



# **JAPAN SALARY GUIDE 2021**

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# Accounting and Finance

Job Title	Salary
Finance Director	¥16,000,000 - 26,000,000
Finance Controller	¥13,000,000 - 18,000,000
Accounting Manager	¥11,000,000 - 14,000,000
FP&A Manager	¥10,000,000 - 16,000,000
Senior Financial Analyst	¥7,500,000 - 11,000,000
Financial Analyst	¥6,500,000 - 9,000,000
Senior Financial Accountant	¥9,000,000 - 11,000,000
Financial Accountant	¥6,000,000 - 7,000,000
Tax Director	¥16,000,000 - 22,000,000
Tax Manager	¥10,000,000 - 16,000,000
Tax Accountant	¥7,000,000 - 10,000,000
Head of Internal Audit	¥11,500,000 - 18,500,000
Internal Auditor	¥6,000,000 - 10,000,000
Head of Treasury	¥10,000,000 - 17,000,000
Treasury Manager	¥7,000,000 - 10,000,000
Treasury Accountant	¥5,000,000 - 8,000,000

# Sales and Marketing

Job Title	Salary
Sales Director	¥17,000,000 - 25,000,000
Sales Manager	¥13,000,000 - 15,000,000
Wholesale Manager	¥9,000,000 - 13,000,000
Chief Marketing Officer	¥18,000,000 - 30,000,000
Marketing Director	¥14,000,000 - 18,000,000
Marketing Manager	¥9,000,000 - 15,000,000
PR Director	¥12,000,000 - 14,000,000
PR Manager	¥6,000,000 - 9,000,000
Brand Manager	¥9,000,000 - 15,000,000
Product Marketing	¥9,000,000 - 15,000,000
Digital Marketing Director	¥15 million - 20 million
Digital Marketing Manager	¥10 million - 14 million
Head of Ecommerce	¥14,000,000 - 22,000,000
Ecommerce Manager	¥8,000,000 - 14,000,000

Job Title	Salary
Regional Director HR	¥18,000,000 - 30,000,000
Director HR	¥12,000,000 - 27,000,000
HRIS Director	¥15,000,000 - 18,000,000
HRIS Manager	¥10,000,000 - 16,000,000
HRIS Associate	¥7,000,000 - 9,000,000
Director C&B	¥15,000,000 - 25,000,000
Manager C&B	¥9,000,000 - 14,000,000
Executive C&B	¥6,000,000 - 9,000,000
Senior HR Business Partner	¥10,000,000 - 18,000,000
HR Business Partner	¥11,000,000 - 15,000,000
Assistant HR Business Partner	¥7,000,000 - 10,000,000
Director Talent Acquisition	¥12,00,000 - 26,000,000
Manager Talent Acquisition	¥10,000,000 - 13,000,000
Executive Talent Acquisition	¥7,000,000 - 9,000,000
Director of Mobility	¥12,000,000 - 15,000,000
Manager of Mobility	¥8,000,000 - 10,000,000
Executive of Mobility	¥5,000,000 - 8,000,000
HR Director of Shared Service	¥16,000,000 - 20,000,000
HR Manager of Shared Service	¥8,000,000 - 15,000,000
HR Executive of Shared Service	¥6,000,000 - 8,000,000

# Supply Chain, Logistics

Job Title	Salary
Supply / Demand Planner	¥6,000,000 - 9,000,000
Supply / Demand Team Leader	¥8,000,000 - 12,000,000
Head of Supply Chain	¥15,000,000 - 20,000,000
Warehouse Manager	¥7,000,000 - 10,000,000
Warehouse Supervisor	¥4,500,000 - 6,000,000
Logistics Executive	¥4,000,000 - 6,000,000
Logistics Manager	¥7,000,000 - 12,000,000
Head of Logistics	¥10,000,000 - 15,000,000
Project Supply Chain Manager	¥8,000,000 - 14,000,000
Procurement Executive	¥5,000,000 - 7,000,000
Procurement Manager	¥8,000,000 - 13,000,000
Head of Procurement	¥14,000,000 - 18,000,000
SAP Supply Chain Specialist	¥11,000,000 - 16,000,000
SAP Senior Supply Chain Specialist	¥11,000,000 - 16,000,000
Head of SAP Supply Chain	¥16,000,000 - 20,000,000
Quality Director	¥17,000,000 - 24,000,000
Quality Manager	¥10,000,000 - 14,000,000
Regulatory Affairs Director	¥17,000,000 - 24,000,000
Regulatory Affairs Manager	¥10,000,000 - 14,000,000
PV Director	¥16,000,000 - 22,000,000

# Medical

Job Title	Salary
Clinical Team Manager	¥7,000,000 - 13,000,000
Clinical Operations Manager	¥9,000,000 - 15,000,000
Clinical Operations Director	¥10,000,000 - 19,000,000
Clinical Project Manager	¥8,000,000 - 15,000,000
Clinical Project Director	¥10,000,000 - 19,000,000
Clinical (Therapeutic Area) Director	¥12,000,000 - 25,000,000
Medical Advisor	¥13,000,000 - 20,000,000
Senior Medical Advisor	¥15,000,000 - 25,000,000
Clinical Scientist	¥13,000,000 - 20,000,000
Senior CRA	¥5,000,000 - 10,000,000
Medical Director	¥18,000,000 - 30,000,000
Medical Affairs Manager	¥11,000,000 - 15,000,000
MSL Manager	¥12,000,000 - 15,000,000