



1st QUARTER SALARY GUIDE 2025 CHINA



Leading Recruitment Across Asia

From its origins in Hong Kong Gemini has grown to a regional operation with a full service offering that includes permanent and temporary staffing solutions, executive search and selection, outplacement and career transition coaching and leadership development training. This allows Gemini to support clients across every element of their business in Asia.



ABOUT GEMINI PERSONNEL

Gemini is a leading Recruitment and Executive Search firm in Asia covering temporary, permanent and executive recruitment, Human Resources consulting and related services. Gemini was established in Hong Kong in 1983 and today has offices in Hong Kong, China, Singapore, Thailand and Vietnam. The mainland China unit J.M. Gemini was setup in Shanghai in 1993 and today also includes branches in Beijing, Guangzhou, Shenzhen and Zhengzhou. Gemini consultants are industry experts and are able to support their clients in finding the right talent on each level in the organization.

J.M. Gemini is the flagship company of the group and has grown to become a leading partner to both multinational and domestic Chinese enterprises. Industry sectors that are supported include, but are not limited to, Automotive, eCommerce, FMCG, Retail, Engineering, Manufacturing, Logistics, Supply Chain, Finance, Insurance, Healthcare, Biotech, Gaming, Information Technology (IT), AI, Data.

Gemini provides clients with HR solutions in relation to the full employee life cycle, from attraction to

retention, and from development to outplacement. We are able to give advice and assistance to clients on numerous aspects of human resources including payroll and outsourcing services, visa processing, Career Transition and Outplacement services, (psychometric) assessments, and employee training. Gemini produces regular salary surveys mainland China, Hong Kong, Thailand and Singapore which are available on the website.

Gemini is a member of NPA Worldwide, linking over 550 recruitment firms worldwide on 6 continents with a strong presence in Asia, USA, Canada, Australia and Europe. Gemini is also a member of Career Star Group, a global network providing Outplacement and Career Transition services with over 800 offices in over 100 countries. With becoming a partner of IXPA, a global network of Interim Management providers, Gemini is able to provide Interim Management solutions to clients globally.





GEMINI'S CHINA SALARY GUIDE

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Monthly salary is based on a 12-month per year payment and is intended as a guide only. The salary guide is based on actual starting salaries of recent placements made by Gemini and analysis of Gemini's database of vacancies received from clients. Gemini consultants are always available to advise on categories not shown in this guide.

Salary surveys are also available for Hong Kong, Singapore, and Thailand. If you are interested in our services, please submit your enquiry via our website www.gemini-global.com or email: enquiries@jmgemini.com





Automotive

POSITION	YEARLY SALARY (CNY)
APAC President	800,000 - 1,500,000
Managing Director	600,000 - 1,000,000
Finance Director	550,000 - 950,000
Operations/Plant Manager/Director	500,000 - 700,000
Global Chief Engineer	550,000 - 800,000
Automotive Engineer	400,000 - 650,000
Strategic Marketing and Business Development Manager	400,000 - 600,000
Design Engineer	350,000 - 550,000
Manufacturing Engineer	300,000 - 550,000
Commodity Manager	350,000 - 550,000
Procurement Director	800,000 - 1,200,000
Procurement Manager	350,000 - 550,000
Sales Director	600,000 - 1,000,000
Sales Manager	350,000 - 550,000
Business Development Manager	250,000 - 450,000
Key Account Manager	350,000 - 550,000
Financial Analyst	350,000 - 550,000
Mechanical Engineer	300,000 - 550,000
Quality Control Engineer	250,000 - 450,000
Maintenance Manager	250,000 - 450,000
Production Manager	350,000 - 550,000



POSITION	YEARLY SALARY (CNY)
Quality Control Engineer	250,000 - 450,000
Maintenance Manager	250,000 - 450,000
Production Manager	350,000 - 550,000
Project Manager	250,000 - 450,000
Logistics Manager	250,000 - 450,000
Marketing Manager	250,000 - 450,000
HR Director	500,000 - 700,000
HR Manager	250,000 - 450,000
Compensation & Benefits Manager	350,000 - 550,000



eCommerce

POSITION	YEARLY SALARY (CNY)
Regional Sales and Business Development	500,000 - 700,000
Key Account Management	500,000 - 700,000
Business Development Manager	250,000 - 450,000
Merchandising	400,000 - 550,000
Operations Management	400,000 - 550,000
Technical Director	700,000 - 1,200,000
E-Commerce Store Manager	350,000 - 550,000
Digital Marketing	350,000 - 550,000
Customer Relationship Management (CRM) Manager	350,000 - 550,000
Data Analyst	350,000 - 550,000
Finance Manager	350,000 - 550,000
Talent Acquisition	250,000 - 450,000
Social Media Manager	250,000 - 450,000
Content Manager	250,000 - 450,000
Supply Chain Manager	250,000 - 450,000
System Architect	350,000 - 650,000
UX/UI Designer	250,000 - 450,000
IT Manager	250,000 - 450,000
Product Manager	250,000 - 450,000
Marketing Manager	250,000 - 450,000



