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2021 JOB MARKET INSIGHT

CONNECTUS
CONNECTING TALENTS • BUILDING SUCCESS

CONNECTUS
CONNECTING TALENTS • BUILDING SUCCESS

www.connectus.com.cn

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. 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.

CONNECTUS总部位于新加坡,在亚洲拥有超过200名员工,并在9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。

Headquartered in Singapore, CONNECTUS have more than 200 staff across 9 cities in Asia. Our consultants are subject matter experts in their core disciplines and are able to provide executive search, training and consulting services to our clients. CONNECTUS have a reputation in customizing reliable and high quality solutions to clients.

ABOUT CONNECTUS

Powering talents to
create an extraordinary world

让世界因人才而非同凡响

”

OUR MISSION

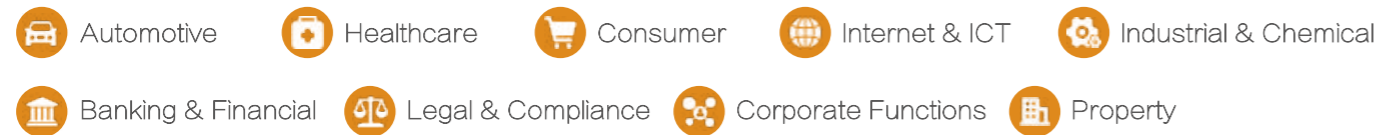
OUR BUSINESSES



高端猎头服务 EXECUTIVE SEARCH

针对企业的中高端管理层岗位、稀缺岗位、机密岗位以及专业型技术人才提供快速且定向的招聘解决方案，帮助企业搜寻、筛选、最匹配人才。

We offer effective recruitment and search solutions for mid to senior management positions, critical and confidential roles as well as technical and niche jobs, assisting companies to find the right candidates for their vacancies.



市场洞察 MARKET INTELLIGENCE

依靠我们强大的数据库以及区域网络关系，我们可以在亚洲的各个行业及国家进行市场调研。通过制定出一套完善的问卷及评分体系，我们能帮助企业进行市场准入分析，人才情况分析以及成本分析，我们的客户可以通过我们提供的市场信息做出决定。

Our extensive database and strong regional network allow us to conduct primary market research in various industries and locations in Asia. By formulating a comprehensive list of questionnaire and scoring methodology, we can help companies in pre-market entry studies, talent availability and cost analysis. We offer these market intelligence to help our clients make informed decisions.

职业规划 CAREER ADVISORY SERVICES

我们拥有经验丰富的专业顾问和培训师团队，可以为求职者提供长远的职业建议和培训。我们的服务包括简历撰写、面试技巧、心理测量评估和就业市场洞察。同时我们与多家知名公司合作，可以为求职者提供更多实习/就业机会。

Our team of professional consultants and trainers are highly experience and have the expertise to provide career advices and training to candidates. Our advisory services include resume writing, interview techniques, psychometric assessment and employment market insights. At the end of the advisory program, you stand a higher chance of securing an internship/employment with a reputable company that we work with.

招聘流程外包 RECRUITMENT PROCESS OUTSOURCING

我们深刻了解不同行业组织的不同职能的工作分配，并且具备专业独立的团队能够支持企业优化招聘流程，解决一些时间紧迫、大批量、高重复性职位的中长期需求。简化企业的雇佣流程。

We have a professional and independent team that understands the different functions of organizations in various industries. We streamline the employment process for our clients by helping them mass recruit generic positions quickly.

企业人才发展 TALENT DEVELOPMENT

Gateway 是 CONNECTUS 独立的培训品牌，服务包含外派公开课、企业内训、咨询项目、体验沙龙及调研报告。

Gateway 成立至今，已为许多世界500强及国内知名企业的解决了他们的人才发展困境。

Gateway is CONNECTUS' s independent training brand. Its businesses include open courses, in-house training, consulting services, experience workshop and research report. Gateway has helped solve the talent development challenges for many global Fortune 500 companies as well as many well-known Chinese companies.

企业咨询 BUSINESS CONSULTING

我们可以通过提供业务、战略和人力资源咨询服务来帮助企业发展，方案包括客户管理、供应商管理、产品开发、卓越运营、创新、员工赋权、持续改进和目标管理等8个方面。根据客户的不同需求，我们可以针对公司的发展阶段定制不同的解决方案，以帮助客户更快地取得成功。

We provide business, strategy and human resource consulting services for customers who need solutions to solve their challenges. It covers 8 aspects from customer management, supplier management, product development, operational excellence, innovation, employee empowerment, continuous improvement and management by objectives. According to the different needs of customers, we can customize solutions specific to a company' s development stage, helping customers achieve faster success. companies as well as many well-known Chinese companies.

灵活用工 CONTRACT STAFFING

我们致力于为企业提供专业而灵活的用工服务，帮助企业提高运营效率，更好地管理运营成本，并有效地将重心转移到核心业务上。我们可以提供包括销售和营销、IT、人力资源、财务、行政、工程和制造人才等岗位招聘的灵活用工服务。

We are committed to providing flexible staffing services to help enterprises enhance operational efficiency, better manage operating costs and to efficiently shift focus to their core businesses. The functions that we cover include sales and marketing, IT, HR, finance, administration, engineering and manufacturing talents.



OUR AWARDS (2019 – 2020)

- 2019–2020 The RECC Awards of China
“中国区互联网行业卓越招聘服务机构提名奖”
“中国区消费品行业卓越招聘服务机构提名奖”
- 2020 Human Resources ASIA Recruitment Awards
Best Executive Search Agency 最佳人才搜寻机构
Best Candidate Experience Agency 最佳候选人体验机构
Best IT/Technology Recruitment Agency 最佳互联网/技术招聘机构
Best Media & MarComm Recruitment Agency 最佳媒体和市场战略招聘机构
Best Client Service 最佳客户服务机构
- 2019年度猎头行业“十佳学习型组织机构”奖 RECC
- 2018–2019 中国区汽车行业最佳招聘服务机构 RI
- Asia Recruitment Awards Hong Kong 2019
Best Executive Search Agency 最佳人才搜寻企业
Best Recruitment Consultant 最佳猎头顾问—Sharon Shao
Best Healthcare Team 最佳医疗健康团队
Best Recruitment Entrepreneur 最佳招聘领域企业家 – Alex Seah

合作 One Team

诚信 Integrity is Doing the Right Thing

积极 Go Beyond Limits

创新 Run a Different Race

恒学 Move out of Comfort Zone

坚持 Persistence Conquers All

Core Values



随着科技进步的不断加快，越单一的技能越容易被高科技所取代，人才培养是发展的必然趋势。高速信息时代孕育出的是体量庞大的培训市场和形形色色的培训产品，获取知识的途径和成本逐渐趋向于低廉，这令不少为组织提供企业培训和组织发展的经理人们感到困惑。能否做出正确的选择，决定着企业是否跟得上这个混沌的VUCA时代。

With the fast improvement in technology, talent development and skills upgrading are important to ensure that humans are not replaced by robots. The current fast information era has flooded the market with many training products with different quality and pricing, resulting in a challenge for training managers. Selecting right trainings can actually determine if the organization can survive in the current VUCA environment.

Gateway品牌应运而生，我们希望为组织提供一个一站式的服务平台，拥有全面的培训课题、丰富的讲师资源、更加灵活的培训形式，以及更加懂你的专业顾问。品牌成立以来，我们以使命驱动，与多家世界500强及国内的知名企业进行长期合作。我们尽全力满足客户需求，帮助客户解决一个又一个在组织和人才发展方面遇到的难题。

Gateway is a one-stop service platform that provides a wide range of training topics, a large pool of experienced trainers, flexible training techniques and training consultants that understand client needs. Since inception, driven by our mission, we have developed long term relationships with many Fortune 500 companies and renown enterprises. We are committed to help companies solve each and every of their challenges in organization and talent development.

从初次合作到持续采购，客户感受到的是Gateway的用心服务以及客户至上的合作精神。

From the first cooperation to future engagements, our clients can feel that Gateway is a committed and trusted partner that puts the customers' interests first.

主体业务

Main Businesses

外派公开课

Open Course

为需求人数少的客户，提供可灵活选择的公开课服务。高度标准化的授课内容与服务流程，让学员在获得课程收益的同时，也能够人脉交流方面有所收获。

One-stop service to allow candidates to have a headstart in their career by providing psychometric assessment, career planning, CV composition training, interview training and position briefing.

企业内训

In House Training

根据企业不同培训需求，从课程、讲师、案例、授课形式、辅助材料、学习转化到人才测评、体系搭建等多方面提供定制化服务。

We can customize in-house training courses according to the organization's needs from the topic, trainer, case studies, training format, training materials, learning transformation, psychometric assessment to training system development etc.

咨询项目

Consulting

通过定制化解决方案帮助企业发展：在主题咨询、项目范围、项目周期、开展方式、服务深度等各个方面，我们都可以提供灵活的咨询服务，助力企业变革。

We can customize consulting solutions in various business aspects such as strategy, human resources, product development, operations, innovation, quality, customer and supplier management to help companies transform and grow.

增值服务

Value-added Services

体验沙龙

Experience Workshop

明确区分反馈性质的干货分享与精品体验（考察讲师、产品、供应商），让客户在合作之前体会到我们的用心。

Our workshops allow customers to experience the trainer's style, content and benefits before deciding which trainer or course is more suitable for them.

调研报告

Research Report

每年定期推出年度行业薪酬预测报告&人力资源雇佣调研报告，帮助企业洞鉴人才市场走向，促动企业优化组织内部的人才管理。

We issue an Annual Employment Report and an Annual Salary Report to help enterprises gain insight of future market trends so that they can optimize their organization capabilities and workforce.



梳理职业发展方向 进入知名企业 迈好职场第一步

Plan your career in advance and join a reputable company

每年预计900万大学生离开校园，步入职场成为职场新人。作为刚从校园走出来的大学生，无论是自我定位，职业规划还是进入企业前的面试考察，都让他们面对着各种问题和挑战。

因此，Head Start品牌应运而生，背靠知名猎头公司CONNECTUS的经验资源，拥有众多知名企业合作伙伴。为企业推荐输送优秀人才的同时，也为大学生获得世界五百强、行业知名公司等合适的工作机会。

Every year about 9mil students enter the job market. Students entering the workforce face many challenges in identifying their strengths, career planning and preparing for interviews. Headstart is created to solve these challenges. Backed by the strong customer base of CONNECTUS, a reputable international executive search firm, Headstart is able to help students find suitable job opportunities with many Fortune 500 multi-national companies and industry leading companies.

打造求职教育成功率第一品牌。

To be the preferred brand for career advisory services.

主体业务

Main Businesses

一站式全职保障项目

One-stop Permanent Employment Service

为初入职场的新人提供性格测评，职业规划，简历修改，面试辅导，岗位推荐一站式求职项目，迈好职场第一步。

One-stop service to allow candidates to have a headstart in their career by providing psychometric assessment, career planning, CV composition training, interview training and position briefing.

一站式实习保障项目

One-stop Internship Service

为在校学生提供名企实习机会，提前做好行业岗位认知，职业规划，丰富工作经历，为毕业的第一份工作打好坚实的基础。

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CEO summary

首席执行官总结

If you look at the industry developments in the recent years, you will find intelligent and digital technology prevailing in all walks of life. The traditional industry as we know it is no longer the same because enterprises are upgrading their business philosophy and technology. With the government putting more money into new infrastructure, the construction of 5G base stations, UHV transmissions, inter-city high-speed railways and urban railways, new energy charging stations, big data centers, artificial intelligence and the industrial Internet, more jobs and talent demands are bound to be created. According to the ‘2020 New Infrastructure Talent Report’, the demand for core technical personnel in new infrastructure is expected to reach 4.17 million people by the end of this year. Taking the 5G industry as an example, the investment and development of this industry is about to enter a golden period in the next five to ten years. It is estimated that in 2030, this industry will create over 8 million positions directly and 11.5 million positions indirectly. Therefore, we can see that the demand for highly skilled talents may multiply day by day. The ‘pursuit for changes’ and ‘flexibility’ will be the key to competitiveness for future jobs. Talent with innovative thinking, adaptability, and quick learning skills will be very much needed.

