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2012 HAYS SALARY GUIDE SHARING OUR EXPERTISE

Salary and recruiting trends across Asia

CONSTRUCTION & ENGINEERING SECTOR OVERVIEW

CHINA

China's construction and engineering market continues to be driven by major infrastructure projects that support the oil and gas, clean energy, healthcare and retail industries, in addition to entertainment facilities such as sports stadiums. While some projects have been met with hesitation due to rising interest rates, the Chinese market continues to thrive in comparison to other world markets and companies are still looking to invest in new projects.

As a general rule, candidates who have strong exposure and understanding of the market in China are highly sought after. Those with specialist infrastructure expertise within tunnelling, planning and geology are also in high demand. In addition, Engineers and Project Managers with exposure to the retail industry in China or Hong Kong are sought at all levels as new shopping centres emerge quickly in China's 2nd and 3rd tier cities.

Expatriate talent is once again an option for companies that are working on major entertainment facilities. Such structures are new to China, and thus the shortage of local specialists has seen employers recruit expatriates to manage the project and train local talent to manage future projects.

HONG KONG

Salaries in Hong Kong have increased slightly over the past year in line with the increase in demand for skilled professionals. This trend is likely to continue since there are many construction and engineering projects due to commence this year, particularly within civil engineering.

Two major projects, one a large tunnelling project and the other a bridge project, are likely to create high demand for Civil Engineers with experience on complex projects. In addition, many developers based in Hong Kong are seeking candidates to work on projects in Hong Kong and China. Candidates with strong language skills, in particular Mandarin fluency, will be highly regarded.

SINGAPORE

Construction in Singapore remains a very active market. The number of recruitment requests is high, not only in station and tunnelling work but also on water and building contracts both locally and abroad. The commercial and tendering sector on cross discipline projects is also busy.

Naturally this has led to an active engineering market, although growth has also come through significant public sector investment in the areas of civil and water infrastructure. In particular, the expansion of Singapore's mass rapid transport system as well as environmental and water projects have fuelled tremendous jobs growth and will impact Singapore's economy in the next decade. As a result, we expect the engineering sector to be very active in the years ahead.

Skills shortages are evident for Estimators, Project Directors and Project Managers, WSHOs and Design Engineers/Managers. These skills shortages are reflected in the salaries being offered by the majority of companies. Demand also remains high for infrastructure, rail and tunnelling professionals in the design consulting environment. Senior Design Engineers, local-registered Professional Engineers and resident Engineers in civil, structural, mechanical and electrical disciplines are sought by employers.

To attract candidates, salaries and bonuses are increasing, particularly for those with professional recognition and niche skill sets. But as organisations recover from the downturn, many are becoming more budget-centric. Downward pressure is placed on contractors' bidding price in order to win contracts and we note an increasing trend of project awards based on the lowest bid. Consequently contractors are looking for talent to fit into their tender budgets. Expatriate packages are also declining.

Many employers are also offering additional benefits to attract and retain talent. This includes flexible working hours and involving families in work events, which is particularly accommodating to expats. Those organisations not recognising and rewarding their employees face a much higher risk of losing their most valuable asset to a competitor.

In today's market, both employers and candidates are more informed about job opportunities with competitors. While employers are increasingly willing to negotiate for certain roles, our advice to candidates in this market is to move for the right reasons, not just salary alone. Employers are also becoming aware of the increasing number of candidates who plan to relocate, and the gaps this will leave in the market. When this gap widens, employers will need to reassess their recruitment and retention strategies as well as their offers in order to attract candidates.

'To attract candidates, salaries and bonuses are increasing, particularly for those with professional recognition and niche skill sets.'

