

METHODOLOGY

J.M. Gemini's Guide to China market (the four main centres of Shanghai, Beijing, Shenzhen and Guangzhou) salaries is prepared from three main sources of information:

- An analysis of J.M. Gemini's database of vacancies received from clients.
- A review of actual starting salaries of recent placements made by J.M. Gemini.
- Discussions with candidates relating to current salaries received.

Please note:

- This guide is intended to give **approximate salary ranges for the positions as described and specific skills or experience requirements can mean that a premium may need to be paid.**
- Salaries are based on a **13-month per year gross payment.**
- Employers range from **SMEs to big MNCs mainly in 1st and 2nd tier cities in China, and in a few instances 4th tier cities.**
- Salaries are based on **local Chinese candidates' salaries in Mainland China and in a few instances Asian foreigners or Westerners (indicated if so)**

This guide is updated periodically and is available through email upon request from any of our offices in Shanghai, Beijing, Shenzhen and Guangzhou. Full contact details are listed below. Furthermore, the report can be downloaded at www.imsinasia.com For further information please visit our website www.jmgemini.com

J. M. GEMINI PERSONNEL

J.M. Gemini is one of China's leading recruitment companies with trained consultants operating from offices in Shanghai, Beijing, Shenzhen and Guangzhou. J.M. Gemini has Specialist Divisions for Executive Search, Management Recruitment, Lean Six Sigma Operations, Interim Management, Temporary/Contract Staff, Visa Service for locals and foreigners, and also can arrange psychometric testing.

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J.M. Gemini Personnel Ltd.

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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
ADMINISTRATION		
Junior Secretary	0-1 yrs	3,000-4,000
Associate Secretary	1-3 yrs	4,000-7,000
Secretary	3-6 yrs	7,000-10,500
Senior Secretary	6 yrs +	11,000-19,000
Executive Secretary/PA	8 yrs+	14,000-30,000
Junior Receptionist	0-2 yrs	2,000-3,800
Senior Receptionist	3 yrs+	3,500-9000
Admin Assistant	2-4 yrs	2,500-4,500
Admin/Office Manager	7 yrs+	12,500-30,000+
Driver	2-5 yrs	3,000-5,500+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
FINANCE		
Junior Accounts Clerk	1-2 yrs	3,000-4,000
Senior Accounts Clerk	2-4 yrs	4,000-7,000
Assistant Accountant	5-6 yrs	7,000-10,500
Accountant	5-6 yrs	11,000-16,500+
(Chief) Accountant	5 yrs Auditing & Accounting Experience	17,500-28,500+
Finance Analyst	3-6 yrs	14,000-29,500+
Internal Auditor	3-5 yrs	13,000-27,000
Associate RMB Funds	3 yrs + Investment background necessary	36,000-41,500 (plus 20% bonus)
Sr. Manager, Accounting Services	8 yrs+	38,500-60,000
Finance Manager/Controller	Min 5 yrs managerial grade	27,500-59,000+
Commercial Business Manager	8 yrs+ Accounting background	33,000-43,500+
Finance & Admin Manager	10 yrs+	22,000-46,000+
Tax Accountant	2-4 yrs	8,000-11,500
Tax Manager	5-10 yrs	23,000-50,000+
Treasury Accountant	2-4 yrs	8,000-11,500
Treasury Manager	5-10 yrs	23,000-50,000+
Treasury Director	12 yrs+	55,000-110,000+
Operations Director	10 yrs+	54,500+
Finance Director	8 yrs+	71,000+
Sr. Company Controller	6-8 yrs in MNC	27,500-49,000
Director of Accounting (Asian Foreigner)	10-15 yrs	65,500+
Group CFO	15 yrs+	90,000-150,000+

POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
MERCHANDISING/LOGISTICS/TRADING		
Quality Control	2-4 yrs	22,500-50,000
Sr Quality Controller-Footwear	5yrs+	12,000-15,000+
Office Assistant	2-4 yrs	7,500-11,000
Merchandiser	3-5 yrs as Assistant Merchandiser/ Merchandiser	9,000-14,500+
Senior Merchandiser	3yrs+ as Senior Merchandiser	14,500-23,500+
Merchandising Manager	5 yrs+	21,500-46,000+
Packaging Officer	3yrs	5,500-8,500
Textile/Garment Inspector	3yrs+	6,500-11,000
Textile Designer	3yrs+	11,000-17,500
Textile Manager Hardgoods	10yrs+	33,000-38,500
Head Pattern Maker	5yrs	7,500-13,000
Supplier QA Engineer	3-5yrs	10,000-13,500
QC Manager	5-7yrs	15,500-26,500
QC/QA Director	10yrs	50,000-75,000+
Sundries Manager	8-10yrs	22,000-27,500
Production & Planning Supervisor	5-7yrs	13,000-18,500

POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
MERCHANDISING/LOGISTICS/TRADING		
Operations Manager/Director	8-10yrs	31,500-54,500
Textile Liaison Manager	5yrs	27,500-38,500
General Manager/Director	10yrs+	50,000-70,000+
GM Sourcing (Foreigner)	20yrs+	109,000+
Shipping Clerk	0-3yrs	2,500-5,500
Import/Export Operator	5 yrs+	4,500-8,500
Shipping Supervisor	4-6yrs	9,500-14,500
Contract Officer (Buyer)	3-5yrs+	6,500-11,000
Warehouse Manager	4yrs+	16,500-30,000
Warehouse Senior Manager	4yrs+	30,000-55,000
Product Development Manager	5yrs	13,000-24,000
Supply Chain Manager	3-5yrs	17,000-30,000+
Supply Chain Director	5-7yrs	46,000-84,000+
Int'l Supply Chain Development Executive	3yrs+	10,500-18,000+
LCL Executive	3yrs+	9,500-13,000+
Shipping Manager	7yrs	13,000-23,000
Senior IC Planner	5yrs+	14,000-18,000
Purchasing/Sourcing Manager	6yrs+	19,500-33,000

POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
MERCHANDISING/LOGISTICS/TRADING		
Logistics Manager	5yrs managerial experience	16,500-33,000+
Logistics Director	10yrs+	46,500-100,000+
Supply Chain Manager 3PL	6yrs+ dealing with 3PL companies	24,000-35,000+
Social Compliance Auditor	3yrs+	8,500-15,000
Ocean Freight Executive	3yrs+	9,500-13,000
Ocean Freight Manager	7yrs+	19,500-27,500
Ramp Operation Manager	6yrs+	15,500-19,500
Business Operation Manager	10yrs+	49,000+
Commercial Operation Manager	10yrs+	27,500-49,000
Regional Sourcing Director	10yrs+	39,500-65,500
Procurement Director	10yrs+	54,500+
Distribution Manager	5yrs+	22,000-36,000
Contracts Manager	8yrs+	43,500-87,500+
General Manager 3PL	8yrs+	43,500-87,500+
VP Sea Freight	10yrs+	43,500-76,500+
Operations Director	10yrs+	87,500-131,000
Regional Manager Contract Logistics (Foreigner)	5yrs+ in 3PL	76,500-142,000



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
BANKING/FINANCIAL SERVICES		
Customer Service Officer	1-4yrs	3,500-7,500
Settlement Clerk	1-3yrs	3,500-6,500
Sales/Dealer Assistant	2-4yrs+	5,500-9,500+
Bills Officer	3-5yrs+	5,000-8,500
Credit/Loan Officer or Manager	3-6yrs	9,500-19,500
Credit/Risk Analyst	3-5yrs	19,000-40,000+
Marketing Officer/Manager	3-8yrs+	9,000-27,500
Compliance Manager	8yrs+	61,500-77,000+
Compliance Officer	4yrs+	23,000-46,000+
Legal & Compliance Manager (Forex Brokerage)	6yrs+	23,000+
Credit Administrator/Loan Admin Manager	5-8yrs	11,500-22,500
Senior Associate/Shanghai Coordinator	3yrs	16,500-22,000+
Senior Investment Analyst/Associate	6yrs+	42,000-65,500+
Internal Audit Manager	6yrs+	34,500-60,000+
Deputy Representative, Representative Office	5yrs+	38,500-60,000
CRM/Key Account Manager	8yrs+	49,000-82,000
Corporate Sales Manager	5yrs+	30,000-75,000+
BD Director (Beijing & Shanghai Big 4 Firm)	10yrs+	65,500+
COO/Operations Manager	10yrs+	54,500-98,000
General Manager-Foreign Exchange	10yrs+	60,000-88,000
Chief Representative, Bank Branch	5yrs+	60,000-103,500