纵观近几年的行业发展，从各方面都能感受到智能化、数字化趋势在各个行业的渗透，普遍观念中的“传统行业”不复存在，企业无论是在经营理念或是技术水平方面都在不断的更新迭代。随着政府方面持续加大对新基建的投入，所涉及5G基站建设、特高压、城际高速铁路和城市轨道交通、新能源汽车充电桩、大数据中心、人工智能、工业互联网等领域产生了更多新兴的岗位，催生新的人才需求。根据《2020年新基建产业人才发展报告》，我国新基建核心技术人才缺口预期年底将达417万人。以5G产业举例，在未来的5到10年间，5G产业投资发展将进入黄金时期，预计到2030年，5G产业可以直接创造超过800万个就业岗位，间接创造约1150万个就业岗位。由此可见，未来对于高端应用型人才的需求将会与日俱增。“求变”“灵活”将是未来岗位竞争力的关键词，具备创新思维、有较强的适应性和快速学习能力的人才将成为核心紧缺人才。

Having gone through the black swan incident of the global epidemic in 2020, enterprises have to bear in mind a sense of crisis and realize that talents are essential for sustainable development. How to keep and train them will be a new challenge for these companies. Under the backdrop of globalization, more domestic private enterprises are trying to go global, and they also improved their company structure and culture so as to attract excellent talents. Compared with mature management methods in multi-national companies(MNC), local private companies give broader space for professionals to develop and realize their own values. As a result, quite a few executives in MNCs choose to turn to private companies for better development. According to the CIER Index Report published by the China Institute for Employment Research in Renmin University of China, MNCs were less popular than before in the job fair. In recent years, the CIER of private companies is higher than that of MNCs. The statistics in the 2Q2020 report suggested that the epidemic has led to a decrease of

CIER both in private companies and MNCs. However, the CIER index of private companies was 0.88, still higher than that of MNCs, which was 0.5. (CIER Index is used to demonstrate the employment situation in China, its calculation formula is $CIER = \frac{\text{the number of employees needed in the market}}{\text{the number of candidates who applied for jobs}}$)

经历了2020年全球疫情爆发的黑天鹅事件，企业更应具备一定的危机意识，想要有可持续性的发展，人才的储备必不可少，如何能够更好的“留”“育”人才，是企业所面临的一项新挑战。在全球化的经济浪潮下，国内民营企业的国际化案例趋势性增长，民营企业内部不断提升组织能力以吸引更多优质人才。与外商独资企业成熟的管理模式相比，民营企业有更加宽广的发展空间给到职业经理人，是更好的实现自我价值的平台。不少外商独资企业高管权衡之下转而选择加入民营企业继续发展。根据中国人民大学中国就业研究所发布每年发布的《中国就业市场景气指数报告》也显示出了外商独资企业在招聘市场遇冷的境况。近几年，民营企业的CIER指数皆高于外商独资企业的CIER指数。受到疫情影响的2020年第二季度《中国就业市场景气指数报告》中，民营企业与外商独资企业的CIER指数均有下降，但民营企业仍以0.88高于外商独资企业的0.5。（CIER指数是用来反映就业市场景气程度的指标，其计算方法是：CIER指数=市场招聘需求人数/市场求职申请人数。）

Under this circumstance, both private enterprises and MNCs are concerned with attracting and retaining core talents, hence putting more emphasis on employer branding. Judging by the Global Report of Employer Brand Research, companies with excellent brands receive twice the number of resumes than normal companies do while the former ones don't have to pay extra money for that. Those with a worse reputation may have to pay more than 10% of hiring cost. The effective ways to improve employer branding are to pay attention to the needs of talents in salary, corporate value, promotion mechanism and training opportunities. The stronger the employer brand, the more excellent core employees may be attracted to the company.

在这样的境遇下，如何吸引和保留核心人才成为了不论民企还是外商独资企业最为关心的话题，所以“雇主品牌”作为这个话题的有效工具孕育而生。通过《全球雇主品牌调研报告》可知：“拥有优秀品牌的企业收到的简历数是普通企业的两倍，并且他们不需要花费额外的招聘费用；而声誉不佳的企业要多付出10%的雇佣成本。”真正关注到人才在薪资、企业价值、晋升机制、提供的培训发展机会等方面的需求是提升企业雇主品牌效应的有效方法。强大的雇主品牌效应可以为企业带来更多和更优秀的核心员工。

Alex Seah

Accounting & Finance

财务岗位

2021 HOT JOBS

- Pre-IPO CFO 拟上市首席财务官
- Commercial Finance Director 业务财务总监
- Finance Director 财务总监
- FP&A Director/Manager 财务分析总监 / 经理
- Plant Finance Controller 工厂财务控制
- Digital FP&A Manager 电商财务分析经理
- Business/Commercial Controller 商务控制
- Business Intelligence Manager 智能商务经理
- SSC/Outsourcing Manager 共享中心/外包经理

Accounting & Finance

财务岗位

Affected by the pandemic, the need for finance position jobs declined in 2020 and foreign companies are putting hiring under strict control. For those candidates switching jobs, their potential salary increase was maintained at around 10% to 20%. The future preferences of employees will turn more diversified in 2021, mainly targeted at mid-level managers and less for senior positions. FP&A and Business/Commercial Controller candidates will continue to be popular because more and more companies now understand how financial analysis can help improve their operations. Demand for e-commerce and digitalization employees are also on the rise.

由于疫情影响，2020年整体财务职位招聘数量减少，外企人员数量控制严格。在跳槽过程中，企业严格控制候人的涨薪幅度，约10%-20%。2021年招聘职位方向多元化方向发展，以经理级别居多，高层职位相对减少。相对比较热门的招聘职位还是财务分析和商务控制，原因是越来越多企业重视财务分析对于企业业务的影响和帮助。另外一方面对于电商以及数字化转型方向的职位需求增多。

We expect the financial positions in the future to be more automated, intellectualized and digitalized.
预计财务未来发展的三大趋势：自动化、智能化和数字化。

These three characteristics can already be felt in the current market. There influences will be further developed and will play an important part in financial positions. Companies now pay more attention to big data analysis and intelligent business control to realize digital transformation. Candidates should not only have the required professional skills, but also need to have a strong sense of business and communication skills so as to keep up with the times and realize digital integration.

这三个趋势在目前的财务环境下已经有所体现，并且有着非常迅猛的发展势头，在未来，将会对财务的工作产生至关重要的影响。越来越多企业开始重视大数字分析以及商务智能控制在企业中的运用，实现数字化转型。对于人才招聘，除了专业知识必须具备之外，还需要较强的业务意识以及较强的沟通能力，能够紧跟时代步伐，才能最大程度的实现业态融合。

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Salary Insight 2021

2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (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
Finance Director	财务总监	15+	800K-1M
Treasury Director	财务总监	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 - OEM

Sales & Marketing

汽车市场销售

2021 HOT JOBS

- Customer Digital Product Lead
- E-commerce Lead
- Customer Experience Lead
- CRM Lead
- Digitalization Lead
- Customer Operation Lead
- Content Marketing Lead
- Data Analyst
- ICV Product Planning Lead
- Lifestyle Product Development Lead
- Brand Experience Center Operation Lead

- 用户数字化产品负责人
- 电子商务负责人
- 用户体验负责人
- 客户关系管理负责人
- 数字化负责人
- 用户运营负责人
- 内容营销负责人
- 数据分析经理
- 智能网联产品规划负责人
- 生活方式产品负责人
- 品牌体验中心运营负责人

Automotive-OEM Sales & Marketing

汽车市场销售

Automotive marketing will focus more on innovative product releases in 2021, and will be user-centered so that the brand feels more alive.

汽车营销在2021年将会更多着眼于创新的首发，以用户为中心，让品牌元素在用户心中更生动。

As the trend goes on, a large number of new positions will emerge. For example, customer digital product leads, customer operation leads, lifestyle product development leads, e-commerce leads, brand experience center operation leads etc. The thriving new energy industry has enabled some car companies to develop its marketing concept based on user thinking, which has given the candidates unique experience in this regard. In the meantime, employers will take cross-industry talents, such as the retail or internet industries into consideration when hiring new employees.

随着这一业务趋势的变化和发展，大量新的职能也会产生，比如：用户数字化负责人、用户运营负责人、生活方式产品（精品）以及电商负责人、品牌体验中心运营负责人。蓬勃发展的新能源产业让新能源汽车中出现以用户思维来打造营销体系的公司，使得一批候选人有了该领域独到的经验。同时在未来招聘中，招聘方也会更具有开放性的考虑跨行业人才，比如零售行业，互联网行业的人才。

Companies not only need to focus on candidate's innovative business experience, but also need to pay attention to the compatibility between culture and mission. Therefore, it is necessary for employers to engage their candidates in these two aspects so as to build a self-learning organization that can improve itself swiftly. 对企业而言，除了需要聚焦是否有创新业务经验，更加要考虑到文化和目标的适配性。这一方面需要在招聘前与候选人充分沟通，打造一个可以敏捷迭代的自学习组织。

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Salary Insight 2021

2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Customer Digital Product Lead	用户数字化产品负责人	10+	1.2M-1.5M
E-commerce Lead	电子商务负责人	10+	1.2M-1.5M
Customer Experience Lead	用户体验负责人	10+	1.2M-1.5M
CRM Lead	客户关系管理负责人	10+	1.2M-1.5M
Digitalization Lead	数字化负责人	10+	1.2M-1.5M
Customer Operation Lead	用户运营负责人	10+	1.2M-1.5M
Content Marketing Lead	内容营销负责人	10+	1.2M-1.5M
Data Analyst	数据分析经理	10+	1.2M-1.5M
ICV Product Planning Lead	智能网联产品规划负责人	10+	1.2M-1.5M
Lifestyle Product Development Lead	生活方式产品负责人	10+	1.2M-1.5M
Brand Experience Center Operation Lead	品牌体验中心运营负责人	10+	1.2M-1.5M

Automotive-Operation

汽车工厂运营

2021 HOT JOBS

- Quality Management
- Plant Management
- Automation Design
- Lean Production Management

质量管理
工厂管理
设备自动化
精益生产管理

Automotive-Operation

汽车工厂运营

As expected, personnel hiring for the automotive industry saw no sharp increase in 2020. With government support initiatives, the domestic automotive market started to pick up in the second half of 2020. This has resulted in many domestic automotive parts companies starting their talent recruitment programs and it is estimated that the need for talents may continue for 2 to 3 years.

2020年汽车制造领域的人才需求没有太大涨幅，可以说是意料之中，但随着经济内循环的国策开始进行调整和干预，2020年下半年已经有不少国内的零部件公司开始广纳人才，从趋势来看内资企业掀起的人才需求潮将会持续2~3年的时间。

Plagued by continual cost escalation, the industry has to find ways to effect lean management. Despite the fact that domestic companies have an advantage in cost control, potential capacity and productivity issues continue to be their main concerns. Therefore, finding experienced and hands-on employees who have lean management capabilities will be a key focus for domestic automotive companies.

精益化的企业运营发展路线是汽车行业在成本压力下发展的必经之路，特别是国内企业，在成本控制方面具有一定优势但是随着产量增加，产能和效能的问题会逐渐凸显，因此务实型的精益管理人才会是内资企业的重点需求之一。

The domestic automotive industry is expected to get more orders from well-known automakers. For example, 70% of Tesla's auto parts supplies were manufactured locally in China. Hence, we believe the need for quality-related professionals will definitely rise. Hence, we can expect 2021 to be a year where the automotive industry will experience a sharp increase in employee turnover.

