

A photograph of two women in a professional office setting. One woman is standing and leaning over a desk, looking at a laptop screen. The other woman is sitting at the desk, smiling and looking towards the camera. The background is a blurred office window with a view of a city building.

market outlook &
salary snapshot 2023

mainland china.

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mainland china market outlook 2023.

We are in an era of major transformation. Compounding factors such as the pandemic, geopolitical landscape, industrial transformation, as well as increasing risks in the offshore supply chain, contribute to rising uncertainties in the market and operating environment, impacting corporate strategies and candidate preferences to different extent.

Despite the uncertainties, companies continue to place stable and sustainable growth as a key priority moving into 2023. The year 2022 is regarded as "a bad year for the candidates, but a good year for employers". Competition for entry-level jobs was stiff; and there were fewer available positions compared to previous years. Salary increases for entry-level positions were minimal, but those for in-demand positions however maintained strong growth.

highly qualified talent with in-demand skill sets remain highly sought-after

As the economic structure continues to transform and evolve, labour-intensive industries are being replaced by skill-intensive ones, leading to an increasing demand for highly qualified talent with in-demand skill sets.

For example, the ongoing pandemic waves have contributed to the rapid development of renewables, new materials and other high-tech industries. Organisations in biomedicine, chips, semiconductors and integrated circuits, renewable vehicles, artificial intelligence and big data, intelligent manufacturing, as well as carbon neutrality are actually hiring more people, even as the country battles the recurring COVID outbreaks.

IT professionals are still in the spotlight

As digital applications are getting adopted and upgraded across every industry, almost all companies are now leveraging technology for their business operations and growth. Business leaders have started to put digital transformation and technology at the core of their business strategies in order to stay relevant and competitive.

Digitalisation and R&D positions in cutting-edge fields are scrambling to hire more specialist talent, particularly those with exposure and skills in artificial intelligence, the internet of things, edge computing, cloud-network integration, privacy computing, blockchain, and

quantum computing. The competition for high-level professionals in AR/VR and digital twin has reached an all-time high and does not look to be cooling down anytime soon.

talent prefer working for large organisations

In response to all the uncertainties, candidates will tend to adopt a more rational and pragmatic approach in their job search. Large organisations that offer a greater business scope, financial stability, and career development opportunities are perceived to be more stable and hence, would be preferred by job seekers looking for job security. The "2022 Randstad Employer Brand Research Report: Mainland China" shows that among the driving factors of employee value proposition (EVP), "job stability" has surpassed "attractive salary and benefits" for the first time in 10 years, to become the top driving factor of EVP.

Although salary is still an important factor for candidates, career prospects now outweigh paychecks as job seekers try to regain some level of control over their career, and focus on long-term development and stability in this uncertain environment.



flexible employment is on the rise

With the diversification of the economic structure, flexible employment has become a key workforce model in industries such as food and beverage, hospitality, retail and FMCG, the internet, logistics and courier, education and training, as well as events and exhibitions. In particular, the flexible workforce model has become the key to minimising assets and achieving flexible operations for tech giants and intelligent manufacturers, including e-commerce logistics, food delivery, smart manufacturing of electronics, and other industries. Flexible employment spans from entry-level positions to tech professionals, and are usually deployed for short-term projects and part-time jobs. In view of an impending recession and a more challenging macroenvironment, we expect the market for flexible employment will continue to grow.

hybrid office is now the trend

Due to the relentless onslaught of the pandemic, a more flexible hybrid work model is fast becoming the norm. In particular, employees in digital positions are demanding more freedom and the option to work from home.

Similarly, companies that can provide flexible working systems and adopt flexible offices will be deemed more attractive, especially to young professionals.

a compensation revolution is on the horizon

With digital talent being incorporated into the workforce by companies across all industries, the traditional compensation system is slowly losing its relevance. HR leaders now face the challenge of having to deal with salary inversions and ensure workplace fairness to prevent losing their high performing talent. In the process of smart transformation, some traditional manufacturing companies have already taken relevant measures to close the salary gap between what they are offering, and what today's talent is expecting.

For companies committed to cutting-edge technological innovation, it has become increasingly difficult to find R&D technical talent as competition is fierce. Companies will need to better understand the following when revising their salary framework:

- how and where they can source these scarce talent;
- how they can make their compensation packages more compelling;
- how to motivate, inspire and stretch their employees to achieve higher performance.

However, to manage the impact of economic development, many organisations started to implement cost control measures. Apart from using salaries to attract talent, employers were also offering more attractive non-monetary benefits, enhancing their employer brand, adopting a variety of talent attraction and sourcing strategies, and providing training and development opportunities for their employees.

improve core competencies by understanding the big picture

Human resource development and management must anticipate what people need to ensure a strong and sustainable development of the company. Understanding what employees want is the only way for companies to effectively empower their people to innovate.

To attract the best talent, companies in China will need to work on improving their employer brand appeal by creating a positive and open work environment, an inclusive and respectful culture, a variety of work models, relevant upskilling and career development programs, as well as competitive compensation and benefits.

For individuals, it is particularly important to continuously improve your professional core competitiveness, adjust your expectations to business and market conditions, and cherish every career development opportunity. A career is one of the paths to self-realisation and becoming an integral member of society. Employees need to take charge of their own career and accumulate resources, knowledge, experience and contacts at every stage, so that they can enrich themselves both personally and professionally.

Randstad's global ambition is to be the world's most equitable and specialist talent partner so that we can continue to fulfill the true potential of our employees, talent and companies, and use our expertise to shape a better workplace.



ICT and

the internet.

Hiring talent in emerging technology, such as cloud computing, big data, artificial intelligence, blockchain, and next-generation networks, is not only extremely difficult, but also, highly competitive.

industry trends

Digitalization in various industries accelerates progress: ICT technology, represented by disciplines such as artificial intelligence and virtual reality, continues to empower traditional industries such as finance, retail, manufacturing and healthcare. Many industry leaders and core cities require digitalisation, and so do a growing number of SMEs as well as lower-tier cities and counties. The demand for digital solutions in various industries has become a blue ocean market for the ICT industry.

Within the technology field, gigabit fiber-optic networks are gradually become mainstream for households, expanding into areas such as smart parks, smart cities, and the industrial internet. Cloud-native and edge computing, as new trends in cloud computing, will enter a stage of rapid development. 5G private network slicing technology will be continuously improved and promoted in practice, and 5G+ industrial internet will be deployed in more areas.

The next generation of the internet is here: With the metaverse gaining traction, there is huge development potential across all levels pertaining to the Internet of Value. The transformation of interactive devices, as well emerging and new products such as tactile gloves and brain-machine interfaces becoming more accessible, will drive a significant transformation in the mobile internet industry. Hardware infrastructure, operating systems, social media and various software applications will have the opportunity to upgrade within the new interactive device ecosystem.

Continuous technological iteration and upgrade: IPv6 provides a strong foundation for the integration and

innovative development of new technologies such as 5G, cloud computing, and big data. With more devices connecting to the internet, there is a significant increase in the demand for address expansion and network programmability. This, in turn, drives the demand for computational network industries and growth in areas such as computational heterogeneity, collaborative computing networks, ubiquitous computational power, as well as green and low-carbon computing. Currently, major economies around the world have started researching and developing 6G, including identifying the key requirements and potential technological applications for it.

Cybersecurity is on a rapid ride: Authorities are stepping up their efforts in strengthening the laws, regulations and market oversight relating to network and data security. To win the trust of their customers, companies are also looking to strengthen their security governance. These demands have led to an emergence of new security service providers, particularly in the fields of cloud security, IoT security, privacy computing, data firewall, security compliance certification, and SaaS security and more.

Development with reduced cost and enhanced efficiency: Against the backdrop of the pandemic and various market factors, many companies have entered a turbulent phase which lasted 3-5 years with mounting revenue pressure. Reducing costs, increasing efficiency, and improving business value and revenue have thus become the strategic focus for many companies. New and emerging trends within the internet industry such as interconnectivity, anti-monopoly, the elimination of unfair competition, data protection and the rule of law have driven companies to pursue high-quality development.

talent insights

Growing talent gap: R&D and innovation are typical fields that require highly intelligent individuals with advanced skills in technology such as software development, algorithms, cloud computing, big data and architecture. In addition, the structural shortage of qualified talent has become a bottleneck hindering the long-term development of companies. According to the Ministry of Education, the number of new graduates from ICT-related disciplines has not grown significantly year-on-year, which means the talent gap is expected to continue to widen.

More demand for people able to solve complex problems: With globalisation, China's industrial chain is incorporating high value-added segments, which results in an increasing demand for more qualified individuals. Talent are expected to not only understand business processes and operations, but also possess in-depth industry insights and solid ICT technical skills.

Talent demand is clearly concentrated in certain regions: The demand and flow of talent are mainly concentrated in the three major urban clusters: the Beijing-Tianjin-Hebei region, the Yangtze River Delta and the Guangdong-Hong Kong-Macao Greater Bay Area. As ICT companies rapidly expand in tier 1 and 2 cities, and amidst intensifying industry competition, companies based in core cities are accelerating their expansion into the surrounding regional markets. With ICT companies expanding to tier 3 and 4 cities, we expect job opportunities to also shift to these markets. The local talent shortage will continue to be a key issue that needs to be addressed by attracting talent from other regions.

Upskilling and lifelong learning are increasingly important: ICT skills are iterating much faster than

traditional ones. The White Paper on the Ecology of ICT Talent in China, published jointly by Huawei and Ernst & Young, shows that nearly half of the skills used by the existing workforce will be gradually phased out within three years. As a result, new technologies and jobs will offer plenty of opportunities for a career change. This requires candidates to prioritise lifelong learning and application of new skills. For businesses, upskilling existing employees will be crucial for sustainable development.

Accurately matching talent and companies is crucial: As a cutting-edge field in market development, the supply and demand of ICT skills are influenced by various factors such as population structure, industry, technological innovation, and business models, making it difficult to accurately determine talent strategies. In addition, with people seeking more stability and less willing to switch companies, employers are finding it increasingly difficult to attract talent. Companies should use professional talent agencies to help them acquire the right talent and reduce skill mismatch, and ensure they gain a competitive edge.

Flexible employment is common for entry-level positions: For basic and project-based cross-regional job positions such as installation and maintenance, equipment technical debugging, marketing, product sales, integrated services, and other technical positions, some leading companies have started to outsource these roles to professional HR services companies instead of hiring full-time staff. With many large organisations embracing flexible employment, the flexible employment market in the industry will continue to grow. In order to attract highly qualified and scarce talent, companies have also adopted more flexible work models to staff highly technical positions.

in-demand fields	annual fixed salary (RMB) for in-demand positions	sought-after skills and qualifications
algorithms	<ul style="list-style-type: none"> algorithm lab leader: 1-2 million algorithm engineer: 0.5-1 million 	extensive experience in artificial intelligence, algorithm development, computer science, machine/deep learning, data mining, or related fields
software	<ul style="list-style-type: none"> software architect: 0.8-2.5 million software development engineer: 400-800k embedded software developer: 300k-450k 	<ul style="list-style-type: none"> proficient in technology related to cloud native has an in-depth understanding of distributed computing
big data	<ul style="list-style-type: none"> data analysis director: 1.2-2 million data product manager: 0.5-1 million big data platform developer: 500-900k 	<ul style="list-style-type: none"> familiar with full stack development familiar with mainstream databases, with experience in developing big data solutions
security	<ul style="list-style-type: none"> security solution leader: 1.5-3 million cybersecurity expert: 1-1.5 million privacy and security engineer: 0.8-1 million 	<ul style="list-style-type: none"> experience in managing network security, data security and other information security areas
products	<ul style="list-style-type: none"> financial industry solutions leader: 1.5-3 million cloud computing solutions architect: 0.8-1.5 million 	<ul style="list-style-type: none"> experience in leading teams in large and complex projects capable of establishing cloud native application architecture as well as artificial intelligence architecture/video solutions

compensation and benefits in 2023

Salary growth in ICT is slowing down: Compared to previous years, the overall salary levels for the ICT industry has only increased slightly. However, Randstad Greater China found that compared to other industries, the ICT sector has a more positive outlook on salary increases and year-end bonuses. In terms of expected salary increases in 2023, 19% of respondents expect an increase of more than 10%, with 5% of respondents expecting an increase of more than 15%. These respondents are mainly engaged in technical research and development positions. With regards to the year-end bonus for 2022 (paid in 2023), 18% of respondents expect a year-end bonus of three months' salary or more.

Regarding job-hopping tendencies, candidates tend to value stable companies with promising futures. 34% of respondents expect a minimum salary increase of 10% when moving to a new company. R&D talent in in-demand fields generally receives a 15% - 35% raise when switching companies. Algorithm and platform software positions see the biggest raise, with existing employees receiving around 15% pay increment, and 35% for those switching jobs. Candidates in information and network security enjoy a switch raise of 20-30%, and those in big data can get as much as 20-40% pay raise when moving to a new role.

Higher expectations of fixed salary raise: With mounting uncertainties, employees are becoming

more pragmatic when considering salary and benefits. They are focusing more on the proportion of fixed salary while showing a lower preference for equity incentives, compared to before.

Flexible work models are getting popular: Due to the impact of the pandemic, candidates in digital positions are more willing to consider flexible and remote work models, such as working from home or a hybrid office model. In terms of other benefits, candidates living in high-cost first-tier cities (such as Beijing, Shanghai, Guangzhou, and Shenzhen) hope to receive additional subsidies for daily expenses, such as meal or transportation subsidies, as well as more unique holiday benefits. Consequently, some employers are beginning to offer benefits related to hybrid work models to help employees achieve better work-life balance, such as education and training subsidies and house cleaning services.

The following salary table data is based on the most in-demand jobs as seen across Greater China. Figures are monthly basic salaries in RMB exclusive of benefits, bonuses, commissions, subsidies, etc.

