

Adecco Hong Kong



Salary Guide 2025

Adecco



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As the Managing Director of Adecco Hong Kong & Macau, I am excited to share insights into the recruitment trends and economic landscape we can anticipate in 2025. While the current economic climate presents uncertainties, it also offers unique opportunities for growth and innovation in the recruitment sector.

Over the past few years, we have witnessed a significant shift in employee behavior. For the third consecutive year, the global trend indicates that more employees are choosing to remain with their current employers. This trend underscores a prevailing sentiment: job security is paramount. Many job seekers are understandably cautious, prioritizing stability in an unpredictable economic environment. However, this pause does not signify stagnation. Instead, it reflects a deeper commitment to personal development and adaptability.

As employees navigate these uncertainties, we see an exploded interest in harnessing the power of artificial intelligence (AI). Workers are increasingly leveraging AI to enhance their productivity and creativity. On average, AI is saving employees about an hour of their workday, which many are reallocating towards more strategic

and inventive endeavors. Yet, it is crucial that organizations provide adequate training and guidance to fully realize the potential of these technologies. Currently, only 25% of workers have received training on applying AI in their roles, highlighting a critical area for growth.

In addition to technological advancements, the emphasis on diversity, equity, and inclusion (DE&I) has never been stronger. It is truly inspiring to see organizations in Hong Kong and beyond intensifying their efforts to create inclusive workplaces. At Adecco Hong Kong, our newly established Inclusion & Diversity team is dedicated to the mission of "Making the future work for everyone." We believe that every individual possesses untapped potential, and we are committed to forging new career pathways for those who may have been overlooked in the past. By assisting our clients in hiring diverse talent, we aim to generate meaningful value for society and foster corporate sustainability.

Looking ahead, the recruitment landscape will be shaped by these trends of stability, technological advancement, and inclusivity. As we move towards 2025, I encourage businesses to embrace these changes and recognize the immense value that a diverse and skilled

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workforce can bring. By focusing on development, training, and inclusive practices, we not only enhance individual careers but also drive innovation and economic growth across industries.

In conclusion, while challenges remain, the future of recruitment is bright. By adapting to the evolving needs of our workforce and leveraging the tools at our disposal, we can create a more resilient and dynamic job market. At Adecco, we are committed to leading the way in this transformation, ensuring that we not only meet the demands of today but also prepare for the opportunities of tomorrow. Together, let us make the future work for everyone.

Sincerely,
Audrey Low
Managing Director, Hong Kong & Macau



總經理的話

在迎接充滿可能性和機遇的2025年，作為 Adecco 的總經理，我感到榮幸能與您分享我們對未來招聘趨勢與經濟形勢的見解。儘管當前的經濟環境仍存在不確定性，但這同時也為就業行業帶來了獨特的成長與創新機會。

疫情後，我們觀察到求職者的行為出現了顯著變化。越來越多的求職者選擇留在現有崗位，而這趨勢已持續三年之久。這反映出求職者的一個明確選擇：工作安全性成為求職者當前的首要考量。許多人對不穩定的未來感到擔憂，因此優先選擇穩定而可靠的工作崗位。然而，這並不意味著他們在職涯發展上停下來，反而實際上，這顯示出員工對個人職涯成長和適應力的強烈追求。

在這些不確定性中，越來越多的企業開始重視人工智能 (AI) 的力量，並尋求利用 AI 來提升生產力與創造力。根據調查顯示，AI 平均為員工節省了每天一小時的工作時間，許多人將這些時間重新投入到更具戰略性和創造性的任務上。然而，企業亦同時需要提

供足夠的培訓和指導，以便員工能夠充分發揮他們的潛力。然而，目前僅有 25% 的員工接受過與工作相關的應用 AI 培訓，這也突顯了企業面臨的挑戰。

此外，企業對於多元性、公平性和共融性 (DE&I) 的重視也達到了前所未有的程度，香港及其他地區的企業逐漸加強對創造共融性工作環境的承諾，這讓人倍感振奮。在 Adecco，我們新成立的共融與多元事務部致力於「發掘每個人的未來工作」的使命。我們相信，每個人都有未被發掘的潛力，我們致力於為那些可能被忽視的人群創造新的職業道路。通過協助客戶招聘多元化的人才，我們不僅能為社會和經濟創造有意義的價值，還能推動企業的持續發展。

展望未來，招聘領域將受到這些穩定性、技術進步和共融性趨勢的影響。隨著我們邁向2025年，我鼓勵各企業擁抱這些變化，認識到多元化和高素質人才所帶來的巨大價值。通過專注於發展、培訓

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和共融性實踐，我們不僅可以提升個人的職業生涯，也能推動各行各業的創新與經濟增長。

儘管我們仍面臨挑戰，但就業市場的未來充滿希望。隨著勞動力需求持續變化，我們可打造一個更具韌性和活力的就業市場。在 Adecco，我們全力以赴引領各行各業一起攜手擁抱改變，從而作出調整而滿足市場的需求，還需要各界一起攜手為未來的新機遇做好充分的準備。

讓我們攜手共進，創造一個更美好的未來。

誠摯致意，

Audrey Low

香港及澳門區總經理



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APAC Labor Market



About the research

The Adecco Group surveyed:
8,997 professionals including both employers and employees

Across APAC region
9 Countries - Australia, Hong Kong, India, New Zealand, Singapore, South Korea, Taiwan, Thailand, and Vietnam.

Working in **13 Industries**

- Aerospace / Defense
- Automotive
- Consulting
- Financial services / Banking
- Government / Institution / Education
- Information / Digital Technology
- Legal
- Life sciences / Healthcare
- Logistics / Supply Chain / Transportation and Mobility
- Manufacturing / Engineering (Incl. Semi conductors)
- Property / Real Estate
- Public Relations / Media / Publishing
- Retail / Consumer goods (Including FMCG)



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Megatrends that have the most influence on work life

Across the APAC region, digitization and flexible working are the most influential megatrends, reflecting a paradigm shift toward digital workplaces and hybrid work models.

Digitization leads in Thailand (73%), India (64%), Vietnam (64%), and Taiwan (54%). Meanwhile, Flexible Working adoption is notably high in Thailand (73%), India (61%), Hong Kong (58%), and Vietnam (58%).

Artificial Intelligence (AI) is highly significant in tech-forward nations like Singapore (60%), Taiwan (49%), and India (42%).

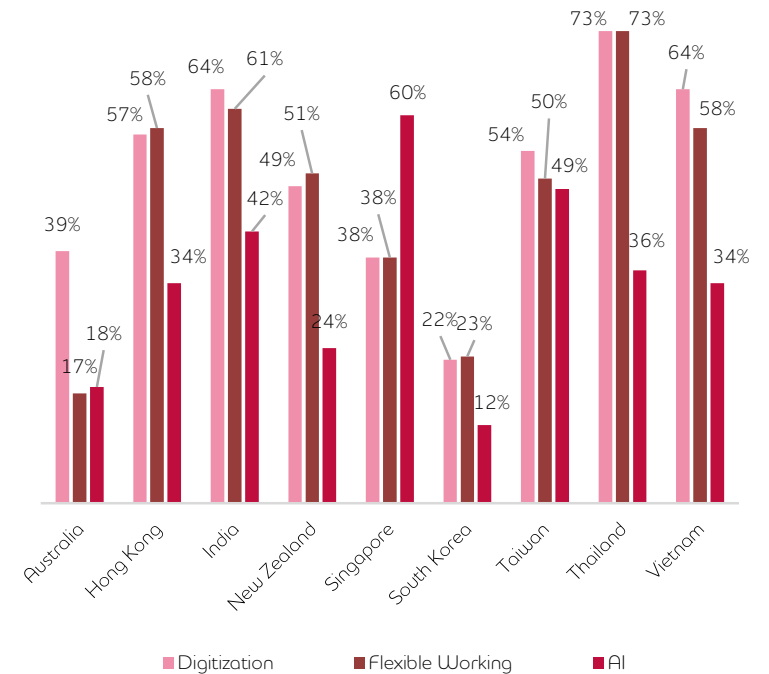
New Zealand shows moderate adoption across digitization (49%) and flexible working (51%), suggesting a balanced approach to workplace transformation. In contrast, South Korea shows potential for growth.

Additionally, India stands out with a high focus on appraisals/bonus payouts (32%) compared to the regional average of below 10%.

Key Priorities for Employers

- Prioritise digitization and automation to maintain operational efficiency
- High demand for hybrid and gig-based models underscores the need for policy and infrastructure adjustments by employers.
- Embrace AI adoption to drive innovation and improve productivity

Top 3 megatrends influencing work life





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Career Movements and Employer Implications

The region demonstrates high flexibility, with the majority being open to new opportunities (averaging 50%), but only a smaller segment actively searching (30–40%).

Australia leads job mobility with 62% of professionals actively seeking new roles. In contrast, Singapore shows stability, only 23% actively looking for opportunities. South Korea has 46% actively searching and 48% open to new options, indicating a mix of active and passive interest. Taiwan and New Zealand reflect stable workforces, with 30% and 23% actively looking, while 55% and 50% are open to new roles. Hong Kong and Thailand exhibit moderate mobility at 33% and 41% actively looking. Overall, 42% of professionals are actively seeking opportunities, with 47% open to new

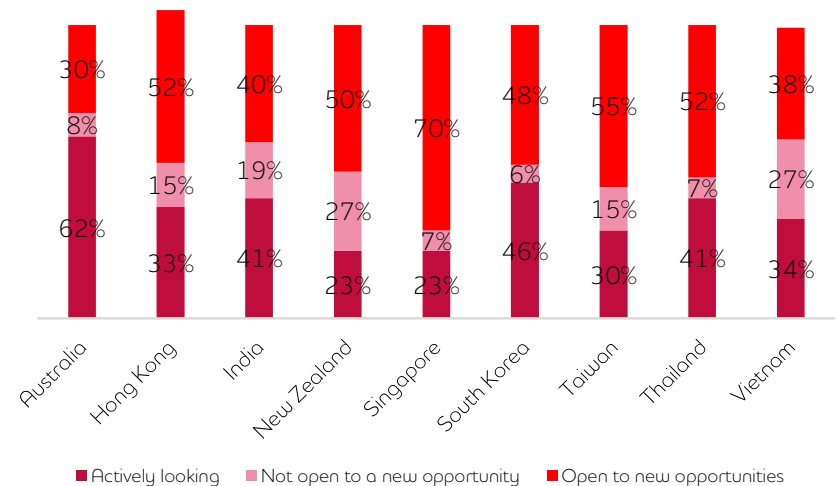
roles but not currently searching, showcasing a dynamic job market with both challenges and opportunities for employers.

