



Industrial & Hi-Tech

工业制造业及高科技行业

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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。