



Silicon Valley Associates
Recruitment

Salary Guide 2021

Hong Kong. Singapore. Shenzhen

Silicon Valley Associates Recruitment

IT and Technology Recruitment Specialist in APAC



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IT AND TECHNOLOGY RECRUITMENT SPECIALISTS IN APAC

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IT AND TECHNOLOGY RECRUITMENT
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FOREWORD

Silicon Valley Associates Recruitment

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Foreword



FOREWORD

Silicon Valley Associates Recruitment, an IT and Technology Recruitment Specialist in APAC, offers job description templates that are very helpful for companies with IT fields.

With the advent of technology, every company is now expected to utilize it. Gone are the days when we could make records using pen and paper, or communicate with all essential people face-to-face at all times. Indeed, every organization was required to innovate due to the change brought about by technology.

To be able to keep up with modern innovation, knowledge, and expertise in the fields of IT and tech become essential. That's where IT departments come into play. Every organization needs a team of well-versed and competent professionals to run their company in the modern era.

In this issue, Silicon Valley Associates Recruitment offers you a thorough salary guide that prepares both employers and candidates on what to expect for the 2021 trend in terms of respective field compensation.

About Us

Silicon Valley Associates Recruitment

Silicon Valley Associates Recruitment is an IT recruitment agency in Hong Kong, catering to companies and candidates in the IT and tech industry. On one hand, we help companies find competent and suitable IT professionals to work in their corporate sphere. And on the other, we assist candidates in building their professional careers to enable them to find a suitable IT job in Hong Kong and Asia.



More Than 10 Years of Professional Experience in IT Recruitment

With over 10 years of professional experience and a solid track record in IT recruitment, we are dedicated to helping IT professionals gain access to the best opportunities in the industry. We have a multilingual team of consultants across Hong Kong, China, Philippines, UK, USA, and UAE, coming together to conduct research and uncover valuable insights and market trends to yield results that would favor our clients.

Our expertise as a professional recruitment agency is proven by our global knowledge, experience, and track record throughout the Asia Pacific, EMEA, and Americas. Backed by relationship managers, a community of partners, and an innovative multi-channel research methodology, we can be a steady support for companies and candidates in the realm of IT and tech.

Our Core Values

Commitment, Communication, and Trust.

These are the core values that SVA Recruitment, as a specialist IT recruitment agency, stands for. With the goal of providing our clients with unprecedented insights and opportunities in the IT and tech industry, we commit to becoming your eyes and ears in the

market. We will continuously and diligently prospect and uncover trends, news, and opportunities in the industry, while directly engaging with prospective professionals.

In a competitive and demanding profession such as IT and tech, we understand the importance of finding the right talent and company to suit your values and capabilities. As a professional recruitment consultancy firm, we can help companies find the perfect match for their corporate needs while giving candidates the best opportunities and IT jobs in Hong Kong and Asia.



What We Do

Silicon Valley Associates is an IT recruitment agency helping companies and candidates find the best talents and opportunities in the IT and tech industry

Mission

With our dedication, firm methodologies, and IT recruitment agency experience, we aim to deliver only the best services and yield quality results for our valued companies and candidates. Your interests are our top priorities, and it is for your benefit that we continuously expand and grow our knowledge and proficiency in the IT and tech industry. Our mission is simple and straightforward.



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Importance of Competitive Salary

Why Paying a Competitive Salary is Important

One of the common mistakes for employers is overlooking the importance of providing a competitive salary to their employees. This is because they see it as an expense when, supposedly, it is an investment.

Silicon Valley Associates Recruitment offers you some of the major reasons why paying your employees a competitive salary is important.

First of all, what does it mean to pay a 'competitive' salary? This basically means the salary you pay to your employees is comparable to the market. For instance, for a similar job, a competitive salary is equal to or above the standard offered by companies in the same industry or geographical area. A common HR practice offers within 10% above or below the market average for a job as a basis for competitive pay.

1. Paying Less Tends to be more Costly

It is essential for employers to consider that one of the primary reasons for employee turnover is salary. Employees who feel they are not well compensated tend to look for other higher-paid work elsewhere, quit, and move on. And this costs companies a huge amount of money because it is costly to recruit and train new employees for replacement. Therefore, the cost of hiring a new employee exceeds the amount of money you think you saved by offering lower salaries.



