

2024 market outlook & salary guide.

hong kong SAR

technology



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Hong Kong's economic recovery from the global pandemic has been a gradual process, marked by challenges and complexities. Despite initial hopes for a swift rebound, the city faced a slower-than-expected pace of recovery, primarily attributed to ongoing geopolitical tensions and trade dynamics that continue to shape the economic landscape.

In response to these challenges, the government has implemented interventions aimed at alleviating economic and job market challenges. Initiatives focusing on attracting investments, expanding the talent pool, and fostering collaboration in the Greater Bay Area demonstrate a commitment to stimulating growth. These measures are anticipated to contribute to the creation of high-value jobs, intensifying competition both among employers and the talent pool.

Looking ahead to 2024, organisations in Hong Kong are poised to maintain a cautious approach to talent acquisition. The prevailing focus on optimising resources to enhance business performance suggests a deliberate strategy to ensure sustained stability. Consequently, there is an increase in hiring expectations, with companies seeking talent with specific, in-demand skills and experience. This shift is set to elevate the competitiveness of the labour market, presenting both challenges and opportunities for job seekers and employers alike.

further collaboration within greater bay area

In response to the shifting macroeconomic environment, many companies in Hong Kong are increasingly directing their strategies and focus towards opportunities within the Greater Bay Area, while maintaining its position as the bridge between China and the rest of the world.

Employers, recognising the importance of adaptability and resilience, particularly in the face of global uncertainties, prioritise individuals who demonstrate the ability to thrive in rapidly changing environments. This emphasis on flexibility is underscored by the recognition that success within the Greater Bay Area requires adept navigation of diverse challenges and regulatory frameworks.

Additionally, language proficiency, notably in English and Mandarin, has become a valuable asset in Hong Kong's business environment. As companies look to expand within the Greater Bay Area, job seekers possessing proficiency in these languages gain a competitive edge in bridging communication gaps and facilitating seamless collaboration, further enhancing their desirability in the job market.

transformation strategies driving demand for highly-skilled and specialised talent

The trajectory of digital transformation in Hong Kong is poised for continued growth, fueled by investments that are expected to generate an increase in demand for professionals specialising in artificial intelligence, data analytics and cybersecurity. This evolution is particularly pronounced in key industries such as banking and financial services, healthcare, supply chain and technology.

Notably, a burgeoning momentum in fintech and digital banking is becoming evident as companies strategically invest to expand their market share, capitalising on growing consumer confidence. This trend is set to create new job opportunities, specifically for individuals with expertise in financial technology, blockchain and cryptocurrency.

As companies increasingly leverage technology to streamline processes and enhance workforce efficiency, the management and use of data will play a pivotal role. This, in turn, is expected to drive demand for services related to data protection laws and data analytics across various functional and support roles, spanning consulting, marketing, sales, and human resources. With the increasing digitisation of industries, talent with strong digital literacy, including proficiency in data analysis, coding and digital marketing, are expected to be highly sought after.

In sectors such as insurance, data is being harnessed to develop more personalised products and customer experiences, reflecting a proactive shift toward health and wellness. A similar transformation is anticipated in construction and property, where the adoption of cutting-edge building technologies aims to speed up project completions and create a more positive tenant experience, all while emphasising the growing importance of sustainability.

While the strides made in green transformation may not be immediately apparent, many organisations are starting to establish the groundwork for sustainable practices. Banks, for instance, are strengthening their compliance and risk management capabilities to pave the way for opportunities in green financing. Companies involved in raw materials and energy are also expected to make progress in 2024, driven in part by growing pressure from stakeholders and customers to adopt sustainable and environmentally conscious practices.

understanding and navigating evolving talent expectations

In the face of persistent global economic uncertainties and geopolitical tensions, the job market in Hong Kong is navigating a landscape marked by caution among employers. The unpredictability of the global economic climate has induced a sense of prudence, prompting businesses to adopt measured hiring practices. This could lead companies to adopt a more thoughtful approach in the hiring process, focusing largely on skills.

