



**MARKET TRENDS &  
SALARIES REPORT  
1H 2012**

**HONG KONG**

**ambition**

## Hong Kong Salaries 2012

### Banking & Financial Services

#### Finance & Accounting Professionals

<b>Audit / Internal Control / Operational Risk</b>	<b>Years of experience</b>	<b>Annual salary range (HK\$)</b>
Head of Audit / Internal Control / Operational Risk	15+	1.6M - 2.3M+
Senior Vice President	12+	1.2M - 1.5M
Vice President	10 - 14	900K - 1.3M
Assistant Vice President	6 - 10	600K - 900K
Associate	3 - 7	360K - 540K
<b>CFO</b>		
Regional Chief Financial Officer	15+	1.8M - 3M+
Country Chief Financial Officer	12+	1.6M+
<b>Compliance</b>		
	<b>4 - 5</b>	<b>340K - 420K</b>
Head of Compliance	15+	1.8M - 2.5M+
Senior Vice President	12+	1.4M - 1.8M+
Vice President	10 - 14	1M - 1.5M
Assistant Vice President	6 - 10	720K - 900K
Senior Associate	3 - 7	360K - 650K
Compliance Officer / Analyst	1 - 3	240K - 400K
<b>Management Reporting / FP &amp; A</b>		
Head of Management Reporting	15+	1.5M+
Senior Vice President	12 - 15	1.2M - 1.5M
Vice President	10 - 12	840K - 1.2M
Assistant Vice President	6 - 10	600K - 780K
Management Accountant	3 - 6	300K - 540K
Junior Accountant	1 - 3	180K - 300K
<b>Product Control</b>		
	<b>10 - 12</b>	<b>1M - 1.4M</b>
Head of Product Control	15+	1.7M+
Senior Vice President	12 - 15	1.4M - 1.8M
Vice President	10 - 12	1M - 1.4M
Assistant Vice President	6 - 10	600K - 900K
Associate	3 - 6	420K - 540K
Analyst	1 - 3	240K - 360K
<b>Regulatory Reporting / Financial Accounting</b>		
Regional Financial Controller	15+	1.5M+
Senior Vice President	12 - 15	1.2M - 1.5M
Vice President	10 - 12	1M - 1.1M
Assistant Vice President	6 - 10	540K - 720K
Accountant	3 - 6	240K - 480K
Junior Accountant	1 - 3	150K - 240K
<b>Tax</b>		
Head of Tax	15+	1.6M - 3M+
Senior Vice President	12 - 15	1.4M - 1.8M+
Vice President	10 - 12	1M - 1.4M
Assistant Vice President	6 - 10	480K - 840K
Tax Accountant	3 - 5	400K - 600K

## Operations & Risk Professionals, Banking & Financial Services

<b>Operations (Settlements / Corporate Actions)</b>		
Head of Operations	15+	1.4M+
Senior Vice President	12+	1.1M - 1.4M
Vice President	10 - 12	750K - 1.1M
Assistant Vice President	6 - 10	480K - 700K
Associate	3 - 5	280K - 450K
Analyst	1 - 3	180K - 300K
<b>Middle Office (Trade Support)</b>		
Head of Middle Office	15+	1.6M+
Senior Vice President	12+	1.4M - 1.6M
Vice President	10 - 12	900K - 1.4M
Assistant Vice President	6 - 10	540K - 900K
Associate	3 - 5	456K - 600K
Analyst	1 - 3	240K - 456K
<b>Project Management</b>		
Head of Project Management	15+	1.7M+
Senior Vice President	12+	1.3M - 1.6M
Vice President	10 - 12	960K - 1.4M
Assistant Vice President	6 - 10	720K - 950K
Associate	3 - 5	450K - 680K
Analyst	1 - 3	280K - 450K
<b>Client Services</b>		
Head of Client Services	15+	1.6M+
Senior Vice President	12+	1.3M - 1.6M
Vice President	10 - 12	900K - 1.4M
Assistant Vice President	6 - 10	500K - 900K
Associate	3 - 5	360K - 450K
Analyst	1 - 3	240K - 360K
<b>Credit Risk</b>		
Head of Credit Risk	15+	1.7M+
Senior Vice President	12+	1.2M - 1.6M
Vice President	10 - 12	950K - 1.3M
Assistant Vice President	6 - 10	660K - 900K
Associate	3 - 5	420K - 600K
Analyst	1 - 3	260K - 420K
<b>Market Risk</b>		
Head of Market Risk	15+	1.8M+
Senior Vice President	12+	1.3M - 1.7M
Vice President	10 - 12	1M - 1.4M
Assistant Vice President	6 - 10	720K - 900K
Associate	3 - 5	480K - 660K
Analyst	1 - 3	300K - 480K

# ambition

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