

**hong kong**

Our banking & finance division has grown significantly over the past year. The team now focuses on three main areas:

- Investment Banking – specialises in permanent and contract recruitment across all investment banks, from graduate to director levels within the back to middle office across all products areas
- Corporate Banking – this newly established team within our banking & financial services division mainly focuses on recruiting professionals across all functions in the area of transaction banking including roles in relationship management, credit and marketing, compliance and related support functions
- Speciality Finance – specialises in support and infrastructure positions across fund management houses, insurance companies and hedge funds

## market overview

### investment banking

2006 saw high levels of banking recruitment activity. Investment banks have expanded significantly on their sales and trading activity, giving rise to a need for more infrastructure, support and sales professionals with product experience across equity derivatives and credit derivatives, both of which are highly popular product groups. This is especially true in the Asia Pacific region as the cash business has become more saturated.

In addition to product experience, organisations are also looking for candidates with strong project management skills, in anticipation of the large number of high profile projects in the pipeline.

2005 saw high activity within support and infrastructure at junior to mid levels whereas 2006 saw more strategic and senior level

roles in high demand i.e. CFO, COO, Regional Head of Tax, Risk Management, Asian Equities Operations, Equity Finance.

The role of hedge funds outside the U.S. is expanding rapidly. Many U.S. funds are buying securities around the world. In addition, funds are being established throughout Europe and Asia. We have seen a lot of experienced professionals from investment banking joining hedge funds in the areas of support, risk and compliance.

Investment banks establish prime brokerage relationships with hedge funds to minimise operational and accounting-related issues and curb costs through consolidated financing, while maintaining the benefits of executing with any number of brokers. In order to maintain the competitive edge, there has been a strong demand for prime brokerage professionals in the areas of client relationship management as well as support and operations.

From a candidate perspective, individuals have been in a favourable position where they are able to command a premium when moving jobs.

High calibre candidates are receiving multiple offers which has driven up salary levels. In parallel, counter offers are becoming more common, with employers willing to pay huge premiums to retain high quality staff. Early promotions and internal transfers to more challenging roles are also being used as means to encourage retention.

Recruitment activity is expected to remain strong in 2007. However, activity is likely to skew towards financial product related positions and internal and external client facing roles. Demand is likely to soften within back office functions, especially if global investment banks continue to centralise key banking functions in Singapore or other lower cost markets such as India or China.

### **corporate banking**

The optimistic economic outlook and continued robust economic growth has ensured that the corporate banks continue to be aggressive in growing their loan books. Most banks in Hong Kong continued to benefit from the growth in international trade and the expansion of the mainland economy. The corporate and commercial banks have been actively adding headcount, especially of sales professionals with good product knowledge and market contacts. The SME market has proven to be one of the most profitable segments for most banks, resulting in a high and competitive level of recruitment activity, especially for experienced relationship managers.

Complementing the increase in sales staff, we have also seen active recruitment for experienced credit analysts to manage the increase in loan proposals. As competition becomes more intense and demands from clients become more sophisticated, many banks have also begun to hire in the areas of product development and strategic planning.

Cash management continued to be a fast growing market sector as the major banks sought to capture more transactions from their client base. As a result, we have witnessed and continue to witness an uplift in demand for sales and support staff.

The increased legislative and regulatory burden has also led to an increase in the demand for compliance and risk specialists across all levels of seniority which we believe will continue into 2007.

We expect recruitment of front line sales staff such as relationship managers and product specialists to be strong during 2007. A number of major banks are also looking at hiring experienced candidates in the area of special asset management and credit management as they continue to grow their loan books. The hot areas in support functions would continue to be in the compliance and risk management areas.

