



CONNECTUS
CONNECTING TALENTS • BUILDING SUCCESS

2019 JOB MARKET INSIGHT

About CONNECTUS

CONNECTUS. 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.

Headquartered in Singapore, CONNECTUS have more than 150 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 have a reputation in customizing reliable and high quality solutions to clients.

CONNECTUS,正如我们的名字所描述那样连接我们的客户和他们领域内最优秀及最合适的人才。我们是专业的一站式人力资源综合解决方案供应商，依靠着我们对行业的热情及雄心，在这个变化的数字化时代为我们的客户提供最合适的商业解决方案。

CONNECTUS总部位于新加坡，在亚洲拥有超过150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、培训和咨询服务。CONNECTUS在定制可靠和高质量的客户解决方案方面享有盛誉。





CONNECTUS Group An Award Winning Company

CONNECTUS started out with only 8 staff and has grown rapidly to more than 150 employees across 8 cities in Asia. CONNECTUS has also established itself as one of the leading companies providing end-to-end HR solutions in the region. With this phenomenal growth story, the company won the "The Growth Company of the Year" by Recruitment International in 2016 and "Company with the Most Growth Potential" by China HR Pioneer Awards in 2017.

Since our inception, clients have been treating us as their trusted advisers as we are able to help them solve their HR challenges. This has allowed us to grow together with them not only in Singapore and China, but also in the Asia Pacific region. Known for providing quality regional solutions, CONNECTUS has won more than 15 awards from various organizations and customers including "Best Client Service" and "Best Cross-border Recruitment Strategy".

CONNECTUS从最初只有8名员工，到如今在亚洲的8个城市迅速发展至150多名员工。同时，也成为了区域内提供一站式人力资源解决方案的领先公司之一。

凭借着这个惊人的成长背景，CONNECTUS于2016年被国际招聘公司评选为“年度成长型公司”，并于2017年被中国人力资源先锋评选为“最具成长潜力的公司”。

自成立以来，客户一直将我们视为值得信赖的顾问，因为我们能够帮助他们解决人力资源所面临的各种挑战。这使我们不仅可以在新加坡和中国，而且可以在亚太地区与他们共同成长。

CONNECTUS以提供优质的区域解决方案而闻名，赢得了来自不同组织和客户的超过15个奖项，包括“最佳客户服务”和“最佳跨境招聘战略”奖。

Our Practices

Our consultants are experienced and highly specialized in their core disciplines. They are subject matter experts in their respective fields and are able to provide valuable, constructive advice and solutions to our clients. Our clients comprise both large global corporates and small enterprises. CONNECTUS is their selected HR partner because they know we can consistently deliver them the best talents.

我们的顾问经验丰富，在其核心领域高度专业化。他们是各自领域的专家，能够为客户提供有价值的，建设性的建议和解决方案。

我们的客户包括大型全球集团和小型企业。CONNECTUS作为他们的人力资源合作伙伴，始终如一地为他们提供最优秀及最合适的人才。



Automotive 汽车及零部件行业

Being a market leader in the automotive sector, we have teams that cover the entire industry from Car Makers (OEM), Automotive Dealers, Tier 1 Automotive Suppliers and Car Leasing Companies. We have an expert team of experienced consultants specializing in various functions from R&D, Engineering, Manufacturing, Operations, Quality, Sales and Marketing. We are also the front movers for recruitment in Internet Car, Advanced Driver Assisted Systems (ADAS) and autonomous driving.

作为汽车行业猎头的市场领导者，我们的团队涵盖整个行业，包括汽车制造商，汽车经销商，一级汽车供应商和汽车租赁公司。

我们拥有一支经验丰富的顾问团队，专门从事研发、工程、制造、运营、质量、销售和营销等各种职能。我们也是互联网汽车，高级驾驶员辅助系统和自动驾驶领域招聘的先行者。



Consumer 消费品行业

We are the experts in recruiting sales, marketing, brand management, merchandising, allocation, public relations, government relations, digital, E-commerce and advertising professionals at all levels.

Our consultants in our Consumer Practice are highly specialized in their field, recruiting across Retail, Fashion, Fast Moving Consumer Goods (FMCG), Luxury, Hospitality, Education and Professional Services sectors.

我们是招聘各级销售，市场，品牌管理，采销，分配，公共关系，政府关系，数字化，电子商务和广告专业人士的专家。

我们的消费品行业业务顾问都专注在各自的领域包括零售、时装、快速消费品、奢侈品、酒店、教育和专业服务等。



Industrial & Hi-Tech 工业制造业及高科技行业

CONNECTUS has one of the largest Industrial Practice in the recruitment arena. Our experienced consultants cover various sectors such as Aerospace, Automation, Chemical, Electronics, Energy, Machinery, Logistics, Robotics and Semiconductor etc. We are one of the first executive search firms to start a Hi-Tech Team to focus on niche functions in the Artificial Intelligence (AI), Augmented Reality (AR)/Virtual Reality (VR), robotics and smart devices industries. Niche positions include Machine Learning, Data Mining, Natural Language Processing (NLP), Parallel Computing, Computer Vision, Pattern, Speech & Image Recognition etc.

CONNECTUS 拥有招聘行业中最全的工业招聘领域。我们经验丰富的顾问能够负责航空航天、自动化、化工、电子、能源、机械、物流、机器人和半导体等领域的各个职能岗位。我们是首批启动高科技团队专注于小众职能的猎头公司之一，如人工智能，增强现实/虚拟现实，机器人和智能设备行业。利基职位包括机器学习、数据挖掘、自然语言处理、并行计算、计算机视觉、模式、语音和图像识别等等。



Internet & ICT 互联网及传统ICT行业

We have a strong team of Consultants that are constantly in touch with the fast paced developments of the Internet and ICT industry.

We cover the full spectrum of functions from R&D, Programming & Development, Big Data, Front-end, Product, Test, System Operations, Mobile, Business Intelligence to Sales and Marketing. We also cover across the entire spectrum of ICT jobs – Presales, Sales, Delivery, Architecture, Database, Programming, Development and IT management.

我们拥有一支强大的顾问团队，他们不断跟随着互联网和ICT行业的快节奏发展。我们涵盖了从研发，编程与开发，大数据，前端，产品，测试，系统运营，移动，商业智能到销售和营销的全方位职能。

我们还同时覆盖了整个ICT行业的职位-售前、销售、交付、架构、数据库、编程、开发和IT管理。

Healthcare **医疗健康行业**

We believe that it is important to understand your needs when it comes to finding jobs or candidates in the pharmaceutical, CRO, medical devices and life sciences industries.

We recruit for a range of very specialized positions that include Medical & Regulatory Affairs, Clinical Research, Market Access, Research & Development, Quality, Compliance, Sales and Marketing.

我们深知在制药、CRO、医疗设备和生命科学行业寻找职位或候选人时，了解客户或候选人的需求非常重要。我们从事一系列非常专业的职能岗位招聘，包括医疗和法规事务、临床研究、市场准入、研发、质量、合规、销售和营销。

Corporate **职能部门**

We have a strong team of Consultants that supports corporate functions.

Our Corporate Practice specializes in placing candidates on a permanent and contract basis in various functions such as Accounting & Finance, Human Resources, Legal & Compliance, Office Admin & Secretarial, Business Support, Supply Chain and Procurement positions.

我们拥有强大的顾问团队，可以支持企业的职能类部门。我们的职能类岗位团队专注于在会计与财务，人力资源、法律与合规、办公室行政与秘书、业务支持、供应链和采购职位等各种岗位的招募。

IBanking & Financial Services **银行及金融服务行业**

CONNECTUS team of experienced consultants work with financial institutions, insurance, securities, international and national banks, asset and fund management companies. We have successfully recruited for positions in insurance, securities, investment banking, corporate banking, trading, treasury, private banking, retail banking, wealth management, operations, risk and compliance.

CONNECTUS经验丰富的顾问团队保持与金融机构、保险、证券、国际和国家银行、资产和基金管理公司合作。

我们成功招聘了包括保险、证券、投资银行、公司银行业务、贸易、国库、私人银行业务、零售银行业务、财富管理、业务、风险和合规方面在内的各个职位。

Legal & Compliance **法律合规**

A highly qualified and experienced legal team is essential when operating in today's dynamic business environment. Our specialist legal recruitment team has extensive knowledge of the legal market and recruit for a range of mid to senior level positions across the following areas: Private Practice, In-house Legal, In-house Compliance and In-house IP.

在当今充满活力的商业环境中，一个高素质、经验丰富的法律团队是必不可少的。我们的专业法律招聘团队具有广泛的法律市场知识，招聘了一系列中高级职位，并涉及以下领域：私人执业律所、企业内部法律、企业内部合规和内部知识产权。

Consulting & Advisory **咨询服务**

We are one of the few recruitment firms that have a dedicated team specialising in the professional services sector. Our team has experience in hiring strategy consulting, digitalisation and info tech consulting, financial and risk advisory professionals.

我们是为数不多拥有专业咨询服务团队的招聘公司之一。我们的团队在招聘战略咨询，数字化和信息技术咨询，财务和风险咨询方面拥有丰富的经验。



TRAINING WAY

使命：用卓越服务为客户提供智慧高效的发展之路

Using excellent service to help customers embark on an intelligent and effective development journey

Faced with a huge training market, one in which various training products and services continuously emerge, training companies who provide corporate and professional training are overwhelmed. These companies struggle with how to provide the best service to their clients, while keeping opportunity costs low.

面对庞大的培训市场和层出不穷的各类培训产品，不少为组织提供企业培训和人才发展的经理人们面临困惑。如何选择合适的产品和服务，控制好机会成本，是培训决策者们一直以来萦绕心头的难题。

Training Gateway was created to solve this problem. This platform provides a one-stop shop for companies to solve challenges in personal growth and corporate development in the most efficient manner.

因此，Training Gateway品牌应运而生，我们希望为组织提供一个一站式的平台，用最高效的方式解决组织发展和个人成长所面临的种种挑战。

Since its establishment, Training Gateway has used custom-designed strategies to assist some of the world's top 500 companies, as well as other well-known enterprises in China, to address business challenges in China. Impressed by the platform's customer-centric culture, customers of Training Gateway enjoy reliable and quality service.

品牌成立以来，我们以使命驱动，帮助了许多世界500强和国内的知名企业，用最适合他们需求以及最优的方式，解决了他们一个又一个的组织 and 人才发展方面遇到的挑战。从初次合作到持续采购，客户感受到的是Training Gateway始终如一的用心服务和客户利益至上的合作精神。

What We Do

我们的服务

Talent Assessment

■ 人才测评

Our talent assessment service is dedicated to help companies overcome the challenges in the management of talents. By improving organizational development and talent management, the overall competencies of the people are enhanced, subsequently supporting the growth of the company. Our assessment is mainly composed of three stages of "setting benchmarks", "assessment structure" and "supervised development", which is highly connected with the talent management of enterprises.

我们的人才测评服务致力于帮助企业突破在发展过程中遇到的种种人才管理上的困境，通过改进组织能力的建设以及人才管理的链条，提升人才队伍的整体实力，真正意义上支撑企业的战略落地。我们测评服务的体系，主要由“制定标准”、“建设体系”、“督促发展”的三个阶段组成，与企业人才管理工作高度衔接。

In-house Training

■ 企业内训

The goals of training vary according to the different needs of the company. We provide tailor-made in-house training for enterprises not only from the content of the course, but also from case studies, the format of teaching, and auxiliary materials. Our customized In-house training service covers Leadership, general management, vocational skills, training management, sales and channel management, supply chain management, manufacturing management and other related fields.