2. Low Pay could Demotivate Employees

Salary is a primary extrinsic motivator for employees. And we cannot deny that we work because we wanted to be paid fairly. Workers that feel they're being paid fairly are more likely to stay motivated and go the extra mile to help your company achieve its goals. So when employees feel they are paid less than others who have a similar job to theirs, they can get demotivated and less invested in their work.



Importance of Competitive Salary

What is even worse about this is that demotivating employees could adversely impact their productivity and morale. They might devote little to their work and spend their time looking for another job. People who are willing to work for low salaries might not see it worth their time to bring value or optimal productivity to the organization but rather as a stepping stone for a better job. This could lead to employee turnover and constantly leave you with new employees who are training. You get what you pay for.

3. High Pay Improves Motivation and Productivity

On the other side, employees are heavily motivated with higher pay. This would make them feel valued and appreciated, which enhances employee performance and productivity. A happy and motivated employee treats clients with passion. In turn, employers can demand a higher quality output from them.

They would work hard to return the favor of having good compensation and a company that treats them well. Thus, helping the company to increase employee motivation and decrease employee turnover. Remember, the longer an employee has been at a job, the more efficient and knowledgeable they are with what they do. They are an investment.

4. Top Talents are Attracted to High Salaries

Talented employees know what they're worth. When your company is not offering a competitive salary, then they won't likely buy in the job offer. This could hinder companies from scouting talented employees to their desire. And there are many top candidates in the market. If their value does not meet with your salary offer, then they will likely end up with your competition. And this could become a threat to you because their capabilities can enhance the competitor's performance over yours.



Importance of Competitive Salary

5. Higher Pay Improve the Company's Stakeholders

So when employers invest in their employees, they will have more economic opportunities to improve their lifestyle. Employees who have more money will also spend more money. And this would boost not only their well-being but also in the community where your business is operating. Your business can benefit from it. As an old adage says, what goes around, comes around. This cycle applies to your business as well.

What Should You do?

Take advantage of paying a competitive salary! Looking over its benefits and disadvantages, we can conclude that how we pay our employees play a crucial factor in the company's performance. Paying a competitive salary also benefits hiring managers from getting rid of employee turnover and constant recruitment process to new employees' training.



Employers must not take their employees as a financial burden but rather as an investment for growth, improvement, and success. Aside from the salary aspect, it is also important to consider other factors that motivate employee and business growth. This includes training and team-building activities which enhance employee relationships, acquiring new skills and knowledge, and establishing a positive organizational culture.

How to Determine Competitive Pay?

How to Determine Competitive Pay?

Employees that make lower wages, especially those at minimum wage, can struggle to make ends meet. This can adversely affect their performance and living conditions.

Silicon Valley Associates Recruitment teaches you how to determine competitive salary.

Industry Trends and Market.

- You have to take into account the trends and market performance of your company. Find out what your competitors offer for a similar position, taking into account your company's industry and size.

Benchmark Salaries and Benefits

- Research salary guide and employee feedback aligned to your target or chosen position to know the range and what to expect in your salary.

Location and Cost of Living

- Consider where your business is located. Salaries vary from state to state and even city to city, so research nearby pay rates and the cost of living in your area.

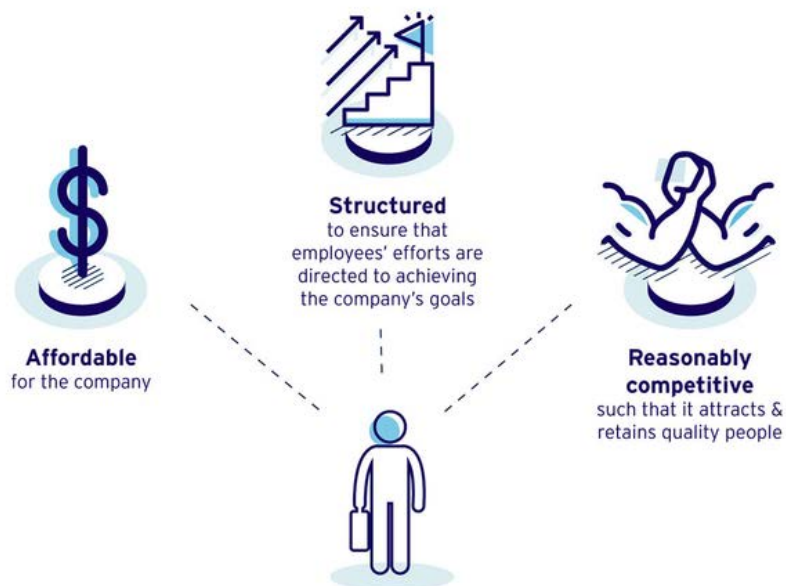
Supply and Demand

- Employers who look for specific or highly qualified skills and qualifications more likely offer high salaries to attract candidates.



