



# SALARY INFORMATION – ASIA

## Healthcare & Life Sciences - 2009

# SALARY INFORMATION

Healthcare & Life Sciences



Healthcare & Life Sciences		HONG KONG	SINGAPORE	SHANGHAI
	Years of experience	HK\$ Annual package	S\$ Annual package	RMB Annual package
VP Level / General Manager	15+	1.1M – 1.65M	200K – 250K	750K – 1.4M
Business Development Manager	5 – 10	780K – 1.3M	150K – 250K	300K – 400K
Regulatory Junior Specialist	1 – 4	352K – 440K	45K – 50K	130K – 160K
Regulatory Manager	4+	660K – 825K	60K – 90K	300K – 400K
Regulatory Director	10+	770K – 990K	150K – 220K	400K – 500K
Clinical Affairs Staff (CRA)	1 - 3	275K – 363K	35K – 45K	100K – 150K
Clinical Affairs Manager / Pre-Clinical Manager (CRM)	4+	440K – 660K	70K – 85K	200K – 350K
Quality Assurance Manager	8 – 10	518K – 748K	70K – 100K	300K – 350K
Quality Assurance Director	10+	920K+	120K – 150K	430K – 450K
Sales / Medical Representative	1 – 4	220K – 330K	60K – 70K	120K – 180K
District Sales Manager	4 – 6	440K – 660K	80K – 100K	200K – 300K
Regional Sales Manager	7 – 10	550K – 770K	100K – 140K	300K – 480K
National Sales Manager	10+	660K – 880K	100K – 130K	500K – 750K
National Sales Director	10+	880K – 1.32M	150K – 200K	600K – 1M
Associate Product Manager	2 – 4	325K – 440K	60K – 70K	150K – 300K
Product Manager	3 – 4	440K – 500K	80K – 90K	200K – 300K
Senior Product Manager	4 – 6	500K – 585K	100K – 120K	220K – 500K
Group Product Manager	5 – 7	585K – 750K	130K – 150K	400K – 600K
Marketing Manager	5 – 8	650K – 840K	100K – 130K	400K – 700K
Marketing Director	8+	840K – 1.2M	150K – 180K	500K – 1M

Methodology: This salary information was compiled using the market knowledge of our experienced practice leaders in each industry sector.

Disclaimer: All salary ranges are represented in terms of total annual guaranteed package including guaranteed bonuses and exclude discretionary bonuses, stock options, shares or other variable incentives as of January 2009. These are indicative market ranges and are dependent on variable factors including but not limited to experience level, market conditions, company size, industry sector, job scope, etc.

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