Retention Challenges: High job mobility in Australia, South Korea, and Thailand demands robust retention strategies.

Talent Acquisition: Stability in Singapore and moderate activity in Hong Kong allow employers to focus on nurturing internal talent pools.

Tailored Initiatives: Employers in high-mobility markets must emphasize upskilling, career advancement opportunities, and competitive benefits to attract and retain employees.

Career Aspirations Across APAC Countries



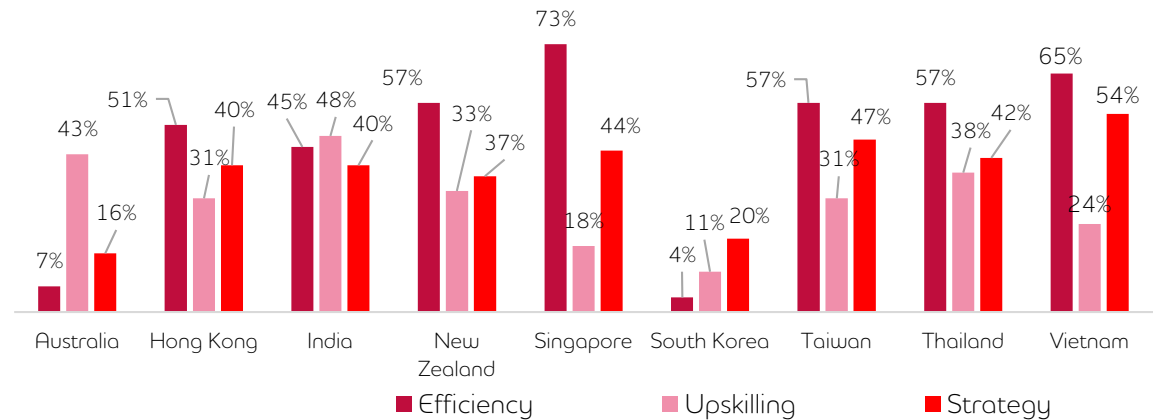
Insights on Gen AI

In today's rapidly evolving workforce, the role of Gen AI is becoming increasingly pivotal. It is not just a technological advancement—it's a game-changer that is redefining how businesses and employees interact, create, and innovate. From enhancing productivity to fostering new job roles, Gen AI is reshaping industries across the globe. Its ability to generate content, automate processes, and assist in decision-making is empowering companies to remain competitive while enabling workers to focus on higher-value tasks.

Across the region, Efficiency and Upskilling stand out, with Singapore and Vietnam leading in productivity, while Australia shows room for improvement. Upskilling remains a focus in India and Australia, reflecting the need to meet evolving market demands, while Taiwan and Hong Kong take a balanced approach.

Strategic Roles are prominent in Vietnam, Taiwan, Singapore, and Hong Kong, aligning leadership with long-term goals. India combines strategy with skill development, fostering sustainable growth. New Zealand balances efficiency, upskilling, and strategy, driving steady progress.

While priorities vary, tailored strategies and Gen AI adoption can enhance workforce capabilities, drive innovation, and unlock growth opportunities.



Key Priorities for Employers

- Prioritise skills development in leadership, AI, cybersecurity, and ethical compliance to ensure a competitive workforce and meet evolving market demands.
- Invest in tailored training programs and reskilling initiatives to address dynamic workforce needs and support organizational growth.
- Focus on enhancing leadership and strategic thinking capabilities to foster innovation and drive long-term success.

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Insights on Diversity, Equity, and Inclusion

The emphasis on flexible work policies and pay equity reviews indicates that employees expect employers to create equitable and adaptable work environments. Diversity training programs highlight the need for raising awareness about unconscious biases, while transparent communication is crucial for building trust and accountability. Employers who invest in these initiatives are likely to see increased engagement, retention, and productivity.

DE&I Priorities Across APAC region



Key Priorities for Employers

- APAC employers should prioritize flexible work policies and pay equity reviews to foster inclusive and equitable workplaces.
- Boost employee engagement with training programs and transparent communication to build trust and accountability.
- Invest in inclusive hiring practices (25%) and workshops and talks (24%) to support diverse talent and development.
- Incorporate platforms for underrepresented voices (14%) and celebrations of events (11%) into DE&I strategies to reflect employees' needs for inclusion and cultural recognition.

The APAC region shows a robust inclination toward flexible work policies, followed by diversity training programs and pay equity reviews, reflecting a mix of priorities for work-life balance, education, and compensation equity.



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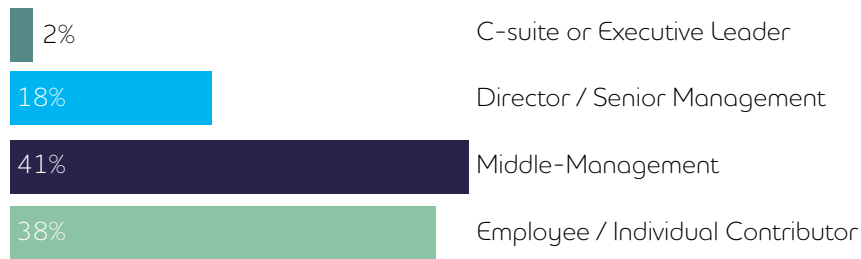
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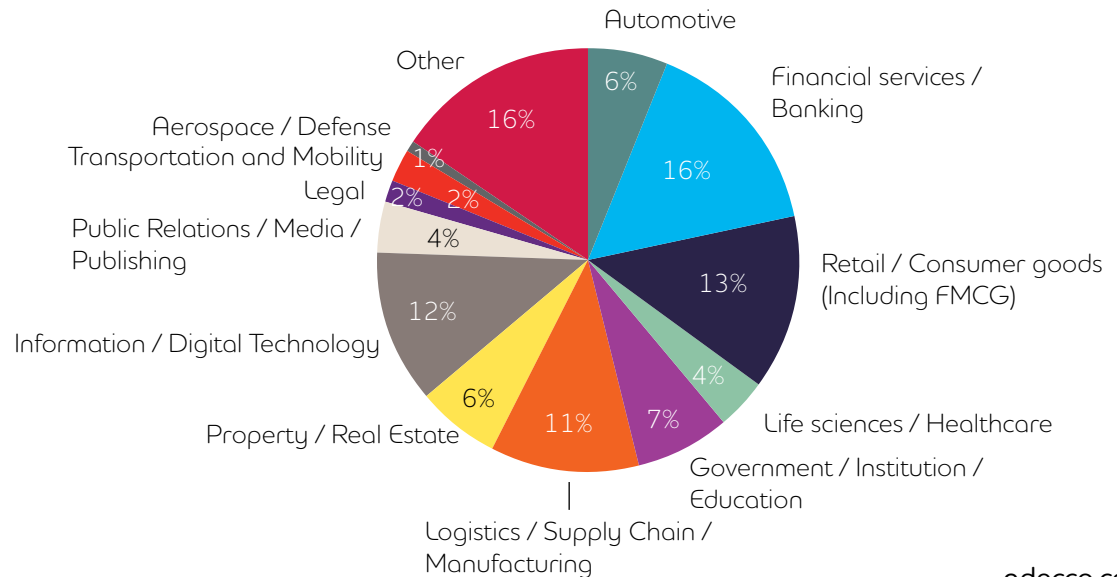
Hong Kong Salary And Work Trend Survey 2025

Respondents Profile

Current Role



Current Business Sector

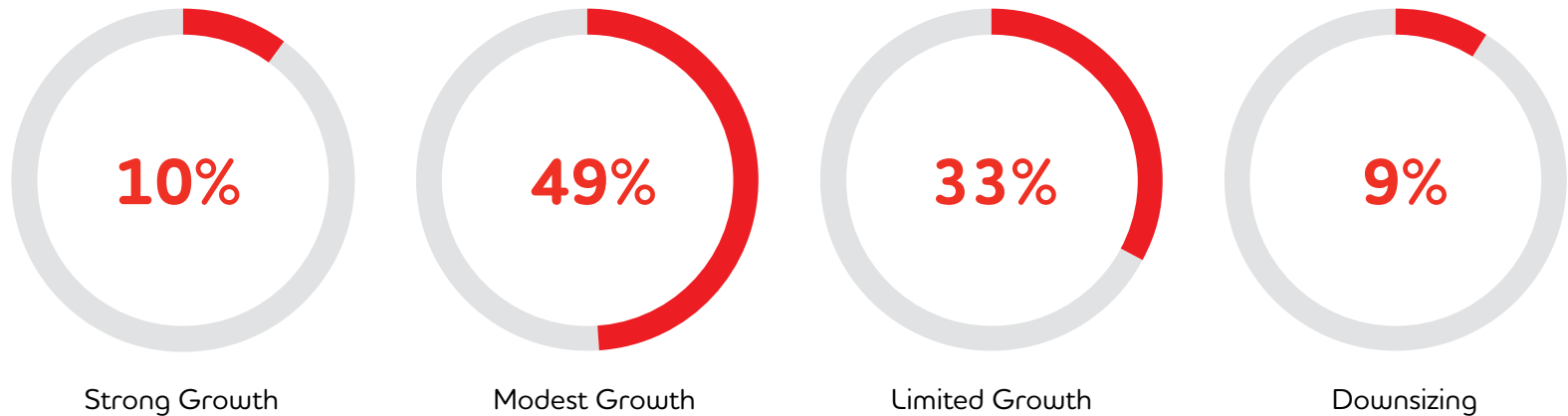


“ This report not only serves as a comprehensive guide to current Hong Kong market trends and compensation insights but also offers a visionary outlook on the future of work. ”

*676 responses for HK

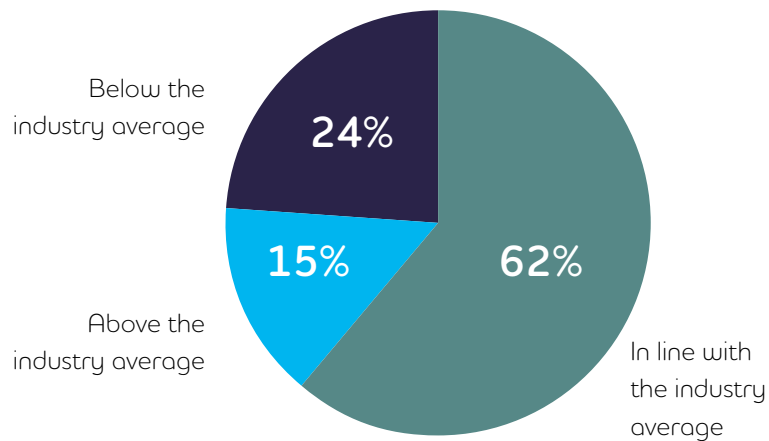
2025 Business Outlook

59% of respondents anticipate positive growth, while 33% expect limited growth, while 9% expect to have downsizing.

