

HAYS

Information Technology

Hong Kong

A "wait and see" approach is being taken by most companies with regard to IT recruitment, with employers tending to delay final decision making. This situation is expected to change after Chinese New Year, when recruitment in the sector should begin to regain strength. Development of IT systems in the retail space will continue to push hiring, and movements in the insurance industry should extend demand into 2009.

Roles are available around the business side of IT, namely business process analysts, enterprise architects (SOA and business-oriented), program managers, PMO directors, and project managers. Many clients are also focusing efforts to hire IT contractors from the development and application space in order to complete projects in planned timeframes.

Salaries are expected to remain steady, however contractor rates are becoming more generous as companies seek to entice potential employees into project-based positions.

Following the economic slow down in the third quarter many clients are taking a much more cautious approach to recruitment, and consequently a greater number of interviews are taking place before any decisions is made.

There are still employers hiring in the IT sector, but it is a time for candidates to be a little more flexible. Contracting is a definite option moving forward through 2009 and it is worth noting that most companies will still entertain benefits and annual leave for one year contracts. Candidates in line for new permanent positions should be prepared to sell their expertise to a number of stakeholders, through the recruitment process.

Singapore

The past year has seen solid hiring in the IT & Telecommunications (IT&T) sector and this is set to continue into 2009. Organisations within the IT vendor space have experienced a steady demand for their services throughout the year. There are a number of high profile regional projects reaching launch stage within this industry, and consequently hiring intentions in the sector are expected to remain relatively positive.

On the technical front there is a strong continuing demand for network engineers of all levels, in particular those with senior certifications on CISCO products being highly valued. There is also growing demand for sales professionals, particularly those who are able to initiate,

conduct and close an organisation-wide solution sale.

The biggest salary winners are technically skilled senior sales executives and managers, who have enjoyed salary increases of 15-20%. This is in comparison to staff employed in IT Infrastructure and storage sectors where salary increases look set to continue at no more than 5-10%.

Employers are seeking to attract an employee base with a broad skill set, encouraging multitasking and allowing greater workforce flexibility. Contracting staff are desirable in this environment as skills can be imported for short periods of time and used to upskill the existing staff base.

Whilst the IT&T sector is relatively stable and is aiming for steady growth in 2009, candidates should be aware that employers are now demanding a very close match in skill set against the specific demands of each role. Candidates should also be aware that full-time positions may now also be converted to contracting or fixed term contract positions.

China

The IT industry has been forging ahead in China and with its own unique culture and character has been instrumental in transforming China's industrial based economy.

Last year saw an increase in revenue of more than 20% in the industry, boosted by swift growth in income from services. Overall, the IT sector looks relatively stable for the foreseeable future, fuelled by an expanding domestic economy and government focus on R&D, particularly in software development.

With a plentiful supply of graduate level applicants from local and foreign universities, key hiring challenges for companies lie in sourcing candidates with 5+ years experience. In addition, the strong growth in the IT sector over the past 10 years has resulted in many IT professionals moving into management roles, creating a vacuum of technical skills.

As global IT companies continue to start up or expand their existing operations in China, salary levels continue to rise. Significant ranges in salary exist from company to company and by geographical location. The most active growth in the IT industry is within Beijing, Guangzhou and Shanghai.

Many HR departments have difficulty hiring via internet and newspaper advertisements, and have turned to specialist recruitment firms to find appropriate IT candidates and project specialists.

Candidates should focus on growing their technical learning and whilst project management experience is always in demand, management per se is not necessarily the only route to increasing financial returns.

Japan

The recent economic instability has caused some changes to the hiring process within both non-Japanese IT vendors and IT consulting firms. The hiring process is now taking a lot longer and the ability to find the perfect candidate is now very much on recruiters' minds. For the most part clients are only making the final decision when they are confident that the market has been scoured for all available talent.

Domestic firms in Japan are still hiring both developers and infrastructure engineers steadily. In fact many of these firms are considering it is a great time to attract IT engineers. With stability as a key focus for most people at present, these organisations are able to offer candidates long-term prospects that appeal to this need for and job security.

Highly skilled IT architects, experienced IT managers, in-house IT engineers and IT consultants with specific industry experience and knowledge (Unix, Linux, Windows Servers, C++, .Net) are in high demand and candidates with these skills should find plenty of opportunities available to them in the marketplace.

