

2022 HAYS GREATER CHINA SALARY GUIDE TECHNOLOGY INDUSTRY SUPPLEMENT



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INTRODUCTION

AS DIGITATION EXPANDS THE BOUNDARIES OF THE TECHNOLOGY INDUSTRY, RECRUITMENT STRATEGIES MUST KEEP UP WITH THE LATEST TRENDS

In 2022, the Technology industry in Greater China is witnessing a new wave of transformation and high quality development, even as the Covid-19 pandemic continues to affect the region. As a result, the recruitment and talent strategies of Technology companies, market demand for talent, and applicants' expectations of companies have changed to varying degrees.

Employers in the Technology industry have raised their hiring criteria for candidates. **In general demand has focused on compound management talents and specialisation of frontline employees.** Salaries in the Technology field either increased or remained the same compared to last year and hiring momentum was strong.

As the Covid-19 pandemic continues to reshape the new workplace of the future, **flexible working has gone from being 'optional' in the Technology industry to 'mandatory' in many companies.** This transition is not easy, and employers, employees and candidates should remain flexible and resilient to enable them to actively tackle the issues in personnel recruitment, communication and work efficiency.

The Covid-19 pandemic has accelerated the move towards digital transformation. A new technological revolution driven by digital Technology is emerging and has become an important force to push forward digital transformation in various fields. Digital transformation is active in industries such as Finance, Pharmaceuticals, Consumption, Manufacturing, Education and Real Estate, with demand for talents continuing to rise.

It is vital that companies can utilise the data of traditional industries accumulated over time in a legal, compliant and efficient manner in order to build strategies. The subject of data security and compliance has received unprecedented attention with the promulgation of relevant laws and regulations, meaning that digital transformation in companies and incremental markets will become inevitable. **We have observed that Technology talent are prioritised in recruitment strategies across the various industries.**

It is true that the global economy is facing major challenges due to the Covid-19 pandemic and ongoing geopolitical conflicts, but despite these crises, new development opportunities are emerging. We believe that **in 2022, the Technology industry in Mainland China and Hong Kong will continue its upward trend, maintain considerable activity**

in recruitment, and continue to be the largest recruitment market in both regions.

By compiling the thoughts and views of Technology industry leaders in major markets in Greater China, Hays sincerely hopes that the Technology Salary Guide can inspire and help employers and candidates in relevant fields plan their future human resource and career development activities.



Jessica Wang
Managing Director
of Hays China



Sue Wei
Managing Director of
Hays Hong Kong SAR



ABOUT THIS SURVEY

In March 2022, Hays published the “Hays Asia Salary Guide” for the 15th consecutive year (hereinafter referred to as the “Asia Salary Guide”), which thoroughly analysed salary and talent trends in 15 industries based on a survey conducted with almost 10,000 workers in countries and regions such as Mainland China, Hong Kong, Malaysia, Singapore, and Japan

Based on the Asia Salary Guide, Hays further focused on the Technology industry and now presents the 2022 Hays Salary Guide for the Technology industry in Greater China (hereinafter referred to as the “Technology Salary Guide”) for the first time.

The Technology Salary Guide team conducted an in-depth survey of more than 1,000 workers in the Technology industry in locations such as Shanghai, Beijing, Shenzhen, Hangzhou and Hong Kong from January to March 2022. The team interviewed many senior executives from different industries, gathering their feedback and professional insights on the effects of digital transformation and the Covid-19 pandemic on the various fields. Through the interpretation of Hays recruitment experts, we put our professional strength to good use, allowing us to explore the opportunities and challenges of the Technology industry in 2022, and to study the trends of the talent market and salaries in various segments.vv

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MAIN FINDINGS & TRENDS IN THE TECHNOLOGY INDUSTRY IN 2022



3.1

THE TECHNOLOGY INDUSTRY CONTINUES TO THRIVE WITH SALARIES INCREASING YEAR AFTER YEAR

According to the 2022 Hays Asia Salary Guide, in Mainland China, 44% of companies expect to provide employees with a salary increase of 3% to 6% in 2022, up 5% from 2021. 23% of companies plan to provide a salary increase of more than 6%, up 6% from last year. In stark contrast to Mainland China, employers in Hong Kong (41%), Japan (47%) and Singapore (45%) said they expect to provide a salary increase of no more than 3%.

Amid the fluctuating Covid-19 pandemic and the clear trend of China's macro economy heading towards high-level development, the Technology industry in Mainland China has ushered in a new wave of transformation and development and continues to maintain a general upward trend.

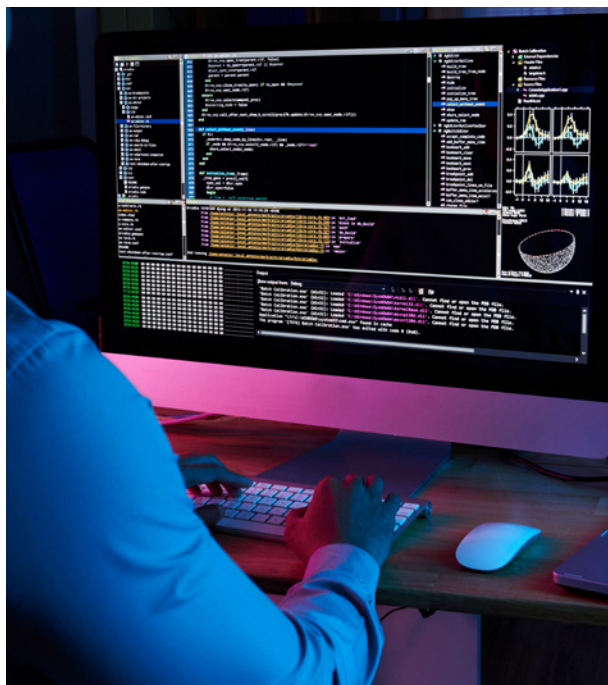
In Greater China, salaries in many positions in the Technology field have risen or remained the same compared to the same period last year. For example, in the Infrastructure sub-Industry, according to the 2021 Hays Asia Salary Guide, the minimum average annual salary of Network Engineers in Mainland China and Hong Kong was RMB 200,000 and HKD 480,000 respectively, while the minimum average annual salary of these positions in 2022 reached RMB 300,000 and HKD 550,000 respectively. Meanwhile, the minimum average annual salary of CIOs in Mainland China and Hong Kong was RMB 1.5 million

and HKD 1.5 million respectively in 2021. In 2022, the minimum average annual salary of CIOs in Mainland China remained the same from last year, while in Hong Kong this figure increased to HKD 1.8 million.

As the industry enters a period of rapid growth, the demand for talent in the Information Technology, Artificial Intelligence and Digital Transformation sub-Industries will rise increasingly across Mainland China and Hong Kong. "Compound talent" with outstanding skills will continue to maintain strong bargaining leverage for high salaries in the recruitment market, which is also proven by the expected salary increases in companies.

3.2

SHORTAGE OF COMPOUND TALENT; INCREASING SPECIALISATION OF FRONTLINE EMPLOYEES



Talent is one of the driving forces for the development and innovation of high-tech companies focusing on research and development (R&D). With competition becoming more intense, 'compound talent' is gradually becoming a buzzword in the Technology industry.

'Compound talent' is also known as 'T-shaped talent'. It often refers to senior talent who simultaneously hold top-level professional skills while specialising in a wide range of applicable management skills. On top of this, 'compound talent' also refers to versatile and internationally minded individuals with achievements across disciplines and professional fields. While employers are eager to find 'compound talent', the entire tech industry is undergoing new changes as it continues to deal with advances in Technology.

With the rapid development of computer and network technologies, application scenarios are becoming more extensive and complex. Technology professionals, in addition to having skills in software development, cyber security and big data in the traditional sense, are required to have a deep enough understanding of the segmentation, policies, regulations, and project and personnel management in the business chain.

Taking the AI-based Medical industry as an example, its core talents, in addition to having extensive

experience in areas such as algorithms, natural language processing, and image processing, also need sufficient knowledge in areas such as pathology, imaging, pharmacy, biology, and chemistry, in order to incorporate the technologies into various disciplines in a more efficient and organic manner, and to produce related products.

Employers in China's Technology industry have certainly raised the bar when it comes to their hiring criteria. In addition to technical Technology skills and business operation capabilities, employers are also on the lookout for indications of keen insight and stakeholder management capabilities. As a result of the more stringent criteria, the average recruitment time has lengthened across Technology roles.

Conversely, demand for frontline employees has become more specialised in the Technology industry in Greater China. For example, in Hong Kong, companies have shifted from recruiting more general UI/UX designers a few years ago to UI/UX designers with skills in specific niches, such as surface designers, user experience analysts, and design systems.

3.3

DIGITAL TRANSFORMATION: TECHNOLOGY EMPOWERS INDUSTRIES

In April 2022, the World Intellectual Property Organisation released the World Intellectual Property Report, stating that “Digitalisation is now transforming industries, by changing the object, types, and processes of innovation.”

According to multiple industry observations, digital application and transformation are quite challenging for many, because it involves the adjustment of the overall business strategy and even larger-scale reforms. However, in the long run, digital transformation can bring profound benefits and have a positive impact on companies. It also encourages companies to make top-down changes.

