

# Salary table for Merchandisers

Job Title	Average Monthly Income	Entry Requirements	General Job Functions
Merchandising Director	70K - 100K	<p><b>Education:</b> Degree or above</p> <p><b>Experience:</b> over 10 years</p> <p><b>Knowledge:</b> Strong team leadership skills; wide geographical sourcing experience</p> <p><b>Language(s):</b> Excellent command of English, Cantonese and Mandarin</p> <p><b>Personality:</b> A good team leader with strong communication and negotiation skills. Highly motivated with the ability to perform in a fast-paced environment.</p> <p><b>Others:</b> Occasional travel</p>	<ul style="list-style-type: none"> <li>Department or division head</li> <li>Overall responsibility of merchandising department from client enquiries to shipment of goods</li> <li>Manage and develop the brand merchandising team to support supply chain strategy</li> <li>Establish and develop appropriate relationships with vendors</li> <li>Provide market intelligence to head office in the areas of sourcing, technology and competitor activities</li> <li>Role only seen in big company</li> <li>Regional decision making</li> </ul>
Merchandising Manager	30 - 60K	<p><b>Education:</b> Degree or diploma</p> <p><b>Experience:</b> 10 to 15 years</p> <p><b>Knowledge:</b> General managerial skills</p> <p><b>Language(s):</b> Excellent command of English and Cantonese, Mandarin an advantage</p> <p><b>Personality:</b> Strong negotiation and communication skills, results-oriented, showing initiative, hardworking, responsible and independent</p> <p><b>Others:</b> Occasional travel</p>	<ul style="list-style-type: none"> <li>Department head</li> <li>Overall responsibility for merchandising department from initial client enquiries to shipment of goods</li> </ul> <p>More people management, involved in deciding company direction, planning, decision making, supervising; less sourcing</p>
Senior Merchandiser	18 - 25K	<p><b>Education:</b> Degree or diploma</p> <p><b>Experience:</b> 5 to 10 years</p> <p><b>Knowledge:</b> Hands-on PC skills, proficiency in MS Office</p> <p><b>Language(s):</b> Excellent command of English and Cantonese, Mandarin an advantage</p> <p><b>Personality:</b> Strong negotiation and communication skills, results-oriented, showing initiative, hardworking, responsible and independent</p> <p><b>Others:</b> Occasional travel</p>	<ul style="list-style-type: none"> <li>Supervises team of merchandisers/ assistant merchandisers</li> <li>Liaison with clients, sourcing of products, price negotiations with suppliers, checks pre-production samples and production follow-up</li> <li>Liaison with QC teams</li> </ul> <p>More experience, at least 10 yrs; focus on market trends, skilled in negotiation</p>
Merchandiser	13 - 18K	<p><b>Education:</b> Degree or diploma</p> <p><b>Experience:</b> 2 to 5 years in relevant industries</p> <p><b>Knowledge:</b> Hands-on PC skills, proficiency in MS Office</p> <p><b>Language(s):</b> Good English and Cantonese, Mandarin an advantage</p> <p><b>Personality:</b> Results-oriented, showing initiative, hardworking, responsible and independent. Able and willing to work under pressure and to face challenges</p> <p><b>Others:</b> Occasional travel</p>	<ul style="list-style-type: none"> <li>Liaison with clients, sourcing of products, price negotiations with suppliers, production follow-up, quality inspections</li> </ul> <p>More independent than assistant, must deal with quotations, negotiate with clients</p>
Merchandising Assistant	10 - 13K	<p><b>Education:</b> F.5 or above</p> <p><b>Experience:</b> 1 or 2 years in relevant industries preferred</p> <p><b>Knowledge:</b> Hands-on PC skills</p> <p><b>Language(s):</b> Competent English and Cantonese required</p> <p><b>Personality:</b> Highly motivated, good interpersonal skills</p> <p><b>Others:</b> Travel may be required</p>	<ul style="list-style-type: none"> <li>Production follow-up, quality inspections, special promotions</li> <li>Must do paperwork, know measuring skills, have strong fashion sense</li> </ul>

Specific Knowledge		
Leather goods	Fashion retail	Consumer goods
<ul style="list-style-type: none"> <li>Handbags</li> <li>Shoes</li> <li>Accessories</li> </ul> <p>Sourcing, familiar with market trends</p>	<ul style="list-style-type: none"> <li>Woven</li> <li>Sweaters</li> <li>Knitwear</li> </ul> <p>Strong fashion sense</p>	<ul style="list-style-type: none"> <li>Toys</li> <li>Home appliances</li> <li>Electronic products</li> </ul> <p>Technical knowledge and understanding of safety standards</p>