A consequential challenge arising from the evolving job market is the potential for a skills mismatch among job seekers. The rapid pace of technological advancement and shifting industry demands create a disparity between the skills possessed by job seekers and those sought by employers.

Continuous upskilling and re-skilling initiatives have become more important to ensure that the workforce remains aligned with the evolving needs of the job market. In our [2023 Employer Brand Research](#), 48% of Hongkongers received learning opportunities, even though upskilling is important to 77% of them. Initiatives by both individuals and businesses to invest in ongoing education and training are critical in addressing this challenge, fostering a more adaptable and agile workforce prepared to meet the dynamic demands of the modern economy.

The increasing expectation for flexible work arrangements, which contributes greatly to better work-life balance, introduces another layer of complexity to managing talent expectations. The shift towards remote work has redefined traditional work structures, necessitating adaptability and flexibility from both talent and employers. Embracing technology and building effective communication skills in virtual settings have become essential skills, while employers may need to refine their strategies for remote team management and collaboration to ensure productivity and engagement in this evolving work environment. This transformative trend underscores the importance of flexibility and innovation in adapting to the changing nature of work.

As we navigate the landscape of 2024, the pillars of success in Hong Kong's job market will be adaptability, resilience, and flexibility. We understand that in this dynamic environment, the ability to adapt, bounce back, and embrace change is paramount.

Our team of specialised consultants are dedicated to provide focus and precisions to meet your business and workforce needs as the talent market continues to evolve. As we chart 2024's talent landscape together, we invite you to connect with us for the latest human resources insights from our [Workmonitor](#) and [Employer Brand Research](#), salary benchmarks and recruitment trends.

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technology.

Professionals in various technology domains are experiencing changes in demand, skills requirements and salary expectations influenced by global economic shifts, digital transformations and government initiatives.

The aftermath of retrenchments from high-profile companies has left its mark on Hong Kong's technology industry as well. Many companies have adopted a cautious approach to hiring, leading to a slow recovery that does not quite align with market expectations.

At the same time, digital transformation remains a common thread across Hong Kong's economic landscape. Organisations are continuing their investments to maintain and update their internal and external systems, expanding new channels to reach more customers and embracing new technologies to drive better outcomes.

Companies have since adopted high expectations around technical skills, soft skills and agility to meet the evolving demands of technology. These strategies have driven several talent demands in various IT careers outlined below.

business analysis & project or product management

The conservative approach from multinational companies given the global economic landscape may shift with the unveiling of the “Fintech 2025” strategy. The strategy provides direction for banks, insurance firms, wealth management and capital markets companies to build their domain expertise, which will lead to more job opportunities in 2024.

More specifically, we will see high talent demand for business analysts as well as project or product managers as companies deepen their technical capabilities. In addition, we will see more opportunities for specialised professionals in mobile application and web development within banking, as well as product or project development for funds and equities within the investment banking space.

On the commerce front, talent demand will primarily focus on business process reengineering, customer experience enhancement, e-commerce enablement, supply chain management and legacy system transformation.

Internal salary reviews for 2024 for business analysts as well as project or product managers who choose to stay with their employers will range between 3% and 8%. Those searching for new companies will negotiate for a 15% to 20% pay raise.

software engineering

Within the software engineering space, we observe multinational companies migrate junior headcounts to other markets like mainland China, India and Vietnam where talent pools are larger and labour costs are more economical.

The growing demand for software engineers is driven by e-commerce firms streamlining their processes to enhance efficiency and customer satisfaction; the rising adoption of Internet of Things (IoT) initiatives in various sectors, including transportation, construction, logistics, and healthcare; as well as the promotion of smart city initiatives. These developments underscore the need for skilled software engineers to design, implement, and maintain the software systems powering these advancements.

Financial institutions - spanning from retail banks to insurance firms - are modernising their legacy systems. The practical move aims to facilitate uninterrupted data flow, streamline processes, automate tasks and enhance overall operational efficiency.

Big companies are expected to maintain a steady headcount in 2024. On the other hand, start-ups may strive for growth by adding middle to senior-level developers and system analysts to their workforce.