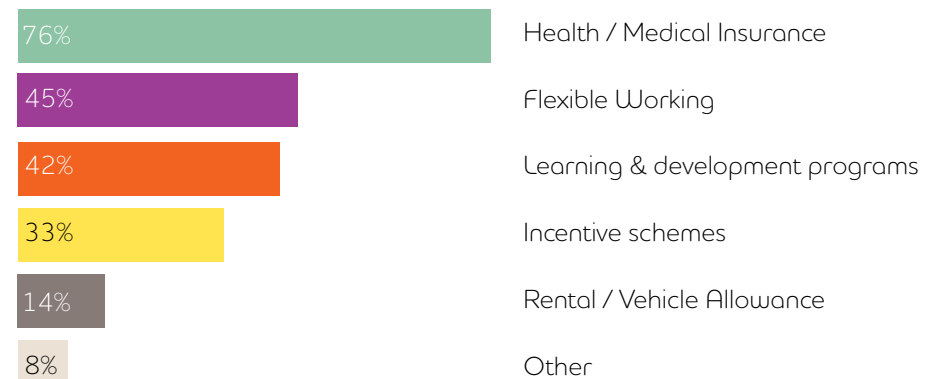


Compensation and Benefit

62% of respondents believe their current remuneration and benefits are aligned with the industry average.



What additional non-financial benefits does your Employer currently offer?



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Compensation and Benefit

What level of base salary increase did you receive with your current Employer in the last 12 months?



If you remain with your current Employer in the next 12 months, what are your own expectations for the level of base salary increase you will receive?



If one is to change to a new employer in the next 12 months, their expectation on base salary increase is much greater. Over 25% are expecting over 10% on salary increment.



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Career Progression

52% are open to new opportunity but not actively looking, indicating further shortage in labour



Why are they keen to stay in their current role?



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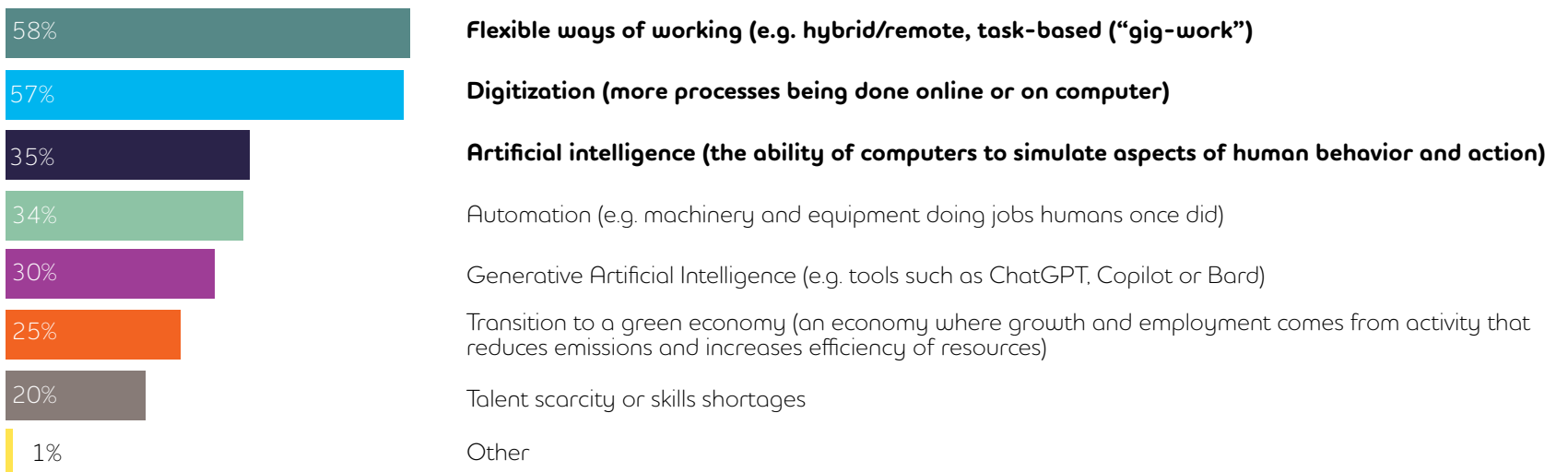
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Career Progression

In changing employer, employees priority are as follow:



Top megatrends that have the most influence on your working life:



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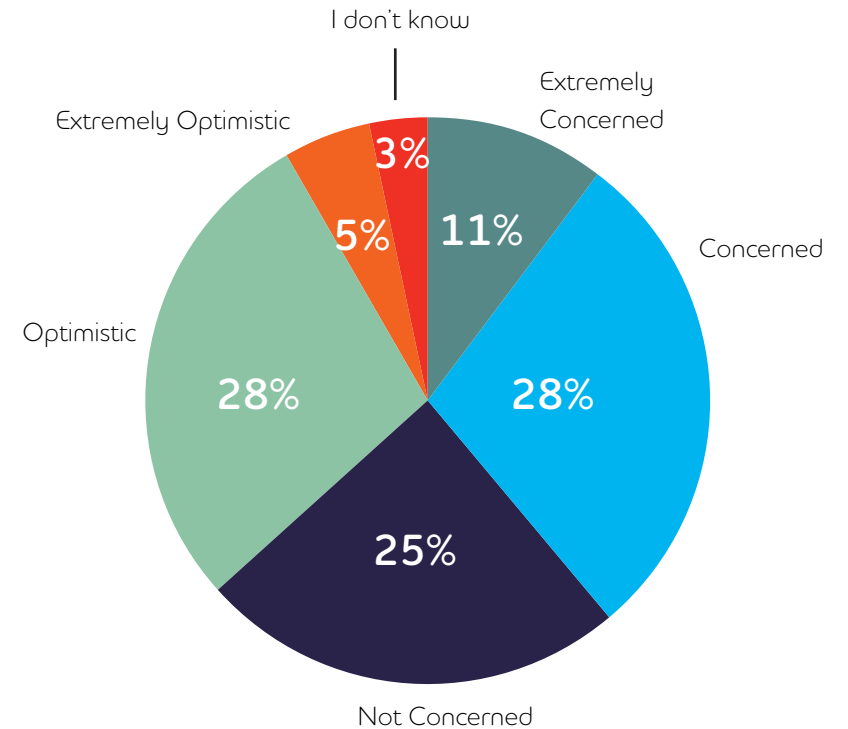
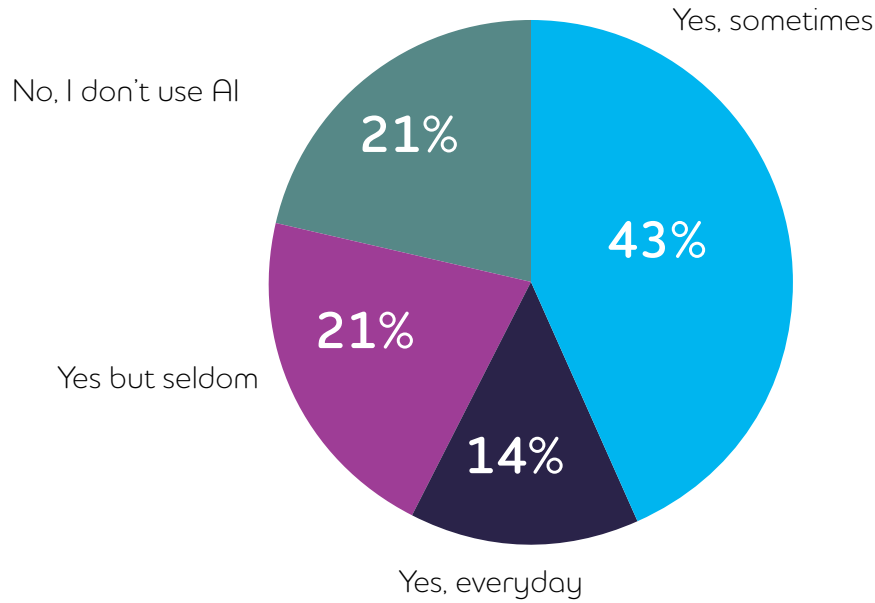
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Artificial Intelligence

78% apply AI in their daily work

Impact on technology/ AI on employability over the next 5 years: Majority 58% are not overly concerned while 39% do show concern

