

2024 Salary Guide

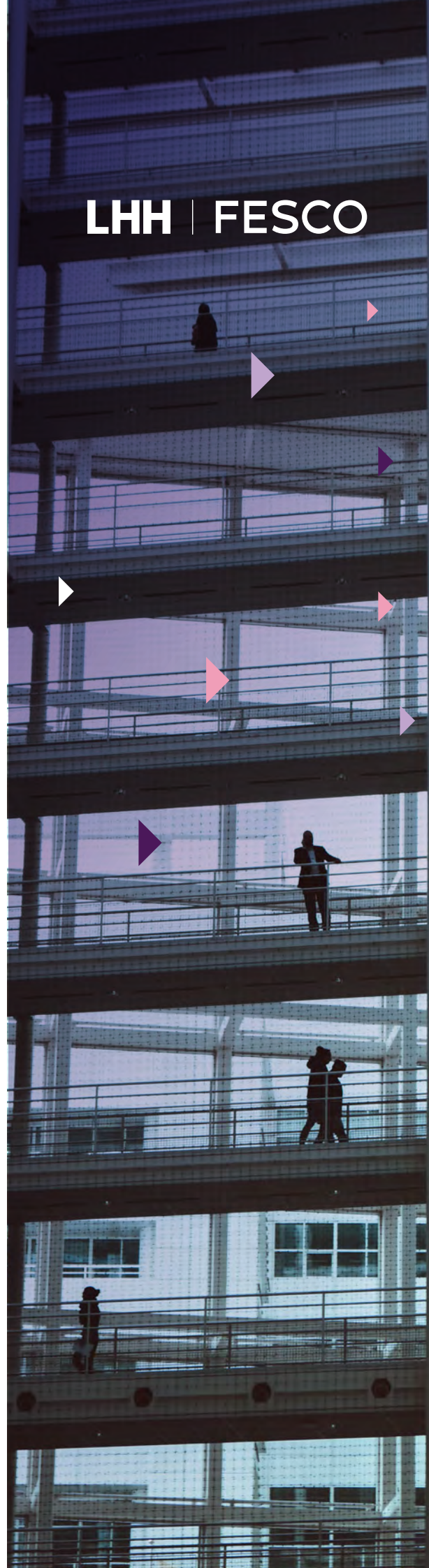
薪酬指南

LHH | FESCO

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前言 Overview

迈入2024年，许多企业和人才正在为新一轮的经济周期做准备。我们看到，尽管人们存在对外部环境的种种担忧，劳动力市场仍在彰显其独有的生机。

As we approach 2024, many corporations and professionals are preparing for a new economic cycle. Despite concerns about the external environment, the labor market continues to exhibit its own unique vitality.

为了进一步探究劳动力市场的招聘、薪资、人才流动等现状及趋势，我们于近期对近400位企业HR及员工进行了调研。同时，基于2023年度成功匹配的千余个职位的薪资数据，以及来自招聘解决方案的专业招聘顾问对于市场的洞察，制作出《2024年度薪酬指南》。

To gain deeper insights into the current state and trends of recruitment, salaries, and talent mobility in the labor market, **we recently conducted a survey involving nearly 400 HR professionals and employees from various organizations.** The "2024 Salary Guide" is based on the findings of this survey and our latest global reports, along with salary data from over 1,000 successfully placed positions in 2023, and market insights from LHH FESCO recruitment experts.

LHH FESCO 2024年度薪酬指南将帮助您：

- ▶ 了解薪资数据以雇用和留任您所在领域的顶尖专业人士
- ▶ 提升企业领导者的谈薪成功率
- ▶ 制定更佳的招聘及留任人才策略

LHH FESCO 2024 Salary Guide is designed to help you:

- ▶ Familiarize yourself with the salary data you need to hire and retain top professionals in your field.
- ▶ Equipping your business leaders with the skills to negotiate salaries more effectively.
- ▶ Develop stronger hiring and retention strategies.

关键数据摘要

Key Findings

在本次调研的受访人群中，我们发现：

Based on the survey conducted, the following key findings were identified:

雇主端：▶▶▶▶▶

1. 3%-8%是2023年大多数企业普调的薪资涨幅
2. 2024年企业招聘两呈两级分化态势，表示增设与缩减岗位的企业数量旗鼓相当
3. 人才匹配度依然是企业在招聘人才时面临的最大挑战

On the employer's side:

1. The majority of companies increased salaries for all staff members by 3% to 8% in 2023.
2. Hiring trends for 2024 are polarizing, with job expansion and reduction being almost equal in numbers.
3. Talent matching remains the biggest challenge faced by companies when recruiting new talent.



员工端：▶▶▶▶▶▶

- 1.高薪人群主要集中在生命科学、高科技、新能源&汽车
- 2.年终奖仍为企业激励员工表现的主要手段，其次是津贴和补贴
- 3.2023年，员工的薪资涨幅趋于平稳，超三成的员工薪资较2022年未发生变化
- 4.2023年有更多员工留在现有企业，但前提是要有技能提升和职业发展机会

On the employee's side:

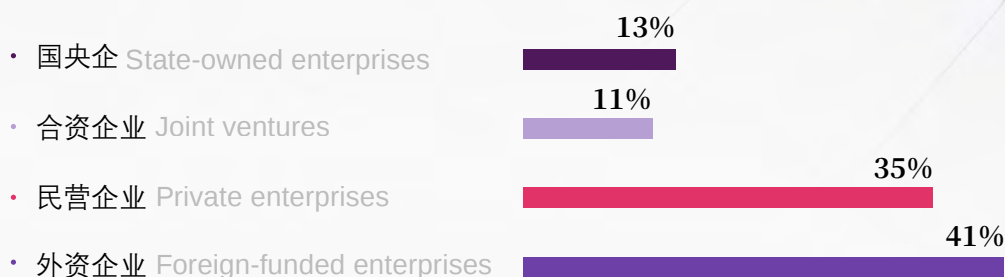
- 1.High-income population is primarily found in the fields of Life Sciences, High-tech and New Energy & Automobiles industries.
- 2.Year-end bonuses continue to be the primary method used by enterprises to incentivize employees' performance, followed by allowances and subsidies.
- 3.Salary increases for employees in 2023 have stabilized, with over 30% of employees experiencing no change in their salaries from 2022.
- 4.More employees are staying with their current employer in 2023, but only if given upskilling and career opportunities.

有关高薪人群的定义：我们结合数据样本和一二线城市生活成本等粗略统计，在本报告中，将固定年收入60万人民币及以上人群定义为“高薪人群”。

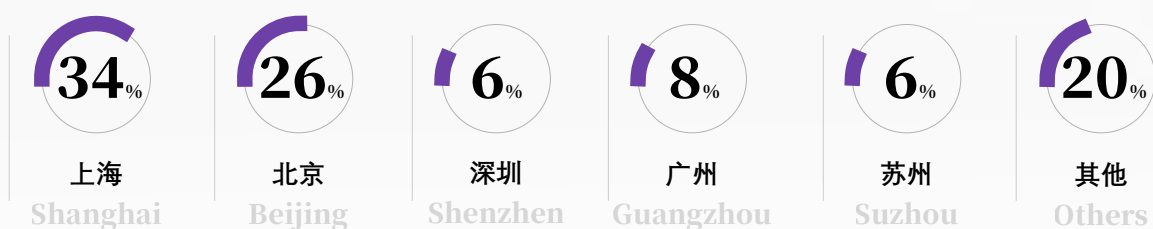
Note: In this report, **high-income individuals are defined as those with a fixed annual income of RMB 600,000 and above**, based on data samples and rough statistics such as the cost of living in first-tier and second-tier cities.

调研样本分布 Meet Our Respondents

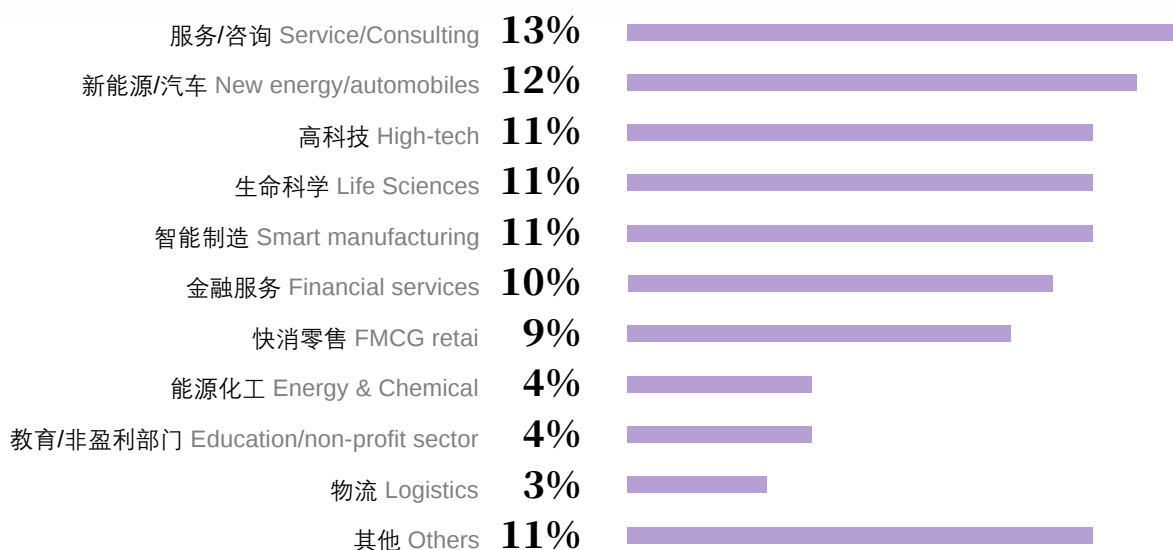
企业类型 Type of Enterprises



城市分布 Locations



主要覆盖行业 Industries



2023年雇主普调薪资现状

The Status of Salary Adjustments in 2023

3%-8%是大多数企业普调的薪资涨幅

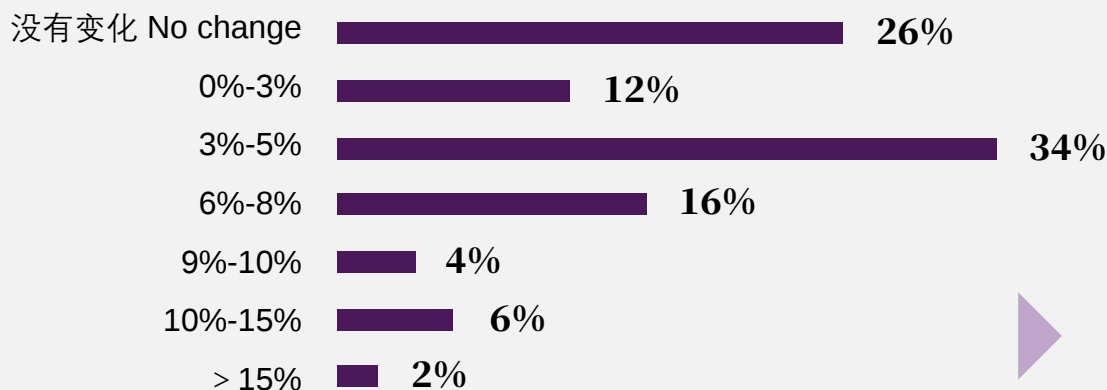
In 2023, the majority of companies increased salaries for all staff members by 3% to 8%.

在普调的薪资涨幅方面，约五分之一的企业在2023年未涨薪，超三成企业的涨薪幅度介于3%-5%之间，而涨薪15%以上的企业占比2%。

Regarding salary adjustments for all staffs, approximately one-fifth of companies did not raise salaries in 2023. More than one-third of companies raised salaries between 3% and 5%, and 2% of companies raised salaries by over 15%.

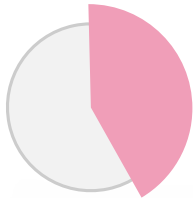
2023年受访企业普调的薪资涨幅为：

The average salary increment of the surveyed companies are as follows:



涨薪 3% 及以下的主要行业分布

Industries with salary increment of 3% and below



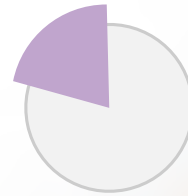
25%

服务/咨询
Service/Consulting



22%

智能制造
Smart manufacturing



13%

快消零售
FMCG retail

涨薪 9% 及以上的主要行业分布

Industries with salary increment of 9% and above



30%

高科技
High-tech



20%

生命科学
Life Sciences



20%

教育/非营利组织/公共部门
Education/non-profit sector

2024年雇主招聘趋势洞察

Employer Hiring Trends in 2024

约八成受访企业的招聘预算较去年不变或有所收紧

About 80% of the surveyed companies have the same or even tighter hiring budgets compared to last year.

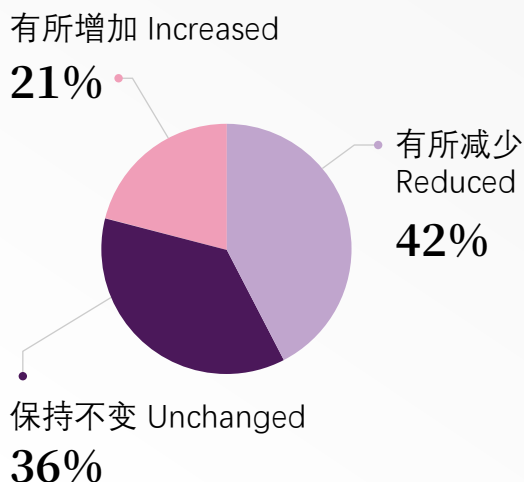
相较于2023年，约八成企业的招聘预算保持不变或有所减少，

主要集中在民营企业 **52%** 以及外资企业 **31%**

Compared to 2023, approximately 80% of companies have either maintained or reduced their hiring budgets. This trend is particularly prominent in **private enterprises (52%)** and **foreign-funded enterprises (31%)**.

2024年企业招聘预算较2023年

Corporate hiring budgets for 2024 compared to 2023



在招聘预算减少或保持不变的企业中，主要行业分布于：

Among the companies with reduced or unchanged hiring budgets, the main affected industries are:



智能制造

Smart manufacturing

16%



生命科学

Life Sciences

15%



服务咨询

Service/Consulting

15%

在招聘预算增加的企业中，主要行业分布于：

Among the companies with increased hiring budgets, the main affected industries are:



高科技

High-tech

17%



快消零售

FMCG retail

17%

2024年企业招聘量呈两极分化态势

Hiring Trends in 2024: A Polarizing Outlook

我们的调研结果表明，近三分之一的企业在2024年计划的招聘量与去年基本持平，表示增设及缩减岗位的企业数量旗鼓相当，具体如下：

Our survey revealed that around one-third of companies intend to keep their hiring levels consistent with the previous year. At the same time, an equal number of companies are both increasing and decreasing their workforce.

