

SALARY SURVEY
2020
HONG KONG





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ABOUT THE SALARY SURVEY

Welcome to the first edition of the Walters People Hong Kong Salary Survey.

Our Salary Survey is based on the analysis of placements made in Hong Kong across recruitment disciplines during 2019 and our predictions for 2020.

GET IN TOUCH

If you would like to find out more about salaries and recruitment trends in your industry, call one of our specialist consultants today. Contact details can be found at the back of this book.

ABOUT US

The Robert Walters Group

Robert Walters was founded in London in 1985 and is a global specialist professional recruitment consultancy focused at the mid to senior level.

Our purpose as a business is powering people and organisations to fulfil their unique potential. Every action we take helps organisations to build effective teams, candidates to find fulfilling roles and colleagues to make a difference every day.

With a global presence in 31 locations, Robert Walters is the ideal recruitment partner for both national and international assignments. The Robert Walters Group operates three businesses under the following brands: Robert Walters, Walters People and Resource Solutions.



ROBERT WALTERS

Walters People

We specialise in placing junior candidates on a permanent basis across a range of professional disciplines including accounting & finance, business support, financial services, human resources, sales & marketing, supply chain and tech & transformation. Our expert team of consultants find the perfect candidate for our clients, and the ideal job for our candidates as fast as possible.

Walters People operates in six European countries with offices in Belgium, France, Ireland, Netherlands, Spain and the UK. It was officially launched in Hong Kong in 2020 as its first operation in Asia.

The strength and success of Walters People is a direct result of our consultants' passion, energy, and dedication to finding the right match between client and candidate in the shortest amount of time.



WHY WE'RE DIFFERENT

Connect with junior talent

Our energetic teams provide the cultural bridge between present leaders and junior talent; enabling your organisation to attract and retain management trainees, rising stars and high-potential employees.

Speed and quality

We will introduce you to the right candidate within 24 hours. Providing rapid, high-quality service is what drives us and sets us apart. Our teams can successfully manage critical missions, due to our extensive database of pre-screened and qualified professionals.

Candidate-driven approach

We're a people-centric business and have developed strong collaborative relationships with our candidates. This is not only essential to finding the professionals best suited to your needs; it also enables us to support our candidates' success by managing their expectations and enabling them to realise their full potential.

High level of specialisation

Our dedicated teams are organised by discipline specialisation, which means we gain unique insights into candidate behaviour and hiring trends. We share these insights with our clients and candidates to streamline the recruitment process.



INTRODUCTION

Looking back at 2019, the hiring market in Hong Kong remained active in general, predominantly driven by replacement hires in various industries. In 2020, we expect the recruitment market may slow down amid the US-China trade war and global economic uncertainty. Subdued investor sentiment, particularly impacts the retail and financial sectors, slowing down their business expansion and hiring plans.

That said, the overall junior market will comparatively be impacted less. Businesses are expected to take a more cautious approach to source senior candidates, but they still need junior resources to execute plans efficiently.

Hiring demand for various tech functions are expected to be stable across multiple industries including FMCG, retail, logistics and financial institutions in 2020. Software developers, helpdesk analysts and junior data analysts are expected to be in demand. Fintech companies and virtual banks will also look to hire more operational tech candidates as they are now ready to roll out new digital projects.

At the same time, companies are increasingly putting resources in digital marketing to enhance the online customer journey and build online and mobile presence with the immense development of digitalisation and e-commerce. Digitally savvy candidates are expected to be in high demand, especially those experienced in social media, search engine optimisation and website enhancement.

With the latest International Financial Reporting Standards and strong awareness of internal control, qualified accountants and external auditors will be in high demand especially in listed and multinational companies. The junior market in accounting and finance will also remain active in 2020 for operational duties.

The impact of the trade war has led companies to relocate their manufacturing centre from Mainland China to offshore countries. Hence, supply chain and logistics analysts who are skilled in streamlining processes and optimising efficiencies will be in demand to expand customer base and win market share.

Hiring managers are advised to emphasise career progression opportunities and continuous learning and development to attract and retain talent. Furthermore, companies are encouraged to improve the candidate experience during the recruitment process and enhance employee engagement to attract talent.

If you would like to learn more about Walters People, the Salary Survey and the latest employment trends, please do not hesitate to contact our specialist recruitment consultants. You can find our contacts at the back of this book.