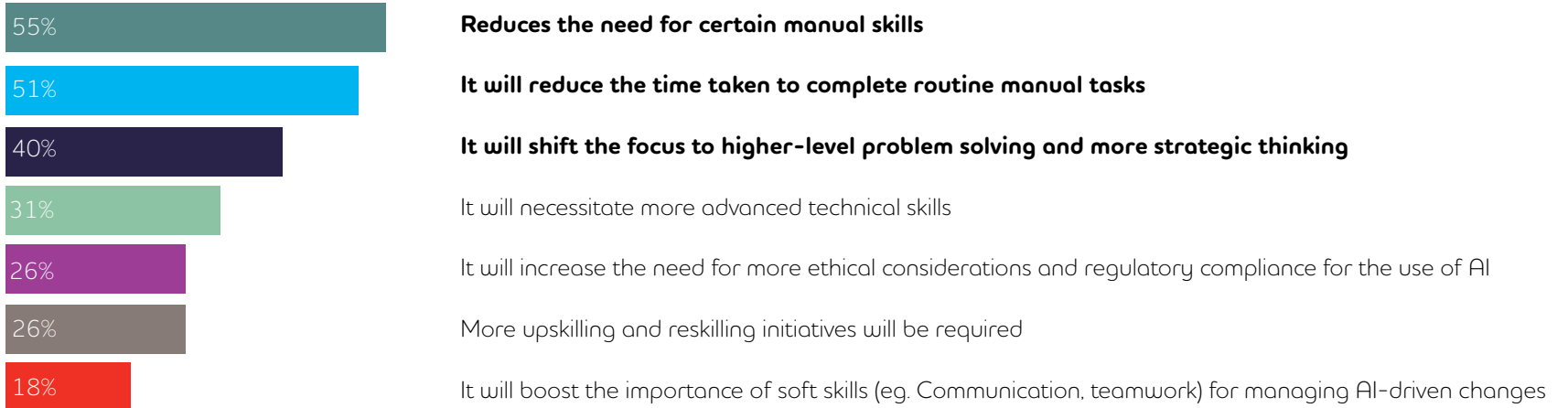


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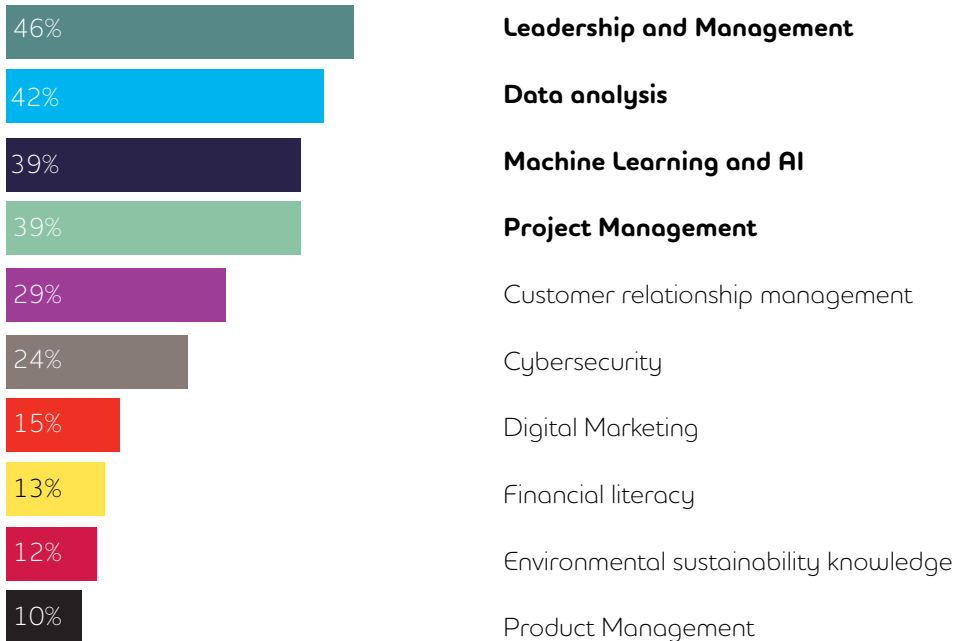
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Artificial Intelligence

Considering the rapid advancements in technology, how the integration of AI will affect the skill requirements in your industry?



Skills that are essential to stay relevant in your industry over the next 5 years:



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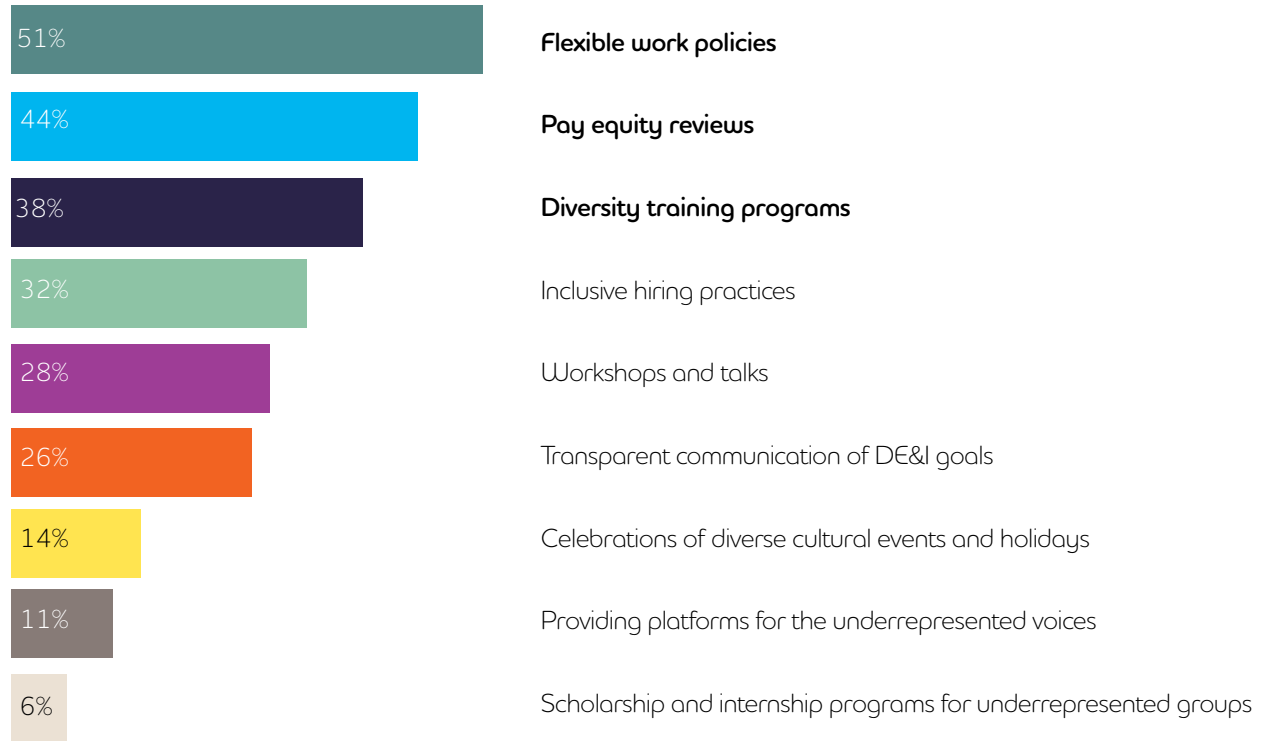
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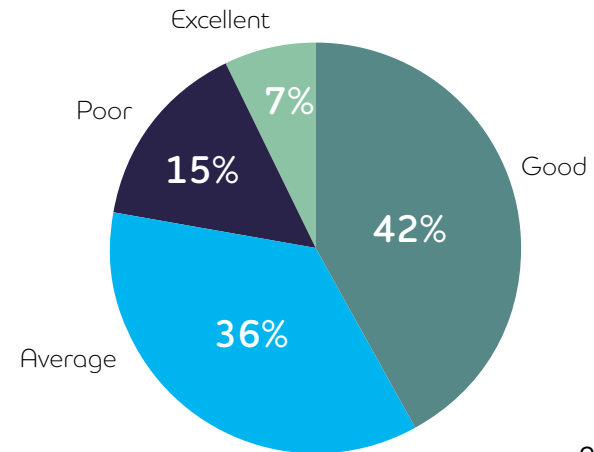
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Company Culture

DE&I initiatives that will have the most impact in your workplace:



Majority 85% are satisfied with their organization's approach to professional development and learning & development.



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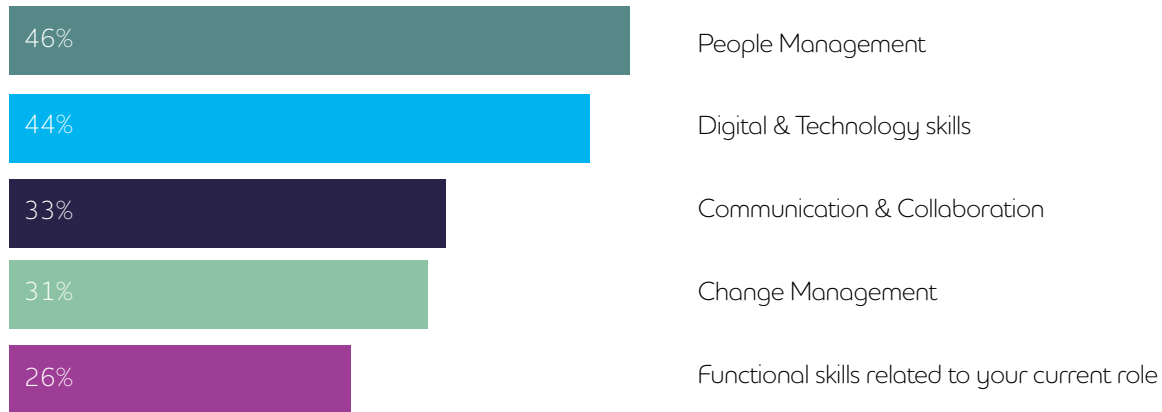
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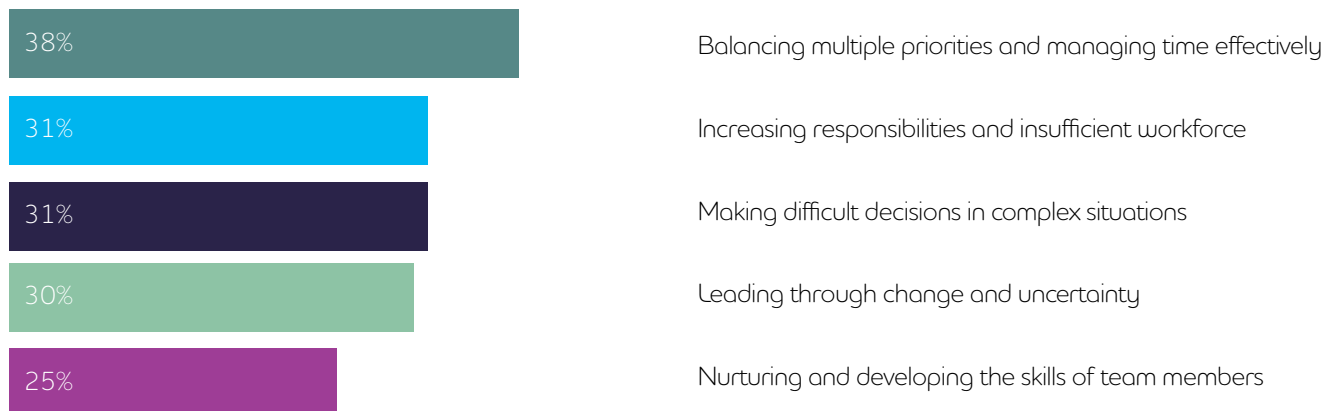
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Company Culture

What Skills & Competencies would you specifically like to invest in for your own professional development and future employability?