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
HUMAN RESOURCE		
HR Officer	2-4yrs	6,500-11,500
Payroll Specialist	1-3yrs	7,500-15,500
HR Specialist (Training)	3yrs+	10,000-16,500+
HR Specialist (Recruitment)	2yrs+	9,000-19,000
Learning & Development Manager	5yrs+	19,500-45,000+
Compensation & Benefits (C&B) Manager	6yrs+	23,000-55,000+
Business Manager	5yrs+	21,000-38,000
Training Supervisor	4yrs+	14,500-19,500
Training Manager	5yrs+	18,500-31,500
HR Leader	5yrs+	19,500-31,500+
HR Manager	5yrs in management position	22,000-38,500+
China HR & Admin Manager	5yrs+	27,500-43,500+
HR Director	10yrs+	65,500-87,500+
General Manager-Human Resources	5yrs+ in management position	65,500-87,500+
VP Human Resources	15yrs+	76,500-98,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
RETAIL		
Store Manager	5yrs+	11,500-23,000+
Store Manager-Online Fashion	6yrs+	14,500-25,500+
Factory Store Head Coach (Tier 2 City)	5yrs+	7,500-10,500+
Retail Trainer	3yrs+	10,500-20,500+
China Store Manager	7yrs+	17,500-28,500+
QA/QC Manager	6yrs+	19,000-27,500+
Contract Officer (Buyer)	3yrs+	10,500+
Visual Merchandiser	2yrs+	8,500+
Retail Manager	7yrs+	14,000-26,500+
Lease Acquisition Manager's Assistant	5yrs+	18,000-26,500+
Trade Planning Manager	7yrs+	18,000-30,000+
Property Application Manager	8yrs+	22,000-30,000+
Regional Operations Manager	7yrs+	29,000+
Deputy Head of Retail Planning & Allocation	10yrs+	55,000+
General Manager	10yrs+	52,000+
Regional Manager	12yrs+	84,000+

POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
LEGAL		
Legal Secretary	1-4yrs	6,500-16,500
Translator	1-4yrs	9,000-19,500+
Senior Secretary/PA to Chief Representative	4yrs+	13,000-22,000+
Office Manager (Law Firm)	4yrs+	17,500-33,000
Paralegal	4-8yrs	16,500-33,500
Legal & Compliance Manager	6yrs+	23,000+
Manager Business Advisory	4-9yrs+	19,500-33,500
Corporate Secretary	7yrs+	43,500-60,000
Legal Counsel	10yrs+	43,500-65,500
In-House Lawyer	3yrs+	23,000-38,500

MEDIA		
News Editor	1-2yrs	5,500-9,500
Advertising Sales Manager	5yrs+	13,000-24,000
Account Manager	5yrs+	16,500-30,500
Associate Account Director	5yrs+	27,500-41,500
Operation Manager/Column Writer Media Publication	3-4yrs	17,500-30,500
Account Director	Min 5yrs in CRM Agency	33,000-54,500
Digital Media Dept. Director	8yrs+	30,000-45,500
Sr. Account Director/Head of Branch (Asian Foreigner)	8yrs+ in 4A Agencies	54,500-98,000
CEO Advertising	10yrs+ in Outdoor Advertising	76,500-109,000



