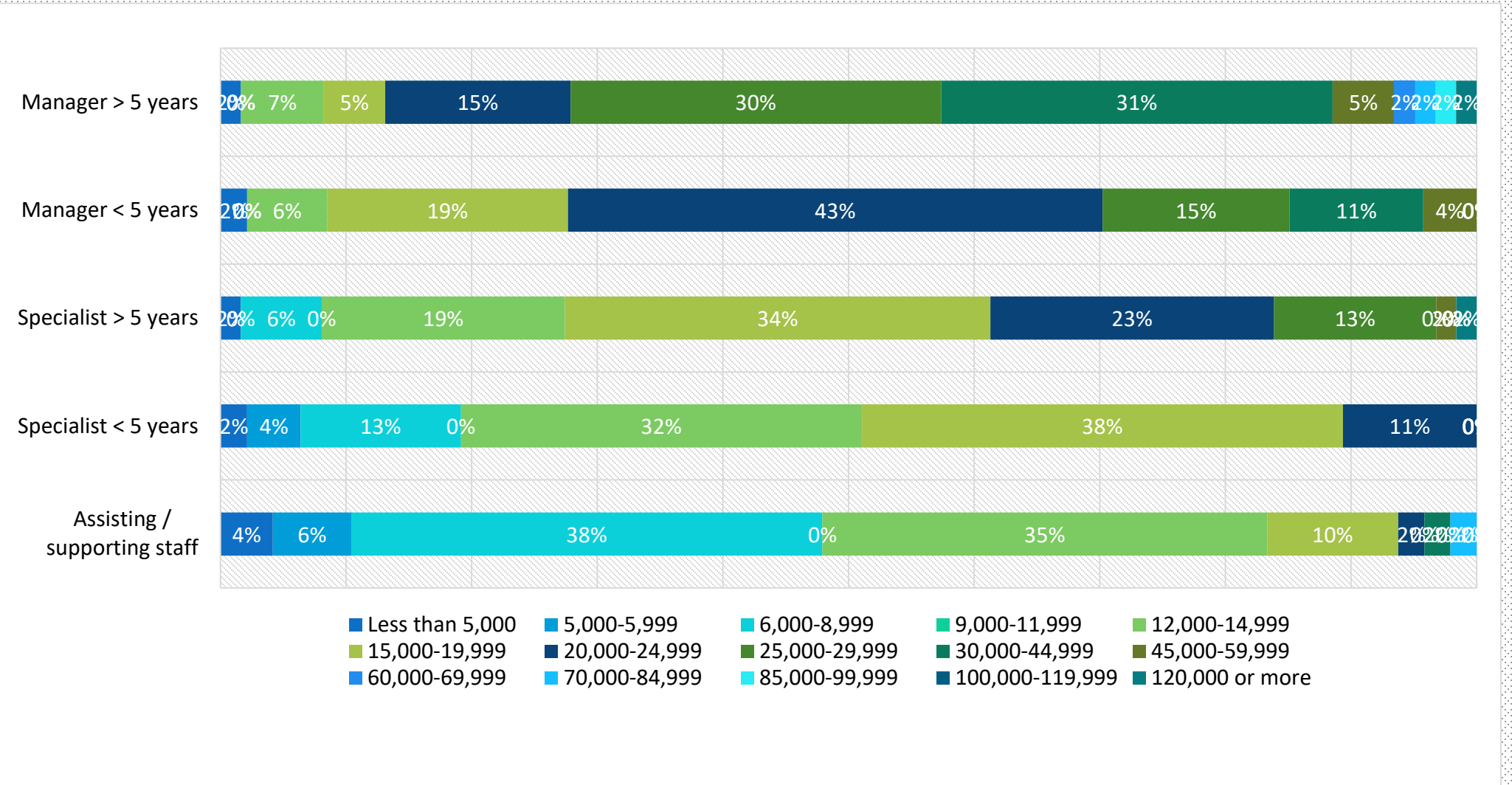
Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Engineering/R&D Director	45,000 – 59,999	30,000 – 44,999	30,000 – 44,999
Manager > 5 years	30,000 – 44,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	25,000 – 29,999	20,000 – 24,999	20,000 – 24,999
Engineer > 5 years	20,000 – 24,999	15,000 – 19,999	15,000 – 19,999
Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999





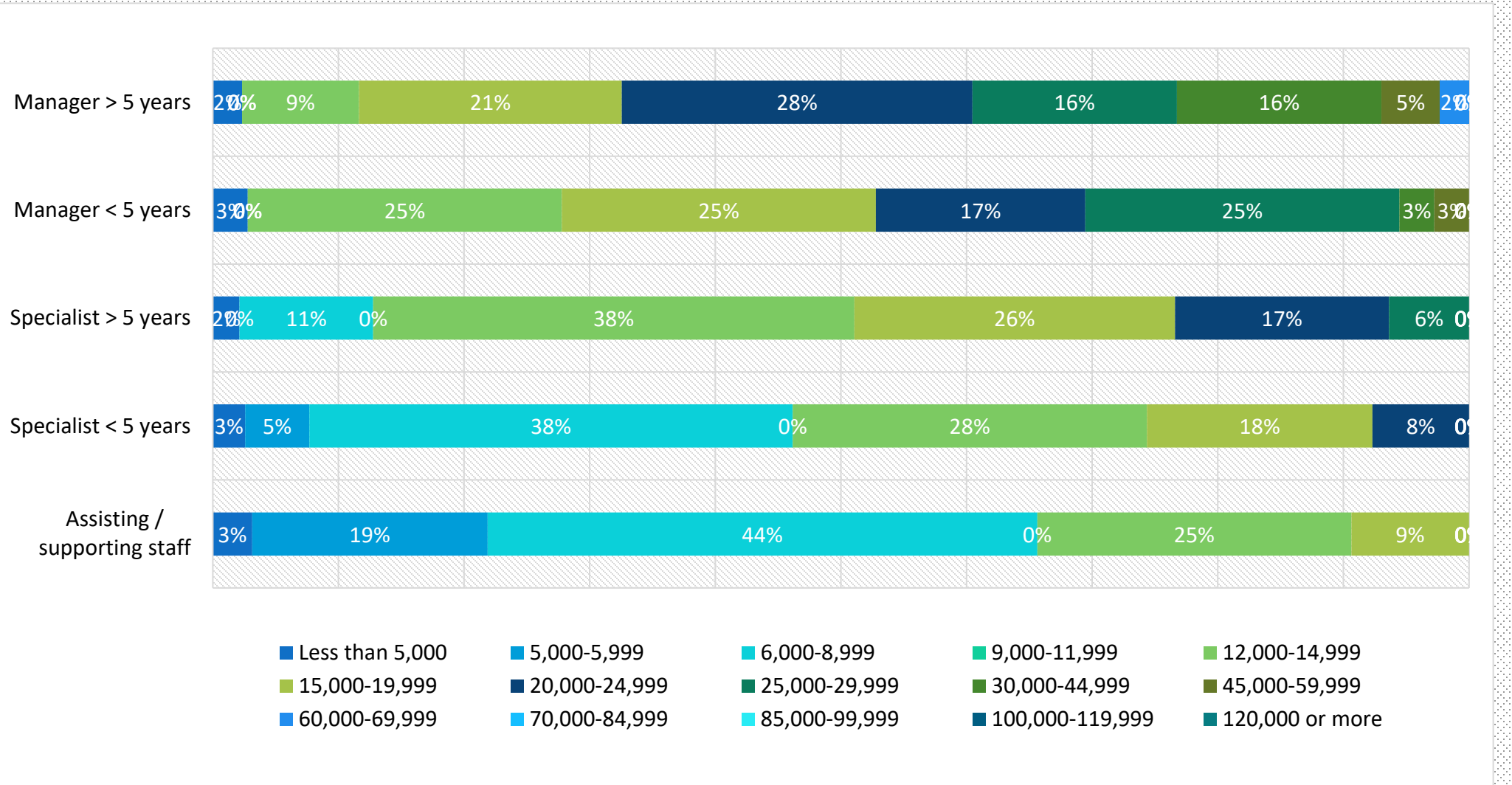
Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	30,000 – 44,999	30,000 – 44,999	25,000 – 29,999
Manager < 5 years	25,000 – 29,999	25,000 – 29,999	20,000 – 24,999
Specialist / Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Specialist / Engineer < 5 years	12,000 – 14,999	12, 000 – 14,999	12,000 – 14,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



Customer Service

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Specialist > 5 years	15,000 – 19,999	15,000 – 19,999	12,000 – 14,999
Specialist < 5 years	12,000 – 14,999	12,000 – 14,999	6,000 – 8,999
Assisting / supporting staff	6,000 – 8,999	60,000 – 8,999	6,000 – 8,999



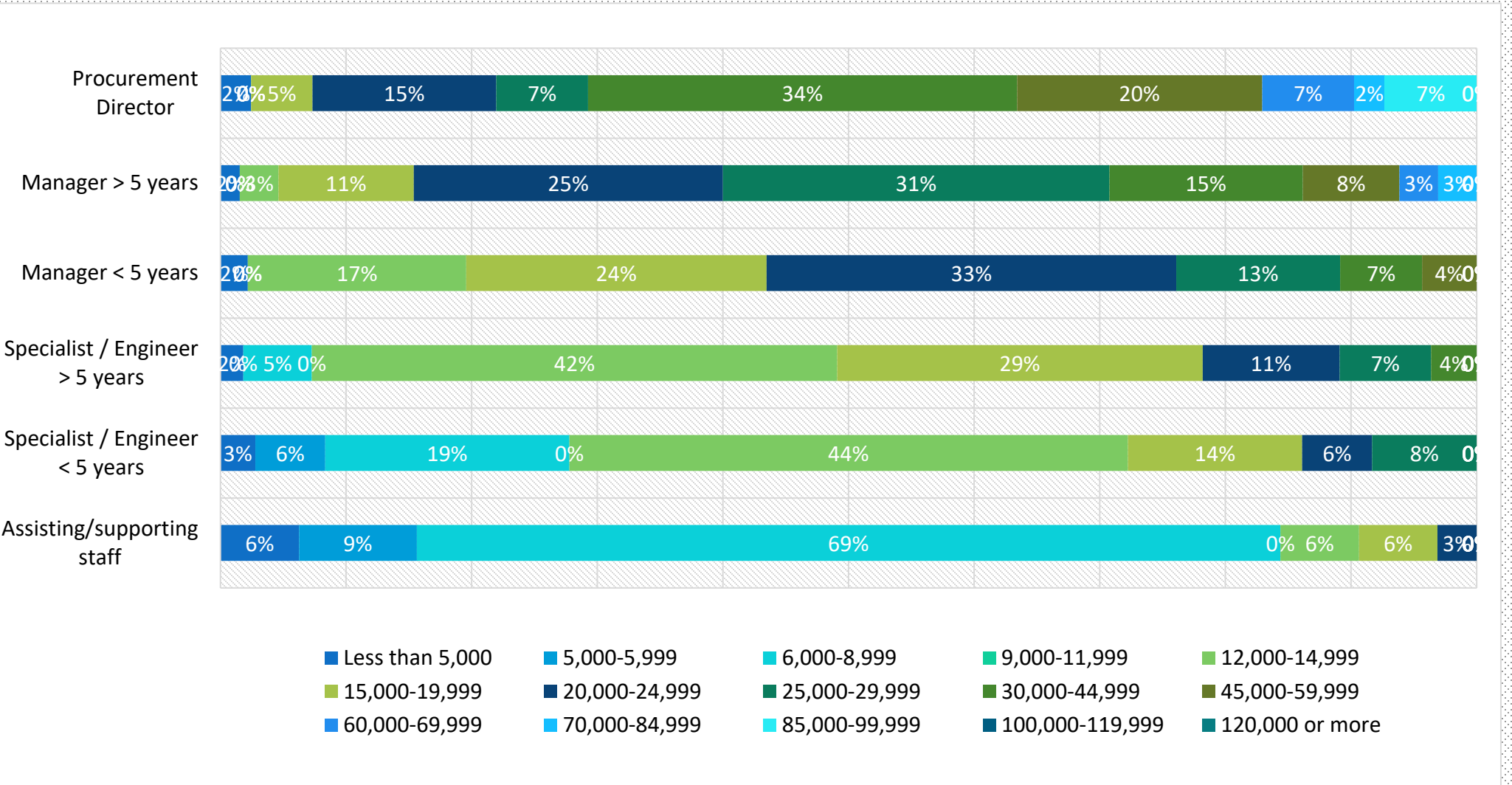




# Salary levels - Industrial

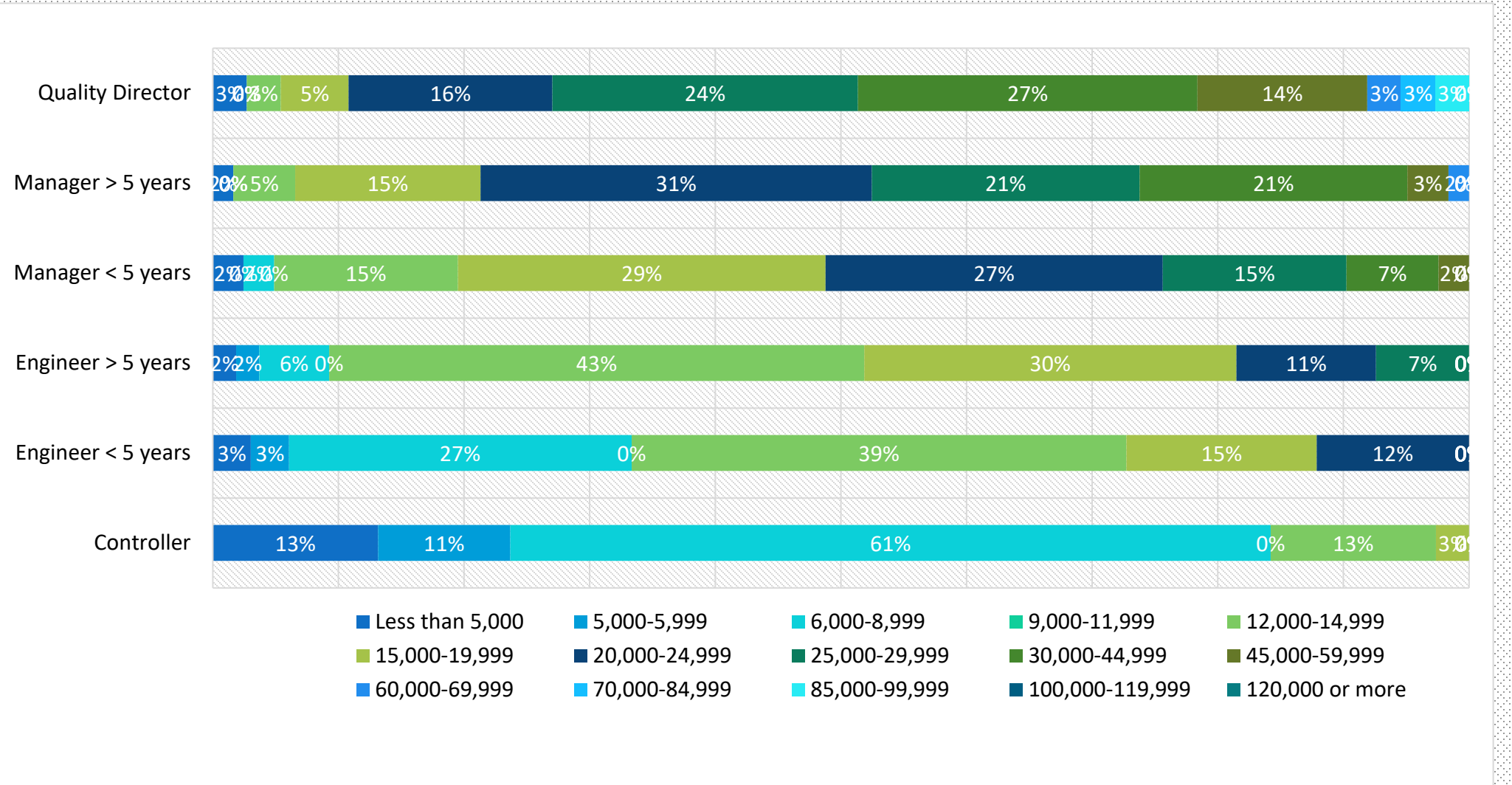
## Procurement personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Procurement Director	30,000 – 44,999	30,000 – 44,999	30,000 – 44,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Specialist / Engineer > 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Specialist / Engineer < 5 years	9,000 – 11,999	9,000 – 11,999	6,000 – 8,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Quality personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	30,000 – 44,999	25,000 – 29,999	25,000 – 29,999
Manager > 5 years	25,000 – 29,999	20,000 – 24,999	20,000 – 24,999
Manager < 5 years	20,000 – 24,999	15,000 – 19,999	15,000 – 19,999
Engineer > 5 years	15,000 – 19,999	12,000 – 14,999	12,000 – 14,999
Engineer < 5 years	12,000 – 14,999	9,000 – 11,999	9,000 – 11,999
Controller	6,000 – 8,999	5,000 – 5,999	6,000 – 8,999

