

# GREATER CHINA SALARY GUIDE 大中華薪資指南 2017

## OFFICES IN GREATER CHINA

### • 台灣 Taiwan [www.adecco.com.tw](http://www.adecco.com.tw)

Taipei (Head Office) 台北 (總公司)  
Tel +886 2 5552 6168

Tainan Science Park 台南  
Tel +886 6 510 6999

Hsinchu 新竹  
Tel +886 3 620 1558

Kaohsiung 高雄  
Tel +886 7 226 2060

Taichung 台中  
Tel +886 4 2301 0781

### • 中國 China [www.fescoadecco.com](http://www.fescoadecco.com)

Shanghai 上海  
Tel +86 21 6358 9999

Shenzhen 深圳  
Tel +86 755 6685 6999

Chengdu 成都  
Tel +86 28 6535 7007

Zhejiang 浙江  
Tel +86 571 8505 9669

Suzhou 蘇州  
Tel +86 512 6285 8772

Chongqing 重慶  
Tel +86 23 6399 9000

Guangzhou 廣州  
Tel +86 20 8385 3227

### • 香港 Hong Kong [www.adecco.com.hk](http://www.adecco.com.hk)

Wanchai (Head Office) 灣仔 (總公司)  
Tel +852 2895 2616  
[hongkong@adecco.com](mailto:hongkong@adecco.com)

Macau 澳門  
Tel +853 2832 2901  
[macau@adecco.com](mailto:macau@adecco.com)

Fortress Hill 炮台山  
Tel +852 2899 6100  
[hongkong@adecco.com](mailto:hongkong@adecco.com)

Lai Chi Kok 荔枝角  
Tel +852 2412 0001  
[kowloon@adecco.com](mailto:kowloon@adecco.com)

## ADECCO IN ASIA PACIFIC

• Australia 澳洲  
[adecco.com.au](http://adecco.com.au)

• India 印度  
[adecco.co.in](http://adecco.co.in)

• Japan 日本  
[adecco.co.jp](http://adecco.co.jp)

• Malaysia 馬來西亞  
[adecco.com.my](http://adecco.com.my)

• New Zealand 紐西蘭  
[adecco.co.nz](http://adecco.co.nz)

• Singapore 新加坡  
[adecco.com.sg](http://adecco.com.sg)

• South Korea 南韓  
[adecco.co.kr](http://adecco.co.kr)

• Thailand 泰國  
[adecco.co.th](http://adecco.co.th)

• Vietnam 越南  
[adecco.com.vn](http://adecco.com.vn)



# 前言 Foreword

"Every cloud has a silver lining." 在每一次的低潮之後，總會帶來新的契機！

近幾年全球經濟景氣不穩定，連帶影響台灣、香港、中國大陸，許多產業受到政策、技術、獲利的影響，出現結構調整、收縮、整併之現象，若不是持平發展，便是成長速度明顯放緩、就業市場並不活絡，這樣的情況在 2016 年更加顯著，企業提供人才的薪資福利相對保守，若有增幅亦為經常性的 3-5% 幅度。新技術的需求、世代不同的價值觀，在這樣的態勢之下，許多公司尋找適合人才時更加挑戰且加倍審慎，除了增加更多面試流程、對人才技能與工作態度提高標準，更多企業選擇遇缺不補，在景氣寒冬中儲備能量。

然而好消息是，正因為經歷過幾年的低迷、整合、調節，生機悄然浮現！例如中國大陸的物流、人力資源、行政人才；香港的業務行銷人才；台灣的金融財務會計人才，經過這兩年的薪資遞減、市場沉寂之後，2017 年可望從谷底反彈，求職市場有機會見到更積極的發展、釋出更多職缺。於此同時，已快速發展多年的物聯網 (IoT)、科技金融 (FinTech)、機器人……等創新科技，軟體科技人才不足以及全球政治情勢風向如英國脫歐、中國大陸政策、房市與通貨膨脹狀況，各國匯率變動……都將牽一髮動全身，繼續影響產業。

在此局勢之下，2017 年無論各企業摩拳擦掌迎接融冰後的春天或是繼續保守過冬；人才要謀求新挑戰或是持續守成，藝珂精心製作的薪資指南與產業分析報告，都希望成為您踏出新步伐的教戰守策與指引方針。2017 年，我們和您相約在巔峰！See you at the peak!

Every cloud has a silver lining. And, more often than not, new opportunities present themselves after a period of economic stagnation.

The global economic downturn in recent years has had a negative impact on Taiwan, Hong Kong and mainland China. Many industries have undergone restructuring, contraction, or consolidation as a result of policies, technology, and profitability. Their growth has either plateaued or slowed significantly, and the job market has become less active. These conditions have become more pronounced in 2016. Corporations have adopted a relatively conservative approach to employee salaries and benefits, and, if there are any adjustments, they tend to fall into the usual range of 3% to 5%. In these circumstances, many businesses are vetting candidates more cautiously when searching for new talent. Apart from making the interviewing process more complex and raising the standards for the skills and attitude to work required, this has also led to an increasing number of enterprises choosing not to fill their vacancies, instead opting to conserve their energy during the economic downturn.

There is, however, a bright side. After several years of sluggish economic performance, consolidation and adjustment, there is a ray of hope. For example, for mainland China's logistics, human resources (HR), and administrative personnel, Hong Kong's sales and marketing professionals, and Taiwan's finance and accounting talent, following a decline in salaries and relative inactivity in the market over the past two years, a rebound is expected to occur in 2017. As a result, the job market will see more activity, with more opportunities becoming available. On the other hand, due to the technologies associated with the Internet of Things (IoT), FinTech, robotics, and other innovative technologies that have been in active development for a number of years, together with global political factors, such as Brexit, China's policies, the housing market, inflation, and changes in exchange rates around the world, various industries will continue to be affected by the slightest movement in the market.

Under such circumstances, we hope that in 2017 Adecco's meticulously prepared salary guides and industry-analysis reports will be invaluable tools to help you in your next career move, whether corporations are preparing to welcome an improving economic climate or continuing to view the market in a less favorable light, and whether the job market is up for the new challenges ahead or opts for a more conservative approach. We will see you at the economic peak in 2017!



倪瀛 Ni Ying  
CEO of FESCO Adecco



陳玉芬 Cindy Chen  
Regional Head of  
Adecco Taiwan & South Korea



劉秀紅 Audrey Low  
Managing Director of  
Adecco Hong Kong & Macau

## 研究方法：

Adecco & FESCO Adecco 大中華薪資指南  
主要以下列兩種方法取的資訊：

- 分析客戶提供的職缺資訊。
- 檢視近期大中華地區招募人才的起薪。

Adecco & FESCO Adecco 大中華薪資指南  
關鍵專業領域包含：

- 會計、財務及金融
- 產品採購與物流
- 行政管理
- 醫藥
- 業務行銷
- 資訊科技
- 零售
- 工程技術

## 免責聲明：

- 以下數據根據 2015-2016 年期間 Adecco 和 FESCO Adecco 各專業領域的徵才職缺之平均薪資所得，其超時工資、佣金、各項津貼與獎金，均不列入計。
- 薪資以大中華當地居民的薪資為依據。
- 本薪資指南內的資訊，係蒐集並彙整中國大陸 FESCO Adecco、香港 Adecco 和台灣 Adecco 之客戶和求職者。其資料僅供參考，未經本公司同意，嚴禁複製或轉發。
- 本文件由內部生成，應當做一般性指導且僅供參考，因此，本文件不應被當作法律意見或任何行為的依據。藝珂對於本文件內容的不正確或錯誤陳述不對任何人負擔任何責任。

## Methodology:

The Adecco & FESCO Adecco 2017 Greater China Salary Guide is prepared from two main sources of information:

- An analysis of Adecco's and FESCO Adecco's database of vacancies received from clients.
- A review of actual starting salaries of recent placements made by Adecco and FESCO Adecco in the Greater China region.

The guide contains salary insights for hundreds of positions in key professional sectors, including:

- Accounting, Finance & Banking
- Office
- Sales & Marketing
- Retail
- Merchandising & Logistics
- Pharmaceuticals
- Information Technology
- Technical Engineering

## Disclaimer:

- The information provided in this guide represents average salaries derived from positions that Adecco and FESCO Adecco recruited from 2015-2016. The salaries exclude overtime, payment, commissions, allowances and bonuses.
- Salaries are based on the salaries of local citizens in Greater China.
- The salary guide is representative of data that Adecco has collected and compiled from clients and candidates in Mainland China, Hong Kong and Taiwan. The information should only be used as a guideline and should not be reproduced without written prior permission of Adecco and FESCO Adecco.
- This document has been developed internally and shall serve as general guidance and for mere reference only, thus, it shall not be deemed as legal advice or be relied upon in any manner whatsoever. Adecco shall not be liable towards anybody regarding any inaccuracies or misstatements contained herein.

# 會計、財務及金融

今年台灣財會人才的本土需求量大，但因企業獲利不夠優異，薪資有往下調降的趨勢，加上轉換工作崗位時的薪資福利不一定有跟著變好，致使工作者最後仍選擇待在原本公司崗位的情形多。外商這幾年陸續將職務外包或整併至海外公司，進而導致台灣當地的財會部門結束，因此職缺數比去年更少，尤其是後勤單位此狀況更為明顯。但上述狀況在 2017 年可望跟著國際景氣稍稍轉好。金融業的部分，由於今年匯率市場變動大，相關投資人才需求變化也大。另又因科技金融逐漸導入，使得金融作業人力需求變少，受到較直接的影響，唯銀行交易員、衍生性金融商品的專案經理、行銷 / 資料庫分析人員需求較多。整體觀之，經過 2015 至 2016 年的沉寂，2017 年將有較多職缺釋出。

香港股票市場自 2015 年中下滑，加上今年英國脫歐的影響，金融環境轉趨保守，整體市場放緩，較少新增職位需求，於選擇人才方面更加審慎，並出現職位遇缺不補的情況。薪資結構上沒有太大改變，僅有 3-5% 的平均增幅，也因為薪資預算有限，無法聘用有理想中有經驗人才。另一方面，金融監管機構收緊投資法例，熟悉銀行業法規的人才渴求大增，薪資增幅可望達到 20%，資方也願意花比較多時間進行談判。展望 2017 年，金融環境仍未明朗，尤以香港交易市場及深港通車股票市場整合，將會影響此領域的人才布局。在人才需求方面，香港除了對於具被融資經驗的人才仍有較大需求外，企業將持續招聘具有投資與募集資金經驗、發行可轉換債券、處理 IPO、公司收購、合併及股份購回守則的人才。

中國大陸的銀行、基金、信託、證券，整體金融結構受到科技金融、互聯網金融及經濟不景氣影響，變動非常大，每個區塊都在尋找新的營運模式。許多科技公司皆涉足金融領域，因此現在的金融人才除了要具備原本技能，最好還要有互聯網、數據金融的能力，也要對創新投資渠道有所學習，這對人才來說將是一大挑戰。此外，近年金融市場發展逐漸以本土銀行為主，原本外資銀行招聘需求量大，2016 年亦不斷下修，使得越來越多人才在求職時也以本土公司為首選。只是本土銀行不像外資銀行對於職位有很清楚的定位，他們較偏好綜合性人才，能協助企業在成長中快速因應與發展，這也是對人才的另一項考驗。預估明年整體金融態勢會較為看好，因互聯網金融等創新商業模式持續活絡中，人才需求量會持續上修，尤其外資銀行資深人才，或是 3-8 年資歷的中階主管，再搭配一年輕團隊，將能快速回應創新金融模式之劇變。



# Accounting, Finance & Banking

This year, local demand for accounting and finance talent in Taiwan has been high, but enterprise profitability has failed to keep pace, resulting in salary levels following a downward trend. In addition, as workers who have changed jobs have not been compensated with higher salaries or benefits, many employees have opted to stay with their current employers. In recent years, foreign corporations in Taiwan have gradually outsourced their functions to overseas companies or consolidated their functions with those companies, resulting in the termination of their local accounting departments. Therefore, there are fewer vacancies in this area than there were last year, especially in logistical support units. The situation in 2017 is expected to improve following an economic recovery on a global scale. As there have been significant exchange-rate fluctuations in the financial sector this year, the demand for professionals in this area has increased. On the other hand, the industry's implementation of FinTech has reduced its demand for talent, with the exception of traders in banking institutions, project managers for derivative financial products, and marketing professionals. Overall, after a quiet period from 2015 to 2016, more vacancies will emerge in 2017.

The stock market in Hong Kong experienced a downturn in mid-2015. With the Brexit vote this year, the financial environment has become more conservative. The overall market slowdown has resulted in less demand for new talent and a more cautious attitude toward recruitment. Many vacancies have been deemed unnecessary to fill. The salary structure has not changed significantly, with an average increase of only 3%-5%. However, as the budget for compensation is limited, companies are unable to afford to employ more experienced professionals. On the other hand, the financial regulators have tightened investment regulations. As a result, professionals who are familiar with banking regulations are in high demand and can expect salary increases of approximately 20%. Employers are also more willing to spend more time in negotiations. Looking ahead to 2017, the financial

environment remains uncertain, especially in relation to the Hong Kong market and the integration of the stock markets in Shenzhen and Hong Kong. These factors will affect the deployment and distribution of talent in this field. In terms of demand, Hong Kong will continue to recruit professionals who have experience in financing. In addition, enterprises will hire people with experience in investment and fundraising, issuance of convertible bonds, handling of IPOs, mergers and acquisitions, and share repurchase regulations.

Banks, funds, trusts, securities, and the overall structure of the financial industry in China have been affected by FinTech, Internet banking and the general economic downturn. As such, they have experienced great change. Every single part of the industry is looking for a new business model. Many technology companies are involved in the financial sector. Therefore, financial professionals should equip themselves with Internet and financial data-processing skills in addition to their existing capabilities. They should also be well versed in the latest innovative investment avenues, which will be a big challenge indeed. Moreover, developments in the financial market over the past few years are gradually moving in favor of local banks. Foreign banks used to be the main recruiters, but in 2016 the trend began to move away from them. As a result, jobseekers are mainly turning to local banking institutions for opportunities. However, unlike their foreign counterparts, often local banks do not clearly define job descriptions for many of their positions, and they tend to prefer prospective employees with comprehensive skills, who can help them grow and adapt quickly. This presents another challenge to jobseekers. The overall situation in the financial sector is expected to improve next year. As Internet finance, finance, and other innovative business models continue to be promoted, the demand for talent will continue to grow as well. In particular, senior professionals from foreign banking institutions and mid-level managers with three to eight years of relevant experience will be well positioned to take on the challenges of innovative financial models when teamed with younger professionals.

