

Salaries Survey (China) (2009 First Quarter)

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No. of clients contacted : 182
 No. of candidates contacted : Over 1300

** Salary Unit 1 = CNY1,000.00

CLERK | OFFICE SUPPORT

Clerk

Mailing, filing, photocopying, data entering, etc.

	High School	College
Fresh Graduate	1 - 2	1 - 2.5
1-2 yrs Exp	2 - 3	2.5 - 3.5
Over 2 yrs Exp.	3 - 4	3 - 4.5

Receptionist

Handling telephone calls and switchboard, greeting visitors, handling with appointments, sorting mail, etc.

	High School	College
Fresh Graduate	1 - 2	2 - 3
1-2 yrs Exp	2 - 2.5	3 - 3.5
Over 2 yrs Exp.	2 - 3	3 - 4.5

Office Assistant

Providing administration support to the company, assisting the senior staff by overseeing the general operation of the office, etc.

	College
Fresh Graduate	1 - 2
1-2 yrs Exp	2 - 2.5
Over 2 yrs Exp.	3 - 5

** Salary Unit 1 = CNY1,000.00

SECRETARY & ADMINISTRATION

Secretary

Filing, typing, fax, drafting correspondence, preparing presentation material, arranging appointments and travel, supervising staff, etc.

	High School	College	Degree
Fresh Graduate	2 - 3	2.5 - 3.5	6.5 - 8
1-3 yrs Exp	3 - 4	3.5 - 4.5	8 - 11
Over 3 yrs Exp.	4 - 5	4.5 - 5.5	9 - 15

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Administration Manager

Handling office renovation, stationery order, office equipment, maintenance and phone system, formulating and implement administration policies and procedures, preparing and managing administration budget, analyzing operating expenses for cost saving, monitoring safety insurance licenses renewal, security, pantry services, leading and supervising a team of administration staff, etc.

Degree (BA)

Over 3 yrs Exp

12 - 18

** Salary Unit 1 = CNY1,000.00

HUMAN RESOURCES

Personnel Officer

Handling staff recruitment, training, employee salary, benefits, compensations, etc.

College Degree

Fresh Graduate

1 - 4 2 - 4

1-3 yrs Exp

2 - 4 2 - 5

Over 3 yrs Exp.

2 - 6 2 - 8

HR Specialist (Training)

Handling internal and external training source, training needs, analyzing training course, etc.

College Degree

Over 3 yrs Exp

3 - 8 7 - 10

Training Supervisor

Coordinating training requirements and engagements, insuring ability of trainers to provide comprehensive training in all areas of operations of biometric systems, assigning training resources to engagements, providing for evaluation of training effectiveness for every training engagement, conducting training engagements, etc.

College Degree

Over 3 yrs Exp

4 - 10 6 - 12

Business Manager

Perform all the duties incident to the office Business Manager and such other duties as from time-to-time may be assigned by the President or by the Board of Directors, preparing reports for and attends monthly Board of Directors meetings, etc.

Degree (MBA)

Over 3 yrs Exp

10 - 16

Office Manager

Managing the company's medical insurance plan, hiring procedures, employee files, conducting weekly payroll, calculating and paying employee, leading the HR team, etc.

Degree

Over 3 yrs Exp

10 - 18

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HR Leader

Leading the HR team, interface with the government, leading the team to implement the HR infrastructure, monitoring standards of HR services, etc.

Degree

Over 3 yrs Exp

8 - 15

HR Manager

Handling recruitment, training, payroll, supervision of the department, etc.

Degree

Over 3 yrs Exp

12 - 20

HR Director

Managing and overseeing the implementation and execution of strategic HR initiatives and programs, etc.

Degree

Over 10 yrs Exp

18 - 60

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FORWARDER | SHIPPING | LOGISTIC

Shipping Clerk

Handling I/E documents, full set of shipping and banking documents.

College

Degree

1-3 yrs Exp

1.5 - 3

2 - 5

Import / Export Operator

Preparing I/E documentation, freight invoicing, import manifesting, export bookings, coordinating transshipments, etc.

College

Degree

1-3 yrs Exp

2.5 - 4

3.5 - 6

Shipping Supervisor

Handling full set I/E, shipping, banking documents, handling L/C's bills of exchange, etc.