受访企业在2024年的招聘计划

Hiring plan for 2024

计划增设岗位 Plan to increase headcounts: **38%**

无变化 Remain the same: **28%**

计划缩减岗位 Plan to reduce headcounts: **34%**



计划增设的岗位主要以中台岗为主，如研发、产品等；计划缩减的岗位集中在后台岗，如行政、HR、财务等。

The jobs to be added primarily focus on middle desk positions, such as R&D and product development. On the other hand, positions to be reduced mainly consist of back-office roles like administration, HR, and finance.

“人才匹配度”是企业在招聘人才时面临的最大挑战，其次是“薪资预算不适用当下的市场行情”以及“招聘需求急，时间短”。

The main challenge companies face when hiring talent is "Talent Matching," followed by the "Gap between salary budgets and the current market situation" and "Urgent hiring needs with limited time".

企业招聘关键人才时面临的最大挑战

Biggest challenge in hiring talent includes:

市场上匹配的人才较少

Fewer suitable talents in the markets

79%

薪资预算不适用当下的市场行情

The gap between salary budgets and the current market situation

54%

招聘需求急，时间短

Urgent hiring needs with limited time

46%

人才薪资现状及展望

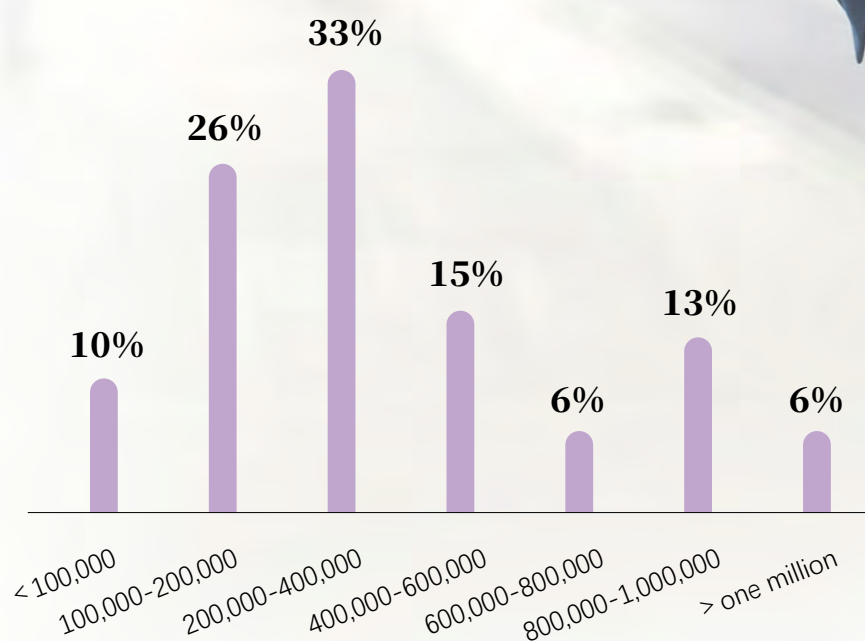
Salary Status and Prospects of Talents

在受访者中，我们观察到以下几个板块人群收入相比其他行业较高。高薪人群集中在生命科学、高科技、新能源&汽车。

Among the respondents, it was found that employees in certain industries tend to have higher incomes compared to others. **The industries with a higher income group mainly include Life Sciences, High-tech, and New Energy & Automobiles.**

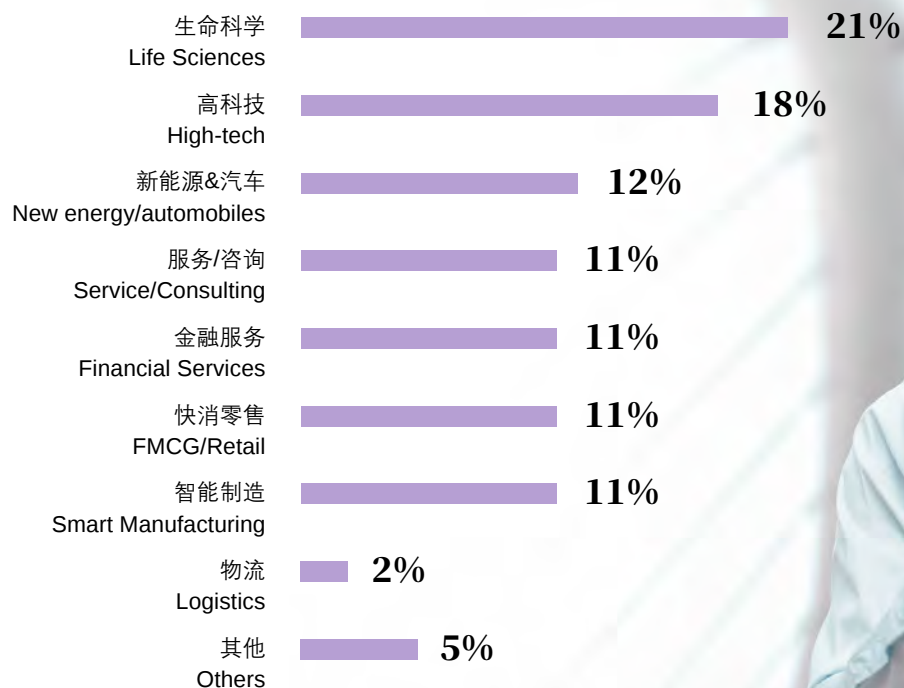
受访者的2023年税前固定年收入（人民币）为：

The distribution of fixed annual income before taxes (RMB) in 2023 is as follows:



60万年薪及以上的行业分布：

Industry distribution with an annual salary of 600,000 and above is as follows :



高薪行业：

High-income Industries are primarily:



生命科学
Life Sciences



新能源&汽车
New energy/automobiles



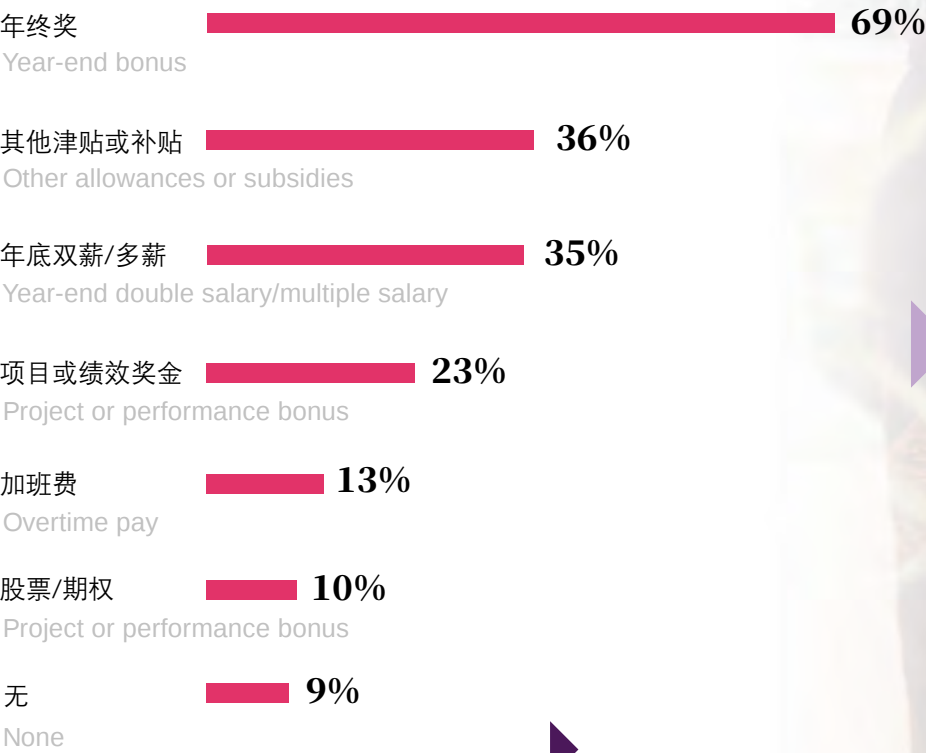
高科技
High-tech

除固定薪资外，约七成员工有年终奖，仅10%的员工有股票/期权等，主要行业集中在高科技和生命科学；有9%的员工没有除固定薪资外的收入。

Apart from fixed salaries, **about 70% of employees receive year-end bonuses**, while only 10% have stocks/share options, primarily in the High-tech and Life Sciences industries. Additionally, 9% of employees rely solely on their fixed salaries for income.

除固定薪资外的额外收入：

Additional income apart from the fixed salary includes:



员工的薪资涨薪幅度趋于平稳

The salary increment of employees in 2023 have plateaued.

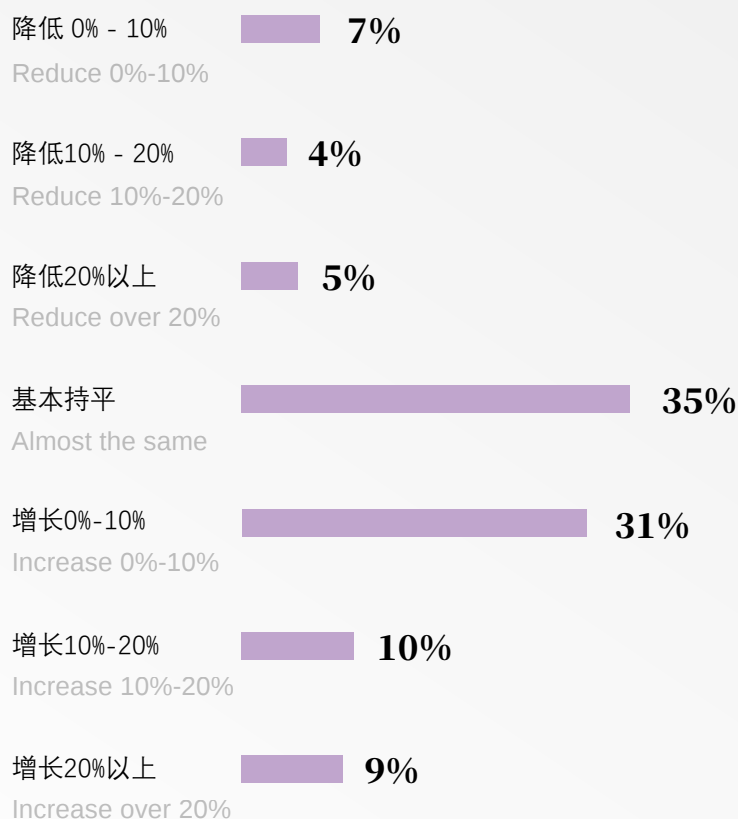
超三分之一的员工表示他们在2023年的薪资较2022年未发生变化；约16%的员工被降薪；约50%的员工薪资有不同程度的增长。

More than one-third of employees reported no change in their salaries from 2022, while around 16% experienced salary reductions and approximately 50% received varying degrees of salary increases.



相较于2022年，受访者在2023年的薪资变化

Here is the breakdown of how salaries have changed compared to 2022:



导致薪资增长的前三大原因

Top reasons for salary increases

个人绩效评定: **27%**

Individual performance rating

换新工作: **27%**

Changing to a new job

公司经营状况: **21%**

The company's operating conditions

导致薪资降低的前三大的原因

Top reasons for salary cuts

公司经营状况: **50%**

The company's operating conditions

换新工作: **32%**

Changing to a new job

个人绩效评定: **7%**

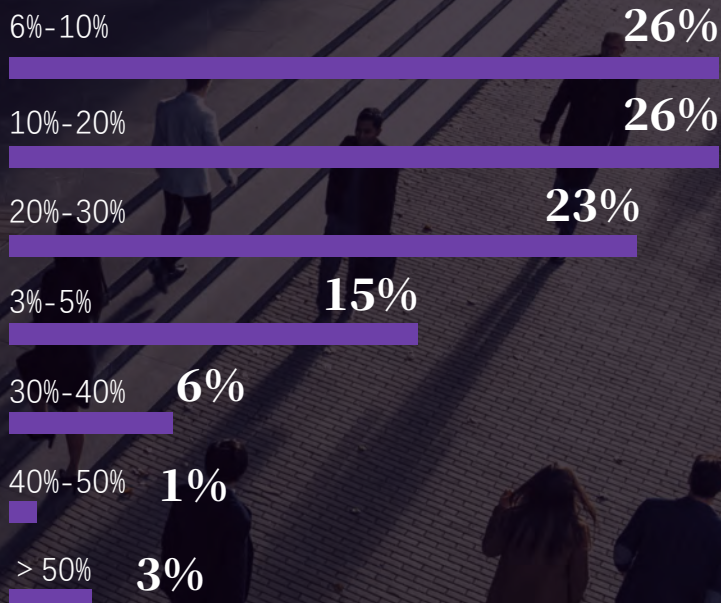
Individual performance rating

员工对于薪资涨幅的期待也较为现实，超半数员工期待涨薪6%-20%。

Employees have realistic expectations for salary increases, with more than half anticipating an increase ranging from 6% to 20%.

