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2012 HAYS SALARY GUIDE SHARING OUR EXPERTISE

Salary and recruiting trends across Asia

INFORMATION TECHNOLOGY SECTOR OVERVIEW

CHINA

China is becoming a R&D base for the global IT market which is leading to increased demand for junior and middle level Developers. With more roles becoming available, salaries are rising. But given the short supply of high quality R&D candidates, many Engineers now have unrealistic salary expectations and demand a 30 to 40 per cent salary increase to move into a new role. These expectations need to be well managed.

Employers are also looking for English speaking IT support candidates and Developers and are willing to pay salaries above market average for such skills. We have also seen a growing need for experienced business/solution focused IT candidates with good communication skills and regional project management experience.

Some employers are setting up IT centres in China for their global or regional operations, which is creating strong demand for candidates with IT skills and relevant industry experience. It is also encouraging a localisation trend, with more local candidates filling roles previously occupied by expats.

Most companies are seeking Technological Managers with solid backgrounds and strong management skills. However, there is a shortage of such candidates in China. English skills have become a barrier for technical roles. As a result, employers are attracting candidates from other cities or internationally, which is resulting in higher salary costs. Software, Mobile Application Engineers and commercial roles were more available in 2011, but there are not enough candidates who can satisfy the current criteria, which has been a contributing factor in the salary changes we are seeing.

Online products and internet technology such as SEM/SEO and digital media products are still popular as the internet industry continues to boom. Thus candidates with such skills are in demand with some MNCs. Global companies are also paying more attention to the retention and development of staff. As a result, the benchmark salary is higher for core function roles. We are advising candidates to thoroughly research a company and its career progression opportunities, rather than just salary, before making a decision to join a new company.

HONG KONG

Hong Kong's IT business space is very active, with high demand for candidates with specific domain knowledge in the insurance and luxury retail sectors. Networking telecommunications professionals within the infrastructure space are also needed.

Cloud technology remains a hotspot of demand globally and Hong Kong is no different with roles available across business development, engineering and development.

Hong Kong's IT industry is viewed highly by overseas IT professionals looking to relocate to Asia and many employers remain open to sponsorship. A number of organisations are discussing aggressive growth plans, and expect to double their headcount in 2012. Some are using Hong Kong as their regional hub to expand into the rest of Asia.

Salaries on the whole have remained fairly steady. The exception is the insurance sector, where the margin between salaries in insurance and banking has reduced. This narrowing of the salary margin has broadened the candidate pool for the insurance sector and added to its attractiveness with candidates.

JAPAN

A number of new technologies and terminologies became very visible in Japan's IT market in 2011, including cloud computing, smartphones, Media Adapt and SNS. With this came a high level of demand for the recruitment of Engineers, Presales candidates and Cloud-related consultants. Employers have focused on candidates with strong communication skills and customer experience rather than core technical skills. We also saw greater demand for presales and implementation consultants for technology that has not yet achieved significant market penetration. This trend is expected to continue into 2012 and beyond.

While these new technologies led to a spike in demand for the appropriate talent, consistent and underlying demand also remained for core technical experts. Thus demand for development language specialists such as C++ and Java remained strong.

The only area where we saw a noticeable reduction in demand was across hardware related fields. Changes in technology, business models and the events of March 2011 all impacted recruitment activity in this space.

There were no significant salary changes for the majority of IT professionals. The exception was the increase in salary for Cloud-related technical experts since these skills are in short supply. Salary levels in consulting firms also remained largely consistent with the year prior.

Most companies will continue to hire actively in 2012, with the exception of firms experiencing cuts. We expect this stable hiring situation to continue throughout the year.

SINGAPORE

The second half of 2011 brought with it a shift in the technology development space, with the focus moving to the variable pay and a significant rise in salaries. We also saw an increase in the number of open source projects such as J2EE and PHP. New roles were available in the IT development space, such as intranet and webmaster, as companies shifted their focus onto online selling/marketing. This trend is likely to continue.

