



Logistics Executive Group

2015 North Asia Salary Guide

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Position	Shanghai	Hong Kong
MD / GM Logistics	200 - 300K	200 - 300K
Supply Chain VP / Director	150 - 300K	170 - 230K
Logistics Director	130 - 180K	150 - 200K
Operations / Warehousing		
Regional Logistics Manager	110 - 160K	110 - 160K
Warehouse / DC Manager	70 - 90K	80 - 100K
Lean / Quality / Six Sigma Manager	90 - 110K	100 - 120K
Logistics Specialist	50 - 90K	50 - 75K
Consulting & Project Management		
Project Implementation Manager / Director	220 - 300K	220 - 350K
Transport		
General Manager Transport	100 - 150K	110 - 160K
National Distribution Head	80 - 120K	85 - 125K
Transport Controller	50 - 80K	55 - 85K
Sales & Marketing		
Sales Director	80 - 150K	80 - 150K
GM Marketing	170 - 270K	170 - 270K
National Sales & Marketing	70 - 110K	75 - 120K
Regional Brand Manager	50 - 70K	55 - 75K
National Sales Manager	65 - 125K	70 - 130K
Finance & IT Human Resources		
CFO	150 - 250K	175 - 275K
CTO	135 - 190K	150 - 200K
IT Director	95 - 135K	115 - 175K
HR Director	135 - 175K	135 - 175K

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 bonus, company vehicles or travel allowances may apply.

For further information contact Cassandra Lee – GM North Asia at cassandral@logisticsexecutive.com

Logistics Service Providers (LSP/3PL's)

Position	Shanghai	Hong Kong
CEO / MD / Country Manager	180 - 250K	180 - 300K
VP	150 - 220K	150 - 200K
General Manager / Branch Manager	80 - 180K	80 - 180K
Sales & BD		
VP / GM / Sales Director	175 - 220K	175 - 250K
National Sales Manager	150 - 200K	150 - 200K
Regional Sales Manager / Territory Manager	100 - 150K	100 - 140K
BD Manager (3PL)	60 - 100K	65 - 100K
BD Manager (Freight)	40 - 65K	50 - 75K
Sales Executive	27 - 37K	27 - 37K
Operations		
National Operations Director	150 - 225K	150 - 225K
Operations Director	100 - 150K	80 - 130K
Operations Manager	70 - 90K	70 - 90K
3PL Contract Manager	85 - 120K	80 - 120K
Warehouse Operations / Operations / DC Site Manager	60 - 90K	50 - 85K
Warehouse / Operations Executive	40 - 55K	30 - 55K
Project Manager		
Senior Project Implementation Manager / Director - Operations	130 - 180K	130 - 180K
Project Manager - WMS/TMS	120 - 170K	100 - 160K
SAP Implementation Director / Manager	150 - 230K	150 - 250K
Transport		
General Manager Transport	130 - 180K	100 - 150K
National Transport Manager	100 - 140K	80 - 120K
National Compliance Manager / Safety Manager	80 - 120K	70 - 100K
Site Manager	60 - 80K	60 - 80K

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Retail, Merchandising & Sourcing

Position	Shanghai	Hong Kong
MD Regional Sourcing Office >\$750MM USD FOB	200 - 350K	250 - 450K
MD / GM Sourcing Office <\$750MM USD FOB	150 - 250K	150 - 275K
Satellite Sourcing Office Branch Manager	90 - 150K	100 - 200K
Supply Chain Director	150 - 250K	150 - 250K
Operations Director	100 - 160K	100 - 180K
Operations Manager	65 - 115K	70 - 125K
Regional Retail Stores Operations Manager / Director	200 - 300K	200 - 325K
Retail Stores Operations Manager	170 - 210K	175 - 230K
Regional Trade & Compliance Specialist	120 - 160K	150 - 200K
Retail Stores Area Manager / Large Format Store Manager	110 - 180K	100 - 150K
Retail Store Manager	60 - 120K	50 - 80K
Sourcing & Buying		
Sourcing Director	150 - 250K	150 - 250K
Sourcing Director - Indirect	100 - 140K	100 - 150K
Sourcing Manager - Category	80 - 125K	85 - 130K
Senior Buyer	65 - 90K	65 - 95K
Inventory, Planning & Demand		
Demand / Supply Planning Head	150 - 180K	150 - 210K
Planning / Forecast Manager	80 - 125K	80 - 125K
Planner - Senior	45 - 65K	45 - 65K
Inventory Manager	100 - 160K	100 - 150K
Inventory Controller	60 - 80K	60 - 80K
Merchandising & Brand Management		
Merchandising Director	160 - 200K	160 - 200K
Merchandising Manager / Category Manager	100 - 150K	100 - 155K
Senior Merchandiser	60 - 80K	60 - 85K
Merchandiser	40 - 70K	40 - 70K
Brand Manager	70 - 115K	70 - 115K
QC / QA & Production		
Senior Quality Manger / CSR Director	80 - 130K	80 - 130K
QC Manager / CSR Manager	70 - 95K	65 - 100K
Supplier QA Engineer	25 - 35K	30 - 40K
Quality Control – Field / CSR Field	30 - 50K	30 - 50K
Production Manager	65 - 85K	70 - 90K
Textile Manager	65 - 80K	65 - 80K

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