2026 market outlook & salary guide.

chinese mainland

randstad

partner for talent.

contents.

seizing opportunities in chinese mainland's 2026 talent outlook.

Chinese mainland's talent market is currently navigating a structural dichotomy: job seekers are struggling to find jobs and organisations are struggling to find suitable talent. This shortage is driven by a skill mismatch amidst industrial upgrading, an imbalance in talent distribution across sectors and regions, changes in the demographic makeup of the working population, shifting workforce demographics, and the misalignment between candidate expectations and the job market reality of available roles.

Driven by digital acceleration and geopolitical uncertainty, workplace dynamics are now constantly changing. Under these circumstances, a new strategic proposition emerges. Achieving a synergy among human talent, agents, and robots has emerged as a critical imperative to ensure mutually beneficial outcomes for employees and organisations.

unlocking values and targeting emerging sectors.

Looking ahead to 2026, recruitment will remain prudent yet targeted, with heightened urgency for "ready-to-go" and “multi-skilled” talent. Businesses will concentrate their hiring efforts on emerging sectors and areas that can generate revenues directly.

The deep integration of AI, 5G, and the industrial IoT is pushing “Manufacturing 5.0” from concept to reality. The competition for top-tier technology talent such as Advanced Manufacturing, AI-Generated Content (AIGC) and Carbon Neutrality remains fierce. Meanwhile, sales and marketing roles are still highly essential. Simultaneously, demand for talent in the Life Sciences sector continues to thrive, driven by the aging population and a general rise in health awareness.

talent mobility: high observation, low proactivity.

The talent market has entered a "low proactivity, high observation" cycle.

According to our recent survey, 43% of respondents in chinese mainland are keen to switch jobs, but only if they encounter a better job opportunity. Even when they decide to switch jobs, 45% of respondents anticipate that they need 3–6 months to secure new employment. Randstad Employer Brand Research also echoes this finding - "job security" and "attractive salary and benefits" remain to be the top five priorities for talent in chinese mainland.

Meanwhile, salary expectations have returned to a sensible level. 78% of respondents expect a pay rise of no more than 5% from their current employers.

Conversely, the expectations for non-monetary benefits are surging, with flexible work models, reskilling support, and clear career paths increasingly becoming the key drivers for talent attraction.

strategic breakthroughs: reaching a new equilibrium between employer and employee expectations.

To navigate the current market challenges, I recommend that organisation leaders focus their strategic response across these 3 dimensions:

1) AI evolution: from personal use to enterprise empowerment.

Technologies like AI are transforming workflows and reshaping job and skill requirements. By harnessing AI, businesses can concentrate their core resources more effectively on generating new value. Although individual AI usage is climbing, the current AI adoption rate at the enterprise level is relatively low. Organisations must balance costs, efficiency, data protection and compliance. To do this, organisations must invest in cross-generational upskilling, ensuring employees access to cutting-edge tools. They can also prioritise the recruitment and engagement of digital-savvy Gen Z talent to accelerate this digital transition, and future-proof their workforce.

2) boost enterprise resilience and talent flexibility.

Amidst dynamic structural shifts, both enterprise resilience (the capacity to navigate economic cycles) and talent flexibility (the potential for skill transfer and adaptation) are equally important.

Organisations must prioritise talent development as a long-term strategic investment. They should enhance employees' adaptability by building a continuous learning and development system and collaborating with tertiary institutions to front load employees' skill acquisition.

3) manage expectations rationally: prioritise sincerity and trust.

The future workplace demands not only a "permanent + contingent" working model but a sophisticated "human + agent + robot" collaborating ecosystem. In an era with uncertainty and rapid technological development, sincerity and trust have become more important than ever in a workplace. While technology amplifies productivity, employers must still manage their expectations towards employees' performance to prevent burnout. Transparent communication, competitive salary and benefits, and career support are keys. When employees feel seen and valued, they will be willing to proactively champion the company and boost the employer brand.

jonathan edwards
managing director
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shaping the new era: strategies for a dynamic ecosystem.

In the current global economic landscape, deep adjustments, accelerated digital penetration, and AI reshaping our workplaces are three powerful forces profoundly shaping the market. Under these influences, the 2026 job market is undergoing a paradigm shift. We are moving beyond simply reacting to changes and now we're in a new era in which we must actively shape the rules. Talent management is no longer a one-way path of fitting talent to business. Instead, it is evolving into a dynamic ecosystem which activating talent value drives business innovation in reverse.

This report decodes the structural transformation of the HR market across four core dimensions: Job Demands, Compensation, Talent Mobility, and AI Impact. It provides enterprises with precise, data-backed guidance to build sustainable talent competitiveness.

01

agile workforce reconstruction: from headcount filling to strategic configuration.

Workforce configuration is adopting a bifurcated strategy: building long-term core capabilities while responding flexibly to fluctuating demands. Long-term positions will focus on building continuous strategic core competencies, while short-term and project-based roles will be used to flexibly address volatile and temporary needs.

Long-term headcount expansion is tilting toward core functions that underpin sustainable competitiveness: IT & digital, sales & marketing, supply chain, and legal & compliance.

- IT & digital: As digitalisation and AI implementation remain continuous priorities, stable IT teams are essential for consolidating and deepening technical capabilities. Notably, digital roles are shifting from "technical support" to "business value creation",making multi-disciplinary talent a scarce strategic resource.
- sales & marketing: These talents must break through traditional boundaries, deeply integrating digital operations with refined service capabilities. Sales remains the revenue engine, with headcount ensuring market penetration and user connectivity.
- supply chain & legal: Demand for procurement talent reflects a need for resilience amidst global fluctuations, while legal and compliance roles are critical for long-term risk control in a stricter regulatory environment.