Within the software industry, the average internal annual salary review will likely land at 5% and talent looking for new employers will be expecting a 20% pay increment. Besides salary expectations, candidates are also expecting flexible work arrangements such as work-from-home policies when making their career decisions.





emerging technologies, data & AI

The policy address indicated a higher allocation of investments to foster the growth of artificial intelligence (AI) and Web3 in Hong Kong. This strategic move is expected to lead to an increase in hiring activity within these areas, with a focus on strong domain knowledge. The industry can anticipate a growing demand for candidates possessing niche skills and the capacity to adapt to evolving technologies.

The Hong Kong Innovation and Technology Development Blueprint has highlighted the focus on the development of AI and data science industries (among others). As of now, more companies are adopting generative AI to improve internal operations, efficiency and customer satisfaction. While there are not many proven use cases of AI in business operations now, the success stories from innovative companies will increase the appetite for talent skilled in building and integrating AI capabilities in companies.

On the Web3 front, the hiring of talent to build and manage decentralised finance, blockchain, distributed ledger technology and asset tokenisation will increase as the crypto winter fades.

Commerce companies, on the other hand, are focussing on leveraging data sciences and analytics to optimise operational efficiencies. Employers in commerce firms will be looking to hire subject-matter experts in data to drive efficiencies across functional units like human resources, supply chain and logistics, finance and accounting as well as merchandising.

Similar to other global hubs, there is a severe talent shortage within the emerging technologies space in Hong Kong. With the new fintech adoption roadmap, wealth management firms, insurance companies and family offices will start competing for talent focusing on AI and distributed ledger technology.

Hiring expectations are high as employers are not just evaluating technical skills and domain expertise, but also soft skills like communication, stakeholder management and business acumen, particularly when recruiting middle to senior-level professionals.

Internal salary reviews in 2024 will range between 3.5% to 5%. Talent who are looking for new employers will be negotiating for a 15% to 20% raise on average.

Besides financial motivations, data and AI talent are seeking companies that can offer them a data-driven environment to explore the boundaries of AI technologies.

infrastructure

Demand for network, system and support engineers within the IT infrastructure sector remains strong. Companies are on the lookout for skilled professionals who can uphold ongoing operations and maintenance to industry standards.

Companies are now shifting to cloud-based platforms for more affordable, adaptable and accessible data storage, with a trend towards either using a single public cloud service or a blend of public and private cloud services. With cloud computing skills more valuable than ever, the talent demand in this space is expected to increase in 2024.

Salary adjustments for internal staff are anticipated to be between 3% and 8%. We also forecast that 15% to 20% of infrastructure professionals will be exploring new job prospects, given the increasing number of exciting opportunities that will be presented to them this year.

cybersecurity

As businesses across various industries in Hong Kong undergo digital transformation, there has been a significant increase in the adoption of technology and a stronger reliance on digital platforms. This trend amplifies the potential risks associated with cyber threats.

Furthermore, spurred by both regulatory requirements and public awareness, the growing emphasis on data privacy and protection has resulted in even more companies investing in cybersecurity measures. With an increase in data governance and safeguarding digital infrastructure, the demand for cybersecurity professionals will remain high.

Within the cybersecurity arena, companies will consistently experience a limited supply of talent as the demand grows disproportionately. With talent scarcity in mind, the pay increment for cybersecurity professionals ranges between 20% and 25%; higher when compared to other tech domains.



