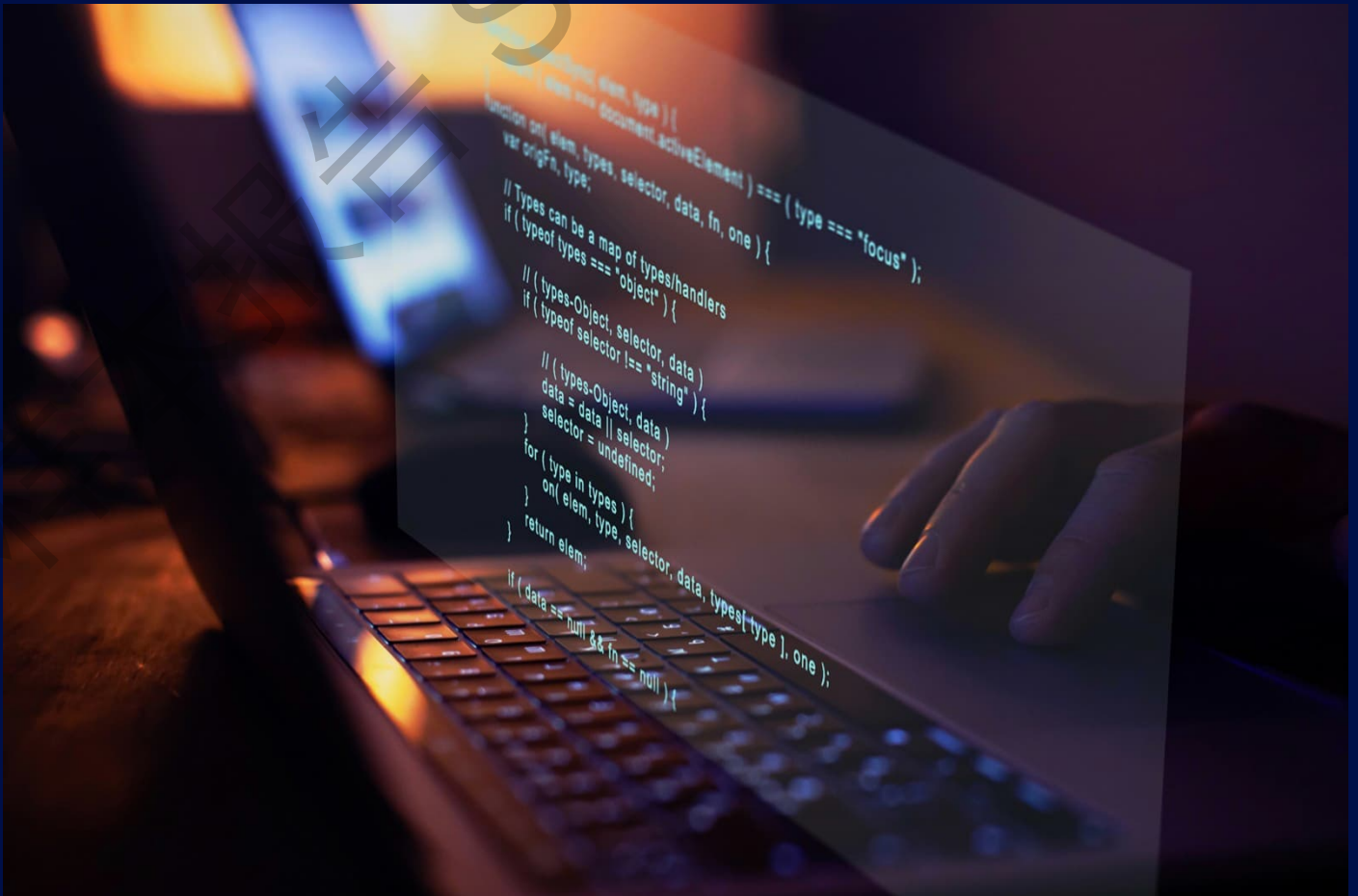


2025-2026 中国 China 人工智能岗位 薪酬概览报告

AI Jobs Pay Summary Report



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简介

Introduction

2025-2026中国人工智能岗位薪酬概览报告

在中国经济结构快速转型的背景下，人工智能（AI）作为核心驱动力，正在深刻重塑各行业的发展路径。当前AI技术的应用边界已远超传统科技领域，成为推动全行业创新迭代、优化客户交互并提升运营效能的关键杠杆。随着企业数字化战略的深化，市场对AI专业人才的需求呈刚性上升趋势，这对组织的人才战略构成了新的挑战与机遇。因此，精准把握中国AI人才市场的供需特征与薪酬趋势，是企业构建核心竞争力、实现可持续增长的前提。

《人工智能岗位薪酬概览报告》基于美世数据库的薪酬数据，覆盖2025-2026年度汽车、高科技、互联网及其他行业的AI相关岗位。

报告中的职能涵盖以下与人工智能相关的岗位：

- 通用人工智能
- 计算机视觉
- 自然语言处理
- 语音识别
- 机器学习与深度学习

2025-2026 China AI Jobs Pay Summary Report

In the dynamic landscape of China's rapidly evolving economy, artificial intelligence (AI) is becoming a transformative force reshaping industries nationwide. The adoption of AI technologies has expanded beyond traditional tech companies, with a diverse range of sectors leveraging AI to drive innovation, enhance customer experiences, and improve operational efficiency. As Chinese businesses navigate this digital revolution, the demand for AI talent continues to grow, underscoring the need for organizations to craft strategic approaches to attract, retain, and reward skilled professionals. Gaining insight into the unique challenges and opportunities within China's AI job market is essential for companies striving to remain competitive and lead in this era of transformation.

