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Adecco Hong Kong Salary Guide 2024

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Message from Managing Director

As we embark on a new year of 2024 filled with possibilities and opportunities, I am thrilled to present to you the latest edition of our salary guide 2024. This report not only serves as a comprehensive guide to current Hong Kong market trends and HR insights but also offers a visionary outlook on the future of work. As the Managing Director of Adecco Hong Kong, I am honored to share with you our insights and perspectives on the exciting times that lie ahead.

The world of work is undergoing a profound transformation, driven by technological advancements and the rise of artificial intelligence (AI). AI is no longer a distant concept; it is becoming an integral part of our daily lives and work environments. In the coming years, we can expect AI to play an even more significant role, revolutionizing industries, and reshaping the workforce landscape on a global scale. The increasing integration of AI technologies will bring about unprecedented opportunities for growth, innovation, and efficiency. While there may be concerns about the impact of AI on job displacement, it is essential to recognize that AI is not here to replace humans; rather, it is here to augment our abilities and empower us to achieve more. AI has the potential to automate repetitive tasks, freeing up valuable time and resources for employees to focus on higher-value activities that require creativity, critical thinking, and emotional intelligence. By embracing this transformative technology, organizations will unlock new levels of productivity, drive innovation, and create a more fulfilling work experience for their employees.

In the realm of talent acquisition, Hong Kong faces unique challenges and opportunities. The competition for top talent has intensified, and recruiting and retaining the best and brightest individuals have become strategic imperatives for organizations. However, we must address the demographic shifts that Hong Kong is experiencing. The declining birth rate and the emigration wave have resulted in a significant decrease in the working population. Moreover, Hong Kong has recently registered the largest decline in its working population in decades. These demographic changes call for innovative approaches to talent acquisition and retention.

One of the key considerations is the arrival of Generation Z in the workforce. According to the World Economic Forum, by 2025, Gen Z will account for one-third of the workforce. However, Gen Z workers come with their unique set of skills and preferences. While they are well-versed in technology, they may lack proficiency in softer skills such as in-person communication and interpersonal dynamics. As a result, companies will need to adjust their training programs to effectively develop these younger workers. Additionally, Gen Z expects alignment between their personal values and the values of the companies they work for. Fostering a strong company culture that resonates with the values of this generation will be crucial in attracting and retaining Gen Z talent.

Furthermore, the COVID-19 pandemic has significantly impacted the way we work. Companies in Hong Kong SAR have undergone substantial adaptations, such as setting up secure cloud networks and issuing

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laptops to enable flexible work arrangements and remote working. The pandemic has also highlighted the importance of work-life balance, with employees seeking greater flexibility and well-being in their professional lives. As we move forward, it is essential for organizations to continue prioritizing employee well-being and adapt to the evolving expectations of the workforce.

The future holds immense promise, and I am confident that, by embracing AI, nurturing talent, and fostering a culture of continuous learning, we will shape a brighter and more prosperous future together. Adecco Hong Kong is here to support you every step of the way, providing tailored solutions that meet your unique needs and empowering you to seize the countless opportunities that lie ahead.

In closing, I invite you to delve into the insights and recommendations presented in this salary report. Let us embrace the future of work with optimism, boldness, and a shared vision for success. Together, we will navigate the ever-changing landscape, unlock new possibilities, and create a future where talent thrives and organizations flourish.

Wishing you a transformative and rewarding year ahead.

Sincerely,
Audrey Low
Managing Director, Hong Kong & Macau



Audrey Low
Managing Director, Hong Kong & Macau

總經理的話

在迎接滿懷可能性和機遇的2024年之際，本人作為 Adecco 香港及澳門的總經理，感到榮幸能向您呈獻我們精心編制的2024年薪酬指南最新版。本報告不僅分析香港當前就業市場和人力資源的趨勢，也為未來的工作世界提供洞察和遠見。本人僅代表Adecco深感榮幸與您分享我們對各行各業未來發展的見解及充滿機遇前景的看法。

隨著技術進步和人工智能的迅速崛起，職場領域正在經歷前所未有的轉變。人工智能已經不再是一個遙不可及的概念，而是正在成為日常生活和工作環境中不可或缺的一部分。在未來數年，我們預見人工智能將在改變行業生態和勞動力市場需求方面，扮演越來越關鍵的角色，從而重塑勞動市場的格局。

人工智能技術的不斷融合亦將帶來前所未有的增長、創新和機遇。雖然有關人工智能對就業崗位可能造成的影響引發了公眾的擔憂，但我們應該認識到人工智能的目的不在於取代人類，而是增強我們的工作效能，賦予我們更大的能力去達成更高的生產力水平。人工智能在自動化和重複性工作方面的優勢，釋放了員工的寶貴時間，使他們能夠專注於更需要創造力、批判性思考和情感智慧的高價值工作。企業通過擁抱這項變革性技術，將能開創新的生產力層次，推動創新，並為員工創造更有意義的工作體驗。

在人才招聘方面，香港正面臨獨特的挑戰與機遇。面對頂尖人才的競爭日益加劇，招募和保留頂尖人才已成為企業的關鍵戰略。同時，我們亦面對著香港當前人口結構的變化，出生率下降和移民浪潮導致勞動人口的顯著減少 - 實際上，香港正經歷近幾十年來勞動人口的最大降幅。這些人口變化促使我們需要創新的人才招聘和保留人才策略來應對。

另外，在眾多關鍵考量中，Z世代無疑是勞動力市場的新星。根據世界經濟論壇預計，到2025年，Z世代將佔勞動力的三分之一。Z世代年輕人不僅在數碼技術領域展現出優異能力，而且他們的職場期望與以往任何一代都不同。他們對於溝通技巧和人際互動的培養可能會有所欠缺。因此，為了充分發揮這些年輕人的潛力，企業必須加強在職培訓，同時也需要將個人與企業價值觀融合，以吸引和激勵這波新興勞動力。

COVID-19疫情對全球工作模式造成了深遠的變化，香港的企業也不例外。過去數年，本地企業積極調整，加強網絡安全、為員工提供筆記型電腦以便在家工作，並推動工作與生活的平衡。這些改變突顯了對員工福祉的重視，同時也反映了勞動力市場期望的演進。

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隨著新一年的到來，我深信，透過擁抱人工智能、不斷培養人才、以及推崇終身學習的文化，我們將共同創造一個光明繁榮的將來。Adecco 作為您值得信賴的長期夥伴，樂於提供量身訂制的解決方案，支援各企業把握無限商機。

在此，誠邀您細閱本薪酬報告，並期待與您共同迎接充滿挑戰與機遇的未來。讓我們以樂觀、勇敢和對成功的共同願景，航向這個不斷變化的世界，開創新篇章，攜手打造一個人才繁榮、企業蓬勃的明天。

祝您未來一年成功變革和享受豐盛的成果。

誠摯致意，

Audrey Low

香港及澳門區總經理



Audrey Low

Managing Director, Hong Kong & Macau

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For the 2024 Adecco Salary Guide, we surveyed 6109 professionals both employers & employees from Australia, Hong Kong SAR, New Zealand, Malaysia, Thailand, Vietnam, South Korea, India and Singapore for insights from the APAC region on how they are navigating the ever-changing work landscape as well as planning their career changes for the next year.

Insights on Talent Motivation

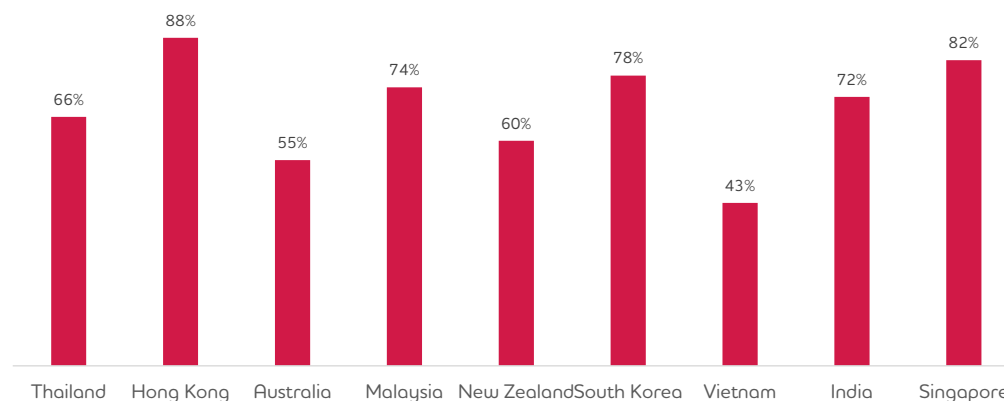
As 2024 brings upon a new wave of unprecedented challenges, intent to move remains high across APAC. 88% of respondents are either actively or passively searching for new opportunities across the region.

