

Hudson

Great people. Great performance.

2021 Talent Report



Hudson helps organisations achieve great performance by discovering talent and helping people realise their potential.



A proud history discovering potential for our clients and candidate

Hudson is one of the world's most renowned recruitment brands.

Find the best talent

In today's market where candidates are more passive than ever before, we use our extensive database of specialised talent pools, networks and multiple sourcing channels to find, engage and nurture outstanding candidates quickly.

Rely on deep market knowledge

We understand the intricate needs of our clients and our candidates' niche skillsets, which ensures accuracy in our placements. Our specialist market knowledge of salaries, job titles and hiring trends helps us achieve the best outcome for your organisation at the appropriate remuneration.

Hire with confidence

Using data-driven and best practice talent profiling and assessment techniques, our solutions minimise the risk in hiring decisions and ensure you select high performers who will stay and grow.

We use rigorous recruitment processes and science-based psychometric assessment tools that give you in-depth insights into the skills, behaviours and motivational drivers of candidates. Which in turn helps you make an informed decision when it comes to the cultural fit, capabilities and potential of your people.

Methodology

This Talent Report is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Hong Kong. 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. All figures provided under this Talent Report consist of base salary only and exclude superannuation/bonuses/ incentive schemes/stock options or any other financial benefits/ compensation.

Disclaimer

The Talent Report is based on Hudson's knowledge of the industry and publicly available data. Hudson has endeavoured to verify the accuracy or validity all data and information contained in the Talent Report. This Talent Report is for informational purposes only and Hudson shall not be liable to any person for any claim or loss arising from any actual or anticipated inaccuracies contained in the Talent Report.

HUDSON FINANCIAL SERVICES

Front Office

CORPORATE BANKING - CLIENT COVERAGE

| | Assistant Relationship Manager HKD/000 | Relationship Manager HKD/000 | Senior Relationship Manager HKD/000 | Team Head HKD/000 | Deputy Department Head HKD/000 | Department Head HKD/000 |
|--|--|------------------------------|-------------------------------------|-------------------|--------------------------------|-------------------------|
| Client Coverage - China Corporates | 300 - 500 | 400 - 700 | 600- 1,100 | 850 - 1,500 | 1,100 - 2,000 | 1,700 - 3,000 |
| Client Coverage - Lo Corporates | 300 - 500 | 400 - 700 | 600- 1,100 | 850 - 1,500 | 1,100 - 2,000 | 1,700 - 3,000 |
| Client Coverage - Financial Institutions | 300 - 500 | 400 - 700 | 600- 1,100 | 850 - 1,500 | 1,100 - 2,000 | 1,700 - 3,000 |

CORPORATE BANKING - PRODUCT

| | Analyst HKD/000 | Associate/ Assistant Vice President HKD/000 | Associate Director/Vice President HKD/000 | Director/ Executive Director HKD/000 | Managing Director HKD/000 |
|-----------------------|-----------------|---|---|--------------------------------------|---------------------------|
| Structured Finance | 300 - 500 | 400 - 700 | 600 - 1,100 | 850 - 1,500 | 1,500 - 2,500 |
| Fixed Income/Treasury | 400 - 600 | 500 - 800 | 800 - 1,300 | 1,000 - 1,600 | 1,500 - 3,000 |
| Trade Finance | 300 - 450 | 400 - 650 | 550 - 900 | 800- 1,300 | 1,200 - 2,300 |
| Cash Management | 300 - 450 | 400 - 600 | 500 - 800 | 750 - 1,100 | 900 - 1,500 |

ASSET MANAGEMENT/HEDGE FUND

| | Analyst HKD/000 | Associate/ Assistant Vice President HKD/000 | Associate Director/Vice President HKD/000 | Director/ Executive Director HKD/000 | Managing Director HKD/000 |
|-------------------------------------|-----------------|---|---|--------------------------------------|---------------------------|
| Research | 300 - 500 | 500 - 840 | 840 - 1,440 | 1,200 - 1,800 | 1,500 - 3,000 |
| Portfolio Management (Equity) | n/a | 500 - 840 | 840 - 1,440 | 1,200 - 2,400 | 1,800+ |
| Portfolio Management (Fixed-Income) | n/a | 400 - 700 | 600 - 1,000 | 960 - 2,400 | 1,600+ |
| Institutional Sales | 300 - 500 | 500 - 840 | 840 - 1,440 | 1,200 - 2,400 | 1,800+ |
| Wholesales/Distribution | 300 - 500 | 500 - 840 | 840 - 1,440 | 1,200 - 2,400 | 1,800+ |
| Product Development | 300 - 500 | 500 - 720 | 600 - 1,200 | 1,200+ | n/a |
| Trading | n/a | 300 - 720 | 720 - 960 | n/a | n/a |

HUDSON FINANCIAL SERVICES

Front Office

PRIVATE EQUITY

| | Analyst HKD/000 | Associate/ Assistant Vice President HKD/000 | Associate Director/Vice President HKD/000 | Director/ Executive Director HKD/000 | Managing Director HKD/000 |
|---|----------------------------|--|--|---|--|
| Investment (Local Firms) | 240 - 480 | 360 - 600 | 600 - 960 | 960 - 1,440 | 1,440+ |
| Investment (Global Firms) | n/a | 600 - 840 | 720 - 1,200 | 1,200 - 2,000 | 2,000+ |
| Investor Relations/Fundraising (Local Firms) | n/a | 360 - 480 | 480 - 720 | 720 - 1,200 | 1,200+ |
| Investor Relations/Fundraising (Global Firms) | n/a | 480 - 720 | 720 - 960 | 960 - 1,800 | 1,800+ |

