



HONG KONG

HONG KONG

ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

Our banking & finance division focuses on four main areas; banking finance, banking operations, speciality finance and front office. We specialise in permanent and temporary recruitment, from graduate to director levels. Our clients encompass a wide range of firms from small boutique finance companies to large global institutions.

Market Overview

Banking Finance

The banking industry in Hong Kong expanded heavily across all areas in 2007 and a large number of roles were called to market as a result. The most active areas of recruitment were in trading compliance, market risk and product control where a shortage of local talent was in evidence. In particular demand was highest at middle management and more junior levels.

Moving forward to 2008, recruitment campaigns will focus on middle and senior management roles, as most of the junior level recruitment was completed in 2007. We anticipate more selective hiring in 2008 due to increased competition for space and a potential slowdown caused by the sub-prime credit crisis.

Banking Operations

Throughout 2007, many banks focused their efforts establishing Hong Kong as their client service hub for Asia Pacific. Candidates with extensive product/market knowledge who were able to provide close support for revenue-driven parts of the business were in high demand for specific areas including trade/sales support, client services and collateral management.

An increasing number of process-driven roles were either outsourced or relocated to other Asian locations where costs were lower - for example Singapore, Malaysia and India. Several major banks indicated that such actions will continue in 2008.

Derivatives related businesses continued to be the main focus for major banks and candidates with relevant experience enjoyed huge benefits in terms of salary and career progression. It is expected that the salary difference between candidates from a derivatives background compared to other product areas will continue to increase.

The local effect of the sub-prime crisis is as yet unknown, however, a cautionary approach was taken across the market with regards to further expansion. Though demand for quality candidates will remain in 2008, recruitment criteria is expected to be more selective in 2008.

Speciality Finance

2007 saw an increase in new hedge funds entering the Asia region, both Hong Kong grown and European/American headquartered. These new funds looked for quality talent from the local market but suffered due to a lack of brand recognition. As their profile grows, we expect these recruitment problems to abate.

The outlook for 2008 in speciality finance is positive, with many asset managers, hedge funds and private equity funds posting excellent performances during 2007. Indications from the market are that these companies will continue to recruit in all areas with a particular focus on sales and sales support positions.

Front Office - Corporate Banking

Recruitment of front line sales staff such as relationship managers and product specialists was strong during 2007. This was most evident at top tier corporate banks who targeted experienced corporate bankers with a strong client network in local mid-cap corporates.

Front Office - Investment Banking

2007 saw continuous growth in recruitment for investment banking professionals with a particularly high demand emerging for analysts and associates. We also saw some movement of senior management levels as some banks looked to strengthen their presence in Asia. In response to the wave of deal flow coming from mainland China, Mandarin is increasingly in high demand, but relevant experience in the particular sector still takes precedence.

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ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$HK					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2007	2008	2007	2008	2007	2008
INVESTMENT BANKING						
Management						
CFO					\$1.5 - 2.0m+	\$1.6 - 2.2m
COO/Business Manager					\$1.2 - 2.0m+	\$1.5 - 2.0m
Finance						
Management Reporting	\$360 - 450k	\$400 - 500k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Financial Reporting	\$360 - 450k	\$400 - 500k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Tax	\$360 - 550k	\$400 - 500k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Product Control (Vanilla)	\$360 - 550k	\$450 - 650k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Product Control (Derivatives)	\$500 - 600k	\$550 - 700k	\$500 - 900k	\$650 - 1.0m	\$900 - 1.2m+	\$1.0 - 1.4m+
Project Managers	\$360 - 550k	\$450 - 650k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Operations						
Middle Office/Trade Support	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 800k	\$800 - 1.0m+	\$900 - 1.0m+
Collateral Management	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 800k	\$800 - 1.0m+	\$900 - 1.0m+
Equity Finance	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 750k	\$800 - 1.0m+	\$900 - 1.0m+
Settlements	\$240 - 480k	\$300 - 500k	\$450 - 700k	\$500 - 750k	\$700 - 1.0m+	\$800 - 1.0m+
Documentation	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 700k	\$800 - 1.0m+	\$800 - 1.0m+
Operational Control	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 700k	\$800 - 1.0m+	\$800 - 1.0m+
Risk Management						
Market Risk	\$400 - 600k	\$400 - 600k	\$500 - 900k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.2m+
Credit Risk	\$400 - 600k	\$400 - 600k	\$500 - 900k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.2m+
Operational Risk	\$400 - 600k	\$400 - 600k	\$500 - 900k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.3m+
Internal Audit	\$360 - 450k	\$360 - 450k	\$500 - 800k	\$500 - 800k	\$900 - 1.2m+	\$900 - 1.2m+
Compliance	\$360 - 450k	\$400 - 600k	\$500 - 800k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.3m+
Front Office						
Corporate Finance	\$220 - 380k	\$240 - 420k	\$430 - 760k	\$480 - 840k	\$760+	\$840k+
Debt Capital Market	\$220 - 430k	\$240 - 480k	\$430 - 760k	\$480 - 840k	\$760+	\$840k+
Equity Capital Market	\$220 - 430k	\$240 - 480k	\$430 - 760k	\$480 - 840k	\$760+	\$840k+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

