



Hong Kong

With a number of major infrastructure projects coming online in 2009, architects and engineers with exposure to rail or transport related projects are forecasted to be in high demand. Development managers, project managers, and general managers will also be required to support the projects that are progressing.

Salaries will remain stable and in some areas may dip slightly purely as a result of oversupply in potential candidates compared to available jobs. Nevertheless, inflationary pressure on salaries for candidates with rail and infrastructure experience will continue as demand for these skills persists.

Clients are becoming more receptive to the use of contingent recruitment companies and are not just relying on their own network of colleagues and referrals. The ability to access candidates from both the local and global markets is allowing employers to set the bar higher in terms of the skills they are seeking.

Increasingly, employers are becoming wary of candidates who jump from job to job. As employers increase their investment in training and development, they are seeking returns on this investment in the form of employee tenure.

Candidates should ensure they fully research the company they wish to join, particularly the financial viability of both the employer and the projects they are going to work on.

Singapore

Singapore continues to benefit from the steady flow of multi-million dollar projects within the construction and property industry. Its geographical positioning has enabled Singapore to establish itself as a regional hub for engineering and architectural design, attracting many blue-chip clients and MNC's to execute new and continuing projects in India, the Middle East, and around South East Asia. There remains some concern surrounding funding for new projects however this situation will become clearer in 2009.

In the interests of bolstering existing management teams, there is demand for middle management and senior specialists such as quantity surveyors, construction managers, senior engineers, project directors and design managers. Individuals with exposure to large-scale mixed-use developments will continue to be sought after, with many high profile roles in developing large-scale projects and city centres.

Salary movements will be moderate with no significant increases as candidate supply continues to be supplemented by imports from China, India and the surrounding regions. The gap between local and expatriate salaries continues to close as expatriate packages are replaced by all-inclusive local equivalents.

As competition to recruit and retain experienced individuals increases, companies are now partnering with international recruitment companies that can service their needs quickly and more effectively, particularly for niche roles. Temporary and contract roles will also become more popular as employers seek to fulfil short-term needs.

China

The construction and property market in Mainland China witnessed nine months of growth followed by three months of slowdown due to global financial pressure. Nevertheless, vacancies continue to be generated in large-scale developments, most of which are mixed-use projects. Local talent remains in short supply and external overseas recruitment continues to supplement domestic talent pools to feed this demand.

Senior architects, both local and foreign, are in demand, particularly for commercial and hospitality projects. China's extreme shortage of architects and the preference of international experience have resulted in some demand for overseas talent. This trend is now spilling over into interior design and fit-out construction management roles, as these projects progress through the build cycle.

Project management in construction remains busy, however the property agency market is somewhat slower on the residential side. Demand remains steady in commercial, retail, and industrial disciplines.

Demands of 20-30% salary increases are not uncommon, however these demands are faced with the increasing need to reduce costs and maintain margins. Consequently candidates may need to reevaluate their salary expectations in line with current demand.

Companies are refining their demand for candidates and becoming much more selective throughout the recruitment process, preferring candidates that they believe will "hit the ground running".

With more competition, candidates should expect the recruitment process to take a lot longer than in previous years. Once offered, candidates should not delay and

make their decisions quickly as excessive bargaining on packages may backfire.

Japan

2008 has been a very interesting year. Many roles are still available across the construction and property sector, however there is now a significantly higher level of competition for those positions. Hiring managers, whilst positive, are now showing more care in their decisions and waiting for the ideal candidate to arrive. The increased competition has resulted in tightened requirements on candidates skill sets, with a Japanese bilingual candidate usually the first choice, followed by foreign candidates with business level (speaking, reading and writing) language skills.

Throughout the year corporate real estate professionals within major financial institutions have been in consistent demand. This is due to the shift in focus that has seen companies become more driven to get the most out of their premises, now focusing on cost savings and better use of existing space.

Salaries have been stable over the past year and this will continue to be stable into 2009.

Companies that engage a recruitment consultancy are increasingly looking for a partner with a shared specialisation and track record in their industry. This is often proving the difference in succeeding to attract the right candidate.

Although competition is strong, candidates with the right skills will still find that it is a sellers' market. This said, candidates need to be realistic about the current market situation and consider positions with better career prospects, not just seeking the role that pays the most.