Tiffany Wong

Director
Walters People Hong Kong

ACCOUNTING & FINANCE

TOP 3 DRIVERS OF JOB SATISFACTION



Remuneration and benefits



Good work culture and environment



Growth and promotion opportunities

71%

Of accounting & finance professionals are optimistic about job opportunities in the sector

TOP ROLES IN DEMAND



Accountant

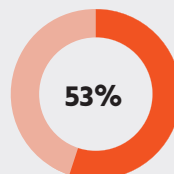


Financial analyst

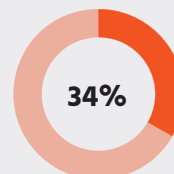


Treasury

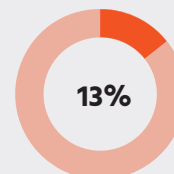
SALARY EXPECTATIONS OF PROFESSIONALS STAYING IN A ROLE



Expect a 1-6% annual salary increment



Expect a 7-15% annual salary increment



Expect a 15%+ annual salary increment

58%

Of accounting & finance professionals expect a bonus of 6-15% of annual salary

TOP 4 MOTIVATORS TO MOVE JOBS

Pay rise 76%

Career progression 45%

Improved work-life balance 40%

A change in role and responsibilities 26%

ACCOUNTING & FINANCE	PERMANENT SALARY PER ANNUM HKD (\$)	
ROLE		
	2019	2020
Partly & Newly-qualified		
Internal Auditor	360 - 430k	384 - 432k
Financial Analyst	360 - 450k	384 - 432k
Corporate Finance Analyst	396 - 456k	360 - 456k
Junior Business Analyst	264 - 312k	264 - 312k
Treasury Analyst	240 - 330k	250 - 360k
Credit Control Officer	240 - 276k	240 - 300k
Junior Financial Analyst	240 - 276k	240 - 300k
Regional Credit Controller	336 - 396k	348 - 420k
AR/AP Supervisor	300 - 360k	288 - 360k
Management Accountant	360 - 450k	384 - 432k
Senior Accountant	360 - 450k	384 - 450k
Financial Accountant	300 - 360k	300 - 360k
Assistant Accountant	216 - 300k	216 - 276k
Billing Specialist	260 - 300k	264 - 336k
Accounts Clerk	168 - 204k	180 - 204k

NB: Figures are basic salary exclusive of benefits & bonuses unless otherwise specified.

BUSINESS SUPPORT

TOP 3 DRIVERS OF JOB SATISFACTION



Remuneration and benefits



Good work-life balance



Good work culture and environment

TOP ROLES IN DEMAND



Receptionist



Secretary

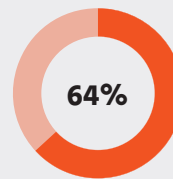


Administrative support

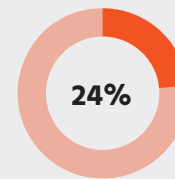
64%

Of business support professionals stay in a role for 3-5 years

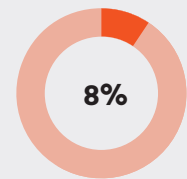
SALARY EXPECTATIONS OF PROFESSIONALS STAYING IN A ROLE



Expect a 1-6% annual salary increment



Expect a 7-15% annual salary increment



Expect a 15%+ annual salary increment

65%

Of business support professionals are optimistic about job opportunities in the sector

TOP 4 MOTIVATORS TO MOVE JOBS

Pay rise 75%

Better fringe benefits 58%

Company culture and values 48%

Improved work-life balance 29%

BUSINESS SUPPORT	PERMANENT SALARY PER ANNUM HKD (\$)	
	2019	2020
ROLE		
Commerce & Industry		
Administration Manager	420 - 600k	420 - 600k
Assistant Administrative Manager	300 - 420k	300 - 420k
Administrator	192 - 300k	240 - 300k
Administrative Assistant	168 - 300k	180 - 300k
Office Manager	300 - 720k	420 - 720k
Personal Assistant	240 - 720k	240 - 600k
Executive Secretary	360 - 600k	360 - 600k
Team Secretary	240 - 480k	240 - 480k
Receptionist	180 - 360k	180 - 300k
Financial Services		
Administration Manager	420 - 720k	420 - 720k
Assistant Administrative Manager	360 - 420k	360 - 420k
Office Manager	360 - 780k	420 - 780k
Administrator	260 - 420k	260-360k
Administrative Assistant	240 - 360k	240-360k
Personal Assistant	300 - 720k	300 - 720k
Executive Secretary/Executive Assistant	360 - 780k	420 - 600k
Team Secretary	300 - 540k	360 - 540k
Receptionist	216 - 408k	216 - 360k
Customer Service		
Customer Service Officer	144 - 300k	144 - 300k
Legal		
Legal Secretary - In-house	360 - 500k	360 - 500k
Legal Secretary - Private Practice	250 - 500k	264 - 520k

NB: Figures are basic salary exclusive of benefits & bonuses unless otherwise specified.