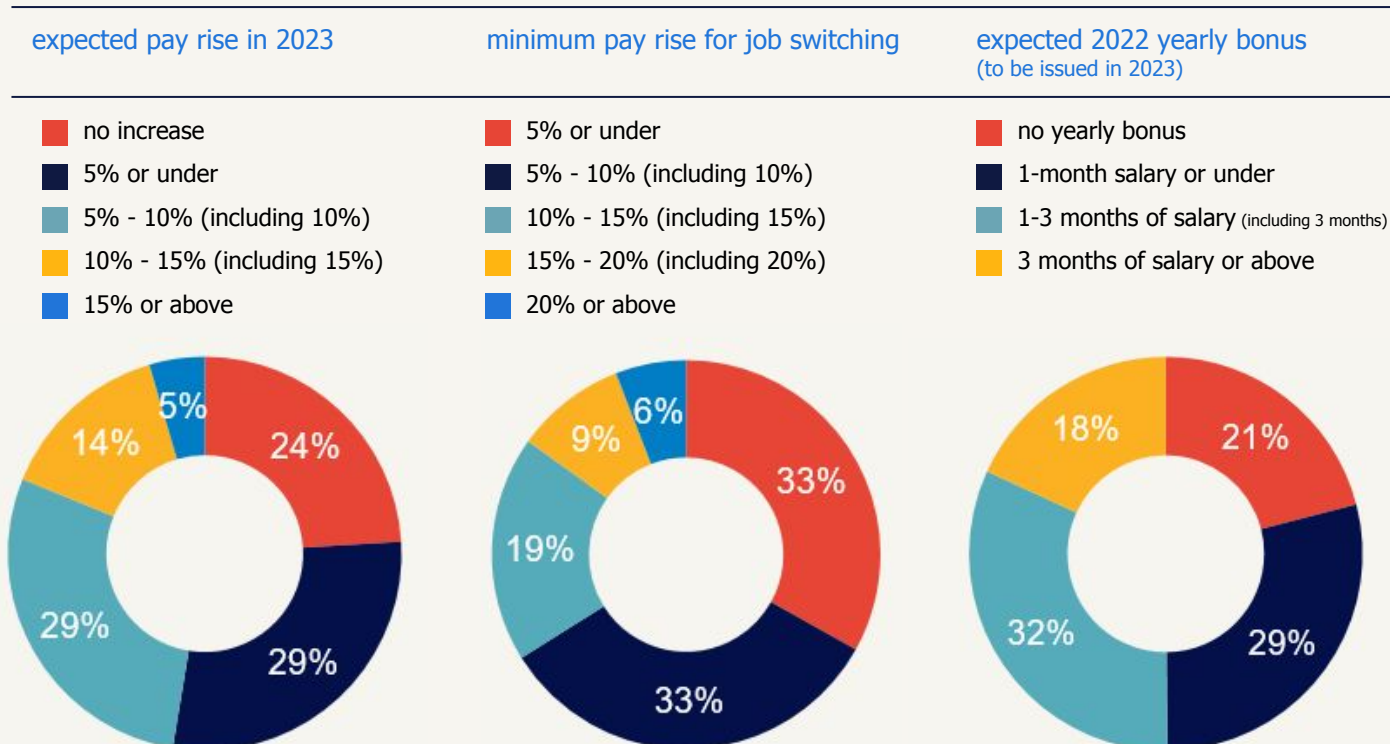
remarks:

low: Reflects the lower end of Randstad's information database

median: Reflects the median level of Randstad's information database

high: Reflects the higher end of Randstad's information database

IT and the internet



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position	salary range (monthly salary in RMB)		
information technology - commerce			
management	low	medium	high
CIO/CTO/COO/CDO	100,000	150,000	200,000
IT director/head	65,000	80,000	120,000
head of data	65,000	80,000	120,000
head of product	65,000	80,000	120,000
IT audit/security manager	35,000	42,000	70,000
program manager	70,000	85,000	120,000
PMO	60,000	85,000	120,000
project manager	45,000	50,000	60,000
business analysis manager	35,000	65,000	85,000
software development manager	45,000	55,000	70,000
IT architect	50,000	60,000	80,000
UI/UX manager	45,000	50,000	60,000
application support manager	50,000	70,000	90,000
QA/test manager	50,000	60,000	80,000
ERP/CRM/SAP manager	40,000	55,000	85,000
service delivery manager	42,000	50,000	70,000
infrastructure manager	18,000	22,000	30,000
helpdesk/desktop manager	30,000	40,000	50,000
digital	low	medium	high
product manager -EC/CRM/omnichannel	30,000	45,000	60,000
product manager - martech/advertising/data	30,000	45,000	60,000
product manager - user growth	30,000	45,000	60,000
UI/UX designer	30,000	40,000	50,000
user growth operation	30,000	45,000	65,000
ecommerce operation	30,000	40,000	60,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

ICT and the internet.

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position	salary range (monthly salary in RMB)		
	low	medium	high
programmer			
java developer	20,000	35,000	45,000
.net developer	20,000	35,000	45,000
mobile developer	20,000	30,000	50,000
front end developer	18,000	33,000	45,000
python developer	18,000	30,000	40,000
blockchain developer	30,000	55,000	100,000
software architect/solution architect	40,000	60,000	100,000
business intelligence/big data	low	medium	high
business intelligence analyst/consultant (data visualization report)	20,000	55,000	60,000
data architect	40,000	60,000	80,000
database administrator/DBA	15,000	25,000	35,000
data scientist (machine learning/modeling)	35,000	55,000	75,000
AI engineer	35,000	65,000	85,000
data engineer/ETL developer	25,000	40,000	55,000
QA testing	low	medium	high
QA/software testing	15,000	30,000	60,000
automation testing	18,000	30,000	50,000

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position	salary range (monthly salary in RMB)		
	low	medium	high
network			
network engineer	20,000	30,000	40,000
voice/comms engineer	15,000	20,000	28,000
network architect	40,000	50,000	70,000
network support engineer	15,000	22,000	30,000
NOC engineer	20,000	25,000	30,000
systems	low	medium	high
helpdesk support	12,000	20,000	28,000
desktop engineer	12,000	18,000	28,000
systems engineer (Linux/Unix)	15,000	25,000	30,000
messaging specialist	15,000	25,000	30,000
ERP/CRM	low	medium	high
ERP functional consultant	12,000	25,000	35,000
ERP technical consultant	12,000	25,000	35,000
oracle functional consultant	20,000	30,000	35,000
oracle technical consultant	20,000	30,000	35,000
SAP functional consultant	20,000	30,000	35,000
SAP solution architect	25,000	30,000	45,000
SAP technical consultant	15,000	28,000	40,000
CRM consultant (salesforce)	20,000	30,000	40,000

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position	salary range (monthly salary in RMB)		
information technology - finance			
management	low	medium	high
CIO/CTO/COO/CDO	100,000	150,000	200,000
IT director/head	65,000	95,000	150,000
IT audit/security manager	35,000	42,000	70,000
program manager	70,000	85,000	120,000
PMO	60,000	85,000	120,000
project manager	45,000	50,000	60,000
business analysis manager	35,000	65,000	85,000
development manager	45,000	60,000	85,000
application support manager	50,000	60,000	80,000
test manager	30,000	45,000	60,000
infrastructure manager	40,000	50,000	60,000
service delivery manager (SLA)	40,000	50,000	60,000
project	low	medium	high
.net developer	30,000	40,000	50,000
C++ developer	35,000	50,000	65,000
application support	25,000	40,000	60,000
mobile apps developer	25,000	30,000	50,000
front end developer	25,000	35,000	50,000
software-solutions/technical architect	30,000	50,000	65,000
testing	low	medium	high
software tester/QA	20,000	35,000	50,000

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position	salary range (monthly salary in RMB)		
	low	medium	high
network			
network engineer	18,000	28,000	40,000
voice/comms engineer	18,000	25,000	35,000
network architect	25,000	35,000	50,000
network support engineer	15,000	25,000	35,000
NOC engineer	15,000	25,000	35,000
system	low	medium	high
storage engineer	15,000	25,000	35,000
security engineer	25,000	35,000	50,000
oracle DBA	25,000	35,000	50,000
UNIX admin	25,000	35,000	50,000
wintel engineer	15,000	25,000	35,000
helpdesk support	15,000	25,000	35,000
desktop engineer	15,000	25,000	35,000
systems engineer	25,000	35,000	50,000
messaging specialist	15,000	25,000	35,000
cybersecurity	low	medium	high
cybersecurity architect	25,000	50,000	70,000
cybersecurity consultant	25,000	50,000	70,000
penetration tester/ethical hacker	25,000	40,000	50,000
cybersecurity analyst	25,000	35,000	50,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

ICT and the internet. shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing job			
.net	15,000	22,000	N/A
UI designer	9,000	15,000	N/A
SAP	16,000	25,000	40,000+
helpdesk	10,000	16,000	20,000+
software engineer	14,000	21,000	25,000
test engineer	12,000	15,000	18,000



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ICT and the internet. beijing



position	salary range (monthly salary in RMB)		
	low	medium	high
management			
CIO/CTO/COO/CDO	80,000	130,000	200,000
IT director/head	60,000	70,000	125,000
data engineer/ETL development	40,000	60,000	100,000
infrastructure manager	40,000	60,000	80,000
mobile developer	30,000	50,000	80,000
network engineer	15,000	35,000	60,000
JAVA development director/manager	30,000	45,000	80,000
blockchain development director	30,000	45,000	60,000
test manager	35,000	50,000	80,000
python development manager	26,000	40,000	60,000
business intelligence and big data	low	medium	high
business intelligence analyst / consultant (data visualization report)	25,000	50,000	65,000
AI engineer	35,000	65,000	90,000
data scientist (machine learning/modeling)	35,000	55,000	75,000
data engineer/ETL developer	25,000	40,000	55,000
algorithm engineer	40,000	50,000	90,000
outsourcing job	low	medium	high
network security engineer	20,000	25,000	30,000
SAP	15,000	25,000	40,000
.net	16,000	21,000	30,000
UI designer	9,000	15,000	30,000
helpdesk	10,000	16,000	20,000
software engineer	14,000	21,000	35,000
test engineer	12,000	20,000	30,000

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ICT and the internet. shenzhen



position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
CIO/CTO/COO/CDO	80,000	130,000	200,000
data scientist (machine learning/modeling)	50,000	95,000	175,000
IT director/head	70,000	100,000	120,000
project manager	30,000	50,000	85,000
IT helpdesk and desktop support	20,000	50,000	70,000
mobile development	35,000	55,000	80,000
software architect/solution architect	40,000	60,000	80,000
data architect	40,000	50,000	70,000
software development manager	30,000	50,000	60,000
test engineer	21,000	35,000	60,000
outsourcing job	low	medium	high
cybersecurity engineer	15,000	25,000	35,000
project manager	20,000	35,000	45,000
java developer	20,000	30,000	40,000
architecture engineer	20,000	35,000	50,000
.net	15,000	22,000	30,000
UI designer	9,000	15,000	30,000
SAP	16,000	25,000	40,000
helpdesk	10,000	16,000	18,000
software engineer	14,000	21,000	25,000
test engineer	12,000	20,000	30,000

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ICT and the internet. nanjing

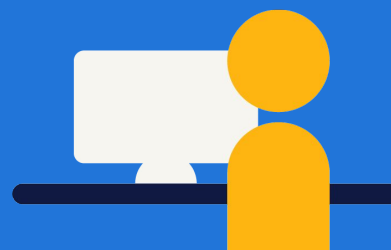


position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
IT director/head	50,000	70,000	100,000
SAP solution architect	26,000	53,000	80,000
project manager	20,000	40,000	70,000
business intelligence analyst/consultant (data visualization report)	30,000	50,000	70,000
automated tester	30,000	53,000	70,000
IT architect	20,000	30,000	60,000
infrastructure manager	26,000	38,000	52,000
mobile development	15,000	30,000	50,000
front-end development	15,000	20,000	40,000
software quality assurance	20,000	26,000	39,000
outsourcing job	low	medium	high
.net	12,000	18,000	25,000
UI designer	9,000	15,000	25,000
SAP	14,000	25,000	40,000
helpdesk	8,000	16,000	20,000
software engineer	14,000	20,000	25,000
test engineer	15,000	18,000	30,000
IT application engineer	10,000	12,000	13,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

ICT and the internet.

suzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
IT director/head	50,000	70,000	100,000
business analysis manager	30,000	52,000	110,000
algorithm manager	38,000	70,000	105,000
product manager	35,000	55,000	70,000
software development manager	31,000	40,000	55,000
infrastructure manager	26,000	38,000	52,000
network engineer	20,000	35,000	50,000
java developer	15,000	20,000	40,000
SAP technical consultant	17,000	28,000	40,000
oracle technical consultant	15,000	25,000	35,000
outsourcing job	low	medium	high
.net	12,000	18,000	25,000
UI designer	8,000	15,000	25,000
helpdesk	8,000	16,000	20,000
SAP	14,000	25,000	35,000
software engineer	14,000	20,000	30,000
test engineer	12,000	18,000	25,000

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intelligent manufacturing

and R&D.

The 14th Five-Year Plan is an important stage in establishing China as a manufacturing powerhouse, as it outlines the nation's ambitions in building a modern industrial system and achieving high-quality economic growth. With the accelerated development of smart manufacturing and R&D, the industry has become increasingly competitive, making it really difficult to obtain middle- to senior-level R&D talent.

industry trends

The deep integration of new-generation information technology with the manufacturing industry, coupled with the frequent friction between China and the United States, has created a strong urgency to find a substitution for imported core technology and key equipment, as well as an increasing demand for machines to replace humans during the pandemic. These have led to a more high-end, automated and intelligent manufacturing industry.

Accelerated integration of information technology:

Next-generation information technology such as artificial intelligence, the Internet of Things, cloud computing, blockchain, and digital twinning is accelerating integration in smart manufacturing and driving the use of robotic process automation (RPA), smart process automation, as well as artificial intelligence business operations. At the same time, along with the development of low-carbon intelligent manufacturing and R&D, the digital twinning system of the whole product life cycle derived from R&D and design, manufacturing to recycling will enhance the industry's green low-carbon technology innovation, green manufacturing and O&M service levels.

Faster transition to Made-in-China: the pandemic, trade friction, technology restrictions and other factors have created a lot of instability and uncertainty for Chinese companies to import technology and equipment. Thus, made-in-China products are increasingly replacing imports, resolving most of these challenges and reducing import dependency. With the support of national policies, more and more smart

equipment manufacturers have started to emerge. For example, lithium battery manufacturing equipment is now being produced in China; testing equipment for semiconductor packages is now also partially domestically manufactured.

Joint ventures are covering more ground:

breakthroughs have been made in industrial connectivity, robotics and other fields. Well-established manufacturing brands have joined forces with Chinese companies that came to prominence in the information age, as both sides intensify their R&D efforts and continuously update their product offering. China also issued policies and measures to support foreign-funded companies' growth in China, which will further boost this trend.

Investment and financing for chips are slowing down:

The chip industry has a unique development cycle. Based on previous patterns, the chip industry goes through a "shortage - expansion - overcapacity - capacity reduction" cycle every 5-6 years. Compared to the last two years, due to the recurring pandemic in Shanghai and the plummeting sales of consumer electronics products in the first half of 2022, the demand for consumer electronics chips such as mobile phones, PCs and headphones has decreased. Industry growth also slowed down considerably, and investment and financing became more rational and prudent. However, in terms of overall market demand, with the development of the automotive, online platforms and artificial intelligence industries, we expect to see moderate growth, albeit a little slower and more linear.

Promising downstream market: Downstream companies are those that produce equipment for smart manufacturing, including 3C, lithium batteries, automobiles, machinery engineering, electric vehicles, etc., and equipment lifespan is generally fixed for a certain period. The application of new technologies and stable demand for equipment replacement provide a solid foundation for further industry development and growth.