2022 has brought into light more trends that indicate how information Technology and digital transformation are empowering industries. Hays has observed that companies are increasing investment in building data platforms, with a view to realise the next generation of ‘smart businesses’. This is particularly evident in industries such as Life Sciences

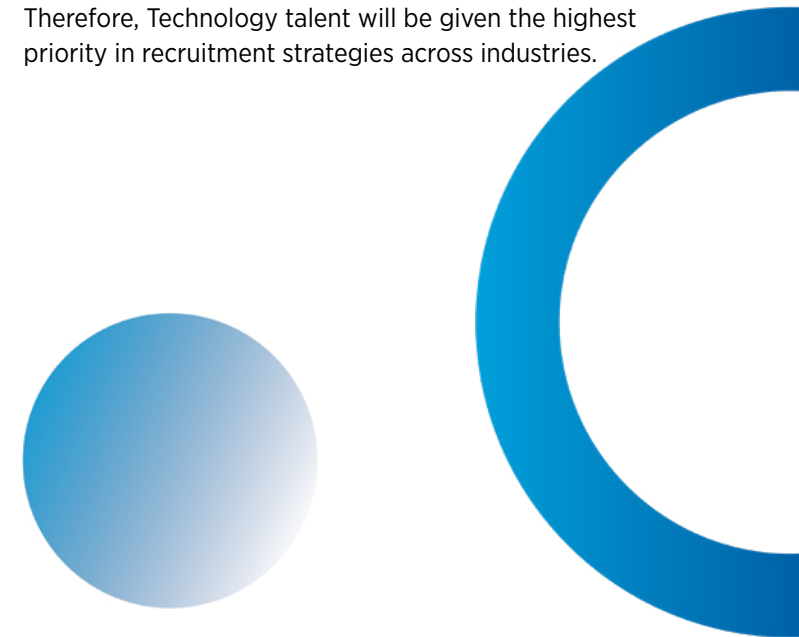
and Financial Services where recruitment for positions such as Data Architects, Data Scientists and Data Analysts is on the rise.

As industries such as Pharmaceuticals, Automotive, FMCG, and Luxury Retail accelerate digitalisation with cloud and e-commerce technologies, talent specialising in software engineering and DevOps (development and operations) will also be highly sought after. Stronger modernisation and connectivity are also being vigorously pushed within the manufacturing industry. Businesses empowered by 5G, cloud computing, and the Industrial Internet of Things (IoT) are slowly emerging. Meanwhile, industries including Education, Real Estate, Automotive and Online Healthcare are expected to accelerate digitisation in the coming months to remain competitive.

Hays consultants say that whether in Mainland China or Hong Kong, almost all industries will need more talent with a background in Technology in the next few years to help companies accelerate their digital transformation activities. According to the Digital Transformation Index Report 2021 released by Tencent in November 2021, organisations in the E-commerce and Finance industries have seized the opportunity to implement digital transformation in the last few years

and as a result, their index is more than three times the industry average.

Hays suggests that digital transformation should be aligned to business transformation. Improvements in data Technology help to establish a digital connection between companies and users or ecosystems, thereby improving the efficiency of operations and enabling businesses to create value. As the industry matures, Technology is no longer a mere tool, but is becoming a strategic element that is critical to the operation and development of companies in different fields. Therefore, Technology talent will be given the highest priority in recruitment strategies across industries.



3.4

INSUFFICIENT POOL OF DATA SECURITY AND COMPLIANCE TALENT

In recent years, Mainland China has been accelerating the implementation of laws and policies for data security. The Cyber security Law implemented in 2017, the Data Security Law implemented at the end of 2021, along with the Personal Information Protection Law jointly constitute the legal basis for China's Big Data industry. In terms of policy, in July 2021, the Ministry of Industry and Information Technology released the Three-year Action Plan for the High-quality Development of the Cyber security Industry (2021-2023) (Exposure Draft), proposing that:

"The revenue of the Cyber Security industry will exceed RMB 250 billion by 2023, with a compound annual growth rate of over 15%. Investments made in cyber security by telecommunications and other key industries will account for 10% of all IT investment."

With the implementation of these and other relevant laws and policies, industries related to data security will expand on a large scale. New demand will

continue to emerge, and incremental markets will become inevitable.

The most critical roles in digital transformation are related to data protection and information security, such as Data Protection Officers, Information Security Officers, and ITBP, the most central role that guides follow-up work. Other important roles include Product Owners, Architects, Projects and Change Management, as well as implementation consultants.

Digital platforms and cloud Technology have led to information security and privacy issues. As a result, one of the focal points for Mainland China and Hong Kong will be to strengthen cyber security capabilities and ensure operation compliance. In addition, it is highlighted in the 2022 Hays Asia Salary Guide that the median salary increase for Cyber Security professionals is expected to be as high as 50% compared to 2021.

Despite the rising demand for talent, the Cyber Security and Compliance field has been facing the dilemma of a shortage of talents in both volume and skill sets.

The most critical middle and high-level positions in this field, such as Data Compliance Officers and Data Security Officers, command average salaries as high

as RMB 800,000-1,000,000, with top Internet giants providing higher salaries between RMB 2 million and RMB 3 million. However, there are few qualified candidates. Not only are candidates required to have approximately ten years of work experience, these positions also require compound talent with strong Technology capabilities and familiarity with laws and regulations. As a result, the employment market is currently seeing a high volume of open positions with few candidates.

In light of the acceleration of digital transformation, Hays observes that the demand for desensitisation and security protection of consumer data and personal information continues to rise. Working from home has become a 'must' and is a practice that is more extensively applied in the fields of Internet of Things, Internet of Vehicles and Telemedicine. With the rise of Fintech adoption both at enterprise and end user level, threats to cyber security and data security continue to rise. In 2022, the Security field will continue to maintain strong momentum in the recruitment for positions related to compliance and governance.

3.5

BEYOND SALARY: FLEXIBLE WORK, CAREER DEVELOPMENT, AND VOCATIONAL SKILL IMPROVEMENT



Working professionals in the Technology industry tend to have higher salaries. Therefore, when choosing an employer, they are more concerned about factors such as flexible working, career development, and vocational skill improvement in addition to the compensation package.

As a result of the pandemic, ‘flexible working’ has gradually become a key word in workplaces around the world, including in Mainland China and Hong Kong. Over the past two years, employers and employees have gradually adapted to flexible work options. Interviews, meetings, and collaborative work have also shifted from in-person to virtual.

Today, an increasing number of people are prioritising work-life balance over salary. They also have higher requirements when it comes to corporate culture, flexible work arrangements and career development paths.

In terms of career development, both employers and employees need to focus on corporate talent strategies that determine whether organisations can provide transparent promotion opportunities for employees with Technology backgrounds, and whether these talents can continuously improve their soft skills.

In addition, with ‘involution’ within the industry becoming more severe, working professionals potentially face a ‘996’ work culture which in turn reduces their time to work on improving their skills. In the industry, there is fierce competition between companies and between working professionals. Business owners and workers will be further tested on how to seek a balance between efficiency and benefits.

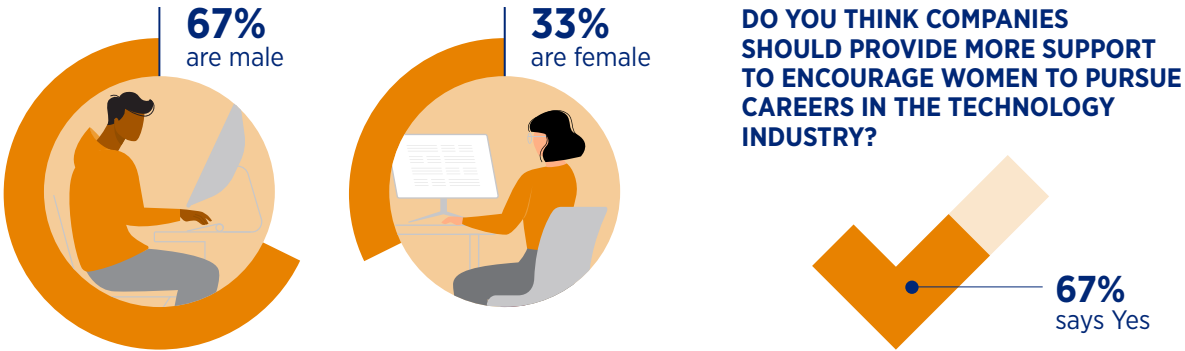
Employers will be more attractive to candidates if they can provide options for flexible hours, working from home, and distributed work models. Over the past year, Hays has observed that both foreign and domestic organisations have provided the option of working from home one to two days per week. In addition, more and more employers are beginning to leverage the flexibility of contract employees or outsourcing to a third party, reducing the hiring of long-term contract employees.



ANALYSIS OF SURVEY FINDINGS

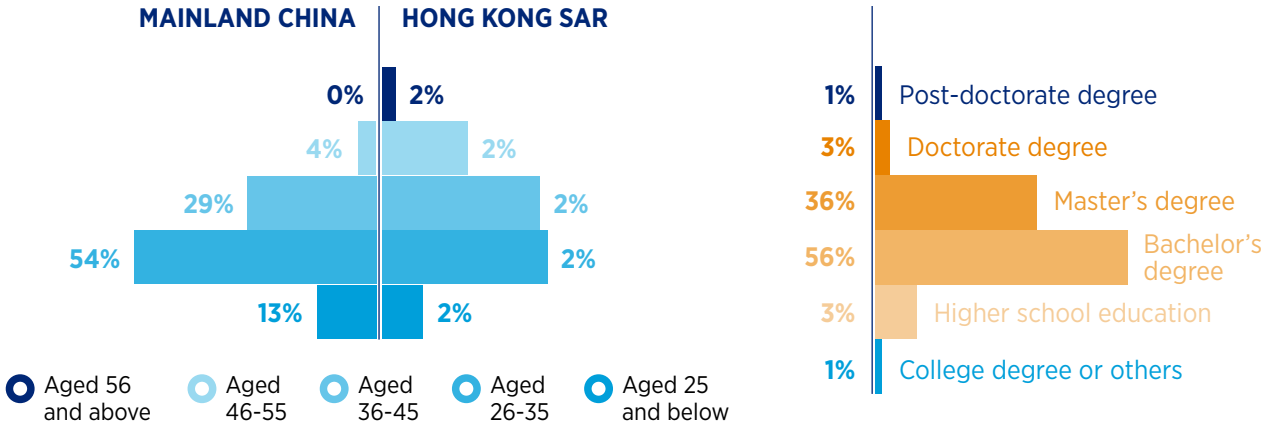
PROFESSIONAL
PROFILING

In the Technology industry, **the proportion of male workers (67%) is significantly higher than that of females.** In light of this imbalance, the majority (67%) think that their **companies should provide more support to encourage women to pursue careers in the Technology industry.**