Top Motivator for Movement of Talent

While analysing the top motivators contributing to movement of talent across the region, compensation & benefits emerged as the highest influencing factor with 67% choosing it as their top factor to consider when moving roles. This is especially prominent in Hong Kong (88%) followed by Singapore (82%) & South Korea (78%). This could be due to the especially high cost of living in these countries, which calls for regular review and compensation adjustments specific to each country's economic conditions. Organisations will thus have to relook their Compensation & Benefit pay strategies to instill confidence in the candidates & to attract top talent and foster employee retention in line with the market conditions.

**534 responses for HK*

Top Motivator: Compensation & Benefit Packages



Insights on Salary Expectations

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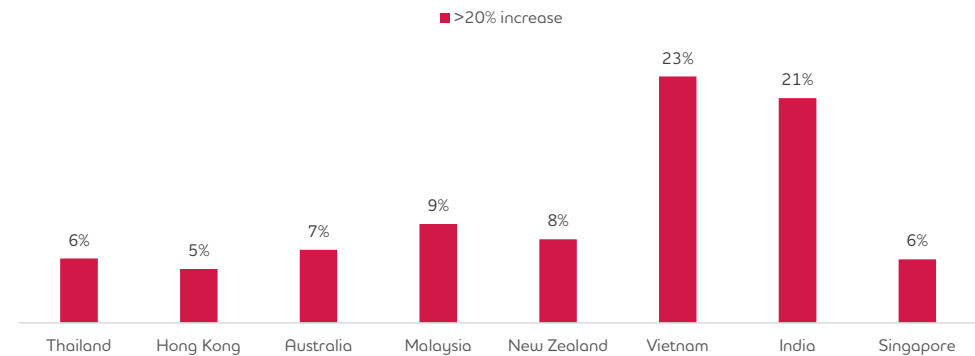
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As each year brings with it unprecedented challenges, the impact on labour market tends to influence the organisation's financial outlook & pay strategies for the year.

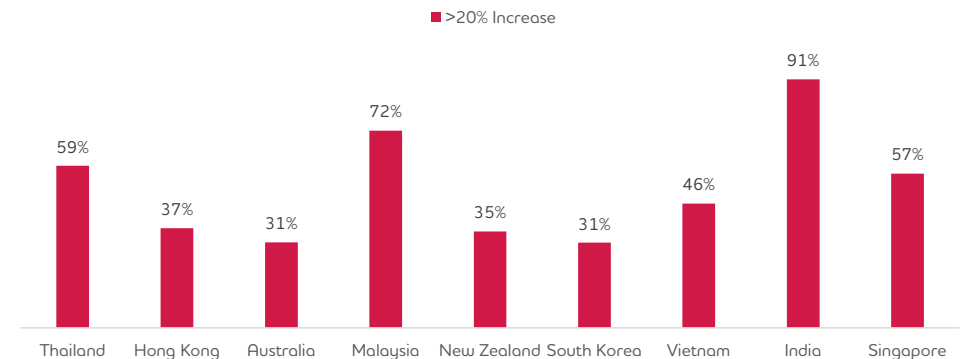
With Compensation & Benefits being the main priority for jobseekers to shift, salary expectations across APAC are high. In reality, 21% of respondents from India and 9% from Malaysia received >20% salary increase as part of their current role. In contrast, when changing employers, 91% and 72% of respondents in India and Malaysia respectively expect a >20% increase in base salary.

Analysing the high salary expectations that employees have, organisations especially need to adjust their pay strategies accordingly in 2024 for employees to be paid in line with the market demand, to attract & retain top talent. The following sections in the salary guide will be indicative of the pay range that is ideal for various job roles based on Adecco's expertise & experience.

Actual base salary increase from current employers



Expected base salary increase when changing employers



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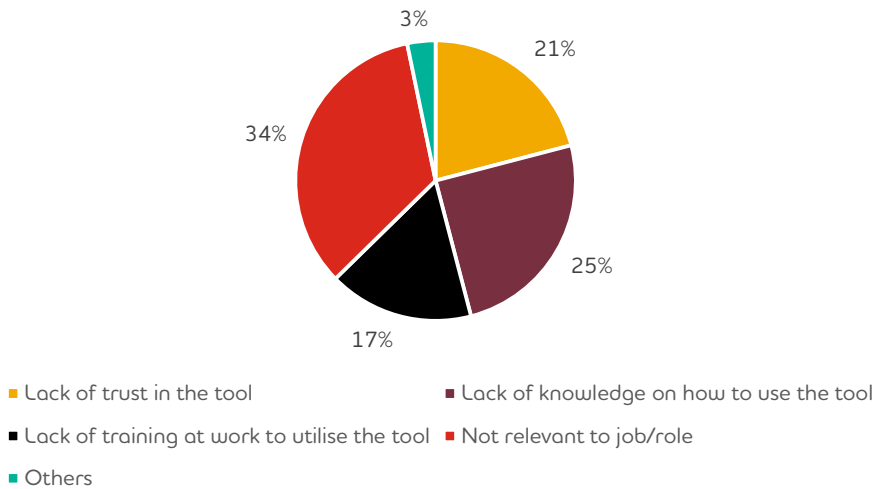
Insights on Gen AI

When understanding more about the specific concerns pertaining to adoption of AI at work across the region, the biggest concern is the use of AI being irrelevant to the job roles (34%), followed by the lack of knowledge on how to harness it (25%) and lastly trust-related concerns when adopting this tool (21%).

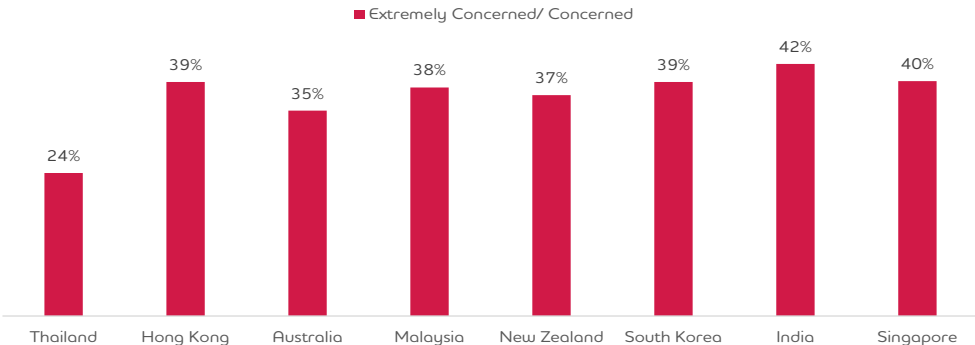
Overall, the countries are generally worried about the impact of Gen AI on employability given its versatile uses in the workplace. This can be seen particularly in India (42%) & Singapore (40%) wherein the concern about AI's impact on employability is the highest. Thailand with 24% is the country with the lowest rate of concern. Training on effective usage of AI and the aspects in which it can be utilized will help to develop a positive perspective in the minds of the employees towards adoption of the tool as part of their job roles. In line with this approach, Adecco's partnership with Microsoft aims to focus on development of Gen AI powered platform to support workers to maintain their skills currency, and employability in evolving labour market.



Top 2 concerns about using Gen AI at work



Impact of Gen AI on employability



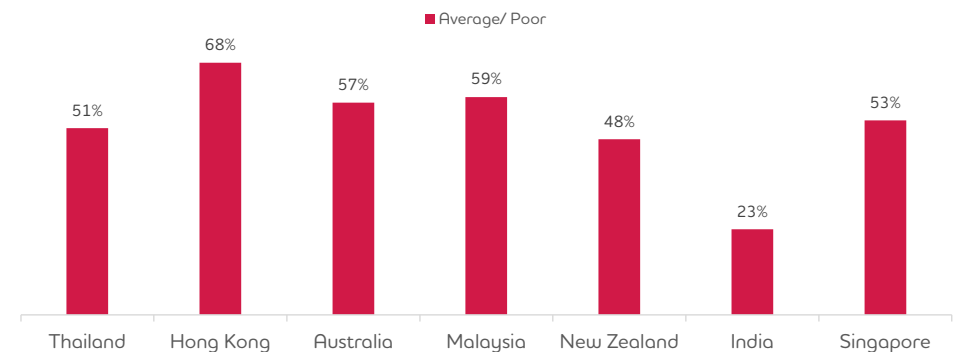
Insights on L&D

Learning & Development (L&D) is a key contributor that helps to accelerate employees' growth and nurtures their knowledge, skills & capabilities to drive greater business performance. Thus, the effectiveness of L&D efforts is key for an individual as well as an organisation's success.