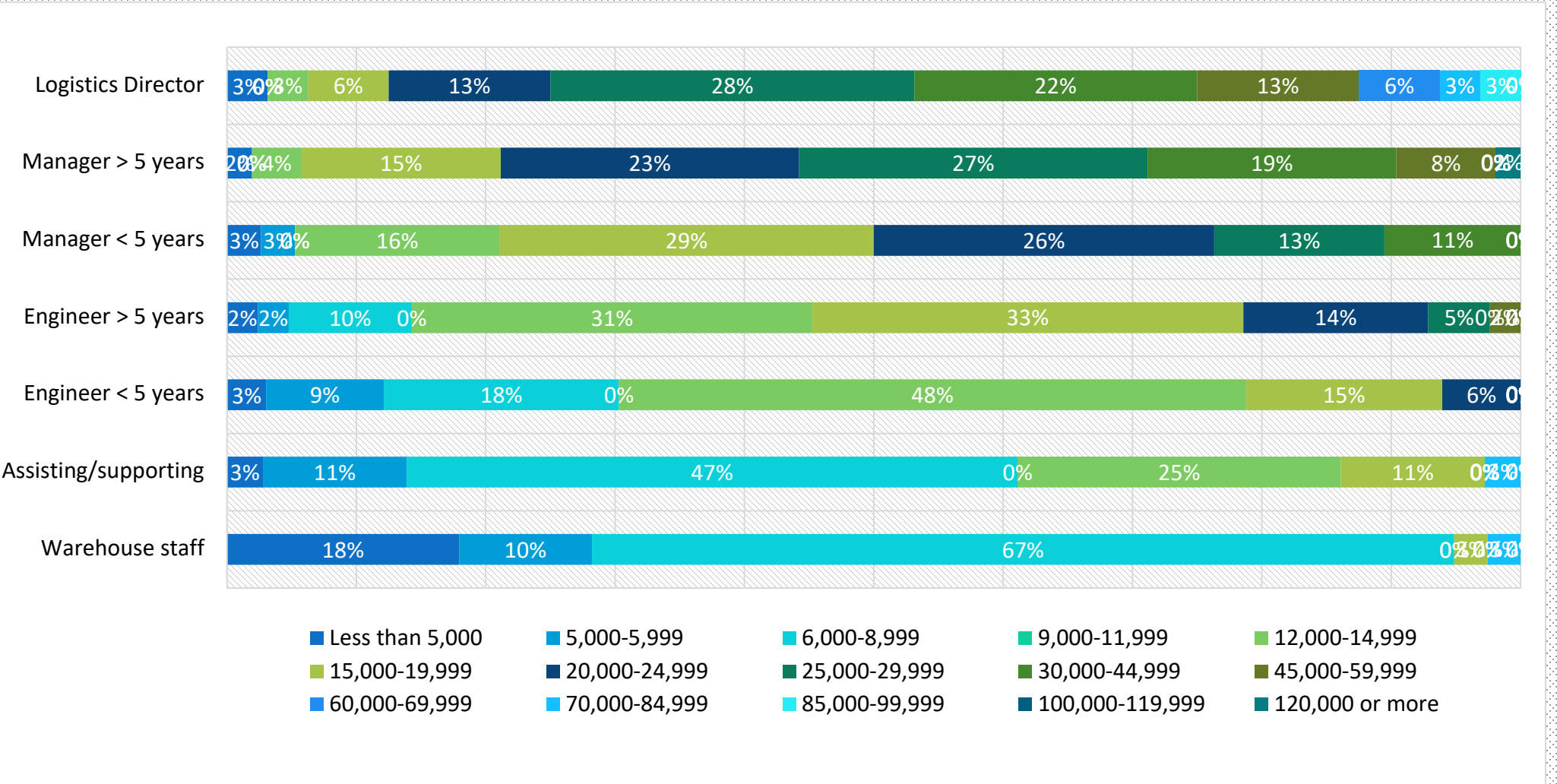




# Salary levels - Industrial

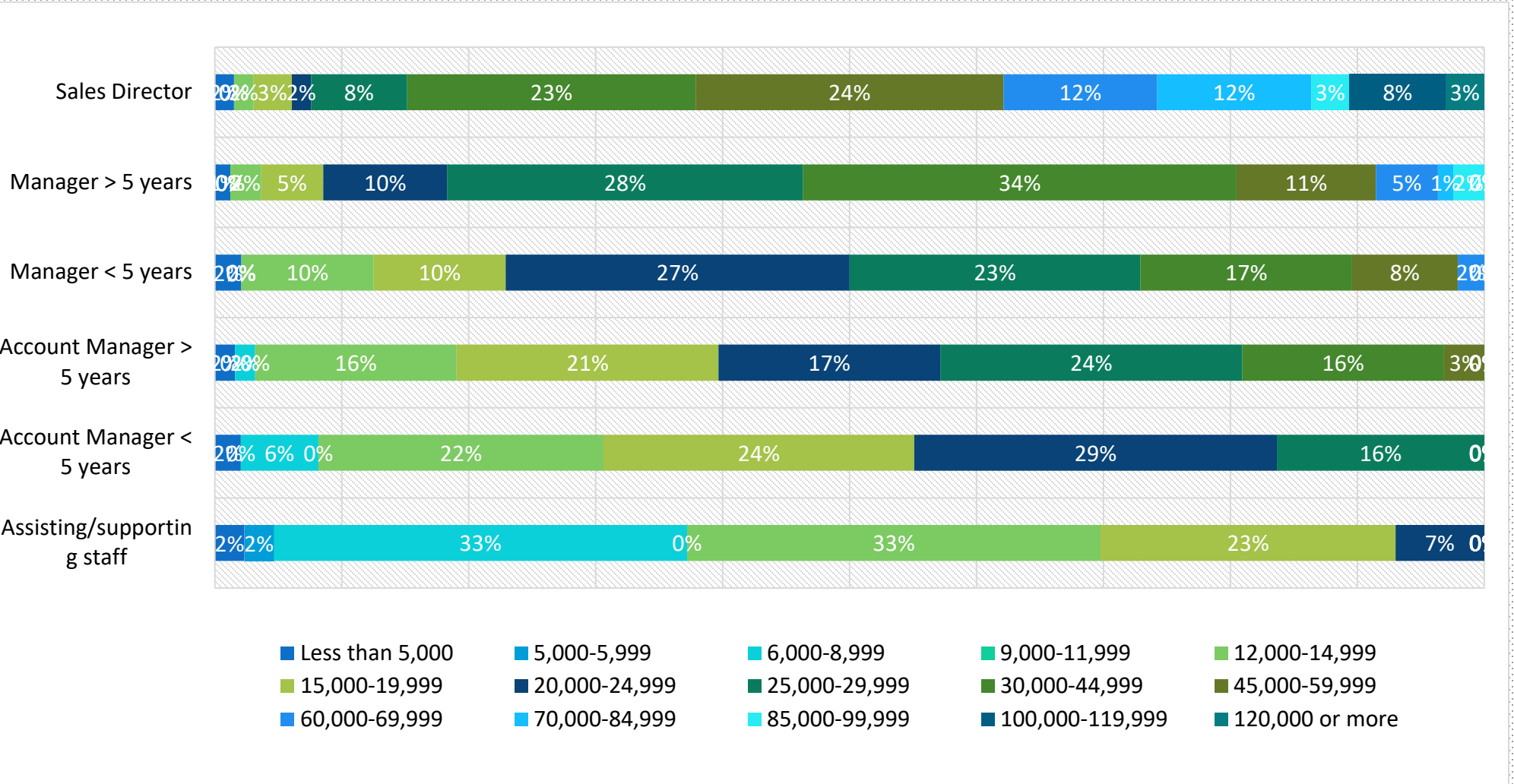
## Logistics personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Logistics Director	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager > 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Manager < 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Engineer > 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Engineer < 5 years	9,000 – 11,999	9,000 – 11,999	9,000 – 11,999
Assisting/supporting	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999
Warehouse staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Sales personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	45,000 – 59,999	45,000 – 59,999	45,000 – 59,999
Manager > 5 years	30,000 – 44,999	30,000 – 44,999	30,000 – 44,999
Manager < 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Account Manager > 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Account Manager < 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Assisting/supporting staff	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999

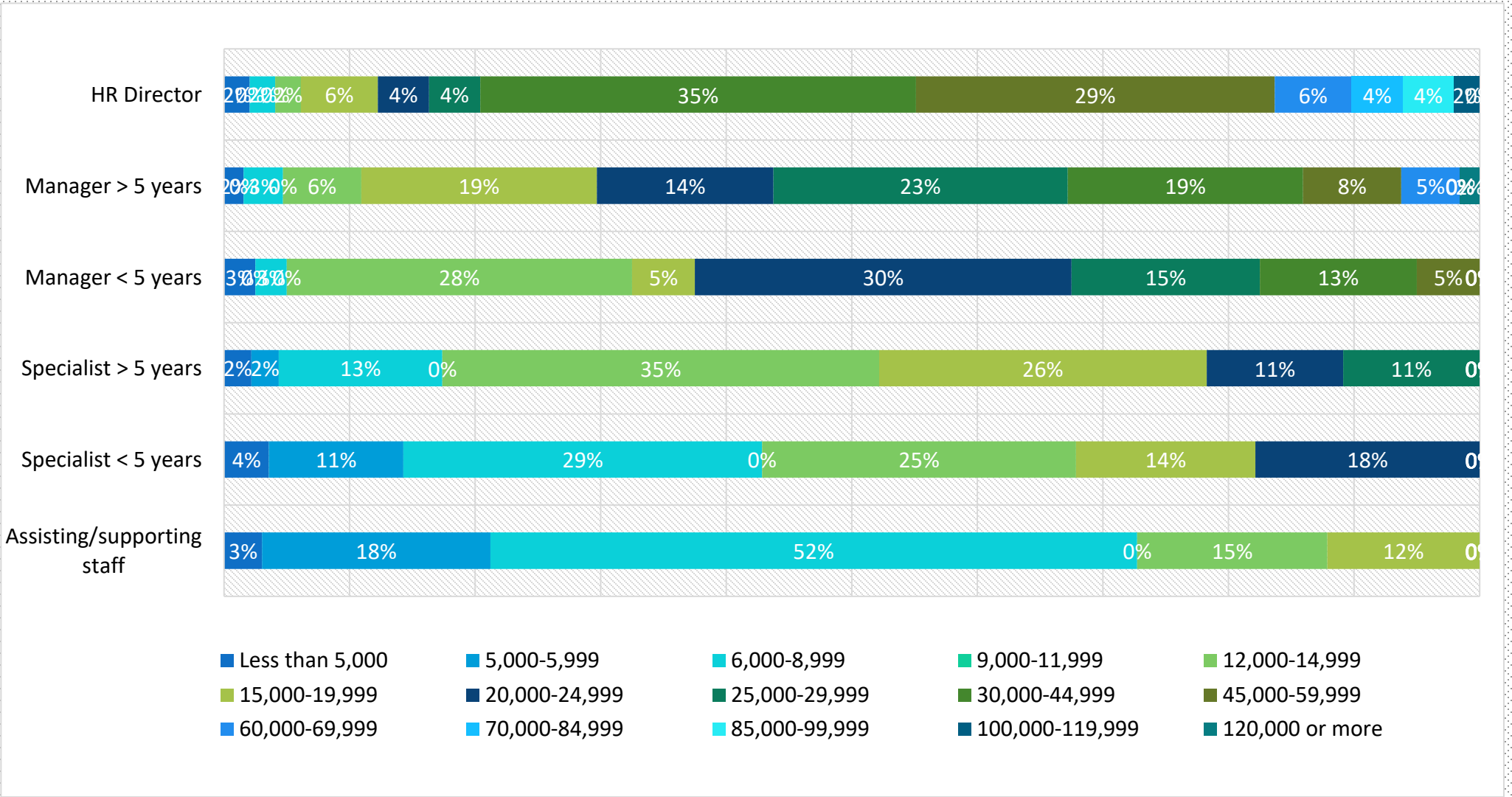




# Salary levels - Industrial

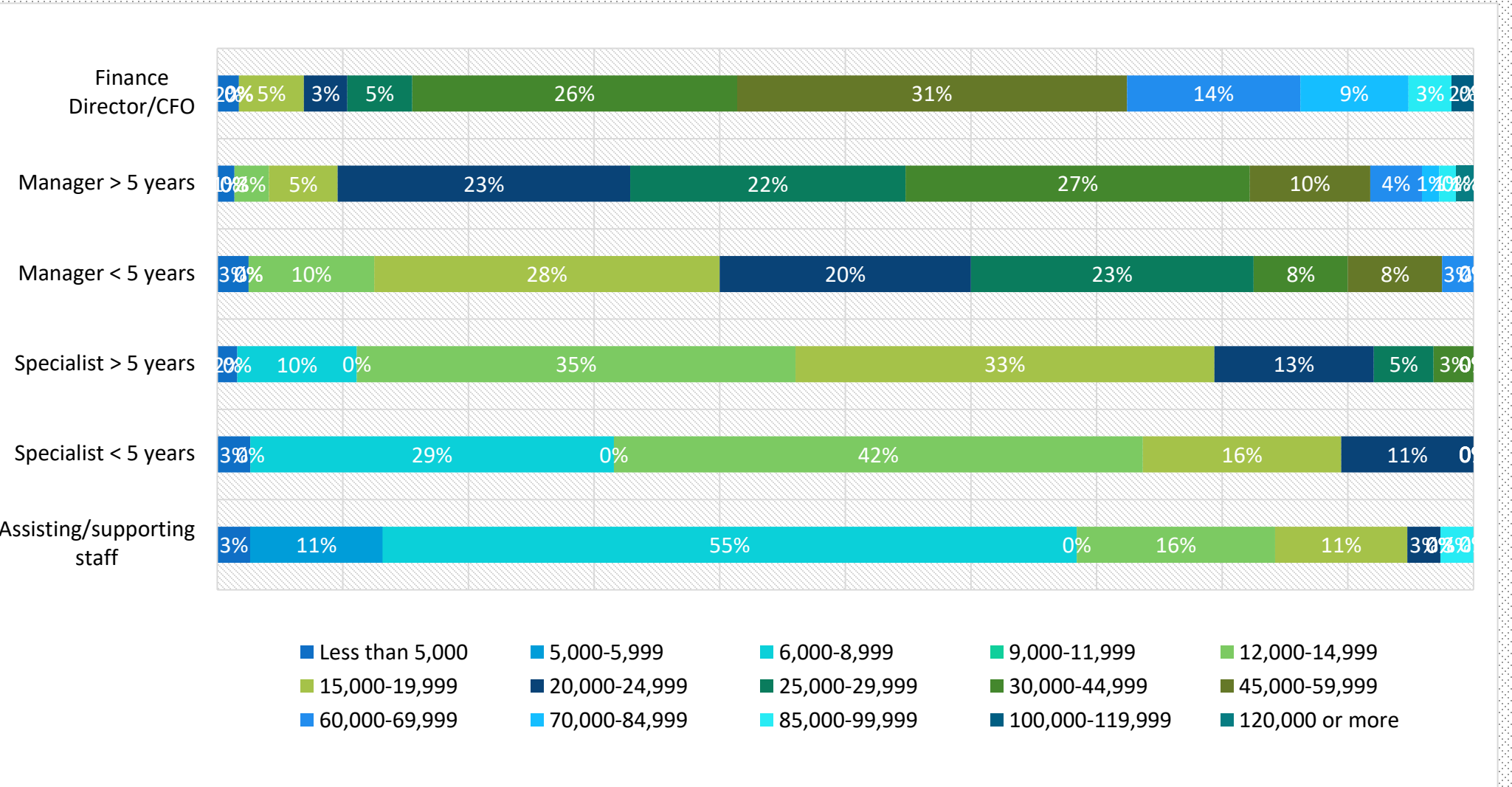
## HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR Director	30,000 – 44,999	45,000 – 59,999	30,000 – 44,999
Manager > 5 years	25,000 – 29,999	30,000 – 44,999	25,000 – 29,999
Manager < 5 years	20,000 – 35,000	20,000 – 24,999	20,000 – 24,999
Specialist > 5 years	15,000 – 19,999	15,000 – 19,999	9,000 – 11,999
Specialist < 5 years	12,000 – 14,999	12,000 – 14,999	6,000 – 8,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	45,000 – 59,999	45,000 – 59,999	30,000 – 44,999
Manager > 5 years	30,000 – 44,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	25,000 – 29,999	20,000 – 24,999	20,000 – 24,999
Specialist > 5 years	20,000 – 24,999	15,000 – 19,999	15,000 – 19,999
Specialist < 5 years	12,000 – 14,999	12,000 – 14,999	9,000 – 11,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 9,999	6,000 – 8,999







In October, China's total retail sales of consumer goods logged 4.54 trillion yuan (US\$627.56 billion), up 4.8% year on year, 1.6 percentage points higher than the previous month, according to statement of the National Bureau of Statistics.

China's retail sales of consumer goods went up 3.3 percent year on year in the first three quarters of 2024. The country's retail sales of consumer goods totaled 35.3564 trillion yuan (about 4.96 trillion U.S. dollars) during the period. Online sales remained a bright spot, rising by 8.6 percent year on year in the January-September period. In particular, sales of physical goods increased by 7.9 percent and accounted for a quarter of total retail sales during the period. Pro-consumption policies, including the consumer goods trade-in program, have played a significant role in unleashing the domestic demand.

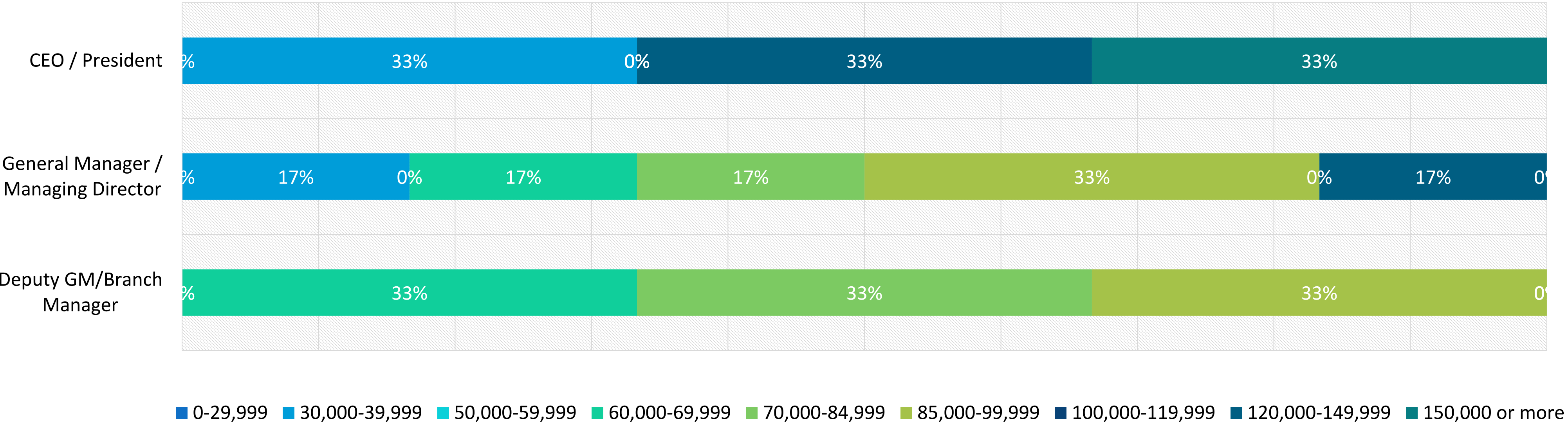
The salaries represented in the following graphs are monthly gross salaries in RMB. The average salary of each position in the three regions is also presented in the columns (x1000 RMB).





Senior management

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
CEO / President	100,000 – 149,999	100,000 – 149,999	100,000 – 149,999
General Manager / Managing Director	85,000 – 99,999	85,000 – 99,999	70,000 – 84,999
Deputy GM/Branch Manager	70,000 – 84,999	70,000 – 84,999	50,000 – 60,000

