



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

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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。