国内本土汽车制造企业将承担更多知名客户的订单需求，以汽车品牌TESLA为例的零部件供应商国产化比率达到70%，因此内资企业在质量专业的人才需求必然会增长。总体来看，2021年在汽车制造领域的人才流动会有一个高位增长。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
General Manager	工厂总经理	15+	850K-2M
Plant Manager	工厂长	15+	700K-1.3M
Plant Operation Manager	工厂运营经理	15+	620K-870K
Plant Quality Director	工厂质量总监	10+	650K-1.1M
Plant Production Manager	工厂生产经理	10+	380K-620K
Plant Quality Manager	工厂质量经理	10+	420K-750K
Plant Process Manager	工厂制造工艺经理	10+	400K-670K
Plant Maintenance Manager	工厂设备维护	10+	380K-650K
Project Launch Manager	项目投产经理	5-10	250K-600K
Plant Lean Manager	工厂精益生产经理	8+	350K-520K
Program Manager	项目开发经理	8+	400K-850K
Regional EHS Head	环境安全健康总监/经理	15+	600K-1.6M
Regional Quality Head	区域质量总监/经理	15+	750K-1.8M
Regional Operation Head	区域运营总监/经理	15+	680K-1.5M
Regional Lean Head	区域精益管理总监/经理	10+	480K-1.3M
Regional AQ Manager	区域先期质量经理	10+	380K-800K
Regional CQ Manager	区域先期质量经理	10+	380K-800K
Process Expert	专业领域工艺专家	10+	400K-950K
6 Sigma Master	6西格玛管理大师	10+	450K-800K
Automation Manager	设备自动化开发经理	8+	400K-700K

Automotive-R&D 汽车研发

2021 HOT JOBS

- EE Architect Engineer
- ADAS Manager
- Software Program Manager
- Data Scientist/Analyst
- Security Architect
- Telematics Manager
- Software Quality Manager
- Perceptual decision Algorithm Engineer
- NLP Algorithm Engineer
- Data Scientist/Analyst
- Data Architect/Expert
- Designer UI/UX
- ML Algorithm Engineer
- Solution Architect
- Devops Engineer
- Software Engineer
- Interaction Designer
- Testing and Validation Engineer
- Data Engineering Expert
- Data Management
- Software integrator Engineer (Connectivity/ADAS)
- System integration Engineer (Connectivity/ADAS)

电子电气架构师
驾驶辅助系统研发经理
软件项目经理
大数据科学家/分析师
安全架构师
车联网经理
软件质量经理
感知决策算法工程师
自然语言处理算法工程师
大数据科学家/分析师
大数据架构师/专家
UI/UX设计师
机器学习算法工程师
解决方案架构师
运维开发工程师
软件工程师
交互设计师
测试与验证工程师
数据工程专家
数据治理
软件集成工程师 (Connectivity/ADAS)
系统集成工程师 (Connectivity/ADAS)

Automotive-R&D 汽车研发

With the development of the internet, automobiles will be more aligned to user habits in this era of mobile travelling. Automobiles components will transition from mechanically-driven hardware to software-driven electronic devices. It is getting more obvious that software will define automobiles gradually. As a result, the traditional value chain of automobile will be restructured entirely, and the reform is being decided by automobile companies at the highest strategic level. Therefore, it is inevitable that software will dictate automobiles.

随着互联网络的不断发展，移动出行时代，汽车作为主要的代步工具也会更加符合用户使用习惯，逐渐由机械驱动的硬件向软件驱动的电子产品过渡，软件定义汽车的趋势会愈发明显。这一趋势下，传统的汽车价值链必然要经历重构变革，各大车企甚至将上升到战略层面，这也表明，软件定义汽车成为必然方向。

When automobile companies undergo restructuring, the key is to create differentiation characteristics and attract customers by developing their software capabilities. A few reputable carmakers such as Volkswagen, SAIC, Toyota have started deploying personnel in this field. They have set up software business departments and the need for talent in automotive software and electrical and electronic architecture is destined to rise.

实现这一过程，企业所必需具备的软件能力，成为打造汽车企业差异化竞争，吸引用户的关键，不少大型知名企业已经开始在这一方面的布局，例如，大众，上汽，丰田等品牌企业的整车厂已经开始成立软件业务部门，相应的，汽车软件和电子电气架构的人才需求必然会大大增加。

Big data is important to support the development of software and other functions. An overall architectural structure of telematics and big data platform will ensure that the research of vehicle-vehicle coordination and vehicle-human coordination can be supported by cloud server, and common-platform services can be developed and deployed when vehicles are interconnected on a large scale. Meanwhile, it is equally important for data to be transferred and accessed safely and efficiently through international algorithm.

实现软件整体的升级和更多功能应用的开发，大数据平台的支撑是重点，无论是车联网还是大数据平台都需要有一个总体的构架，研究支持车和车，车和人协同的基础支撑的服务云平台构架，满足大规模车辆互联下共性服务层的开发和部署。同时，信息数据的安全，基于国标算法数据的安全、高效地传输，以及高效地访问、安全地访问也同样重要。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
R&D Head	研发中心负责人	15+	800K-1.8M
Data Architect/Expert	大数据架构师/专家	8-15	600K-1.5M
R&D Director	研发总监	10+	600K-1.2 M
Program Department Director	项目部门总监	10+	600K-1.2 M
Software Quality Manager	软件质量专家	10+	600K-800K
Data Engineering Expert	数据工程专家	5-8	500K-700K
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
EE Architect Engineer	电子电气架构专家	8+	500K-800K
Program Manager	项目经理	8+	400K-700K
Data Management	数据治理	3-8	400K-600K
Security Architect	安全架构师	6-12	300K-600K
ML Algorithm Engineer	机器学习算法工程师	2-6	300K-600K
Software integrator Engineer (Connectivity/ADAS)	软件集成工程师 (Connectivity/ADAS)	3-5	300K-450K
System integration Engineer (Connectivity/ADAS)	系统集成工程师 (Connectivity/ADAS)	3-5	300K-450K
Data Scientist/Analyst	大数据科学家分析师	3-8	250K-600K
Software Engineer	软件工程师	3-8	200K-500K
Hardware Engineer	硬件工程师	3-8	200K-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	150K-300K
UI/UX Designer	UI/UX设计师	3-5	250K-350K
Interaction Designer	交互设计师	3-8	250K-450K
ADAS Testing engineer	自动驾驶测试工程师	3-5	250K-350K
Battery development Engineer	电池开发工程师	3-5	250K-350K
Application Engineer	应用工程师	5+	200K-300K
Test, Diagnosis, Validation Engineer	测试, 诊断, 验证工程师	4+	200K-300K

Automotive - Parts Sales & Marketing 汽车零部件市场销售

2021 HOT JOBS

- Key Account Manager (Local OEM) 大客户销售经理 (本土品牌)
- Key Account Manager (ADAS) 大客户销售经理 (自动驾驶)
- Key Account Manager (Connected-Car) 大客户销售经理 (车联网)
- Key Account Manager (from Private Company) 大客户销售经理 (民营企业岗位)
- Key Account Manager (Software/Solution Sales) 大客户销售经理 (软件/解决方案类销售)

Automotive-Parts Sales & Marketing 汽车零部件市场销售

The global pandemic in 2020 has brought about tough challenges and bearish impact onto the automotive industry. Affected by the coronavirus, OEMs and parts suppliers were once faced with the pressure to shut down because the supply chains were closely interconnected throughout the globe. Many companies had to figure out how to survive under the impact of the epidemic. A few auto parts enterprises in the Greater China region were forced to change or freeze their initial investment plans while most of them had to postpone their recruitment plans indefinitely. Short-term wage cut, cancellation of year-end bonuses or even job cutoffs were not uncommon in some of the enterprises.

2020年全球疫情的爆发，给疲软的汽车行业带来了非常严峻的挑战和影响。作为一个供应链高度全球化的行业，受疫情的影响，各整车厂和零部件供应商都出现过“停摆”，甚至有不少企业需要面对如何活下来的困境。在大中华地区，不少汽配企业为了保证资金链和运营效率，不约而同的对之前制定的投资计划进行调整甚至冻结，绝大部分企业招聘计划无期限冻结，一些企业采取了短期降薪和年终奖取消发放等举措，部分甚至执行了不同程度的裁员计划。

The auto parts sales position was affected most, with employment rate dropping sharply. On one hand, most enterprises paused their recruitment of sales positions. On the other hand, the vacancies remain unfilled. If we look at this problem from the perspective of the employers, they are now stricter with employee selection, recruitment process is extended and salary increment becomes harder to obtain.

从求职市场角度看，汽配销售岗位受到的冲击尤为明显，招聘职位量直线下降，一方面是由于大部分企业暂停了对新增销售岗位的招聘，另一方面是原本空缺岗位的冻结。从企业招聘角度出发，招聘方对人才的选择更为谨慎与严格，招聘的流程周期也被一定程度的拉长，对于薪资的增长幅度也会有更多限制。

Judging from the demand for auto parts sales positions in 2020 and 2021, companies are looking for more ‘game-changers’. As the domestic parts companies are growing day by day, they want to have more ‘game-changers’ who can bring them advanced sales management methods into the company. In the meantime, foreign parts companies are looking to further cooperate with local auto companies in China to expand their businesses.

纵观2020-2021年汽车零部件销售市场类职位需求，企业对于“破局者”的需求将会是一个趋势。不断崛起的内资零部件企业希望能有体系化能力的人选加入，为他们带来先进的销售管理模式。外资零部件企业希望能进一步开拓中国汽车整车公司，以此带来更多的业务增长。

The ‘game-changer’ needs to be highly motivated and possesses independent problem-solving abilities. “破局者”型人才往往需要具备更强的主观能动性以及能独立解决问题能力。



Salary Insight 2021 2021 薪酬预测

The current market requires all candidates, whether active or non-active job-seekers, to be well prepared in the following two aspects. The first is to have a understanding of its SWOT positioning of himself and the environment around him, and the second is to improve one's soft skills, e.g. communication skills, interview skills, etc., so that they stand ready for future opportunities.

在当前的市场情况下，希望所有在职或者求职中的职业经理人，第一能够对自身和周围环境有一个清晰深刻的思考，第二，提升自己的软实力，如沟通技巧，面试技巧等，为将来心仪的机会做好充分的准备。

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Job Title	职位名称	工作年限	薪资预测 (CNY)
OE 原厂业务			
Sales VP(OE)	销售副总裁 (原厂)	18-25	1.5M-2M
Sales Director (OE)	销售总监 (原厂)	15-20	700K-1.3M
Sales Manager	销售经理	8-15	500K-700K
Key Account Manager (NEV)	大客户经理	5-10	300K-450K
Key Account Manager (Connected Car)	大客户经理	5-10	350K-500K
Key Account Manager (ADAS)	大客户经理	5-10	350K-500K
IAM 独立售后市场			
GM (IAM)	总经理 (售后)	18-25	1.2-1.8M
Sales Director (IAM)	销售总监 (售后)	15-20	700K-1.2M
Regional Sales Manager (IAM)	大区销售经理 (售后)	10-20	400K-650K
Key Account Manager (IAM)	大客户经理 (售后)	7-15	250-400K
Area/Regional Sales (IAM)	区域销售经理(售后)	5-10	200-350K

Banking & Financial Services

银行及金融服务业

2021 HOT JOBS

Banking 银行

- Corporate Banking RM
- Head of Private Banking
- Digital Transformation Manager

公司银行客户经理
私人银行负责人
数字化转型经理

Fintech 金融科技

- Partnership Director
- Growth Manager
- Strategy Expert

机构合作总监
用户增长经理
战略规划专家

Securities/Fund/PE/VC 证券、基金、PE、VC

- Institutional Sales
- Market Risk Manager

机构销售
市场风险经理

Insurance 保险

- Actuary
- Branch GM

精算师
分公司负责人

Banking & Financial Services

银行及金融服务业

2020 was undoubtedly a year full of changes and uncertainty. The ongoing US-Sino trade war and the wide-spread coronavirus caused sweeping changes across the entire world. As the world economy comes under pressure, rules and policies are re-written with harsher requirements.

