



Following a strong end to 2010, Hong Kong experienced active yet cautious hiring activity in the first half of 2011 across most sectors and disciplines. Across the financial services sector, we saw notable demand for compliance professionals, regulatory reporting specialists and product controllers in the first half of 2011. This demand was primarily prompted by strong business growth and increased regulatory pressure, which saw businesses focus on bolstering their financial reporting and product control functions.

Growth in the front office led to greater demand for finance staff in the back office and banks and financial institutions were generally positive about hiring. We saw significant demand for sales and marketing professionals in financial services in quarter two, which was primarily fuelled by banks looking to grow these teams. Marketing communications, corporate communications and roadshow coordinators were particularly sought-after.

The commerce sector continued growing and we saw steady demand for experienced professionals across various functions, including IT support, shipping, supply chain and HR. These industries remained strong in the face of global economic uncertainty as the Hong Kong economy was supported by retail sales growth exceeding 20%. With sales levels jumping 24.1% in September from a year earlier to HK\$31.2 billion (USD\$4 billion), retail luxury sales and marketing professionals remained in constant demand.

Despite uncertainty in the economic climate, we expect steady hiring levels as we move into 2012. While banking and finance firms may adopt a 'wait-and-see' approach initially, companies will continue to hire for critical positions while further assessing market conditions before making any decisions. We anticipate that the commerce sectors will continue growing, with retail, education and tourism businesses in particular likely to remain active in the recruitment market.

# HONG KONG

## INFORMATION TECHNOLOGY

Our information technology division specialises in the permanent and contract recruitment of IT professionals for both the banking and financial services and commercial sectors. The positions we cover range from development, support, operations and engineering to project management, heads of IT and senior management roles.

### Market Overview

#### Commerce & Industry

We saw constant recruitment activity throughout 2011 as a number of new IT projects were rolled out. These led to demand for systems and application support professionals, systems/network managers, post and pre-sales consultants, project managers, programmers and system architects.

We witnessed notable demand for IT professionals from financial software vendors and property, IT servicing, retail and telecommunications companies. IT service consultancies were also hiring particular roles as employers sought to outsource their IT operations to save costs and improve efficiencies.

Companies hired strongly at the junior level in the first half of the year, while the volume of middle to senior level roles increased in the second half of 2011. This was largely due to an influx in new set-ups entering the Hong Kong market, which required IT directors to lead teams.

Candidates were reluctant to move roles in 2011 as many were already engaged in career-enhancing projects. Individuals who did move roles expected salary increases of 10-15%, which they typically received.

#### Financial Services

Despite peaks in recruitment activity after the Chinese New Year. Overall hiring volumes were lower in 2011 than 2010 as market sentiment caused firms to become more cautious.

We saw demand from junior to senior levels for development and support professionals. Systems and application support candidates were particularly sought-after, as were systems/network managers and post-sales consultants. Many firms chose not to hire external project managers and assigned senior team members to manage key IT projects instead.

Most hiring was on a replacement basis, although we did see some newly created senior level positions.

Due to their eagerness to secure their first choice candidate, employers were typically prepared to offer salary increases of 10-15% to professionals moving jobs.

#### Contract Market

There was a significant demand for IT professionals to fill contract positions in 2011. This was mainly driven by firms looking to deliver on projects without committing to permanent hires.

Business analysts, project managers, desktop support, application support and development professionals were in demand. Candidates with Java or C# development skills were particularly sought-after, as were desktop support candidates with experience in completing Windows 2007 upgrades.

Employers were prepared to pay a premium for the best talent and IT contract professionals generally sought salary increments of 10-15% with each job change.

#### Outlook for 2012

We expect active hiring at the middle to senior level to continue in the commerce sector as we move into 2012. Software financial vendors will be recruiting actively as banks and financial institutions remain keen to upgrade their systems and improve security. IT servicing companies are also likely to seek new talent as more companies plan to outsource their IT services and systems. We anticipate that PHP mobile and web programming skills will also be in demand as companies focus on developing new programmes for smart phones.

Within financial services, banks will concentrate on critical hires. Professionals with strong technical skills will be highly sought-after, particularly for development and support positions.