FINANCIAL SERVICES

TOP 3 DRIVERS OF JOB SATISFACTION



Remuneration and benefits



Growth and promotion opportunities



Training and learning opportunities

50%

Of financial services professionals are optimistic about job opportunities in the sector

TOP AREAS SEEING DEMAND



Asset management

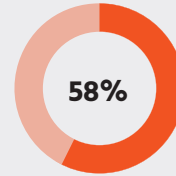


Insurance

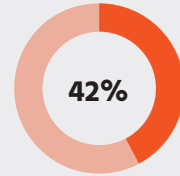


Retail, commercial & corporate banking

SALARY EXPECTATIONS OF PROFESSIONALS STAYING IN A ROLE



Expect a 1-6% annual salary increment

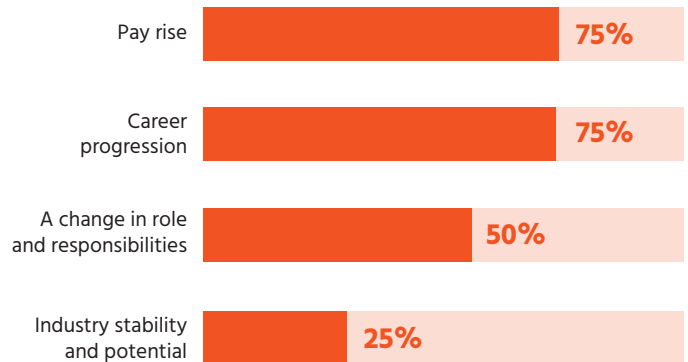


Expect a 7-15% annual salary increment

75%

Of financial services professionals are willing to try new players in the market

TOP 4 MOTIVATORS TO MOVE JOBS



FINANCIAL SERVICES	PERMANENT SALARY PER ANNUM HKD (\$)	
ROLE		
	2019	2020
Accounting & Finance		
Financial Accountant	300 - 450k	240 - 360k
Fund Accountant	156 - 420k	187 - 480k
Management Accountant	300 - 450k	240 - 360k
Product Controller	300 - 450k	300 - 450k
Tax Accountant	300 - 500k	300 - 500k
Treasury Analyst	300 - 500k	240 - 480k
Internal Auditor	420 - 480k	420 - 516k
Compliance		
Risk & Conflicts Analyst	216 - 455k	240 - 460k
Compliance/AML Analyst	240 - 432k	280 - 480k

NB: Figures are basic salary exclusive of benefits & bonuses unless otherwise specified.

HUMAN RESOURCES

TOP 3 DRIVERS OF JOB SATISFACTION



Good work culture and environment



Remuneration and benefits



Achieving status and positions of responsibility

TOP SKILLS IN DEMAND



Workforce analytics



HRBP

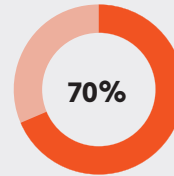


C&B projects

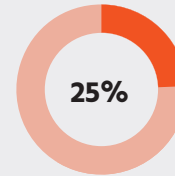
55%

Of human resources professionals are optimistic about job opportunities in the sector