The "permanent + contingent" workforce model has upgraded from an emergency option to a strategic standard. This approach balances strategic certainty with environmental uncertainty, becoming a key pillar for enterprises to navigate economic cycles and achieve steady development.

02

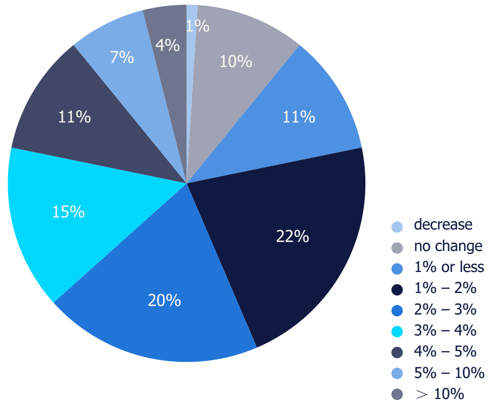
compensation: anchor precise incentives within moderate growth.

The 2026 compensation market is moving away from passive adjustments driven by external environments to a new phase defined by "moderate recovery and precise incentives." Compensation management is iterating from "cost-control oriented routine adjustments" to "strategic value-oriented dynamic matching."

prudent yet targeted growth: Survey data indicates a cautious outlook defined by "broad stability with localized surges."

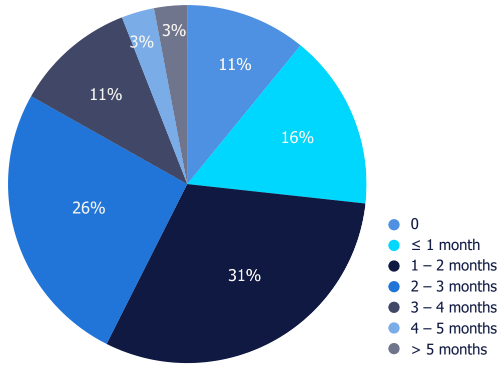
- 22% of respondents anticipate modest salary adjustments of 1–2%. This sentiment prevails across traditional manufacturing and mature consumer sectors that remain sensitive to macro cycles.
- 20% project an increase of 2–3%, primarily within counter-cyclical industries such as Life Sciences and Healthcare.
- 4% expect raises exceeding 10%. This optimism is concentrated among core R&D and technical talent in high-growth arenas like AI applications and advanced new energy manufacturing. This sharp contrast confirms that financial incentives are being strategically channeled toward high-value domains.

[expected salary increase in 2026]



Incentive and benefits strategies are undergoing a simultaneous evolution. Year-end bonuses have shifted from a blanket entitlement to a strategic instrument driving organisational development. With 57% anticipating payouts equivalent to 1–3 months' salary, employers are adopting differentiated compensation models. By structuring high-elasticity incentives for core roles alongside baseline security for general positions, organisations can effectively secure key talent and align rewards with value creation.

[expected year-end bonuses for work done in 2025 (in monthly salary)]



Employees are prioritizing autonomy and growth-oriented benefits, specifically flexible schedules and paid study leave. This trend signals that work-life balance and upskilling support have superseded conventional benefits as key drivers of attraction.

[top 5 attractive employee benefits]

- flexible working hours
- paid study leave
- performance-based bonus
- tuition reimbursement / support for continuing education
- health allowance

Job switchers become more rational in salary expectation. 59% of respondents anticipate a 5–15% increase when changing jobs, while only 8% expect a rise over 20%. However, scarce talent retains strong bargaining power due to the supply-demand gap.

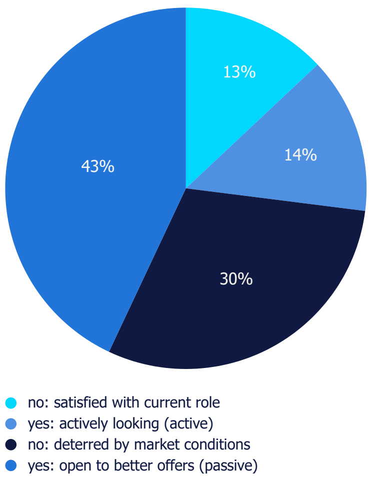
03

talent mobility remains cautious as talents seek security.

The talent market has entered a cycle of "low proactivity, high observation." While a minority of talents are satisfied with current jobs, the majority are adopting a wait-and-see approach, leading to lower turnover intention.

45% expect to secure a new role within 3–6 months. Confidence varies significantly by function: talents in Sales and IT/Digital, roles characterized by critical demand and versatile skills retain the highest confidence in finding new jobs.

[job switching willingness in 2026]

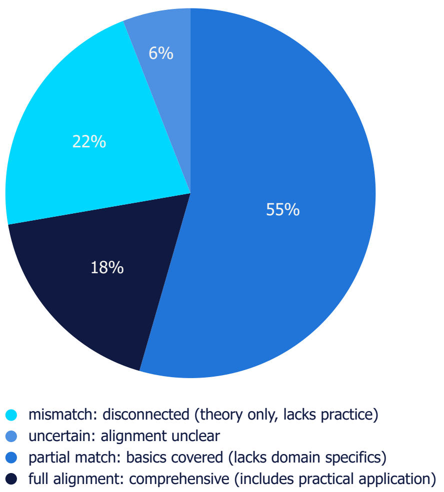


04

bridge the gap between AI consensus and practical application.