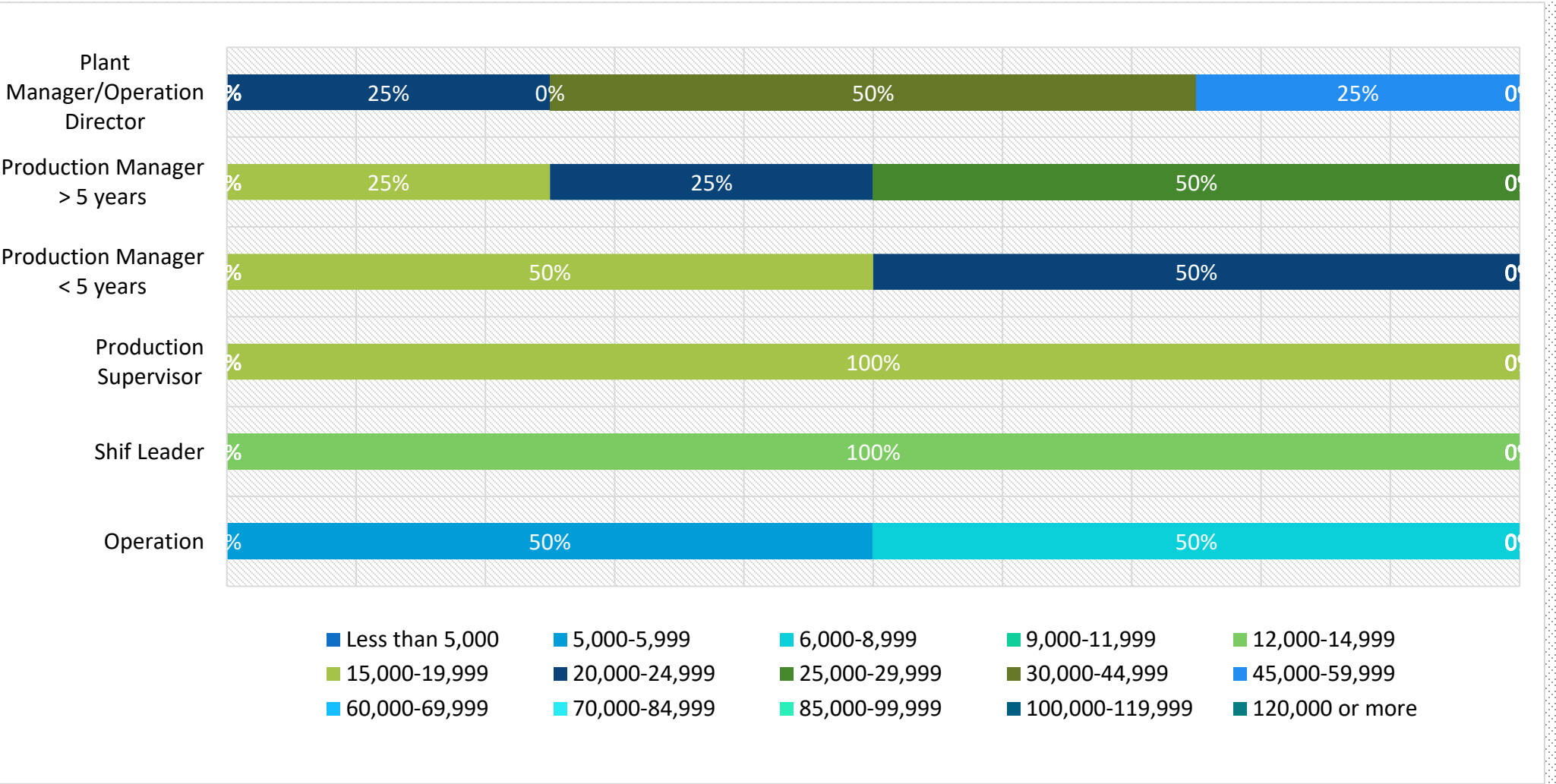




# Salary levels - Consuming

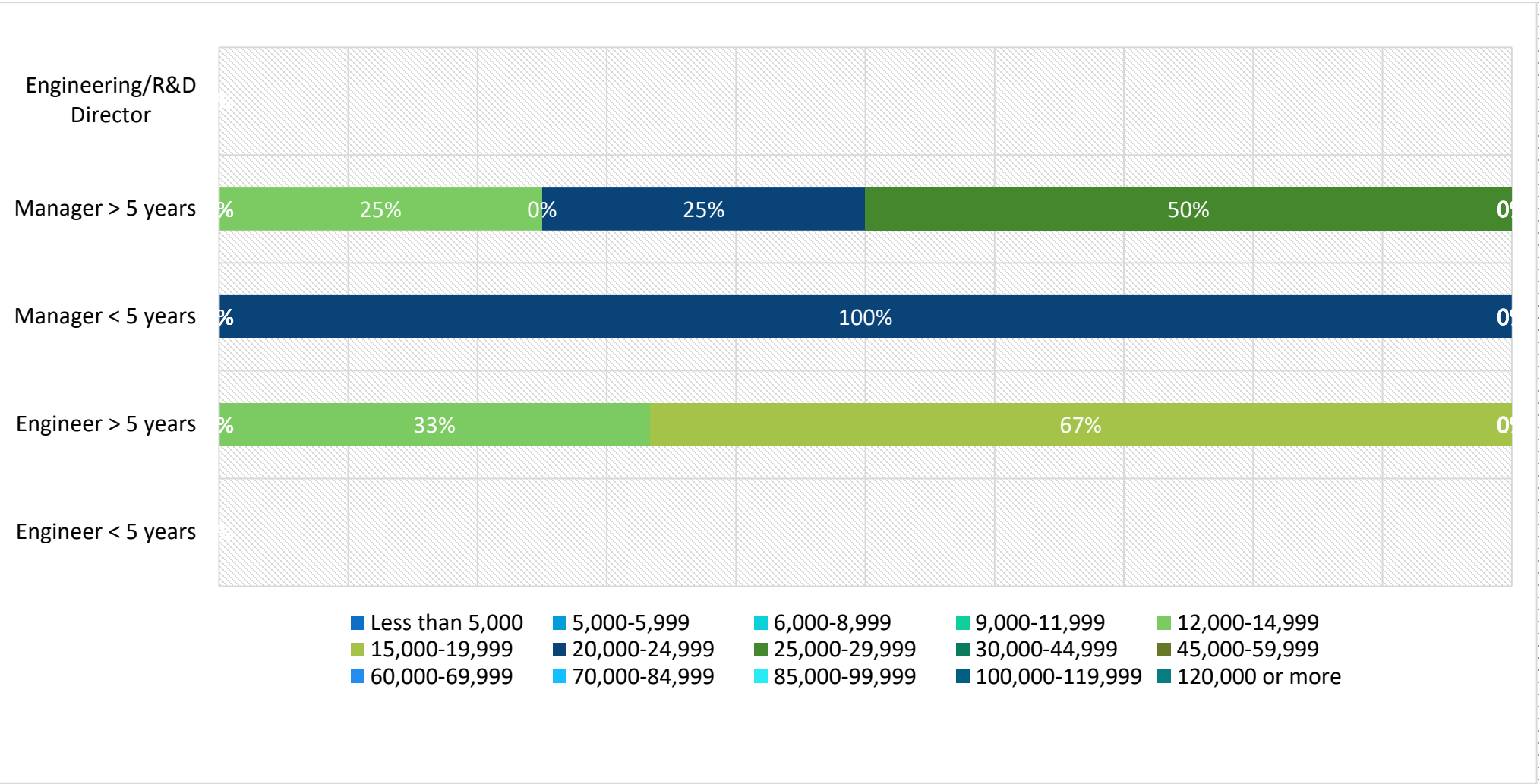
## Production personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Plant Manager/Operation Director	30,000 – 44,999	30,000 – 44,999	30,000 – 44,999
Production Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Production Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Production Supervisor	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Shift Leader	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Operation	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Engineering/R&D personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Engineering/R&D Director	30,000 – 44,999	30,000 – 44,999	25,000 – 29,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	20,000 – 24,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	15,000 – 19,999
Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	12,000 – 14,999
Engineer < 5 years	9,000 – 11,999	9,000 – 11,999	9,000-11,999



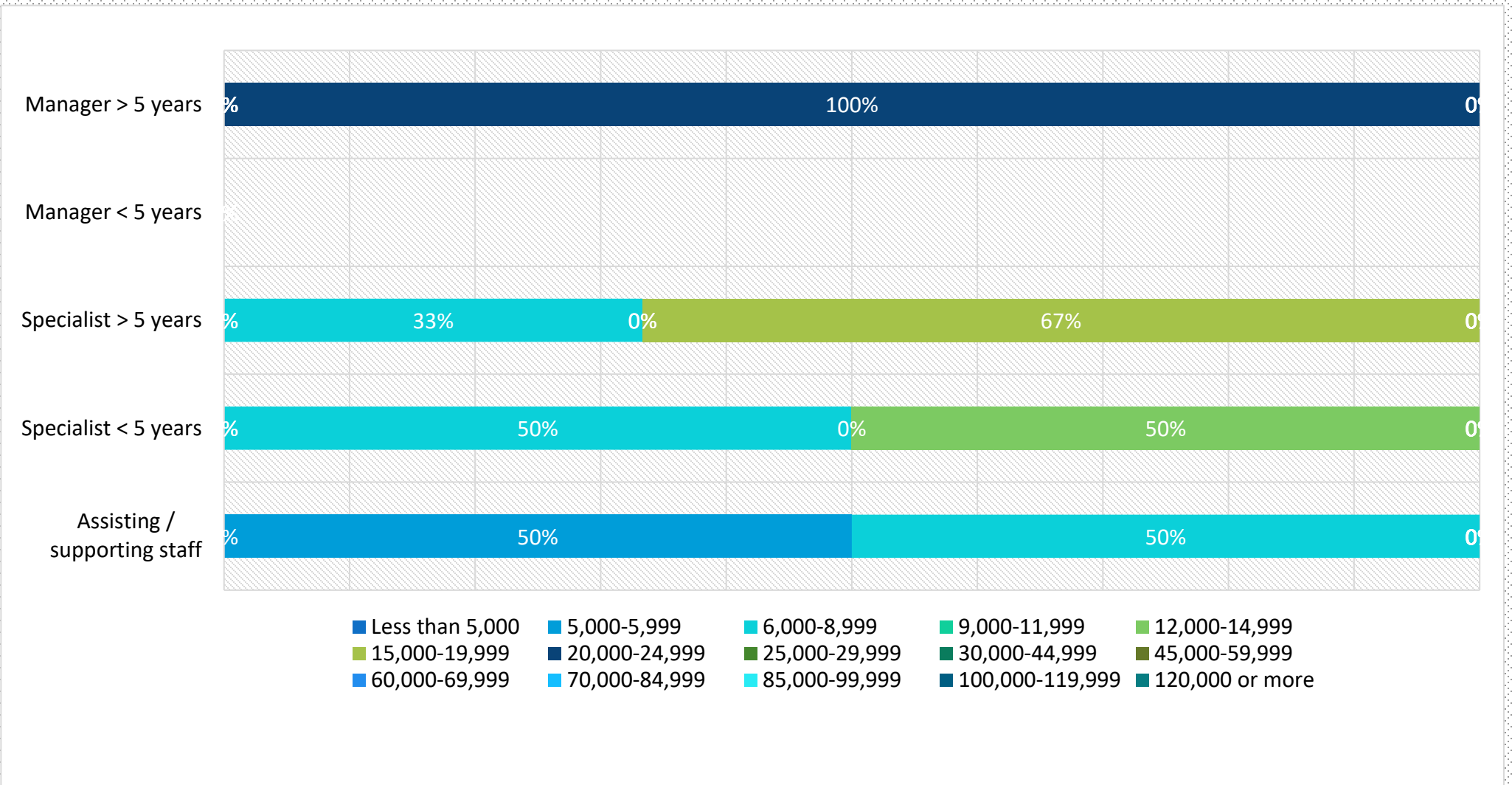




# Salary levels - Consuming

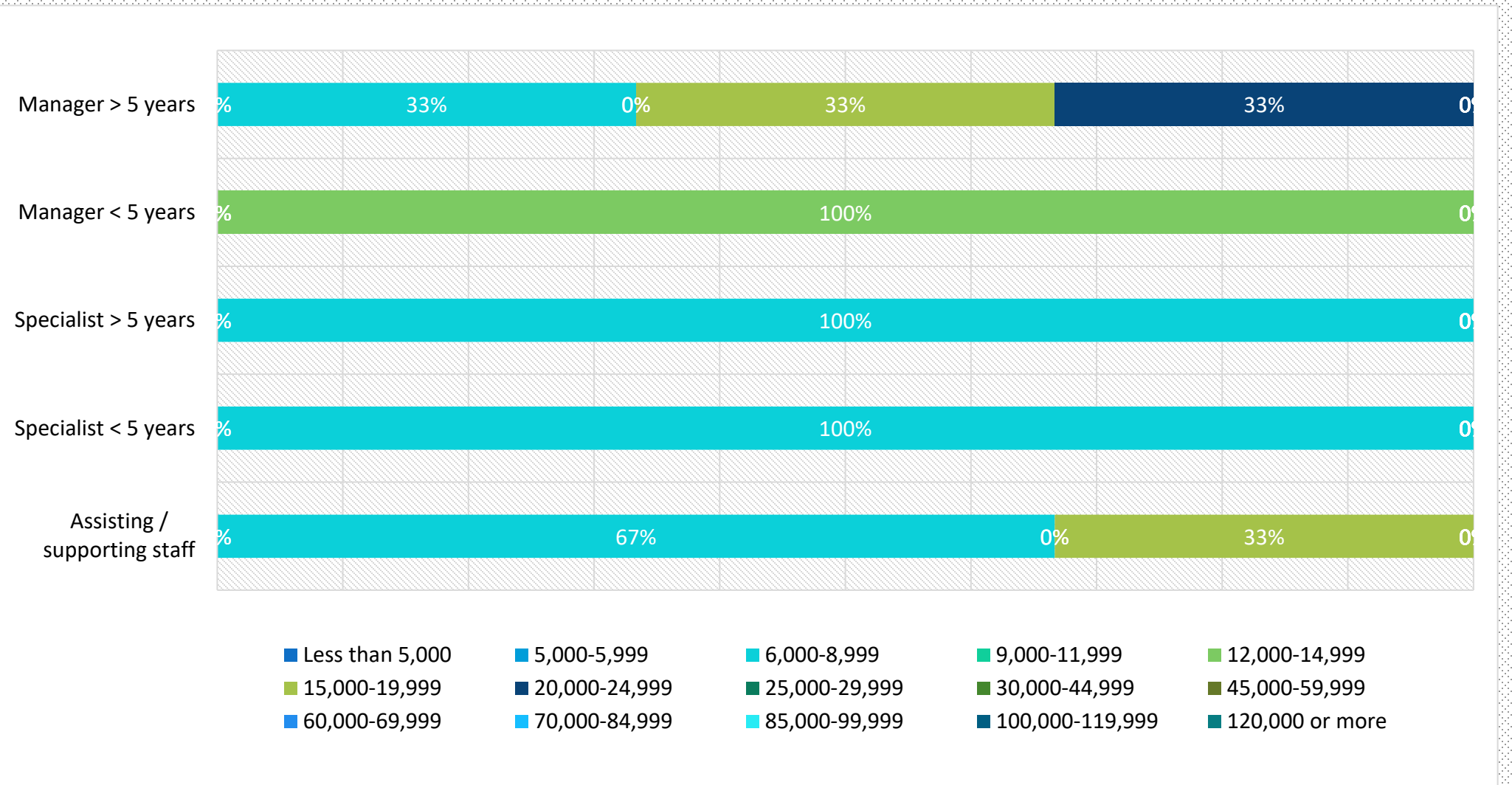
## Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	30,000 – 44,999	30,000 – 44,999	25,000 – 29,999
Manager < 5 years	25,000 – 29,999	25,000 – 29,999	20,000 – 24,999
Specialist / Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Specialist / Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Customer Service

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Manager < 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Specialist > 5 years	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999
Specialist < 5 years	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999
Assisting / supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999

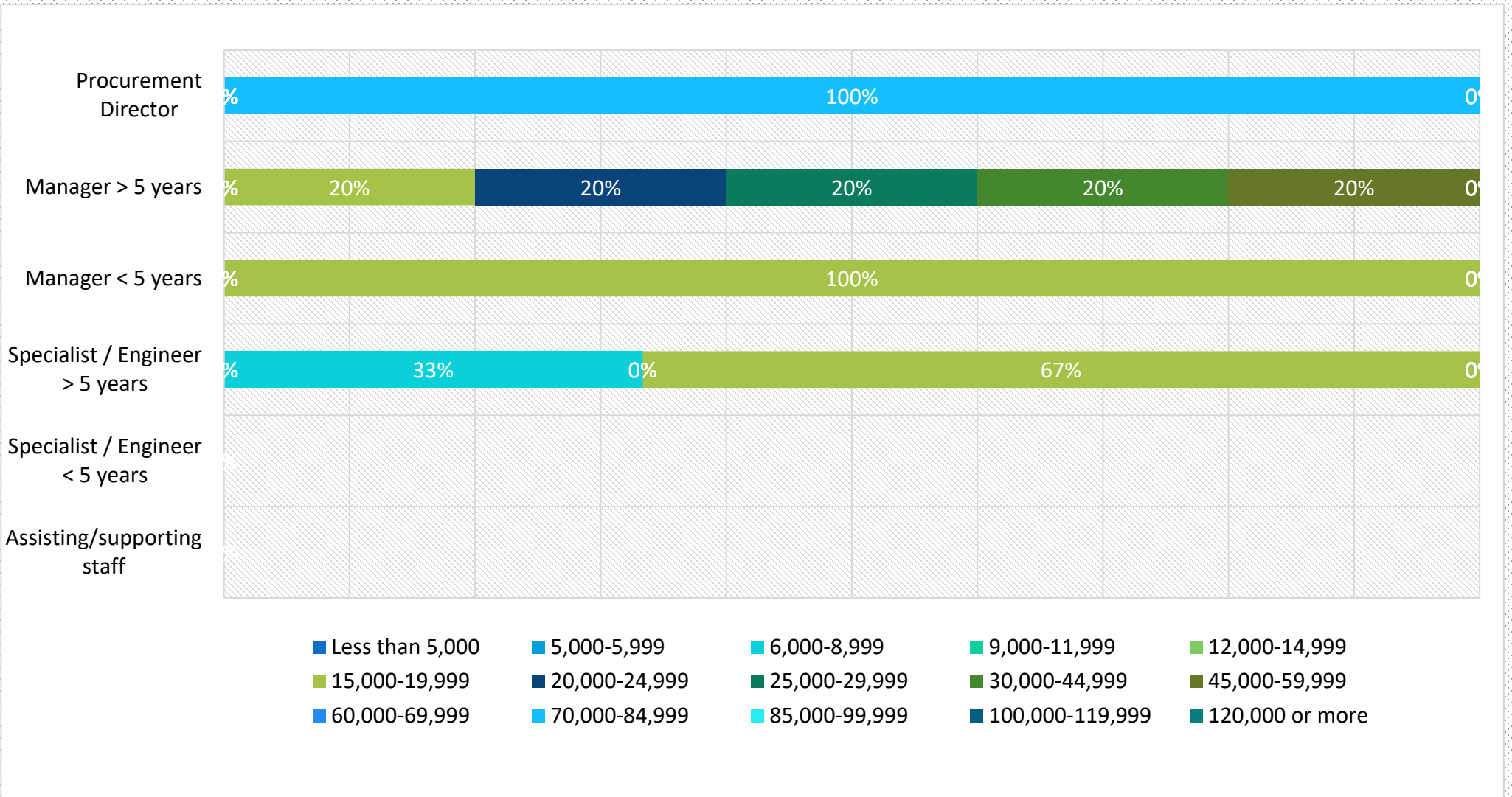




# Salary levels - Consuming

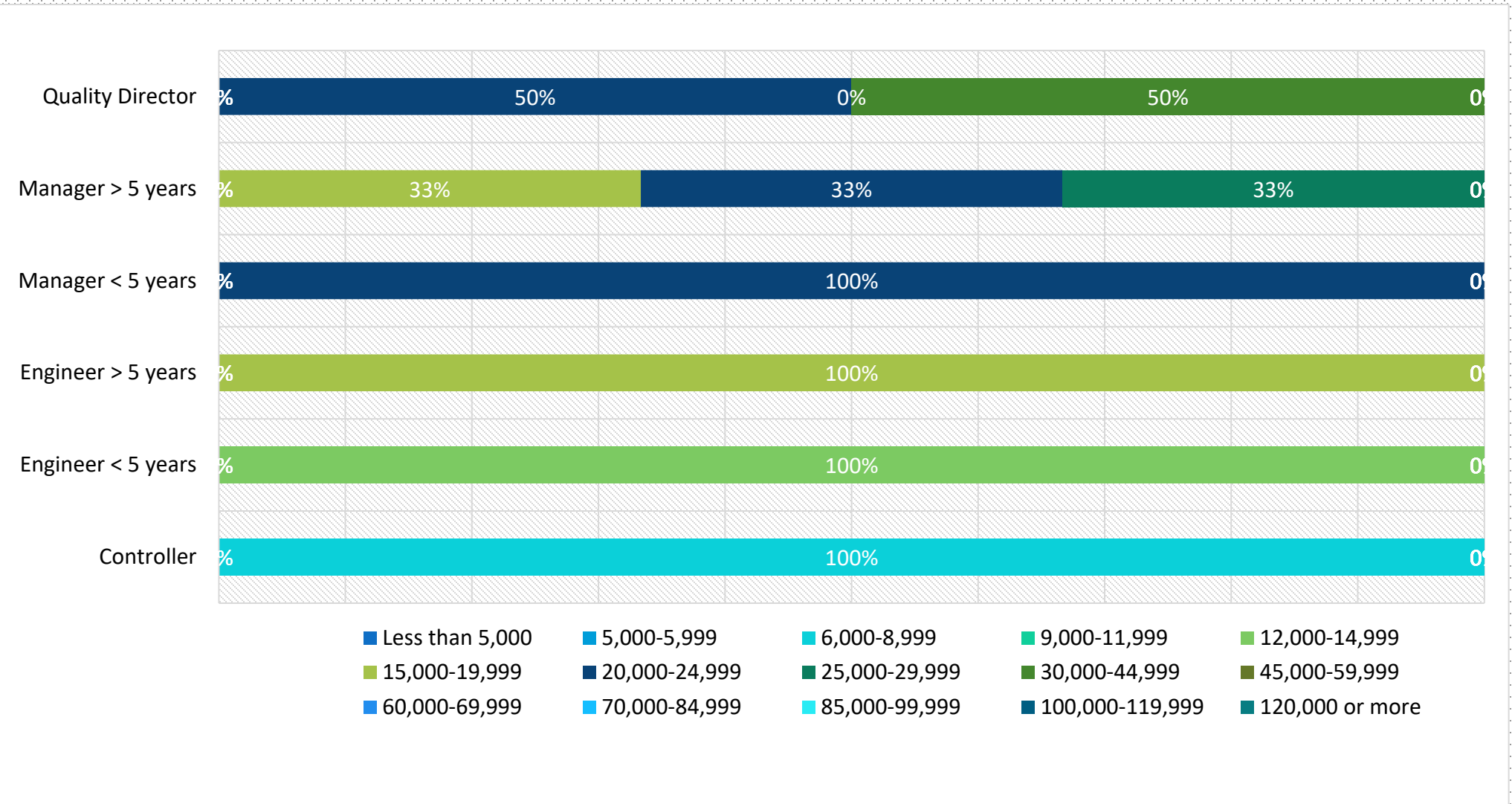
## Procurement personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Procurement Director	55,000 – 59,999	55,000 – 59,999	55,000 – 59,999
Manager > 5 years	30, 000 – 44, 999	30, 000 – 44, 999	20, 000 – 24,999
Manager < 5 years	20, 000 – 24,999	20, 000 – 24,999	15,000 – 19,999
Specialist / Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	12,000 – 14,999
Specialist / Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	6,000- 8,999
Assisting/supporting staff	5,000 – 6,000	5,000 – 6,000	5,000 – 6,000



## Quality personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	30, 000 – 44, 999	30, 000 – 44, 999	30,000 – 44,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Controller	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999