College

Degree

1-3 yrs Exp

2.5 - 5.5

4.5 - 6

Over 3 yrs Exp

3.5 - 6.5

5.5 - 9

Contract Officer

Contract Negotiation , supplier sourcing, budget forecast, cost control, etc.

College

Degree

1-3 yrs Exp

3.5 - 4.5

5 - 6

Over 3 yrs Exp

4.5 - 6

6 - 9

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Import / Export Operator

Preparing I/E documentation, freight invoicing, import manifesting, export bookings, coordinating transshipments, etc.

	College	Degree
1-3 yrs Exp	2.5 - 4	3.5 - 6

Shipping Manager

Managing the Shipping unit, supervising staff in the preparation and implementation of the unit's work-plan and prioritizes, monitoring achievements and evaluating performance, managing and establishing global contracts relating to freight forwarding service, etc.

	College	Degree
Over 5 yrs Exp	9 - 12	12 - 14

Purchasing Manager

Seeking reliable vendors or suppliers to provide quality goods at reasonable prices, negotiating prices and contracts, reviewing technical specifications for raw materials, components, equipment or buildings, etc.

	Degree
Over 5 yrs Exp	9 - 22

Logistics Manager

Supervising and coordinating the operational activities, enhancing the effectiveness and efficiency of the operational flows, looking for ways to reduce costs while maintaining good service levels, maintaining good communication with internal and external parties, etc.

	College	Degree
Over 5 yrs Exp	13 - 18	18 - 22

Ramp Operation Manager

Plan and supervise department's operations to assure achievement of departments' financial, guide employees and support team through the established objectives, policies rules, practice, methods and standards, manage allocated labor to maximize productivity, etc.

	College	Degree
Over 5 yrs Exp	10 - 13	12 - 15

Business Operation Manager

Structure and put into action operational and strategic sales processes by researching data, leading analyses and developing work plans, manage the sales operational flow, report and forecast on market trends, etc.

	Degree (MBA, Engineering)
Over 10 yrs Exp	20 - 50

Regional Purchasing Director

To lead regional and local sourcing strategies, assess the current supply base, identify operational requirements, design strategies, negotiate strategic supplier agreements, develop annual business plans, monitor supplier performance, lead efforts to improve business results, etc.

	Degree
Over 10 yrs Exp	18 - 30

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Distribution Manager

Supervising the activities of worker engaged in receiving, storing, testing, shipping products, planning and implementing warehouse safety and security programs and activities, reviewing invoices, work orders, consumption reports, monitoring air or surface pickup, delivery, distribution of products, examining products or materials to estimate quantities or weight required for storage or transport, etc.

	Degree
Over 5 yrs Exp	15 - 28

Contracts Manager

Authoring and negotiation, baseline management, commitment and communication management, contract visibility and awareness, etc.

	College	Degree
Over 5 yrs Exp	30 - 50	40 - 55

Operations Director

Responsible for chain and logistics, product management, design, local production, local purchasing, warehousing keeping, delivery planning, disposition of material, etc.

	Degree
Over 5 yrs Exp	30 - 80

Sales Manager

Meeting or exceeding sales goals, inventory control and management, providing customer service, etc.

	Degree
Over 5 yrs Exp	15 - 35

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INFORMATION TECHNOLOGY

Computer Operator

Handling with computer operation, maintenance, report printing, etc.

	College	Degree
0-2 yrs Exp	1 - 4	2 - 5
2-3 yrs Exp	2 - 5	4 - 6
Over 5 yrs Exp.	3 - 6	5 - 7

IT Technician | Programmer

Handling Program development and maintenance, network administration, etc.

If above positions require a strong background in mainframe, VAX, AS/400 or .net, 20% to 30% increase in salary range is expected.

	College	Degree
0-2 yrs Exp	1 - 4	3 - 5
2-3 yrs Exp	2 - 5	4 - 6
Over 5 yrs Exp.	3.5 - 6	5 - 7

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Analyst Programmer | System Analyst | Admin | DB Admin

Handling program development, designing system, training, support, etc.

If above positions require a strong background in mainframe, VAX, AS/400 or .net, 20% to 30% increase in salary range is expected.

	College	Degree
2-3 yrs Exp	4 - 8	5 - 10

System Analyst Manager | Assistant Project Manager | Analyst Consultant

Handling program development, designing system, training, support, supervising a team, etc.