企业的培训需求不同，培训的目标也不同。我们为企业提供度身定制的企业内训，不仅是从课程的内容上。我们还可以从课程的案例、授课的形式、辅助材料等多个方面为企业提供定制服务，定制化的内训服务范围涵盖领导力、通用管理、职业技能、培训管理、销售及渠道管理、供应链管理、制造业管理等相关领域。

Consulting Project

■ 咨询项目

We can provide customized consultancy for customers who need to quickly adopt some solutions to help the company develop. It covers corporate culture, strategic management, setting key performance indicators, performance management, training system construction, internal trainer training, project management, and presentation skills improvement. According to the different needs of customers, we can provide flexible consultation in the project cycle and development methods to help customers to achieve faster success.

我们可以为通过提供定制化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、演讲技巧提升等方面。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。

We offer open courses for clients who need the flexibility send a small number of participants. We have carefully designed the course so that students can gain and take away some tools and knowledge through open course. After







Open Course

■ 公开课

returning to work, students can still use these contents for review and in-depth study. We are constantly improving the open course products to meet the changing needs of our customers.

我们可以为需求人数较少的客户提供灵活选择的公开课程。虽然是标准化的内容，但是我们通过对课程的精心设计，让学员通过公开课能够收获工具和知识。回到工作岗位之后，学员依旧可以利用这些内容进行复习和深入学习。我们精益求精，对公开课产品不断更新迭代，以便不断满足客户变化的需求。

In order to provide our customers with a better understanding of our core products and courses, we regularly offer a number of salons with different themes every month, so that customers can experience and be familiar with the various courses and instructors of the Training Gateway brand. This is an excellent opportunity to interact with

Experience Salon

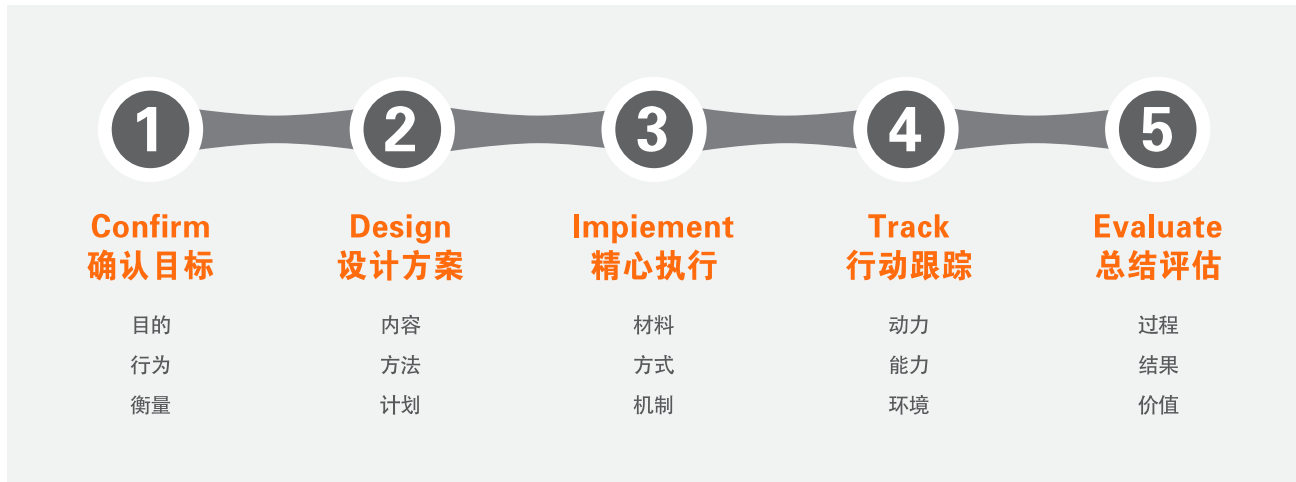
■ 体验沙龙

training consultants and lecturers to obtain key information in the course area, prepare for future open courses, or customize In-house training.

为了让客户更加了解我们的核心产品和课程，我们每月定期开设许多不同主题的沙龙体验课程，方便客户对课程及授课老师进行体验和考察，同时直接感受Training Gateway品牌的产品与服务，这也是和培训顾问及讲师交流的绝佳机会，可以在该课程领域得到许多关键信息，为将来采购公开课，或者定制内部培训做好准备。

How We Do

服务流程



The traditional training market is mainly based on the delivery of standardized courses. The effectiveness of the training program is closely related to the pre-training, training and post-training work. Training Gateway's five service steps can help customers maximize the goals of their training programs.

传统的培训市场，以交付标准化的课程服务为主，然而培训项目是否有效，其实和培训前、培训中和培训后的各项工作都密切相关。Training Gateway的5个服务步骤，可以帮助客户最大化的实现培训项目的目标。





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CONNECTING TALENTS • BUILDING SUCCESS

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SUMMARY

The economy slowed down in the second half of 2018 due to the Sino-US trade war, a stagnant property market and an uninspiring stock market. However, given the current economic climate, there are still bright spots in specific industries that will spur growth in 2019.

The government is supporting drugs produced by local pharmaceutical companies. These firms are hiring aggressively across various functions to meet the demand from favourable policy changes.

The internet industry will continue to drive the China economy with consumers using a combination of offline and online channels to shop. Hence, companies will continue to invest and expand their digital and e-commerce departments. "New retailing" will continue to grow while "new manufacturing" will be the next trend wave.

Financial institutions are more careful after investing heavily in internet companies previously. Many companies have folded while other investments have yet to yield returns. As financial institutions are transforming into Fintech, digital payment and cybersecurity positions will be in demand.

We see the current slowdown in the automotive and manufacturing industries as temporary. Automotive companies may be producing less due to excess inventory but they continue to invest in the R&D of future car innovations like internet car, electric vehicle, assisted and autonomous driving.

General industry manufacturers are moving towards digital factory automation and high tech manufacturing in smart devices, IoT and AI. The government is supporting the "Made in China 2025" initiative with the construction of 26 new mega semiconductor fabs over the next 3 years.

由于中美贸易战局势，房地产市场停滞不前以及股市缺乏动力，2018年下半年整体经济放缓。然而，鉴于目前的经济环境，一些行业仍充满亮点，会刺激2019年的增长。

目前，政府正在支持本土制药公司生产药品。为了响应有利政策变化的需求，这些公司正积极地招聘各种岗位。

消费者线上线下结合的消费渠道习惯，使互联网行业能继续推动中国经济。因此，多数公司将继续投资和扩展其数字和电子商务部门。“新零售”将继续增长，而“新制造”将是下一个趋势浪潮。

在经历对互联网公司进行大量投资后，金融机构变得更加谨慎。许多公司在其投资尚未得到回报时就已经失败了。随着金融机构逐渐向金融科技行业转型，数字支付和网络安全职位将及其受欢迎。

我们认为目前汽车和制造业的发展速度放缓是暂时的现象。由于库存过剩，汽车制造企业可能会减产，但他们将继续投资于未来汽车创新的研究和开发，比如互联网汽车，电动汽车，辅助和自动驾驶。

工业制造商正在通过投入智能设备，物联网和人工智能等领域向数字工厂自动化和高科技制造转型。政府正在支持“中国制造2025”计划，并在未来3年内将建设26个新的大型半导体工厂。

Overall the China economy will continue to grow moderately in 2019 with growth shifting from the traditional manufacturing industries to the internet and services industries. With the structural move, new jobs will be created and candidates with high adaptability, continuous learning mentality and cross-functional skills will be in demand.

总体而言，中国经济将在2019年继续适度增长，增长将从传统制造业转向互联网和服务业。随着结构性的变化，很多新的岗位会产生，那些需要具有高适应性，持续学习心态和跨职能技能的候选人将会广受欢迎。



Alex Seah
CEO China



Accounting & Finance

财务岗位

HOT JOBS 2019

-
- | | |
|---|-----------------|
| · Pre-IPO CFO | 拟上市首席财务官 |
| · Treasury Director/Manager | 资金总监/经理 |
| · Finance Director | 财务总监 |
| · FP&A Director/Manager | 财务分析总监/经理（快消行业） |
| · Strategy & Planning Director | 战略分析总监 |
| · Project Controlling Manager (Auto Industry) | 项目控制经理（汽车行业） |
| · Business/Commercial Controller | 商务控制 |
| · Plant Finance Controller | 工厂财务总监 |
| · SSC/Outsourcing Manager | 共享中心/外包 经理 |
-

Accounting & Finance

财务岗位

Traditional foreign enterprises in China have seen many spin-offs and mergers, especially in the manufacturing, automotive and pharmaceutical industries. For those working in these industries, stable jobs and generous salaries are quickly becoming stories of the past. Local enterprises, however, are growing fast, and they have a huge demand for talent. Accordingly, a growing number of applicants in the accounting and finance industries are more than willing to find employment with local enterprises.

Traditional manufacturing companies are moving their plants and operational centers to China's central and western regions. For example, numerous automotive manufacturers have relocated from first or second tier cities to third or fourth tier cities. This means that medium and highly skilled talents are needed locally to make up for the talent loss.

In industries like fast-moving consumer goods, retail, catering, and medical services, companies need talent for strategic planning and big data analysis. In addition, companies are placing higher demands on candidates when evaluating them.

对于传统外企，拆分并购的趋势将越来越明显，特别是在工业制造、汽车、医药行业。外企工作的稳定性以及保障程度也不断降低，而民企发展越来越迅速，对于人才的需求日益增涨。因此在这样一个趋势下，越来越多财务候选人愿意将他们的求职期望和求职动机投向民企。

对于传统制造业，企业将工厂和操作中心转移到中西部地区的趋势将越加明显。例如汽车行业，越来越多的企业将工厂从1-2线城市迁移到3-4线城市。这意味着，这些企业将面临人才的高度流失以及当地中高端人才短缺的挑战。

在快消、零售餐饮、医疗行业，各大公司对战略分析及大数据分析类型人才的招聘需求也在飙升。在这个日新月异商业环境中，各大企业对候选人的要求也在逐步的上升。

A competent candidate needs to think logically, has commercial awareness, master professional skills and communicate efficiently.

大多数职位都需要候选人能够清晰地逻辑思维能力，具备扎实的技术基础和强大的商业意识，以及更高效的沟通方式。



Jessie Si
Consulting Manager



Lily He
Senior Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (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
Treasury Director	资金总监	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

汽车行业

- Automotive–OEM Sales & Marketing
OEM 市场销售
- Automotive–Operation
汽车工厂运营
- Automotive–R&D
汽车研发
- Automotive–Parts Sales & Marketing
汽车零部件市场销售

Automotive-OEM Sales & Marketing

OEM 市场销售

HOT JOBS 2019

· Connect Service BD Senior Manager	车联网业务拓展经理
· Connect Service Marketing Manager	车联网市场经理
· PR Manager-EPR	公关经理-数字营销
· E-commerce Manager	电子商务经理
· Dealer Marketing Manager	经销商市场经理
· CRM Manager	客户满意度经理
· Digitalization Manager	数字化经理
· Digital Marketing Manager	数字营销经理
<hr/>	
· Area Sales Manager	区域销售经理
· Sales Planning/Pipeline Manager	销售计划/进程经理
· Technical Support Manager	技术支持经理
· Parts and Accessory Manger	零部件与附件经理
· Retail Improvement Manager	零售提升经理
· Non-technical Training Manger	非技术类培训经理
· Used Car / KA Manger	二手车/大客户经理
· Aftersales Improvement Manger	售后业务提升经理

With the emerging trend in new energy vehicles, there will be more job vacancies in product and strategy planning. Automobile manufacturers face a shortage in product planning talents. Product planning candidates rank autonomy as their number one criteria when changing jobs.

