



# 2020 JOB MARKET INSIGHT

**CONNECTUS**  
CONNECTING TALENTS • BUILDING SUCCESS



# ABOUT

## CONNECTUS GROUP

## 关于康耐仕集团

CONNECTUS GROUP. Our name encapsulates what we do — connecting our clients with the top talents in their respective fields. We are a specialized total HR service provider delivering innovative business solutions in this ever-changing digital era.

CONNECTUS GROUP, 正如我们的名字所描述那样 — 连接我们的客户和行业内最优秀匹配的专业人才。我们是专业的一站式人力资源综合解决方案供应商，依靠着对招聘事业的热情及雄心，在这个变化的数字化时代为我们的客户提供更专业、更迅速的解决方案。

Headquartered in Singapore, CONNECTUS GROUP have close to 200 staff across 8 cities in Asia. Our consultants are subject matter experts in their core disciplines and are able to provide recruitment, training and consultancy services to our clients. CONNECTUS GROUP have a reputation in customizing reliable and high quality solutions to clients.

CONNECTUS GROUP总部位于新加坡，在亚洲拥有近200名员工，并在8个城市设立了办公室。我们的顾问是各自领域的专家，能够为客户提供招聘、培训以及咨询服务。CONNECTUS GROUP在定制可靠和高质量的客户解决方案方面享有盛誉。



## MISSION 使命

Helping companies and talents embark on an intelligent and effective development journey  
为企业和人才提供智慧高效的发展之路

## Vision 愿景

To be the preferred leading knowledge driven human resource consulting  
company providing quality, integrated and innovative solutions  
致力于成为业内领先的、以知识驱动的人力资源咨询公司，为客户提供优质  
全面及创新的解决方案



# Our services and office divisions 我们的服务及办公分部

- Beijing
- Qingdao
- Chengdu
- Suzhou
- Shanghai
- Guangzhou
- Shenzhen



紧跟市场趋势量身定制的  
创造性解决方案，为客户  
解决复杂而具有挑战性的  
困惑





## Our Practices 我们的行业



Automotive



Internet and  
ICT



Banking and  
Finance



Corporate  
Functions



Healthcare



Industrial and  
Chemical



Legal and  
Compliance



Property



Consumer

**A**  
Accuracy  
准确性

充分理解客户的要求来  
提供全面的搜寻方案

**R**  
Responsive  
及时的响应

致力于在承诺的时间内  
为客户提供最新和可靠  
的解决方案

**E**  
Experts  
专注领域

专注于各自的行业，为客  
户提供创新的解决方案

**S**  
Search Methodology  
搜寻方法

结合传统和先进的搜寻技  
术以及搜寻中心，提供最  
优质的人选



## EXECUTIVE SEARCH 高端猎头服务

We offer effective recruitment and search solutions for mid to senior management positions, critical and confidential roles as well as technical and niche jobs, assisting companies to find the right candidates for their vacancies.

针对企业的中高端管理层岗位、稀缺岗位、机密岗位以及专业型技术人才提供快速且定向的招聘解决方案，帮助企业搜寻、筛选、最匹配人才。

## TALENT DEVELOPMENT 企业人才发展

Training Gateway is CONNECTUS' s independent training platform. Its businesses include open courses, In-house training, consulting services, experience workshop and research report. Training Gateway has helped solve the talent development challenges for many global Fortune 500 companies as well as many well-known Chinese companies.

Training Gateway是CONNECTUS独立的培训品牌，服务包含外派公开课、企业内训、咨询项目、体验沙龙及调研报告。成立至今，已为许多世界500强及国内知名企业的解决了他们的人才发展困境。

## HR CONSULTANCY 人力咨询

We provide consulting services for customers who need solutions to solve their human resource challenges. It covers corporate culture development, business and strategy consulting, setting key performance indicators, performance management, developing a training system, internal trainer training, project management, talent and organization development. According to the different needs of customers, we can customize solutions specific to a company' s development stage, helping customers achieve faster success.

我们可以通过提供定制化的解决方案来帮助企业发展。项目涵盖了企业文化、战略管理、骨干标准设立、绩效管理、培训体系搭建、内部培训师的培养、项目管理及组织发展。根据客户的不同需求，在项目周期、开展方式等方面，我们都可以提供灵活的咨询方案，以帮助客户更快走向成功。

## MARKET INTELLIGENCE 市场洞察

Our extensive database and strong regional network allow us to conduct primary market research in various industries and locations in Asia. By formulating a comprehensive list of questionnaire and scoring methodology, we can help companies in pre-market entry studies, talent availability and cost analysis. We offer these market intelligence to help our clients make informed decisions.

依靠我们强大的数据库以及亚洲内的网络关系，我们可以在各个行业及亚洲各个国家进行市场调研。根据制定出一套完善的问卷及评分体系，我们能帮助企业进行市场准入分析，人才情况分析以及成本分析。我们的客户可以通过我们提供的市场信息做出决定。





## RECRUITMENT PROCESS OUTSOURCING 招聘流程外包

We have a professional and independent team that understands the different functions within specific enterprises. We streamline the employment process for our clients by helping them mass recruit generic positions quickly.

我们深刻了解企业不同职能的工作分配，并且具备专业独立的团队能够支持企业优化招聘流程，解决一些时间紧迫、大批量、高重复性职位的中长期需求。

## Our Awards 2017-2019

2018-2019 The Best Recruitment Supplier of China –The Auto Industry(RI China)

2018-2019 中国区汽车行业最佳招聘服务机构

2018 Best Executive Search Agency(ARA HK)

2018 年度亚太地区最佳人才搜寻企业

2018 Best Healthcare Team(ARA HK)

2018 年度亚太地区最佳医疗健康团队(ARA HK)

2018 Best Corporate Culture Award for Headhunting Industry in 2018 (RECC China)

2018 年度最佳企业文化奖

2017 -2018 The Best Recruitment Supplier of China – Manufacturing Industry(RI China)

2017-2018 中国区制造行业最佳招聘服务机构

2018 Best Client Service (ARA HK)

2018 年度亚太地区最佳客户服务招聘机构

2017 Best Cross-border Recruitment Strategy(ARA HK)

2017 年度亚太地区最佳跨境招聘企业



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# CONNECTUS

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# CONNECTUS

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# CEO summary

## 首席执行官总结

The China economy is expected to grow albeit at a slower rate in 2020. This is seen as a healthy consolidation after a few years of super normal growth.

预计2020年，中国经济将会以较慢的速度继续增长。经过几年的超常规增长后，这将被视为健康的调整阶段。

The economy is making a structural shift from the traditional manufacturing sector to the hi-tech and services sector. The hi-tech sector includes the artificial intelligence, automation, digitalization, internet, health services and education.

经济正在从传统制造业向高科技和服务业转变。高科技领域包括人工智能、自动化、数字化、互联网，健康服务和教育领域。

With the new economy, new positions will be created. The hi-tech and internet sector will require technical professionals in research, development, applications and programming. The services sector will require professionals with strong service mindset, communication and customer relationship management(CRM)skills.

随着新经济的发展，将创造新的职位。高科技和互联网领域需要研究、开发、应用和编程等方面的技术专业人员。服务部门则需要具有强大服务思维，沟通和客户关系管理(CRM)技能的专业人士。

Across all industries, employers prefer candidates with entrepreneur mindset, strong leadership, cross-industry and cross-functional experience, high adaptability and quick learning ability.

在所有行业中，雇主更喜欢的是具有企业家的思维、强大的领导力、跨行业和跨职能经验、并且具备高适应性和快速学习能力的候选人。

With long term equity incentives losing its attractiveness, companies have to attract and retain talent by offering more career development and training opportunities. Employers are also developing their own talents through setting up in-house universities or training academies. Courses that companies provide include train the trainer, leadership, creativity and other general management skills. In addition, we see more and more companies giving each employee an allowance every year to attend external trainings.

由于长期股权激励已经失去了吸引力，企业必须通过提供更多的职业发展和培训机会来吸引和留住人才。雇主也应当通过建立内部大学或培训学院来发展自己员工的才能。企业所提供的课程，包括培训培训师、领导力、创造力和其他一些通用管理技能。此外，我们看到越来越多的公司每年会为每位员工提供津贴来参加外部培训。

Alex Seah



# Accounting & Finance

## 财务岗位

### 2020 HOT JOBS

- Pre-IPO CFO
- Commercial Finance Director
- Finance Director
- FP&A Director/Manager
- Plant Finance Controller
- Digital FP&A Manager
- Business/Commercial Controller
- Business Intelligence Manager
- SSC/Outsourcing Manager

拟上市首席财务官  
业务财务总监  
财务总监  
财务分析总监 / 经理  
工厂财务控制  
电商财务分析经理  
商务控制  
智能商务经理  
共享中心/外包经理

# Accounting & Finance

## 财务岗位

The recruitment direction for financial candidates has expanded from the traditional financial field to the Consulting and Business Intelligence field. Enterprises will focus on the stability and the resilience of the candidates in these industries.

财务岗位的招聘方向已扩展至咨询、商务智能领域，企业更重视人才的多方面综合能力、抗压能力以及稳定性。

The recruitment for finance positions mostly originates in the retail, fast-moving consumer goods, pharmaceutical, internet, traditional manufacturing and the automobile industries. For 2020, recruitment activities can be expected to decline. The future trends for the retail/fast-moving consumer goods industry predict that enterprises will use the internet and big data to increase sales through the integration of different channels by integrating online and offline businesses. Physical stores, E-commerce and mobile internet are key elements to this integration.

财务职位招聘主要集中在零售、快消、医药、互联网、传统工业及汽车行业，招聘量相对之前可能在2020会有所减少。其中，零售与快消品行业的未来趋势是企业将利用互联网和大数据，以实体门店、电子商务、移动互联网为核心，通过融合线上线下，来促进不同渠道的业务发展。

Therefore, in this context, the demand for Financial Big Data, Business Intelligence and Digital Financial Analysis positions will increase. Enterprises will pay more attention to find candidates who are able to analyze and influence business, in addition to candidates who have a strong business sense. The direction of recruitment for financial candidates has also expanded from the traditional financial field to the Consulting and Business Intelligence field. As recruitment in the industrial and automotive industries is expected to decline, enterprises will focus on the stability and the resilience of the candidates in these industries.

因此，在这样的背景下，财务大数据、商务智能、电商财务分析的岗位需求增多，企业将更重视财务人员对于业务的判断能力、影响能力，以及是否具备对于未来业务发展方向预期能力。财务候选人的招聘方向也将从传统财务领域扩展到咨询、商务智能领域。传统工业及汽车行业的招聘量较往年将会有所减少，企业会更看重人员的稳定性以及是否有较强的抗压、抗挫折能力。

Jessie Si





# Salary Insight 2020

## 2020 薪酬预测

### Accounting & Finance 财务岗位

Job Title	职位名称	工作年限	薪资预测 (CNY)
Chief Financial Officer	首席财务官	15+	1.8M–2.5M
Finance Vice President	财务副总裁	15+	1.5M–2M
Finance Director, Asia Pacific	亚太区财务总监	15+	1.0M–1.8M
Tax Director	税务总监	15+	1.0M–1.6M
Internal Audit Director	内部审计总监	15+	1.0M–1.4M
Finance Director, China	中国区财务总监	15+	800K–1M
Finance Director	财务总监	15+	800K–1M
Treasury Director	税务总监	15+	800K–1.4M
Finance Director, Shared Service Center	共享中心财务总监	15+	800K–1.8M
Internal Control & Compliance Director	内控合规总监	15+	800K–1.5M
Treasury Manager	资金经理	8–10	450K–800K
Internal Audit Manager	内部审计经理	8–10	450K–800K
Tax Manager	税务经理	8–10	400K–1M
Cost Controlling Manager	成本控制经理	8–10	400K–600K
Business Controlling Manager	商务控制经理	8–10	400K–600K
Credit Control Manager	信用控制经理	8–10	350K–750K
Finance Manager	财务经理	8–10	350K–600K
FP&A Manager	财务分析经理	8–10	350K–700K
Plant Finance Controller	工厂财务控制	8–10	350K–800K
Finance Manager, Shared Service Center	共享中心财务经理	8–10	300K–600K
Internal Control & Compliance Manager	内控合规经理	8–10	250K–600K
Senior Internal Auditor	高级内部审计	5–8	250K–450K
Senior Financial Analyst	高级财务分析	5–8	250K–400K
Industrial Controller	行业控制	5–8	200K–250K
Project Controller	项目控制	5–8	200K–250K



## Automotive-OEM Sales Marketing 汽车市场销售

### 2020 HOT JOBS

- Connected Car Senior Manager
- Cross Carline Planning Senior Manager
- Market Intelligence Senior Manager
- Strategy Senior Manager
- E-commerce Senior Manager
- Customer Experience Senior Manager
- CRM Senior Manager
- Digitalization Senior Manager
- New Retail Senior Manager
- Charging Manager

车联网高级经理  
跨平台规划高级经理  
市场情报高级经理  
战略高级经理  
电子商务高级经理  
体验营销高级经理  
客户关系管理高级经理  
数字化高级经理  
新零售高级经理  
充电经理

# Automotive-OEM Sales & Marketing

## 汽车销售

Major OEMs are building new business models to accommodate market changes. Enterprises are prudent in recruitment and will evaluate candidates in terms of professional skills, business sense and adaptability.

各大整车厂正布局新型商业模式来迎接市场变革，对候选人的专业度、敏锐度及应用能力会进行综合评定，人才引入趋向冷静。

In 2020, the automobile industry is expected to exhibit slow growth, presenting a less prosperous outlook than in previous years. The same is true for new energy automobile manufacturers, where the pace of business development and recruitment have also slowed. Hiring in traditional enterprises has also declined. Both enterprises and candidates tend to be more cautious when making job-related decisions.