Top challenges faced by professionals in their current role, which includes a wide range of obstacles.



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About the salaries in this guide

以下數據根據2023-2024年期間Adecco招聘的職位之平均薪資所得，其超時工資，佣金，各項津貼與獎金，均不包括在內。

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The information in this guide reflects average salaries derived from positions that Adecco HK recruited for during 2023-2024. Please note that these salaries exclude overtime payments, commissions, allowances, and bonuses.

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For more information on salaries in your job market,
please contact your Adecco representative or send an email to hongkong@adecco.com

會計及財務領域

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會計及財務領域 Accounting & Finance

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
會計 Accounting				
會計經理 Accounting Manager	會計學學位 / 註冊會計師 Degree in Accounting / CPA	10+	45,000	70,000
資深會計師 Senior Accountant	會計學學位 / 註冊會計師 Degree in Accounting / CPA	8-10	38,000	50,000
會計師 Accountant	會計學學位 Degree in Accounting	6-9	35,000	42,000
助理會計師 Assistant Accountant	會計學學位 Degree in Accounting	5-7	30,000	38,000
會計主任 Accounting Officer	會計學學位 Degree in Accounting	3-6	25,000	28,000
資深帳務員 Senior Account Clerk	會計學學位 Degree in Accounting	2-4	20,000	25,000
會計助理 Account Clerk / Assistant	會計學學位 Degree in Accounting	1-2	19,000	23,000

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會計及財務領域 Accounting & Finance

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
審計 Audit				
審計部總監 Head of Audit	CIA認證、主修會計與財務 CIA license, major in Accounting and Finance	10+	80,000	120,000
審計經理 Audit Manager	CIA認證、主修會計與財務 CIA license, major in Accounting and Finance	8+	48,000	65,000
助理審計經理 Assistant Audit Manager	CIA認證、主修會計與財務 CIA license, major in Accounting and Finance	5+	40,000	50,000
資深審計師 Senior Auditor	CIA認證、主修會計與財務 CIA license, major in Accounting and Finance	3-5	28,000	38,000
審計師 Auditor	主修會計與財務 Major in Accounting and Finance	1-2	18,000	25,000

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會計及財務領域 Accounting & Finance

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
財務 Finance				
財務長 CFO	註冊會計師 CPA	15+	160,000	或以上 Or above
財務總監 Finance Director	註冊會計師 CPA	15+	120,000	150,000
區域財務控制官 Regional Financial Controller	註冊會計師 CPA	12+	90,000	110,000
財務控制官 Financial Controller	註冊會計師 CPA	8-10	60,000	80,000
財務經理 Finance Manager	註冊會計師 CPA	6-10	45,000	60,000
財務分析師 Financial Analyst	財務與會計學位 Degree in Finance and Accounting	4-6	32,000	40,000
財務助理 / 主任 Finance Assistant / Officer	財務與會計學位 Degree in Finance and Accounting	2-5	22,000	28,000
財務暨行政辦事員 Finance & Administrative Clerk	財務與會計學位 Degree in Finance and Accounting	1-3	20,000	25,000

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建築工程

Construction & Engineering

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建築工程 Construction & Engineering

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
建築 Architecture				
項目總監(發展開發商) Project Director (Client Side)	香港建築師學會會員名冊 Member, Hong Kong Institute of Architects	15+	90,000	140,000
項目經理 Project Manager (Developer)	香港建築師學會會員名冊 Member, Hong Kong Institute of Architects	10+	65,000	85,000
註冊建築師(發展開發商) Registered Architect (Developer)	香港建築師學會會員名冊 Member, Hong Kong Institute of Architects	6+	45,000	60,000
電機 Electrical & Mechanical				
項目經理 Project Manager	香港工程師學會會員名冊 Member, Hong Kong Institute of Engineer	8+	50,000	65,000
註冊工程師 Registered Engineer	香港工程師學會會員名冊 Member, Hong Kong Institute of Engineer	6+	45,000	55,000
工程師/技術專員 Engineer/ Technical Officer	電機工程署註冊電業工程人員 EMSD Registered Electrical Workers	n/a	30,000	38,000
助理工程師 Assistant Engineer	電機工程署註冊電業工程人員 EMSD Registered Electrical Workers	n/a	28,000	35,000
見習工程師 Graduated Engineer	電機工程署註冊電業工程人員 EMSD Registered Electrical Workers	n/a	22,000	28,000

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建築工程 Construction & Engineering

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.

建康/ 安全/ 環境/ 質量 Health/ Safety/ Environment/ Quality

安全經理 Manager	勞工署註冊安全主任 Labour Department Registered Safety Officer	10+	65,000	90,000
註冊安全主任 Registered Officer	勞工署註冊安全主任 Labour Department Registered Safety Officer	5+	40,000	58,000

測量 Building Surveying

項目經理 Project Manager	香港測量師學會會員名冊 Member, Hong Kong Institute of Surveyors	8+	58,000	66,000
註冊測量師 Registered Building Surveyor	香港測量師學會會員名冊 Member, Hong Kong Institute of Surveyors	6+	40,000	50,000

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企業支援 Corporate Support

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			最低薪資 min.	最高薪資 max.
人力資源 Human Resources				
區域人力資源總監 Regional HR Director	學士或以上 Bachelor or above	15+	90,000	130,000
人力資源總監 HR Director	學士或以上 Bachelor or above	15+	70,000	90,000
人力資源經理 HR Manager	學士或以上 Bachelor or above	8-10	45,000	60,000
助理人力資源經理 Assistant HR Manager	學士或以上 Bachelor or above	6-8	35,000	45,000
人力資源商務伙伴 Human Resources Business Partner	學士或以上 Bachelor or above	5-10	40,000	52,000
人力資源資訊系統專員 HRIS Specialist	學士或以上 Bachelor or above	5-10	30,000	40,000
高級人力資源主任/ 人力資源專員 Senior HR Officer/ HR Specialist	學士或以上 Bachelor or above	5-7	30,000	35,000
人力資源主任 HR Officer	學士或以上 Bachelor or above	3-5	23,000	27,000
人力資源助理 Human Resources Assistant	學士或以上 Bachelor or above	0-2	18,000	23,000

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			最低薪資 min.	最高薪資 max.
秘書 Secretarial				
資深私人/行政秘書 Senior Personal Assistant / Executive Assistant	學士或以上 Bachelor or above	10-20	50,000	70,000
私人秘書 Personal Assistant	學士或以上 Bachelor or above	3-10	30,000	50,000
行政秘書 Executive Assistant	學士或以上 Bachelor or above	3-10	30,000	50,000
初級秘書 Junior Secretary	學士或以上 Bachelor or above	3-5	25,000	30,000
團隊秘書/ 助理 Team Secretary/ Assistant	副學士或學士 Associate Degree/ Degree	1-3	22,000	25,000
行政 Administrative				
行政總監 Director of Administration	學士或以上 Bachelor or above	15-20	65,000	85,000
行政經理/ 辦公室經理 Administrative Manager/ Office Manager	學士或以上 Bachelor or above	6-15	40,000	55,000
行政助理/ 主任 Administrative Assistant/ Officer	副學士或學士 Associate Degree/ Degree	0-5	18,000	27,000
接待員 Receptionist	學士或文憑 Diploma / Degree	0-5	18,000	25,000
辦公室文員 Office Assistant	文憑 Diploma	0-2	16,000	18,000

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客戶服務 Customer Service

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
客服經理 Customer Service Manager	大專院校 Degree	8+	40,000	60,000
客服主任 Customer Service Supervisor	大專院校/高級文憑 Degree/High Diploma	5+	29,000	32,000
客服專員 Customer Service Specialist	大專院校/高級文憑 Degree/High Diploma	5+	22,000	30,000
客服專員 Customer Service Executive	大專院校/高級文憑 Degree /High Diploma	2-3	19,000	26,000
客服助理 Customer Service Assistant	大專院校/中學文憑 Diploma/DSE	0-1	17,000	23,000

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教育

Education



教育 Education

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
教授 (院校) Professor (Institution)	碩士或博士學位 Master or Doctoral Degree	12 +	90,000	150,000
校長 (學校 / 院校) Principal (School / Institution)	校長認證課程 Certification Course for Principals	12 +	90,000	150,000
教師 (學校 / 院校) Teacher (School / Institution)	碩士學位 PGCE/ PGDE/ Master Degree	3-10	35,000	80,000
招生經理 (學校 / 院校) Admissions Manager (School / Institution)	學士或以上 Bachelor or above	5+	40,000	60,000
國際學生招生人員 / 招生人員 (學校 / 院校) International Student Recruitment Officer / Admissions Officer (School / Institution)	學士或以上 Bachelor or above	3-5	25,000	35,000
資深升學顧問 Senior Education Consultant	學士或以上 Bachelor or above	4-6	30,000	35,000
升學顧問 Education Consultant	學士或以上 Bachelor or above	1-3	23,000	28,000

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職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
課程編制部主管 Head of Curriculum Development	學士或以上 Bachelor or above	5+	45,000	55,000
編輯人員 Editor	學士或以上 Bachelor or above	1-5	19,000	32,000
研究員 Researcher	學士或以上 Bachelor or above	3-5	30,000	45,000
學術主管 (教育中心) Subjects Head (Education Academy)	學士或以上 Bachelor or above	7-10	45,000	65,000
專科導師 (教育中心) Subjects Teacher (Education Academy)	學士或以上 Bachelor or above	3-5	30,000	40,000
英語導師 (教育中心) Native English Teacher (Education Academy)	學士或以上 Bachelor or above	1-5	25,000	35,000
教育中心經理 (教育中心) Campus Manager (Education Academy)	學士或以上 Bachelor or above	5+	30,000	45,000
行政助理 / 人員 (教育中心) Administrative Assistant / Officer (Education Academy)	副學士學位或以上 Associate Degree or above	1-3	18,000	25,000