FMCG & Retail

POSITION	YEARLY SALARY (CNY)
Chief Marketing Officer (CMO)	750,000 - 1,200,000
Brand Manager	600,000 - 900,000
Sales Director	500,000 - 900,000
Sales Manager	300,000 - 550,000
Sales Representative	250,000 - 450,000
Account Manager	300,000 - 450,000
Product Manager	525,000 - 750,000
Marketing Manager	350,000 - 550,000
Community Manager	350,000 - 550,000
Digital Marketing Manager	450,000 - 700,000
Digital Advertising Manager	375,000 - 550,000
Content Marketing Manager	350,000 - 550,000
E-Commerce Marketing Manager	350,000 - 550,000
Email Marketing Manager	350,000 - 550,000
Affiliate Marketing Manager	350,000 - 525,000
Mobile Marketing Manager	350,000 - 525,000
Digital Marketing Analyst	325,000 - 500,000
Web Analytics Manager	350,000 - 550,000
Conversion Rate Optimization Manager	325,000 - 500,000
Paid Search (PPC) Manager	325,000 - 500,000
Social Media Manager	300,000 - 500,000



POSITION	YEARLY SALARY (CNY)
Online Reputation Manager	325,000 - 500,000
Search Engine Optimization (SEO) Manager	400,000 - 600,000
Market Research Analyst	335,000 - 525,000
Customer Service Manager	335,000 - 525,000
Supply Chain Manager	525,000 - 750,000
Procurement Manager	335,000 - 525,000
Logistics Manager	335,000 - 525,000
Warehouse Manager	300,000 - 450,000
Inventory Manager	300,000 - 450,000
Quality Control Manager	300,000 - 450,000
Garment Merchandiser	150,000 - 250,000
CAD Designer	150,000 - 250,000



Engineering

POSITION	YEARLY SALARY (CNY)
Global Chief Engineer	1,000,000 - 2,000,000
Chief Technical Officer (CTO)	1,000,000 - 1,500,000
Project Manager	800,000 - 1,200,000
Mechanical Engineer	500,000 - 800,000
Electrical Engineer	500,000 - 800,000
Structural Engineer	500,000 - 800,000
Civil Engineer	500,000 - 800,000
Software Engineer	500,000 - 800,000
Quality Assurance Engineer	450,000 - 650,000
Systems Engineer	450,000 - 650,000
Manufacturing Engineer	450,000 - 650,000
Design Engineer	400,000 - 600,000
Development Engineer	400,000 - 600,000
Production Engineer	400,000 - 600,000
Test Engineer	250,000 - 500,000



Manufacturing, Logistics & Supply Chain

POSITION	YEARLY SALARY (CNY)
Operations Manager/Director	600,000 - 900,000
Plant Manager	400,000 - 700,000
HR Director	500,000 - 800,000
HR Manager	250,000 - 500,000
Finance Manager	300,000 - 600,000
Logistics Manager	250,000 - 550,000
Procurement Manager	250,000 - 550,000
Warehouse Manager	350,000 - 650,000
Production Manager	350,000 - 650,000
Quality Control Manager	300,000 - 500,000
Supply Chain Manager	400,000 - 700,000
Supply Chain Analyst	300,000 - 500,000
Supply Chain Coordinator	250,000 - 450,000
Logistics Coordinator	300,000 - 500,000
Transportation Manager	300,000 - 500,000
Demand Planning Manager	300,000 - 500,000
Maintenance Manager	250,000 - 450,000
Production Planner	250,000 - 500,000
Inventory Control Specialist	350,000 - 550,000
Packaging and Assembly Specialist	350,000 - 550,000
Dispatch Coordinator	350,000 - 550,000



POSITION	YEARLY SALARY (CNY)
Material Handling Specialist	350,000 - 550,000
Shipping and Receiving Clerk	250,000 - 450,000