Working towards carbon peak & carbon neutrality: In manufacturing, industrial manufacturing is the main source of carbon emissions, as it is largely dependent on fossil fuels. The development of a circular economy to achieve green and sustainable development is fast becoming the trend of the future. In the era of ESG (environment, society, governance), companies are actively seeking green and low-carbon transformation, and driving initiatives to save energy and reduce emissions, find energy alternatives, and upgrade technology to improve resource utilisation, leading to a higher volume of ESG recruitment.

talent insights

Rapidly increasing demand for power talents: The demand for talent in low/zero/negative carbon, new energy and high-efficiency energy storage and other cutting-edge technologies has increased. Power supply-related experts are particularly in short supply, with many well-known listed companies competing to attract low-carbon specialist talent with high salaries.

Digitisation experts with knowledge in both business and technology are highly sought after: There is an increasing demand for talent proficient in both business and technology, as well as multi-disciplinary digitalisation experts as traditional tech professionals with a single skill set or specialisation focus start to lose their competitiveness. For example, the demand for talent in digital transformation, digital tools and technologies, and R&D equipment has multiplied over the last few years.

Demand for R&D talent in sub-categories growing strong: Demand for R&D talent in robotics, artificial intelligence, drones, VR/AR and other software development, smart algorithms, hardware equipment, etc. has also increased. We are seeing more job opportunities for mechanical engineers, algorithm developers, electrical engineers, embedded software developers, test engineers, and product managers.

Intelligently addressing the shortage in chip talents: The demand for integrated circuits and talent in related industries continues to increase, with companies vying for experts in AI chips and security. The limited local talent pool and the inability to retain highly qualified experts are some of the key reasons for the shortage of chip talent in recent years. Companies could consider working with professional third party companies to train and upskill their employees with relevant skill sets. They could also start building and promoting their **employer brand** or offer more attractive compensation and benefits to attract and retain talent.

Competition between local managers and core tech professionals will intensify: The number of expatriates working in the semiconductor industry will continue to decline due to multiple factors, especially for Chinese executives and core technical staff with U.S. passports. This trend will intensify competition between local management and key tech talent.

More high-end tech positions are embracing flexible employment: The industry mostly offers customised production, which requires a large number of specialists with professional knowledge and expertise in mechanics, electricity, mechanics, optics, and information technology to carry out R&D, design, production, debugging and maintenance of the products. Flexible employment was typically adopted by blue-collar staff, but is now becoming more common and popular even among middle to senior-level tech positions, such as artificial intelligence developers and system engineers.

in-demand fields	annual fixed salary (RMB) for in-demand positions	sought-after skills and qualifications
energy storage and power	<ul style="list-style-type: none"> electrical power and electronics specialist: 1.5m-2.5m hardware specialist: 600k-1m embedded soft engineer: 200k-400k 	<ul style="list-style-type: none"> Product system topology analysis, power circuit and control circuit design, thermal design, magnetic component design, reliability design, modelling analysis. R&D of motor controller and DCDC converter; experience in developing power inverters.
smart system	<ul style="list-style-type: none"> dean of the institute: 1-2 million R&D specialist/architect: 400k -600k smart algorithm developer: 250k-600k MCU development engineer: 200k-400k 	<ul style="list-style-type: none"> Research, architecture design and development of core algorithms for systems such as smart perception, smart guidance, crowdsourced decision-making and social simulators in cyberspace.
chips	<ul style="list-style-type: none"> head of chip testing: 1.5m-3m chip testing specialist: 700k-1.1m IC simulation designer: 700k-1m 	<ul style="list-style-type: none"> Experience in from-the-scratch R&D for large chips. Familiar with building the test environment. Optimise chip performance metrics and improve test yield.
digital transformation	<ul style="list-style-type: none"> digital transformation project leader: 3m-5m digital transformation specialist: 700k-1m 	<ul style="list-style-type: none"> Acutely aware of new technologies and conduct research on how to apply them. Experience in digital transformation, IT planning or strategic transformation planning and implementation

compensation and benefits in 2023

Industry-wide pay rise: As the industry moves to upgrade its competencies through intelligent and digital transformation, we will see more highly-qualified talent being hired. In order to narrow the salary gap between existing employees and those working on smart projects, some companies have taken the initiative to optimise their salary structures and raise the overall salary levels of their employees.

Conservative bonus and salary expectations: A study by Randstad Greater China found that, due to multiple factors including the pandemic, the cyclical economic downturn and black swan events, employees in the smart manufacturing and R&D industry have conservative expectations of their year-end bonus and salary increment.

With regards to salary increments in 2023, 31% of respondents expect to receive 5% or less, and 24% of respondents expect an increment of 5% -10% (including 10%). 64% expect to receive the 2022 end-of-year bonus (to be issued in 2023), with 15% expecting the bonus to be at least equivalent to three months' salary.

In terms of the minimum salary increase acceptable for job switching, 37% of respondents said 5% or less, and 34% will consider a move if the salary increment is between 5% -10% (including 10%).

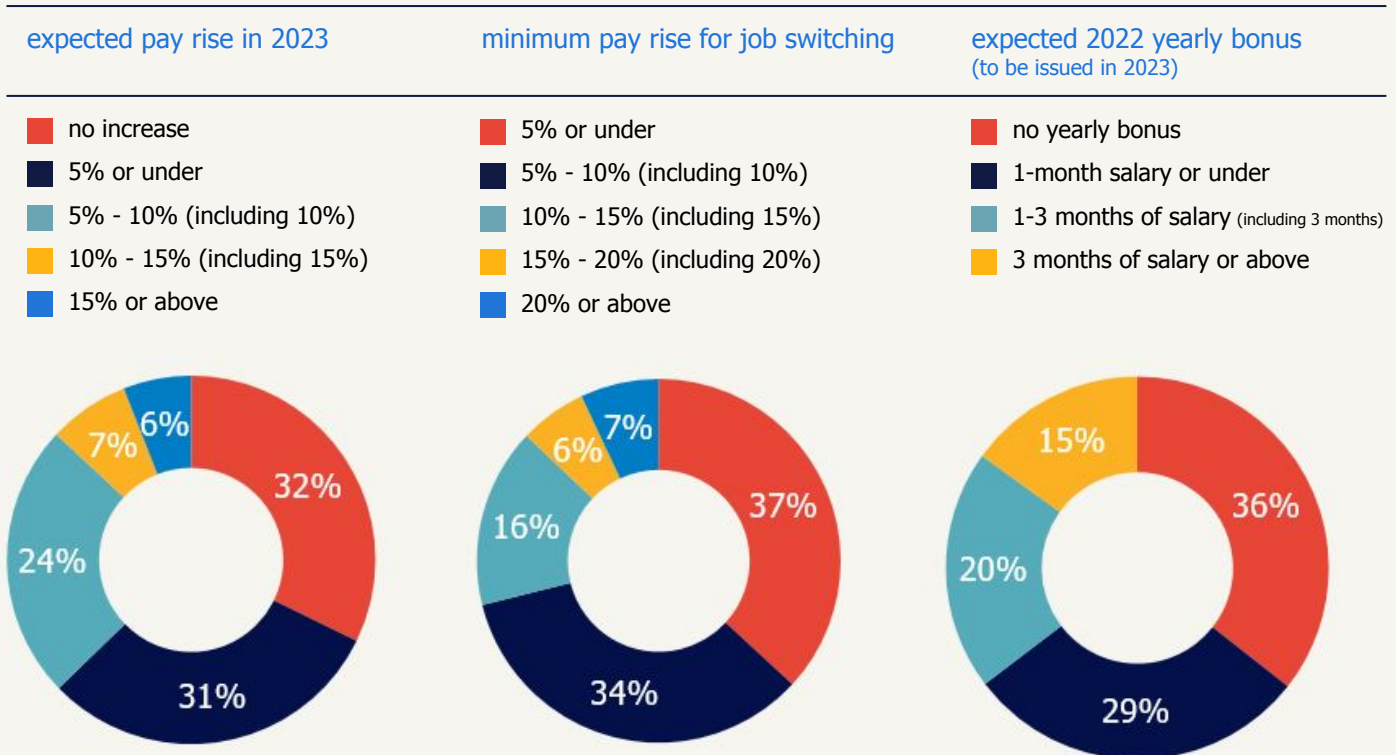
Scarce talent still enjoys a bigger raise: Companies are still willing to spend big money to retain scarce talent in technology, research and development, and management. Compared to other general positions, talent in these disciplines enjoy a bigger bump, with increments often up to 15%.

When these professionals switch jobs, their salaries could grow by 20% - 30%; experts in semiconductor chips might receive up to 40%- 50% increase, or even double. In addition, in a bid to attract and retain key talent, companies have started to strengthen their employer brands, optimise HR policies to focus more on employee well-being, and improve their employee experience.

The following salary table data is based on the most in-demand jobs as seen across Greater China. Figures are monthly basic salaries in RMB exclusive of benefits, bonuses, commissions, subsidies, etc.

remarks:
 low: Reflects the lower end of Randstad's information database
 median: Reflects the median level of Randstad's information database
 high: Reflects the higher end of Randstad's information database

intelligent manufacturing and R&D.



intelligent manufacturing and R&D.

shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
manufacturing			
plant general manager	60,000	80,000	100,000
director of operation	55,000	65,000	80,000
supply chain director	45,000	60,000	95,000
quality director	32,000	40,000	65,000
quality manager	20,000	30,000	46,000
purchasing director	40,000	60,000	75,000
purchasing manager	30,000	35,000	40,000
lean manager	20,000	30,000	35,000
engineering manager	25,000	30,000	40,000
environmental health and safety manager	25,000	35,000	50,000
R&D	low	medium	high
director of R&D/dean of research institute	60,000	130,000	270,000
vision algorithm specialist	55,000	80,000	100,000
IoT solution architect	52,000	70,000	96,000
product development manager	21,000	35,000	72,000
laboratory manager	30,000	40,000	52,000
software architect	27,500	35,000	55,000
outsourcing job	low	medium	high
product development engineer	9,000	16,000	28,000
automation engineer	9,000	13,000	20,000
mechanical engineer	9,000	14,000	20,000
material engineer	9,000	11,000	16,000
electrical engineer	9,000	11,000	16,000
inspection engineer	10,000	14,000	17,000
technical services	7,000	8,800	13,000
quality inspector	6,000	8,800	13,000
finance assistant	7,000	8,000	9,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

intelligent manufacturing and R&D.

beijing



position	salary range (monthly salary in RMB)		
	low	medium	high
manufacturing			
plant general manager	100,000	120,000	150,000
director of operation	55,000	65,000	80,000
supply chain director	35,000	50,000	80,000
quality director	30,000	40,000	60,000
quality manager	20,000	30,000	40,000
purchasing director	30,000	40,000	60,000
purchasing manager	20,000	30,000	40,000
lean manager	20,000	30,000	35,000
engineering manager	25,000	30,000	40,000
environmental health and safety manager	25,000	35,000	40,000
R&D	low	medium	high
director of R&D/dean of research institute	60,000	100,000	150,000
vision algorithm specialist	55,000	80,000	100,000
IoT solution architect	50,000	70,000	90,000
product development manager	20,000	35,000	50,000
laboratory manager	20,000	30,000	40,000
software architect	25,000	35,000	55,000
outsourcing job	low	medium	high
product development engineer	9,000	16,000	28,000
automation engineer	9,000	13,000	20,000
mechanical engineer	9,000	14,000	20,000
material engineer	9,000	11,000	16,000
electrical engineer	9,000	11,000	16,000
inspection engineer	10,000	14,000	17,000
technical services	7,000	8,800	13,000
quality inspector	6,000	8,800	13,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

intelligent manufacturing and R&D.

guangzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
manufacturing			
plant general manager	54,000	73,000	150,000
plant manager	30,000	43,000	80,000
production director	42,000	84,000	80,000
production senior manager	23,000	33,000	60,000
production manager	16,000	24,000	40,000
senior new product introduction (NPI) manager	31,000	36,000	60,000
new product introduction (NPI) manager	21,000	26,000	40,000
new product introduction (NPI) deputy manager	15,000	20,000	35,000
automation engineer	8,000	13,000	40,000
R&D	low	medium	high
mechanical manager	16,000	26,000	36,000
mechanical engineer	8,000	15,000	25,000
product development manager	15,000	25,000	35,000
senior test engineer	12,000	25,000	33,000
test engineer	8,000	15,000	20,000
outsourcing job	low	medium	high
product development engineer	8,800	16,000	28,000
automation engineer	8,800	13,000	20,000
mechanical engineer	8,800	14,000	20,000
materials engineer	8,800	11,000	16,000
electrical engineer	8,800	11,000	16,000
inspection engineer	9,900	14,000	17,000
technical services	6,600	8,800	13,000
quality inspector	5,500	8,800	13,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

intelligent manufacturing and R&D.

shenzhen



position	salary range (monthly salary in RMB)		
	low	medium	high
manufacturing			
plant general manager (with P&L)	63,000	80,000	105,000
plant general manager (without P&L)	42,000	63,000	84,000
new product introduction (NPI) manager	21,000	33,000	55,000
facilities manager	26,000	33,000	38,000
process engineering manager	9,000	21,000	31,000
production manager	8,400	21,000	32,000
supply chain director	42,000	63,000	84,000
supply chain manager	19,000	37,000	42,000
purchasing director	42,000	63,000	84,000
purchasing manager	21,000	37,000	42,000
quality director	43,000	64,000	84,000
quality manager	21,000	31,000	42,000
R&D	low	medium	high
IoT solution architect	44,000	63,000	100,000
mechanical/structural R&D director	42,000	60,000	80,000
mechanical/structural R&D manager	21,000	30,000	40,000
software/hardware R&D director	44,000	63,000	84,000
software/hardware R&D manager	26,000	32,000	42,000
product development director	42,000	62,000	95,000
product development manager	22,000	42,000	54,000
test engineer	13,000	19,000	32,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

intelligent manufacturing and R&D. shenzhen



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing job			
product development engineer	9,000	17,000	29,000
automation engineer	9,000	13,000	21,000
mechanical engineer	9,000	14,000	20,000
materials engineer	9,000	11,000	16,000
electrical engineer	9,000	11,000	16,000
inspection engineer	10,000	15,000	18,000
technical services	7,000	9,000	14,000
quality inspector	6,000	9,000	13,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

intelligent manufacturing and R&D.

nanjing



position	salary range (monthly salary in RMB)		
manufacturing	low	medium	high
plant general manager	40,000	60,000	130,000
plant director	40,000	70,000	80,000
new product introduction (NPI) manager	25,000	42,000	52,000
new product introduction (NPI) engineer	20,000	31,000	36,000
facilities manager	22,000	30,000	40,000
production manager	20,000	30,000	43,000
quality manager	22,000	30,000	40,000
production planning manager	18,000	24,000	31,000
production engineer	12,000	18,000	26,000
automation engineer	12,000	18,000	21,000
R&D	low	medium	high
IoT solution architect	35,000	45,000	50,000
product development manager	20,000	35,000	50,000
laboratory manager	25,000	35,000	40,000
senior application engineer	20,000	26,000	35,000
application engineer	10,000	20,000	30,000
outsourcing job	low	medium	high
embedded software engineer	13,000	14,000	15,000
test engineer	12,000	14,000	18,000
IT application engineer	10,000	12,000	13,000
production supervisor	10,000	12,000	13,000
product development engineer	8,000	12,000	18,000
mechanical engineer	8,000	12,000	18,000
materials engineer	8,000	9,900	15,000
electrical engineer	8,000	9,900	15,000
inspection engineer	9,000	12,000	15,000
technical services	6,000	7,700	13,000
quality inspector	5,000	7,700	12,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

intelligent manufacturing and R&D.

suzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
manufacturing			
plant general manager	50,000	60,000	70,000
production manager	30,000	35,000	40,000
director of operation	35,000	45,000	50,000
supply chain manager	25,000	35,000	40,000
quality manager	25,000	35,000	40,000
senior quality engineer	15,000	18,000	22,000
purchasing manager	25,000	30,000	35,000
senior procurement engineer	15,000	18,000	25,000
lean manager	20,000	30,000	35,000
engineering manager	25,000	30,000	40,000
project engineer	15,000	20,000	23,000
R&D	low	medium	high
IoT solution architect	30,000	45,000	50,000
R&D director	40,000	35,000	50,000
software manager	30,000	35,000	40,000
software engineer	20,000	26,000	35,000
hardware manager	25,000	20,000	30,000
hardware engineer	20,000	25,000	30,000
mechanical manager	25,000	35,000	40,000
outsourcing job	low	medium	high
product development engineer	8,000	12,000	18,000
mechanical engineer	8,000	12,000	18,000
materials engineer	8,000	9,900	15,000
electrical engineer	8,000	9,900	15,000
inspection engineer	9,000	12,000	15,000
technical services	6,000	7,700	13,000
quality inspector	5,000	7,700	12,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.



automobile

industry.