The widespread application of AI is profoundly reshaping the workplace, with "moderate impact" becoming a consensus. However, a disconnect remains between skill supply and training effectiveness. Over 55% of talents perceive a mismatch between AI training and actual job demands, particularly in core fields like R&D and Finance. Consequently, companies need to enhance employee training, moving beyond general theory to customized, scenario-based practice. This ensures that the workforce can effectively leverage AI to solve actual business problems and improve efficiency.

[the gap between AI training and job demands]



05

build a future-ready talent strategy.

Looking ahead to 2026 and beyond, HR management is evolving into a deep integration of strategy, talent, and technology. To seize the initiative, enterprises must evolve from "talent managers" to "architects of organisational capability." This requires moving beyond siloed functional optimization to build a dynamic, adaptive system anchored in strategic alignment, value-driven incentives, and practical skills.

Navigating this transition requires more than internal clarity; it demands synergy with external partners. By leveraging precise market insights and efficient talent matching, enterprises can effectively translate strategic intent into tangible organisational impact.

As your partner for talent, Randstad is committed to becoming the world's most equitable and specialized talent company. Through our four specialized areas - Operational, Professional, Digital, and Enterprise - we provide high-quality, diverse, and agile talent solutions. We firmly believe that by offering meaningful career opportunities and fostering skill development, we can help both clients and talent succeed, co-creating a better future for the workplace.

As the horizon of 2026 unfolds, Randstad stands ready to partner with you to anchor growth amidst the tides of uncertainty. Together, let us illuminate the career path for every aspiring talent, and with shared vision and resilience, co-author a new era of work that is not only prosperous but profoundly human.

salary snapshot.

accounting and finance.

	first-tier cities	second-tier cities
CFO	70,000 - 300,000	50,000 - 150,000
finance director	50,000 - 200,000	30,000 - 80,000
finance controller	30,000 - 100,000	20,000 - 50,000
finance manager	20,000 - 50,000	15,000 - 40,000
FP & A manager	25,000 - 45,000	15,000 - 30,000
finance business partner	25,000 - 50,000	15,000 - 30,000
finance reporting manager	25,000 - 40,000	15,000 - 30,000
finance system manager	30,000 - 55,000	15,000 - 30,000
audit director	55,000 - 100,000	25,000 - 50,000
audit manager	25,000 - 50,000	15,000 - 40,000
IT audit manager	25,000 - 55,000	15,000 - 35,000
internal control manager	20,000 - 40,000	15,000 - 45,000
treasury director	40,000 - 100,000	25,000 - 45,000
treasury manager	20,000 - 50,000	15,000 - 25,000
tax director	40,000 - 120,000	25,000 - 45,000
tax manager	20,000 - 45,000	15,000 - 25,000
tax supervisor	15,000 - 25,000	10,000 - 20,000
ERP implementation consultant	15,000 - 25,000	10,000 - 20,000
full - cycle accountant for overseas companies	20,000 - 30,000	10,000 - 20,000
accounting manager	25,000 - 45,000	15,000 - 30,000

outsourcing job	first-tier cities	second-tier cities
finance analyst	8,000 - 20,000	6,000 - 12,000
cashier	6,000 - 15,000	3,500 - 9,000
expense accountant	6,000 - 15,000	3,500 - 8,000
finance clerk	5,000 - 8,000	4,000 - 8,000
A/R & A/P specialist	10,000 - 15 000	8,000 - 12,000
general ledger accountant	10,000 - 18,000	9,000 - 15,000
treasury specialist	10,000 - 25,000	8,000 - 20,000
overseas finance BP	15,000 - 30,000	13,000 - 28,000

salary table data is based on

- the most in-demand jobs as seen across Greater China. Figures are basic monthly salaries in RMB exclusive of benefits / bonuses / commissions / subsidies, unless otherwise specified.
- currency unit: the Chinese Yuan.
- first-tier cities: Beijing, Shanghai, Guangzhou, and Shenzhen. The second-tier cities: Suzhou, Hangzhou, Nanjing, etc. The city classification was from the National Bureau of Statistics.

banking and financial services.

banking	first-tier cities	second-tier cities
account manager	10,000 - 40,000	8,000 - 30,000
credit manager	10,000 - 50,000	8,000 - 30,000
product sales	10,000 - 80,000	8,000 - 50,000
product manager	10,000 - 60,000	8,000 - 40,000
trader	12,000 - 70,000	8,000 - 40,000
risk manager	20,000 - 50,000	15,000 - 40,000

VC	first-tier cities	second-tier cities
investment director	50,000 - 150,000	40,000 - 100,000
investment manager	25,000 - 80,000	20,000 - 60,000
investor relations director	40,000 - 90,000	30,000 - 70,000
investor relations manager	20,000 - 60,000	20,000 - 40,000
risk management director	40,000 - 80,000	30,000 - 60,000
risk management manager	20,000 - 60,000	20,000 - 40,000
post - investment director	40,000 - 80,000	30,000 - 60,000
post - investment manager	15,000 - 50,000	15,000 - 40,000
fund finances director	40,000 - 80,000	30,000 - 50,000
fund finances manager	15,000 - 50,000	15,000 - 40,000
PR director	40,000 - 70,000	30,000 - 50,000
PR manager	15,000 - 45,000	15,000 - 35,000