Project budgets have increased and companies have started to again pay good bonuses. Candidates who focus on building a long term career in Singapore are being rewarded with high salaries over a long period of time. Comparing entry-level salaries in Singapore with income levels for individuals who have at least 15 years of experience shows an exponential increase in salary.

Hiring in infrastructure continues to rise. Over the past few months we have seen new roles open up and plenty of roles being moved to Singapore from other regions. There is strong demand for Network Engineers, System Engineers, IT Managers, System Administrators and Support candidates. A number of big companies are outsourcing their infrastructure to vendors, which in turn has created new positions in the vendor space.

Demand remains high for cloud computing specialists, but at this stage there is a candidate shortage in this area. Consequently, Singaporean companies are willing to cover the costs of relocation and are offering other benefits to candidates to secure talent.

The market will continue to see consistent salary increases across all IT sectors and technologies. Lower level roles have seen a salary increase of around 10 per cent while salaries for mid to senior level roles have increased between 15 to 20 per cent.

Singapore's IT sector continues to experience a candidate short market and as a result companies will continue to rely on the recruitment of foreign talent. It is also the reason we expect candidates to be able to look forward to a rise in their overall remuneration this year.

‘We are seeing a trend for some organisations establishing IT centres in China for their global or regional operations, which is creating strong demand for candidates with IT skills and relevant industry experience.’

INFORMATION TECHNOLOGY DEVELOPMENT

ANALYST PROGRAMMER	MS.Net/J2EE	VB6/ASP/SQL/ Delphi/C++	Oracle Forms/ Reports
China	130 - 230	130 - 220	140 - 230
Hong Kong	250 - 480	360 - 480	300 - 500
Japan	6 - 10	7 - 10	8 - 12
Singapore	42 - 60	42 - 60	42 - 60

SENIOR ANALYST PROGRAMMER	MS.Net/J2EE	VB6/ASP/SQL/ Delphi/C++	Oracle Forms/ Reports
China	160 - 300	150 - 280	160 - 300
Hong Kong	480 - 600	350 - 500	450 - 600
Japan	8 - 12	8 - 12	8 - 12
Singapore	50 - 80	55 - 80	60 - 90

DATA SPECIALISTS	Data Architect	Database Administrator	Data Modeller	Data Warehouse Consultant
China	210 - 360	200 - 380	220 - 320	220 - 360
Hong Kong	500 - 750	400 - 550	400 - 650	400 - 650
Japan	8 - 12	8 - 15	7 - 12	7 - 12
Singapore	88 - 145	80 - 150	110 - 180	80 - 150

MANAGEMENT ROLES	Development Team Leader	Development Manager
China	250 - 450	300 - 550
Hong Kong	800 - 1,500	900 - 2,000
Japan	8 - 15	10 - 16
Singapore	100 - 180	140 - 280

NOTES ON SALARIES

- Salaries are represented in local currencies
- Typical salary range in '000, excluding Japan which is stated in millions.
- Salaries are representative of the total package value