随着新势力造车进入市场，产品规划以及战略规划的人才成了市场中非常大的缺口。多数整车厂的招聘人员，陷入产品规划人才荒的境地。是否获得自主权，会是产品规划的候选人特别关注的因素。

Automotive-OEM Sales & Marketing

OEM 市场销售

Facing a slow growing industry, traditional OEM tend to focus on their existing distributor network and help distributors adapt to market changes by enhancing operation capability and profitability. Therefore, there is great demand for talents who can manage and improve regional retail operations.

Meanwhile, OEMs are planning to influence the market through customer life cycle management and to create more effective customer communications. A number of OEMs have established a Customer Relationship Management Department, an independent team parallel to sales, marketing, after-sales and network management. As a result, the job market greatly needs talents with customer relationship management experience.

Furthermore, automobile manufacturers are developing new businesses such as IoV platforms and commuting services to offset potential risks in sales. Candidates for these businesses are mainly from consulting firms or from the new business/corporate strategy departments of rivals. It's difficult to find the right person for these jobs because of limited candidate choice and limited budget for salaries.

传统OEM在面临整体行业增长放缓的前提下，愈发注重对现有经销商网络的整理，帮助经销商面对市场变化，增强运营和盈利能力等问题。因此，零售区域的业务管理和能力提升等岗位在目前是较为热门的职位。

于此同时，整车厂正计划着从客户全生命周期的角度去影响市场以及和消费者取得更加积极有效的沟通。客户关系管理部门更被许多整车厂设置为平行于销售，市场，售后，网发的另一大独立团队。客户关系管理相关的职位也成了市场热门。

除此以外，各大车企也在寻求新业务的发展，以平衡整车销售市场受到冲击的风险。比如，车联网平台，出行服务等。人才主要来源于企业战略咨询公司或者竞争对手中新业务或企业战略部门。该类职位的招聘难的原因主要在于该领域的候选人才非常有限，他们的薪资又往往超过企业预算。



Yukina Ru
Consulting Manager



Irene Zou
Consulting Manager

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Marketing Director	市场总监	15+	1.5M-2M
PR Director	公关总监	15+	1.5M-2M
Sales Director	销售总监	15+	1.5M-2M
Service Director	服务总监	15+	1.5M-2M
Regional Sales Manager	区域销售经理	8+	450K-600K
Sales Planning/Reporting Manager	销售计划/报告经理	8+	400K-500K
Sales Operation Manager	销售运营经理	8+	400K-500K
Used Car/KA Manager	二手车/大客户经理	8+	450K-600K
Network Development Manager	网络发展经理	8+	400K-500K
Retail Improvement Manager	零售提升经理	8+	400K-500K
Network Operation Manager	网络运营经理	8+	400K-500K
Training Manager	培训经理	8+	400K-500K
Aftersales Service Manager	售后服务经理	8+	400K-500K
Parts and Accessory Manager	零部件与附件经理	8+	400K-500K
Technical Support Manager	技术支持经理	8+	400K-500K
EV Car Development Manager	新能源汽车发展经理	8+	450K-600K
OEM-Marketing Manager-Telematics	OEM市场经理-车联网	8+	400K-500K
Brand Manager	品牌经理	8+	350K-450K
Advertising Manager	广告经理	8+	350K-450K
New Product Launch Manager	新产品发布经理	8+	350K-450K
Digital Marketing Manager	数字营销经理	8+	350K-450K
Event Manager	活动经理	8+	350K-450K
Dealer Marketing Manager	经销商市场经理	8+	350K-450K
Media Relations Manager	媒体关系经理	8+	350K-450K
Product Communication Manager	产品传播经理	8+	350K-450K
Corporate Communication Manager	企业传播经理	8+	350K-450K
Connect Service BD Manager	车联网业务拓展经理	8+	450K-550K
Connect Service Marketing Manager	车联网市场经理	8+	450K-550K
E-commerce Manager	电子商务经理	8+	450K-550K

Automotive-Operation

汽车工厂运营

HOT JOBS 2019

- Quality Management
- Program Manager
- Automation Engineering

质量管理
项目经理
设备自动化工程

New energy vehicle sales in China totaled over 700,000 units in 2018, marking an emerging “golden era” in the market. On the one hand, traditional OEMs such as BMW, GM and VW, have taken actions to respond to policy changes and market trends. On the other hand, the new energy vehicle market is flourishing. Applicants are keeping a close eye on technological advancements and market trends, waiting cautiously and patiently for job opportunities. Thus, recruitment has become even more difficult.

Auto-parts manufacturers have a pressing need for top talents in new businesses generated by smart manufacturing and carbon control. For example, new energy vehicle manufacturers are looking for project/quality management talents who have strong learning abilities and communication skills.

Traditional and fuel oil manufacturers, who face even greater challenges during recruitment, need to work together with professional headhunters. These head hunters need to better understand traditional fuel oil products and markets, so they can find better candidates.

随着2018年国内新能源汽车突破70万辆大关的步伐，新能源车市可谓进入到“快马加鞭”的发展节奏；一方面传统品牌OEM 如BMW, GM, VW纷纷在政策趋势和市场战略两大因素影响下进行了一系列动作，另一方面新势力造车在市场上后劲十足，百花齐放。汽车的技术发展和市场导向，使得行业里的求职者蠢蠢欲动又胆颤心惊，更多的是伺机而动，从而进一步的加剧招聘的难度。

汽车零部件市场人才需求量依然是最活跃的，主要是电气智能化和碳排放控制的两大因素促使新一轮的汽车零部件制造商会有新的业务变化，从而对高质量人才的需求更加明显；比如，拿到新能源汽车项目的客户可能更青睐学习能力强，更善于客户沟通和愿意钻研产品技术的项目管理&质量管理的人才。

对于传统类和燃油类的产品的企业在招聘过程中难度会加大，因此需要专业的猎头顾问和客户方有更多的配合，对自身产品和市场的理解得更深才能影响到候选人。

2019 will be a special year for the job market in the automotive industry. Fluctuating market needs and technological changes will cause fluctuations in industry development and job applications.

2019年对于汽车行业的招聘市场将会是一个特殊的时间，稳中多变的市场需求和技术革新的速度将会引导业态的发展和求职的波动。



Ken Zhang
Managing Consultant



Vincent Sun
Consulting Director

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Plant General Manager	工厂总经理	15+	1M-2M
Regional Quality Director	区域质量总监	15+	900K-1.8M
Regional Operation Director	区域运营总监	15+	1.2M-2.5M
Plant Manager/ Ops Manager	工厂经理	15+	700K-1.3M
EHS Director	环境安全健康总监	15+	600K-1.2M
Plant Quality Director	工厂质量总监	10+	650K-900K
Regional Quality Manager	区域质量经理	10+	500K-900K
Regional Lean & 6 Sigma Manager	区域精益生产&6西格玛经理	10+	400K-700K
Production/ Manufacturing Manager	生产/制造经理	8+	400K-700K
Process Manager	工艺经理	8+	400K-700K
Maintenance Manager	维修经理	8+	400k-700K
Regional SQM/AQM/CQM	区域供应商/前期/客户质量经理	8+	400K-700K
ProjectLaunch Manager	项目投产经理	5-10	250K-700K
Program Manager	项目经理	5-10	260K-650K
Equipment Manager	设备经理	10+	350K-650K
EHS Manager	环境安全健康经理	8+	350K-600K
Plant Quality Manager	工厂质量经理	8+	350K-750K
Process Expert	工艺专家	8+	300K-500K
Plant Lean & 6 Sigma Black Belt	工厂精益生产&6西格玛黑带	8+	300K-450K
Quality Supervisor	质量主管	5-10	180K-350K
Production Supervisor	生产主管	5-8	180K-350K
Quality Engineer	质量工程师	4-8	180K-350K
AME Engineer	前期制造工程师	4-8	200K-350K
Automation Electrical Engineer	电气自动化工程师	4-8	200K-420K
Automation Mechanical Engineer	机械自动化工程师	5-8	200K-380K

Automotive-R&D

汽车研发

HOT JOBS 2019

· Technical Manager	技术经理
· ADAS Manager	驾驶辅助系统研发经理
· Program Manager	项目经理
· Testing and Validation Engineer	测试与验证工程师
· Product Development Engineer	产品开发工程师
· Product Manager-Infotainment/Telematics	产品经理
· Calibration Engineer	标定工程师
· Software Engineer	软件工程师
· Telematics Manager	车联网经理
· System Engineer	系统工程师
· Designer UI	UI设计师
· Unmanned	无人驾驶
· BMS R&D Engineer	电源管理系统研发工程师
· HAD Map assistant manager	高精度地图助理经理
· LBS assistant manager	基于位置的服务助理经理
· Navigation assistant manager	导航助理经理
· Data Analysis Engineer	数据分析工程师
· Data architecture Engineer	大数据架构师
· Data Scientist	数据科学家
· ADAS system engineer	ADAS系统工程师
· Software development engineer(APPs/HMI/E-mobility)	软件开发工程师 (APPs/HMI/E-mobility)
· Development engineer charging system	充电系统研发工程师
· Development engineer wireless charging	无线充电系统研发工程师
· NEV charging infrastructure manager	充电基础设施经理
· Automotive security assistant manager	网络安全助理经理
· Machine learning engineer	机器学习工程师

Due to the connections between industries, the automotive industry welcomes candidates who work in the internet and AI related industries.

由于行业之间的相互渗透，汽车行业更加欢迎有过互联网行业、AI行业经验的人选加入。

Automotive-R&D

汽车研发

There is an enthusiasm for vehicle design/manufacturing in China, as demonstrated by the number of Internet companies which are designing and researching vehicles. Major manufacturers have focused their attention on digital, smart and shared vehicles.

While mechanical and electrical job openings have decreased, web developers who are competent in front-end or back-end development are still needed, especially as full-stack developers. With the popularity of IoV and autonomous driving, the number of jobs requiring AI, big data and algorithm skills will increase.

Building IT and cloud service platforms, has created job opportunities relating to IT infrastructure, project management and network security.

面对这互联网造车的猛烈势头，国内造车的疯狂热忱，汽车这个行业在经历着巨大的转型，各大知名厂商的布局更多的围绕数字化、智能化、共享化。

以往大量的机械或者电器方向的需求大幅度下降，目前需求大量技重在开发类岗位，尤其是focus在前端开发或者是有比较强的后端开发能力的候选人，全栈开发的尤甚。另外，随着车联网、无人驾驶的强势劲头，与互联网连接的AI、大数据、算法类岗位也成为需求的集中点之一。

另一方面，由于各种IT平台、云服务平台的搭建，对于IT的架构、项目管理、网络安全等方向的需求量也日益增大。



Borskar Zhou
Consulting Manager



Nora Liu
Consulting Manager

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (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
HAD Map Assistant Manager	高精度地图助理经理	3-5	300K-400K
LBS Assistant Manager	基于位置的服务助理经理	3-5	300K-400K
Navigation Assistant Manager	导航助理经理	2-5	200K-400K
Development Engineer – Connect Service	车联网工程师	3-6	200K-400K
Data System Service Dev. & Ops	数据系统服务	5-8	300K-550K
AL Use Case Innovation & Mgmt.	用例创新分析 (数据营销)	5-8	300K-550K
Software development engineer (APPs/HMI/E-mobility)	软件开发工程师	2-10	250k-500k
China components evaluation(ADAS)	ADAS系统评估工程师	3-8	250k-350k
Development engineer charging system	充电系统研发工程师	1-3	250K-300K
Development engineer wireless charging	无限充电系统研发工程师	1-3	250K-300K

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
NEV charging infrastructure manager	充电基础设施经理	5-10	500K-600K
Automotive security assistant manager	网络安全助理经理	3-5	300K-400K
Machine learning engineer	机器学习工程师	1-3	300K-400K
Data Architect	数据平台架构师	8-10	800K-900K
Data Scientist	数据科学家	2-5	200K-500K
Data Analyst	数据分析师	2-8	200K-700K

Automotive-Parts Sales & Marketing

汽车零部件市场销售

HOT JOBS 2019

- Product Manager (IAM)
- Business Development Manager
- Channel Excellence Manager
- E-commerce Sales
- Area Sales Manager

产品经理 (IAM)
业务开拓经理
渠道优化经理
电商销售
地区销售经理

As automobile ownership expands, the auto-parts industry being the foundation for the OEM industry, still has potential for growth. In the short term, auto-parts manufacturers face high costs. However, in the long run, the goal of building energy-saving, electrical and smart vehicles will spur the industry's development.