PE	first-tier cities	second-tier cities
investment director	70,000 - 200,000	40,000 - 150,000
investment manager	30,000 - 100,000	25,000 - 80,000
investor relations director	50,000 - 120,000	30,000 - 100,000
investor relations manager	25,000 - 80,000	20,000 - 60,000
risk management director	50,000 - 100,000	30,000 - 50,000
risk management manager	25,000 - 70,000	20,000 - 50,000
post - investment director	50,000 - 100,000	30,000 - 60,000
post - investment manager	30,000 - 80,000	20,000 - 50,000
fund finances director	50,000 - 120,000	30,000 - 60,000
fund finances manager	25,000 - 70,000	20,000 - 50,000
PR director	50,000 - 100,000	30,000 - 60,000
PR manager	20,000 - 55,000	15,000 - 40,000

wealth management	first-tier cities	second-tier cities
private bank managing director / executive director	100,000 - 160,000	80,000 - 120,000
private bank AVP / VP	40,000 - 80,000	20,000 - 40,000
product manager	10,000 - 60,000	8,000 - 35,000
risk manager	20,000 - 70,000	10,000 - 50,000
relationship manager / senior manager	15,000 - 40,000	10,000 - 30,000

banking and financial services.

life insurance	first-tier cities	second-tier cities
actuarial director	45,000 - 100,000	40,000 - 70,000
actuarial manager	20,000 - 55,000	20,000 - 40,000
product director	50,000 - 100,000	40,000 - 70,000
product manager	20,000 - 55,000	20,000 - 40,000
distribution director	40,000 - 100,000	30,000 - 70,000
distribution manager	20,000 - 50,000	15,000 - 40,000
risk / compliance director	40,000 - 80,000	30,000 - 50,000
risk / compliance manager	15,000 - 40,000	10,000 - 30,000
operation director	40,000 - 80,000	30,000 - 50,000
operation manager	15,000 - 40,000	10,000 - 30,000
underwriting / claim director	40,000 - 70,000	25,000 - 40,000
underwriting / claim manager	15,000 - 40,000	10,000 - 30,000
PM / strategy director	40,000 - 100,000	30,000 - 70,000
PM / strategy manager	10,000 - 50,000	15,000 - 40,000
health & wellness director	40,000 - 100,000	30,000 - 50,000
health & wellness manager	15,000 - 40,000	15,000 - 30,000
branch head	50,000 - 120,000	30,000 - 60,000
sub-branch head	20,000 - 50,000	20,000 - 40,000

general insurance	first-tier cities	second-tier cities
sales / BD director	30,000 - 60,000	20,000 - 40,000
sales / BD manager	15,000 - 40,000	12,000 - 30,000
actuarial director	40,000 - 80,000	30,000 - 60,000
actuarial manager	15,000 - 40,000	15,000 - 30,000
underwriting director (casualty & finpro)	40,000 - 70,000	20,000 - 40,000
underwriting manager (casualty & finpro)	15,000 - 50,000	15,000 - 30,000
underwriting director (property & construction)	40,000 - 70,000	20,000 - 40,000
underwriting manager (property & construction)	15,000 - 50,000	15,000 - 30,000
underwriting director (marine)	30,000 - 60,000	20,000 - 30,000
underwriting manager (marine)	15,000 - 40,000	15,000 - 30,000
claim director (auto)	30,000 - 50,000	20,000 - 30,000
claim manager (auto)	15,000 - 35,000	15,000 - 25,000
claim director (non-auto)	40,000 - 60,000	20,000 - 40,000
claim manager (non-auto)	20,000 - 50,000	15,000 - 35,000
risk engineer director	40,000 - 60,000	20,000 - 40,000
risk engineer manager	20,000 - 40,000	15,000 - 30,000
operation director	30,000 - 50,000	20,000 - 35,000
operation manager	15,000 - 30,000	10,000 - 25,000
international business director	30,000 - 60,000	20,000 - 40,000
international business manager	15,000 - 35,000	15,000 - 25,000
risk / compliance director	40,000 - 80,000	20,000 - 60,000
risk / compliance manager	15,000 - 40,000	15,000 - 25,000
internal audit director	40,000 - 60,000	20,000 - 40,000
internal audit manager	15,000 - 40,000	15,000 - 25,000
branch head	30,000 - 80,000	20,000 - 60,000
broker director	30,000 - 50,000	20,000 - 40,000
broker manager	15,000 - 35,000	15,000 - 25,000

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construction and property.

	first-tier cities	second-tier cities
design head	65,000 - 85,000	42,500 - 65,000
architectural design director	40,000 - 65,000	30,000 - 50,000
architectural design manager	25,000 - 45,000	15,000 - 28,000
interior design manager	15,000 - 30,000	12,000 - 22,000
project head	70,000 - 100,000	45,000 - 70,000
project director	50,000 - 80,000	35,000 - 60,000
construction manager	28,000 - 40,000	18,000 - 32,000
MEP director	50,000 - 75,000	40,000 - 60,000
MEP manager	28,000 - 40,000	20,000 - 35,000
cost director	45,000 - 70,000	32,000 - 50,000
cost manager	25,000 - 35,000	18,500 - 30,000
BIM manager	30,000 - 45,000	18,000 - 32,000
structural manager	30,000 - 40,000	15,000 - 28,000
EHS manager	35,000 - 45,000	17,500 - 35,000
asset management director	60,000 - 90,000	40,000 - 60,000
investment director	50,000 - 70,000	35,000 - 60,000
mall general manager	80,000 - 100,000	50,000 - 80,000
leasing director	50,000 - 80,000	40,000 - 65,000
leasing manager	28,000 - 40,000	20,000 - 32,000
operation director	40,000 - 70,000	30,000 - 50,000
operation manager	18,000 - 30,000	12,500 - 25,000
property director	40,000 - 70,000	35,000 - 55,000
property manager	20,000 - 35,000	15,000 - 25,000
marketing & sales director	60,000 - 100,000	40,000 - 80,000