INVESTMENT BANKING/SECURITIES

| | Analyst HKD/000 | Associate/ Assistant Vice President HKD/000 | Associate Director/Vice President HKD/000 | Director/ Executive Director HKD/000 | Managing Director HKD/000 |
|---------------------------------|----------------------------|--|--|---|--|
| IBD (IPO, M&A) | 300 - 700 | 500 - 1,500 | 600 - 2,000 | 1,100 - 2,400 | 2,500+ |
| Sponsor Principal (IPO Sponsor) | n/a | n/a | n/a | n/a | 2,500- 4,000 |
| GCM (ECM, DCM) | 250 - 600 | 400 - 1,200 | 500 - 1,500 | 1,000 - 2,000 | 1,500 - 2,500 |
| Equity Research | 300 - 600 | 400 - 1,000 | 500 - 1,500 | 900 - 2,200 | 1,500 - 2,500 |
| Equity Sales | 301 - 700 | 500 - 1,200 | 600 - 1,500 | 1,200 - 2,500 | 1800 - 3,000 |
| FICC Sales | 300 - 600 | 500 - 1,000 | 550 - 1,440 | 1,100 - 2,400 | 1,500 - 3,000 |
| Trading | 200 - 500 | 450 - 850 | 600 - 1,200 | 1,000 - 2,000 | 1,500 - 2,500 |

CORPORATE

| | Associate - VP HKD/000 | Director- MD HKD/000 |
|----------------------------|-----------------------------------|---------------------------------|
| Strategy/IR/Capital Market | 800 - 1,100 | 1,200 - 2,500 |

HUDSON FINANCIAL SERVICES

Middle & Back Functions

Risk Management

MARKET RISK

| | Officer/Associate HKD/000 | Manager/AVP HKD/000 | Senior Manager/VP HKD/000 | SVP/MD HKD/000 |
|--|------------------------------|------------------------|------------------------------|-------------------|
| Virtual/Retail/Commercial | 250 - 450 | 480 - 720 | 800 - 1,200 | 1,500 - 2,200 |
| Corporate and Investment | 300 - 480 | 500 - 800 | 1,000 - 1,400 | 1,600 - 2,400 |
| Securities Brokerage | 210 - 350 | 420 - 700 | 900 - 1,200 | 1,200 - 1,800 |
| Private Equity/Hedge Fund/Asset Management | n/a | n/a | n/a | n/a |

LIQUIDITY RISK

| | Officer/Associate HKD/000 | Manager/AVP HKD/000 | Senior Manager/VP HKD/000 | SVP/MD HKD/000 |
|--|------------------------------|------------------------|------------------------------|-------------------|
| Virtual/Retail/Commercial | 280 - 400 | 450 - 650 | 800 - 1,200 | 1,600 - 2,000 |
| Corporate and Investment | 350 - 450 | 480 - 750 | 900 - 1,300 | 1,900 - 2,400 |
| Securities Brokerage | 300 - 450 | 480 - 700 | 850 - 1,300 | 1,400 - 1,600 |
| Private Equity/Hedge Fund/Asset Management | n/a | n/a | n/a | n/a |

CREDIT RISK

| | Officer/Associate HKD/000 | Manager/AVP HKD/000 | Senior Manager/VP HKD/000 | SVP/MD HKD/000 |
|--|------------------------------|------------------------|------------------------------|-------------------|
| Virtual/Retail/Commercial | 240 - 300 | 420 - 550 | 750 - 1,200 | 1,200 - 1,800 |
| Corporate and Investment | 250 - 350 | 480 - 600 | 850 - 1,500 | 1,300 - 1,900 |
| Securities Brokerage | 250 - 400 | 450 - 600 | 800 - 1,300 | 1,200 - 1,800 |
| Private Equity/Hedge Fund/Asset Management | n/a | n/a | n/a | n/a |

OPERATIONAL RISK

| | Officer/Associate HKD/000 | Manager/AVP HKD/000 | Senior Manager/VP HKD/000 | SVP/MD HKD/000 |
|--|------------------------------|------------------------|------------------------------|-------------------|
| Virtual/Retail/Commercial | 220 - 350 | 360 - 550 | 800 - 1,000 | 1,100 - 2,000 |
| Corporate and Investment | 250 - 380 | 400 - 600 | 650 - 1,080 | 1,200 - 1,800 |
| Securities Brokerage | 216 - 320 | 300 - 450 | 800 - 1,000 | 1,000 - 1,500 |
| Private Equity/Hedge Fund/Asset Management | n/a | n/a | n/a | n/a |

HUDSON FINANCIAL SERVICES

Middle & Back Functions

GENERAL RISK MANAGEMENT

| | Officer/ Associate HKD/000 | Manager/AVP HKD/000 | Senior Manager/VP HKD/000 | SVP/MD HKD/000 | Head of Risk Management/ CRO HKD/000 |
|---|----------------------------------|------------------------|---------------------------------|-------------------|--|
| Virtual/Retail/Commercial | n/a | n/a | n/a | n/a | 1,800 - 2,800 |
| Corporate and Investment | n/a | n/a | n/a | n/a | 2,000 - 3,500 |
| Securities Brokerage | n/a | n/a | n/a | n/a | 2,000 - 3,500 |
| Private Equity/Hedge Fund/Asset Management | 240 - 400 | 400 - 700 | 600 - 900 | 800 - 1,000 | 2,000 - 3,000 |