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information technology salary guide.

management	low	med	high
CIO / CTO / COO / CDO	\$125,000	\$150,000	\$200,000
IT Director / Head of IT	\$75,000	\$90,000	\$120,000
IT audit / security manager	\$50,000	\$70,000	\$90,000
program manager	\$70,000	\$85,000	\$120,000
PMO	\$70,000	\$85,000	\$100,000
project manager	\$45,000	\$65,000	\$85,000
business analyst manager	\$45,000	\$55,000	\$70,000
software development manager	\$50,000	\$60,000	\$80,000
enterprise architect	\$50,000	\$70,000	\$120,000
application support manager	\$50,000	\$60,000	\$75,000
QA / testing manager	\$55,000	\$65,000	\$75,000
ERP / CRM / SAP manager	\$45,000	\$65,000	\$85,000
service delivery manager	\$45,000	\$55,000	\$65,000
infrastructure manager	\$50,000	\$65,000	\$80,000
helpdesk / desktop manager	\$40,000	\$51,000	\$68,000
programmer	low	med	high
software architect / solution architect	\$55,000	\$70,000	\$100,000
blockchain developer	\$30,000	\$45,000	\$65,000
python developer	\$30,000	\$45,000	\$60,000
java developer	\$30,000	\$45,000	\$65,000
.net developer	\$25,000	\$40,000	\$60,000
mobile developer	\$25,000	\$40,000	\$65,000
front end developer	\$22,000	\$35,000	\$60,000

*Salary is in HKD, monthly and does not include bonus.

information technology salary guide.

business intelligence / data science	low	med	high
data architect	\$60,000	\$80,000	\$100,000
AI / machine learning engineer	\$35,000	\$55,000	\$75,000
data scientist	\$35,000	\$65,000	\$85,000
data engineer / ETL developer	\$38,000	\$60,000	\$80,000
business intelligence / data analyst (data visualisation / reporting)	\$32,000	\$55,000	\$75,000
database administrator / DBA	\$45,000	\$55,000	\$70,000
data governance	\$40,000	\$55,000	\$80,000

QA testing	low	med	high
automation testing	\$32,000	\$45,000	\$55,000
QA / software testing	\$25,000	\$38,000	\$50,000

network	low	med	high
network solution architect	\$55,000	\$65,000	\$90,000
voice / comms engineer	\$50,000	\$60,000	\$70,000
network engineer	\$35,000	\$55,000	\$75,000
NOC engineer	\$28,000	\$33,000	\$42,000

systems	low	med	high
storage engineer	\$35,000	\$40,000	\$50,000
systems engineer (Linux / Unix)	\$32,000	\$40,000	\$48,000
desktop engineer	\$30,000	\$45,000	\$55,000
helpdesk support	\$28,000	\$35,000	\$45,000

*Salary is in HKD, monthly and does not include bonus.

information technology salary guide.

cybersecurity	low	med	high
cybersecurity architect	\$63,000	\$80,000	\$100,000
cybersecurity consultant	\$50,000	\$65,000	\$75,000
cybersecurity engineer	\$50,000	\$67,000	\$90,000
cybersecurity analyst	\$40,000	\$52,000	\$62,000
penetration tester / ethical hacker	\$40,000	\$60,000	\$70,000

ERP / CRM	low	med	high
SAP solution architect	\$45,000	\$60,000	\$75,000
ERP functional consultant	\$35,000	\$45,000	\$65,000
ERP technical consultant	\$35,000	\$50,000	\$65,000
Oracle functional consultant	\$35,000	\$45,000	\$65,000
Oracle technical consultant	\$35,000	\$45,000	\$65,000
SAP functional consultant	\$35,000	\$50,000	\$75,000
SAP technical consultant	\$35,000	\$50,000	\$70,000
CRM consultant (Salesforce)	\$35,000	\$50,000	\$70,000

*Salary is in HKD, monthly and does not include bonus.

technology in finance salary guide.

management	low	med	high
CIO / CTO / COO	\$100,000	\$175,000	\$300,000
IT director / head of IT	\$80,000	\$110,000	\$150,000
IT audit / security	\$60,000	\$95,000	\$140,000
program manager	\$65,000	\$80,000	\$120,000
project manager	\$40,000	\$65,000	\$100,000
PMO	\$40,000	\$65,000	\$90,000
development manager	\$70,000	\$80,000	\$100,000
test manager	\$70,000	\$80,000	\$100,000
infrastructure manager	\$55,000	\$65,000	\$80,000
business analyst manager	\$60,000	\$72,000	\$95,000
application support manager	\$40,000	\$55,000	\$65,000
service delivery manager (SLA)	\$55,000	\$75,000	\$90,000