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
SALES & MARKETING		
Operation Executive (Sales Admin)	3yrs+	5,500-9,500
Senior Sales Coordinator	5yrs+	9,500-14,500
Field Sales Engineer	5-10yrs	22,000-33,000+
Sales Representative	1-3yrs	4,500-6,500 + commission
Marketing Co-ordinator	5yrs+	9,000-13,000
Marketing Executive	1-3yrs	6,500-13,000
Asst. Marketing Communications Manager	4yrs+	11,500-30,000+
PR Executive	3-5yrs	9,000-16,500
Account Director-PR	8yrs+	23,000+
Project Manager	3yrs+	13,000-24,00
PR Manager	5yrs+	22,000-33,000
Regional Sales Manager	5-8yrs	28,500-39,500+
Int'l Key Account Manager	5-8yrs	18,500-38,500+
Key Account Asst .Manager	5yrs+	13,500-18,500
Trade Marketing Manager	5yrs+	18,500-42,000+
Promotion Supervisor	3yrs+	7,500-13,500
Marketing Strategic Alliance Senior Manager	6yrs+	27,500-38,500+
Sales Operation Supervisor	3yrs	13,000-20,500+
Sales Manager/Engineer	5yrs+	15,500-27,500
Senior Sales Manager FMCG	7yrs+	38,000+
Sales Manager- Professional Services	6yrs+	15,500-38,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
SALES & MARKETING		
Brand Marketing Manager	8yrs+	22,000-30,500
North China Manager (or South & Central China)	8yrs+	28,500-46,000
National Sales & Marketing Manager	8yrs+	33,500-54,500+
National Business Manager	15yrs+	40,500-62,000
Asian Design Markets Manager	8yrs+ & International experience	49,00-76,500
Marketing Director	10yrs+	54,500-82,000
Marketing Director (foreigner)	10yrs+	76,500-131,000
Sales Director (Retail)	5-10yrs	38,500-76,500
General Manager Marketing	10-15yrs	82,000-131,500
Commercial Director China	10yrs+	43,500-87,500
Managing Director	10yrs+	76,500+
GM Commercial Operations Greater China	15yrs	54,500-82,000+
Global Business Manager Asia	10yrs+	71,000+
General Manager CRM	15yrs+	109,000-163,000 (Foreigner)



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
INFORMATION TECHNOLOGY		
Computer Operator	0-2yrs	3,500-6,500
Web Designer	2-4yrs	4,500-9,000
Senior Operator/Supervisor	2-8yrs	7,500-19,500+
Programmer/Technical Eng.	0-2yrs	5,500-10,000
Analyst/Programmer & System/DB Admin	2-4yrs+	6,500-11,500
Helpdesk Support Engineer	5-8yrs	15,500-24,000
DVT Specialist	2-5yrs+	9,000-17,500+
Systems/Business Analyst Assistant Project Manager/Consultant	3-5yrs	11,000-22,000+
Senior SW Engineer	5-10yr+ SW development experience	16,000-24,000+
UED Supervisor (E-Commerce)	6yrs+	14,000-18,00
Hardware Design Engineer	2-5yrs product development experience	11,500-21,000
Test Development Engineer	3yrs+	11,000-19,500
Operations Engineer	3yrs+	11,000-19,500
Demonstration Engineer	8yrs+	22,900-27,500
Network Administrator	4yrs+	10,500-23,000
Web Editor/Chief Editor	1-5yrs	6,500-21,000+
Bid Development Specialist Manager	5yrs+	14,500-27,500
BD Manager SAP	5yrs+	33,000-43,500 + commission on sales



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
INFORMATION TECHNOLOGY		
Project Manager	6yrs+	16,000-30,000+
SAP Consultant (Rare Modules)	3-5yrs	24,000-35,000
SAP Consultant (Common Modules)	3-5yrs	19,500-28,500
Java Developer	3-6yrs	12,500-18,500
L2 Data Protection Administrator	5yrs+	17,500-30,500
L3 Unix System Administrator	5yrs+	17,500-27,500
Engineering Manager	10yrs+	28,500-54,500
IT BD Manager	10yrs+	27,500-49,000
BIOS Manager	12yrs+	38,500-54,500
ME Manager	12yrs+	43,500-65,500
MIS/IT Manager	6yrs+	21,000-43,500
Hardware Development Manager	10yrs+	43,500-60,000
Service Centre Manager	10yrs	35,000+
IT Regional Manager	10yrs+	43,000-76,500
Infrastructure Service Director APAC	7yrs+	49,000-87,500