INFORMATION TECHNOLOGY INFRASTRUCTURE

WAN	Cisco Engineer	Voice/ Comms Engineer	Network Design	Technical Architect	Solutions & Enterprise Architect	NOC Engineer
China	180 - 250	220 - 350	180 - 280	250 - 350	250 - 400	120 - 180
Hong Kong	450 - 600	450 - 600	480 - 660	650 - 800	900 - 1,100	360 - 480
Japan	8 - 12	8 - 12	8 - 12	8 - 13	8 - 13	N/A
Singapore	40 - 66	42 - 80	82 - 130	100 - 160	120 - 200	48 - 60
SYSTEMS ADMINISTRATION	Unix Admin	Sybase/ Oracle/MS SQL DBA	Storage Engineer	Voice Engineer	Network Engineer	Windows (Wintel) Admin
China	250 - 380	200 - 380	N/A	180 - 280	180 - 280	150 - 250
Hong Kong	480 - 600	450 - 660	500 - 700	400 - 550	480 - 600	350 - 550
Japan	8 - 12	8 - 12	8 - 12	6 - 10	6 - 12	6 - 12
Singapore	55 - 90	66 - 150	60 - 100	42 - 80	45 - 120	48 - 90
TECHNICAL SPECIALIST	Security Engineer	Security Consultant	Messaging Specialist	Unix Consultant	Pre Sales Engineer	
China	200 - 350	220 - 350	N/A	N/A	N/A	
Hong Kong	500 - 600	600 - 800	600 - 800	400 - 600	480 - 660	
Japan	6 - 10	6 - 10	8 - 12	8 - 12	8 - 12	
Singapore	66 - 120	90 - 130	72 - 120	72 - 130	80 - 160	
MANAGEMENT ROLES	Helpdesk Manager	Network Manager	IT Manager			
China	200 - 350	280 - 400	400 - 800			
Hong Kong	400 - 850	400 - 840	800 - 1,200			
Japan	8 - 12	8 - 12	8 - 18			
Singapore	80 - 140	90 - 160	100 - 175			

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INFORMATION TECHNOLOGY BUSINESS

ANALYSIS & PROJECT	Technical Business Administration	Business/ Process Analyst	Systems Analyst
China	250 - 380	300 - 550	200 - 300
Hong Kong	550 - 570	450 - 800	400 - 700
Japan	6 - 10	8 - 12	8 - 12
Singapore	120 - 175	110 - 150	90 - 130

	Project Manager	Project/ Program Director	IT Audit
China	280 - 500	400 - 800	250 - 400
Hong Kong	800 - 1,000	900 - 1,500	360 - 600
Japan	8 - 15	8 - 18	8 - 12
Singapore	90 - 160	150 - 280	90 - 175

ERP/CRM	PeopleSoft Technical	PeopleSoft Functional	Basis Administration	SAP Analyst
China	200 - 380	250 - 450	N/A	150 - 300
Hong Kong	550 - 750	550 - 750	350 - 500	350 - 550
Japan	8 - 10	6 - 10	6 - 10	8 - 12
Singapore	82 - 140	90 - 175	80 - 144	72 - 130

	SAP Functional Consultant	ABAP Developer	Oracle Developer	ERP Project Manager
China	250 - 400	180 - 350	200 - 350	450 - 650
Hong Kong	450 - 650	350 - 550	600 - 800	N/A
Japan	8 - 12	8 - 10	8 - 12	8 - 12
Singapore	92 - 160	55 - 90	66 - 110	120 - 220

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MANAGEMENT ROLES	Data Centre Manager	Service Delivery Manager	Client Relationship Manager	Professional Services Manager
China	250 - 450	300 - 600	250 - 500	400 - 600
Hong Kong	800 - 1,000	850 - 1,100	650 - 800	1,200 - 1,800
Japan	10 - 25	8 - 18	8 - 18	8 - 18
Singapore	90 - 160	150 - 280	160 - 250	140 - 230

	IT Director	Chief Information Officer	Project Manager	Director Network Operations
China	600 - 1,000	750 - 2,000	350 - 550	350 - 550
Hong Kong	1,800 - 2,500	1,500 - 3,500	N/A	N/A
Japan	10 - 18	10 - 20	8 - 18	8 - 18
Singapore	220 - 350	280 - 500	100 - 220	140 - 240

BUSINESS DEVELOPMENT	Manager	Senior Manager	Sales Director	Account Manager
China	350 - 500	400 - 700	500 - 1,300	250 - 500
Hong Kong	750 - 950	1,000 - 2,000	1,500 - 1,800	600 - 800
Japan	8 - 15	10 - 18	10 - 20	10 - 20
Singapore	80 - 175	110 - 220	200 - 480	80 - 175