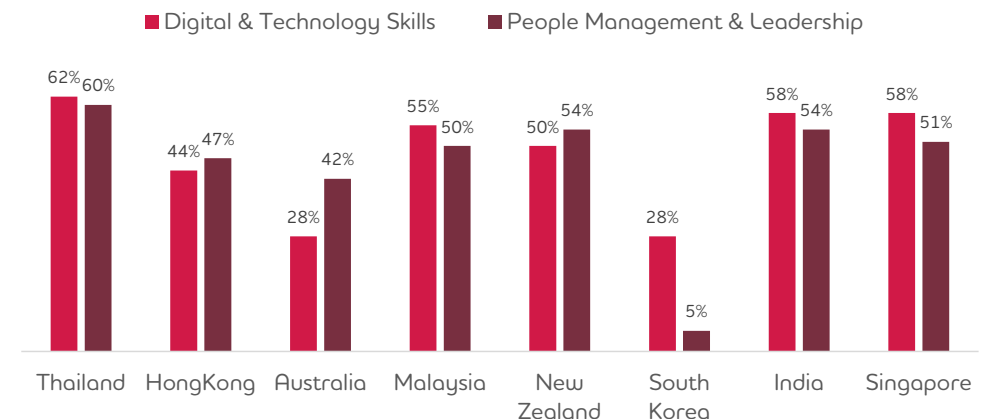
Hong Kong, Australia, Malaysia and Singapore have the highest percentage of respondents that indicate their company's approach to L&D and professional development is average/poor, highlighting their overall dissatisfaction in current L&D efforts. Organisations are as such recommended to invest more in providing learning & development growth opportunities to employees to improve the overall EVP, talent retention and strengthen the workforce to better tackle the unprecedented challenges in 2024.

Furthermore, countries consistently identified Digital & Technology skills and People Management & Leadership skills as the top 2 skills and competencies (except in South Korea) they would like to invest in for their own professional development. This is particularly observable in Thailand, Malaysia, India and Singapore where the percentages are the highest. This is indicative of the hard & soft skills trainings that organizations can consider providing to employees for the skills growth & development.

Organisation's efforts towards L&D



Top 2 skills and competencies for professional development

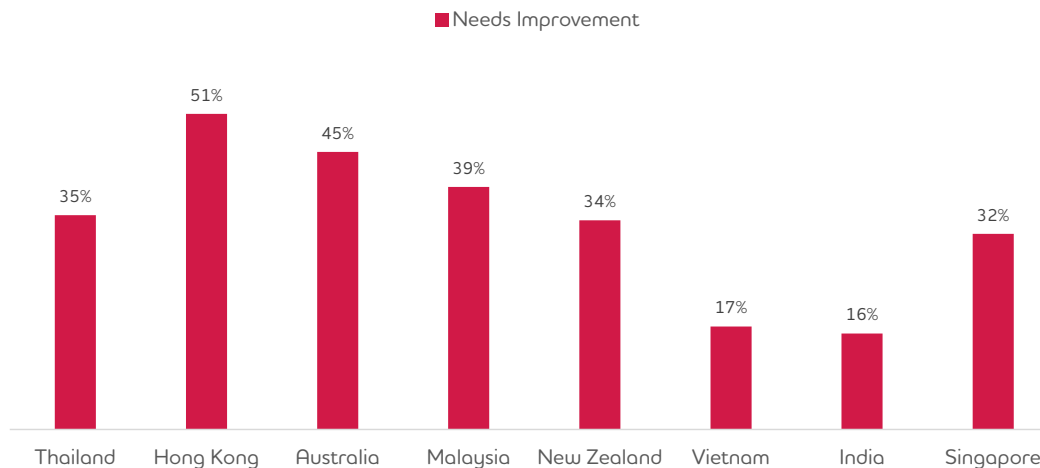


Insights on Workplace Culture

A thriving workplace culture based on common set of values & beliefs is key in positively impacting every aspect of the business. It fosters a sense of belonging and encourages employees to actively engage in their work. Companies in Hong Kong and Australia may need to take steps to better maintain a positive workplace culture as reflected by 51% and 45% of respondents respectively which indicated that their organization needs improvement in its workplace culture. A culture which celebrates open communication, diversity, recognizes achievements and breeds supportive and approachable leaders also sets the tone for a positive workplace culture.

Contrarily, in Vietnam and India strong organisational culture is reflected with fewer respondents indicating requirement for improving their workplace culture. In summary, companies that prioritise cultivating a positive, inclusive and supportive culture are better positioned to not only attract top talent, but also retain employees who are in turn more motivated and committed to the organisational success.

Organisational culture on talent attraction & retention



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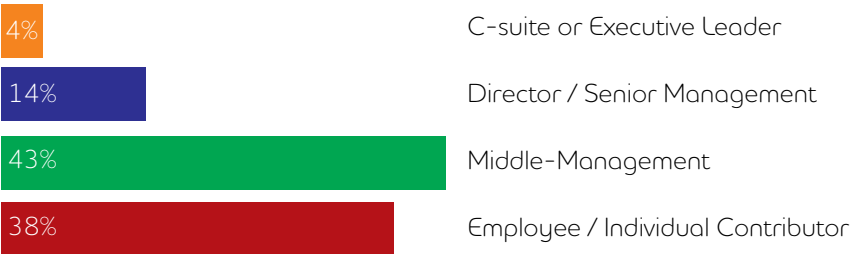
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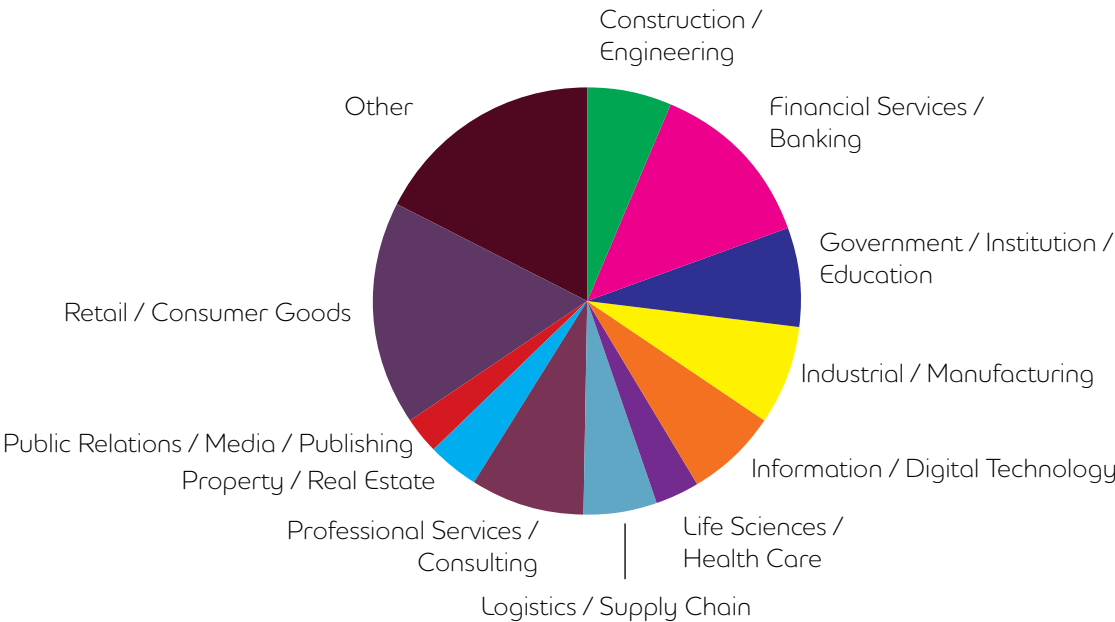
Hong Kong Salary And Work Trend Survey 2024