汽车行业整体增速放缓，市场较往年趋于冷静，其中也包括新能源车企。企业业务发展和人才招聘方面都呈现紧缩趋势，传统企业的招聘量也有所下降。无论是企业招聘，还是候选人跳槽，都趋于谨慎。

Most OEMs are building new business models to meet future market expectations, such as intelligent network alliances, autonomous driving, transforming traditional sales channels to include multi-channel digitalization and higher priority for customer experience marketing.

大部分整车厂正在布局未来符合市场预期的新型商业模式。例如，对智能网联的布局、无人驾驶的布局、对传统销售渠道的变革，对市场营销模式的多渠道数字化、以及对体验营销重视度。

With the empowerment of technologies and changes in consumer needs, we see many amazing possibilities for the future of the automobile industry. Enterprises are expecting candidates to be agile, have business sense and the ability to utilize new knowledge that they have learnt, instead of merely having the right-fit in terms of work experience. Enterprises are increasingly in need of candidates with cross-industry thinking and entrepreneurial mindsets.

随着科技的赋能以及消费者人群和需求的变化，对于汽车行业的未来，我们看到了各种奇妙的可能性。企业重视的人才能力不再仅仅是针对原来工作的经验进行匹配，更会去关心候选人对于行业的敏锐度，以及对新事物的接受程度和合理应用能力。企业对拥有跨界思想，以及创业家思维的人才的需求日益增长。

Yukina Ru Irene Zou





# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Marketing Director	市场总监	15+	1.2M-1.5M
PR Director	公关总监	15+	1.2M-1.5M
Sales Director	销售总监	15+	1.2M-1.5M
Service Director	服务总监	15+	1.2M-1.5M
Connected Car Senior Manager	车联网高级经理	10+	600K-800K
Cross Carline Planning Senior Manager	跨平台规划高级经理	10+	600K-800K
Market Intelligence Senior Manager	市场情报高级经理	10+	600K-800K
Strategy Senior Manager	战略高级经理	10+	600K-800K
Marketing Communication Senior Manager	市场传播高级经理	10+	600K-800K
E-commerce Senior Manager	电子商务高级经理	10+	600K-800K
Customer Experience Senior Manager	体验营销高级经理	10+	600K-800K
CRM Senior Manager	客户关系管理高级经理	10+	600K-800K
Digitalization Senior Manager	数字化高级经理	10+	600K-800K
New Product Launch Manager	新产品发布经理	8+	400K-500K
Digital Marketing Manager	数字营销经理	8+	400K-500K
Event Manager	活动经理	8+	400K-500K
Dealer Marketing Manager	经销商市场经理	8+	400K-500K
Media Relations Manager	媒体关系经理	8+	400K-500K
Product Communication Manager	产品传播经理	8+	400K-500K
Corporate Communication Manager	企业传播经理	8+	400K-500K



# Automotive-Operation

## 汽车工厂运营

### 2020 HOT JOBS

- Quality Management
- Program Management
- Automation Design
- Lean Production Management

质量管理  
项目管理  
设备自动化  
精益生产管理

# Automotive-Operation

## 汽车工厂运营

The market environment encourages automobile enterprises to seek solutions from effective and low-budget operations. Candidates with intelligent manufacturing experience, process R&D and lean management expertise are more sought after than others.

市场环境促使车企在高效且低成本的运营方面寻找突破口，智能制造、工艺研发及精益管理人才更为紧俏。

In 2020, the sales volume of OEMs and auto-parts manufacturers is expected to continue to decline, affecting corporate profit to some extent. This decrease can be seen as an aftermath of trade conflicts in the international markets and partly attributed to the adjustment phase of the entire industry. However, an array of data stands out in the overall descending curve: the number of assembled new energy vehicles and electric batteries has increased steadily, with an average annual business growth of above 100%. The growth trend is expected to continue in 2020.

在2020，从整车市场到零部件市场，销量连续下滑连同企业利润将受到一定的影响。其原因是受限于国内汽车产业的调整期，以及国际市场贸易摩擦所导致；但是，大势下降的曲线中有一组突出的数据，那就是新能源整车和三电配套的装机量目前稳中有升，平均年度的业务量增长都在100%以上，预测在2020年也将会继续保持增长趋势。

However, in view of enterprise survival and development, just as advanced technologies enable enterprises to lead the market, effective and low budget operation and management allow enterprises to stand firm in the market. Enterprises will need to hire two types of professionals for cost optimization: automated intelligent manufacturing and process engineering candidates, and lean management personnel who are able to drive the company's transformation.

然而，从企业生存发展的角度来看，除了先进的技术可以引领市场以外，高效且低成本的运营管理才是站稳市场的基石。企业所渴求的正是最容易实现成本下降的两个突破口：智能制造设备和工艺开发岗位，以及能推动企业深度系统的精益管理人才。

As consumers become younger and more diverse, they want better products and better services. Meanwhile, quality management is complicated by new product manufacturing processes, which means that quality management personnel with experience and expertise are extremely popular in the automobile industry.

随着市场消费群体的多样化及年轻化，日后对产品质量和服务的追求也将不断升高。同时，新产品生产技术的的问题使得质量管理的难度更加复杂化，因此内外兼修的质量管理人员依然会是汽车制造行业最紧俏的首选人才。

Ken Zhang





# Salary Insight 2020

## 2020 薪酬预测

### Automotive-Operation 汽车工厂运营

Job Title	职位名称	工作年限	薪资预测 (CNY)
General Manager	工厂总经理	15+	850K-2M
Plant Manager	工厂经理	15+	700K-1.3M
Plant Operation Manager	工厂运营经理	15+	620K-870K
Plant Quality Director	工厂质量总监	10+	650K-1.4M
Plant Production Manager	工厂生产经理	10+	380K-620K
Plant Quality Manager	工厂质量经理	10+	420K-750K
Plant Process Manager	工厂制造工艺经理	10+	400K-670K
Plant Maintenance Manager	工厂设备维护	10+	380K-650K
Project Launch Manager	项目投产经理	5-10	250K-600K
Plant Lean Manager	工厂精益生产经理	8+	350K-520K
Program Manager	项目开发经理	8+	400K-850K
Regional EHS Head	环境安全健康总监/经理	15+	600K-1.6M
Regional Quality Head	区域质量总监/经理	15+	750K-1.8M
Regional Operation Head	区域运营总监/经理	15+	680K-1.5M
Regional Lean Head	区域精益管理总监/经理	10+	480K-1.3M
Regional AQ Manager	区域先期质量经理	10+	380K-800K
Regional CQ Manager	区域先期质量经理	10+	380K-800K
Process Expert	专业领域工艺专家	10+	400K-950K
6 Sigma Master	6西格玛管理大师	10+	450K-800K
Auto mation Manager	设备自动化开发经理	8+	400K-700K



# Automotive-R&D

## 汽车研发

### 2020 HOT JOBS

- Technical Manager
- ADAS Manager
- Program Manager
- Testing and Validation Engineer
- Product Development Engineer
- Calibration Engineer
- Software Engineer
- Telematics Manager
- System Engineer
- Designer UI/UX
- BMS R&D Engineer
- Security Architect
- Solution Architect
- Devops Engineer
- ML Algorithm Engineer
- NLP Algorithm Engineer
- Data Scientist/Analyst
- Interaction Designer
- ADAS Testing engineer
- Battery development Engineer

技术经理  
驾驶辅助系统研发经理  
项目经理  
测试与验证工程师  
产品开发工程师  
标定工程师  
软件工程师  
车联网经理  
系统工程师  
UI/UX 设计师  
电源管理系统研发工程师  
安全架构师  
解决方案架构师  
运维开发工程师  
机器学习算法工程师  
自然语言处理算法工程师  
大数据科学家分析师  
交互设计师  
自动驾驶测试工程师  
电池开发工程师

# Automotive-R&D

## 汽车研发

The Automotive-R&D sector is not affected by the economic climate. Automobile manufacturers are building R&D centers, creating a huge need for talents with software and big data architectural expertise.

汽车研发领域并未受大环境影响，各大车厂陆续建立研发中心导致软件及大数据环境搭建等领域的岗位需求量日益增多。

In the era of AI, the automobile being the most popular intelligent hardware, is becoming increasingly scalable. Detailed research and design are required to meet complex user demands. From human-machine interface to autonomous driving, the goal is to bring about new driving experiences and beyond for users.

由于AI时代的到来，汽车作为最热的智能硬件，延展性越来越强。在研发和设计的细节中，更趋向于挖掘用户的深度需求。从人机交互到无人驾驶，旨在为用户带来全新的驾驶体验以及驾驶以外的感受。

Therefore, the recruitment for Automotive-R&D jobs has become more diversified and software-oriented. Building cloud platform big data and the application of AI technologies have formed the basis for the automobile platform to become more stable and flexible. The integration of the Internet and AI is expected to be deeper in the coming year, which will lead to a decrease in the recruitment needs for more traditional hardware R&D positions. Recruitments for software development, architecture, algorithm, and security will increase steadily. Job vacancies for software and hardware integration and cloud platform big data will also increase over time.

因此，汽车研发的招聘也更加趋于多元化和软件化。云平台大数据的搭建及AI技术的应用使整个汽车平台的基础更加稳固和灵活。预计未来一年，与互联网及AI的结合势必更加深入，从而导致传统硬件研发岗位的需求量减少，而软件开发、架构、算法、安全等领域的人才需求量会逐步上升，对于软、硬件集成和云平台大数据等环境搭建的岗位需求量也会越来越多。

Despite the negative outlook for car sales, the demand for automobile R&D talents continue to be strong. Foreign-invested OEMs are all building their R&D centers. Traditional auto-parts manufacturers are also expanding their businesses into the fields of new energy, Internet of Vehicles and autonomous driving. Hence, the demand for talents specializing in software, design quality and new regulations is expected to increase, instead of declining.

总体来看，整车销售虽然不是非常乐观，反之汽车研发的需求量却不受影响。各大外资整车厂都在建立自己的研发中心，传统零部件企业也在进军新兴的新能源领域、车联网和自动驾驶领域。因此，对于软件、设计质量、新兴法规的人才需求量仍然很大，不降反增。

