

hong kong

Our information technology division consists of a team of specialised consultants who focus on providing key technology professionals to clients in areas such as banking and financial services, as well as meeting the needs of corporate IT departments in other commercial sectors. The team works with a wide range of organisations covering the telecommunications, networking, software and professional services industries. The positions covered vary from operations and engineering roles to project managers, heads of IT and senior management roles. The division has also developed a strong capability for placing technology specialised sales and marketing professionals, in response to strong recent client demand.

market overview

2006 was a watershed year for the Hong Kong IT market with continual and consistent investment in technology across all industries. In a direct reversal of the trend of the past four to five years, Hong Kong has once again become a central hub for the financial services market with the outlook to Asia, North Asia and the emerging markets pushing growth and providing confidence.

The strongest recruitment sector this year has without a doubt been investment banking. Many international companies have committed to significantly growing their headcount in Hong Kong for development and support. As a result, demand in the services and vendor market has picked up dramatically in order to supply staff for projects that have been commissioned in Hong Kong and the region.

The market was able to supply sufficient candidates in the first two quarters of 2006 as there were many professionals who have not changed jobs in several years due to the prevailing market conditions. By the end of 2006, many of these lateral and intra-company moves had taken place and companies began to look outside the usual recruitment grounds in order to source qualified candidates. Others developed innovative recruitment strategies to build a talent pool. A good example is where one large American bank collaborated with Robert Walters to organise career seminars in offshore cities, where they effectively attracted new talent to Hong Kong as well as returning Hong Kong residents.

We have also seen a rise in the numbers of overseas candidates applying for roles in Hong Kong, as an attractive destination for IT professionals. Given the current market boom, low tax threshold and the proximity to China and the emerging markets, companies have a compelling story to present to potential candidates. Many i-banks and MNCs have experienced significant growth in the region, leading to an increased number of positions available and internal promotions as well.

IT contracting in Hong Kong has always been low-key in the marketplace, with some previous resistance on the part of candidates to this option. The advent of growth in the sector has seen multinational companies actively begin to push for contract rather than permanent hires. Contract rates have been observed to rise in line with the market, and this has a direct impact on the mindsets of candidates who have started viewing contracting as a more favourable option.

Contract length in Hong Kong is on average approximately 12 months, although shorter terms are also being offered, depending on the nature of the projects. Many banking clients would propose contract terms initially with a view to offering permanent positions upon successful contract completion. More often, this is the only option available to secure engagement at many top-tier banks. In Hong Kong, Robert Walters have set up a specialist contract division which manages payroll as well as search and management of contractors, and the uptake has been steadily growing.

In summary, the outlook for 2007 is one of continued growth and stability as many of the projects commissioned in 2006 enter into development and implementation phases. The IT industry will continue to look for skilled professionals with discreet bodies of knowledge surrounding specific products and will endeavour to attract offshore talent in the short to medium term. Salary information seems to indicate a continued trend upwards as they have in 2006 - on average 15-20% with larger increments being achieved through promotion or within areas of extreme skills shortage. Discussions held with clients at CIO and CTO levels consistently indicate a positive outlook for 2007 and cautious optimism into 2008, with consensus on the projected and continued IT spend in the region.

salaries | hong kong | information technology

| Role | Permanent salary per annum \$HK |
|---|---------------------------------|
| Analyst Programmer - Database (2 – 3 yrs' exp) | \$360 – 480k |
| Analyst Programmer - Database (3 – 5 yrs' exp) | \$400 – 550k |
| Chief Information Officer/Chief Technology Officer | \$1.65 – 2.2m |
| IT Director | \$1.32 – 1.76m |
| Manager – MIS | \$880 – 1.1m |
| Manager – IT | \$750 – 1.15m |
| Manager – Infrastructure Services | \$700 – 850k |
| Manager – Data Centre | \$760 – 1.0m |
| Manager – Development | \$850 – 1.15m |
| Manager – Knowledge Management | \$600 – 800k |
| Manager – Help Desk | \$600 – 750k |
| Manager – Testing – Applications and Infrastructure | \$800 – 1.0m |
| Programme Manager | \$950 – 1.25m |
| Project Director | \$1.25 – 1.55m |
| Project Manager (1 – 2 yrs' exp) | \$600 – 700k |
| Project Manager (3 – 5 yrs' exp) | \$750 – 850k |
| Project Manager (5+ yrs' exp) | \$850 – 1.1m |
| Business Analyst (1 – 3 yrs' exp) | \$500 – 600k |
| Business Analyst (4 – 6 yrs' exp) | \$800 – 950k |
| Business Analyst (6+ yrs' exp) | \$850-1.15m |
| Change Management Consultant | \$750k+ |
| ERP Business Analyst | \$750 – 950k |
| ERP Consultant Functional | \$750 – 950k |
| ERP Project Manager | \$750 – 1.1m |
| ERP Consultant Technical | \$550 – 750k |
| Capacity Planning Engineer | \$600k+ |
| Telecoms CDMA Engineer | \$550 – 700k |
| Telecoms DWDM Engineer | \$550 – 700k |
| Telecoms SDH Engineer | \$550 – 700k |
| Hardware Engineer (1 – 3 yrs' exp) | \$200 – 300k |
| Hardware Engineer (3 – 6 yrs' exp) | \$300 – 450k |
| Help Desk/PC Support/Apps Support (1 – 3 yrs' exp) | \$200 – 300k |
| Help Desk/Desktop Support/Apps Support (3 – 5 yrs' exp) | \$300 – 450k |
| LAN Support/Administration (level 1/2) (2 – 4 yrs' exp) | \$300 – 400k |
| LAN Support/Administration (level 3/4) (5+ yrs' exp) | \$400 – 500k |
| EAI Middleware Specialist | \$600k+ |
| Network Planning Engineer | \$500k+ |