Compliance

RETAIL, CORPORATE and VIRTUAL BANK

| | Officer/ Senior Officer | | Assistant Manager | | Manager - Senior Manager | | Team Head | |
|-----------------------------|----------------------------|-------------------------|-------------------------|-------------------------|-----------------------------|-------------------------|-------------------------|-------------------------|
| | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 |
| General Compliance | 144 | 330 | 330 | 480 | 450 | 560 | 560 | 960 |
| AML/FCC | 144 | 330 | 330 | 480 | 450 | 600 | 600 | 1,200 |
| Transaction monitoring | 144 | 288 | 330 | 480 | 420 | 540 | 560 | 960 |
| Insurance and Investment | 144 | 300 | 300 | 480 | 420 | 540 | 540 | 960 |
| Head of Compliance | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 960 | | | | 2,000 | | | |
| Chief Compliance Officer | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 2,400 | | | | 3,000 | | | |

INVESTMENT BANKING & SECURITIES

| | Analyst/ Senior Analyst | | Associate/ Senior Associate | | Manager - Senior Manager | | Team Head | |
|-----------------------------|----------------------------|-------------------------|--------------------------------|-------------------------|-----------------------------|-------------------------|-------------------------|-------------------------|
| | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 |
| General Compliance | 200 | 260 | 260 | 400 | 400 | 800 | 960 | 1,400 |
| AML/FCC | 200 | 260 | 260 | 400 | 500 | 1,000 | 960 | 1,400 |
| Control Room | 200 | 260 | 260 | 400 | 400 | 1,000 | 960 | 1,400 |
| Trade Surveillance | 200 | 260 | 260 | 400 | 400 | 1,000 | 960 | 1,400 |
| IBD Compliance | 200 | 260 | 260 | 400 | 500 | 1,000 | 960 | 1,400 |
| Wealth Management | 200 | 260 | 260 | 400 | 400 | 800 | 800 | 1,200 |
| Head of Compliance | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 1,200 | | | | 3,000 | | | |
| Chief Compliance Officer | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 2,500 | | | | 5,000 | | | |

HUDSON FINANCIAL SERVICES

Middle & Back Functions

ASSET MANAGEMENT & PRIVATE EQUITY

| | Analyst/ Senior Analyst | | Associate/ Senior Associate | | Manager - Senior Manager | | Team Head | |
|--------------------------|----------------------------|-------------------|-----------------------------|-------------------|----------------------------|-------------------|-------------------|-------------------|
| | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 |
| Business Compliance | 180 | 216 | 200 | 312 | 360 | 600 | 600 | 960 |
| Investment Compliance | 180 | 216 | 200 | 312 | 360 | 600 | 600 | 960 |
| Head of Compliance | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 720 | | | | 1,800 | | | |
| Chief Compliance Officer | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 1,200 | | | | 3,000 | | | |

Operations

RETAIL , CORPORATE, VIRTUAL BANKING

| | Officer/ Senior Officer | | Assistant Manager | | Manager - Senior Manager | | Team Head | |
|---------------------------------------|----------------------------|-------------------|-------------------|-------------------|----------------------------|-------------------|-------------------|-------------------|
| | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 |
| KYC, Account Opening | 180 | 330 | 330 | 450 | 450 | 560 | 560 | 720 |
| Customer Services | 180 | 330 | 330 | 450 | 450 | 560 | 560 | 720 |
| Remittance, Payment Operations | 180 | 360 | 360 | 480 | 480 | 600 | 600 | 840 |
| Credit Documentation/ Loan Operations | 180 | 300 | 300 | 420 | 420 | 540 | 540 | 720 |
| Project Management | 220 | 340 | 340 | 460 | 460 | 580 | 580 | 820 |
| Head of Operations | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 720 | | | | 1,800 | | | |
| Chief Operating Officer | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 960 | | | | 3,000 | | | |

HUDSON FINANCIAL SERVICES

Middle & Back Functions

Operations

INVESTMENT BANKING & SECURITIES

| | Analyst/ Senior Analyst | | Associate/ Senior Associate | | Manager/ AVP/ VP | | Team Head | |
|-------------------------------|----------------------------|-------------------|-----------------------------|-------------------|----------------------------|-------------------|-------------------|-------------------|
| | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 |
| Client onboarding | 180 | 300 | 420 | 580 | 580 | 720 | 720 | 860 |
| Client Services | 180 | 300 | 420 | 580 | 580 | 720 | 720 | 860 |
| Trade Support / Middle Office | 180 | 300 | 420 | 580 | 580 | 720 | 720 | 860 |
| Settlement | 180 | 300 | 420 | 580 | 580 | 720 | 720 | 860 |
| Project Management | 240 | 360 | 360 | 480 | 480 | 600 | 600 | 840 |
| Operations Manager | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 580 | | | | 720 | | | |
| Head of Operations | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 860 | | | | 1,800 | | | |
| Chief Operating Officer | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 1,200 | | | | 3,000 | | | |

ASSET MANAGEMENT & PRIVATE EQUITY

| | Analyst/ Senior Analyst | | Associate/ Senior Associate | | Manager/ AVP/ VP | | Team Head | |
|--------------------------------------|----------------------------|-------------------|-----------------------------|-------------------|----------------------------|-------------------|-------------------|-------------------|
| | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 | Min Annum HKD/000 | Max Annum HKD/000 |
| Client onboarding | 180 | 300 | 420 | 580 | 580 | 720 | 720 | 860 |
| Fund Administration/ Fund Operations | 180 | 300 | 420 | 580 | 580 | 720 | 720 | 860 |
| Client Services | 180 | 300 | 420 | 580 | 580 | 720 | 720 | 860 |
| Operations Manager | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 420 | | | | 720 | | | |
| Head of Operations | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 720 | | | | 1,800 | | | |
| Chief Operating Officer | Min Annum (HKD/000) | | | | Max Annum (HKD/000) | | | |
| | 960 | | | | 3,000 | | | |