Enterprises need to make strategic adjustments, such as the integration of upstream and downstream resources, asset spin-offs and mergers as well as horizontal expansions to adapt to the ever-changing markets.

In the automotive parts industry, there is still a stable need for talent working in the sales and marketing fields. Employers evaluate candidates based on their strategic thinking skills, negotiation skills and loyalty. The rapid development of self-owned brands has increased the importance of business development skills.

Additionally, the continuous increase of automobile ownership has created favorable conditions for the after-sales market. However, competitions in the after-sales market are fierce, as it requires little exclusive expertise and lacks an industry standard. Diverse channels, well-established processes and optimal services are imperative elements for improving brand competitiveness.

随着汽车保有量的稳步提升，汽车零部件行业作为整车行业的基础，仍然还有较大的增长空间。短期看，零部件企业面临成本压力，但从长远看，节能化，电气化，智能化等趋势也极大地刺激了行业的发展。

企业也需要不断的进行战略调整以适应市场快速的变化，如整合上下游资源，资产的剥离/并购，以及横向战略扩张等。

在配套市场，传统的销售、市场职位仍然有稳定的需要，且雇主对候选人战略思维能力、谈判能力、稳定性等几个方面进行考核。另外，由于自主品牌的快速提升，业务开拓能力也会尤为重要。

另一方面，汽车保有量的持续上升也为售后市场的发展奠定了良好的基础。但是由于售后市场缺少行业标准，且门槛较低，也会引来激烈的竞争。



Roman Chen
Managing Consultant

Salary Insight 2019

2019 薪酬预测

OE Market 配套市场

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Sales Director (OE)	销售总监	15-20	700K-1.3M
Sales Manager	销售经理	10-15	450K-750K
BD Manager	业务发展经理	8-15	400K-600K
Product Marketing Manager	产品市场经理	8-15	450K-600K
Key Account Manager	大客户经理	5-10	300K-500K
Account Manager	客户经理	3-5	180K-300K

Independent Aftermarket 独立售后市场

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Sales Director	销售总监	15-20	650K-1.3M
Regional Sales Manager	大区销售经理	10-15	400K-600K
Product Manager (IAM)	产品经理(售后市场)	8-15	350K-600K
E-Commerce/Online Sales	电商销售	5-15	200K-600K
Regional Sales Supervisor	区域销售主管	8-15	300K-400K
Area Sales	区域销售	3-8	150K-300K

Moving forward, key account sales, product management, online/e-commerce sales, sales operation and training jobs will become popular.

多样化渠道，完善的流程，优质的服务成为提高品牌竞争力的必要条件。大客户销售、产品经理、线上/电商销售、销售运营、培训等岗位也会变得紧俏。



Banking & Financial Services

银行及金融服务行业

HOT JOBS 2019

银行 Banking

公司银行客户经理
风险管理负责人
支行行长
大数据业务负责人
金融市场
运营
业务拓展总监
产品经理
风险建模专家
FA
股权投资及并购
控股集团投资总监
基金经理
海外投资经理
精算师
分公司负责人
海外投资
银行保险

Corporate Banking RM
Credit Risk Management Lead
Sub-Branch manager
Big Data Lead
Finance Marketing
Operation
BD Director
Product Manager
Risk Modeling Expert
FA
Equity Investment & Merger
Holding Group Investment Director
Fund Manager
Overseas Investment Manager
Actuary
Branch GM
Overseas Investment
Banking Insurance

金融科技及互联网金融 Fintech & Internet Finance

证券、基金、PE、VC Securities/Fund/PE/VC

保险 Insurance

Banking & Financial Services

银行及金融服务行业

In 2018, against the backdrop of “deleveraging” and the “trade war”, the financial sector has undergone another round of adjustments and upgrades. The regulatory authorities have relaxed restrictions on foreign investments holding shares in financial institutions. Large banks have focused on developing financial management services and regulations in addition to strengthening internal supervision. Liquidity pressures also challenge a small portion of banks. In the internet finance industry, good companies win and the bad companies lose.

The outlook in the traditional non-banking financial sector, influenced by the Sino-US trade war and tightening regulations, remains bleak. The securities business has shrunk, and several organizations have downsized their operations. There have been fewer PE/VC investments compared to previous years causing lower rates of employee turnover. Tighter regulations have been imposed on insurance and asset management services. Overall, the active investment industry faces a huge downward pressure.

Though the blockchain industry has encountered a bottleneck period, the fintech industry still has huge potential for growth, with BATJ (Baidu, Alibaba, Tencent and JD) and world-famous PE/VC institutions actively engaging themselves in China's fintech market. Technology is imperceptibly influencing the traditional finance industry and bringing about fundamental changes to the niche market.

Most finance professionals work in China's financial centers, such as Beijing, Shanghai and Shenzhen. However, an increasing number of banks and securities dealers have established branches in second tier and third tier cities where economies are experiencing rapid growth.

The hottest jobs are those related to sales, product design and development and risk control. Big data and strategy jobs are the fastest growing jobs in the past two years, accompanying overall improvements in the finance industry.

2018年金融行业在“金融去杠杆”和“贸易战”两个特殊大环境下，行业经历了又一轮的洗牌和升级：监管放宽外资机构、持股金融机构的限制；大型银行发力理财业务并加强理财业务规范，加强银行内部监管；小部分银行面临流动性压力过大的危机；互联网金融行业优胜劣汰。

非银传统金融领域，中美贸易战背景下的大盘萎靡不振和强监管环境，导致券商业务相对收缩，人才需求较小，部分机构实行了裁员。PE/VC领域投资热度相比往年有所下降，行业人才流动性降低；保险及资管业务面临强监管，主动投资面临巨大下行压力。

另一个不可忽视的中期大趋势是金融科技的兴起，虽然区块链遭遇了阶段性的瓶颈，但是BATJ及国际知名PE/VC机构积极布局国内的金融科技市场，科技正在慢慢渗透传统金融行业，并在某些细分领域带来质的改变和新行业的洗牌。

在人才分布上，大部分金融人才依然集聚在北上深等金融中心，但金融机构向二三线新兴城市的渗透趋势也不可忽视，越来越多的银行及券商等机构在新兴地区建立分支或扩大招聘规模，这与这些地区的经济成长性密不可分。

热门职位主要集中在：销售类岗位、产品开发设计类岗位、风控类岗位，值得一提的是大数据及战略岗位，是近两年需求呈快速增长的领域，这与金融行业整体升级趋势也相关联。



Cathy Wang
Senior Consultant

Salary Insight 2019

2019 薪酬预测

Banking 银行

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Director, Relationship Manager, Corporate Banking	企业银行 客户总监	15+	1.5M-2.5M
VP, Relationship Manager, Corporate Banking	企业银行客户副总裁	10+	700K-1.2M
Director, Sales, Global Market/ Financial Market	金融市场 销售总监	15+	1.8M-3M
VP, Sales, Global Market/ Financial Market	金融市场 副总裁	10+	800K-1.5M
Product Manager, Trade/Cash	贸易/现金 产品经理	10+	900K-1.8M
VP/ED, Operations Head, Trade/Cash	贸易/现金业务运营负责人	15+	1.2M -2.3M
Compliance VP	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
Risk Management Lead, Retail Banking	零售银行 风险管理中心负责人	15+	700K-1.2M
General Manager, Retail Banking	零售银行 部门总经理	15+	1.8M-3M
Sub-Branch Manager, Retail Banking	个人银行 支行行长	10+	500K-900K
Product Manager, Retail Banking	零售银行 产品经理	8+	500K-800K
Strategy Manager , Retail Banking	零售银行 战略规划经理	10+	800K-1.5M
Big Data Lead	大数据业务负责人	20+	2M-3.2M

Fintech&Internet Finance 金融科技及互联网金融

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
BD Director	业务拓展总监	10+	800K-2M
BD Manager	业务拓展经理	5+	400K-800K
Key Account Manager	大客户经理	5+	400K-700K
Product Manager	产品经理	8+	500K-900K
Operations Head	运营负责人	12+	900K-1.5M
Client Services Manager	客户服务经理	8+	400K-700K
Block Chain API Sales	区块链渠道销售	5+	400K-1M
Data Mining Expert	数据挖掘专家	15+	1M-1.8M
Risk management Director	风险总监	15+	900K-1.5M
Marketing & Brand Director	市场营销及品牌总监	10+	600K-1M
Regional Sales Head	区域营销负责人	10+	580K-1M

Salary Insight 2019

2019 薪酬预测

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

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Investment Banking MD	投行董事总经理	10+	1.5M-2.2M
Investment Banking VP	投资银行副总裁	10+	600K-900K
Fund Manager	基金经理	8+	1.5M-3M
Investment Manager	投资经理	12+	300K-800K
Other Stock Investment	其他股票投资	10+	1M-2M
Industry Analyst	行业分析师	7+	600K-1.2M
Innovation Business VP	创新业务副总裁	8+	600K-850K
Trust Dept. GM	信托部门总	12+	1.2M-4.2M
Sales and trade Deputy Director	市场营销副总监	8+	780K-980K
Regional Channel GM	区域渠道总经理	10+	700K-1.2M
Branch Manager	营业部经理	10+	600K-900K
Senior Product Manager	产品高级经理	8+	450K-760K
Risk Management	风险管理	10+	600K-1M

Insurance 保险

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Bancassurance Dept. GM	银行保险部门 总经理	10+	1M-1.8M
Bancassurance Regional Head	银行保险 区域负责人	10+	700K-1.2M
Personal Insurance Dept. GM	寿险/财险部门 总经理	15+	1M-1.5M
Life Insurance Branch GM	寿险分公司 总经理	10+	800K-1.8M
Group Insurance Dept. GM	团险部门 总经理	12+	900K-2M
Credit Rating Manager	信用评级经理	10+	400K-900K
Senior Investment Manager	高级投资经理	8+	600K-900K
Actuary	精算师	8+	520K-800K
Underwriting	核保	10+	500K-850K
Claims Settlement	理赔	8+	280K-400K

The finance industry are facing challenges due to structural changes, the need to improve asset quality, technical revolution, and developing a diverse business model.