The AI Jobs Pay Summary Report draws on remuneration data from Mercer's database, covering AI-related roles across the Automotive, High Tech, Internet, and other industries for 2025-2026.

The functions in the report cover the following AI-related jobs:

- General Artificial Intelligence
- Computer Vision
- Natural Language Processing (NLP)
- Speech Recognition
- Machine Learning and Deep Learning

关键人工智能岗位薪酬概览

Pay Summary for Key AI Roles



职位名称: 人工智能部部长 - 高级总监 (M6)

货币: 人民币

职位描述: 制定和执行与公司总体战略、愿景和转型目标相一致的综合人工智能 (AI) 策略。发掘机会以利用AI技术提高运营效率、推动创新、提高收入和创造价值。将新兴的AI技术纳入到公司的战略规划中。为AI的采用提供建议, 监督AI计划的实施, 确保将其成功融入到产品、服务、系统和流程中。为人工智能的道德使用、治理和监管制定政策和框架。随时了解行业趋势和技术发展, 评估对业务的潜在影响和益处。

等级: 高级总监 (M6) 负责本地实体/业务单元或区域层面业务职能的战略实施和运营指导。他们可能参与其职能领域内的战略制定。与高管领导层就组织的重要事项密切配合。通常管理由总监和高级经理领导的多个团队。

薪酬要素	员工加权 25 分位值	员工加权平均值	员工加权中位值	员工加权 75 分位值
支付工资月数				
月基本工资				
额外支付工资月数				
额外月基本工资				
年度基本工资				
基本工资 (12个月)				
膳食津贴				
交通津贴				
职位津贴				
电话津贴				
技能津贴				
8小时轮班津贴				
12小时轮班津贴				
现场津贴 (在岸)				
住房津贴				
其他固定津贴				
年度固定现金				
短期激励 (目标)				
短期激励 (目标) 占基本工资的百分比				
销售奖金 (目标)				
销售奖金 (目标) 占基本工资的百分比				
其他短期激励 (目标)				
年度总现金 (目标)				
短期激励 (实际)				
短期激励 (实际) 占基本工资的百分比				
销售奖金 (实际)				
销售奖金 (实际) 占基本工资的百分比				
其他短期激励 (实际)				
年度总现金 (实际)				
全值型计划				
增值型计划 (增益型/股票期权价值)				
递延薪酬的补偿				
长期激励 (Black-Scholes)				
长期激励占基本工资的百分比 (Black-Scholes)				
年度直接薪酬 (实际) -Black-Scholes				
弹性福利计划-年度价值				
车辆福利				
健康福利				
寿险和意外险				
补充养老金				
年度整体薪酬 (实际)				
年龄				
本公司工作年限				