Nora Liu    Borskar Zhou

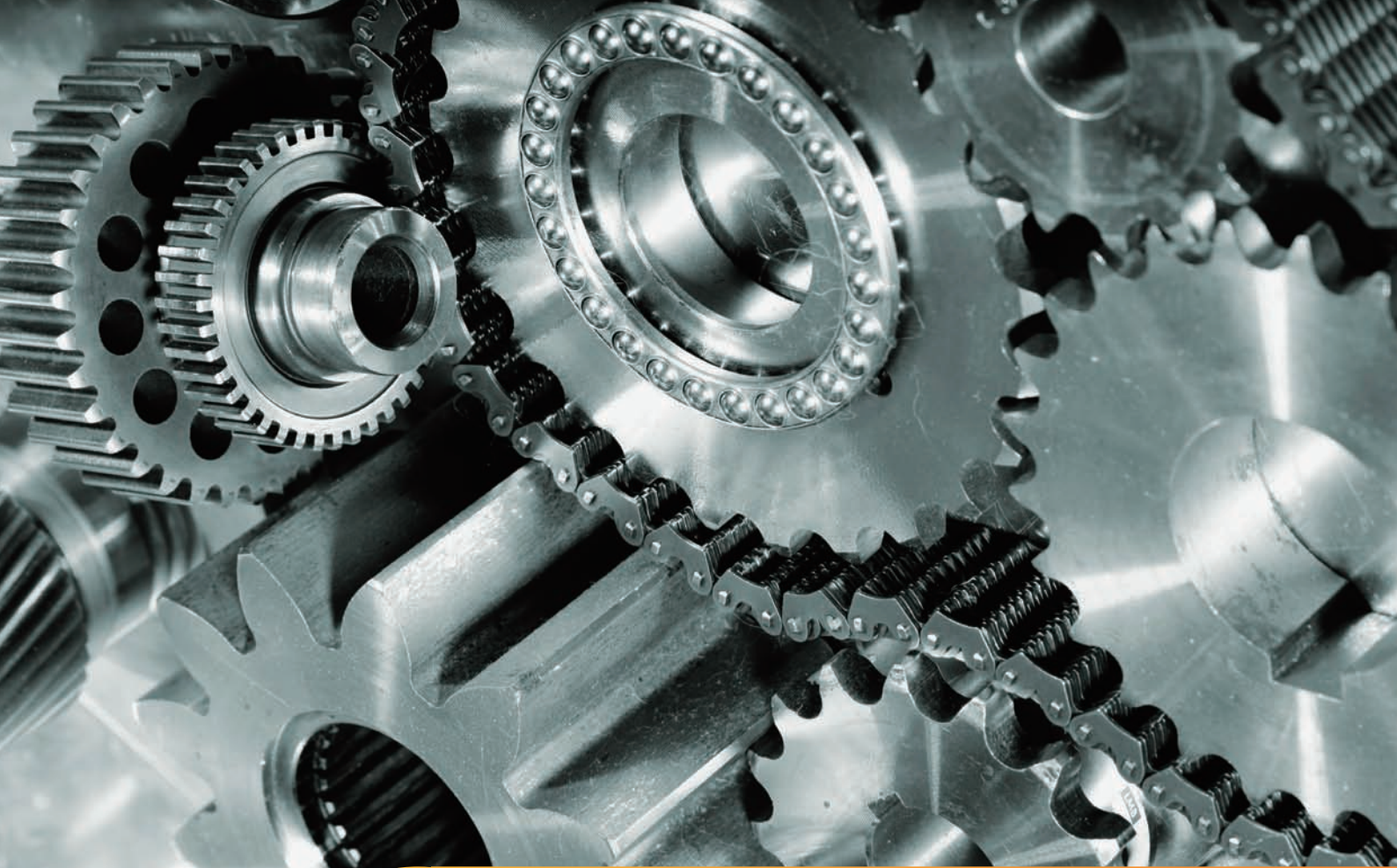




# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
R&D Head	研发中心负责人	15+	800K-1.8M
R&D Director	研发总监	10+	600K-1.2M
Program Department Director	项目部门总监	10+	600K-1.2M
System Manager	系统经理	8+	500K-750K
Software Manager	软件经理	8+	500K-750K
Hardware Manager	硬件经理	8+	500K-750K
Program Manager	项目经理	8+	400K-700K
Application Engineer	应用工程师	5+	200K-300K
Testing, Diagnosis, Validation Engineer	测试, 诊断, 验证工程师	4+	200K-300K
Hardware Engineer	硬件工程师	3-8	200K-400K
Software Engineer	软件工程师	3-8	150K-400K
Mechanical Engineer	机械工程师	3-8	150K-350K
Calibration Engineer	标定工程师	3+	200K-300K
Product Development Engineer	产品开发工程师	3+	200K-250K
Integration Engineer	集成工程师	3+	200K-250K
Homologation Engineer	认证工程师	3+	150K-300K
Design Engineer	设计工程师	3-5	100K-150K
Designer UI/UX	UI/UX 设计师	3-5	250K-350K
Security Architect	安全架构师	6-12	300K-600K
ML Algorithm Engineer	机器学习算法工程师	2-6	300K-600K
Data Scientist/Analyst	大数据科学家分析师	3-8	250K-600K
Interaction Designer	交互设计师	3-8	250K-450K
ADAS Testing engineer	自动驾驶测试工程师	3-5	250K-350K
Battery Development Engineer	电池开发工程师	3-5	250K-350K



# Automotive-Parts Sales & Marketing

## 汽车零部件市场销售

### 2020 HOT JOBS

- BD Manager (OE)
  - Key Account Manager (EV)
  - Key Account Manager (Telematics)
  - Key Account Manager (Traditional product)
  - Product Manager (E-Commerce, IAM)
- 业务开拓经理(原厂)
  - 大客户经理(新能源)
  - 大客户经理(自动驾驶)
  - 大客户经理(传统产品)
  - 产品经理(售后电商平台)

# Automotive-Parts Sales & Marketing

## 汽车零部件市场销售

The bleak outlook for the auto-parts market might continue. Candidates should place their focus on improving their own competitiveness and accumulating resources and experience during this period.

零部件市场颓势或将持续，建议候选人将重心转至提升自我竞争力，在此阶段积累资源和经验尤为重要。

A declining trend haunted the automobile industry from the third quarter of 2018 all the way through 2019. The situation has yet to be reversed. Most OEMs and auto-parts manufacturers lower their expectations and reduce investment plans as well as downsize operations voluntarily or involuntarily, so as to cut their operating costs.

汽车行业在2018年第三季度下滑的趋势并没有逆转，颓势持续了整个2019年，多数整车厂，零部件厂商不断下调预期，缩减投资计划，主动或者被迫裁员，以此来降低运营成本。

The recruitment needs and momentum have shrunk considerably, which has reduced job vacancies greatly, especially in sales and marketing positions. Additionally, a great number of candidates cannot find a suitable job in the short run after being laid off.

企业招聘的需求和节奏大大减缓，开放出来的职位急剧减少，销售，市场职位尤为明显。并且有相当一部分候选人在被迫裁员后，无法在短期内找到适合的平台继续发展。

For currently employed candidates, challenges still remain. To avoid being replaced by others, they need to:

对于在职的候选人，挑战仍然存在，为了不被企业淘汰，需要注意以下几点：

First, be optimistic and realistic to adapt to the weak industry.

第一，要调整好自己的心态和预期，去适应疲软的汽车行业节奏。

Second, expand their client base and accumulate project experience.

第二，在这个阶段积累客户和项目经验。

Third, and the most important, improve their own competitiveness, develop a holistic approach, increase their personal influence and exhibit good teamwork.

第三 也是最重要的一点，注意提升自己的核心竞争力，全局观，个人影响力，团队协作能力。

Consulting firms and the automobile association are forecasting that the dismal outlook of the automobile industry will persist. However, having a positive attitude and improving competitiveness will put candidates at an advantage in the workplace.

根据咨询公司、汽车协会等综合性数据进行分析之后可以预测，汽车行业的疲态仍将持续，但只要调整好心态，并且不断提高自我竞争力，依然能在职场立于不败之地。

Roman Chen



# Salary Insight 2020

## 2020 薪酬预测

### Automotive-Parts Sales & Marketing 汽车零部件市场销售

Job Title	职位名称	工作年限	薪资预测 (CNY)
Sales VP(OE)	销售副总裁(原厂)	15-25	1.3M-1.8M
Sales Director (OE)	销售总监(原厂)	10-18	700K-1.3M
BD Manager/Partnership Manager(Connected Car)	业务发展经理(发展战略伙伴)	10+	400K-600K
Sales Manager	销售经理	8-12	400K-600K
Key Account Manager-(EV)	大客户经理	5-10	300K-450K
Key Account Manager-(Telematics)	大客户经理	5-10	300K-450K
Key Account Manager-(Traditional product)	大客户经理	5-10	250K-400K
Key Account Manager (IAM)	大客户经理(售后)	7-12	250K-450K
Area/Regional Sales Manager (IAM)	区域销售经理(售后)	5-10	200K-350K





# Banking & Financial Services 银行及金融服务业

## 2020 HOT JOBS

### Banking 银行

- Corporate Banking RM
- Compliance Manager, FCC
- Online Operations Head

公司银行客户经理  
反洗钱合规经理  
线上运营负责人

### Fintech & Internet Finance 金融科技及互联网金融

- BD Director
- Risk Strategy Expert
- Strategy Expert

业务拓展总监  
风险策略专家  
战略规划专家

### Securities/Fund/PE/VC 证券、基金、PE、VC

- Fund Manager
- Overseas Investment Manager

基金经理  
海外投资经理

### Insurance 保险

- Actuary
- Branch GM

精算师  
分公司负责人

# Banking & Financial Services

## 银行及金融服务业

For policy reasons, the financial industry will face more uncertainties. Outstanding internet technological talents and risk control management talents remain at the center of attention.

受政策影响，金融行业仍将面临更多不确定性。优秀的互联网科技型人才及风控管理型人才依旧受到瞩目。

### Banking 银行领域

Large banks face even more severe pressure for technological transformation than medium and small-sized banks. On the other hand, some medium and small-sized banks failed to meet capital protection commitments, resulting in tightened risk management control in the banking sector. Building upon traditional business advantages, foreign banking institutions have invested more in China's financial technology and non-banking sector.

大型银行面临更严峻的技术转型压力，中、小银行打破刚兑导致整体银行业风险管理管制加强；外资银行机构在传统业务优势上，加大了对国内金融科技、非银领域的投资加注。

### Non banking financial sector 非银金融领域

The fund brokerage business has improved with striking changes in ranking within the industry. Despite an average performance of the A shares, the sci-tech innovation board (STAR market) started trading in the middle of 2019 with strong momentum, bringing confidence to the market. As the country relaxes restrictions on financial institutions with investments made by foreign capital, global capital giants are playing a bigger role in China's brokerage companies and capital management companies.

基金券商业务有所回暖，券商行业排名经历大洗牌；虽然A股表现平平，但在2019年中科创板强势开市，给予市场一定的信心；随着国家对外资持股金融机构的限制放宽，全球资本巨头大力布局控股国内券商及资管公司。

### Other financial sectors 其他金融领域

Banks and private capital companies are engaging more with consumer financing companies. With the development of the fintech industry, the government devotes more attention to the regulation and control of this area and may formulate better regulation approaches for the industry in the future. Competition in cross-border payment is intense. An increasing number of start-ups have entered the business, posing great competition among talents. The blockchain industry has seen a rebound in prices. With the release of *The Libra Whitepaper*, more rational and healthier development is expected in the area of virtual currency.

银行/民营资本大力布局消费金融公司，随着金融科技行业的发展，政府逐渐加大对该领域的监管和调控，未来也许将针对金融科技行业出台更成熟的监管办法；跨境支付行业竞争火爆，越来越多创业公司加入，人才竞争激烈；区块链迎来价格的回升，随着稳定币Libra白皮书的发布，预计虚拟货币领域将会有更理性健康的发展。

Regarding talent distribution, the rapid changes in the financial sector in recent years have facilitated quicker talent flow across regions and industries. New fintech enterprises have become more attractive, with hot jobs being found in sales, risk control, compliance and anti-money laundering and strategic planning. The greater demand for R&D and internet operation talents are highly attributable to the technological transformation in traditional financial enterprises.

在人才分布方面，金融行业近年来的快速变化，导致人才在区域之间和跨行业之间流动加快，新型金融科技企业的吸引力越来越高。热门职位主要集中在：销售类岗位、风控合规反洗钱类岗位、战略规划岗位，传统金融机构对于技术研发、互联网运营人才需求增大，这与传统金融机构的技术转型密不可分。

The financial sector faces more uncertainties ahead. They should embrace these changes, reform themselves from within, improve talent pipeline building and strengthen risk control and management, so as to stay competitive in an ever-changing market.

整体金融行业面临更多的不确定性，金融机构只有拥抱变化、自我变革、夯实企业人才建设及风控管理的基础，才有可能在不断变化的市场中保持更持久的竞争力。

Cathy Wang



# Salary Insight 2020

## 2020 薪酬预测

### Banking 银行

Job Title	职位名称	工作年限	薪资预测 (CNY)
Director, Relationship Manager, Corporate Banking	企业银行 客户总监	15+	1.5M–2.5M
VP, Sales, Global Market/ Financial Market	金融市场 副总裁	10+	800K–1.5M
VP/ED, Operations Head, Trade/Cash	贸易/现金业务运营负责人	15+	1.2M–2.3M
Compliance VP, FCC	合规副总裁	10+	800K–1.2M
VP, Risk Management Corporate Banking	企业银行 风险管理副总裁	10+	700K–1.2M
Sub-Branch Manager, Retail Banking	个人银行 支行行长	10+	500K–900K

### Fintech & Internet Finance 金融科技及互联网金融

Job Title	职位名称	工作年限	薪资预测 (CNY)
BD Director	业务拓展总监	10+	800K–2M
Risk Strategy Expert	风险策略专家	5+	500K–700K
Online Operations Head	线上运营负责人	10+	1M–1.5M

### Securities, Fund, PE, VC, Trust 证券、基金、PE、VC、信托

Job Title	职位名称	工作年限	薪资预测 (CNY)
Fund Manager	基金经理	8+	1.5M–3M
Investment Manager	投资经理	12+	300K–800K
Industry Analyst	行业分析师	7+	600K–1.2M

### Insurance 保险

Job Title	职位名称	工作年限	薪资预测 (CNY)
Bancassurance Dept. GM	银行保险部门 总经理	10+	1M–1.8M
Life Insurance Branch GM	寿险分公司 总经理	10+	800K–1.8M
Senior Investment Manager	高级投资经理	8+	600K–900K
Actuary	精算师	8+	520K–800K





# Chemical Industry

## 化工行业

### 2020 HOT JOBS

- Process Safety Engineer/Manager
- Sales Manager/Business Manager
- Key Account Manager
- Process Chemist
- Scientist—Organic Synthesis
- Innovation Product Development
- Technical Marketing Manager
- Logistics Safety Manager

过程安全工程师/经理  
销售经理/业务经理  
大客户经理  
过程化学家  
科学家—有机合成  
创新产品开发  
技术营销经理  
物流安全经理

# Chemical Industry

## 化工行业

Foreign enterprises and local enterprises are developing in two extreme directions. Local enterprises will have more opportunities and need more talents.

外企与本土化工企业发展走向两个极端，本土企业将迎来更多机会，人才需求大幅增加。

Traditional foreign enterprises in the chemical industry will gradually move outside of China to countries in southeast Asia. In the next few years, large foreign enterprises may cut the number of job vacancies or even downsize their operations. Some supporting functions may be gradually cancelled. However, there are still some job opportunities that require creative skills, such as sales, R&D and production safety. Employees in foreign enterprises will face an unprecedented unemployment trend. Nonetheless, small and medium-sized enterprises have a relatively higher profit margin and will have job vacancies.

作为基础行业的化工领域，传统外企将逐步迁出中国，转向东南亚等国家。未来几年，大型外企的招聘量会出现大幅锐减，甚至会频繁出现裁员现象，一些支持性的职能部门将逐渐被取缔，具有创造性的职能部门仍有一定的需求，如销售、研发、以及生产安全等职能。中国外企人会经历前所未有的失业潮流，不过中小型外企的运营成本相对低、利润高，因此仍然会保持一定的招聘需求。

In the basic chemical products industry, China currently still depends on imports from Europe and the United States. As a result of the trade war between China and the United States, local chemical enterprises will see more opportunities and recruit more people. Petrochemical technology, new materials and specialty chemicals will become popular fields. Candidates specializing in business, scientific research and production safety will become popular. The same is true for job opportunities in these areas.

