

Supply Chain & Logistics

2013



LOGISTICSTM
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Supply Chain & Logistics Executive

Logistics & Supply Chain Recruitment



Industry / Supply Chain Management

Position	Shanghai	Hong Kong
MD / GM Logistics	180 – 300 K	200 – 300 K
Supply Chain VP / Director	140 – 200 K	150 – 220 K
Logistics Director	120 – 170 K	120 – 170 K
Operations / Warehousing		
Regional Logistics Manager	110 – 160 K	110 – 160 K
Warehouse / DC Manager	70 – 90 K	80 – 100 K
Warehouse/Operations Executive	40 – 60 K	40 – 60 K
Lean / Quality / Six Sigma Manager	90 – 110 K	100 – 120 K
Logistics Specialist	35 – 70 K	40 – 60 K
Consulting & Project Management		
Project Implementation Manager/Director	220 – 300 K	200 – 350 K
Supply Chain Consultant	200 – 300 K	200 – 350 K
Project Manager	150 – 250 K	150 – 250 K
Transport		
General Manager Transport	100 – 150 K	110 – 160 K
National Distribution Head	80 – 120 K	85 – 125 K
Transport Controller	50 – 80 K	55 – 85 K
Transport Coordinator	35 – 60 K	45 – 65 K
Sales & Marketing		
Sales Director	80 – 150 K	80 – 150 K
GM Marketing	170 – 270 K	170 – 270 K
National Sales & Marketing	70 – 110 K	75 – 120 K
Regional Brand Manager	50 – 70 K	55 – 75 K
National Sales Manager	65 – 125 K	65 – 125 K
Finance & IT & Human Resources		
CFO	150 – 250 K	175 – 275 K
CTO	135 – 190 K	150 – 200 K
VP Human Resources	150 – 225 K	150 – 225 K
Finance Director	125 – 200 K	135 – 210 K
IT Director	95 – 135 K	115 – 175 K
HR Director	135 – 175 K	135 – 175 K
Finance Manager	90 – 125 K	85 – 125 K
IT Manager	70 – 105 K	70 – 115 K
HR Manager	45 – 75 K	50 – 80 K

Salary data is shown as a range from low – high and is displayed as an Annual Base Salary in USD Per Annum. Additional benefits such as annual variable bonus, company vehicles or travel allowances may apply.

Retail, Merchandising & Sourcing

Position	Shanghai	Hong Kong
MD Regional Sourcing Office >\$750MM USD FOB	200 – 350 K	250 – 400 K
MD / GM Sourcing Office <\$750MM USD FOB	125 – 200 K	150 – 275 K
Satellite Sourcing Office Branch Manager	90 – 150 K	100 – 200 K
Supply Chain Director	150 – 250 K	150 – 250 K
Operations Director	90 – 140 K	90 – 140 K
Operations Manager	65 – 115 K	70 – 125 K
Regional GM	250 -350 K	250 – 400 K
Regional Retail Operations Manager / Director	200 – 300 K	200 – 325 K
Country GM	160 – 190 K	175 – 225 K
Retail Operations Manager	170 – 210 K	175 – 230 K
Sourcing & Buying		
Sourcing Director	150 – 250 K	150 – 250 K
Sourcing Director - Indirect	90 – 130 K	90 – 130 K
Sourcing Manager - Category	80 – 125 K	85 – 130 K
Senior Buyer	65 – 85 K	65 – 85 K
Buyer	40 – 65 K	40 – 70 K
Inventory, Planning & Demand		
Demand/ Supply Planning Head	140 – 180 K	150 – 210 K
Planning / Forecast Manager	80 – 125 K	80 – 125 K
Planner - Senior	45 – 65 K	45 – 65 K
Planner - Junior	35 – 45 K	35 – 45 K
Inventory Manager	100 – 160 K	100 – 150 K
Inventory Controller	60 – 80 K	60 – 80 K
Production & Planning Supervisor	35 – 60 K	35 – 55 K
Merchandising & Brand Management		
Merchandising Director	160 – 200 K	160 – 200 K
Merchandising Manager / Category Manager	100 – 150 K	100 – 155 K
Senior Merchandiser	60 – 80 K	60 – 85 K
Merchandiser	40 – 70 K	40 – 70 K
Brand Director	160 – 200 K	160 – 200 K
Brand Manager	70 - 115 K	70 – 115 K
QC / QA & Production		
Senior Quality Manger / CSR Director	80 – 130 K	80 – 130 K
QC Manager / CSR Manager	70 - 95 K	65 – 100 K
Supplier QA Engineer	25 – 35 K	30 – 40 K
Quality Control – Field / CSR Field	30 – 50 K	30 – 50 K
Production Manager	65 – 85 K	70 – 90 K
Textile Manager	65 – 80 K	65 – 80 K
Textile Designer	30 – 45 K	30 – 40 K
Textile/Garment Inspector	25 – 40 K	25 – 40 K
Packaging Officer	15 – 35 K	20 – 40 K

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Logistics Service Providers (LSP/3PL's)

Position	Shanghai	Hong Kong
CEO / MD / Country Manager	200 – 350 K	200 – 400 K
VP	200 – 250 K	150 – 220 K
General Manager	80 – 180 K	80 -180 K
Branch Manager	80 – 100 K	80 – 100 K
Sales & BD		
VP / GM / Sales Director	200 – 250 K	200 – 300 K
National Sales Manager	150 – 225 K	150 – 230 K
Regional Sales Manager / Territory Manager	100 – 150 K	100 – 180 K
BD Manager (3PL)	60 – 95 K	65 – 100 K
BD Manager (Freight)	40 - 65 K	50 – 75 K
Key Account Manager	60 – 75 K	60 – 75 K
Sales Executive	27 – 37 K	27 – 37 K
Operations		
National Operations Director	150 – 225 K	150 – 225 K
Operations Director	80 – 130 K	75 – 125 K
Operations Manager	50 – 80 K	55 – 75 K
3PL Contract Manager	75 – 110 K	80 – 110 K
Warehouse/Operations/DC Site Manager	50 – 80 K	50 – 80 K
Warehouse/Operations Executive	30 – 45 K	30 – 45 K
Import/Export Manager	40 – 50 K	40 – 50 K
Air Freight / Sea Freight Manager	50 – 70 K	50 – 70 K
Shipping Clerk	15 – 30 K	25 – 35 K
Project Manager		
Senior Project Implementation Manager / Director - Operations	130 – 180 K	130 – 180 K
Project Manager – WMS/TMS	100 – 150 K	100 – 150 K
Project Manager	70 – 110 K	70 – 110 K
SAP Implementation Director / Manager	130 – 230 K	150 – 250 K
Transport		
General Manager Transport	130 – 180 K	100 – 150 K
National Transport Manager	100 – 140 K	80 – 120 K
Line-haul Manager	60 – 90 K	60 – 80 K
National Compliance Manager / Safety Manager	80 – 120 K	70 – 100 K
Site Manager	60 – 80 K	60 – 80 K
Fleet Manager	60 – 80 K	60 – 80 K
Workshop Manager	40 – 60 K	40 – 60 K

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