

ACCOUNTANCY &
PHARMA/CONSTRUCTI
CONTACT CENTR
ATIONS/EDUCATI
TECHNOLOGY/LEGAL
SAFETY/POLICY&
RESOURCES & MINING
ENGINEERING/HU
LOGISTICS/FACILITIES MANAGEMENT/FINANCIAL
SERVICES/SOCIAL CARE/SALES & MARKETI
NG/ENERGY/OFFICE SUPPORT/RESPONSE MANA
HEALTHCARE/OIL & GAS/ARCHITECTURE/ASSESS
& DEVELOPMENT/PUBLIC SERVICES/ACCOUNTAN
CY & FINANCE/EDUCATION/PHARMA/CONSTRU
CTION & PROPERTY/RESOURCE MANAGEM
ENT/MANUFACTURING & OPERATIONS/RETAIL/I
NFORMATION TECHNOLOGY/SALES & MARKETING
STRATEGY/BANKIN
MARKETING/ENE
ERING/TELECOMS
HUMAN RESOURC
ES/FINANCIAL
PHARMA/MANUF
HEALTHCARE/AR
PROCUREMENT/H

UCATION/PHARM
TY/CONTACT CEN
URING & OPERATI
ON TECHNOLOGY
NT/HEALTH & SAF
N KING/RESOURC
INSURANCE/ENG
RESOURCES/LOG
PUBLIC SERVICES
RESOURCES & MIN
ENGINEERING/H
CONTACT CENTRI
ES/SOCIAL CARE
NG/ENERGY/HEA
OFFICE SUPPORT
LEGAL/OIL & GAS

2012 HAYS SALARY GUIDE SHARING OUR EXPERTISE

Salary and recruiting trends across Asia

EDUCATION SECTOR OVERVIEW

CHINA

China's education sector is going from strength to strength. Last year we saw moderate growth in this sector, driven by educational institutes that offer a western style education to Chinese students wishing to attend overseas Universities.

We note that demand remains high for physics, chemistry and economics Teachers given the popularity of these subjects. One area where we are seeing substantial growth is the English as a Second Language sector and as a result we expect to see high demand for Teachers qualified to teach English as a second language or with International English Language Testing System experience.

Activity is also high within business schools, which is creating a need for seasoned professionals with a business background from MNC's or Fortune 500 companies who are eager to share their knowledge.

Given demand, some employers are becoming more flexible in their staffing needs and are looking for temporary cover.

In the year ahead, small and new educational institutes will open while the larger and well established global institutes, both domestically and internationally, will have very aggressive expansion plans.

We advise candidates to check that a new centre has, or is in the process of obtaining, the correct education licence before applying for a vacancy.

In terms of salary trends, we expect to see slight increases of between five and ten per cent for some senior positions.

‘Given demand, some employers are becoming more flexible in their staffing needs and are looking for temporary cover.’

EARLY YEARS	Manager/Head Teacher	Deputy	Early Years Teacher	
China	236 - 487	236 - 487	278 - 455	
PRIMARY	Head Teacher	Deputy Head Teacher	Key Stage 1 Coordinator	Key Stage 2 Coordinator
China	236 - 544	200 - 487	130 - 487	130 - 487
	Literacy (English) Coordinator	Numeracy (Maths) Coordinator	SEN Coordinator	
China	130 - 487	130 - 487	150 - 487	
SECONDARY	Head Teacher	Deputy Head Teacher	Head of Year	
China	236 - 735	200 - 630	130 - 577	
	Subject Specialists	Bursar & Bursar/ Business Director	SEN Coordinator	
China	130 - 577	250 - 1,575	130 - 577	

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 base salary only

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

**Our international reach -
operating in 32 countries**

Australia
Austria
Belgium
Brazil
Canada
Chile
China
Columbia
Czech Republic
Denmark
France
Germany
Hong Kong
Hungary
India
Ireland
Italy
Japan
Luxembourg
Mexico
Netherlands
New Zealand
Poland
Portugal
Russia
Singapore
Spain
Sweden
Switzerland
United Arab Emirates
United Kingdom
United States of America

©Copyright Hays Specialist Recruitment Pte Ltd (Singapore) 2012. HAYS, the Corporate and Sector H devices, Recruiting experts worldwide, the HAYS Recruiting experts worldwide logo and Powering the World of Work are trade marks of Hays plc. The Corporate and Sector H devices are original designs protected by registration in many countries. All rights are reserved. The reproduction or transmission of all or part of this work, whether by photocopying or storing in any medium by electronic means or otherwise, without the written permission of the owner, is restricted. The commission of any unauthorised act in relation to the work may result in civil and/or criminal action.

This guide is reproduced in full in PDF format on our websites.