过去的2020年毋庸置疑是充满变化和不确定性的一年，中美贸易战持续，新冠疫情也深刻地改变世界每个角落，世界经济整体承压，过去的市场环境和商业规则被不断打乱重新构建，随之而来是更加迫切和严厉的商业环境、政策规则、科技转型要求。

Anti-internationalization policies have made it harder to do cross-border businesses. In the meantime, China has introduced "internal consumption circulation". Consumption and services are encouraged to go online, which will benefit To B businesses.

商业环境方面，世界经济整体呈现反全球化的趋势，跨境贸易受挫，中国也进入“内循环”阶段，另一方面更激励消费和服务向线上转移，尤其是线上To B服务迎来难得的利好环境。

The liberalization of the foreign capital policy is now being implemented and the first wholly foreign owned mutual fund has been approved. Various world-renowned asset management companies are setting or expanding holding companies in China. Free trade trial zone and free trade port was set up in Hainan to strengthen global trade connections.

政策规则方面，外资全面开放政策得到进一步的实施落地，首家外资全资公募基金落地，多家国际知名资管在华设立/扩张控股公司，海南设立自由贸易试验区和中国特色自由贸易港，推动全球贸易联系。

Several fin-tech unicorns are designing strategies regarding consumer finance. P2P is now off the track and some companies managed to transform to organization channels. To B fintech is becoming the trend, with traditional financial groups joining the fin-tech and e-commerce sector. The block chain sector actually rose during the epidemic.

金融科技方面，多家互联网独角兽企业布局消费金融赛道，P2P完成全面清退但部分机构成功向机构渠道转型，To B金融科技正在成为新的趋势，传统金融集团加速布局金融科技及电商板块，区块链在疫情期间逆势上扬。

Despite a large-scale slowdown in the first half of 2020, recruitment will return to normal in 2021. Although most financial institutions are faced with the pressure of layoffs or freezing headcount, the need for excellent sales, senior managers, digital transformation leads and BD leads will rise because companies are eager to transform their businesses and technologies in the post-epidemic era.

人才方面，由于2020年上半年整体招聘大规模放缓，2021年招聘渐入正常轨道，虽然大部分金融机构都面临裁员或冻结职位的压力，但因为大多数企业都在“后疫情时代”迫切渴望在业务和技术方面转型，优秀的营销、高级管理、数字化转型负责人、新业务拓展负责人等核心岗位反而迎来更大的需求。

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Salary Insight 2021 2021 薪酬预测

Banking 银行

Job Title	职位名称	工作年限	薪资预测 (CNY)
Director, Relationship Manager, Corporate Banking	企业银行 客户总监	15+	1.5M-2.5M
VP, Sales, Global Market/ Financial Market	金融市场 副总裁	10+	800K-1.5M
VP/ED, Operations Head, Trade/Cash	贸易/现金业务运营负责人	15+	1.2M-2.3M
Compliance VP, FCC	合规副总裁	10+	800K-1.2M
Digital Transformation Manager	数字化转型经理	8+	600K-800K
Sub-Branch Manager, Retail Banking	个人银行 支行行长	10+	500K-900K

Fintech & Internet Finance 金融科技及互联网金融

Job Title	职位名称	工作年限	薪资预测 (CNY)
BD Director	业务拓展总监	10+	800K-2M
Strategy Expert	战略专家	3+	300K-500K
Growth Head	增长负责人	10+	1M-1.5M

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

Job Title	职位名称	工作年限	薪资预测 (CNY)
Fund Manager	基金经理	8+	1.5M-3M
Investment Manager	投资经理	12+	300K-800K
Industry Analyst	行业分析师	7+	600K-1.2M

Insurance 保险

Job Title	职位名称	工作年限	薪资预测 (CNY)
Bancassurance Dept. GM	银行保险部门 总经理	10+	1M-1.8M
Life Insurance Branch GM	寿险分公司 总经理	10+	800K-1.8M
Senior Investment Manager	高级投资经理	8+	600K-900K
Actuary	精算师	8+	520K-800K

Chemical Industry 化工行业

2021 HOT JOBS

- National Sales Manager 全国销售经理
- Project Manager 项目经理
- Product Manager 产品经理
- International Trade Manager 国际贸易经理
- R&D Director 研发总监
- Technical Manager 技术经理
- Senior Scientist 高级研究科学家
- Technology Director 技术总监

Chemical Industry

化工行业

Affected by the coronavirus and the worsening economic situation, the traditional chemical industry saw huge shrinkage in recruitment. Some multi-national companies withdrew their chemical plants and offices in China, many employees were laid off on a large scale.

在过去的2020年，由于受疫情和大环境经济形势的冲击，传统化工行业的招聘量有大幅度萎缩，甚至出现大批化工厂和办事处撤离中国的现象，国内组织人员大幅度缩减。

With the epidemic under control, most of the places in China resumed work at a steady pace. The overall industrial work resumption rate has reached over 95%, which equals to the rate in the last year. Judging by the data, the recovery accelerated after 2Q2020. Macro policies provided strong support for the economy, and added liquidity to the market by promoting tax cuts and fee reductions, lowering financing costs, and adjusting interest rates. Targeted support was also given to companies to facilitate work resumption. In April, the growth of total social financing and loan balance reached over 12% respectively, which resulted in a 100% work resumption rate in mid-early May. Although profits are still on the decline, but the drop has narrowed. It is expected that the market may return to its previous state if the domestic demand continues to rise.

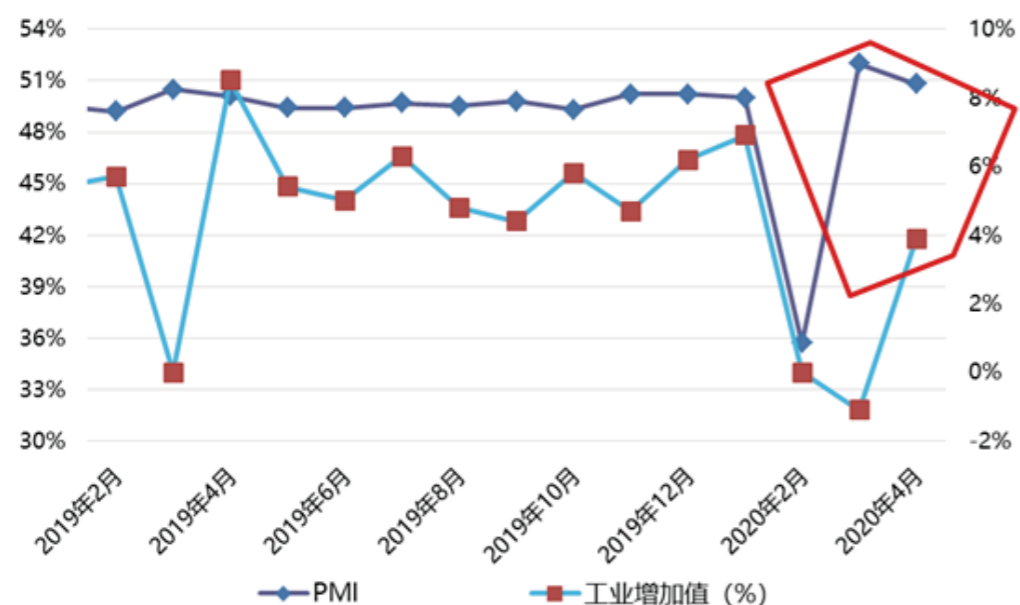
然而随着国内疫情形势呈现乐观局面，全国绝大部分范围内复工复产以及消费等活动持续性全面恢复，整体工业企业复工率已达95%以上，基本绝大部分企业开工已达去年同期同等水平。数据显示进入二季度后整体实体经济复苏步伐加快，首先在宏观政策层面不断加大调节力度，持续推动减税降费以及降低融资成本、调整利率等措施持续释放流动性，精准扶持企业复工复产以及快速恢复经营活动，进入4月后，首先社融规模存量以及贷款余额增幅分别达12%以上，以此为基础，进入5月中上旬后，国内全部工业企业复工率达到接近100%水平。同时，化工行业生产利润全面得以改善，虽然仍处萎缩区间但降幅收窄，预计随着内需逐渐恢复性发力，市场有望逐步回升至复苏区间。

Even after nearly two decades of development, the chemical industry is still growing. The market growth rate is high, demand is increasing and technology has stabilized. As a fundamental industry, the chemical industry is showing signs of recovery after the epidemic. Supported firmly by the local government, recruitment is expected to increase sharply in 2021. Business expansion picks up its pace, which calls for more talent who have strong knowledge of this industry and are able to innovate in the new era. We have positive outlook on the recruitment of the chemical industry, and we believe this is a great place for young talents to develop themselves.

经过近二十年的发展，化工行业仍然处于成长期。市场增长率高，需求呈现增长态势，技术方面逐渐开始稳定。化工行业作为基础行业，疫情后呈明显的复苏现象，2021年人才招聘量增长明显，特别是本土企业受政府的大力支持，业务扩张迅速，因此更需要大量有扎实的专业基础，更能跟上时代的变化有所创新的人才。整体化工行业的招聘前景看好，对新一代的人才来说也是提供了良好的发展环境。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Commercial director	商务总监	10+	1M+
China Sales Lead	中国销售主管	10+	700K+
National Sales Manager	全国销售经理	5-8	500K+
Technical sales Manager	技术销售经理	5-8	450K+
Commercial VP coating	商务副总裁-涂料	10-15+	3-5M
R&D Director	研发总监	10+	1M+
Technology VP-coating	技术副总裁-涂料	10-15+	3M-5M
R&D Site Manager	研发经理	10+	800K+
Senior Scientist	资深研究科学家	5-10	400K+
Technical support	技术支持	5-10	360K+
CDMO Project manager	CDMO项目经理	3+	300K+
Sales & Marketing Account Manager	销售&营销客户经理	3-5	200K-400k
Trade Manager	外贸经理	3+	300k-500k
Analysis Leader	分析负责人	5+	200k-300k



Consulting & Advisory 咨询服务行业

2021 HOT JOBS

- Operation Consulting (Senior) Manager
- Business Optimization Director
- M&A Consulting Manager
- Strategy Consulting Director
- Digitalization Consulting Director

运营咨询（高级）经理
业务流程优化总监
收购并购咨询总监
战略咨询总监
数字化咨询总监

Consulting & Advisory 咨询服务行业

As China advances in digitalization practices, the traditional pattern of introducing western experience into China becomes less adaptable. In the future, it is expected that more and more foreign enterprises will use their experiences in China and apply them in other countries. As the consulting business in China becomes mature, we see the following recent developments:

1. Deep operation involvement – For example, besides strategic planning, Mckinsey has moved into business development acceleration, digital marketing, growth hacking and brand design.
2. One-stop service – Every company is enlarging its range of services to develop new markets.

随着中国数字化实践的推进，以前是把欧美市场的最佳实践引入中国的状态有所变化，之后越来越多的将会是在中国设立 Office 的外资企业会把中国市场的最新实践推广到海外市场。国内咨询业务也逐渐完善，根据近年来本土咨询企业的发展可以看出有以下几个发展趋势：

1. 深度介入运营：比如麦肯锡的蓝跃，做数字化营销，增长黑客，具体的品牌打造等，不再只是规划。
2. 一站式服务：每家公司都在增加服务的宽度，在原有业务线的基础上，开拓新的市场。

Although different lines of businesses are hard to develop, companies may still choose to do so. Given the different requirements made by similar clients and various product lifecycles, companies may lose clients' trust if they try to increase lines of businesses without the right talent.

拓宽业务线是有一定难度的，但也是趋势所致，各大业务线条的客户虽然相同，但是成功的关键要素不同，产品周期也各不相同，如果企业没有拥有多元化人才的前提，就贸然实践多元化，可能会丢失客户的信任。

Hence, what kind of talent do these consulting companies need? They need candidates who have specific skills in a certain field, such as big data, agile methodologies, cloud computing, internet security and digitalization transformation of large entities. As Jiang Ying, CEO of Deloitte Asia Pacific recently said, 'the consulting industry needs comprehensive talents that have insight, innovation skills and integrated skills.'