目前，国家在基础化工领域仍依赖欧美进口，随着中美贸易战的打响，本土化工企业会迎来更多机会和崛起，招聘量也会大批量增加。其中，石油化工、新材料、特种化学品等领域更将成为热门领域；而商务、科研和生产安全等方向的职位和人选将迎来大热门。

Aki Zhou



# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Process Safety Engineer/Manager	工业安全工程师/经理	5-10	300K-500K
Scientist-Organic Synthesis	科学家-有机合成	3-5	300K-400K
Innovation Product Development	产品创新研发	5-8	200K-400K
Technical Marketing Manager	技术市场经理	8-10	500K-700K
Sales Manager/Business Manager	销售经理/商务经理	8-10	500K-700K
Logistics Safety Manager	物流安全经理	8-10	400K-600K
Key Account Manager	大客户经理	5-8	300K-500K
Process Chemist	工艺化学师	3-5	150K-250K
Product Manager	产品经理	5-8	300K-500K
Sales Director	销售总监	10-15	800K-1.3M
Technology Head	技术负责	10-15	1M-1.5M



# Consulting & Advisory 咨询服务行业

## 2020 HOT JOBS

- Digitalization Consulting Director
- Digitalization Consulting Manager
- Digitalization Consulting Consultant
- Operation consulting Manager
- M&A Consulting Manager
- Strategy Consulting Director
- Strategy Consulting Senior Manager

数字化咨询总监  
数字化咨询经理  
信息技术咨询总监  
风险咨询高级经理  
收购并购咨询总监  
战略咨询总监  
战略咨询高级经理



# Consulting & Advisory

## 咨询服务行业

In addition to guiding enterprises in making key decisions, consultancies are looking for competitive talents who can accelerate the business process and promote decision-making and implementation.

咨询服务企业的人才能力要求提升，从原先的引领企业做出关键性决策，升级为加速并推动企业关键性抉择的落地与实施。

With the fast-changing market and competition becoming more intense, the expectations that enterprises place on consulting services vary greatly from those in the past. Currently, Chinese enterprises face a more complex market environment, and accordingly, more problems to solve. Enterprises need more professional talents to help address these problems. This is where the consultancies will play a significant role.

随着市场变化的加速以及竞争方式的升级，企业对咨询服务的需求发生了很大的转变。目前，中国企业面临的市场环境越来越复杂，企业所面临的问题也随之增加。对于这些问题，企业是迫切需要相关领域的专业人才来帮助他们解决和完善，而咨询公司就是起到这样关键的作用。

Chinese enterprises value rapid decision-making, rapid planning and rapid application. They expect consultancies to accelerate decision-making and implementation. In other words, enterprises need an accelerator to guide the direction and facilitate the process, rather than act as a mere navigator. This is not only the greatest challenge consultancies face, but also the value they bring to an enterprise.

现在，中国企业对快速决策、快速设计和快速应用的能力要求越来越高，急需咨询公司帮忙加速决策、加速落地和实施。通俗来说，就是企业目前需要的更像是一个加速器，是一个引领方向和推动运转的角色，而不仅仅是一个导航员，这是接下来对所有咨询公司最大的挑战，也是咨询公司需要带给企业的价值所在。

Eva Cao



# Salary Insight 2020

## 2020 薪酬预测

### Consulting & Advisory 咨询服务行业

Job Title	职位名称	工作年限	薪资预测 (CNY)
Digitalization Consulting Director	数字化咨询总监	10-15	1.3M-1.5M
Digitalization Consulting (Senior) Manager	数字化咨询(高级)经理	6-12	600K-1.3M
Digitalization Consulting Senior Consultant	数字化咨询高级顾问	3-6	350K-500K
Operation Consulting (Senior) Manager	运营咨询(高级)经理	6-12	600K-1.3K
M&A Consulting Manager	收购并购咨询经理	6-8	600K-1M
Strategy Consulting Director	战略咨询总监	10-15	1.5M+
Strategy Consulting (Senior) Manager	战略咨询(高级)经理	6-12	600K-1.3M



# Consumer-FMCG

## 消费品行业—快速消费品

### 2020 HOT JOBS

- Sales Director/Manager
- National Key Account Manager
- E-commerce Sales/Marketing
- Sales Operation Director
- Branding/Product Marketing
- Digital Marketing Manager
- Trade Marketing Manager
- Merchandising Planning
- Loyalty Manager-CRM
- E-Commerce Operation Director
- Marketing Director

销售总监/经理  
全国大客户经理  
电子商务销售/市场  
销售运营总监  
品牌/产品市场  
数字营销经理  
市场通路经理  
营销计划  
客户关系管理经理  
电商运营总监  
市场总监

# Consumer-FMCG

## 消费品行业-快速消费品

Overall, the FMCG industry exhibits slow growth. Traditional brand companies are undergoing digital transformation. Talents specializing in e-commerce and new retail are needed the most.

整体行业现状趋于平缓，传统品牌公司开始数字化转型，电商及新零售领域人才更为紧俏。

Growth slowdowns are seen in e-commerce channels, the number of online purchasers and the trading volume in online shopping. Online and offline channels are well-integrated and are likely to complement each other. The controversial “new retail” will be a future trend. However, traditional retail channels, such as supermarkets and hypermarkets, struggle to achieve growth and will need to look for new growth areas.

电商渠道、网购用户规模与网购市场交易规模皆趋于稳定，增速放缓。可以看出线上和线下融合已经有望形成优势互补，备受质疑的“新零售”将成为未来新方向。但超市、卖场等传统零售渠道增长陷入瓶颈，寻找新的零售增长点已成为行业当务之急。

In the FMCG industry, growth is dependent on consumption upgrades, rather than the increase of sales volume or prices. Currently, the industry has moved from high-speed growth to high- and intermediate-speed growth. The decrease in profits has led to fewer job openings. Pay raises have shrunk, while downsizing frequently occurs. On the other hand, talents specializing in e-commerce and new retail are very popular. As many traditional enterprises are undergoing digital transformation, they have an increasing need for internet talents.

纵观整个快消品行业，其增长动力更依赖于消费升级，而非销量的增长或涨价。眼下，快消品行业已经从原先的高速增长逐渐转入中高速增长，企业利润逐步缩减，导致企业新增招聘岗位数量有所减少，薪资增长幅度出现下滑，甚至裁员情况也有所增加。但另一方面，电商和新零售领域的人才仍非常抢手，不少传统品牌公司正在逐步进行数字化转型，因此对互联网人才的需求也逐渐凸显。

Ivan Gao





# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
National Marketing Director	全国市场总监	20+	1.5M–2.0M
National Product Director	全国产品总监	15+	1.2M–1.6M
E-Commerce Director	电子商务总监	10+	1.0M–1.5M
Brand General Manager	品牌总经理	20+	1.5M–2.0M
VP	副总裁	20+	1.8M–2.2M
National Sales Director	全国销售总监	20+	1.0M–1.5M
Digital Marketing Director	数字营销总监	15+	1.0M–1.5M
National Sales Manager	全国销售经理	15+	800K–1.2M
Regional Sales Director	区域销售总监	15+	600K–900K
Sales Operation Director	销售运营总监	15+	600K–900K
Sales Training Director	销售培训总监	15+	600K–900K
Area Sales Manager	地区销售经理	8+	300K–500K
Regional Sales Manager	区域销售经理	10+	400K–600K
Digital Marketing Manager	数字营销经理	10+	400K–600K
E-commerce Manager	电子商务经理	10+	400K–600K
Public Relations Manager	公关经理	10+	400K–650K
Retail Marketing Manager	零售市场经理	10+	400K–600K
Media Manager	媒体经理	10+	400K–800K
Sales Training Manager	销售培训经理	10+	400K–600K
KA Manager	大客户经理	8+	350K–600K
Marketing Communication Manager	市场营销经理	10+	400K–600K
Trade Marketing Manager	市场通路经理	10+	400K–600K



## Consumer- Luxury & Retail 消费品行业 - 奢侈品和零售

### 2020 HOT JOBS

- Retail Director / Manager
- Marketing Director/Manager
- Merchandising Director/Manager
- PR Director/Manager
- Visual Merchandising Manager
- Buyer
- E-commerce Manager
- Multiple Store Manager/Store Director
- Retail Marketing Manager
- Digital Marketing Manager
- Area Manager
- CRM Manager
- Operation (Retail) Director / Manager
- E-commerce Big Data Analysis Senior Manager
- Senior Digital Operations Manager
- Brand Communication Manager
- Store General Manager

零售总监/经理  
市场总监/经理  
商品总监/经理  
公关总监/经理  
视觉陈列经理  
买手  
电子商务经理  
多店经理/门店总监  
零售市场经理  
数字营销经理  
区域经理  
客户关系维护经理  
运营(零售)总监/经理  
电子商务大数据分析高级经理  
高级数码运营经理  
品牌传讯经理  
门店总经理

# Consumer– Luxury & Retail

## 消费品行业—奢侈品和零售

Luxury brands will continue to be customer–focused, digitalizing operations to support mainstream retail channels.

各大奢侈品牌将继续以消费者为中心，加速布局数字化，力求全覆盖主流平台。

The luxury goods market is expected to see a steady increase due to the return of overseas purchases, millennials, the rapidly growing middle class and digital development.

受益于消费回流、千禧一代、迅速扩大的中产、以及数字化的发展，奢侈品行业总体趋势稳中有升。

Currently, large luxury groups are implementing digital transformations to inform customers about the latest product news and create a social media platform. Additionally, they are proactively engaging in e–commerce. Premium brands invest heavily in their official websites and join other third–party platforms to achieve full coverage in various channels.

目前，各大奢侈品集团均在积极开展数字化转型，以便更好地将品牌信息第一时间传递给消费者，并建立良好地沟通机制。同时，品牌也在积极布局和投身电商业务，高端品牌会大力投资品牌的官网，并且也会试水其他三方平台，最终可能会实现主流平台的全覆盖。

Additionally, in light of the fierce market competition, luxury groups have higher requirements to cultivate and maintain key customers by using big data do understand the customers’ consumption habits and preferences, organizing customized events online and offline for VIP customers and maintaining core customers.

此外，鉴于愈演愈烈地市场竞争，品牌方对于培养及维护核心消费者提出了更高的要求，借助大数据更好地理解客人的消费习惯，偏好并制定相应的针对VIP客人的线上或者线下的定制化活动，以期更好地实现核心消费者的留存。

In summary, premium brands will take further actions in the above areas, allowing relevant outstanding candidates more opportunities.

综上所述，在以上的领域各大品牌会加速布局，相关领域的杰出候选人在今年将迎来更多机会。

Jackey Sun



# Salary Insight 2020

## 2020 薪酬预测

### Consumer- Luxury & Retail 消费品行业-奢侈品和零售

Job Title	职位名称	工作年限	薪资预测 (CNY)
Country General Manager	全国总经理	25+	1.5M-2.5M
Brand General Manager	品牌总经理	20+	1.2M-2.0M
National Sales Director	全国销售总监	20+	1.0M-2.0M
Marketing Director	市场总监	20+	1.0M-2.5M
National Retail Director	全国零售总监	20+	1.0M-2.0M
National Visual Merchandising Director	全国视觉陈列总监	20+	1.0M-1.8M
Retail Director	零售总监	20+	900K-1.8M
Merchandising Director	商品总监	20+	800K-1.6M
National Product Director	全国产品总监	20+	800K-1.6M
National Retail Operation Director	全国零售运营总监	20+	800K-1.5M
National Brand Communication Manager	全国品牌传讯经理	15+	800K-1.2M
Regional Sales Manager	区域销售经理	15+	500K-800K
Buying Manager	买手经理	10+	400K-800K
Visual Merchandising Manager	视觉陈列经理	15+	400K-800K
Digital Marketing Manager	数字营销经理	10+	550K-850K
E-commerce Manager	电子商务经理	10+	350K-800K
CRM Manager	大客户经理	10+	450K-800K
Sr. Retail Expansion Manager	高级零售拓展经理	10+	550K-900K
Designer	设计师	10+	350K-550K
Area Manager	区域经理	10+	550K-800K
Store General Manager	门店总经理	10+	600K-800K
Construction Manager	建筑经理	10+	300K-650K
Marketing Communication Manager	市场传讯经理	10+	300K-600K
Merchandise Planning Manager	商品计划经理	10+	300K-600K
Public Relations Manager	公关经理	10+	300K-600K
Real Estate Manager	地产经理	10+	300K-600K





# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Retail Marketing Manager	零售市场经理	10+	300K-600K
Sr. Manager-Business Intelligence & Analytics	高级商业情报与分析经理	10+	300K-600K
Store Manager	店经理	10+	300K-600K
Training Manager	培训经理	10+	300K-600K
BD Manager	商务拓展经理	10+	300K-500K
Events Manager	活动经理	10+	300K-500K
Project Manager	项目经理	10+	400K-700K
Franchising Manager	连锁加盟经理	10+	300K-450K
Store Design Manager	门店设计经理	10+	400K-550K
Personal Styling Manager	私人订制经理	10+	280K-450K
Allocation Manager	分货经理	10+	200K-450K
Planning Manager	计划经理	10+	200K-400K



# Healthcare & Life Science

## 医疗健康与生命科学

### 2020 HOT JOBS

- Regulatory Affairs Director/Manager
- Clinical Affairs Director/Manager
- Bioinformatics
- Medical Affairs Director/Medical Manager
- Government Affairs Manager
- Marketing Director/Manager/Brand Manager

法规事务总监/经理  
临床事务总监/经理  
生物信息学  
医学事务总监/医学经理  
政府事务经理  
市场总监/经理/品牌经理

# Healthcare & Life Science

## 医疗健康与生命科学

Influenced by the economic environment, talents previously working in foreign enterprises are now choosing to work in domestic enterprises. Talents specializing in new drug R&D and senior professionals are in high demand. 受市场大环境影响，外资企业人才逐渐被引流至内资企业，新药研发及成熟医药人才仍是一大缺口。

The profitability of the pharmaceuticals industry has been constantly increasing, largely benefiting from endogenous growth within the industry, an increased industry concentration ratio, and higher prices for drugs. On the one hand, the National Healthcare Security Administration has been more rigid on the management of the health insurance fund and expects more from health insurance cost control tools and cost control management solutions. The price of generic drugs continues to drop, as influenced by the authority's consistency evaluation. On the other hand, advocated by national policies, investment in innovative drugs continue to increase, allowing pharmaceutical companies more bargaining power. As new drug applications will take time, there will be limited contribution of innovative drugs to the profitability of pharmaceutical companies in the short term.

