



HONG KONG

HONG KONG

HUMAN RESOURCES

Our human resources division recruits for permanent and contract positions across all major industry sectors including commerce & industry and banking. Our clients range from small enterprises to large local and multinational corporations.

We specialise in placing candidates with a minimum of three years' experience in junior management through to director level positions. Specific disciplines we recruit for within human resources include generalist, compensation & benefits, recruitment and training & development specialists.

Market Overview

2007 was another strong year for the human resources sector. Overall, demand for human resource professionals was up from 2006. This was mainly due to increased headcount creating additional HR vacancies but also due to a marked increase in the level of staff turnover. Recruitment activity was high throughout the year, however activity peaked during the second quarter with hiring becoming particularly intense due to the need to fill key strategic positions. Activity did slow during the second half of the year - with the market becoming cautious as a result of global financial concerns, however indications are that 2008 should provide similar levels of vacancies as 2007.

The highest area of demand was for dedicated recruitment specialists for both graduate and experienced hire positions as companies looked to strengthen their resourcing teams. An interesting development was the increased demand for recruiters with Mandarin language skills as companies with Greater China regional offices continued to expand their mainland operations.

For both banking and commerce industries the need for HR generalists was also significant. Generalists with front office experience being particularly sought-after.

For non-banking industries the need for training and development professionals were particularly high whilst the finance industries' needs were focused on candidates with a background in organisational development.

Candidate shortages were again a major concern, with companies becoming more creative in their quest to fill vacancies. Relevant industry experience is no longer as an important requirement as in previous years and employers were often willing to consider specialists for generalist roles and generalists for specialist roles. Also, employers sought to get candidates on board as soon as possible, they were more willing to provide guaranteed bonuses and buy out notice periods, something that was not particularly prevalent in the human resources recruitment market in the past.

Looking ahead to 2008, we expect to see a continuation of demand for human resources practitioners. Turnover will be linked closely to bonus levels and we therefore anticipate an uptick in the number of available candidates at the beginning of quarter two. Salaries for job changers are expected to rise approximately by 15-20% with candidates who possess the sought after generalist and recruitment skills sets fairing particularly well.

Overseas returnees and foreign candidates looking to enter the Hong Kong market will be in demand as employers look to expand their talent pools. In addition, we anticipate talent management will be one of the most significant areas of demand in 2008 as organisations seek to counter the talent shortage through the development of comprehensive employee retention strategies.

HONG KONG

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM \$HK					
	3 - 5 YRS' EXP		6 - 10 YRS' EXP		10+ YRS' EXP	
	2007	2008	2007	2008	2007	2008
Banking & Finance Services						
Human Resources						
HR Director					\$1.2m+	\$1.4m+
HR Generalist (Executive/AVP/VP)	\$400 - 550k	\$450 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.0m	\$1.0 - 1.3m
Training & Development (Executive/AVP/VP)	\$350 - 500k	\$400 - 550k	\$500 - 700k	\$550 - 800k	\$700 - 1.1m	\$800 - 1.2m
Organisational Effectiveness (Executive/AVP/VP)	\$400 - 550k	\$450 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.2m	\$900 - 1.2m
Compensation & Benefits (Executive/AVP/VP)	\$350 - 550k	\$400 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.2m	\$1.0 - 1.3m
Recruitment Specialist (Exec/AVP/VP)	\$350 - 600k	\$400 - 700k	\$600 - 800k	\$700 - 900k	\$800 - 1.1m	\$1.0 - 1.2m
Diversity Specialist (Executive/AVP/VP)	\$350 - 500k	\$400 - 550k	\$500 - 750k	\$550 - 800k	\$800 - 1.1m	\$800 - 1.2m
Mobility Manager (Executive/AVP/VP)	\$350 - 550k	\$400 - 600k	\$550 - 800k	\$600 - 900k	\$800 - 1.1m	\$900 - 1.2m
HRIS Specialist (Analyst/AVP/VP)	\$300 - 450k	\$350 - 500k	\$450 - 700k	\$500 - 800k	\$700 - 1.0m	\$800 - 1.1m
Payroll (Executive/AVP/VP)	\$300 - 400k	\$300 - 450k	\$450 - 700k	\$500 - 900k	\$700 - 1.0m	\$800 - 1.1m
Business Support						
Executive Secretary	\$270 - 330k	\$300 - 360k	\$330 - 450k	\$360 - 480k	\$450 - 800k	\$480 - 840k
Personal Assistant	\$270 - 330k	\$300 - 360k	\$330 - 500k	\$420 - 540k	\$500 - 800k	\$576 - 840k
Legal Secretary	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k	\$390 - 500k	\$420 - 540k
Team Secretary	\$200 - 270k	\$240 - 300k	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k
Administrator	\$200 - 270k	\$240 - 300k	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k
Office Assistant	\$200 - 270k	\$240 - 300k	\$270 - 330k	\$300 - 360k	\$330 - 390k	\$360 - 420k
Office Manager	\$330 - 400k	\$360 - 420k	\$450 - 550k	\$480 - 600k	\$550 - 780k	\$600 - 840k
Administration Manager	\$330 - 400k	\$360 - 420k	\$400 - 500k	\$420 - 540k	\$500 - 680k	\$540 - 720k

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

Figures will vary depending on the incumbent holding a regional/global role.

HONG KONG

HUMAN RESOURCES

ROLE	PERMANENT SALARY PER ANNUM \$HK					
	3 - 5 YRS' EXP		6 - 10 YRS' EXP		10+ YRS' EXP	
	2007	2008	2007	2008	2007	2008
Commerce & Industry						
HR Director					\$1.1m+	\$1.2m+
HR Generalist (Executive/Manager/Director)	\$360 - 550k	\$400 - 600k	\$550 - 750k	\$600 - 800k	\$750 - 1.0m	\$800 - 1.1m
Recruitment Specialist (Executive/Manager/Director)	\$300 - 450k	\$350 - 500k	\$450 - 700k	\$550 - 750k	\$700 - 900k	\$750 - 1.0m
Training and Development (Executive/Manager/Director)	\$270 - 400k	\$300 - 450k	\$400 - 700k	\$500 - 750k	\$700 - 900k	\$750 - 1.0m
Compensation & Benefits Specialist (Executive/Manager/Director)	\$330 - 500k	\$350 - 550k	\$550 - 750k	\$600 - 800k	\$750 - 1.1m	\$800 - 1.2m
Organisational Effectiveness (Executive/Manager/Director)	\$350 - 550k	\$400 - 600k	\$550 - 750k	\$600 - 800k	\$750 - 1.1m	\$800 - 1.2m
HRIS (Executive/Manager/Director)	\$250 - 400k	\$300 - 450k	\$450 - 700k	\$500 - 750k	\$700 - 800k	\$750 - 900k
Payroll (Executive/Manager/Director)	\$250 - 400k	\$300 - 450k	\$400 - 650k	\$500 - 700k	\$650 - 800k	\$700 - 900k
Mobility Specialist (Executive/Manager/Director)	\$270 - 420k	\$300 - 450k	\$420 - 680k	\$450 - 750k	\$650 - 800k	\$750 - 900k
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.						