Benefits, Incentives and Bonuses

- While benchmarking and researching a salary guide, you can also research the required and potential benefits and incentives you can get from the company.



Compensation strategy

Pros and Cons of Work-from-Home: How does it Affect Your Salary?

Pros and Cons of Work-from-Home: How does it Affect Your Salary?

The outbreak of COVID-19 brought many changes in our environment, even in our working lives. People are highly encouraged for home quarantines and to stay away from the public or crowded spaces. Workers who can work without necessary face-to-face interaction are also assigned to work from home. Thus employees need to adjust not only to their personal surroundings but also to a new working setup.

Silicon Valley Associates Recruitment offers you the industry trend about how work-from-home setups can affect your competitive salary and company policies.



There is a growing trend in the industry pertaining to the home-based arrangement. Many companies like Facebook, Twitter, Square, and Nationwide Insurance have opted to shift from office-based to home-based primarily due to the pandemic. As a result, they reduced their salaries based on the cost of living where the employees live. This is because they will no longer commute from home to the office.

Also, employees who moved and rented real estate to stay near or along with their San Francisco headquarters or in New York will no longer be paying this if they moved to their original or chosen homes. These expenses raise more to the cost of living to employees, which forces employers to offer high salaries to meet the demands.

“

As a result, they reduced their salaries based on the cost of living where the employees live. This is because they will no longer commute from home to the office.

ELEVATOR PITCH

Pros and Cons of Work-from-Home: How does it Affect Your Salary?

CEO Mark Zuckerberg predicted that about half the Facebook's staff would work remotely within the next ten (10) years and have chosen some of its 48,000 employees for home-based jobs.

However, companies like Facebook release a list of functions that are eligible for permanent at-home work employees. But generally, the option will be available to employees who are experienced, have high marks in their performance evaluations, are part of a team that isn't needed in the office, and who have their supervisors' approval.

Meanwhile, position and job functions that cannot be done or need constant face-to-face interaction will not be eligible in this kind of setup. This is because they to be physically present in an office. Lower-level employees will also have to work from the office, as will new hires during their training period. Nevertheless, companies want to adjust to the problems we face right now by wanting to keep learning and improving on their operations.



Nevertheless, the Work-from-Home setup has its advantages and disadvantages. The following are some of the common pros and cons for employees who have shifted to a work-from-home setup.

Pros of Work-from-Home:

No Travel Time and Expense

- Employees who work from home will no longer spend time and money to travel to the office.

More Flexible

- Working from home allows you to work during your most productive times. Employees can also wear what they're most comfortable wearing and create a workflow that works for you.

Fewer Distractions

- Most often than not, there would be less supervision and meetings when you work from home, which could affect your flow of work. You can also control distractions at home than the distractions coming from your workmates or office-based noise.



Pros and Cons of Work-from-Home: How does it Affect Your Salary?

Cons of Work-from-Home:

Reduced Salary

- Since you will no longer spend travel expenses and rent spaces near the office, employers might reduce employees' salary based on the living expenses to the area they live.

Lack of Motivation and can be Lonely

- You cannot also interact with your friends and workmates.

Need a Lot of Discipline

- Employees who work from home can have a less physical separation between work and leisure time. To still perform productively like in the office, employees need to have a strong discipline to follow working schedules and not consume personal time in order to separate professional and personal time.