The automotive industry is undergoing rapid reform with the rise of electrification, IoT, smart devices and rental services, creating opportunities for latecomers to overtake established players around. This has also led to a strong demand for talent in the fields of R&D and design, electric vehicles, smart vehicles and the Internet of Vehicles.

industry trends

More region-based industrial clusters: The Beijing-Tianjin-Hebei automobile industry cluster around Beijing and Tianjin, the Yangtze River Delta automobile industry cluster around Shanghai, the Pearl River Delta automobile industry cluster around Guangzhou and Shenzhen, as well as the Yangtze River Economic Belt around Chongqing and Wuhan, bring together key companies in the supply chain sector to form a complete industrial chain, further accelerating the industry's transformation.

Unabated development of electric vehicles: Under the "carbon neutrality and carbon peaking" policy, in addition to ensuring vehicle safety, energy efficiency and environmental protection have also become a vital industry concern. The development of electric vehicles may further contribute to saving energy and reducing emissions. The market is currently split between newcomers, independent brands, and joint venture brands, but the difference among the three is getting increasingly blurred as players become more diversified. Electric vehicle companies are also starting to enter overseas markets as part of their business expansion strategy.

Automotive electronics manufacturers are doubling down: the automotive electronics and information industrial chain have become new drivers in the electronics industry. Newcomers and traditional car companies are vying for smart devices and IoT upgrades; sensor chips, analog chips, driverless chips and automotive chips will likely see a strong demand.

More industries are seeing joint ventures: independent R&D and joint venture manufacturing of key components is currently the preferred model by auto companies to address supply chain challenges. In the fields of the Big 3 (motor, electronic control, battery), hardware chips, autonomous driving and electric vehicles, some companies choose to work with third parties in R&D; or they might collaborate with chip suppliers, leveraging each other's strengths to co-develop components and seize market share.

The value chain will continue to scale and grow: In the EV value chain, battery manufacturing, leasing, recycling, charging stations, as well as replacement and repair services will form a vertical industrial chain based on development in the battery sector. Many car companies have started their own charging stations and battery replacement operations, either on their own or working with third parties. Some car companies have also begun to explore business opportunities related to the automotive battery, such as battery R&D and production, battery bank, echelon utilisation and recycling. Traditional car companies with full R&D capabilities and new players alike have entered the mobile phone market, hoping to unify the system, UI and operation logic of mobile phones, as well as in-vehicle infotainment systems. Car companies are also constantly strengthening their data capture from various sources. This helps drive marketing and product improvement, enabling the industry to shift from "manufacturing" to "manufacturing + service", which provides customers with more services throughout the vehicle's life-cycle. Similarly, talent in data security and business intelligence are also highly sought-after by automobile companies.

compensation and benefits in 2023

Cross-industry talent flow intensifies: From online platforms to real estate, companies from other industries are moving into the automobile manufacturing space, with new players flooding into the traditional mainframe and EV manufacturing, as well as online platforms, computer software, semiconductors and other fields. These new entrants would need to hire professionals from the traditional car manufacturing industry, while traditional companies need a large number of talent with experience in online platforms, which further intensifies the flow of talent across industries.

Certain regions have significantly higher talent demands: Due to regional industrial clusters, cities such as Shanghai, Hangzhou, Suzhou, Wuhu, Chongqing, Dalian, Wuhan, Guangzhou, Shenzhen and other key regions are seeing significant demand for automotive talent.

Recruitment volume of the EV industry remains high: There is a strong demand for talent among the Big 3 of the EV industry. As companies are under pressure to transform and upgrade, they have an urgent need for highly qualified R&D talent, especially technical and R&D professionals.

Recruiters are fighting for talent from smart vehicles and the Internet of Vehicles: We see more opportunities rising in the communication protocols, core computing and chip-related space, with talent in autonomous driving algorithms and smart vehicle R&D particularly sought-after. Recruitment needs are shifting from jack-of-all-trades managers to experts who have deep specialisms in a certain field.

Stronger demand for cross-disciplinary talent: Highly-qualified talent with both automobile and IT backgrounds are also highly sought after. The demand for such talent is evident across all levels, spanning from senior management and technical positions to middle-level positions, as well as entry-level positions and newly created roles.

Firing and hiring happening concurrently: While demand for digitalisation talent has increased, traditional car companies have significantly reduced the headcount for more traditional positions such as traditional machinery R&D, basic manufacturing processes and fuel systems. New companies also reduced headcount as they transitioned from ambitious expansion plans to a more mature and stable strategy.

Companies struggle to attract talent: Many traditional car companies have difficulty attracting new talent and retaining senior staff. Moreover, new companies in the automobile industry are also falling behind with regards to building their employer brands and promoting their employee value propositions. Recruitment becomes more challenging when the public does not know much about the company's R&D capabilities, training policies, office environment or work culture.

More roles and fields are adopting flexible employment: From supporting functions to positions in design and manufacturing, laboratory testing, material procurement, sales, and even digitalisation, flexible employment is extensively adopted in the automobile industry.

in-demand fields	annual fixed salary (RMB) for in-demand positions	sought-after skills and qualifications
R&D and design	<ul style="list-style-type: none"> powertrain director/chief engineer: 600-1.5m vehicle functional safety engineer: 800k-1.5m 	<ul style="list-style-type: none"> Strong vendor management skills to manage and oversee powertrain suppliers Excellent at establishing technical systems, and the ability to guide and improve powertrain documentation, including design specifications, parts and components specifications, test specifications, etc
electric vehicles	<ul style="list-style-type: none"> electric motor system director/expert: 600,000-1,000,000/annual salary automotive battery director: 800,000-1,500,000/annual salary lightweighting engineer: 600,000-1,000,000/annual salary 	<ul style="list-style-type: none"> Familiar with the electromagnetic components, structure process, control algorithms, etc. of EV powertrain Proficient in NVH simulation of the electric motor system to address NVH issues Have an in-depth understanding of new technologies and new materials for vehicle lightweighting
smart vehicles and internet of vehicles	<ul style="list-style-type: none"> in-vehicle connectivity product director: 400k-600k in-vehicle connectivity software architect: 300k-600k algorithm engineer/Expert: 400k-800k 	<ul style="list-style-type: none"> Familiar with common algorithms and data structures; Proficient in planning and designing smart driving and ADAS/DMS (Advanced Driver Assistance System/ Driver Monitoring System) products Ability to design the architecture of the fundamental software stack for autonomous driving Responsible for designing system-level software optimisation solutions based on application scenarios

compensation and benefits in 2023

Equity package has become a common incentive:

Both new players and traditional automobile companies in transition have launched equity packages to retain key talent in R&D and senior management, offering them the opportunity to be a part of the company's long-term growth and success.

Attracting talents with high salaries continues to be a key strategy:

EV manufacturing companies continue to hire actively, and we see more job openings and higher salaries for talent in software development, battery and autonomous driving solutions such as vehicle engineering and smart connectivity/cockpit, compared to previous years.

A recent Randstad's Greater China survey found that despite being affected by multiple factors such as the pandemic, the cyclical economic downturn, and black swan events, salary and annual bonuses offered by the automotive industry seem to be relatively more stable compared to those from other industries.

With regards to salary expectations in 2023, 31% of respondents predicted a 5%-10% increase in pay (including 10%). In terms of bonuses (to be issued in 2023), most employees expect to receive a year-end bonus, of which 36% of the respondents expect to receive one equivalent to 1-3 months of salary (including 3 months).

When asked what is the acceptable minimum pay rise, 32% of respondents said 5%-10% (including 10%). Salary increments for electronic and electrical architecture experts, electric motor system directors and other in-demand powertrain positions will range between 20-30%, and scarce talent such as core algorithm engineers in smart connectivity will see a salary bump of 40-60%.

Affected by the pandemic, candidates now value job stability, a strong employer brand, competitive salary and benefits, healthy financial data, an aligned corporate culture, and long-term career development opportunities more when choosing a new career. Hence, companies would need to step up efforts to strengthen their employer brand and look to incorporate the above employee value proposition factors to improve employee engagement and experience.

The following salary table data is based on the most in-demand jobs as seen across Greater China. Figures are monthly basic salaries in RMB exclusive of benefits, bonuses, commissions, subsidies, etc.

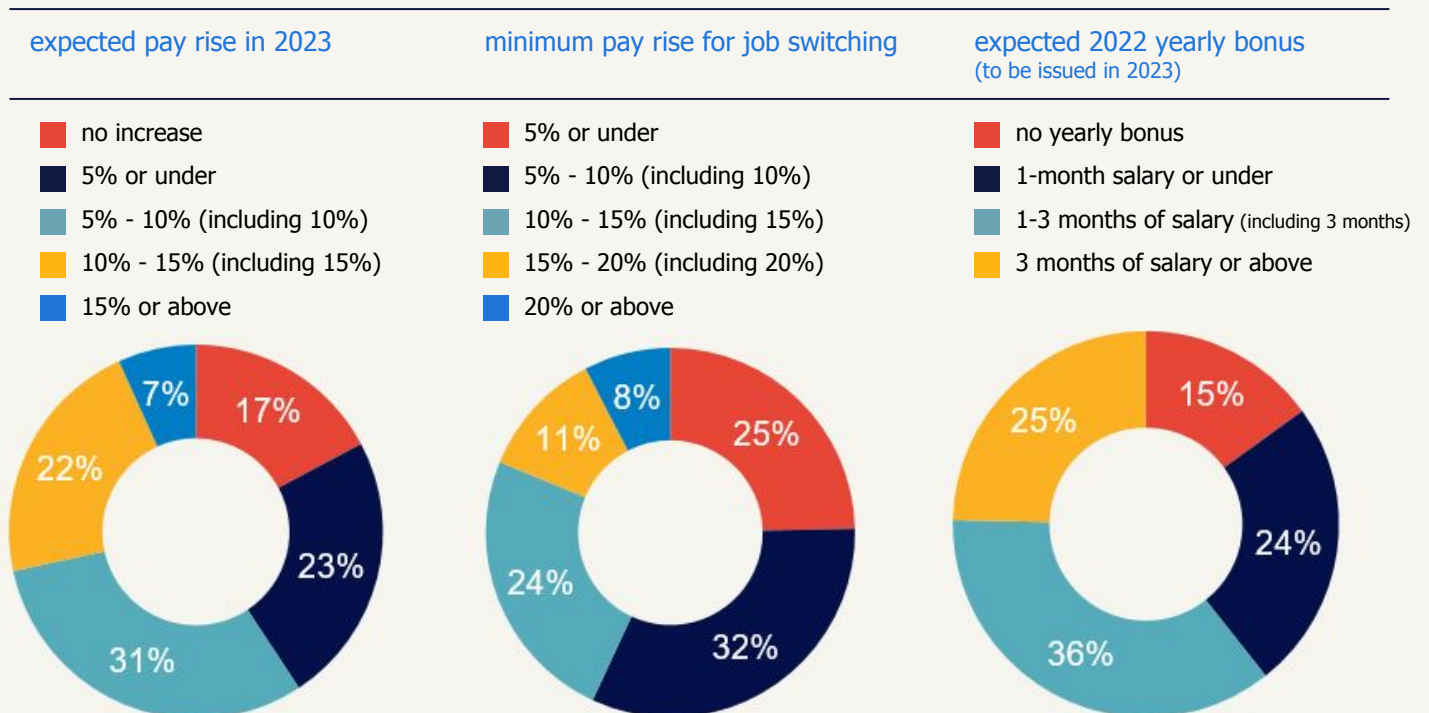
remarks:

low: Reflects the lower end of Randstad's information database

median: Reflects the median level of Randstad's information database

high: Reflects the higher end of Randstad's information database

automobile industry



automobile industry.

shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
vice president of styling design	90,000	150,000	250,000
sketch for layout director	50,000	70,000	120,000
vehicle integration director	60,000	90,000	110,000
powertrain director	60,000	90,000	110,000
electronic director	60,000	90,000	110,000
FUSA expert	45,000	80,000	100,000
new energy	low	medium	high
VP of EV engineering	110,000	150,000	200,000
E-powertrain director	85,000	120,000	150,000
EV electric driver motor research and design expert	80,000	120,000	150,000
new energy development director/expert	70,000	90,000	110,000
electric drive motor system director	70,000	90,000	110,000
electric drive software development manager	25,000	35,000	55,000
electric drive hardware development manager	20,000	30,000	50,000
new energy technical program manager	20,000	30,000	50,000
power battery director	60,000	80,000	100,000
power battery manager	20,000	30,000	50,000
ECU director	35,000	50,000	80,000
BMS development manager	30,000	40,000	50,000
motor design manager	20,000	30,000	50,000
high voltage power system safety expert	35,000	50,000	70,000
four wheel drive system expert	30,000	45,000	65,000
body weight reduction expert	30,000	45,000	65,000
complete vehicle certification manager	20,000	30,000	50,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

automobile industry.

shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
production operations			
plant general manager	70,000	100,000	130,000
production director	40,000	60,000	80,000
quality director	40,000	60,000	100,000
value flow director	40,000	60,000	80,000
lean manager	20,000	30,000	40,000
quality expert	35,000	55,000	75,000
engineering manager/facility manager	20,000	25,000	35,000
equipment system engineer	15,000	25,000	35,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

automobile industry.

shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
intelligent driving and connected car			
intelligent driving development director	70,000	130,000	180,000
intelligent driving scientist/expert	120,000	170,000	250,000
connected car director	60,000	130,000	160,000
connected car product director	60,000	130,000	160,000
connected car software architect	50,000	100,000	150,000
senior penetration test engineer	15,000	30,000	40,000
algorithm engineer/expert	70,000	130,000	180,000
ADAS product director	50,000	100,000	140,000
ADAS R&D director	60,000	120,000	150,000
ADAS architect	40,000	60,000	80,000
simulation engineer/expert	30,000	50,000	70,000
V2X engineer/expert	50,000	70,000	100,000
sales and marketing	low	medium	high
VP sales/sales manager	60,000	80,000	120,000
dealer network director	30,000	70,000	100,000
user operations director	35,000	50,000	80,000
channel/distribution director	30,000	60,000	90,000
product planning expert	30,000	45,000	60,000
KA manager	25,000	40,000	70,000
city general manager	30,000	50,000	80,000
city manager	20,000	40,000	70,000
national market director	30,000	45,000	80,000
senior digital marketing product manager	20,000	30,000	50,000
retail operations director	30,000	50,000	80,000
senior user growth strategy manager	25,000	40,000	60,000
after sales director	25,000	45,000	60,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

automobile industry.

shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing job			
marketing	13,000	15,000	18,000
secretary	8,000	10,000	12,000
receivable/payable accountant	7,000	8,500	9,500
administrative specialist	60,000	7,000	9,000
purchasing specialist	14,000	16,000	18,000
sales support	6,500	6,800	7,200
test technician	6,000	7,000	8,000
field test assistant	6,000	7,000	7,500
product plan/material manager	8,000	11,000	15,000
engineer	low	medium	high
FEA engineer	12,000	13,000	16,000
chemical engineer	9,300	12,000	15,500
industry engineer	10,000	11,000	13,000
automotive testing engineer	10,000	14,000	19,000
interior and exterior design engineer	10,000	14,000	19,000
automotive quality engineer	12,000	15,000	23,000
automotive program manager	10,000	15,000	20,000
sales engineer	10,000	13,000	15,000
planning engineer	28,000	32,000	36,000

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automobile industry.

beijing

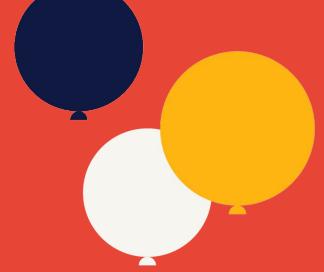


position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
vice president of styling design	90,000	150,000	250,000
sketch for layout director	50,000	70,000	120,000
vehicle integration director	60,000	90,000	110,000
powertrain director	60,000	90,000	110,000
electronic director	60,000	90,000	110,000
FUSA expert	45,000	80,000	100,000
new energy	low	medium	high
VP of EV engineering	110,000	150,000	200,000
E-powertrain director	85,000	120,000	150,000
EV electric driver motor research and design expert	80,000	120,000	150,000
new energy development director/expert	70,000	90,000	110,000
electric drive motor system director	70,000	90,000	110,000
electric drive software development manager	25,000	35,000	55,000
electric drive hardware development manager	20,000	30,000	50,000
new energy technical program manager	20,000	30,000	50,000
power battery director	60,000	80,000	100,000
power battery manager	20,000	30,000	50,000
ECU director	35,000	50,000	80,000
BMS development manager	30,000	40,000	50,000
motor design manager	20,000	30,000	50,000
high voltage power system safety expert	35,000	50,000	70,000
four wheel drive system expert	30,000	45,000	65,000
body weight reduction expert	30,000	45,000	65,000
complete vehicle certification manager	20,000	30,000	50,000

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automobile industry.

beijing



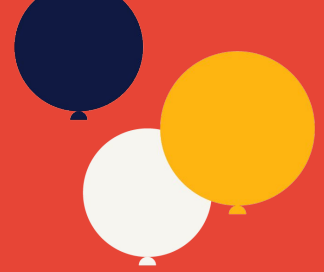
position	salary range (monthly salary in RMB)		
	low	medium	high
production operations			
plant general manager	70,000	100,000	130,000
production director	40,000	60,000	80,000
quality director	40,000	60,000	100,000
value flow director	40,000	60,000	80,000
lean manager	20,000	30,000	40,000
quality expert	35,000	55,000	75,000
engineering manager/facility manager	20,000	25,000	35,000
equipment system engineer	15,000	25,000	35,000



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automobile industry.

beijing

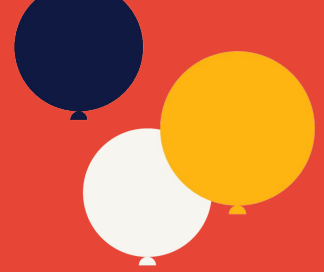


position	salary range (monthly salary in RMB)		
	low	medium	high
intelligent driving and connected car			
intelligent driving development director	70,000	130,000	180,000
intelligent driving scientist/expert	120,000	170,000	250,000
connected car director/product director	60,000	130,000	160,000
connected car software architect	50,000	100,000	150,000
senior penetration test engineer	15,000	30,000	40,000
algorithm engineer/expert	70,000	130,000	180,000
ADAS product director	50,000	100,000	140,000
ADAS R&D director	60,000	120,000	150,000
ADAS architect	40,000	60,000	80,000
simulation engineer/expert	30,000	50,000	70,000
V2X engineer/expert	50,000	70,000	100,000
sales and marketing	low	medium	high
VP sales/sales manager	60,000	80,000	120,000
dealer network director	30,000	70,000	100,000
user operations director	35,000	50,000	80,000
channel/distribution director	30,000	60,000	90,000
product planning expert	30,000	45,000	60,000
KA manager	25,000	40,000	70,000
city general manager	30,000	50,000	80,000
city manager	20,000	40,000	70,000
national market director	30,000	45,000	80,000
senior digital marketing product manager	20,000	30,000	50,000
retail operations director	30,000	50,000	80,000
senior user growth strategy manager	25,000	40,000	60,000
after sales director	25,000	45,000	60,000

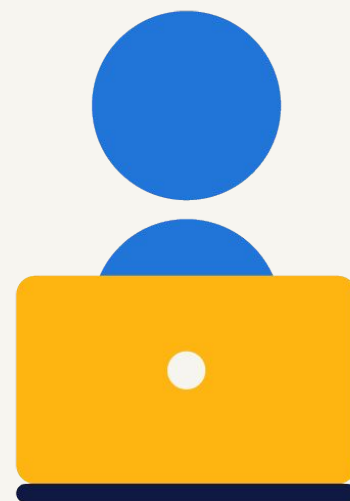
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automobile industry.

beijing



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing job			
marketing	13,000	15,000	18,000
secretary	8,000	10,000	12,000
receivable/payable accountant	7,000	8,500	9,500
administrative specialist	6,000	7,000	9,000
purchasing specialist	14,000	16,000	18,000
sales support	6,500	6,800	7,200
test technician	6,000	7,000	8,000
field test assistant	6,000	7,000	7,500
product plan/material manager	8,000	11,000	14,000
engineer	low	medium	high
chemical engineer	9,000	12,000	16,000
industry engineer	11,000	15,000	19,000
interior and exterior design engineer	13,000	16,000	21,000
automotive quality engineer	13,000	19,000	25,000
automotive program manager	15,000	20,000	26,000
sales engineer	9,000	11,000	14,000



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automobile industry.

guangzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
sketch for layout director	30,000	50,000	80,000
vehicle integration director	50,000	65,000	80,000
powertrain director	35,000	50,000	65,000
electronic director	50,000	60,000	70,000
FUSA expert	50,000	65,000	80,000
new energy	low	medium	high
BMS development manager	30,000	45,000	60,000
ECU director	50,000	65,000	80,000
motor technician	40,000	60,000	80,000
connected car director	40,000	50,000	60,000
connected car software architect	30,000	45,000	60,000
ADAS product director	30,000	40,000	50,000
ADAS development director	35,000	50,000	65,000
ADAS architect	30,000	45,000	60,000
algorithm engineer/expert	20,000	40,000	60,000
outsourcing job	low	medium	high
marketing	8,000	10,000	15,000
secretary	6,000	9,000	12,000
receivable/payable accountant	6,000	7,000	8,000
administrative specialist	5,000	6,500	8,000
purchasing specialist	5,000	8,000	10,000
sales support	6,000	7,000	8,000
product plan/material manager	6,000	7,000	8,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

automobile industry.

guangzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
engineer			
chemical engineer	7,000	10,000	15,000
industry engineer	7,000	9,500	10,000
interior and exterior design engineer	10,000	12,000	15,000
automotive quality engineer	8,000	12,000	15,000
automotive program manager	8,000	10,000	12,000
sales engineer	8,000	10,000	13,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

automobile industry.

shenzhen



position	salary range (monthly salary in RMB)		
	low	medium	high
intelligent driving and connected car			
intelligent driving development director	30,000	40,000	50,000
intelligent driving scientist/expert	30,000	50,000	70,000
connected car director	40,000	50,000	60,000
connected car product director	40,000	50,000	70,000
ADAS product director	30,000	40,000	50,000
ADAS R&D director	50,000	60,000	70,000
algorithm engineer/expert	30,000	50,000	70,000
outsourcing job	low	medium	high
marketing	10,000	15,000	20,000
secretary	8,000	10,000	12,000
receivable/payable accountant	8,000	9,000	10,000
administrative specialist	6,000	7,000	8,000
purchasing specialist	8,000	10,000	12,000
sales support	8,000	10,000	15,000
product plan/material manager	8,000	9,000	10,000
engineer	low	medium	high
chemical engineer	7,000	9,000	12,000
industry engineer	8,000	10,000	12,000
interior and exterior design engineer	10,000	12,000	15,000
automotive quality engineer	10,000	12,000	15,000
automotive program manager	13,000	16,000	21,000
sales engineer	8,000	10,000	15,000

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automobile industry.

suzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
vice president of styling design	70,000	80,000	100,000
sketch for layout director	70,000	80,000	100,000
vehicle integration director	70,000	80,000	100,000
powertrain director	70,000	80,000	100,000
electronic director	70,000	80,000	100,000
FUSA expert	70,000	80,000	100,000
new energy	low	medium	high
vp of EV engineering/powertrain director/chief engineer	70,000	80,000	100,000
EV electric driver motor research and design expert	70,000	80,000	100,000
new energy development director/expert	70,000	80,000	100,000
electric drive motor system director/expert	70,000	80,000	100,000
electric drive software development manager	60,000	70,000	80,000
electric drive hardware development manager	50,000	60,000	70,000
new energy technical program manager	50,000	60,000	70,000
power battery director/ECU director	70,000	80,000	100,000
power battery manager/BMS development manager	50,000	60,000	70,000
ECU director	70,000	80,000	100,000
motor design manager	40,000	50,000	70,000
high voltage power system safety expert	60,000	70,000	80,000
four wheel drive system expert	50,000	60,000	70,000
body weight reduction expert	50,000	60,000	70,000
complete vehicle certification manager	40,000	50,000	60,000
general function	low	medium	high
human resources director	50,000	60,000	70,000
C&B director	35,000	40,000	60,000
finance director	50,000	60,000	70,000
legal manager	25,000	35,000	50,000

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automobile industry.

suzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
intelligent driving and connected car			
intelligent driving development director	130,000	160,000	200,000
intelligent driving scientist/expert	90,000	120,000	150,000
connected car director	70,000	80,000	100,000
connected car product director	60,000	70,000	80,000
connected car software architect	50,000	70,000	80,000
senior penetration test engineer	30,000	40,000	50,000
algorithm engineer/expert	50,000	70,000	100,000
ADAS product director	90,000	110,000	130,000
ADAS R&D director	130,000	160,000	200,000
ADAS architect	50,000	80,000	100,000
simulation engineer/expert	30,000	50,000	70,000
V2X engineer/expert	30,000	50,000	70,000
outsourcing job	low	medium	high
receivable/payable accountant	5,000	6,000	7,000
administrative specialist	4,500	5,500	6,500
technical support engineer/application engineer	4,600	5,700	7,000
engineer	low	medium	high
chemical engineer	8,000	10,000	13,000
mechanical engineer	9,000	12,000	16,000
interior and exterior design engineer	8,500	11,000	14,000
automotive quality engineer	8,400	10,900	14,000
industrial engineer	8,000	9,200	11,500
automotive program engineer	14,000	18,000	24,000

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automobile industry.

nanjing



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
vice president of styling design	70,000	80,000	100,000
sketch for layout director	70,000	80,000	100,000
vehicle integration director	70,000	80,000	100,000
powertrain director	70,000	80,000	100,000
electronic director	70,000	80,000	100,000
new energy	low	medium	high
vp of EV engineering	70,000	80,000	100,000
E-powertrain director	70,000	80,000	100,000
EV electric driver motor research and design expert	70,000	80,000	100,000
new energy development director/expert	70,000	80,000	100,000
electric drive motor system director/expert	70,000	80,000	100,000
electric drive software development manager	60,000	70,000	80,000
electric drive hardware development manager	50,000	60,000	70,000
new energy technical program manager	50,000	60,000	70,000
power battery director	70,000	80,000	100,000
power battery manager	50,000	60,000	70,000
ECU director	70,000	80,000	100,000
BMS development manager	50,000	60,000	70,000
motor design manager	40,000	50,000	70,000
high voltage power system safety expert	60,000	70,000	80,000
four wheel drive system expert	50,000	60,000	70,000
general function	low	medium	high
human resources director	50,000	60,000	70,000
C&B director	35,000	40,000	60,000
finance director	50,000	60,000	70,000
legal manager	25,000	35,000	50,000

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automobile industry.

nanjing

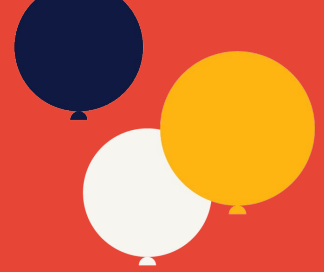


position	salary range (monthly salary in RMB)		
	low	medium	high
intelligent driving and connected car			
intelligent driving development director	130,000	160,000	200,000
intelligent driving scientist/expert	90,000	120,000	150,000
car networking director	70,000	80,000	100,000
connected car product director	60,000	70,000	80,000
connected car software architect	50,000	70,000	80,000
senior penetration test engineer	30,000	40,000	50,000
ADAS product director	90,000	110,000	130,000
ADAS R&D director	130,000	160,000	200,000
ADAS architect	50,000	80,000	100,000
algorithm engineer/expert	35,000	60,000	100,000
simulation engineer/expert	30,000	50,000	70,000
V2X engineer/expert	30,000	50,000	70,000
sales and marketing			
senior digital marketing product manager	20,000	30,000	35,000
senior user growth strategy manager	20,000	30,000	35,000
production operations			
plant general manager	40,000	60,000	80,000
production director	40,000	50,000	70,000
quality director	40,000	50,000	70,000
value flow director	40,000	50,000	70,000
lean manager	25,000	35,000	45,000
quality expert	25,000	35,000	45,000
project manager	25,000	35,000	45,000
engineering manager	25,000	35,000	45,000
equipment system engineer	18,000	25,000	32,000

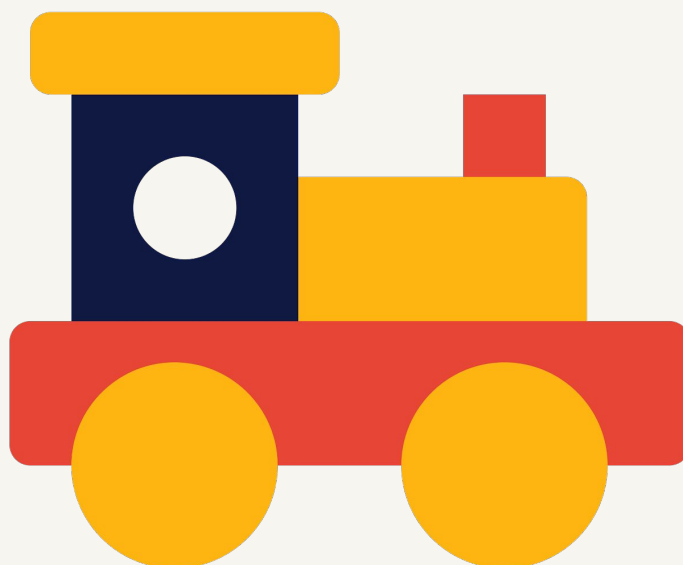
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automobile industry.

nanjing



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing job			
receivable/payable accountant	5,000	6,000	7,000
administrative specialist	4,500	5,500	6,500
sales support	4,600	5,700	7,000
engineer			
chemical engineer	8,000	10,000	13,000
mechanical engineer	8,500	11,000	15,000
interior and exterior design engineer	9,600	12,000	15,000
automotive quality engineer	9,000	11,500	15,000
industry engineer	10,000	13,000	17,000
automotive program engineer	11,000	14,000	18,000



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healthcare

and life sciences.