受访者期待在未来
一年内的薪资涨幅

The expected salary
increases for the
coming year are as
follows



2023年有更多员工留在企业，
但前提条件是要有技能提升和职业发展机会

**More employees are staying with their
current employer in 2023 but only if given
upskilling and career opportunities.**

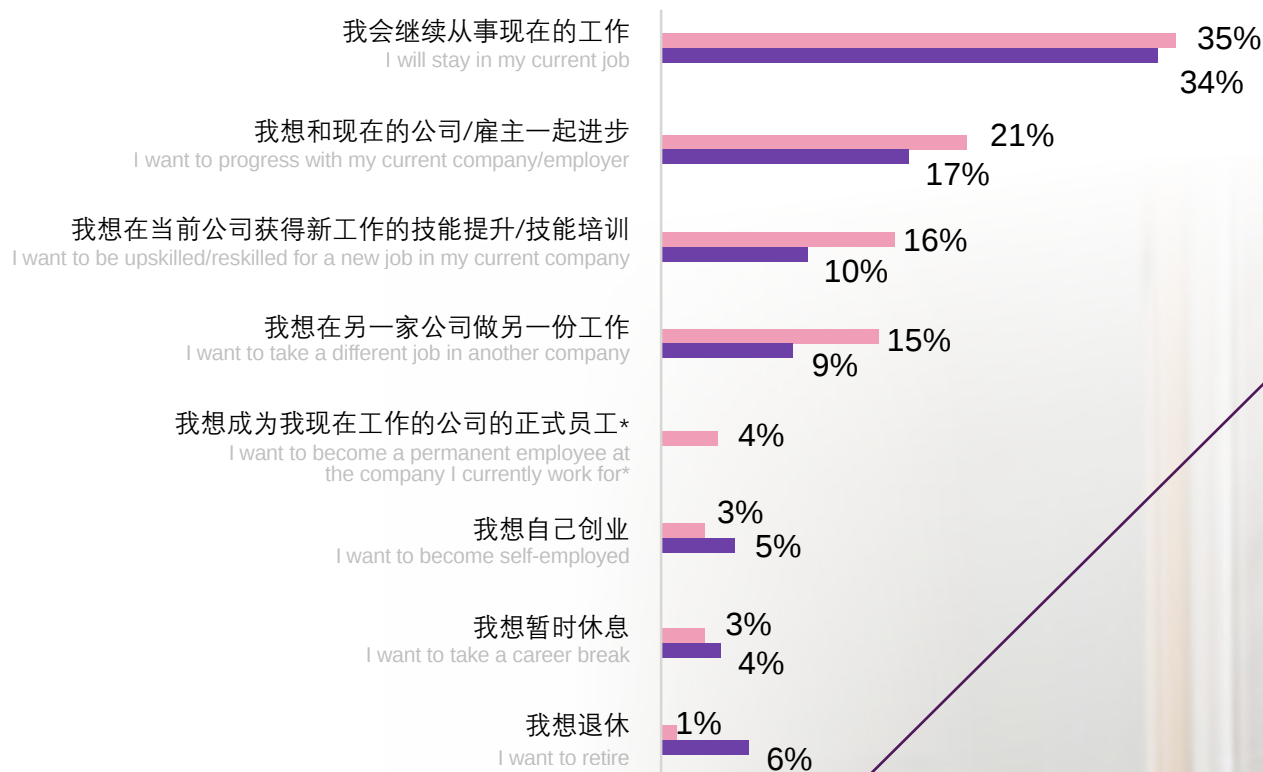
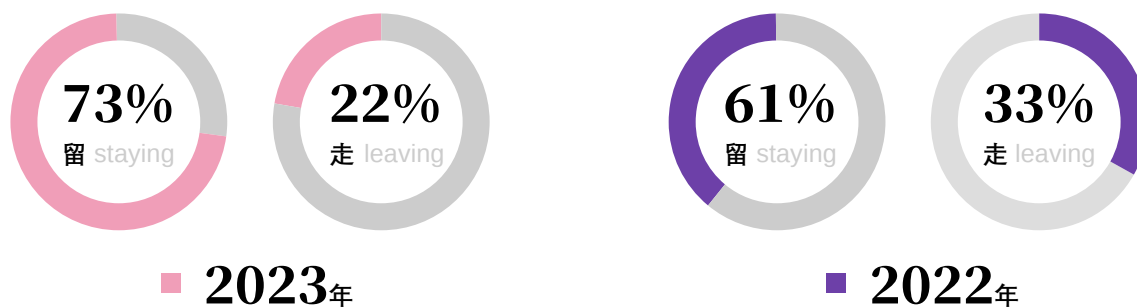
据德科集团近期的一项全球调研结果（覆盖23个国家，30000名员工）显示，73%的员工在2023年选择留在企业中，这一比例较2022年提升12%。全球员工留任意愿度的提升侧面体现出员工选择新工作的谨慎态度。

According to a recent global survey conducted by the Adecco Group, which covered 23 countries and involved 30,000 employees, 73% of employees chose to stay with their company in 2023. This represents a 12% increase from 2022. The higher rate of employee retention reflects the cautious approach employees are adopting when considering new job opportunities.



“留”或“走”意向汇总

Summary of staying or leaving intentions



* 2022年报告中未涉及此题 Not asked in 2022

** 来源 Source: 《2023未来全球劳动力报告》
2023 Global Workforce of Future Report》



获取更高薪水是离职的首要原因，
但不是留下的原因

**Better salaries are the top reason to
quit, but not to stay**

上述德科全球调研进一步剖析了员工离职或留下的原因，大体与2022年基本相同。具体表现在，2023年，员工离职的首要原因是为了更高的薪水，但当员工对现在的雇主感到满意时，薪水因素就会下降到第九位。

除了薪水之外，驱使员工跳槽的最常见因素包括追求发展机会、寻找更有意义的职位以及避免职业倦怠。

TAG global survey further analyzes the reason why employees quit or stay, broadly the same year on year. **The top reason to quit is for a better salary in 2023, but salary drops to ninth place in reasons to stay when workers are happy with their current employer.**

After salary, the most common factors driving workers to other companies include **pursuing development opportunities seeking more meaningful roles and escaping burnout.**

离职的主要原因

Top reasons to quit

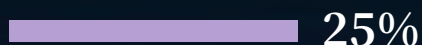
我想要更高的薪水

I want a better salary



我想经营自己的生意

I want to run my own business



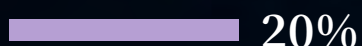
我的专业/事业在目前的工作场所没有进展

My profession/career is not progressing in my current workplace



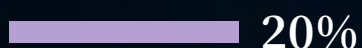
我的工作没有成就感/没有意义

My work is not fulfilling/meaningful



我担心职业倦怠或工作太多/我的工作量太大

I am worried about burnout or working too much/my workload is too high



留下的主要原因

Top reasons to stay

我现在的工作/角色让我很稳定

My current job/role gives me stability



我很满意我的工作与生活的平衡

I am happy with my work-life balance



我喜欢和同事一起工作

I enjoy working with my colleagues



我对目前工作的条件很满意

I am happy with the working conditions in my current job



我对工作很满意，因为可以运用到我的技能

I am happy with my job as it uses my skills



** 来源 Source: 《2023未来全球劳动力报告
2023 Global Workforce of Future Report》

薪酬数据要点及方法论

About The Guide & Data Methodology

我们基于2023年度成功匹配的千余个职位的薪资数据，以及LHH FESCO招聘解决方案的专业顾问对于市场的洞察信息，综合整理出以下薪酬数据，涵盖专注的六大领域和五大职能：汽车&新能源、能源化工、零售消费品、金融服务、高科技与智能制造、生命科学、财务与会计、人力资源、法务与合规、销售与市场营销和供应链与物流。

The data of "2024 Salary Guide" is based on salary information from over 1,000 matched jobs in 2023 and market insights provided by LHH FESCO recruitment experts. It offers comprehensive salary data for six industries and five functions, including Automotive & New Energy, Energy & Chemicals, Retail Consumer Goods, Financial Services, High-tech & Intelligent Manufacturing, Life Sciences, Finance & Accounting, Human Resources, Legal & Compliance, Sales & Marketing, and Supply Chain & Logistics.

基本固定年薪：

指除奖金外的固定年薪

奖金：

除上述固定薪资外的年包，包括但不限于奖金、期权、股票等

一线城市：北上广深

二线城市：苏杭成渝宁汉等31个城市

三线城市：

扬州、镇江、温州、丽江、吉林等35个城市

一二三线城市的划分来源：

国家统计局

The guide provides information on basic fixed annual salaries, which refer to a fixed yearly income in addition to bonuses. Bonuses are included in the annual package, which may consist of various components such as bonuses, share options, and stocks.

First-tier cities, including Beijing, Shanghai, Guangzhou, and Shenzhen, are covered in the guide. It also includes second-tier cities like Suzhou, Hangzhou, Chengdu, Chongqing, and Ningbo, etc, as well as third-tier cities such as Yangzhou, Zhenjiang, Wenzhou, Lijiang, and Jilin and so on. The classification of cities into first, second, and third tiers is based on the National Bureau of Statistics.



汽车&新能源

Auto & New Energy

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
研发类 Research	研发总监 R&D Director	15+	500,000 - 700,000	100,000 - 150,000	二线城市 Second-tier
	资深测试经理 Senior test manager	12-14	500,000 - 700,000	100,000 - 150,000	一线城市 First-tier
	车辆测试经理 Vehicle Testing Manager	9-11	400,000 - 500,000	100,000 - 150,000	一线城市 First-tier
	软件架构师 Software Architect	15+	500,000 - 700,000	200,000 - 300,000	二线城市 Second-tier
	软件工程师 Software Engineer	6-8	300,000 - 400,000	100,000 - 150,000	二线城市 Second-tier
	硬件工程师 Hardware Engineer	6-8	300,000 - 400,000	100,000 - 150,000	二线城市 Second-tier
	嵌入式工程师 Embedded Engineer	6-8	400,000 - 500,000	100,000 - 250,000	一线城市 First-tier
	系统架构师 System Architect	12-14	400,000 - 500,000	100,000 - 150,000	一线城市 First-tier
	汽车电子软件工程师 Automotive Electronic Software Engineer	6-8	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	研发工程师 R&D Engineer	6-8	350,000 - 450,000	100,000 - 200,000	一线城市 First-tier
	BMS工程师 BMS Engineer	6-8	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	产品经理 Product Manager	12-14	400,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	功能测试工程师 Function Test Engineer	6-8	250,000 - 400,000	100,000 - 150,000	一线城市 First-tier
生产/制造类 Manufacturing	精益管理 Lean Management	12-14	400,000 - 700,000	100,000 - 200,000	一线城市 First-tier
	质量经理 Quality Manager	15+	350,000 - 550,000	100,000 - 200,000	二线城市 Second-tier
	物流经理 Logistics Manager	15+	400,000 - 600,000	100,000 - 200,000	二线城市 Second-tier
	采购经理 Purchasing Manager	15+	400,000 - 600,000	100,000 - 200,000	二线城市 Second-tier
	设备经理 Equipment Manager	15+	400,000 - 700,000	100,000 - 200,000	二线城市 Second-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
生产/制造类 Manufacturing	项目管理 Project Management	12-14	400,000 - 500,000	100,000 - 200,000	二线城市 Second-tier
	数据分析 Data Analyst	9-11	300,000 - 500,000	100,000 - 150,000	一线城市 First-tier
	运营总监 Operation Director	15+	500,000 - 1,000,000	100,000 - 200,000	二线城市 Second-tier
	制造工艺经理 Manufacturing Process Manager	9-11	300,000 - 400,000	100,000 - 150,000	二线城市 Second-tier
	生产项目经理 Production Project Manager	9-11	400,000 - 500,000	100,000 - 150,000	二线城市 Second-tier
	机械设计工程师 Mechanical Design Engineer	6-8	250,000 - 400,000	100,000 - 150,000	二线城市 Second-tier
	电气工程师 Electrical Engineer	6-8	250,000 - 400,000	100,000 - 150,000	二线城市 Second-tier
	成本控制主管 Cost Control Supervisor	6-8	300,000 - 380,000	100,000 - 200,000	一线城市 First-tier
	技术采购 Technical Purchasing	6-8	250,000 - 500,000	100,000 - 150,000	一线城市 First-tier

智能网联 Intelligence Network

自动驾驶相关 Autopilot related	自动驾驶产品经理 Autopilot Product Manager	9-11	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	系统架构专家 System Architecture Expert	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
	自动驾驶工程师 Autopilot Engineer	3-5	250,000 - 450,000	100,000 - 150,000	一线城市 First-tier
	自动驾驶项目经理 Autopilot Project manager	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
	自动驾驶技术主管 Autopilot Technical Supervisor	6-8	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	测试工程师 Test Engineer	3-5	250,000 - 400,000	100,000 - 150,000	一线城市 First-tier
	自动驾驶功能安全工程师 Autopilot Functional Safety Engineer	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
智能座舱相关 Intelligent Cabin related	智能座舱产品经理 Intelligent Cabin Product Manager	6-8	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	系统架构专家 System Architecture Expert	9-11	400,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	智能语音工程师 Smart Voice Engineer	3-5	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	NLP算法工程师 NLP Algorithm Engineer	6-8	400,000 - 500,000	100,000 - 200,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function		职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
车联网/测试 IOV/Testing	车联网工程师 IoV Engineer	6-8	350,000 - 500,000	100,000 - 200,000	二线城市 Second-tier	
	软件项目管理 Software Project Management	6-8	400,000 - 500,000	100,000 - 200,000	一线城市 First-tier	
	车载通讯网络安全 Vehicle Communication Network Satety	6-8	350,000 - 500,000	150,000 - 200,000	一线城市 First-tier	
	仿真测试工程师 Simulation Test Engineer	3-5	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier	
职位 Title		工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location	

新能源 New Energy

电芯工程师 Cell Engineer	3-5	350,000 - 500,000	100,000 - 200,000	二线城市 Second-tier
电机结构工程师 Electrical structure engineer	6-8	300,000 - 400,000	100,000 - 150,000	一线城市 First-tier
电控工程师 Electronic Control Engineer	6-8	300,000 - 400,000	100,000 - 150,000	一线城市 First-tier
电池系统工程师 Battery System Engineer	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
产品经理 Product Manager	6-8	400,000 - 600,000	100,000 - 150,000	一线城市 First-tier

商务 Commercial

副总裁 VP	15+	1,500,000+	1,000,000 +	一线城市 First-tier
运营风险总监 Operation Risk Director	12-14	1,000,000 - 2,000,000	300,000 - 600,000	一线城市 First-tier
资深产品规划经理 Product Planning Senior Manager	12-14	600,000 - 800,000	100,000 - 300,000	一线城市 First-tier
新产品发布经理 New Product Release Manager	9-11	600,000 - 800,000	100,000 - 200,000	一线城市 First-tier
经销商战略计划经理 Distributor Strategy Planning Manager	9-11	800,000 - 1,200,000	200,000 - 300,000	一线城市 First-tier
大客户经理 Key Account Manager	12-14	500,000 - 700,000	100,000 - 200,000	一线城市 First-tier
销售总监 Sales Director	12-14	600,000 - 900,000	100,000 - 300,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working years	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
销售经理 Sales Manager	6-8	500,000 - 700,000	100,000 - 300,000	一线城市 First-tier
品牌传播经理 Brand Communication Manager	12-14	500,000 - 700,000	100,000 - 150,000	一线城市 First-tier
市场经理 Marketing Manager	6-8	400,000 - 800,000	100,000 - 200,000	一线城市 First-tier

