

HONG KONG

COUNTRY OVERVIEW

Hiring activity was extremely slow at the start of the year, with February and March proving to be particularly light on recruitment activity. Consolidation took place across the market and organisations focused on up-skilling existing staff rather than recruiting externally.

When organisations did make business critical hires they were generally very selective and sought the very best candidates in the market. Pockets of demand were still evident, despite the difficult economic conditions, and revenue generating roles and positions geared towards reporting and compliance were in highest demand.

The second half of the year saw higher levels of recruitment activity and many businesses reported higher than expected profits due to successful cost saving initiatives and something of a return of market confidence. Many financial services companies realised they had over-engineered their restructures and this also prompted a number of new hires.

2010 will see an increase in the volume of roles across the market as confidence continues to grow. Candidates are also expected to feel more secure about changing roles and as many professionals' bonus expectations remain unmet we anticipate greater movement across the market. As hiring increases and top talent becomes harder to find we anticipate salary levels for top achievers will start to rise.

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INFORMATION TECHNOLOGY

Our information technology division consists of two teams of specialist consultants who focus on providing highly skilled technology professionals for both permanent and temporary positions. One team works exclusively with clients from the banking and finance sector and the other works with multinational corporations across a range of commercial sectors including telecommunications, networking, software and professional services organisations.

The positions we cover vary from development, support, operations and engineering to project management, heads of IT and senior management roles.

Market Overview

Whilst the major investment banks experienced the full force of the financial downturn, many firms from other areas of the financial services sector, as well as the software vendor and systems integration space, took advantage of the candidate rich market. These firms targeted technology professionals made redundant from the top-tier banks which helped hiring levels to remain consistent throughout most of 2009, with a noticeable increase seen in the third quarter.

Following the extensive re-engineering that took place in the first half of 2009, there was higher than expected demand for IT professionals within the banking sector. The most desirable skill sets included front office application development and support, in addition to a range of engineering skills including database administration, UNIX administration and IT security.

Similar to the banks, hiring within the commercial sector was strongest in the second half of 2009 with vacancies across all functions from application development and system support, to network administration and project management. Skill sets in demand

included engineering, security audit and control as well as Enterprise Resource Planning (ERP) customisation.

In Hong Kong, Java remains the dominant technology across the banks, however there is a growing trend to use C# and other Microsoft tools for the Graphical User Interface (GUI) layer. Firms within commerce and industry are still heavily utilising ERP solutions, with SAP skills more highly sought-after than knowledge of Oracle.

Another skill in demand across all industries is the virtualisation of platforms and the technical expertise to support increasingly mobile workforces. With the physical landscape of companies changing, infrastructure professionals will be challenged to find more flexible solutions for sharing and storing information.

Outlook for 2010

There was little demand for project based roles in 2009 due to the lack of project funding, however it is predicted that most firms will be investing in technology advancement in 2010. Demand for project managers, business analysts and systems designers will consequently increase, with many firms looking to utilise contract resources rather than permanent staff for project driven roles.

The banks have indicated they will be looking for candidates with strong business analysis and client facing skills to help bridge the gap between changing business needs and IT platforms. Professionals with a solid understanding of cash equities and technical skills in developing algorithmic and programme trading engines will be highly valued. We also anticipate that information security and IT compliance experts will become increasingly sought-after as changes to legislation and regulatory controls start to filter into day-to-day business practice.

Most firms are showing conservative optimism and are looking to hire but are unwilling to be involved in bidding wars that will send salaries to inflated levels. Some of the banks adopted a high-base/low-bonus strategy in 2009, with this trend set to continue in 2010. This is expected to place upward pressure on both permanent and temporary salaries.