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ACCOUNTING & FINANCE BANKING & FINANCIAL SERVICES

ROLE	PERMANENT SALARY PER ANNUM \$HK					
	1 - 4 YRS' EXP		5 - 8 YRS' EXP		8+ YRS' EXP	
	2007	2008	2007	2008	2007	2008
CORPORATE BANKING						
Management						
CFO					\$1.5 - 2.0m+	\$1.6 - 2.2m+
COO/Business Manager					\$1.5 - 2.0m+	\$1.5 - 2.0m+
Finance						
Management Reporting	\$360 - 450k	\$400 - 500k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Financial Reporting	\$360 - 450k	\$400 - 500k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Tax	\$360 - 550k	\$400 - 600k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Product Control (Vanilla)	\$360 - 550k	\$450 - 650k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Product Control (Derivatives)	\$500 - 600k	\$550 - 700k	\$500 - 900k	\$650 - 1.0m	\$900 - 1.2m+	\$1.0m - 1.4m+
Projects Managers	\$360 - 550k	\$450 - 650k	\$500 - 800k	\$550 - 850k	\$900 - 1.2m+	\$900 - 1.2m+
Operations						
Middle Office/Trade Support	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 800k	\$800 - 1.0m+	\$900 - 1.0m+
Collateral Management	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 800k	\$800 - 1.0m+	\$900 - 1.0m+
Equity Finance	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 700k	\$800 - 1.0m+	\$800 - 1.0m+
Settlements	\$240 - 480k	\$240 - 500k	\$450 - 700k	\$500 - 750k	\$700 - 1.0m+	\$750 - 1.0m+
Operational Control	\$360 - 500k	\$360 - 500k	\$500 - 700k	\$500 - 700k	\$800 - 1.0m+	\$800 - 1.0m+
Risk Management						
Market Risk	\$400 - 600k	\$400 - 600k	\$500 - 900k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.2m+
Credit Risk	\$400 - 600k	\$400 - 600k	\$500 - 900k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.2m+
Operational Risk	\$400 - 600k	\$400 - 600k	\$500 - 900k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.3m+
Internal Audit	\$360 - 450k	\$360 - 450k	\$500 - 800k	\$500 - 800k	\$900 - 1.2m+	\$900 - 1.2m+
Compliance	\$360 - 450k	\$400 - 600k	\$500 - 800k	\$550 - 1.0m	\$900 - 1.2m+	\$900 - 1.3m+
Front Office						
Relationship Manager - SME*	\$150 - 300k	\$200 - 350k	\$300 - 600k	\$350 - 650k	\$600 - 1.2m+	\$650 - 1.2m+
Relationship Manager - non FI*	\$180 - 360k	\$200 - 360k	\$300 - 600k	\$350 - 650k	\$600 - 1.2m+	\$650 - 1.2m+
Relationship Manager - FI*	\$200 - 360k	\$200 - 360k	\$300 - 700k	\$350 - 700k	\$700 - 1.5m+	\$700 - 1.5m+
Sales - Corporate	\$240 - 360k	\$250 - 360k	\$360 - 720k	\$360 - 720k	\$700 - 1.5m+	\$700 - 1.5m+
Sales - Institutions	\$300 - 384k	\$300 - 400k	\$384 - 840k	\$400 - 840k	\$840 - 1.5m+	\$840 - 1.5m+

*Salary also depends on management responsibilities

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

HONG KONG

ACCOUNTING & FINANCE COMMERCE & INDUSTRY

Our commerce & industry team specialises in the Hong Kong, China and Asia Pacific accounting and finance sector. The team recruits accountants from junior to senior management positions within Fortune 500 and locally listed companies. We offer an additional level of specialisation and expertise by operating in vertical markets. These include FMCG, pharmaceuticals, IT&T, consumer products, luxury brands, retail and the service sectors (legal, advertising, media, PR and third party logistic providers). We have an experienced team of recruiters, predominantly from the accounting profession.

Market Overview

The accounting job market in Hong Kong and China was characterised by a high demand and short supply of professionally qualified, internationally educated, trilingual candidates. Organisations were hiring free of budget and headcount constraints but could not source the appropriately qualified candidates to meet their needs. The continued challenge in 2008 will be to overcome the shortage of high quality candidates. In 2007 this issue resulted in extended and protracted recruitment processes as companies searched for the right individual.

The industry sectors showing fastest growth in 2007 were sourcing, manufacturing, property and retail, IT and consumer products. Technical skills sets in high demand included those related to the delivery of strategic growth, business development, financial modelling, feasibility studies, due diligence, financial planning and analysis. Candidates who could perform the role of a finance partner and contribute to business growth were in particularly high demand.

During the year, numerous commercial organisations also set up finance functions in Shanghai to support their growing local operations. In addition, industries including IT&T, legal and advertising rapidly entered the Beijing market, driving up the demand for accountants. With Guangzhou also under evaluation as a potential location for shared service centres, the recruitment landscape looks positive.

At the end of quarter four there was a slight indication of a slow down in demand within the Hong Kong and China accounting job market. This was mainly due to the large headcount growth of earlier quarters and some instability in world financial markets. However, Asia is still the area of focus for most multinationals and has been least effected by the sub-prime market.

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ACCOUNTING & FINANCE COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Chief Financial Officer	\$1.8 - 2.5m	\$2.0 - 3.0m
Finance Director - Large Organisation	\$1.2 - 1.5m	\$1.5 - 2.25m
Internal Audit Director (10+ yrs' exp)	\$1.15 - 1.3m	\$1.25 - 1.75m
Finance Director - Small/Medium Organisation	\$1.0 - 1.2m	\$1.2 - 1.75m
Group Financial Controller	\$1.2 - 1.5m	\$1.2 - 1.5m
Tax Director	\$1.0 - 1.2m	\$1.0 - 1.3m
Financial Controller - Large Organisation	\$950k - 1.1m	\$950k - 1.25m
Treasury Manager	\$900k - 1.1m	\$900k - 1.1m
Financial Controller - Small/Medium Organisation	\$850k - 1.0m	\$850k - 1.0m
Financial Planning and Analysis Manager (8+ yrs' exp)	\$800 - 900k	\$800 - 900k
Finance Manager - Regional (6+ yrs' exp)	\$750 - 850k	\$750 - 850k
Tax Manager (6+ yrs' exp)	\$750 - 900k	\$750 - 900k
Finance Manager - Local (6 yrs' exp)	\$600 - 720k	\$600 - 720k
Internal Auditor - Senior (4 - 6 yrs' exp)	\$600 - 800k	\$600 - 800k
Financial Analyst (6+ yrs' exp)	\$550 - 650k	\$550 - 650k
Management Accountant (6+ yrs' exp)	\$550 - 650k	\$550 - 650k
Financial Accountant (6+ yrs' exp)	\$500 - 600k	\$500 - 600k
Accounts Payable/Receivable - Supervisor (0 - 5 yrs' exp)	\$450 - 520k	\$450 - 520k
Pricing Analyst (3 - 6 yrs' exp)	\$400 - 550k	\$450 - 600k
Financial Analyst (3 - 5 yrs' exp)	\$400 - 550k	\$400 - 550k
Cost Accountant (3 - 5 yrs' exp)	\$400 - 600k	\$400 - 600k
Financial Accountant (3 - 5 yrs' exp)	\$400 - 500k	\$400 - 500k
Management Accountant (3 - 6 yrs' exp)	\$450 - 600k	\$400 - 550k
Assistant Accountant (3 - 5 yrs' exp) CA/CPA	\$300 - 360k	\$300 - 360k