Architecture	Graduate Architect	Architect 2-5 yrs exp	Architect 5-10 yrs exp	Associate / Senior Associate	Principal / Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	215 - 300k	300 - 420k	420 - 660k	660k - 1m	1 - 1.5m
Singapore	33.6k +	48 - 72k	84 - 120k	120k +	144k +
China	60 - 120k	120 - 348k	360 - 540k	540 - 660k	780 - 948k
Japan	3 - 5m	3 - 6m	6 - 9m	9 - 12m	12 - 16m

Architecture	Graduate Interior Designer	Interior Designer 2-5 yrs exp	Interior Designer 5-10 yrs exp	Senior Interior Designer	Design Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	150 - 240k	240 - 360k	360 - 480k	540 - 720k	720k +
Singapore	33.6k +	36 - 60k	60 - 84k	72k +	120k +
China	36 - 60k	48 - 108k	96 - 240k	240 - 360k	360 - 600k
Japan	2 - 3m	3 - 5m	5 - 7m	7 - 9m	9 - 11m

Architecture	CAD Drafter	Landscape Architect 2-5 yrs exp	Landscape Architect 5-10 yrs exp	Director Of Landscape	Urban Designer 2-5 yrs exp
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	180 - 360k	240 - 360k	360 - 720k	720k +	240 - 360k
Singapore	36 - 48k	36 - 60k	60 - 84k	120k +	48 - 72k
China	120 - 264k	120 - 264k	180 - 420k	480 - 660k	480 - 720k
Japan	2.5 - 5m	N/A	N/A	N/A	N/A

Architecture	Urban Designer 5-10 yrs exp	Senior Urban Designer
	Typical Salary	Typical Salary
Hong Kong	360 - 600k	600 - 900k
Singapore	48 - 72k	48 - 72k
China	N/A	N/A
Japan	N/A	N/A

CONSTRUCTION & PROPERTY | ENGINEERING

Building Services Design Consultancy	CAD Drafter - Design Drafter	CAD Manager	Graduate / Entry-level Design Engineer	Intermediate - Senior Design Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	240 - 420k	360 - 540k	200 - 300k	360 - 600k
Singapore	24 - 42k	42 - 60k	30 - 36k	45 - 60k
Building Services Design Consultancy	Project Manager	Associate / Senior Associate	Principal / Director	
	Typical Salary	Typical Salary	Typical Salary	
Hong Kong	420 - 840k	600 - 960k	960k +	
Singapore	96 - 132k	120 - 156k	156 - 180k	
Building Services Contractor	Estimator - Senior Estimator	Design Engineer - Design Manager	Project Engineer	Client Side Representative / Resident Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	420 - 780k	300 - 720k	360 - 540k	420 - 720k
Singapore	54 - 90k	48 - 120k	50 - 72k	66 - 120k
Building Services Contractor	Project Manager	Senior Project Manager	Operations Manager	
	Typical Salary	Typical Salary	Typical Salary	
Hong Kong	360 - 780k	720k - 1m	1m +	
Singapore	84 - 130k	114 - 156k	180k +	
Building Services Contractor	Drafter	Civil Designer Drafter	Civil / Structural Engineer	Client Side Representative / Resident Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	180 - 360k	240 - 420k	300 - 780k	420 - 750k
Singapore	24 - 42k	24 - 42k	30 - 60k	100k +
Building Services Contractor	Structural / Civil Project Engineer	Associate	Group Manager / Principal	
	Typical Salary	Typical Salary	Typical Salary	
Hong Kong	360 - 720k	600 - 960k	960k +	
Singapore	30 - 60k	108 - 170k	160k+	

Construction Civil	Foreperson	Site Engineer	Project Engineer	Project Manager	Senior Project Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	N/A	240 - 360k	360 - 540k	540 - 900k	900k +
Singapore	48 - 72k	42 - 54k	48 - 78k	78 - 120k	120 - 180k
China	78 - 104k	104 - 130k	130 - 169k	325 - 390k	416 - 520k

Construction Civil	Estimator	Construction Manager	Contracts Administrator / Quantity Surveyor - Entry-level	Contracts Administrator / Quantity Surveyor - Senior	Design Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	360 - 720k	720k - 1.5m	240 - 360k	360 - 780k	600 - 900k
Singapore	60 - 84k	78 - 126k	36 - 48k	66 - 96k	96 - 120k
China	78 - 104k	156 - 234k	91 - 195k	455 - 585k	N/A

Construction Building	Site Engineer	Project Engineer	Project Manager	Estimator	Construction Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	240 - 360k	360 - 540k	540 - 900k	360 - 720k	720k - 1.5m
Singapore	42 - 54k	60 - 78k	78 - 120k	60 - 84k	96 - 144k
China	78 - 104k	104 - 130k	130 - 169k	325 - 390k	416 - 520k

Construction Building	Contracts Administrator / Quantity Surveyor - Entry-level	Contracts Administrator / Quantity Surveyor - Senior	Design Manager	Site Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	240 - 360k	360 - 780k	600 - 900k	360 - 720k
Singapore	36 - 48k	66 - 96k	96 - 120k	78 - 102k
China	91 - 156k	455 - 585k	N/A	N/A