While salaries are not expected to drop over the next year, prospective employees should be focused on stability and long-term career prospects, rather than short-term pay increases if they are to meet their goals in a new role.

Employers will attempt to be more selective in their hiring decisions, however this may prove difficult for roles for which candidate shortages persist. IT engineers, for example, continue to be in short supply meaning employers will have to be more open-minded in their decision-making.

Candidates are advised to ensure that their resume reflects the full extent of their experience. This will assist in showing that they meet the requirements of a specific position. Candidates with skills that are currently in oversupply should be flexible in their approach to job seeking and be prepared to make decisions quickly throughout the recruitment process.

INFORMATION TECHNOLOGY | DEVELOPMENT

| Analyst Programmer | MS.Net / J2EE | VB6 / ASP / SQL /Delphi / C++ | Oracle Forms / Reports |
|--------------------|----------------|-------------------------------|------------------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 350 - 450k | 350 - 550k | 300 - 500k |
| Singapore | 36 - 48k | 36 - 48k | 48 - 60k |
| China | 130 - 220k | 120 - 220k | 130 - 220k |
| Japan | 6 - 10m | 7 - 10m | 8 - 12m |

| Senior Analyst Programmer | MS.Net / J2EE | VB6 / ASP / SQL /Delphi / C++ | Oracle Forms / Reports |
|---------------------------|----------------|-------------------------------|------------------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 500 - 600k | 400 - 550k | 450 - 600k |
| Singapore | 48 - 60k | 48 - 60k | 60 - 75k |
| China | 150 - 260k | 140 - 250k | 160 - 280k |
| Japan | 8 - 12m | 8 - 12m | 8 - 12m |

| Data Specialists | Data Architect | DBA | Data Modeller | Data Warehouse Consultant |
|------------------|----------------|----------------|----------------|---------------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 500 - 750k | 400 - 550k | 400 - 650k | 400 - 650k |
| Singapore | 80 - 130k | 80 - 130k | 100 - 175k | 70 - 150k |
| China | 200 - 330k | 200 - 350k | 200 - 330k | 180 - 320k |
| Japan | 8 - 14m | 8 - 16m | 7 - 12m | 6 - 10m |

| Management Roles | Development Team Leader | Development Manager |
|------------------|-------------------------|---------------------|
| | Typical Salary | Typical Salary |
| Hong Kong | 900k - 1.5m | 1 - 2m |
| Singapore | 90 - 200k | 150 - 260k |
| China | 220 - 400k | 300 - 550k |
| Japan | 8 - 15m | 10 - 16m |

| WAN | Cisco Engineer | Voice/Comms Engineer | Network Design | Technical Architect | Solutions & Enterprise Architect |
|-----------|----------------|----------------------|----------------|---------------------|----------------------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 450 - 600k | 400 - 600k | 450 - 600k | 650 - 750k | 850k - 1m |
| Singapore | 36 - 48k | 36 - 45k | 42 - 60k | 35 - 80k | 80 - 130k |
| China | 150 - 230k | 150 - 250k | 150 - 250k | 190 - 400k | 200 - 450k |
| Japan | 7 - 14m | 7 - 14m | 7 - 14m | 8 - 16m | 8 - 16m |

| Systems Admin | Unix Admin | Sybase / Oracle / MS SQL DBA | Storage Engineer | Voice Engineer |
|---------------|----------------|------------------------------|------------------|----------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 480 - 600k | 450 - 600k | 500 - 700k | 350 - 500k |
| Singapore | 48 - 72k | 60 - 90k | 48 - 60k | 48 - 72k |
| Japan | 8 - 16m | 8 - 16m | 8 - 16m | 7 - 14m |

| Systems Admin | Network Engineer | Windows (Wintel) Admin |
|---------------|------------------|------------------------|
| | Typical Salary | Typical Salary |
| Hong Kong | 480 - 600k | 350 - 550k |
| Singapore | 42 - 72k | 48 - 80k |
| Japan | 7 - 14m | 7 - 14m |

| Technical Specialist | Security Engineer | Security Consultant | Messaging Specialist | Unix Consultant | Pre Sales Engineer |
|----------------------|-------------------|---------------------|----------------------|-----------------|--------------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 500 - 600k | 600 - 800k | 600 - 800k | 400 - 600k | 400 - 600k |
| Singapore | 60 - 100k | 45 - 72k | 60 - 90k | 72 - 120k | 80 - 130k |
| China | 170 - 300k | 220 - 420k | 220 - 400k | 200 - 300k | 200 - 300k |
| Japan | 7 - 14m | 6 - 12m | 7 - 14m | 7 - 14m | 8 - 14m |