Respondents Profile

Current Role

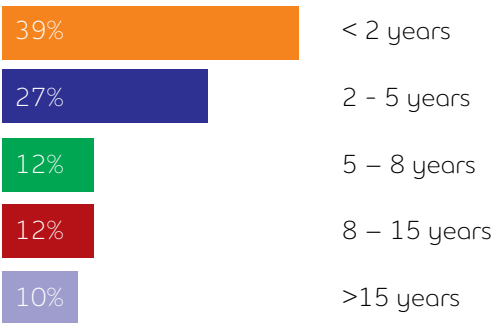


Current Business Sector

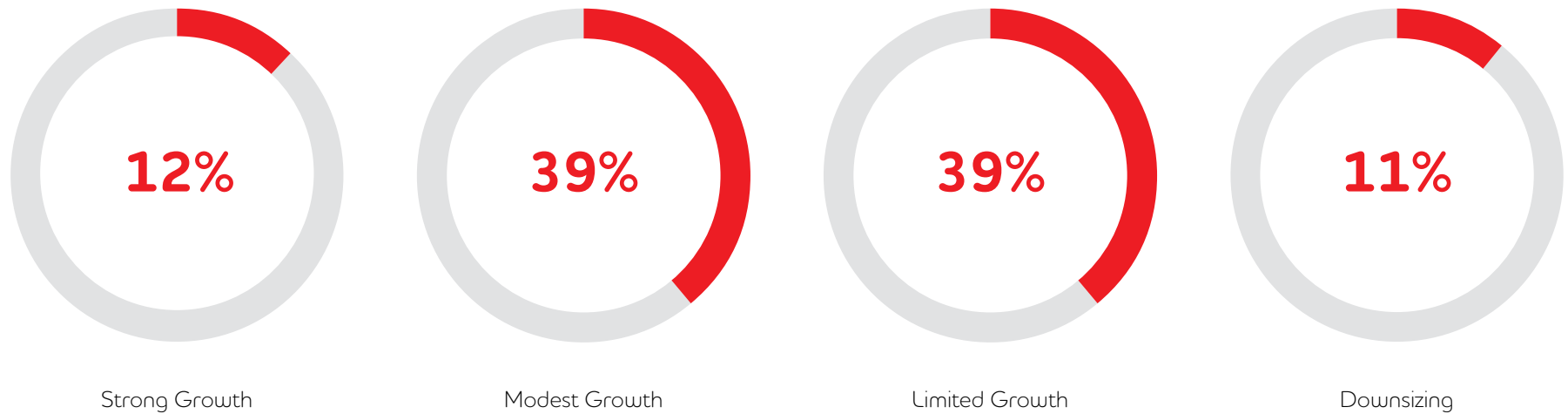


“ This report not only serves as a comprehensive guide to current Hong Kong market trends and compensation insights but also offers a visionary outlook on the future of work. ”

Duration In Current Role



In terms of business outlook for organization for the 12 months ahead, majority indicated modest/ limited growth.



In search for new job opportunity, majority will use recruitment agency/ online job boards primarily, followed by LinkedIn.



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Compensation and Benefit

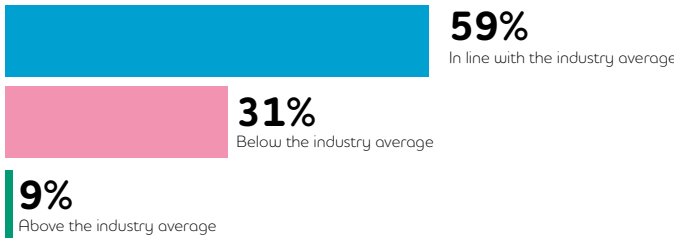
What level of base salary increase did you receive with your current Employer in the last 12 months?



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?



59% of respondents think their Remuneration and Benefits are in line with the industry average.

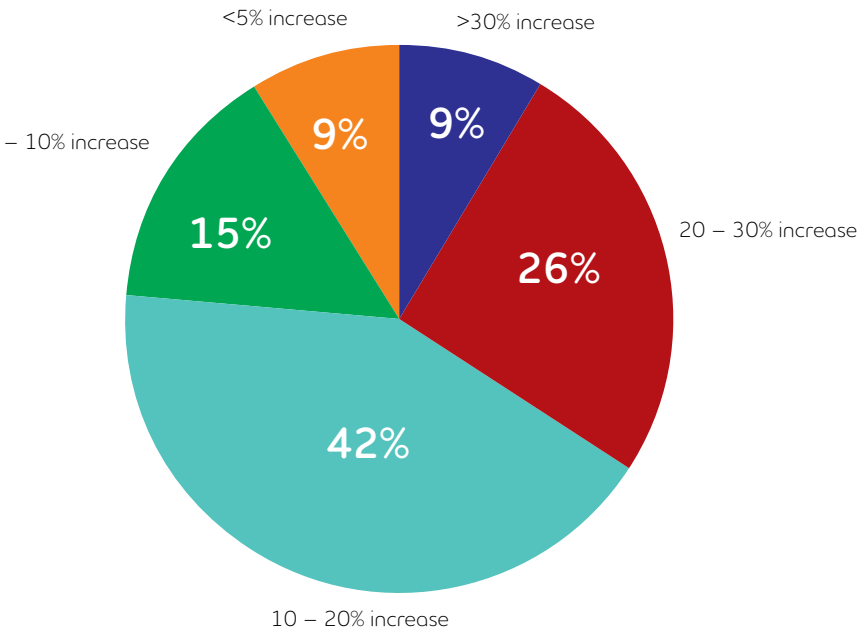


80% of organization conduct formal salary reviews annually.

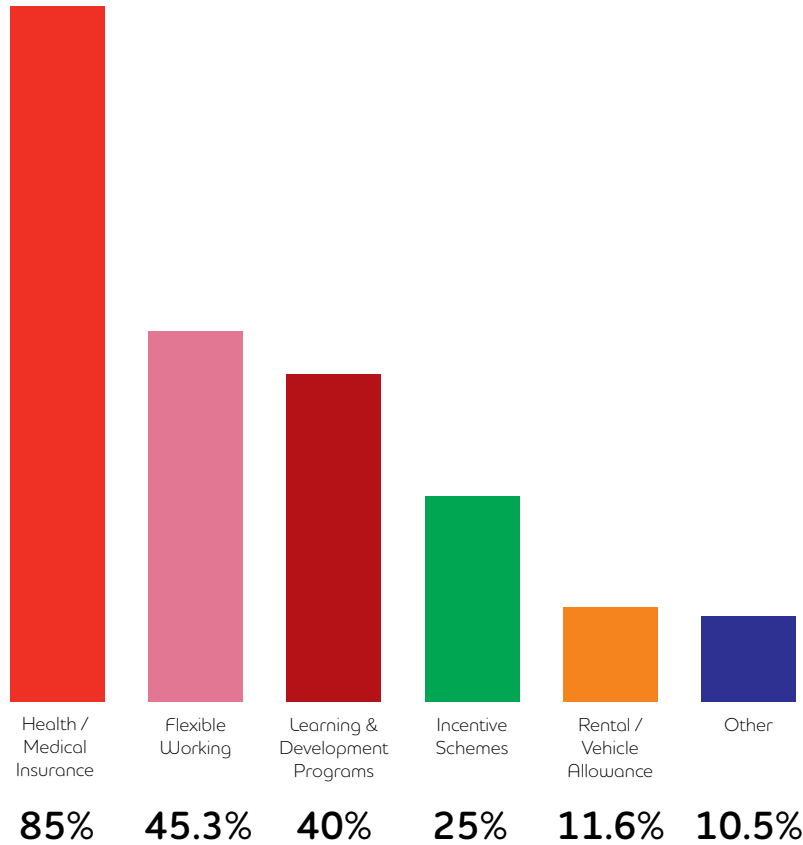


Compensation and Benefit

If one is to change to a new employer in the next 12 months, their expectation on base salary increase is much greater. Over 35% are expecting over 20% on salary increment.

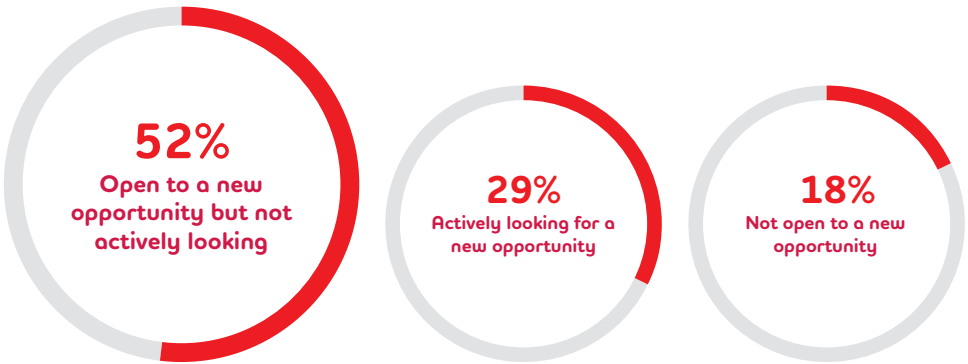


Benefits offered by organizations in 2023: Health/ medical insurance is the most common benefit being offered by majority of organizations.