那么，咨询公司需要怎样的人才呢？在某一领域拥有特长，比如大数据、敏捷方法论、云计算、网络安全和大型架构数字化转型等，可以在面试中占据优势，正如德勤亚太总裁-蒋颖所说“咨询行业需要有敏感洞察力、有创新力、有整合专业能力的综合性人才。”

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Digitalization Consulting Director	数字化咨询总监	10-15	1.3-1.5M
Operation Consulting (Senior) Manager	运营咨询 (高级) 经理	6-12	600K-1.3M
Business Optimization Director	业务流程优化总监	10-15	1-1.5M
M&A Consulting Manager	收购并购咨询经理	6-8	600K-800K
Strategy Consulting Director	战略咨询总监	8-12	1-1.3M

Consumer-FMCG 消费品行业-快速消费品

As an industry that was closely linked to consumers, the consumer goods industry was severely affected by the 2020 coronavirus. Many offline sales personnel were laid off because of declining sales. Meanwhile, new modes of selling such as door-to-door delivery and contactless delivery became widely accepted, attracting many enterprises into the e-commerce arena. With the mode of sales transforming from offline to online, companies began to employ candidates with strong experience in business chains, such as talents in the digital field, R&D technical talents and corporate elites.

由于2020年的疫情，作为直接面向用户的消费品行业收到的冲击较大，线下渠道的销售遇冷导致大量企业出现线下销售人员的裁员，送货上门和无接触配送等升级服务模式大受欢迎，大量企业加大电商渠道投入，销售模式从线下转线上。企业招聘需求主要集中在业务转型中所涉及的业务链相关人才，例如数字化领域的各类人才，研发技术人员与业务核心骨干等具有丰富、成熟经验的人才。

The booming social media is exerting influence on consumers' way of purchasing. In 2021, social e-commerce, live streaming e-commerce and community e-commerce will grow rapidly and related positions will emerge accordingly. FMCG brands, especially cosmetics related brands, have started to build their e-commerce streaming teams, which will lead to surging needs for talents. Meanwhile, food, beverage and daily necessities brands will focus on the community e-commerce channel. The thriving Internet industry is bound to drive large demand for talents in the consumer goods industry and the need for new retail and e-commerce related talents will continue to grow.

社交媒体的蓬勃发展在一定程度上也在影响人们的购买方式，2021年社交电商，直播电商和社区电商会快速增长，大量跟电商、直播相关的招聘岗位会不断涌现。快速消费品行业的品牌公司开始逐步搭建起直播电商运营团队，特别是与美妆相关的企业，在这方一面的人才需求量会比较大，除此以外的食品、饮料和日用品企业会重视社区电商的渠道，随着互联网行业的加速发展，必然关联着消费品行业的企业的人才需求变化，新零售和电商方面的岗位人才需求仍然会保持持续增长。

Consumer - FMCG 消费品行业 - 快速消费品

2021 HOT JOBS

- Sales Director/Manager
- National Key Account Manager
- E-commerce Director/Manager
- Sales Operation
- Branding/Product Marketing
- Digital Marketing Manager
- Trade Marketing Manager
- Data Analyst
- CRM Manager
- E-Commerce Operation
- Marketing Director
- EC Marketing Manager

- 销售总监/经理
- 全国大客户经理
- 电子商务总监/经理
- 销售运营
- 品牌/产品市场
- 数字营销经理
- 市场通路经理
- 数据分析师
- 客户关系管理经理
- 电商运营
- 市场总监
- 电商市场经理

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
National Marketing Director	全国市场总监	20+	1M-4M
National Product Director	全国产品总监	15+	1.2M-1.6M
E-Commerce Director	电子商务总监	10+	1M-1.5M
Brand General Manager	品牌总经理	20+	3M-10M
VP	副总裁	20+	2M-3M
National Sales Director	全国销售总监	20+	1M-2M
Digital Marketing Director	数字营销总监	15+	1M-1.5M
National Sales Manager	全国销售经理	15+	800K-1.2M
Regional Sales Director	区域销售总监	15+	600K-1M
Sales Operation Director	销售运营总监	15+	600K-1M
Area Sales Manager	地区销售经理	8+	400K-600K
Regional Sales Manager	区域销售经理	10+	500K-700K
Digital Marketing Manager	数字营销经理	10+	400K-600K
E-commerce Manager	电子商务经理	10+	400K-600K
Public Relations Manager	公关经理	10+	400K-650K
Retail Marketing Manager	零售市场经理	10+	400K-600K
Media Manager	媒体经理	10+	400K-800K
KA Manager	大客户经理	8+	350K-600K
Marketing Communication Manager	市场营销经理	10+	400K-600K
Trade Marketing Manager	市场通路经理	10+	400K-600K
Brand Manager	品牌经理	5+	300K-600K
Assistant Brand Manager	助理品牌经理	3+	200K-300K
Media Planning Manager	媒介策划经理	6+	300K-700K
CRM Manager	客户关系经理	7+	400K-650K
EC Marketing Manager	电商市场经理	5+	400K-600K

Consumer- Luxury & Retail

消费品行业-奢侈品和零售

2021 HOT JOBS

- Retail Director / Manager
- Marketing Director/Manager
- Merchandising Director/Manager
- PR Director/Manager
- Visual Merchandising Manager
- E-merchandising Manager
- E-commerce Manager
- Multiple Store Manager/Store Director
- Retail Marketing Manager
- Digital Marketing Manager
- Area Manager
- CRM Manager
- Operation (Retail) Director / Manager
- E-commerce Big Data Analysis Senior Manager
- Senior Digital Operations Manager
- Brand Communication Manager
- Store General Manager

- 零售总监/经理
- 市场总监/经理
- 商品总监/经理
- 公关总监/经理
- 视觉陈列经理
- 线上产品经理
- 电子商务经理
- 多店经理/门店总监
- 零售市场经理
- 数字营销经理
- 区域经理
- 客户关系维护经理
- 运营(零售)总监/经理
- 电子商务大数据分析高级经理
- 高级数码运营经理
- 品牌传讯经理
- 门店总经理

Consumer- Luxury & Retail 消费品行业-奢侈品和零售

Affected by the coronavirus, brick and mortar stores suffered huge losses, especially in retail, catering, accommodation and tourism industries. As a result, we saw many layoffs in domestic and foreign clothing retail brands with some shutting down businesses in China. In the meantime, struggling brands are trying to find ways to adapt themselves to customer needs or simply close their offline stores and start preparing for uni-marketing.

2020年受到疫情的影响，注重线下渠道的各类实体行业都受到了极大的冲击，零售餐饮、酒店旅游行业首当其冲，数个内外资服饰零售品牌相继结束中国的业务，或者加入裁员的大军。与此同时，更多艰难存活下来的品牌在调整自身的业务模式或者直接关闭线下门店，疫情的发生也让各商家又重新认识到了线上电商的重要性，各大传统零售品牌开始完善自己的电商渠道，在一些新的赛道上做布局，准备开始做全域营销。

Elegant luxury brands started their online store operation as well. Because of the cooperation with Alibaba since 2018, Richemont has enjoyed the benefits by opening flagship stores on T-mall platform. Three months after its opening, the sales growth rocketed 49% in China. Many brands of Richemont such as Montblanc, Chole, Piaget, etc., were already available on this electronic platform. Meanwhile, the new way of selling online has brought profits for those forerunners. For example, Piaget, a high-end watch and jewelry brand, invited digital influencers to broadcast on T-mall and its own digital platform, and sold 1021 diamonds in one day, which accomplished one-third of its annual target.

一向“高冷”的奢侈品牌也纷纷开始拥抱电商，开设在天猫上的旗舰店，从2018年开始与阿里巴巴结盟的历峰集团也尝到了布局中国线上市场的甜头。三个月内该集团销售额在中国市场有着49%的强劲增长，集团旗下Montblanc、Chloe、Piaget等品牌都已陆续入驻天猫平台。直播作为一种新的“带货方式”也让提前参与其中的商家获得很多红利，高端手表与珠宝品牌Piaget联手直播网红在自有平台和天猫平台进行双直播，仅一天就成功销售了1021颗钻石，实现了全年业绩目标的三分之一。

In future, luxury brands will not only regard e-commerce platforms as a channel to communicate with consumers, but they will also try to gain more revenue through this online platform. Brands should make better use of online and offline channels to get more consumers so as to improve their sales network and sell more products.

未来奢侈品的发展不再仅仅只是把电商平台作为和消费者沟通的场景和渠道，也更希望在这些平台上能有不错的生意斩获，品牌方更需要在线上线下各方面的渠道获取新用户以及开展营销，完善自己的销售链路。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Country General Manager	全国总经理	25+	2M-3.5M
Brand General Manager	品牌总经理	20+	1.2M-2.0M
National Sales Director	全国销售总监	20+	1M-2.0M
Marketing Director	市场总监	20+	1.5M-2.5M
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-800K
Digital Marketing Manager	数字营销经理	10+	550K-850K
E-commerce Manager	电子商务经理	10+	350K-800K
CRM Manager	大客户经理	10+	450K-800K
Sr. Retail Expansion Manager	高级零售拓展经理	10+	550K-900K
Designer	设计师	10+	350K-550K
Area Manager	区域经理	10+	550K-800K
Store General Manager	门店总经理	10+	600K-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-600K
Real Estate Manager	地产经理	10+	300K-600K



Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
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
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+	400K-700K
Franchising Manager	连锁加盟经理	10+	300K-450K
Store Design Manager	门店设计经理	10+	400K-550K
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

Healthcare & Life Science 医疗健康与生命科学

2021 HOT JOBS

- R&D Director
- CMO
- CSO
- Regulatory Affairs Manager
- RWE Director
- Clinical Operation Director
- Medical Director
- Clinical Project Manager
- Business Development Director
- SFE Director
- Market Access Director
- Digital Marketing Manager
- QA/QC Director
- Quality System and Compliance Manager

研发总监
首席医学官
首席科学家
注册事务经理
真实世界研究总监
临床运营总监
医学总监
临床项目经理
业务拓展总监
销售效率优化总监
市场准入总监
数字化营销经理
质量稽查/控制总监
质量体系与合规经理

Healthcare & Life Science 医疗健康与生命科学

Medical reform has created a better environment for a series of innovative medical technologies in the post pandemic era. Innovative treatment and solutions are essential to tackle existing challenges in the Chinese medical field and meet unsatisfied needs of patients.

随着医疗改革的持续深入，一系列创新医疗科技在后疫情时代将迎来更好的发展环境，中国医疗领域面对的诸多挑战和未被满足的患者需求，都亟需通过创新的疗法和解决方案来持续改善。

Playing an important role in the strategic upgrading of the medical field, domestic innovative products such as bio-medicine, medical equipment, precision healthcare, smart healthcare will be key to sustaining high-quality developments in the industry and meet patients' needs.

作为医疗行业实现战略升级的重要部分，生物医药、医疗器械、精准医疗、智慧医疗等方面的本土创新将成为行业高质量发展、满足患者巨大需求的关键。

The 2020 epidemic has also accelerated digitalization transformation in the medical industry. Intelligent medical treatment methodologies such as AI prediction, screening, diagnosis assistant, drug development, suspected cases tracing, mobile healthcare, internet healthcare and medical robots are showing great potentials in the market.

2020年的疫情影响也加速了医疗产业链各个环节的数字化、智能化转型，以AI预测、筛查、辅助诊断、研发药物、追踪疑似病人基石、移动医疗、互联网医疗、医疗机器人等为代表的智慧医疗新业态都在大显身手，显现出巨大的市场潜力。

We expect the medical industry to be more precise and more intelligent with growth in public demand and the world embracing technological advances and applications. Opportunities are prevailing. If a company has good products and thoughtful planning, it can garner resources easily and help it develop in a fast and efficient way. Meanwhile, since the requirement for talents will elevate, those who don't create unique values and lack competitive advantages will be quickly replaced.