Job Title: Head of Artificial Intelligence - Senior Director (M6)

Currency: Chinese Yuan Renminbi

Job Description:

Develops and executes a comprehensive Artificial Intelligence (AI) strategy aligned with the organization's overall strategy, vision, and transformational goals. Identifies opportunities for leveraging AI to improve operational efficiency, drive innovation, revenue growth, and create value. Integrates emerging AI technologies into the organization's strategic planning. Makes recommendations for AI adoption and oversees implementation of AI initiatives, ensuring successful integration into products, services, systems, and processes. Establishes policies and frameworks for ethical AI use, governance, and regulatory compliance. Stays abreast of industry trends and technology development, evaluating potential impact and benefits for the business.

Level: A Senior Director (M6) is responsible for strategy execution and operational direction of a business function within local entity/business unit or at the regional level. They may participate in strategy development for their functional area. Works closely with executive leadership concerning matters of significance to the organization. Typically manages multiple teams led by directors and senior managers.

Compensation Element	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile
Nbr Months				
Base (Monthly)				
Additional Number of Months Paid				
Additional Months Base Salary Amount				
Base Salary				
Base (12 Months)				
Meal Allowance				
Transportation Allowance				
Job Based Allowances				
Phone Allowance				
Skill Allowance				
Shift Allowance - 8 hour				
Shift Allowance - 12 hour				
Site Allowance (On-Shore)				
Housing Allowance				
Other Guaranteed Allowance				
Total Guaranteed Cash Comp				
STI Target				
STI Target % of Base				
Sales Incentive (Target)				
Sales Incentive Target % Base				
Other STI Target				
Total Cash - Target				
STI Actual				
STI Actual % Base				
Sales Incentive Actual				
Sales Incentive Actual % Base				
Other STI Actual				
Total Cash - Actual				
Full-Value Plans				
Appreciation Based Plans				
Matching to Deferred Compensation				
LTI (B-S)				
LTI % of Base (B-S)				
TDC Actual (B-S)				
Flexible Benefit Pkg				
Car Benefit Value				
Health Benefit (Dental & Vision)				
Life and Accident Insurance				
Supplementary Pension				
Total Rem - Actual				
Age				
Tenure - Organization				

报告定义

Report Definitions

关于美世 About Mercer

Mercer是Marsh（纽交所代码:MRSH）的旗下公司。Marsh作为风险、再保险与资本、人才与投资、管理咨询这四大领域的全球先行者，为130个国家和地区的客户专业咨询服务，年营收超270亿美元，全球员工逾95,000人，汇聚真知灼见，携手共铸信心，引领蓬勃发展。

Mercer is a business of Marsh (NYSE: MRSH), a global leader in risk, reinsurance and capital, people and investments, and management consulting, advising clients in 130 countries. With annual revenue of over \$27 billion and more than 95,000 colleagues, Marsh helps build the confidence to thrive through the power of perspective.

方法论 Methodology

年度基本工资 Annual Base Salary

包括年化的工资（月基本工资 x 付薪月数）

Includes only annualized base salary (Monthly Base Salary x Number of Months Paid).

年度固定现金 Total Guaranteed Cash

包括基本工资加上年化的固定津贴

Includes **Base Salary** plus the annualized value of guaranteed allowances.

年度总现金（目标） Total Cash Compensation (Target)

包括年度固定现金加上年化的目标短期激励，销售激励，利润分享或其他激励奖励。报告数据反映的是授予员工的目标金额。所有享有短期激励获得资格和有效目标金额的员工数据都会被纳入计算。而未享有短期激励获得资格和有效目标金额的员工数据也会被纳入计算，此时年度总现金（目标）等于年度固定现金金额。

Includes **Total Guaranteed Cash Compensation** plus the annualized value of any target Short-term Incentive, Sales Incentive, Profit Sharing, or Other Incentive awards. The figures reported reflect the target amounts applicable to the incumbent. All incumbents with valid both incentive eligibility and target amounts will be included in this calculation. Incumbents that are not eligible for any incentive award and have no target data provided are included in this calculation and their Total Cash Compensation (Target) is equal Total Guaranteed Cash Compensation.