Role	Permanent salary per annum \$HK		
	1 – 4 yrs' exp	5 – 8 yrs' exp	8+ yrs' exp (excluding bonus)
<b>Investment Banking</b>			
<b>Management</b>			
CFO			\$1.5 – 2m+
COO/Business Manager			\$1.2 – 2m+
<b>Finance</b>			
Management Reporting	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
Financial Reporting	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
Tax	\$360 – 550k	\$500 – 800k	\$900 – 1.2m+
Product Control (Vanilla )	\$360 – 550k	\$500 – 800k	\$900 – 1.2m+
Product Control (Derivatives )	\$500 – 600k	\$500 – 900k	\$900 – 1.2m+
Projects Managers	\$360 – 550k	\$500 – 800k	\$900 – 1.2m+
<b>Operations</b>			
Middle Office/Trade Support	\$360 – 500k	\$500 – 700k	\$800 – 1.0m+
Collateral Management	\$360 – 500k	\$500 – 700k	\$800 – 1.0m+
Equity Finance	\$360 – 500k	\$500 – 700k	\$800 – 1.0m+
Settlements	\$240 – 480k	\$450 – 700k	\$700 – 1.0m+
Documentation	\$360 – 500k	\$500 – 700k	\$800 – 1.0m+
Operational Control	\$360 – 500k	\$500 – 700k	\$800 – 1.0m+
<b>Risk Management</b>			
Market Risk	\$400 – 600k	\$500 – 900k	\$900 – 1.2m+
Credit Risk	\$400 – 600k	\$500 – 900k	\$900 – 1.2m+
Operational Risk	\$400 – 600k	\$500 – 900k	\$900 – 1.2m+
<b>Internal Audit</b>	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
<b>Compliance</b>	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+

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

Role	Permanent salary per annum SHK		
	1 – 4 yrs' exp	5 – 8 yrs' exp	8+ yrs' exp (excluding bonus)
<b>Corporate Banking</b>			
<b>Management</b>			
CFO			\$1.5 – 2m+
COO/Business Manager			\$1.2 – 2m+
<b>Finance</b>			
Management Reporting	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
Financial Reporting	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
Tax	\$360 – 550k	\$500 – 800k	\$900 – 1.2m+
Product Control (Vanilla )	\$360 – 550k	\$500 – 800k	\$900 – 1.2m+
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Credit Risk	\$400 – 600k	\$500 – 900k	\$900 – 1.2m+
Operational Risk	\$400 – 600k	\$500 – 900k	\$900 – 1.2m+
<b>Internal Audit</b>	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
<b>Compliance</b>	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
<b>Front Office</b>			
Relationship Manager – SME*	\$150 – 300k	\$300 – 600k	\$600 – 1.2m+
Relationship Manager – Corporate*	\$180 – 360k	\$300 – 600k	\$600 – 1.2m+
Relationship Manager – Financial Institutions*	\$200 – 360k	\$300 – 700k	\$700 – 1.5m+
Sales – Corporate	\$240 – 360k	\$360 – 720k	\$700 – 1.5m+
Sales – Institutions	\$300 – 384k	\$384 – 840k	\$840 – 1.5m+

\*Salary also depends on management responsibilities

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Role	Permanent salary per annum \$HK		
	1 – 4 yrs' exp	5 – 8 yrs' exp	8+ yrs' exp (excluding bonus)
<b>Support Function</b>			
Credit Analyst/Manager	\$180 – 360k	\$360 – 576k	\$576 – 1.2m+
Credit Administration/Documentation	\$120 – 300k	\$300 – 480k	\$480 – 840k
Transport Manager		\$420 – 720k	\$720 – 1.2m+
Product Manager	\$240 – 360k	\$480 – 720k	\$720 – 1.2m+
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.			

Our commerce & industry division specialises in the recruitment of accounting and finance professionals in Hong Kong, China and the Asia Pacific region. The team recruits accountants into junior to senior management positions with Fortune 500 and locally listed companies. The team offers an additional level of specialisation and expertise by operating in vertical markets. These include FMCG, pharmaceuticals, IT&T, consumer products, luxury brands, retail and the service sectors (legal, advertising, media, PR, third party logistic providers etc). This is a core business of experienced recruiters drawn predominantly from the accounting profession.