HUDSON

Accounting & Finance

VIRTUAL/CORPORATE/COMMERCIAL BANK

| | Anaylst/ Officer/ Accountant HKD/000 | Associate/ Assistant Finance Manager HKD/000 | Finance Manager/VP HKD/000 | Senior Manager/ SVP HKD/000 | Deputy Department Head HKD/000 | Head of Finance/ Financial Controller HKD/000 | CFO HKD/000 |
|--------------------------|---|---|---|--|---|--|------------------------|
| A&F | 216 - 360 | 360 - 480 | 480 - 720 | 720 - 960 | 960 - 1,200 | 1,200 - 1,500 | 1,500 - 2,200 |
| Regulatory Reporting | 240 - 400 | 400 - 540 | 520 - 750 | 750 - 960 | 960 - 1,300 | 1,300 - 1,500 | |
| Financial Reporting | 216 - 360 | 360 - 480 | 480 - 720 | 720 - 960 | 960 - 1,200 | 1,200 - 1,500 | |
| Management Accounting | 216 - 360 | 360 - 480 | 480 - 720 | 720 - 960 | 960 - 1,200 | 1,200 - 1,500 | |

BROKERAGE AND INVESTMENT BANK

| | Anaylst/ Officer/ Accountant HKD/000 | Associate/ Assistant Finance Manager HKD/000 | Finance Manager/VP HKD/000 | Senior Manager/ SVP HKD/000 | Deputy Department Head HKD/000 | Head of Finance/ Financial Controller HKD/000 | CFO HKD/000 |
|--|---|---|---|--|---|--|------------------------|
| | 240 - 360 | 360 - 500 | 500 - 800 | 800 - 1,000 | 1,000 - 1,400 | 1,400 - 1,800 | 1,800 - 2,500 |

BUYSIDE (PE, HEDGE FUND, ASSET MANAGEMENT)

| | Fund accountant/ Senior Fund Accountant HKD/000 | Assistant Finance Manager HKD/000 | Finance Manager/VP HKD/000 | Senior Manager/SVP HKD/000 | Head of Finance/ Financial Controller HKD/000 | CFO HKD/000 |
|--|--|--|---|---|--|------------------------|
| | 200 - 480 | 480 - 600 | 600 - 900 | 900 - 1,200 | 1,200 - 1,800 | 1,800 - 2,600 |

HUDSON

Accounting & Finance

FINTECH

| | Accountant/ Senior Accountant HKD/000 | Finance Manager HKD/000 | Senior Finance HKD/000 | Head of Finance HKD/000 | CFO HKD/000 |
|--|--|------------------------------------|-----------------------------------|------------------------------------|------------------------|
| | 200 - 360 | 360 - 600 | 600 - 720 | 720 - 960 | 960 - 1,200 |

INTINTERNAL AUDIT

| | Auditor/ Senior Auditor HKD/000 | Audit Manager HKD/000 | Senior Audit Manager HKD/000 | Head of Audit/ Audit Director HKD/000 | Chief Auditor HKD/000 |
|----------------------------------|--|----------------------------------|---|--|----------------------------------|
| Banking & Sell Side & Buyside | 240 - 500 | 500 - 720 | 720 - 1,000 | 1,000 - 1,500 | 1,500 - 2,400 |

TREASURY

| | Officer/ Senior Officer HKD/000 | AVP/Manager HKD/000 | VP/ Senior Manager HKD/000 | Director HKD/000 | Head of Treasury HKD/000 |
|---------------------|--|--------------------------------|---|-----------------------------|-------------------------------------|
| Banking & Sell Side | 240 - 480 | 480 - 800 | 800 - 1,000 | 1,000 - 1,600 | 1,600 - 2,500 |

INTERNATIONAL PRIVATE PRACTICE / LAW FIRM

| | 0-5 years HKD/000 | 5-7 years HKD/000 | 8-10 years HKD/000 | 10+ years HKD/000 |
|------------------------|----------------------|----------------------|-----------------------|----------------------|
| Legal Secretary | 240 - 300 | 264 - 350 | 350 - 400 | 400 - 500 |
| Senior Legal Secretary | 264 - 350 | 350 - 400 | 400 - 500 | 400 - 500 |
| Legal Translator | 240 - 350 | 300 - 400 | 400 - 500 | 400 - 500 |
| Associate | 840 - 1,100 | 960 - 1,200 | 1,200 - 1,400 | 1400 - 1,600 |
| Salary Partner | | | | 1,600 - 2,000+ |

LOCAL PRIVATE PRACTICE / LAW FIRM

| | 0-5 years HKD/000 | 5-7 years HKD/000 | 8-10 years HKD/000 | 10+ years HKD/000 |
|------------------------|----------------------|----------------------|-----------------------|----------------------|
| Legal Secretary | 240 - 300 | 264 - 350 | 350 - 400 | 400 - 500 |
| Senior Legal Secretary | 264 - 350 | 350 - 400 | 400 - 500 | 400 - 500 |
| Legal Translator | 240 - 350 | 300 - 400 | 400 - 500 | 400 - 500 |
| Associate | 480 - 520 | 520 - 1,000 | 1,000 - 1,200 | 1,200 - 1,600 |
| Salary Partner | | | | 1,000 - 1,500+ |