2021年医疗行业将会是持续向更精准、智慧的方向发展，大众的医疗需求在持续释放，全世界都在倡导和支持鼓励科技创新发明和应用，机会遍地，如果有好产品、大格局，资源会快速聚集，在短期内走上良性发展的快车道。与此同时，对于人才的要求也会升级，如果不能创造独特价值，没有比较优势，则会被无情而快速地淘汰。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
R&D Director	研发总监	15+	1M-2.2M
R&D Manager	研发经理	7+	350K-600K
Regulatory Affairs Director	注册事务总监	15+	1.0M-1.5M
Regulatory Affairs Manager	注册事务经理	7+	500K-700K
Medical Director	医学总监	15+	900K-1.5M
Medical Manager	医学经理	6+	400K-700K
Medical Science Liaison	医学联络官	3+	250K-450K
Biostatistician Director	统计总监	8+	1M-1.5M
SAS Programmer Director	统计编程总监	10+	800K-1.3M
Clinical Operation Director	临床运营总监	10+	800K-1.3M
Clinical Project Manager	临床项目经理	6+	500K-700K
QA/QC Director	质量稽查/控制总监	10+	600K-1M
QA/QC Manager	质量稽查/控制经理	6+	350K-550K



Salary Insight 2021

2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Marketing Director	市场总监	15+	1.3M-1.8M
Marketing Manager	市场经理	10+	700K-900K
Sales Director	销售总监	12+	1M-1.6M
Regional Manager	大区经理	10+	700K-900K
SFE Director	销售效率优化总监	15+	800K-1.2M
SFE Manager	销售效率优化经理	6+	400K-650K
Sales Training Director	销售培训总监	12+	750K-1.2M
Sales Training Manager	销售培训经理	7+	300K-500K
Key Account Director	大客户总监	10+	700K-1.2M
Key Account Manager	大客户经理	7+	350K-550K
Market Access Director	市场准入总监	15+	1M-1.4M
Market Access Manager	市场准入经理	7+	450K-750K
Production Director	生产总监	10+	650K-1.3M
Production Manager	生产经理	8+	350K-550K
Quality Director	质量总监	10+	600K-1.2M
Quality Manager	质量经理	7+	45K-600K
Quality System and Compliance Manager	质量体系与合规经理	8+	450K-650K
Validation Manager	验证经理	5+	350K-500K
EHS Manager	环境健康安全经理	8+	450K-600K

Human Resources

人力资源行业

2021 HOT JOBS

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

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

Human Resources

人力资源行业

2020 and 2021 will be tough years for the human resources market. As more post-98s, post-99s and post-00s start working, strategies regarding employee acquisition, candidate selection, employee training and retention will pose new challenges to companies, regardless of large or small and medium enterprises.

2020年及2021年对人力资源市场是非常具有挑战的两年，随着越来越多98后、99后以及00后陆续步入职场，公司如何部署招、选、育、留的策略，不论对大型企业还是中小型企业而言，都是不小的挑战。

The challenges in the coming year will be employee retention rate, recruitment, corporate culture management and employee participation. Many youngsters have chosen short-term work or side jobs. Various ways of making money like 'live streaming sales', 'key opinion economics', 'street photography' are available to the younger generation. Understand youngsters better has become an issue for HR professionals.

未来的一年人力资源面临的挑战主要集中于：员工留人率/流失率、招聘、企业文化管理、员工参与度几个方面，越来越多的年轻人选择短期工作并且尝试副业，“直播带货”、“网红经济”、“街拍艺术”，越来越多的赚钱方法给到了现代的年轻人。如何了解Z世代的年轻人，成为了HR们当下的课题。

Companies are devoting more resources to develop leadership training. According to a survey of our customers, many enterprises continue to provide leadership training courses when the coronavirus was under control in China while failure to develop such abilities of some companies led to ineffective managers who could not manage their team members. As a result, employees choose to leave because of their leaders instead of the company itself. That's why companies put emphasis on improving leaders' management skills.

除此之外，企业对领导力发展的投入也越发明显，通过对合作客户的调查显示，虽然在今年大部分企业都受到疫情的冲击，但是在中国疫情快速控制的环境下，众多企业还是开展了与领导力有关的相关培训工作。部分企业对于新晋初级管理者没有很好的去开发和培养他们的领导能力，导致在大环境的压力下，新晋管理者既无法顾及自身的工作，也无法很好的管理团队，员工主要的离职原因不是来自公司层面，而是来自直线领导的层面，如何增强管理层的领导能力，成为近年来各个企业的重要课题。

Under the influence of the coronavirus, most foreign enterprises chose a relatively conservative or a downsizing strategy, resulting in many HR candidates from foreign companies searching for opportunities in the job market. Meanwhile, these candidates are now considering joining local enterprises, and these companies should embrace better management systems and hire good talents to improve their businesses. For those HR professionals who has just stepped into local enterprises, 2021 is bound to be a year full of opportunities and challenges.

2020年疫情影响下，大部分外企采取了保守以及缩减编制的应对策略，越来越多的外企职业HR经理人涌现到市场中，于此同时，越来越多的外企职业HR经理人开始着眼于民营企业，民营企业需要更好的体系和优秀的人才帮助业务成长，2021年对于刚踏入民营企业的HR职业经理人而言，势必是充满机会和挑战的一年！



Salary Insight 2021

2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (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)-企业	8-10	400K-500K
Learning & Development Manager	学习发展经理	6-8	350K-600K
HR Manager (Generalist) - Plant	人力资源经理(通用)-工厂	8-10	300K-500K
Corporate Culture Manager	企业文化经理	8-10	300K-400K

Industrial - Operation and Technical

工业制造业 - 运营与技术

2021 HOT JOBS

- Intelligent Equipment BU Head
- IW&Logistic Automation BU GM
- CTO
- Industrial Software Sales Director
- Oversea Sales Director
- Technical Director
- Operation Director
- Sales Manager
- Project Manager
- R&D Manager
- Proposal Manager
- Algorithm Supervisor
- Sales Engineer
- Mechanical Engineer
- Electrical Engineer
- Software Engineer

- 智能事业部总经理
- 物流仓储自动化事业部总经理
- CTO
- 工业软件销售总监
- 海外销售总监
- 技术总监
- 运营总监
- 销售经理
- 项目经理
- 技术经理/主管
- 方案经理
- 算法主管
- 销售工程师
- 高级机械工程师
- 高级电气工程师
- 高级软件工程师

Industrial — Technical & Operation 工业制造业—运营与技术

The pandemic in 2020 expedited the process of replacing humans with robots. In the first half of the year, most smart manufacturing companies were involved in the developing, building of automated production lines for pandemic prevention products. In the second half of the year, as the economy recovered, demand in these industries rebounded. Meanwhile, the Sino-US Trade War pushed many companies to develop their semi-conductor capabilities and promote the research and development of domestic equipment and core components

2020年疫情爆发，进一步促进了机器换人的进程，上半年智能制造企业大部分参与口罩机等防疫物品自动化生产线的研发、制造、交付，下半年经济复苏，大部分行业的需求回暖。同时鉴于中美贸易战的大背景，大部分相关企业都重点将业务向半导体方向拓展，同时结合自身的实力在大力推进进口设备国产化、核心部件国产化的研发落地工作。

Compared with last year, the business of 3C automation manufacturers enjoyed a larger profit increase. The characteristics of these enterprises are:

1. A basic layout of integrated production lines in the industry is formed, with no new entrants in the industry.
2. Companies are devoted to product research with high barriers-to-entry so as to improve its competitiveness.
3. Many companies are expanding into the semi-conductor business. Key Account Managers, Mechanical Designer, Algorithm Engineers and Software Architects became popular positions. The business demand for precision laser devices is on the rise this year. The application of this industry has expanded to 5G and semi-conductor, while companies pay more attention to the self-development of core components like lasers. Sales and Industrial Engineering talents are favoured by these companies.

3C自动化厂家今年业务相较于去年，业绩普遍有较大的涨幅，各企业呈现出来的特征：

1. 成线厂家行业格局基本成型，少有新的进入者。
2. 各企业重点投入一些技术门槛高的产品研发，借此提升公司的竞争力。
3. 很多企业在做半导体行业的应用拓展。大客户销售、机械设计、算法、软件架构师等成为热招职位。

精密激光设备行业今年业务需求普遍呈增长趋势，行业应用由传统的电子行业向5G、半导体方向拓展，同时各厂家越来越重视激光器等核心部件的自主研发。销售和工艺类人才成为企业热招的人才类型。

The sales of automated automobile manufacturers and new energy vehicles are increasing steadily. The business expansion in the battery field is shifting from battery manufacturers to OEMs. While the automation needs in the field of body-in-white, power train and traditional parts have plummeted, many companies are developing towards: 1. Construction machinery, heavy industry, passenger cars, special vehicles; 2. The focus of client development in the automobile industry is turning from domestic to overseas market. Core equipment research positions with high barriers-to-entry technology, general industrial sales and solutions talents are now favoured by enterprises.

汽车自动化厂家，汽车新能源“三电”自动化仍然稳中有增长，电池领域的业务拓展由电池厂家转向主机厂。白车身、

动力总成、传统零部件领域的自动化需求骤减，很多企业业务拓展的新方向：1，向工程机械、重工、客车、特种车等领域做业务拓展 2，汽车行业客户市场开发重心由国内转向国外。技术门槛高的核心设备研发人才和一般工业方向销售、方案人才成为企业热招的人才类型。

After the downturn in 2017 and 2018, the photovoltaic automation manufacturing industry began to rebound in 2H2019 and orders rocketed in 2020. A basic layout of integrated production lines in the industry is formed, with no new entrants in the industry. The top manufacturers are focused on developing standard equipment with high barriers-to-entry, and new entrants are preparing products with differentiation. At the same time, the photovoltaic automation manufacturers are actively promoting the application of current and future products in the semi-conductor industry. Core equipment research positions with high barriers-to-entry technology, research and industrial engineering talents with semi-conductor background are favoured by enterprises. 光伏自动化厂家在经历了17、18年的低迷之后，19年下半年开始快速反弹，并在2020年呈现订单暴增趋势，集成线的厂家格局成型，少有新的进入者，头部集成厂家在重点研发技术门槛高的标准设备，新的进入者也在布局一些差异化产品。同时光伏自动化厂家在大力推进现有产品及新产品在半导体行业的应用及推广。技术门槛高的核心设备研发人才、半导体方向研发、工艺人才成为企业热招的人才类型。

Logistics warehouse automation manufacturers and logistics automation have undergone massive changes. Some manufacturers managed to maintain the lead and orders have surged. Some manufacturers have invested more into the research of high barriers-to-entry high demand equipment such as AGV and AMR products. Besides the traditional e-commerce field, many companies have expanded into the semiconductor and electronics industries. Sales and planning talents are favoured by enterprises.

物流仓储自动化厂家，物流自动化集成已经历一轮行业洗牌，头部厂家格局已形成，订单激增。部分厂家开始重点投入技术门槛高、需求量大的标准产品开发，如AGV、AMR类产品。业务重心除了传统的电商领域，不少企业在对半导体、电子行业的进行业务拓展。销售、规划类人才成为企业热招的人才类型。

Local and foreign industrial robot manufacturers focus more on different applications of robots in various environments. They gave up or reduced the proportion of other businesses while they try to increase their involvement in the AGV field. Domestic robot manufacturers avoid competition with foreign robot manufacturers in the automotive, aerospace, railway and other fields, focusing on the expansion of general industries such as electronics, home appliances, logistics, food and beverage, packaging, ceramic bathroom and other fields. There is a great demand for sales, application and core components research and development talents.