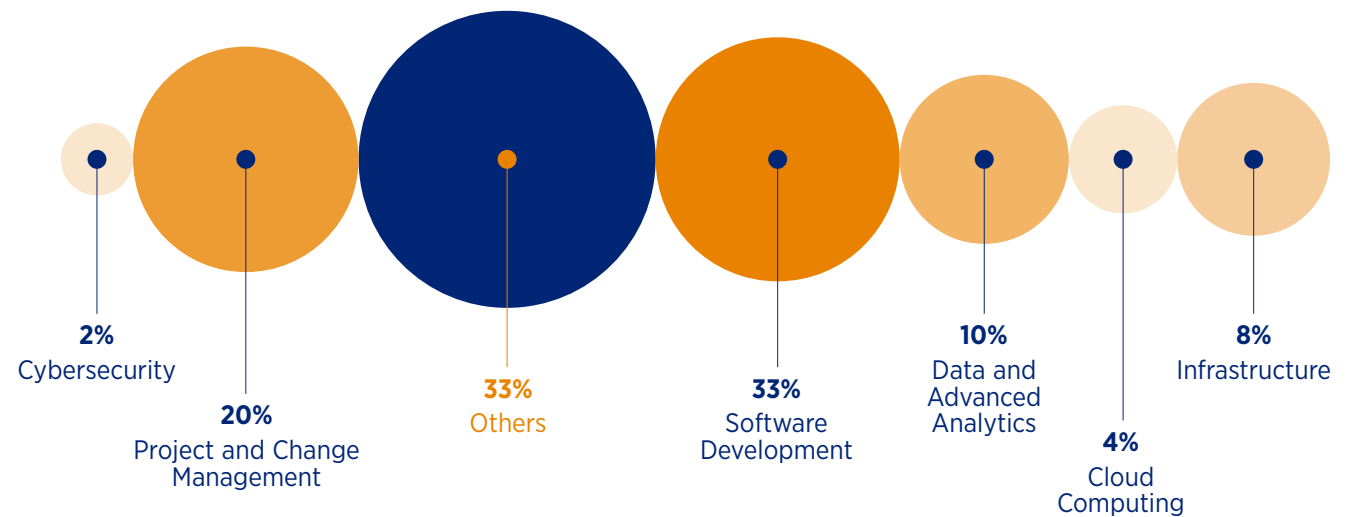


Professionals in the Technology industry are **generally young**, of ages between 26 and 35. This phenomenon is even more pronounced in Mainland China: 54% of Technology professionals in Mainland China are between 26 and 35 years old, and only 4% are above 46 years old.

A bachelor's degree is the 'standard' for professionals in the Technology industry. 96% hold a bachelor's degree or above.



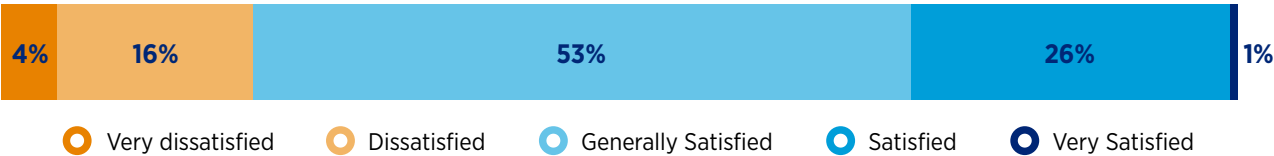
Software Development (33%), and Projects and Change Management (20%) are the specialties of most Technology professionals among the survey respondents. The fields of Data and Advanced Analytics (10%), Infrastructure (8%), Cloud Computing (4%), and Cyber Security (2%) are still relatively niche, but due to an acceleration of digital transformation in the economy brought on by Covid-19, technologies such as the Internet, big data, and cloud computing have continued to penetrate into all walks of life. With China's strong support for the development of cloud computing, cyber security, and infrastructure, the demand for talent in these sub-Industries will grow rapidly in the future and attract more job seekers.



SALARY AND BENEFITS

Most Technology industry professionals said they were ‘generally satisfied’ with their salary package. Only 27% of respondents said they were ‘satisfied’ or ‘very satisfied’ with their current salary package.

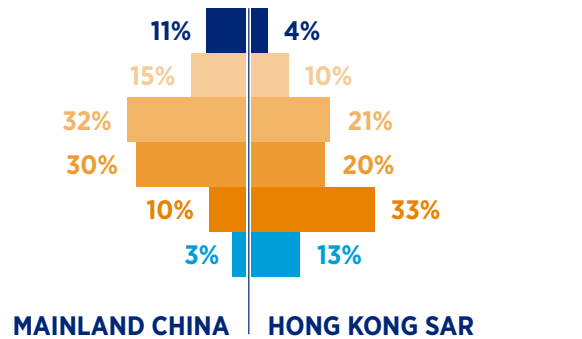
ARE YOU SATISFIED WITH THE CURRENT SALARY PACKAGE?



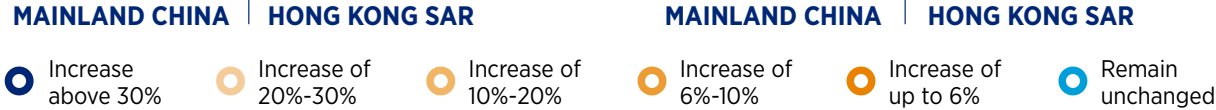
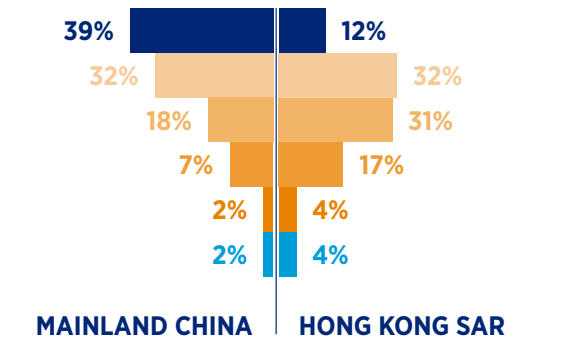
Overall, respondents in Mainland China have higher expectations for future salary increases, which also reflects the fact that Technology industry professionals in Mainland China are more optimistic about the economy and the employment market as a whole.

If staying with the current company, the majority of respondents in Mainland China (32%) expect a salary increase of 10-20%, while the majority of respondents in Hong Kong (33%) think that it is more reasonable to expect a salary increase of up to 6%. If joining a new company, the majority of respondents in Mainland China (39%) expect a salary increase of more than 30%, while the majority of respondents in Hong Kong (63%) expect a salary increase of 10%-30%.