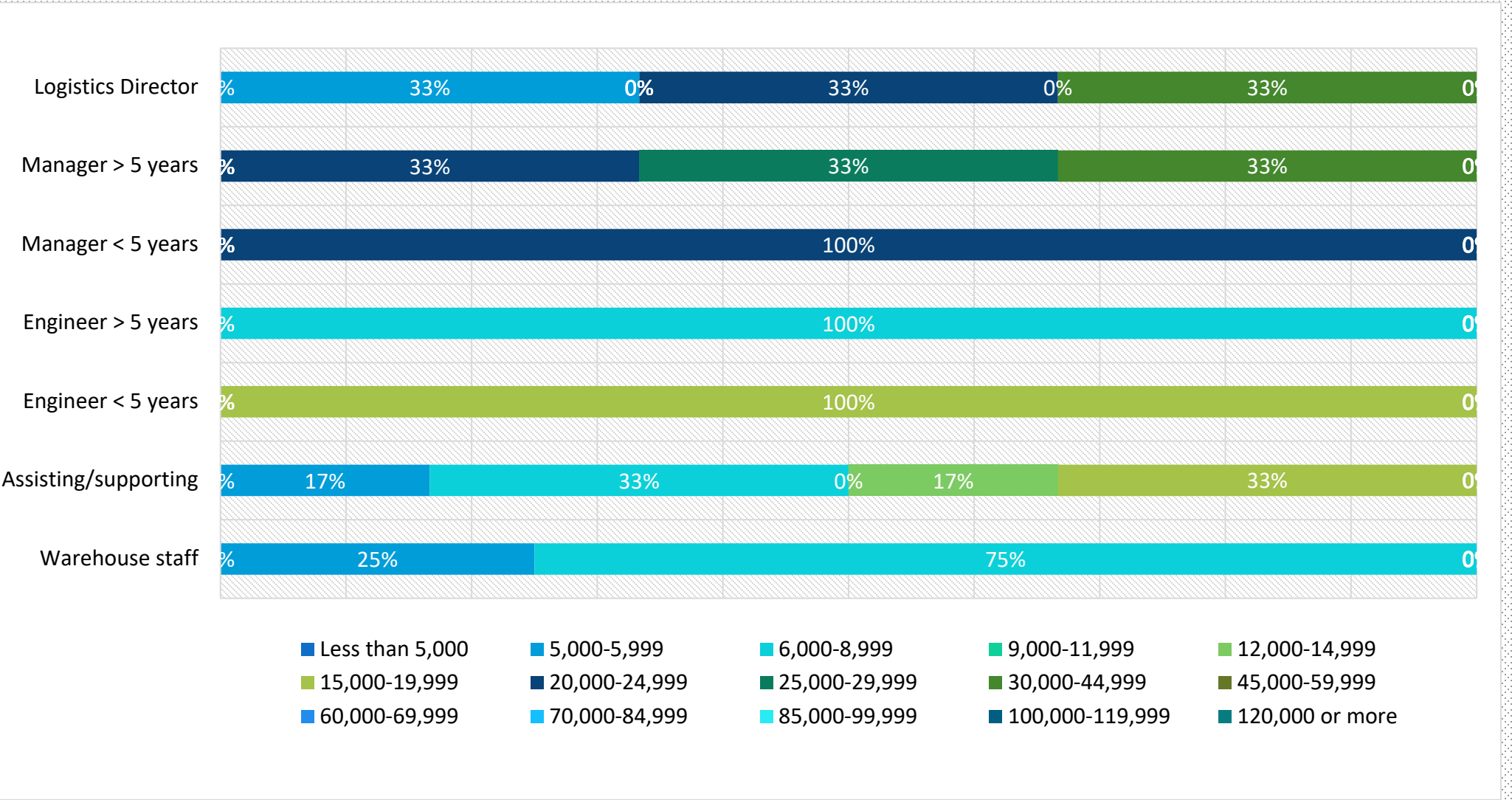




# Salary levels - Consuming

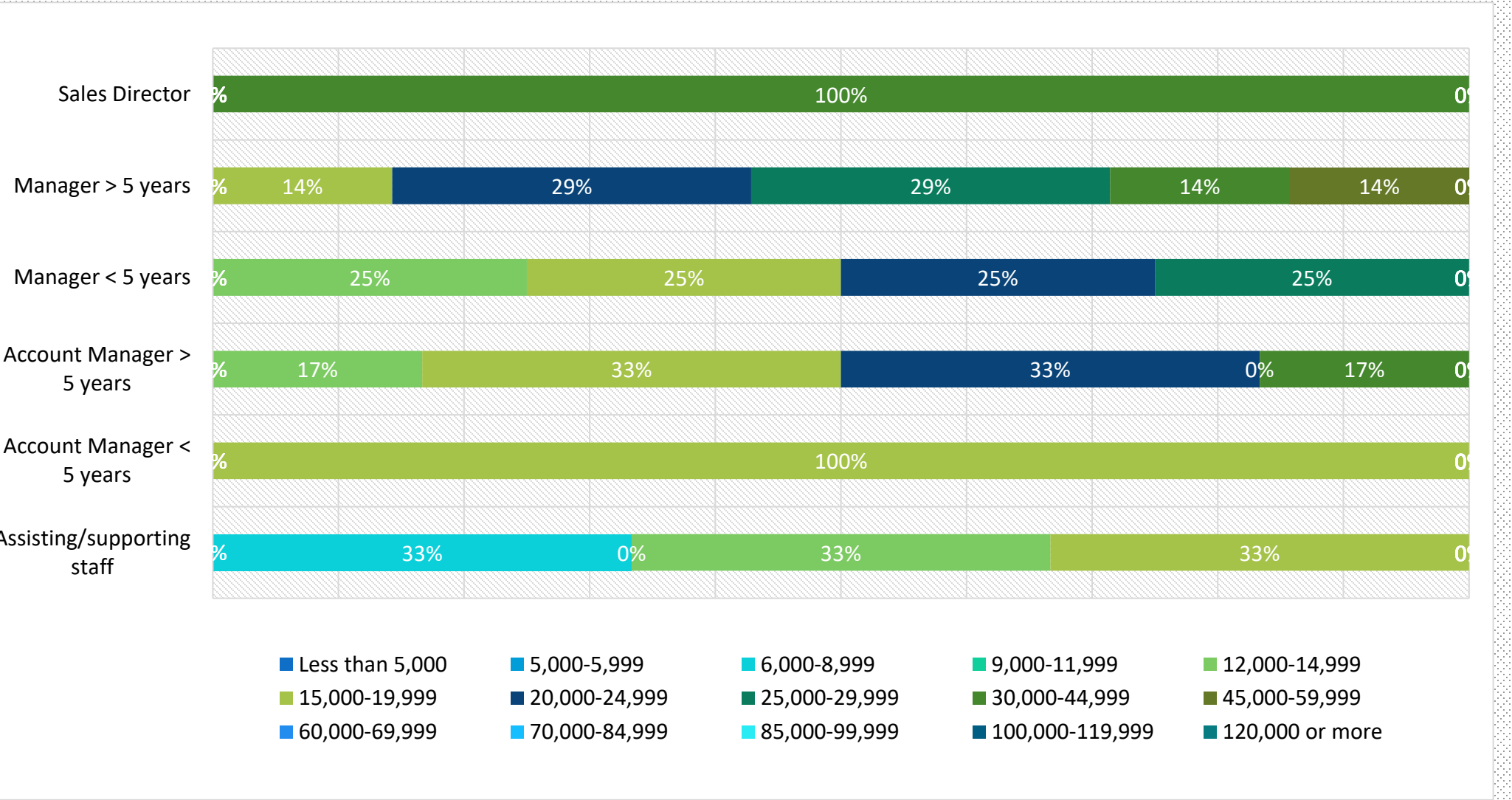
## Logistics personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Logistics Director	30,000 – 44,999	30,000 – 44,999	30,000 – 44,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999
Warehouse staff	6,000 – 8,999	6,000 – 8,999	5,000 – 5,999



## Sales personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	30,000 – 44,999	30,000 – 44,999	30,000 – 44,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Account Manager > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Account Manager < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting staff	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999



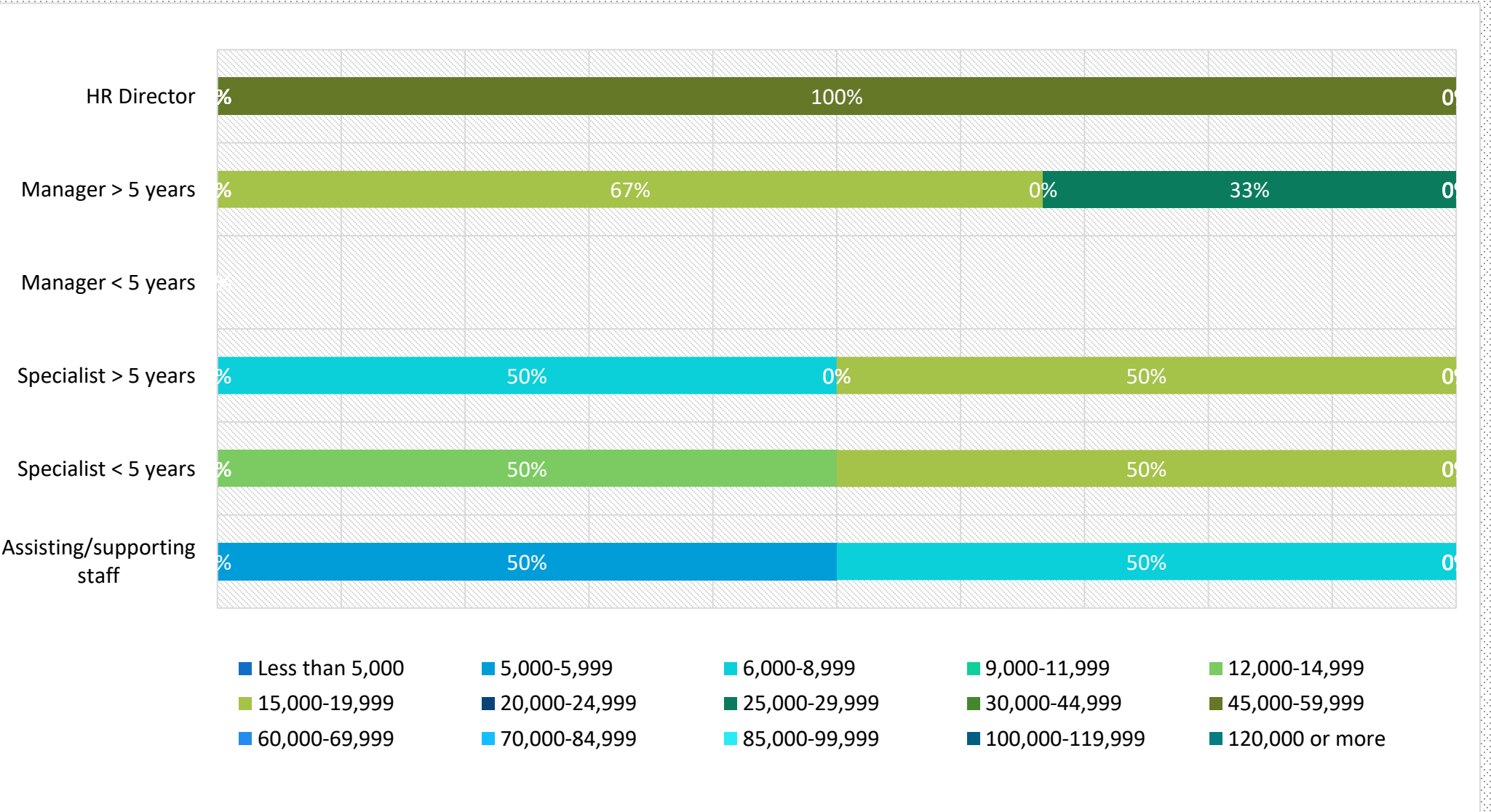




# Salary levels - Consuming

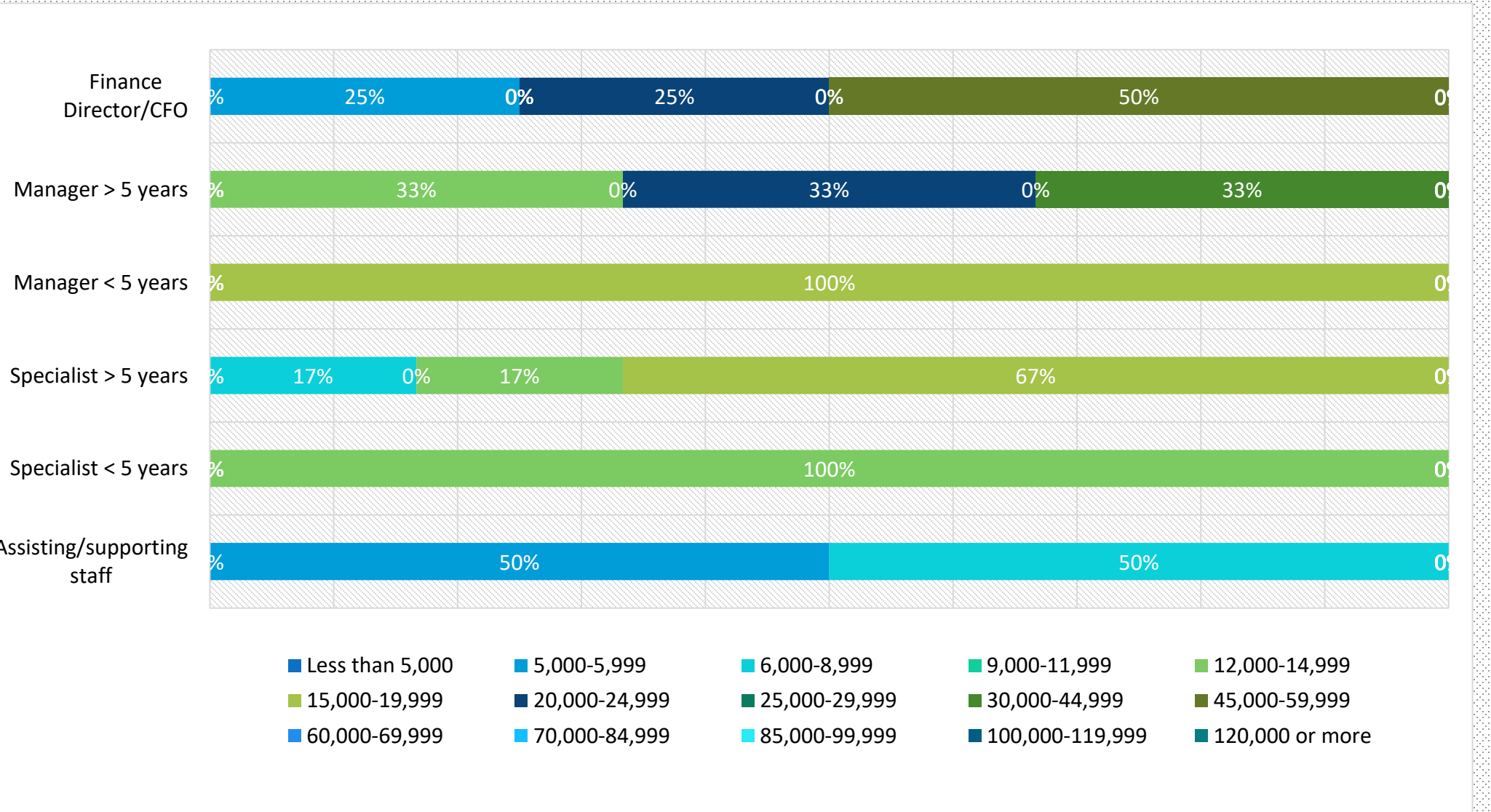
## HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR Director	45,000 – 59,999	45,000 – 59,999	45,000 – 59,000
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Specialist > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,000
Specialist < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	45,000 – 59,999	45,000 – 59,000	45,000 – 59,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Specialist > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Specialist < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Salary levels - Technology

Technology was the 3rd largest sector in terms of participating companies, with 7% 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).

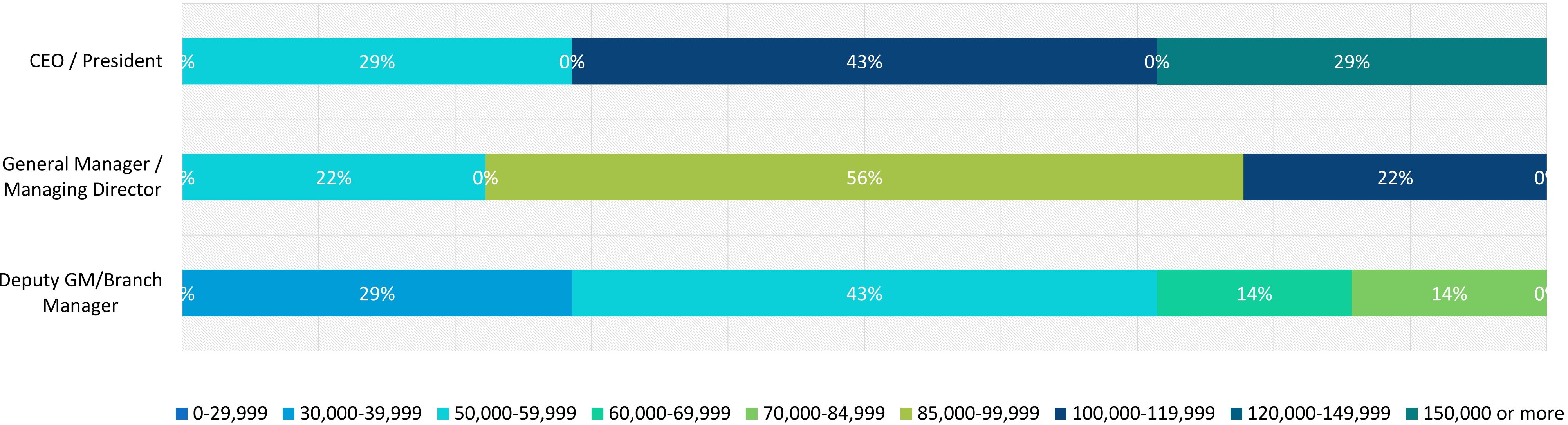






Senior management

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
CEO / President	120,000 – 149,999	120,000 – 149,999	100,000 – 119,999
General Manager / Managing Director	85,000 – 99,999	85,000 – 99,999	85,000 – 99,999
Deputy GM/Branch Manager	60,000 – 69,999	50,000 – 59,999	50,000 – 59,999