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
MANUFACTURING/ENGINEERING		
Technical/Asst.. Engineer	0-2yrs	3,500-7,500
Engineer	2-5yrs	5,500-11,500
R&D Engineer	5yrs+	12,500-19,500
Chemical Engineer	3yrs+	11,000-17,500
Mechanical Engineer	3yrs+	11,000-17,500
Senior Engineer	5-8yrs	15,500-27,500
CIGS Engineer	5yrs+	16,500-33,000
Development Engineer Lasers	5yrs+	16,500-33,000
Plastic Injection Manager	10yrs+	22,000-32,500
Metal Stamping Manager	10yrs+	22,000-33,000
QA Manager	6yrs+	19,500-28,500
QA/QC Director	8yrs+	38,500-58,500+
Engineering Manager	8-10yrs	22,000-43,500
Project Manager	8yrs+	20,000-38,500
Engineering Manager R&D (Asian Foreigner)	8-10yrs	82,000-109,000
Sales Engineer	8yrs+	8,500-21,000
Retail Manager-Automotive	8-10yrs	15,000-25,000
Technical Support Engineer	2-5yrs	11,000-21,000
Process Engineer/Manager	5yrs+	15,500-30,500
Operations Manager	5yrs+	32,500-52.500
Technical Expert	8yrs+	22,000-33,000
Operation Engineer	6yrs+	15,000-22,000



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
MANUFACTURING/ENGINEERING		
Production Supervisor	3yrs+	14,500-22,000
OEM Production Manager	5yrs+	18,500-35,000
Tooling Manager	10yrs+	22,000-33,000
Moulding Engineer	4yrs+	11,000-17,500
SQE/SDE	4yrs+	11,000-17,500
Program Manager (Automotive)	5yrs	13,000-22,000
H&S Coordinator	4yrs+	19,500-38,500
EHS Manager	8yrs+	13,000-22,000
Plant Manager	8yrs+	19,500-33,000
Plant Manager (Foreigner)	8yrs+	38,000-65,500
Site Manager	10yrs+	76,500-120,000
Manufacturing Director	15yrs+	43,500-76,500
General Manager	15yrs+	71,000-93,000
Operations Director	10yrs+	43,500-109,000 +Performance Bonus
Country Sales Manager-Lubricants	10yrs+	49,000-93,000
General Manager-Aerospace	10yrs+	65,500+
BD Manager Aerospace	5-8yrs	27,500-38,500
VP of SCM	10yrs in APAC	80,000-115,000



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
LEAN/SIX SIGMA		
Black Belt-Chemical	3yrs	19,500-27,500
Lean IE Engineer	4yrs+	12,500-20,500+
Black Belt-Process Improvement Manager	5yrs	26,500-35,000
Black Belt-Project Leader Process Optimization	5yrs	27,500-38,500
Black Belt-Market Research	8yrs+	87,500-120,000
Master Black Belt-Chemical	8yrs+	43,500-60,000
Master Black Belt-Insurance	10yrs+	87,500-109,000
Asia Enterprise-Master Black Belt (Asian Expatriate)	20yrs+	93,000-109,000 +Allowances
Lean Manager-Electronics	10yr+	87,500+
Lean Operations Manager-Telecom	8yrs+	50,500 +Allowances
Lean Director-Electronics	15yrs +	109,000+
Operations Director-Consultancy	15yrs+	109,000+
Supply Chain Innovation & Performance Director	10yrs+	72,000+
Senior Continuous Improvement Manager-Electronics	10yrs+	60,000+ (including allowances)
Senior Director Lean Sigma Operations-Electronics	10yrs+	60,000+ (including allowances)
Asia Lean Transformation Leader	10yrs+	60,000+ (including allowances)