通用职能 Supporting Functions

首席人力资源官 CHRO	12-14	1,200,000 - 1,800,000	300,000 - 600,000	一线城市 First-tier
人力资源总监 HRD	12-14	1,000,000 - 1,200,000	200,000 - 300,000	一线城市 First-tier
法务经理 Legal Manager	9-11	300,000 - 550,000	100,000 - 150,000	一线城市 First-tier
财务总监 Finance Director	15+	500,000 - 800,000	200,000 - 300,000	一线城市 First-tier
财务经理 Financial Manager	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier

能源化工行业

Energy & Chemical Industry

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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能源环保行业 Energy & Environmental Protection

销售总监 Sales Director	15+	360,000 - 516,000	90,000 - 250,000	一线城市 First-tier
高级销售经理 Senior Sales Manager	12-14	300,000 - 384,000	50,000 - 150,000	一线城市 First-tier
市场拓展经理 Marketing Development Manager	6-8	216,000 - 300,000	36,000 - 100,000	一线城市 First-tier
销售经理 Sales Manager	6-8	216,000 - 300,000	36,000 - 100,000	一线城市 First-tier
资深项目经理 Senior Project Manager	15+	360,000 - 504,000	72,000 - 300,000	一线城市 First-tier
项目经理 Project Manager	9-11	264,000 - 360,000	52,800 - 90,000	一线城市 First-tier
高级工艺经理 Senior Process Engineer	15+	360,000 - 480,000	36,000 - 72,000	一线城市 First-tier
工艺工程师 Process Engineer	6-8	180,000 - 240,000	18,000 - 36,000	一线城市 First-tier
初级工艺工程师 Junior Precess Engineer	3-5	240,000 - 180,000	10,000 - 30,000	一线城市 First-tier
设计工程师 Design Engineer	3-5	120,000 - 180,000	10,000 - 30,000	一线城市 First-tier
方案工程师 Proposal Engineer	6-8	240,000 - 300,000	24,000 - 60,000	一线城市 First-tier
现场工程师 Site Engineer	6-8	120,000 - 180,000	72,000 - 90,000	一线城市 First-tier
创新研发工程师 Creative R&D Engineer	3-5	120,000 - 180,000	50,000 - 80,000	一线城市 First-tier
设备安装工程师 Equipment Installation Engineer	6-8	120,000 - 180,000	72,000 - 90,000	一线城市 First-tier
调试工程师 Comissioning Engineer	9-11	120,000 - 180,000	72,000 - 90,000	一线城市 First-tier
电气工程师 Eletrical Engineer	9-11	216,000 - 264,000	36,000 - 40,000	一线城市 First-tier
自动化工程师 Automation Engineer	9-11	216,000 - 264,000	36,000 - 40,000	一线城市 First-tier
供应链总监 Supply Chain Director	15+	420,000 - 600,000	126,000 - 180,000	一线城市 First-tier
成本预测经理 Cost Forecast Manager	15+	360,000 - 480,000	110,000 - 150,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
项目采购经理 Project Purchasing Manager	9-11	240,000 - 312,000	25,000 - 52,000	一线城市 First-tier
供应商质量管理主管 Supplier Quality Management Director	9-11	192,000 - 276,000	20,000 - 41,000	一线城市 First-tier
采购工程师 Purchasing Engineer	3-5	144,000 - 216,000	15,000 - 43,000	一线城市 First-tier
IT 主管 IT Supervisor	9-11	240,000 - 300,000	25,000 - 52,000	一线城市 First-tier
环境健康安全主管 EHS Supervisor	9-11	216,000 - 264,000	21,600 - 39,600	一线城市 First-tier
规划师 Planner	9-11	240,000 - 360,000	25,000 - 45,000	一线城市 First-tier
可持续发展工程师 Sustainable Development Engineer	6-8	180,000 - 240,000	18,000 - 36,000	一线城市 First-tier
文档管理员 Document Controller	6-8	180,000 - 240,000	18,000 - 36,000	一线城市 First-tier
流程经理 Procedure Manager	12-14	216,000 - 300,000	27,000 - 50,000	二线城市 Second-tier
体系经理 System Manager	12-14	216,000 - 300,000	27,000 - 50,000	二线城市 Second-tier
运行总监 Head of Operation	12-14	240,000 - 360,000	30,000 - 60,000	二线城市 Second-tier
战略运营经理 Strategic Operations Manager	12-14	240,000 - 360,000	300,00 - 60,000	二线城市 Second-tier
投资经理 Investment Manager	9-11	180,000 - 300,000	22,500 - 50,000	二线城市 Second-tier

化工行业 Chemical Industry

工艺安全总监 Process safety Director	9-11	250,000 - 450,000	44,000 - 78,000	一线城市 First-tier
工艺工程师 Process Engineer	0-2	100,000 - 180,000	25,000 - 43,000	一线城市 First-tier
研发总监 Research & Development Director	9-11	300,000 - 500,000	70,000 - 150,000	一线城市 First-tier
研发经理 Research & Development Manager	6-8	240,000 - 360,000	60,000 - 110,000	一线城市 First-tier
配方研究员 Formula Researcher	3-5	130,000 - 250,000	20,000 - 40,000	一线城市 First-tier
EHS主管 EHS Supervisor	6-8	200,000 - 300,000	30,000 - 55,000	一线城市 First-tier
电气控制工程经理 Electrical control Engineering Manager	6-8	200,000 - 320,000	55,000 - 80,000	一线城市 First-tier
安全生产工程师 Safety Engineer	0-2	95,000 - 170,000	30,000 - 50,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
产品经理 Product Manager	3-5	200,000 - 300,000	25,000 - 60,000	一线城市 First-tier
技术服务工程师 Technical Service Engineer	0-2	70,000 - 100,000	15,000 - 30,000	一线城市 First-tier
设备工程师 Equipment Engineer	3-5	120,000 - 200,000	33,000 - 50,000	一线城市 First-tier
生产工程师 Production Engineer	0-2	80,000 - 170,000	27,000 - 50,000	一线城市 First-tier
市场拓展经理 BD Manager	6-8	210,000 - 300,000	30,000 - 65,000	一线城市 First-tier
销售经理 Sales Manager	6-8	180,000 - 360,000	36,000 - 80,000	一线城市 First-tier
销售工程师 Sales Engineer	0-2	60,000 - 100,000	15,000 - 30,000	一线城市 First-tier

通用职能 Supporting Functions

首席人力资源官 CHRO	15+	800,000 - 1,100,000	150,000 - 260,000	一线城市 First-tier
人力资源总监 HR Director	9-11	470,000 - 700,000	60,000 - 100,000	一线城市 First-tier
人力资源经理 HR Manager	6-8	240,000 - 400,000	30,000 - 68,000	一线城市 First-tier
人力资源业务伙伴 HRBP	9-11	250,000 - 420,000	26,000 - 68,000	一线城市 First-tier
人才招聘经理 TA Manager	6-8	216,000 - 360,000	20,000 - 56,000	一线城市 First-tier
薪酬福利经理 C&B Manager	6-8	200,000 - 360,000	25,000 - 75,000	一线城市 First-tier
组织及人才发展经理 OD Manager	6-8	250,000 - 360,000	20,000 - 60,000	一线城市 First-tier
法务总监 Legal Director	15+	600,000 - 840,000	100,000 - 200,000	一线城市 First-tier
高级法务顾问 Senior Legal Counsel	9-11	264,000 - 432,000	23,760 - 64,800	一线城市 First-tier
法务顾问 Legal Counsel	6-8	216,000 - 300,000	19,440 - 48,000	一线城市 First-tier
财务总监 Finance Director	15+	720,000 - 960,000	200,000 - 240,000	一线城市 First-tier
财务经理 Finance Manager	6-8	240,000 - 350,000	22,000 - 50,000	一线城市 First-tier
审计经理 Audit Manager	6-8	200,000 - 350,000	20,000 - 50,000	一线城市 First-tier
税务经理 Tax Manager	6-8	200,000 - 350,000	20,000 - 50,000	一线城市 First-tier
行政总监 Admin Director	15+	350,000 - 610,000	60,000 - 120,000	一线城市 First-tier
行政经理 Admin Manager	6-8	177,000 - 310,000	20,000 - 50,000	一线城市 First-tier

快消/零售 FMCG/Retail

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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食品/饮料/日化 Food/Beverage/Cosmetics

资深经理 Senior Manager	12-14	750,000 - 850,000	100,000 - 130,000	一线城市 First-tier
经理 Manager	9-11	450,000 - 550,000	60,000 - 80,000	一线城市 First-tier
助理经理 Assistant Manager	6-8	250,000 - 300,000	35,000 - 50,000	一线城市 First-tier
主管 Supervisor	6-8	200,000 - 250,000	25,000 - 35,000	一线城市 First-tier
渠道/地区销售资深经理 Channel/District Sales Senior Manager	15+	620,000 - 700,000	180,000 - 210,000	一线城市 First-tier
渠道/地区销售经理 Channel/District Sales Manager	9-11	400,000 - 470,000	120,000 - 150,000	一线城市 First-tier
渠道/地区销售助理经理 Channel/District Sales Assistant Manager	9-11	200,000 - 250,000	60,000 - 90,000	一线城市 First-tier
渠道/地区销售主管 Channel/District Sales Supervisor	6-8	150,000 - 200,000	45,000 - 600,00	一线城市 First-tier

百货/零售 Retail

商品 Merchandising	12-14	700,000 - 1,500,000	100,000 - 200,000	一线城市 First-tier
大客户总监 KA Director	15+	700,000 - 1,050,000	300,000 - 450,000	一线城市 First-tier
大客户经理 KA Manager	12-14	420,000 - 560,000	180,000 - 240,000	一线城市 First-tier
大客户经理 KA Manager	9-11	350,000 - 490,000	150,000 - 210,000	一线城市 First-tier
大客户经理 KA Manager	6-8	245,000 - 385,000	105,000 - 165,000	一线城市 First-tier
渠道销售经理 Channel Sales Manager	6-8	210,000 - 350,000	60,000 - 150,000	一线城市 First-tier
地区销售经理 District Sales Manager	9-11	250,000 - 350,000	10,000 - 150,000	一线城市 First-tier
地区销售主管/经理 District Sales Supervisor/Manager	6-8	200,000 - 300,000	80,000 - 130,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
店长 Shop Manager	15+	480,000 - 720,000	320,000 - 480,000	一线城市 First-tier
店长 Shop Manager	12-14	360,000 - 480,000	240,000 - 320,000	一线城市 First-tier
店长 Shop Manager	9-11	210,000 - 300,000	140,000 - 200,000	一线城市 First-tier
店长 Shop Manager	6-8	120,000 - 240,000	100,000 - 160,000	一线城市 First-tier
通路行销经理 Trade Marketing Manager	6-8	300,000 - 450,000	45,000 - 67,500	一线城市 First-tier
客户服务（副）经理 Customer Service (Deputy) Manager	6-8	200,000 - 300,000	20,000 - 30,000	一线城市 First-tier
采购与物流高级经理 Purchasing/Logistics Senior Manager	12-14	700,000 - 1,500,000	100,000 - 200,000	一线城市 First-tier
采购与物流经理 Purchasing/Logistics Manager	6-8	350,000 - 500,000	35,000 - 50,000	一线城市 First-tier
供应链经理 Supply Chain Manager	6-8	300,000 - 500,000	30,000 - 50,000	一线城市 First-tier
商品副总裁 Merchandising VP	15+	1,000,000 - 2,000,000	500,000 - 1,000,000	一线城市 First-tier
商品企划总监 Product Merchandising Director	12-14	650,000 - 1,000,000	150,000 - 200,000	一线城市 First-tier
商品企划高级经理 Product Merchandising Senior Manager	9-11	500,000 - 650,000	100,000 - 150,000	一线城市 First-tier
商品企划经理 Product Merchandising Manager	6-8	350,000 - 500,000	50,000 - 100,000	一线城市 First-tier
商品企划主管 Product Merchandising Supervisor	3-5	180,000 - 350,000	20,000 - 50,000	一线城市 First-tier
商品计划总监 Planning Director	12-14	650,000 - 1,000,000	150,000 - 200,000	一线城市 First-tier
商品计划高级经理 Planning Senior Manager	9-11	500,000 - 650,000	100,000 - 150,000	一线城市 First-tier
商品计划经理 Planning Manager	6-8	350,000 - 500,000	50,000 - 100,000	一线城市 First-tier
商品计划主管 Planning Supervisor	3-5	180,000 - 350,000	20,000 - 50,000	一线城市 First-tier
商品采购总监 Buying Director	12-14	650,000 - 1,000,000	150,000 - 200,000	一线城市 First-tier
商品采购高级经理 Buying Senior Manager	9-11	500,000 - 650,000	100,000 - 150,000	一线城市 First-tier
商品采购经理 Buying Manager	6-8	350,000 - 500,000	50,000 - 100,000	一线城市 First-tier
商品采购主管 Buying Supervisor	3-5	180,000 - 350,000	20,000 - 50,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
商品运营总监 Allocation Director	12-14	650,000 - 1,000,000	150,000 - 200,000	一线城市 First-tier
商品运营高级经理 Allocation Senior Manager	9-11	500,000 - 650,000	100,000 - 150,000	一线城市 First-tier
商品运营经理 Allocation Manager	6-8	350,000 - 500,000	50,000 - 100,000	一线城市 First-tier
商品运营主管 Allocation Supervisor	3-5	180,000 - 350,000	20,000 - 50,000	一线城市 First-tier
高级主播 Senior Livestream Host	6-8	150,000 - 200,000	280,000 - 350,000	一线城市 First-tier
中级主播 Middle Livestream Host	3-5	100,000 - 150,000	210,000 - 280,000	一线城市 First-tier
初级主播 Junior Livestream Host	0-2	60,000 - 100,000	140,000 - 210,000	一线城市 First-tier
直播运营经理 Livestream Operation Manager	6-8	350,000 - 500,000	50,000 - 100,000	一线城市 First-tier
直播运营助理 Livestream Operation Assistant	0-2	70,000 - 100,000	20,000 - 50,000	一线城市 First-tier
平台运营高级经理 Platform Operation Senior Manager	9-11	600,000 - 800,000	50,000 - 100,000	一线城市 First-tier
平台运营经理 Platform Operation Manager	6-8	400,000 - 600,000	20,000 - 50,000	一线城市 First-tier
平台运营主管 Platform Operation Supervisor	3-5	200,000 - 400,000	0 - 20,000	一线城市 First-tier
公关/客户关系 Public Relationship/Customer Relationship	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
会员营销 Membership Marketing	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
消费者研究 Customer Research	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
品牌沟通 Brand Communication	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
市场经理 Marketing Manager	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier

奢侈品 Luxury

公关/客户关系 Public Relationship/Customer Relationship	15+	1,200,000 - 2,000,000	200,000 - 400,000	一线城市 First-tier
地区销售 District Sales	12-14	600,000 - 900,000	60,000 - 180,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
店长 Shop Manager	9-11	200,000 - 500,000	100,000 - 400,000	一线城市 First-tier
会员营销 Membership Marketing	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
消费者研究 Customer Research	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
品牌沟通 Brand Communication	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
市场经理 Marketing Manager	6-8	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier

通用职能 Supporting Functions

人力资源总监 HR Director	15+	1,000,000 - 1,200,000	200,000 - 240,000	一线城市 First-tier
人力资源经理 HR Manager	9-11	480,000 - 600,000	72,000 - 90,000	一线城市 First-tier
人力资源业务伙伴 HRBP	9-11	480,000 - 600,000	72,000 - 90,000	一线城市 First-tier
人才招聘高级经理 Senior TA Manager	12-14	550,000 - 720,000	100,000 - 130,000	一线城市 First-tier
人才招聘经理 TA Manager	9-11	360,000 - 480,000	54,000 - 72,000	一线城市 First-tier
财务总监 Finance Director	12-14	500,000 - 700,000	50,000 - 100,000	一线城市 First-tier
财务经理 Finance Manager	6-8	250,000 - 400,000	30,000 - 80,000	一线城市 First-tier
审计主管-助理经理 Audit Supervisor-AM	3-5	200,000 - 380,000	30,000 - 60,000	一线城市 First-tier
行政经理 Admin Manager	6-8	200,000 - 400,000	20,000 - 50,000	一线城市 First-tier

金融服务

Financial Services

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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保险 Insurance

精 算 Actuarial	总精算师 Chief Actuary	15+	900,000 - 1,800,000	900,000 - 1,800,000	一线城市 First-tier
	部门负责人 Head of Department	12-14	600,000 - 900,000	200,000 - 500,000	一线城市 First-tier
	处室经理 Actuarial Manager	9-11	300,000 - 700,000	150,000 - 300,000	一线城市 First-tier
	专员 Actuary	3-5	160,000 - 350,000	80,000 - 150,000	一线城市 First-tier
财 务 Finance	首席财务官 CFO	15+	900,000 - 2,000,000	900,000 - 2,000,000	一线城市 First-tier
	财务总监 Finance Director	12-14	450,000 - 900,000	150,000 - 300,000	一线城市 First-tier
	财务经理 Finance Manager	6-8	250,000 - 450,000	100,000 - 250,000	一线城市 First-tier
风险管理 Risk Management	部门负责人 Head of Department	12-14	350,000 - 800,000	200,000 - 400,000	一线城市 First-tier
	处室经理 Risk Manager	9-11	300,000 - 700,000	150,000 - 300,000	一线城市 First-tier
	风险专员 Risk Specialist	3-5	150,000 - 350,000	75,000 - 150,000	一线城市 First-tier
核 保 Underwriting	部门负责人 Head of Department	15+	450,000 - 800,000	150,000 - 400,000	一线城市 First-tier
	高级核保人 Senior Underwriter	9-11	300,000 - 600,000	150,000 - 250,000	一线城市 First-tier
	核保人 Underwriter	6-8	150,000 - 300,000	100,000 - 200,000	一线城市 First-tier
渠 道 Distribution	分公司总经理 Branch GM	15+	500,000 - 1,200,000	500,000 - 2,000,000	一线城市 First-tier

投行/私募/风投 Investment Banking, PE/VC

人民币基金 RMB Funds	董事总经理/合伙人 Managing Director / Partner	15+	1,200,000 - 1,800,000	1,500,000 - 1,800,000	一线城市 First-tier
	执行董事/高级副总裁 Executive Director / SVP	12-14	960,000 - 1,200,000	1,000,000 - 1,500,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
人民币基金 RMB Funds	高级经理/副总裁 Senior Manager/ VP	9-11	600,000 - 960,000	600,000 - 800,000	一线城市 First-tier
	助理副总裁 Associate VP	6-8	360,000 - 600,000	400,000 - 600,000	一线城市 First-tier
	分析师 Analyst	3-5	180,000 - 360,000	300,000 - 400,000	一线城市 First-tier
美元基金 USD Funds	董事总经理/合伙人 Managing Director / Partner	15+	1,440,000 - 1,800,000	1,500,000 - 1,800,000	一线城市 First-tier
	执行董事/高级副总裁 Executive Director / SVP	12-14	1,080,000 - 1,440,000	1,000,000 - 1,500,000	一线城市 First-tier
	高级经理/副总裁 Senior Manager/ VP	9-11	720,000 - 1,080,000	600,000 - 800,000	一线城市 First-tier
	助理副总裁 Associate VP	6-8	480,000 - 720,000	400,000 - 600,000	一线城市 First-tier
	分析师 Analyst	3-5	240,000 - 720,000	300,000 - 400,000	一线城市 First-tier
投资者关系 Investment Relationship	执行董事/高级副总裁 Executive Director / SVP	15+	1,200,000 - 1,800,000	1,000,000 - 1,500,000	一线城市 First-tier
	高级经理/副总裁 Senior Manager/ VP	9-11	960,000 - 1,200,000	700,000 - 1,000,000	一线城市 First-tier
	助理副总裁 Associate VP	6-8	480,000 - 960,000	300,000 - 600,000	一线城市 First-tier
	分析师 Analyst	3-5	240,000 - 480,000	100,000 - 300,000	一线城市 First-tier

金融科技 Finance Tech

产品 Product	产品负责人 Product Leader	12-14	600,000 - 800,000	300,000 - 500,000	一线城市 First-tier
	高级产品经理 Senior Product Manager	9-11	400,000 - 550,000	250,000 - 350,000	一线城市 First-tier
	产品经理 Product Manager	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier
运营 Operation	运营总监 E-commerce Operation Director	12-14	600,000 - 800,000	300,000 - 500,000	一线城市 First-tier
	高级运营经理 Senior E-commerce Operation Manager	9-11	400,000 - 550,000	250,000 - 350,000	一线城市 First-tier
	运营经理 E-commerce Operation Manager	6-8	250,000 - 350,000	100,000 - 200,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
理财师 Financial Planner	资深理财经理 Principal Financial Planner	12-14	400,000 - 600,000	300,000 - 500,000	一线城市 First-tier
	高级理财经理 Senior Financial Planner	9-11	300,000 - 400,000	250,000 - 350,000	一线城市 First-tier
	理财经理 Financing Manager	6-8	200,000 - 300,000	100,000 - 200,000	一线城市 First-tier
风 险 Risk	风险总监 Risk Director	12-14	600,000 - 700,000	300,000 - 450,000	一线城市 First-tier
	风险高级经理 Senior Risk Manager	9-11	400,000 - 550,000	150,000 - 250,000	一线城市 First-tier
	风险经理 Risk Manager	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier

消费金融 Consumer Finance

产品与运营 Product & Operation	运营总监 E-commerce Operation Lead	12-14	600,000 - 800,000	300,000 - 550,000	一线城市 First-tier
	高级运营经理 Senior E-commerce Operation Manager	9-11	400,000 - 550,000	120,000 - 240,000	一线城市 First-tier
	运营经理 E-commerce Operation Manager	6-8	250,000 - 350,000	100,000 - 200,000	一线城市 First-tier
产 品 Operation	产品负责人 Product Leader	12-14	600,000 - 800,000	300,000 - 550,000	一线城市 First-tier
	高级产品经理 Senior Product Manager	9-11	400,000 - 550,000	150,000 - 250,000	一线城市 First-tier
	产品经理 Product Manager	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier
数 据 Data	数据科学家 Data Scientist	12-14	600,000 - 800,000	300,000 - 500,000	一线城市 First-tier
	高级数据分析 Senior Data Analysis	9-11	400,000 - 550,000	120,000 - 240,000	一线城市 First-tier
	数据分析 Data Analysis	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier
市场分析 Market Analysis	资深市场分析 Principal Market Analysis	12-14	600,000 - 800,000	300,000 - 550,000	一线城市 First-tier
	高级市场分析 Senior Market Analysis	9-11	400,000 - 550,000	150,000 - 250,000	一线城市 First-tier
	市场分析 Market Analysis	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
销 售 Sales	省区负责人 Head of Province/Region	12-14	600,000 - 700,000	300,000 - 600,000	一线城市 First-tier
	城市经理 City Manager	9-11	400,000 - 550,000	200,000 - 400,000	一线城市 First-tier
	渠道推广 Channel Promotion	6-8	360,000 - 480,000	100,000 - 300,000	一线城市 First-tier
大客户销售 Key Account Sales	资深大客户销售 Principal KA Sales	12-14	600,000 - 800,000	300,000 - 550,000	一线城市 First-tier
	高级大客户销售 Senior KA Sales	9-11	400,000 - 550,000	150,000 - 250,000	一线城市 First-tier
	大客户销售 Key Account Sales	6-8	360,000 - 480,000	100,000 - 200,000	一线城市 First-tier
用户体验 User Experience	资深用户体验专家 Principal User Experience Expert	12-14	600,000 - 700,000	300,000 - 550,000	一线城市 First-tier
	高级用户体验专家 Senior User Experience Expert	9-11	400,000 - 550,000	150,000 - 250,000	一线城市 First-tier
	用户体验专家 User Experience Expert	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier
催收 Collection	催收-资深 Principal Collection	12-14	600,000 - 700,000	300,000 - 550,000	一线城市 First-tier
	催收-高级 Senior Collection	9-11	400,000 - 550,000	150,000 - 250,000	一线城市 First-tier
	催收 Collection	6-8	300,000 - 450,000	120,000 - 240,000	一线城市 First-tier
风 险 Risk	风控审核- 总监 Risk Control-Director	12-14	600,000 - 800,000	300,000 - 550,000	一线城市 First-tier
	风控审核- 经理 Risk Control-Manager	9-11	400,000 - 550,000	120,000 - 240,000	一线城市 First-tier
	风控审核-专员 Risk Control-Specialist	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier
政 策 Policy Study	政策研究-总监 Policy Study-Director	12-14	600,000 - 800,000	300,000 - 550,000	一线城市 First-tier
	政策研究-经理 Policy Study-Manager	9-11	400,000 - 550,000	120,000 - 240,000	一线城市 First-tier
	政策研究-专员 Policy Study-Specialist	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier

资产管理 Asset Management

投资 Investment	部门负责人 Head of Department	15+	1,200,000 - 2,000,000	1,200,000 - 6,000,000	一线城市 First-tier
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单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
投 资 Investment	副总监 Deputy Head of department	12-14	1,000,000 - 1,500,000	1,000,000 - 6,000,000	一线城市 First-tier
	高级基金经理 Senior Fund Manager	9-11	600,000 - 1,100,000	600,000 - 3,000,000	一线城市 First-tier
	中级基金经理 Middle level Fund Manager	9-11	500,000 - 1,000,000	500,000 - 2,000,000	一线城市 First-tier
	初级基金经理 Junior Fund Manager	6-8	400,000 - 600,000	400,000 - 1,500,000	一线城市 First-tier
研 究 Researcher	研究总监 Research Director	12-14	600,000 - 1,500,000	600,000 - 2,600,000	一线城市 First-tier
	副总监 Deputy Head of department	9-11	500,000 - 750,000	500,000 - 2,000,000	一线城市 First-tier
	高级研究员 Senior Researcher	6-8	400,000 - 600,000	400,000 - 1,500,000	一线城市 First-tier
	中级研究员 Middle level Research	3-5	300,000 - 500,000	300,000 - 1,000,000	一线城市 First-tier
	初级研究员 Junior Researcher	0-2	200,000 - 400,000	200,000 - 900,000	一线城市 First-tier
交 易 Trader	交易总监 Trader Director	15+	600,000 - 1,200,000	600,000 - 1,800,000	一线城市 First-tier
	副总监 Associate Trader Director	9-11	400,000 - 700,000	400,000 - 700,000	一线城市 First-tier
	高级交易员 Senior Trader	6-8	300,000 - 500,000	300,000 - 500,000	一线城市 First-tier
	中级交易员 Middle Trader	3-5	200,000 - 300,000	200,000 - 300,000	一线城市 First-tier
	初级交易员 Junior Trader	0-2	100,000 - 200,000	100,000 - 200,000	一线城市 First-tier
市 场 Marketing	市场总监 Marketing Director	15+	500,000 - 1,200,000	500,000 - 1,800,00	一线城市 First-tier
	副总监 Associate Marketing Director	12-14	400,000 - 600,000	400,000 - 900,000	一线城市 First-tier
	高级市场经理 Senior Marketing Manager	9-11	300,000 - 500,000	300,000 - 700,000	一线城市 First-tier
	中级市场经理 Middle Marketing Manager	6-8	200,000 - 400,000	200,000 - 400,000	一线城市 First-tier
	初级市场经理 Junior Marketing Manager	3-5	120,000 - 300,000	120,000 - 300,000	一线城市 First-tier
机构销售 Institutional sales	部门负责人 Head of Department	15+	500,000 - 1,000,000	600,000 - 4,500,000	一线城市 First-tier
	副总监 Associate Director	12-14	400,000 - 700,000	400,000 - 1,700,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
机构销售 Institutional sales	高级经理 Senior Manager	6-8	300,000 - 600,000	300,000 - 1,200,000	一线城市 First-tier
	中级经理 Middle Manager	3-5	200,000 - 500,000	200,000 - 800,000	一线城市 First-tier
	初级经理 Junior Manager	3-5	120,000 - 300,000	120,000 - 300,000	一线城市 First-tier
渠道销售 Channel Sales	部门负责人 Head of Department	15+	500,000 - 1,000,000	600,000 - 3,300,000	一线城市 First-tier
	副总监/区域负责人 Associate Director/Regional Head	12-14	400,000 - 600,000	400,000 - 1,400,000	一线城市 First-tier
	高级经理 Senior Manager	6-8	300,000 - 400,000	300,000 - 600,000	一线城市 First-tier
	中级经理 Middle Manager	3-5	200,000 - 360,000	200,000 - 360,000	一线城市 First-tier
	初级经理 Junior Manager	3-5	120,000 - 300,000	120,000 - 300,000	一线城市 First-tier
产 品 Product	产品负责人 Head of Product	15+	600,000 - 1,000,000	600,000 - 2,500,000	一线城市 First-tier
	副总监 Associate Director	9-11	500,000 - 800,000	400,000 - 1,400,000	一线城市 First-tier
	高级产品经理 Senior Product Manager	9-11	400,000 - 600,000	400,000 - 800,000	一线城市 First-tier
	中级产品经理 Middle Product Manager	6-8	300,000 - 400,000	300,000 - 400,000	一线城市 First-tier
	初级产品经理 Junior Product Manager	3-5	200,000 - 300,000	200,000 - 300,000	一线城市 First-tier
合 规 Compliance	合规负责人 Head of Compliance	15+	500,000 - 1,000,000	500,000 - 2,000,000	一线城市 First-tier
	副总监 Associate Director	12-14	400,000 - 900,000	400,000 - 1,100,000	一线城市 First-tier
	高级合规经理 Senior Compliance Manager	9-11	300,000 - 600,000	300,000 - 600,000	一线城市 First-tier
	中级合规经理 Middle Compliance Manager	6-8	200,000 - 400,000	200,000 - 400,000	一线城市 First-tier
	初级合规经理 Junior Compliance Manager	3-5	120,000 - 240,000	120,000 - 240,000	一线城市 First-tier
风 控 Risk Control	风控负责人 Head of Risk Control	15+	500,000 - 800,000	500,000 - 1,600,000	一线城市 First-tier
	副总监 Associate Director	12-14	500,000 - 700,000	500,000 - 1,000,000	一线城市 First-tier
	高级风控经理 Senior Risk Control Manager	9-11	400,000 - 600,000	400,000 - 800,000	一线城市 First-tier
	中级风控经理 Middle Risk Control Manager	6-8	300,000 - 400,000	300,000 - 400,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
风 控 Risk Control	初级风控经理 Junior Risk Control Manager	3-5	200,000 - 300,000	200,000 - 300,000	一线城市 First-tier
运 营 Operation	运营负责人 Head of Operation	15+	600,000 - 1,000,000	600,000 - 1,400,000	一线城市 First-tier
	副总监 Associate Director	12-14	450,000 - 600,000	450,000 - 600,000	一线城市 First-tier
	高级运营经理 Senior Operation Manager	9-11	300,000 - 400,000	300,000 - 400,000	一线城市 First-tier
	中级运营经理 Middle Operation Manager	6-8	200,000 - 300,000	200,000 - 300,000	一线城市 First-tier
	初级运营经理 Junior Operation Manager	3-5	120,000 - 200,000	120,000 - 200,000	一线城市 First-tier
信息技术 IT	信息技术负责人 Head of IT	15+	600,000 - 1,100,000	600,000 - 1,500,000	一线城市 First-tier
	副总监 Associate Director	15+	450,000 - 600,000	600,000 - 1,400,000	一线城市 First-tier
	高级经理 Senior Manager	9-11	300,000 - 400,000	400,000 - 800,000	一线城市 First-tier
	中级经理 Middle Manager	6-8	200,000 - 300,000	300,000 - 500,000	一线城市 First-tier
	初级经理 Junior Manager	3-5	120,000 - 200,000	200,000 - 400,000	一线城市 First-tier