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HONG KONG

HUMAN RESOURCES

Our human resources division recruits for permanent and contract positions across all major industry sectors including commerce & industry and banking. Our clients range from small enterprises to large local and multinational corporations.

We specialise in placing candidates with a minimum of three years' experience in junior management through to director level positions. Specific disciplines we recruit for within human resources include generalist, compensation & benefits, recruitment and training & development specialists.

Market Overview

2007 was another strong year for the human resources sector. Overall, demand for human resource professionals was up from 2006. This was mainly due to increased headcount creating additional HR vacancies but also due to a marked increase in the level of staff turnover. Recruitment activity was high throughout the year, however activity peaked during the second quarter with hiring becoming particularly intense due to the need to fill key strategic positions. Activity did slow during the second half of the year - with the market becoming cautious as a result of global financial concerns, however indications are that 2008 should provide similar levels of vacancies as 2007.

The highest area of demand was for dedicated recruitment specialists for both graduate and experienced hire positions as companies looked to strengthen their resourcing teams. An interesting development was the increased demand for recruiters with Mandarin language skills as companies with Greater China regional offices continued to expand their mainland operations.

For both banking and commerce industries the need for HR generalists was also significant. Generalists with front office experience being particularly sought-after.

For non-banking industries the need for training and development professionals were particularly high whilst the finance industries' needs were focused on candidates with a background in organisational development.

Candidate shortages were again a major concern, with companies becoming more creative in their quest to fill vacancies. Relevant industry experience is no longer as an important requirement as in previous years and employers were often willing to consider specialists for generalist roles and generalists for specialist roles. Also, employers sought to get candidates on board as soon as possible, they were more willing to provide guaranteed bonuses and buy out notice periods, something that was not particularly prevalent in the human resources recruitment market in the past.

Looking ahead to 2008, we expect to see a continuation of demand for human resources practitioners. Turnover will be linked closely to bonus levels and we therefore anticipate an uptick in the number of available candidates at the beginning of quarter two. Salaries for job changers are expected to rise approximately by 15-20% with candidates who possess the sought after generalist and recruitment skills sets fairing particularly well.

Overseas returnees and foreign candidates looking to enter the Hong Kong market will be in demand as employers look to expand their talent pools. In addition, we anticipate talent management will be one of the most significant areas of demand in 2008 as organisations seek to counter the talent shortage through the development of comprehensive employee retention strategies.

HONG KONG

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM \$HK					
	3 - 5 YRS' EXP		6 - 10 YRS' EXP		10+ YRS' EXP	
	2007	2008	2007	2008	2007	2008
Banking & Finance Services						
Human Resources						
HR Director					\$1.2m+	\$1.4m+
HR Generalist (Executive/AVP/VP)	\$400 - 550k	\$450 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.0m	\$1.0 - 1.3m
Training & Development (Executive/AVP/VP)	\$350 - 500k	\$400 - 550k	\$500 - 700k	\$550 - 800k	\$700 - 1.1m	\$800 - 1.2m
Organisational Effectiveness (Executive/AVP/VP)	\$400 - 550k	\$450 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.2m	\$900 - 1.2m
Compensation & Benefits (Executive/AVP/VP)	\$350 - 550k	\$400 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.2m	\$1.0 - 1.3m
Recruitment Specialist (Exec/AVP/VP)	\$350 - 600k	\$400 - 700k	\$600 - 800k	\$700 - 900k	\$800 - 1.1m	\$1.0 - 1.2m
Diversity Specialist (Executive/AVP/VP)	\$350 - 500k	\$400 - 550k	\$500 - 750k	\$550 - 800k	\$800 - 1.1m	\$800 - 1.2m
Mobility Manager (Executive/AVP/VP)	\$350 - 550k	\$400 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.1m	\$900 - 1.2m
HRIS Specialist (Analyst/AVP/VP)	\$300 - 450k	\$350 - 500k	\$450 - 700k	\$500 - 800k	\$700 - 1.0m	\$800 - 1.1m
Payroll (Executive/AVP/VP)	\$300 - 400k	\$300 - 450k	\$450 - 700k	\$500 - 900k	\$700 - 1.0m	\$800 - 1.1m
Business Support						
Executive Secretary	\$270 - 330k	\$300 - 360k	\$330 - 450k	\$360 - 480k	\$450 - 800k	\$480 - 840k
Personal Assistant	\$270 - 330k	\$300 - 360k	\$330 - 500k	\$420 - 540k	\$500 - 800k	\$576 - 840k
Legal Secretary	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k	\$390 - 500k	\$420 - 540k
Team Secretary	\$200 - 270k	\$240 - 300k	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k
Administrator	\$200 - 270k	\$240 - 300k	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k
Office Assistant	\$200 - 270k	\$240 - 300k	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k
Office Manager	\$330 - 400k	\$360 - 420k	\$450 - 550k	\$480 - 600k	\$550 - 780k	\$600 - 840k
Administration Manager	\$330 - 400k	\$360 - 420k	\$400 - 500k	\$420 - 540k	\$500 - 680k	\$540 - 720k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

Figures will vary depending on the incumbent holding a regional/global role.