# 會計及財務領域 Accounting & Finance

## 會計 Accounting

| 職位<br>Position                          | 條件要求<br>Qualification                          | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|---|--|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |  |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 會計經理<br>Accounting Manager              | 財務與會計學位<br>Degree in Finance<br>and Accounting | 8+ (TW / HK)<br>7+ (CN)               | 30,000 - 45,000                                 |              | 35,000 - 50,000                                     |              | 70,000 - 140,000                                 |              |
| 資深主辦會計<br>Chief Accountant              | 大學以上<br>Degree+                                | 5+                                    | 15,000 - 25,000                                 |              | 30,000 - 40,000                                     |              | 55,000 - 90,000                                  |              |
| 資深會計<br>Senior Accountant               | 會計學學位<br>Degree in Accounting                  | 5+                                    | 10,000 - 18,000                                 |              | 25,000 - 35,000                                     |              | 50,000 - 80,000                                  |              |
| 成本會計<br>Cost Accountant                 | 會計學學位<br>Degree in Accounting                  | 3-5                                   | 8,000 - 18,000                                  |              | 22,000 - 35,000                                     |              | 45,000 - 70,000                                  |              |
| 會計人員<br>Accountant                      | 會計學學位<br>Degree in Accounting                  | 3-5                                   | 8,000 - 15,000                                  |              | 20,000 - 30,000                                     |              | 40,000 - 65,000                                  |              |
| 會計助理<br>Assistant Accountant            | 會計學學位<br>Degree in Accounting                  | 2-4 (TW / HK)<br>1-2 (CN)             | 5,000 - 8,000                                   |              | 18,000 - 25,000                                     |              | 35,000 - 50,000                                  |              |
| 資深帳務員<br>Senior Account Clerk           | 會計學學位<br>Degree in Accounting                  | 1-2 (TW / HK)<br>2-4 (CN)             | 5,000 - 8,000                                   |              | 13,000 - 18,000                                     |              | 30,000 - 45,000                                  |              |
| 帳務員 / 帳務助理<br>Account Clerk / Assistant | 會計學學位<br>Degree in Accounting                  | < 1                                   | 3,500 - 4,500                                   |              | 12,000 - 15,000                                     |              | 25,000 - 40,000                                  |              |

## 審計 Audit

|                                  |   |                           |                 |  |                  |  |                   |  |
|----------------------------------|---|---------------------------|-----------------|--|------------------|--|-------------------|--|
| 審計長<br>Head of Audit             | CIA 證照、主修會計與財務<br>CIA license, major in<br>Accounting and Finance | 10+                       | 60,000 - 90,000 |  | 60,000 - 120,000 |  | 130,000 - 200,000 |  |
| 內部稽核經理<br>Internal Audit Manager | CIA 證照、主修會計與財務<br>CIA license, major in<br>Accounting and Finance | 8+                        | 40,000 - 60,000 |  | 40,000 - 60,000  |  | 80,000 - 140,000  |  |
| 內部稽核師<br>Internal Auditor        | CIA 證照、主修會計與財務<br>CIA license, major in<br>Accounting and Finance | 5-7 (TW / HK)<br>3-5 (CN) | 15,000 - 30,000 |  | 18,000 - 35,000  |  | 65,000 - 100,000  |  |
| 審計副理<br>Assistant Audit Manager  | CIA 證照、主修會計與財務<br>CIA license, major in<br>Accounting and Finance | 5+                        | 30,000 - 45,000 |  | 25,000 - 45,000  |  | 60,000 - 80,000   |  |
| 審計主管<br>Audit Supervisor         | CIA 證照、主修會計與財務<br>CIA license, major in<br>Accounting and Finance | 4-5 (CN / TW)<br>3-5 (HK) | 18,000 - 30,000 |  | 20,000 - 30,000  |  | 50,000 - 70,000   |  |

## 審計 Audit

| 職位<br>Position          | 條件要求<br>Qualification   | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|-------------------------|---|---------------------------------------|---|--------------|---|--------------|--|--------------|
|                         |   |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 資深審計師<br>Senior Auditor | CIA 證照、主修會計與財務<br>CIA license, major in<br>Accounting and Finance | 3-5 (TW / HK)<br>3-4 (CN)             | 18,000 - 30,000                                 |              | 18,000 - 25,000                                     |              | 45,000 - 65,000                                  |              |
| 初級審計員<br>Audit Junior   | 主修會計與財務<br>Major in Accounting<br>and Finance                     | 1-2                                   | 8,000 - 13,000                                  |              | 12,000 - 18,000                                     |              | 42,000 - 50,000                                  |              |
| 查帳員<br>WAudit Clerk     | 主修會計與財務<br>Major in Accounting<br>and Finance                     | < 1                                   | 6,000 - 8,000                                   |              | 10,000 - 15,000                                     |              | 38,000 - 45,000                                  |              |

## 財務 Finance

|   |  |                                    |                  |  |                 |  |                   |  |
|---|--|------------------------------------|------------------|--|-----------------|--|-------------------|--|
| 財務長<br>Financial Controller               | 財務或會計企業管理碩士<br>MBA Degree in Finance<br>and Accounting | 10-20 (TW / CN)<br>5-20 (HK)       | 60,000 - 200,000 |  | 50,000 - 80,000 |  | 150,000 - 300,000 |  |
| 財務暨行政經理<br>Finance & Admin<br>Manager     | 財務與會計學位<br>Degree in Finance and<br>Accounting         | 10+ (TW)<br>8-10 (CN)<br>5-10 (HK) | 25,000 - 60,000  |  | 35,000 - 50,000 |  | 70,000 - 180,000  |  |
| 財務經理<br>Finance Manager                   | 財務或會計企業管理碩士<br>MBA Degree in Finance<br>and Accounting | 10+ (TW)<br>5-10 (CN / HK)         | 20,000 - 50,000  |  | 40,000 - 50,000 |  | 80,000 - 180,000  |  |
| 財務分析師<br>Financial Analyst                | 財務與會計學位<br>Degree in Finance and<br>Accounting         | 3-6 (TW / HK)<br>3-5 (CN)          | 15,000 - 40,000  |  | 22,000 - 35,000 |  | 55,000 - 120,000  |  |
| 財務助理<br>Finance Assistant                 | 財務與會計學位<br>Degree in Finance and<br>Accounting         | 2-3 (TW / HK)<br>1-2 (CN)          | 5,000 - 8,000    |  | 14,000 - 18,000 |  | 28,000 - 45,000   |  |
| 財務暨行政辦事員<br>Finance & Admin Clerk         | 財務與會計學位<br>Degree in Finance and<br>Accounting         | 1-5 (TW / HK)<br>1-3 (CN)          | 4,500 - 10,000   |  | N/A - N/A       |  | 30,000 - 60,000   |  |
| 財務儲備幹部<br>Financial Management<br>Trainee | 財務與會計學位<br>Degree in Finance and<br>Accounting         | < 1                                | 4,500 - 6,000    |  | N/A - N/A       |  | 28,000 - 45,000   |  |

# 金融 Banking

## 消費金融 Consumer Banking

| 職位<br>Position                          | 條件要求<br>Qualification               | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTD |              |
|---|-------------------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |                                     |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 分行經理<br>Branch Manager                  | 商業學士<br>Bachelor degree in Business | 10+                                   | 25,000 - 40,000                                 |              | 48,000 - 60,000                                     |              | 90,000 - 150,000                                 |              |
| 營運經理<br>Operations Manager              | 學士學位<br>Bachelor degree             | 6+                                    | 20,000 - 35,000                                 |              | 35,000 - 50,000                                     |              | 80,000 - 130,000                                 |              |
| 營運副理<br>Assistant Operations Manager    | 學士學位<br>Bachelor degree             | 4+                                    | 10,000 - 20,000                                 |              | 20,000 - 35,000                                     |              | 50,000 - 80,000                                  |              |
| 客戶關係經理<br>Customer Relationship Manager | 學士學位<br>Bachelor degree             | 8+                                    | 10,000 - 25,000                                 |              | 25,000 - 45,000                                     |              | 60,000 - 140,000                                 |              |
| 營運主管<br>Operation Supervisor            | 學士學位<br>Bachelor degree             | 3+                                    | 6,000 - 10,000                                  |              | 16,000 - 25,000                                     |              | 45,000 - 60,000                                  |              |
| 個人金融服務專員<br>Personal Banking Officer    | 商業學士<br>Bachelor degree in Business | 3+                                    | 3,500 - 8,000                                   |              | 15,000 - 30,000                                     |              | 35,000 - 70,000                                  |              |
| 銀行專員<br>Bank Officer                    | 商業學士<br>Bachelor degree in Business | 6+                                    | 3,000 - 7,500                                   |              | 12,000 - 18,000                                     |              | 45,000 - 60,000                                  |              |
| 銀行櫃檯出納<br>Bank Teller                   | 商業學士<br>Bachelor degree in Business | 1-2                                   | 3,000 - 5,000                                   |              | 10,000 - 15,000                                     |              | 28,000 - 45,000                                  |              |
| 中樞專員<br>Middle Office Officer           | 學士學位<br>Bachelor degree             | 3+                                    | 5,000 - 7,000                                   |              | 15,000 - 20,000                                     |              | 50,000 - 130,000                                 |              |
| 客服專員<br>Customer Service Representative | 學士學位<br>Bachelor degree             | 1-2                                   | 3,000 - 5,000                                   |              | 12,000 - 20,000                                     |              | 30,000 - 55,000                                  |              |
| 銀行助理<br>Bank Assistant                  | 學士學位<br>Bachelor degree             | 1-2                                   | 2,500 - 5,000                                   |              | 12,000 - 15,000                                     |              | 27,000 - 40,000                                  |              |
| 金融辦事員<br>Banking Clerk                  | 學士學位<br>Bachelor degree             | < 1                                   | 3,000 - 5,000                                   |              | 10,000 - 12,000                                     |              | 30,000 - 50,000                                  |              |

## 稅務 Tax

| 職位<br>Position                  | 條件要求<br>Qualification                       | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTD |              |
|---------------------------------|---|---------------------------------------|---|--------------|---|--------------|--|--------------|
|                                 |   |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 稅務長<br>Head of Tax              | 財務與會計學位<br>Degree in Finance and Accounting | 10+ (TW / CN)<br>8+ (HK)              | 60,000 - 100,000                                |              | 80,000 - 120,000                                    |              | 100,000 - 160,000                                |              |
| 稅務經理<br>Tax Manager             | 財務與會計學位<br>Degree in Finance and Accounting | 8+ (TW / CN)<br>5+ (HK)               | 40,000 - 65,000                                 |              | 35,000 - 50,000                                     |              | 80,000 - 130,000                                 |              |
| 資深稅務會計<br>Senior Tax Accountant | 財務與會計學位<br>Degree in Finance and Accounting | 3-5                                   | 15,000 - 35,000                                 |              | 20,000 - 35,000                                     |              | 45,000 - 65,000                                  |              |
| 稅務會計<br>Tax Accountant          | 財務與會計學位<br>Degree in Finance and Accounting | 2-4                                   | 8,000 - 20,000                                  |              | 15,000 - 25,000                                     |              | 35,000 - 50,000                                  |              |
| 稅務助理<br>Tax Assistant           | 財務與會計學位<br>Degree in Finance and Accounting | 1-2                                   | 4,500 - 10,000                                  |              | 12,000 - 18,000                                     |              | N/A - N/A  |              |

## 財務 Treasury

| 職位<br>Position              | 條件要求<br>Qualification                       | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTD |              |
|-----------------------------|---|---------------------------------------|---|--------------|---|--------------|--|--------------|
|                             |   |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 財務長<br>Head of Treasury     | 財務與會計學位<br>Degree in Finance and Accounting | 15+ (TW)<br>10+ (CN)<br>5+ (HK)       | 60,000 - 100,000                                |              | 75,000 - 100,000                                    |              | 125,000 - 200,000                                |              |
| 財務經理<br>Treasury Manager    | 財務與會計學位<br>Degree in Finance and Accounting | 10+ (TW)<br>8+ (CN)<br>5+ (HK)        | 35,000 - 45,000                                 |              | 35,000 - 65,000                                     |              | 70,000 - 130,000                                 |              |
| 資深財務專員<br>Senior Treasury   | 財務與會計學位<br>Degree in Finance and Accounting | 3-5                                   | 15,000 - 30,000                                 |              | 30,000 - 45,000                                     |              | 50,000 - 80,000                                  |              |
| 財務會計<br>Treasury Accountant | 財務與會計學位<br>Degree in Finance and Accounting | 2-4                                   | 8,000 - 18,000                                  |              | 25,000 - 35,000                                     |              | 40,000 - 55,000                                  |              |
| 財務專員<br>Treasury Officer    | 財務與會計學位<br>Degree in Finance and Accounting | 2-4 (TW / HK)<br>1-3 (CN)             | 6,000 - 15,000                                  |              | 15,000 - 22,000                                     |              | 35,000 - 45,000                                  |              |
| 財務辦事員<br>Treasury Clerk     | 財務與會計學位<br>Degree in Finance and Accounting | < 1                                   | 4,500 - 6,000                                   |              | 12,000 - 15,000                                     |              | 25,000 - 40,000                                  |              |

## 企業金融 Corporate Banking

| 職位<br>Position                              | 條件要求<br>Qualification   | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|---|-------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |                         |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 金融交易業務人員<br>TMU                             | 學士學位<br>Bachelor degree | 3+                                    | 25,000 - 40,000                                 |              | 40,000 - 60,000                                     |              | 60,000 - 150,000                                 |              |
| 市場風險經理<br>Market Risk                       | 學士學位<br>Bachelor degree | 5+                                    | 30,000 - 45,000                                 |              | 50,000 - 70,000                                     |              | 80,000 - 160,000                                 |              |
| 金融同業業務經理<br>FI Sales                        | 學士學位<br>Bachelor degree | 5+                                    | 30,000 - 50,000                                 |              | 45,000 - 75,000                                     |              | 80,000 - 150,000                                 |              |
| 交易支援助理<br>Dealing / Trade Support Assistant | 學士學位<br>Bachelor degree | 1-2                                   | 15,000 - 30,000                                 |              | 30,000 - 50,000                                     |              | 35,000 - 50,000                                  |              |
| 資深客戶關係經理<br>Sr. Relationship Manager        | 學士學位<br>Bachelor degree | 7+                                    | 22,000 - 35,000                                 |              | 50,000 - 70,000                                     |              | 90,000 - 200,000                                 |              |
| 客戶關係經理<br>Relationship Manager              | 學士學位<br>Bachelor degree | 3+                                    | 40,000 - 50,000                                 |              | 35,000 - 50,000                                     |              | 60,000 - 90,000                                  |              |

## 證券 Securities

| 職位<br>Position                     | 條件要求<br>Qualification   | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|------------------------------------|-------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|                                    |                         |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 結算部經理<br>Settlement Manager        | 學士學位<br>Bachelor degree | 8+                                    | 22,000 - 50,000                                 |              | 45,000 - 60,000                                     |              | 80,000 - 200,000                                 |              |
| 結算部專員<br>Settlement Officer        | 學士學位<br>Bachelor degree | 6+                                    | 8,000 - 20,000                                  |              | 25,000 - 30,000                                     |              | 65,000 - 90,000                                  |              |
| 結算部辦事員<br>Settlement Clerk         | 學士學位<br>Bachelor degree | 1-2                                   | 5,000 - 8,000                                   |              | 15,000 - 20,000                                     |              | 45,000 - 65,000                                  |              |
| 股票研究員<br>Research / Equity Analyst | 學士學位<br>Bachelor degree | 3+                                    | 18,000 - 60,000                                 |              | 35,000 - 120,000                                    |              | 60,000 - 220,000                                 |              |
| 股票研究助理<br>Research Assistant       | 學士學位<br>Bachelor degree | 1-2                                   | 12,000 - 20,000                                 |              | 20,000 - 55,000                                     |              | 50,000 - 100,000                                 |              |