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ROLE	PERMANENT SALARY PER ANNUM \$HK		CONTRACT SALARY PER MONTH \$HK	
	2009	2010	2009	2010
	Chief Information Officer/Chief Technology Officer	\$1.7 - 2.7m	\$1.7 - 2.7m	\$140 - 190k
IT Director	\$1.3 - 2.2m	\$1.3 - 2.2m	\$120 - 165k	\$125 - 175k
Project Director	\$1.25 - 1.7m	\$1.25 - 1.7m	\$105 - 140k	\$110 - 150k
Programme Manager	\$1.0 - 1.7m	\$1.0 - 1.7m	\$85 - 140k	\$90 - 150k
Project Manager (5+ yrs' exp)	\$1.0 - 1.5m	\$1.0 - 1.5m	\$85 - 125k	\$90 - 130k
Business Analyst	\$1.0 - 1.3m	\$1.0 - 1.3m	\$85 - 115k	\$90 - 120k
Manager - Data Centre	\$850k - 1.2m	\$850k - 1.2m	\$70 - 105k	\$75 - 110k
Manager - Development	\$800k - 1.3m	\$800k - 1.3m	\$65 - 115k	\$70 - 120k
Change Management Consultant	\$800k - 1.3m	\$800k - 1.3m	\$55 - 115k	\$60 - 120k
Manager - Testing - Applications and Infrastructure	\$800k - 1.2m	\$800k - 1.2m	\$65 - 105k	\$70 - 110k
Project Manager (3 - 5 yrs' exp)	\$800k - 1.0m	\$800k - 1.0m	\$65 - 85k	\$70 - 90k
ERP Project Manager	\$750k - 1.4m	\$750k - 1.4m	\$60 - 125k	\$65 - 130k
Manager - IT	\$750k - 1.3m	\$750k - 1.3m	\$60 - 115k	\$65 - 120k
Manager - Infrastructure Services	\$750k - 1.2m	\$750k - 1.2m	\$60 - 105k	\$65 - 110k
Business Analyst (4 - 6 yrs' exp)	\$700k - 1.0m	\$700k - 1.0m	\$60 - 85k	\$65 - 90k
Manager - Help Desk	\$700 - 900k	\$700 - 900k	\$60 - 75k	\$65 - 80k
EAI Middleware Specialist	\$700 - 900k	\$700 - 900k	\$60 - 75k	\$65 - 80k
Manager - Knowledge Management	\$650k - 1.2m	\$650k - 1.2m	\$55 - 105k	\$60 - 110k
Project Manager (1 - 2 yrs' exp)	\$650 - 800k	\$650 - 800k	\$55 - 65k	\$60 - 70k
ERP Consultant Functional	\$600k - 1.2m	\$600k - 1.2m	\$52 - 105k	\$55 - 110k
Capacity Planning Engineer	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Telecoms CDMA Engineer	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Telecoms DWDM Engineer	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Telecoms SDH Engineer	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Networking Planning Engineer	\$550 - 700k	\$550 - 700k	\$45 - 75k	\$50 - 80k
ERP Consultant Technical	\$500k - 1.0m	\$500k - 1.0m	\$42 - 85k	\$45 - 90k
LAN Support/Administration (Level 3/4) (5+ yrs' exp)	\$450 - 600k	\$450 - 600k	\$35 - 50k	\$38 - 55k
Business Analyst (1 - 3 yrs' exp)	\$440 - 700k	\$440 - 700k	\$38 - 55k	\$40 - 60k
ERP Business Analyst	\$400 - 950k	\$400 - 950k	\$33 - 80k	\$35 - 85k
LAN Support/Administration (level 1/2) (2 - 4 yrs' exp)	\$350 - 500k	\$350 - 500k	\$28 - 42k	\$30 - 45k
Hardware Engineer (3 - 6 yrs' exp)	\$350 - 550k	\$350 - 550k	\$28 - 45k	\$30 - 50k
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$300 - 500k	\$300 - 500k	\$23 - 42k	\$25 - 45k
Hardware Engineer (1 - 3 yrs' exp)	\$250 - 350k	\$250 - 350k	\$20 - 28k	\$20 - 30k
Help Desk/PC Support/Apps Support (1 - 3 yrs' exp)	\$200 - 350k	\$200 - 350k	\$16 - 28k	\$18 - 30k