programmer	low	med	high
software - solutions / technical architect	\$65,000	\$90,000	\$150,000
C++ developer	\$30,000	\$45,000	\$65,000
application support	\$35,000	\$60,000	\$85,000
java developer	\$33,000	\$55,000	\$100,000
.net developer	\$28,000	\$50,000	\$80,000
mobile apps developer	\$28,000	\$50,000	\$80,000
front end developer	\$28,000	\$50,000	\$80,000

business intelligence / data science	low	med	high
data architect	\$70,000	\$100,000	\$120,000
AI / machine learning engineer	\$35,000	\$55,000	\$75,000
data scientist	\$35,000	\$65,000	\$85,000
data engineer / ETL developer	\$38,000	\$60,000	\$80,000
business intelligence / data analyst (data visualisation / reporting)	\$32,000	\$55,000	\$75,000
data governance	\$40,000	\$75,000	\$100,000

*Salary is in HKD, monthly and does not include bonus.

technology in finance salary guide.

testing	low	med	high
software tester / QA	\$35,000	\$45,000	\$60,000

network	low	med	high
network architect	\$70,000	\$80,000	\$90,000
network engineer	\$38,000	\$60,000	\$75,000
voice / comms engineer	\$50,000	\$65,000	\$75,000
network support engineer	\$45,000	\$57,000	\$65,000
NOC engineer	\$30,000	\$38,000	\$45,000

systems	low	med	high
DBA	\$40,000	\$60,000	\$80,000
storage engineer	\$40,000	\$50,000	\$60,000
Unix or Linux admin - systems engineer	\$35,000	\$45,000	\$60,000
desktop engineer	\$35,000	\$45,000	\$60,000
systems engineer	\$35,000	\$55,000	\$65,000
helpdesk support	\$30,000	\$45,000	\$60,000

cybersecurity	low	med	high
cybersecurity architect	\$65,000	\$75,000	\$100,000
cybersecurity consultant	\$54,000	\$72,000	\$95,000
cybersecurity engineer	\$50,000	\$80,000	\$90,000
cybersecurity analyst	\$40,000	\$52,000	\$62,000
penetration tester / ethical hacker	\$40,000	\$60,000	\$70,000

*Salary is in HKD, monthly and does not include bonus.



contracting: technology and financial services.

The economic landscape in Hong Kong mirrors a dynamic interplay of challenges and opportunities, shaped by factors like digital transformation and the gradual recovery of the global financial market after a challenging period marked by the impact of COVID-19 and geopolitical tensions.

Following global workforce restructuring during this period of time, many companies have strategically streamlined operations either through consolidation or by retaining only essential headcounts to enhance operational efficiencies while conserving costs. Consequently, organisations have embraced a more flexible workforce, enabling them to adjust their staffing levels in alignment with business strategies and broader macroeconomic influences.

talent demand varies across industries but expected to balance out in 2024

In 2024, the contract job landscape is anticipated to be relatively stable, as fluctuations in contract roles across various industries and companies are expected to balance.

Aligned with the global restructuring initiatives in the technology sector, numerous companies are postponing projects due to financial constraints or realigning their priorities to ensure business continuity. Despite the prevalence of digital transformation projects in recent years, the accelerated completion of such initiatives during the peak of the COVID era has resulted in a decline in these projects. The current emphasis has shifted towards maintenance-based requirements, where business-as-usual operations take priority.

On the other hand, industries like banking, financial services and e-commerce are expanding their contracting headcount. Ongoing hiring freezes have prompted employers to turn to contracting talent as a more flexible means to scale in response to market trends and demands.

In terms of hiring expectations, there is a growing demand for expertise in areas related to digital transformation and data analytics, highlighting the persistent need for businesses to adapt and evolve. Soft skills, including adaptability, communication, and resilience, are equally vital in navigating the ever-changing work environment.

contracting talent looking for opportunities with stable and reputable companies

Companies in Asia have historically faced challenges when recruiting talent for contract positions, as candidates often have a strong inclination towards permanent roles that are perceived as more stable.