	first-tier cities	second-tier cities
marketing & sales manager	25,000 - 45,000	18,000 - 35,000
planning manager	26,000 - 40,000	18,000 - 30,000
quality manager	30,000 - 45,000	20,000 - 32,000
insights research director	50,000 - 80,000	32,000 - 50,000

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human resources.

	first-tier cities	second-tier cities
CHO / HRVP	70,000 - 200,000	50,000 - 120,000
head of HRBP	40,000 - 100,000	35,000 - 60,000
HRBP	20,000 - 55,000	20,000 - 40,000
rewards head	55,000 - 100,000	35,000 - 70,000
rewards manager	25,000 - 55,000	20,000 - 40,000
OD / TD / LD head	50,000 - 80,000	35,000 - 70,000
OD / TD / LD manager	25,000 - 55,000	20,000 - 40,000
talent acquisition head	50,000 - 80,000	35,000 - 60,000
talent acquisition manager	15,000 - 45,000	15,000 - 40,000
HRSSC head	55,000 - 85,000	35,000 - 60,000
HRSSC manager	30,000 - 55,000	20,000 - 40,000
HR digitalisation	35,000 - 65,000	30,000 - 50,000
overseas human resources director	55,000 - 100,000	35,000 - 70,000
overseas human resources manager	25,000 - 55,000	20,000 - 40,000
COE (center of excellence) head / expert	35,000 - 80,000	20,000 - 50,000

	developed market	developing market
overseas human resources head - stationed abroad	55,000 - 100,000	30,000 - 60,000
overseas HRBP	30,000 - 50,000	25,000 - 40,000

outsourcing job	first-tier cities	second-tier cities
HR assistant	8,000 - 15,000	7,000 - 12,000
compensation assistant	8,000 - 15,000	7,000 - 12,000
training assistant	8,000 - 15,000	7,000 - 12,000
recruitment assistant	8,000 - 15,000	7,000 - 12,000
HRIS specialist	15,000 - 20,000	13,000 - 18,000

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IT and digital.

management	first-tier cities	second-tier cities
CDIO / CIO / CDO	100,000 - 200,000	50,000 - 60,000
CTO	150,000 - 250,000	50,000 - 60,000
CPO / product director	100,000 - 150,000	50,000 - 60,000
CISO / security director	80,000 - 120,000	50,000 - 60,000
CAIO / CDO / data director	100,000 - 150,000	50,000 - 60,000
IT director / head	80,000 - 120,000	50,000 - 60,000

software development	first-tier cities	second-tier cities
java developer director / manager	50,000 - 80,000	30,000 - 60,000
blockchain developer	40,000 - 90,000	30,000 - 90,000
mobile applications development manager	35,000 - 80,000	20,000 - 60,000
python development manager	40,000 - 70,000	30,000 - 60,000
.NET developer / manager	30,000 - 60,000	15,000 - 40,000
test manager	30,000 - 60,000	20,000 - 40,000
QA testing engineer	20,000 - 50,000	15,000 - 30,000

infrastructure	first-tier cities	second-tier cities
infrastructure manager	30,000 - 55,000	20,000 - 35,000
cloud engineer	25,000 - 40,000	15,000 - 30,000
cloud architect	45,000 - 65,000	30,000 - 50,000
IT governance	50,000 - 80,000	30,000 - 50,000

corporate applications	first-tier cities	second-tier cities
SAP functional consultant	40,000 - 70,000	20,000 - 50,000
SAP / oracle developer	40,000 - 70,000	20,000 - 50,000
ERP project manager	45,000 - 80,000	30,000 - 60,000

cybersecurity	first-tier cities	second-tier cities
cybersecurity architect	55,000 - 80,000	30,000 - 50,000
IT governance risk compliance	50,000 - 80,000	20,000 - 30,000
application security / penetration testing	30,000 - 75,000	20,000 - 30,000
security operations	30,000 - 50,000	30,000 - 50,000
risk control	30,000 - 60,000	20,000 - 30,000

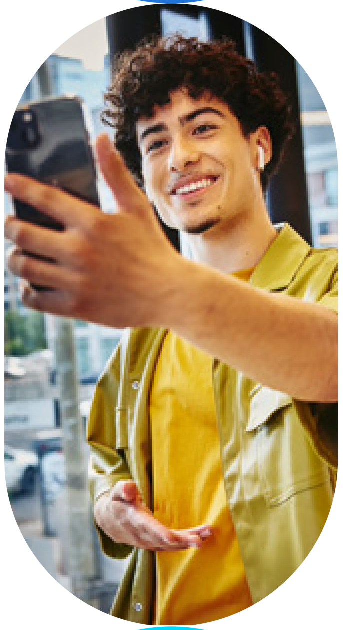
IT operations	first-tier cities	second-tier cities
network engineer	15,000 - 30,000	6,000 - 15,000
IT O&M engineer	15,000 - 30,000	6,000 - 15,000
desktop engineer	10,000 - 20,000	8,000 - 15,000