CONSTRUCTION & ENGINEERING

CONSTRUCTION CIVIL	Foreperson	Site Engineer	Project Engineer	Design Manager	Project Manager
China	N/A	N/A	150 - 200	300 - 540	300 - 720
Hong Kong	N/A	350 - 500	500 - 600	650 - 950	500 - 1,000
Singapore	50 - 80	50 - 70	60 - 85	95 - 115	90 - 120
	Senior Project Manager	Construction Manager	Resident Technical Officer	Planner	Estimator
China	350 - 650	240 - 550	N/A	150 - 360	150 - 480
Hong Kong	720 - 1,200	800 +	N/A	480 - 900	480 - 900
Singapore	110 - 230	95 - 115	55 - 70	80 - 105	90 - 145 +
	Contracts Administrator/ Quantity Surveyor - Entry-level		Contracts Administrator/ Quantity Surveyor - Senior		
China	96 - 150		180 - 360		
Hong Kong	240 - 360		390 - 1,000		
Singapore	50 - 60		70 - 90		
CONSTRUCTION BUILDING	Foreperson	Site Engineer	Project Engineer	Design Manager	
China	N/A	140 - 250	140 - 250	300 - 600	
Hong Kong	N/A	350 - 500	500 - 600	650 - 950	
Singapore	55 - 75	55 - 70	70 - 90	95 +	
	Project Manager	Senior Project Manager	Construction Manager	Planner	Estimator
China	500 - 750	600 - 1,000	400 - 600	400 - 550	350 - 600
Hong Kong	590 - 840	720 - 1,000	720 - 1,200	480 - 830	390 - 840
Singapore	85 - 105	110 +	110 +	85 - 100	90 - 145 +
	Contracts Administrator/ Quantity Surveyor - Entry-level		Contracts Administrator/ Quantity Surveyor - Senior		
China	120 - 240		300 - 600		
Hong Kong	240 - 360		420 - 840		
Singapore	50 - 65		70 - 85		
CONSTRUCTION DEVELOPMENT	Development Manager	Project Manager	Business Development Manager	Development Director	
China	400 - 600	400 - 780	300 - 600	500 +	
Hong Kong	640 - 1,200	650 - 950	540 - 830	1,100 +	
Singapore	130 - 200	105 - 160	115 - 170	210 +	

NOTES ON SALARIES

- Salaries are represented in local currencies
- Typical salary range in '000
- Salaries are representative of the total package value

DESIGN CONSULTANCY - BUILDING SERVICES	CAD Design Drafter	CAD Manager	Graduate Design Engineer	Design Engineer	Senior Design Engineer
China	NA	150-450	NA	150-240	240+
Hong Kong	220-250	350-530	200-270	290-470	420-600
Singapore	33-48	48 - 60	36-42	54-72	72-96
	Principal Design Engineer	Project Manager	Associate/ Senior Associate	Principal/ Director	Resident Engineer
China	300 - 400	350 - 450	350 - 400	400 - 700	N/A
Hong Kong	500 - 730	400 - 900	660 - 1,000	1,000 +	400 - 650
Singapore	100 +	78 - 102	100 - 126	140 +	84 - 120

DESIGN CONSULTANCY - CIVIL & STRUCTURAL	CAD Design Drafter	CAD Manager	Graduate Design Engineer	Design Engineer	Senior Design Engineer
China	N/A	150 - 350	N/A	150 - 300	220 +
Hong Kong	220 - 420	350 - 550	200 - 280	290 - 500	450 - 600
Singapore	33 - 48	48 - 60	36 - 42	54 - 72	72 - 96
	Principal Design Engineer	Project Manager	Associate/ Senior Associate	Principal/ Director	Resident Engineer
China	300 - 450	350 - 600	350 - 480	400 - 600	N/A
Hong Kong	550 - 900	450 - 900	720 - 960	950 +	400 - 660
Singapore	108 +	90 - 108	100 - 126	150 +	84 - 120

NOTES ON SALARIES

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- Salaries are representative of the total package value

China**Beijing**

Unit 02, 7/F, Tower 1
China Central Plaza, No. 81 Jianguo Road
Chaoyang District, Beijing 100025
T: +86 10 6598 9122
E: beijing@hays.cn

Shanghai

Unit 3001, Wheelock Square
No.1717 West Nanjing Road
Shanghai, China 200040
T: +86 21 2322 9600
E: shanghai@hays.cn

Suzhou

Unit 1506, 24th Building, Times Square
Hua Chi Street, Suzhou Industrial Park
Suzhou, China
T: +86 512 6289 0288
E: suzhou@hays.cn

Guangzhou

Unit 07, 29/F Onelink Center, 230-232 Tianhe Road
Tianhe District, Guangzhou, China
T: +86 20 3811 0333
E: guangzhou@hays.cn

Hong Kong

5805-07, 58th Floor, The Center
99 Queen's Road Central,
Hong Kong
T: +852 2521 8884
E: hongkong@hays.com.hk

Japan**Akasaka**

Akasaka Twin Tower Main Tower 7F
2-17-22 Akasaka
Minato-ku
Tokyo 107-0052
T: +81 3 3560 1188
E: akasaka@hays.co.jp

Shinjuku

Sumitomo Fudosan Shinjuku Oak Tower,
14F 6-8-1 Nishishinjuku Shinjuku-Ku,
Tokyo 163-6014, Japan
T: +81 3 4579 9660
E: shinjuku@hays.co.jp

Osaka

5F Azuchi-machi building
3-4-10 Azuchi machi, Chuo-Ku
Osaka 541-0052, Japan
T: +81 6 4705 5545
E: osaka@hays.co.jp

Singapore

Level 27, UOB Plaza 2
80 Raffles Place
Singapore, 048624
T: +65 6223 4535
E: singapore@hays.com.sg

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