医药行业盈利能力持续提升，主要受益于医药行业的内生增长、行业集中度的提升、药品价格涨幅扩大等。一方面，医保局对医保基金管理将更加严格，对于医保控费工具、控费管理解决方案需求将更强烈，再加上一致性评价的影响，仿制药继续呈现降价趋势。另一方面，在国家鼓励创新的背景下，创新药研发投入加大，药企也有较强的议价能力，但是创新药的上市需要较长时间，短期来看，对药企利润贡献将有限。

As many brand name drugs patent are coming to an end, biotechnology is becoming a hot investment field, especially in the fields of cellular immunity and genetic technologies. Medical devices are maintaining explosive growth. Layer diagnosis and treatment have been implemented. Its disruptive combination with AI and precision diagnosis and treatment will be a future trend.

制药业随着原研药专利到期高峰的临近，生物技术成为最热投资领域，主要以细胞免疫及基因技术为主。医疗器械保持爆发增长，分诊医疗的全面实施，与人工智能及精准医疗的颠覆性结合将成为未来大趋势。

Talents previously working in foreign companies are choosing to work in domestic companies. The talent flow between companies with different business types is becoming obvious. Talents with experience in new drug R&D and application tend to move to domestic companies. The shortage in talents with new drug application skills and experience will become more severe. There will also be a great turnover in sales and marketing talents.

人才市场呈现外资人才向内资企业流动的趋势。不同企业性质之间的人才流动趋于明显，具有外资新药研发及注册经验的人才也有向内资企业流动的趋势。具有新药研发专业技能或成熟经验的人才缺口愈发突出；销售及市场人才也会有比较显著的一波变动。

Sharon Shao



# Salary Insight 2020

## 2020 薪酬预测

### Healthcare & Life Science 医疗健康与生命科学

Job Title	职位名称	工作年限	薪资预测 (CNY)
BU head	事业部负责人	15+	1.8M–3.0M
Marketing Director	市场总监	15+	1.3M–1.8M
Government Affairs Director	政府事务总监	15+	1.0M–1.5M
Medical Affairs Director	医学事务总监	15+	900K–1.5M
Marketing Manager	市场经理	10+	750K–1.0M
(Senior) Brand Manager	高级品牌经理	5+	300K–650K
Medical Advisor	医学顾问	5+	300K–550K
Medical Science Liaison	医学联络官	3+	300K–450K
Medical Affairs Manager	医学事务经理	8+	500K–750K
Government Affairs Manager	政府事务经理	10+	500K–750K
Local Government Affairs Manager	区域政府事务经理	10+	400K–600K
Regulatory Director – pharmaceutical/MD/IVD	药物/医疗器械/体外诊断试剂–法规事务总监	12+	800K–1.8M
Clinical Project Manager– pharmaceutical/ medical device / In Vitro Diagnostics	药物/医疗器械/体外诊断试剂–临床项目经理	6+	400K–700K
Clinical Research Manager– pharmaceutical/ medical device / In Vitro Diagnostics	药物/医疗器械/体外诊断试剂–临床研究经理	5+	500K–900K
Regulatory Manager– pharmaceutical/ medical device / In Vitro Diagnostics	药物/医疗器械/体外诊断试剂–法规事务经理	8+	500K–1.0M
DMPK	药物代谢动力学	6+	600K–1.5M





# Salary Insight 2020

## 2020 薪酬预测

### Life Science & Diagnostics 生命科学与诊断

Job Title	职位名称	工作年限	薪资预测 (CNY)
Sales Director	销售总监	20+	1.3M–1.8M
National Sales Manager	区域销售经理	12+	1.0M–1.5M
Marketing Manager	市场经理	7+	450K–1.0M
Sales Manager	销售经理	7+	400K–650K
Technical Sales Specialist	技术销售专家	2+	370K–500K
Technical Support Scientist	技术支持顾问	1+	370K–500K



# High-Tech 高科技行业

## 2020 HOT JOBS

- Embedded Software Engineer-IOT
- Web-front Engineer (Angular, React, Vue)
- Java Engineer
- FPGA engineer
- Security Architect
- IOS/Android Engineer
- AI Algorithm Engineer

嵌入式软件工程师-物联网  
(智能家居/智能硬件)

Web 前端工程师

Java 工程师

FPGA 工程师

安全架构师

移动端开发

AI 算法工程师

# High-Tech

## 高科技行业

As 5G technology quickly develops, there is a promising future ahead for smart homes, digital medical services, wearable devices and IoT.

结合5G技术的迅速发展趋势，智能家居、数字化医疗、可穿戴设备、IoT等行业发展前景将会更加火热。

With the development of internet technologies, the integration of 5G technology with big data, AI and cloud computing will revolutionize traditional industries, bringing about new business models and becoming a driving force for social and economic development.

随着互联网科技的发展，5G与大数据、人工智能、云计算等技术的融合创新，将颠覆传统产业，催生新兴业态，推动商业模式革新，成为社会经济发展的新动能。

Ethernet, BLU, 5G and WiFi technologies are essential for innovative products. Embedded products are also becoming an indispensable part of our lives. Network interconnection is inevitable. To adapt to the changes of the network, the hardware of future embedded products needs to be equipped with all kinds of network communication interfaces. The traditional single chip microcomputer supports only certain networks. In addition to TCP/IP protocol, some support one or more network among IEEE1394, USB, CAN, Bluetooth and IrDA. Therefore, future embedded systems should possess greater flexibility, better cost performance and be easily embedded into any information appliance and industrial control system. The general trend is to combine the traditional embedded software position with the concept of intelligent hardware.

Ethernet、BLU、5G、WiFi等接入技术几乎成了前沿创新性产品的标配。嵌入式产品也逐渐渗透我们的日常生活，网络互联成为必然趋势。未来的嵌入式设备为了适应网络发展的要求，必然要求硬件上提供各种网络通信接口。传统的单片机对于网络支持不足，除了支持TCP/IP协议，还有的支持IEEE1394、USB、CAN、Bluetooth或IrDA通信接口中的一种或者几种，同时也需要提供相应的通信组网协议软件和物理层驱动软件。所以，未来的嵌入式系统一定要具备便利灵活、性能价格比高、嵌入性强等特点，可以嵌入到现有任何信息家电和工业控制系统中。因此，传统的嵌入式软件职位结合智能硬件概念是目前发展的大趋势。

In addition, the AI algorithm is a core technology with which AI projects can develop. Enterprises need algorithm talents to support their strategic plans. However, talents with AI expertise who are able to meet client's business needs are in short supply. For example, future companies need machine learning engineers, data analysts and data mining engineers.

此外，人工智能算法是人工智能项目建立和发展的核心技术，企业需要大量的算法类人才来支撑其战略性发展规划，但满足客户业务场景需求，同时又具备专业扎实的AI技术型人才缺口依然很大，例如：机器学习工程师、数据分析师、数据挖掘工程师都将是未来企业迫切需求的人才。

Daisy Dong



# Salary Insight 2020

## 2020 薪酬预测

### High-Tech 高科技行业

Job Title	职位名称	工作年限	薪资预测 (CNY)
Embedded Software Engineer-IOT	嵌入式软件工程师-物联网(智能家居/智能硬件)	3-10	200K-500K
Web-front Engineer (Angular, React, Vue)	Web 前端工程师	2-10	200K-500K
Java Engineer	Java 工程师	3-10	200K-600K
FPGA engineer	FPGA 工程师	3-15	400K-850K
Security Architect	安全架构师	3-10	300K-800K
IOS/Android Engineer	移动端开发	3-10	120K-300K
AI Algorithm Engineer	AI 算法工程师	3-5	300K-800K





# Human Resources

## 人力资源行业

### 2020 HOT JOBS

- Talent Development Expert
- Learning & Development Expert
- Organization Development Expert
- Compensation & Benefits Expert
- Talent Acquisition Partner
- Human Resources Business Partner
- HR Digitalization & Lean Expert

人才发展专家  
学习发展专家  
组织发展专家  
薪酬福利专家  
人才招聘业务伙伴  
人力资源业务伙伴  
人力资源数字化及精益化专家

# Human Resources

## 人力资源行业

Human resources are indispensable elements in corporate development. “Digitalization” should be employed to optimize human resource processes in enterprises.

人力资源作为企业发展中不可或缺的力量，应当借助“数字化”科技力量推动并实现企业人力资源流程的优化。

“Digitalization” changed the way people work and live. It also exerts a profound impact on human resources—Digital HR emerged as a new job. Talents who fit the position are welcomed by large enterprises. The concept of Digital HR is to integrate technology into an employee’s life cycle and to help HR specialists provide better service to employees. The realm of Digital HR includes recruitment, training and development, employee retention, employee service, etc.

“数字化”已经在不知不觉中改变着人们工作以及生活的方方面面。这一趋势对人力资源也产生了深远的影响，Digital HR 应运而生，Digital HR岗位人才也成为越来越多大型企业追捧的热点。Digital HR旨在将技术融入员工的生命周期，并且助力HR更好地服务员工，内容涉及各个模块，包括：招聘、培训与发展、员工保留、员工服务等。

Though technological support is a necessity, it does not mean that the human resource department is in a passive position. The ultimate goal of introducing Digital HR is to improve the service level and efficiency of HR specialists. This means that the Digital HR department needs to explore scenarios, models or processes that are the right fit for digitalization, while the technological staff remains responsible for implementing digitalization. Moreover, HR specialists should maintain close relationships with employees and understand their needs. Enterprises should be careful not to ignore employees’ needs and feelings in the digitalization process.

Digital HR虽然需要技术力量的支持，但这并不意味着人力资源部门就必须处于被动的位置。实现Digital HR的根本目的之一在于提升HR的服务水平与效率，这就意味着必须由HR去发掘适合数字化的场景、模块或流程，技术只能配合HR去实现落地。另一方面，HR与员工的交往更为密切，也更能了解员工的痛点与需求，希望企业不要盲目追求数字化而忽略员工真正的需求与感受。

Accompanying the digitalization trend, modeling and statistics expertise can effectively help Digital HR solve data and logic problems that optimize processes for enterprises. Therefore, there will be many job openings for HR Lean Experts, HR Data Analysis Experts and HR Digital Experts.

在数字化的趋势下，掌握建模能力以及统计类专业知识，将有效帮助Digital HR处理一些数据类以及逻辑类的问题，帮助企业达到流程优化的目的。因此，相应的岗位，例如：HR Lean Expert、HR Data Analysis Expert、HR Digital Expert，会成为未来招聘炙手可热的岗位。