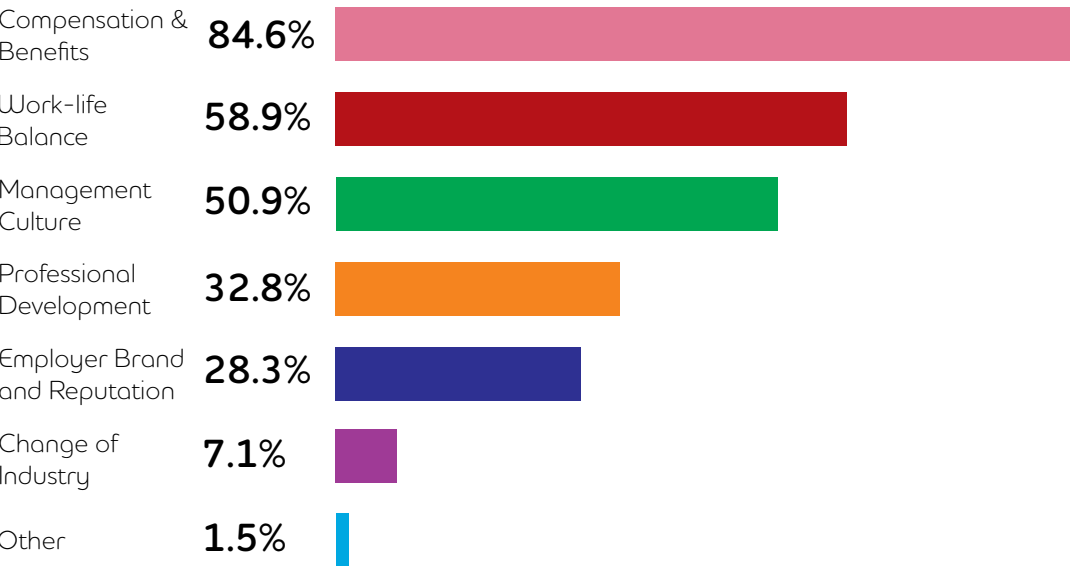


Career Progression

52% of respondents are open to new opportunity but not actively looking for opportunity, only one third of respondents are actively looking for new opportunity.



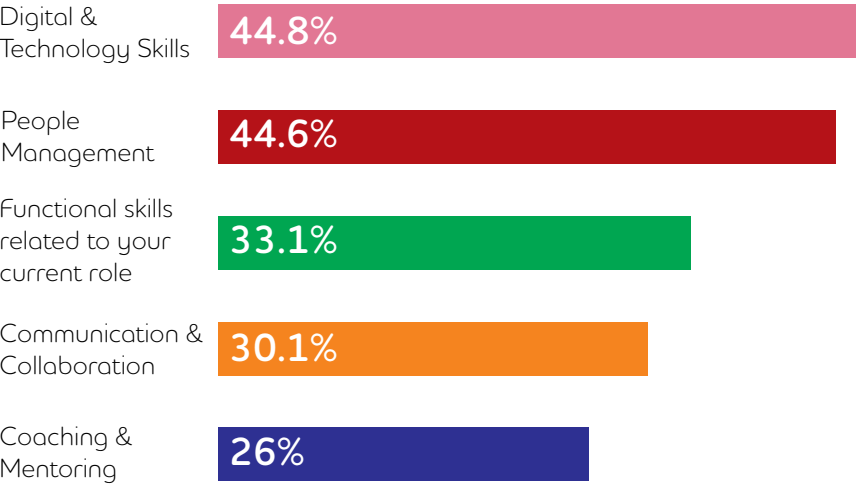
When considering changing employer, below are the top 3 main priorities in choosing the right role & company:
1) Compensation & benefits 2) Work-life balance 3) Management culture



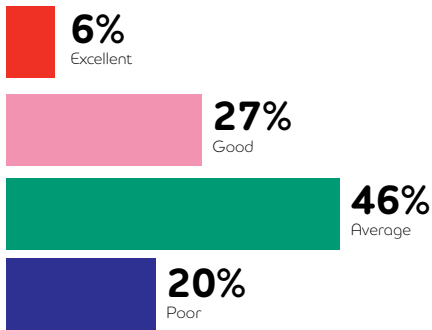
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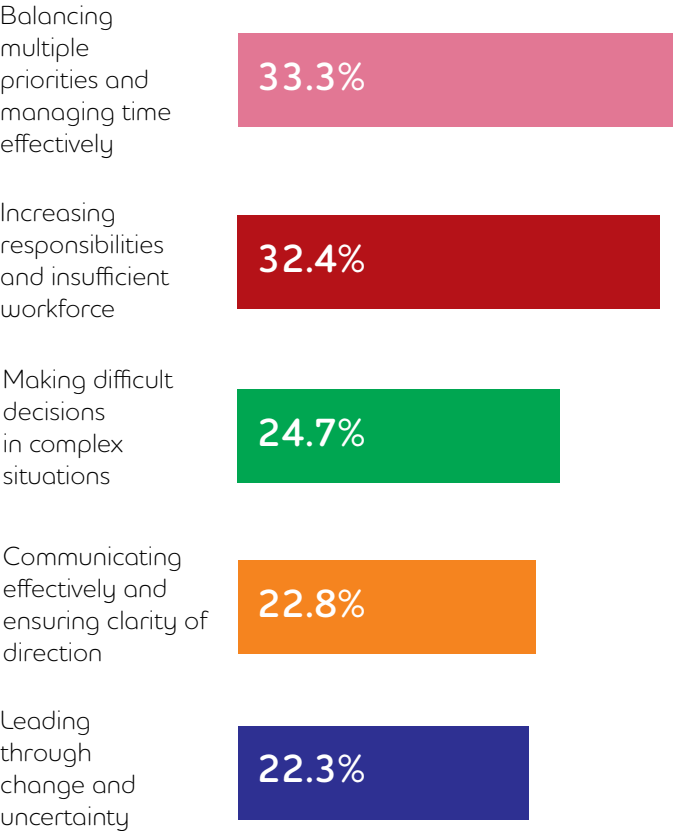
To enhance one’s professional development and future employability, individuals are interested to invest in below skills & competencies, with increasing emphasis on digital & technology skills, followed by people management.



66% of respondents rate their organization’s approach to professional development and learning & development to be average/ poor, which calls attention to put more emphasis on this aspect.



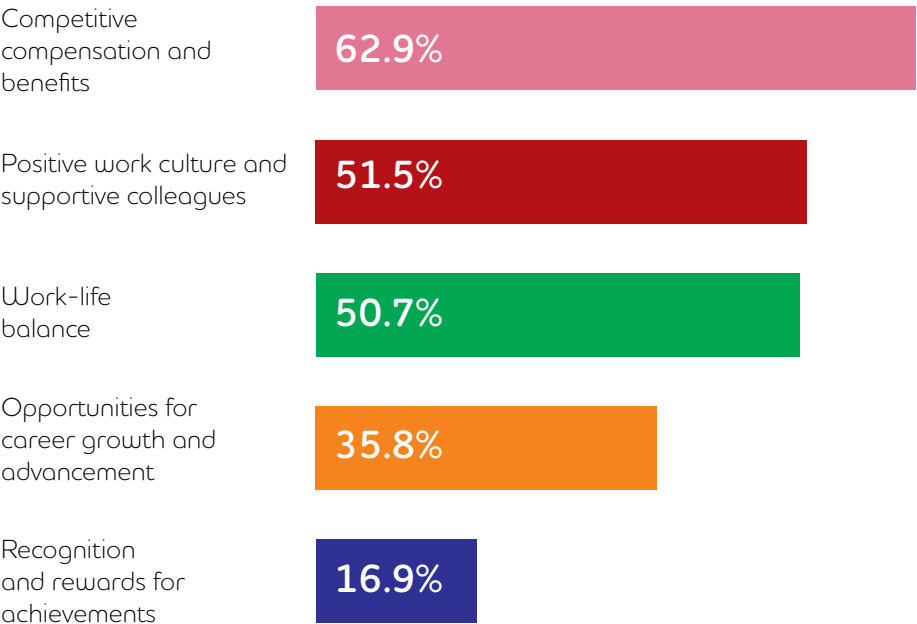
Top challenges faced by professionals in their current role, which includes a wide range of obstacles.