US PRIVATE PRACTICE / LAW FIRM

| | 0-5 years HKD/000 | 5-7 years HKD/000 | 8-10 years HKD/000 | 10+ years HKD/000 |
|------------------------|----------------------|----------------------|-----------------------|----------------------|
| Legal Secretary | 240 - 300 | 264 - 350 | 350 - 400 | 400 - 500 |
| Senior Legal Secretary | 264 - 350 | 350 - 400 | 400 - 500 | 400 - 500 |
| Legal Translator | 240 - 350 | 300 - 400 | 400 - 500 | 400 - 500 |
| Associate | 1,000 - 1,100 | 1,100 - 1,500 | 1,500 - 2,000 | 2,000 - 2,500 |
| Salary Partner | | | | 1,600 - 2,500+ |

HUDSON

Legal

IN-HOUSE - COMMERCE

| | 0-5 years HKD/000 | 5-7 years HKD/000 | 8-10 years HKD/000 | 10+ years HKD/000 |
|--|----------------------|----------------------|-----------------------|----------------------|
| Legal Asssitant / Paralegal | 150 - 200 | 200 - 250 | 250 - 300 | 300+ |
| Senior Paralegal / Senior Legal Officer / Legal Manager | 300 - 420 | 420 - 450 | 450 - 500 | 500+ |
| Legal Counsel - Senior Legal Counsel | 550 - 700 | 750 - 860 | 860 - 1,080 | 1,100+ |
| Associate General Counsel | | | | 1,500 - 2,000 |
| General Counsel | | | | 1,600 - 2,500+ |

IN-HOUSE - FINANCIAL SERVICES

| | 0-5 years HKD/000 | 5-7 years HKD/000 | 8-10 years HKD/000 | 10+ years HKD/000 |
|--|----------------------|----------------------|-----------------------|----------------------|
| Legal Asssitant / Paralegal | 150 - 200 | 200 - 250 | 250 - 300 | 300+ |
| Senior Paralegal / Senior Legal Officer / Legal Manager | 300 - 420 | 420 - 450 | 450 - 500 | 500+ |
| Legal Counsel - Senior Legal Counsel | 550 - 700 | 750 - 860 | 860 - 1,080 | 1,100+ |
| Associate General Counsel | | | | 1,500 - 2,000 |
| General Counsel | | | | 1,800 - 3,200+ |

HUDSON

Sales, Marketing and Digital

ADVERTISING AGENCIES

| | Executive HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|---------------------------------|----------------------|--------------------|---------------------------|------------------------------|
| Account Servicing | 150 - 180 | 200 - 280 | 280 - 450 | 450 - 700+ |
| Creative | 120 - 200 | 200 - 350 | 350 - 550 | 550 - 800+ |
| Design & Art | 120 - 200 | 200 - 350 | 350 - 550 | 550 - 650+ |
| Copywriting | 150 - 200 | 200 - 300 | 300 - 500 | 500 - 800+ |
| Strategy / Planning | 200 - 250 | 250 - 400 | 400 - 600 | 600 - 900+ |
| Project Management / Production | 120 - 150 | 150 - 250 | 250 - 400 | 400 - 650+ |
| PR & Event Consultant | 150 - 180 | 200 - 280 | 280 - 450 | 450 - 700+ |

DIGITAL AGENCIES

| | Executive HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|-------------------------|----------------------|--------------------|---------------------------|------------------------------|
| Specialist | 180 - 250 | 250 - 350 | 350 - 550 | 550 - 800+ |
| Design & Creative | 150 - 200 | 200 - 350 | 350 - 450 | 450 - 800+ |
| UX/UI Designer | 180 - 200 | 200 - 450 | 450 - 700 | 700 - 900+ |
| Strategy / Planning | 150 - 200 | 200 - 350 | 350 - 450 | 450 - 800+ |
| Project Management | 120 - 150 | 150 - 250 | 250 - 400 | 400 - 650+ |
| E-Commerce | 150 - 250 | 250 - 500 | 500 - 800 | 800 - 1,500+ |
| SEO Specialist | 150 - 200 | 200 - 350 | 350 - 650 | 650 - 1,000+ |
| Social Media Consultant | 200 - 300 | 300 - 500 | 500 - 700 | 700 - 1,200+ |
| Creative Technologist | n/a | 400 - 500 | 500 - 700 | 700 - 1,100+ |

DIGITAL PRODUCT MANAGEMENT

| | Junior HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|-----------------------------------|-------------------|--------------------|---------------------------|------------------------------|
| Analytics & Business Intelligence | 200 - 350 | 350 - 450 | 450 - 600 | 600 - 1,800+ |
| Product Management | 250 - 350 | 350 - 600 | 600 - 800 | 800 - 1,000+ |
| Product Operations | 250 - 350 | 350 - 600 | 600 - 800 | 800 - 1,800+ |
| Growth Hacking | 180 - 250 | 250 - 350 | 350 - 650 | 650 - 1,000+ |
| Product Marketing | 180 - 250 | 250 - 350 | 350 - 650 | 650 - 1,000+ |