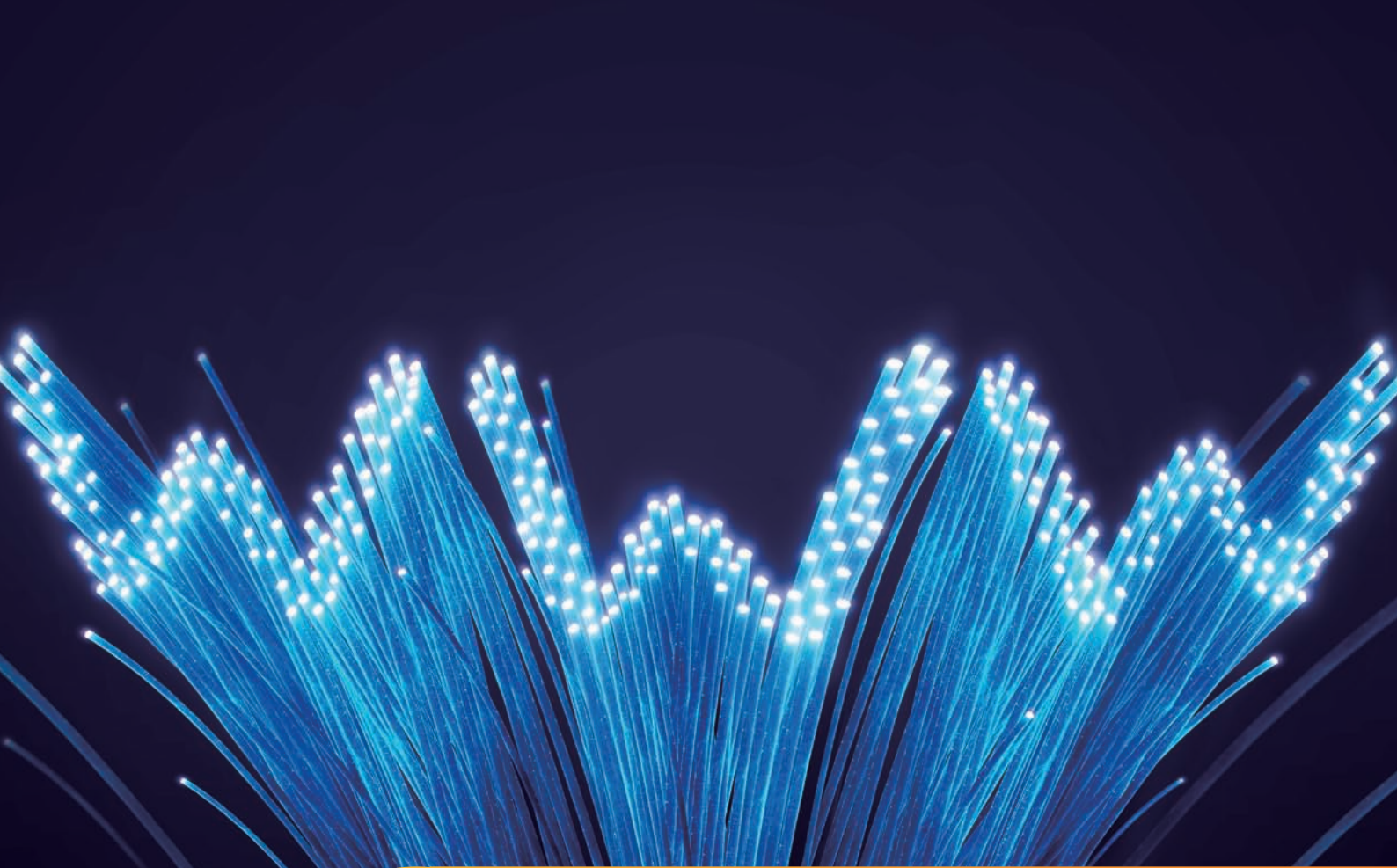
Cass Zhang



# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Learning & Development Director	学习发展总监	15+	1.2M+
HR SSC Head	人力资源共享中心负责人	12-15	900K-1.5M
Talent Development Director	人才发展总监	10-15	800K-1.5M
Organization Development Director	组织发展总监	10-15	800K-1.5M
Global Mobility Director	全球派遣管理总监	8-15	700K-1.5M
C&B Director	薪酬激励总监	8-15	700K-1.5M
Human Resources Business Partner	人力资源业务伙伴	8-15	400K-700K
Talent Management / Organization Development Manager	人才管理/组织发展经理	6-10	450K-700K
Manager, HR Shared Service Center	人力资源共享服务中心经理	8-12	450K-700K
Compensation & Benefits Manager	薪酬福利经理	8-12	350K-700K
Talent Acquisition Manager	人才招聘经理	8-12	350K-700K
HR Manager (Generalist) – Corporate	人力资源经理(通用)-企业	8-10	400K-500K
Learning & Development Manager	学习发展经理	6-8	350K-600K
HR Manager (Generalist) – Plant	人力资源经理(通用)-工厂	8-10	300K-500K
Corporate Culture Manager	企业文化经理	8-10	300K-400K
HR Digitalization & Lean Manager	人力资源数字化精益化经理	8-10	500K-600K



# Information & Communications Technology 信息技术交流

## 2020 HOT JOBS

- Head of Digital
- Solution Architect
- Digital Product Manager
- Data Scientist/Analyst
- Technical Architect
- Security Architect

数字化业务创新总监  
解决方案架构师  
数字化产品经理  
数据科学家/分析师  
技术架构师  
安全架构师



# Information & Communications Technology

## 信息技术交流

Digital transformation is impacting every industry and sector. Most enterprises need talents with both practical experience and technological expertise.

数字化变革目前正冲击各个行业领域，大多数企业都需要更具备实战经验的优质复合型技术人才。

Enterprises have grown more dependent on internet platforms and technologies, greatly impacting the traditional IT sector. The IT departments of many traditional enterprises have embarked on independent R&D and product implementation. To improve work efficiency and customer experience, traditional enterprises have adopted digital innovation and invested more into IT function. The internal management of enterprises also relies on internet platforms and technologies, including ERP, OA, CRM, e-commerce, digital marketing and supply chain management. When supply chains upgrade, IT enterprises and IT consultancies also offer their products and services, such as CRM platforms, Martech and backstage digital products and consulting services.

互联网化的进程加剧，传统IT领域受到相当大的冲击，大量传统型企业的内部IT开始往自研、产品化发展。为了提升企业内部的效率以及消费者体验，传统企业开始进行数字化创新，内部加大IT投资，企业互联网化已经渗透进入企业内部的管理，例如：ERP、OA、营销问题、CRM、电子商务、数字化营销，供应链管理等环节。伴随着产业链的升级，IT厂商和IT咨询公司也推出了相应的CRM、Martech以及一些后台数字化产品及相应咨询服务。

In response to these changes, enterprises will recruit more internet talents, creating a shortage of talents in front business applications, product development, data analysis, data development and even back-end technologies. Meanwhile, as the demand for digital product managers, solution architects and technological business analysts increase, candidates expect higher pay. However, candidates with practical experience, the capacity to implement product proposals and maintain optimization in the drastically changing environment are all rare. Enterprises will compete with one another for these elite candidates. But before that, they need to think about how to attract better candidates while keeping their expectations reasonable.

针对这一系列的变化，企业大量吸纳互联网人才，从前端业务、产品开发、数据分析、数据开发、乃至后端技术都产生大量的人才缺口。同时，越来越多数字化产品经理、解决方案架构师、技术型业务分析的复合型人才需求在持续增加。候选人价位水涨船高，但真正具有实操经验、能够将产品和想法落地，并且在剧变的环境下能够持续优化迭代的优秀候选人凤毛麟角。企业时刻关注着这些精英级别的候选人，导致一场人才的争夺战在所难免。如何吸引更好的候选人，同时让候选人有合理的期望，是眼下企业不得不仔细斟酌的一个问题。

As digital transformation proceeds, the power to blur enterprise boundaries(develop one's ability to blur boundaries), the power of complexities and uncertainties(non-linear era), and the power to identify changes(the advancement of technology)will drive change and improvement of talents. Enterprises should build a pipeline of such cross-functional talents.

伴随着数字化变革的深入，企业边界模糊化力量(构建属于自己的边界模糊能力)、错综复杂不确定的力量(非线性时代)、识别变革的力量(科技技术的进步)三种力量的共同推动下，数字化变革创新所引发的人才变革和升级是大势所趋，企业更需提前储备相关复合型人才。

Daniel Yang



# Salary Insight 2020

## 2020 薪酬预测

### Information & Communications Technology 信息技术交流

Job Title	职位名称	工作年限	薪资预测 (CNY)
IT Director – Asia Pacific	亚太IT总监	20+	1.3M–1.8M
IT Director – China	中国区IT总监	15+	800K–1.6M
Sales Director	销售总监	12+	800K–1.6M
BD Director	业务拓展总监	10+	800K–1.2M
Presales Director	售前总监	12+	800K–1.2M
Sales Manager	销售经理	9+	600K–900K
Presales Manager	售前经理	9+	600K–800K
IT Security Director	IT安全经理	12+	900K–1.6M
Application Director	应用总监	12+	550K–1.3M
Infrastructure Director	基础建设总监	12+	500K–1.2M
IT Business Partner (Business Relationship Manager)	IT商务合作伙伴 (商务关系经理)	12+	500K–1.0M
Head of Digital	数字化业务创新总监	12–15	1.0M–2.0M
Solution Architect	解决方案架构师	10+	700K–1.0M
Digital Product Manager	数字化产品经理	8+	600K–1.0M
Product Partnership Manager	产品业务伙伴经理	6+	600K–800K
Digital Project Manager	数字化业务项目经理	8+	450K–800K
Technical Architect	技术架构师	12+	700K–1.0M
Data Scientist/Analyst	数据科学家/数据分析师	10+	700K–1.0M
Chief Information Security Officer	首席信息安全官	10+	1.2M+
Security Architect	安全架构师	8+	800K–1.2M



# Industrial — Technical & Operation

## 工业制造业—运营与技术

### 2020 HOT JOBS

- Quality Manager
- Manufacturing Manager
- Production Manager
- Plant General Manager
- industrial engineer
- Process Engineer
- Supply Technical Quality Engineer
- Industry Internet Architect
- Industrial data expert
- Automation Expert
- System control expert

质量经理  
制造经理  
生产经理  
工厂经理  
工业工程师  
工艺工程师  
供应商技术质量工程师  
工业互联网架构师  
工业数据专家  
自动化专家  
系统控制专家

# Industrial — Technical & Operation

## 工业制造业—运营与技术

In this era, “people” have become the key to restructuring China’s manufacturing industry. In addition to the sustainable cultivation of talents in the industry, more innovative talents are needed in the manufacturing industry.

在当前的时代背景下，“人”再次成为了中国制造业转型升级的关键，除了现有行业内人才的可持续发展培养，也需要有更多的创新型高端人才回归到制造业。

The conflict between China and the United States is essentially a rivalry of industrial competence. China is the world’s only industrial power with low, medium and high-end industries. It should explore technological innovations and promote industry upgrade. Made in China 2025 proposed: to accelerate the intelligent transformation of production equipment in mechanics, aviation, shipping, automobiles, light manufacturing, textile, food, and electronics industry, to improve precision manufacturing and agile manufacturing capabilities. The commercial use of 5G technology in the near future will also facilitate the transformation of the entire industry, making intelligent plants a norm. Cross-functional talents with relevant industry experiences will be in high demand.

中美博弈的背后，实际是国家之间产业竞争力的较量。我国作为全球唯一一个横跨高、中、低端的超级工业大国，还需积极探索科技创新，推动产业结构的调整升级。《中国制造2025》已经提出：加快机械、航空、船舶、汽车、轻工、纺织、食品、电子等行业生产设备的智能化改造，提高精准制造、敏捷制造能力。5G商用的临近更带动整个制造行业加速转型，智能工厂成为趋势，具备相关经验的复合型制造人才将成为热点招聘人才。

To build new intelligent plants, enterprises will need to focus on cultivating platform architects and technical directors. There will be many job openings for industrial internet platform architects with PaaS development experience, as well as SaaS architects who are responsible for the architectural design of industrial Apps. This will allow for cloud and micro services.

对于新型智能工厂的打造，平台架构师、技术总监将成为企业重点培养的对象之一，具备工业互联网平台PaaS开发经验的架构师将成为热点招聘职位。相对应的，工业互联网SaaS架构师的需求也紧随其上，负责工业App的架构设计，实现云化和微服务化。

Large amounts of data will be generated during plant operations. Experts in big data and databases are needed to collect, analyze, model and apply the data. Therefore, talents with deep insights in digitalized manufacturing, process, quality, industrialization and operation markets have a competitive edge.

工厂的运转伴随着大量的数据产生，如何收集存储，分析，建模及应用，需要熟练掌握大数据、数据库的专家给予支持。智能化工厂的运转也少不了自动化专家，负责制造自动化的推进。柔性化生产，支持大规模定制化生产将成为趋势之一。因此，深刻理解数字化改造的生产、制造、工艺、质量、工业化、运营管理等复合型人才将更具有市场竞争力。

Daniel Hao





# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Plant Manager	工厂总经理	15-20	800K-2.0M
Operation Director	运营总监	15-20	800K-1.5M
Quality Director	质量总监	15-20	600K-1.2M
Engineering Director	工程总监	15-20	600K-1.2M
Production Director	生产总监	15-20	600K-1.2M
Lean Six Sigma Director	精益生产6西格玛总监	10-20	650K-1.3M
Industry Internet Architect	工业互联网架构师	10-20	600K-1.2M
Automation Expert	自动化专家	10-20	500K-1M
System control expert	系统控制专家	10-20	500K-1M
Industrial data expert	工业数据专家	10-20	500K-1M
Operation Manager	运营经理	10-15	400K-800K
Quality Manager	质量经理	10-15	350K-700K
Service Manager	服务经理	10-15	400K-700K
Process Engineer	工艺工程师	10-20	300K-650K
Manufacturing Manager	制造经理	10-20	350K-500K
Supply Technical Quality Engineer	供应商技术质量工程师	5-10	300K-500K
System Engineer	系统工程师	8-20	300K-500K
R&D Quality Expert	研发质量专家	7-15	300K-600K
Supply Quality Engineer	供应商质量工程师	5-10	200K-400K
Industry Engineer	工业工程师	5-10	200K-400K
Quality Engineer	质量工程师	5-10	200K-400K



# Industrial – R&D

## 工业制造业—工业研发

### 2020 HOT JOBS

- Lead Functional Engineer of All R&D Roles
- Automation Engineer
- Mechanical Engineer
- R&D Project Manager
- MES Engineer
- Electrical Engineer
- Product Manager
- Project Test Engineer
- Hardware Manager

研发工程师  
自动化工程师(机械&电气)  
机械工程师(机器人机械设计, 非标自动化设备)  
研发项目管理  
MES 工程师(智能制造)  
电气工程师(PLC)  
产品经理  
生产质量工程师  
硬件经理

# Industrial – R&D

## 工业制造业—工业研发

Technological advancements will change every industry. In this era, preparing for the next industrial revolution is essential to keep pace with the latest technological advancements.

科技发展的进步将会带动不同产业变化，在这个综合变化的时代，更需要做好迎接新的产业革命的准备，跟上时代的脚步与科技并肩同行。

Despite the decline in certain industries caused by economic downturns in the past 6 months, the manufacturing industry is undergoing new changes. While data and intelligent internet technologies play a bigger role in the industry, the industry itself has turned towards intelligent manufacturing, basic big data management, IoT and AI. Future job openings include:

制造业正在经历新一轮的产业变革。虽然在过去的半年内，市场经济下滑引起个别行业出现了低迷状态，但是伴随智能化、数据化、网络化在传统制造业里的渗透，越来越多的制造业也在向智能制造、基础大数据管理、物联网、人工智能方向转型，未来市场的岗位需求具体体现在如下方面：

1. Intelligent manufacturing: There are many job openings for intelligent manufacturing R&D, system integration and production automation R&D. Currently only 30% of these jobs have been filled, meaning there is a shortage of 70%.