If above positions require a strong background in mainframe, VAX, AS/400 or .net, 20% to 30% increase in salary range is expected.

	College	Degree
2-3 yrs Exp	8 - 11	12 - 13
Over 5 yrs Exp	10 - 13	13 - 16

EDP Manager | Project Manager | MIS Manager

Supervising the department, system design and training, etc.

If above positions require a strong background in mainframe, VAX, AS/400 or .net, 20% to 30% increase in salary range is expected.

	Degree
2-3 yrs Exp	8 - 22
Over 5 yrs Exp	15 - 35

Web Designer | Editor

Managing, editing, developing the web page.

If above positions require a strong background in mainframe, VAX, AS/400 or .net, 20% to 30% increase in salary range is expected.

	Degree
0-2 yrs Exp	5 - 6
2-3 yrs Exp	6 - 8
Over 5 yrs Exp.	9 - 12

Hardware Design Engineer

Demonstrating an ability to integrate in-house design activities, working with marketing and architecture to define the product, designing critical core technologies, designing and overseeing the design of all server baseboard subsystems, leading the hardware design engineers as the technical lead, setting engineering direction and ensuring execution to that direction, etc.

	BSEE
0-2 yrs Exp	9 - 11
2-3 yrs Exp	11 - 13
Over 5 yrs Exp.	13 - 17

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Test Development Engineer

Designing test cases, write test design specifications based on feature functional specifications, do test development to implement and automate test cases, execute testing cases, report testing status to management, reviewing user manuals and propose changes according to test results, continuously improve test efficiency and quality assurance processes, etc.

	Degree	Master
2-3 yrs Exp	7 - 8	8 - 10
Over 5 yrs Exp	8 - 10	8 - 12

Project Manager

Planning, directing, coordinating a cross-functional team, managing projects from proposal initiation to final operational stage, determining, monitoring all projects economics to include costs, operational budgets, staffing requirements, sub-contractors, resources, and risk, etc.

	Degree	Master
Over 5 yrs Exp	20 - 25	25 - 35

Training and User Support

Provision of training in MS Word, Excel, PowerPoint, Outlook, etc.

If above positions require a strong background in mainframe, VAX, AS/400 or .net, 20% to 30% increase in salary range is expected.

	Degree
2-3 yrs Exp	8 - 12
Over 3 yrs Exp	12 - 15
Over 5 yrs Exp.	15 - 18

Partner Relations Manager

To be a core team manager, managing the relationship with existing clients, look for new business opportunities, making proposals, managing team operations, etc.

	Degree
Over 5 yrs Exp	18 - 25

Engineering Manager

Directing teams, handling full areas of engineering, etc.

	Degree (Electrical Eng)
Over 10 yrs Exp	20 - 35

IT Business Development Manager

Dealing with clients' problems, developing and delivering solutions, etc.

	Degree
Over 10 yrs Exp	20 - 35

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IT Manager

Supporting the existing portfolio of packaged back-office business applications as well as internally developed front-office and customer facing systems, driving the implementation of future application solutions, providing leadership, direction, coaching, and feedback for the team, managing external resources to deliver projects as needed, etc.

Degree (Computer Science)

Over 5 yrs Exp

15-35

**** Salary Unit 1 = CNY1,000.00**

ACCOUNTS

Accounts Clerk

Handling with invoice, preparing cheques, data entering, petty pash, etc.

	College	Degree
0-2 yrs Exp.	1.5 - 3	3.5 - 5
2-5 yrs Exp	2.5 - 6	4.5 - 7
Over 5 yrs Exp.	5.5 - 8	6.5 - 9

0-2 yrs Exp.

1.5 - 3

3.5 - 5

2-5 yrs Exp

2.5 - 6

4.5 - 7

Over 5 yrs Exp.

5.5 - 8

6.5 - 9

Assistant Accountant

Handling full set of books, helping out to prepare management reports, etc.

	College	Degree
Over 5 yrs Exp	4 - 8	6 - 9

Over 5 yrs Exp

4 - 8

6 - 9

Accountant | Chief Accountant

Preparing budgets, balance sheets, P/L accounts, month-end closing, supervising staff, monitoring finance of the company, etc.