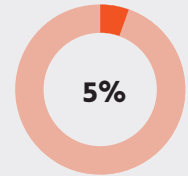
SALARY EXPECTATIONS OF PROFESSIONALS STAYING IN A ROLE



Expect a 1-6% annual salary increment



Expect a 7-15% annual salary increment



Expect a 15%+ annual salary increment

55%

Of human resources professionals expect a bonus of 11-15% of annual salary

TOP 4 MOTIVATORS TO MOVE JOBS



HUMAN RESOURCES	PERMANENT SALARY PER ANNUM HKD (\$)	
ROLE	2019	2020
Commerce & Industry		
Assistant HR Manager (Recruitment/BP)	360 - 456k	360 - 456k
Assistant HR Manager (C&B)	360 - 420k	389 - 454k
Assistant HR Manager (Generalist)	348 - 456k	348 - 456k
Assistant HR Manager (Training/L&D)	360 - 480k	360 - 504k
Senior HR Officer (Recruitment)	288 - 348k	288 - 348k
Senior HR Officer (C&B)	288 - 360k	311 - 389k
Senior HR Officer (Generalist)	288 - 336k	288 - 336k
HR Officer (C&B/Recruitment/Generalist)	216 - 276k	216 - 276k
Recruitment Specialist	300 - 420k	300 - 420k
Payroll Specialist	240 - 396k	264 - 420k
HRIS Specialist	330 - 420k	356 - 454k
Rewards/C&B Analyst	300 - 420k	324 - 456k
HR Analytics Specialist	276 - 408k	298 - 456k
HR Administrator	180 - 300k	180 - 300k
Training/L&D Officer	252 - 288k	272 - 311k
Training/L&D Senior Officer	300 - 348k	324 - 376k
Field Coach	324 - 408k	324 - 408k

NB: Figures are basic salary exclusive of benefits & bonuses unless otherwise specified.

SALES & MARKETING

TOP 3 DRIVERS OF JOB SATISFACTION



Achieving status and positions of responsibility



Growth and promotion opportunities



Remuneration and benefits

80%

Of sales & marketing professionals stay up to 5 years in a role

TOP SKILLS IN DEMAND



E-commerce

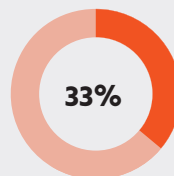


Digital marketing

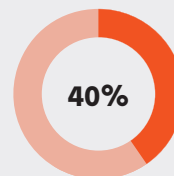


Marketing & communications

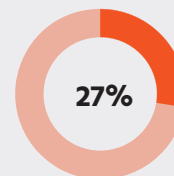
SALARY EXPECTATIONS OF PROFESSIONALS STAYING IN A ROLE



Expect a 1-6% annual salary increment



Expect a 7-15% annual salary increment



Expect a 15%+ annual salary increment

60%

Of sales & marketing professionals expect a bonus of 11-15% of annual salary



TOP 4 MOTIVATORS TO MOVE JOBS

Career progression **80%**

Pay rise **60%**

Company culture and values **40%**

Industry stability and potential **33%**

SALES & MARKETING	PERMANENT SALARY PER ANNUM HKD (\$)	
ROLE		
	2019	2020
Financial Services		
Senior Corporate Communications Executive	300 - 420k	280 - 400k
Digital Marketing Executive	300 - 390k	300 - 420k
Senior Event Officer/Event Officer	250 - 330k	240 - 330k
Senior Advertising Officer/Advertising Officer	250 - 330k	250 - 320k
Senior Product Officer/Product Officer	250 - 330k	250 - 330k
Senior PR Executive/PR Executive	250 - 360k	250 - 350k
IT&T		
Account Executive	270 - 360k	270 - 360k
Business Development Executive	300 - 420k	300 - 420k
Digital Marketing Specialist	300 - 390k	300 - 420k
Senior Marketing Officer/Marketing Officer	240 - 320k	240 - 320k
Consumer Markets		
Key Account Executive	208 - 276k	252 - 320k
Assistant Brand Manager	336 - 420k	360 - 420k
Assistant Marketing Manager	336 - 420k	336 - 456k
Assistant PR Manager	336 - 420k	360 - 400k
Assistant Content Marketing Manager (Digital Focus)	384 - 420k	384 - 432k
E-commerce Executive	276 - 384k	300 - 420k

NB: Figures are basic salary exclusive of benefits & bonuses unless otherwise specified.

SUPPLY CHAIN

TOP 3 DRIVERS OF JOB SATISFACTION



Good work-life balance



Industry and company growth



Remuneration and benefits

94%

Of supply chain professionals are open to job approach when they are not actively looking

TOP ROLES IN DEMAND



Supply chain analyst

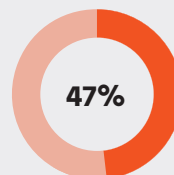


Logistics officer

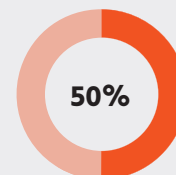


Merchandiser

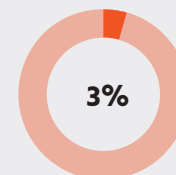
SALARY EXPECTATIONS OF PROFESSIONALS STAYING IN A ROLE