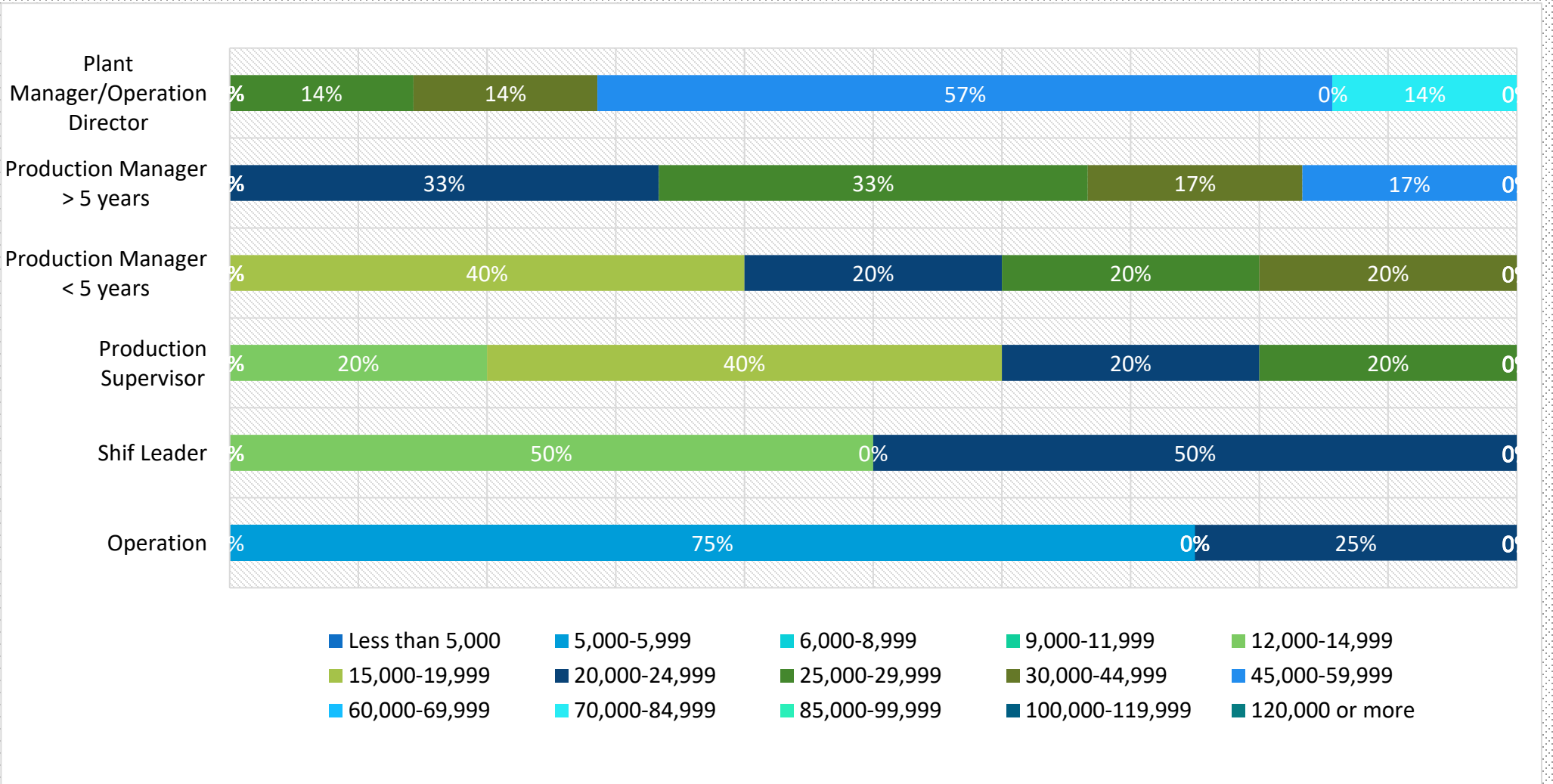




# Salary levels - Technology

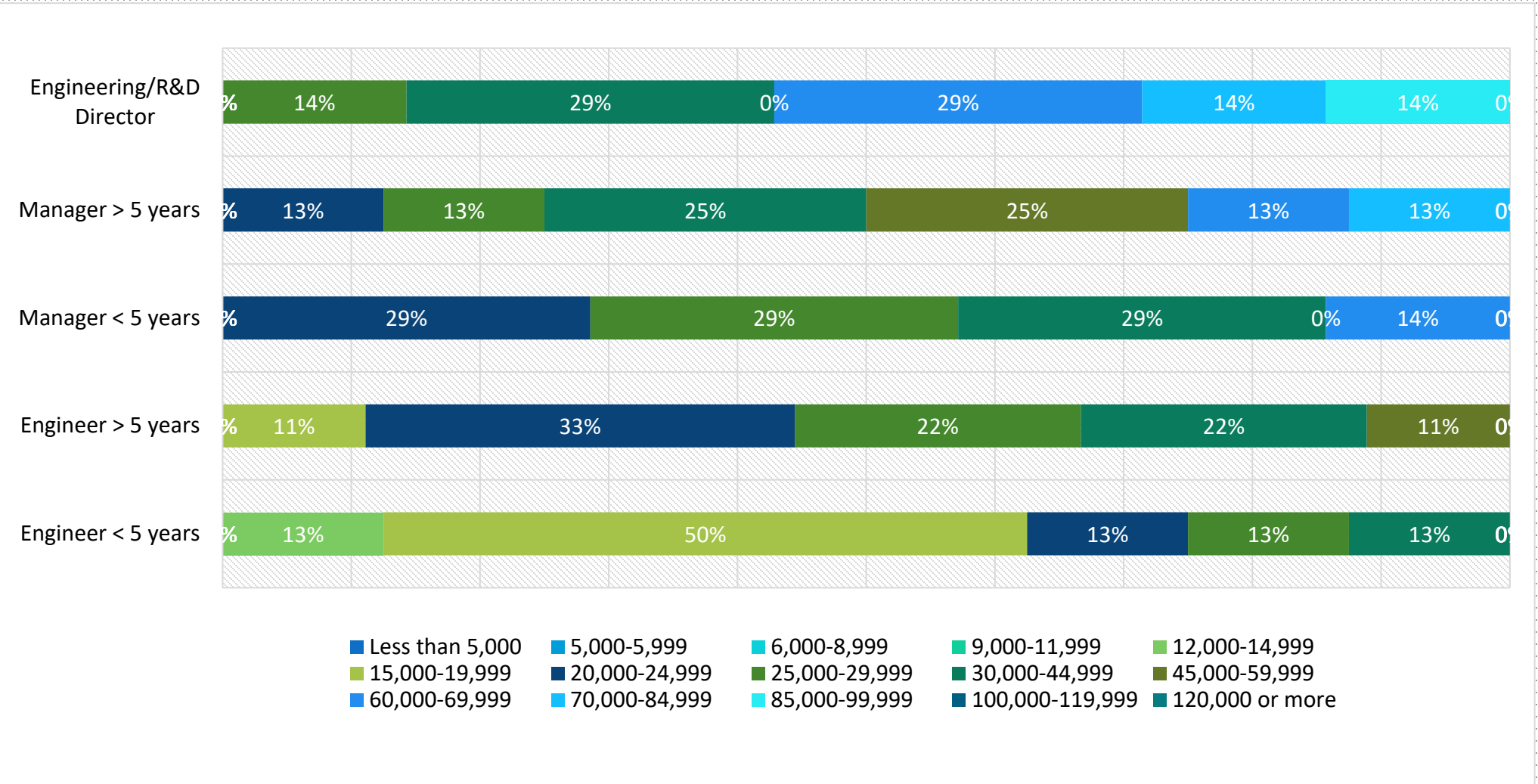
## Production personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Plant Manager/Operation Director	45,000 – 59,999	30,000 – 44,999	45,000 – 59,999
Production Manager > 5 years	30,000 – 44,999	25,000 – 29,999	25,000 – 29,999
Production Manager < 5 years	25,000 – 29,999	20,000 – 24,999	20,000 – 24,999
Production Supervisor	20,000 – 24,999	15,000 – 19,999	15,000 – 19,999
Shift Leader	15,000 – 19,999	12,000 – 14,999	12,000 – 14,999
Operation	6,000 – 8,999	6,000 – 8,999	5,000 – 5,999



## Engineering/R&D personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
R&D Director	60,000 – 69,999	45,000 – 59,999	45,000 – 59,999
Manager > 5 years	45,000 – 59,999	30,000 – 44,999	30,000 – 44,999
Manager < 5 years	30,000 – 44,999	25,000 – 29,999	25,000 – 29,999
Engineer > 5 years	25,000 – 29,999	20,000 – 24,999	20,000 – 24,999
Engineer < 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999

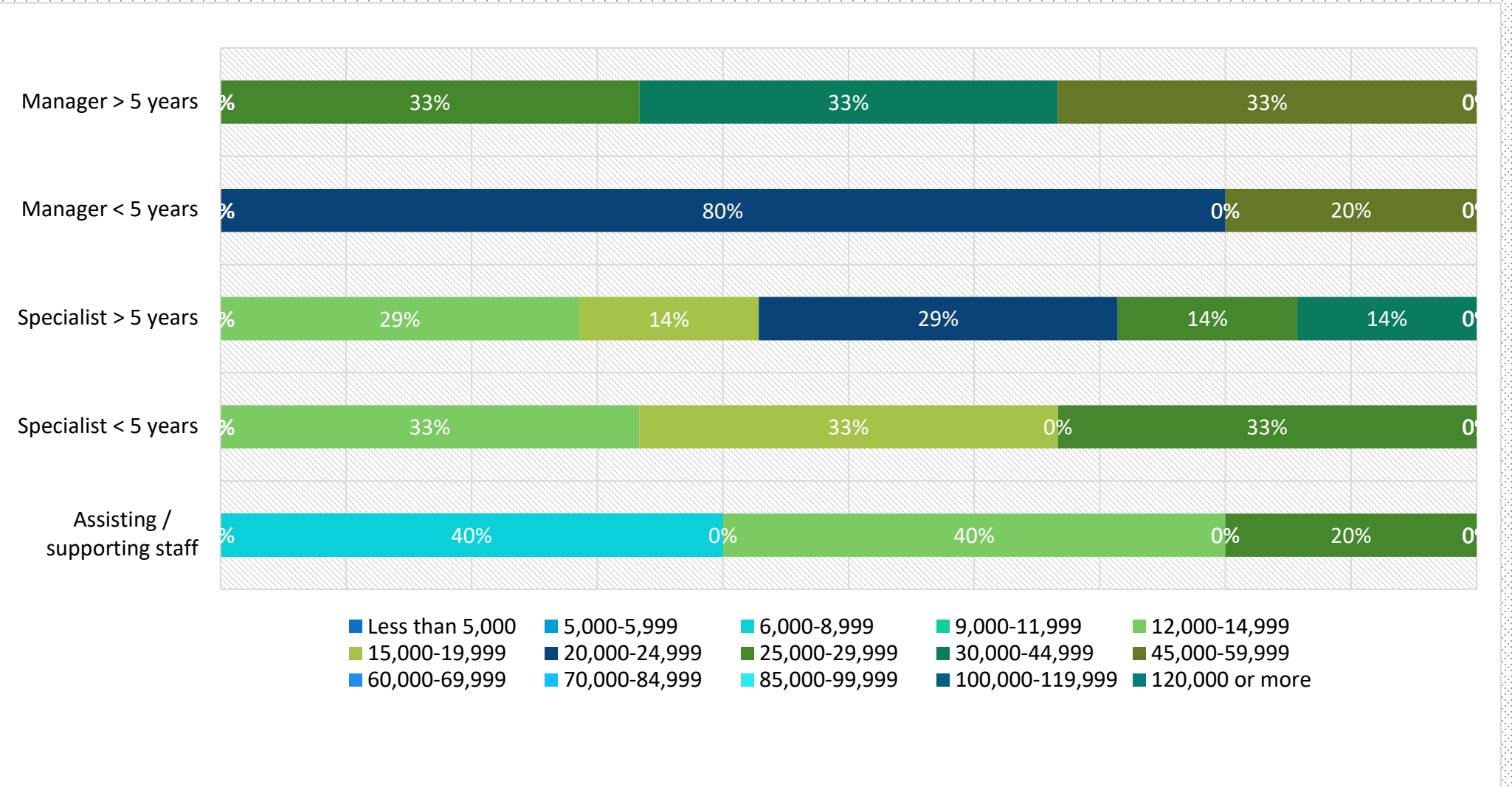




# Salary levels - Technology

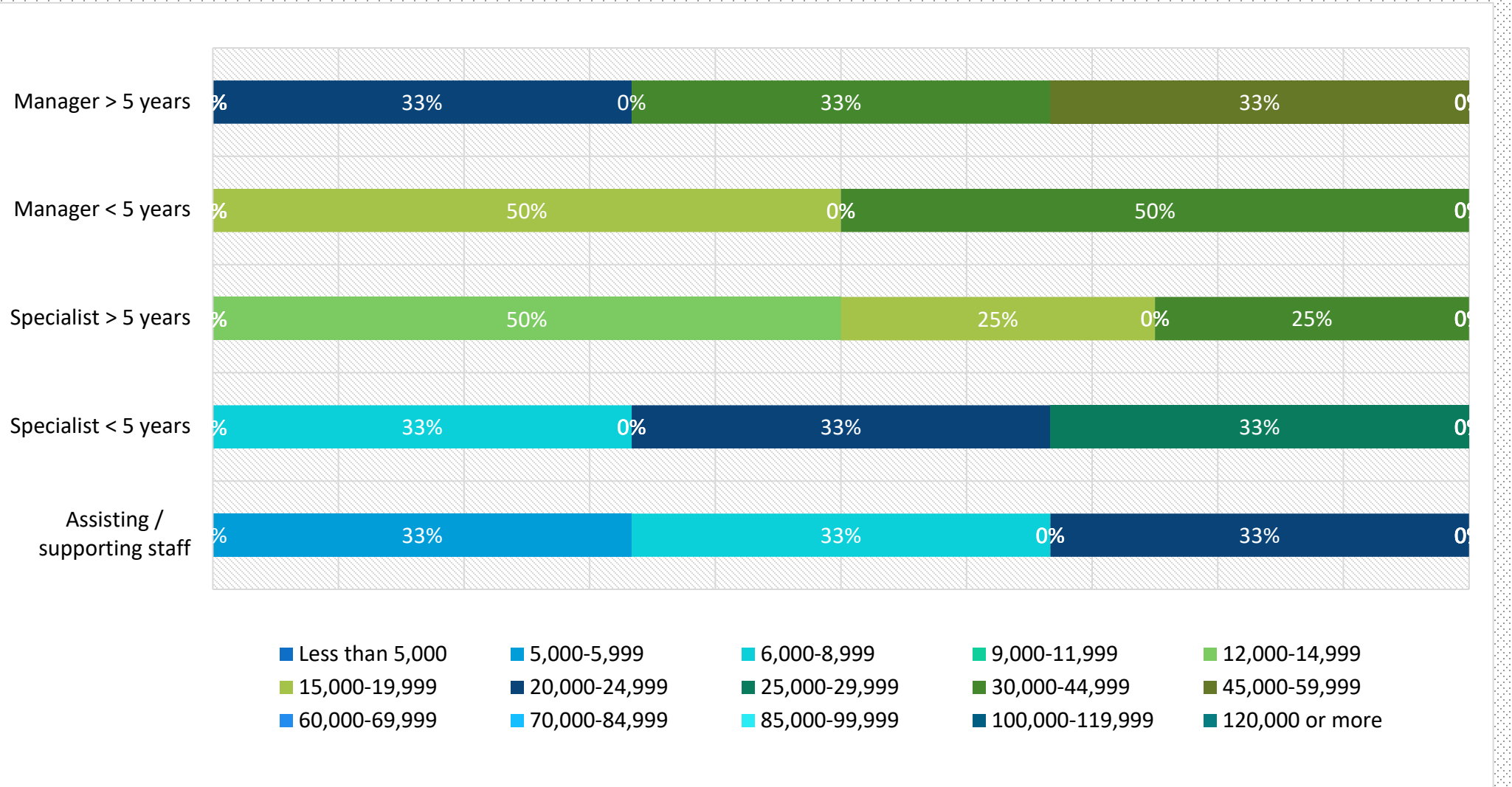
## Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	30,000 – 44,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Specialist / Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Specialist / Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Customer Service

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	30,000 – 44,999	20,000 – 24,999	20,000 – 24,999
Manager < 5 years	25,000 – 29,999	15,000 – 19,999	15,000 – 19,999
Specialist > 5 years	15,000 – 19,999	12,000 – 14,999	12,000 – 14,999
Specialist < 5 years	12,000 – 14,999	6,000 – 8,999	6,000 – 8,999
Assisting / supporting staff	6,000 – 8,999	5,000 – 5,999	5,000 – 8,999

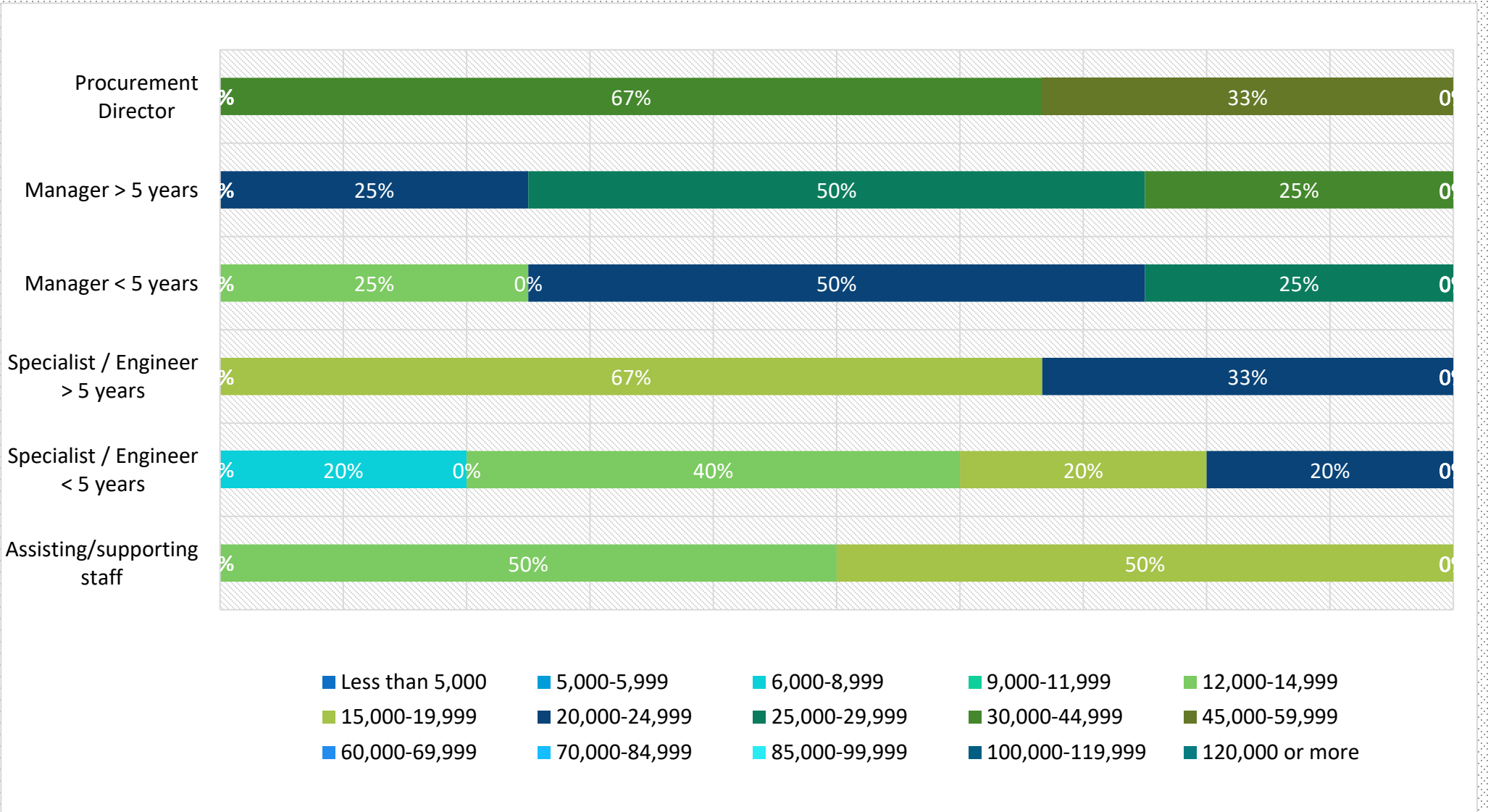




# Salary levels - Technology

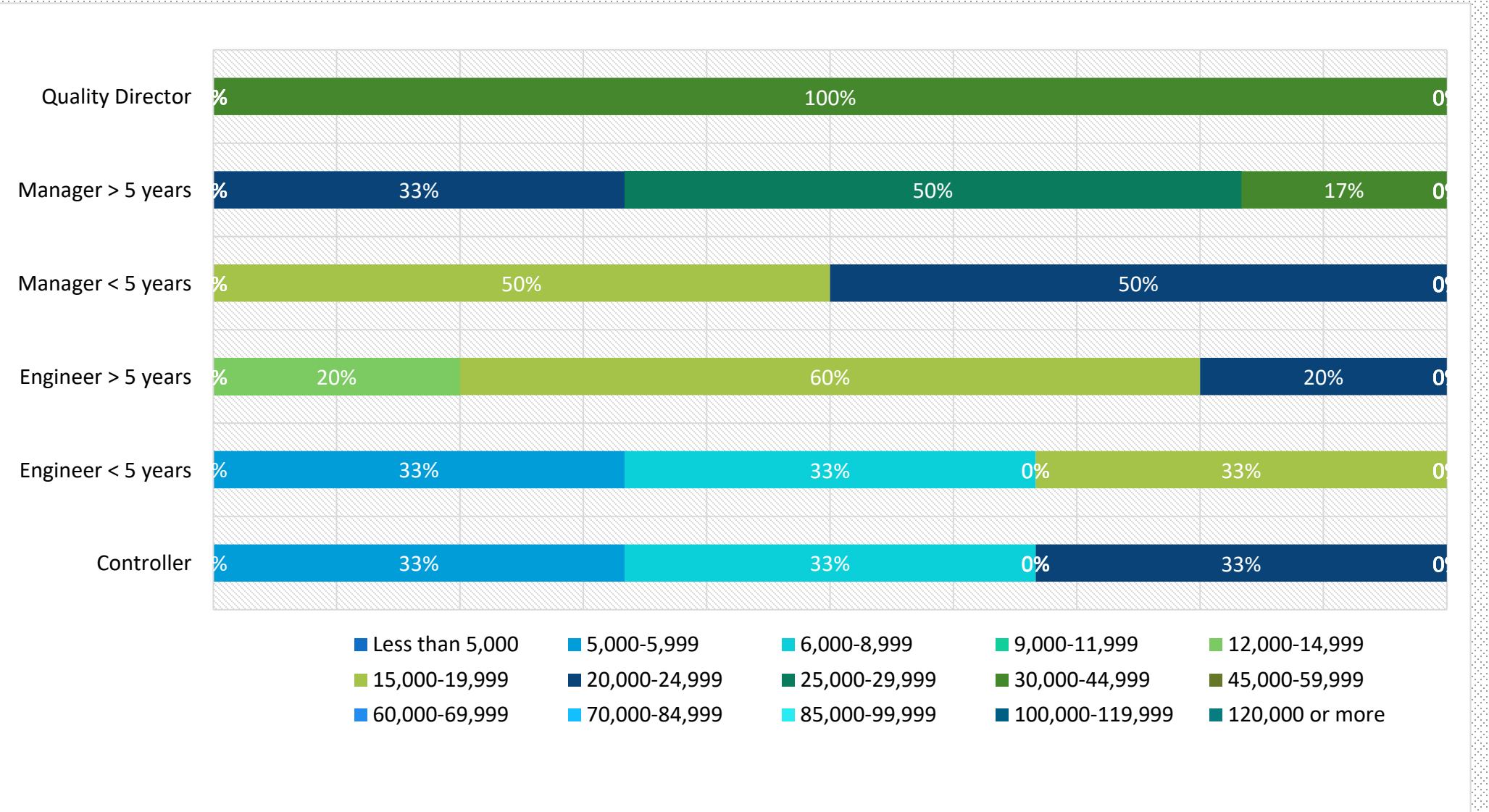
## Procurement personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Procurement Director	30,000 – 44,999	30,000 – 44,999	25,000 – 29,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	20,000 – 24,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	15,000 – 19,999
Specialist / Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	12,000 – 14,999
Specialist / Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	9,000 – 11,999
Assisting/supporting staff	9,000 – 11,999	9,000 – 11,999	6,000 – 8,999



