



# 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。

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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