	College	Degree
Over 5 yrs Exp	10 - 16	15 - 22

Over 5 yrs Exp

10 - 16

15 - 22

Finance Analyst

Project cost and budget analysis, monitoring GL and AP, etc.

	College	Degree
Over 2 yrs Exp	10 - 14	14 - 21

Over 2 yrs Exp

10 - 14

14 - 21

Finance & Admin Manager

Handling financial, administration, HR, IT, Logistics. Supervising the financial team, etc.

Degree (Finance , MBA)

Over 10 yrs Exp

20 - 40

Finance Manager | Finance Controller

Preparing annual budget, monitoring finance of the company, supervising and controlling the department, etc.

Degree

Over 5 yrs Managerial Exp

20 - 50

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Operations Director

Oversee the running of the company, leading the team with strong analytical skills, etc.

Degree (Economics, MBA)

Over 10 yrs Exp

30 - 40

Finance Director

Oversee the company's financial, like accounting, taxation, treasury, budgeting, insurance, etc.

Degree (Finance, Accounting)

Over 5 yrs Exp

40 - 50

Senior Company Controller

Preparing regular extensive business analysis of Key Performance Indicators.

Degree (MBA, CPA)

Over 5 yrs Exp

25

**** Salary Unit 1 = CNY1,000.00**

RETAIL , SALES & MARKETING

Sales Manager

Recruiting and training sales staff, supervising, motivating, monitoring team performance, allocating areas to sales executives, setting budgets, maintaining detailed knowledge of company's products or services, etc.

Degree

Over 5 yrs Exp.

8 - 18

Product Development Manager

Working on the development of all new items, identifies new product ideas, negotiation of product costs, meets with suppliers to monitor performance, service levels, encourage innovation, manages the dual sourcing initiative, etc.

Degree

Over 3 yrs Exp.

8 - 15

Sales Executive

Maintaining and developing relationships with existing customers via meetings, telephone calls and emails, visiting customers to prospect for new business, being a contact between a company and the customers, negotiating variations in price, delivery etc.

College	Degree
3 - 5	4 - 7

1-3 yrs Exp.

Operation Executive

Assisting in sales planning, tracking sales performance, scheduling processes, analyzing the pre-order sales in different angles, managing all kinds of sales orders due to dropped articles, delayed launch, etc.

College	Degree
5 - 7	7 - 9

Over 3 yrs Exp.

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Senior Sales Coordinator

Handling order processing and replacement, generating invoice, delivery notes, monitoring goods deliver arrangement, taking care of the Sales team, preparing sales and management reports, handling customer enquiries and follow up complaints, etc.

Degree

Over 5 yrs Exp.

6 - 12

Marketing Coordinator

Promoting and developing brand images to the public, developing new products, facilitating product sales strategies, market research, marketing proposal, etc.

College

Degree

Over 5 yrs Exp.

5 - 10
8 - 11

Project Manager

Planning, scheduling, cost estimating projects, coordinating work of project team through execution, managing overall phase gated project from inception through to launch, managing, coaching and motivating a multi-disciplinary team, etc.

College

Degree

Over 3 yrs Exp.

8 - 13
10 - 14

Regional Sales Manager

Supervising sales team, sales plan, strategy implementation, with a strong negotiation skills, etc.

Degree

Over 5 yrs Exp.

18 - 30

Promotion Supervisor

Supervising and assisting promoter, scheduling promotional events calendar, creating planning and carrying out the logistics of sales, etc.

College

Degree

Over 5 yrs Exp.

4 - 8
8 - 11

Marketing Strategic Alliance Senior Manager

Meeting and exceeding the revenue targets as defined, developing and expanding business relationship within the Strategic Alliance base, planning and presenting technology solutions, upholding profitability margins, generating all necessary documents for the master customer files, etc.

Degree (Eng'r)

Over 5 yrs Exp.

16 - 25

Marketing Executive

Building relationships with customers and suppliers, developing advertising opportunities, maintaining and building contacts with the media, carrying our market research and customer surveys, evaluating marketing campaigns, monitoring competitor activities, etc.

College

Degree

Over 3 yrs Exp.

7 - 9
8 - 10

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Marketing Manager

Researching and analyzing market trends, identifying target markets and marketing strategies, planning campaigns, managing budgets, monitoring ad reporting on the effectiveness of strategies and campaigns, etc.