智能制造：智能制造研发、系统集成、生产自动化研发一类的岗位会有大量需求，目前此类人才占比仅有30%左右，人才缺口达到70%。

2. Digitalization: Influenced by the internet industry, the traditional manufacturing industry is transitioning to an IoT model, where intelligent healthcare, smart homes and intelligent transportation have achieved substantial benefits. As estimated by authorities, by 2020, the percentage of IoT related businesses versus human-to-human businesses will be 30:1. Jobs openings for intelligent product R&D, data networking platforms and big data analysis will increase, as the market demand for talent is now 40% and expected to be 60% by 2020.

数据化：在互联网行业的影响下，传统制造业开始向物联网化模式转型，智能医疗、智能家居、智能交通等领域已经产生了大规模的创业收益。根据权威机构的预测：2020年，全球物相联的业务和人与人通信业务相比将达到30：1，将会涌现一大批智能产品研发、数据网络平台、大数据分析类岗位，目前市场需求量在40%左右，2020年预估人才需求在60%。

3. AI: The world is adapting to this era of AI. More and more manufacturers have realized the importance of AI to the industry. Manufacturing equipment is transforming into a network that connects people and machines, including supply chain assets, design teams, production and quality control. All of these elements will be integrated into a highly intelligent engine. Among the top 100 AI enterprises in 2019, 10% are from the manufacturing industry and they are already engaged in product development. By 2020, there are expected to be 30% more enterprises from the manufacturing industry, creating 20% more jobs for the employment market.

人工智能：全球正在向AI时代迈进，越来越多的制造商意识到人工智能对行业的重要性。制造设施在逐渐发展成为人与机器连接的网络，包括供应链资产、设计团队、生产和质量控制，所有这些都集成到一个高度智能的引擎当中。2019年人工智能百家知名企业，包含10%传统制造业已涉足先行进行产品开发，2020年预测将会有30%传统制造企业将会陆续进入人工智能领域，这意味着20%的岗位机会将开放给市场。

Kara Liu



# Salary Insight 2020

## 2020 薪酬预测

### Industrial – R&D 工业制造业-工业研发

Job Title	职位名称	工作年限	薪资预测 (CNY)
Automation Engineer	自动化电气工程师	3-15	180K-450K
Mechanical Engineer	机械工程师	3-15	180K-450K
R&D Project Manager	项目经理	6-12	250K-400K
MES Engineer	MES 工程师	6-12	250K-350K
Electrical Engineer	电气工程师	5-10	200K-350K
Product Manager	产品经理	8-12	350K-700K
Project Test Engineer	测试工程师	5-12	200K-350K
Hardware Manager	硬件经理	8-12	400K-500K





## Industrial- Sales & Marketing

# 工业制造业—市场与销售

### 2020 HOT JOBS

- Sales Director/ Manager
- Business Development Manager
- Service Manager
- Vertical Segment Manager
- Application Manager
- Digital Marketing Director/Manager
- Marketing Director/Manager
- Product Manager

销售总监/经理  
业务拓展经理  
服务经理  
行业经理  
应用经理  
数字营销总监/经理  
市场总监/经理  
产品经理

# Industrial – Sales & Marketing

## 工业制造业—市场与销售

After a drastic increase in recruitment volume in 2017 and 2018, recruitment in 2019 has moderated. In the next 2 or 3 years, the focus on recruitment will likely transform.

制造业企业的招聘经历了2017及2018两年的放量增长之后，招聘量在2019年趋于保守，并且在未来的2到3年中招聘的方向将会积极过渡及转型。

Due to the rapid change in market demands and the international trade conflicts, the importance of R&D exceeds that of manufacturing itself. Manufacturing is destined to become lean manufacturing and even intelligent manufacturing.

市场需求的快速变化，使得在贸易摩擦等国际大背景下，研发项目的重要性超过纯制造，未来由纯制造向精益制造，甚至智能制造的转变势在必行。

Transformation will be the main theme for China's manufacturing industry in 2020. On the one hand, China has lost its advantages for labor intensive jobs, compared to countries like India, Vietnam, and Indonesia where labor costs are lower. On the other hand, high value-added manufacturing is quickly developing. The United States, Europe and Japan, among other countries and regions, are relocating the manufacturing industry back to their home countries. Therefore, industrial transformation is an inevitable trend.

转型将是2020年中国制造业的主旋律，一方面劳动密集型制造业的订单被印度、越南、印尼等人工成本更低的国家抢走；另一方面，高附加值制造业的发展变化很快，欧美和日本等国家开始让制造业回归本土。因此，制造业转型是大势所趋。

By 2020, China's manufacturing industry will maintain a steady rate of increase, with a strong Purchasing Managers' Index. The industry is transforming into a digitalization, information and intelligence-driven industry. Investment growth is mainly found in transportation manufacturing, environmental protection devices, electronics, semi-conductors, lithium batteries, new energy vehicles, medical manufacturing, communications, intelligent manufacturing, etc. Enterprises are looking for more sales talents, such as sales directors, industry experts and business development specialists. Enterprises will seek R&D talents, while investment growth will concentrate in high-tech areas, such as transportation manufacturing, environmental protection devices, lithium batteries, new energy vehicles, medical manufacturing, communications, and intelligent manufacturing.

中国的工业制造业在2020年仍然可以保持稳定谨慎的增长趋势，PMI指数稳中向好。自动化、信息化、智能化的制造业态势明显。投资增长主要集中在，如：交通制造业、环保设备、电子半导体、锂电池、新能源汽车、医疗制造、通讯、智能制造等行业。企业的招聘更多还是集中在销售人才，如：销售总监、行业专家和业务推广等。企业将会更加注重商务及研发人才的积累和优化，而投资增长则主要集中在一些高科技领域，如：交通制造业，环保设备，电子半导体，锂电池，新能源汽车，医疗制造，通讯，智能制造。

Shane Lu



# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
General Manager	总经理	20+	1.5M–2.5M
Sales Director	销售总监	15+	1.0M–1.5M
Marketing Director	市场总监	15+	1.0M–1.5M
Strategy Director	战略总监	15+	800K–1.2M
Strategy Manager	战略经理	5+	600K–800K
Digital Marketing Manager	数字营销经理	10+	400K–600K
E-Commerce Manager	电子商务经理	10+	400K–600K
Marketing Manager	市场经理	10+	400K–700K
National Sales Manager	销售经理	10+	400K–600K
Area Sales Manager	区域销售经理	8+	300K–500K
Business Development Manager	业务拓展经理	8+	350K–600K
Industrial/ Segment Manager	行业经理	8+	350K–600K
Product Manager	产品经理	8+	300K–500K
Channel/ Distribution Manager	渠道/分销经理	8+	300K–500K
Sales Engineer	销售工程师	3+	200K–350K



## Industrial – Electronics and Semiconductor 工业制造业—电子与半导体

### 2020 HOT JOBS

- Sales Director/ Manager
- Key Account Manager – Semi
- Service Manager
- Vertical Segment Manager – Healthcare / Education
- Application Manager
- Digital Marketing Director/Manager
- Product Manager

销售总监/经理  
半导体行业大客户经理  
服务经理  
医疗、教育行业开拓经理  
  
应用经理  
数字营销总监/经理  
产品经理



# Industrial- Electronics and Semiconductor

## 工业制造业-电子与半导体

Accompanying the digitalization trend, the digital marketing of enterprises with B2B business models face great challenges. The market is in urgent need of digital marketing experts.

在数字化转型的大潮下，B2B企业的数字化营销面临着巨大挑战，市场亟需精通数字化营销的精英人才。

After a prosperous two-year period (growth rate of over 20%), the semiconductor industry is expected to exhibit slow growth as it has been negatively affected by the China-US trade war. On the one hand, new markets and applications in 5G, IoT, automotive electronics, AI, and smart homes have boosted downstream demand. With increasingly mature technologies, there is huge market potential for semiconductors. The industry will develop steadily in the short term. On the other hand, the investment in the National Integrated Circuit Industry Investment Fund (Phase I) has reached close to RMB 140 billion while Phase II remains in the preparatory phase. The market of integrated circuits design, manufacturing and packaging will remain stable.

电子半导体市场在经历了近2年的高度景气期（增长20%以上）后，同时受到中美贸易战和科技禁令的影响，预计2020年发展形势趋于平稳。一方面，5G、物联网、汽车电子、AI、智能家居等新市场新应用大大拉动下游需求，且技术成熟度日益增强，半导体市场长期潜力可期，短期将平稳；另一方面，国家大基金一期投资近1400亿元完成和二期筹备初始，集成电路设计、制造、封装等市场将保持稳定。

Despite the overall sluggish economy, suppliers in relevant areas such as materials, equipment and parts have recruited specialists to expand and maintain business as there is a huge demand for talents. Additionally, for policy reasons, there are also huge shortages of talents in the healthcare, pharmaceutical and education industries.

在整体经济疲软的形势下，不仅半导体相关领域的材料、设备、部件等供应商纷纷设立专人开拓和维护，人才需求巨大；而且受政策性影响，在医疗制药、教育领域等行业的人才需求短缺也日益明显。

Angela Zhang



# Salary Insight 2020

## 2020 薪酬预测

### Industrial- Electronics and Semiconductor 工业制造业-电子与半导体

Job Title	职位名称	工作年限	薪资预测 (CNY)
Sales Director-Semi	销售总监-半导体	15+	900K-1.5M
Marketing Director	市场总监	15+	900K-1.5M
Strategy Manager-Semi	战略经理	5+	500K-800K
Digital Marketing Manager	数字营销经理	10+	400K-700K
Application Manager	应用经理	10+	500K-800K
Service Manager	服务经理	10+	500K-800K
E-Commerce Manager	电子商务经理	10+	300K-600K
Sales Manager	销售经理	8+	300K-600K
Sales Account Manager-Semi	大客户经理-半导体	8+	500K-800K
Key Account Manager- Medical	大客户经理-医疗	8+	400K-600K
Key Account Manager - Education	大客户经理-教育	8+	400K-600K
Industrial/ Segment Manager	行业经理	8+	350K-600K
Product Manager	产品经理	8+	300K-500K
Channel/ Distribution Manager	渠道/分销经理	8+	300K-500K



# Internet & E-commerce

## 互联网及电子商务

### 2020 HOT JOBS

- Technical Director
- Technical Architect
- Product Director
- Data Scientist/Analyst
- Security Director
- Security Architect

技术总监  
技术架构师  
产品总监  
数据科学家/分析师  
安全总监  
安全架构师

# Internet & E-commerce

## 互联网及电子商务

As traditional industries experience digital transformation, talents working in the internet industry will have more job opportunities. Improving core competitiveness is the key to excel in the job market.

随着传统行业向数字化的转型，互联网人将迎来更多选择的机会，不断提升自己的核心能力，才是人才立足的根本。

The extravagant bonus of the internet industry has vanished. Many small and medium-sized internet companies face difficulties raising capital and lack business models. Resources and capital gradually flow to large internet companies. Toutiao and Pinduoduo are following BAT (Baidu, Alibaba and Tencent) and have emerged as influential internet companies. Products about content and socializing still have huge potential. Meanwhile, marketing will focus on businesses in small cities and rural areas. As flow capacity is more expensive, front end business is almost the same across all businesses. Business growth has slowed, and innovation of internet companies is limited. Therefore, the system capacity of mid and back-office platforms and upgrading of data capacity are necessary to increase overall social efficiency, lower costs and optimize business models.

互联网人口红利消失，大量中、小型互联网公司都面临融资困难和商业模式匮乏的困境，资源和人才都开始往互联网大厂靠拢。BAT（百度、阿里巴巴、腾讯）之后，今日头条、拼多多等互联网新贵开始崛起，内容和社交类产品依然有爆发点。同时，互联网产业开始向下沉式市场，以及to B转换。随着流量越来越贵，在前端业务各家模式差异不大，并且业务增长放缓的前提下，各大互联网公司的创新模式已然有了局限性。因此，更需要通过中、后台系统能力，以及数据能力的升级再造，来提升总体社会效率、降低成本，从而达到商业模式最优化。

Meanwhile, traditional enterprises are turning towards internet and digital bases. During this process, they are willing to recruit internet talents to perform digital innovation. In the years to come, digitalization and internet plus will remain one of the hottest topics. Currently, traditional enterprises undergoing digital transformations are industry-leading brands covering the real estate, automobile, retail, cosmetics, maternal and child products, fast moving consumer goods, pharmaceutical, finance and luxury goods industries. These brands are working closely with large internet companies like Alibaba and Tencent for new retail solutions and services, to build capacity regarding core technology and data and to achieve a higher market position for their new retail businesses. Talents in relevant areas such as digital products, solutions, technologies, security and data analysis will all be in great demand.