Expect a 1-6% annual salary increment



Expect a 7-15% annual salary increment



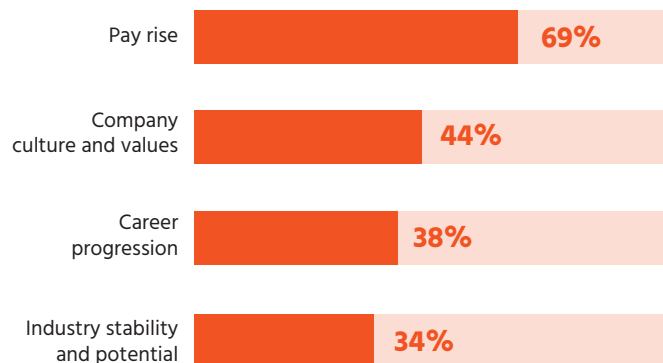
Expect a 15%+ annual salary increment

44%

Of supply chain job seekers prioritise job potential over salary



TOP 4 MOTIVATORS TO MOVE JOBS



SUPPLY CHAIN	PERMANENT SALARY PER ANNUM HKD (\$)	
ROLE		
	2019	2020
Supply Chain Analyst	260 - 325k	280 - 390k
Logistics Officer	234 - 250k	234 - 250k
Logistics Assistant	195 - 220k	195 - 234k
Merchandiser (Softline)	234 - 286k	247 - 312k
Merchandiser (Hardline)	234 - 299k	234 - 299k
Senior Merchandiser (Softline)	325 - 455k	325 - 455k
Senior Merchandiser (Hardline)	364 - 455k	364 - 455k
Warehouse Officer	182 - 234k	182 - 234k
Warehouse Manager	325 - 429k	325 - 442k
Procurement Officer	260 - 325k	260 - 325k
Demand Planner	299 - 364k	299 - 390k
Supply Planner	299 - 364k	299 - 390k

NB: Figures are basic salary exclusive of benefits & bonuses unless otherwise specified.

TECH & TRANSFORMATION

TOP 3 DRIVERS OF JOB SATISFACTION



Training and education opportunities



Growth and promotion opportunities



Remuneration and benefits

32%

Of tech & transformation professionals stay less than three years in a role

TOP ROLES IN DEMAND



Software developer

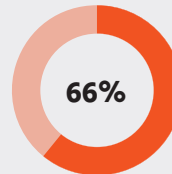


Helpdesk analyst

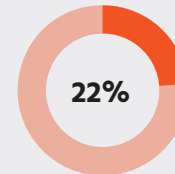


Junior data analyst

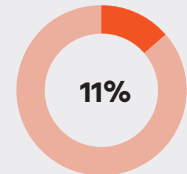
SALARY EXPECTATIONS OF PROFESSIONALS STAYING IN A ROLE



Expect a 1-6% annual salary increment



Expect a 7-15% annual salary increment

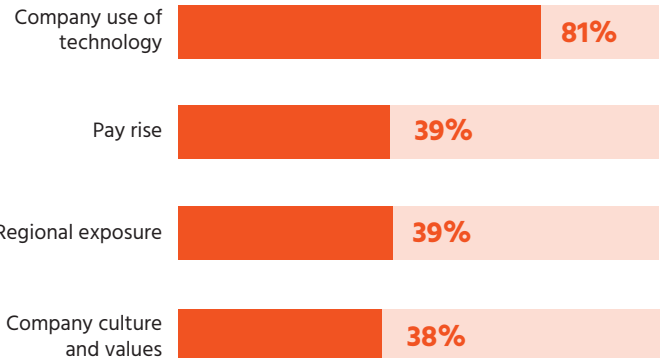


Expect a 15%+ annual salary increment

68%

Of tech & transformation professionals are optimistic about job opportunities in the sector

TOP 4 MOTIVATORS TO MOVE JOBS



TECH & TRANSFORMATION	PERMANENT SALARY PER ANNUM HKD (\$)	
ROLE		
	2019	2020
Infrastructure		
Data Centre Engineer	240 - 300k	216 - 300k
Pre-sale Analyst	216 - 420k	240 - 480k
Help Desk Officer	216 - 360k	216 - 420k
IT Security Technical Specialist	336 - 650k	360 - 660k
System Administrator	240 - 420k	300 - 420k
Network Administrator	300 - 420k	300 - 420k
Cloud Specialist	240 - 540k	264 - 600k
Projects		
Business Analyst	216 - 450k	240 - 480k
Project Manager	300 - 540k	420 - 600k
Application		
Software Developer	216 - 420k	240 - 300k
System Analyst	360 - 540k	360 - 540k
Application Support Analyst	216 - 420k	240 - 480k
Quality Assurance Engineer	240 - 480k	240 - 480k
Data		
Data Analyst	240 - 420k	240 - 480k

NB: Figures are basic salary exclusive of benefits & bonuses unless otherwise specified.



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