## 監察 & 信用分析 Compliance & Credit Analysis

|   |   |     |                 |                  |                   |
|---|---|-----|-----------------|------------------|-------------------|
| 法規事務經理<br>Compliance Manager                | 財務或法律學歷，具內部稽核或法規遵循 / 法律相關經驗<br>Degree in Finance or Law; experience in internal audit or compliance / law | 5+  | 20,000 - 40,000 | 60,000 - 120,000 | 90,000 - 280,000  |
| 法規事務專員<br>Compliance Officer                | 財務或法律學歷，具內部稽核或法規遵循 / 法律相關經驗<br>Degree in Finance or Law; experience in internal audit or compliance / law | 2-4 | 10,000 - 15,000 | 35,000 - 55,000  | 65,000 - 80,000   |
| 授信經理<br>Credit Manager                      | 財務 / 會計學士<br>Bachelor degree in Finance / accounting  | 6+  | 20,000 - 30,000 | 45,000 - 60,000  | 60,000 - 120,000  |
| 信用審核 / 核准經理<br>Credit Approval Manager      | 財務 / 會計學士<br>Bachelor degree in Finance / accounting  | 10+ | 25,000 - 35,000 | 45,000 - 60,000  | 100,000 - 200,000 |
| 信用核證專員<br>Credit Approval Officer           | 財務 / 會計學士<br>Bachelor degree in Finance / accounting  | 8+  | 15,000 - 25,000 | 25,000 - 40,000  | 80,000 - 140,000  |
| 信貸分析師 / 專員<br>Credit Analyst / Officer      | 財務 / 會計學士<br>Bachelor degree in Finance / accounting  | 6+  | 10,000 - 20,000 | 22,000 - 40,000  | 65,000 - 80,000   |
| 資深信貸 / 信用辦事員<br>Senior Credit / Loans Clerk | 財務 / 會計學士<br>Bachelor degree in Finance / accounting  | 4+  | 7,000 - 13,000  | 15,000 - 25,000  | 45,000 - 60,000   |

# 行政管理

今年台灣零售、金融、半導體表現不佳，使得許多高階人才被裁員，轉換崗位後薪資甚至降至30-50%。另一方面，外商台灣分公司受到邊緣化，職位所屬層級不斷往下降。在一片慘澹中，反而本土傳產公司如五金零件利潤呈現正成長，因此人才需求量較大，且面臨轉型時會需要具有外商經歷的人才，以做為專業經理人。然而台灣人才願不願意從外商轉到本土公司卻是其中關鍵，尤其當薪資與福利跟過去差異不大，但頭銜卻往下掉的狀況。整體而言人才面臨斷層，因為五十歲以上求職者很難找到工作，但當企業需要一定資歷水平的人才時，卻又淘汰了年紀太大或太初階的人選，使得徵才具有一定困難度，今年人力資源求職市場情況甚至較過去2008年金融海嘯時更差，因為許多企業的行政職位選擇外包。我們建議此領域人才不需太過介意職位是否約聘，否則機會將越來越少。

因全球經濟不穩定、歐洲不景氣等原因，香港各企業招聘時相當謹慎，這方面從人才與企業面試次數竟高達四次可看得出來，因為企業須審慎平衡員工薪資及盈利。於此同時，僱主在薪資福利上趨於保守，較無吸引力，也是影響招聘時間的因素。2017年香港與全球經濟景氣可望回溫，港資或中資企業加速擴展企業版圖，並以香港作為平台邁向國際發展，因此香港仍有發展商機，並有機會釋放出較多職缺協助業務發展，如客戶服務經理、發展部經理、主任、銷售員、人力資源部經理、主任……等職位。在行業類別方面，將以資訊科技、醫療保健前景較佳，相關技術人員亦較容易找到工作。整體而言，薪資調整幅度仍可望向上提升。

中國大陸2017年的人力資源、法務、供應鏈等行政管理職位，受到景氣不佳及租金昂貴影響，許多企業移廠至三四線城市，因此會有職務上的縮減。但之後仍會有人才需求，唯因當地人才在技能和語言上無法跟一二線城市的人才相比，因此會增加招募上的困難度。在薪資方面，2014至2016年由於人才供過於求，因此每年調薪幅度皆有遞減趨勢，企業不僅不會調高薪資競爭人才，反而對人才期望條件越來越高。但這波遞減幅度已到了谷底，2017年可望有所反彈。



# Office

This year, Taiwan's retail, financial, and semiconductor sectors all performed poorly. High-end professionals were laid off, many of whom even accepted a 30%-50% pay cut after moving to another company. Furthermore, many local branches of international corporations in Taiwan have been marginalized and many positions have, in reality, been demoted. However, in the midst of this negative development, a number of local players in the conventional industries, such as the metal parts and components sector, are showing a positive growth in profitability. These companies currently have more demand for talent and, when undergoing transformation, they will be relying on professionals with experience of foreign enterprise to offer their managerial expertise. Having said this, whether jobseekers in Taiwan are willing to continue their careers in local companies after a number of years of working in foreign enterprises is the key question, especially in cases where the pay and benefits are comparable but the job titles offered are much less prestigious. On the whole, the industry is facing a talent gap, as it is very difficult for jobseekers over the age of 50 to find work, while employers who require talent with certain levels of expertise and skills are ruling out entry-level candidates as well as older jobseekers. This is leading to significant difficulties in recruitment. This year, the conditions in the job market for HR professionals are even worse than those during the 2008 global financial crisis, as many companies have chosen to outsource their administrative positions. We advise jobseekers in this field not to be overly concerned with whether a job is permanent or contract-based. Otherwise, opportunities may become even harder to come by in the future.

Due to the global economic instability and especially the downturn in Europe, many enterprises in Hong Kong are being extremely cautious in their recruitment efforts. This is evident from the fact that candidates are often interviewed up to four times by potential

employers, as recruiters must carefully balance employee compensation with corporate profitability. Employers are also being more conservative when offering salary and benefit packages, which are tending to be less attractive. This factor is affecting the overall recruitment timeframe. Hong Kong's economy, and the global economy, are expected to pick up speed in 2017. Enterprises based in Hong Kong and in China will expand their corporate presence at an accelerated pace. They will utilize Hong Kong as a platform for international growth. For this reason, opportunities will become more abundant in Hong Kong and a large number of vacancies for customer service managers, development managers, directors, salespeople, and HR managers, will become available as companies seek to grow their business. In terms of industry sectors, IT and healthcare appear to have the most favorable outlooks, and there will be more job opportunities for professionals in these fields. Overall, salary increases are to be expected.

In 2017, poor economic conditions and more expensive rent are expected to affect the job market for HR, legal, supply chain, and other administrative positions in China. Many enterprises will be moving their factories to third- and fourth-tier cities, and administrative jobs are likely to be reduced. However, there will still be demand for talent, although local candidates will not be able to offer expertise and language skills that are comparable with those found in major cities. Recruitment will become more difficult as a result. In terms of salary levels, there was an over-supply of talent between 2014 and 2016, which has affected salary increases on an annual basis. Companies will not be using competitive salaries to recruit talented people; instead, they will demand higher levels of skill and expertise for the same level of compensation. Fortunately, this declining trend has reached its lowest point and is expected to change in 2017.

# 行政管理 Office

## 人力資源 Human Resources

| 職位<br>Position  | 條件要求<br>Qualification       | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HKS |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|---|-----------------------------|---------------------------------------|---|--------------|--|--------------|--|--------------|
|   |                             |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.                                       | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 人資長 / 人資副總 / 協理<br>HR Head /<br>HR Director / VP                                  | 大專院校或以上<br>Degree and above | 10-15+                                | 50,000 - 150,000                                |              | 80,500 - 150,500                                   |              | 110,000 - 200,000                                |              |
| 區域人資經理 / 協理<br>Regional HR Manager /<br>Director                                  | 大專院校或以上<br>Degree and above | 8+                                    | 30,000 - 50,000                                 |              | 55,000 - 65,500                                    |              | 100,000 - 150,000                                |              |
| 人資 / 招募 / 薪酬福利經理 /<br>人資事業夥伴<br>HR / Staffing / C&B<br>Manager / Business Partner | 大專院校或以上<br>Degree and above | 5-8+                                  | 20,000 - 40,000                                 |              | 38,500 - 45,500                                    |              | 80,000 - 120,000                                 |              |
| 教育訓練經理 / 講師<br>Training Manager / Trainer   | 大專院校或以上<br>Degree and above | 8+ (TW / HK)<br>5-6 (CN)              | 15,000 - 25,000                                 |              | 40,500 - 50,500                                    |              | 65,000 - 110,000                                 |              |
| 人資副理<br>HR Assistant Manager  | 大專院校或以上<br>Degree and above | 3-5+ (TW / HK)<br>5+ (CN)             | 15,000 - 35,000                                 |              | 30,500 - 33,500                                    |              | 55,000 - 70,000                                  |              |
| 人資專員<br>HR Officer / Specialist /<br>Executive                                    | 大專院校或以上<br>Degree and above | 2-4                                   | 7,000 - 18,000                                  |              | 15,500 - 25,500                                    |              | 35,000 - 55,000                                  |              |
| 人資專員 / 助理<br>HR Administrator /<br>Assistant                                      | 大專院校或以上<br>Degree and above | 1-2                                   | 4,500 - 10,000                                  |              | 15,500 - 17,500                                    |              | 25,000 - 35,000                                  |              |
| 人資培訓 / 人資儲備幹部<br>HR Trainee   | 大專院校或以上<br>Degree and above | < 1                                   | 4,500 - 6,500                                   |              | 10,500 - 13,500                                    |              | 30,000 - 40,000                                  |              |

## 法務 Legal

|                        |  |                          |                  |  |                  |  |                   |  |
|------------------------|--|--------------------------|------------------|--|------------------|--|-------------------|--|
| 法務協理<br>Legal Director | 大專院校或以上，<br>具證照者優<br>Degree and above; with<br>license preferred | 10+                      | 65,000 - 150,000 |  | 90,500 - 150,500 |  | 150,000 - 300,000 |  |
| 法務經理<br>Legal Manager  | 大專院校或以上，<br>具證照者優<br>Degree and above; with<br>license preferred | 5+ (TW / HK)<br>8+ (CN)  | 30,000 - 50,000  |  | 40,500 - 100,500 |  | 100,000 - 150,000 |  |
| 法務專員<br>Legal Officer  | 大專院校或以上<br>Degree and above                                      | 3+ (TW / HK)<br>3-5 (CN) | 10,000 - 35,000  |  | 30,500 - 70,500  |  | 45,000 - 60,000   |  |

## 採購 Procurement

| 職位<br>Position                                    | 條件要求<br>Qualification         | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HKS |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|---|-------------------------------|---------------------------------------|---|--------------|--|--------------|--|--------------|
|   |                               |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.                                       | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 區域採購經理<br>Regional Procurement<br>Manager         | 大專院校或以上<br>Degree and above   | 8+                                    | 40,000 - 60,000                                 |              | 55,000 - 90,500                                    |              | 80,000 - 130,000                                 |              |
| 採購經理 / 資深採購<br>Procurement Manager /<br>Sr. Buyer | 大專院校 / 文憑<br>Degree / Diploma | 5+ (TW / HK)<br>5-8 (CN)              | 25,000 - 50,000                                 |              | 30,500 - 45,500                                    |              | 60,000 - 110,000                                 |              |
| 採購主管 / 採購主任<br>Procurement Supervisor             | 大專院校 / 文憑<br>Degree / Diploma | 3-5 (TW / HK)<br>5-7 (CN)             | 18,000 - 25,000                                 |              | 25,500 - 30,500                                    |              | 55,000 - 80,000                                  |              |
| 採購專員<br>Procurement Officer                       | 大專院校 / 文憑<br>Degree / Diploma | 2-3                                   | 6,000 - 18,000                                  |              | 18,500 - 25,500                                    |              | 40,000 - 50,000                                  |              |
| 採購助理<br>Procurement Assistant                     | 大專院校 / 文憑<br>Degree / Diploma | 1-2                                   | 4,500 - 8,000                                   |              | 14,500 - 16,500                                    |              | 30,000 - 35,000                                  |              |

## 行政管理支援 Administration & Office Support

|  |                               |                           |                 |  |                 |  |                  |  |
|--|-------------------------------|---------------------------|-----------------|--|-----------------|--|------------------|--|
| 行政經理 / 管理部經理 /<br>辦公大樓設備管理經理<br>Administrative Manager /<br>Office Manager /<br>Facility Manager | 大專院校<br>Degree                | 8+                        | 25,000 - 40,000 |  | 40,500 - 55,500 |  | 60,000 - 120,000 |  |
| 執行助理<br>Executive Assistant  | 大專院校<br>Degree                | 5+ (TW / HK)<br>3-6 (CN)  | 10,000 - 35,000 |  | 35,500 - 55,500 |  | 50,000 - 80,000  |  |
| 行政專員<br>Administrative Officer   | 大專院校<br>Degree                | 3-6 (TW / HK)<br>3-5 (CN) | 8,000 - 15,000  |  | 23,500 - 28,500 |  | 40,000 - 50,000  |  |
| 行政助理<br>Administrative Assistant   | 大專院校<br>Degree                | 1-4 (TW / HK)<br>1-3 (CN) | 5,000 - 12,000  |  | 15,500 - 23,500 |  | 30,000 - 40,000  |  |
| 櫃檯接待人員<br>Receptionist   | 大專院校 / 文憑<br>Degree / Diploma | 1-2                       | 3,500 - 6,500   |  | 12,500 - 20,500 |  | 25,000 - 35,000  |  |
| 辦公室助理<br>Office Assistant  | 大專院校 / 文憑<br>Degree / Diploma | 1-2                       | 4,500 - 8,000   |  | 12,500 - 15,500 |  | 25,000 - 35,000  |  |
| 資料輸入人員<br>Data Entry Clerk   | 大專院校 / 文憑<br>Degree / Diploma | < 1                       | 4,000 - 6,000   |  | 8,500 - 11,500  |  | 22,000 - 25,000  |  |
| 司機 / 駕駛<br>Driver  | 大專院校 / 文憑<br>Degree / Diploma | 2-4                       | 4,000 - 10,000  |  | 15,500 - 20,500 |  | 35,000 - 60,000  |  |



## 電話客服 Call Centre

| 職位<br>Position                                   | 條件要求<br>Qualification         | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HKS |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|--|-------------------------------|---------------------------------------|---|--------------|--|--------------|--|--------------|
|  |                               |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.                                       | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 電話客服經理<br>Call Centre Manager                    | 大專院校<br>Degree                | 8+                                    | 20,000 - 40,000                                 |              | 45,000 - 60,500                                    |              | 60,000 - 150,000                                 |              |
| 副理<br>Assistant Manager                          | 大專院校<br>Degree                | 4-7 (TW / HK)<br>4-6 (CN)             | 15,000 - 25,000                                 |              | 35,500 - 45,500                                    |              | 50,000 - 70,000                                  |              |
| 主任 / 組長<br>Supervisor / Team Leader              | 大專院校<br>Degree                | 2-4 (TW / HK)<br>4-5 (CN)             | 10,000 - 20,000                                 |              | 20,500 - 30,500                                    |              | 40,000 - 60,000                                  |              |
| 資深電話客服人員<br>Senior Call Centre<br>Representative | 大專院校<br>Degree                | 2-3                                   | 6,000 - 10,000                                  |              | 15,500 - 20,500                                    |              | 40,000 - 55,000                                  |              |
| 客服熱線專員<br>Helpdesk / Hotline Officer             | 大專院校 / 文憑<br>Degree / Diploma | 1-3                                   | 4,500 - 8,000                                   |              | 13,500 - 16,500                                    |              | 25,000 - 40,000                                  |              |
| 電話客服助理<br>Call Centre Assistant                  | 大專院校 / 文憑<br>Degree / Diploma | 1-3 (TW / HK)<br>0-2 (CN)             | 4,000 - 7,000                                   |              | 11,500 - 16,500                                    |              | 25,000 - 40,000                                  |              |