同时，传统企业都开始进行互联网化、数字化转型，并且愿意吸纳互联网人加入数字化创新，未来若干年数字化、互联网+都将是最火的话题。目前，正在参与数字化转型的传统企业都是行业内领先的大品牌，涵盖房地产、汽车、零售、美妆、母婴、快消、医药、金融以及奢侈品等。这些大品牌也正在全力实现与阿里巴巴、腾讯等企业更加紧密的合作，使用这些大型互联网企业的新零售解决方案及服务的同时，建立自己的核心技术及数据能力，使自己的新零售业务在市场上有更高的立足点。与此相关的数字化产品、解决方案、技术、安全、数据分析职位的人才都将是紧缺的人才。

Daniel Yang    Michelle Mi





# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
COO	首席运营官	15-20	1.0M-4.0M
CMO	市场副总裁	15+	1.0M-4.0M
CTO	技术副总裁	15+	1.5M-2.0M
PR Director	公共关系总监	10+	1.5M+
Sales Director	销售总监	10+	1.0M+
Data Director	数据总监	10+	800K-1.0M
Data Analyst/Data Scientist	数据分析师/数据科学家	8+	600K-1.5M
Product Director	产品总监	10+	1.5M+
Operation Director	运营总监	8+	800K-1.2M
UED Director	UED 总监	10+	1.0M-1.5M
BD Director	业务开发总监	10+	800K-1.0M
Security Director	安全总监	10+	1.0M-1.5M
Test Director	测试总监	10+	600K-900K
Technical Architect	技术架构师	10+	700K-1.2M
Front End Director	前端总监	8+	1.2M-1.8M



# Property 房地产行业

## 2020 HOT JOBS

- General Manager of Project
- Financing Director
- Director of Investment Development
- Regional President
- General Manager of City Company
- Director of Investment Promotion
- General Manpower Manager of Group
- Marketing Director

项目总经理  
融资总监  
投资拓展总监  
区域总裁  
城市公司总经理  
招商总监  
集团人力总经理  
营销总监

# Property 房地产行业

The property industry has entered the same phase as the manufacturing industry, with prudent talent flow and slow pay raises.

房地产行业步入制造业化阶段，人才流动更为谨慎，薪酬增长相对乏力。

By 2020, the lucrative era for the property industry will no longer exist. The industry will return to its original position similar to a manufacturing service industry, with smaller profits, stable price increases and smaller profit growth. Competition will be balanced, and strategies homogenized. Additionally, due to intensified competition and the need for land expansion, the industry is in great demand for investment and financing talents.

2020年房地产行业进一步回归制造服务业本源，告别暴利时代。利润变薄，价格增长平稳，利润转平，竞争的均衡性，战略的同质化加剧。行业平均利润相比2019年上半年会有所下滑。同时，地产行业高管年轻化的趋势也日益凸显。此外，竞争加剧、土地扩张的需求迫切也导致投、融资类岗位人才成为招聘的重点人才。

## Traditional Property 传统地产

By 2020, there will be small changes in the traditional housing sector. The rankings for the top 10 real estate companies will slightly change. In contrast, the top 50 to 100 companies will rise aggressively. The competition among top talents will be more severe. Well-established policies for basic salary, incentives and investment will make companies more attractive to talents.

2020年，传统住宅地产变化不大，排名前十的房企的先后顺序小幅震荡，反倒是排名50-100名向前冲击的欲望很大，优秀人才的竞争只会更加剧烈。在基本薪酬、奖金设定、跟投政策方面更加理性、成熟，综合政策的优势是吸引人才的利器。

## Diversified Property 多元化地产

The transformation and business models of real estate companies will be more diversified. Extended industries like property, logistics, retirement pension, education and leasing, are quickly developing. Through diversified businesses, real estate companies have strengthened competitiveness.

房企转型、布局多元化成趋势，物业、物流、养老、教育、租赁等地产延伸产业发展迅速，房企纷纷选择通过多元化业务提高竞争力。

## Commercial Property 商业地产

The commercial property sector has entered the phase of “discarding the dross and selecting the essentials, selecting the superior and eliminating the inferior.” The sector is constantly upgrading and restructuring.

进入“去粗取精，优胜劣汰”阶段。商业地产的行业状态在不断升级调整。

# Property 房地产行业

## Property Financing 地产金融

Due to government policies, overseas financing has become more difficult. The domestic financial environment is good. Financing activities in China have achieved their pinnacle, resulting in a huge demand for talents specializing in REITs and asset management.

国家政策的调整，海外融资难，国内企业融资环境向好，国内的股债权融资活动达到顶峰，导致REITs和资产的专业管理人才十分匮乏。

## Architecture and Engineering 建筑与工程

Overseas investment by real estate companies has shrunk considerably. The investment scale remains in a medium and low position, while real estate companies explore the PPP model. Garden and green landscape is an important means to improve product value, which has become a common approach. Talents in relevant fields are cautious in changing jobs. The overall compensation level grows slowly, sometimes even declining. With a fast growing business and reduced turnover rate, the salary increase is about 1–10%, while the turnover rate is 1–15%. In summary, previously inflated salaries will streamline in 2020. This may constitute an opportunity for salary increases in the five to ten years after 2021.

房企海外投资趋势大大降速，在探索PPP中处于中低位徘徊，园林绿化景观作为房地产开发商提升产品价值的重要手段，也逐渐沦为常规手段，相关的人才谨慎流动。行业整体薪酬水平处于平缓趋势，甚至收紧下行。由于行业发展迅速，人才流动减缓，住宅地产薪酬涨幅在1–10%左右，跳槽涨幅为1%–15%。总而言之，2020年的薪酬整体趋势依然是处于挤水分的阶段，也许会是2021年以后5–10年的缓慢爬升的强大助力。

Eason Jian



# Salary Insight 2020

## 2020 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
General Manager of Project	项目总经理	10+	800K-1.5M
General Manager of Construction	建筑总经理	15+	800K-1.6M
Director of Investment Development	投资拓展总监	8+	700K-1.3M
Regional President	区域总裁	15+	2.0M-3.0M
General Manager of City Company	城市公司总经理	10+	1.2M-2.0M
Industry Investment Analyst	行业投资分析师	5+	500K-800K
Training Director	培训总监	5+	450K-750K
Marketing Director	营销总监	8+	800K-120K
Project General Manager	商业项目总经理	10+	1.0M-1.6M
Leasing Manager	招商经理	7+	580K-780K
Operation Director	营运总监	10+	700K-1.1M
Operation Manager	营运经理	7+	400K-680K
Design Director	设计总监	10+	600K-1.1K
Engineering Director	工程部总监	10+	800K-1.2K
Engineering Manager	工程部经理	8+	400K-700K
Pre-design Manager	前期部经理	7+	350K-600K
Construction Manager	建筑设计经理	7+	450K-800K
Investment Manager	投资经理	5+	400K-600K
Sales Director	销售总监	8+	700K-1.1M
Sales Manager	销售经理	5+	350K-550K
Marketing Manager	营销经理	5+	350K-550K
Project Manager	项目经理	8+	450K-700K





# Supply Chain 物流与供应链

## 2020 HOT JOBS

- Digital Supply Chain Manager
- Logistics Manager, TMS/WMS
- Supply Planning Manager
- S&OP Manager
- Supply Chain System/Process Improvement Manager
- Trade/Customs Compliance Manager/Director
- (Senior) Commodity Manager, Electronics & Electrical
- Procurement System/Process Manager
- Category Manager, Logistics
- Category Manager, Marketing
- Category Manager, IT

数字化供应链经理

物流经理, 运输管理系统/仓储管理系统

供应计划经理

销售和运营计划经理

供应链系统/流程改善经理

贸易/关务合规经理/总监

(高级)品类采购经理, 电子电气

采购系统/流程经理

物流采购经理

市场营销采购经理

IT采购经理

# Supply Chain

## 物流与供应链

Influenced by technology and the economic environment, outstanding purchasing and supply chain talents will stand out in 2020. The pay gap will gradually increase.

在科技、市场大环境的影响下，优秀的采购供应链人才会在2020年脱颖而出，人才薪酬的差距也会逐步拉大。

2019 has been a difficult year for the Chinese economy and the global economy as well. The prospect of different industries in 2020 is estimated to vary. Digitalization, new energy and 5G technology will impact purchasing and supply chain functions. These impacts will be more significant in the consumer goods, internet, communications and automobile industries than in other industries (such as manufacturing and healthcare). Additionally, the China-US trade war has urged multi-national companies to re-evaluate and prioritize international trade and supply chain, where trade and customs compliance functions have been enhanced. Accordingly, talent demands will present the following features and trends.

不论是中国经济还是全球经济，过去的2019年都是艰难的一年。预估2020年不同行业在景气度上会出现分化。数字化、新能源和5G网络的普及对采购供应链这一职能会逐步产生影响。这些影响在消费品、互联网、通讯、以及汽车行业会比其他行业（如工业和医疗）更显著。另外，由中美贸易战引发对国际贸易和全球供应链的重新评估和重视，使得贸易、关务合规职能会在各大跨国公司中得到加强。相应的，对相关各模块人才的需求会表现出以下特点和趋势：

1. Top enterprises have already implemented digital transformations. These enterprises will have a huge demand for digital supply chain talents in the next two years. Some enterprises may select internal employees who are open-minded and fast learners to take the job. However, there will still be a great shortage.

不少在行业顶端的企业已经在数字化转型的分步实施阶段，这些企业对数字化供应链人才的需求将在未来2年呈现井喷状态。虽然其中有不少公司会从内部选拔有变革能力和有快速学习潜力的人才来担当此任，但人才市场的缺口依旧很大。

2. Digital transformation involves investment and implementation of a new generation purchasing system, transportation management system and demand forecast system. Relevant talents are very much needed.

数字化转型中还会涉及到新一代采购系统、运输管理系统、仓储管理系统、需求预测系统的投资和实施，相应的人才需求会十分旺盛。

3. Due to economic uncertainty and market fluctuations, enterprises will prioritize team building for talents in demand and supply plans.

经济环境不确定性和市场的波动性使得各家公司将持续重视需求和供应计划的人才团队建设。

4. After the China-US trade war, there will be new global strategic sourcing by multi-national companies in 2020. Talents with trade and customs compliance experience are in high demand. Some medium and large sized multi-national companies will offer job openings for these talents.

中美贸易战后，各跨国公司对全球供应源的战略再布局也会在2020年进入实质阶段，熟悉贸易、关务合规方面的人才仍然是市场上比较紧缺的，不少中大型跨国公司会继续增设相应的职位。

5. The 5G network will be widely applied in 2020. The new energy transformation of automobile companies will turn relevant industry chains into fast-growing channels. Both of these things will result in a significant increase in talents in supply chain purchasing and planning, especially those specializing in electronics and electronics categories.

5G网络在2020年将迎来普及的元年，各大汽车主机厂的新能源转型也会在2020年促使相关产业链进入快速增长通道，这两个因素都会推动对产业链的采购和计划人才需求大量增长，特别是优秀的电子、电气品类采购和供应计划的人才。

Eric Zhu



# Salary Insight 2020

## 2020 薪酬预测

### Supply Chain 物流与供应链

Job Title	职位名称	工作年限	薪资预测 (CNY)
Sourcing Director/VP	采购总监/副总裁	15+	1.2M-2.5M
Indirect Sourcing Director	间接采购总监	12+	1.2M-1.6M
Senior Sourcing Manager	高级采购经理	8-15	700K-1.2M
(Senior) Commodity Manager, Electronics & Electrical	(高级)品类采购经理, 电子电气	10-15	450K-900K
(Senior) Commodity Manager, Mechanical	(高级)品类采购经理, 机械	10-15	400K-800K
(Senior) Commodity Manager, Chemical	(高级)品类采购经理, 化学品	10-15	450K-800K
Category Manager, Logistics	物流采购经理	8-15	400K-800K
Category Manager, Marketing	市场营销采购经理	8-15	450K-900K
Category Manager, IT	IT采购经理	8-15	400K-700K
Category Manager, CAPEX	固定资产投资采购经理	10-15	500K-900K
Category Manager, General Service	通用服务采购经理	8-15	350K-600K
(Sr.) Sourcing Engineer	(高级)采购工程师	5-12	250K-400K
Supplier Quality Director	供应链质量总监	15+	900K-1.2M
Supplier Quality Manager	供应链质量经理	10-15	500K-900K
(Sr.) Supplier Quality Engineer	(高级)供应链质量工程师	5-12	250K-500K
Supply Chain Director/VP	供应链总监/副总裁	15+	1.2M-2.5M
Digital Supply Chain Manager	数字化供应链经理	8-12	500K-800K
Logistics Director	物流总监	15+	1.2M-1.8M
Transportation/DC Director	运输/分拨中心总监	15+	800K-1.3M
Senior Logistics Manager	高级物流经理	10-15	700K-1.2M
Logistics Manager	物流经理	8-12	400K-700K
Logistics Manager, TMS/WMS	物流经理, 运输管理系统/仓储管理系统	7-12	350K-500K
Demand Planning Director / Manager	需求计划总监/经理	10+	600K-1.5M
S&OP Manager	销售和运营计划经理	8-15	500K-900K
Supply Planning Director / Manager	供应计划总监/经理	8-15	500K-1.0M
(Sr.) Demand/Supply Planner	(高级)需求/供应计划员	5-10	200K-400K
Supply Chain System / Process Improvement Manager	供应链系统/流程改善经理	7-12	400K-700K
Network Planning Manager	网络规划经理	8-12	450K-700K
Trade / Customs Compliance Director	贸易/关务合规总监	15+	900K-1.5M
Senior Trade / Customs Compliance Manager	高级贸易/关务合规经理	10-15	600K-900K
Trade / Customs Compliance Manager	贸易/关务合规经理	8-12	400K-600K
(Sr.) Trade / Customs Compliance Specialist	(高级)贸易/关务合规专员	3-8	200K-400K
Import & Export Manager	进出口经理	7-15	300K-500K

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