IT and digital.

large language models / business intelligence	first-tier cities	second-tier cities
algorithm engineer	40,000 - 90,000	15,000 - 50,000
AI engineer	35,000 - 90,000	15,000 - 25,000
AIGC product manager	40,000 - 80,000	20,000 - 60,000
data scientist (machine learning / predictive modelling)	50,000 - 80,000	25,000 - 60,000
data engineer / ETL developer	40,000 - 70,000	10,000 - 25,000
business intelligence BA / consultant (data visualisation / reporting)	20,000 - 65,000	10,000 - 30,000

digital transformation	first-tier cities	second-tier cities
digital transformation director	80,000 - 120,000	30,000 - 70,000
application support manager	30,000 - 60,000	20,000 - 40,000
PMO / program manager / project manager	30,000 - 80,000	15,000 - 60,000
product owner / product manager	35,000 - 90,000	20,000 - 60,000
business analyst	30,000 - 60,000	20,000 - 40,000

product & operations	first-tier cities	second-tier cities
internet product manager	30,000 - 80,000	15,000 - 30,000
commercial product manager	50,000 - 80,000	30,000 - 50,000
user operation manager	30,000 - 60,000	15,000 - 30,000
presales	20,000 - 50,000	15,000 - 30,000
customer experience	30,000 - 60,000	10,000- 30,000
digital marketing director / head	40,000 - 70,000	25,000 - 40,000



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legal and compliance.

inhouse	first-tier cities	second-tier cities
general counsel	150,000 - 250,000+	100,000 - 200,000+
legal director / senior legal counsel (10+PQE)	80,000 - 150,000	50,000 - 100,000
legal counsel (7-10+ PQE)	50,000 - 100,000	35,000 - 75,000
legal counsel (4-6 PQE)	30,000 - 60,000	20,000 - 50,000
junior legal counsel (0-3 PQE)	12,000 - 30,000	10,000 - 25,000
legal assistant (contract)	15,000 - 20,000	12,000 - 18,000
litigation legal counsel	60,000 - 90,000	30,000 - 70,000
M & A legal counsel	55,000 - 85,000	30,000 - 60,000
employment legal counsel	30,000 - 70,000	15,000 - 35,000
overseas legal counsel	40,000 - 80,000	35,000 - 65,000
chief compliance officer	120,000 - 200,000+	80,000 - 180,000+
compliance director / senior compliance manager	70,000 - 120,000	50,000 - 80,000
compliance counsel	40,000 - 100,000	35,000 - 65,000
fraud investigator	45,000 - 100,000	/
data privacy officer	45,000 - 100,000	35,000 - 65,000
chief intellectual property officer	100,000 - 180,000+	60,000 - 150,000+
IP counsel	40,000 - 100,000	35,000 - 80,000
trade compliance counsel	35,000 - 100,000	35,000 - 65,000
government affairs head	40,000 - 100,000	30,000 - 60,000

private practice (PRC firm)	first-tier cities
salary partner (senior)	150,000+
salary partner (junior)	100,000+
counsel	50,000 - 70,000
7 years PQE	50,000 - 60,000
6 years PQE	40,000 - 50,000
5 years PQE	32,000 - 42,000
4 years PQE	30,000 - 38,000
3 years PQE	25,000 - 35,000
2 years PQE	20,000 - 27,000
1 year PQE	15,000 - 25,000
paralegal	8,000- 13,000

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healthcare and life sciences.

R & D	first-tier cities	second-tier cities
biology director	60,000 - 80,000	45,000 - 65,000
medicinal chemistry director	50,000 - 75,000	35,000 - 75,000
antibody discovery / engineering director	50,000 - 80,000	50,000 - 80,000
CMC director	50,000 - 70,000	40,000 - 65,000

medical / clinical	first-tier cities	second-tier cities
clinical operation director	50,000 - 80,000	45,000 - 70,000
clinical pharmacology director	60,000 - 85,000	40,000 - 75,000
medical director	75,000 - 100,000	60,000 - 75,000
laboratory technician	5,000 - 20,000	4,000 - 18,000

manufacturing	first-tier cities	second-tier cities
quality engineer	10,000 - 30,000	6,000 - 18,000
production material planning	10,000 - 15,000	6,000 - 10,000
job-site delivery service engineer	8,000 - 12,000	5,000 - 10,000

commercialization	first-tier cities	second-tier cities
head of commercialization team	65,000 - 180,000	40,000 - 60,000
sales director / business development director	40,000 - 65,000	20,000 - 40,000

medical	first-tier cities	second-tier cities
medical director	60,000 - 100,000	45,000 - 75,000
private hospital director	60,000 - 150,000	30,000 - 70,000
deputy operations director	35,000 - 100,000	25,000 - 55,000
deputy chief physician	35,000 - 60,000	15,000 - 30,000
medical imaging role	8,000 - 20,000	5,000 - 10,000
optometrist	8,000 - 15,000	5,000 - 10,000
nurse	5,000 - 12,000	4,000 - 10,000

government affairs	first-tier cities	second-tier cities
government affairs director	50,000 - 80,000	30,000 - 65,000
government affairs manager	25,000 - 50,000	15,000 - 30,000
medical translator	10,000 - 15,000	8,000 - 12,000

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sales and marketing.