PROS AND CONS

The results of a Stanford University study, conducted at CTrip, a Chinese travel agency, on employees who worked from home

THE UPSIDE

13%
improvement in
their performance
in nine months

50% fall in
their attrition rate

THE DOWNSIDE

50%
fall in their
promotion rate

67%
ultimately decided
to work in the
office

PROS AND CONS OF REMOTE WORKING

PROS



77%
of remote employees report
higher productivity

CONS



21%
of remote employees report
struggling with loneliness



82%
of remote employees
report lower stress



Collaboration and
communication challenges
were a concern for
21% of remote
employees

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Hong Kong Salary Guide: Sales and Marketing

Position	Monthly Salary	Average Monthly Salary
VP Sales and Marketing	HKD 79.2K - 223k OTE	HKD 140k OTE
Sales Director	HKD 68k - 180k OTE	HKD 115k OTE
Sales Manager	HKD 32.6k - 80k OTE	HKD 57k OTE
Channel Sales Manager	HKD 23k - 60K	HKD 39.6k
Business Development Manager	HKD 32k - 55k	HKD 43k
Account Manager	HKD 30k - 45k	HKD 37.2k
Inside Sales	HKD 18k - 41k	HKD 25k
Pre-Sales / Sales Engineer	HKD 15k - 30k	HKD 21k
Post Sales / Technical Support	HKD 10k - 25k	HKD 16k
Marketing Director / Manager	HKD 37.5k - 85k	HKD 69k
Digital Marketing	HKD 20k - 33k	HKD 27k
PR & Marcom	HKD 16.3k - 60k	HKD 36.8k

Hong Kong Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
Vice President IT	HKD 62k - 157k	HKD 98k
IT Director	HKD 83k - 150k	HKD 108.3k
IT Manager	HKD k - 34k - 101k	HKD 62k
IT Officer	HKD 13k - 34k	HKD 23k
Digital Transformation	HKD 25k - 60k	HKD 38k
VP Engineering	HKD 63k - 117k	HKD 92.4k
R&D Manager	HKD 38k - 68k	HKD 53k
Business Analysts	HKD 25k - 61k	HKD 40k
Software Architect	HKD 40k - 70k	HKD 55k
Application Programmer and IT Developer	HKD 16k - 53k	HKD 33.8k
IT Service Engineer	HKD 16k - 50k	HKD 32k
Mobile Developer	HKD 25k - 55k	HKD 32k

Hong Kong Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
E-Commerce Manager	HKD 40k - 66k	HKD 50k
Infrastructure Lead	HKD 39k - 70k	HKD 55k
IT Project Manager	HKD 30k - 71k	HKD 47k
Network Engineer	HKD 25k - 60k	HKD 40k
Systems Administrator	HKD 20k - 40k	HKD 26k
Database Administrators	HKD 35k - 67k	HKD 45k
Cyber Security Consultant	HKD 38k - 68k	HKD 55k
Information Security Manager	HKD 25.4k - 72k	HKD 48k
IT Consultant	HKD 32.2k - 49k	HKD 39.5k
IT Administrator	HKD 15.2k - 48.3k	HKD 31k
Technician	HKD 13.8k - 40.6k	HKD 26.5k
IT Support	HKD 14k - 35k	HKD 20k

Hong Kong Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
Data Manager	HKD 40k - 71.5k	HKD 57k
Data Analyst	HKD 22k - 40k	HKD 32k
Data Scientists	HKD 20k - 60k	HKD 35k



Hong Kong Salary Guide: Executive (into IT Firms)

Position	Monthly Salary	Average Monthly Salary
Managing Director	HKD 49k - 92k	HKD 72k
Country Manager	HKD 32.5k - 90.8k	HKD 60.1k
VP Finance	HKD 67.6k - 154k	HKD 83.3k
General Counsel	HKD 49.5k - 90k	HKD 71.6k
Chief Executive Officer (CEO)	HKD 84k - 235k	HKD 139k
Chief Operating Officer (COO)	HKD 67k - 175k	HKD 107k
Chief Financial Officer (CFO)	HKD 65k - 156k	HKD 103k
Chief Technology Officer (CTO)	HKD 65k - 122k	HKD 96k
Chief Information Officer (CIO)	HKD 66k - 195k	HKD 101k

Hong Kong Salary Guide: Back Office

Position	Monthly Salary	Average Monthly Salary
Financial Controller	HKD 40k - 70k	HKD 55k
Accountant	HKD 25k - 50k	HKD 35k
Operations	HKD 20k - 50k	HKD 33k
Human Resource Business Partner	HKD 25k - 45k	HKD 33k
Human Resource Manager	HKD 30k - 60k	HKD 38k
Legal	HKD 50.8k - 84k	HKD 55k