	Presales Consultant	Presales Manager	Technical Sales Manager	Industry Consultant
China	250 - 500	300 - 500	400 - 600	250 - 450
Hong Kong	350 - 550	450 - 700	1,500 - 1,800	N/A
Japan	8 - 18	10 - 18	N/A	N/A
Singapore	90 - 180	150 - 240	175 - 250	320 - 650

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INFORMATION TECHNOLOGY TELECOM | DEVELOPMENT

BILLING	Development	Integration	Support	Architect	Business	Analyst Manager
Japan	7 - 9	7 - 9	7 - 9	8 - 12	8 - 12	8 - 12
Singapore	80 - 140	84 - 140	66 - 130	80 - 150	90 - 150	90 - 160

CRM	Development	Integration	Support	Architect	Business	Analyst Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	8 - 12	8 - 12
Singapore	80 - 150	80 - 140	66 - 120	90 - 160	90 - 140	90 - 160

SDP	Development	Integration	Support	Architect	Business	Analyst Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	8 - 12	8 - 12
Singapore	80 - 140	90 - 150	80 - 120	90 - 160	80 - 140	80 - 160

OSS	Development	Integration	Support	Architect	Business	Analyst Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	8 - 12	8 - 12
Singapore	80 - 130	72 - 130	72 - 130	84 - 160	84 - 150	100 - 180

BSS	Development	Integration	Support	Architect	Business	Analyst Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	8 - 12	8 - 12
Singapore	90 - 120	72 - 130	60 - 110	90 - 160	90 - 140	90 - 160

VAS	Development	Integration	Support	Architect	Business	Analyst Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	8 - 12	8 - 12
Singapore	84 - 130	74 - 120	72 - 130	84 - 160	72 - 130	90 - 150

EAI	Development	Integration	Support	Architect	Business	Analyst Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	8 - 12	8 - 12
Singapore	90 - 130	80 - 130	72 - 120	110 - 175	100 - 150	110 - 180

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INFORMATION TECHNOLOGY TELECOM | INFRASTRUCTURE

MPLS NETWORK	Engineer	Integration	Support	Architect	Presales	Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	10 - 14	8 - 12
Singapore	60 - 120	66 - 100	60 - 100	100 - 175	120 - 180	90 - 160
FIXED AND MOBILE NETWORK	Engineer	Integration	Support	Architect	Presales	Manager
Japan	7 - 9	7 - 9	6 - 8	8 - 12	10 - 14	8 - 12
Singapore	54 - 120	60 - 90	66 - 110	90 - 175	120 - 175	90 - 150
BTS/MICROWAVE	Field Service Engineer	Senior Engineer	Lead	Manager		
Japan	5 - 7	6 - 8	7 - 9	8 - 12		
Singapore	54 - 80	60 - 100	72 - 130	100 - 160		
VAS NETWORK	Engineer	Senior Engineer	Manager			
Japan	6 - 8	7 - 9	8 - 12			
Singapore	72 - 120	90 - 120	100 - 160			

INFORMATION TECHNOLOGY TELECOM | BUSINESS

ANALYSIS & PROJECT	Business Transformation	Project Manager	Project/Program Director			
Japan	8 - 12	8 - 12	10 - 15			
Singapore	130 - 250	100 - 180	180 - 300			
MANAGEMENT	Service Delivery Manager	Managed Services Manager	Chief Solution Architect	Director Services		
Japan	7 - 10	7 - 10	8 - 15	12 - 16		
Singapore	140 - 275	150 - 250	180 - 320	280 - 450		
BUSINESS DEVELOPMENT	Senior Manager	Account Manager	Presales Consultant	Presales Manager	Technical Sales Manager	Industry Consultant
Japan	10 - 20	8 - 15	7 - 11	8 - 12	8 - 12	8 - 16
Singapore	120 - 220	86 - 150	90 - 160	130 - 220	160 - 240	300 - 650

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