HUDSON

Sales, Marketing and Digital

FOOD AND BEVERAGE

| | Assistant Manager HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|-------------------------|------------------------------|--------------------|---------------------------|------------------------------|
| National Sales | n/a | 600 - 800 | 800 - 1,000 | 1,000 - 4,000 |
| Regional Sales | 200 - 350 | 350 - 600 | 600 - 800 | 800 - 2,000 |
| Key Account Management | 250 - 400 | 400 - 700 | 700 - 1,000 | 1,000 - 2,000 + |
| Trade Marketing | 250 - 350 | 350 - 600 | 600 - 900 | 1,000 - 2,000 + |
| Brand Marketing | 250 - 400 | 400 - 600 | 600 - 1,000 | 1,000 - 2,000 + |
| Chain Store Operations | 180 - 300 | 300 - 400 | 400 - 600 | 700 + |
| Chain Store Marketing | 180 - 300 | 300 - 500 | 500 - 800 | 900 + |
| e-Commerce | 200 - 400 | 400 - 600 | 600 - 1,000 | 1,000 - 3,000 + |
| Digital Marketing | 250 - 400 | 400 - 650 | 650 - 1,000 | 1,000 - 2,500 + |
| Special Channel and CVS | 150 - 300 | 300 - 400 | 400 - 800 | n/a |

FOOD SOLUTION

| | Assistant Manager HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|--------------------------------|------------------------------|--------------------|---------------------------|------------------------------|
| Regional Sales | 200 - 300 | 300 - 400 | 500 - 650 | 750 + |
| Key Account Management | n/a | 300 - 600 | 500 - 700 | 800 + |
| Trade Marketing - Food Service | n/a | 350 - 600 | 600 - 700 | 700 + |
| Brand Marketing - Food Service | 300 - 400 | 400 - 600 | 600 - 1,000 | 1,000 + |
| Sales Technical Support | 250 - 350 | 350 - 500 | 500 - 700 | 800 + |
| Client Services | 150 - 350 | 300 - 450 | 450 - 700 | 700 - 1,500 |
| Insights and Strategy | 150 - 300 | 300 - 450 | 450 - 750 | 750 - 1,300 |

HUDSON

Sales, Marketing and Digital

EDUCATION TRAINING / INTERNATIONAL SCHOOL

| | | | | |
|----------------------------------|--------------|-----------|-----------|-------|
| Principal | 800 - 1,200+ | | | |
| Vice Principal | 600 - 900 | | | |
| Education General Management | | | | 1,250 |
| B2C Sales | 300 - 400 | 400 - 500 | 500 - 600 | 700+ |
| BD/Partnership | 300 - 400 | 400 - 500 | 600 - 800 | 800+ |
| Operation Management | 300 - 400 | 400 - 500 | 500 - 600 | 1000+ |
| Digital Marketing | 300 - 400 | 400 - 500 | 500 - 600 | 800+ |
| Marketing Management | 250 - 300 | 300 - 400 | 400 - 600 | 600+ |
| Product Management | 300 - 400 | 500 - 600 | 600 - 900 | 1000+ |
| Curriculum Developing / Training | 300 - 400 | 400 - 500 | 500 - 600 | 800+ |
| Academic Management | 300 - 400 | 400 - 500 | 500 - 600 | 800+ |
| Admission / Communication | 300 - 400 | 400 - 500 | 500 - 600 | 600+ |

ENTERTAINMENT

| | Assistant Manager HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|---------------------------|------------------------------|--------------------|---------------------------|------------------------------|
| Sponsorship & Partnership | 300 - 400 | 400 - 700 | 700 - 900 | 900+ |
| Marketing | 250 - 300 | 300 - 500 | 500 - 800 | 800+ |
| Event Operation | 250 - 300 | 300 - 500 | 500 - 800 | 800+ |
| Licensing/ IP & Copyright | 250 - 400 | 400 - 600 | 600 - 900 | 1,000+ |
| Content Generation | 300 - 400 | 400 - 700 | 700 - 900 | 900+ |
| Artist Management | 250 - 300 | 300 - 500 | 500 - 800 | 800+ |
| Distribution & Promotion | 250 - 300 | 300 - 400 | 400 - 700 | 700+ |
| Film & TV Production | 250 - 300 | 300 - 400 | 400 - 700 | 700+ |
| MCN Management | 250 - 300 | 300 - 400 | 400 - 700 | 700+ |
| E-sports marketing | 300 - 500 | 500 - 700 | 700 - 900 | 900+ |
| E-sports sponsorship | 250 - 300 | 300 - 400 | 400 - 700 | 700+ |
| Game Club operation | 300 - 500 | 500 - 700 | 700 - 1,000 | 1,000+ |
| A&R | 300 - 500 | 500 - 700 | 700 - 1,000 | 1,000+ |
| Internet short video | 250 - 300 | 300 - 400 | 400 - 700 | 700+ |
| Game distribution | 250 - 300 | 300 - 500 | 500 - 800 | 800+ |
| Game operation | 250 - 300 | 300 - 500 | 500 - 800 | 800+ |