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
PROJECT MANAGEMENT		
Project Engineer	2-4yrs	11,000-19,500
MES BD Manager	5yrs	13,000-24,000
Senior Project Engineer	6yrs+	17,500-29,500
Construction Estimator	4yrs+	9,500-13,500+
Lead Piping Engineer	10yrs+	19,500-38,500
Mechanical Lead Engineer	8yrs+	16,500-33,000
Electrical Lead Engineer	8yrs+	16,500-33,000
I&C Lead Engineer	8yrs+	16,500-33,000
Lead Healthcare Engineer	10yrs+	19,500-36,000
GMP Consultant	8yrs+	22,000-49,000
Senior PCT Engineer	6yrs+	14,500-24,000
Key Account Manager	6yrs+	11,000-27,500
Project Engineering Manager Liquid Processing	10yrs+	22,000-38,500
Project Manager	10yrs+	26,500-43,500
Commercialization Leader	5-10yrs+	33,000-49,000
Construction Manager	10yrs+	22,000-39,500
Civil/Structural Manager	5yrs+	16,500-30,500



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
PROJECT MANAGEMENT		
MEP Engineering Manager	5yrs+	16,500-28,500
Design Manager	8yrs+	22,000-38,500
Senior Architect	8yrs+	25,000-40,000
Contracts Manager	8yrs+	22,000-38,500
Head of Technical Services	10yrs+	60,000-87,500
Refining Specialist-Oil & Gas (Expatriate)	10yrs+	95,000+
Project Director Construction (Asian)	10yrs+	87,500-131,000
Architect-Façade Package Manager (Western Expatriate)	20yrs+	185,500+

POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
REAL ESTATE		
Property Analyst	3-4yrs	9,000-16,500
Senior Manager Renting	8yrs+	27,500-38,500
Architect	4yrs+	19,500-30,500
SR. Architect	10yrs+	27,500-49,000
Architecture Manager	10yrs+	33,000-52,500
Security Manager	8yrs+	19,500-38,500
National Security Controller	10yrs+	22,000-43,500
Consultancy Manager Industrial	Min 4yrs	22,000-38,500
Senior Project Manager (Commercial Fit Out)	Min 5yr experience in Commercial Fit Out	22,000-49,000
Research Manager	3yrs	19,500-30,500
Investment Manager	3yrs in large investment asset mgnt	22,000-33,000
Property Manager (Asian Expatriate)	10yrs	65,500-98,000
Manager, Shopping Centre	10yrs+	65,500-110,000 (Local) 98,000-142,000 (Asian)



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
REAL ESTATE		
Master Planner	6yrs+	33,000-54,500
Executive GM Trainee	5yrs+	27,500-43,500
Property Development Director	10yrs+	54,500-87,500
Head of Retail Leasing North China	8+ P&L Control	70,000-80,000
Marketing Director China	10yrs+ MNC	87,500-109,000+
Asset Management Director	15yrs in MNC	109,000+
Property Acquisition Director	15yrs+ in MNC	109,000+



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POSITION	EXPERIENCE IN YEARS	MONTHLY SALARY RANGE IN RMB
CONSULTING/SERVICES		
Commercial Quality Control Manager	5yrs	16,500-30,500
Customer and Research Specialist	2-5yrs	25,000-33,000
Client Development Specialist	2-5yrs	25,000-33,000
Business Development Manager	8-10yrs	49,000-60,000
Product Manager	8yrs+	49,000-60,000
Deputy Director	10yrs+	76,500+
Associate Director	10yrs+	65,500+
Marketing Manager	6-8yrs	38,500-49,000
Sales Manager	6yrs+	34,500-49,000+
Business Intelligence Analyst/Manager	5yrs+	19,500-32,000
PR/Media Communications Manager	5yrs+	26,500+
Chief Representative (Fiduciary Service)	8yrs+	19,500-32,000



J.M. Gemini Personnel Ltd.

DIVISIONS

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