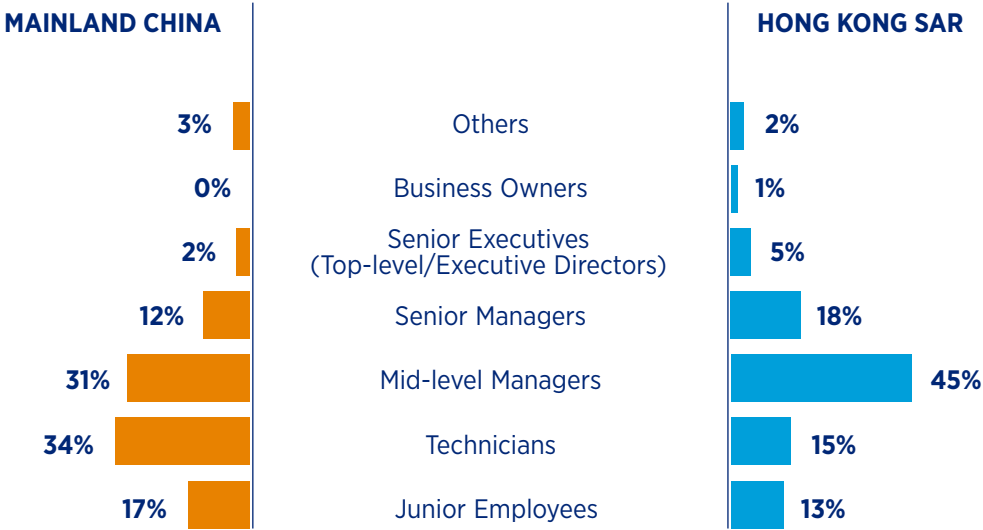
THE EXPECTED SALARY CHANGES OVER THE NEXT 12 MONTHS WITH THE CURRENT COMPANY



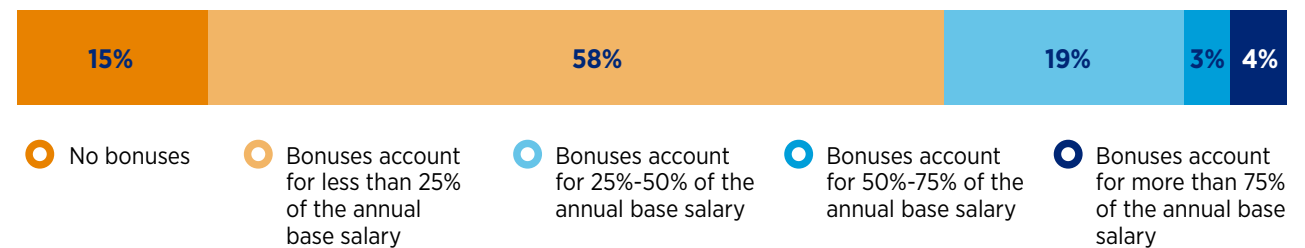
THE EXPECTED SALARY CHANGES OVER THE NEXT 12 MONTHS IF JOINING A NEW COMPANY



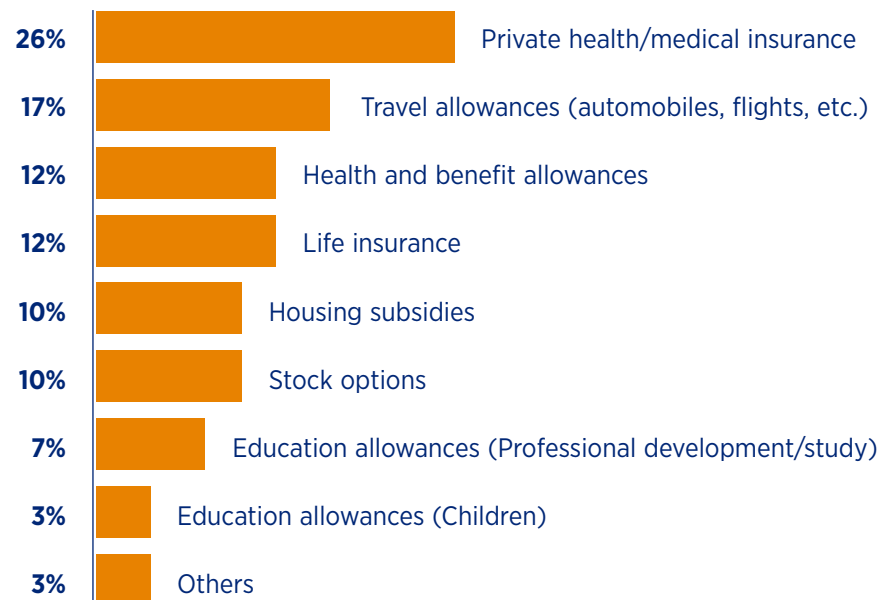
The different expectations of Technology industry professionals in the two regions for future salary increases are partly due to the overall difference in the positions and qualifications of respondents in Mainland China and Hong Kong. Respondents in Hong Kong are mainly middle-level managers while respondents in Mainland China are mostly technicians. Compared to middle-level managers, technicians are more likely to think that there may be more room for salary increases in the future.



The majority of Technology industry professionals have bonuses of less than 25% of their salaries. In addition to base salaries and bonuses, technology-related companies provide multiple benefits to their employees. **The most common form is private health and medical insurance (26%).** In addition, travel allowances (17%), health and benefit allowances (12%), life insurance (12%), housing subsidies (10%), and stock options (10%) are also widely offered by companies to motivate employees.



BENEFITS PROVIDED BY COMPANIES (Except base salary and bonuses)



SKILLS TRAINING AND
CAREER DEVELOPMENT

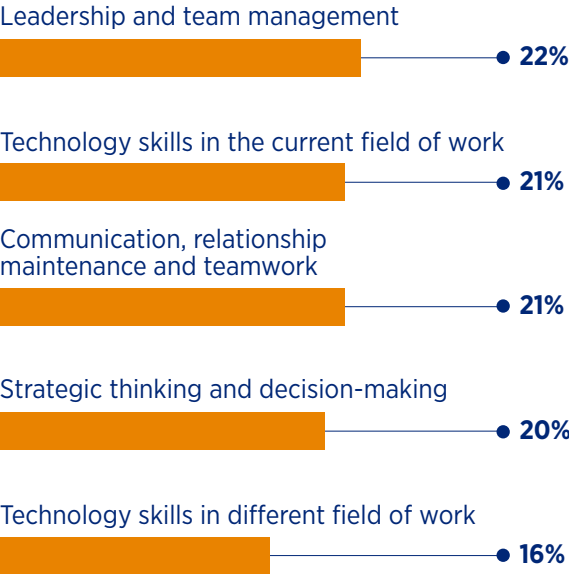
In the ‘hard tech’ industry, **soft skills are valued by professionals**. The survey found that the top three soft skills that Technology industry professionals considered to be the most important factors for their current positions are **communication skills (24%), teamwork/collaboration (22%) and innovative/strategic thinking (17%)**.

Meanwhile, professionals are looking forward to additional support and investment to improve other skills and to meet the higher demand for **compound talent** in the Technology industry. Among multiple hard/soft skills, **leadership and team management (22%)** are the skills areas where professionals most expect additional support and investment.

THE MOST IMPORTANT SOFT SKILLS FOR THE
CURRENT POSITIONS

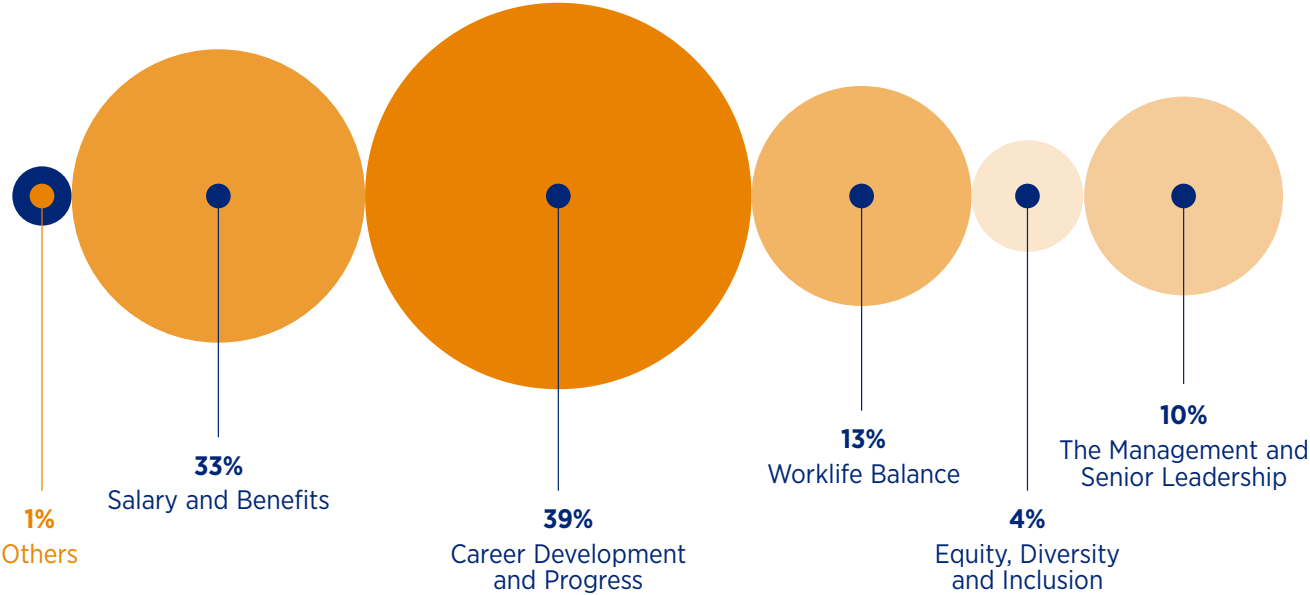


SKILLS WHERE PRACTITIONERS ARE LOOKING
FORWARD TO ADDITIONAL SUPPORT OR INVESTMENT



When deciding on their career choices, the most important factors that Technology industry professionals consider are **career development and progress (39%)**, and **salary and benefits (33%)**. In addition, worklife balance (13%) and corporate management and team leadership (10%) are also taken into consideration by professionals.

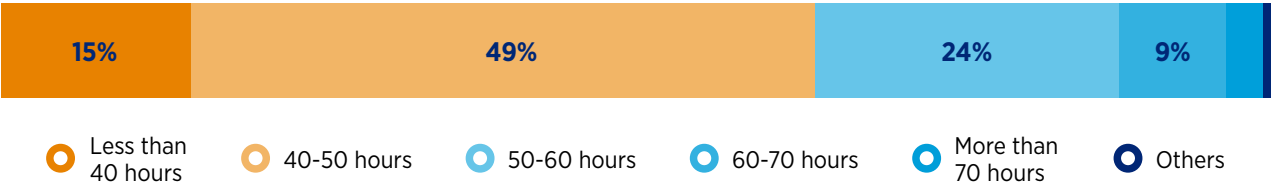
THE MOST IMPORTANT FACTORS INFLUENCING CAREER CHOICES



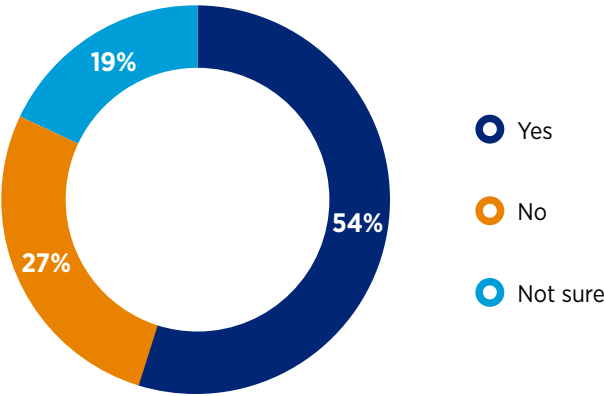
NEW WORKPLACE
OF THE FUTURE

Overtime work is common among Technology industry professionals. On average, only 15% of professionals work less than 40 hours per week. Time outside of work is at a premium. Consequently, **only 54% of professionals have enough time for professional development and continuous learning.** Continuous learning and skills development are critical for professionals to remain competitive in the rapidly changing Technology industry.

AVERAGE WORKING HOURS PER WEEK



DO YOU HAVE ENOUGH
TIME FOR PROFESSIONAL
DEVELOPMENT AND
COTINUOUS LEARNING?



In terms of flexible work (such as remote work, flexible working hours, and compressed working hours), professionals are **generally satisfied** with the relevant policies of companies. In contrast, professionals in Hong Kong are more satisfied with companies' flexible work policies, with 56% of respondents being satisfied or very satisfied.

ARE YOU SATISFIED WITH THE COMPANY’S FLEXIBLE WORK POLICIES?



In order to attract and retain more Technology talent, employers need to recognise the demand and preferences of professionals for personal development, work-life balance and flexible work, optimise work arrangements, and introduce more flexible work policies, to enhance the attractiveness of their companies for outstanding Technology talent.

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INDUSTRY OUTLOOK AND INSIGHTS FROM LEADERS



HEALTHCARE & LIFE SCIENCES

MICHAEL TAO

CIO of Zoetis Greater China

IN RECENT YEARS, WHAT CHANGES IN THE INDUSTRY HAVE IMPRESSED YOU THE MOST?