However, this perception is slowly shifting as talent now seek diverse opportunities and exposure to broaden their career horizons. To attract talent into contract roles, companies are offering remuneration packages that rival those offered for permanent positions.

Expectations from contracting talent closely mirror those of their permanent counterparts. Notably, the government stands out as attractive employers, offering stability and higher remuneration than market averages. In the aftermath of the COVID-19 pandemic, job stability has become a critical consideration factor for talent, rendering the government sector an attractive option for those looking for a job.

Besides the government sector, companies with a long-standing and reputable presence in Hong Kong are also highly attractive to job seekers.

talent expectations do not differ from those seeking permanent employment.

In 2024, the anticipated average salary increment when switching employers is expected to fall between 10% and 15%. Beyond monetary considerations and the appeal of a financially stable employer, other common talent expectations include medical coverage and leave allowances - similar to the benefits typically associated with permanent employment.

As the workforce navigates the post-pandemic landscape, an increasing number of contracting professionals are actively seeking roles that offer hybrid work benefits. While younger talent often prioritise a supportive company culture and positive employee experience, seasoned professionals are keen on companies providing robust fringe benefits. Notably, there is a rising demand for family-oriented benefits like medical insurance and parental leaves, influenced by leading banks and large corporations, necessitating a delicate balance between employee welfare and cost considerations.

The adaptability of businesses to evolving market dynamics, coupled with the ability to meet the changing expectations of a diverse talent pool, will be crucial for success in 2024. Whether through embracing digital transformation or aligning with the shifting demands of the workforce, companies in Hong Kong have the opportunity to shape a resilient and dynamic future for their organisations and employees.

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information technology salary guide.

management	low	med	high
CIO / CTO / COO / CDO	\$120,500	\$165,000	\$220,000
IT director / head of IT	\$82,500	\$99,000	\$130,000
IT audit / security manager	\$55,000	\$68,000	\$99,000
program manager	\$60,000	\$70,000	\$90,000
PMO	\$53,000	\$65,000	\$88,000
project manager	\$55,000	\$71,500	\$82,500
business analyst manager	\$55,000	\$65,000	\$80,000
software development manager	\$60,000	\$75,000	\$83,000
enterprise architect	\$65,000	\$80,000	\$110,000
testing / QA manager	\$45,000	\$60,000	\$73,000
ERP / CRM / SAP manager	\$55,000	\$66,000	\$77,000
service delivery manager	\$43,000	\$58,000	\$82,000
infrastructure manager	\$55,000	\$70,000	\$85,000
application support manager	\$48,000	\$55,000	\$70,000
helpdesk / desktop manager	\$45,000	\$53,000	\$73,000
programmer	low	med	high
software architect / solution architect	\$55,000	\$69,500	\$82,500
blockchain developer	\$38,500	\$50,000	\$70,000
python developer	\$35,000	\$45,000	\$60,500
mobile apps developer	\$34,000	\$45,000	\$60,500
java developer	\$30,800	\$41,800	\$60,500
.net developer	\$33,000	\$45,000	\$62,000
front end developer	\$25,300	\$38,500	\$55,000

*Salary is in HKD, monthly and does not include bonus.

information technology salary guide.

business intelligence / data science	low	med	high
data architect	\$60,500	\$77,000	\$110,000
data scientist (machine learning / predictive modelling)	\$45,000	\$82,500	\$121,000
database administrator / DBA	\$38,500	\$49,500	\$60,500
business intelligence BA / consultant (data visualisation / reporting)	\$38,500	\$45,000	\$66,000
data engineer / ETL developer	\$35,000	\$47,000	\$58,000

