

# 2015 Finance & Accounting Salary Guide



As a result of the sluggish Chinese economy, there has been minimal job creation in the finance sector and salaries remain flat.

Companies undergoing cost saving and headcount control, often see an increased workload for the financial control division, which can result in extra headcount. Therefore, for those businesses entering Mainland China, whether a wholly foreign-owned enterprise or a joint venture, finance and accounting leaders are in high demand. The skills sets of these finance professionals allow them to help the companies register, set up the business, and grow over the short to long term.

Turnover is the highest in the financial planning and analysis (FP&A) team within the financial control division. Professionals in this area are ambitious and eager to progress quickly. Therefore, FP&A specialists have been moving from job to job consistently in the past few years, with replacement, as well as investment headcount, being a key trend in this high demand area.

## ACCOUNTING & FINANCE | BASIC SALARY (PER MONTH)

ROLE	ACCOUNTANT	SENIOR ACCOUNTANT	MANAGER	SENIOR MANAGER	DIRECTOR / CFO
REGIONAL FINANCE DIRECTOR / CFO	-	-	-	-	¥110k+
FINANCE DIRECTOR	-	-	-	-	¥70k - 120k

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**ACCOUNTING & FINANCE | BASIC SALARY (PER MONTH)**

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<b>ROLE</b>	<b>ACCOUNTANT</b>	<b>SENIOR ACCOUNTANT</b>	<b>MANAGER</b>	<b>SENIOR MANAGER</b>	<b>DIRECTOR / CFO</b>
GROUP / REGIONAL FINANCIAL CONTROLLER	-	-	-	¥50k - 70k	¥60k - 120k
FINANCIAL CONTROLLER	-	-	-	¥40k - 60k	¥60k - 80k
FINANCE MANAGER	-	-	¥18k - 35k	¥30k - 45k	-
FP&A	¥8k - 15k	¥12k - 20k	¥25k - 40k	¥40k - 65k	¥60k - 100k
INTERNAL AUDIT	¥13k - 15k	¥15k - 25k	¥30k - 50k	¥50k - 65k	¥65k - 100k
TREASURY	¥11k - 15k	¥15k - 25k	¥30k - 50k	¥50k - 65k	¥65k - 100k
TAX	¥8k - 15k	¥16k - 25k	¥30k - 50k	¥50k - 65k	¥70k - 110k
COST ACCOUNTING	¥8k - 15k	¥15k - 23k	¥25k - 35k	-	-

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