Construction Development	Development Manager	Project Manager	Business Development Manager	Development Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	600k - 1.02m	540 - 900k	480 - 720k	1.02m +
Singapore	120 - 180k	102 - 150k	120 - 144k	180k +
China	390 - 520k	325 - 455k	260 - 780k	780k +

CONSTRUCTION & PROPERTY | PROPERTY & SURVEYING

Property	Property Manager 2-5 yrs exp	Property Manager 5-10 yrs exp	Senior Property Manager 10 yrs exp +	Head of Property Management	GM Property Management
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	180 - 264k	264 - 480k	420 - 800k	800k - 1.2m	960k - 1.5m
Singapore	36 - 48k	48 - 72k	72 - 84k	84k +	N/A
China	96 - 180k	180 - 360k	360 - 600k	600k +	N/A
Japan	N/A	N/A	N/A	N/A	N/A

Property	Facilities Manager - soft services 2-5 yrs exp	Facilities Manager - soft services 5-10 yrs exp	Senior Facilities Manager - soft services 10 yrs exp +	Facilities Director - soft services 10 yrs exp +	Centre Manager - Retail 5-10 yrs exp
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	180 - 264k	264 - 540k	480 - 800k	800k +	420 - 696k
Singapore	36 - 48k	48 - 84k	84k +	N/A	60 - 84k
China	180 - 300k	300 - 420k	420k +	N/A	240 - 360k
Japan	6 - 9m	8 - 14m	14 - 17m	N/A	N/A

Property	Centre Manager - Retail 10 yrs exp +	Leasing Manager 2-5 yrs exp	Leasing Manager 5-10 yrs exp	Senior Leasing Manager 10 yrs exp +	GM Leasing
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	696k +	180 - 276k	276 - 480k	420 - 660k	660k - 1m
Singapore	84k +	36 - 48k	48 - 72k	72 - 96k	96k +
China	360 - 600k	120 - 216k	216 - 360k	360 - 600k	600k +
Japan	N/A	5 - 8m	8 - 14m	14 - 20m	20m +

Property	Asset Manager 2-5 yrs exp	Asset Manager 5-10 yrs exp	Senior Asset Manager 10 yrs exp +	Asset Management Director / Head
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	240 - 360k	360 - 720k	720k - 1m	1 - 2m
Singapore	42 - 54k	54 - 78k	78 - 90k	96k +
China	240 - 360k	360 - 600k	600 - 840k	840k +
Japan	9 - 12m	12 - 15m	15 - 16m	16 - 20m

CONSTRUCTION & PROPERTY | PROPERTY & SURVEYING

Property	Property Investment Analyst 2-5 yrs exp	Property Investment Manager 5-10 yrs exp	Property Investment Associate 10 yrs exp +	Property Investment Director 10yrs +
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	300 - 480k	480 - 780k	780k - 1m	1m +
Singapore	N/A	N/A	N/A	N/A
China	180 - 480k	480 - 720k	720k +	N/A
Japan	N/A	N/A	N/A	N/A

Property	Acquisitions Surveyor /Manager 2-5 yrs exp	Acquisitions Surveyor /Manager 5-10 yrs exp	Senior Acquisitions Surveyor /Manager 10 yrs exp +	Acquisitions Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	240 - 360k	360 - 700k	700 - 960k	960k +
Singapore	N/A	N/A	N/A	N/A
China	240 - 360k	360 - 600k	600 - 840k	840k +
Japan	8 - 10m	10 - 15m	15 - 20m	20m +

Property	Quantity Surveyor - Unqualified 2-5 yrs exp	Quantity Surveyor - Qualified 5-10 yrs exp	Senior Quantity Surveyor - Qualified 10 yrs exp +	Quantity Surveyor - Qualified Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	240 - 360k	360 - 600k	600 - 960k	960k +
Singapore	36 - 54k	54 - 78k	78k	N/A
China	144 - 300k	300 - 480k	480k +	N/A
Japan	4 - 6m	6 - 9m	9 - 11m	N/A

Property	Project Manager - consulting client side 2-5 yrs exp	Project Manager - consulting client side 5-10 yrs exp	Senior PM - consulting client side 10 yrs exp +	Projects Director	Project Manager - consulting client side Director / Head
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	300 - 420k	420 - 780k	720k - 1m	1m +	1m +
Singapore	48 - 72k	72 - 120k	120 - 144k	144 - 180k	180k +
China	240 - 360k	360 - 600k	600 - 840k	N/A	840k +
Japan	5 - 7.5m	7.5 - 10.5m	11 - 16m	14 - 20m	20 - 22m