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# 2012 HAYS SALARY GUIDE SHARING OUR EXPERTISE

Salary and recruiting trends across Asia

# MANUFACTURING & OPERATIONS SECTOR OVERVIEW

## CHINA

China's manufacturing industry has been affected by the revaluation of the Chinese currency, which will begin to affect salaries in the international trade sector. Yet despite current market conditions, some sectors of China's manufacturing industry are still displaying promise.

China's auto manufacturing industry for example, including auto parts, SCM service, consulting and market research, is on a fast development track and we anticipate salaries to rise as it experiences consistent business growth. Several big players are expanding and launching new products. They are also investing in improving customer satisfaction, which is creating new marketing and after sales roles.

At the same time, the hot competition in China has seen global organisations pay more attention to staff development and retention. This is also keeping the salary benchmark higher.

Hiring managers are facing a challenge brought about by developing technology in the manufacturing business. Employers need to either hire new staff with better skill-sets or retrain existing staff to operate this more sophisticated machinery.

An increasing number of manufacturing factories are looking to recruit Site Managers who have a solid technological background and strong management skills. There is an obvious candidate shortage in China's local labour market. English is also a barrier for technical roles. In order to hire qualified candidates, employers are willing to consider candidates from other cities or overseas, which is pushing up salaries even further.

Given uncertainty in the global economy, multinational corporations (MNCs) are positioning their low cost sourcing volume within China and other Asian regions. This is creating demand for Business Development and Product Engineering candidates. R&D VPs and Directors are also in demand, along with Sales, Production and Supply Chain Managers. There is still growing demand for skilled professionals and experienced managers within the aerospace, automotive, mechanical, chemical and industrial OEM segments.

MNCs are also speeding up their senior management localisation programs. This is giving local talent the opportunity to step up. While some MNCs are strengthening their China operations for low-cost sourcing and low-end product development, some ambitious local market leaders are aggressively expanding their global presence. This is creating demand for Supplier Quality candidates with solid technical knowledge. R&D specialists with strong product development skills are also sought.

We are also seeing consulting and analysis roles becoming available as companies expand within China or look for new business opportunities. As a result, they are looking for professionals to undertake the necessary market research. Manufacturing and Operations Managers are needed with employers looking for high calibre, technically-driven candidates with strong site management abilities. There will be more opportunities available for bilingual candidates in the international market.

While some companies have frozen or slowed their hiring following the global economic outlook, we still expect to see manufacturing management and some of the large companies creating more openings in 2012. Most of these new roles will be created mainly by new and emerging businesses. Others will be the result of plants moving to a new location.

**'Given uncertainty in the global economy, MNCs are positioning their low cost sourcing volume in China and other Asian regions.'**

## MANUFACTURING & OPERATIONS LOGISTICS

<b>SHIPPING</b>	Coordinator	Supervisor	Manager	Director	Vice President
China	40 - 60	60 - 100	150 - 300	300 - 500	500 - 1,000
<b>3PL</b>	Engineer	Supervisor	Manager	Director	Vice President
China	45 - 80	80 - 150	150 - 300	400 - 600	600 - 1,500
<b>LOGISTICS (FORWARDER)</b>	Engineer	Supervisor	Manager	Director	Vice President
China	20 - 50	50 - 100	100 - 250	250 - 500	550 - 1,000
<b>MANAGEMENT ROLES</b>	GM	CTO	COO	CEO	
China	800 - 1,500	1,000 - 2,000	1,000 - 2,000	1,000 - 2,000	

### NOTES ON SALARIES

- Salaries are represented in local currencies
- Typical salary range in '000
- Salaries are representative of the total package value

## MANUFACTURING & OPERATIONS AUTOMOBILE

<b>PRODUCTION</b>	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 150	150 - 250	250 - 360	450 - 900	900 - 2,000
<b>ENGINEERING</b>	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 150	150 - 250	250 - 450	450 - 900	900 - 2,000
<b>R&amp;D</b>	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 180	180 - 270	270 - 450	450 - 1,000	1,000 - 2,000
<b>SOURCING &amp; PURCHASING</b>	Engineer	Supervisor	Manager	Director	Vice President
China	130 - 180	150 - 250	250 - 400	400 - 900	900 - 1,500
<b>SUPPLY CHAIN</b>	Engineer	Supervisor	Manager	Director	
China	120 - 150	150 - 200	200 - 400	400 - 750	
<b>QUALITY</b>	Engineer	Supervisor	Manager	Director	
China	90 - 135	135 - 225	225 - 375	375 - 800	
<b>MANAGEMENT ROLES</b>	GM	COO	CEO		
China	750 - 1,000	900 - 1,200	1,000 - 2,000		

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## MANUFACTURING & OPERATIONS HIGH-TECH

<b>PRODUCTION</b>	Engineer	Supervisor	Manager	Director	Vice President
China	80 - 160	160 - 220	220 - 400	400 - 1,000	1,000 - 1,500
<b>ENGINEERING</b>	Engineer	Supervisor	Manager	Director	Vice President
China	100 - 170	170 - 250	250 - 420	400 - 850	850 - 1,500
<b>R&amp;D</b>	Engineer	Supervisor	Manager	Director	Vice President
China	120 - 200	200 - 280	280 - 430	430 - 1,100	1,100 - 1,900
<b>PROCUREMENT</b>	Engineer	Supervisor	Manager	Director	Vice President
China	70 - 150	150 - 200	200 - 400	400 - 900	900 - 1,350
<b>PLANNING</b>	Engineer	Supervisor	Manager	Director	
China	70 - 150	150 - 200	200 - 400	400 - 800	
<b>QUALITY</b>	Engineer	Supervisor	Manager	Director	
China	85 - 165	165 - 220	220 - 400	400 - 850	
<b>MANAGEMENT ROLES</b>	GM	CTO	COO	CEO	
China	800 - 1,500	1,000 - 2,000	1,500 - 2,500	2,000 - 5,000	

