



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

SUPPLY CHAIN, LOGISTICS & PROCUREMENT

Our supply chain, logistics & procurement division specialises in the placement of candidates at all levels of seniority. We recruit across a variety of disciplines, including business development, sales and account management, demand and supply planning, logistics, manufacturing, operations, procurement, sourcing and purchasing, quality assurance and compliance.

We also recruit for many multinational companies across corporate services and real estate, including facilities management, procurement, project management and real estate strategy.

Market Overview

Third Party Logistics & Shipping

We saw notable demand for third party logistics and shipping professionals throughout the year with a significant increase in overall recruitment levels compared to 2010. However, employers were selective when hiring and sought a perfect fit for the role when considering potential candidates.

With decreased freight volumes, increased competition across the freight forwarding sector led to strong demand for sales professionals as these businesses sought to attract new accounts. Key account managers were sought-after for similar reasons. Trade lane managers were also in demand as companies looked to diversify after traditional trade routes became more challenging in 2011.

We observed demand for candidates with specific industry knowledge, such as high technology and fashion, as businesses sought to expand existing accounts. Candidates with Mandarin and English language skills and proven sales experience were in demand as many companies sought to expand into China.

Salary levels rose at all levels. Most candidates were reluctant to move towards the year-end

and those who did expected increments of 10-20%. However, for the right and very best candidates, some companies were willing to pay premiums of up to 30%.

Sourcing & Procurement

We saw an extremely high demand for procurement professionals across all sectors - and particularly from financial services firms - as organisations looked to reduce costs. However, there was a noticeable lack of these candidates searching for new jobs.

Overseas retailers and trading companies hired mainly junior to mid-level professionals in early 2011 as they established offices in Hong Kong. In particular, planning professionals (with 2-3 years' experience) were in demand.

In addition, senior quality assurance candidates were sought by businesses to oversee operations in China. We also saw significant demand for candidates with planning and process improvement skills (Lean and Six Sigma) as well as SAP knowledge. In particular, those with experience in dealing with China and/or working on a cross-regional basis were also highly sought-after.

Overall, there were a number of opportunities available and most sourcing and planning professionals were able to find jobs easily. In-demand candidates received increments of 10-20% when moving roles due to their highly marketable skill sets. Sourcing professionals, in particular, commanded salary increases of 20-30% when changing jobs.

Outlook for 2012

Third Party Logistics & Shipping

We expect demand for third party logistics and shipping professionals to remain high, although hiring may start on a cautious note and pick up after bonus payouts at the end of the first quarter. Similar to 2011, sales and key account management professionals will remain in demand as companies seek

to boost revenue. Logistics and shipping professionals are likely to receive salary increases of between 10-20% in 2012 as companies aim to secure key talent.

Sourcing & Procurement

We expect the recruitment of sourcing and merchandising professionals to be largely on a replacement basis in 2012. Compliance and quality assurance candidates who are willing to travel frequently or be based in China will continue to be highly sought-after. Most demand, however, will be at the senior level as the majority of technical and operations roles were already moved to China in 2011. Due to a continued demand for the very best talent, candidates making a move are likely to receive an average salary increase of 10-20%.

HONG KONG

SUPPLY CHAIN, LOGISTICS & PROCUREMENT

ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2011	2012
Head of Procurement (10+ yrs' exp)	\$1.5 - 2.5m+	\$1.5 - 2.5m+
Supply Chain Head (10+ yrs' exp)	\$1.4 - 2.0m+	\$1.4 - 2.0m+
Logistics Head (10+ yrs' exp)	\$1.1 - 1.5m	\$1.1 - 1.5m
Senior Procurement Manager (7+ yrs' exp)	\$900k - 1.3m	\$920k - 1.35m
Supply Chain Manager (7+ yrs' exp)	\$750 - 950k	\$800k - 1.0m
Transportation Manager (7+ yrs' exp)	\$500 - 800k	\$520 - 820k
Senior Procurement Specialist/Buyer/Assistant Manager (5+ yrs' exp)	\$550 - 850k	\$560 - 900k
Senior Supply Chain Planner/Analyst/Project Lead (5+ yrs' exp)	\$475 - 750k	\$500 - 800k
Logistics Manager (7+ yrs' exp)	\$550 - 700k	\$600 - 750k
Senior Logistics Specialist (5+ yrs' exp)	\$425 - 575k	\$450 - 600k
Third Party Logistics		
Sales Director (12+ yrs' exp)	\$1.4 - 1.8m+	\$1.5 - 1.8m+
Operations/Logistics Director (10+ yrs' exp)	\$1.3 - 1.6m	\$1.35 - 1.65m
Operations/Logistics Manager (7+ yrs' exp)	\$750k - 1.1m	\$800k - 1.15m
Regional Key Account Manager (5+ yrs' exp)	\$550 - 900k	\$600 - 950k
Sales Manager (6+ yrs' exp)	\$550 - 800k	\$600 - 850k
Key Account Manager (3+ yrs' exp)	\$500 - 650k	\$520 - 660k
Buying/Sourcing/Merchandising		
Managing Director/General Manager/Global Sourcing Head (15+ yrs' exp)	\$2.0 - 3.0m+	\$2.0 - 3.0m+
General Merchandising Manager/Merchandising Director (10+ yrs' exp)	\$1.4 - 1.8m	\$1.5 - 2.0m
Category/Merchandising Manager (7+ yrs' exp)	\$650 - 850k	\$700 - 900k
Product Manager/Senior Merchandiser (4+ yrs' exp)	\$400 - 500k	\$420 - 520k
Corporate Services - Banking & Finance		
VP Procurement (10+ yrs' exp)	\$1.5 - 2.0m	\$1.5 - 2.1m
VP Real Estate/Leasing (8+ yrs' exp)	\$1.4 - 1.7m	\$1.45 - 1.8m
VP Property/Facilities Management (10+ yrs' exp)	\$1.1 - 1.4m	\$1.15 - 1.45m
AVP Procurement (6+ yrs' exp)	\$800k - 1.0m	\$820k - 1.15m
Senior Project Manager - Premises (10+ yrs' exp)	\$800 - 950k	\$820k - 1.0m
AVP Real Estate/Leasing (5+ yrs' exp)	\$750 - 850k	\$780 - 870k
AVP Property/Facilities Management (5+ yrs' exp)	\$650 - 750k	\$670 - 770k
Project Manager - Premises (7+ yrs' exp)	\$500 - 700k	\$520 - 720k

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