HONG KONG

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM \$HK					
	3 - 5 YRS' EXP		6 - 10 YRS' EXP		10+ YRS' EXP	
	2007	2008	2007	2008	2007	2008
Commerce & Industry						
HR Director					\$1.1m+	\$1.2m+
HR Generalist (Executive/Manager/Director)	\$360 - 550k	\$400 - 600k	\$550 - 750k	\$600 - 800k	\$750 - 1.0m	\$800 - 1.1m
Recruitment Specialist (Executive/Manager/Director)	\$300 - 450k	\$350 - 500k	\$450 - 700k	\$550 - 750k	\$700 - 900k	\$750 - 1.0m
Training and Development (Executive/Manager/Director)	\$270 - 400k	\$300 - 450k	\$400 - 700k	\$500 - 750k	\$700 - 900k	\$750 - 1.0m
Compensation & Benefits Specialist (Executive/Manager/Director)	\$330 - 500k	\$350 - 550k	\$550 - 750k	\$600 - 800k	\$750 - 1.1m	\$800 - 1.2m
Organisational Effectiveness (Executive/Manager/Director)	\$350 - 550k	\$400 - 600k	\$550 - 750k	\$600 - 800k	\$750 - 1.1m	\$800 - 1.2m
HRIS (Executive/Manager/Director)	\$250 - 400k	\$300 - 450k	\$450 - 700k	\$500 - 750k	\$700 - 800k	\$750 - 900k
Payroll (Executive/Manager/Director)	\$250 - 400k	\$300 - 450k	\$400 - 650k	\$500 - 700k	\$650 - 800k	\$700 - 900k
Mobility Specialist (Executive/Manager/Director)	\$270 - 420k	\$300 - 450k	\$420 - 680k	\$450 - 750k	\$650 - 800k	\$750 - 900k
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.						

HONG KONG

INFORMATION TECHNOLOGY

Our information technology division consists of a team of specialist consultants who focus on providing key technology professionals to clients in banking and financial services, as well as meeting the needs of corporate IT departments in other commercial sectors. The team works with a wide range of organisations covering telecommunications, networking, software and professional services industries. The positions covered vary from operations and engineering roles to project managers, heads of IT and senior management roles. The division has also developed a strong capability for placing technology specialist sales and marketing professionals, in response to strong recent client demand.

Market Overview

As forecast, 2007 proved to be another strong year of growth for the information technology industry. Expansion projects for existing firms and the introduction of many new entrants across a range of sectors were key drivers behind the high level of investment in technology and the subsequent hiring of skilled professionals.

The high demand for skilled IT professionals was met with short supply, and as a result there was a general increase in basic salaries of approximately 20-30%. As companies felt the effects of high attrition, a strong counter-offer trend developed, with companies offering increments well in excess of 30% to retain mission-critical staff.

The commerce sector showed consistent demand for IT professionals throughout 2007. Multinationals from a wide range of industries

including FMCG, supply chain, consulting, IT services, media, manufacturing and retail continued to strengthen their presence in mainland China and further integrated their Hong Kong and China operations. This resulted in higher demand for IT professionals with Mandarin language skills, IT managers with business experience in mainland China, and IT audit and compliance professionals.

A number of established global telecommunications groups moved into the managed IT services space in 2007, which resulted in a high level of demand for infrastructure and application project managers, network specialists, application consultants and management consultants.

The financial services sector again was a major force, with the investment banks in particular committing to aggressive expansion targets. This was clearly seen in the first two quarters of 2007; however, instability in the global credit markets in the middle of quarter three did have some impact on business confidence, which resulted in a slow-down in hiring decisions in quarter four.

All leading indicators suggest, however, that this will prove to be a short-term correction in the IT recruitment market and that 2008 will show a strong demand for both the finance and commerce sectors.

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INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Analyst Programmer - Database (2 - 3 yrs' exp)	\$360 - 480k	\$400 - 500k
Analyst Programmer - Database (3 - 5 yrs' exp)	\$400 - 550k	\$420 - 610k
Chief Information Officer/Chief Technology Officer	\$1.65 - 2.2m	\$1.65 - 2.7m
IT Director	\$1.3 - 1.8m	\$1.3 - 2.0m
Manager - IT	\$750 - 1.15m	\$750 - 1.3m
Manager - Infrastructure Services	\$700 - 850k	\$700 - 1.1m
Manager - Data Centre	\$760 - 1.0m	\$800 - 1.1m
Manager - Development	\$850 - 1.15m	\$800 - 1.3m
Manager - Knowledge Management	\$600 - 800k	\$600 - 1.1m
Manager - Help Desk	\$600 - 750k	\$600 - 800k
Manager - Testing - Applications and Infrastructure	\$800 - 1.0m	\$800 - 1.2m
Programme Manager	\$950 - 1.25m	\$950 - 1.7m
Project Director	\$1.25 - 1.55m	\$1.25 - 1.7m
Project Manager (1 - 2 yrs' exp)	\$600 - 700k	\$600 - 750k
Project Manager (3 - 5 yrs' exp)	\$750 - 850k	\$750 - 900k
Project Manager (5+ yrs' exp)	\$850 - 1.1m	\$850 - 1.4m
Business Analyst (1 - 3 yrs' exp)	\$500 - 600k	\$400 - 650k
Business Analyst (4 - 6 yrs' exp)	\$800 - 950k	\$700 - 950k
Business Analyst (6+ yrs' exp)	\$850 - 1.15m	\$850 - 1.2m
Change Management Consultant	\$750k+	\$750 - 1.3m
ERP Business Analyst	\$750 - 950k	\$450 - 950k
ERP Consultant Functional	\$750 - 950k	\$500 - 1.0m
ERP Project Manager	\$750 - 1.1m	\$750 - 1.3m
ERP Consultant Technical	\$550 - 750k	\$500 - 1.0m
Capacity Planning Engineer	\$600k+	\$600k+
Telecoms CDMA Engineer	\$550 - 700k	\$570 - 750k
Telecoms DWDM Engineer	\$550 - 700k	\$570 - 750k
Telecoms SDH Engineer	\$550 - 700k	\$570 - 750k
Hardware Engineer (1 - 3 yrs' exp)	\$200 - 300k	\$200 - 300k
Hardware Engineer (3 - 6 yrs' exp)	\$300 - 450k	\$300 - 450k
Help Desk/PC Support/Apps Support (1 - 3 yrs' exp)	\$200 - 300k	\$200 - 300k
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$300 - 450k	\$300 - 450k
LAN Support/Administration (level 1/2) (2 - 4 yrs' exp)	\$300 - 400k	\$300 - 450k
LAN Support/Administration (level 3/4) (5+ yrs' exp)	\$400 - 500k	\$400 - 550k
EAI Middleware Specialist	\$600k+	\$650k+
Network Planning Engineer	\$500k+	\$550k+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