| Management Roles | Helpdesk Manager | Network Manager | IT Manager |
|------------------|------------------|-----------------|----------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 600 - 850k | 600 - 800k | 840k - 1.2m |
| Singapore | 66 - 120k | 72 - 130k | 80 - 150k |
| China | 200 - 400k | 250 - 450k | 400 - 800k |
| Japan | 8 - 14m | 8 - 14m | 12 - 18m |

□ All salaries are annual and in local currencies

□ Salaries are representative of the total package value, although exclude any annual bonus

| Analysis & Project Role | Technical BA | Business / Process Analyst | Systems Analyst |
|-------------------------|----------------|----------------------------|-----------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 550 - 750k | 450 - 800k | 400 - 700k |
| Singapore | 100 - 180k | 100 - 180k | 72 - 110k |
| China | 220 - 320k | 220 - 320k | 180 - 250k |
| Japan | 8 - 10m | 8 - 10m | 8 - 10m |

| Analysis & Project Role | Project Manager | Program Director | IT Audit |
|-------------------------|-----------------|------------------|----------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 600k - 1.5m | 1 - 2m | 350 - 550k |
| Singapore | 90 - 180k | 180 - 300k | 80 - 160k |
| China | 150 - 400k | 400 - 800k | 200 - 350k |
| Japan | 8 - 12m | 8 - 14m | 8 - 11m |

| ERP / CRM | PeopleSoft Technical | PeopleSoft Functional | Basis Administration | SAP Analyst |
|-----------|----------------------|-----------------------|----------------------|----------------|
| | Typical Salary | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 550 - 750k | 550 - 700k | 350 - 500k | 350 - 550k |
| Singapore | 70 - 130k | 90 - 150k | 80 - 130k | 60 - 110k |
| China | 200 - 350k | 250 - 400k | 180 - 300k | 180 - 300k |
| Japan | 8 - 12m | 7 - 12m | 7 - 12m | 8 - 16m |

| ERP / CRM | SAP Functional Consultant | ABAP Developer | Oracle Developer |
|-----------|---------------------------|----------------|------------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 450 - 650k | 350 - 550k | 600 - 800k |
| Singapore | 70 - 130k | 48 - 72k | 60 - 110k |
| China | 200 - 350k | 180 - 280k | 200 - 350k |
| Japan | 8 - 12m | N/A | 7 - 14m |

| Management Roles | Data Center Manager | Service Delivery Manager | Client Relationship Manager |
|------------------|---------------------|--------------------------|-----------------------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 800k - 1m | 850k - 1.5m | 650 - 800k |
| Singapore | 90 - 160k | 160 - 300k | 150 - 260k |
| China | 250 - 400k | 300 - 500k | 250 - 450k |
| Japan | 10 - 20m | 10 - 20m | 10 - 20m |

| Management Roles | Professional Services Manager | IT Director | CIO |
|------------------|-------------------------------|----------------|----------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 1.5 - 2.5m | 1.5 - 2.5m | 2 - 3m |
| Singapore | 130 - 220k | 260 - 400k | 350 - 500k |
| China | 430 - 600k | 600k - 1m | 700k - 1.5m |
| Japan | 10 - 20m | 15 - 40m | 20 - 40m |

| Business Development | BDM | Senior BDM | Sales Director |
|----------------------|----------------|----------------|----------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 750 - 950k | 1 - 2m | 1.5 - 2.5m |
| Singapore | 60 - 130k | 90 - 180k | 200 - 350k |
| China | 250 - 400k | 350 - 700k | 500k - 1m |
| Japan | 8 - 12m | 12 - 20m | 15 - 40m |

| Business Development | Account Manager | Presales Consultant | Presales Manager |
|----------------------|-----------------|---------------------|------------------|
| | Typical Salary | Typical Salary | Typical Salary |
| Hong Kong | 600 - 800k | 350 - 550k | 450 - 700k |
| Singapore | 60 - 130k | 80 - 150k | 130 - 250k |
| China | 250 - 400k | 250 - 450k | 300 - 500k |
| Japan | 16m + | 8 - 13m | 10 - 14m |