Affected by the Covid-19 pandemic, more and more companies are willing to invest in additional resources to seek digital solutions. Through digital platforms, companies can integrate the upstream and downstream links of the industrial chain to improve their operational efficiency and unleash business potential. Following this trend, digital transformation has become one of the core strategies of companies. Technology teams are more closely connected with product R&D, marketing, manufacturing, and other business fields, and as digital transformation gradually penetrates core business management operations, it is becoming increasingly relied upon.

IN THE POST-PANDEMIC ERA, DIGITAL TRANSFORMATION IS ACCELERATING. WHAT ARE THE NEW OPPORTUNITIES IN THE FUTURE?

As we enter the post-pandemic era, the previously seen rapid acceleration of digital transformation companies will stabilise and continue on a slow and steady rise. The application of Technology will penetrate all levels of operation and management of companies. Extending digitalisation further to clients to attract

incremental markets through the streamlining and optimising of current systems and providing users with more tailored services will send digital transformation in a new direction. At present, foreign companies are further ahead than most domestic companies in terms of business maturity and digital transformation. With the further development of China's digital economy, domestic companies, thanks to more efficient management structures and lower communication costs, will accelerate the pace of digital transformation and generate high demand for recruitment.

AS COMPANIES CONTINUE TO IMPLEMENT DIGITAL TRANSFORMATION, WHAT RECOMMENDATIONS WOULD YOU GIVE TO EMPLOYERS AND CANDIDATES?

For companies undergoing digital transformation, it is critical to have compound talent who can master the Technology and understand the business, and also cover marketing, finance and other vertical fields. First of all, I recommend that candidates have a clear understanding and positioning of their capabilities. Second, candidates should keep an open mind, continue to accumulate more business knowledge across the fields, and combine it with hard skills for application. I recommend that employers provide more learning opportunities to enable staff with single skills to become compound talents.



CONSUMER GOODS & RETAIL

CHRIS JIN

CIO of Semir Garment

BASED ON YOUR OBSERVATIONS, WHAT NEW CHANGES HAVE BEEN SEEN IN THE INDUSTRY OVER THE PAST TWO YEARS?

The Covid-19 pandemic has intensified the digital transformation of traditional companies. In the Retail industry, the pandemic has led to changes in traditional consumption habits, sharply increased the proportion of online shopping, especially online live shopping, and driven the transformation of the traditional Retail industry towards an “online + offline” all-domain mode. Throughout the process, a deepening digital awareness has become the foundation for companies to implement digital transformation. Through digital platforms, companies can effectively integrate the mass data of customers and products, gain insight into consumer feedback from various channel segmentations, and use data to drive improvement in the efficiency of the overall business. While continuously optimising products, companies can carry out precision marketing for different groups to maximise product sales. Successful digital transformation should bring companies holistic and lasting changes and even a continuous understanding of the entire industrial chain.

WHAT ARE THE NEW TRENDS IN THE DIGITALTRANSFORMATION OF COMPANIES?

First, the collection and analysis of big data will be applied on a larger scale, particularly in the industrial Internet of Things, to

further help companies improve operational efficiency, accelerate supply chain agility, and further improve brand equity and brand penetration. Secondly, in the future, data-driven growth will not only be limited to increasing sales and expanding user groups, but it will also further enhance business efficiency. Third, digital transformation focusing on the “agility” of companies will become an important turning point. Through data driven strategies, companies can efficiently analyse the whole chain of R&D, production and sales while being flexible in the way they supply products.

IN YOUR OPINION, WHAT ARE THE COMPULSORY COURSES FOR CANDIDATES LOOKING TO STAND OUT IN THE WORKPLACE?

First of all, I think some of the most important attributes for candidates include having a growth mindset, maintaining curiosity, taking delight in exploring new approaches, being willing to accept a full range of challenges, and having a strong willingness to learn. Second, while continuing to develop their professional skills, candidates should also increase business acumen and broaden the influence boundary. Furthermore, digital transformation requires candidates to quickly adapt to changing environments and be able to learn and iterate on their own. Finally, candidates should break away from the inertia of empiricism and try to innovate with an independent way of thinking.



INTERNET HEALTHCARE

CHEN LIANG

CTO and co-founder of MiDIVI

IN RECENT YEARS, WHICH INDUSTRIES HAVE STOOD OUT WHEN IT COMES TO TECHNOLOGICAL TRANSFORMATION?

In the Medical field, we've seen more and more companies focusing on Technology innovation and digital transformation and trying to integrate new Technology elements into the business system. Innovative technologies such as AI-based pharmaceuticals, surgical robots, 3D printing and mixed reality, and gene editing have flourished. Empowered by Technology, the value of the Medical and Healthcare industry has increased. However, introducing a large number of innovative technologies will increase the cost of companies. Therefore, another increasingly hot topic is how to reduce costs and increase efficiency in the industry through Technology. Also, in order to adapt to the rapid development of information Technology such as 5G, big data, and IoT, companies have begun to aggregate the links upstream and downstream through digital platforms to establish a stronger connection and integrate digital solutions to achieve a result which is greater than the sum of its parts.

WHAT WILL THE IMPACT OF THE ABOVE TRENDS BE ON RECRUITMENT?

On one hand, with the deep integration of Technology in the Medical and Healthcare industry, the process of developing superior,

higher value products can only be achieved with the support of compound talent. On the other hand, the most dynamic talent strategy for companies in the future is to establish a team with sufficient ability to generate cash flow.

AS A FORMER CANDIDATE AND ENTREPRENEUR, COULD YOU PLEASE SHARE YOUR EXPERIENCE?

The unpredictability of the Covid-19 pandemic has made us fully realise that companies and employees require extraordinary resilience to survive in an unpredictable era. Currently, China's Technology industry is developing rapidly, where challenges coexist with opportunities. Candidates should always maintain an open mindset, embrace change with confidence, take the initiative to learn, and cultivate cross-border skills, so that they will be more likely to seize opportunities and thus achieve more successful development. Senior professionals should have the courage to overcome difficulties. Starting from professional and technological aspects, they should build up their capacity in multiple ways to improve their working capabilities.



BANKING & FINANCIAL SERVICES

ELAINE CHAN

Data Science and Management Director in AXA Hong Kong & Macau

WHAT DO YOU THINK OF FEMALE PROFESSIONALS IN THE TECHNOLOGY INDUSTRY?

The Technology industry usually gives the impression of a male-dominated environment, but throughout my career, I have never felt like I was being treated differently or looked down on because I'm female. Instead, I'm always happy to bring in a new perspective as the opposite gender. I would like to encourage more young women to join the Technology industry instead of worrying about possible gender inequality, thus limiting their career choices and development. In the Technology world, unlike what most people assume, a woman's innate ability to be delicate and empathetic is an advantage. Technology candidates often have a good educational background and strong numeric-fact senses; having good influencing abilities and sensitivity to a "customer first" business vision would impress interviewers.

WHAT ARE THE UNIQUE CHARACTERISTICS OF THE TECHNOLOGY INDUSTRY IN HONG KONG, MAINLAND CHINA AND THE GREATER BAY AREA?

In general, Mainland China has relatively more inclusive regulations and policies allowing valuable data insights to be exploited systematically from diverse and large amounts of data collection within the local digital ecosystem. Compared with Mainland China,

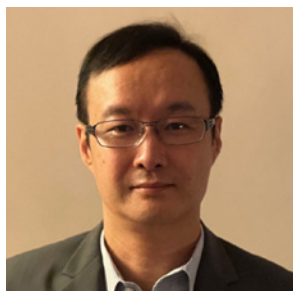
Hong Kong is unique in that most professionals can accommodate internationally diverse data regulations and policies.

The Greater Bay Area provides a great opportunity for exchanges and interactions between talent in Mainland China and Hong Kong. The regions are cooperating to introduce more relocation exchange of professional talent, experts, and scholars, and consequently we see more candidates with a diverse education and working background beyond local, mostly from Mainland China or the Greater Bay Area.

WHAT ARE THE FUTURE DEVELOPMENT TRENDS IN THE TECHNOLOGY INDUSTRY?

Data visualisation is a key trend in the coming years. Business users including senior management teams are increasingly demanding visualised data analytics, machine learning models and results to better understand business insights. Candidates proficient in data visualisation will stand out in the job market, bringing higher clarity and transparency to management teams as they deep dive into data implications and insight discovery in a business context.

In Hong Kong, an upcoming trend is Cantonese Natural Language Processing (NLP). The pandemic has inevitably brought people's shopping behaviour from offline to online, drastically increasing the demand for online customer service. Thus, high-performance chatbot capability is becoming a key success factor for business growth. Cantonese NLP is relatively challenging technically due to the common mix of Cantonese and English in one conversational sentence. Verbal Cantonese is also a dialect that can vary from its written form. Companies in the market are all aiming to build a highly intelligent Cantonese chatbot comparative to sophisticated chatbots like Taobao's in Mainland China, highly intelligent and so humanlike in its response that users cannot instantly tell if it is machine or human.



BANKING & FINANCIAL SERVICES

ANTHONY CHOW

Head of IT Security of Chong Hing Bank

WHAT IS YOUR UNDERSTANDING OF CYBER SECURITY?

In the Internet environment, more and more companies are implementing digital transformation and migrating their business to cloud services. We call cyber security the “first line of defence”, which protects network data and infrastructure from external threats or hackers. Cyber security is not just a position, but also a kind of awareness. For example, people receive many “phishing emails” that induce clicks to other web pages, causing loss of personal information and money. Protection from phishing emails is also part of cyber security. At its peak, I process over 500,000 “phishing emails” a day, protecting the information data of the bank and customers from being leaked.

IS CYBER SECURITY DIFFERENT IN HONG KONG, MAINLAND CHINA AND THE GREATER BAY AREA?