Investment in niche segments of the industry continues to increase, while talent shortage remains a persistent challenge for business growth.

industry trends

The industry has entered a new adjustment period: The healthcare industry is growing steadily. Healthcare investments are shifting to the big health industry, such as synthetic biology, cell therapy, gene therapy, neuroscience, and smart healthcare. The overall CXO sector (companies that are outsourced to provide pharmaceutical services) continues to grow rapidly. There is also further recovery in the cosmetic, plastic surgery and dentistry markets. In terms of energy efficiency and emission reduction, Chinese healthcare companies generally attach great importance to ESG (Environmental, Social and Corporate Governance), and have already started to consider this factor during the early stages of product development.

Enhancement in every segment of the vaccine industrial chain: The COVID-19 pandemic has not only strengthened the vaccine industrial chain in China, it even promoted the production of vaccines unrelated to the pandemic, such as HPV vaccinations. Chinese vaccine companies are gradually gaining financial strength, more raw materials and equipment are being produced locally, and there is a stronger focus on gaining regulatory approvals and building cold chain capabilities.

Early screening for cancer has become an industry focus: Driven by multiple factors such as policies and capital, investing in or acquiring companies in this field has become a common form of entry for several businesses. Multi-industry organisations and traditional IVD (in vitro diagnostic) companies continue to expand and compete in the molecular diagnostics field, especially in the area of products related to early cancer screening and diagnosis, as

well as the precision treatment of cancer.

High-quality and standardised development of online healthcare: With the improvement of relevant policies and regulations, online healthcare has become an indispensable and important force in the healthcare system, and is reshaping traditional medical business processes. Many major online companies have also entered the industry, with multinational pharmaceutical companies actively embracing digitisation and using online platforms to provide products and services. Brick-and-mortar hospitals are also increasingly using online platforms to offer more medical services.

More and more Chinese companies are going global: Chinese innovative medicines are going global. With growing clinical R&D capacity and new drug registration and applications, Chinese pharmaceutical companies are venturing into some early clinical stage tracks overseas. In addition, China's domestic medical device exports are shifting towards high-value consumables. Leading companies in the local medical devices sector are expected to expand internationally, with significant growth prospects in markets such as Europe, Southeast Asia and Africa. Chinese AI imaging companies are also exploring overseas markets and have started to form collaborations with foreign companies.

Healthcare content for the general public and private traffic operations are common choices for industry players: Be it pharmaceutical companies, medical device companies, or online healthcare platforms, organisations in the healthcare industry recognise the importance of producing high-quality healthcare content for the general public. A number of forward-thinking organisations further grew their private online traffic by establishing dedicated content teams, achieving impressive growth.

compensation and benefits in 2023

Innovative pharmaceutical companies face challenges in recruiting top talent: Innovative pharmaceutical companies in Shanghai and Suzhou are developing rapidly. From drug discovery, clinical research, clinical trials, drug registration and application to production, there is an acute shortage of qualified professionals across all stages. Mid-to-senior level R&D talent and laboratory managers are particularly difficult to recruit, especially with most talent seeking job stability in recent times.

Strong demand for early cancer screening specialists: There is a strong demand for heads of genetic testing laboratories, R&D scientists, product managers, technical support talent, as well as healthcare marketing directors, with a preference for candidates who have overseas senior medical research backgrounds.

High-value consumable companies are scrambling for talents: Demand for upstream positions such as R&D, quality management, clinical trials, and registration in high-value consumables areas such as in vitro diagnostics, gene testing, and cardiovascular fields is constantly increasing. Multi-disciplinary talent in R&D and management are extremely scarce in China, hence competition for such talent among enterprises will intensify.

More demand for digital talent: As the industry undergoes digital transformation, there is an increasing demand for talent with digital skills in medical imaging, machine learning, algorithms, data analysis, and digital therapy.

Demand for healthcare professionals continues to increase: As the population ages, the demand for medical services will increase, leading to a higher demand for nurses, doctors and other medical professionals. Due to the pandemic, dentistry and cosmetic/plastic surgery services were restricted, resulting in a decline in offline diagnosis and treatment services. However, as the industry recovers, the demand for dentists, rehabilitation doctors and related positions will see an increase.

The demand for overseas talent continues to grow: As more and more domestic companies expand abroad, demand for overseas talent increases. Some of the more popular roles such as overseas sales, marketing, and product management continue to be highly sought-after.

More companies deploying flexible employment: To reduce costs and increase efficiency, a number of companies have started deploying flexible employment models in the fields of biotechnology R&D, testing services, online consultations, online marketing and promotions, pharmaceutical contract outsourcing, as well as medical device supply and production. For instance, there is an increasing number of medical device companies that are already offering flexible employment to delivery service engineers, installation engineers, medical equipment maintenance engineers, just to name a few.

Talent less willing to switch employers: Job seekers' preferences have also shifted in the last two years, preferring companies that are more mature, financially stable and can provide additional career development opportunities.

in-demand fields	annual fixed salary (RMB) for in-demand positions	sought-after skills and qualifications
pharmaceutical R&D	<ul style="list-style-type: none"> medical director: 800k-1.3m registration director: 900k-1.2m medicine discovery director: 600k-1.2m senior researcher: ~500k 	<ul style="list-style-type: none"> Clinical research and practical experience Extensive experience in the biomedical industry Experience from the discovery of antibodies/small molecule products to developing candidate products
medical equipment	<ul style="list-style-type: none"> product marketing specialist: 300k-500k 	With customer networks in key areas such as government, medium to large companies, and healthcare
smart healthcare/online healthcare	<ul style="list-style-type: none"> medical imaging algorithm engineer: 500k-700k strategy analysis specialist: 400k-800k 	<ul style="list-style-type: none"> Relevant experience in the field of medical artificial intelligence Experience in medical imaging or vascular intervention marketing
investment	<ul style="list-style-type: none"> investment director: 1m-1.5m 	Experience in investing in big health and other healthcare sectors
marketing & sales	<ul style="list-style-type: none"> digital marketing manage: 700k-1m marketing director: 700k-1m 	Digital marketing and industry experience

compensation and benefits in 2023

Overall remuneration growth slowed down: The development and growth of the healthcare industry has stabilised, and average salary levels are increasing at a much slower rate compared to the last two years. However, due to the talent shortage, the salary increase for in-demand talent such as medical researchers and drug developers could still potentially reach 30-40%.

A study by Randstad Greater China found that employees in the industry were more optimistic about their salary and year-end bonus compared to participants from other industries. 32% of respondents expected a 5-10% (including 10%) salary increase in 2023.

With regards to the 2022 year-end bonus (to be awarded in 2023), most people expected to receive a bonus, with 27% of respondents expecting their bonus to be around three months' salary or more. 30% of respondents believed that the minimum salary increase they can receive when switching employers would be between 5% and 10% (including 10%). In-demand innovative medical researchers or drug developers could demand more than a 50% increase, or even double.

More salary negotiation: With companies downsizing due to company restructuring and business changes, R&D talent who actively seek opportunities will be more cautious. They will evaluate various factors such as the company's financial operations and corporate culture. They will also be expecting more in terms of salary and bonuses. If there is a gap between the salary and bonus that the employer is willing to pay, the tug-of-war between the employee and employer will be longer. Generally speaking, job seekers are expecting a salary increase of more than 30% when switching jobs.

Employers need to consider the match between candidates and the job/company requirements, the urgency of product development, and the company's internal salary equity, among many other factors. In the long run, improving employer brand attractiveness will be the key to attracting talent.

The following salary table data is based on the most in-demand jobs as seen across Greater China. Figures are monthly basic salaries in RMB exclusive of benefits, bonuses, commissions, subsidies, etc.

remarks:

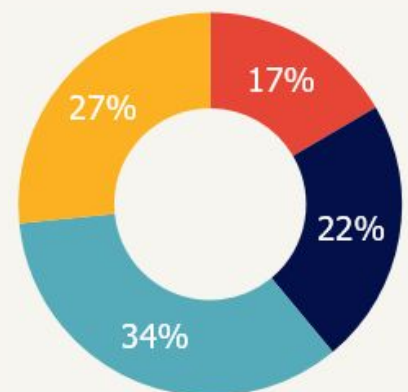
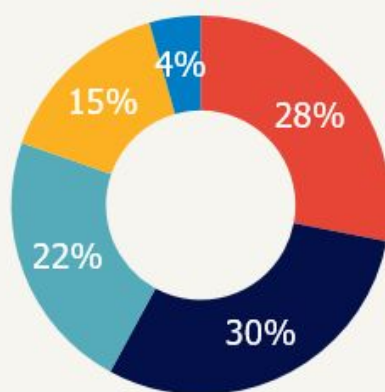
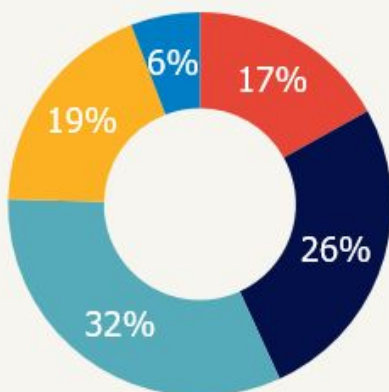
low: Reflects the lower end of Randstad's information database

median: Reflects the median level of Randstad's information database

high: Reflects the higher end of Randstad's information database

healthcare and life sciences

expected pay rise in 2023	minimum pay rise for job switching	expected 2022 yearly bonus (to be issued in 2023)
<ul style="list-style-type: none"> ■ no increase ■ 5% or under ■ 5% - 10% (including 10%) ■ 10% - 15% (including 15%) ■ 15% or above 	<ul style="list-style-type: none"> ■ 5% or under ■ 5% - 10% (including 10%) ■ 10% - 15% (including 15%) ■ 15% - 20% (including 20%) ■ 20% or above 	<ul style="list-style-type: none"> ■ no yearly bonus ■ 1-month salary or under ■ 1-3 months of salary (including 3 months) ■ 3 months of salary or above



healthcare and life sciences. shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
registration director	50,000	70,000	100,000
director of macromolecular process development	35,000	55,000	80,000
director of drug discovery	40,000	60,000	80,000
medical director	35,000	60,000	100,000
clinical research director	40,000	60,000	80,000
clinical research manager	25,000	35,000	40,000
medical	low	medium	high
deputy operations directors	35,000	50,000	70,000
deputy chief physician	35,000	45,000	55,000
sales and marketing	low	medium	high
marketing director	50,000	70,000	90,000
marketing manager	30,000	45,000	60,000
product manager	20,000	29,000	35,000
sales director	35,000	45,000	70,000
key account manager	20,000	28,000	33,000
regional manager	20,000	30,000	40,000
government affairs	low	medium	high
government affairs director	50,000	70,000	100,000
government affairs manager	30,000	40,000	50,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

healthcare and life sciences. shanghai



position	salary range (monthly salary in RMB)		
outsourcing job			
medicine	low	medium	high
registration specialist	13,000	18,000	25,000
registration executive	18,000	25,000	35,000
registration manager	25,000	35,000	43,000
RSO sales	15,000	20,000	30,000
clinical operation	15,000	22,000	28,000
medical device	low	medium	high
electronics engineer	18,000	25,000	35,000
mechanics engineer	18,000	23,000	35,000
hardware testing engineer	15,000	20,000	28,000
production engineer	18,000	25,000	30,000
job-site delivery service engineer	8,000	10,000	12,000
human factors engineer	20,000	30,000	45,000
medical service	low	medium	high
nurse	7,000	8,000	9,000
medical representative	8,000	12,000	18,000
medical imaging role	8,000	12,000	15,000
general position	low	medium	high
production material planning	15,000	21,000	28,000
quality engineer	16,000	21,000	28,000
laboratory technician	10,000	16,000	20,000
optometrist	10,000	15,000	21,000
expert/researcher	15,000	18,000	20,000
medical translator	10,000	12,000	15,000
sales admin supervisor	8,000	10,000	13,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

healthcare and life sciences. beijing



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
clinical R&D director	70,000	85,000	125,000
quality director	30,000	50,000	65,000
registration director	45,000	55,000	80,000
medicinal chemistry director	50,000	60,000	90,000
CMC director	35,000	55,000	65,000
medical	low	medium	high
medical	60,000	75,000	100,000
private hospital director	40,000	55,000	80,000
sales and marketing	low	medium	high
strategy director	60,000	70,000	80,000
strategy manager	25,000	30,000	40,000
marketing director	30,000	40,000	50,000
marketing manager	20,000	25,000	30,000
sales director	25,000	35,000	45,000
investment	low	medium	high
investment director	60,000	70,000	80,000
investment VP	40,000	50,000	60,000
government affairs	low	medium	high
government affair director	45,000	60,000	75,000
government affair manager	25,000	35,000	45,000
outsourcing job	low	medium	high
medical translator	10,000	12,000	15,000
job-site delivery service engineer	8,000	10,000	12,000
medical imaging role	8,000	12,000	15,000
nurse	7,000	8,000	9,000
medical representative	8,000	10,000	15,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

healthcare and life sciences. guangzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
registration director	30,000	45,000	60,000
director of macromolecular purification	25,000	35,000	50,000
quality analysis director	25,000	30,000	40,000
biochemical R&D director	40,000	50,000	60,000
preparation R&D director	30,000	45,000	60,000
antibody engineering scientist	20,000	33,000	40,000
R&D scientist	22,000	35,000	45,000
laboratory supervisor	15,000	20,000	25,000
outsourcing job	low	medium	high
medical translator	10,000	12,000	15,000
job-site delivery service engineer	8,000	10,000	12,000
bilingual medical imaging role	10,000	15,000	20,000
nurse	5,000	6,000	8,000
medical representative	6,000	8,000	10,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

healthcare and life sciences.

suzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
R&D			
biology director	40,000	60,000	80,000
CMC director	40,000	60,000	80,000
clinical R&D director	25,000	35,000	40,000
analysis director	40,000	50,000	60,000
formulation manager	25,000	30,000	35,000
registration director	40,000	50,000	60,000
pharmacology director	40,000	60,000	80,000
pre-clinical R&D director	40,000	60,000	80,000
R&D scientist	25,000	30,000	35,000
researcher	12,000	15,000	18,000
production	low	medium	high
supply chain director	40,000	50,000	60,000
engineering director	40,000	50,000	60,000
quality director	40,000	50,000	60,000
QA manager	20,000	25,000	30,000
QC manager	20,000	25,000	30,000
validation manager	20,000	25,000	30,000
process engineer	12,000	15,000	18,000
sales and marketing	low	medium	high
business development manager	25,000	30,000	35,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

healthcare and life sciences. suzhou



position	salary range (monthly salary in RMB)		
outsourcing job			
medical device	low	medium	high
electronics engineer	16,000	21,000	28,000
mechanics engineer	16,000	19,000	28,000
hardware testing engineer	13,500	17,000	23,000
production engineer	15,000	21,000	24,000
optometrist	9,000	12,000	16,800
job-site delivery service engineer	5,000	8,000	10,000
medical service	low	medium	high
nurse	3,000	5,000	7,000
medical imaging role	5,000	6,000	7,000
general position	low	medium	high
production material planning	13,000	17,000	22,000
quality engineer	14,000	17,000	23,000
laboratory technician	9,000	13,000	16,000
medical representative	5,000	8,000	10,000
medical translator	8,000	10,000	12,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

healthcare and life sciences. nanjing



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing job			
medical translator	8,000	10,000	12,000
nurse	3,000	5,000	7,000
medical imaging role	5,000	6,000	7,000
medical representative	5,000	8,000	10,000
job-site delivery service engineer	5,000	8,000	10,000
production technician	5,000	8,000	9,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.



consumer goods

and retail.

Digital skills are becoming increasingly critical, with social media and digital fields generating a large number of job opportunities.

industry trends

A new consumer goods and retail market: People's mindsets, lifestyle habits and consumption behaviours have all been affected by changes brought about by the pandemic, inflation and other factors, leading to an increase in rational and green consumption. There is also increased consumption on daily necessities and sports equipment, while spending on non-essential goods has decreased. Green and low-carbon products have also become increasingly popular among consumers.

"Self-service" and "zero-contact service" accelerate online and offline integration: Online and offline integration promotes digital transformation. Some companies have started investing more in self-service business models, strengthened the management of their sales channels and improved business efficiency. The hybrid model of "brick and mortar shops and e-shops", online payment, unmanned vending machines and self-checkout machines have also been widely adopted.

Livestream e-commerce, social media and content marketing are growing: Platforms have started to collaborate with one another to pool their resources. Content platforms have also continued to expand their e-commerce businesses, with Douyin (China's TikTok) planning to launch a traditional e-commerce platform and Bilibili offering e-commerce livestreaming services. Diversified marketing content is being incorporated into various leisure and entertainment activities, such as escape room games, murder mystery role-playing games, e-sports hotels and more. With the continuous development of software

hardware such as AI and 5G networks, more new business models may emerge.

Products have faster iterations: As consumption increases, many brands started to focus on improving and upgrading their products. New consumer goods are rapidly being developed, launched, and co-created with users to fill the gaps in traditional market segments. New companies frequently outperform industry leaders in these new niches.

Rapid development of supply chain system: Under the influence of self-operated e-commerce platforms, private domain operations, reverse customisation and pre-sales, the supply chain is becoming more digitalised and flexible. This allowed many small and medium-sized enterprises (SMEs) opportunities to exist and grow, and provided channel distributors the space to develop their own brands and white-label products.

Crossovers are getting popular: Many industries, including food & beverage, fashion, cosmetics, and jewellery are joining forces and launching cross-industry collaborations that incorporate intellectual properties from games, television programs and movies. Crossovers collaborations leverage innovation and appeal to customers' curiosity and loyalty to the branded content, which in turn helps to create a stronger brand premium.

Domestic brands are getting more influential: In industries that were previously dominated by foreign brands, local challengers are starting to emerge. Domestic brands are expanding their sphere of influence and strengthening their investment in supply chain, production and sales.

Rapid growth of international e-commerce:

Cross-border e-commerce is growing rapidly with domestic internet and e-commerce companies flocking to enter the market. According to research, Shanghai is expanding its efforts in building national-level cross-border pilot e-commerce zones, with 16 demonstration parks planned. Within five years, Beijing will build a total of 20 cross-border e-commerce industrial parks. Guangzhou is currently home to more than 30,000 international e-commerce companies and Shenzhen more than 200,000. It is expected that more new domestic products and brands will enter the overseas market through this channel.



compensation and benefits in 2023

Digital jobs continue to increase: With the influx of new platform types and gaming models, there is an increasing need for dedicated teams to operate and manage them. The demand for talent with digital mastery, such as user research lead, digital advertising manager, and Douyin marketing director, continues to increase. Marketing management and traffic operation roles are similarly in high demand, and innovative talent with strong technical background and marketing acumen as well as KOL marketers are also highly sought after.

More international e-commerce professionals are needed: With the easing of pandemic-related restrictions, more companies are expanding overseas and entering the international e-commerce space. This led to an increasing demand for professionals with experience in international e-commerce operations, overseas account management, overseas public relations and government relations.

Increased demand for brand and sales management talent: Many brands have opened new stores in different commercial centres and cities, which means they would need to hire more sales and management professionals. New consumer goods are also constantly emerging, boosting the demand for product and brand managers.

Data analysis is getting more sophisticated every year: which means companies will require their employees to be equipped with more updated data analytical skills. Even in departments that value divergent thinking and creativity, such as marketing and product sales, data analysis skills are critical for interpreting consumer behaviour and purchasing preferences. Demand for data-related roles such as data engineers, data analysts, business data managers, data directors, or data scientists will likely increase.

Cross-regional talent flow enhancement: As digitalisation increases, the consumer goods and retail industries across various regions have developed their own unique propositions, which increased the flow of talent between the regions. For example, the retail industry in Shenzhen has developed rapidly in many areas, such as smart retailing, store digitisation and consumption-based analytics. Many local enterprises spare no effort to attract in-demand talent with competencies in these areas to drive growth. With obvious advantages such as high provident fund contribution ratios, the city is becoming an attractive destination for many top talent.

Flexible employment reduces costs and increases efficiency for companies: Faced with external factors and pressure from competitors, many companies have turned to flexible employment to reduce costs and increase efficiency. The demand for flexible positions in sales, customer service, logistics and order management are growing steadily.

Adapting to the future is a key skill: Building a digital team, adapting to changes in supply chain systems and optimising workforce allocation are some of the capabilities many companies need to improve on. To enhance their employability and future-proof their careers, professionals need to cultivate technical expertise, innovation and imagination, along with data management and organisation skills.

in-demand fields	annual fixed salary (RMB) for in-demand positions	sought-after skills and qualifications
E-commerce	<ul style="list-style-type: none"> E-commerce director: 0.6-1.2 million E-commerce marketing director: 400k-800k E-commerce livestream manager: 500k-720k 	<ul style="list-style-type: none"> E-commerce and online business management Familiar with common data mining tools
products and brand	<ul style="list-style-type: none"> product director: 0.6-1.3 million product manager: 320-520k brand director: 520k-1.3 million 	<ul style="list-style-type: none"> Experience in product management Excellent product and data analysis skills Excellent product management and operation skills
data science/analysis	<ul style="list-style-type: none"> user research lead: 1-1.5 million 	<ul style="list-style-type: none"> Data analysis Python coding Market/business analysis
software development and engineering	<ul style="list-style-type: none"> senior lead of mobile development: 1-3 million senior service-side expert: 1-2 million pricing algorithm optimisation expert: 1-2 million 	<ul style="list-style-type: none"> Proficient in common software architecture Familiar with various algorithms and data structures, multithreading, network programming, etc
digital marketing/ content marketing	<ul style="list-style-type: none"> content manager: 0.6-1 million social media manager: 0.6-0.8 million senior crossover manager: 0.8-1.5 million online marketing lead: 0.6-1 million 	<ul style="list-style-type: none"> Content marketing, strategy management, new media marketing Data analysis Online advertising, SEM and SEO, digital marketing, digital strategy, and integrated marketing
smart retail	<ul style="list-style-type: none"> unmanned store PM: 0.45-0.8 million smart vendor machine PM: 0.4-0.8 million 	<ul style="list-style-type: none"> Familiar with the customer-side process, including order processing, fulfilment and post-sales customer service Familiar with the operational processes, from product assortment, display to restocking

compensation and benefits in 2023

A stable salary structure is favoured: Professionals who have switched to internet companies, new brands or small businesses have returned to top foreign companies. Compared to previous high performance-based incentives, equity and bonuses, candidates now prefer a stable and healthy salary structure.

Salary raise is getting conservative: According to Randstad Greater China's research, the overall salary and benefits expectations for the retail industry are likely to be conservative due to market uncertainties.

In terms of salary expectations in 2023, 36% of respondents in the consumer goods industry and 33% of respondents in the retail industry expect a pay rise of 5%-10% (including 10%). As for the 2022

year-end bonus (to be issued in 2023), 31% of respondents in the consumer goods industry expect to receive a year-end bonus equivalent to 1-3 months' salary (including 3 months), and 28% of respondents in the retail industry expect to receive a year-end bonus equivalent to more than 3 months' salary. Those looking to switch jobs have more realistic expectations, and are looking at a minimum salary increment of 5%-10%.

In-demand positions still enjoy a considerable raise: Brand managers, new brand marketing managers, international e-commerce marketing managers and online channel marketing managers can see a salary increase of up to 20% when they move to a new company. To attract and retain foreign talent, companies would need to provide more compelling and attractive benefits, such as more paid leave for family visits.

The following salary table data is based on the most in-demand jobs as seen across Greater China. Figures are monthly basic salaries in RMB exclusive of benefits, bonuses, commissions, subsidies, etc.

remarks:

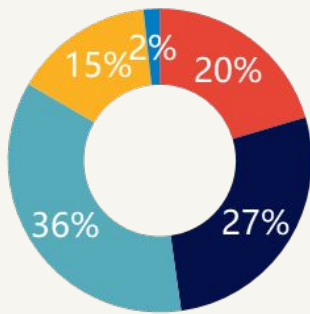
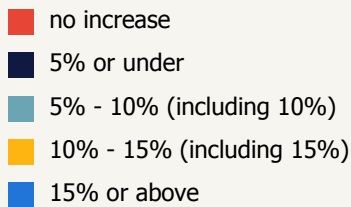
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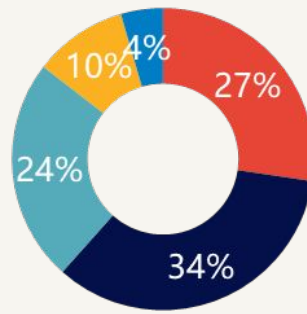
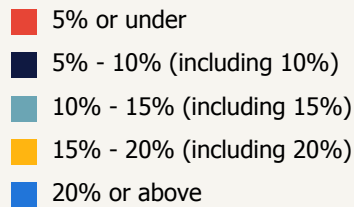
high: Reflects the higher end of Randstad's information database

consumer goods

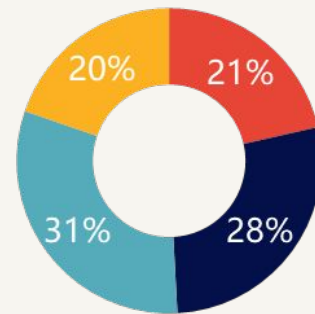
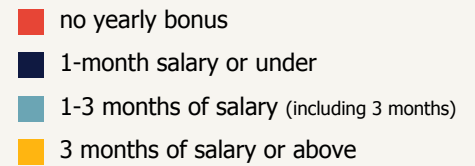
expected pay rise in 2023



minimum pay rise for job switching

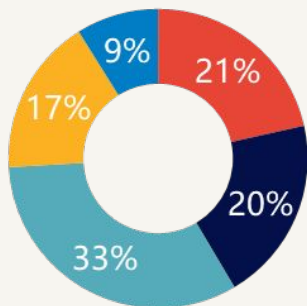
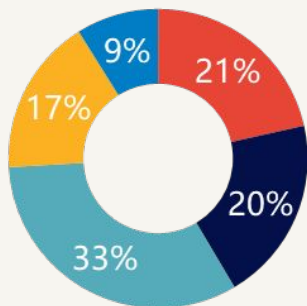


expected 2022 yearly bonus (to be issued in 2023)

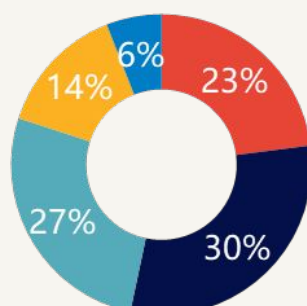
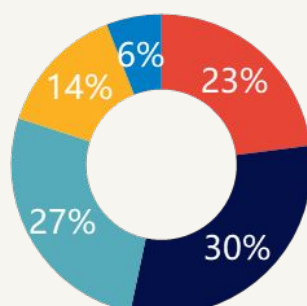


retail

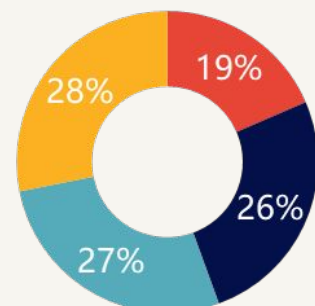
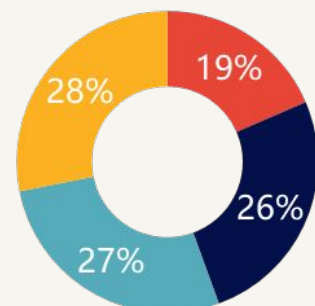
expected pay rise in 2023



minimum pay rise for job switching



expected 2022 yearly bonus (to be issued in 2023)



consumer goods and retail. shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
CMO	100,000	150,000	200,000
brand VP/GM	120,000	180,000	250,000
retail director	80,000	100,000	120,000
retail manager	40,000	60,000	80,000
e-commerce director	60,000	80,000	120,000
e-commerce manager	25,000	40,000	50,000
digital marketing director	50,000	60,000	70,000
digital marketing manager	25,000	30,000	40,000
brand marketing director	50,000	60,000	80,000
brand marketing manager	25,000	30,000	45,000
public relations director	60,000	80,000	100,000
public relations manager	25,000	35,000	45,000
market activities manager	20,000	30,000	35,000
buyer director	50,000	80,000	120,000
buyer manager	20,000	30,000	40,000
training director	45,000	60,000	80,000
training manager	20,000	30,000	40,000
design director	50,000	70,000	100,000
design manager	20,000	30,000	40,000
channel marketing director	50,000	70,000	100,000
channel marketing manager	30,000	40,000	50,000
sales director	50,000	70,000	100,000
regional sales manager	20,000	30,000	40,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. shanghai