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## MANUFACTURING & OPERATIONS HEAVY INDUSTRY

<b>PRODUCTION</b>	Engineer	Supervisor	Manager	Director	Vice President
China	40 - 130	90 - 155	200 - 550	400 - 900	850 - 1,600
<b>ENGINEERING</b>	Engineer	Supervisor	Manager	Senior Manager	Director
China	40 - 130	90 - 155	200 - 550	330 - 600	520 - 900
<b>R&amp;D</b>	Engineer	Supervisor	Manager	Senior Manager	Director
China	40 - 130	90 - 160	200 - 550	390 - 850	520 - 900
<b>SOURCING</b>	Engineer	Supervisor	Manager	Director	Vice President
China	53 - 165	105 - 230	270 - 680	450 - 850	850 - 1,350
<b>QUALITY</b>	Engineer	Supervisor	Manager	Senior Manager	Director
China	40 - 130	90 - 155	230 - 820	320 - 820	630 - 1,250
<b>MANAGEMENT ROLES</b>	Operation Manager	GM	CEO		
China	650 - 850	800 - 1,250	1,200 - 2,200		

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## MANUFACTURING & OPERATIONS AUTOMATION

<b>OPERATION/PRODUCTION</b>	Coordinator	Supervisor	Manager	Director	Vice President
China	50 - 80	100 - 180	240 - 360	420 - 480	800 - 1,500
<b>SOURCING</b>	Engineer	Supervisor	Manager	Director	Vice President
China	60 - 100	120 - 180	240 - 320	360 - 480	600 - 1,000
<b>R&amp;D</b>	Engineer	Supervisor	Manager	Director	Vice President
China	100 - 120	180 - 216	240 - 360	480 - 720	600 - 1,000
<b>MANAGEMENT ROLES</b>	GM	CTO	COO	CEO	
China	1,000 - 1,800	1,200 - 2,500	1,500 - 2,300	1,500 - 2,500	

## MANUFACTURING & OPERATIONS AVIATION

<b>PRODUCTION</b>	Engineer	Supervisor	Manager	Director	Vice President
China	90 - 200	90 - 200	200 - 500	450 - 800	900 - 2,000
<b>ENGINEERING</b>	Engineer	Supervisor	Manager	Director	Vice President
China	120 - 200	150 - 250	225 - 500	500 - 1,000	900 - 2,000
<b>SOURCING &amp; PURCHASING</b>	Engineer	Supervisor	Manager	Director	Vice President
China	180 - 200	250 - 300	350 - 500	400 - 600	700 - 1,000
<b>SUPPLY CHAIN</b>	Engineer	Supervisor	Manager	Director	
China	180 - 200	250 - 350	300 - 550	500 - 800	
<b>QUALITY</b>	Engineer	Supervisor	Manager	Director	
China	150 - 200	180 - 250	250 - 400	400 - 700	
<b>MANAGEMENT ROLES</b>	GM	COO			
China	1,000 - 2,000	1,500 - 2,300			

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**China****Beijing**

Unit 02, 7/F, Tower 1  
China Central Plaza, No. 81 Jianguo Road  
Chaoyang District, Beijing 100025  
T: +86 10 6598 9122  
E: beijing@hays.cn

**Shanghai**

Unit 3001, Wheelock Square  
No.1717 West Nanjing Road  
Shanghai, China 200040  
T: +86 21 2322 9600  
E: shanghai@hays.cn

**Suzhou**

Unit 1506, 24th Building, Times Square  
Hua Chi Street, Suzhou Industrial Park  
Suzhou, China  
T: +86 512 6289 0288  
E: suzhou@hays.cn

**Guangzhou**

Unit 07, 29/F Onelink Center, 230-232 Tianhe Road  
Tianhe District, Guangzhou, China  
T: +86 20 3811 0333  
E: guangzhou@hays.cn

**Hong Kong**

5805-07, 58th Floor, The Center  
99 Queen's Road Central,  
Hong Kong  
T: +852 2521 8884  
E: hongkong@hays.com.hk

**Japan****Akasaka**

Akasaka Twin Tower Main Tower 7F  
2-17-22 Akasaka  
Minato-ku  
Tokyo 107-0052  
T: +81 3 3560 1188  
E: akasaka@hays.co.jp

**Shinjuku**

Sumitomo Fudosan Shinjuku Oak Tower,  
14F 6-8-1 Nishishinjuku Shinjuku-Ku,  
Tokyo 163-6014, Japan  
T: +81 3 4579 9660  
E: shinjuku@hays.co.jp

**Osaka**

5F Azuchi-machi building  
3-4-10 Azuchi machi, Chuo-Ku  
Osaka 541-0052, Japan  
T: +81 6 4705 5545  
E: osaka@hays.co.jp

**Singapore**

Level 27, UOB Plaza 2  
80 Raffles Place  
Singapore, 048624  
T: +65 6223 4535  
E: singapore@hays.com.sg

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