Finance & Insurance

POSITION	YEARLY SALARY (CNY)
Chief Executive Officer (CEO)	900,000 - 1,500,000
Chief Financial Officer (CFO)	750,000 - 1,200,000
Chief Risk Officer (CRO)	750,000 - 1,150,000
Chief Underwriting Officer (CUO)	750,000 - 1,150,000
Chief Actuary	600,000 - 900,000
Head of Sales and Business Development	600,000 - 900,000
Head of Claims	525,000 - 825,000
Head of Operations	525,000 - 825,000
Head of Human Resources	525,000 - 825,000
Head of Marketing	525,000 - 825,000
Business Development Manager	300,000 - 600,000
Equity Research Analyst	450,000 - 750,000
Finance Director	600,000 - 1,000,000
Financial Analyst	450,000 - 700,000
Insurance Agent	400,000 - 650,000
Underwriter	300,000 - 500,000
Claims Adjuster	200,000 - 400,000
Customer Service Representative	200,000 - 400,000
Insurance Sales Coordinator	200,000 - 400,000



Healthcare & Biotech

POSITION	YEARLY SALARY (CNY)
General Manager (CEO)	1,000,000 - 3,500,000
Chief Medical Officer (CMO)	1,000,000 - 2,500,000
Biomedical Engineer	400,000 - 700,000
Research Scientist	400,000 - 800,000
Process Engineer	350,000 - 650,000
Medical Technologist	350,000 - 650,000
Biostatistician	600,000 - 1,000,000
Laboratory Manager	400,000 - 800,000
Quality Assurance Manager	450,000 - 750,000
Software Engineer (Bio)	350,000 - 650,000
Pharmacist	500,000 - 900,000
Business Development Director	800,000 - 1,500,000
Business Development Manager (Bio)	400,000 - 700,000
Regulatory Affairs Manager (Bio)	550,000 - 900,000
Human Resources Director (Bio)	550,000 - 850,000
Human Resources Manager (Bio)	350,000 - 600,000
Marketing Director (Bio)	600,000 - 1,000,000
Marketing Manager (Bio)	300,000 - 600,000

Gaming & Digital Entertainment

POSITION	YEARLY SALARY (CNY)
Chief Executive Officer (CEO)	1,500,000 - 2,000,000
Game Director	1,000,000 - 1,500,000
Technical Director	800,000 - 1,200,000
Lead Game Designer	800,000 - 1,200,000
Lead Game Programmer	800,000 - 1,200,000
Lead Animator	800,000 - 1,200,000
Art Director	700,000 - 1,100,000
Game Designer	600,000 - 900,000
Game Programmer	600,000 - 900,000
Animator	600,000 - 900,000
Level Designer	500,000 - 800,000
3D Artist	500,000 - 800,000
Concept Artist	500,000 - 800,000
Sound Designer	450,000 - 700,000
User Experience (UX) Designer	450,000 - 700,000
User Interface (UI) Designer	450,000 - 700,000
Game Tester	400,000 - 600,000
Technical Artist	400,000 - 600,000
Character Designer	400,000 - 600,000
Environment Artist	400,000 - 600,000
Product Manager	400,000 - 600,000



POSITION	YEARLY SALARY (CNY)
Business Strategist	500,000 - 800,000
Client Engineer	250,000 - 450,000



Information Technology, AI and Data

POSITION	YEARLY SALARY (CNY)
Chief Technology Officer (CTO)	1,500,000 - 2,000,000
Director of Software Engineering	1,200,000 - 1,800,000
IT Project Manager	600,000 - 1,200,000
Machine Learning Engineer	700,000 - 1,200,000
AI Product Manager	600,000 - 1,500,000
AI Engineer	500,000 - 1,000,000
AI Specialist	400,000 - 900,000
AI Researcher	400,000 - 800,000
DevOps Engineer	700,000 - 1,000,000
Robotics engineer	600,000 - 1,000,000
Information Security Manager	700,000 - 1,000,000
Database Administrator	500,000 - 800,000
Data Scientist	600,000 - 900,000
Network Manager	500,000 - 800,000
Network Engineer	350,000 - 650,000
Software Developer (Backend)	350,000 - 700,000
Software Developer (Frontend)	350,000 - 700,000
IT Support Specialist	400,000 - 600,000
User Experience (UX) Designer	400,000 - 600,000
Technical Writer	400,000 - 600,000
Human Resources Manager (IT)	500,000 - 700,000
Finance Manager (IT)	500,000 - 700,000



POSITION	YEARLY SALARY (CNY)
Quality Assurance Engineer	400,000 - 700,000
Business Analyst	400,000 - 600,000
Cloud Engineer	400,000 - 800,000
Cybersecurity Specialist	400,000 - 700,000
Full Stack Developer	400,000 - 800,000
Mobile Application Developer	300,000 - 700,000
Systems Administrator	300,000 - 600,000
Technical Recruiter	300,000 - 600,000



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