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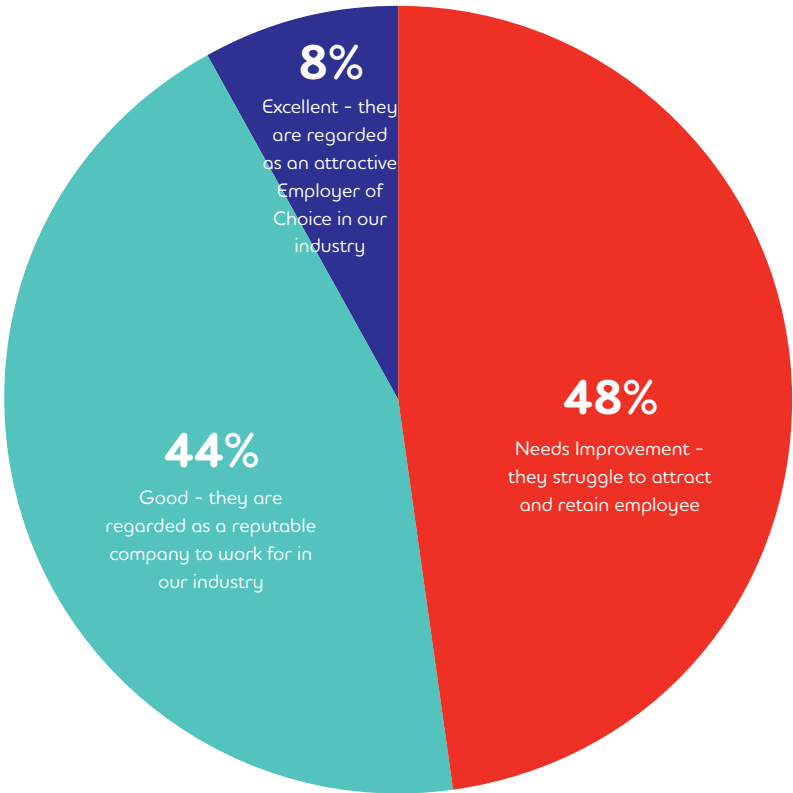
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The factors that contribute to employee satisfaction and motivation to stay with an organization have evolved over time. Currently, the top three factors are competitive compensation and benefits, a positive work culture with supportive colleagues, and work-life balance. While opportunities for career growth and advancement used to be one of the primary factors, it has now been surpassed by the importance of work-life balance.



This shift highlights the increasing significance employees place on achieving a healthy equilibrium between their professional and personal lives. Employers who prioritize providing competitive compensation, fostering a positive work environment, and promoting work-life balance are more likely to retain and motivate their employees in today's workforce.

Almost half of the respondents think that their organization's workplace culture and its impact on employee attraction, retention, and engagement need to be improved.



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About the salaries in this guide

以下數據根據2022-2023年期間Adecco各專業領域的徵才職缺之平均薪資所得，其超時工資，佣金，各項津貼與獎金，均不列入計。

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The information provided in this guide represents averages salaries derived from positions that Adecco recruited from 2022-2023. The salaries exclude over time payment, commissions, allowances and bonuses. Salaries are based on the salaries of local citizens in Hong Kong.

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會計及財務領域 Accounting & Finance

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	財務與會計學位 Degree in Finance and Accounting	8+	45,000	55,000
資深會計師 Chief Accountant	大學以上 Degree+	5+	35,000	40,000
資深會計師 Senior Accountant	會計學學位 Degree in Accounting	5+	30,000	38,000
成本會計師 Cost Accountant	會計學學位 Degree in Accounting	3-5	30,000	38,000
會計師 Accountant	會計學學位 Degree in Accounting	3-5	28,000	35,000
會計助理 Assistant Accountant	會計學學位 Degree in Accounting	2-4	20,000	28,000
資深帳務員 Senior Account Clerk	會計學學位 Degree in Accounting	1-2	18,000	22,000
帳務員 / 帳務助理 Account Clerk / Assistant	會計學學位 Degree in Accounting	< 1	16,000	18,000

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			最低薪資 min.	最高薪資 max.
審計 Audit				
審計部總監 Head of Audit	CIA證照、主修會計與財務 CIA license, major in Accounting and Finance	10+	80,000	120,000
內部審計經理 Internal Audit Manager	CIA證照、主修會計與財務 CIA license, major in Accounting and Finance	8+	45,000	65,000
內部審計師 Internal Auditor	CIA證照、主修會計與財務 CIA license, major in Accounting and Finance	5-7	30,000	35,000
助理審計經理 Assistant Audit Manager	CIA證照、主修會計與財務 CIA license, major in Accounting and Finance	5+	35,000	45,000
審計主管 Audit Supervisor	CIA證照、主修會計與財務 CIA license, major in Accounting and Finance	4-5	45,000	50,000
資深審計師 Senior Auditor	CIA證照、主修會計與財務 CIA license, major in Accounting and Finance	3-5	30,000	40,000
初級審計員 Audit Junior	主修會計與財務 Major in Accounting and Finance	1-2	18,000	25,000
查帳員 Audit Clerk	主修會計與財務 Major in Accounting and Finance	< 1	16,000	19,000

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			最低薪資 min.	最高薪資 max.
財務 Finance				
財務部總監 Financial Controller	財務與會計學位 Degree in Finance and Accounting	5-20	60,000	80,000
財務暨行政經理 Finance & Admin Manager	財務與會計學位 Degree in Finance and Accounting	5-10	45,000	60,000
財務經理 Finance Manager	財務與會計學位 Degree in Finance and Accounting	5-10	45,000	55,000
財務分析師 Financial Analyst	財務與會計學位 Degree in Finance and Accounting	3-6	35,000	40,000
財務助理 Finance Assistant	財務與會計學位 Degree in Finance and Accounting	2-3	20,000	25,000
財務暨行政辦事員 Finance & Admin Clerk	財務與會計學位 Degree in Finance and Accounting	1-5	20,000	25,000
財務管理培訓生 Financial Management Trainee	財務與會計學位 Degree in Finance and Accounting	< 1	17,000	22,000

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			最低薪資 min.	最高薪資 max.
稅務 Tax				
稅務部總監 Head of Tax	財務與會計學位 Degree in Finance and Accounting	8+	80,000	120,000
稅務經理 Tax Manager	財務與會計學位 Degree in Finance and Accounting	5+	45,000	65,000
資深稅務會計 Senior Tax Accountant	財務與會計學位 Degree in Finance and Accounting	3-5	28,000	35,000
稅務會計 Tax Accountant	財務與會計學位 Degree in Finance and Accounting	2-4	20,000	28,000
稅務助理 Tax Assistant	財務與會計學位 Degree in Finance and Accounting	1-2	15,000	20,000

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			最低薪資 min.	最高薪資 max.
財務 Treasury				
財務長 Head of Treasury	財務與會計學位 Degree in Finance and Accounting	5+	75,000	100,000
財務經理 Treasury Manager	財務與會計學位 Degree in Finance and Accounting	5+	40,000	65,000
資深財務專員 Senior Treasury	財務與會計學位 Degree in Finance and Accounting	3-5	35,000	45,000
財務會計 Treasury Accountant	財務與會計學位 Degree in Finance and Accounting	2-4	30,000	35,000
財務專員 Treasury Officer	財務與會計學位 Degree in Finance and Accounting	2-4	18,000	25,000
財務辦事員 Treasury Clerk	財務與會計學位 Degree in Finance and Accounting	< 1	16,000	18,000

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建築工程 Construction & Engineering

建築工程 Construction & Engineering

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			最低薪資 min.	最高薪資 max.
建築 Architecture				
項目總監(地產開發商) 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+	35,000	45,000
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	25,000	30,000
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	22,000	26,000
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	18,000	20,000

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			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+	60,000	90,000
註冊安全主任 Resgistered Officer	勞工署註冊安全主任 Labour Department Registered Safety Officer	5+	38,000	50,000
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+	55,000	63,000
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+	38,000	48,000