整体金融行业仍然面临结构化转型的挑战，包括风险质量提升和科技化改革，并向更多元化的金融业态发展。



Consumer

消费品行业

- Consumer-FMCG
消费品行业-快速消费品
- Consumer-Luxury & Retail
消费品行业-奢侈品 & 零售

Consumer-FMCG

消费品行业-快速消费品

HOT JOBS 2019

· Sales Director/Manager	销售总监/经理
· National Key Account Manager	全国大客户经理
· E-Commerce Trade Marketing	电商通路企划经理
· O2O Manager	新零售渠道经理
· Branding/Product Marketing	品牌/产品市场
· Digital Marketing Manager	数字营销经理
· Trade Marketing Manager	市场通路经理
· Merchandising Planning	营销计划
· CRM & Digital Manager	会员营销管理经理
· Content Manager	内容营销经理
· E-Commerce Operation Director	电商运营总监
· E-Commerce Marketing Manager	电商市场经理
· Maternal and infant channel Director	母婴渠道总监
· B2B Channel Manager	B2B渠道经理
· Business Analysis Manager	业务分析经理

Throughout 2018, the fast-moving consumer goods market has been sluggish. Most foreign-funded top 500 enterprises in China are cutting costs and downsizing operations. The market is adjusting and transforming, while the average salary increases.

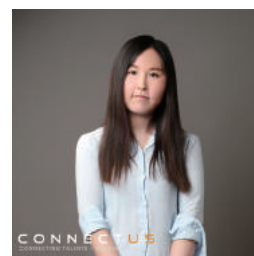
Customers increasingly desire product innovations and imported products. Products are constantly being designed and innovated with the goal of creating “healthy, environmentally-friendly and customized” products. Cosmetics, pets and healthcare products are three popular markets whose product categories are becoming more diversified.

As the E-Commerce industry develops, new E-Commerce platforms constantly emerge. Several mature platforms have built new retail models which integrate online and offline channels, where more jobs will be created.

2018年整个快消品市场还是在低谷期，大多数五百强外资企业都在缩减成本，大幅度人员优化，整个市场都在进行转型的调整期，薪资的涨幅也仍属于平均水平。

产品方面的创新及进口商品越来越受消费者的欢迎，始终遵循着“健康，绿色，个性”的趋势在不断的迭代着。美妆，宠物，保健3个类目值得我们作为重点关注，产品为之也会更加丰富化。

随着电商的日益成熟，新兴的电商平台不断涌出，成熟的平台进行线上线下渠道开始融合打通，新零售登上了舞



Lin Lin
Managing Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
COO	首席运营官	25+	1.5M-2.5M
National Marketing Director	全国市场总监	15+	1M-1.8M
National Product Director	全国产品总监	15+	1M-1.5M
National Product Director	全国产品总监	15+	1M-1.5M
National Retail Director	全国零售总监	12+	1M-1.8M
E-Commerce Director	电子商务总监	10+	800K-1.5M
Country Manager	区域经理	15+	1.5M-2.5M
Brand General Manager	品牌总经理	20+	1.2M-2.0M
VP	副总裁	20+	2M-2.5M
National Sales Director	全国销售总监	15+	800K-2.0M
National Retail Operation Director	全国零售运营总监	15+	800K-1.5M
Digital Marketing Director	数字营销总监	12+	800K-1.5M
National Sales Manager	全国销售经理	8+	600K-1.2M
Regional Sales Director	区域销售总监	8+	600K-900K
Sales Operation Director	销售运营总监	15+	600K-900K
Sales Training Director	销售培训总监	12+	600K-900K
District Manager	区域经理	5+	400K-800K
Buying Manager	采购经理	6+	400K-700K
Regional Sales Manager	区域销售经理	10+	400K-600K
Digital Marketing Manager	数字营销经理	6+	350K-750K
E-Commerce Manager	电子商务经理	5+	350K-700K
Public Relations Manager	公关经理	5+	350K-650K
Market Insight Manager	市场调研经理	6+	350K-600K
Retail Marketing Manager	零售市场经理	6+	350K-600K
Media Manager	媒体经理	5+	300K-800K
Store General Manager	门店总经理	10+	300K-800K
Sales Training Manager	销售培训经理	6+	300K-650K
Training Manager	培训经理	5+	300K-650K
Category Manager	品类经理	5+	300K-600K
Merchandise Planning Manager	营销计划经理	10+	300K-600K
Real Estate Manager	地产经理	10+	300K-600K

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
KA Manager	大客户经理	8+	300K-600K
Marketing Communication Manager	市场营销经理	6+	300K-550K
Trade Marketing Manager	市场通路经理	8+	300K-550K
Visual Merchandising Manager	视觉营销经理	7+	300K-550K
Allocation Manager	分货经理	10+	300K-500K
Business Analyst	业务分析	5+	300K-400K

In summary, there will be greater competitions in the fast-moving consumer goods market. Job requirements will be more specific to product needs. More jobs will be created in new e-commerce channels (such as new media).

总的来说，2019年的消费品环境依旧竞争激烈，产品及人才趋于专业细分化领域发展，电商新媒体渠道仍然会有持续的增长。

Consumer-Luxury & Retail

消费品行业-奢侈品 & 零售

HOT JOBS 2019

· Retail Director / Manager	零售总监/经理
· Marketing Director/Manager	市场总监/经理
· Merchandising Director/Manager	商品总监/经理
· PR Director/Manager	公关总监/经理
· Visual Merchandising Manager	视觉陈列经理
· Buyer	买手
· E-commerce Manager	电子商务经理
· Multiple Store Manager/Store Director	多店经理/门店总监
· Retail Marketing Manager	零售市场经理
· Digital Marketing Manager	数字营销经理
· Area Manager	区域经理
· Assistant Store Manager	助理门店经理
· Operation (Retail) Director / Manager	运营（零售）总监/经理
· E-commerce Big Data Analysis Senior Manager	电子商务大数据分析高级经理
· Senior Digital Operations Manager	高级数码运营经理
· Brand Communication Manager	品牌传讯经理
· Store General Manager	门店总经理

As the luxury goods market welcomes e-commerce sales and increase its digital marketing expenditures, there will be more job opportunities for candidates with experience in e-commerce and digital marketing.

由于奢侈品行业开始积极拥抱电子商务以及加大对数字营销的支出，相关电商，数字营销的人才将迎来更多的发展机会。

Consumer-Luxury & Retail

消费品行业-奢侈品 & 零售

Since the second half of 2016, the luxury goods market has been recovering. In 2018, Chinese customers' interest in luxury goods and innovations made by luxury manufacturers have both contributed to the continual growth of the luxury market. In the Chinese market, luxury brands should gradually abandon the "sales-driven" model and build long-term relationships with their customers. In the overseas market, brands should think of ways to attract wealthy tourists to their stores.

Last year, luxury brands spent 40-50% of their total expenditures on digital marketing, compared to 35% in previous years. Expenditure on WeChat marketing accounts for 30-60% of the total digital marketing expenditure. The world's top 40 luxury brands have created official WeChat public accounts, with 300,000 to 500,000 followers.

奢侈品行业自2016年下半年起，从低迷状态中逐渐复苏，整体向好的势头一直持续到2018年，全球奢侈品行业正迎来又一个春天，很大程度上得益于中国消费者重新高涨的奢侈品消费热情，当然，也归功于奢侈品企业奋起跟上时代步伐，积极求新求变。这就要求品牌商从两个方面思考新的策略：在国内市场，要逐渐抛弃“销售推动”模式，与客户建立长久关系；在海外市场，则应精心谋划，使海外店铺成为富裕人群出境游的“必达站”。

各大品牌去年的数字化营销支出在总支出的占比已由35%左右提升至40-50%，其中用于微信的开支占到数字化营销支出的三成至六成不等。全球前四十大奢侈品品牌都建立了微信公众号，都拥有30-50万粉丝。



Jackey Sun
Consulting Manager

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Country General Manager	全国总经理	25+	1.5M-3M
Brand General Manager	品牌总经理	20+	1.2M-2M
National Sales Director	全国销售总监	20+	1M-2M
Marketing Director	市场总监	20+	1M-2M
National Retail Director	全国零售总监	20+	1M-2M
National Visual Merchandising Director	全国视觉陈列总监	20+	1M-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-700K
Digital Marketing Manager	数字营销经理	10+	350K-750K
E-commerce Manager	电子商务经理	10+	350K-800K
CRM Manager	大客户经理	10+	350K-600K
Sr. Retail Expansion Manager	高级零售拓展经理	10+	350K-600K
Designer	设计师	10+	350K-550K
Area Manager	区域经理	10+	300K-800K
Store General Manager	门店总经理	10+	300K-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-700K
Real Estate Manager	地产经理	10+	300K-700K
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

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
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+	300K-500K
Franchising Manager	连锁加盟经理	10+	300K-450K
Store Design Manager	门店设计经理	10+	300K-450K
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



Consulting & Advisory

咨询服务

HOT JOBS 2019

- Strategy Consulting Director
- Strategy Consulting Senior Manager
- Digitalization Consulting Director
- Financial Advisory Director
- Info Tech Consulting Director
- Risk Advisory Senior Manager
- Financial Advisory Senior Manager

战略咨询总监
战略咨询高级经理
数字化咨询总监
财务咨询总监
信息技术咨询总监
风险咨询高级经理
财务咨询高级经理

Digital strategy consulting is promising with many job vacancies in strategy, operation and financial management. In terms of consultants' career paths, working first in tier 2 companies specialising in digital strategy consulting may enhance their opportunities to work in top consultancies like MBB later.

数字化咨询是近年咨询领域的新贵，从战略到企业运营及财务管理，数字化咨询都有较大的招聘需求。从咨询顾问的职业发展来看，数字化咨询也不失为从Tier 2咨询梯队向MBB转型的有效通路。

Consulting & Advisory

咨询服务

During economic slowdowns, traditional consultancies are faced with two challenges. On one hand, main customer groups have smaller needs; on the other hand, big data and AI technologies significantly affect the industry. An increasing number of outstanding consultants have left their former employers to work in client companies. Additionally, many recent graduates choose to work in the internet and finance industries.

There are still numerous job vacancies for senior managers and directors in strategic consulting, financial consulting and IT consulting. Most job vacancies are with consultancies in Beijing, Shanghai and Shenzhen. Candidates with relevant working experience in corporate and strategy consulting are preferred. For top strategy consulting jobs, MBB and even tier 2 consultancies are requesting higher qualifications, such as education from top universities and strong work experiences.

在经济下行时期，传统咨询行业面临来自经济大环境以及行业变革的双重挑战。在经济方面，来自主要客户群体的需求锐减；在行业方面，大数据人工智能也对传统咨询行业造成强烈的冲击。这对招聘及留才的直接影响是越来越多优秀顾问跳槽去甲方，互联网、金融行业也抢夺了相当部分优秀应届毕业生资源。

在咨询的各业务线中，战略咨询，财务咨询，以及信息技术咨询的高级经理至总监级别仍是热招职位，需求主要来自北上深。同时具有企业及咨询公司背景的候选人更具竞争优势。作为金字塔尖上的战略咨询模块，即使是MBB以外的Tier 2的咨询公司，也对候选人的硬实力如名校背景工作经历等有越来越高的要求。



Ivory Yang
Consulting Manager

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Strategy Consulting Director	战略咨询总监	10-15	1.5M+
Management Consulting Director	管理咨询总监	10-15	800K-1.3M
Risk Advisory Director	风险咨询总监	10-15	800K-1.3M
Info Tech Consulting Director	信息技术咨询总监	10-15	800K-1.3M
Financial Advisory Director	财务咨询总监	10-15	800K-1.3M
Strategy & Operation Consulting Director	战略运营咨询总监	10-15	1.5M+
Human Capital Director	人力资本咨询总监	10-15	800K+
Digitalization Consulting Director	数字化咨询总监	10-15	800K-1.3M
Strategy Consulting Senior Manager	战略咨询高级经理	8-12	800K-1.3M
Management Consulting Manager	管理咨询高级经理	8-12	600K-900K
Risk Advisory Senior Manager	风险咨询高级经理	8-12	600K-900K
Risk Advisory Manager	风险咨询经理	6-10	400K-600K
Financial Advisory Senior Manager	财务咨询高级经理	8-12	600K-900K
Info Security Advisory Manager	网络风险咨询经理	6-10	450K-600K



Healthcare

医疗健康行业

HOT JOBS 2019

- Regulatory Affairs Director/Manager
- Clinical Research Physician Director/Manager
- Clinical Operation PM/CRM
- DMPK
- Medical Manager/MA/MSL
- Government Affairs Manager
- Marketing Director/Manager/Brand Manager

- 法规事务总监/经理
- 临床研究医师总监/经理
- 临床研究项目经理/经理
- 药物代谢动力学
- 医学经理/医学顾问/医学联络官
- 政府事务经理
- 市场总监/经理/品牌经理

Due to favorable government policies and the growth of Chinese pharmaceutical companies, the pharmaceutical job market will continue to expand rapidly.