	College	Degree
Over 5 yrs Exp.	7 - 9	8 - 11

Sales Operation Supervisor

Handling distributor order and credit control, working with Product Manager, etc.

	Degree
Over 3 yrs Exp.	9 - 18

Chain Store Manager

Managing sales and profitability, ensuring the implementation and execution of sales activities as well as the smooth operations at store level to meet the business requirements, enhancing and maintaining the relationship with stores by providing management support and the ensure the image of the company stores, etc.

	College	Degree
Over 5 yrs Exp.	13 - 18	15 - 25

Brand Marketing Manager

Planning, developing, directing the marketing efforts for a particular brand, coordinating activities of specialists in production, sales, advertising, promotion, research and development, marketing research, purchasing, distribution, package development, etc.

	College	Degree
Over 5 yrs Exp.	15 - 20	18 - 25

National Sales and Marketing Manager

Maintaining excellent level of communication and service with customers and vendors, recommending sales strategies for the company, handling matters like, hiring, training, supervising the sales team, driving the sales of the company by forecasting sales projections, achieving the projections, etc.

	Degree (MBA)
Over 5 yrs Exp.	18 - 40

Marketing Director

Developing and assisting in executing the long range strategic marketing plan, identifying, validating and commercializing business extending activities by developing business adjacencies, participating in business development activities including new product and application development and product improvements based upon customer feedback, etc.

	Degree (MBA)
Over 10 yrs Exp.	30 - 80

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Sales Director

Hiring, training, motivating and directing sales team, developing and implementing sales and marketing plan, leading and motivating a team of sales force and achieving sales target and revenue growth, organizing, planning, executing marketing strategies and action plan based on market trend and consumer behavior, etc.

Degree (MBA)

Over 5 yrs Exp.

35 - 50

Over 10 yrs Exp.

45 - 65

** Salary Unit 1 = CNY1,000.00

LEGAL

Legal Secretary

Preparing legal papers and correspondence of legal nature, reviewing law journals and other legal publications to identify court decisions.

Degree

0-2 yrs Exp.

5 - 10

2-4 yrs Exp.

9 - 14

Translator

Translating legal documents, editing publications on law topics, etc.

College

Degree

1-3 yrs Exp.

8 - 10

10 - 12

Co. Secretary

Monitoring the administration of the company's pension scheme, overseeing and renewing insurance cover for employees, equipment and premises, engaging in contractual agreements with suppliers and customers, managing office space and property and dealing with personnel administrations, etc.

Degree

Over 5 yrs Exp.

30 - 50

** Salary Unit 1 = CNY1,000.00

MERCHANDISER | PURCHASER | MANUFACTURING

Assistant Merchandiser | Merchandising Clerk

Provide total support to Merchandiser on sourcing, ordering, shipment and new product development. Sample follow up at different stages, purchase order rising and related document to suppliers. Test report and signed contract tracking, etc.

College

Degree

Fresh Graduate

1.5 - 4

3 - 8

1-2 yrs Exp.

5 - 7

5 - 9

Over 5 yrs Exp.

7 - 8

8 - 12

If above positions require a strong background in Lingerie, High Fashion or Fabric, 10% to 20% increase in salary range is expected.

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Merchandiser

Following up order from sample to production, ensuring production running smoothly and delivery in time, ensuring production fulfill customers request, knowledge in raw material sourcing, etc.

	College	Degree
2-4 yrs Exp.	5 - 7	7 - 9
4-6 yrs Exp.	6 - 7	9 - 12

If above positions require a strong background in Lingerie, High Fashion or Fabric, 10% to 20% increase in salary range is expected.

Senior Merchandiser | Assistant Merchandiser Manager

Managing product development, vendor sourcing and production, leading the merchandising team and manage operation problems, maintaining the sales development and meet the sales targets, maintaining strong relationship with the overseas and local clients, etc.

	College	Degree
5-8 yrs Exp.	10 - 14	13 - 17
8-10 yrs Exp.	13 - 16	15 - 18

If above positions require a strong background in Lingerie, High Fashion or Fabric, 10% to 20% increase in salary range is expected.

Merchandising Manager

Setting up a merchandising team, managing the team in the daily operations (order follow up, vendor control, shipment arrangements, production planning, etc. Development of samples and products, sourcing and product costing, monitoring the factories for sourcing, sampling, production quality and delivery.