# HONG KONG

## INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$HK		CONTRACT SALARY PER MONTH \$HK	
	2011	2012	2011	2012
	Chief Information Officer/Chief Technology Officer	\$1.7 - 2.7m	<b>\$1.7 - 2.7m</b>	\$150 - 200k
IT Director	\$1.3 - 2.2m	<b>\$1.3 - 2.2m</b>	\$125 - 175k	<b>\$125 - 175k</b>
Programme Manager	\$1.0 - 1.7m	<b>\$1.0 - 1.7m</b>	\$90 - 150k	<b>\$90 - 150k</b>
Project Director	\$1.25 - 1.7m	<b>\$1.25 - 1.7m</b>	\$110 - 150k	<b>\$110 - 150k</b>
Project Manager (7+ yrs' exp)	\$1.0 - 1.5m	<b>\$1.0 - 1.5m</b>	\$90 - 130k	<b>\$90 - 130k</b>
Project Manager (5 - 7 yrs' exp)	\$800k - 1.0m	<b>\$800k - 1.0m</b>	\$70 - 90k	<b>\$70 - 90k</b>
Project Manager (2 - 5 yrs' exp)	\$650 - 800k	<b>\$650 - 800k</b>	\$60 - 70k	<b>\$60 - 70k</b>
Business Analyst (7+ yrs' exp)	\$1.0 - 1.3m	<b>\$1.0 - 1.3m</b>	\$90 - 120k	<b>\$90 - 120k</b>
Business Analyst (4 - 6 yrs' exp)	\$700k - 1.0m	<b>\$700k - 1.0m</b>	\$65 - 90k	<b>\$65 - 90k</b>
Business Analyst (1 - 3 yrs' exp)	\$440 - 700k	<b>\$440 - 700k</b>	\$40 - 60k	<b>\$40 - 60k</b>
Manager - Data Centre	\$850k - 1.2m	<b>\$850k - 1.2m</b>	\$75 - 110k	<b>\$75 - 110k</b>
Manager - Development	\$800k - 1.3m	<b>\$800k - 1.3m</b>	\$70 - 120k	<b>\$70 - 120k</b>
Change Management Consultant (10+ yrs' exp)	\$900k - 1.3m	<b>\$900k - 1.3m</b>	\$60 - 120k	<b>\$60 - 120k</b>
Manager - Testing - Applications & Infrastructure	\$800k - 1.2m	<b>\$800k - 1.2m</b>	\$70 - 110k	<b>\$70 - 110k</b>
ERP Project Manager (8 - 10 yrs' exp)	\$750k - 1.4m	<b>\$750k - 1.4m</b>	\$85 - 130k	<b>\$85 - 130k</b>
ERP Consultant Functional (5 - 8 yrs' exp)	\$600k - 1.2m	<b>\$600k - 1.2m</b>	\$60 - 110k	<b>\$60 - 110k</b>
Manager - IT	\$750k - 1.3m	<b>\$750k - 1.3m</b>	\$65 - 120k	<b>\$65 - 120k</b>
Manager - Infrastructure Services	\$750k - 1.2m	<b>\$750k - 1.2m</b>	\$65 - 110k	<b>\$65 - 110k</b>
EAI Middleware Specialist (7+ yrs' exp)	\$700 - 900k	<b>\$700 - 900k</b>	\$65 - 80k	<b>\$65 - 80k</b>
Capacity Planning Engineer	\$600 - 800k	<b>\$600 - 800k</b>	\$55 - 70k	<b>\$55 - 70k</b>
Telecoms CDMA Engineer	\$600 - 800k	<b>\$600 - 800k</b>	\$55 - 70k	<b>\$55 - 70k</b>
Telecoms DWDM Engineer	\$600 - 800k	<b>\$600 - 800k</b>	\$55 - 70k	<b>\$55 - 70k</b>
Telecoms SDH Engineer	\$600 - 800k	<b>\$600 - 800k</b>	\$55 - 70k	<b>\$55 - 70k</b>
Networking Planning Engineer	\$550 - 700k	<b>\$550 - 700k</b>	\$50 - 80k	<b>\$50 - 80k</b>
LAN Support/Administration (Level 3/4) (5+ yrs' exp)	\$450 - 600k	<b>\$450 - 600k</b>	\$40 - 60k	<b>\$40 - 60k</b>
LAN Support/Administration (Level 1/2) (2 - 4 yrs' exp)	\$360 - 500k	<b>\$360 - 500k</b>	\$33 - 50k	<b>\$33 - 50k</b>
ERP Consultant Technical (5 - 10 yrs' exp)	\$500k - 1.0m	<b>\$500k - 1.0m</b>	\$45 - 60k	<b>\$45 - 60k</b>
ERP Business Analyst (5 - 10 yrs' exp)	\$400 - 950k	<b>\$400 - 950k</b>	\$35 - 85k	<b>\$35 - 85k</b>
Hardware Engineer (3 - 6 yrs' exp)	\$400 - 500k	<b>\$400 - 500k</b>	\$33 - 55k	<b>\$33 - 55k</b>
Hardware Engineer (1 - 3 yrs' exp)	\$250 - 350k	<b>\$250 - 350k</b>	\$22 - 33k	<b>\$22 - 33k</b>
Manager - Help Desk	\$700k - 1.0m	<b>\$700k - 1.0m</b>	\$65 - 80k	<b>\$65 - 80k</b>
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$350 - 500k	<b>\$350 - 500k</b>	\$25 - 50k	<b>\$25 - 50k</b>
Help Desk/PC Support/Apps Support (1 - 3 yrs' exp)	\$200 - 350k	<b>\$200 - 350k</b>	\$20 - 32k	<b>\$20 - 25k</b>