由于政策和国内医药的崛起，2019年的医药圈依然是处于快速成长期。

Healthcare

医疗健康行业

Following government policies in 2016 and 2017, China's innovative drug manufacturers developed rapidly in 2018. They recruited talent with relevant experience in foreign pharmaceutical companies in China as well as talent from other countries. Therefore, candidates have a wide range of choices. Due to policy changes which will take effect in 2019 and the fall-out from the "fake vaccine crisis", pharmaceutical companies need to ensure the quality of their products and respond to the government's reform measures.

Therefore, we are going to see more talent flow from research jobs in foreign pharmaceutical companies in China to Chinese innovative drug manufacturers. As a result, foreign pharmaceutical companies in China will need to react to talent loss. Consequently, there will be plenty of job vacancies in both Chinese and foreign pharmaceutical companies.

In 2019, there will be a talent flow in marketing and sales jobs. Pharmaceutical companies introducing products due to new government policies will heat up competition in China's healthcare industry.

在延续2016-2017年的政府政策下，2018年国内创新药厂的成长十分快速，尤其是在人才的需求上，除了从外资药厂引进人才，甚至还有从不同国家将人才引入，因此候选人的选择权相对多元化。但同时，2019年因政府的政策变动及医药假疫苗事件，医药市场未来的主要任务，将会是如何在如此过热的市场需求下还必须兼顾质量，保障人民的医药环境安全并且达到政府对于医药环境的改革。

所以我们会看到，2018年国内创新药的研发崛起这类企业以然是外资药厂的研发人才流动的目标，接连带动的是外资药厂必须解决在中国市场遇到的困境及挑战，因此，2019年的人才市场无论是内资还是外资的需求依然是十分火热的。

而市场人才及销售人才在2019年也会有比较明显的一波变动，陆陆续续因政策进来的各药厂及产品，在国内的竞争力也愈发的激烈。



Janet Lo
Associate Consulting Director

Salary Insight 2019

2019 薪酬预测

Pharmaceutics 制药

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
BU head	事业部负责人	15+	1.8M-3M
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
Clinical Research Physician Director	临床研究医师总监	10+	1.0M-1.8M
Marketing Manager	市场经理	10+	750K-1M
(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+	500-700K
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+	400K-700K
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-1M

Salary Insight 2019

2019 薪酬预测

Life Science & Diagnostics 生命科学与诊断

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Sales Director	销售总监	20+	1.3M-1.8M
National Sales Manager	区域销售经理	12+	1M-1.5M
Marketing Manager	市场经理	7+	450K-1M
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



Human Resources

人力资源行业

HOT JOBS 2019

- Talent Development Expert
- Organization Development Expert
- Human Resources Business Partner
- Talent Acquisition Partner
- Compensation & Benefits Expert
- Learning & Development Expert
- HR SSC Head

人才发展专家
组织发展专家
人力资源业务伙伴
人才招聘业务伙伴
薪酬福利专家
学习发展专家
人力资源共享中心负责人

Technologies will never replace humans. We should fully explore and recognize the core value of each job under different human resource management models. In addition, we should adapt to changes to remain competitive.

技术永远无法代替人类，我们应该正视不同人力资源管理模式下岗位的核心价值，挖掘并体现不同岗位上价值。同时，随机应变，不进则退。

Human Resources

人力资源行业

In recent years, the traditional business model for all industries has remained stable. In order to create new businesses and expand markets, companies are demanding more from existing human resource structure and talent management systems. Companies are willing to invest more in evaluating and improving organizational effectiveness, attracting and maintaining top talents as well as educating talents who exhibit great potential. Additionally, traditional human resource management systems are finding it increasingly difficult to adapt to the ever-changing demands of the market.

Cloud computing, AI, robotics and other new technologies will greatly challenge traditional human resource management methods. For future human resource management, the HR department will be required to understand the business operations of its company and exert influence on its business departments.

Meanwhile, in second and third-tier cities like Chengdu, Wuhan and Zhengzhou, the existing talent pools cannot meet the demands of most companies. These companies have to look for candidates from first-tier cities like Beijing, Shanghai, Guangzhou and Shenzhen where professional opportunities, education, connections and market resources are abundant. First-tier cities remain the best place to live for candidates who want to have a successful career.

Considering the international environment and China's policies which support independent brands, an increasing number of human resource managers are uncertain about whether to work for Chinese or foreign companies. It is apparent that Chinese companies are going to make a great impact in the international arena.

近几年，各行业传统的业务模式趋于成熟稳定，为了加强创新业务的开发及市场拓展，市场及企业对现有的人力资源体系及人才管理提出了更高的要求，无论在组织效能的评估与提升，行业精英的吸引与保留，还是高潜力人才的培养与发展上，企业也将投入更多的资源。同时，传统管理思维模式下的人力资源体系将越来越无法灵活应对快速发展及变化的市场需求。

云处理、AI智能机器人等高新技术的诞生，对传统人力资源管理将带来非常大的冲击。业务与人力资源各自为营、纸上谈兵的时代已经终结，在未来的企业人力资源管理上，市场及企业对人力资源从业者渗透业务、理解业务、影响业务的能力提出了更高的要求。

同时，二三线城市如成都、武汉、郑州等随着经济发展对人力资源岗位的专业要求比以前更高，当地HR人才库已经满足不了企业发展的要求，大部分的关键岗位须从北上广深等城市引进。毕竟专业资源、学习资源、人脉资源、企业资源依然会集中在一线城市，如果想要在专业有所建树，一线城市依然是最佳的选择。

最后，由于国际大环境和我国对自主经营品牌的政策支持等因素影响，越来越多的人力资源管理者将不得不面对内外资平台的选择问题。很显然，我国内资企业将会在国际的舞台上更加壮大。



Ivory Yang
Consulting Manager



Evan Zheng
Managing Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (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）- 总部	8-10	400K-550K
Learning& Development Manager	学习发展经理	6-8	300K-600K
HR Manager (Generalist) -Plant	人力资源经理（通用）-工厂	8-10	300K-450K
Corporate Culture Manager	企业文化经理	8-10	300K-400K



Information & Communications Technology

信息技术交流

HOT JOBS 2019

- Digital Director/Head
- Solution Architect
- Digital Product Manager
- Digital Transformation Consulting Director
- Analytics Director
- Security Architect

数字化业务创新总监
架构师
数字化产品经理
数字化转型咨询总监
数据分析总监
安全架构师

Currently, digital transformation remains the focus of strategic positioning and development for most companies. There is a high demand for talent working in new retail, IoT, big data, cloud computing, micro-service, software development, data security and AI.

数字化转型依旧是现阶段各大公司战略布局和发展的重点，新零售，车联网，大数据，云计算，微服务，敏捷开发，信息安全，人工智能等领域人才炙手可热。

Information & Communications Technology

信息技术交流

Currently, digital transformation remains the focus of strategic positioning and development for most companies. There is a high demand for talent working in new retail, IoT, big data, cloud computing, micro-service, software development, data security and AI. The need for digital transformation mainly originates in first-tier cities, especially from foreign companies. In Beijing and Hangzhou, Internet companies are major employers. Candidates with related experience in new retail, IoT and mobile computing jobs are needed most.

With blurred industry boundaries and a close relationship between technical and business models, IT and Internet companies prefer cross-functional talent with keen business perception and technical skills.

In the war for talent, employers need to clearly define job descriptions, attach importance to the timeliness of recruitment and propel the recruitment process forward in a timely manner.

数字化转型需求主要来自一线城市，其中上海地区外资客户需求强劲，而北京和杭州地区则以互联网客户需求为主。新零售，车联网&移动出行等领域人才需求最为迫切。

由于传统的行业边界被打破，技术和商业模式融合越来越紧密，具备敏锐商业洞察力和扎实的技术能力的复合型人才和高潜力人才在如今的IT 和互联网市场中备受青睐。

在人才争夺日渐白热化的今天，企业所面临的招聘时效挑战越来越大。用人单位在招贤纳士时需明确用人需求，切忌脱离实际做招聘，同时应规范招聘流程有效推进流程，以免贻误战机错失心仪候选人。而面对激烈的人才竞争，传统管理思维下的人力资源体系和人才观也越来越无法灵活快速地应对快速变化的市场需求。如何制定能够灵活应对快速变化的市场的人才招聘和发展体系成为了现如今人力资源官们面临的主要挑战。



Daniel Yang
Assistant Vice President



Vincent Sun
Consulting Director

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (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-00K
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	基础设施建设总监	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
Digital Director/Head	数字化业务创新总监	12-15	1M-2M
Solution Architect	架构师	10+	700K-1M
Digital Product Manager	数字化产品经理	8+	600k-1 M
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
Digital Transformation Consulting Director	数字化转型咨询总监	12+	1M-1.2M
Analytics Director	数据分析总监	10+	1M+
Chief Information Security Officer	首席信息安全官	10+	1M+
Security Architect	安全架构师	8+	800K+



Industrial & Hi-Tech

工业制造业及高科技行业

- Industrial-Operation & Technical
工业制造业-运营与技术
- Industrial-High Tech Semiconductor
工业制造业-半导体行业
- Industrial-Industrial R & D
工业制造业-工业研发
- Industrial-Sales & Marketing
工业制造业-市场与销售

Industrial-Operation & Technical

工业制造业-运营与技术

HOT JOBS 2019

· Application Engineer	应用工程师
· Process Engineer	工艺工程师
· Supply Quality Engineer	供应商质量工程师
· Quality Manager	质量经理
· Manufacturing Manager	制造经理
· Production Manager	生产经理
· Plant General Manager	工厂经理

Many manufacturing companies have expanded their businesses, transforming them into “new manufacturing” businesses, which explains why engineers with creative ideas are highly sought after.

更多传统制造业向“新制造”转型，大量企业在稳定原有业务的基础上拓展新的业务。涉及到许多新的制造技术和工艺，具备较强创新能力的工程技术人员相对紧缺。



Daniel Hao
Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Plant Manager	工厂总经理	15-20	800K-2M
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
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
Lead Functional Engineer	研发工程师	10-20	300K-650K
Manufacturing Manager	制造经理	10-20	350K-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
Application Engineer	应用工程师	5-10	200K-400K
Quality Engineer	质量工程师	5-10	200K-400K

In 2018, in response to the “Made in China 2025” initiative, many manufacturing companies have expanded their businesses, transforming them into “new manufacturing” businesses. Traditional manufacturing companies are having a hard time, and some have even exited the Chinese market. Meanwhile, many foreign high-tech companies in China are expanding their businesses or increasing their investment in the Chinese market. Their manufacturing bases will be moved or built in second or third tier cities. Throughout this process, new jobs will be created, especially in the world’s top 500 companies.