	Degree
Over 10 yrs Exp.	15 - 25

If above positions require a strong background in Lingerie, High Fashion or Fabric, 10% to 20% increase in salary range is expected.

Packaging Officer

Having good usage of design software, designing packaging for customers, etc.

	College	Degree
1-3 yrs Exp.	3 - 5	4 - 7

Textile / Garment Inspector

Inspecting garments for defects in sewing, knitting to finishing, scanning garments to detect defects, examining fabric for mispicks, slubs, runs, dropped stitches, holes, or stains, etc.

	College	Degree
Over 3 yrs Exp.	5 - 8	7 - 12

If above positions require a strong background in Lingerie, High Fashion or Fabric, 10% to 20% increase in salary range is expected.

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Textile Designer

Making up sets of sample designs, working out a design formula for a group of samples, accurately interpreting and representing clients' ideas, producing sketches and design ranges for presentation to customers, assessing and approving completed items, developing new design concepts, etc.

	College	Degree
2-4 yrs Exp.	8 - 12	13 - 17
4-6 yrs Exp.	10 - 14	14 - 18

Textile Manager

Supervising the fabric team with 2-3 fabric Managers, working with fashion designer for new season development and provide technical comment and characteristic of individual fabric chosen by designers, advising alternative choices of fabric when needed, working with procurement vendors, fabric mills and ensuring the fabric performance meets the required quality standards, etc.

	Degree
Over 10 yrs Exp.	22 - 35

Supplier QA Engineer

Ensuring suppliers' quality, health and safety, on-site audit and QC, etc.

	Degree (Eng'r)
5-8 yrs Exp.	8 - 15

Sundries Manager

Managing a division's profitability growth, directing the development of manufacturing, sales and merchandising, coordinating the execution of approved plans and programs, evaluating results to assure achievement of division objectives, setting up all process and procedures, etc.

	College	Degree
Over 5 yrs Exp.	13 - 20	15 - 25

Production Planning Supervisor

Generating the production and raw materials planning in accordance with the production master plan, developing manpower planning and supervising production team to assure optimum capacity usage and productivity, ensuring the economies of scale, quality of products and on time deliver, etc.

	Degree
Over 5 yrs Exp.	8 - 15

Operations Manager

Reporting Sales, oversee multiple stores including daily store operations, customer service, training, sales forecasts and inventory management. Working closely with merchandising and marketing teams, achieving optimum operational efficiency, sales targets, growth, and influencing the brand's presence in the market.

	Degree
Over 5 yrs Exp.	16 - 35

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Sundries QC Manager

Ensuring the quality of vendor and supplier, evaluating factories, etc.

	College	Degree
Over 5 yrs Exp.	10 - 15	13 - 20

**** Salary Unit 1 = CNY1,000.00**

MEDIA

News Editor

Working with reporters to generate story ideas, lining edit stories prior to publication, assisting reporters in writing and improving their work, ensuring all sources in the assigned beat areas are regularly covered, meeting daily deadlines, ensuring reporters do as well, filling out news budgets at the beginning of the week and update daily, etc.

	Degree
1-2 yrs Exp.	5 - 10

Advertising Sales Manager

Building relationships with current advertisers, identifying, cultivating, soliciting and maintaining new account relationships with advertisers, creating advertising packages that meet customer needs and expand revenue opportunities, invoicing customers and following up with delinquent accounts, etc.

	Degree
Over 5 yrs Exp.	8 - 18

**** Salary Unit 1 = CNY1,000.00**

ENGINEERING

Assistant Engineer

Data collecting, supervising workers, etc.

	College	University
Fresh Gradute	2 - 5	4 - 7
1-2 yrs Exp.	3 - 6	5 - 8

Engineer

Supervising assistant engineers, designing and following up production processes, making final inspection and technical advice, etc.

	College	University
1-2 yrs Exp.	4 - 5	5 - 8
Over 2 yrs Exp.	5 - 8	8 - 12

Chemical Engineer

Designing chemical plant equipment and deising processes for manufacturing chemicals and products, etc.

	Degree
Over 3 yrs Exp.	10 - 16

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Senior Engineer

Design and develop specifications under guidance and carry out design activities in line with specifications, carry out standard technical investigations and analyses to provide data for problem assessment, etc.