报告定义

Report Definitions

方法论 Methodology

年度总现金（实际） Total Cash Compensation (Actual)

包括年度固定现金加上最近12个月的实际短期激励，销售激励或其他基于绩效的激励奖励。报告数据反映最近12个月中收到的实际奖励总额。

Includes **Total Guaranteed Cash Compensation** plus the annualized value of any actual Short-term Incentive, Sales Incentive, or Other Incentive awards paid out on performance over a period of 12 months or less. The figures reported reflect the actual amounts of the awards received over the last 12 months.

年度直接薪酬（实际） Black-Scholes Total Direct Compensation (Actual) Black-Scholes

包括年度总现金（实际）加上年化的长期激励奖励，使用Black-Scholes方法来计算。调研数据库中的所有员工数据都会被纳入计算。

Includes **Total Cash Compensation (Actual)** plus the annualized value of any Long-term Incentive awards, valued using the Black-Scholes methodology for appreciation-based awards. All incumbents in the survey database are included in this calculation.

年度整体薪酬（实际） Total Remuneration (Actual)

包括年度直接薪酬（实际） Black-Scholes 加上年化的福利，如退休计划，人寿和医疗保险，车辆津贴等。

Includes **Total Direct Compensation (Actual) Black-Scholes** plus the annualized value of the benefits: retirement plan, life, and medical insurance, motor vehicle, etc.

报告定义

Report Definitions

职业群和职业等级 Career Streams and Levels

M6 高级总监 Senior Director

高级总监（M6）负责本地实体/业务单元或区域层面业务职能的战略实施和运营指导。他们可能参与其职能领域内的战略制定。与高管领导层就组织的重要事项密切配合。通常管理由总监和高级经理领导的多个团队。

A Senior Director (M6) is responsible for strategy execution and operational direction of a business function within local entity/business unit or at the regional level. They may participate in strategy development for their functional area. Works closely with executive leadership concerning matters of significance to the organization. Typically manages multiple teams led by directors and senior managers.

M5 总监 Director

总监（M5）负责本地实体/业务单元内业务职能或部分业务职能的战略实施和运营指导。支持其职能领域的战略制定。与高管领导层就组织的重要事项进行互动。通常管理由高级经理和经理领导的多个团队。

A Director (M5) is responsible for strategy execution and operational direction of a business function or a part of a function within local entity/business unit. Supports strategy development for their functional area. Interacts with executive leadership concerning matters of significance to the organization. Typically manages multiple teams led by senior managers and managers.

M4 高级经理 Senior Manager

高级经理（M4）通常管理一个部门或者较小的单元，包括由经理和/或组长领导的多个团队。职责通常包括：

- 负责部门**短期到中期（1-3年）的战略执行**和运营指导。
- 经常面对复杂且需要深入调查和分析的问题。
- 要求能够影响其他人接受实践和方法，且能够沟通和影响领导层。

A Senior Manager (M4) typically manages a department or small unit that includes multiple teams led by Managers and/or Team Leaders. Responsibilities typically include:

- Ownership of **short to mid-term (1-3 years) execution of functional strategy** and the operational direction of the Department.
- Problems faced are often complex and require extensive investigation and analysis.
- Requires ability to influence others to accept practices and approaches, and ability to communicate and influence executive leadership.

报告定义

Report Definitions

职业群和职业等级 Career Streams and Levels

M3 经理 Manager

经理（M3）管理自主独立完成工作任务的熟练专业人员。职责通常包括：

- 负责政策与战略的实施，以达成**短期目标（1年或以下）**。
- 面对困难到中等复杂的问题。
- 在政策、实践与流程方面，在自身岗位领域外对其他人作出影响。

A Manager (M3) manages experienced professionals who exercise latitude and independence in assignments. Responsibilities typically include:

- Policy and strategy implementation for **short-term results (1 year or less)**.
- Problems faced are difficult to moderately complex.
- Influences others outside of own job area regarding policies, practices and procedures.