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資訊科技

Information Technology

資訊科技 Information Technology

職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.
Executive Leadership			
首席技術官 Chief Technology Officer (CTO)	理科/資訊相關碩士/企業管理碩士/ 博士學位 MS/MBA/PhD	110,000	330,000
首席信息安全官 Chief Information Security Officer (CISO)	理科/資訊相關碩士/企業管理碩士/ 博士學位 MS/MBA/PhD	100,000	200,000
首席數據官 Chief Data Officer (CDO)	大專院校以上 Degree above	100,000	250,000
首席數字官 Chief Digital Officer (CDO)	大專院校以上 Degree above	100,000	200,000
Management			
IT總監/副總裁 IT Director/VP	大專院校以上 Degree above	85,000	200,000
發展經理 Development Manager	大專院校以上 Degree above	70,000	95,000
項目經理 Program Manager	大專院校以上 Degree above	75,000	110,000
測試經理 Test Manager	大專院校以上 Degree above	65,000	80,000
IT審計/安全 IT Audit/Security	大專院校以上 Degree above	65,000	80,000

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職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.
Management			
項目經理 Project Manager	大專院校以上 Degree above	45,000	75,000
項目管理辦公室 PMO	大專院校以上 Degree above	55,000	90,000
基礎設施經理 Infrastructure Manager	大專院校以上 Degree above	55,000	90,000
業務分析師經理 Business Analyst Manager	大專院校以上 Degree above	50,000	75,000
應用支援經理 Application Support Manager	大專院校以上 Degree above	45,000	70,000
服務交付經理 (服務水平協議) Service Delivery Manager (SLA)	大專院校以上 Degree above	50,000	75,000
合規官員 Compliance Officer	大專院校以上 Degree above	45,000	70,000
變革主管 Head of Transformation	大專院校以上 Degree above	100,000	200,000
Customer Success			
客戶成功經理 Customer Success Manager	大專院校以上 Degree above	45,000	90,000
Product Management			
產品經理 Product Manager	大專院校以上 Degree above	45,000	75,000

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職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.
IoT (Internet of Things)			
物聯網架構師 IoT Architect	大專院校以上 Degree above	75,000	120,000
物聯網解決方案工程師 IoT Solutions Engineer	大專院校以上 Degree above	35,000	55,000
Data/AI			
數據科學家 Data Scientist	大專院校以上 Degree above	40,000	90,000
數據工程師 Data Engineer	大專院校以上 Degree above	35,000	70,000
數據分析師 Data Analyst	大專院校以上 Degree above	30,000	55,000
人工智能/機器學習工程師 AI/ML Engineer	大專院校以上 Degree above	35,000	75,000
機器學習工程師 Machine Learning Engineer	大專院校以上 Degree above	30,000	55,000
深度學習專家 Deep Learning Specialist	大專院校以上 Degree above	35,000	70,000
人工智能研究科學家 AI Research Scientist	大專院校以上 Degree above	30,000	50,000
Blockchain			
區塊鏈開發人員 Blockchain Developer	大專院校以上 Degree above	35,000	75,000

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職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.
DevOps			
DevOps工程師 DevOps Engineer	大專院校以上 Degree above	40,000	85,000
Cloud Computing			
雲端架構師 Cloud Architect	大專院校以上 Degree above	75,000	150,000
雲端工程師 Cloud Engineer	大專院校以上 Degree above	55,000	90,000
Cybersecurity			
網絡安全專家 Cybersecurity Specialist	大專院校以上 Degree above	50,000	90,000
網絡安全分析師 Cybersecurity Analyst	高級文憑以上 Higher Diploma and above.	40,000	70,000
UI/UX Design			
UI/UX 經理 UI/UX Manager	高級文憑以上 Higher Diploma and above.	70,000	95,000
UI/UX 領導 UI/UX Lead	高級文憑以上 Higher Diploma and above.	45,000	75,000
用戶界面設計師 UI Designer	高級文憑以上 Higher Diploma and above.	30,000	55,000
用戶體驗設計師 UX Designer	高級文憑以上 Higher Diploma and above.	30,000	55,000

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職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.
Networking			
網絡架構師 Network Architect	高級文憑以上 Higher Diploma and above.	60,000	90,000
語音/通信工程師 Voice/Communications Engineer	高級文憑以上 Higher Diploma and above.	55,000	70,000
網絡工程師 Network Engineer	高級文憑以上 Higher Diploma and above.	45,000	65,000
網絡支援工程師 Network Support Engineer	高級文憑以上 Higher Diploma and above.	30,000	50,000
網絡運營中心工程師 NOC Engineer	高級文憑以上 Higher Diploma and above.	25,000	40,000
Systems			
安全工程師 Security Engineer	大專院校以上 Degree above	35,000	65,000
消息專家 Messaging Specialist	高級文憑以上 Higher Diploma and above.	40,000	55,000
數據庫管理員 Oracle DBA - Oracle	高級文憑以上 Higher Diploma and above.	30,000	45,000
技術支援 Helpdesk Support	高級文憑以上 Higher Diploma and above.	25,000	40,000
存儲工程師 Storage Engineer	高級文憑以上 Higher Diploma and above.	38,500	55,000
Unix管理員 Unix Admin	高級文憑以上 Higher Diploma and above.	30,000	45,000

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資訊科技 Information Technology

職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.
系統工程師 Systems Engineer	高級文憑以上 Higher Diploma and above.	35,000	60,000
Testing			
QA測試技術人員 QA Specialist	高級文憑以上 Higher Diploma and above.	40,000	70,000
UAT/QA 測試員 UAT Tester/QA Tester/Tester (Manual)	高級文憑以上 Higher Diploma and above.	30,000	45,000
Programming			
系統架構師 Software - solutions / technical architect	大專院校以上 Degree above	70,000	95,000
程序員 Programmer	大專院校以上 Degree above	25,000	30,000
全端工程師 Full Stack Developer/Engineer	大專院校以上 Degree above	35,000	55,000
後端開發人員 Backend Developer	大專院校以上 Degree above	27,000	55,000
前端開發人員 Frontend Developer	大專院校以上 Degree above	27,000	55,000
C++ 開發人員 C++ Developer	大專院校以上 Degree above	25,000	50,000
Java 開發人員 Java Developer	大專院校以上 Degree above	27,000	55,000
.NET 開發人員 .NET Developer	大專院校以上 Degree above	27,000	55,000
手機應用程式開發人員 Mobile Apps Developer	高級文憑以上 Higher Diploma and above.	25,000	45,000

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職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.

Sales

銷售總監/經理 Sales Director/Manager	大專院校以上 Degree above	100,000	150,000
客戶經理 Account Manager	大專院校以上 Degree above	50,000	80,000
業務拓展經理 Business Development Manager	大專院校以上 Degree above	60,000	80,000
預售顧問 Pre-Sales Consultant	大專院校以上 Degree above	40,000	75,000
銷售執行官 Sales Executive	大專院校以上 Degree above	20,000	40,000
內部銷售代表 Inside Sales Representative	大專院校以上 Degree above	20,000	40,000
渠道銷售經理 Channel Sales Manager	大專院校以上 Degree above	45,000	70,000
銷售工程師 Sales Engineer	大專院校以上 Degree above	35,000	55,000
技術銷售代表 Technical Sales Representative	大專院校以上 Degree above	40,000	60,000
客戶執行官 Account Executive	大專院校以上 Degree above	50,000	70,000
數碼市場推廣專家 Digital Marketing Specialist	大專院校以上 Degree above	40,000	60,000

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職位 Job Position	條件要求 Qualification	月薪 (港幣) Monthly Salary in HK\$	
		最低薪資 min.	最高薪資 max.
Additional Roles			
機器人工程師 Robotics Engineer	大專院校以上 Degree above	35,000	70,000
虛擬現實 (VR) / 擴增現實 (AR) 開發人員 Virtual Reality(VR)/Augmented Reality (AR) Developer	大專院校以上 Degree above	45,000	70,000
IT Governance and Compliance			
IT治理經理 IT Governance Manager	大專院校以上 Degree above	80,000	100,000
IT風險經理 IT Risk Manager	大專院校以上 Degree above	50,000	80,000
IT合規經理 IT Compliance Manager	大專院校以上 Degree above	50,000	70,000
IT Operations and Support			
IT採購經理 IT Procurement Manager	大專院校以上 Degree above	50,000	70,000
IT供應商經理 IT Vendor Manager	大專院校以上 Degree above	50,000	70,000
IT業務分析師 IT Business Analyst	大專院校以上 Degree above	35,000	60,000
IT培訓師 IT Trainer	大專院校以上 Degree above	50,000	70,000
IT支援專家 IT Support Specialist	高級文憑以上 Higher Diploma and above.	35,000	50,000
IT運營經理 IT Operations Manager	大專院校以上 Degree above	60,000	80,000

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法律及合規 Legal and Compliance

法律及合規 Legal and Compliance

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
In-house (Non-Financial Institutions)				
法務主管 Head of Legal / General Counsel	法學專業證書 PCLL	PQE 18+	150,000	180,000
法務副主管 Deputy Head of Legal	法學專業證書 PCLL	PQE 15+	130,000	145,000
高級法務顧問 Senior Legal Counsel	法學專業證書 PCLL	PQE 8-14	100,000	130,000
法務顧問 Legal Counsel	法學專業證書 PCLL	PQE 4-7	70,000	90,000
助理法務顧問 Associate Legal Counsel	法學專業證書 PCLL	PQE 1-3	55,000	65,000
法務經理 Legal Manager / Contracts Manager	學士或以上 Bachelor or above	7+	50,000	80,000
合規經理 Compliance Manager	學士或以上 Bachelor or above	7+	50,000	70,000
法律行政人員 Paralegal	學士或以上 Bachelor or above	3-6	30,000	45,000
法律助理 Legal Assistant / Officer	學士或以上 Bachelor or above	0-2	20,000	28,000
公司秘書 Named Company Secretary	特許公司治理專業資格 Chartered Governance Professional	18+	85,000	130,000
公司高級秘書經理 (上市公司) Senior Company Secretarial Manager / Deputy Company Secretary (Listed Company)	特許公司治理專業資格 Chartered Governance Professional	10-15	60,000	80,000