## 客戶服務 Customer Service

|                                     |                |                           |                 |                 |                  |
|-------------------------------------|----------------|---------------------------|-----------------|-----------------|------------------|
| 客服經理<br>Customer Service Manager    | 大專院校<br>Degree | 8+                        | 15,000 - 40,000 | 30,500 - 55,500 | 60,000 - 100,000 |
| 客服主任<br>Customer Service Supervisor | 大專院校<br>Degree | 5+ (TW / HK)<br>5-7 (CN)  | 15,000 - 25,000 | 20,500 - 35,500 | 50,000 - 80,000  |
| 客服專員<br>Customer Service Specialist | 大專院校<br>Degree | 3-5 (TW / HK)<br>2-4 (CN) | 6,000 - 12,000  | 15,500 - 25,500 | 35,000 - 50,000  |
| 客服專員<br>Customer Service Executive  | 大專院校<br>Degree | 3-5 (HK)<br>1-3 (CN)      | 4,500 - 10,000  | 15,500 - 20,500 | N/A - N/A        |
| 客服助理<br>Customer Service Assistant  | 大專院校<br>Degree | 1 (TW / HK)<br><1 (CN)    | 3,500 - 6,500   | 11,500 - 15,500 | 25,000 - 35,000  |

## 秘書 Secretarial

|                             |                |     |                 |                 |                 |
|-----------------------------|----------------|-----|-----------------|-----------------|-----------------|
| 執行秘書<br>Executive Secretary | 大專院校<br>Degree | 7+  | 15,000 - 40,000 | 35,500 - 55,500 | 60,000 - 85,000 |
| 資深秘書<br>Senior Secretary    | 大專院校<br>Degree | 4-6 | 15,000 - 35,000 | 35,500 - 40,500 | 45,000 - 80,000 |
| 秘書<br>Secretary             | 大專院校<br>Degree | 2-4 | 8,000 - 20,000  | 20,500 - 35,500 | 35,000 - 60,000 |
| 助理秘書<br>Junior Secretary    | 大專院校<br>Degree | 1-2 | 6,000 - 10,000  | 12,500 - 15,500 | 28,000 - 40,000 |



"Build a great administrative team- a glue that holds your office together"

# 業務 & 行銷

以台灣就業市場來看，快速消費品 (FMCG) 和旅館業是目前較為活絡的兩個區塊，快速消費品行銷高層職缺較多，因為這兩年營運狀況不好，企業認為是領導人需要換血。此外行銷人才需求相對較多，業務只是一個溝通的角色。職缺集中在中階職務與現場營運人才。在網路公司方面，新創公司越來越多，仍無法很快看到獲利，這也是線上遊戲企業今年缺高階主管的原因，因為講求原創遊戲消耗太多資本，但代理中國大陸與韓國遊戲，永續性又容易受到懷疑。所以在這段新創公司如雨後春筍冒出的戰國時期，整個市場還需要一段時間整合，既有的網路公司必須盡快加強產品競爭力與創新力。

中國大陸觀光客減少，卻使奢侈品及酒店景氣較為低迷。所以零售與觀光業起伏較大。反觀香港在快速消費品的行銷、業務方面顯得較為穩定，其中一部分可歸因於政府政策成功吸引外資。整體而言仍有少量品牌經理之徵才需求，但可提供之薪資並不亮眼。各企業針對銷售部門會傾向徵詢較資深人才，除此之外不傾向招聘行政職位高階人才。2017 年整體求職市場可望有些進展，開始有些新創公司傾向進口與銷售品質較好產品，如健康補充食品、歐洲進口食品……等等，因此需要更多銷售方面人才。但薪資福利部分仍保持現況。

中國大陸消費品市場仍在放緩的階段，除了因為受到整體經濟的緣故，同時也受到人力成本、資金成本、新渠道的衝擊、行銷費用成本上漲，甚至因為找不到可新增之商店據點而利潤下滑，迫使工廠移到東南亞或往內遷，將總公司移往外地、銷售移給經銷商負責。因此職位量還是有但新增職位相對少一些。整體來看，電子商務人才薪水增幅較高，一般消費品市場由於已經相當成熟，人才對於職能已很有經驗，因此薪水調幅有限，也因此影響到招聘的困難度。但特別的是，在各自品項中很有特點的新興品牌，增長非常快，因為現在網路行銷的速度非常快，一個新品牌被看見的速度提升，加上營銷手法更創新，可能一個爆點就能將品牌推上高峰，即使持續性還有待商榷。由此可判斷市場仍會增長，但格局將略微變化。

# Sales & Marketing

In Taiwan, fast-moving consumer goods (FMCG) and the hotel industry are currently the quickest-growing sectors in sales and marketing. As such, there are more vacancies for high-level FMCG marketing professionals. This is because this sector has been performing poorly for the past two years, so many enterprises are aiming to bring in new leadership in marketing. In addition, the demand for marketing talent is relatively high, and sales professionals merely perform a communication role. The vacancies are concentrated in the mid-level and on-site business operator positions. As for Internet companies, there has been an increase in the number of newly established enterprises, many of which are not expected to generate significant profits in the short term. This is why many players in the online games industry are lacking high-level executives: focusing on entirely original games tends to consume too much capital, yet playing the role of distributors on behalf of mainland Chinese and South Korean game developers is perceived as lacking long-term viability. Therefore, while business start-ups are springing up like mushrooms, the entire market will require some time for consolidation and existing Internet companies must work hard to enhance the competitiveness of their products and become innovative as quickly and as far as possible.

With fewer tourists from mainland China, the luxury goods and hotel industries have become relatively sluggish. For this reason, the retail and tourism sectors are experiencing more pronounced ups and downs. On the other hand, Hong Kong is more stable in terms of the marketing and sales of FMCGs, which is partly attributable to the success of government policies in attracting foreign investment. Overall, there is still a small number of vacancies for brand managers, although the compensation packages are not as attractive. Most enterprises are tending to look for more senior professionals for their sales departments. Apart

from this, there is almost no demand for high-level administrative positions. In 2017, the overall job market is expected to make some progress. Certain start-ups will begin to import and sell higher-quality products from abroad; examples include health supplements and European foods. Therefore, the demand for sales talent will increase. Pay and benefits, however, will remain unchanged.

China's consumer goods market is still experiencing a slowdown. It is being affected by not only the overall economic conditions but also labor costs, capital costs, the impact of new channels, and increases in marketing costs. Some companies' profits have declined because they were unable to locate suitable store outlets for their products. Some have even been forced to move their factories to Southeast Asia, relocate their headquarters to other cities, or even transfer distribution rights to dealers and agents. As a result, existing vacancies may still be available but new roles are relatively scarce. On the whole, e-commerce professionals are receiving larger increases in salary. As the general consumer goods market has become somewhat mature, professionals in this sector are now very experienced in their job functions and salary increases, therefore, are fairly limited. This factor also contributes to difficulties in recruitment. What is different in this scenario, however, is that a number of emerging brands are growing at a rapid pace. In the Internet age, online marketing can reach potential customers at break-neck speed; therefore, a new brand can achieve exposure and visibility over a very short period. With innovative marketing techniques, a single burst point is capable of lifting a new brand to a great height, even if the question of long-term viability remains. Therefore, it is safe to say that the market will continue to grow, but there may be some changes in its structure.



# 業務 & 行銷 Sales & Marketing

## 廣告 Advertising

| 職位<br>Position                           | 條件要求<br>Qualification      | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|--|----------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|  |                            |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 業務總監 / 資深客戶經理<br>Account Director        | 學士或以上<br>Bachelor or above | 6+                                    | 25,000 - 60,000                                 |              | 40,000 - 70,000                                     |              | 85,000 - 150,000                                 |              |
| 業務經理 / 客戶經理<br>Account Manager           | 學士或以上<br>Bachelor or above | 4+                                    | 12,000 - 30,000                                 |              | 27,000 - 45,000                                     |              | 60,000 - 85,000                                  |              |
| 業務副理 / 客戶副理<br>Assistant Account Manager | 學士或以上<br>Bachelor or above | 3+                                    | 10,000 - 25,000                                 |              | 20,000 - 30,000                                     |              | 50,000 - 65,000                                  |              |
| 平面設計師<br>Graphic Designer                | 學士或以上<br>Bachelor or above | 2-4                                   | 6,000 - 30,000                                  |              | 10,000 - 20,000                                     |              | 35,000 - 55,000                                  |              |
| 業務主任 / 客戶主任<br>Account Executive         | 學士或以上<br>Bachelor or above | 1-2                                   | 3,000 - 10,000                                  |              | 13,000 - 18,000                                     |              | 33,000 - 45,000                                  |              |
| 執行製作<br>Production Executive             | 學士或以上<br>Bachelor or above | 2-4                                   | 10,000 - 15,000                                 |              | 15,000 - 20,000                                     |              | 28,000 - 40,000                                  |              |
| 初級平面設計師<br>Junior Graphic Designer       | 學士或以上<br>Bachelor or above | 1-2                                   | 5,000 - 10,000                                  |              | 9,000 - 13,000                                      |              | 28,000 - 35,000                                  |              |
| 製作助理<br>Production Assistant             | 學士或以上<br>Bachelor or above | 1-2                                   | 6,000 - 15,000                                  |              | 9,000 - 12,000                                      |              | 28,000 - 35,000                                  |              |

## 行銷 Marketing

|  |                            |     |                  |  |                  |  |                   |  |
|--|----------------------------|-----|------------------|--|------------------|--|-------------------|--|
| 行銷總監<br>Head of Marketing              | 商業管理碩士<br>MBA              | 10+ | 50,000 - 150,000 |  | 55,000 - 120,000 |  | 150,000 - 250,000 |  |
| 行銷經理<br>Marketing Manager              | 學士或以上<br>Bachelor or above | 8+  | 25,000 - 50,000  |  | 40,000 - 65,000  |  | 85,000 - 150,000  |  |
| 行銷副理<br>Assistant Marketing Manager    | 學士或以上<br>Bachelor or above | 6+  | 15,000 - 35,000  |  | 30,000 - 45,000  |  | 65,000 - 80,000   |  |
| 產品行銷經理<br>Product Marketing Manager    | 學士或以上<br>Bachelor or above | 3-5 | 15,000 - 40,000  |  | 28,000 - 38,000  |  | 55,000 - 75,000   |  |
| 資深行銷企劃人員<br>Senior Marketing Executive | 學士或以上<br>Bachelor or above | 2-3 | 10,000 - 20,000  |  | 16,000 - 25,000  |  | 50,000 - 65,000   |  |

## 行銷 Marketing

| 職位<br>Position                           | 條件要求<br>Qualification      | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|--|----------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|  |                            |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 行銷企劃人員<br>Marketing Executive            | 學士或以上<br>Bachelor or above | 1-2                                   | 5,000 - 10,000                                  |              | 12,000 - 16,000                                     |              | 35,000 - 45,000                                  |              |
| 資料庫行銷人員<br>Database Marketing / CRM      | 學士或以上<br>Bachelor or above | 2-3                                   | 8,000 - 20,000                                  |              | 22,000 - 30,000                                     |              | 40,000 - 60,000                                  |              |
| 網站企劃行銷人員<br>Internet Marketing Executive | 學士或以上<br>Bachelor or above | 2-3                                   | 8,000 - 20,000                                  |              | 15,000 - 23,000                                     |              | 40,000 - 60,000                                  |              |
| 活動企劃人員<br>Event Marketing Executive      | 學士或以上<br>Bachelor or above | 2-3                                   | 5,000 - 10,000                                  |              | 15,000 - 20,000                                     |              | 35,000 - 50,000                                  |              |
| 市場研究員<br>Market Researcher               | 學士或以上<br>Bachelor or above | 0-2                                   | 4,000 - 8,000                                   |              | 11,000 - 13,000                                     |              | 33,000 - 55,000                                  |              |
| 行銷企劃助理<br>Marketing Assistant            | 學士或以上<br>Bachelor or above | 0-2                                   | 3,000 - 6,000                                   |              | 10,000 - 13,000                                     |              | 25,000 - 38,000                                  |              |
| 電話行銷員<br>Telemarketer                    | 學士或以上<br>Bachelor or above | < 1                                   | 1,500 - 3,500                                   |              | N/A - N/A   |              | 20,000 - 25,000                                  |              |

## 公關 Public Relations

|   |                            |      |                 |  |                 |  |                  |  |
|---|----------------------------|------|-----------------|--|-----------------|--|------------------|--|
| 企業行銷傳播經理<br>Corporate Communication Manager | 學士或以上<br>Bachelor or above | 5-10 | 20,000 - 40,000 |  | 35,000 - 60,000 |  | 85,000 - 120,000 |  |
| 公關經理<br>PR Manager                          | 學士或以上<br>Bachelor or above | 5+   | 20,000 - 40,000 |  | 35,000 - 60,000 |  | 60,000 - 80,000  |  |
| 公關專員<br>PR Specialist                       | 學士或以上<br>Bachelor or above | 3-5  | 8,000 - 13,000  |  | 20,000 - 30,000 |  | 45,000 - 60,000  |  |
| 公關專員 / 代表<br>PR Officer / Representative    | 學士或以上<br>Bachelor or above | 3-5  | 5,000 - 12,000  |  | 16,000 - 25,000 |  | 32,000 - 55,000  |  |
| 公關助理<br>PR Assistant                        | 學士或以上<br>Bachelor or above | 1-2  | 5,000 - 10,000  |  | 12,000 - 15,000 |  | 25,000 - 35,000  |  |

## 消費性產業 FMCG

| 職位<br>Position                                     | 條件要求<br>Qualification        | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTD |              |
|--|------------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|  |                              |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 業務總監<br>Head of Sales                              | 碩士學歷<br>Master               | 10+                                   | 30,000 - 150,000                                |              | 65,000 - 110,000                                    |              | 150,000 - 250,000                                |              |
| 區業務經理<br>Area Sales Manager                        | 學士或以上<br>Bachelor or above   | 10+                                   | 35,000 - 70,000                                 |              | 50,000 - 70,000                                     |              | 100,000 - 150,000                                |              |
| 業務 / 銷售通路區經理<br>Sales / Channel Sales Area Manager | 學士或以上<br>Bachelor or above   | 8+                                    | 25,000 - 50,000                                 |              | 40,000 - 60,000                                     |              | 60,000 - 90,000                                  |              |
| 業務經理<br>Sales Manager                              | 學士或以上<br>Bachelor or above   | 5+                                    | 15,000 - 30,000                                 |              | 40,000 - 55,000                                     |              | 55,000 - 80,000                                  |              |
| 服務執行經理<br>Service Delivery Manager                 | 學士或以上<br>Bachelor or above   | 5+                                    | 15,000 - 30,000                                 |              | 25,000 - 35,000                                     |              | 50,000 - 80,000                                  |              |
| 策略 / 主要客戶業務經理<br>Strategic / Major Account Manager | 學士或以上<br>Bachelor or above   | 5+                                    | 25,000 - 50,000                                 |              | 30,000 - 40,000                                     |              | 50,000 - 80,000                                  |              |
| 業務副理<br>Assistant Sales Manager                    | 學士或以上<br>Bachelor or above   | 3-5                                   | 15,000 - 30,000                                 |              | 20,000 - 30,000                                     |              | 40,000 - 60,000                                  |              |
| 資深業務專員<br>Senior Sales Executive                   | 專科或以上<br>College or above    | 2-4                                   | 10,000 - 25,000                                 |              | 18,000 - 25,000                                     |              | 35,000 - 55,000                                  |              |
| 業務專員<br>Sales Executive                            | 專科或以上<br>College or above    | 1-2                                   | 7,000 - 15,000                                  |              | 10,000 - 20,000                                     |              | 30,000 - 50,000                                  |              |
| 業務聯絡<br>Sales Co-coordinator                       | 專科或以上<br>College or above    | 1-2                                   | 5,000 - 10,000                                  |              | 10,000 - 15,000                                     |              | 25,000 - 40,000                                  |              |
| 業務助理<br>Sales Assistant                            | 專科或以上<br>College or above    | 1-2                                   | 5,000 - 10,000                                  |              | 9,000 - 12,000                                      |              | 25,000 - 35,000                                  |              |
| 促銷人員<br>Promoter                                   | 高中或以上<br>High school & Above | < 1                                   | 3,000 - 5,000                                   |              | 9,000 - 12,000                                      |              | 20,000 - 50,000                                  |              |
| 電話行銷人員<br>Telemarketer                             | 高中或以上<br>High school & Above | < 1                                   | 3,000 - 5,000                                   |              | 9,000 - 12,000                                      |              | 20,000 - 25,000                                  |              |