consumer - sales	first-tier cities	second-tier cities
GM / BU head / commercial head	80,000 - 250,000	50,000 - 130,000
strategy director	80,000 - 180,000	40,000 - 130,000
sales GM / cross border sales GM / VP	80,000 - 200,000	40,000 - 130,000
sales director	50,000 - 150,000	30,000 - 85,000
sales manager / cross border sales manager	40,000 - 65,000	20,000 - 40,000
channel director	50,000 - 120,000	20,000 - 50,000
channel manager	35,000 - 65,000	20,000 - 50,000
sales operation manager / senior manager / AD	20,000 - 50,000	15,000 - 40,000
regional sales director	40,000 - 85,000	30,000 - 60,000
business development manager / director	25,000 - 85,000	18,000 - 60,000
trade marketing manager	30,000 - 50,000	10,000 - 40,000
trade marketing director	60,000 - 120,000	40,000 - 80,000
E - commerce director	60,000 - 160,000	20,000 - 70,000
E - commerce manager	15,000 - 30,000	15,000 - 25,000
KA manager	20,000 - 50,000	15,000 - 35,000

consumer - marketing	first-tier cities	second-tier cities
CMO	80,000 - 280,000	35,000 - 90,000
CRM director / associate director	50,000 - 100,000	15,000 - 35,000
CRM manager	20,000 - 45,000	10,000 - 25,000
marketing research / BI / CMI manager	30,000 - 50,000	10,000 - 40,000
design / creative director / associate director	30,000 - 55,000	25,000 - 40,000
design / creative manager	15,000 - 35,000	10,000 - 26,000
user operations director / live operation AD	20,000 - 80,000	20,000 - 35,000
live operation manager	15,000 - 45,000	15,000 - 25,000
media director / associate director	30,000 - 60,000	20,000 - 35,000
media manager / cross border social media manager	15,000 - 35,000	12,000 - 30,000
digital marketing manager	25,000 - 40,000	10,000 - 30,000
user acquisition manager	20,000 - 50,000	10,000 - 30,000
growth marketing director	30,000- 60,000	20,000 - 40,000

retail	first-tier cities	second-tier cities
GM / BU head / commercial head	150,000 - 300,000	50,000 - 150,000
chief of staff	70,000 - 130,000	50,000 - 80,000
strategy director	50,000 - 150,000	30,000 - 70,000
CMO	75,000 - 250,000	50,000 - 200,000
digital marketing director	80,000 - 150,000	50,000 - 80,000
digital marketing manager	30,000 - 50,000	15,000 - 30,000
marketing director	80,000 - 170,000	50,000 - 80,000
marketing manager	40,000 - 60,000	15,000 - 40,000
public relations director	80,000 - 170,000	30,000 - 70,000
public relations manager	25,000 - 60,000	15,000 - 40,000
sports marketing manager	30,000 - 50,000	15,000 - 30,000
crm director	80,000 - 150,000	50,000 - 70,000
crm manager	30,000 - 60,000	15,000 - 30,000
product manager	30,000 - 60,000	15,000 - 30,000
social media manager	30,000 - 50,000	15,000 - 30,000
media manager	30,000 - 50,000	15,000 - 30,000
retail marketing manager	30,000 - 50,000	15,000 - 30,000

sales and marketing.

retail	first-tier cities	second-tier cities
trade marketing manager	30,000 - 50,000	15,000 - 30,000
product VP	120,000 - 250,000	50,000 - 150,000
merchandising director	50,000 - 150,000	40,000 - 120,000
merchandising manager	30,000 - 60,000	15,000 - 40,000
GTM manager	30,000 - 50,000	15,000 - 40,000
product management director	70,000 - 150,000	50,000 - 80,000
product manager	30,000 - 50,000	15,000 - 40,000
product development director	70,000 - 150,000	50,000 - 80,000
product development manager	30,000 - 50,000	15,000 - 40,000
creative director	120,000 - 230,000	50,000 - 100,000
design director	70,000 - 170,000	40,000 - 100,000
chief designer	30,000 - 70,000	15,000 - 40,000
E - commerce director	60,000 - 150,000	30,000 - 120,000
E - commerce marketing manager	30,000 - 50,000	15,000 - 30,000
E - commerce channel manager	30,000 - 50,000	15,000 - 30,000
E - commerce KA manager	30,000 - 50,000	15,000 - 30,000
social commerce manager	30,000 - 50,000	15,000 - 30,000
regulatory affairs / registration / claim / toxicology manager	30,000 - 60,000	15,000 - 30,000
retail director	30,000 - 150,000	40,000 - 100,000
retail manager	20,000 - 80,000	15,000 - 50,000
channel marketing director	40,000 - 80,000	30,000 - 60,000
channel marketing manager	20,000 - 40,000	15,000 - 30,000
sales vp	80,000 - 200,000	50,000 - 150,000
sales director	50,000 - 130,000	35,000 - 75,000
regional sales manager	25,000 - 60,000	15,000 - 40,000
VM manager	25,000 - 50,000	15,000 - 30,000
key account director	40,000 - 80,000	25,000 - 60,000
key account manager	25,000 - 50,000	15,000 - 40,000
route to market manager	25,000 - 50,000	15,000 - 35,000
route to market director	60,000 - 90,000	30,000 - 50,000
sales operation director	40,000 - 70,000	25,000 - 50,000
sales operation manager	25,000 - 40,000	15,000 - 35,000
sales excellence manager	25,000 - 60,000	15,000 - 40,000
sales planning manager	25,000 - 50,000	15,000 - 35,000

outsourcing job	first-tier cities	second-tier cities
sales & marketing assistant	5,000 - 12,000	3,500 - 9,000
new retail operations assistant	4,500 - 12,000	3,500 - 8,000
customer service agent	4,500 - 12,000	3,000 - 8,000
sales associate	4,000 - 12,000	3,000 - 8,000
sales assistant	8,000 - 15,000	6,000 - 12,000
coordinator	8,000 - 15,000	6,000 - 12,000
market assistant	10,000 - 18,000	8,000 - 16,000