HUDSON

Sales, Marketing and Digital

RETAIL

| | Assistant Manager HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|----------------------------|------------------------------|--------------------|---------------------------|------------------------------|
| Business Development | 250 - 350 | 350 - 500 | 500 - 800 | 800 - 1,500 |
| Public Relations / Event | 200 - 300 | 300 - 500 | 500 - 800 | 800 - 1,500 |
| Brand Marketing | 200 - 300 | 300 - 500 | 500 - 800 | 800 - 1,500 |
| Trade / Retail Marketing | 200 - 300 | 300 - 500 | 500 - 800 | 800 - 1,200 |
| Buying / Merchandising | 200 - 400 | 400 - 550 | 550 - 1,000 | 1,000 - 1,500 |
| Visual Merchandising | 200 - 300 | 300 - 500 | 500 - 800 | 800 - 1,200 |
| Retail Management | 200 - 300 | 300 - 550 | 550 - 800 | 800 - 3,000 |
| Wholesales Management | 200 - 300 | 300 - 500 | 500 - 800 | 800 - 1,500 |
| Training Management | 200 - 300 | 300 - 550 | 550 - 800 | 800 - 1,000 |
| CRM | 200 - 300 | 300 - 550 | 550 - 850 | 850 - 1,200 |
| Online / Digital Marketing | 200 - 450 | 450 - 650 | 650 - 850 | 850 - 2,000 |
| e-Commerce | 200 - 350 | 400 - 750 | 750 - 1,000 | 1,000 - 2,000 |

FMCG AND COSMETICS

| | Assistant Manager HKD/000 | Manager HKD/000 | Senior Manager HKD/000 | Director or above HKD/000 |
|---------------------------------------|------------------------------|--------------------|---------------------------|------------------------------|
| National Sales | n/a | 600 - 800 | 800 - 1,000 | 1,000 - 4,000 |
| Regional Sales | 200 - 400 | 350 - 600 | 600 - 800 | 800 - 2,000 |
| Sales Operations | 150 - 300 | 300 - 700 | 700 - 1,000 | 1,000 - 2,000 + |
| Key Account Management | 250 - 300 | 400 - 600 | 600 - 1,000 | 1,000 - 2,000 + |
| Trade Marketing | 200 - 300 | 350 - 600 | 600 - 900 | 1,000 - 2,000 + |
| Brand / Product Marketing | 200 - 300 | 400 - 700 | 700 - 1,000 | 1,000 - 2,000 + |
| Digital Marketing | 250 - 400 | 400 - 700 | 700 - 1,000 | 1,000 - 2,500 + |
| e-Commerce Marketing | 250 - 400 | 400 - 700 | 700 - 1,000 | 1,000 - 2,500 |
| e-Commerce Key Account Management | 250 - 400 | 400 - 700 | 700 - 1,000 | 1,000 - 2,500 |
| e-Commerce Operations & Management | 200 - 350 | 400 - 750 | 750 - 1,000 | 1,000 - 3,000 + |
| Public Relations | 250 - 300 | 300 - 500 | 500 - 800 | 800 - 2,000 + |
| Government Alliance | 200 - 300 | 300 - 450 | 500 - 800 | 800 - 2,000 + |
| Visual Merchandising | 150 - 300 | 300 - 600 | 500 - 800 | 800 - 1,500 + |
| CRM | 200 - 300 | 300 - 700 | 600 - 900 | 800 - 1,500 + |

HUDSON

Technology

GENERAL MANAGEMENT

HKD/000

| Chief Technology Officer (CTO) | 1,500 - 3,000 | 800 - 1,500 |
|---|---------------|---------------|
| Chief Information Officer (CIO) | 1,500 - 3,500 | 800 - 1,500 |
| Chief IT Operations Officer (COO) | 1,000 - 1,800 | 800 - 1,500 |
| Chief Data Officer (CDO) | 1,000 - 3,000 | 800 - 1,200 |
| Chief Information Security Officer (CISO) | 1,000 - 2,000 | 1,000 - 1,500 |

TECHNOLOGY MANAGEMENT

Years of experience

| | 5-8 years HKD/000 | 8-12 years HKD/000 | 12 years or above HKD/000 |
|-------------------------|----------------------|-----------------------|------------------------------|
| IT Management | 500 - 600 | 600 - 900 | 900 - 1,500 |
| IT Business Partnership | 450 - 600 | 600 - 850 | 850 - 1,200 |

APPLICATION MANAGEMENT

Years of experience

| | 5-8 years HKD/000 | 8-12 years HKD/000 | 12 years or above HKD/000 |
|--|----------------------|-----------------------|------------------------------|
| Enterprise Application Implementation (CRM, SAP, Oracle) | 350 - 500 | 500 - 700 | 700 - 1,200 |
| Project Management | 400 - 600 | 600 - 800 | 800 - 1,000 |
| Program Management | 500 - 700 | 700 - 950 | 950 - 1,200 |
| Functional Consultancy (SAP, Oracle) | 350 - 500 | 500 - 700 | 700 - 1,000 |

SOFTWARE DEVELOPMENT

Years of experience

| | 5-8 years HKD/000 | 8-12 years HKD/000 | 12 years or above HKD/000 |
|--|----------------------|-----------------------|------------------------------|
| Software Development (Java, C#, C/C++, .Net) | 400 - 600 | 600 - 800 | 800 - 1,500 |
| Front-end Engineering | 350 - 600 | 600 - 750 | 750 - 1,000 |
| Back-end Engineering | 400 - 600 | 600 - 750 | 750 - 1,500 |
| Mobile/Web Software Development | 400 - 500 | 500 - 700 | 700 - 1,200 |
| Solutions Architecture | 400 - 600 | 600 - 800 | 800 - 1,500 |
| UED and UI | 350 - 500 | 500 - 700 | 700 - 1,500 |
| Development Operation | 400 - 500 | 500 - 800 | 800 - 1,000 |
| Quality Assurance and Testing | 350 - 500 | 500 - 700 | 700 - 900 |