"Land cream-of-the-crop creative and marketing talent"

# 零售

今年台灣整體零售狀況並不亮眼，特別是中國大陸遊客減少使這樣的情況更加明顯，在相關職務不多的情況下，現有人才流動率也降低，工作者對於變動顯得格外小心，畢竟在整體大環境與公司業績表現不樂觀的狀況到任新職，壓力勢必倍增。以這樣的情勢分析，留在現有工作崗位的人才因企業缺乏利潤，將不會有進一步的薪資調整，這樣的情況也將延續到 2017 年。

香港零售業總銷貨價值有持續跌幅的趨勢，這是由於下列四項因素，零售業表現未見卓越，特別是奢侈品：1. 許多人將消費轉移至其他歐洲國家進行免稅購物 2. 內地旅客來港人數下降 3. 網上購物、代購增加 4. 日圓貶值、脫歐重創英鎊等匯率因素影響，若外圍環境稍為回穩下，本地的消費意欲會有所改善。因此零售業薪資與福利調幅都有限，除非資方極欲爭取某位人才，否則仍傾向遇缺不補，並採用約聘人員。但若外圍環境回穩、本地消費意願改善，將連帶影響人才需求。在人才條件上，企業期待求職者在業績與客戶服務上能有明確貢獻。在 2017 年，新的奢侈品品牌仍將繼續於香港擴張業務；體育用品行業亦持續看好。具有較好教育背景與零售經驗的店鋪經理、數位行銷職務、客戶關係經理都有較高的需求。

中國大陸今年的零售業回暖，各國品牌陸續進軍中國大陸，韓國品牌增多，許多奢侈品品牌從原有代理商獨立出來直營。企業在職務需求方面，著重在助理經理職以下職缺，薪資不算特別高，但是在電子商務、數碼領域之中階主管以上職位，較其他領域之同等級職務薪資更好。不過因為各企業仍有裁員現象，因此節省下來的經費也會用在維護核心人員之費用上，使得調薪幅度仍能落於 4-12%。2017 年除了高端奢侈品仍將持續進駐中國大陸，體育用品行業亦持續看好，因為近幾年運動相關消費已成為生活型態之必須項目，特別是體育專業品牌，如球拍、護具、專業登山鞋……等，使得企業釋放出來的職位年薪都比其他行業高許多，是值得觀察的現象。

# Retail

This year, the overall performance of retail sales in Taiwan has not been particularly impressive. The situation has been exacerbated by a decline in the number of tourists visiting from mainland China. With relevant jobs already few in number, the turnover of existing workers has decreased. Employees are very wary of change. After all, with the generally unfavorable economic landscape and the less-than-optimistic outlook in terms of company performance, new employees will be placed under tremendous pressure. Analysis of these conditions indicates that employees who remain in their current roles cannot expect meaningful salary adjustments, because their employers' profitability is low. This situation is expected to continue well into 2017.

The total value of retail sales in Hong Kong appears to be on a downward trend. Retail performance, especially in the luxury goods sector, has been less than ideal for the following four reasons: (1) many consumers have turned to European countries to take advantage of duty-free shopping; (2) fewer people from mainland China are visiting Hong Kong; (3) volumes of online shopping and brokered purchasing are increasing; and (4) the depreciation of the Japanese yen, the severe devaluation of the British pound following the Brexit vote, and other factors related to exchange rates mean that consumers are able to pay less for the same products abroad like Japan or the UK. If the external environment stabilizes somewhat, local consumer sentiment will improve. Therefore, changes in wages and associated benefits in the retail industry will be limited unless employers urgently need to recruit certain individuals who have the skills they need. Otherwise, they will tend not to fill vacancies, opting to use contract workers instead. However, if the

stability of the external environment increases and local consumption improves, the demand for talent will rise. In terms of jobseekers' skills, enterprises will expect employees to make a substantial contribution to sales performance and customer service. In 2017, new luxury brands will continue to develop their presence in Hong Kong; specifically, the sporting goods industry will enjoy a favorable outlook. There will be more demand for store managers with a higher level of education and more retail experience, and for digital marketing professionals and customer relationship managers.

The pace of the retail industry in China has picked up this year and overseas brands, especially those from South Korea, are continuing to enter the Chinese market. Many luxury brands have begun to operate in China directly instead of selling their products through distributors. In terms of demand for talent, enterprises are focusing on positions below assistant manager level. Salaries are not particularly high, but compensation for mid-level supervisors and above in the fields of e-commerce and other digital services is more competitive than in other industries. However, as many enterprises are trimming their workforce, they will use the savings to retain their core employees, which translates to salary increases ranging from 4% to 12%. In 2017, high-end luxury goods will continue to make their presence felt in China. The sporting goods industry is among the more favorable sectors, since sports-related consumption has become the norm for many in recent years. This is especially true for professional sporting brands of equipment such as rackets, protective gear, and specialized mountain-climbing shoes. This is enabling many enterprises to offer annual salaries that are much higher than those in other industries, which is a noteworthy trend.

# 零售 Retail

## 零售 Retail

| 職位<br>Position                          | 條件要求<br>Qualification                               | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTD |              |
|---|---|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |   |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 品牌經理<br>Brand Manager                   | 學士或以上，具商業碩士學位者優<br>Bachelor or above;<br>prefer MBA | 4+ (TW / HK)<br>5+(CN)                | 20,000 - 50,000                                 |              | 50,000 - 70,000                                     |              | 120,000 - 200,000                                |              |
| 零售營運經理<br>Retail Operations<br>Manager  | 學士或以上<br>Bachelor or above                          | 10+ (TW / HK)<br>5+ (CN)              | 15,000 - 40,000                                 |              | 40,000 - 65,000                                     |              | 90,000 - 170,000                                 |              |
| 店面經理<br>Shop / Store Manager            | 專科或以上<br>College or above                           | 8+ (TW / HK)<br>3+ (CN)               | 5,000 - 40,000                                  |              | 23,000 - 60,000                                     |              | 65,000 - 115,000                                 |              |
| 營運副理<br>Assistant Operations<br>Manager | 專科或以上<br>College or above                           | 4-6+                                  | 5,000 - 30,000                                  |              | 25,000 - 30,000                                     |              | 60,000 - 80,000                                  |              |
| 櫃檯經理<br>Counter Manager                 | 高中或以上<br>High school or above                       | 4+ (TW / HK)<br>3+ (CN)               | 4,000 - 15,000                                  |              | 25,000 - 40,000                                     |              | 50,000 - 70,000                                  |              |
| 品牌專員<br>Brand Executive                 | 專科或以上<br>College or above                           | 1-2 (TW / HK)<br>2+ (CN)              | 4,000 - 15,000                                  |              | 13,000 - 16,000                                     |              | 40,000 - 50,000                                  |              |
| 店長<br>Shop / Store Supervisor           | 高中或以上<br>High school or above                       | 2-4                                   | 5,000 - 18,000                                  |              | 15,000 - 32,000                                     |              | 40,000 - 65,000                                  |              |
| 業務專員<br>Sales Representative            | 高中或以上<br>High school or above                       | 1-2                                   | 4,000 - 8,000                                   |              | 10,000 - 20,000                                     |              | 28,000 - 35,000                                  |              |
| 美容講師<br>Beauty Trainer                  | 專科或以上<br>College or above                           | 2-4                                   | 6,000 - 15,000                                  |              | 20,000 - 30,000                                     |              | 50,000 - 90,000                                  |              |
| 美容顧問<br>Beauty Advisor                  | 高中或以上<br>High school or above                       | 1-2                                   | 3,000 - 8,000                                   |              | 15,000 - 25,000                                     |              | 28,000 - 32,000                                  |              |



"Get the customer-centric and sales-focused retail sensations you need"

# 產品採購 & 物流

台灣物流業方面沒有太大波動，業務高層變動不多，電話客戶服務專員 (OP) 仍像前幾年流動率高，不受青睞。整體來看明年此領域的就業市場應該仍處於較為低迷的情況。

香港物流業不像零售業或銀行業會跟著大環境有較大的變動，2016 年亦相對穩定，唯有因人民幣貶值影響中國大陸與香港市場，以及九月英國投票脫歐後使客戶較為保守謹慎，客戶會持續觀望匯率變動來進行策略調整。然而近幾年客戶的確對預算控管較為嚴謹，對人才的要求也更高，例如對中英文能力及在專業領域上的技能與經驗值，如 SAP, Lean, Six Sigma 等等，這也連帶使得人才會盡量減少工作崗位的變動，以減少新工作不穩定帶來的風險。明年產業的變化不大，可望有 5% 的調薪幅度。

中國大陸總體沒有太大改變，本土物流公司多在謀求上市或資源整合，需要更多資金來開發新的業務，方能提供客戶更多服務。對人才的要求格外需要電子商務背景的能力，因有越來越多客戶建置自己的電子商務平台，B2B 電子商務企業之業務增長幅度較多，薪資亦有 10% 的提升。另一方面，由於物流業常依靠實體經濟如製造業來支撐，從 2016 年初的產業裁員潮至下半年趨於穩定，預計 2017 整體營運會提升。



# Merchandising & Logistics

Taiwan's logistics industry has not experienced much volatility, and there have been no significant changes at the senior business executive level. The turnover of telephone customer-service representatives (OPs) remains high and less favorable – much the same as the situation for the past few years. Overall, the job market in this area is expected to remain relatively sluggish next year.

Changes in the overall economic environment do not affect Hong Kong's logistics industry as much as the retail and banking sectors. In 2016, the industry has been relatively stable. However, the depreciation of the Chinese yuan has affected markets on the Chinese mainland and Hong Kong. Furthermore, following the Brexit vote, our clients have become more conservative and cautious and will continue to adopt a “wait and see” approach with respect to exchange rates when altering their strategies. In recent years, our clients have taken a more cautious approach to budget control. They have also been more demanding when recruiting talent. For example, more emphasis is being placed on Chinese and English language abilities, professional skills, and experience in areas like SAP, Lean, and Six Sigma. As a

consequence, talented employees are tending to make as few changes as possible to their existing jobs in order to reduce the risks associated with entering a new career environment. Next year, little change is expected to take place in the industry, and a 5% salary increase can be expected.

In mainland China, there has not been much change overall. Most local logistics companies are seeking to be listed or to integrate resources, and they will require additional capital to develop new business in order to provide customers with more services. With respect to the demand for talent, skills and experience in e-commerce are especially sought after, as more and more of our clients are implementing their own e-commerce platforms. Therefore, the B2B e-commerce sector will experience more growth, which translates to a 10% increase in salaries. On the other hand, because the logistics industry often relies on the real economy, such as manufacturing, for support, given the wave of layoffs in early 2016 and the subsequent stabilization in the second half of the year, it is expected that overall business operations will improve in 2017.

# 產品採購 & 物流 Merchandising & Logistics

## 採購 Merchandising

| 職位<br>Position                          | 條件要求<br>Qualification         | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTD |              |
|---|-------------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |                               |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 採購經理<br>Merchandising Manager           | 大專院校 / 文憑<br>Degree / Diploma | 8 - 10+                               | 25,000 - 45,000                                 |              | 40,000 - 60,000                                     |              | 70,000 - 130,000                                 |              |
| 採購副理<br>Assistant Merchandising Manager | 大專院校 / 文憑<br>Degree / Diploma | 8+                                    | 18,000 - 30,000                                 |              | 30,000 - 40,000                                     |              | 55,000 - 80,000                                  |              |
| 資深採購<br>Sr. Merchandiser                | 大專院校 / 文憑<br>Degree / Diploma | 5-8+                                  | 15,000 - 25,000                                 |              | 22,000 - 30,000                                     |              | 45,000 - 65,000                                  |              |
| 採購人員<br>Jr. Merchandiser                | 大專院校 / 文憑<br>Degree / Diploma | 3-5                                   | 8,000 - 16,000                                  |              | 15,000 - 20,000                                     |              | 35,000 - 55,000                                  |              |
| 採購助理<br>Merchandising Assistant         | 文憑<br>Diploma                 | 1-3                                   | 5,000 - 8,000                                   |              | 10,000 - 15,000                                     |              | 24,000 - 32,000                                  |              |

## 運送 / 物流 Shipping / Logistics

|                                     |                               |      |                 |  |                 |  |                  |  |
|-------------------------------------|-------------------------------|------|-----------------|--|-----------------|--|------------------|--|
| 物流經理<br>Logistics Manager           | 大專院校 / 文憑<br>Degree / Diploma | 5-8+ | 18,000 - 35,000 |  | 40,000 - 60,000 |  | 65,000 - 150,000 |  |
| 物流副理<br>Assistant Logistics Manager | 大專院校 / 文憑<br>Degree / Diploma | 3-8  | 10,000 - 18,000 |  | 30,000 - 40,000 |  | 55,000 - 80,000  |  |
| 船務主任<br>Shipping Supervisor         | 大專院校 / 文憑<br>Degree / Diploma | 3-5  | 7,000 - 15,000  |  | 20,000 - 35,000 |  | 45,000 - 55,000  |  |
| 船務人員<br>Shipping Specialist         | 大專院校 / 文憑<br>Degree / Diploma | 2-4  | 5,000 - 10,000  |  | 15,000 - 20,000 |  | 30,000 - 50,000  |  |
| 物流專員<br>Logistics Specialist        | 大專院校 / 文憑<br>Degree / Diploma | 2-4  | 5,000 - 10,000  |  | 18,000 - 25,000 |  | 30,000 - 60,000  |  |

## 品質控管 Quality Control

|                                    |                               |     |                 |  |                 |  |                  |  |
|------------------------------------|-------------------------------|-----|-----------------|--|-----------------|--|------------------|--|
| 品管經理<br>Quality Control Manager    | 大專院校 / 文憑<br>Degree / Diploma | 10+ | 20,000 - 30,000 |  | 40,000 - 55,000 |  | 80,000 - 120,000 |  |
| 品管副理<br>Assistant QC Manager       | 大專院校 / 文憑<br>Degree / Diploma | 5-8 | 15,000 - 25,000 |  | 30,000 - 40,000 |  | 55,000 - 80,000  |  |
| 品管專員<br>Quality Control Specialist | 大專院校 / 文憑<br>Degree / Diploma | 3-5 | 8,000 - 15,000  |  | 20,000 - 25,000 |  | 40,000 - 60,000  |  |