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INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Network Planning Manager	\$600k+	\$700 - 900k
Security Specialist (1 - 3 yrs' exp)	\$400 - 500k	\$450 - 600k
Security Specialist (3+ yrs' exp)	\$600 - 750k	\$600 - 800k
WAN/Communications Engineer (1 - 2 yrs' exp)	\$400 - 500k	\$450 - 600k
WAN/Communications Engineer (2 - 4 yrs' exp)	\$500 - 650k	\$650 - 700k
WAN/Communications Engineer (5+ yrs' exp)	\$600 - 850k	\$650 - 900k
Solution Architect - Infrastructure Topology	\$850 - 1.0m+	\$1.0m+
Technical Architect	\$950k+	\$1.0m+
Systems Administrator - Unix, NT, Novell (1 - 3 yrs' exp)	\$350 - 500k	\$400 - 550k
Systems Administrator - Unix, NT, Novell (3 - 6 yrs' exp)	\$450 - 650k	\$600 - 700k
Database Administrator - SQL Server, Sybase, DB2 (2 - 5 yrs' exp)	\$350 - 500k	\$400 - 550k
Database Administrator - SQL Server, Sybase, DB2 (6+ yrs' exp)	\$500 - 650k	\$600 - 700k
Database Administrator - Oracle (2 - 5 yrs' exp)	\$400 - 550k	\$450 - 600k
Database Administrator - Oracle (6+ yrs' exp)	\$550 - 700k	\$600 - 800k
Technical Software Architect (5+ yrs' exp)	\$950 - 1.3m	\$950 - 1.3m
Technical Software Architect (3 - 5 yrs' exp)	\$550 - 750k	\$600 - 800k
Analyst Programmer - Database (2 - 3 yrs' exp)	\$360 - 480k	\$400 - 550k
Analyst Programmer - Database (3 - 5 yrs' exp)	\$400 - 550k	\$450 - 600k
Analyst Programmer - Database (5+ yrs' exp)	\$500k+	\$600 - 800k
Analyst Programmer - VB, ASP, WEB (0 - 2 yrs' exp)	\$200 - 250k	\$240 - 360k
Analyst Programmer - VB, ASP, WEB (3 - 5 yrs' exp)	\$350 - 550k	\$420 - 600k
Analyst Programmer - VB, ASP, WEB, NET (6+ yrs' exp)	\$500 - 750k	\$600 - 800k
Analyst Programmer - EAI/Developer	\$550k+	\$600 - 800k
Graduate/Analyst - All software (newly qualified)	\$200k+	\$200 - 240k
Mainframe Analyst Programmer (3+ yrs' exp)	\$500k+	\$400 - 600k
Mainframe Analyst Programmer (6+ yrs' exp)	\$650k+	\$600 - 700k
Software Engineer - Java, OO, C++, Delphi (1 - 2 yrs' exp)	\$300 - 450k	\$300 - 450k
Software Engineer - Java, OO, C++, Delphi (3 - 5 yrs' exp)	\$450 - 600k	\$450 - 600k
Software Engineer - Java, OO, C++, Delphi (6+ yrs' exp)	\$550 - 850k	\$600 - 850k
Quality Analyst (QA)	\$500 - 700k	\$500 - 700k
Tester (1 - 3 yrs' exp)	\$350 - 500k	\$350 - 500k
Tester (3 - 5 yrs' exp)	\$500 - 650k	\$500 - 650k
Web Graphic Design/Developer (0 - 3 yrs' exp)	\$180 - 240k	\$240 - 300k
Web Graphic Design/Developer (3+ yrs' exp)	\$240 - 400k	\$360 - 500k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

HONG KONG

SALES & MARKETING COMMERCE & INDUSTRY

Commerce & Industry

Our sales & marketing division recruits for permanent positions across all major industry sectors including banking/finance, consumer electronics, FMCG, industrial, pharmaceuticals, professional services, retail, telecommunications and IT.

We specialise in placing candidates with a minimum of three years' experience in middle management through to director level positions. Specific disciplines we recruit for within sales and marketing include: marketing, marketing communications, product management, market research, brand management, public relations, sales management, key account and trade marketing, as well as business development.

Market Overview

The demand for top tier sales and marketing talent in the retail, consumer and FMCG industries remained high within both the Hong Kong and Chinese markets. There was increased job flow as the luxury branded retailers, with the Olympics on the horizon, raced to set up operations in Beijing.

Retailers continued to experience healthy and stable growth through a focus on emerging markets and new market development across Asia. We also saw a reduction in regional roles and in turn investment being moved into distribution and supply chain to meet the demand of consumers.

The trend for principal brands to take back distribution rights, and equally for new brands looking for market entry through experienced distributors, continued to soar across the Asia Pacific region and related emerging markets.