NB: Figures are basic salaries exclusives of benefits/bonuses unless otherwise specified.

## HONG KONG

## INFORMATION TECHNOLOGY

ROLE	PERMANENT SALARY PER ANNUM \$HK		CONTRACT SALARY PER MONTH \$HK	
	2011	2012	2011	2012
Solution Architect - Infrastructure Topology (8 - 10 yrs' exp)	\$1.0 - 1.5m	<b>\$1.0 - 1.5m</b>	\$90 - 130k	<b>\$90 - 130k</b>
Technical Architect (8 - 10 yrs' exp)	\$1.0 - 1.5m	<b>\$1.0 - 1.5m</b>	\$90 - 130k	<b>\$90 - 130k</b>
Technical Software Architect (5+ yrs' exp)	\$1.0 - 1.4m	<b>\$1.0 - 1.4m</b>	\$90 - 125k	<b>\$90 - 125k</b>
Technical Software Architect (3 - 5 yrs' exp)	\$750k - 1.0m	<b>\$750k - 1.0m</b>	\$78 - 90k	<b>\$78 - 90k</b>
WAN/Communications Engineer (5+ yrs' exp)	\$750 - 900k	<b>\$750 - 900k</b>	\$65 - 80k	<b>\$65 - 80k</b>
WAN/Communications Engineer (2 - 4 yrs' exp)	\$650 - 750k	<b>\$650 - 750k</b>	\$45 - 65k	<b>\$45 - 65k</b>
WAN/Communications Engineer (3 - 5 yrs' exp)	\$500 - 650k	<b>\$500 - 650k</b>	\$45 - 60k	<b>\$45 - 60k</b>
Networking Planning Manager	\$700k - 1.0m	<b>\$700k - 1.0m</b>	\$60 - 90k	<b>\$60 - 90k</b>
Analyst Programmer - Database (5+ yrs' exp)	\$700 - 900k	<b>\$750 - 900k</b>	\$65 - 80k	<b>\$65 - 80k</b>
Analyst Programmer - VB, ASP, WEB, .NET (6+ yrs' exp)	\$600 - 800k	<b>\$600 - 800k</b>	\$55 - 70k	<b>\$55 - 70k</b>
Analyst Programmer - VB, ASP, WEB (3 - 5 yrs' exp)	\$360 - 600k	<b>\$360 - 600k</b>	\$30 - 55k	<b>\$30 - 55k</b>
Analyst Programmer - VB, ASP, WEB (0 - 2 yrs' exp)	\$240 - 360k	<b>\$240 - 360k</b>	\$20 - 30k	<b>\$20 - 30k</b>
Analyst Programmer - EAI/Developer	\$600 - 800k	<b>\$600 - 800k</b>	\$55 - 80k	<b>\$55 - 80k</b>
Analyst Programmer - Database (3 - 5 yrs' exp)	\$500 - 700k	<b>\$500 - 700k</b>	\$45 - 65k	<b>\$45 - 65k</b>
Analyst Programmer - Database (2 - 3 yrs' exp)	\$450 - 600k	<b>\$450 - 600k</b>	\$40 - 55k	<b>\$40 - 55k</b>
Software Engineer - Java, OO, C++, Delphi (6+ yrs' exp)	\$650 - 900k	<b>\$650 - 900k</b>	\$60 - 80k	<b>\$60 - 80k</b>