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職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
公司秘書經理 (上市公司) Company Secretarial Manager (Listed Company)	特許公司治理專業資格 Chartered Governance Professional	7-9	50,000	60,000
公司高級秘書主任 / 助理秘書經理 (上市公司) Senior Company Secretarial Officer / Assistant Company Secretarial Manager (Listed Company)	特許公司治理專業資格 Chartered Governance Professional	5-6	35,000	45,000
公司秘書助理 Company Secretarial Assistant / Officer	學士或以上 Bachelor or above	2-4	25,000	35,000
In-house (Financial Institutions)				
法務及合規主管 Head of Legal and Compliance	法學專業證書 PCLL	PQE 18+	170,000	或以上 Or above
法務及合規副主管 Deputy Head of Legal and Compliance	法學專業證書 PCLL	PQE 15+	150,000	160,000
高級法務顧問 Senior Legal Counsel	法學專業證書 PCLL	PQE 8-14	110,000	140,000
合規主管 Head of Compliance / Compliance Director	學士或以上 Bachelor or above	18+	120,000	或以上 Or above
合規副主管 Deputy Head of Compliance	學士或以上 Bachelor or above	15+	100,000	或以上 Or above
高級合規經理 Senior Compliance Manager	學士或以上 Bachelor or above	8-12	70,000	95,000
合規經理 Compliance Manager	學士或以上 Bachelor or above	5-7	50,000	65,000

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生命科學與製藥業 Life Science & Pharmaceutical

生命科學與製藥業 Life Science & Pharmaceutical

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
銷售部總監 Head of Sales	學士或以上 Bachelor or above	10+	60,000	100,000
業務總監 Head of BU	學士或以上 Bachelor or above	10+	50,000	80,000
市場營銷經理 Marketing Manager	學士或以上 Bachelor or above	10+	50,000	70,000
品牌經理 Brand Manager	學士或以上 Bachelor or above	10+	40,000	60,000
業務經理 BU Manager	學士或以上 Bachelor or above	5+	50,000	60,000
銷售部經理 Sales Manager	學士或以上 Bachelor or above	5+	30,000	60,000
產品部經理 Product Manager	學士或以上 Bachelor or above	5-10	40,000	60,000
高級規管事務經理 Senior Regulatory Affairs	學士或以上 Bachelor or above	5-8+	25,000	40,000
規管事務經理 Regulatory Affairs	學士或以上 Bachelor or above	1-3	20,000	35,000
醫藥學術專員 Medical Science Liaison	學士或以上 Bachelor or above	3-5	25,000	35,000
產品部專員 Product Specialist	學士或以上 Bachelor or above	2-4	25,000	35,000
銷售部專員 Sales Specialist	學士或以上 Bachelor or above	2-4	20,000	35,000
銷售部代表 Sales Executive/ Representative	學士或以上 Bachelor or above	1-3	18,000	25,000

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市場營銷

Marketing



市場營銷 Marketing

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
廣告 Advertising				
創意總監 Creative Director	學士或以上 Bachelor or above	8+	60,000	90,000
業務總監/ 資深客戶經理 Account Director	學士或以上 Bachelor or above	10+	55,000	70,000
業務經理/ 客戶經理 Account Manager	學士或以上 Bachelor or above	4+	40,000	55,000
廣告投放專員 Media Buyer	學士或以上 Bachelor or above	4+	18,000	30,000
業務副理/ 客戶副理 Assistant Account Manager	學士或以上 Bachelor or above	3+	35,000	45,000
平面設計師 Graphic Designer	學士或以上 Bachelor or above	2-4	20,000	35,000
業務主任/ 客戶主任 Account Executive	學士或以上 Bachelor or above	1-2	20,000	30,000
製作專員 Production Executive	學士或以上 Bachelor or above	2-4	15,000	25,000
初級平面設計師 Junior Graphic Designer	學士或以上 Bachelor or above	1-2	15,000	20,000
製作助理 Production Assistant	學士或以上 Bachelor or above	1-2	15,000	20,000

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			最低薪資 min.	最高薪資 max.
市場營銷 Marketing				
市場營銷總監 Marketing Director / CMO	學士或以上，具商業碩士學位者優先 Bachelor or above; prefer MBA	10+	75,000	150,000
市場營銷主管 Head of Marketing	學士或以上，具商業碩士學位者優先 Bachelor or above; prefer MBA	10+	65,000	120,000
資深市場營銷經理 Senior Marketing Manager	學士或以上，具商業碩士學位者優先 Bachelor or above; prefer MBA	8+	55,000	70,000
市場營銷經理 Marketing Manager	學士或以上 Bachelor or above	8+	45,000	60,000
品牌市場營銷經理 Brand Marketing Manager	學士或以上 Bachelor or above	5+	40,000	55,000
產品市場營銷經理 Product Marketing Manager	學士或以上 Bachelor or above	3-5	40,000	55,000
數位/ 數據管理行銷經理 Digital and CRM Manager	學士或以上 Bachelor or above	5+	40,000	55,000
市場營銷副理 Assistant Marketing Manager	學士或以上 Bachelor or above	6+	35,000	45,000
社群行銷經理 Community/Social Media Manager	學士或以上 Bachelor or above	4+	25,000	30,000
資深市場營銷人員 Senior Marketing Executive	學士或以上 Bachelor or above	2-3	25,000	35,000
資料庫市場營銷人員 Database Marketing/CRM	學士或以上 Bachelor or above	2-3	25,000	30,000
社群行銷人員 Community/Social Media Executive	學士或以上 Bachelor or above	2+	20,000	25,000

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			最低薪資 min.	最高薪資 max.
內容市場營銷經理 Content Marketing Manager	學士或以上 Bachelor or above	5+	40,000	55,000
活動市場營銷人員 Event Marketing Executive	學士或以上 Bachelor or above	2-3	20,000	30,000
市場營銷人員 Marketing Executive	學士或以上 Bachelor or above	1-2	20,000	30,000
市場營銷研究員 Market Researcher	學士或以上 Bachelor or above	0-2	15,000	25,000
市場營銷助理 Marketing Assistant	學士或以上 Bachelor or above	0-2	15,000	20,000
電話行銷員 Telemarketer	學士或以上 Bachelor or above	<1	13,000	30,000

公關 Public Relations

企業行銷傳播經理 Corporate Communication Manager	學士或以上 Bachelor or above	5-10	45,000	60,000
公關經理 PR and Communication Manage	學士或以上 Bachelor or above	5+	40,000	60,000
資深公關專員 Senior PR Executive	學士或以上 Bachelor or above	3-5	25,000	35,000
公關專員/ 代表 PR Officer/ Representative	學士或以上 Bachelor or above	3-5	18,000	25,000
公關助理 PR Assistant	學士或以上 Bachelor or above	1-2	15,000	18,000

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職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
電子商貿 E-commerce				
數碼平台總監 E-commerce Director	學士或以上 Bachelor or above	10+	60,000	90,000
電子商貿和數碼項目經理 E-commerce & Digital Marketing Manager	學士或以上 Bachelor or above	7+	45,000	65,000
電子商貿運營經理 E-commerce Operation Manager	學士或以上 Bachelor or above	7+	35,000	55,000
電子商貿銷售經理 E-commerce Sales & Partnership Manager	學士或以上 Bachelor or above	7+	40,000	60,000
電子商貿運營專員 E-Commerce Operation Specialist	學士或以上 Bachelor or above	2+	20,000	30,000
UX/ UI設計師 UX/ UI Designer	學士或以上 Bachelor or above	1-4	20,000	40,000
編輯/ 文案專員 Online Editorial & Copywriting Specialist	學士或以上 Bachelor or above	1-4	20,000	30,000
數據分析專員 Data Analytics Specialist/ Business Analyst	學士或以上 Bachelor or above	1-4	20,000	35,000

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零售

Retail



零售 Retail

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			最低薪資 min.	最高薪資 max.
品牌經理 Brand Manager	學士或以上 Bachelor or above	10+	40,000	80,000
零售營運經理 Retail Operations Manager	學士或以上 Bachelor or above	10+	40,000	80,000
店面經理 Shop/Store Manager	專科或以上 College or above	8+	30,000	60,000
營運副理 Assistant Operations Manager	專科或以上 College or above	4-6+	25,000	40,000
櫃檯經理 Counter Manager	高中或以上 High school or above	4+	25,000	35,000
店長 Shop/Store Supervisor	高中或以上 High school or above	2-4	18,000	25,000
品牌專員 Brand Executive	專科或以上 College or above	1-2	20,000	28,000
門市銷售員 Sales Representative	高中或以上 High school or above	1-2	11,000	16,000
美容顧問 Beauty Advisor	高中或以上 High school or above	1-2	8,000	13,000
網路直播主 Streaming Host/KOL	高中或以上 High school or above	0-1	20,000	30,000

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銷售 Sales



銷售 Sales

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
總經理/銷售總經理 General Manager / General Sales Manager	學士或以上，具商業碩士學位者優先 Bachelor or above; Prefer MBA	10+	85,000	150,000
商務總監 Commercial Director	學士或以上，具商業碩士學位者優先 Bachelor or above; Prefer MBA	10+	70,000	130,000
銷售總監 Sales Director	學士或以上，具商業碩士學位者優先 Bachelor or above; Prefer MBA	10+	75,000	125,000
業務總監 Head of Sales	學士或以上，具商業碩士學位者優先 Bachelor or above; Prefer MBA	10+	65,000	90,000
地區業務經理 Regional Sales Manager	學士或以上 Bachelor or above	10+	50,000	70,000
業務/銷售通路經理 Sales/Channel Sales Manager	學士或以上 Bachelor or above	8+	40,000	60,000
業務經理 Sales Manager	學士或以上 Bachelor or above	5-8	35,000	55,000
業務發展經理 Business Development Manager	學士或以上 Bachelor or above	5+	25,000	50,000

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銷售 Sales

職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
策略/ 主要客戶業務經理 Strategic/Major Account Manager	學士或以上 Bachelor or above	5+	45,000	60,000
業務副理 Assistant Sales Manager	學士或以上 Bachelor or above	5+	25,000	40,000
Sales Supervisor	專科或以上 College or above	3-5	25,000	30,000
資深業務專員 Senior Sales Executive	專科或以上 College or above	2-4	23,000	30,000
業務專員 Sales Executive/Representative	專科或以上 College or above	3+	20,000	25,000
業務聯絡專員 Sales Co-coordinator	專科或以上 College or above	1-2	18,000	25,000
業務助理 Sales Assistant	專科或以上 College or above	1-2	15,000	20,000