The specific work content of cyber security mainly depends on the company's business demands for protecting the company's infrastructure and information security. In addition, different regions have different regulations on cyber security management. Therefore, specific operations should be in line with the requirements of the region, which cannot be generalised. With its

geographical advantages, the Greater Bay Area can provide a platform for the flow and exchange of talent between Hong Kong and Mainland China. I lead a team consisting of fifteen members. Most of them are from Hong Kong, and one or two are in Guangzhou, in charge of the business in Mainland China. Therefore, we have two business lines to oversee cyber security in Hong Kong and Mainland China, respectively.

IN YOUR OPINION, WHAT IS THE NEXT TREND OF RECRUITMENT IN CYBER SECURITY?

In Hong Kong, cyber security candidates are definitely in short supply. In the hiring process, I meet good and experienced candidates, but it is difficult to recruit them smoothly because other companies are willing to offer higher salaries. Experienced candidates have more options in job applications. The company, as a recruiter, is willing to accept candidates who are not experienced and provides training for them to grow. Cyber security needs to address the threat posed by hacking in a targeted manner. Therefore, the growth potential of employees will be valued in the recruitment process.

The background is a solid blue color with several abstract, darker blue geometric shapes scattered around. These shapes include circular arcs, semi-circles, and a quarter-circle, creating a modern, minimalist aesthetic.

CONCLUSIONS: INDUSTRY OUTLOOK AND RECOMMENDATIONS



In 2022, the Covid-19 pandemic is fluctuating. The international situation continues to change, thus causing the global economy to also fluctuate. However, the Technology industry has maintained a good rhythm of development.

In terms of salary increase expectations, favourable policies, and digital transformation of the whole industry, the Technology industry has a solid foundation for continuous development in 2022 and the years that follow. Hence recruitment demand is expected to remain strong.

The shortage of compound talent, and the insufficiency of data security and compliance talent will remain the focal point of the industry in the short term. The cultivation of talent cannot be completed overnight. However, with the continuous development of the industry, the continuous improvement of related education systems, and the cross-border transformation of more talent in different fields, Hays believes that the talent supply shortage will be resolved in the future.

Recruitment strategies should keep up with the development of society and the new normal. More flexible employment and recruitment strategies and talent programmes that can bring a greater

sense of gain and value to employees will help companies in the Technology industry in Greater China gain an advantage in the market for talent.

Although employers in the Technology industry are implementing flexible working methods, some product line owners might not always be so comfortable, resulting in reduced work efficiency. In this regard, Hays recommends that employers organise relevant training in conjunction with optimising workflows to reduce management costs and improve efficiency.

In terms of changing recruitment demands, Hays recommends that employers in the Technology industry maintain their focus and recruit according to their actual situation and demand, while avoiding age discrimination.

In addition, the salary system in the Technology industry is usually complicated. In addition to salary, options and stocks are often included in the salary package. Therefore, the actual value of the package will depend on investment, financing, and performance of the stock market. This requires the human resources department to develop a more balanced package based on the company's demands and strategies for the long-term. Therefore when choosing a job, candidates need

to carefully check the salary package so that they fully understand what's being offered.

Even though the Technology industry has a strong demand for cyber security talent, it is recommended that candidates put forward rational requirements when negotiating salaries to avoid missing out on good development platforms and career opportunities due to excessively high salary requirements.

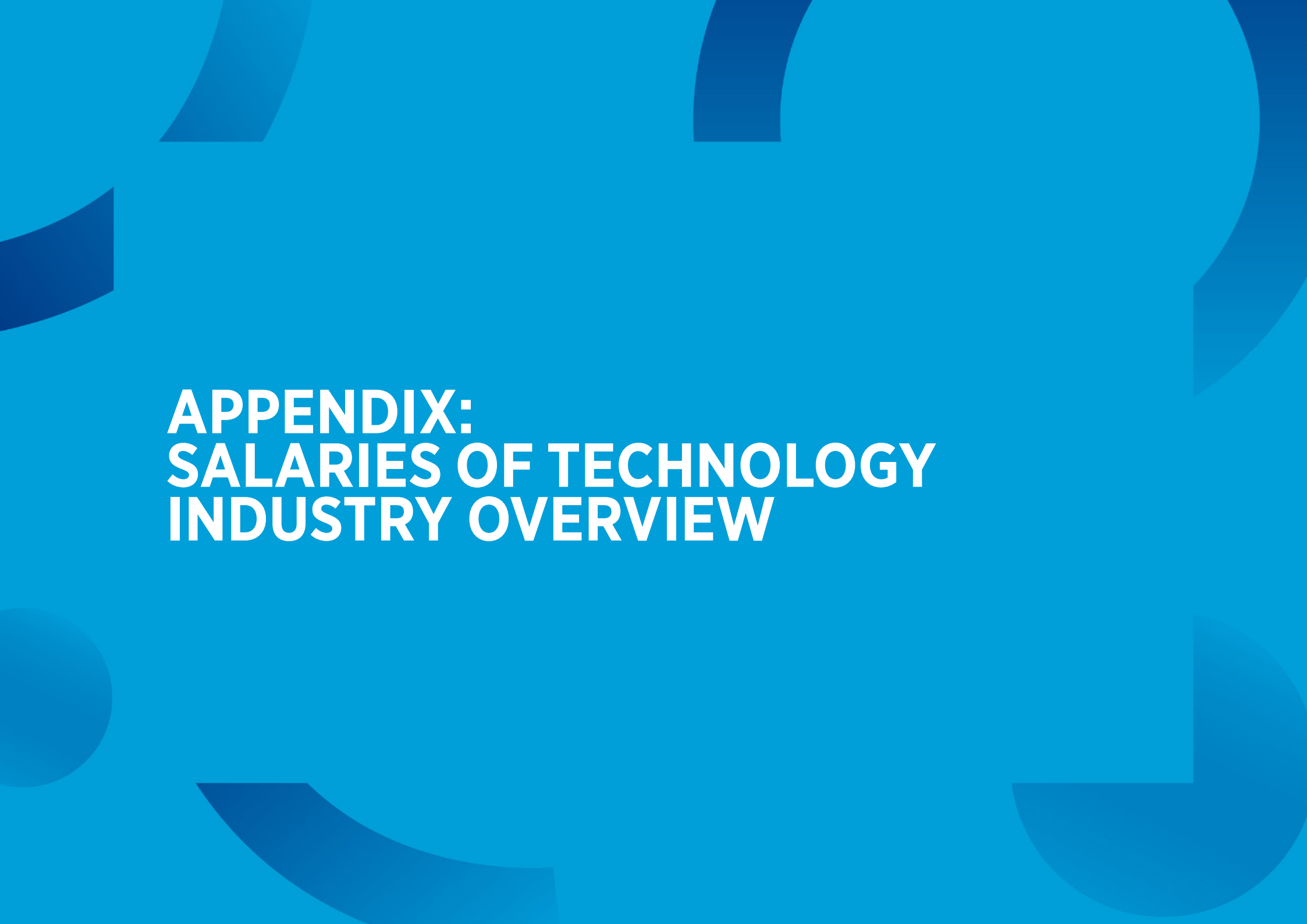
Although the Technology industry faces some short-term challenges, on the whole, Hays believes that in 2022, the Technology field will remain dynamic in terms of recruitment and will be the largest recruitment market in Greater China.

Please visit our newly launched Hays Technology websites to learn more about Technology talent trends and hot jobs:

www.haystechnology.cn
www.haystechnology.com.hk

To learn more about recruitment and salary, please visit our official website at:

www.hays-china.cn | www.hays.com.hk

The background is a solid blue color with several large, abstract, darker blue geometric shapes scattered across it. These shapes include circular arcs, semi-circles, and partial circles, creating a modern, tech-oriented aesthetic.

APPENDIX: SALARIES OF TECHNOLOGY INDUSTRY OVERVIEW

SOFTWARE DEVELOPMENT

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
JAVA Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	450K	300K	600K	500K	900K	600K	1.2M	800K	2M
Shanghai	200K	600K	300K	600K	400K	800K	500K	1.2M	600K	2M
Shenzhen	200K	500K	250K	500K	400K	800K	450K	1.2M	600K	2M
Hangzhou	175K	550K	280K	680K	350K	800K	480K	1.2M	600K	2M
Hong Kong SAR	300K	360K	360K	600K	480K	960K	720K	1.2M	840K	1.44M

Golang Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	300K	300K	500K	450K	650K	500K	750K	N/A	N/A
Shanghai	300K	650K	400K	700K	500K	800K	500K	1M	N/A	N/A
Shenzhen	200K	400K	300K	450K	450K	650K	500K	700K	N/A	N/A
Hangzhou	275K	600K	380K	680K	450K	800K	480K	1M	N/A	N/A
Hong Kong SAR	240K	360K	360K	480K	480K	720K	720K	960K	960K	1.2M

C++ Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	450K	300K	600K	500K	900K	600K	1.2M	800K	2M
Shanghai	280K	500K	300K	750K	350K	780K	400K	800K	800K	2M
Shenzhen	200K	500K	250K	400K	400K	600K	550K	700K	700K	2.5M
Hangzhou	255K	450K	280K	730K	300K	780K	380K	800K	600K	2.5M
Hong Kong SAR	300K	360K	360K	600K	480K	960K	720K	1.2M	840K	1.44M

Python Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	300K	300K	500K	450K	650K	500K	750K	N/A	N/A
Shanghai	240K	500K	250K	500K	270K	600K	450K	700K	N/A	N/A
Shenzhen	130K	250K	200K	350K	300K	500K	450K	700K	N/A	N/A
Hangzhou	215K	450K	230K	480K	220K	600K	430K	700K	N/A	N/A
Hong Kong SAR	240K	360K	360K	480K	480K	720K	720K	960K	960K	1.2M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
.net Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	150K	200K	200K	400K	300K	500K	550K	700K	700K	1M
Shanghai	200K	350K	250K	500K	300K	600K	250K	800K	300K	1M
Shenzhen	120K	200K	200K	350K	300K	500K	450K	800K	550K	960K
Hangzhou	175K	300K	230K	480K	250K	600K	230K	800K	300K	1M
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	840K	840K	960K