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

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| Role | Permanent salary per annum \$HK |
|---|---------------------------------|
| Network Planning Manager | \$600k+ |
| Security Specialist (1 – 3 yrs' exp) | \$400 – 500k |
| Security Specialist (3+ yrs' exp) | \$600 – 750k |
| WAN/Communications Engineer (1 – 2 yrs' exp) | \$400 – 500k |
| WAN/Communications Engineer (2 – 4 yrs' exp) | \$500 – 650k |
| WAN/Communications Engineer (5+ yrs' exp) | \$600 – 850k |
| Solution Architect – Infrastructure Topology | \$850 – 1.0m+ |
| Technical Architect | \$950k+ |
| Systems Administrator – Unix, NT, Novell (1 – 3 yrs' exp) | \$350 – 500k |
| Systems Administrator – Unix, NT, Novell (3 – 6 yrs' exp) | \$450 – 650k |
| Database Administrator – SQL Server, Sybase, DB2 (2 – 5 yrs' exp) | \$350 – 500k |
| Database Administrator – SQL Server, Sybase, DB2 (6+ yrs' exp) | \$500 – 650k |
| Database Administrator – Oracle (2 – 5 yrs' exp) | \$400 – 550k |
| Database Administrator – Oracle (6+ yrs' exp) | \$550 – 700k |
| Solution Architect – Applications | \$950 – 1.3m |
| Architect/Software Design (10+ yrs' exp) | \$950 – 1.3m |
| Technical Software Architect (3 – 5 yrs' exp) | \$550 – 750k |
| Analyst Programmer – Database (2 – 3 yrs' exp) | \$360 – 480k |
| Analyst Programmer – Database (3 – 5 yrs' exp) | \$400 – 550k |
| Analyst Programmer – Database (5+ yrs' exp) | \$500k+ |
| Analyst Programmer – VB, ASP, WEB (0 – 2 yrs' exp) | \$200 – 250k |
| Analyst Programmer – VB, ASP, WEB (3 – 5 yrs' exp) | \$350 – 550k |
| Analyst Programmer – VB, ASP, WEB, NET (6+ yrs' exp) | \$500 – 750k |
| Analyst Programmer – EAI/Developer | \$550k+ |
| Graduate/Analyst – All software (newly qualified) | \$200k+ |
| Mainframe Analyst Programmer (3+ yrs' exp) | \$500k+ |
| Mainframe Analyst Programmer (6+ yrs' exp) | \$650k+ |
| Software Engineer – Java, OO, C++, Delphi (1 – 2 yrs' exp) | \$300 – 450k |
| Software Engineer – Java, OO, C++, Delphi (3 – 5 yrs' exp) | \$450 – 600k |
| Software Engineer – Java, OO, C++, Delphi (6+ yrs' exp) | \$550 – 850k |
| Quality Analyst (QA) | \$500 – 700k |
| Tester (1 – 3 yrs' exp) | \$350 – 500k |
| Tester (3 – 5 yrs' exp) | \$500 – 650k |
| Web Graphic Design/Developer (0 – 3 yrs' exp) | \$180 – 240k |
| Web Graphic Design/Developer (3+ yrs' exp) | \$240 – 400k |
| Technical Writer/Editor (0 – 3 yrs' exp) | \$220 – 330k |
| Technical Writer/Editor (6+ yrs' exp) | \$400k+ |

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