工业机器人厂家，国外工业机器人厂家业务重心更聚焦于机器人整机的在不同应用场景的业务开发，逐渐放弃或减少集成业务占比，同时布局到AGV领域。国内机器人厂家避免与国外机器人厂家在汽车、航空航天、轨道交通等领域竞争，重点拓展在通用工业如电子、家电、物流、食品饮料、包装、陶瓷卫浴等领域。对于销售类、应用场景架构类、核心部件研发类人才需求较多。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
General Manager of Division-3C Automation	事业部总经理-3C自动化	15-20	1M-2M
Sales Director-3C Automation	销售总监-3C自动化	10-20	500K-1M
Technical Director-3C Automation	技术总监-3C自动化	10-20	500K-100K
Sales Manager-3C Automation	销售经理-3C自动化	10-15	300K-500K
Mechanical Manager/Supervisor-3C Automation	机械经理/主管-3C自动化	10-15	300K-450K
Software Manager/Supervisor-3C Automation	软件经理/主管-3C自动化	10-15	350K-650K
Project Manager-3C Automation	项目经理-3C自动化	3-10	200K-350K
Sales Engineer-3C Automation	销售工程师-3C自动化	3-5	120K-180K
Mechanical Engineer-3C Automation	机械工程师-3C自动化	5-10	200K-300K
Electrical Engineer-3C Automation	电气工程师-3C自动化	5-10	150K-250K
Software Engineer-3C Automation	软件工程师-3C自动化	3-10	120K-500K
General Manager of Business Unit-New Energy Vehicle Automation	事业部总经理-新能源汽车自动化	15-20	800K-180K
Sales Manager-New Energy Vehicle Automation	销售经理-新能源汽车自动化	10-20	500K-1M
Program Manager/Supervisor-New Energy Vehicle Automation	方案经理/主管-新能源汽车自动化	10-20	240K-360K
Mechanical Manager/Supervisor-New Energy Vehicle Automation	机械经理/主管-新能源汽车自动化	10-20	350K-500K
Mechanical Engineer-New Energy Vehicle Automation	机械工程师-新能源汽车自动化	5-15	200K-360K
Electrical Engineer-New Energy Vehicle Automation	电气工程师-新能源汽车自动化	5-15	150K-350K
Sales Manager-Warehouse Logistics Integrator	销售经理-仓储物流集成商	3-5	120K-180K
Sales Director-Warehouse Physical Integrator	销售总监-仓储物理集成商	5-8	240K-360K
Sales Manager-Warehouse Logistics Integrator	销售负责人-仓储物流集成商	8-10	360K-600K
Pre-sales planning engineer-warehousing logistics integrator	售前规划工程师-仓储物流集成商	3-5	120K-180K
Pre-sales planning manager-warehousing logistics integrator	售前规划经理-仓储物流集成商	5-8	360K-600K
CTO	CTO	8-12	1M-1.5M
Software Director	软件总监	8-10	500K-1M

Industrial - R&D

工业制造业 - 工业研发

2021 HOT JOBS

- Lead Functional Engineer of All R&D Roles
- Automation Engineer
- Mechanical Engineer
- Motion Control Algorithm Engineer
- MES Engineer
- Electrical Engineer
- Firmware Engineer
- Project Test Engineer
- Hardware Manager

研发工程师
 自动化工程师（机械&电气）
 机械工程师（机器人机械设计，非
 标自动化设备）
 运动控制算法工程师
 MES 工程师（智能制造）
 电气工程师（PLC）
 嵌入式软件工程师
 生产质量工程师
 硬件经理

Industrial – R&D

工业制造业–工业研发

The work resumption rate of top 500 domestic manufacturing industries has reach 97.08% by the end of 2020. Faced with complex global economy conditions and rising labor cost and raw materials prices, enterprises particularly in the manufacturing industries are experiencing difficulty in generating income. Therefore, companies should devote more efforts into intelligent manufacturing so as to reap the benefits.

2020年底，国内制造业500强企业复工复产率已达97.08%，面对全球复杂的经济环境以及我国人力成本、上游原材料成本的上升，企业盈利难度增加，尤其在制造业更加显著。因此，企业为了能够产生更多盈利，必须逐渐加大对智能制造领域的投入。

The intelligent manufacturing mechanical industry covers a variety of positions and fields, such as automation engineer, mechanical engineer, non-standard automation devices and MES engineer, motion control algorithm engineer and firmware engineer. According to a survey, the sales of key equipment companies in the intelligent manufacturing mechanical industry is one million RMB per capital sales. If this is the case, the industry may need an increase of 260,000 talent per year to facilitate further research and development. Hence, the demand for employees in the future is quite substantial.

智能制造机械行业范围宽、涵盖领域大，岗位比较多，例如：自动化工程师（机械&电气），机械工程师（机器人机械设计，非标自动化设备，MES工程师（智能制造），运动控制算法，嵌入式软件开发工程师等都是目前市场热门需求职位。调查发现，智能制造机械行业中，关键装备企业人均销售额为100万元，假设按照人均产值100万计算，那么每年需要新增26万人才足够支持行业研发进度的发展速度。所以可见，未来的人才市场需求挑战是非常巨大的。

The government boosted the construction of new infrastructure due to the 2020 pandemic. It is calculated that digital infrastructure such as 5G, artificial intelligence, industrial internet, IOT will create more opportunities for the Chinese manufacturing industry in the next five years. The New Infrastructure has worked as a moderator to relieve the pressure on the Chinese economy impacted by the economic structural transformation, trade war and the COVID-19. As a result, we believe that there will be brand new positions emerging between 2021 to 2025. Candidates who seek for career transformation are welcome to embrace market changes and find more opportunities for themselves.

同时值得我们未来重点关注和期待的是，2020年以来，受疫情的影响，经济下行压力加大，中央层面加快推进了“新基建”建设速度，经测算，2020-2025年间，“新基建”领域中的5G、人工智能、工业互联网、物联网为代表的信息数字化的基础设施，将会给中国制造行业带来全新的机会，作为调节剂作用的“新基建”使得原本处于经济结构转型和贸易战压力以及新型冠状病毒疫情的冲击下的中国市场行情慢慢得以回转。所以观望接下来工业行业的走向，2021-2025年会有更多新颖的岗位会出现缺口，如果有期待转型的候选人们，也期待你们拥抱新的市场变化，在未来增加自己更多的职业发展选择。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Automation Engineer	自动化机械工程师	3-15	150K-600K
Automation Electrical Engineer	自动化电气工程师	3-15	200K-600K
Motion control algorithm Engineer	运动控制算法工程师	6-12	450K-800K
Robotics Engineer	机器人结构设计	8-12	350K-500K
R&D Project Manager	项目经理	6-12	250K-400K
MES Engineer	MES工程师	6-12	250K-350K
Electrical Engineer	电气工程师	5-10	200K-350K
Product Manager	产品经理	8-12	350K-700K
Project Test Engineer	测试工程师	5-12	200K-350K
Firmware Engineer	嵌入式工程师	5-12	300K-500K
Hardware Manager	硬件经理	8-12	400K-500K

Industrial - Sales & Marketing 工业制造业-市场与销售

2021 HOT JOBS

- Sales Director/ Manager
- Business Development Manager
- Service Director
- Service Sales Manager
- Vertical Segment Manager
- Application Engineer/Manager
- Product Manager

销售总监/经理
业务拓展经理
服务总监
服务销售经理
行业经理
应用工程师/经理
产品经理

Industrial – Sales & Marketing 工业制造业–市场与销售

The manufacturing industry maintains its stable development pattern in the post pandemic era.
后疫情时期制造业持续保持平稳上升态势。

The Purchasing Managers' Index (PMI), an index that measures manufacturing activity in August 2020 saw new highs since February, 2011, which suggested an upward trend in the production and customer needs. The PMI stood above threshold for the first time in 2020, proof that the Chinese manufacturing industry is strong in the post pandemic era.

2020年7月之后，8月制造业生产指数、新订单指数再次刷新2011年2月以来的新高，生产和需求同步保持上升势头。值得一提的是，新出口订单2020年首次站上荣枯线。显而易见，在后疫情时代中国工业出现的平稳上升，持续增长的良好势头。

Due to structural market changes, the job market saw an increase in demand since 3Q2020, most of which were for sales and research personnel. There is polarization in sales positions. Senior sales see mainly job replacements while junior sales experience headcount increases. This phenomenon shows that companies are looking for new changes. On the other hand, the widespread coronavirus and complicated international relationship have led to an increase of personnel demand in local enterprises, especially for research personnel who are technical elites in foreign multi-national companies or overseas.

基于业态的变化，招聘市场在2020年3季度开始呈现需求大增的现象，主要职能分布在销售及研发两端。销售需求呈现两极分化，高级别销售以替换职位居多且需求量上升，而低级别销售是以新增人头为主。可以判断公司面对后疫情时期的市场释放出求新、求变的积极信号。另一方面海外疫情的蔓延以及复杂的国际关系使得民企的招聘需求大增，特别是各层级的研发缺口巨大，主要目标人群是以在外资企业的技术骨干及定居海外的技术人才为主。

New Infrastructure has become a hot topic in the Chinese economy in the post pandemic era. The change from New Infrastructure 1.0 to New Infrastructure 3.0 led by the National Development and Reform Committee showed that a huge amount of money will be invested in New Infrastructure and related projects such as digital infrastructure, integrated infrastructure and innovative infrastructure. These government projects will attract attention from industrial companies, including 5G construction, electronic chips, smart manufacturing, intelligent city, railway transportation, electric vehicles batteries, charging stations, etc.

“新基建”概念的形成，扩展出后疫情时期新的热门领域，国家发改委从“新基建1.0”快速发展到“新基建3.0”。从中不难看出未来大量投资会以“新基建”及延伸方向例如信息基础设施，融合基础设施和创新基础设施领域流动。工业制造业也会往此方向有更多关注。如5G建设，电子芯片，智能制造，智慧城市，轨道交通，新能源电池，充电桩等方面。

Industrial – Sales & Marketing 工业制造业–市场与销售

Generally speaking, companies have a positive market outlook for 2021 and the demand for talent will surge. Young, diversified and innovative talents will be sought after by the companies. Therefore, both companies and employees should keep learning and use innovative ideas to embrace new challenges and opportunities.

总体来看，2021年各大公司对市场的任然保持信心。招聘市场将会出现增长态势，年轻化、多样化、创新型人才必将是今后的主流趋势。因此对于公司和员工来说都需要不断学习，创新来迎接新业态的挑战和机遇。

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Salary Insight 2021

2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
General Manager	总经理	20+	1.8M-2.5M
Sales Director	销售总监	15+	1M-1.5M
Marketing Director	市场总监	15+	1M-1.5M
Strategy Director	战略总监	15+	800K-1.2M
Strategy Manager	战略经理	5+	600K-800K
Digital Marketing Manager	数字营销经理	10+	400K-600K
E-Commerce Manager	电子商务经理	10+	400K-600K
Marketing Manager	市场经理	10+	400K-700K
National Sales Manager	销售经理	10+	500K-600K
Area Sales Manager	区域销售经理	8+	300K- 500K
Business Development Manager	业务拓展经理	8+	350K-550K
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
Sales Engineer	销售工程师	3+	200K-300K

Internet 互联网

2021 HOT JOBS

- User Operation Director
- Product Director
- Data Scientist/Analyst
- Community Operation Expert
- Live broadcast operation Expert

- 用户运营总监
- 产品总监
- 数据科学家/分析师
- 社群运营专家
- 直播运营专家

Internet 互联网

The coronavirus in 2020 has boosted the demand in the online entertainment market. Various internet products such as short videos, online reading and online music were embraced by a number of users so that people's entertainment needs could be met when they were unable to go out. The prospering live streaming industry has impacted all walks of life. As new technologies emerge, breakthroughs in technology or user experience can be expected. Products are paying more attention to content and user interaction to attract new customers.

2020年的疫情带动网络娱乐市场的需求，短视频、线上阅读、网络音乐等不同类型的互联网娱乐产品得到一波用户的青睐，以此来满足不能够外出期间人民的精神需求。移动互联网的时代，在线直播行业的火热已经影响到生活的方方面面，随着各种新兴技术发展的节奏加快，未来在无论是在技术还是体验方面都会有更新的突破，产品更加注重内容的输出和与用户的互动，不断提升用户的体验才能扩展新的市场。

With the internet developing rapidly, problems regarding these new entertainment products may rise accordingly. However, new policies imposed by the supervisory authorities will help make the live streaming industry become more regulated. We believe that investment capital will go towards top streaming platforms and competition will heat up between them.

