

HUDSON FINANCIAL SERVICES

Salary guide

HONG KONG (HKD '000)

	Analyst	Associate/Assistant Vice President	Associate Director/ Vice President	Director/ Executive Director	Managing Director
Middle & Back Office					
Operations					
Global Markets - Trade Support	300 - 540	540 - 900	900 - 1,300	1,300 - 2,000	N/A
Corporate Actions/ Settlements	240 - 420	420 - 900	900 - 1,300	1,300 - 1,800	N/A
KYC/Client On-Boarding	300 - 540	540 - 900	900 - 1,300	1,300 - 1,800	N/A
Corporate Banking Operations	190 - 360	360 - 700	700 - 1,200	1,200 - 1,500	1,500+
Fund Operations	240 - 360	360 - 480	480 - 900	900 - 1,500	1,500+
Retail Operations	150 - 240	240 - 420	420 - 650	650 - 800	800+
Project/Change Management	360 - 450	450 - 660	660 - 1,000	1,000 - 1,500	1,500+
Finance & Accounting					
Financial & Regulatory Reporting	240 - 480	480 - 720	720 - 1,080	1,080 - 1,500	1,500+
Fund Accounting	220 - 360	360 - 520	520 - 800	800 - 1,300	1,300+
Management Reporting	240 - 480	480 - 720	720 - 1,200	1,200 - 1,500	1,500+
Product Control & Valuation	240 - 480	480 - 760	760 - 1,200	1,200 - 1,500	1,500+
Treasury	220 - 380	380 - 660	660 - 1,000	1,000 - 1,500	1,500+

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Asia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only. They relate to base salaries and exclude superannuation/bonuses/incentive schemes/stock options.

HONG KONG (HKD '000)

	Analyst	Associate/Assistant Vice President	Associate Director/ Vice President	Director/ Executive Director	Managing Director
Governance & Risk					
Risk					
Operational Risk	180 - 380	380 - 660	660 - 1,000	1,000 - 1,500	1,500+
Credit Risk	180 - 380	380 - 720	720 - 1,200	1,200 - 1,800	1,800+
Market Risk	180 - 380	380 - 720	720 - 1,350	1,350 - 1,800	1,800+
Compliance					
General Compliance	300 - 450	450 - 850	850 - 1,500	1,500 - 2,500	2,500+
Investment Compliance	350 - 500	500 - 800	800 - 1,400	1,400 - 2,000	2,000+
Compliance Advisory	300 - 500	500 - 800	800 - 1,400	1,400 - 2,000	2,000+
AML	300 - 450	450 - 800	800 - 1,300	1,300 - 2,000	2,000+
Legal					
In-house Financial Services	600 - 1,000	1,000 - 1,700	1,700 - 2,200	2,200 - 2,700	2,700+
ISDA Negotiator	450 - 750	750 - 1,000	1,000 - 1,400	1,400+	N/A
Paralegal	300 - 500	500 - 600	600 - 800	N/A	N/A
Company Secretary	250 - 400	400 - 700	700 - 1,000	1,000+	N/A

HONG KONG (HKD '000)

	Analyst	Associate/Assistant Vice President	Associate Director/ Vice President	Director/ Executive Director	Managing Director
Front Office					
Global Markets	420 - 800	800 - 1,200	1,200 - 1,800	1,800 - 2,500	2,500+
IBD Research	300 - 700	600 - 840	840 - 1,500	1,500 - 2,100	2,100+
Product Development (Asset Management)	360 - 480	480 - 600	600 - 1,000	1,000+	N/A
Asset Management - Research	360 - 660	660 - 950	950 - 1,500	1,500 - 2,000	2,000+
Asset Management - Institutional Sales	400 - 700	700 - 1,200	1,200 - 1,600	1,600 - 1,800	1,800+
Asset Management - Wholesale Distribution	350 - 660	660 - 950	950 - 1,400	1,400 - 1,800	1,800+
Private Equity	600 - 1,020	1,020 - 1,400	1,400 - 2,000	2,000 - 3,000	3,000+
Corporate Finance, M&A, ECM & DCM	480 - 780	780 - 1,200	1,200 - 1,600	1,600 - 2,200	2,200+
Corporate Banking RM	360 - 500	500 - 800	800 - 1,300	1,300 - 2,000	2,000+
Retail Banking RM	150 - 240	240 - 420	420 - 650	650 - 1,000	1,000+
Wealth Management RM	240 - 300	300 - 540	540 - 800	800 - 1,400	1,400+
Hedge Fund	720 - 1,200	1,200 - 1,500	1,500 - 2,000	2,000 - 3,000	3,000+

Hong Kong

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Hudson Financial Services

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organization at the appropriate remuneration.

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