## Quality personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	30,000 – 44,999	30,000 – 44,999	30,000 – 44,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Controller	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



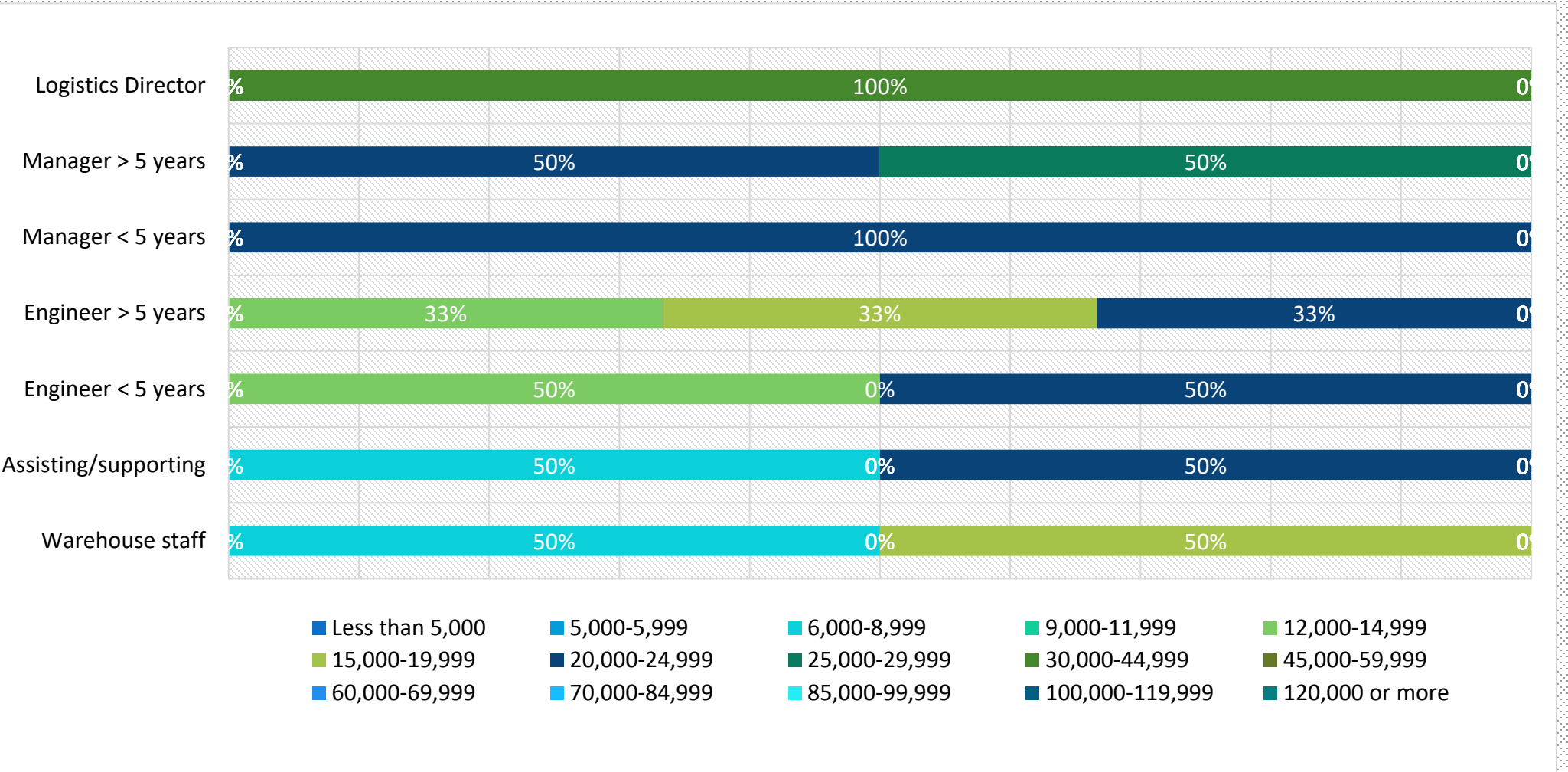




# Salary levels - Technology

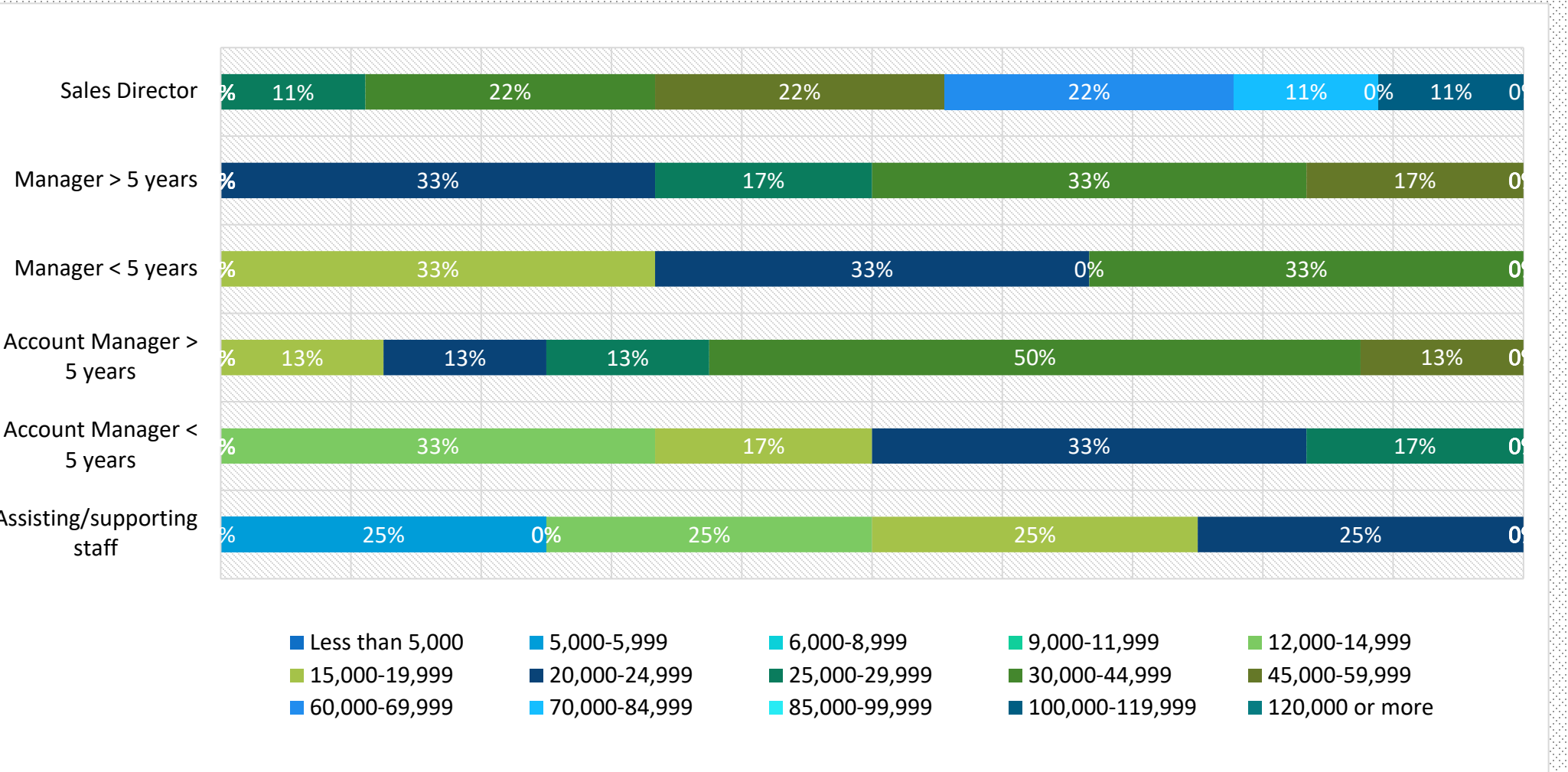
## Logistics personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Logistics Director	30,000 – 44,999	30,000 – 44,999	25,000 – 29,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	20,000 – 24,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	15,000 – 19,999
Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting	8,000 – 11,999	8,000 – 11,999	8,000 – 11,999
Warehouse staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Sales personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	60,000 – 69,999	30,000 – 44,999	30,000 – 44,999
Manager > 5 years	45,000 – 59,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	25,000 – 29,999	20,000 – 24,999	20,000 – 24,999
Account Manager > 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Account Manager < 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,000
Assisting/supporting staff	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999

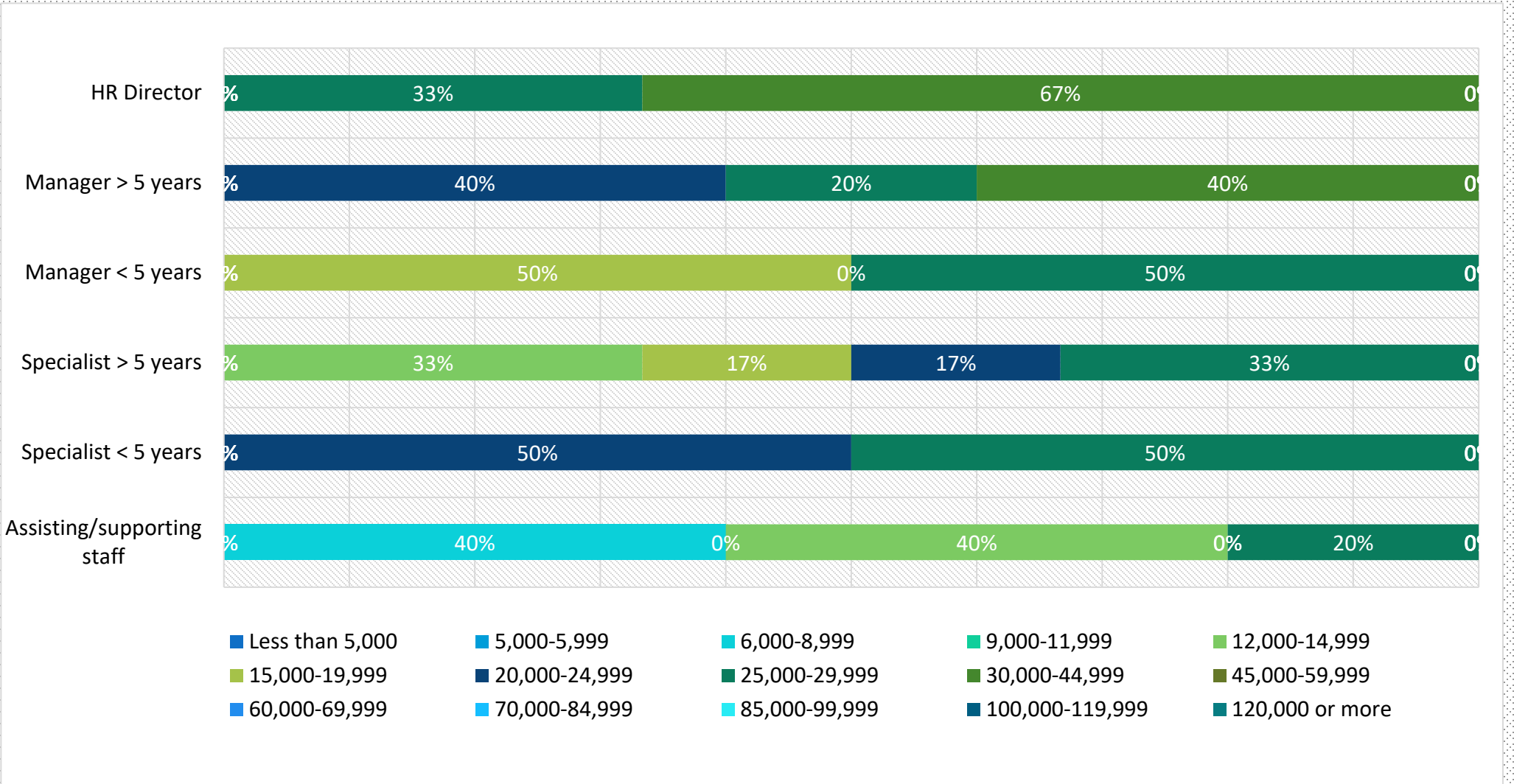




# Salary levels - Technology

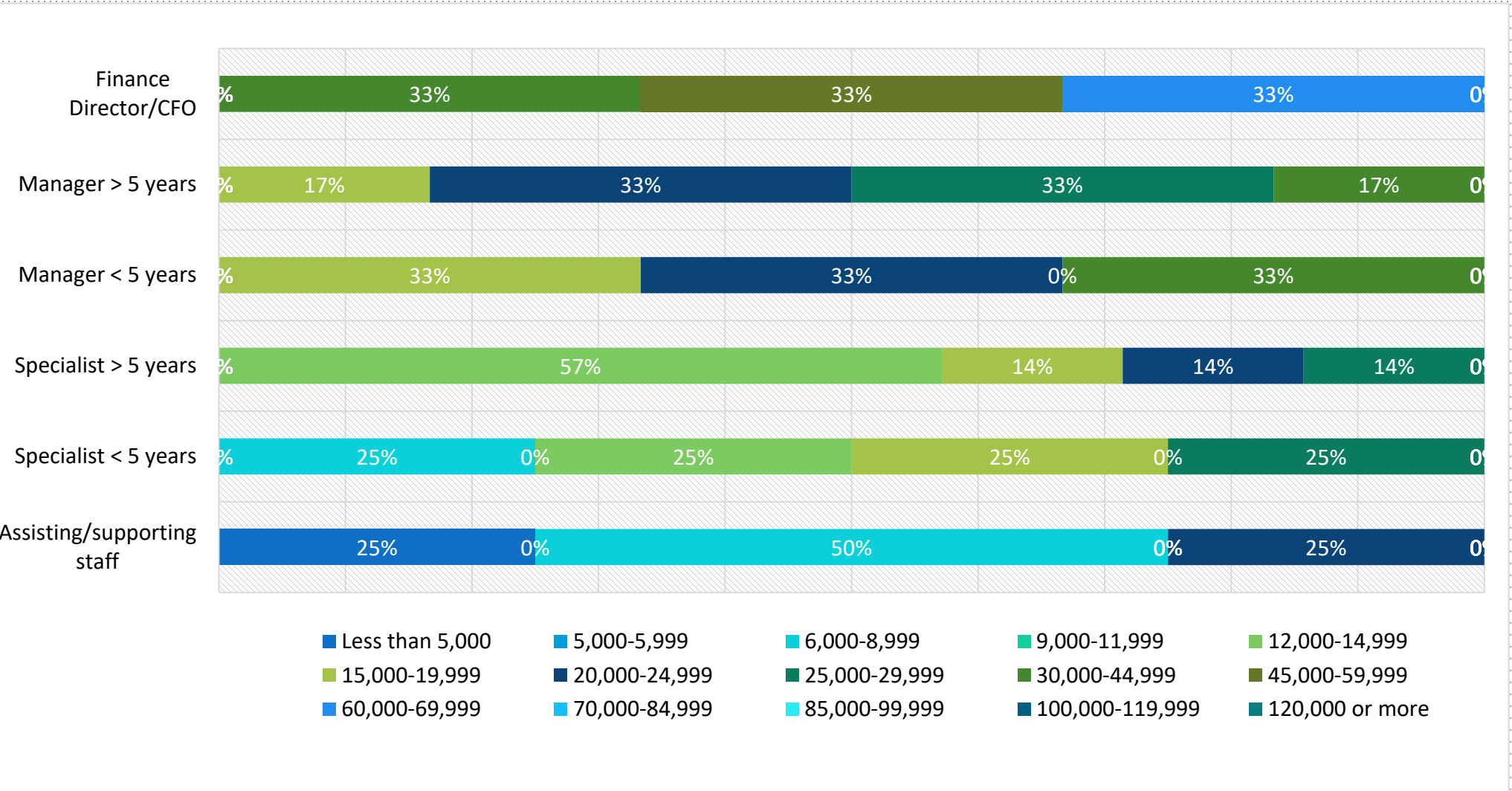
## HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR Director	30,000 – 44,999	30,000 – 44,999	30,000 – 44,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Specialist > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Specialist < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	45,000 – 59,999	45,000 – 59,999	45,000 – 59,999
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	25,000 – 29,999
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	20,000 – 24,999
Specialist > 5 years	15,000 – 19,999	15,000 – 19,999	15,000 – 19,999
Specialist < 5 years	12,000 – 14,999	12,000 – 14,999	12,000 – 14,999
Assisting/supporting staff	6,000 – 8,999	6,000 – 8,999	6,000 – 8,999



## Salary levels - Healthcare & Life Science

Health & Life Science sector was the 4th largest sector in terms of participating companies, with 6% of the total. The Healthcare & Life Science sector covers biotechnology, medical device, and pharmaceutical. It is one of the fastest growing sectors in China.

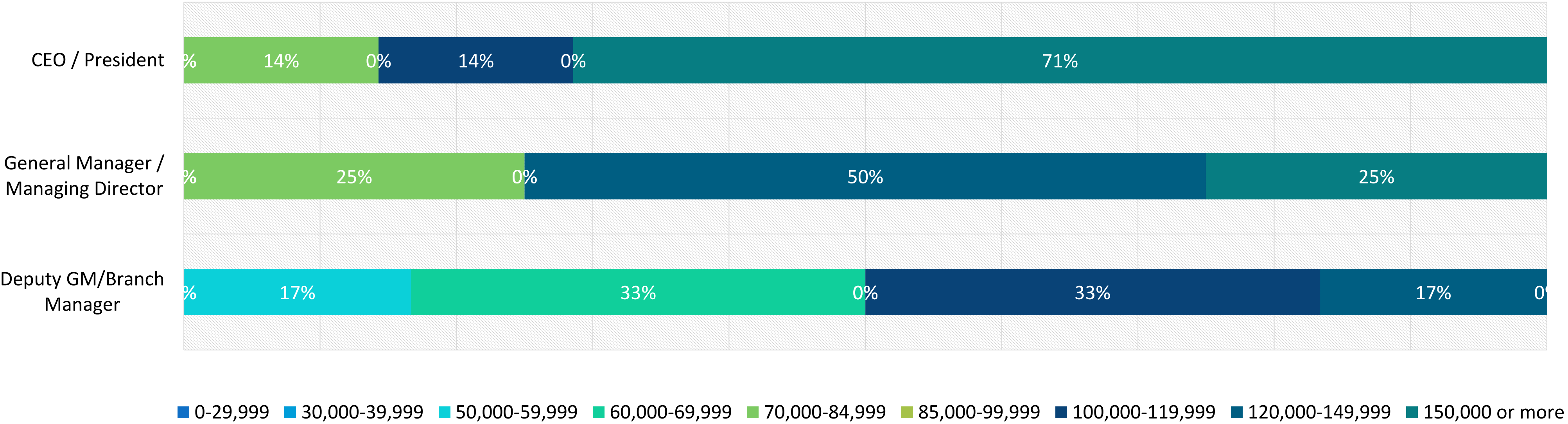
The salaries represented in the following graphs are monthly gross salaries in RMB. The average salary of each position in the three regions is also presented in the columns (x1000 RMB).