当然在互联网高速发展的同时，一系列的衍生问题也会逐渐增多，行业监管的加强和约束，使得未来在线直播行业发展将更加规范化，资本对于行业的关注也会集中于头部平台，新阶段下在线直播行业的竞争将更集中于头部平台之间。

As the market return to be a more rational and realistic level, the high cost of operating streaming platforms will hinder further development, platform operators will need to explore new operating models. There are still undiscovered entertainment potentials in the current market. Traditional streaming operators can explore innovative and diversified approaches, such as IP commercialization of streaming creators, e-commerce streaming, etc.

在线直播平台运营成本较高，在市场逐渐回归理性以及流量红利消失的情况下，成本对于平台的制约将更加突出，也更需在线直播平台去探索新的商业模式。新消费背景下用户娱乐消费潜力具有释放空间，传统直播平台盈利模式需要探索更多元化的发展，如加强主播IP商业化挖掘、探索电商直播模式等。

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Salary Insight 2021 2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (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
Data Analyst/Data Scientist	数据分析师/数据科学家	8+	600K-1.5M
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-1.5M
BD Director	业务开发总监	10+	800K-1M
Security Director	安全总监	10+	1M-1.5M
Test Director	测试总监	10+	600K-900K
Technical Architect	技术架构师	10+	700K-1.2M
Front End Director	前端总监	8+	1.2M-1.8M

Property 房地产行业

2021 HOT JOBS

- General Manager of Project
- Financing Director
- Director of Investment Development
- Regional President
- General Manager of City Company
- Director of Investment Promotion
- General Manpower Manager of Group
- Marketing Director

项目总经理
融资总监
投资拓展总监
区域总裁
城市公司总经理
招商总监
集团人力总经理
营销总监

Property 房地产行业

Given the trend in 2020, the demand for talent in the traditional real estate sector, including investment development, financing, financial management, operation, marketing, cost control will pick up gradually in 2021, albeit more stricter requirements for candidates. In order to prepare for public listing, many companies are increasing their presence in the commercial management and property management services segments. The industrial property sector and the cultural and tourism real estate sector experience a decline due to their high capital-intensive nature and lengthy income cycles. However, an increase was seen in the pension and medical sectors. For developers, it is getting increasingly difficult for them to acquire land in first-tier and second-tier cities while the southwest and northwest regions became more popular, and the Guangdong-Hong Kong-Macau Greater Bay Area became an investment hit.

根据2020年的趋势来看，2021年传统房地产的开发板块，包含拓展投资、融资、财务管控、运营体系管控、营销、成本管控的岗位招聘需求逐渐回暖，招聘的综合要求提升。地产公司配套的商管板块、物业管理板块增加趋势明显，多家企业物业板块蜂涌筹备上市。房地产产业板块、文旅板块资金密集度太大，收益周期冗长，市场份额缩减，养老、医疗顺势增长趋势明显。对于地产投资者来说，近年一线二线城市土地获取难度持续增加，西南、西北区域热度提升，大湾区成为投资热点。

To react to market changes, real estate companies began to professionalize their sales model by using big data quantitative indicators, online marketing and every employee sales model, which posed stricter requirements for channel assessment. Professional management in large companies will be an advantage while those small and medium-sized companies with little ability to integrate resources will have a tough time surviving under the current severe market conditions. With the overall growth rate of the real estate industry slowing, turnover of top-level management staff will decrease. Hence, the demand for senior executives will decrease while the demand for middle and senior candidates will increase.

顺应市场的变革和趋势，地产企业也开始营销专业化、量化指标考核明显，线上营销应时而生，全民营销常态化，对渠道要求更加资源化考核清晰。大公司体系化管理的优势会凸显出来，中小公司运营整合能力在整个行业形势严峻的情形下可以说是夹缝求生。高层管理层流动率会降低，房地产行业的整体增速变缓，市场高端人才缺口减少，中高层人才空窗期延长。

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Salary Insight 2021

2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
General Manager of Project	项目总经理	10+	1200K+
Operations General Manager	运营总经理	10+	1200K+
General Manager of Marketing	营销总经理	10+	2000K+
General Manager of Cost	成本总经理	10+	1200K+
Property general manager	物业总经理	15+	1500K+
General Manager of Construction	建筑公司总经理	15+	1500K+
Director of Investment Development	投资拓展总监	8+	800K+
Regional President	区域总裁	15+	3000K+
General Manager of City Company	城市公司总经理	10+	2000K+
Industry Investment Analyst	行业投资分析师	5+	600K+
Training Director	培训总监	5+	600K+
Marketing Director	营销总监	8+	800K+
Project General Manager	商业项目总经理	10+	900K+
Leasing Manager	招商经理	7+	400K+
Operation Director	营运总监	10+	600K+
Operation Manager	营运经理	7+	400K+
Design Director	设计总监	10+	1200K+
Engineering Director	工程部总监	10+	800K+
Engineering Manager	工程部经理	8+	500K+
Pre-design Manager	前期部经理	7+	500K+
Construction Manager	建筑设计经理	7+	600K+
Investment Manager	投资经理	5+	500K+
Sales Director	销售总监	8+	700K+
Sales Manager	销售经理	5+	400K+
Marketing Manager	营销经理	5+	400K+
Project Manager	项目经理	8+	700K+



Supply Chain

物流与供应链

2021 HOT JOBS

- Digital Supply Chain Manager 数字化供应链经理
- Supply Chain Manager, E-Commerce 电商业务供应链经理
- Supply Planning Manager 供应计划经理
- S&OP Manager 销售和运营计划经理
- Logistics Manager, TMS/WMS 物流经理, 运输管理系统/仓储管理系统
- Data Analysis Manager, Sourcing/Procurement 采购数据分析经理
- Trade/Customs Compliance Manager/Director 贸易/关务合规经理/总监
- Supplier Development Engineer/Manager 供应商发展工程师/经理
- Category Manager, HR Service 人力资源服务采购经理
- Category Manager, IT & Digital IT和数字化采购经理

Supply Chain

物流与供应链

The coronavirus pandemic and the Sino-US Trade War in 2020 have brought about significant impact to the global supply chain, especially for multinational companies. A few foreign enterprises suffer business declines in China and globally. The number of companies that achieved positive sales and profits in 2020 declined sharply compared to 2019, which led to most enterprises turning to the strategy of transformation and boosting efficiency.

2020年的全球疫情叠加上中美贸易战，对全球供应链产生了很大的冲击，尤其对跨国企业的影响是深远的，有相当一部分外资企业这一年在中国和全球的业务下滑明显。比起2019年，在中国市场销售额和利润为正增长的企业数量锐减，这使得绝大多数企业会对2021年的战略以转型增效为主。

Most companies will continue to be cautious about hiring new employees, and the same applies to sourcing and supply chain related positions. Headcount increase is limited, while some companies may reduce hiring and adopt an outsourcing model. On the contrary, sourcing and supply chain related positions play an important part in the transformation of companies. Positions that involve digitalization and big data, such as Digital Supply Chain Manager and Sourcing Data Analysis Manager will increase in the next three to five years. Some positions such as S&OP Manager, HR Service Category Manager and CAPEX Category Manager may become important as they empower businesses. Traditional operational positions may be eliminated because digital supply chain has made tasks more automated and efficient, and outsourcing policies may transfer operational positions from shippers to logistics service providers.

对就业市场而言，多数企业在2021年仍然会持谨慎态度，对于采购和供应链的岗位也是一样，职位增量会很少，甚至在部分企业还会因为人员外包等决策减少内部职位量。但与此同时，越来越多的企业会寻求变革转型，采购和供应链是其中相当重要的一环，所以会有一些新的职位结合数字化和大数据的趋势在未来3到5年产生和设置出来，如数字化供应链经理、采购数据分析经理；也会有一些职位因对业务赋能的关键作用而被强化，如销售和运营计划经理、人力资源服务采购经理、IT和数字化采购经理；而传统的偏运营类的职位会逐步减少，一方面数字化供应链使得不少操作类的工作自动化和变得简便高效，另一方面人员外包的策略会使得这样的职位从甲方转入乙方。

2020 marked an important year of transformation for consumer and retail industries as the importance of the e-commerce position was re-assessed. The percentage of e-commerce business has reached over 50% in some well-developed enterprises in 2020 while some only achieved a percentage of 30%. In 2021, more enterprises will put more emphasis on e-commerce and the demand for e-commerce supply chain managers will continue to grow.

2020年对许多消费类和零售类企业是重要转型的一年，电商业务的地位和重要性被重新评估，一些最近发展不错的企业，在电商业务的比重已经在2020年达到甚至超过了50%，但有相当部分的企业仍然低于30%，2021年许多企业会继续加码电商供应链的搭建和强化，电商业务供应链经理的需求量会继续放大。

In addition, the economic crisis in 2020 has made upstream supply chain harder to operate than before (because of pressures in business, capital and cost), which may hinder the development of downstream supply chain. In 2021, more domestic enterprises will focus on improving their relationship and developing suppliers' ability so as to make sure that upstream suppliers can deliver the goods in time, reduce cost while improving quality. Therefore, the demand for Supplier Development Engineers/Managers will increase.

此外，2020的经济危机使得不少上游供应链变得比以前更加困难（业务、资金、成本三大压力叠加），这会在很大程度上阻碍下游供应链的发展。2021年会有越来越多的国内企业会和外资企业一样开始注重供应商能力的开发和供应商关系的改进，从而帮助上游供应商降本、按时交付、以及质量提升。因而，供应商发展工程师/经理的岗位需求会变大。

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Salary Insight 2021

2021 薪酬预测

Job Title	职位名称	工作年限	薪资预测 (CNY)
Sourcing Director/VP	采购总监/副总裁	15+	1M-2.5M
Indirect Sourcing Director	间接采购总监	15+	1M-1.6M
Senior Sourcing Manager (Direct)	高级采购经理 (直接)	8-15	700K-1M
(Senior) Commodity Manager, Electronics & Electrical	(高级)品类采购经理, 电子电气	10-15	450K-900K
(Senior) Commodity Manager, Mechanical	(高级)品类采购经理, 机械	10-15	400K-800K
(Senior) Commodity Manager, Chemical	(高级)品类采购经理, 化学品	10-15	450K-800K
Category Manager, Logistics	物流采购经理	8-15	400K-800K
Category Manager, Marketing	市场营销采购经理	8-15	450K-900K
Category Manager, IT & Digital	IT和数字化采购经理	8-15	500K-800K
Category Manager, CAPEX	固定资产投资采购经理	10-15	500K-800K
Category Manager, HR Service	人力资源服务采购经理	8-15	400K-700K
Category Manager, General Service	通用服务采购经理	8-15	350K-600K
(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+	800K-1.2M
Supplier Quality Manager	供应链质量经理	10-20	500K-800K
(Sr.) Supplier Quality Engineer	(高级)供应链质量工程师	5-12	250K-500K
Supply Chain Director/VP	供应链总监/副总裁	15+	1.2M-2.5M
Digital Supply Chain Manager	数字化供应链经理	8-12	500K-800K
Supply Chain Manager, E-Commerce	电商业务供应链经理	7-12	350K-700K
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
Logistics Manager, TMS/WMS	物流经理, 运输管理系统/仓储管理系统	7-12	350K-500K
Demand Planning Director / Manager	需求计划总监/经理	10+	600K-1.5M
S&OP Manager	销售和运营计划经理	8-15	500K-900K
Supply Planning Director / Manager	供应计划总监/经理	8-15	500K-1 M
(Sr.) Demand/Supply Planner	(高级)需求/供应计划员	5-10	200K-400K
Supply Chain System / Process Improvement Manager	供应链系统/流程改善经理	7-12	400K-700K
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
Import & Export Manager	进出口经理	7-15	300K-500K

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