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企業支援 Corporate Support

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.
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	30,000	50,000
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	30,000
人力資源助理 Human Resources Assistant	學士或以上 Bachelor or above	0-2	18,000	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.
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	60,000
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+	35,000	60,000
客服主任 Customer Service Supervisor	大專院校 Degree/High Diploma	5+	27,000	30,000
客服專員 Customer Service Specialist	大專院校 Degree/High Diploma	5+	22,000	30,000
客服專員 Customer Service Executive	大專院校 Degree /High Diploma	2-3	19,000	25,000
客服助理 Customer Service Assistant	大專院校 Diploma / DSE	0-1	16,000	22,000

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			最低薪資 min.	最高薪資 max.
教授 Professor	碩士或博士學位 Master or Doctoral Degree	10 +	90,000	150,000
學校校長 Principal	校長認證課程 Certification Course for Principals	10 +	85,000	135,000
學校教師 Teacher	碩士學位 PGCE/ PGDE/ Master Degree	1-7	31,000	75,000
研究員 Researcher	學士或以上 Bachelor or above	3-5	30,000	40,000
招生經理 Admissions Manager	學士或以上 Bachelor or above	5+	35,000	55,000
國際學生招生人員 International Student Recruitment Officer/ Admissions Officer	學士或以上 Bachelor or above	2-5	25,000	30,000
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
學術主管 Subjects Head	學士或以上 Bachelor or above	7-10	45,000	65,000

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			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
專科導師 Subjects Teacher	學士或以上 Bachelor or above	1-5	28,000	40,000
英語導師 Native English Teacher	學士或以上 Bachelor or above	1-5	25,000	35,000
教育中心經理 Education Centre/ Campus Manager	學士或以上 Bachelor or above	5+	30,000	40,000
教育中心行政助理/ 人員 Education Centre Administrative Assistant / Officer	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

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.
資訊科技部總監 Chief Information Officer (CIO)	理科/資訊相關碩士/企業管理碩士/ 博士學位 MS/MBA/PhD	10+	180,000	300,000
資訊技術協理 IT Director/VP	理科/資訊相關學士/碩士/博士學位 BS/MS/PhD	8+	140,000	180,000
資訊技術經理/ 資訊管理經理 IT/ MIS Manager	大專院校/ 文憑 Degree/ Diploma	5+	65,000	90,000
業務開發經理/ 協理 Business Development Manager/ Director	大專院校以上 Degree above	6+	60,000	100,000
業務經理/ 協理 Sales Manager/ Director	大專院校/ 文憑 Degree/ Diploma	10+	60,000	100,000
客戶關係經理 Account/ Client Manager	大專院校以上 Degree above	5+	45,000	85,000
產品經理 Product Manager	大專院校以上 Degree above	5+	50,000	65,000
解決方案專案經理 Solution Program/ Project Manager	大專院校以上 Degree above	5+	60,000	100,000
解決方案經理 Solution Implementation Manager	大專院校以上 Degree above	5+	50,000	80,000
網路管理部經理 Architect/ Infrastructure Manager	大專院校以上 Degree above	6+	65,000	110,000
系統分析師 System Analyst	大專院校以上 Degree above	3+	45,000	60,000
軟體經理 Software Manager	大專院校以上 Degree above	5+	55,000	75,000

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			最低薪資 min.	最高薪資 max.
軟體/ 平台架構師 Software Architect	大專院校以上 Degree above	1-3	75,000	120,000
後端開發人員 Backend Developer	大專院校以上 Degree above	1-3	30,000	55,000
前端開發人員 Frontend Developer	大專院校以上 Degree above	1-3	32,000	45,000
軟體自動化測試工程師 QA Engineer (Automation)	大專院校以上 Degree above	1-3	20,000	45,000
網絡工程師/ 系統工程師 Network Engineer/ System Engineer	大專院校以上 Degree above	1-3	40,000	80,000
運維工程師 DevOps Engineer	大專院校以上 Degree above	1-3	40,000	70,000
客服工程師 Helpdesk Support Engineer	大專院校/文憑 Degree/ Diploma	2+	18,000	32,000
技術諮詢人員/ 顧問 Technical Consultant	大專院校/文憑 Degree/ Diploma	2+	26,000	80,000
技術支援人員 Technical Support Engineer	大專院校/文憑 Degree/ Diploma	2+	25,000	40,000
資料庫管理師 Database Administrator	大專院校/文憑 Degree/ Diploma	5+	55,000	75,000
網站管理員 Web Master	大專院校/文憑 Degree/ Diploma	2+	25,000	40,000
網站設計員 Web Designer	大專院校/文憑 Degree/ Diploma	2+	32,000	50,000
網站開發人員 Web Developer	大專院校/文憑 Degree/ Diploma	2+	35,000	60,000

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			最低薪資 min.	最高薪資 max.
項目經理 Project Manager	大專院校/文憑 Degree/ Diploma	4+	45,000	60,000
數據架構師 Data Architect	大專院校以上 Degree above	5+	45,000	80,000
全端工程師 Full Stack Developer/ Engineer	大專院校以上 Degree above	2+	30,000	60,000
UAT/QA 測試員 UAT Tester/ QA Tester/ Tester (Manual)	高級文憑 Higher Diploma	1+	20,000	30,000
數據治理經理 Data Governance Manager	大專院校以上 Degree above	4+	40,000	100,000
研究與開發經理 R&D Manager	大專院校以上 Degree above	5-8	85,000	100,000
PMO 經理 Programme Management Office Manager	大專院校以上 Degree above	5-8	80,000	100,000
商業分析師 Senior / Business Analyst	大專院校/文憑 Degree/ Diploma	4+	35,000	55,000
網絡安全分析師 Cybersecurity Administrator / Analyst	大專院校以上 Degree above	1-3	40,000	55,000
網絡安全工程師 Senior / Cybersecurity Engineer	大專院校以上 Degree above	3-5	40,000	65,000
網絡安全經理 Information / Cybersecurity Manager	大專院校以上 Degree above	5+	60,000	75,000
網絡安全主管 Head of Cybersecurity	大專院校以上 Degree above	8+	70,000	120,000
售前規劃顧問 Pre-Sales Consultant (Specialist)	大專院校以上 Degree above	3-5	50,000	60,000

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			最低薪資 min.	最高薪資 max.
售前規劃顧問 Pre-Sales Consultant (Generalist / ICT)	大專院校以上 Degree above	3-5	40,000	50,000
ERP顧問/執行分析師 ERP Consultant/Implementation Analyst	大專院校以上 Degree above	3+	45,000	80,000
機器學習技術主管 Machine Learning Technical Lead	大專院校以上 Degree above	3-5	60,000	75,000
機器人流程自動化技術主管 RPA Technical Lead	大專院校以上 Degree above	3-5	50,000	70,000
提示工程師 Prompt Engineer	大專院校以上 Degree above	1-3	30,000	40,000
AI研究員 AI Researcher	大專院校以上 Degree above	1-3	50,000	70,000
行動應用程式工程師 Mobile Developer	大專院校以上 Degree above	3+	30,000	50,000
網絡/ 系統管理人員 Network/ System Administrator	大專院校以上 Degree above	1-3	32,000	55,000
數據科學家 Data Scientist	大專院校以上 Degree above	5+	65,000	85,000
數據工程師 Data Engineer	大專院校以上 Degree above	3+	42,000	60,000
數據分析師 Data Analyst	大專院校以上 Degree above	1-3	38,000	45,000

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			最低薪資 min.	最高薪資 max.
私人執業 Private Practice				
法規主管 Head of Compliance	學士或以上 Bachelor or above	10+	80,000	150,000
助理/ 法規經理 Assistant/ Compliance Manager	學士或以上 Bachelor or above	5-15	40,000	80,000
高級/ 法規主任 Senior/ Compliance Officer	學士或以上 Bachelor or above	2-8	25,000	45,000
公司秘書經理 Company Secretarial Manager	特許公司治理專業資格 Chartered Governance Professional	8-15	40,000	80,000
高級/ 公司秘書主任 Senior/ Company Secretarial Administrator	特許公司治理專業資格 Chartered Governance Professional	5-10	30,000	50,000
公司秘書人員/ 主任 Company Officer/ Administrator	學士或以上 Bachelor or above	0-5	18,000	30,000
高級助理律師 Senior Associate	法學專業證書 PCLL	3PQE - 8PQE	100,000	180,000
助理律師 Associate	法學專業證書 PCLL	NQ - 2PQE	50,000	120,000
法律經理/ 高級法律行政人員 Legal Manager/ Senior Paralegal	學士或以上 Bachelor or above	2-10	35,000	80,000
法律助理/ 行政人員 Legal Executive/ Paralegal	學士或以上 Bachelor or above	0-3	20,000	45,000
高級法律秘書 Senior Legal Secretary	文憑或學士 Diploma / Bachelor	8+	35,000	50,000
法律秘書 Legal Secretary	文憑或學士 Diploma / Bachelor	5-10	28,000	38,000