HONG KONG

SALES & MARKETING COMMERCE & INDUSTRY

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Assistant Buyer/Buyer	\$390 - 650k	\$325 - 455k
Assistant PR Manager/PR Manager (4 - 7 yrs' exp)	\$330 - 520k	\$420 - 715k
Brand Manager (5 - 8 yrs' exp)	\$520 - 780k	\$455 - 780k
Brand Director (10+ yrs' exp)	\$1.2 - 1.4m	\$1.1 - 1.4m
Category Manager (4 - 7 yrs' exp)	\$450 - 700k	\$520 - 650k
Corporate Communications Manager (5 - 8 yrs' exp)	\$650 - 800k	\$650 - 780k
General Manager (10+ yrs' exp)	\$1.4 - 1.8m	\$1.4 - 1.8m
General Sales Manager/Director (10 yrs' + exp)	\$1.0 - 1.4m*	\$900 - 1.2m
Key Account Manager (3 - 6 yrs' exp)	\$500 - 650k	\$520 - 650k
Marketing Director (8 - 12 yrs' exp)	\$1.0 - 1.4m	\$1.0 - 1.4m
Marketing Manager (6 - 8 yrs' exp)	\$650 - 850k	\$585 - 780k
Marketing Executive (3 yrs' exp)	\$325 - 390k	\$325 - 420k
Merchandising Manager/Director (5 - 10 yrs' exp)	\$650 - 780k	\$650 - 780k
Product Manager (4 - 6 yrs' exp)	\$520 - 700k	\$520 - 780k
Regional Head of Retail Operations	\$900 - 1.4m	\$1.0 - 1.4m
Retail Operations Manager	\$455 - 585k	\$455 - 650k
Trade Marketing Manager (4 - 6 yrs' exp)	\$460 - 650k	\$580 - 750k
Visual Merchandising Manager	\$650 - 780k	\$650 - 780k
Wholesale Manager	\$455 - 585k	\$520 - 780k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

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HONG KONG

SALES & MARKETING FINANCIAL SERVICES

Market Overview

2007 was an extremely strong year for marketing professionals with financial services experience. Hiring activity was strong across all disciplines including events, corporate communications, public relations, philanthropy and marketing communications with competition extremely high for the most talented professionals.

With talent in relatively short supply, financial services organisations have increased base salaries for key staff to ward off potential suitors and have also shown a willingness to look beyond their traditional financial services hunting ground to meet resourcing needs.

We anticipate that hiring activity at the beginning of 2008 will be somewhat more cautious than we saw in the same period in 2007, as organisations assess the impact of the sub-prime crisis. However, we are confident that the market for marketing professionals in 2008 will remain generally buoyant.

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Event Planner (3 - 5 yrs' exp)	\$300 - 450k	\$300 - 450k
Event Manager (6 - 9 yrs' exp)	\$500 - 850k	\$500 - 850k
Head of Events (10+ yrs' exp)	\$950k+	\$1.0m+
PR/Corporate Communications Manager (4 - 7 yrs' exp)	\$450 - 800k	\$450 - 800k
PR/Corporate Communications Director (8 - 12 yrs' exp)	\$900 - 1.4m	\$900 - 1.4m
Marketing Communications Manager (4 - 8 yrs' exp)	\$400 - 800k	\$400 - 800k
Marketing Communications Director (9 - 12 yrs' exp)	\$850 - 1.3m	\$900 - 1.4m
Philanthropy/Community Affairs Manager (4 - 7 yrs' exp)	\$450 - 750k	\$500 - 800k
Media Relations Executive (3 - 5 yrs' exp)	\$280 - 380k	\$300 - 400k
Media Relations Manager (6 - 9 yrs' exp)	\$475 - 800k	\$500 - 850k
Media Relations Director (10+ yrs' exp)	\$1.0m	\$1.0m
Internal Communications Executive (3 - 5 yrs' exp)	\$280 - 380k	\$300 - 400k
Internal Communications Manager (6 - 8 yrs' exp)	\$475 - 800k	\$500 - 850k
Internal Communications Director (10+ yrs' exp)	\$950k+	\$950k+
Product Development Executive (3 - 5 yrs' exp)	\$280 - 475k	\$300 - 500k
Product Development Manager (6 - 8 yrs' exp)	\$550 - 850k	\$600 - 900k
Product Development Director (10+ yrs' exp)	\$1.2m+	\$1.2m+
Market Research Executive (3 - 5 yrs' exp)	\$220 - 330k	\$250 - 350k
Market Research Manager (6 - 8 yrs' exp)	\$380 - 570k	\$400 - 600k
Market Research Director (10+ yrs' exp)	\$800k+	\$800k+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

HONG KONG

SALES & MARKETING INFORMATION TECHNOLOGY

Market Overview

The IT&T sector in Hong Kong showed signs of growth as many multinationals were willing to invest in streamlining and improving business processes. The Greater China region was a focus for investment as organisations aggressively sought to penetrate new markets and tap into new revenue streams.

Within the software sector, the demand for high value software solutions also rose during 2007. Solutions ranged from complementary tools to full ERP, CRM, and business intelligence tools. The financial services sector invested heavily through 2007 and expanded existing systems in order to cater for new headcount.

Salaries rose across both IT and telecommunications, as a result of the consistently strong demand for high level sales candidates. To attract top performers, organisations were willing to pay premium salaries. A consistent number of candidates surpassed their on-target-earnings due to excellent performance, which we anticipate will continue into 2008.

Throughout 2008, we expect continued and steady investment in Hong Kong. We estimate that the talent war for seasoned professionals will continue to force employers to review their resourcing strategy, refocusing on staff retention and employee satisfaction to minimise attrition.