高科技&智能制造

High-tech & Smart Manufacturing

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
工业制造 Industrial Manufacturing				
总经理 General Manager	15+	1,200,000 - 1,500,000	300,000 - 500,000	一线城市 First-tier
销售副总裁 Sales VP	15+	1,000,000 - 1,200,000	200,000 - 400,000	一线城市 First-tier
销售总监 Sales Director	12-14	800,000 - 1,000,000	200,000 - 400,000	一线城市 First-tier
运营副总裁 Operations VP	15+	800,000 - 1,500,000	300,000 - 800,000	一线城市 First-tier
运营总监 Operations Director	12-14	600,000 - 1,200,000	200,000 - 500,000	一线城市 First-tier
资深经理 Senior Manager	9-11	300,000 - 700,000	100,000 - 200,000	一线城市 First-tier
经理 Manager	6-8	200,000 - 300,000	20,000 - 40,000	一线城市 First-tier
厂长 Plant Manager	15+	600,000 - 800,000	150,000 - 250,000	一线城市 First-tier
制造工程经理 ME Manager	12-14	500,000 - 650,000	50,000 - 200,000	一线城市 First-tier
工业工程经理 IE Manager	12-14	350,000 - 450,000	50,000 - 100,000	一线城市 First-tier
制造工程师 Engineer	3-5	120,000 - 180,000	30,000 - 45,000	一线城市 First-tier
自动化经理 Automation Manager	9-11	300,000 - 450,000	50,000 - 150,000	一线城市 First-tier
EHS经理 EHS Manager	9-11	300,000 - 450,000	50,000 - 200,000	一线城市 First-tier
EHS工程师 EHS Engineer	3-5	120,000 - 180,000	30,000 - 45,000	一线城市 First-tier
物流经理 Logistics Manager	9-11	300,000 - 450,000	100,000 - 150,000	一线城市 First-tier
项目经理 Project Manager	9-11	300,000 - 400,000	50,000 - 150,000	一线城市 First-tier
软件/系统工程师（MES） Software/System Engineer（MES）	9-11	180,000 - 300,000	45,000 - 75,000	一线城市 First-tier
软件/系统工程师（SCADA） Software/System Engineer（SCADA）	6-8	180,000 - 420,000	45,000 - 105,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
电气工程师 Electrical Engineer	3-5	120,000 - 200,000	30,000 - 50,000	一线城市 First-tier
电机控制工程师 Motor control Engineer	3-5	180,000 - 300,000	45,000 - 75,000	一线城市 First-tier
工艺工程师 Process Engineer	3-5	120,000 - 180,000	30,000 - 45,000	一线城市 First-tier
应用工程师 Application Engineer	3-5	120,000 - 180,000	30,000 - 45,000	一线城市 First-tier
自动化工程师 Automation Engineer	3-5	120,000 - 180,000	30,000 - 45,000	一线城市 First-tier
软件工程师 Software Engineer	3-5	180,000 - 360,000	45,000 - 90,000	一线城市 First-tier

智能硬件 Smart Hardware

研发总监 R&D Director	15+	600,000 - 1,200,000	200,000 - 500,000	一线城市 First-tier
研发经理 R&D Manager	12-14	400,000 - 550,000	100,000 - 200,000	一线城市 First-tier
资深工程经理 Senior Engineering Manager	15+	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
项目经理 Project Manager	6-8	350,000 - 400,000	50,000 - 100,000	一线城市 First-tier
硬件产品经理 Product Manager	6-8	350,000 - 450,000	100,000 - 200,000	一线城市 First-tier
测试经理 Testing Manager	12-14	400,000 - 550,000	100,000 - 200,000	一线城市 First-tier
工业设计负责人 Industrial Design Lead	12-14	800,000 - 2,000,000	300,000 - 1,000,000	一线城市 First-tier
工业设计经理 Industrial Design Manager	9-11	600,000 - 800,000	200,000 - 500,000	一线城市 First-tier
工业设计工程师 Industrial Design Engineer	6-8	300,000 - 450,000	50,000 - 150,000	一线城市 First-tier
结构工程师 Mechanical Engineer	6-8	350,000 - 400,000	50,000 - 150,000	一线城市 First-tier
硬件工程师 Hardware Engineer	6-8	350,000 - 450,000	50,000 - 150,000	一线城市 First-tier
嵌入式软件工程师 Firmware Engineer	6-8	350,000 - 450,000	50,000 - 150,000	一线城市 First-tier
产品经理 Product Manager	3-5	240,000 - 600,000	100,000 - 200,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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出海业务 Overseas Business

跨境电商负责人 Cross-Border e-Commerce Lead	15+	600,000 - 1,000,000	200,000 - 500,000	一线城市 First-tier	
用户增长负责人 User Growth Lead	12-14	500,000 - 750,000	200,000 - 300,000	一线城市 First-tier	
广告投放经理 Ad Serving Manager	6-8	300,000 - 450,000	50,000 - 150,000	一线城市 First-tier	
品牌经理 Brand Manager	6-8	300,000 - 450,000	100,000 - 200,000	一线城市 First-tier	
官网产品经理 Product Manager for Official Website	6-8	300,000 - 450,000	50,000 - 150,000	一线城市 First-tier	
海外销售国家经理 Overseas Sales Country Manager	15+	800,000 - 1,200,000	200,000 - 500,000	一线城市 First-tier	
海外销售经理 Overseas Sales Manager	6-8	400,000 - 700,000	150,000 - 300,000	一线城市 First-tier	
产品营销经理 GTM	9-11	350,000 - 500,000	100,000 - 200,000	一线城市 First-tier	
海外营销总监 Overseas Marketing Director	12-14	600,000 - 800,000	200,000 - 300,000	一线城市 First-tier	
海外营销经理 Overseas Marketing Manager	6-8	300,000 - 500,000	100,000 - 200,000	一线城市 First-tier	
职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location

信息技术 IT

技术 Technology	首席技术官 CTO/VP	15+	1,000,000 - 3,000,000	500,000 - 3,000,000	一线城市 First-tier
	技术总监 Director	9-11	650,000 - 1,500,000	250,000 - 900,000	一线城市 First-tier
	技术经理 Technical Manager	6-8	300,000 - 600,000	100,000 - 200,000	一线城市 First-tier
	区域销售工程师 District Sales Engineer	6-8	144,000 - 180,000	40,000 - 60,000	三线城市 Third-tier
	销售经理 Sales Manager	6-8	350,000 - 400,000	80,000-100,000	一线城市 First-tier
	解决方案工程师 Solution Engineer	6-8	240,000 - 300,000	50,000 - 90,000	一线城市 First-tier
	软件开发工程师 Software Development Engineer	6-8	240,000 - 300,000	50,000 - 80,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
信息技术 IT					
技术 Technology	项目经理 PM	6-8	300,000 - 350,000	60,000 - 80,000	一线城市 First-tier
	销售工程师 Sales Engineer	6-8	300,000 - 350,000	60,000 - 100,000	一线城市 First-tier
	产品专家 Product Expert	9-11	350,000 - 420,000	90,000 - 120,000	一线城市 First-tier
	产品经理 Product Manager	3-5	200,000 - 300,000	50,000 - 80,000	一线城市 First-tier
产品 Product Management	首席产品官 CPO	15+	1,000,000 - 2,500,000	500,000 - 2,500,000	一线城市 First-tier
	产品总监 Expert	9-11	650,000 - 1,200,000	250,000 - 800,000	一线城市 First-tier
	产品专家 Senior Manager	6-8	300,000 - 600,000	100,000 - 200,000	一线城市 First-tier
算法 Algorithm	研究院负责人 Head of Lab	15+	1,000,000 - 1,200,000	600,000 - 1,000,000	一线城市 First-tier
	算法总监 Algorithm Director	12-14	800,000 - 1,000,000	400,000 - 500,000	一线城市 First-tier
	算法专家/科学家 Algorithm Expert/Scientist	9-11	400,000 - 800,000	100,000 - 300,000	一线城市 First-tier
	算法工程师 Algorithm Engineer	6-8	300,000 - 600,000	80,000 - 200,000	一线城市 First-tier
架构 Architech	首席架构师 Chief Architect	9-11	350,000 - 800,000	100,000 - 300,000	一线城市 First-tier
	架构师 Architect	9-11	300,000 - 700,000	80,000 - 200,000	一线城市 First-tier
数据 Data	总监/专家 Director/Expert	12-14	600,000 - 800,000	100,000 - 300,000	一线城市 First-tier
	数据挖掘 Data Mining	6-8	400,000 - 500,000	80,000 - 100,000	一线城市 First-tier
	数据合规经理 Data Compliance Manager	6-8	240,000 - 300,000	60,000 - 70,000	一线城市 First-tier
	数据库 Database	6-8	300,000 - 400,000	50,000 - 80,000	一线城市 First-tier
隐私安全 Privacy Security	运维工程师 Operation Engineer	3-5	150,000 - 180,000	30,000 - 40,000	三线城市 Third-tier
	网络安全工程师 Network Security Engineer	3-5	150,000 - 180,000	30,000 - 40,000	三线城市 Third-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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通用职能 Supporting Functions

首席人力资源官 CHRO	15+	1,000,000 - 1,200,000	500,000 - 700,000	一线城市 First-tier
人力资源总监 HR Director	12-14	600,000 - 800,000	200,000 - 400,000	一线城市 First-tier
人力资源经理 HR Manager	9-11	500,000 - 600,000	100,000 - 150,000	一线城市 First-tier
人力资源业务合作伙伴 HRBP	6-8	400,000 - 450,000	100,000 - 110,000	一线城市 First-tier
人才招聘经理 TA Manager	6-8	400,000 - 450,000	100,000 - 110,000	一线城市 First-tier
薪酬福利经理 C&B Manager	6-8	400,000 - 450,000	100,000 - 110,000	一线城市 First-tier
组织及人才发展经理 OD Manager	6-8	400,000 - 450,000	100,000 - 110,000	一线城市 First-tier
员工关系经理 ER Manager	6-8	400,000 - 450,000	100,000 - 110,000	一线城市 First-tier
行政总裁 Admin President	15+	700,000 - 720,000	160,000 - 180,000	一线城市 First-tier
行政经理 Admin Manager	12-14	500,000 - 600,000	120,000 - 150,000	一线城市 First-tier