M2 团队领导（专业岗位） Team Leader (Professionals)

团队领导（M2）指导**专业岗位员工**（通常是初级或熟练级别），可能同时管理辅助岗位员工。职责通常包括：

- 为团队成员设定目标及方向，以达到预期运营结果。
- 面对的问题可能困难但通常不复杂。
- 确保直接下属、客户与利益相关者理解并遵守政策、实践与流程。

A Team Leader (M2) supervises **professional level employees** (typically entry or experienced level) and may also supervise some para-professional employees. Responsibilities typically include:

- Setting goals and objectives for team members for achievement of operational results.
- Problems faced may be difficult but typically are not complex.
- Ensures policies, practices and procedures are understood and followed by direct reports, customers and stakeholders.

报告定义

Report Definitions

职业群和职业等级 Career Streams and Levels

P5 专业岗位 – 行家 Expert Professional

行家专业岗位人员（P5）被认为是**某一专业领域的大师**，通常获得高等教育并有丰富的工作经验。职责通常包括：

- 制定工作领域内的运营方针。
- 开发并实施对部门运营结果有影响的新产品、流程、标准或者规划。
- 需要与管理层进行沟通。

An Expert Professional (P5) is a recognized **master in professional discipline** typically obtained through advanced education and work experience. Responsibilities typically include:

- Establishing operational plans for job area.
- Developing and implementing new products, processes, standards or operational plans that will have impact on the achievement of functional results.
- Requires communication with leadership.

P4 专业岗位 – 专家 Specialist Professional

专家专业岗位人员（P4）被认为是**某一专业领域的专家**，通常获得高等教育并有丰富的工作经验。职责通常包括：

- 在经理有限的指导下管理大型项目或流程。
- 指导、审核与分配较低级别专业人员的工作。
- 面对困难而且**复杂**的问题。

A Specialist Professional (P4) is a recognized **subject matter expert** in job area typically obtained through advanced education and work experience. Responsibilities typically include:

- Managing large projects or processes with limited oversight from manager.
- Coaching, reviewing and delegating work to lower level professionals.
- Problems faced are difficult and **often complex**.

报告定义

Report Definitions

职业群和职业等级 Career Streams and Levels

P3 专业岗位 – 高级 Senior Professional

高级专业岗位人员（P3）需要应用工作领域的**先进知识**，通常获得高等教育并有丰富的工作经验。职责通常包括：

- 能够管理项目/流程，在一定的监督下独立工作。
- 指导和审核较低级别的专业人员的工作。
- 面对困难而且**可能复杂**的问题。

A Senior Professional (P3) applies **advanced knowledge** of job area typically obtained through advanced education and work experience. Responsibilities typically include:

- Managing projects / processes, working independently with limited supervision.
- Coaching and reviewing the work of lower level professionals.
- Problems faced are difficult and **sometimes complex**.

P2 专业岗位 – 熟练 Experienced Professional

熟练专业岗位人员（P2）需要应用工作领域的**实践性知识**，通常获得高等教育并有一定工作经验。职责通常包括：

- 在一定的监督下独立工作。
- 面对困难但**通常不复杂**的问题。
- 可能在解释事实、政策及实践时影响工作领域内的其他人。

An Experienced Professional (P2) applies **practical knowledge** of job area typically obtained through advanced education and work experience. Responsibilities typically include:

- Works independently with general supervision.
- Problems faced are difficult but **typically not complex**.
- May influence others within the job area through explanation of facts, policies and practices.

报告定义

Report Definitions

职业群和职业等级 Career Streams and Levels

P1 专业岗位 - 入门 Entry Professional

初级专业岗位人员（P1）需要应用广泛的理论工作知识，通常获得高等教育。职责通常包括：

- 在密切监督下工作。
- 面对的问题通常不困难也不复杂。
- 解释与工作领域相关的事实、政策与实践。

An Entry Professional (P1) applies **broad theoretical job knowledge** typically obtained through advanced education. Responsibilities typically include:

- Work is closely supervised.
- Problems faced are **not typically difficult or complex**.
- Explains facts, policies and practices related to job area.