QA testing	low	med	high
automation testing	\$35,200	\$45,000	\$60,500
QA / software testing	\$23,000	\$35,000	\$49,500

network	low	med	high
network architect	\$60,500	\$71,500	\$88,000
voice / comms engineer	\$55,000	\$66,000	\$77,000
network engineer	\$40,000	\$50,000	\$65,000
network support engineer	\$27,500	\$38,500	\$49,500
NOC engineer	\$22,000	\$30,250	\$38,500

systems	low	med	high
storage engineer	\$38,500	\$44,000	\$55,000
security engineer	\$38,500	\$49,500	\$60,500
messaging specialist	\$38,500	\$44,000	\$55,000
Wintel engineer	\$38,000	\$50,000	\$63,000
helpdesk support	\$24,000	\$33,000	\$40,000
desktop engineer	\$27,500	\$37,000	\$45,000
systems engineer (Linux / Unix)	\$30,000	\$40,000	\$53,000

*Salary is in HKD, monthly and does not include bonus.

information technology salary guide.

ERP / CRM	low	med	high
SAP solution architect	\$49,500	\$66,000	\$82,500
SAP technical consultant	\$38,500	\$49,500	\$71,500
SAP functional consultant	\$35,500	\$43,500	\$68,000
ERP technical consultant	\$39,500	\$50,000	\$71,500
ERP functional consultant	\$35,500	\$48,500	\$69,000
CRM consultant (Salesforce)	\$38,500	\$49,500	\$71,500
Oracle technical consultant	\$38,500	\$49,500	\$71,500
Oracle functional consultant	\$35,500	\$43,500	\$68,000

*Salary is in HKD, monthly and does not include bonus.

technology in finance salary guide.

management	low	med	high
CIO / CTO / COO	\$110,000	\$192,500	\$330,000
IT director / head of IT	\$82,500	\$110,000	\$154,000
development manager	\$65,000	\$78,000	\$94,000
program manager	\$60,000	\$88,000	\$11,000
test manager	\$58,000	\$65,000	\$73,000
IT audit / security	\$55,000	\$68,000	\$99,000
project manager	\$55,000	\$69,000	\$88,000
PMO	\$53,000	\$65,000	\$88,000
infrastructure manager	\$53,000	\$68,000	\$83,000
business analyst manager	\$50,000	\$62,000	\$77,000
application support manager	\$50,500	\$68,000	\$80,000
service delivery manager (SLA)	\$43,000	\$58,000	\$82,000

programmer	low	med	high
software - solutions / technical architect	\$60,500	\$73,500	\$110,000
application support	\$43,000	\$52,000	\$78,000
C++ developer	\$40,000	\$58,500	\$99,000
java developer	\$39,000	\$50,500	\$68,800
.net developer	\$35,000	\$47,000	\$65,000
mobile apps developer	\$36,000	\$48,000	\$63,000
front end developer	\$30,800	\$43,500	\$55,000

testing	low	med	high
software tester / QA	\$33,000	\$49,500	\$66,000

*Salary is in HKD, monthly and does not include bonus.

technology in finance salary guide.

network	low	med	high
network architect	\$58,000	\$78,000	\$89,000
voice / comms engineer	\$55,000	\$71,500	\$82,500
network engineer	\$44,000	\$55,000	\$71,500
network support engineer	\$38,500	\$49,500	\$60,500
NOC engineer	\$22,000	\$30,250	\$38,500

systems	low	med	high
security engineer	\$44,000	\$65,000	\$89,000
messaging specialist	\$44,000	\$55,000	\$66,000
Oracle DBA	\$44,000	\$66,000	\$77,000
helpdesk support	\$26,000	\$34,000	\$45,000
storage engineer	\$38,500	\$48,000	\$65,500
Unix admin	\$38,500	\$49,500	\$66,000
Wintel engineer	\$40,000	\$50,000	\$65,000
systems engineer	\$33,000	\$42,000	\$55,000
desktop engineer	\$25,000	\$38,000	\$50,000

transformation	low	med	high
head of transformation	\$100,000	\$130,000	\$180,000
senior manager	\$72,000	\$85,000	\$99,000
manager	\$45,000	\$58,000	\$69,000
senior business analyst	\$38,000	\$45,000	\$55,000
business analyst	\$24,000	\$35,000	\$45,000

*Salary is in HKD, monthly and does not include bonus.



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