生命科学 Life Sciences

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
生物技术/制药 Biotechnology/Pharma				
注册总监 RA Director	15+	900,000 - 1,300,000	200,000 - 400,000	一线城市 First-tier
资深注册经理 Senior RA Manager	9-11	400,000 - 600,000	100,000 - 150,000	一线城市 First-tier
注册经理 RA Manager	6-8	250,000 - 400,000	100,000 - 150,000	一线城市 First-tier
注册专员 RA Specialist	3-5	150,000 - 250,000	50,000 - 100,000	一线城市 First-tier
资深临床监察员 Senior Clinical Research Associate (SCRA)	3-5	200,000 - 350,000	20,000 - 40,000	一线城市 First-tier
临床监察员 Clinical Research Associate (CRA)	0-2	100,000 - 200,000	10,000 - 30,000	一线城市 First-tier
资深临床项目总监 Senior Clinical Project Director (Sr PD)	15+	1,200,000 - 1,500,000	150,000 - 300,000	一线城市 First-tier
临床项目总监 Clinical Project Manager Director(PMD)	12-14	900,000 - 1,200,000	100,000 - 200,000	一线城市 First-tier
资深临床项目经理（SCPM） Senior Clinical Project Manager	9-11	600,000 - 800,000	50,000 - 100,000	一线城市 First-tier
临床项目经理（CPM） Clinical Project Manager	6-8	400,000 - 600,000	30,000 - 60,000	一线城市 First-tier
临床运营负责人 Clinical Operation Head	15+	1,500,000 - 3,000,000	300,000 - 500,000	一线城市 First-tier
临床研究总监 Clinical Research Director (CRD)	12-14	900,000 - 1,200,000	100,000 - 200,000	一线城市 First-tier
资深临床研究经理 Senior Clinical Research Manager (SCRM)	9-11	600,000 - 800,000	50,000 - 100,000	一线城市 First-tier
临床研究经理 Clinical Research Manager (CRM)	6-8	400,000 - 600,000	30,000 - 60,000	一线城市 First-tier
临床研究医师 Clinical Research Physician	3-5	250,000 - 400,000	50,000 - 100,000	一线城市 First-tier
临床研究医师 Clinical Research Physician	0-2	200,000 - 250,000	30,000 - 50,000	一线城市 First-tier
医学总监 Medical Director	12-14	800,000 - 1,300,000	100,000 - 200,000	一线城市 First-tier
药物警戒总监 Pharmacovigilance Director	15+	800,000 - 1,200,000	160,000 - 240,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
药物警戒副总监 Pharmacovigilance Associate Director	12-14	550,000 - 800,000	110,000 - 160,000	一线城市 First-tier
药物警戒经理 Pharmacovigilance Manager	6-8	200,000 - 400,000	40,000 - 80,000	一线城市 First-tier
药物警戒高级经理 Pharmacovigilance Senior Manager	9-11	400,000 - 550,000	80,000 - 110,000	一线城市 First-tier
药物警戒高级专员 Senior Pharmacovigilance Specialist	3-5	120,000 - 180,000	24,000 - 360,000	一线城市 First-tier
药物警戒高级专员 Senior Pharmacovigilance Specialist	3-5	100,000 - 150,000	20,000 - 30,000	二线城市 Second-tier
药物警戒专员 Pharmacovigilance Specialist	0-2	100,000 - 150,000	20,000 - 30,000	一线城市 First-tier
药物警戒专员 Pharmacovigilance Specialist	0-2	80,000 - 130,000	16,000 - 26,000	二线城市 Second-tier
医学事务 Medical Science Liaison (MSL)	0-2	200,000 - 250,000	30,000 - 50,000	一线城市 First-tier
医学事务 Medical Science Liaison (MSL)	0-2	180,000 - 230,000	25,000 - 40,000	二线城市 Second-tier
高级医学事务 Senior Medical Science Liaison (MSL)	3-5	250,000 - 350,000	35,000 - 60,000	一线城市 First-tier
高级医学事务 Senior Medical Science Liaison (MSL)	3-5	230,000 - 330,000	30,000 - 50,000	二线城市 Second-tier
高级医学事务 Senior Medical Science Liaison (MSL)	6-8	330,000 - 400,000	40,000 - 80,000	二线城市 Second-tier
医学事务经理 Medical Science Liaison Manager	6-8	350,000 - 450,000	70,000 - 90,000	一线城市 First-tier
高级医学事务经理 Senior Medical Science Liaison Manager	9-11	450,000 - 580,000	90,000 - 120,000	一线城市 First-tier
医学事务总监 Medical Affairs Director	15+	580,000 - 1,000,000	120,000 - 200,000	一线城市 First-tier
高级医学事务 Senior Medical Affairs	9-11	450,000 - 580,000	90,000 - 120,000	一线城市 First-tier
医学事务 Medical Affairs (MA)	6-8	350,000 - 450,000	70,000 - 90,000	一线城市 First-tier
生物统计高级总监 Biostatistics Senior Director	15+	1,000,000 - 1,800,000	300,000 - 800,000	一线城市 First-tier
生物统计总监 Biostatistics Director	12-14	700,000 - 1,000,000	210,000 - 300,000	一线城市 First-tier
生物统计高级经理 Biostatistics Senior Manager	9-11	500,000 - 700,000	100,000 - 140,000	一线城市 First-tier
生物统计经理/资深生物统计师 Biostatistics Manager/Principal Biostatistician	6-8	400,000 - 550,000	80,000 - 110,000	一线城市 First-tier
高级生物统计师 Senior Biostatistician	3-5	300,000 - 420,000	60,000 - 80,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
统计编程总监 Statistical Programming Director	12-14	600,000 - 1,000,000	180,000 - 300,000	一线城市 First-tier
统计编程高级经理 Statistical Programming Senior Manager	9-11	400,000 - 600,000	80,000 - 120,000	一线城市 First-tier
统计编程经理 Statistical Programming Manager	6-8	350,000 - 480,000	70,000 - 100,000	一线城市 First-tier
高级统计程序员 Senior Statistical Programmer	3-5	200,000 - 350,000	40,000 - 70,000	一线城市 First-tier
数据管理总监 Data Management Director	12-14	600,000 - 1,000,000	180,000 - 300,000	一线城市 First-tier
数据管理高级经理 Data Management Senior Manager	9-11	400,000 - 600,000	80,000 - 120,000	一线城市 First-tier
数据管理经理 Data Management Manager	6-8	350,000 - 480,000	70,000 - 100,000	一线城市 First-tier
高级数据管理员 Senior Data Administrator	3-5	200,000 - 350,000	40,000 - 70,000	一线城市 First-tier

业务拓展/销售 BD/Sales

首席商务官 Chief Commercial Officer	15+	1,800,000 - 2,400,000	1,000,000 - 2,000,000	一线城市 First-tier
业务拓展副总裁 BD VP	15+	1,500,000 - 1,800,000	800,000 - 1,000,000	一线城市 First-tier
业务拓展总监 BD Director	12-14	1,300,000 - 1,500,000	500,000 - 800,000	一线城市 First-tier
业务拓展高级经理 BD Sr. Manager	9-11	800,000 - 1,300,000	200,000 - 300,000	一线城市 First-tier
业务拓展经理 BD Manager	6-8	600,000 - 800,000	120,000 - 200,000	一线城市 First-tier
市场总监 Marketing Director	12-14	1,500,000 - 2,000,000	300,000 - 500,000	一线城市 First-tier
市场经理 Marketing Manager	6-8	800,000 - 1,000,000	200,000 - 300,000	一线城市 First-tier
产品经理 Product Manager	3-5	400,000 - 500,000	100,000 - 200,000	一线城市 First-tier
销售总监 Sales Director	9-11	800,000 - 1,200,000	500,000 - 1,000,000	一线城市 First-tier
销售总监 Sales Director	9-11	500,000 - 1,000,000	400,000 - 800,000	二线城市 Second-tier
区域销售经理 Regional Sales Manager	6-8	400,000 - 700,000	300,000 - 500,000	二线城市 Second-tier
地区经理 District Manager	3-5	180,000 - 400,000	120,000 - 300,000	二线城市 Second-tier

单位：人民币元（CNY）

职位 Title		工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
地区经理 District Manager		3-5	150,000 - 300,000	50,000 - 100,000	二线城市 Second-tier
大客户经理 Key Account Manager		6-8	200,000 - 480,000	100,000 - 200,000	一线城市 First-tier
大客户经理 Key Account Manager		6-8	150,000 - 350,000	50,000 - 100,000	二线城市 Second-tier
商务总监 Business Director		15+	700,000 - 1,000,000	300,000 - 500,000	一线城市 First-tier
区域商务经理 Regional Business Manager/Assistant Manager		12-14	400,000 - 700,000	200,000 - 300,000	一线城市 First-tier
地区商务副经理/经理 District Business Manager		6-8	180,000 - 400,000	100,000 - 200,000	一线城市 First-tier
市场准入总监 Market Access Director		12-14	1,200,000 - 1,500,000	300,000 - 500,000	一线城市 First-tier
市场准入高级经理 Market Access Senior Manager		9-11	600,000 - 900,000	200,000 - 300,000	一线城市 First-tier
市场准入副经理/经理 Market Access Manager/Assistant Manager		6-8	300,000 - 600,000	100,000 - 200,000	一线城市 First-tier
主管 Supervisor		6-8	180,000 - 250,000	60,000 - 90,000	一线城市 First-tier
主管 Supervisor		6-8	145,000 - 180,000	60,000 - 90,000	二线城市 Second-tier
专员 Specialist		3-5	145,000 - 180,000	40,000 - 70,000	一线城市 First-tier
专员 Specialist		3-5	120,000 - 145,000	40,000 - 70,000	二线城市 Second-tier
一线销售（高代） Sales (Senior Representative)		0-2	96,000 - 145,000	30,000 - 60,000	一线城市 First-tier
一线销售（高代） Sales (Senior Representative)		0-2	84,000 - 120,000	30,000 - 60,000	二线城市 Second-tier
职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location

医院 Hospital

内科医生 Physician/Internist	主任医师 Chief	15+	500,000 - 700,000	100,000 - 200,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	300,000 - 500,000	100,000 - 150,000	一线城市 First-tier
	主治医师 Doctor-in-charge	6-8	200,000 - 400,000	50,000 - 100,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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医院 Hospital

外科医生 Surgeon	主任医师 Chief	15+	600,000 - 1,000,000	300,000 - 600,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	400,000 - 700,000	200,000 - 500,000	一线城市 First-tier
	主治医师 Doctor-in-charge	6-8	300,000 - 400,000	100,000 - 300,000	一线城市 First-tier
急诊科 Emergency Department	主任医师 Chief	15+	500,000 - 800,000	200,000 - 400,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	400,000 - 500,000	100,000 - 200,000	一线城市 First-tier
	主治医师 Doctor-in-charge	6-8	300,000 - 400,000	80,000 - 150,000	一线城市 First-tier
儿科医生 Pediatrician	主任医师 Chief	15+	500,000 - 1,000,000	150,000 - 300,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
	主治医师 Doctor-in-charge	9-11	300,000 - 400,000	100,000 - 150,000	一线城市 First-tier
眼科医生 Ophthalmology	主任医师 Chief	15+	600,000 - 1,100,000	200,000 - 400,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	500,000 - 800,000	150,000 - 250,000	一线城市 First-tier
	主治医师 Doctor-in-charge	9-11	300,000 - 500,000	500,000 - 150,000	一线城市 First-tier
口腔科医生 Stomatology	主任医师 Chief	15+	700,000 - 1,500,000	300,000 - 500,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	400,000 - 900,000	200,000 - 300,000	一线城市 First-tier
	主治医师 Doctor-in-charge	9-11	400,000 - 700,000	100,000 - 200,000	一线城市 First-tier
皮肤科医生 (医美方向) Dermatology (Aesthetic Medicine Direction)	主任医师 Chief	15+	1,000,000 - 1,200,000	500,000 - 800,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	800,000 - 1,000,000	300,000 - 600,000	一线城市 First-tier
	主治医师 Doctor-in-charge	9-11	300,000 - 600,000	200,000 - 300,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
耳鼻喉科医生 Otolaryngology	主任医师 Chief	15+	700,000 - 1,500,000	300,000 - 500,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	500,000 - 1,000,000	200,000 - 300,000	一线城市 First-tier
	主治医师 Doctor-in-charge	9-11	200,000 - 600,000	100,000 - 200,000	一线城市 First-tier
精神科医生 Psychiatrist	主任医师 Chief	15+	700,000 - 1,000,000	300,000 - 500,000	一线城市 First-tier
	副主任医师 Associate Chief	12-14	500,000 - 800,000	200,000 - 300,000	一线城市 First-tier
	主治医师 Doctor-in-charge	9-11	300,000 - 500,000	100,000 - 200,000	一线城市 First-tier
职位 Title		工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location

护士 Nursing

护士长 Chief Nursing Officer	15+	1,200,000 - 1,800,000	400,000 - 600,000	一线城市 First-tier
主任护士 Nursing Director	12-14	600,000 - 1,200,000	200,000 - 300,000	一线城市 First-tier
护理培训总监 Nursing Education Director	12-14	500,000 - 1,000,000	200,000 - 300,000	一线城市 First-tier
资深主管护士 Nursing Sr. Manager	9-11	450,000 - 600,000	150,000 - 200,000	一线城市 First-tier
主管护士 Nursing Manager	6-8	250,000 - 350,000	100,000 - 150,000	一线城市 First-tier

医患服务 Patient Service

医患服务副总裁 Patient Service VP	15+	1,000,000 - 1,200,000	300,000 - 400,000	一线城市 First-tier
医患服务总监 Patient Service Director	12-14	600,000 - 1,000,000	200,000 - 300,000	一线城市 First-tier
资深医患服务经理 Patient Service Sr. Manager	9-11	350,000 - 550,000	150,000 - 250,000	一线城市 First-tier
医患服务经理 Patient Service Manager	6-8	250,000 - 350,000	100,000 - 200,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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运营 Operations

首席运营官 Chief Operation Officer	15+	1,200,000 - 1,800,000	300,000 - 600,000	一线城市 First-tier
运营副总裁 Operation VP	12-14	600,000 - 1,200,000	200,000 - 400,000	一线城市 First-tier
运营总监 Operation Director	9-11	500,000 - 1,000,000	200,000 - 400,000	一线城市 First-tier
资深运营经理 Operation Sr. Manager	6-8	400,000 - 500,000	100,000 - 300,000	一线城市 First-tier
运营经理/诊所经理 Operation Manager/Clinic Manager	3-5	300,000 - 400,000	100,000 - 200,000	一线城市 First-tier

通用职能 Supporting Functions

人力资源总监 HR Director	15+	1,000,000 - 1,400,000	100,000 - 300,000	一线城市 First-tier
人力资源经理 HR Manager	9-11	700,000 - 900,000	70,000 - 180,000	一线城市 First-tier

财务与会计

Finance & Accounting

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
首席财务官 CFO	15+	1,000,000 - 2,500,000	500,000 - 2,000,000	一线城市 First-tier
财务总监/战略领导者 Finance Director / Strategy Leader	12-14	600,000 - 1,500,000	200,000 - 1,000,000	一线城市 First-tier
财务副总监 Finance Controller	9-11	400,000 - 800,000	200,000 - 500,000	一线城市 First-tier
高级财务经理 Senior Finance Manager	6-8	300,000 - 600,000	100,000 - 300,000	一线城市 First-tier
财务经理 Finance Manager	3-5	250,000 - 400,000	50,000 - 200,000	一线城市 First-tier
财务分析专员 Controlling Specialist	0-2	100,000 - 150,000	10,000 - 50,000	一线城市 First-tier
会计 Accountant	0-2	100,000 - 150,000	10,000 - 50,000	一线城市 First-tier
税务总监 Tax Director	12-14	500,000 - 1,200,000	200,000 - 400,000	一线城市 First-tier
高级税务经理 Senior Tax Manager	9-11	300,000 - 800,000	100,000 - 300,000	一线城市 First-tier
税务经理 Tax Manager	6-8	250,000 - 500,000	50,000 - 200,000	一线城市 First-tier
审计总监 Audit Director	12-14	500,000 - 1,200,000	200,000 - 400,000	一线城市 First-tier
高级审计经理 Senior Audit Manager	9-11	300,000 - 800,000	100,000 - 300,000	一线城市 First-tier
审计经理 Audit Manager	6-8	250,000 - 500,000	50,000 - 200,000	一线城市 First-tier
融资总监 Treasury Director	12-14	500,000 - 1,200,000	200,000 - 400,000	一线城市 First-tier
融资经理 Treasury Manager	6-8	250,000 - 800,000	50,000 - 200,000	一线城市 First-tier