	Degree
3-5 yrs Exp.	5 - 8
Over 5 yrs Exp.	8 - 12

Engineering Manager

Coordinating the Engineering department, reviewing production system periodically, price negotiation with suppliers, etc.

	Degree
Over 5 yrs Exp.	13 - 22

Sales Engineer

Searching for new clients, travelling to visit potential clients, establishing new, and maintaining existing, long-term relationships with customers, managing and interpreting customer requirements, persuading clients that a product or service will best satisfy them, etc.

	Degree
1-2 yrs Exp.	5 - 8
Over 2 yrs Exp.	8 - 12

Technical Support Engineer

Provide good customer service combined with high-level technical knowledge in support of high speed conferencing, field and property-related inquires and activities involving networking, etc.

	Degree
Over 5 yrs Exp.	10 - 15

Process Engineer

Assessing processes for their relevance, assessing the adequacy of engineering equipment, reviewing existing data to see if more research and information need to be collated, conducting process development experiments to scale in a laboratory, preparing reports, flow diagrams and charts, etc.

	Degree
1-3 yrs Exp.	8 - 10
Over 3 yrs Exp.	10 - 15

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** Salary Unit 1 = CNY1,000.00

PROJECT MANAGEMENT

Process Engineer

Assessing processes for their relevance, assessing the adequacy of engineering equipment, reviewing existing data to see if more research and information need to be collated, conducting process development experiments to scale in a laboratory, preparing reports, flow diagrams and charts, etc.

	Degree
1-3 yrs Exp.	5 - 10
Over 3 yrs Exp.	8 - 15

Senior Project Engineer

Good knowledge in disciplines, like equipment, process, piping, construction management, etc.

	Degree
Over 5 yrs Exp.	12 - 20

Project Manager

Planning, scheduling, cost estimating projects and coordinating work of project team through execution, managing overall phase gated project from inception through launch, working closely with Sales and Product Management to define customer requirements, etc.

	Degree
Over 5 yrs Exp.	15 - 30

Lead Piping Engineer

Providing technical input to bid specifications, setting up and maintaining a database for estimating piping costs, coordinating all piping related engineering aspects of a project, taking responsibility for the production of piping systems designs, etc.

	Degree
Over 10 yrs Exp.	16 - 30

Plot Plan Engineer

Supporting and executing plot plan design work of project, assisting for achievement of project schedule and quality control, developing and optimizing plot plan to meet compulsory requirement and client requirement, preparing the plot plan design deliverables to enable other discipline work or construction to take place, proved necessary technical assistance to the project construction team at requirement.

	Degree
1-2 yrs Exp.	8 - 10
2-4 yrs Exp.	10 - 12

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REAL ESTATE

Property Analyst

Analyzing data to determine value for the purpose of acquiring, updating and selling properties, analyzing broker price opinions and appraisals for accuracy and conclusion of values, making phone calls to brokers, appraisers, tax assessors, contractors and to toothers in gathering information, etc.

	Degree
1-2 yrs Exp.	4 - 7
2-4 yrs Exp.	8 - 11

Property Manager

Keeping properties occupied with qualified tenants through advertising, lead follow up, property showings for prospective tenants, developing rental agreements, selecting qualified tenants, colleting deposits and rents, enforcing terms of rental agreements, resolving tenant complaints, overseeing eviction proceedings if necessary, etc.

	Degree
Over 10 yrs Exp.	35 - 60

Master Planner

Responsible for the development, integration and maintenance of program plans and schedules from acquisition planning through proposal and execution. Provide enterprise planning integration. Develops and maintains program schedule health metrics, etc.

	Degree
Over 5 yrs Exp.	20 - 50

Property Development Director

Investigating acquire, managing the viability of sites and key account customers, providing support information for the due diligence required for purchase of land, Compiling offer and negotiating deal monitor viability of sites against original objectives, etc.

	Degree
Over 10 yrs Exp.	30 - 80

Senior Manager Renting

Dealing with renting consulting business for China, building up and leading a team of subordinates, etc.

	Master
Over 10 yrs Exp.	15 - 30

Leasing Manager

Assisting in the management of all leasing, sales, marketing activities including Tennant management, property management, negotiations, budget forecast and financial control. Developing strategic plans and entail operational and capital budgets for properties, etc.

	Degree
Over 3 yrs Exp.	7 - 10