## 供應鏈 Supply Chain

| 職位<br>Position  | 條件要求<br>Qualification         | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTD |              |
|---|-------------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |                               |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 供應鏈經理<br>Supply Chain Manager                           | 大專院校 / 文憑<br>Degree / Diploma | 8-10+                                 | 25,000 - 40,000                                 |              | 45,000 - 60,000                                     |              | 75,000 - 150,000                                 |              |
| 供應鏈副理<br>Supply Chain Assistant Manager                 | 大專院校 / 文憑<br>Degree / Diploma | 5-8+                                  | 18,000 - 35,000                                 |              | 30,000 - 45,000                                     |              | 60,000 - 80,000                                  |              |
| 供應鏈規劃 / 需求規劃人員<br>Supply Chain Planner / Demand Planner | 大專院校 / 文憑<br>Degree / Diploma | 5                                     | 13,000 - 25,000                                 |              | 28,000 - 35,000                                     |              | 40,000 - 75,000                                  |              |
| 供應鏈專員<br>Supply Chain Executive                         | 大專院校 / 文憑<br>Degree / Diploma | 3-5                                   | 10,000 - 15,000                                 |              | 20,000 - 25,000                                     |              | 30,000 - 50,000                                  |              |
| 供應鏈配置人員<br>Supply Chain Coordinator                     | 大專院校 / 文憑<br>Degree / Diploma | 2-4                                   | 8,000 - 12,000                                  |              | 18,000 - 20,000                                     |              | 30,000 - 55,000                                  |              |
| 供應鏈助理<br>Supply Chain Assistant                         | 大專院校 / 文憑<br>Degree / Diploma | 1-2                                   | 6,000 - 10,000                                  |              | 14,000 - 15,000                                     |              | 25,000 - 35,000                                  |              |

## 倉儲 Warehouse

|                                     |                               |     |                 |  |                 |  |                  |  |
|-------------------------------------|-------------------------------|-----|-----------------|--|-----------------|--|------------------|--|
| 倉儲經理<br>Warehouse Manager           | 大專院校 / 文憑<br>Degree / Diploma | 8+  | 12,000 - 25,000 |  | 35,000 - 45,000 |  | 55,000 - 100,000 |  |
| 倉儲副理<br>Warehouse Assistant Manager | 大專院校 / 文憑<br>Degree / Diploma | 5-8 | 10,000 - 15,000 |  | 25,000 - 35,000 |  | 45,000 - 60,000  |  |
| 倉儲主管<br>Warehouse Supervisor        | 文憑<br>Diploma                 | 3-5 | 6,000 - 10,000  |  | 20,000 - 25,000 |  | 40,000 - 55,000  |  |
| 倉儲專員<br>Warehouse Officer           | 文憑<br>Diploma                 | 1-2 | 5,000 - 6,000   |  | 15,000 - 20,000 |  | 30,000 - 40,000  |  |



# 醫藥

2016年台灣醫藥生技業釋出最多的職缺是中階、初階的業務人員；熱門的職務為品質保證(QA)、醫療法規(RA)人才。因台灣製藥已具有相當水準，許多國家品牌前來台灣進行製藥代工，特別需要找這方面人才。只是目前台灣醫藥生技人才外流嚴重，同時面臨經驗斷層、能力斷層的問題，使得這樣的人員較少也較難徵詢。求職者可多留意以上現象，並加強本身語言能力、技術能力。

2016年香港醫藥產業除了新醫院成立之外，大體是平穩的，沒有太多高低起伏，除了有一定的招聘需求，薪資亦相當穩定。最常招聘的職務為產品經理、銷售經理、醫務經理。可以看見醫藥產業對人才素質的需求越來越高，工作量也相對提高，以產品經理來說，客戶期待他們具有優良的產業/產品知識與背景，並具有行銷能力，能處理較大規模的行銷活動。此外對於銷售人員的業績要求也會因換工作而隨之調高。

中國大陸政府由2016年三月之後對醫藥審批較為嚴格，因此對醫藥公司產生較大的影響，處理各種專案變得更加謹慎。也因為許多專案項目被國家中止或限制，額外招聘機會明顯減少。但值得注意的是，當國家監控變得嚴格後，連帶影響品質保證(QA)工作更為縝密，因此這方面人才需求量隨之增多。整體來看，國內企業需要從事研究、生物抗體、藥化的人才；國外企業則需要較多行銷業務人才。建議醫藥人才若想擴展自己的能力，可往醫療機械或生物檢測領域發展。雖然生物檢測目前多為小型公司，但卻很適合在其他大企業無法得到理想升職的中階人才，在這裡將有機會擁有屬於自己的一片天，雖然相對具有較高風險。



# Pharmaceuticals

In 2016, vacancies for entry- and mid-level salespeople made up the largest share of vacancies offered by Taiwan's pharmaceutical and biotech industries. Common positions are those in quality assurance (QA) and regulatory affairs (RA). As Taiwan has a highly reputable pharmaceutical industry, many overseas pharmaceutical brands with original equipment manufacturer (OEM) operations in Taiwan are eager to recruit in this field. The problem, however, is that there has been a severe brain drain in the pharmaceutical and biotech sector, not to mention a discontinuity in experience and capability. Therefore, these professionals are hard to find. Jobseekers should take note of the situation described above and seek to improve their language skills and technical capabilities.

With respect to Hong Kong's medical and pharmaceutical industries, apart from the establishment of new hospitals there have been no notable developments in 2016. Salary levels have remained relatively stable, except for in enterprises that have strong recruitment requirements. The most frequently available roles are those of product managers, sales managers and medical managers. The clear trend is that the medical and pharmaceutical industries are recruiting individuals of a higher quality and their workloads are becoming heavier. Take product managers as an example: Our clients expect them to possess excellent knowledge of and a strong background in the industry and its products, in addition to marketing skills and the ability

to handle major marketing events. There are also higher expectations in terms of sales performance when employees begin working in a new job for a different company.

In mainland China, the government's policies on the approval of pharmaceutical products and medical procedures have become more stringent since March 2016. This has had a strong impact on pharmaceutical companies, which have exercised more caution in handling various projects. Also, because many projects have been suspended or restricted by the government, there has been a significant decrease in recruitment opportunities. However, it is worth noting that, as government regulation becomes stricter, QA has to become even more meticulous. For this reason, the demand for talent in this area will increase. Overall, domestic enterprises require talent in research, antibodies and medicinal chemistry. However, foreign companies are in need of more marketing and sales professionals. Pharmaceutical professionals who wish to expand their skill sets and capabilities are advised to explore the fields of medical machinery and biological testing. Although most biological testing companies are fairly small at the moment, they provide a suitable arena for mid-level professionals, many of whom are unable to obtain the promotions they want in larger corporations, to showcase their talent. However, it is worth noting that smaller companies come with higher risks.

# 醫藥 Pharmaceutical

## 醫藥 Pharmaceutical

| 職位<br>Position                               | 條件要求<br>Qualification  | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|--|--|---------------------------------------|---|--------------|---|--------------|--|--------------|
|  |  |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 醫療事業經理<br>Medical Affairs Manager            | 醫藥學士或同等學歷<br>MBBS or equivalent  | 8-10 (TW / HK)<br>6-8 (CN)            | 18,000 - 25,000                                 |              | 45,000 - 60,000                                     |              | 150,000 - 220,000                                |              |
| 臨床研究經理<br>Clinical Research Manager          | 大專院校，<br>藥學或醫學工程或<br>生命科學領域者優<br>Degree, preferable<br>from Pharmaceutical,<br>Medical Engineering, or<br>Life Science field | 8+ (TW)<br>5+ (CN / HK)               | 25,000 - 55,000                                 |              | 42,000 - 53,000                                     |              | 130,000 - 180,000                                |              |
| 產品經理<br>Product Manager                      | 大專院校，<br>藥學或醫學工程或<br>生命科學領域者優<br>Degree, preferable<br>from Pharmaceutical,<br>Medical Engineering, or<br>Life Science field | 3-5 (TW / HK)<br>5-8 (CN)             | 15,000 - 35,000                                 |              | 35,000 - 50,000                                     |              | 65,000 - 120,000                                 |              |
| 法規事務專員<br>Regulatory Affairs<br>Executive    | 大專院校，<br>藥學或醫學工程或<br>生命科學領域者優<br>Degree, preferable<br>from Pharmaceutical,<br>Medical Engineering, or<br>Life Science field | 3-5                                   | 15,000 - 20,000                                 |              | 15,000 - 23,000                                     |              | 45,000 - 65,000                                  |              |
| 區域業務經理<br>Regional Sales Manager             | 大專院校，<br>生命科學領域者優<br>Degree, preferable from<br>a Life Science field   | 8-10                                  | 20,000 - 30,000                                 |              | 50,000 - 80,000                                     |              | 80,000 - 120,000                                 |              |
| 地區業務經理<br>Area Sales Manager                 | 大專院校，<br>生命科學領域者優<br>Degree, preferable from<br>a Life Science field   | 5-8                                   | 15,000 - 25,000                                 |              | 40,000 - 55,000                                     |              | 60,000 - 100,000                                 |              |
| 藥房通路業務經理<br>OTC / Drugstore Sales<br>Manager | 大專院校，<br>藥房通路領域者優<br>B.S degree, familiar<br>with OTC / Drugstore<br>channels  | 5-8                                   | 10,000 - 20,000                                 |              | 40,000 - 50,000                                     |              | 60,000 - 85,000                                  |              |
| 產品登記專員<br>Product Registration<br>Specialist | 大專院校，<br>藥學或醫學工程或<br>生命科學領域者優<br>Degree, preferable<br>from Pharmaceutical,<br>Medical Engineering, or<br>Life Science field | 3-5                                   | 7,000 - 12,000                                  |              | 22,000 - 28,000                                     |              | 45,000 - 60,000                                  |              |
| 資深產品專員<br>Senior Product Specialist          | 大專院校，<br>生命科學領域者優<br>Degree, preferable from<br>a Life Science field   | 3                                     | 10,000 - 15,000                                 |              | 28,000 - 35,000                                     |              | 60,000 - 80,000                                  |              |

## 醫藥 Pharmaceutical

| 職位<br>Position                        | 條件要求<br>Qualification   | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪 / 人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪 / 港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪 / 新台幣)<br>Monthly Salary in NTS |              |
|---------------------------------------|---|---------------------------------------|---|--------------|---|--------------|--|--------------|
|                                       |   |                                       | 最低薪資<br>Min.                                    | 最高薪資<br>Max. | 最低薪資<br>Min.  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. |
| 產品專員<br>Product Specialist            | 大專院校，<br>生命科學領域者優<br>Degree, preferable from<br>a Life Science field                  | 2-3                                   | 6,000 - 10,000                                  |              | 22,000 - 30,000                                     |              | 50,000 - 70,000                                  |              |
| 醫藥銷售專員<br>Medical Sales Executive     | 大專院校，醫學、<br>生命科學領域者優<br>Degree, preferable from<br>a Life Science field               | 2-4                                   | 5,000 - 7,000                                   |              | 15,000 - 20,000                                     |              | 40,000 - 60,000                                  |              |
| 臨床研究助理<br>Clinical Research Assistant | 醫學、生命科學，<br>藥學相關者優<br>Degree from a Science<br>field, preferably<br>Pharmacy          | 1-2                                   | 6,000 - 8,000                                   |              | 13,000 - 18,000                                     |              | 35,000 - 50,000                                  |              |
| 營養師<br>Nutritionist                   | 營養學及食物科學<br>學士、註冊營養師<br>Degree in Nutrition<br>or Science, Registered<br>Nutritionist | 5+ (HK)<br>3-5 (TW / CN)              | 25,000 - 35,000                                 |              | 30,000 - 45,000                                     |              | 45,000 - 70,000                                  |              |

# 資訊科技

2016年台灣景氣較不熱絡，IT產業發展持平，軟體人才需求維持穩定。2016年廠商在人才召募上比較保守，客戶大幅調高薪資搶人才的情況較少。不過由於台灣人才素質好，仍然有許多國外廠商來台成立研發中心，海外國家如日本、新加坡也有來台灣徵才的動作。長期而言，軟體因為應用領域廣泛：FinTech、智慧醫療、智慧建築、電子商務、行動商務……等，背後都需要軟體工程師，因此長期人才需求仍然殷切，各式新創公司也努力尋求發展，創造出許多軟體人才職缺，使中階、初階人才呈現供不應求的狀態。只是目前以軟體為核心競爭力的公司中大型公司較少，因此較難創造出更大量的高階/高薪的職位需求。當軟體公司愈往服務端發展，愈需要人才同時具有良好對外溝通和語言的能力、未來有能力帶領台灣走向世界的人才會愈形重要。持續強化自己和世界溝通的能力長期很可能會有良好報酬。

香港由於大環境景氣不穩定，各企業在招聘上更加小心，除了對人才要求更加挑剔、需要更有經驗的人才之外，整體調薪幅度與福利減少，執行專案時亦傾向使用外包人員，而非招聘正式職員。不過相對於這三年較為停滯的現象，2017年將有較樂觀的發展，如軟體工程師、銷售人員、行動裝置應用程式開發人才都有較高的需求；客戶也釋出不少方案來吸引人才，如彈性的工作時間、更明確的工作內容說明、年假、免費接駁交通車……等等。唯一令人憂心的是，當今香港學習資訊工程的人才不多，人才短缺的現象非常明顯，這將是未來的隱憂。

和傳統資訊工程人才相比，2016年中國大陸互聯網人才需求量較高，但和2015年欣欣向榮的景況相比，各企業對互聯網的投資更加謹慎，因為已有不少公司傳出破產或合併的消息，平台形同飽和、機會變少。而大型金融集團之組織架構也受到互聯網影響有所調整，人才經手處理的事務內容也持續變化，更加影響人才的穩定性及在職員工的安全感，加上今年企業不再像去年為了爭取人才而提高薪資，中國大陸市場亦受到房價影響，產業波動較大，候選人應衡量自己的優先順序是工作穩定或是薪資高低，再來進行工作的選擇。與2015年相比，2016年單純做Android或iOS系統的人才需求已趨緩，因為能同時做好Android、iOS的新技術已出現，因此未來在人工智能和大數據方面才是持續火熱的領域。最後，由於組織扁平化，純管理階層如技術長(CTO)需求已減少，技術驅動的企業將需要同時懂技術又具備管理智慧的人才。

# Information Technology

In 2016, the Taiwanese economy's performance was lukewarm, and the growth of the IT industry has stagnated. The demand for software professionals has remained stable. In general, corporations were conservative in recruiting new talent this year. Our clients were willing to offer substantial salary increases to new employees in relatively few cases. However, due to the high quality of Taiwanese professionals, foreign corporations are continuing to set up research and development (R&D) centers here, and countries including Japan and Singapore are also recruiting in Taiwan. From a long-term perspective, we can see that software has a wide range of applications: FinTech, smart medicine, smart building, e-commerce, mobile commerce and many other areas require software engineers. There is, therefore, a long-term demand for talent in this field. A number of start-ups are also seeking growth; for this reason, many software-related vacancies have been created. Mid- and low-level professional jobs are in high demand but short supply. Currently, there are only a few medium-to-large corporations with a core competency in software technologies, so there have not been many high-end or highly paid jobs available. When software companies grow their services, they will increasingly be in need of talented employees with good language skills and the ability to communicate with customers and vendors. Those who can help their companies gain access to world markets will be highly valued. Continuing to improve one's ability to communicate with others around the world is likely to lead to benefits in the long run.