Many manufacturing companies have transformed from a “labor-intensive” to an “automated” business model. Candidates with experience in building and redesigning plants as well as quality management skills are in great demand. New technologies and techniques may be required during the transformation, which explains why engineers with creative ideas are highly sought after.

2018年，在国家提倡“中国制造2025”的大背景下，更多传统制造业向“新制造”转型，大量企业在稳定原有业务的基础上拓展新的业务。部分传统制造企业在中国的日子并不好过，甚至逐步退出中国市场，而许多外资高科技制造企业则开始在中国市场开拓新的业务或者加大投资，制造业基地逐步转移或新建在二三线城市，在这个过程中，会新增许多关键岗位的人才招聘需求，尤其是在世界500强公司中会更加明显。

许多制造型企业已经完成了从“劳动密集型”转向“自动化”的工厂改造，具备工厂新建和改造经验的生产制造管理人才以及专业度较高的复合型质量管理人才相对热门。转变过程中会涉及到许多新的制造技术和工艺，具备较强创新能力的工程技术人才相对紧缺。

Industrial-High Tech Semiconductor

工业制造业-半导体行业

HOT JOBS 2019

· Digital IC Design Engineer	数字IC设计工程师
· Analog IC Design Engineer	模拟IC设计工程师
· IC Verification Engineer	芯片验证工程师
· DFT Engineer	可测性设计工程师
· Algorithm Engineer	算法工程师
· Packaging Engineer	封装工程师
· PCB Design Engineer	PCB设计工程师
· Process Quality Engineering	工艺质量工程师

In 2018, the electronic semiconductor industry was recovering. China's integrated circuit market is estimated to be valued at RMB 1.3 trillion. Smart hardware, smart sensors, smart vehicles and smart healthcare all require chip design and verification. Therefore, there will be many job vacancies in the semiconductor industry. From 2017 to 2020, 26 new semiconductor fabs will be built, creating new jobs related to manufacturing and engineering.

In terms of chip design, candidates with experience in digital design, simulated design, hybrid design, and verification are in high demand. In terms of package manufacturing, there is a great demand for talent working in process design and PCB design. For businesses related to AI, there will be algorithm and deep learning jobs. On the whole, top talents working in IC design and verification as well as with algorithms will be the most popular. Job vacancies are expected to increase in 2019.

2018年电子半导体行业的开始回暖，作为全球规模最大、增速最快的中国集成电路市场规模预计将达到1.3万亿元；围绕智能硬件、智能传感、智能网联汽车、智慧医疗等重大市场需求，半导体行业预计在芯片设计验证领域将会有大量人才缺口产生；同时国内新建多座晶圆制造产能，从2017年开始到2010年将有26座新的半导体晶圆厂投产，相关制造和工艺的人才缺口也会很大。

在芯片设计方面，数字设计，模拟设计，混合设计，验证设计等人才需求相对突出；封装制造方面，工艺设计和PCB设计的人才需求也比较多；和AI相关的业务板块也会对算法和深度学习类职位有需求。总得来说，IC设计验证的高端人才和算法类人才相对紧缺，预计在2019年会有更多的招聘需求。



Eric Jin
Senior Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Digital IC Design Engineer	数字IC设计工程师	3-10	300K-700K
Analog IC Design Engineer	模拟IC设计工程师	3-10	350K-800K
IC Verification Engineer	芯片验证工程师	3-10	300K-600K
DFT Engineer	可测性设计工程师	3-10	400K-650K
Algorithm Engineer	算法工程师	3-10	400K-1M
Packaging Engineer	封装工程师	3-10	300K-600K
PCB Design Engineer	PCB设计工程师	3-10	300K-600K
Process Quality Engineering	工艺质量工程师	3-10	300K-600K

Top talent working in IC design and verification as well as with algorithms are the most popular.
IC设计验证高端人才和算法类人才相对紧缺

Industrial-Industrial R & D

工业制造业-工业研发

HOT JOBS 2019

· Lead Functional Engineer of All R&D Roles	研发工程师
· System Engineer	系统工程师
· Mechanical Engineer	机械工程师（包含机器人机械设计）
· R&D Project Manager	研发项目管理
· Service Manager	服务经理
· Manufacturing Manager	制造经理
· Electronics Engineer	电子硬件工程师
· Production Quality Engineer	生产质量工程师

In 2018, China's manufacturing industry became well-developed. Motivated by the "Made in China 2025" initiative, the industry has adopted new and smart technologies and became more robust. Following the trends of Industry 4.0 and IoT, the manufacturing industry now has an enormous potential for innovation while at the same time faced huge challenges. Low-end manufacturing companies that competewith unfairly low prices will be driven out of the market. In R&D, there will be many job opportunities for candidates with experience in mechanical structure design, electronics hardware design and quality management. The number of management jobs is decreasing, therefore, there is a relatively large number of candidates for these jobs. The recovery of the manufacturing industry in 2019 will depend on the hiring situation in the first half of next year.

In its 2018 China Smart Manufacturing Report, Deloitte proposed five priorities for smart manufacturing deployment: digital factory (63%), tapping into equipment and user value (62%), industrial Internet of Things (8%), business model restructuring (36%) and artificial intelligence/AI (21%). Currently, digital factory deployment mainly focuses on breaking the barriers between manufacturing and implementation data flow. There is significant room for development in terms of product and supply data flow.

2018年，从整体来看，国内的制造业并没有出现不好的趋势，相反，在中国制造2025的战略驱动下，国内制造业正在朝着高科技高智能的方向发展，制造业活力越发强劲。工业4.0以及万物互联的趋势，使得制造业在创新方面有着巨大的发展空间，与此同时也存在巨大的挑战。所以落后的中小型制造企业并不乐观，没有工匠精神，靠低价竞争的低端制造业最终都将被市场淘汰掉。在研发类岗位中，机械结构设计，电子硬件设计，和质量人才需求相对突出，相对来说，研发管理岗位人才需求在市场上逐渐变少，但人才资源却比较丰富。具体行业的复苏情况还要看2019年上半年的招聘需求而定。

据德勤发布的《中国智造，行稳致远——2018中国智能制造报告》中指出，中国企业智能制造五大部署重点，依次为：数字化工厂（63%）、设备及用户价值深挖（62%）、工业物联网（48%）、重构商业模式（36%）、人工智能（21%）。目前企业数字化工厂部署以打通生产到执行的数据流为主要任务，而产品数据流和供应链数据流提升空间巨大。



Kara Liu
Associate Consultant



Amy Gu
Associate Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Mechanical Engineer	机械工程师	3-15	150K-350K
Electronics Engineer	硬件工程师	3-10	200K-500K
System Engineer	系统工程师	8-15	350K-550K
Quality Engineer	质量工程师	6-12	200K-350K
Project Engineer	项目经理	6-12	300K-550K
Electrical Engineer	电气工程师	6-12	250K-350K
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
Robot Design Engineer	机器人设计工程师	5-15	200K-400K
Manufacturing Manager	制造经理	10-20	200K-500K
Mechanical Engineer	机械工程师（医疗）	5-15	200K-400K
System Engineer	系统工程师	8-20	350K-500K
Production Quality Engineer	生产质量工程师	7-12	200K-400K

Over the next few years, there will be more jobs relating to digital factories and Industrial IoT. The average salary for these jobs will rise accordingly. However, top talents for after-sales management, R&D management, system design and robotic mechanical design remain in short supply.

在未来的几年内，如数字化工厂、工业物联网相关的岗位将炙手可热，同时相应的薪资期望也会水涨船高。而售后服务类高端人才和研发项目管理，系统设计专家，机器人机械设计类人才则会相对紧缺。

Industrial-Sales & Marketing

工业制造业-市场与销售

HOT JOBS 2019

• Sales Director/ Manager	销售总监/经理
• Business Development Manager	业务拓展经理
• Vertical Segment Manager	行业经理
• Digital Marketing Director/Manager	数字营销总监/经理
• Marketing Director/Manager	市场总监/经理
• Product Manager	产品经理

After a period of intensive hiring in 2017, the recruitment rate for manufacturing companies stagnated in 2018.

It is predicted that in 2019, there will be conservative growth in China's manufacturing industry as the Purchasing Manager Index (PMI), an indicator of manufacturing activity, remains above the passing score. The trend of "new business operation and new model" is becoming increasingly popular. With increased labor and land costs, there have been outflows of traditional manufacturing companies whose key operations were in production and assembly. We have witnessed investment growth in several high-tech and environmental protection areas, such as new energy vehicles, high-end equipment, IoT, datacenters, electronics and semiconductors. In addition to sales staff, many companies are recruiting industry experts, business promotion and strategic planning staff. Companies are attaching importance on attracting top commercial and R&D talents.

制造业企业的招聘经历了2017一年的放量增长之后，招聘量在2018年平稳过渡及转型。

中国的工业制造业在2019年仍然可以保持谨慎的增长趋势，PMI指数稳中向好，持续保持在荣枯线之上。“新业态，新模式”的制造业态势明显。以生产加工为核心的传统制造业随着劳动成本及土地成本的增长有外流趋势，投资增长主要集中在一些高科技及环保领域，如：新能源汽车、高端装备、物联网、数据中心以及电子半导体。除了销售领域候选人，很多企业会招聘更多细分及垂直领域的候选人，如：行业专家，业务推广和战略岗位等。企业更加注重商务及研发人才的积累和优化。



Shane Lu
Assistant Consulting Director

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
General Manager	总经理	20+	1.2M-1.8M
Sales Director	销售总监	15+	900K-1.5M
Marketing Director	市场总监	15+	900K-1.5M
Strategy Director	战略总监	15+	800K-1.2M
Strategy Manager	战略经理	5+	500K-800K
Digital Marketing Manager	数字营销经理	10+	400K-700K
E-Commerce Manager	电子商务经理	10+	300K-600K
Marketing Manager	市场经理	10+	400K-700K
Sales Manager	销售经理	8+	300K-600K
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

We have witnessed investment growth in several high-tech and environmental protection areas, such as new energy vehicles, high-end equipment, IoT, datacenters, electronics and semiconductors.

投资增长主要集中在一些高科技领域，如：新能源汽车、高端装备，物联网、数据中心以及电子半导体。



Internet & E-commerce

互联网及电子商务

HOT JOBS 2019

- Solution Architect, Retail Industry
- System Program Manager, Retail Industry
- Customer Success Manager, Retail Industry
- Product Innovation Expert, Retail Industry
- Omni Channel Solution Expert
- IOT Technical Expert, New Manufacturing
- Senior Product Expert, New Manufacturing
- Solution Architect, New Manufacturing
- Senior Algorithm Expert

零售行业系统架构师
零售行业系统项目经理
零售行业客户成功经理
零售行业产品创新专家
零售行业全渠道解决方案专家
新制造IOT技术专家
新制造高级产品专家
新制造业务高级架构师
高级算法专家

The Internet's influence on customers is evident while it is subtly influencing businesses. New retailing is still growing and new manufacturing has arrived.

互联网对C端的改变显而易见，对B端的影响也在潜移默化的发生着。新零售未去，新制造已来。

Internet & E-commerce

互联网及电子商务

In 2018, new retail was still growing. If we say that Jack Ma from Alibaba is the founder of new retail, then Tmall is among the first platforms to implement this business model. Currently, Tmall enjoys the benefits of being a pioneer and is already the leader in the new retail industry. In reality, Tmall has changed the entire industry rather than just a particular field. There have been surprising changes in fields like clothing, general merchandise, home decoration, digital products, fast-moving consumer goods, maternal and infant products, automobiles and luxury goods.