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing jobs			
operation support	10,000	11,000	12,000
commerce support	12,000	20,000	30,000
retail operation assistant	4,500	5,500	6,000
marketing assistant	6,000	8,000	10,000
recruiting specialist	8,000	9,000	10,000
finance analyst	10,000	12,000	15,000
finance specialist	8,000	9,000	12,000
expense accountant	6,000	8,000	12,000
customer service	5,000	7,000	9,000
shop assistant	5,000	7,000	10,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. beijing



position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
marketing director	29,000	40,000	60,000
marketing manager	22,000	36,000	42,000
brand director	29,000	40,000	60,000
brand manager	17,000	26,000	35,000
retail director	24,000	43,000	60,000
integrated marketing director	29,000	39,000	48,000
integrated marketing manager	22,000	36,000	42,000
head of operations for MCN	17,000	30,000	46,000
public relations director	29,000	46,000	60,000
outsourcing jobs	low	medium	high
operation assistant	7,000	10,000	15,000
marketing assistant	5,000	6,000	7,000
recruiting specialist	7,000	9,000	10,000
HR specialist	6,000	8,000	9,000
accounts receivable specialist	6,000	7,000	8,000
finance specialist	8,000	9,000	10,000
financial analytics specialist	8,000	10,000	12,000
expense accountant	10,000	12,000	15,000
customer service	6,000	8,000	12,000
shop assistant	5,000	7,000	10,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. guangzhou



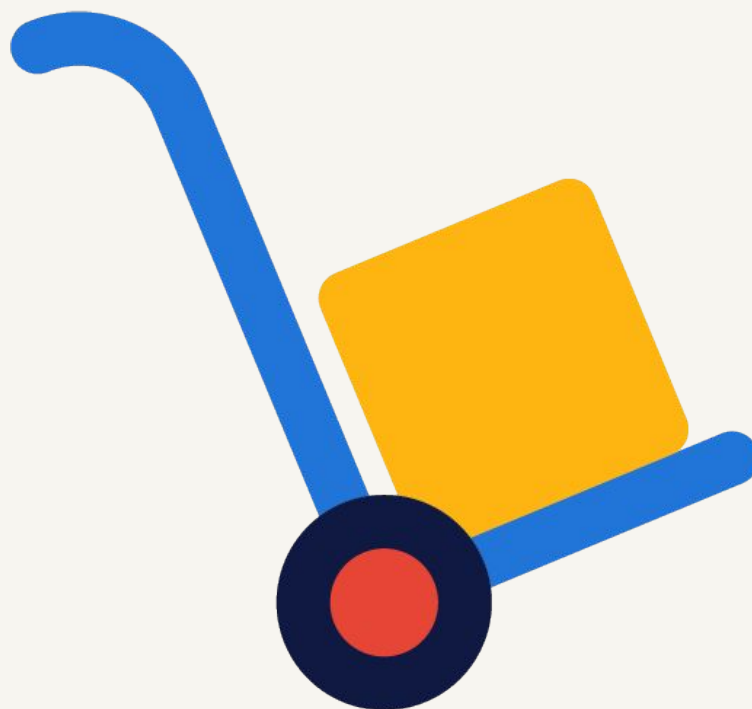
position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
national sales director	60,000	120,000	180,000
regional sales director	40,000	80,000	120,000
marketing and promotions director	30,000	60,000	120,000
marketing and promotions manager	15,000	30,000	40,000
key customer director	50,000	80,000	120,000
key customer manager	20,000	30,000	50,000
e-commerce director	35,000	50,000	60,000
e-commerce marketing and promotions director	30,000	40,000	60,000
e-commerce marketing and promotions manager	15,000	25,000	40,000
e-commerce manager	15,000	25,000	40,000
head of operations for MCN	15,000	25,000	40,000
marketing director	65,000	100,000	120,000
public relations director	50,000	60,000	80,000
creative copywriting director	30,000	40,000	60,000
brand director	40,000	60,000	100,000
marketing manager	35,000	50,000	80,000
product director	50,000	75,000	100,000
product manager	25,000	30,000	40,000
design manager	20,000	30,000	50,000
advertising director	25,000	40,000	60,000
advertising manager	15,000	25,000	35,000
digital advertising director	30,000	45,000	60,000
digital advertising manager	15,000	25,000	40,000
market research manager	20,000	35,000	50,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. guangzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
consumer insight manager	20,000	35,000	50,000
EC data analytics manager	25,000	30,000	50,000
user operations director	30,000	50,000	70,000
user operation manager	15,000	25,000	40,000
tiktok operation director	30,000	50,000	70,000
media director	30,000	50,000	70,000
media manager	20,000	30,000	45,000
supply and demand planning manager	15,000	25,000	40,000
supply and demand planning director	40,000	60,000	80,000
quality manager	15,000	25,000	40,000
quality director	30,000	50,000	60,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. guangzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing jobs			
new retail operation assistant	4,500	5,500	6,500
marketing assistant	6,000	8,000	10,000
human resource sharing service center specialis	4,000	5,000	6,000
recruiting specialist	6,000	8,000	10,000
finance sharing information manager	6,500	8,000	11,000
senior finance specialist	6,500	8,000	11,000
expense accountant	5,500	7,500	9,000
customer service	6,000	8,000	10,000
shop assistant	5,000	7,000	10,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. shenzhen



position	salary range (monthly salary in RMB)		
	low	medium	high
mid to senior level jobs			
e-commerce operation director	76,000	92,000	115,000
commercial group director	76,000	115,000	153,000
user research head	69,000	92,000	115,000
customer success manager	30,000	46,000	61,000
retail design director	92,000	115,000	138,000
e-commerce live streaming operation manager	38,000	46,000	55,000
e-commerce senior manager/director	46,000	61,000	76,000
overseas brand public relations director	76,000	92,000	115,000
content planning manager	46,000	61,000	76,000
social media manager	46,000	53,000	61,000
senior marketing planning manager/ senior creative manager	46,000	61,000	76,000
overseas sales director	76,000	92,000	115,000
overseas CMO	115,000	130,000	153,000
overseas market customer manager	38,000	53,000	69,000
brand CMO	76,000	115,000	153,000
overseas business development manager	38,000	53,000	69,000
outsourcing jobs	low	medium	high
retail operation assistant	4,000	6,000	7,000
marketing assistant	6,000	8,000	9,000
HR & admin specialist	6,000	7,000	8,000
recruiting specialist	6,000	8,000	10,000
receivable accountant	7,000	8,000	9,000
finance specialist	6,000	8,000	12,000
expense accountant	7,000	8,000	12,000
customer service	5,000	7,000	9,000
shop assistant	5,000	7,000	10,000

NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. suzhou



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing jobs			
retail operation assistant	5,000	6,500	8,000
marketing assistant	6,000	7,000	8,000
HR & admin specialist	4,000	5,000	6,000
recruiting specialist	4,500	6,000	8,000
finance management trainee	6,000	7,000	8,000
customer service	5,000	6,000	7,000
shop assistant	4,000	6,000	8,000

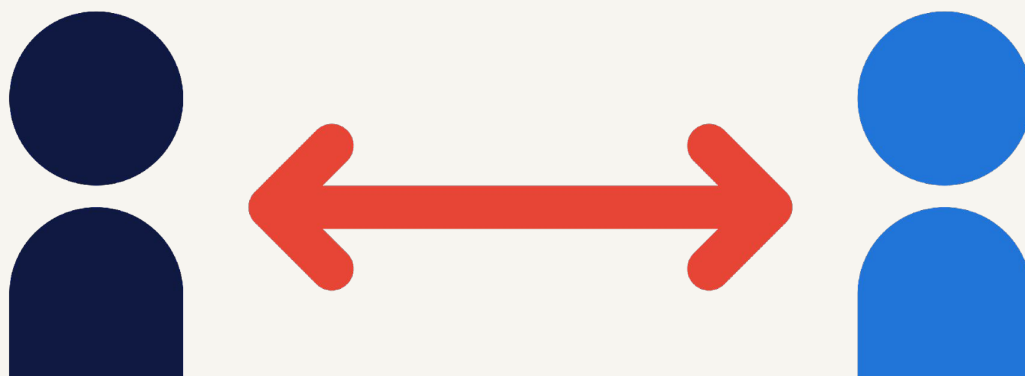


NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.

consumer goods and retail. nanjing



position	salary range (monthly salary in RMB)		
	low	medium	high
outsourcing jobs			
retail operation assistant	4,000	5,000	6,000
marketing assistant	7,000	8,000	9,000
HR & admin specialist	4,500	5,000	6,000
recruiting specialist	5,000	6,000	7,000
finance management trainee	5,000	7,000	8,000
expense accountant	6,000	7,000	8,000
customer service	5,000	6,000	8,000



NB: Figures are basic monthly salaries exclusive of benefits/bonuses/commissions/subsidies, unless otherwise specified.



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why

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- Some people have had their credit cards stolen and money wiped out from their accounts. Criminals can also steal your identity by buying your personal data from illegal vendors and copying your ID cards, which they will fraudulently use to apply for and overdraft on bank loans and credit cards.
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what

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how

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When personal information processors violate the provisions of the law, they will be liable for legal liabilities such as fines, suspension or termination of services, confiscation of illegal income, revocation of business licenses. Their directly responsible supervisors or other directly responsible persons may also get punished. In addition to the supervision by administrative departments, PIPL also stipulates that when personal information processors violate the provisions of this Law in handling personal information and infringe upon the rights and interests of numerous individuals, the People's Procuratorates, consumer organisations as provided for by law and organisations determined by the State Internet Information Department, may institute public interest litigation in the People's Courts in accordance with the law.



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Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. In 2022, in our 39 markets, we helped more than 2 million people find a job that feels good and advised over 230,000 clients on their talent needs. We generated revenue of €27.6 billion. Randstad N.V. is listed on the Euronext Amsterdam.

In 2006, Randstad set sail for China. A headquarters was established in Shanghai, with offices located in cities including Beijing, Chengdu, Nanjing, Suzhou, Guangzhou, Shenzhen and Hong Kong SAR. Randstad is deeply involved in the Greater China region and provides a comprehensive range of recruitment services and human resources solutions, including mid- to senior-level talent search, job outsourcing services, business service outsourcing, personnel service outsourcing, shared services, recruitment process outsourcing, managed services programmes, and outplacement and job transfer services.



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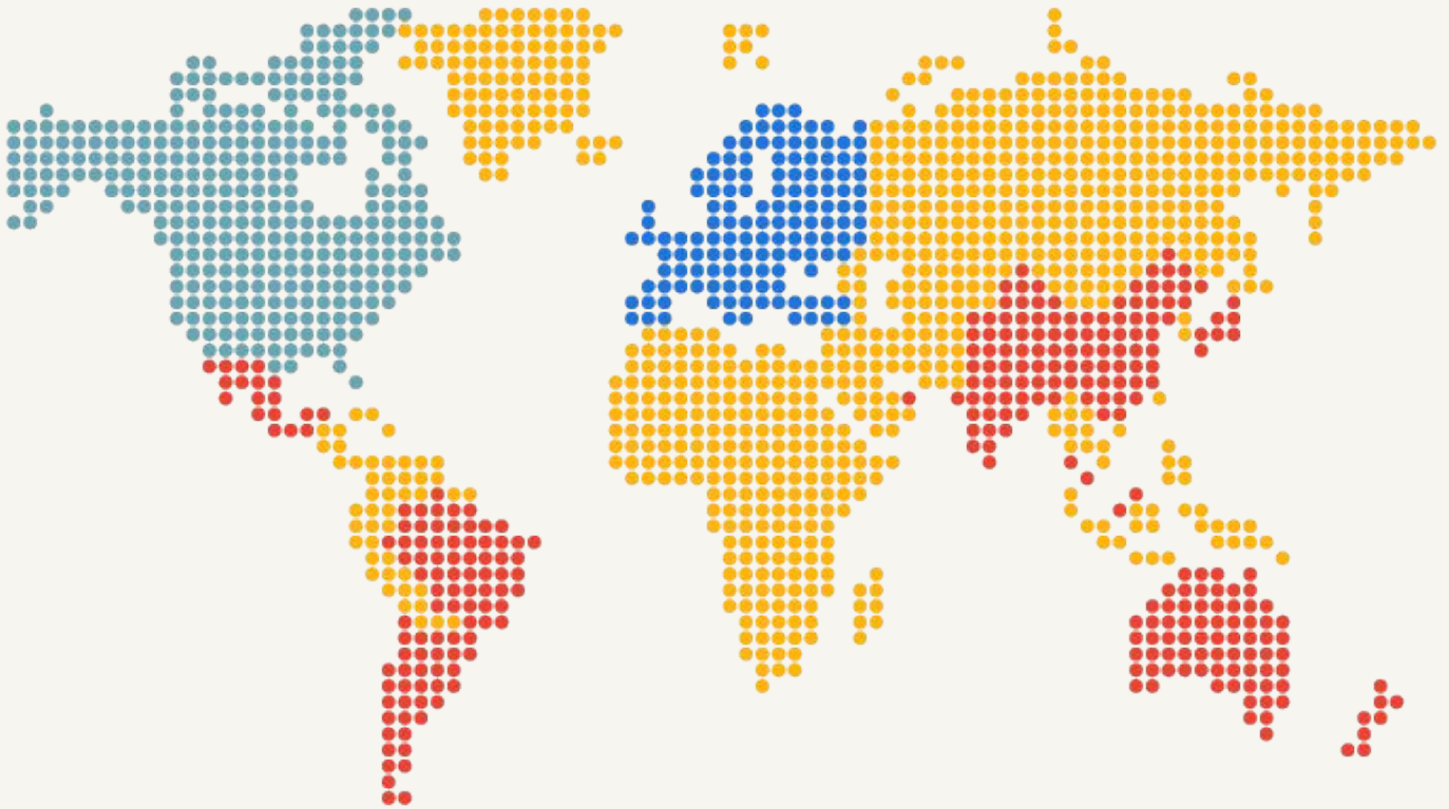
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