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Singapore Salary Guide: Sales and Marketing

Position	Monthly Salary	Average Monthly Salary
VP Sales and Marketing	SGD 18k - 39.6k OTE	SGD 30k OTE
Sales Director	SGD 15k - 30k OTE	SGD 23k OTE
Sales Manager	SGD 7k - 15k OTE	SGD 12k OTE
Channel Sales Manager	SGD 8k - 15k	SGD 11k
Business Development Manager	SGD 7k - 13k	SGD 10k
Account Manager	SGD 7k - 12k	SGD 10k
Inside Sales	SGD 8k - 15k	SGD 10k
Pre-Sales / Sales Engineer	SGD 10k - 15k	SGD 12k
Post Sales / Technical Support	SGD 8k - 14k	SGD 10k
Marketing Director	SGD 15k - 20k	SGD 17k
Digital Marketing	SGD 7.5k - 13k	SGD 10k
PR & Marcom	SGD 6.7k - 10k	SGD 9k

Singapore Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
Vice President IT	SGD 15k - 29k	SGD 20k
IT Director	SGD 12.5k - 25k	SGD 20k
IT Manager	SGD 8k - 18k	SGD 13k
IT Officer	SGD 6k - 10k	SGD 8k
Digital Transformation	SGD 6.5k - 10k	SGD 9k
VP Engineering	SGD 15k - 25k	SGD 20k
R&D Manager	SGD 7k - 15k	SGD 11k
Business Analysts	SGD 5.4k - 15k	SGD 9k
Software Architect	SGD 10k - 25k	SGD 15k
Application Programmer and IT Developer	SGD 7k - 15k	SGD 11k
Data Manager	SGD 7k - 20k	SGD 15k
Mobile Developer	SGD 5k - 12k	SGD 8k

Singapore Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
E-Commerce Manager	SGD 8k - 11k	SGD 10k
Infrastructure Lead	SGD 6k - 13k	SGD 11k
IT Project Manager	SGD 8k - 15k	SGD 12k
Network Engineer	SGD 5k - 15k	SGD 10k
Systems Administrator	SGD 5k - 12k	SGD 8k
Database Administrators	SGD 6k - 13k	SGD 9k
Cyber Security Consultant/Head	SGD 15k - 25k	SGD 20k
Information Security Manager	SGD 5.8k - 12k	SGD 10k
IT Consultant	SGD 7k - 12k	SGD 9k
IT Administrator	SGD 3k - 5k	SGD 4k
Technician	SGD 1k - 4k	SGD 2.5k
IT Support	SGD 2k - 6k	SGD 4k

Singapore Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
IT Service Engineer	SGD 3k - 11k	SGD 6k
Data Analyst	SGD 5k - 8.5k	SGD 6k
Data Scientists	SGD 8k - 16k	SGD 12k



Singapore Salary Guide: Executive (into IT Firms)

Position	Monthly Salary	Average Monthly Salary
Managing Director	SGD 20k - 33k	SGD 25k
Country Manager	SGD 8.5k - 16k	SGD 12k
VP Finance	SGD 10k - 35k	SGD 28k
General Counsel	SGD 6k - 25k	SGD 12.5k
Chief Executive Officer (CEO)	SGD 25k - 65k	SGD 40k
Chief Operating Officer (COO)	SGD 20k - 60k	SGD 35k
Chief Financial Officer (CFO)	SGD 16k - 45k	SGD 33k
Chief Technology Officer (CTO)	SGD 15k - 40k	SGD 32k
Chief Information Officer (CIO)	SGD 20k - 43k	SGD 32k

Singapore Salary Guide: Back Office

Position	Monthly Salary	Average Monthly Salary
Financial Controller	SGD 11k - 15k	SGD 13k
Accountant	SGD 5k - 10k	SGD 7.5k
Operations	SGD 5.8k - 16k	SGD 10k
Human Resource Business Partner	SGD 6k - 12.5k	SGD 9k
Human Resource Manager	SGD 7k - 13k	SGD 10k
Legal	SGD 4k - 10k	SGD 6k



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Shenzhen Salary Guide: Sales and Marketing