INFRASTRUCTURE AND NETWORK

| | Years of experience | | |
|------------------------------|----------------------|-----------------------|------------------------------|
| | 5-8 years HKD/000 | 8-12 years HKD/000 | 12 years or above HKD/000 |
| Infrastructure Management | 350 - 450 | 450 - 600 | 600 - 1,200 |
| Infrastructure Architecture | 350 - 500 | 500 - 700 | 700 - 1,200 |
| Network Administration | 300 - 400 | 400 - 600 | 600 - 800 |
| System Administration | 300 - 400 | 400 - 550 | 550 - 800 |
| Database Administration | 400 - 500 | 500 - 800 | 800 - 1,000 |
| IT Change and Transformation | 500 - 600 | 600 - 900 | 900 - 1,500 |

INFORMATION SECURITY

| | Years of experience | | |
|--|----------------------|-----------------------|------------------------------|
| | 5-8 years HKD/000 | 8-12 years HKD/000 | 12 years or above HKD/000 |
| Information Security (Infrastructure, Application) | 350 - 600 | 600 - 800 | 800 - 1,200 |
| Cyber Security | 380 - 550 | 550 - 800 | 800 - 2,000 |
| IT Auditing | 350 - 450 | 450 - 600 | 600 - 1,000 |
| IT Governance and Control | 350 - 450 | 450 - 600 | 600 - 1,000 |

IT ADMINISTRATION

| | Years of experience | | |
|-------------------------|----------------------|-----------------------|------------------------------|
| | 5-8 years HKD/000 | 8-12 years HKD/000 | 12 years or above HKD/000 |
| Helpdesk and IT Support | 300 - 400 | 400 - 550 | 550 - 700 |
| IT Operation Management | 300 - 450 | 450 - 700 | 700 - 1,200 |
| IT Services Management | 300 - 450 | 450 - 700 | 700 - 1,200 |
| IT Training | 200 - 300 | 300 - 500 | 500 - 800 |

BUSINESS INTELLIGENCE AND BIG DATA

| | Years of experience | | |
|----------------------------------|----------------------|-----------------------|------------------------------|
| | 5-8 years HKD/000 | 8-12 years HKD/000 | 12 years or above HKD/000 |
| Business Intelligence | 400 - 550 | 550 - 750 | 750 - 1,200 |
| IT Business Analysis | 350 - 500 | 500 - 750 | 750 - 1,000 |
| Data Analysis | 350 - 550 | 550 - 850 | 850 - 1,200 |
| Data Mining | 400 - 600 | 600 - 900 | 900 - 1,200 |
| Data Science and Data Statistics | 450 - 650 | 650 - 900 | 900 - 1,500 |
| Data Engineering | 450 - 650 | 650 - 900 | 900 - 1,500 |
| Data Modelling | 400 - 600 | 600 - 900 | 900 - 1,500 |

HUDSON

Human Resources

COMMERCE & INDUSTRY

HKD/000

| | |
|---------------------------------------|---------------|
| HR Director / Head of Human Resources | 1,000 - 2,000 |
| Head of Compensation & Benefits | 1,000 - 1,500 |
| HR Manager | 585 - 750 |
| Organisational Development Manager | 650 - 900 |
| Payroll Manager | 520 - 800 |
| Recruitment Manager | 580 - 780 |
| Shared Services Manager | 620 - 890 |
| Training & Development Manager | 590 - 900 |
| HR Generalist (Non-managerial)/BP | 370 - 610 |
| Recruitment Specialist | 300 - 460 |
| Payroll Specialist | 240 - 430 |
| HRIS Specialist | 340 - 430 |
| C&B Officer/Specialist | 220 - 416 |

FINANCIAL SERVICES

HKD/000

| | |
|-------------------------------------|---------------|
| HR Director/Head of Human Resources | 1,200 - 2,500 |
| Head of Compensation & Benefits | 1,200 - 1,300 |
| HR Manager | 585 - 970 |
| HRIS Manager | 585 - 800 |
| Organisational Development Manager | 850 - 1,000 |
| Shared Services Manager | 660 - 900 |
| Training & Development Manager | 650 - 975 |
| HR Generalist (Non-managerial)/BP | 455 - 580 |
| Payroll Specialist | 455 - 700 |
| Recruitment Specialist | 390 - 550 |

HUDSON

Human Resources

COMMERCE & INDUSTRY

HKD/000

| | |
|----------------------------------|-----------|
| Administration Manager | 420 - 540 |
| Assistant Administration Manager | 340 - 420 |
| Administrator | 240 - 360 |
| Administrative Assistant | 180 - 300 |
| Office Manager | 420 - 600 |
| Personal Assistant | 240 - 420 |
| Legal Secretary | 300 - 480 |
| Executive Secretary | 300 - 540 |
| Team Secretary | 360 - 480 |
| Receptionist | 180 - 240 |

FINANCIAL SERVICES

HKD/000

| | |
|---|-----------|
| Administration Manager | 420 - 720 |
| Assistant Administration Manager | 360 - 540 |
| Administrator | 300 - 420 |
| Administrative Assistant | 180 - 360 |
| Office Manager | 540 - 660 |
| Personal Assistant | 420 - 480 |
| Legal Secretary | 300 - 540 |
| Executive Secretary/Executive Assistant | 420 - 600 |
| Team Secretary | 360 - 540 |
| Receptionist | 220 - 300 |

CUSTOMER SERVICES

HKD/000

| | |
|--------------------------|-----------|
| Customer Service Officer | 140 - 220 |
|--------------------------|-----------|

HUDSON SPECIALIST RECRUITMENT

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 an appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve higher performance and superior business results.

Get in touch to see how we can help



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