人力资源

Human Resources

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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人力资源 Human Resources

副总裁/首席人力资源官 HRVP/CHRO	15+	1,000,000 - 2,000,000	100,000 - 400,000	一线城市 First-tier
全国负责人 Country Lead	15+	720,000 - 1,500,000	60,000 - 300,000	一线城市 First-tier
卓越/专家中心负责人 COE Head	12-14	720,000 - 1,080,000	60,000 - 270,000	一线城市 First-tier
总监/业务伙伴负责人 HRD/HRBP Head	12-14	600,000 - 840,000	50,000 - 210,000	一线城市 First-tier
资深业务伙伴/资深经理/副总监 Senior HRBP/Senior HRM/Deputy HRD	9-11	400,000 - 600,000	35,000 - 150,000	一线城市 First-tier
业务伙伴/经理 HRBP/HRM	6-8	250,000 - 420,000	20,000 - 105,000	一线城市 First-tier

薪酬福利 Compensation & Benefit

负责人 Head	12-14	600,000 - 1,200,000	60,000 - 240,000	一线城市 First-tier
专家/经理 Expert/Manager	9-11	400,000 - 600,000	40,000 - 120,000	一线城市 First-tier

组织及人才发展 Orgnization Development/Talent Developemt

负责人 Head	15+	800,000 - 1,500,000	80,000 - 300,000	一线城市 First-tier
经理 Manager	9-11	500,000 - 800,000	40,000 - 200,000	一线城市 First-tier
助理经理 Assistant Manager	6-8	300,000 - 500,000	25,000 - 100,000	一线城市 First-tier

人才招聘 Talent Acquisition

负责人 TA/Recruitment Head	15+	800,000 - 1,200,000	80,000 - 200,000	一线城市 First-tier
高级经理 Senior Manager	12-14	600,000 - 800,000	50,000 - 150,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
经理 Manager	9-11	400,000 - 600,000	40,000 - 100,000	一线城市 First-tier
助理经理 Assistant Manager	6-8	250,000 - 400,000	20,000 - 800,000	一线城市 First-tier

员工关系 Employee Relationship

员工关系/共享服务中心/人力资源负责人 ER/SSC/HR Operation Head	15+	550,000 - 800,000	55,000 - 200,000	一线城市 First-tier
高级经理/经理 Senior Manager/Manager	12-14	360,000 - 550,000	36,000 - 135,000	一线城市 First-tier
助理经理 Assistant Manager	6-8	240,000 - 360,000	20,000 - 60,000	一线城市 First-tier

办公室行政与执行助理 Office Admin & EA

行政总监 Admin Head	15+	360,000 - 500,000	30,000 - 50,000	一线城市 First-tier
行政经理 Admin Manager	9-11	216,000 - 360,000	18,000 - 36,000	一线城市 First-tier
执行助理 EA	3-5	144,000 - 360,000	12,000 - 36,000	一线城市 First-tier

法务与合规

Legal & Compliance

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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律师事务所（国际/外资）/专业咨询 Law firm (Foreign invested)/Advisory

合伙人 Partner	15+	2,000,000 - 3,000,000	1,000,000 - 3,000,000	一线城市 First-tier
顾问/资深律师 Salary Partner/ Counsel/ Senior Associate	9-11	1,000,000 - 1,500,000	400,000 - 500,000	一线城市 First-tier
中级律师 Mid-Level Associate/ Managing Associate	6-8	500,000 - 1,000,000	200,000 - 300,000	一线城市 First-tier
初级律师 Junior- Level Associate	3-5	300,000 - 500,000	100,000 - 200,000	一线城市 First-tier
律师助理 Legal Assistant/ Paralegal	0-2	200,000 - 300,000	50,000 - 100,000	一线城市 First-tier

律师事务所（内资）/专业咨询 Law Firm (Domestic invested)/Advisory

权益合伙人 Equity Partner	15+	1,000,000 - 3,000,000	1,000,000 - 3,000,000	一线城市 First-tier
授薪合伙人/顾问/资深律师 Salary Partner/ Counsel/ Senior Associate	9-11	600,000 - 1,000,000	400,000 - 500,000	一线城市 First-tier
中级律师 Mid-Level Associate/ Managing Associate	6-8	400,000 - 500,000	200,000 - 300,000	一线城市 First-tier
初级律师 Junior- Level Associate	3-5	200,000 - 300,000	100,000 - 200,000	一线城市 First-tier
律师助理 Legal Assistant/ Paralegal	0-2	100,000 - 200,000	50,000 - 100,000	一线城市 First-tier

法务-金融服务行业 In-House: Financial Services Industry

总法律顾问 General Counsel	15+	1,500,000 - 2,000,000	500,000 - 1,000,000	一线城市 First-tier
金融法务负责人 Head of Financial Legal Affairs	12-14	1,000,000 - 1,500,000	500,000 - 800,000	一线城市 First-tier
法务总监 Legal Director	9-11	800,000 - 1,200,000	400,000 - 600,000	一线城市 First-tier
资深法务 Senior Legal Counsel	6-8	400,000 - 800,000	200,000 - 500,000	一线城市 First-tier

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
合规负责人/合规总监 Chief Compliance Officer/ Compliance Director	15+	1,000,000 - 1,500,000	500,000 - 800,000	一线城市 First-tier
合规高级经理 Senior Compliance Manager	9-11	400,000 - 800,000	200,000 - 500,000	一线城市 First-tier
法律顾问 Legal Counsel	3-5	200,000 - 500,000	200,000 - 300,000	一线城市 First-tier

法务-生命科学行业 In-House: Life Sciences Industry

总法律顾问 General Counsel	15+	1,500,000 - 2,000,000	500,000 - 1,000,000	一线城市 First-tier
法务总监 Legal Director	12-14	1,000,000 - 1,500,000	500,000 - 800,000	一线城市 First-tier
资深法务 Senior Legal Counsel	9-11	800,000 - 1,200,000	400,000 - 600,000	一线城市 First-tier
法律顾问 Legal Counsel	6-8	400,000 - 800,000	200,000 - 500,000	一线城市 First-tier
合规负责人/合规总监 Chief Compliance Officer/ Compliance Director	15+	1,000,000 - 1,500,000	500,000 - 800,000	一线城市 First-tier
合规高级经理 Senior Compliance Manager	9-11	400,000 - 800,000	200,000 - 500,000	一线城市 First-tier

法务-互联网+行业 In-House: Internet Industry

总法律顾问 General Counsel	15+	1,500,000 - 3,000,000	500,000 - 2,000,000	一线城市 First-tier
法务总监 Legal Director	12-14	600,000 - 1,500,000	200,000 - 800,000	一线城市 First-tier
资深法务 Senior Legal	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
诉讼总监 Lawsuit Director	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
廉正调查负责人 Head of Integrity Investigations	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
诉讼法务 Legal - Lawsuit	3-5	200,000 - 300,000	100,000 - 200,000	一线城市 First-tier

法务-零售与快消行业 In-House: FMCG & Retail Industry

法务负责人/法务总监 Head of Legal/ Legal Director	15+	600,000 - 1,500,000	200,000 - 800,000	一线城市 First-tier
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单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
资深法务 Senior Legal	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier

法务-工业与制造行业 In-House: Industrial/Manufacturing Industry

总法律顾问 General Counsel	15+	600,000 - 1,500,000	200,000 - 800,000	一线城市 First-tier
法务负责人/法务总监 Head of Legal/ Legal Director	12-14	500,000 - 700,000	200,000 - 300,000	一线城市 First-tier
资深法律顾问 Senior Legal Counsel	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
法律顾问 Legal Counsel	6-8	200,000 - 500,000	100,000 - 200,000	一线城市 First-tier

法务-地产与建筑行业 In-House: Property & Construction Industry

法务负责人 Head of Legal	15+	500,000 - 1,000,000	200,000 - 500,000	一线城市 First-tier
法务高级经理 Senior Legal Manager	12-14	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier

销售与市场营销（主要指TMT行业）

Sales & Marketing

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
信息技术 Information Technology/E-commerce					
市场营销 Marketing	负责人 Head	15+	1,200,000 - 1,500,000	300,000 - 500,000	一线城市 First-tier
	总监 Director	12-14	800,000 - 1,000,000	200,000 - 300,000	一线城市 First-tier
	高级经理 Senior Manager	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
	经理/专家 Manager/Expert	6-8	240,000 - 400,000	100,000 - 200,000	一线城市 First-tier
	专员 Specialist	3-5	180,000 - 250,000	50,000 - 100,000	一线城市 First-tier
公共关系 PR	总监 Director	15+	600,000 - 900,000	50,000 - 100,000	一线城市 First-tier
	经理 Manager	9-11	400,000 - 600,000	30,000 - 50,000	一线城市 First-tier
	专员 Specialist	3-5	250,000 - 350,000	20,000 - 40,000	一线城市 First-tier
售后 After-sales	交付总监 Delivery Director	15+	1,000,000 - 1,200,000	200,000 - 300,000	一线城市 First-tier
	售后技术支持经理 After-sales supporting manager	9-11	500,000 - 600,000	50,000 - 150,000	一线城市 First-tier
	项目管理经理 Project Manager	6-8	300,000 - 450,000	50,000 - 100,000	一线城市 First-tier
售前 Pre-sales	总监 Director	15+	900,000 - 1,100,000	300,000 - 400,000	一线城市 First-tier
	经理 Manager	9-11	500,000 - 700,000	100,000 - 150,000	一线城市 First-tier
	解决方案架构师 Solution Architect	9-11	400,000 - 600,000	100,000 - 200,000	一线城市 First-tier
	顾问 Consultant	6-8	200,000 - 400,000	50,000 - 100,000	一线城市 First-tier
销售 Sales	全国总经理 National GM	15+	1,200,000- 2,000,000	500,000 - 1,000,000	一线城市 First-tier
	区域负责人 Regional Head	12-14	800,000- 900,000	200,000 - 300,000	一线城市 First-tier
	总监 Director	9-11	600,000 - 800,000	200,000 - 300,000	一线城市 First-tier

单位：人民币元（CNY）

职能 Function	职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
销售 Sales	大客户经理 KA Manager	6-8	400,000 - 500,000	200,000 - 400,000	一线城市 First-tier
	业务经理 Commercial Manager	3-5	250,000 - 400,000	150,000 - 250,000	一线城市 First-tier
数字营销 Digital Marketing	总监 Director	12-14	650,000 - 900,000	100,000 - 150,000	一线城市 First-tier
	高级经理 Senior Manager	9-11	500,000 - 700,000	100,000 - 150,000	一线城市 First-tier
	经理/专家 Manager/Expert	6-8	400,000 - 550,000	50,000 - 100,000	一线城市 First-tier
	数据分析师 Data Analyst	0-2	150,000 - 250,000	30,000 - 50,000	一线城市 First-tier

游戏 Gaming

市场营销 Marketing	负责人 Head	15+	800,000 - 1,200,000	200,000 - 400,000	一线城市 First-tier
	高级经理 Senior Manager	9-11	500,000 - 650,000	100,000 - 200,000	一线城市 First-tier
设计 Design	游戏制作人 Game Producer	12-14	900,000 - 1,500,000	300,000 - 500,000	一线城市 First-tier
	主策划 Lead Designer	9-11	500,000 - 800,000	200,000 - 300,000	一线城市 First-tier
	执行策划 Executive Designer	6-8	300,000 - 500,000	100,000 - 200,000	一线城市 First-tier

供应链与物流

Supply Chain & Logistics

单位：人民币元（CNY）

职位 Title	工作年限 Working yrs	基本固定年薪 Basic Annual Salary	奖金 Bonus	所属城市 Location
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供应链 Supply Chain

负责人/副总裁 Head/VP	15+	1,000,000 - 2,000,000	100,000 - 300,000	一线城市 First-tier
总监 Director	12-14	800,000 - 1,200,000	100,000 - 200,000	一线城市 First-tier
经理/专家 Manager/Expert	9-11	500,000 - 800,000	30,000 - 50,000	一线城市 First-tier

采购 Procurement

总监 Director	12-14	800,000 - 1,000,000	100,000 - 200,000	一线城市 First-tier
高级经理 Senior Manager	9-11	500,000 - 700,000	40,000 - 80,000	一线城市 First-tier
经理 Manager	6-8	300,000 - 500,000	30,000 - 60,000	一线城市 First-tier
采购专员 Buyer	3-5	200,000 - 400,000	20,000 - 40,000	一线城市 First-tier

物流 Logistics

总监 Director	12-14	500,000 - 700,000	50,000 - 100,000	一线城市 First-tier
经理 Manager	9-11	300,000 - 400,000	35,000 - 70,000	一线城市 First-tier
专员 Specialist	3-5	200,000 - 300,000	30,000 - 60,000	一线城市 First-tier

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LHH FESCO是中瑞合资的人力资源管理咨询品牌，于2021年在北京由全球领先的人力资源咨询公司The Adecco Group（德科集团）的三大事业部之一的LHH与中国人力资源服务行业的开创者和领先企业FESCO共同成立。旗下业务线包括中高端人才招聘、生涯转型与流动、领导力发展以及法律咨询与背景调查。



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LHH FESCO is an HR management consulting joint venture founded in Beijing in 2021 by LHH under the Adecco Group, and FESCO, a pioneer and leading integrated HR solution provider in China. Our service lines include Recruitment Solutions, Career Transition & Mobility, Leadership Development and Legal Consulting.

LHH FESCO combines local expertise, global infrastructure, and industry-leading technology. By providing one-stop HR services throughout the career life cycle, we help clients, candidates and internal staffs meet the challenges for the future, and ultimately facilitate the transformation and development of organizations and individuals.