Front-end Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	150K	250K	200K	350K	300K	500K	450K	600K	500K	900K
Shanghai	200K	420K	300K	600K	400K	800K	500K	1M	500K	1.2M
Shenzhen	120K	250K	200K	350K	300K	500K	450K	600K	500K	950K
Hangzhou	175K	370K	280K	580K	350K	800K	480K	1M	500K	1M
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	840K	840K	960K

QA - Manual Test Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	120K	200K	200K	300K	300K	500K	450K	600K	500K	600K
Shanghai	180K	250K	220K	400K	300K	500K	300K	500K	400K	600K
Shenzhen	120K	250K	200K	350K	300K	500K	450K	600K	500K	600K
Hangzhou	155K	200K	200K	380K	250K	500K	280K	500K	400K	600K
Hong Kong SAR	240K	360K	360K	480K	480K	660K	660K	780K	780K	900K

QA - Automation Test Engineer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	120K	200K	200K	300K	300K	500K	450K	600K	500K	600K
Shanghai	200K	420K	300K	600K	400K	720 K	500K	800K	500K	1M
Shenzhen	150K	330K	250K	350K	300K	500K	450K	600K	550K	780K
Hangzhou	175K	370K	280K	580K	350K	720K	480K	800K	500K	1M
Hong Kong SAR	300K	420K	420K	540K	540K	720K	720K	840K	840K	960K

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
DevOps Engineer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	150K	350K	330K	400K	400K	700K	600K	800K	800K	1.2M
Shanghai	200K	500K	250K	600K	300K	650K	400K	800K	600K	1M
Shenzhen	150K	330K	330K	400K	400K	700K	600K	800K	800K	1.2M
Hangzhou	175K	450K	230K	580K	250K	650K	380K	800K	600K	1M
Hong Kong SAR	300K	420K	420K	660K	660K	900K	900K	1.02M	1.02M	1.2M

Mobile Software Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	150K	250K	200K	350K	300K	500K	450K	600K	500K	800K
Shanghai	200K	500K	250K	600K	300K	650K	400K	800K	600K	1M
Shenzhen	180K	280K	280K	350K	300K	500K	450K	600K	550K	1.2M
Hangzhou	175K	450K	230K	580K	250K	650K	380K	800K	600K	1.2M
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	840K	840K	960K

Full-stack Engineer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	450K	300K	600K	500K	900K	600K	1.5M	800K	2M
Shanghai	300K	600K	350K	700K	400K	800K	500K	1M	600K	1.5M
Shenzhen	150K	250K	250K	300K	300K	450K	450K	600K	550K	1.2M
Hangzhou	275K	550K	330K	680K	350K	800K	480K	1M	600K	1.5M
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	840K	840K	960K

IoT Engineer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	350K	350K	500K	400K	1M	600K	800K	N/A	N/A
Shanghai	250K	350K	300K	400K	400K	500K	500K	900K	N/A	N/A
Shenzhen	150K	330K	250K	350K	300K	500K	450K	850K	N/A	N/A
Hangzhou	225K	300K	280K	380K	350K	500K	480K	800K	N/A	N/A
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	840K	840K	960K

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Embedded Software Engineer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	450K	300K	500K	400K	600K	500K	800K	600K	900K
Shanghai	280K	350K	350K	650K	350K	800K	350K	800K	350K	800K
Shenzhen	120K	250K	250K	350K	300K	500K	450K	650K	650K	800K
Hangzhou	255K	300K	330K	630K	300K	800K	330K	800K	350K	800K
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	840K	840K	960K

UI/UX Design Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	150K	250K	200K	350K	300K	500K	450K	600K	500K	600K
Shanghai	120K	250K	250K	350K	300K	500K	450K	650K	650K	850K
Shenzhen	120K	250K	250K	350K	300K	500K	450K	650K	650K	850K
Hangzhou	120K	250K	250K	350K	300K	500K	450K	650K	650K	850K
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	900K	840K	1M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

DATA & AI

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Big Data Architect	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	350K	350K	500K	500K	700K	700K	1.3M	1M	2M
Shanghai	450K	600K	500K	700K	600K	1M	800K	1.3M	1.5 M	2M
Shenzhen	200K	330K	250K	450K	450K	700K	700K	900K	900K	2M
Hangzhou	425K	550K	480K	680K	550K	1M	780K	1.3M	1.5M	2M
Hong Kong SAR	360K	400K	450K	540K	540K	840K	840K	1M	1M	1.2M

Big Data Engineering	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	330K	300K	450K	450K	700K	700K	950K	900K	1.2M
Shanghai	200K	300K	350K	550K	450K	750K	800K	1M	1.2M	1.5M
Shenzhen	200K	330K	250K	450K	450K	700K	700K	900K	900K	1.1M
Hangzhou	175K	250K	330K	530K	400K	750K	780K	1M	1.2M	1.5M
Hong Kong SAR	360K	400K	450K	540K	540K	840K	840K	1M	1M	1.2M

Data Mining	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	180K	300K	300K	450K	450K	600K	600K	700K	700K	1.5M
Shanghai	200K	300K	320K	450K	500K	800K	850K	1.2M	1.2M	2M
Shenzhen	180K	300K	300K	450K	450K	600K	600K	700K	700K	1.5M
Hangzhou	175K	250K	300K	430K	450K	800K	830K	1.2M	1.2M	2M
Hong Kong SAR	240K	360K	360K	600K	600K	720K	720K	840K	840K	960K

Image Algorithm	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Shanghai	250K	450K	500K	700K	750K	1M	800K	1.4M	1.2M	1.5M
Shenzhen	250K	350K	350K	450K	450K	700K	700K	900K	900K	1.5M
Hangzhou	225K	400K	480K	680K	700K	1M	780K	1.4M	1.2M	1.5M
Hong Kong SAR	360K	400K	450K	540K	540K	840K	840K	1M	1M	1.2M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Data Scientist	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	300K	350K	350K	450K	450K	700K	700K	900K	950K	1.3M
Shanghai	250K	350K	300K	500K	450K	900K	750K	1.2M	900K	1.5M
Shenzhen	300K	350K	350K	450K	450K	700K	700K	900K	900K	1.2M
Hangzhou	225K	300K	280K	480K	400K	900K	730K	1.2M	900K	1.5M
Hong Kong SAR	360K	400K	450K	600K	540K	840K	840K	1M	1M	1.5M

Data Analytics	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	350K	350K	500K	500K	750K	700K	1M	90K	1.5M
Shanghai	250K	350K	300K	500K	450K	700K	650K	800K	750K	1.2M
Shenzhen	180K	300K	300K	450K	450K	600K	600K	700K	700K	850 K
Hangzhou	225K	300K	280K	480K	400K	700K	630K	800K	750K	1.2M
Hong Kong SAR	250K	350K	300K	500K	450K	700K	650k	800k	750K	1.2M

Data Governance	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	300K	250K	450K	450K	600K	600K	700K	700K	850K
Shanghai	280K	350K	300K	500K	450K	600K	550K	800K	750K	1M
Shenzhen	180K	300K	300K	450K	450K	600K	600K	700K	700K	850K
Hangzhou	255K	300K	280K	480K	400K	600K	530K	800K	750K	1M
Hong Kong SAR	360K	400K	450K	600K	540K	840K	840K	1M	1M	1.5M

Quant Strategy Researcher	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	350K	500K	450K	700K	550K	1M	800K	1.5M	1.2M	3M
Shanghai	350K	500K	450K	700K	550K	1M	800K	1.5M	1.2M	3M
Shenzhen	280K	350K	350K	450K	450K	700K	700K	900K	1M	3M
Hangzhou	325K	450K	430K	680K	500K	1M	780K	1.5M	1.2M	3M
Hong Kong SAR	360K	400K	450K	600K	540K	840K	840K	1M	1M	1.5M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Quant Developer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	350K	500K	400K	600K	550K	700K	600K	1M	800K	1.5M
Shanghai	350K	500K	400K	600K	550K	700K	600K	1M	800K	1.5M
Shenzhen	280K	350K	350K	450K	450K	700K	700K	900K	900K	1.2M
Hangzhou	325K	450K	380K	580K	500K	700K	580K	1M	800K	1.5M
Hong Kong SAR	360K	400K	450K	600K	540K	840K	840K	1M	1M	1.5M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

CYBERSECURITY

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Cybersecurity Architect	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	300K	500K	400K	600K	500K	1.2M	700K	1.5M	900K	2M
Shanghai	N/A	N/A	N/A	N/A	500K	750K	600K	1M	900K	1.5M
Shenzhen	200K	300K	300K	400K	400K	600K	600K	800K	800K	1.5M
Hangzhou	200K	300K	300K	400K	400K	600K	600K	800K	800K	1.5M
Hong Kong SAR	500K	600K	600K	750K	800K	1.2M	1.2M	1.5M	1.5M	2M

Security Operations Center Manager	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	400K	300K	500K	400K	750K	600K	850K	750K	1M
Shanghai	300K	350K	350K	500K	400K	650K	650K	750K	700K	850K
Shenzhen	250K	350K	350K	450K	450K	650K	650K	850K	850K	1M
Hangzhou	250K	350K	350K	450K	450K	650K	650K	850K	850K	1M
Hong Kong SAR	500K	600K	600K	700K	750K	1M	1M	1.1M	1.2M	1.3M

Governance, Risk and Compliance(GRC)	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	350K	300K	500K	500K	650K	600K	700K	700K	1500K
Shanghai	300K	400K	350K	500K	500K	750K	700K	1M	800K	1.8M
Shenzhen	150K	250K	250K	350K	350K	450K	450K	550K	550K	900K
Hangzhou	250K	350K	300K	500K	500K	650K	600K	700K	700K	1500K
Hong Kong SAR	500K	600K	600K	700K	750K	1M	1M	1.2M	1.2M	1.5M

Cybersecurity Analyst	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	350K	300K	500K	500K	650K	N/A	N/A	N/A	N/A
Shanghai	300K	400K	350K	500K	500K	750K	N/A	N/A	N/A	N/A
Shenzhen	120K	150K	150K	250K	250K	550K	N/A	N/A	N/A	N/A
Hangzhou	250K	350K	300K	500K	500K	650K	N/A	N/A	N/A	N/A
Hong Kong SAR	360K	480K	420K	600K	600K	720K	600K	720K	600K	720K