Senior management

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
CEO / President	150,000 or more	150,000 or more	/
General Manager / Managing Director	120,000 – 149,999	120,000 – 149,999	/
Deputy GM/Branch Manager	100,000 – 119,999	100,000 – 119,999	/

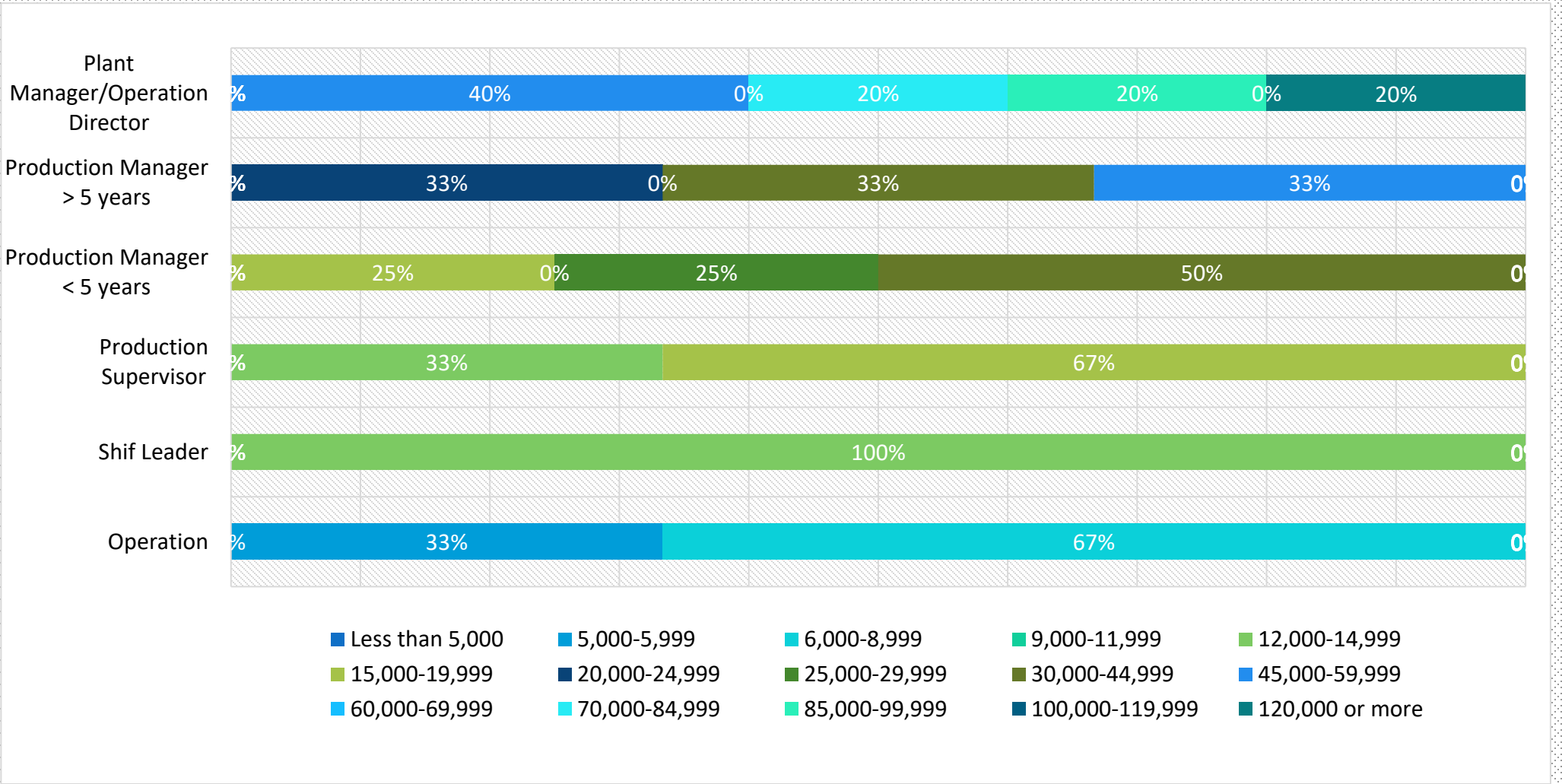




# Salary levels - Healthcare & Life Science

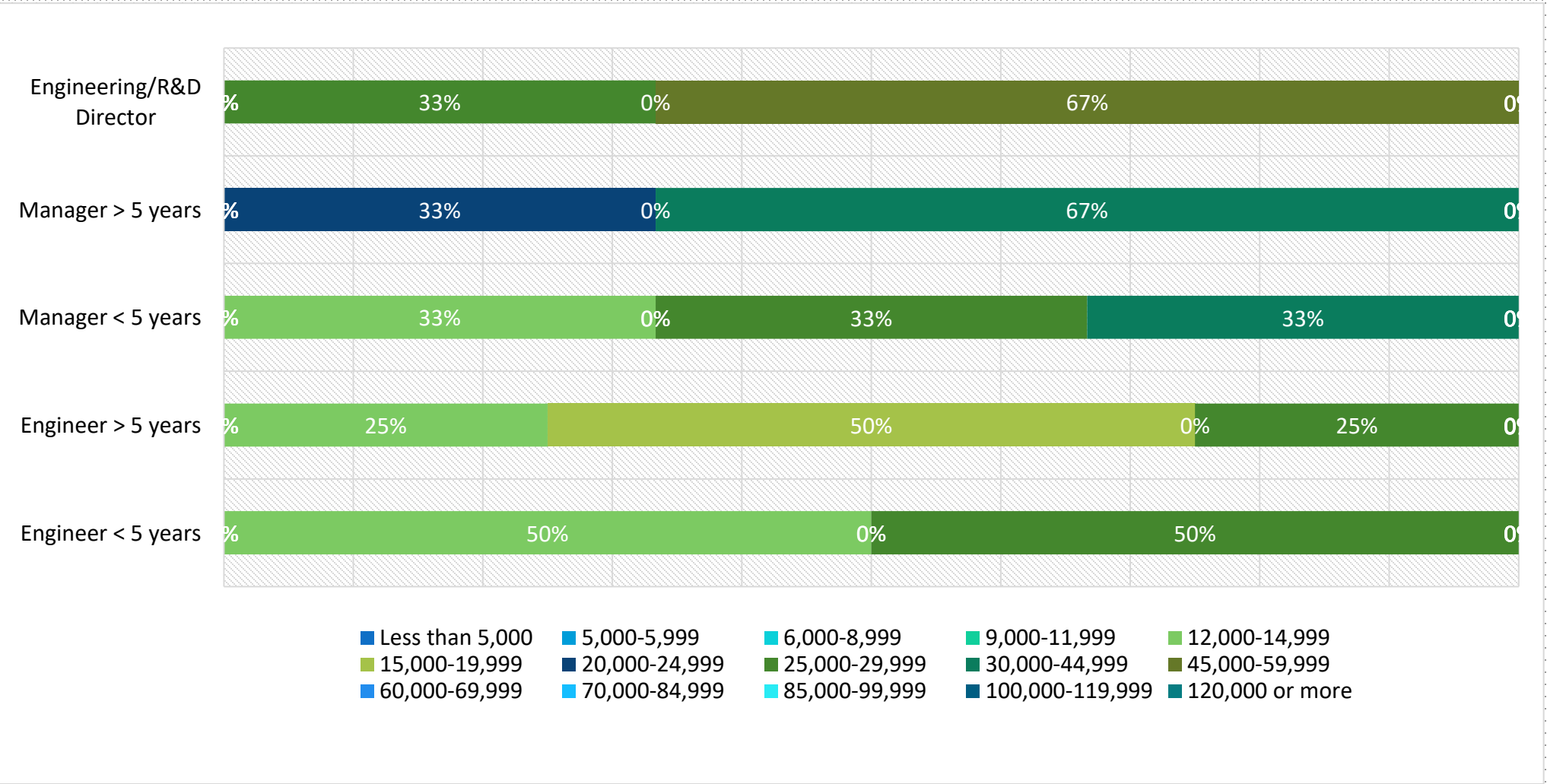
## Production personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Plant Manager/Operation Director	60,000 – 69,999	85,000 – 99, 999	/
Production Manager > 5 years	30,000 – 44,999	30,000 – 44,999	/
Production Manager < 5 years	20,000 – 24,999	20,000 – 24,999	/
Production Supervisor	12,000 – 14,999	12,000 – 14,999	/
Shift Leader	9,000 – 11,999	9,000 – 11,999	/
Operation	5,000 – 8,999	5,000 – 8,999	/



## Engineering/R&D personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Engineering/R&D Director	60,000 – 69,999	60,000 – 69,999	/
Manager > 5 years	30,000 – 44,999	30,000 – 44,999	/
Manager < 5 years	25,000 – 29,999	25,000 – 29,999	/
Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	/
Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	/

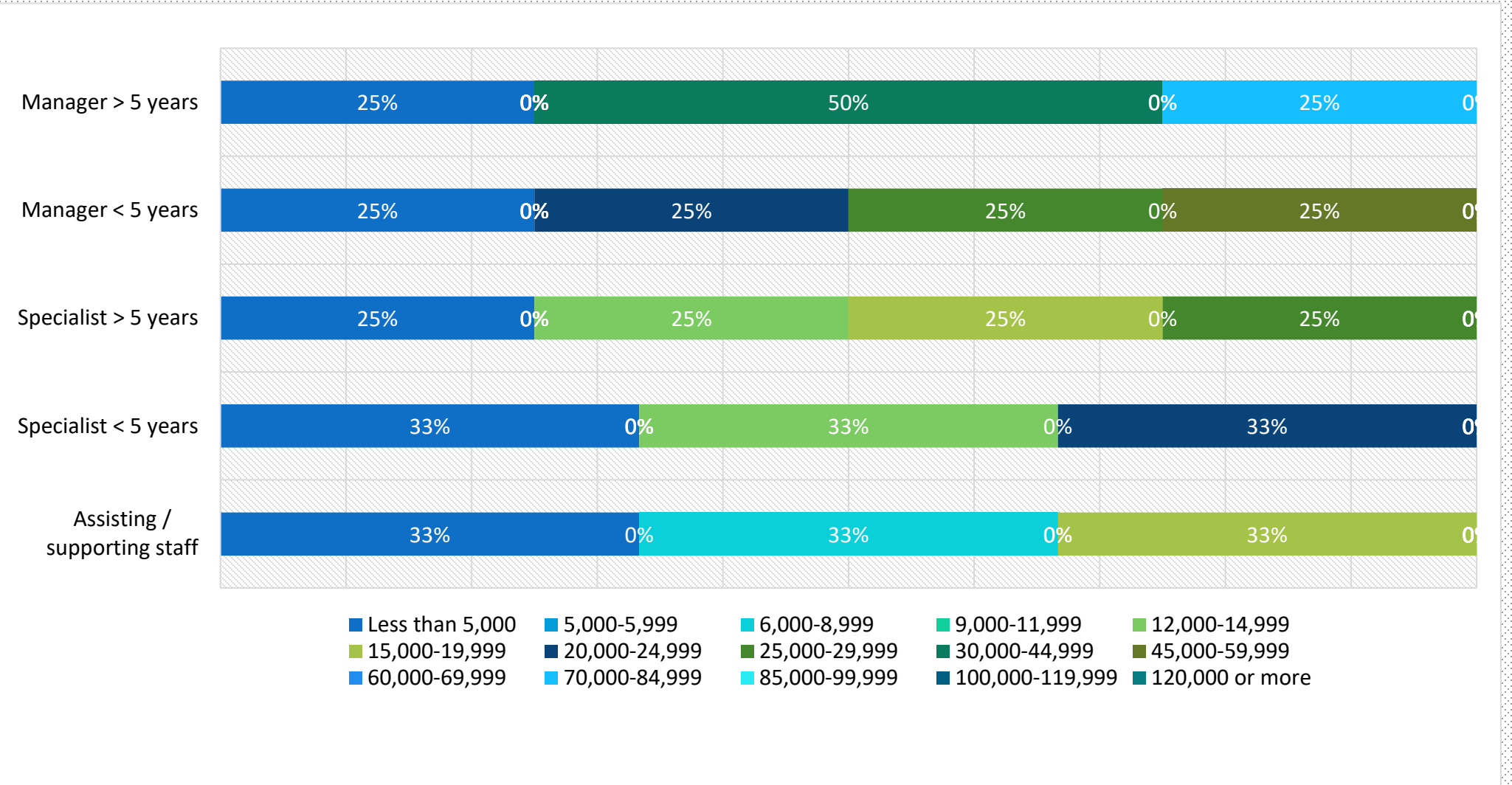




# Salary levels - Healthcare & Life Science

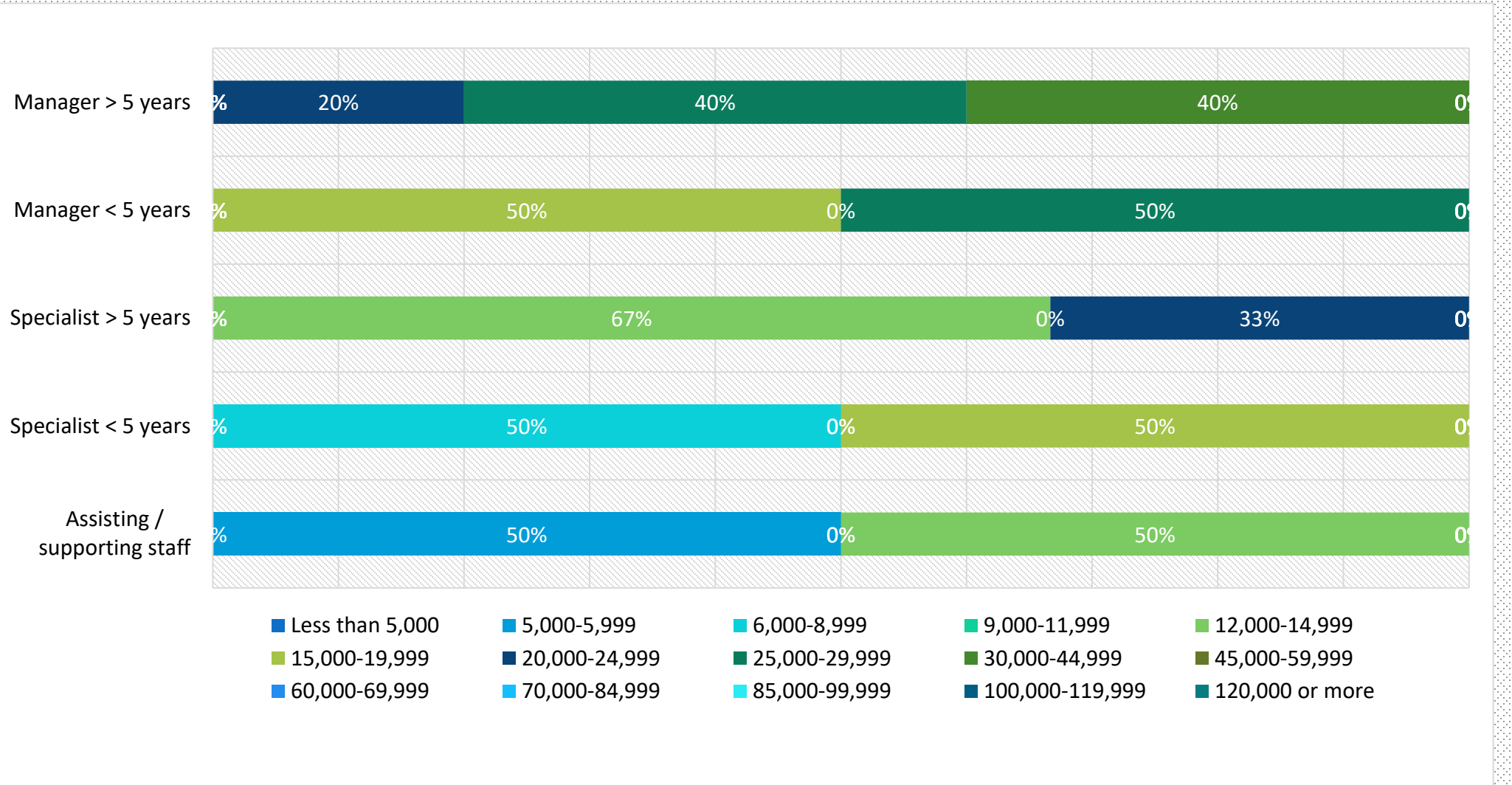
## Technical Service personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	30,000 – 44,999	70,000-84,999	/
Manager < 5 years	20,000 – 24,999	45,000 – 59,999	/
Specialist / Engineer > 5 years	15,000 – 19,999	25,000 – 29,999	/
Specialist / Engineer < 5 years	12,000 – 14,999	20,000 – 24,999	/
Assisting/supporting staff	12,000 – 14,999	15,000 – 19,999	/



## Customer Service

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Manager > 5 years	25,000 – 29,999	25,000 – 29,999	/
Manager < 5 years	15,000 – 19,999	15,000 – 19,999	/
Specialist > 5 years	12,000 – 14,999	12,000 – 14,999	/
Specialist < 5 years	6,000 – 8,999	6,000 – 8,999	/
Assisting / supporting staff	5,000 – 5,999	5,000 – 5,999	/



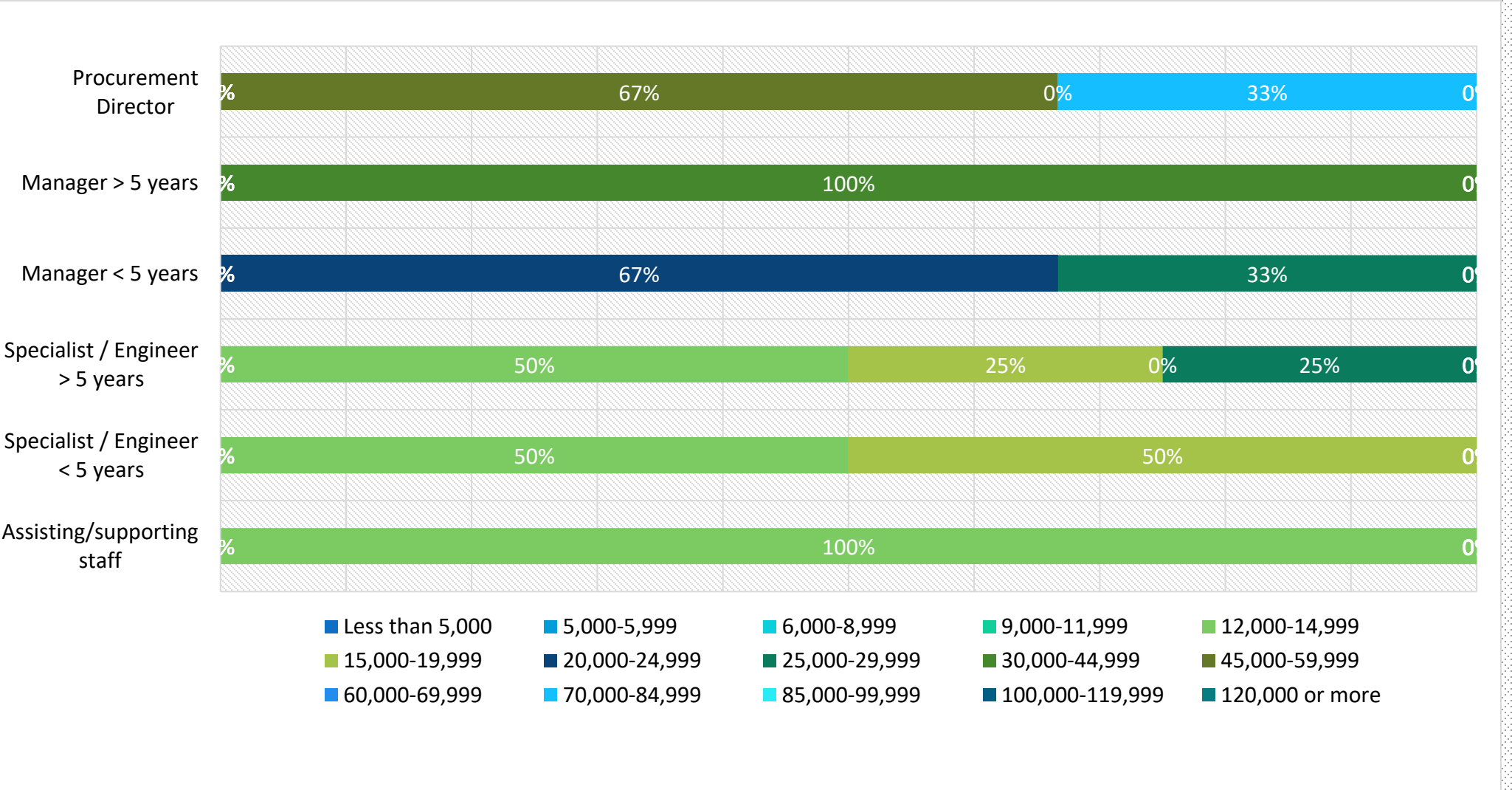




# Salary levels - Healthcare & Life Science

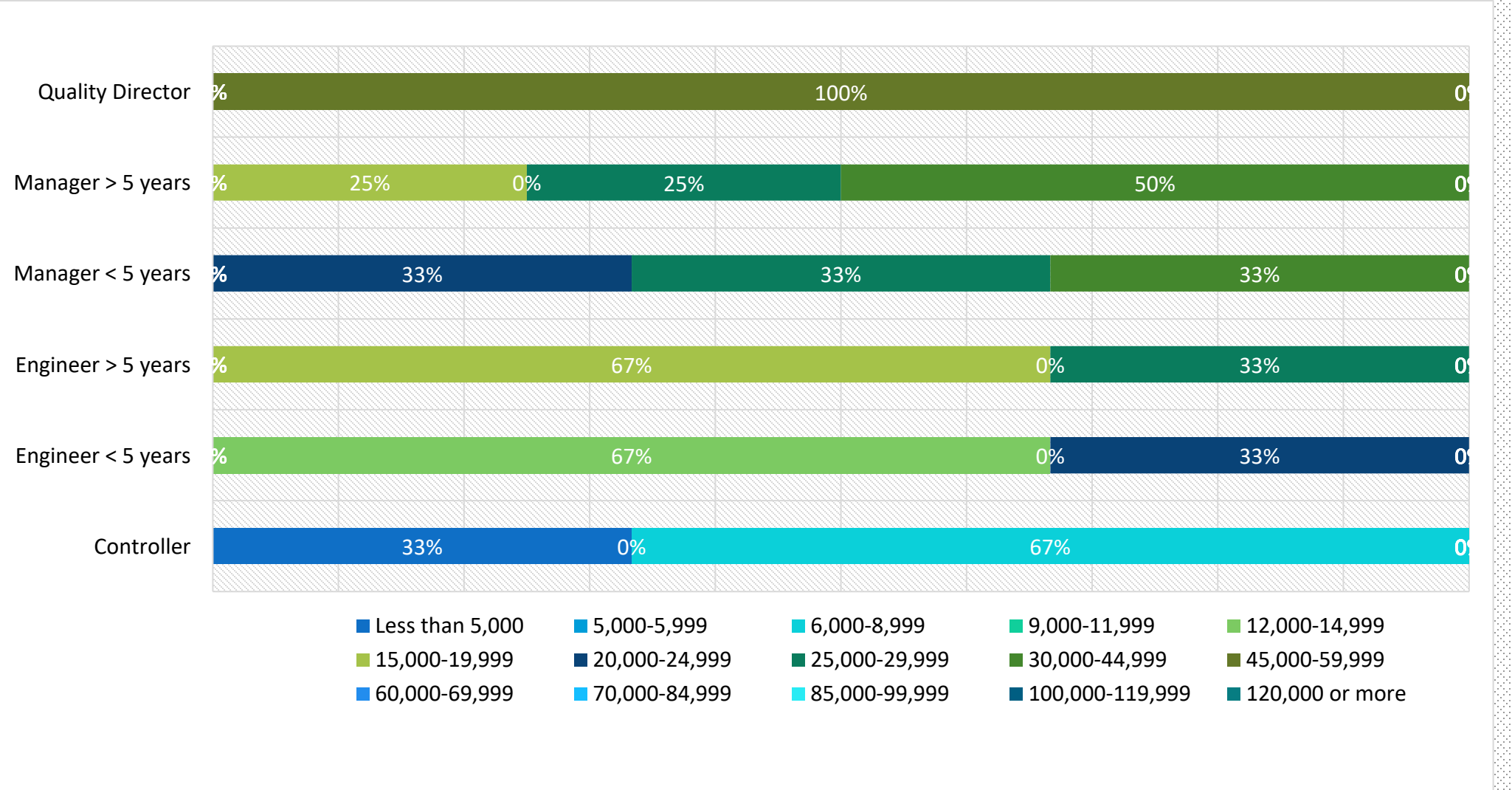
## Procurement personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Procurement Director	45,000 – 59,999	45,000 – 59,999	/
Manager > 5 years	30,000 – 44,999	30,000 – 44,999	/
Manager < 5 years	20,000 – 24,999	20,000 – 24,999	/
Specialist / Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	/
Specialist / Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	/
Assisting/supporting staff	12,000 – 14,999	12,000 – 14,999	/