In Hong Kong, as the general economic environment remains unpredictable, corporations are being more cautious when recruiting. In addition to being more demanding in terms of potential employees' qualifications and experience, overall increases in salary and benefits have dropped. When implementing projects, businesses are tending to outsource the work to contractors instead of recruiting permanent employees. However, compared with the stagnation over the past three years, there is a more optimistic outlook for 2017. For example, there will be more demand for software engineers, sales staff and talented developers of mobile

applications. Our clients have also made a number of attractive options available to potential employees, such as flexible working hours, clearer job descriptions, annual leave, and a free shuttle bus service. The only concerning factor is that relatively few people in Hong Kong are studying computer science and information engineering today: it is clear that there is a shortage of talent. This is likely to create problems for the industry in the future.

Compared with demand for talent in conventional computer science, the demand for Internet technology professionals was relatively high in 2016. However, corporations have been more conservative when investing in Internet technologies than they were in the more prosperous year of 2015 due to news spreading about companies suffering bankruptcy or being consolidated, such that the platform is more or less saturated; therefore, fewer job opportunities are being made available. The organizational structures of large financial groups have also undergone adjustments as a result of developments in Internet technologies. Matters handled by professionals are continuing to shift, which is affecting talent stability and the sense of job security. In addition, this year, enterprises are no longer willing to attract new talent by offering generous compensation packages. The Chinese market has been affected by housing prices, which have contributed to greater fluctuations in the industry. Candidates should evaluate their own priorities and decide whether job stability or a higher salary is more important before accepting a job offer. Compared with 2015, the demand for talent specializing solely in Android or iOS has slowed in 2016. This is because new technologies that can accommodate Android and iOS have emerged. This means that professionals in the fields of artificial intelligence and big data analytics will be the ones who are most sought after. Finally, because of the flatter structures adopted by many organizations, the demand for purely managerial positions, such as chief technology officers (CTOs) has fallen. Technology-driven enterprises are in need of talent with technical capabilities and management expertise.



# 資訊科技 Information Technology

## 資訊科技 Information Technology

| 職位<br>Position  | 條件要求<br>Qualification                           | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪/人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪/港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪/新台幣)<br>Monthly Salary in NTD |              |
|---|---|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |   |                                       | 最低薪資<br>Min.                                  | 最高薪資<br>Max. | 最低薪資<br>Min.                                      | 最高薪資<br>Max. | 最低薪資<br>Min.                                   | 最高薪資<br>Max. |
| 資訊長<br>Chief Information Officer (CIO)                  | 理科/資訊相關碩士/<br>企業管理碩士/<br>博士學位<br>MS / MBA / PhD | 10+                                   | 50,000 - 250,000                              |              | 150,000 - 300,000                                 |              | 200,000 - 500,000                              |              |
| 資訊技術協理<br>IT Director / VP                              | 理科/資訊相關學士/<br>碩士/博士學位<br>BS / MS / PhD          | 8+                                    | 30,000 - 80,000                               |              | 80,000 - 180,000                                  |              | 130,000 - 400,000                              |              |
| 資訊技術經理/<br>資訊管理經理<br>IT / MIS Manager                   | 大專院校/文憑<br>Degree / Diploma                     | 5+                                    | 25,000 - 50,000                               |              | 50,000 - 80,000                                   |              | 80,000 - 150,000                               |              |
| 亞太區域業務經理/協理<br>Regional Sales Manager /<br>Director     | 大專院校/文憑<br>Degree / Diploma                     | 8+                                    | 50,000 - 130,000                              |              | 65,000 - 170,000                                  |              | 100,000 - 400,000                              |              |
| 業務開發經理/協理<br>Business Development<br>Manager / Director | 大專院校以上<br>Degree above                          | 6+                                    | 30,000 - 80,000                               |              | 40,000 - 100,000                                  |              | 100,000 - 400,000                              |              |
| 業務經理/協理<br>Sales Manager / Director                     | 大專院校/文憑<br>Degree / Diploma                     | 5+                                    | 25,000 - 50,000                               |              | 40,000 - 100,000                                  |              | 100,000 - 250,000                              |              |
| 客戶關係經理<br>Sales Account Manager                         | 大專院校以上<br>Degree above                          | 5+                                    | 15,000 - 40,000                               |              | 30,000 - 60,000                                   |              | 80,000 - 150,000                               |              |
| 產品經理<br>Product Manager                                 | 大專院校以上<br>Degree above                          | 5+                                    | 30,000 - 80,000                               |              | 30,000 - 60,000                                   |              | 80,000 - 180,000                               |              |
| (解決方案)專案經理<br>(Solution) Program /<br>Project Manager   | 大專院校以上<br>Degree above                          | 5+                                    | 25,000 - 50,000                               |              | 45,000 - 100,000                                  |              | 100,000 - 200,000                              |              |
| 解決方案經理<br>Solution Implementation<br>Manager            | 大專院校以上<br>Degree above                          | 5+                                    | 25,000 - 50,000                               |              | 40,000 - 80,000                                   |              | 100,000 - 200,000                              |              |
| 網路管理部經理<br>Architect / Infrastructure<br>Manager        | 大專院校以上<br>Degree above                          | 6+                                    | 16,000 - 40,000                               |              | 50,000 - 110,000                                  |              | 80,000 - 200,000                               |              |
| 系統分析師<br>System Analyst                                 | 大專院校以上<br>Degree above                          | 3+                                    | 15,000 - 30,000                               |              | 35,000 - 50,000                                   |              | 60,000 - 180,000                               |              |
| 軟體開發人員/程式設計師<br>Software Developer /<br>Programmer      | 大專院校以上<br>Degree above                          | 2+                                    | 10,000 - 25,000                               |              | 22,000 - 50,000                                   |              | 50,000 - 180,000                               |              |
| 網絡/系統工程師<br>Network / System Engineer                   | 大專院校以上<br>Degree above                          | 1-3                                   | 10,000 - 20,000                               |              | 18,000 - 30,000                                   |              | 45,000 - 100,000                               |              |

## 資訊科技 Information Technology

| 職位<br>Position                                    | 條件要求<br>Qualification       | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪/人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪/港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪/新台幣)<br>Monthly Salary in NTD |              |
|---|-----------------------------|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |                             |                                       | 最低薪資<br>Min.                                  | 最高薪資<br>Max. | 最低薪資<br>Min.                                      | 最高薪資<br>Max. | 最低薪資<br>Min.                                   | 最高薪資<br>Max. |
| 網絡/系統管理人員<br>Network / Systems<br>Administrator   | 大專院校以上<br>Degree above      | 2+ (TW)<br>1-3 (CN / HK)              | 8,000 - 20,000                                |              | 18,000 - 40,000                                   |              | 40,000 - 125,000                               |              |
| 客服工程師<br>Helpdesk Support                         | 大專院校/文憑<br>Degree / Diploma | 2+                                    | 8,000 - 15,000                                |              | 16,000 - 25,000                                   |              | 40,000 - 80,000                                |              |
| 技術諮詢人員/顧問<br>Technical Consultant                 | 大專院校以上<br>Degree above      | 2+                                    | 8,000 - 15,000                                |              | 30,000 - 80,000                                   |              | 50,000 - 200,000                               |              |
| 技術支援人員<br>Technical Support                       | 大專院校/文憑<br>Degree / Diploma | 2+                                    | 8,000 - 15,000                                |              | 18,000 - 30,000                                   |              | 45,000 - 120,000                               |              |
| 資料庫管理師/分析師<br>Database Administrator /<br>Analyst | 大專院校/文憑<br>Degree / Diploma | 2+ (TW)<br>2-8 (CN / HK)              | 8,000 - 30,000                                |              | 35,000 - 70,000                                   |              | 45,000 - 180,000                               |              |
| 網站管理員<br>Web Master                               | 大專院校/文憑<br>Degree / Diploma | 2+                                    | 7,000 - 15,000                                |              | 18,000 - 40,000                                   |              | 40,000 - 120,000                               |              |
| 網站開發人員/設計人員<br>Web Developer /<br>Web Designer    | 大專院校/文憑<br>Degree / Diploma | 2+                                    | 7,000 - 25,000                                |              | 18,000 - 35,000                                   |              | 40,000 - 180,000                               |              |

# 工程技術

台灣在今年有幾大趨勢值得觀察：一．併購案的整合，使物聯網 (IoT)、智慧家庭的概念更加完整二．APP 軟體開發方興未艾。三．用以控制產品並驅動系統的韌體工程持續發展 四．機器人、RF 射頻、感應器、VR 虛擬實境、AR 擴增實境、無線充電、供應伺服器企業發展。以上四點皆與市場所需的人才趨勢相關。此外由於併購案減低了今年招募量，預估明年人才需求量較今年更好，年薪調薪幅度可望由 15% 提升至 15-18%。在工程技術方面，我們看到中國大陸企業積極至台灣徵才，其他國外企業亦在台灣開設辦事處徵才，特別是中國大陸企業提供較好的薪資，讓台灣企業流失不少人才。但長遠來看，人才還是較為信任台灣公司，因為至中國大陸的工作穩定度仍需觀察。因此只要台灣公司提供的薪水差距尚可，人才仍會接受。今年薪資方面調整幅度為 10-15%，並依照位階及資歷有所不同。綜觀來看，當前工作者較為年輕與被動，主管在管理上比較辛苦，人才若能稍加調整將更具優勢。2017 年的特別趨勢在於車用醫療之發展，然而企業對此領域不熟悉，人才投入也相對觀望。

香港建築工程領域近年除了在港珠澳大橋基礎建設和一般大型工程，並無太大變化，相關職位之薪資福利亦持平，若有增長則為一般性 3-5% 的增幅。但許多新公司與積極發展中企業及創新企業，都有正向發展。2017 年預計業務導向職位及電子元件工程師有較多需求。客戶特別要求人才需要具備工程背景，才能與客戶有效溝通。此外若人才有海外工作經驗、更高的教育背景具備優秀的溝通能力與領導力，將能取得更多工作機會。由於香港這類人才比較少，客戶願意提供較好的薪資福利給這樣的工作者。總體來說，各企業在選擇人才時更加審慎。

中國大陸從 2015 年下半年開始，整體大環境不是特別好，經濟持續往下行，政府對於產業的結構正在調整中，尤其對於鋼鐵、水泥、高能耗的產業持續進行收縮，因此對於製造工業設備的廠商，無論是外資還是國內企業都有很大的影響。加上中國大陸這兩年的通貨膨脹很高，企業向銀行借貸的成本居高不下，加上平時經營利潤有限，因此整個環境進入惡性循環。在這樣的情況下，企業不僅不會增加太多職位，甚至還會收縮，外商更將工廠移到東南亞。展望 2017，企業仍將不斷尋找出路與改變，特別是在工業 4.0、倉儲自動化、機器人這幾方面是熱點，傳統工業人才也需朝這幾大方向轉型增加機會。



# Technical Engineering

There were several major noteworthy trends in Taiwan that influenced the technical engineering sector in 2017: (1) merger and acquisition (M&A) cases have been integrated, which is making the Internet of Things (IoT) and the concept of smart homes more complete; (2) business is booming in mobile application development; (3) firmware engineering to control products and drive systems is continuing to undergo active development; and (4) there have been developments in the robotics, Radiofrequency (RF) devices, sensors, virtual reality (AR), augmented reality (AR), wireless charging, and server supply industries. These four trends are all correlated with the trend in market demand for professional talent. Although mergers and acquisitions have reduced recruitment activities this year, it is estimated that the demand for talent next year will be higher. Salary adjustment levels are also expected to increase from 15% to 15%-18%. In the area of engineering and technology, we have observed that mainland Chinese corporations are aggressively recruiting talent from Taiwan. Other foreign enterprises have also set up offices in Taiwan to gain access to the local talent pool. In particular, as mainland Chinese corporations are offering more competitive compensation packages to attract Taiwanese professionals, local enterprises have lost a great deal of talent. In the long run, however, Taiwanese workers tend to place their trust in Taiwanese companies, as the benefits and stability associated with working in China remain unknown. For this reason, as long as the salary gap between Taiwanese corporations and their overseas competitors remains acceptable to local professionals, they will stay in Taiwan. The salary-adjustment range this year was between 10% and 15%, with the exact figures varying depending on rank, seniority, and qualifications. Overall, the current crop of workers is younger and less likely to take the initiative. As a result, their supervisors find them more difficult to manage. Therefore, it will be advantageous to jobseekers to improve their attitudes. A particular trend in 2017 is the development of medical vehicles. However, because many enterprises are unfamiliar with this area, they have adopted a "wait and see" strategy when it comes to recruiting talent in this field.

In recent years, Hong Kong's construction-engineering industry has not made a great deal of progress aside

from developing the Hong Kong-Zhuhai-Macao Bridge infrastructure and a few other major construction projects. As a result, the salaries and benefits for professionals in this field have remained stagnant or increased by a nominal level (between 3% and 5%). However, many business start-ups, in addition to businesses and innovative enterprises that are aggressively pursuing growth, are experiencing positive developments. In 2017, it is expected that there will be more demand for sales-oriented professionals and engineers who specialize in electronic components. Our clients will require potential employees to have engineering backgrounds so they can communicate effectively. In addition, if these jobseekers have experience of working overseas, higher levels of education, excellent communication skills and excellent leadership qualities, they will have access to more job opportunities. Due to the fact that this type of talent is relatively rare in Hong Kong, our clients are willing to offer better pay and benefits to workers with such backgrounds. In general, however, businesses will take a more cautious approach when recruiting talent.

China's economy began to slow down in the second half of 2015. The Chinese government has been making adjustments to the country's industrial structure, cutting back the steel, cement and other high-energy-consumption industries. This has had a significant impact on domestic and foreign manufacturers of industrial equipment. With China's high inflation rates in recent years, businesses incur high costs when borrowing from banks. Coupled with declining enterprise profitability, the entire economic environment has entered a vicious cycle. In these unfavorable conditions, many businesses will not only make a very limited number of new job roles available but also maintain an even smaller workforce, and foreign enterprises will move their factories to countries in Southeast Asia. Looking to 2017, enterprises will continue to seek new opportunities and make changes, especially in the "hotspot" fields of Industry 4.0, warehouse automation, and robotics. Conventional jobseekers in the industry also need to make changes in these directions in order to make themselves more competitive.