Software Engineer - Java, OO, C++, Delphi (3 - 5 yrs' exp)	\$450 - 600k	<b>\$450 - 600k</b>	\$40 - 55k	<b>\$40 - 55k</b>
Software Engineer - Java, OO, C++, Delphi (1 - 2 yrs' exp)	\$300 - 450k	<b>\$300 - 450k</b>	\$25 - 40k	<b>\$25 - 40k</b>
Security Specialist (5+ yrs' exp)	\$600 - 800k	<b>\$600 - 800k</b>	\$60 - 80k	<b>\$60 - 80k</b>
Security Specialist (2 - 5 yrs' exp)	\$450 - 600k	<b>\$450 - 600k</b>	\$40 - 55k	<b>\$40 - 55k</b>
Systems Administrator - Unix, NT, Novell (5+ yrs' exp)	\$600 - 800k	<b>\$600 - 800k</b>	\$60 - 80k	<b>\$60 - 80k</b>
Systems Administrator - Unix, NT, Novell (1 - 5 yrs' exp)	\$450 - 600k	<b>\$450 - 600k</b>	\$40 - 55k	<b>\$40 - 55k</b>
Database Administrator - Oracle (6+ yrs' exp)	\$600 - 800k	<b>\$600 - 800k</b>	\$60 - 80k	<b>\$60 - 80k</b>
Database Administrator - Oracle (2 - 5 yrs' exp)	\$450 - 600k	<b>\$450 - 600k</b>	\$40 - 55k	<b>\$40 - 55k</b>
Database Administrator - SQL Server/Sybase/DB2 (6+ yrs' exp)	\$600 - 800k	<b>\$600 - 800k</b>	\$60 - 80k	<b>\$60 - 80k</b>
Database Administrator - SQL Server/Sybase/DB2 (2 - 5 yrs' exp)	\$450 - 600k	<b>\$450 - 600k</b>	\$40 - 55k	<b>\$40 - 55k</b>
Mainframe Analyst Programmer (6+ yrs' exp)	\$600 - 750k	<b>\$600 - 750k</b>	\$55 - 70k	<b>\$55 - 70k</b>
Mainframe Analyst Programmer (3+ yrs' exp)	\$450 - 650k	<b>\$450 - 650k</b>	\$38 - 55k	<b>\$38 - 55k</b>
Quality Analyst (5+ yrs' exp)	\$500 - 750k	<b>\$500 - 750k</b>	\$45 - 70k	<b>\$45 - 70k</b>
Tester (3 - 5 yrs' exp)	\$500 - 650k	<b>\$500 - 650k</b>	\$45 - 60k	<b>\$45 - 60k</b>
Tester (1 - 3 yrs' exp)	\$350 - 500k	<b>\$350 - 500k</b>	\$30 - 45k	<b>\$30 - 45k</b>
Web Graphic Design/Developer (3+ yrs' exp)	\$350 - 500k	<b>\$350 - 500k</b>	\$25 - 40k	<b>\$25 - 40k</b>
Web Graphic Design/Developer (0 - 3 yrs' exp)	\$240 - 350k	<b>\$240 - 350k</b>	\$20 - 30k	<b>\$20 - 30k</b>

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