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Incident Response Specialist	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	350K	300K	500K	500K	650K	600K	700K	700K	900K
Shanghai	250K	350K	350K	500K	500K	650K	600K	700K	750K	850K
Shenzhen	150K	200K	200K	300K	300K	400K	400K	500K	500K	700K
Hangzhou	200K	300K	250K	400K	400K	600K	500K	700K	650K	850K
Hong Kong SAR	480K	600K	600K	700K	800K	960K	1M	1.2M	1.2M	1.8M

Security Engineer	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	300K	500K	400K	600K	500K	1.2M	700K	1.5M	900K	1.2M
Shanghai	350K	450K	400K	550K	500K	750K	700K	850K	800K	1M
Shenzhen	150K	200K	200K	400K	400K	500K	500K	700K	700K	800K
Hangzhou	200K	350K	300K	450K	450K	750K	700K	850K	800K	1M
Hong Kong SAR	480K	600K	600K	700K	800K	960K	1M	1.2M	1.2M	1.8M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

PROJECTS & CHANGE

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
IoT Product	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	350K	300K	450K	350K	750K	420K	1M	600K	1.5M
Shanghai	160K	320K	240K	450K	350K	750K	420K	1M	600K	1.5M
Shenzhen	135K	270K	220K	430K	300K	750K	430K	1M	600K	1.5M
Hangzhou	135K	270K	220K	430K	300K	750K	430K	1M	600K	1.5M
Hong Kong SAR	360K	400K	450K	540K	540K	840K	840K	1M	1M	1.2M

Data Product	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	240K	300K	250K	500K	400K	800K	500K	1.2M	800K	2M
Shanghai	180K	420K	240K	650K	380K	900K	600K	1.5M	800K	2M
Shenzhen	180K	420K	240K	650K	380K	900K	600K	1.5M	800K	2M
Hangzhou	155K	370K	220K	630K	330K	900K	580K	1.5M	800K	2M
Hong Kong SAR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

O2O e-Commerce Product	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	240K	300K	250K	400K	300K	600K	500K	800K	800K	1.5M
Shanghai	160K	420K	250K	650K	350K	1M	450K	1.5M	800K	2M
Shenzhen	160K	420K	250K	650K	350K	1M	450K	1.5M	800K	2M
Hangzhou	135K	370K	230K	630K	300K	1M	430K	1.5M	800K	2M
Hong Kong SAR	360K	400K	450K	540K	540K	840K	840K	1M	1M	1.2M

Mobile App Manager	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	350K	300K	450K	350K	750K	420K	800K	700K	1.2M
Shanghai	150K	420K	240K	600K	350K	700K	450K	900K	600K	1M
Shenzhen	200K	350K	300K	450K	350K	750K	420K	800K	700K	1.2M
Hangzhou	125K	370K	220K	580K	300K	700K	430K	900K	600K	1M
Hong Kong SAR	350K	400K	400K	450K	500K	700K	700K	900K	950K	1M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Product Manager of WeChat Mini-Program	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	150K	250K	200K	500K	350K	750K	450K	900K	700K	1.2M
Shanghai	120K	240K	180K	360K	250K	480K	400K	600K	500K	800K
Shenzhen	250K	350K	350K	450K	450K	550K	550K	650K	650K	750K
Hangzhou	95K	190K	160K	340K	200K	480K	380K	600K	500K	800K
Hong Kong SAR	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Product Manager	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	240K	300K	250K	500K	400K	800K	500K	1.2M	800K	2M
Shanghai	180K	420K	280K	600K	400K	1M	600K	1.5M	800K	2M
Shenzhen	200K	300K	350K	450K	450K	600K	600K	700K	700K	900K
Hangzhou	155K	370K	260K	580K	350K	1M	580K	1.5M	800K	2M
Hong Kong SAR	360K	400K	450K	540K	540K	840K	840K	1M	1M	1.2M

Ai Product	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	240K	300K	250K	500K	400K	800K	500K	1.2M	800K	2M
Shanghai	360K	600K	420K	800K	600K	1M	800K	1.8M	1M	3M
Shenzhen	350K	450K	450K	550K	550K	700K	700K	800K	800K	2M
Hangzhou	335K	550K	400K	780K	550K	1M	780K	1.8M	1M	3M
Hong Kong SAR	540K	600K	600K	700K	750K	900K	900K	1.5M	1.5M	1.8M

Cloud Product	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	240K	300K	250K	400K	300K	600K	500K	800K	800K	1.5M
Shanghai	420K	600K	480K	800K	600K	1.2M	800K	1.8M	1M	3M
Shenzhen	250K	350K	350K	450K	450K	600K	600K	700K	700K	1.5M
Hangzhou	395K	550K	460K	780K	550K	1.2M	780K	1.8M	1M	3M
Hong Kong SAR	400K	450K	450K	600K	600K	800K	800K	1.1M	1.1M	1.3M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	<3 years		3-≤ 5 years		5-≤ 8 years		8-≤ 12 years		> 12 years	
Digital Product Manager	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	300K	350K	450K	450K	600K	600K	700K	700K	800K
Shanghai	180K	300K	280K	420K	360K	600K	480K	1M	650K	1.5M
Shenzhen	200K	300K	350K	450K	450K	600K	600K	700K	700K	900K
Hangzhou	155K	250K	260K	400K	310K	600K	460K	1M	650K	1M
Hong Kong SAR	300K	360K	420K	540K	600K	840K	900K	1.08M	1.2M	2M

Digital Transformation	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	250K	350K	300K	450K	450K	700K	700K	900K	900K	1.5M
Shanghai	180K	300K	280K	480K	450K	800K	600K	1.2M	800K	2M
Shenzhen	150K	200K	200K	400K	400K	500K	500K	800K	800K	1.5M
Hangzhou	155K	250K	260K	460K	400K	800K	580K	1.2M	800K	1.8M
Hong Kong SAR	300K	360K	420K	540K	600K	840K	900K	1.08M	1.2M	2M

Project Manager	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	300K	350K	450K	450K	600K	600K	700K	700K	1.2M
Shanghai	180K	300K	280K	420K	360K	600K	480K	1M	650K	1.5M
Shenzhen	200K	300K	350K	450K	450K	600K	600K	700K	700K	1.2M
Hangzhou	155K	250K	260K	400K	310K	600K	460K	1M	650K	1.2M
Hong Kong SAR	300K	360K	420K	540K	600K	840K	900K	1.08M	1.2M	2M

Operation Manager	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest	Lowest	Highest
Beijing	200K	250K	250K	350K	350K	500K	500K	700K	650K	1.8M
Shanghai	150K	360K	240K	420K	320K	800K	450K	1.2M	680K	1.8M
Shenzhen	150K	200K	200K	300K	300K	400K	400K	600K	600K	1.5M
Hangzhou	125K	310K	220K	400K	270K	800K	430K	1.2M	680K	2M
Hong Kong SAR	300K	360K	360K	450K	500K	700K	700K	800K	850K	1M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

LEADERSHIP - EXECUTIVE

General Manager	8-≤ 15 years		> 15 years	
	Lowest	Highest	Lowest	Highest
Beijing	1M	2M	1.2M	3.5M
Shanghai	1M	2M	1.2M	4M
Shenzhen	1.2M	2M	2M	3M
Hangzhou	1M	2M	1.2M	3.5M
Hong Kong SAR	1.5M	2M	2M	3M

Chief Information Officer (CIO)	Lowest	Highest	Lowest	Highest
Beijing	900K	1.5M	1.3M	3M
Shanghai	1M	1.3M	2M	3.5M
Shenzhen	800K	1.5M	1M	2.5M
Hangzhou	1M	1.3M	2M	3M
Hong Kong SAR	1M	1.5M	1.7M	2.5M

Chief Technology Officer (CTO)	Lowest	Highest	Lowest	Highest
Beijing	1.2M	1.8M	1.8M	2.5M
Shanghai	1.2M	1.8M	1.8M	3M
Shenzhen	1M	1.6M	1.5M	2.5M
Hangzhou	1.2M	1.8M	1.8M	3M
Hong Kong SAR	1.2M	1.6M	1.8M	2M

Chief Data Officer (CDO)	Lowest	Highest	Lowest	Highest
Beijing	1.5M	3M	1.8M	4.5M
Shanghai	1.2M	2.5M	1.5M	3.5M
Shenzhen	1M	1.6M	1.5M	2M
Hangzhou	1.2M	2.5M	1.5M	2.5M
Hong Kong SAR	1.2M	1.5M	1.6M	2M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.

	8-≤ 15 years		> 15 years	
Data Protection Officer (DPO)/Chief Information Security Officer (CISO)/	Lowest	Highest	Lowest	Highest
Beijing	1.5M	3M	1.8M	3M
Shanghai	900K	1.5M	1.8M	3M
Shenzhen	1.3M	1.7M	1.8M	2.5M
Hangzhou	1.3M	1.7M	1.8M	2.5M
Hong Kong SAR	1.3M	1.7M	1.8M	2.5M

Chief Product Officer (CPO)	Lowest	Highest	Lowest	Highest
Beijing	1.5M	3M	2.5M	3M
Shanghai	1.5M	3M	2.5M	3M
Shenzhen	1M	1.6M	2M	2.8M
Hangzhou	1.5M	3M	2.5M	3M
Hong Kong SAR	1M	1.4M	1.5M	1.8M

Head of Ai	Lowest	Highest	Lowest	Highest
Beijing	1.5M	3M	2.5M	5M
Shanghai	1M	3M	2M	4M
Shenzhen	1.3M	2M	2M	3.5M
Hangzhou	1.5M	3M	2.5M	5M
Hong Kong SAR	1.4M	1.8M	1.8M	2.5M

NOTES • All salaries listed above are annual and represented in local currencies before tax. For Example, RMB for Mainland China, HKD for Hong Kong SAR.



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