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

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ROLE	PERMANENT SALARY PER ANNUM \$HK		CONTRACT SALARY PER MONTH \$HK	
	2009	2010	2009	2010
	Solution Architect - Infrastructure Topology	\$1.0 - 1.5m	\$1.0 - 1.5m	\$85 - 124k
Technical Architect	\$1.0 - 1.5m	\$1.0 - 1.5m	\$85 - 124k	\$90 - 130k
Technical Software Architect (5+ yrs' exp)	\$1.0 - 1.4m	\$1.0 - 1.4m	\$85 - 118k	\$90 - 125k
Technical Software Architect (3 - 5 yrs' exp)	\$750k - 1.0m	\$750k - 1.0m	\$74 - 85k	\$78 - 90k
WAN/Communications Engineer (5+ yrs' exp)	\$750 - 900k	\$750 - 900k	\$60 - 75k	\$65 - 80k
Networking Planning Manager	\$700k - 1.0m	\$700k - 1.0m	\$55 - 85k	\$60 - 90k
Analyst Programmer - Database (5+ yrs' exp)	\$700 - 900k	\$700 - 900k	\$60 - 75k	\$65 - 80k
WAN/Communications Engineer (2 - 4 yrs' exp)	\$650 - 750k	\$650 - 750k	\$55 - 74k	\$60 - 78k
Software Engineer - Java, OO, C++, Delphi (6+ yrs' exp)	\$600 - 850k	\$600 - 850k	\$52 - 70k	\$55 - 75k
Security Specialist (3+ yrs' exp)	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Systems Administrator - Unix, NT, Novell (3 - 6 yrs' exp)	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Database Administrator - Oracle (6+ yrs' exp)	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Database Administrator - SQL Server, Sybase DB2 (6+ yrs' exp)	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Analyst Programmer - VB, ASP, WEB, .NET (6+ yrs' exp)	\$600 - 800k	\$600 - 800k	\$52 - 65k	\$55 - 70k
Analyst Programmer - EAI/ Developer	\$600 - 800k	\$600 - 800k	\$52 - 75k	\$55 - 80k
Mainframe Analyst Programmer (6+ yrs' exp)	\$600 - 750k	\$600 - 750k	\$52 - 65k	\$55 - 70k
Quality Analyst (QA)	\$500 - 750k	\$500 - 750k	\$42 - 65k	\$45 - 70k
Analyst Programmer - Database (3 - 5 yrs' exp)	\$500 - 700k	\$500 - 700k	\$42 - 60k	\$45 - 65k
WAN/Communications Engineer (1 - 2 yrs' exp)	\$500 - 650k	\$500 - 650k	\$42 - 55k	\$45 - 60k
Tester (3 - 5 yrs' exp)	\$500 - 650k	\$500 - 650k	\$42 - 55k	\$45 - 60k
Mainframe Analyst Programmer (3+ yrs' exp)	\$450 - 650k	\$450 - 650k	\$35 - 52k	\$38 - 55k
Security Specialist (1 - 3 yrs' exp)	\$450 - 600k	\$450 - 600k	\$38 - 52k	\$40 - 55k
Analyst Programmer - Database (2 - 3 yrs' exp)	\$450 - 600k	\$450 - 600k	\$35 - 50k	\$38 - 55k
Systems Administrator - Unix, NT, Novell (1 - 3 yrs' exp)	\$450 - 600k	\$450 - 600k	\$35 - 52k	\$38 - 55k
Database Administrator - SQL Server, Sybase, DB2 (2 - 5 yrs' exp)	\$450 - 600k	\$450 - 600k	\$35 - 52k	\$38 - 55k
Database Administrator - Oracle (2 - 5 yrs' exp)	\$450 - 600k	\$450 - 600k	\$35 - 52k	\$38 - 55k
Software Engineer - Java, OO, C++, Delphi (3 - 5 yrs' exp)	\$450 - 600k	\$450 - 600k	\$35 - 52k	\$38 - 55k
Analyst Programmer - VB, ASP, WEB (3 - 5 yrs' exp)	\$360 - 600k	\$360 - 600k	\$28 - 52k	\$30 - 55k
Tester (1 - 3 yrs' exp)	\$350 - 500k	\$350 - 500k	\$28 - 42k	\$30 - 45k
Web Graphic Design/Developer (3+ yrs' exp)	\$350 - 500k	\$350 - 500k	\$28 - 42k	\$30 - 45k
Software Engineer - Java, OO, C++, Delphi (1 - 2 yrs' exp)	\$300 - 450k	\$300 - 450k	\$21 - 35k	\$23 - 38k
Analyst Programmer - VB, ASP, WEB (0 - 2 yrs' exp)	\$240 - 360k	\$240 - 360k	\$20 - 28k	\$20 - 30k
Web Graphic Design/Developer (0 - 3 yrs' exp)	\$240 - 350k	\$240 - 350k	\$20 - 28k	\$20 - 30k
Graduate/Analyst - all software (Newly-qualified)	\$240 - 300k	\$240 - 300k	\$20 - 28k	\$20 - 30k

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