### market overview

The accounting job market in Hong Kong, China and Asia has experienced a high demand and short supply of professionally qualified, internationally educated, high quality candidates. Organisations have been hiring free of budget and headcount constraints, but in many cases have been limited by a scarcity of available candidates. This problem has resulted in extended and protracted recruitment processes as companies search for the right individual. Such processes are often marked with disappointment when candidates receive multiple offers from numerous companies. This creates an inflated candidate market where salaries, titles and terms of employment are heavily skewed in the candidates favour.

The first half of 2006 was punctuated with good levels of middle management recruitment and a noticeable increase in activity in the finance director and chief financial officer market. The second half of the year saw a high volume of junior and middle management hiring, particularly within manufacturing, apparel, property, IT and consumer products. Technical skills sets which are in high demand are those relating to strategic growth – business development, financial modelling, feasibility studies, due diligence, financial planning and analysis. Organisations are increasingly seeking to hire finance partners, individuals who can

contribute to business growth by supporting and advising business leaders. This means accounting has become much more of a front office operation than a back office reporting function.

Also of particular note has been the trend of many organisations establishing accounting operations in Shanghai. Although the regional Asia Pacific accounting functions are still standing firm in Hong Kong, Shanghai is proving to be the central hub for many organisations' Chinese accounting functions. In addition, many industries including IT&T, legal and advertising are rapidly entering the Beijing market, driving up the demand for accountants in the domestic market. Guangzhou is also an area under evaluation by many organisations for shared service centres as are the other low cost regions in Asia.

As we move into 2007, there is no indication of a decline in demand for Hong Kong, China and the Asian accounting job market. Many organisations have completed the annual operating plan for 2007 with budgets including finance headcount. Demand is likely to be further increased in Hong Kong and China as foreign multinationals enter the market as start ups requiring the full suite of accounting staff. China continues to expand and is becoming increasingly open for multinational organisations to trade, thereby contributing to headcount growth.

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Role	Permanent salary per annum \$HK
Accounts Payable/Receivable – Supervisor (0 – 5 yrs' exp)	\$450 – 520k
Assistant Accountant (3 – 5 yrs' exp) CA/CPA	\$300 – 360k
Financial Analyst (3 – 5 yrs' exp)	\$400 – 550k
Financial Analyst (6+ yrs' exp)	\$550 – 650k
Chief Financial Officer	\$1.8 – 2.5m
Cost Accountant (3 – 5 yrs' exp)	\$400 – 600k
Finance Director – Large Organisation	\$1.2 – 1.5m
Finance Director – Small/Medium Organisation	\$1.0 – 1.2m
Financial Planning and Analysis Manager (8+ yrs' exp)	\$800 – 900k
Finance Manager local (6 yrs' exp)	\$600 – 720k
Finance Manager – regional (6+ yrs' exp)	\$750 – 850k
Financial Accountant (3 – 5 yrs' exp)	\$400 – 500k
Financial Accountant (6+ yrs' exp)	\$500 – 600k
Financial Controller – Large Organisation	\$950 – 1.1m
Financial Controller – Small/Medium Organisation	\$850 – 1.0m
Financial Director	\$1.2 – 1.4m
Group Financial Controller	\$1.2 – 1.5m
Internal Auditor – senior (4 – 6 yrs' exp)	\$600 – 800k
Internal Auditor – Director (10+ yrs' exp)	\$1.15 – 1.3m
Management Accountant (3 – 6 yrs' exp)	\$400 – 550k
Management Accountant (6+ yrs' exp)	\$550 – 650k
Pricing Analyst (3 – 6 yrs' exp)	\$450 – 600k
Tax Manager (6+ yrs' exp)	\$750 – 900k
Tax Director	\$1.0 – 1.2m
Treasury Manager	\$900 – 1.1m

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