HONG KONG

SALES & MARKETING INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Account Director (3 - 5 yrs' exp)	\$600 - 700k	\$600 - 700k
Account Director (6+ yrs' exp)	\$800 - 900k	\$800 - 900k
Account Manager (2 - 3 yrs' exp)	\$400 - 500k	\$400 - 500k
Account Manager (4 - 5 yrs' exp)	\$500 - 600k	\$500 - 600k
Alliances Manager, Channel Manager (3 - 5 yrs' exp)	\$450 - 600k	\$450 - 600k
Alliances Manager, Channel Manager (6+ yrs' exp)	\$700k+	\$700 - 900k
Business Development Manager (2 - 3 yrs' exp)	\$350 - 500k	\$350 - 500k
Business Development Manager (4 - 5 yrs' exp)	\$500 - 800k	\$500 - 800k
Marketing Assistant, Marketing Coordinator (2 - 3 yrs' exp)	\$400k	\$400k
Marketing Communications Manager (2 - 3 yrs' exp)	\$400 - 500k	\$400 - 500k
Marketing Communications Manager (4 - 5 yrs' exp)	\$500 - 600k	\$500 - 700k
Marketing Director (3 - 5 yrs' exp)	\$600 - 800k	\$600 - 800k
Marketing Director (6+ yrs' exp)	\$800k+	\$800k+
Marketing Manager (2 - 3 yrs' exp)	\$400 - 500k	\$400 - 500k
Marketing Manager (4 - 5 yrs' exp)	\$500 - 600k	\$500 - 600k
General Manager/Managing Director (12+ yrs' exp)	\$1.5m+	\$1.5m+
VP Sales	\$1.2m+	\$1.2m+
Sales and Marketing Director (3 - 5 yrs' exp)	\$600 - 900k	\$700k - 1.0m
Sales and Marketing Director (6+ yrs' exp)	\$900k+	\$900k+
Sales and Marketing Manager (2 - 3 yrs' exp)	\$500 - 600k	\$500 - 600k
Sales and Marketing Manager (4 - 5 yrs' exp)	\$600 - 700k	\$600 - 700k
Sales Director	\$800k+	\$900k+
Sales Executive (2 - 3 yrs' exp)	\$400 - 500k	\$400 - 500k
Sales Executive (4 - 5 yrs' exp)	\$500 - 600k	\$500 - 600k
Sales Manager (2 - 3 yrs' exp)	\$600 - 800k	\$600 - 800k
Sales Manager (4 - 5 yrs' exp)	\$800k+	\$800k+
Sales/Graduate Coordinator	\$300k	\$300k
Sales/Market Analyst	\$350 - 450k	\$350 - 450k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

HONG KONG

SALES & MARKETING MEDIA & AGENCY

Market Overview

Competition remained fierce for talented sales, marketing and account servicing professionals across the media and agency sectors.

Increased growth in the fast-developing countries of the region - particularly China and India - attracted candidates away from Hong Kong, depleting the local candidate pool.

Across publishing and television, advertising sales teams continued to expand at a local and regional level. Traditional media companies invested significantly in digital and new media with a high volume of vacancies called to market. However experienced candidates were in particularly short supply. Similarly interactive agencies took a dominant position in the agency landscape and staff retention became a real issue.

Agencies continued to see a high turnover in account servicing teams and were forced to look at more creative ways to retain their key personnel from the lure of competitors and client-side opportunities.

ROLE

PERMANENT SALARY PER ANNUM \$HK

2008

Media & Entertainment

Marketing Director (8 - 15 yrs' exp)	\$780 - 1.5m
Marketing Manager (4 - 8 yrs' exp)	\$480 - 780k
Business Development Director (10+ yrs' exp)	\$1.0 - 1.8m
Business Development Manager (4 - 8 yrs' exp)	\$600 - 780k
Advertising Director (8 - 15 yrs' exp)	\$900 - 1.5m
Advertising Manager (4 - 8 yrs' exp)	\$420 - 780k
Event Manager (4 - 8 yrs' exp)	\$360 - 600k
Public Relations Manager (4 - 8 yrs' exp)	\$360 - 600k

Agencies

Business Director (10 - 15 yrs' exp)	\$840 - 1.2m
Group Account Director (8 - 12 yrs' exp)	\$660 - 840k
Account Director (6 - 10 yrs' exp)	\$420 - 720k
Senior Account Manager (4 - 8 yrs' exp)	\$300 - 480k
Event Producer (4 - 8 yrs' exp)	\$300 - 540k

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. Sales & marketing, media & agency is a recently created division - 2007 salary data is therefore unavailable.

HONG KONG

SALES & MARKETING PROFESSIONAL SERVICES

Market Overview

During 2007, we witnessed a significant increase in sales and marketing recruitment activity within the professional services sector. The demand for business development and marketing professionals was extremely high, with organisations favouring candidates drawn from specific industry sectors such as IT & telecommunications, equity capital markets, insurance and investment banking.

Competition for these candidates proved fierce and resulted in inflationary pressure on salaries during the course of the year. In response, professional services organisations have demonstrated a willingness to source qualified candidates from overseas to fill skills gaps.

The market outlook for 2008 looks positive and we anticipate hiring activity to remain strong.

ROLE	PERMANENT SALARY PER ANNUM \$HK
	2008
Marketing Executive (3 - 5 yrs' exp)	\$330 - 450k
Marketing Manager (6 - 8 yrs' exp)	\$500 - 850k
Marketing Director (10+ yrs' exp)	\$1.2m+
Knowledge Management Executive (3 - 5 yrs' exp)	\$330 - 500k
Knowledge Manager (6 - 8 yrs' exp)	\$600 - 750k
Knowledge Management Director (10+ yrs' exp)	\$800 - 1.3m
PR/Media/Communications Executive (3 - 5 yrs' exp)	\$300 - 450k
PR/Media/Communications Manager (6 - 8 yrs' exp)	\$500 - 750k
PR/Media/Communications Director (10+ yrs' exp)	\$800 - 1.2m
Business Development/Client Services Executive (3 - 5 yrs' exp)	\$330 - 500k
Business Development/Client Services Manager (6 - 8 yrs' exp)	\$600 - 800k
Business Development/Client Services Director (10+ yrs' exp)	\$900 - 1.4m
Research Analyst (3 - 5 yrs' exp)	\$300 - 500k
Research Manager (6 - 8 yrs' exp)	\$600 - 800k
Research Director (10+ yrs' exp)	\$900 - 1.2m

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified. Sales & marketing, professional services is a recently created division - 2007 salary data is therefore unavailable.