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職位 Job Position	條件要求 Qualification	所需年資 (年) Experience (In Years)	月薪 (港幣) Monthly Salary in HK\$	
			最低薪資 min.	最高薪資 max.
採購 Merchandising				
採購經理 Procurement/ Merchandising/ Purchasing Manager	大專院校/文憑 Degree/ Diploma	8-10+	40,000	50,000
資深採購主管 Procurement/ Merchandising/ Purchasing Supervisor	大專院校/文憑 Degree/ Diploma	6-8	25,000	32,000
採購專員 Sourcing/ Procurement/ Merchandising/ Purchasing Specialist	大專院校/文憑 Degree/ Diploma	3-6	22,000	28,000
採購文員 Sourcing/ Procurement/ Merchandising/ Purchasing Officer	大專院校/文憑 Degree/ Diploma	1-3	17,000	22,000
品質控管 Quality Control				
品管經理 Quality Control Manager	大專院校/文憑 Degree/ Diploma	10+	37,000	43,000
品管副理 Assistant QC Manager	大專院校/文憑 Degree/ Diploma	5-8	30,000	35,000
品管專員 Quality Control Specialist	大專院校/文憑 Degree/ Diploma	3-5	22,000	25,000

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			最低薪資 min.	最高薪資 max.
供應鏈 Supply Chain				
供應鏈經理 Supply Chain Manager	大專院校/文憑 Degree/ Diploma	8-10+	40,000	50,000
供應鏈專員 Supply Chain Specialist	大專院校/文憑 Degree/ Diploma	5-8+	28,000	32,000
供應鏈分析員 Supply Chain Analyst	大專院校/文憑 Degree/ Diploma	5+	25,000	30,000
供應鏈規劃/ 需求規劃人員 Supply Chain Planner/ Demand Planner	大專院校/文憑 Degree/ Diploma	3-6	25,000	30,000
供應鏈助理 Supply Chain Coordinator	大專院校/文憑 Degree/ Diploma	2-5	18,000	22,000
貨運代理 Freight Forwarding				
貨運代理銷售經理 Freight Forwarding Sales Manager	大專院校/文憑 Degree/ Diploma	8+	30,000	60,000
貨運代理客戶業務員 Freight Forwarding Account Executive	大專院校/文憑 Degree/ Diploma	4-7	19,000	30,000
貨運客服專員 Freight Forwarding Customer Service Officer	大專院校/文憑 Degree/ Diploma	3-5	15,000	19,000
貨運營運助理 Freight Forwarder Operation Coordinator	大專院校/文憑 Degree/ Diploma	1-3	14,000	18,000

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			最低薪資 min.	最高薪資 max.
運送/ 物流 Shipping/ Logistics				
運送/ 物流經理 Shipping / Logistics Manager	大專院校/文憑 Degree/ Diploma	8+	32,000	40,000
船務主任 Logistics/ Shipping Supervisor	大專院校/文憑 Degree/ Diploma	5-8	28,000	32,000
物流分析員 Logistics Analyst	大專院校/文憑 Degree/ Diploma	3-6	23,000	28,000
物流人員 Logistics Officer	大專院校/文憑 Degree/ Diploma	2-4	18,000	25,000
船務人員 Shipping Officer	大專院校/文憑 Degree/ Diploma	2-4	16,000	23,000
銷售助理 Sales Coordinator	大專院校/文憑 Degree/ Diploma	2-4	15,000	18,000
倉儲 Warehouse				
配送中心經理 Distribution Center Manager	大專院校/文憑 Degree/ Diploma	8+	35,000	40,000+
倉儲經理 Warehouse Manager	大專院校/文憑 Degree/ Diploma	6 -8	30,000	35,000+
倉儲主管 Warehouse Supervisor	文憑 Diploma	3-5	18,000	24,000
倉儲專員 Warehouse Coordinator	文憑 Diploma	1-3	15,000	18,000

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			最低薪資 min.	最高薪資 max.
能源/節能 Energy				
業務主管/總經理 Country Sales Head/General Manager	電子工程、機械工程、企業管理碩士 BS/MS/PhD - EE, ME, MBA	15+	70,000	140,000
發電廠專案服務經理 Power Plant Project Manager	電子工程、機械工程或土木工程 BS/MS/PhD - EE, ME, Civil Engineering	10+	54,500	94,500
LED產業 LED Supplier				
供應商開發工程師 LED Supplier Development Engineer	機械工程、電子工程 ME,EE	5+	22,000	30,000
供應商品質工程師 LED Supplier Quality Engineer	機械工程、電子工程 ME,EE	5+	16,000	27,000
技術支援工程師 LED Field Application Engineer	電子工程、工業工程 EE, Industrial Engineering	3+	16,000	27,000
業務工程師 LED Sales Engineer	電子工程、工業工程 EE, Industrial Engineering	5+	16,000	27,000
技術銷售經理 LED Technical Sales Manager	機械工程、電子工程 ME,EE	8+	32,000	54,000

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TFT-LCD 產業				
製造總監 Head of Production	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	50,000	70,000
業務開發部總監 Head of Sales	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	52,000	75,000
研發部總監 Head of R&D	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	55,000	80,000
電子/半導體產業				
採購部總監 Head of Procurement	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	55,000	77,000
品管部總監 Head of Quality	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	8+	55,000	77,000
銷售部總監 Semiconductor Equipment Sales Head	電子工程、工業工程、機械工程、 企業管理碩士 EE, IE, ME, MBA	10+	42,000	60,000
設備產業				
區域業務工程師/業務經理 Regional Sales Engineer/Manager	電子工程、工業工程、機械工程 BS/MS/PhD - EE, IE, ME	3+	35,000	60,000
業務工程師 Local Sales Engineer	電子工程、機械工程 BS/MS, EE, ME	3+	22,000	28,000
應用工程師 Application Engineer	電子工程、機械工程 BS/MS, EE, ME	3+	20,000	25,000

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自動化產業 Automation Field				
業務經理 Business Manager	電子工程、工業工程、企業管理碩士 EE, Industrial Engineering, MBA	8+	37,000	50,000
業務工程師 Sales Engineer	電子工程、工業工程、機械工程 BS/MS, EE, IE	3+	21,000	26,000
製程優化總監 Head of Process Optimization	電子工程、工業工程、機械工程 BS/MS, EE, IE, ME	8+	31,500	37,000
應用工程師 Application Engineer	電子工程、機械工程 BS/MS, EE, ME	3+	21,000	26,000
製造業 Industrial Manufacturing				
廠長/總經理 General Manager	工程相關科系 Engineering Related	8+	50,000	70,000
製造工程部門管理階層 Production Engineering Management Level	工程相關科系 Engineering Related	7+	32,000	45,000
品管部門管理階層 Quality Control Management Level	工程相關科系 Engineering Related	7+	32,000	45,000
製造部門管理階層 Manufacturing Management Level	工程相關科系 Engineering Related	7+	30,000	45,000
化學應用 Chemical Application				
量測檢管/專案經理 MCS Manager/Project Manager	電子工程、機械工程、企業管理碩士 ME, EE, BS/MS/Ph.D	7+	30,000	45,000
產品經理 Product Manager	化學、化學工程和材料科學 Chemistry/Chemical Engineering and Material Science	7+	35,000	50,000

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業務副總經理 Vice President of Sales	化學·化學工程和材料科學 Chemistry/Chemical Engineering and Material Science	15+	60,000	80,000
業務經理/協理 Sales Manager/Director	化學·化學工程和材料科學 Chemistry/Chemical Engineering and Material Science	5+	25,000	50,000
智慧型手持式裝置領域 Smart Handheld Device Solution				
產品行銷經理/總監 Product Marketing Manager/Director	電子工程+企業管理碩士 EE+MBA	7+	50,000	80,000
業務經理/總監 Sales Manager/Director	電子工程、電腦科學、電腦工程 EE, Computer Science, Computer Engineer	8+	45,000	80,000
資深工程師 Team Lead/Sr. Engineer	電子工程、電腦科學、電腦工程 EE, Computer Science, Computer Engineer	5+	50,000	60,000
專案經理 Program/Project Manager	電子工程、電腦科學、電腦工程 EE, Computer Science, Computer Engineer	3+	35,000	55,000
IC				
事業部負責人/總經理 Business Unit Head/ General Manager	電子工程、企業管理碩士 EE, MBA	12+	50,000	70,000
資深設計經理 Sr. Design Manager	電子工程、物理、化學、材料科學、 工業工程 EE, Physics, Chemical, Material Science, IE	12+	50,000	55,000

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			最低薪資 min.	最高薪資 max.
營運總監 Components Operation VP or Director	電子工程、機械工程、工業工程 EE, ME, IE	10+	44,000	66,000
業務經理/總監 Components Sales Manger/Director/VP	電子工程、工程相關科系 EE or Engineering Related	5+	28,000	66,000
資深採購經理 Components Sr. Procurement Manager	電子工程、工程相關科系 EE or Engineering Related	7+	33,000	44,000
資深採購工程師/經理 Sr. Components Sourcing Engineering Manager	電子工程、工程相關科系 EE or Engineering Related	5+	28,000	33,000
資深應用工程師 Sr. Components FAE	電子工程、電腦科學、電腦工程 EE, Computer Science, Computer Engineer	1+	17,000	28,000
應用工程師 Components Application Engineer	電子工程、電腦科學、電腦工程 EE, Computer Science, Computer Engineer	1+	15,000	17,000
資深設計工程師 Sr. Designer	電子工程、物理、化學、材料科學、工業工程 EE, Physics, Chemical, Material Science, IE	3+	40,000	45,000
生產製造工程師 Manufacturing Process Engineer	電子工程、物理、化學、材料科學、工業工程 EE, Physics, Chemical, Material Science, IE	3+	18,000	26,000
製造/品質工程師 Process Quality Engineer	電子工程、物理、化學、材料科學、工業工程 EE, Physics, Chemical, Material Science, IE	3+	31,500	55,000

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