## Quality personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Quality Director	45,000 – 59,999	45,000 – 59,999	/
Manager > 5 years	25,000 – 29,999	30,000 – 44,999	/
Manager < 5 years	20,000 – 24,999	25,000 – 29,999	/
Engineer > 5 years	15,000 – 19,999	15,000 – 19,999	/
Engineer < 5 years	12,000 – 14,999	12,000 – 14,999	/
Controller	6,000 – 8,999	6,000 – 8,999	/

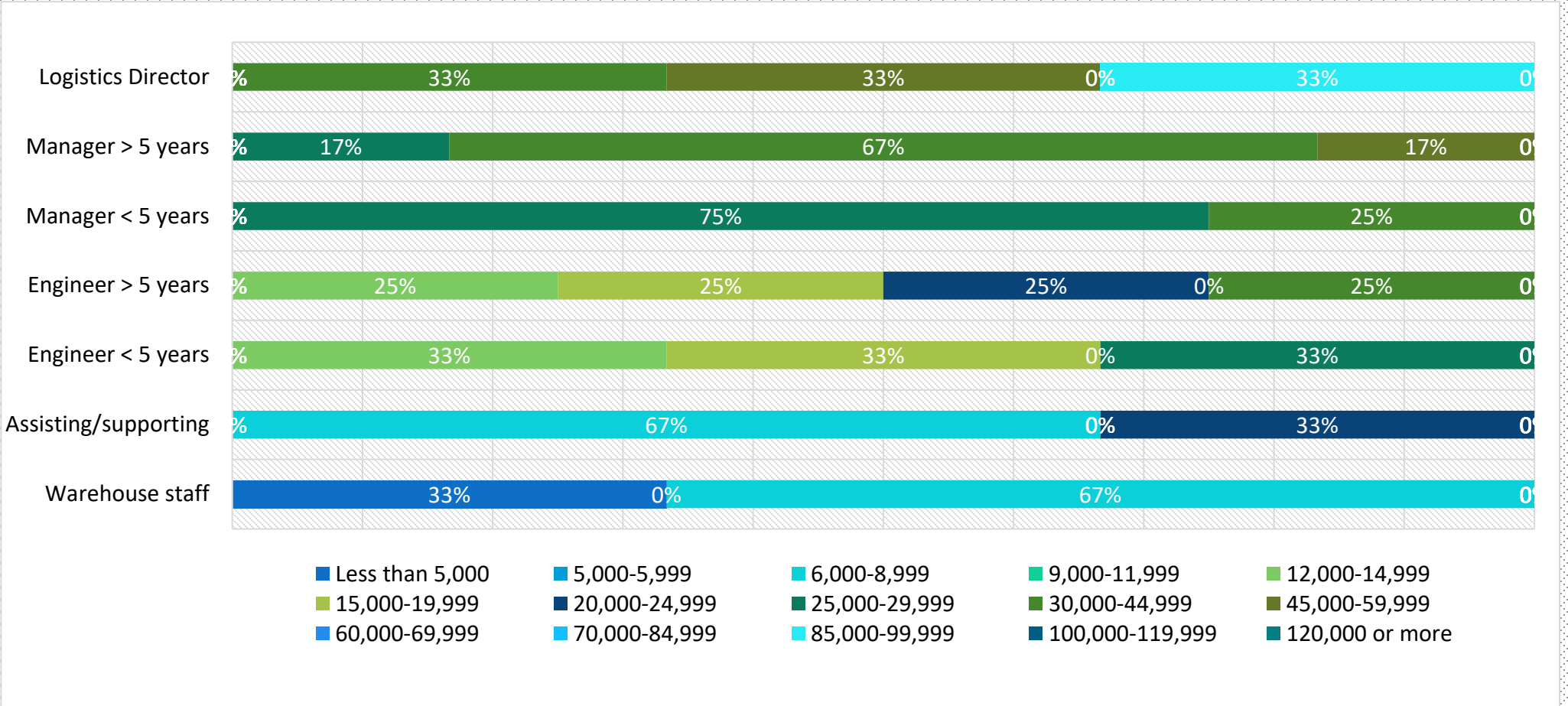




# Salary levels - Healthcare & Life Science

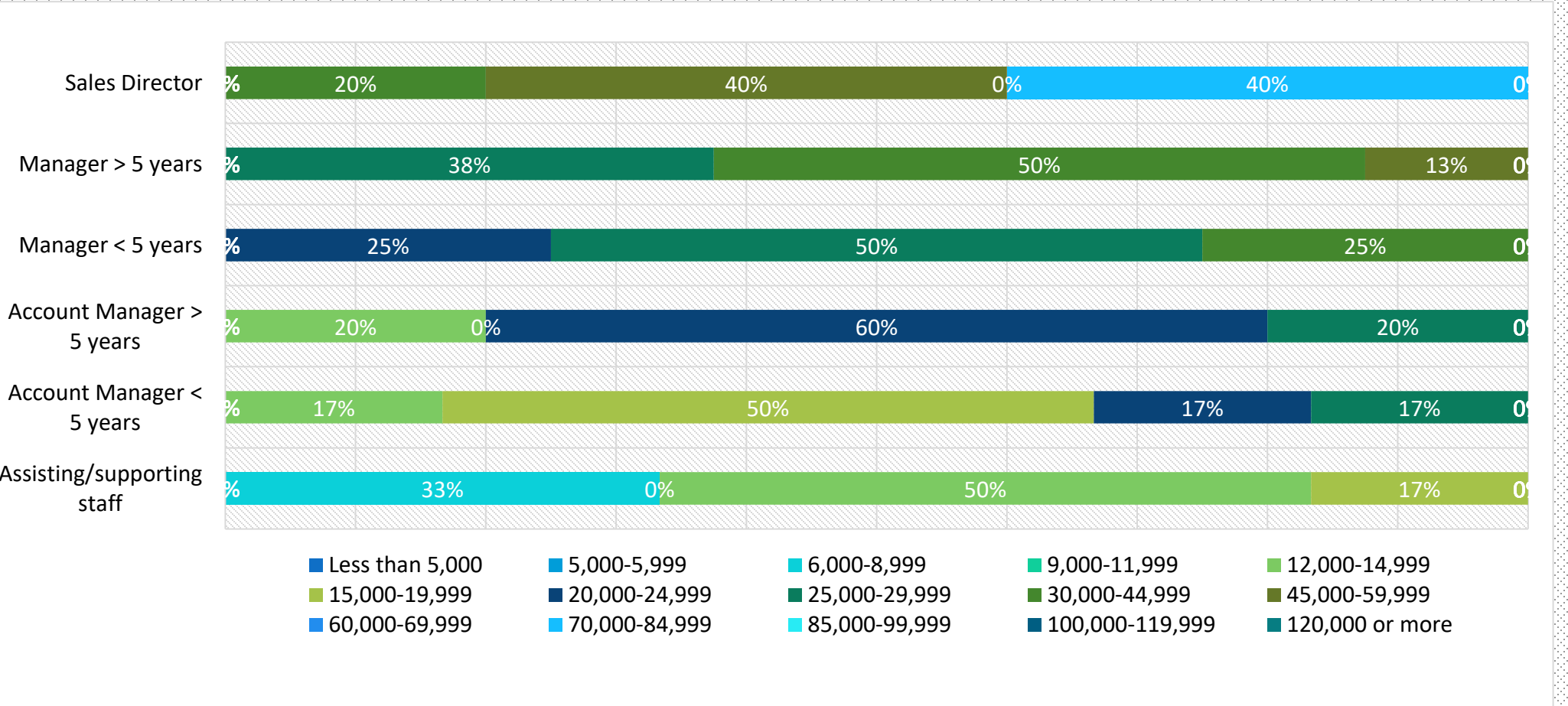
## Logistics personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Logistics Director	45,000 – 59,999	85,000 – 99,999	/
Manager > 5 years	30,000 – 44,999	45,000 – 59,999	/
Manager < 5 years	25,000 – 29,999	30,000 – 44,999	/
Engineer > 5 years	15,000 – 19,999	20,000 – 24,999	/
Engineer < 5 years	12,000 – 14,999	15,000 – 19,999	/
Assisting/supporting	12,000 – 14,999	12,000 – 14,999	/
Warehouse staff	6,000 – 8,999	6,000 – 8,999	/



## Sales personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Sales Director	45,000 – 59,999	70,000 – 85,000	/
Manager > 5 years	30,000 – 44,999	45,000 – 59,999	/
Manager < 5 years	25,000 – 29,999	30,000 – 44,999	/
Account Manager > 5 years	20,000 – 24,999	25,000 – 29,999	/
Account Manager < 5 years	15,000 – 19,999	20,000 – 24,999	/
Assisting/supporting staff	9,000 – 11,999	15,000 – 19,999	/

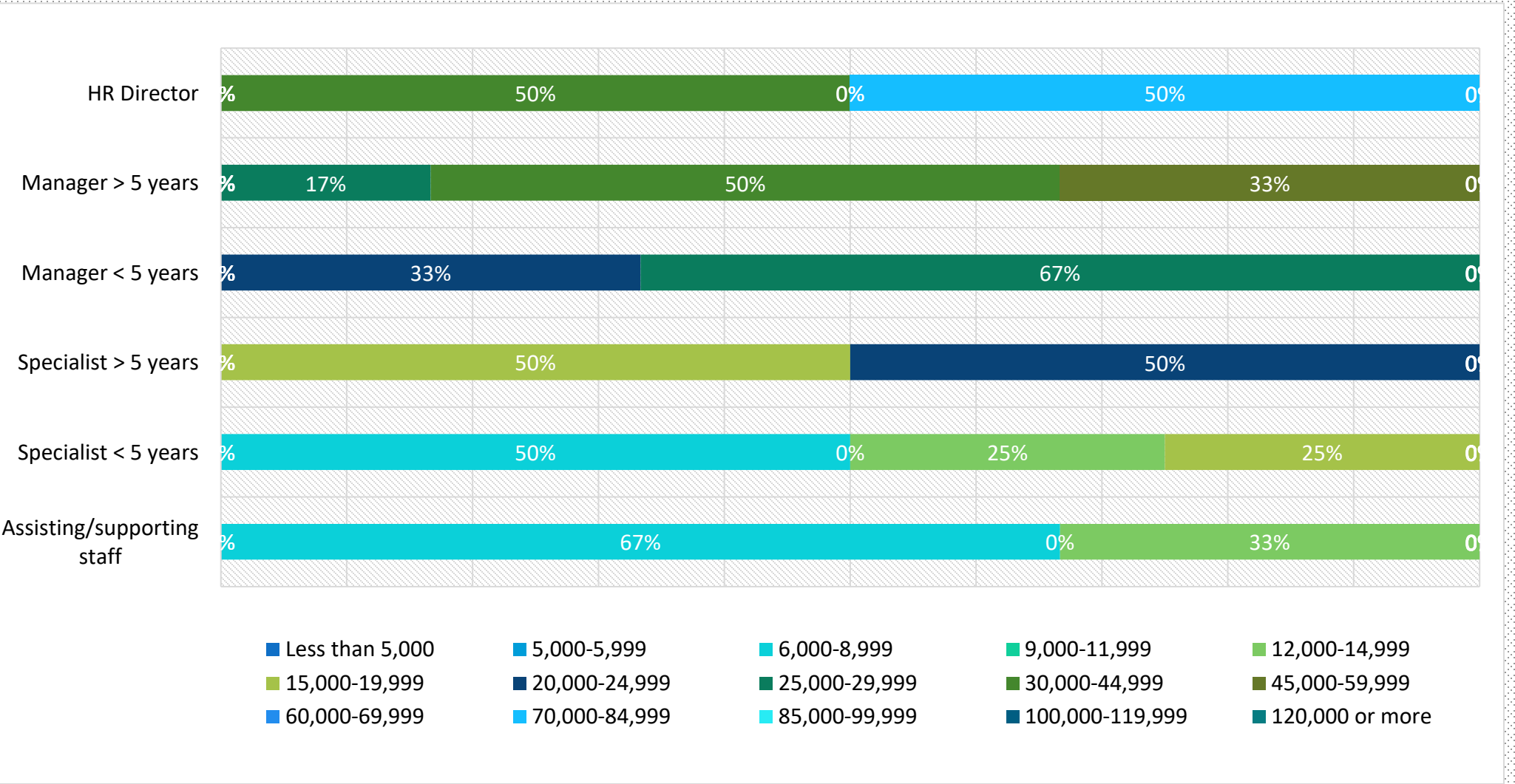




# Salary levels - Healthcare & Life Science

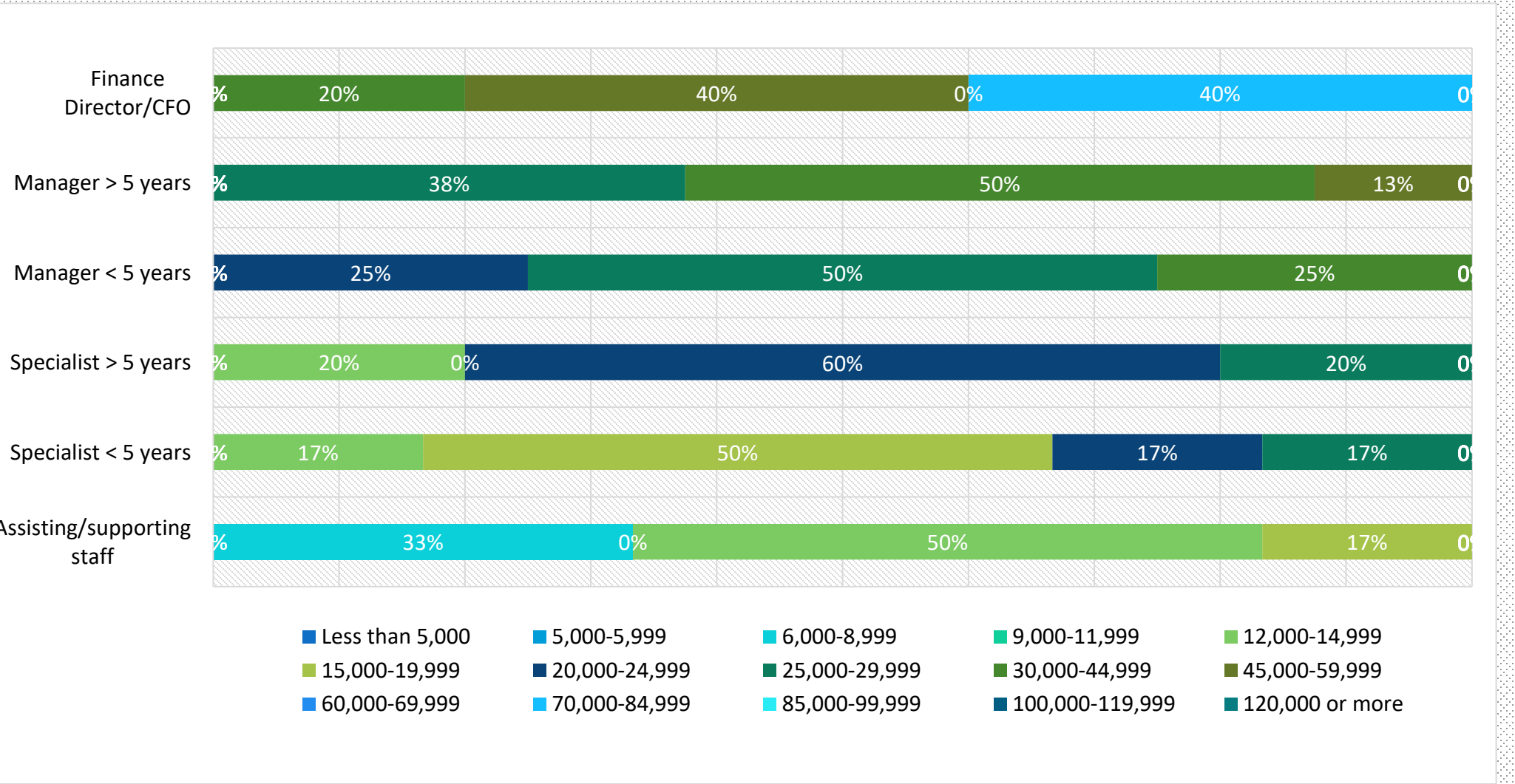
## HR personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
HR Director	60,000 – 69,999	70,000 – 84,999	/
Manager > 5 years	30,000 – 44,999	30,000 – 44,999	/
Manager < 5 years	25,000 – 29,999	25,000 – 29,999	/
Specialist > 5 years	15,000 – 19,999	20,000 – 24,999	/
Specialist < 5 years	12,000 – 14,999	15,000 – 19,999	/
Assisting/supporting staff	6,000 – 8,999	12,000 – 14,999	/



## Finance personnel

Position	Average gross monthly salary (CNY)		
	Shanghai	Beijing	Jiangsu
Finance Director/CFO	70,000 – 84,999	85,000 – 99, 999	/
Manager > 5 years	45,000 – 59,999	45,000 – 59,999	/
Manager < 5 years	30,000 – 44,999	30,000 – 44,999	/
Specialist > 5 years	20,000 – 24,999	20,000 – 24,999	/
Specialist < 5 years	15,000 – 19,999	15,000 – 19,999	/
Assisting/supporting staff	12,000 – 14,999	12,000 – 14,999	/





# Salary levels - Trading & Sourcing

With only 5% 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
CEO / President	/	/
General Manager/MD	125,000	100,000 - 150,000
Deputy GM/Branch Manager	70,000	60,000 - 80,000
Plant Manager/Operation Director	52,500	45,000 - 60,000
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	40,000	30,000 - 50,000



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
CEO / President	/	/
General Manager/MD	125,000	100,000 - 150,000
Deputy GM/Branch Manager	90,000	80,000 - 100,000
Plant Manager/Operation Director	65,000	60,000 - 70,000
R&D Director	65,000	60,000 - 70,000
Sales Director	65,000	60,000 – 70,000
HR Director	65,000	60,000 - 70,000
Finance Director	65,000	60,000 - 70,000





# Acknowledgements

2024-2025 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

2024-2025

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