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intelligent manufacturing & operations.

intelligent manufacturing

manufacturing	first-tier cities	second-tier cities
plant general manager	60,000 - 120,000	40,000 - 100,000
director of operations	50,000 - 80,000	35,000 - 60,000
quality director	40,000 - 80,000	35,000 - 60,000
quality manager	25,000 - 40,000	20,000 - 40,000
PE manager	30,000 - 60,000	20,000 - 40,000
facilities manager	30,000 - 50,000	18,000 - 35,000
environmental health and safety manager	20,000 - 70,000	15,000 - 50,000
lean manager	20,000 - 50,000	15,000 - 40,000
production manager	25,000 - 50,000	15,000 - 40,000
engineering manager	30,000 - 50,000	20,000 - 40,000

R & D	first-tier cities	second-tier cities
R & D director	50,000 - 120,000	35,000 - 80,000
product development manager	40,000 - 70,000	25,000 - 60,000
laboratory manager	30,000 - 60,000	20,000 - 50,000
software engineer	20,000 - 60,000	20,000 - 50,000

engineering	first-tier cities	second-tier cities
automation engineer	20,000 - 38,000	15,000 - 27,000
testing engineer	15,000 - 25,000	12,000 - 20,000
product development engineer	20,000 - 35,000	15,000 - 25,000
mechanical engineer	18,000 - 32,000	12,000 - 30,000
material engineer	10,000 - 15,000	8,000 - 12,000
electrical engineer	18,000 - 32,000	12,000 - 30,000

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intelligent manufacturing & operations.

automotive

R & D	first-tier cities	second-tier cities
design director	80,000 - 120,000	60,000 - 80,000
electronic director	50,000 - 120,000	45,000 - 80,000
vehicle integration director	50,000 - 110,000	45,000 -70,000
FuSa expert	65,000 - 100,000	50,000 - 80,000
powertrain director	65,000 - 100,000	45,000 - 65,000
packaging director	65,000 - 105,000	50,000 - 75,000

new energy	first-tier cities	second-tier cities
EV drive motor expert	80,000 - 150,000	60,000 - 100,000
electric drive motor system director	70,000 - 120,000	55,000 - 90,000
electric drive software development manager	40,000 - 60,000	35,000 - 55,000
electric drive hardware development manager	60,000 - 90,000	50,000 - 70,000
energy storage project manager	40,000 - 80,000	30,000 - 50,000
BMS development manager	30,000 - 60,000	20,000 - 55,000
high voltage power system safety expert	35,000 - 50,000	28,000 - 45,000

intelligent driving and connected car	first-tier cities	second-tier cities
connected car software chief architect	150,000 - 180,000	65,000 - 100,000
ADAS product director	120,000 - 160,000	100,000 - 130,000
intelligent driving scientist / expert	150,000 - 250,000	100,000 - 150,000
algorithm engineer	45,000 - 120,000	40,000 - 100,000

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procurement and supply chain.

	first-tier cities	second-tier cities
head of procurement	50,000 - 110,000	30,000 - 80,000
procurement director	40,000 - 80,000	30,000 - 60,000
procurement manager	30,000 - 55,000	20,000 - 40,000
procurement supervisor	18,000 - 35,000	15,000 - 30,000
supply chain head	60,000 - 150,000	40,000 - 90,000
supply chain director	50,000 - 110,000	35,000 - 65,000
supply chain manager	30,000 - 80,000	25,000 - 50,000
supply chain digitalisation expert	50,000 - 80,000	30,000 - 50,000
manufacturing head	50,000 - 75,000	35,000 - 60,000
ERP product manager (procurement supply chain direction)	20,000 - 40,000	15,000 - 30,000
quality head	45,000 - 70,000	28,000 - 44,000
senior planning manager	30,000 - 50,000	20,000 - 40,000
cross border logistic manager	25,000 - 50,000	20,000 - 35,000
logistic manager	25,000 - 40,000	15,000 - 30,000
transportation manager	20,000 - 35,000	15,000 - 27,000
warehousing manager	18,000 - 28,000	10,000 - 25,000

about randstad

Randstad is a global talent leader with the vision to be the world's most equitable and specialised talent company. As a partner for talent and through our specialisations, we provide clients with the high-quality, diverse and agile workforces that they need to succeed in a talent scarce world.

Headquartered in the Netherlands, Randstad operates in 39 markets and has 41,400 employees. In 2024, we supported over 1.7 million talent to find work and generated a revenue of €24.1 billion. Randstad N.V. is listed on the Euronext Amsterdam.

In 2006, Randstad set sail for Chinese mainland, with its headquarters in Shanghai and offices in Beijing, Nanjing, Suzhou, Guangzhou, Shenzhen and Hong Kong SAR. Randstad Greater Chinese mainland provides a comprehensive range of recruitment services and human resources solutions. Our footprint now covers 8 markets, with 127 branches and nearly 6,500 employees in APAC. Each week, we successfully connect approximately 120,000 talented individuals with fulfilling employment.

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