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			最低薪資 min.	最高薪資 max.
初級法律秘書 Junior Legal Secretary	文憑或學士 Diploma / Bachelor	1-5	20,000	28,000
法律 / 法庭書記 Legal / Court Clerk	預科或文憑 Matriculation / Diploma	1-10	18,000	30,000
企業法律顧問 In House Counsel				
法律/法規主管 Head of Legal/ General Counsel	法學專業證書 PCLL	15+	150,000	200,000
高級法律顧問 Senior Legal Counsel	法學專業證書 PCLL	10-15	100,000	150,000
法律顧問 Legal Counsel	法學專業證書 PCLL	5-9	70,000	90,000
助理法律顧問 Associate Legal Counsel	法學專業證書 PCLL	2-5	50,000	60,000
法律經理 Legal Manager/ Contracts Manager	學士或以上 Bachelor or above	10-15	45,000	70,000
法規經理 Compliance Manager	學士或以上 Bachelor or above	10-15	40,000	70,000
高級法律行政人員 Senior Paralegal	學士或以上 Bachelor or above	6-9	35,000	45,000
法律行政人員 Paralegal	學士或以上 Bachelor or above	2-6	25,000	35,000
法律助理 Legal Assistant/ Officer	學士或以上 Bachelor or above	0-2	20,000	25,000

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			最低薪資 min.	最高薪資 max.
公司秘書 Named Company Secretary	特許公司治理專業資格 Chartered Governance Professional	15+	80,000	120,000
公司高級秘書經理 Senior Company Secretarial Manager/ Deputy Company Secretary	特許公司治理專業資格 Chartered Governance Professional	10-12	60,000	80,000
公司秘書經理 Company Secretarial Manager	特許公司治理專業資格 Chartered Governance Professional	8-10	50,000	60,000
公司高級秘書主任/ 助理秘書經理 Senior Company Secretarial Officer/ Assistant Company Secretarial Manager	特許公司治理專業資格 Chartered Governance Professional	6-8	40,000	50,000
公司秘書助理/ 主任 Company Secretarial Assistant/ Officer	學士或以上 Bachelor or above	2-6	25,000	35,000

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			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+	55,000	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	5-10	40,000	60,000
品牌經理 Brand Manager	學士或以上 Bachelor or above	10+	40,000	70,000
業務經理 BU Manager	學士或以上 Bachelor or above	5+	50,000	90,000
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	70,000
客戶經理 Account Manager	學士或以上 Bachelor or above	5+	35,000	45,000
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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			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+	55,000	80,000
業務總監/ 資深客戶經理 Account Director	學士或以上 Bachelor or above	10+	40,000	80,000
業務經理/ 客戶經理 Account Manager	學士或以上 Bachelor or above	4+	30,000	45,000
廣告投放專員 Media Buyer	學士或以上 Bachelor or above	4+	20,000	30,000
業務副理/ 客戶副理 Assistant Account Manager	學士或以上 Bachelor or above	3+	20,000	30,000
平面設計師 Graphic Designer	學士或以上 Bachelor or above	2-4	20,000	30,000
業務主任/ 客戶主任 Account Executive	學士或以上 Bachelor or above	1-2	18,000	25,000
製作專員 Production Executive	學士或以上 Bachelor or above	2-4	15,000	20,000
初級平面設計師 Junior Graphic Designer	學士或以上 Bachelor or above	1-2	15,000	18,000
製作助理 Production Assistant	學士或以上 Bachelor or above	1-2	15,000	18,000

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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 Head of Marketing	學士或以上，具商業碩士學位者優先 Bachelor or above; Prefer MBA	10+	60,000	150,000
市場營銷經理 Marketing Manager	學士或以上 Bachelor or above	8+	35,000	65,000
產品市場營銷經理 Product Marketing Manager	學士或以上 Bachelor or above	3-5	30,000	50,000
市場營銷副理 Assistant Marketing Manager	學士或以上 Bachelor or above	6+	28,000	50,000
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	28,000
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+	18,000	22,000
網站市場營銷人員 Internet Marketing Executive	學士或以上 Bachelor or above	2-3	20,000	25,000
活動市場營銷人員 Event Marketing Executive	學士或以上 Bachelor or above	2-3	20,000	25,000
市場營銷人員 Marketing Executive	學士或以上 Bachelor or above	1-2	20,000	25,000
市場營銷研究員 Market Researcher	學士或以上 Bachelor or above	0-2	15,000	25,000

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			最低薪資 min.	最高薪資 max.
市場營銷助理 Marketing Assistant	學士或以上 Bachelor or above	0-2	15,000	18,000
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	35,000	65,000
公關經理 PR Manager	學士或以上 Bachelor or above	5+	35,000	60,000
公關專員 PR Specialist	學士或以上 Bachelor or above	3-5	20,000	30,000
公關專員/ 代表 PR Officer/ Representative	學士或以上 Bachelor or above	3-5	16,000	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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			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+	70,000	120,000
電子商貿和數碼項目經理 E-commerce & Digital Project Manager	學士或以上 Bachelor or above	7+	40,000	60,000
電子商貿運營經理 E-commerce Operation Manager	學士或以上 Bachelor or above	7+	40,000	60,000
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	30,000
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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			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	40,000
店長 Shop/Store Supervisor	高中或以上 High school or above	2-4	20,000	30,000
品牌專員 Brand Executive	專科或以上 College or above	1-2	18,000	28,000
門市銷售員 Sales Representative	高中或以上 High school or above	1-2	10,000	23,000
美容顧問 Beauty Advisor	高中或以上 High school or above	1-2	10,000	18,000
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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			最低薪資 min.	最高薪資 max.
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+	60,000	150,000
區業務經理 Area Sales Manager	學士或以上 Bachelor or above	10+	50,000	80,000
業務/銷售通路區經理 Sales/Channel Sales Area 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+	35,000	60,000
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	3-5	30,000	35,000
業務主管 Sales Supervisor	專科或以上 College or above	5+	25,000	30,000

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			最低薪資 min.	最高薪資 max.
資深業務專員 Senior Sales Executive	專科或以上 College or above	2-4	18,000	25,000
業務專員 Sales Executive/Representative	專科或以上 College or above	1-2	15,000	22,000
業務聯絡專員 Sales Co-coordinator	專科或以上 College or above	3+	18,000	25,000
業務助理 Sales Assistant	專科或以上 College or above	1-2	15,000	18,000
促銷人員 Promoter	高中或以上 High school & Above	< 1	9,000	15,000
電話行銷人員 Telemarketer	高中或以上 High school & Above	< 1	9,000	12,000

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			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	32,000	35,000
採購專員 Sourcing/ Procurement/ Merchandising/ Purchasing Specialist	大專院校/文憑 Degree/ Diploma	3-6	20,000	30,000
採購文員 Sourcing/ Procurement/ Merchandising/ Purchasing Officer	大專院校/文憑 Degree/ Diploma	1-3	15,000	22,000
品質控管 Quality Control				
品管經理 Quality Control Manager	大專院校/文憑 Degree/ Diploma	10+	35,000	40,000
品管副理 Assistant QC Manager	大專院校/文憑 Degree/ Diploma	5-8	28,000	32,000
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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供應鍊 Supply Chain				
供應鍊經理 Supply Chain Manager	大專院校/文憑 Degree/ Diploma	8-10+	40,000	50,000
供應鍊專員 Supply Chain Specialist	大專院校/文憑 Degree/ Diploma	5-8+	23,000	28,000
供應鏈分析員 Supply Chain Analyst	大專院校/文憑 Degree/ Diploma	5+	25,000	30,000
供應鍊規劃/ 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
供應鍊助理 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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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+	36,000	45,000+
倉儲經理 Warehouse Manager	大專院校/文憑 Degree/ Diploma	6 -8	25,000	36,000+
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	13,000	17,000

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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+	44,000	66,100
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	80,000
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	88,000
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+	39,000	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+	39,000	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

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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
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	100,000
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

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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
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+	12,000	17,000

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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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