



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。

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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+