报告定义

Report Definitions

描述性统计量 Descriptive Statistics

P25

样本由低到高排列时，大于样本中25%数据的数据点。也称为第一分位值。

The data point that is higher than 25% of all other data in the sample when ranked from low to high. Also known as the first quartile.

平均值 Mean

所有样本数据的总和除以样本数量。也称为平均数。

The sum of all data reported divided by the number of observations in the sample. Also known as the average.

中位值 Median

样本由低到高排列时，大于样本中50%数据的数据点。也称为50分位值。

The data point that is higher than 50% of all other data in the sample when ranked from low to high. Also known as the 50th percentile.

P75

样本由低到高排列时，大于样本中75%数据的数据点。也称为第三分位值。

The data point that is higher than 75% of all other data in the sample when ranked from low to high. Also known as the third quartile.

员工加权-统计数据 Incumbent-Weighted Statistics

统计数据根据员工数据计算。这意味着每一个员工数据对市场数据的计算具有相同的权重。例如，如果数据样本中有来自20家公司的100位员工，则每个员工对市场统计数据的计算有1%的权重。此外，拥有15名员工的公司对最终市场数据有15%的权重，拥有2名员工的公司只会有2%的权重。

These statistics are calculated directly at the incumbent data level. This means that each incumbent data point has an equal impact (weight) on the calculation of the market statistics. For example, if there are 20 organizations with a total of 100 incumbents in a data sample, each incumbent has an impact of 1% on the calculation of market statistics. Additionally, an organization with 15 incumbents will have an impact of 15% on the final market results. An organization with 2 incumbents will only have an impact of 2%.

报告定义

Report Definitions

数据保密标准 Data Confidentiality Standards

美世为客户提供这些调研信息，帮助他们做出关于薪酬福利的独立决策。由于在某些情况下，竞争对手间交换薪酬福利信息可能会被视作助长市场垄断行为的手段，因此美世已采取适当措施收集和传播此类信息以避免出现类似解读。

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Mercer is providing this survey information to its clients to permit them to make independent decisions regarding salaries and benefits. Because the exchange of salary and benefit information among competitors may be construed in certain circumstances as a means to facilitate an antitrust violation, Mercer has taken appropriate steps in collecting and disseminating this information in order to avoid such perceptions.

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显示数据的最小数量 Minimum Counts to Display Statistics

统计分析 Statistic	在职人员数 Number of Incumbents	公司数 Number of Organizations	集团数 Number of Distinct Organizations
平均值和频率百分比 Mean and Frequency Percents	3	3	3
50分位值 (中位值) 50 th Percentile (Median)	4	4	3
25和75分位值 25 th and 75 th Percentile	5	5	3

注：在本报告中，当用于分析的数据量不足以显示给定的统计数据时，将以双连字符即“--”呈现。

Note: Where there has been insufficient data for analysis to show given statistics, this has been indicated in this report with a double hyphen, i.e. "--".

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芬兰 Finland

法国 France

德国 Germany

中国香港 Hong Kong, China

印度 India

印度尼西亚 Indonesia

爱尔兰 Ireland

意大利 Italy

日本 Japan

约旦 Jordan

中国澳门 Macau, China

中国大陆 Mainland, China

马来西亚 Malaysia

墨西哥 Mexico

荷兰 Netherlands

新西兰 New Zealand

挪威 Norway

秘鲁 Peru

菲律宾 Philippines

波兰 Poland

葡萄牙 Portugal

沙特阿拉伯 Saudi Arabia

新加坡 Singapore

南非 South Africa

韩国 South Korea

西班牙 Spain

瑞典 Sweden

瑞士 Switzerland

中国台湾 Taiwan, China

泰国 Thailand

土耳其 Turkiye

阿联酋 United Arab Emirates

英国 United Kingdom

美国 United States