Position	Monthly Salary	Average Monthly Salary
VP Sales and Marketing	CNY 101k - 180k OTE	CNY 130k OTE
Sales Director	CNY 50k - 175k OTE	CNY 120k OTE
Sales Manager	CNY 33k - 50k OTE	CNY 40k OTE
Channel Sales Manager	CNY 30k - 46k	CNY 37k
Business Development Manager	CNY 26k - 51k	CNY 38k
Account Manager	CNY 19k - 45k	CNY 32k
Inside Sales	CNY 11k - 25k	CNY 19k
Pre-Sales / Sales Engineer	HKD 12k - 24k	CNY 17k
Post Sales / Technical Support	CNY 10.5k - 26k	CNY 18k
Marketing Director / Manager	CNY 33k - 83k	CNY 64k
Digital Marketing	CNY 33k - 42k	CNY 35k
PR & Marcom	CNY 29k - 38k	CNY 32k

Shenzhen Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
Vice President IT	CNY 78k - 150k	CNY 100k
IT Director	CNY 91k - 150k	CNY 110k
IT Manager	CNY 25k - 54k	CNY 40k
IT Officer	CNY 9k - 33k	CNY 25k
Digital Transformation	CNY 27k - 65k	CNY 40k
VP Engineering	CNY 61k - 121k	CNY 100k
R&D Manager	CNY 37k - 67k	CNY 54k
Business Analysts	CNY 23k - 48k	CNY 38k
Software Architect	CNY 40k - 95k	CNY 65k
Application Programmer and IT Developer	CNY 20k - 50k	CNY 35k
Data Manager	CNY 40k - 80k	CNY 55k
Mobile Developer	CNY 18k - 38k	CNY 28k

Shenzhen Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
E-Commerce Manager	CNY 22k - 48k	CNY 40k
Infrastructure Lead	CNY 25k - 42k	CNY 35k
IT Project Manager	CNY 27k - 50k	CNY 43k
Network Engineer	CNY 25k - 78k	CNY 42k
Systems Administrator	CNY 18k - 62k	CNY 30k
Database Administrators	CNY 25k - 52k	CNY 30k
Cyber Security Consultant	CNY 30k - 70k	CNY 38k
Information Security Manager	CNY 30k - 78k	CNY 42k
IT Consultant	CNY 27k - 40k	CNY 35k
IT Administrator	CNY 20k - 32k	CNY 23k
Technician	CNY 9k - 30k	CNY 20k
IT Support	CNY 10k - 32k	CNY 18k

Shenzhen Salary Guide: IT Technical

Position	Monthly Salary	Average Monthly Salary
IT Service Engineer	CNY 12k - 40k	CNY 25k
Data Analyst	CNY 18k - 35k	CNY 28k
Data Scientists	CNY 25k - 50k	CNY 32k



Shenzhen Salary Guide: Executive (into IT Firms)

Position	Monthly Salary	Average Monthly Salary
Managing Director	CNY 40k - 166k	CNY 82k
Country Manager	CNY 63k - 120k	CNY 80k
VP Finance	CNY 70k - 150k	CNY 90k
General Counsel	CNY 23k - 86k	CNY 45k
Chief Executive Officer (CEO)	CNY 100k - 220k	CNY 145k
Chief Operating Officer (COO)	CNY 95k - 210k	CNY 135k
Chief Financial Officer (CFO)	HKD 95k - 208k	CNY 135k
Chief Technology Officer (CTO)	CNY 95k - 150k	CNY 115k
Chief Information Officer (CIO)	CNY 93k - 140k	CNY 108k

Shenzhen Salary Guide: Back Office

Position	Monthly Salary	Average Monthly Salary
Financial Controller	HKD 54k - 75k	CNY 63k
Accountant	CNY 12k - 59k	CNY 30k
Operations	CNY 50k - 75k	CNY 62k
Human Resource Business Partner	CNY 29k - 58k	CNY 42k
Human Resource Manager	CNY 25k - 50k	CNY 38k
Legal	CNY 34k - 86k	CNY 50k





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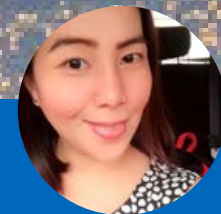
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Silicon Valley Associates is ideally positioned to support the continual demand from tech companies and IT Departments looking to hire in Hong Kong, Asia, and Worldwide. Please let us know if you would further advise on the above topic or your hiring needs.

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