HONG KONG

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

Our supply chain, procurement & logistics team specialises in placing candidates, five years' experience to general management level into Hong Kong and South China based roles in the following areas' across finance, commerce and industry:

- Corporate Real Estate, Facilities and Premises Management
- Logistics/Transportation
- Procurement/Purchasing
- QA/QC
- Sales, Key Account Management and Operations for third party logistics and shipping
- Sourcing/Merchandising
- Supply Chain Management

Market Overview

2007 saw a continuation of the buoyant industry-wide hiring activity of the past few years. Specifically, newly created sourcing operations, the expansion of strategic procurement teams and companies requiring regional supply chain and logistics managers were key drivers in the market. In particular high demand was seen for quality assurance and apparel sourcing managers with specific product and market knowledge. Strategic procurement teams being developed across finance and commercial organisations resulted in a continued shortage of high calibre candidates with specific commodity experience. The third party logistics & shipping industry continued to grow, although hiring slowed toward the end of 2007. The forecast within the third party logistics (3PL) industry is for most future headcount growth to be directed toward the Mainland.

Although a number of companies with offices in Hong Kong have moved a significant percentage of their staff to China, these losses were offset by the set up of new operations. The apparel industry continued to lead the way with organic growth, consistent employee churn and new market entrants driving hiring activity.

The reported average annual salary increase across the industry remained at around 5%. However, for top tier candidates, 10-20% increases proved more common. There is nothing to suggest that this will change in 2008, with top candidates retaining a salary premium.

The market for expatriate or foreign candidates remained steady during 2007. The sourcing industry (covering QA, sourcing & merchandising, product development and general management positions) also remained a key employer of foreign talent, especially at senior levels. There remained a shortage of senior strategic procurement talent and although Mandarin speakers were being sought wherever possible, non-Chinese speaking candidates with relevant Asia experience proved extremely marketable. Within third party logistics, professionals with a proven track record in the management of relationships both across and outside Asia where highly sought-after.

We anticipate 2008 to follow a similar path to the previous two years. Strong economic growth coupled with competition for a small talent pool will continue to drive recruitment activity. Multi-lingual managers with international and specialist industry experience and a demonstrable track record of working cross region will be in the highest demand.

HONG KONG

SUPPLY CHAIN, PROCUREMENT & LOGISTICS

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Head of Procurement (10+ yrs' exp)	\$1.2 - 1.7m	\$1.2 - 2.0m
Senior Procurement Manager (7+ yrs' exp)	\$700 - 950k	\$800 - 1.1m
Senior Procurement Specialist/Buyer/Ass. Manager (5+ yrs' exp)	\$400 - 650k	\$450 - 650k
Supply Chain Head (10+ yrs' exp)	\$1.0 - 1.5m	\$1.0 - 1.5m
Supply Chain Manager (7+ yrs' exp)	\$600 - 900k	\$650 - 900k
Senior Supply Chain Planner/Analyst/Project Lead (5+ yrs' exp)	\$450 - 700k	\$450 - 700k
Logistics Head (10+ yrs' exp)	\$1.0 - 1.3m	\$1.0 - 1.3m
Logistics Manager (7+ yrs' exp)	\$400 - 700k	\$400 - 700k
Transportation Manager (7+ yrs' exp)	\$500 - 800k	\$500 - 800k
Senior Logistics Specialist (5+ yrs' exp)	\$400 - 550k	\$400 - 550k
Third Party Logistics		
Operations/Logistics Director (10+ yrs' exp)	\$1.0 - 1.5m	\$1.0 - 1.5m
Operations/Logistics Manager (7+ yrs' exp)	\$600 - 900k	\$600 - 900k
Regional Key Account Manager (5+ yrs' exp)	\$450 - 750k	\$500 - 800k
Key Account Manager (3+ yrs' exp)	\$350 - 550k	\$400 - 550k
Sales Director (12+ yrs' exp)	\$1.2 - 1.5m	\$1.2 - 1.5m
Sales Manager (6+ yrs' exp)	\$500 - 800k	\$500 - 800k
Buying/Sourcing/Merchandising		
Managing Director/General Manager/Global Sourcing Head (15+ yrs' exp)	\$1.8 - 2.5m	\$2.0 - 3.0m
General Merchandising Manager/Merchandising Director (10+ yrs' exp)	\$900 - 1.4m	\$1.0 - 1.6m
Category/Merchandising Manager (7+ yrs' exp)	\$480 - 800k	\$500 - 800k
Product Manager/Senior Merchandiser (4+ yrs' exp)	\$350 - 450k	\$350 - 450k
Corporate Services - Banking and Finance		
VP Procurement (10+ yrs' exp)	\$1.0 - 1.5m	\$1.0 - 1.5m
AVP Procurement (6+ yrs' exp)	\$500 - 800k	\$550 - 900k
VP Real Estate/Leasing (8+ yrs' exp)	\$750 - 1m	\$900 - 1.3m
AVP Real Estate/Leasing (5+ yrs' exp)	\$500 - 700k	\$600 - 800k
VP Property/Facilities Management (10+ yrs' exp)	\$800 - 1.0m	\$800 - 1.0m
AVP Property/Facilities Management (5+ yrs' exp)	\$450 - 650k	\$500 - 650k
Senior Project Manager - Premises (10+ yrs' exp)	\$600 - 900k	\$600 - 900k
Project Manager - Premises (7+ yrs' exp)	\$450 - 650k	\$450 - 650k
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.		