The manufacturing industry will face radical changes in 2019 due to new manufacturing. Companies that rely on traditional resources are having a difficult time adjusting to the recent technological reforms. With IoT, cloud computing and big data, new manufacturing is going to redefine the manufacturing industry, bringing changes to the market, supply chain as well as to all operations and services in the industry. It is a technological revolution.

2018新零售方兴未艾，如果说阿里巴巴的马老师是新零售的创立者，那么天猫就是新零售的践行者，天猫已经在整个新零售行业占据先入者优势，成为整个新零售行业的领头羊，从行业来看，天猫新零售已经不是在某一个领域或业态的突破，而是全行业全生态的覆盖，从服饰百货、家装数码、百货商超到快销母婴、汽车以及奢侈品，各行各业都在发生着惊人的变化。

在即将到来的2019年，制造行业的变化将会是天翻地覆，新制造将赋能各个传统行业，在技术变革的大趋势下，依靠传统的资源消耗型企业生存必定越来越难，挑战也会越来越大，未来成功的制造业一定用好互联网，一定是IoT，一定是云计算、大数据的新型制造业企业，新制造将会重新定义制造业，新制造业将会重新定义客户市场，重新定义供应链，重新定义所有的制造和商业的运营和服务，它是一场技术的革命。



Daniel Yang
Assistant Vice President



Michelle Mi
Consulting Manager

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
COO	首席运营官	15-20	1M-4M
CMO	市场副总裁	15+	1M-4M
CTO	技术副总裁	15+	1.5M-2M
PR Director	公共关系总监	10+	1.5M+
Sales Director	销售总监	10+	1M+
Data Director	数据总监	10+	800K-1M
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+	1M+
BD Director	业务开发总监	10+	800K-1M
ITest Director	测试总监	10+	600K-900K
Java Architect	技术架构师	10+	700K-1.2M
Front End Director	前端总监	8+	1.2 M-1.8M



Supply Chain

物流与供应链

HOT JOBS 2019

- Trade/Customs Compliance Manager/Director
- Supply Planning Manager
- (Senior) S&OP Manager
- Supply Chain System/Process Improvement Manager
- Supplier Quality(Development) Manager/Engineer
- Procurement Director
- Indirect Procurement Head
- Indirect Sourcing Commodity Manager

贸易/关务合规经理/总监
供应计划经理
(高级)销售和运营计划经理
供应链系统经理
供应商质量(发展)经理/工程师
采购总监
间接采购负责人
间接采购品类经理

Supply Chain

物流与供应链

After a short period of recovery in second half of 2017 and the first half of 2018, China's macro-economy is expected to encounter challenges in 2019. China's supply chain industry will be challenged by:

1. Sharp rises in raw materials prices as well as land and labor costs;
2. Change in sourcing destinations of global supplies by multinationals due to increased taxes caused by Sino-US trade war;
3. Large-scale investment in and application of digital supply chains due to AI and digital transformation;
4. A huge demand for new supply chain optimization model due to the development of the Internet and O2O business model.

Due to big changes in global trade policies in 2018 and uncertainty relating to future trade policies, candidates working in the fields of trade and customs compliance are high in demand. Many large companies and high-tech companies will add such positions.

Due to uncertainties relating to the economic environment and market, companies still need talent to work in demand and supply planning.

Due to the negative influence of the Sino-US trade war in 2018 and rising purchasing costs in China, some purchasing jobs in China will be relocated to other countries, such as the US, Singapore and India.

With the wider application of digital supply chains, some large companies will add or make changes to jobs related to supply chain system implementation and optimization.

中国宏观经济在2017年和2018年上半年短暂的复苏后，2019年将迎来艰难的一年。中国的供应链受到以下四大方面的巨大影响，

1. 近两年原材料价格的剧烈上涨，以及物业和人工成本的持续上涨。
2. 中美贸易战导致的税收成本的增加，加快了跨国公司对全球供应源的再布局。
3. 人工智能和数字化转型带来了数字化供应链的爆发式地投资和应用。
4. 互联网的进一步发展以及O2O的快速发展对新型供应链网络的巨大需求。

各国全球贸易政策在2018年经历的巨大变化和未来贸易政策的不确定性，使得熟悉贸易/关务合规方面的人才变得十分紧缺，许多大公司和高科技公司都会增设相应的职位。

经济环境和市场的不确定性使得各家公司仍然需要大量需求和供应计划的优秀人才。

由于2018年中美贸易战的影响以及中国采购成本的提高，原本设在中国的采购职位有一部分会被削减转移到其它国家（如美国、新加坡、印度等）。

随着数字化供应链越来越广泛的应用，一些成熟的大型公司会增设或调整供应链系统实施和流程优化的岗位。



Eric Zhu
Managing Consultant

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Sourcing Director/VP	采购总监/副总裁	15+	1.2M-2M
Indirect Sourcing Director	间接采购总监	12+	1M-1.5M
Senior Sourcing Manager	高级采购经理	8-15	700K-1.1M
Commodity Manager, Direct Materials	直接物料品类采购经理	10-15	400K-900K
Commodity Manager, Indirect Sourcing	间接采购品类经理	8-12	400K-700K
(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
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
Demand Planning Director/Manager	需求计划总监/经理	10+	600K-1.5M
Supply Planning Director/Manager	供应计划总监/经理	8-15	400K-800K
(Sr.) Demand/Supply Planner	(高级) 需求/供应计划员	5-10	200K-400K
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

Overall, foreign enterprises in China will cut their purchasing jobs in China, while Chinese companies still have a great demand for top talents in the supply chain sector. There will be a talent flow from foreign companies to major Chinese Internet companies and e-commerce platforms.

总体而言，外资在中国市场对采购供应链的中高端人才的需求会略微下滑，但国内互联网和O2O的快速发展对专业供应链人才的需求仍然会十分旺盛，外企的一些中高端供应链人才会继续流向一些知名的互联网和电商平台。



High-technology AI

高科技人工智能

HOT JOBS 2019

- Machine /Deep learning Researcher
- Computer Vision Scientists
- NLP scientist
- Speech recognition Researcher
- Big Data MiningScientists

机器学习/深度学习研发岗位
机器视觉研究岗位
自然语言处理研究岗位
语音识别研究岗位
大数据挖掘算法岗位

High-technology AI

高科技人工智能

In 2017, most Chinese companies expanded their businesses in the AI field. These expansions were not hindered by the economic downturns of 2018. In the beginning of 2018, companies like JD.com entered the AI industry and used high salaries to compete for AI talents. Although the extremely high salaries offered by JD.com disrupts the industry's salary system to some extent, it is the only way the company can build a team of AI talent in the fiercely competitive market.

There are already some promising unicorn companies in the AI industry. Many other companies are also growing quickly. The overall number of tech companies in the AI industry is over 100. Entry-level jobs are in greater demand this year, as there is higher demand for talent than supply available. Most AI talents have found jobs in 2017 and they won't change them in the short term, which makes head-hunting and recruitment more difficult.

Employers are focusing on the candidate's implementation ability, for example, for algorithm jobs. Candidates are also required to have strong coding skills instead of theoretical skills.

Head-hunters who patiently wait and have a deep understanding of the AI industry may find the right candidate in the end.

如果说2017年是中国企业快速布局人工智能的一年，2018年人工智能的火并没有随着经济的低迷而变得冷静，2018年年初，以京东为代表的公司迅速以高薪抢夺AI人才，快速拼杀进AI 高科技人才储备和应用行业。外部感受到的情况是，京东的薪酬简直是扰乱市场行情，但是正是在这样的市场情况下，京东的操作才可以力挽狂澜迅速构建AI人才梯队。

AI行业出现几家炙手可热的独角兽公司，后起之秀也很多，AI科技公司总体体量大概超出100家。从整体招聘趋势来看，今年中端和稍微低端一点的人才需求更为急迫，因人才梯队并不完整，HR 和猎头依然都面对需求很多，人才很少的局面，加上2017年大部分AI人才已经选好平台，短期不会变化，让挖掘和企业招聘AI人才变得更难。

今年的AI岗位需求也变为更加关注AI研究人员的工程落地能力，多数算法岗位非常强调coding技能，而不是理论为主。



Yoyo Liu
Consulting Manager

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Machine /Deep learning Researcher	机器学习/深度学习研发岗位	1-5	600K-3M
Computer Vision Scientists	机器视觉研究岗位	1-5	600K-3M
NLP scientist	自然语言处理研究岗位	1-5	500K-3M
Speech recognition Researcher	语音识别研究岗位	1-5	400K-1.5M
Big Data MiningScientists	大数据挖掘算法岗位	1-5	400K-1.5M
Big Data Analysis	大数据分析	1-5	200K-800K
Audio Algorithm Engineer	声学算法相关（降音降噪）	1-5	200K-800K
Control System Engineer	运动控制或机器自动化算法方向		150K-500K
Recommendation And Searching Algorithm	推荐搜索算法	1-5	300K-800K
Perception and orientation	感知和定位方向	1-5	200K-800K
Deep Learning Application Development Engineer	深度学习应用工程师	1-5	300K-1.2M
AI Training Platform Development Engineer	机器学习平台开发工程师	1-5	300K-1.2M
Bid Data System Architect	大数据系统架构师	1-5	300K-1.2M
Training Platform Algorithm Optimized and accelerated	机器学习训练平台加速工程师	1-5	300K-1.2M
HPC Software developer/parallel	高性能并行异构专家/工程师	1-5	300K-1.2M
GPU Optimization	GPU加速/虚拟/驱动	1-5	300K-1.2M
operation research	运筹学（目前都是基于机器学习的）	1-5	200K-800K
Senior Machine /Deep learning Researcher	（高级）机器学习/深度学习研发岗位	5+	1.5M-5M
Senior Computer Vision scientist	（高级）机器视觉研究岗位	5+	1.5M-5M
Senior NLP scientist	（高级）自然语言处理研究岗位	5+	1.5M-5M
Senior Speech recognition Researcher	（高级）语音识别研究岗位	5+	1.2M-3M
Senior Big Data miningscientist	（高级）大数据挖掘算法岗位	5+	1.2M-3M
Senior Big Data Analysis	（高级）大数据分析	5+	500K-1.5M
Senior Audio Algorithm Engineer	（高级）声学算法相关（降音降噪）	5+	400K-1M
Senior Control System Engineer	（高级）运动控制或机器自动化算法方向	5+	500K-1M

Salary Insight 2019

2019 薪酬预测

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Senior Recommendation and Senior Searching Algorithm	(高级) 推荐搜索算法	5+	800K-2M
Senior Perception and orientation	(高级) 感知和定位方向	5+	800K-2M
Senior Deep Learning Senior Application Development Engineer	(高级) 深度学习应用工程师	5+	800K-3M
Senior AI Training Platform Development Engineer	(高级) 机器学习平台开发工程师	5+	800K-3M
Senior Bid Data System Architect	(高级) 大数据系统架构师	5+	800K-3M
Senior Training Platform Senior Algorithm Optimized and accelerated	(高级) 机器学习训练平台加速工程师	5+	800K-3M
Senior HPC Software developer/parallel	(高级) 高性能并行异构专家/工程师	5+	800K-3M
Senior GPU Optimization	(高级) GPU加速/虚拟/驱动	5+	800K-3M
Senior operation research	(高级) 运筹学	5+	800K-2M

AI is the trend of the future. Talent shortage is going to last throughout the next five years. There is a huge market demand and salaries will continue to remain high.

AI是未来的大趋势，5年内人才需求的短缺难以逆转，市场需求持续强劲，薪水持续保持在高位。



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