# 工程技術 Technical Engineering

## 工程技術 Technical Engineering

| 職位<br>Position  | 條件要求<br>Qualification  | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪/人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪/港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪/新台幣)<br>Monthly Salary in NTD |              |
|---|--|---------------------------------------|---|--------------|---|--------------|--|--------------|
|   |  |                                       | 最低薪資<br>Min.                                  | 最高薪資<br>Max. | 最低薪資<br>Min.                                      | 最高薪資<br>Max. | 最低薪資<br>Min.                                   | 最高薪資<br>Max. |
| (能源/節能) 台灣區<br>業務主管/總經理<br>(Energy) Country Sales<br>Head / General Manager | 電子工程、機械工程、<br>企業管理碩士<br>BS / MS / PhD -<br>EE, ME, MBA             | 15+                                   | 60,000 - 120,000                              |              | 68,000 - 140,000                                  |              | 200,000 - 380,000                              |              |
| (能源/節能)<br>發電廠專案服務經理<br>(Energy) Power Plant<br>Project Manager             | 電子工程、機械工程或<br>土木工程<br>BS / MS / PhD -<br>EE, ME, Civil Engineering | 10+                                   | 30,000 - 60,000                               |              | 52,500 - 94,500                                   |              | 120,000 - 180,000                              |              |
| (大型公共建設)<br>專案工程師<br>Transportation /<br>Construction Project<br>Engineer   | 電子工程、機械工程或<br>土木工程<br>BS / MS / PhD -<br>EE, ME, Civil Engineering | 3-6+                                  | 7,000 - 25,000                                |              | 30,000 - 45,000                                   |              | 70,000 - 120,000                               |              |
| (大型公共建設) 專案經理<br>Transportation /<br>Construction Project<br>Manager        | 電子工程、機械工程或<br>土木工程<br>BA / MS / PhD -<br>EE, ME, Civil Engineering | 5+                                    | 15,000 - 30,000                               |              | 50,000 - 130,000                                  |              | 100,000 - 300,000                              |              |
| (LED 產業)<br>供應商開發工程師<br>LED Supplier<br>Development Engineer                | 機械工程、電子工程<br>ME, EE  | 5+                                    | 8,000 - 25,000                                |              | 22,000 - 30,000                                   |              | 70,000 - 120,000                               |              |
| (LED 產業)<br>供應商品質工程師<br>Automobile Supplier<br>Quality Engineer             | 機械工程、電子工程<br>ME, EE  | 5+                                    | 10,000 - 25,000                               |              | 16,000 - 27,000                                   |              | 70,000 - 150,000                               |              |
| (LED 產業)<br>技術支援工程師<br>LED Field<br>Application Engineer                    | 電子工程、工業工程<br>EE, Industrial<br>Engineering                         | 3+                                    | 8,000 - 16,000                                |              | 16,000 - 27,000                                   |              | 70,000 - 120,000                               |              |
| (LED 產業) 業務工程師<br>LED Sales Engineer  | 電子工程、工業工程<br>EE, Industrial<br>Engineering                         | 3-5                                   | 8,000 - 16,000                                |              | 16,000 - 27,000                                   |              | 60,000 - 100,000                               |              |
| (LED 產業) 技術銷售經理<br>LED Technical<br>Sales Manager                           | 電子工程<br>EE   | 8+                                    | 15,000 - 30,000                               |              | 32,000 - 54,000                                   |              | 120,000 - 250,000                              |              |
| (TFT-LCD 產業)<br>製造總部主管<br>Head of Production                                | 電子工程、工業工程、<br>機械工程<br>BS/MS / PhD -<br>EE, IE, ME                  | 8+                                    | 15,000 - 30,000                               |              | 44,000 - 66,100                                   |              | 200,000 - 350,000                              |              |
| (TFT-LCD 產業)<br>研發部主管<br>Head of R&D  | 電子工程、工業工程、<br>機械工程<br>BS/MS / PhD -<br>EE, IE, ME                  | 8+                                    | 15,000 - 20,000                               |              | 55,000 - 88,000                                   |              | 300,000 - 400,000                              |              |
| (TFT-LCD 產業)<br>業務開發部主管<br>Head of Sales                                    | 電子工程、工業工程、<br>機械工程<br>BS / MS / PhD -<br>EE, IE, ME                | 8+                                    | 15,000 - 30,000                               |              | 55,000 - 88,000                                   |              | 300,000 - 400,000                              |              |

## 工程技術 Technical Engineering

| 職位<br>Position   | 條件要求<br>Qualification                                      | 所需年資<br>Experience<br>(年)<br>In Years | 中國 China<br>(月薪/人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪/港幣)<br>Monthly Salary in HK\$ |              | 台灣 Taiwan<br>(月薪/新台幣)<br>Monthly Salary in NTD |              |
|--|--|---------------------------------------|---|--------------|---|--------------|--|--------------|
|  |  |                                       | 最低薪資<br>Min.                                  | 最高薪資<br>Max. | 最低薪資<br>Min.                                      | 最高薪資<br>Max. | 最低薪資<br>Min.                                   | 最高薪資<br>Max. |
| (Solar 太陽能產業)<br>研發部主管<br>Head of R&D  | 電子工程、工業工程、<br>機械工程<br>BS / MS / PhD -<br>EE, IE, ME        | 8+                                    | 20,000 - 40,000                               |              | N/A - N/A   |              | 300,000 - 400,000                              |              |
| (Solar 太陽能產業)<br>業務開發部主管<br>Head of Overseas Sales                               | 電子工程、工業工程、<br>機械工程<br>BS / MS / PhD -<br>EE, IE, ME        | 8+                                    | 20,000 - 35,000                               |              | N/A - N/A   |              | 300,000 - 400,000                              |              |
| (電子/半導體產業)<br>採購主管<br>Head of Procurement  | 電子工程、工業工程、<br>機械工程<br>BS / MS/PhD -<br>EE, IE, ME          | 8+                                    | 15,000 - 30,000                               |              | 39,000 - 77,000                                   |              | 180,000 - 300,000                              |              |
| (電子/半導體產業)<br>品保主管<br>Head of Quality  | 電子工程、工業工程、<br>機械工程<br>BS / MS / PhD -<br>EE, IE, ME        | 8+                                    | 15,000 - 25,000                               |              | 39,000 - 77,000                                   |              | 200,000 - 400,000                              |              |
| (電子/半導體產業)<br>臺業務主管<br>Semiconductor<br>Equipment Sales Head                     | 電子工程、工業工程、<br>機械工程、<br>企業管理碩士<br>EE, IE, ME, MBA           | 10+                                   | 20,000 - 40,000                               |              | 42,000 - 60,000                                   |              | 250,000 - 500,000                              |              |
| (自動化產業) 業務經理<br>Automation Field<br>Business Manager                             | 電子工程、工業工程、<br>企業管理碩士<br>EE, Industrial<br>Engineering, MBA | 8+                                    | 18,000 - 35,000                               |              | 37,000 - 50,000                                   |              | 120,000 - 250,000                              |              |
| (自動化產業) 業務工程師<br>Automation Field<br>Sales Engineer                              | 電子工程、工業工程、<br>機械工程<br>BS / MS, EE, IE                      | 3+                                    | 15,000 - 35,000                               |              | 21,000 - 26,000                                   |              | 80,000 - 150,000                               |              |
| (自動化產業)<br>製程優化主管<br>Automation Field Head of<br>Process Optimization            | 電子工程、工業工程、<br>機械工程<br>BS / MS, EE, IE, ME                  | 8+                                    | 15,000 - 30,000                               |              | 31,500 - 37,000                                   |              | 150,000 - 300,000                              |              |
| (自動化產業) 應用工程師<br>Automation Field<br>Application Engineer                        | 電子工程、機械工程<br>BS / MS, EE, ME                               | 3+                                    | 8,000 - 15,000                                |              | 21,000 - 26,000                                   |              | 70,000 - 120,000                               |              |
| 區域業務工程師/業務經理<br>Regional Sales Engineer /<br>Manager                             | 電子工程、工業工程、<br>機械工程<br>BS / MS / PhD -<br>EE, IE, ME        | 5+                                    | 15,000 - 40,000                               |              | 35,000 - 60,000                                   |              | 90,000 - 200,000                               |              |
| (設備產業) 業務工程師<br>Local Sales Engineer   | 電子工程、機械工程<br>BS / MS, EE, ME                               | 3+                                    | 8,000 - 15,000                                |              | 22,000 - 28,000                                   |              | 70,000 - 120,000                               |              |
| (設備產業) 應用工程師<br>Application Engineer   | 電子工程、機械工程<br>BS / MS, EE, ME                               | 3+                                    | 8,000 - 20,000                                |              | 19,000 - 23,000                                   |              | 70,000 - 120,000                               |              |
| (製造業) 廠長/總經理<br>Industrial Manufacturing -<br>Plant Manager /<br>General Manager | 工程相關科系<br>Engineering related                              | 8+                                    | 30,000 - 60,000                               |              | 50,000 - 120,000                                  |              | 150,000 - 400,000                              |              |

## 工程技術 Technical Engineering

| 職位<br>Position  | 條件要求<br>Qualification   | 所需年資<br>Experience | 中國 China<br>(月薪/人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪/港幣)<br>Monthly Salary in HKS |              | 台灣 Taiwan<br>(月薪/新台幣)<br>Monthly Salary in NTS |              |
|---|---|--------------------|---|--------------|--|--------------|--|--------------|
|   |   |                    | 最低薪資<br>Min.                                  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. | 最低薪資<br>Min.                                   | 最高薪資<br>Max. |
| (製造業)<br>製造工程部門管理階層<br>Industrial Manufacturing -<br>Production Engineering<br>Management Level | 工程相關科系<br>Engineering related   | 7+                 | 20,000 - 30,000                               |              | 37,000 - 47,000                                  |              | 80,000 - 250,000                               |              |
| (製造業)<br>品質管理階層<br>Industrial Manufacturing -<br>Quality Control<br>Management Level            | 工程相關科系<br>Engineering related   | 7+                 | 18,000 - 30,000                               |              | 34,000 - 44,000                                  |              | 100,000 - 250,000                              |              |
| (製造業)<br>製造部門管理階層<br>Industrial Manufacturing -<br>Manufacturing<br>Management Level            | 工程相關科系<br>Engineering related   | 7+                 | 18,000 - 30,000                               |              | 29,000 - 42,000                                  |              | 80,000 - 200,000                               |              |
| (化學應用)<br>量測檢管/專案經理<br>Chemical Application -<br>MCS Manager /<br>Project Manager               | 電子工程、機械工程、<br>企業管理碩士<br>ME, EE, BS / MS / Ph.D                                  | 7+                 | N/A - N/A                                     |              | 25,000 - 40,000                                  |              | 120,000 - 250,000                              |              |
| (化學應用) 產品經理<br>Chemical Application -<br>Product Manager  | 化學、化學工程和<br>材料科學<br>Chemistry / Chemical<br>Engineering and<br>Material Science | 7+                 | 20,000 - 25,000                               |              | 28,000 - 42,000                                  |              | 120,000 - 250,000                              |              |
| (化學應用) 業務副總經理<br>Chemical Application -<br>Vice President of Sales                              | 化學、化學工程和<br>材料科學<br>Chemistry / Chemical<br>Engineering and<br>Material Science | 10-15              | 30,000 - 50,000                               |              | 60,000 - 120,000                                 |              | 250,000 - 500,000                              |              |
| (化學應用)<br>業務經理/協理<br>Chemical Application -<br>Sales Manager / Director                         | 化學、化學工程和<br>材料科學<br>Chemistry / Chemical<br>Engineering and<br>Material Science | 5+                 | 20,000 - 80,000                               |              | 25,000 - 50,000                                  |              | 150,000 - 400,000                              |              |
| IC 事業部負責人/總經理<br>Business Unit Head /<br>Taiwan General Manager                                 | 電子工程、<br>企業管理碩士<br>EE, MBA  | 12+                | 25,000 - 50,000                               |              | 50,000 - 70,000                                  |              | 250,000 - 600,000                              |              |
| IC 營運總監/協理<br>IC / Components Operation<br>VP or Director                                       | 電子工程、機械工程、<br>工業工程<br>EE, ME, IE  | 10+                | 30,000 - 60,000                               |              | 44,000 - 66,000                                  |              | 250,000 - 450,000                              |              |
| IC 業務經理/協理/總監<br>IC / Components Sales<br>Manger / Director / VP                                | 電子工程、<br>工程相關科系<br>EE or engineering<br>related                                 | 5+                 | 10,000 - 40,000                               |              | 28,000 - 66,000                                  |              | 180,000 - 400,000                              |              |
| IC 採購(資深)經理<br>IC / Components (Sr.)<br>Procurement Manager                                     | 電子工程、<br>工程相關科系<br>EE or engineering<br>related                                 | 7+                 | 15,000 - 25,000                               |              | 33,000 - 44,000                                  |              | 120,000 - 250,000                              |              |

## 工程技術 Technical Engineering

| 職位<br>Position  | 條件要求<br>Qualification  | 所需年資<br>Experience | 中國 China<br>(月薪/人民幣)<br>Monthly Salary in RMB |              | 香港 Hong Kong<br>(月薪/港幣)<br>Monthly Salary in HKS |              | 台灣 Taiwan<br>(月薪/新台幣)<br>Monthly Salary in NTS |              |
|---|--|--------------------|---|--------------|--|--------------|--|--------------|
|   |  |                    | 最低薪資<br>Min.                                  | 最高薪資<br>Max. | 最低薪資<br>Min.                                     | 最高薪資<br>Max. | 最低薪資<br>Min.                                   | 最高薪資<br>Max. |
| IC 採購(資深)<br>工程師/經理<br>IC / Components Sourcing<br>Engineering (Sr.) / Manager                              | 電子工程、<br>工程相關科系<br>EE or engineering<br>related                            | 5+                 | 15,000 - 25,000                               |              | 28,000 - 33,000                                  |              | 80,000 - 200,000                               |              |
| IC(資深) 產品應用工程師<br>IC / Components (Sr.) FAE   | 電子工程、電腦科學、<br>電腦工程<br>EE, Computer Science,<br>Computer Engineer           | 1+                 | 5,000 - 10,000                                |              | 17,000 - 28,000                                  |              | 50,000 - 200,000                               |              |
| IC 應用工程師<br>IC / Components<br>Application Engineer   | 電子工程、電腦科學、<br>電腦工程<br>EE, Computer Science,<br>Computer Engineer           | 1+                 | 6,000 - 15,000                                |              | 12,000 - 17,000                                  |              | 50,000 - 250,000                               |              |
| IC 生產製造工程師<br>IC Manufacturing Process<br>Engineer  | 電子工程、物理、化學、<br>材料科學、工業工程<br>EE, Physics, Chemical,<br>Material Science, IE | 1-3                | 6,000 - 12,000                                |              | 18,000 - 26,000                                  |              | 50,000 - 80,000                                |              |
| IC 製造/品質工程師<br>IC Foundry Process /<br>Quality Engineer   | 電子工程、物理、化學、<br>材料科學、工業工程<br>EE, Physics, Chemical,<br>Material Science, IE | 8+                 | 15,000 - 25,000                               |              | 31,500 - 55,000                                  |              | 100,000 - 350,000                              |              |
| (智慧型手持式裝置領域)<br>專案經理<br>Smart Handheld Device<br>Solution - Program /<br>Project Manager                    | 電子工程、電腦科學、<br>電腦工程<br>EE, Computer Science,<br>Computer Engineer           | 3+                 | 8,000 - 15,000                                |              | 30,000 - 40,000                                  |              | 80,000 - 200,000                               |              |
| (智慧型手持式裝置領域)<br>資深工程師<br>Smart Handheld Device<br>Solution - Team Lead / Sr.<br>Engineer                    | 電子工程、電腦科學、<br>電腦工程<br>EE, Computer Science,<br>Computer Engineer           | 5-12               | 10,000 - 20,000                               |              | 35,000 - 45,000                                  |              | 80,000 - 200,000                               |              |
| (智慧型手持式裝置領域)<br>業務經理/協理<br>Smart Handheld Device<br>Solution - Sales Manager /<br>Director                  | 電子工程、電腦科學、<br>電腦工程<br>EE, Computer Science,<br>Computer Engineer           | 8+                 | 15,000 - 30,000                               |              | 30,000 - 45,000                                  |              | 150,000 - 400,000                              |              |
| (智慧型手持式裝置領域)<br>產品行銷經理/協理<br>Smart Handheld Device<br>Solution - Product<br>Marketing Manager /<br>Director | 電子工程 +<br>企業管理碩士<br>EE+MBA   | 7+                 | 15,000 - 30,000                               |              | 30,000 - 45,000                                  |              | 100,000 - 400,000                              |              |