



HONG KONG

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INFORMATION TECHNOLOGY

Our information technology division consists of a team of specialist consultants who focus on providing key technology professionals to clients in 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 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 specialist sales and marketing professionals, in response to strong recent client demand.

Market Overview

As forecast, 2007 proved to be another strong year of growth for the information technology industry. Expansion projects for existing firms and the introduction of many new entrants across a range of sectors were key drivers behind the high level of investment in technology and the subsequent hiring of skilled professionals.

The high demand for skilled IT professionals was met with short supply, and as a result there was a general increase in basic salaries of approximately 20-30%. As companies felt the effects of high attrition, a strong counter-offer trend developed, with companies offering increments well in excess of 30% to retain mission-critical staff.

The commerce sector showed consistent demand for IT professionals throughout 2007. Multinationals from a wide range of industries

including FMCG, supply chain, consulting, IT services, media, manufacturing and retail continued to strengthen their presence in mainland China and further integrated their Hong Kong and China operations. This resulted in higher demand for IT professionals with Mandarin language skills, IT managers with business experience in mainland China, and IT audit and compliance professionals.

A number of established global telecommunications groups moved into the managed IT services space in 2007, which resulted in a high level of demand for infrastructure and application project managers, network specialists, application consultants and management consultants.

The financial services sector again was a major force, with the investment banks in particular committing to aggressive expansion targets. This was clearly seen in the first two quarters of 2007; however, instability in the global credit markets in the middle of quarter three did have some impact on business confidence, which resulted in a slow-down in hiring decisions in quarter four.

All leading indicators suggest, however, that this will prove to be a short-term correction in the IT recruitment market and that 2008 will show a strong demand for both the finance and commerce sectors.

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ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Analyst Programmer - Database (2 - 3 yrs' exp)	\$360 - 480k	\$400 - 500k
Analyst Programmer - Database (3 - 5 yrs' exp)	\$400 - 550k	\$420 - 610k
Chief Information Officer/Chief Technology Officer	\$1.65 - 2.2m	\$1.65 - 2.7m
IT Director	\$1.3 - 1.8m	\$1.3 - 2.0m
Manager - IT	\$750 - 1.15m	\$750 - 1.3m
Manager - Infrastructure Services	\$700 - 850k	\$700 - 1.1m
Manager - Data Centre	\$760 - 1.0m	\$800 - 1.1m
Manager - Development	\$850 - 1.15m	\$800 - 1.3m
Manager - Knowledge Management	\$600 - 800k	\$600 - 1.1m
Manager - Help Desk	\$600 - 750k	\$600 - 800k
Manager - Testing - Applications and Infrastructure	\$800 - 1.0m	\$800 - 1.2m
Programme Manager	\$950 - 1.25m	\$950 - 1.7m
Project Director	\$1.25 - 1.55m	\$1.25 - 1.7m
Project Manager (1 - 2 yrs' exp)	\$600 - 700k	\$600 - 750k
Project Manager (3 - 5 yrs' exp)	\$750 - 850k	\$750 - 900k
Project Manager (5+ yrs' exp)	\$850 - 1.1m	\$850 - 1.4m
Business Analyst (1 - 3 yrs' exp)	\$500 - 600k	\$400 - 650k
Business Analyst (4 - 6 yrs' exp)	\$800 - 950k	\$700 - 950k
Business Analyst (6+ yrs' exp)	\$850 - 1.15m	\$850 - 1.2m
Change Management Consultant	\$750k+	\$750 - 1.3m
ERP Business Analyst	\$750 - 950k	\$450 - 950k
ERP Consultant Functional	\$750 - 950k	\$500 - 1.0m
ERP Project Manager	\$750 - 1.1m	\$750 - 1.3m
ERP Consultant Technical	\$550 - 750k	\$500 - 1.0m
Capacity Planning Engineer	\$600k+	\$600k+
Telecoms CDMA Engineer	\$550 - 700k	\$570 - 750k
Telecoms DWDM Engineer	\$550 - 700k	\$570 - 750k
Telecoms SDH Engineer	\$550 - 700k	\$570 - 750k
Hardware Engineer (1 - 3 yrs' exp)	\$200 - 300k	\$200 - 300k
Hardware Engineer (3 - 6 yrs' exp)	\$300 - 450k	\$300 - 450k
Help Desk/PC Support/Apps Support (1 - 3 yrs' exp)	\$200 - 300k	\$200 - 300k
Help Desk/Desktop Support/Apps Support (3 - 5 yrs' exp)	\$300 - 450k	\$300 - 450k
LAN Support/Administration (level 1/2) (2 - 4 yrs' exp)	\$300 - 400k	\$300 - 450k
LAN Support/Administration (level 3/4) (5+ yrs' exp)	\$400 - 500k	\$400 - 550k
EAI Middleware Specialist	\$600k+	\$650k+
Network Planning Engineer	\$500k+	\$550k+

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

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ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Network Planning Manager	\$600k+	\$700 - 900k
Security Specialist (1 - 3 yrs' exp)	\$400 - 500k	\$450 - 600k
Security Specialist (3+ yrs' exp)	\$600 - 750k	\$600 - 800k
WAN/Communications Engineer (1 - 2 yrs' exp)	\$400 - 500k	\$450 - 600k
WAN/Communications Engineer (2 - 4 yrs' exp)	\$500 - 650k	\$650 - 700k
WAN/Communications Engineer (5+ yrs' exp)	\$600 - 850k	\$650 - 900k
Solution Architect - Infrastructure Topology	\$850 - 1.0m+	\$1.0m+
Technical Architect	\$950k+	\$1.0m+
Systems Administrator - Unix, NT, Novell (1 - 3 yrs' exp)	\$350 - 500k	\$400 - 550k
Systems Administrator - Unix, NT, Novell (3 - 6 yrs' exp)	\$450 - 650k	\$600 - 700k
Database Administrator - SQL Server, Sybase, DB2 (2 - 5 yrs' exp)	\$350 - 500k	\$400 - 550k
Database Administrator - SQL Server, Sybase, DB2 (6+ yrs' exp)	\$500 - 650k	\$600 - 700k
Database Administrator - Oracle (2 - 5 yrs' exp)	\$400 - 550k	\$450 - 600k
Database Administrator - Oracle (6+ yrs' exp)	\$550 - 700k	\$600 - 800k
Technical Software Architect (5+ yrs' exp)	\$950 - 1.3m	\$950 - 1.3m
Technical Software Architect (3 - 5 yrs' exp)	\$550 - 750k	\$600 - 800k
Analyst Programmer - Database (2 - 3 yrs' exp)	\$360 - 480k	\$400 - 550k
Analyst Programmer - Database (3 - 5 yrs' exp)	\$400 - 550k	\$450 - 600k
Analyst Programmer - Database (5+ yrs' exp)	\$500k+	\$600 - 800k
Analyst Programmer - VB, ASP, WEB (0 - 2 yrs' exp)	\$200 - 250k	\$240 - 360k
Analyst Programmer - VB, ASP, WEB (3 - 5 yrs' exp)	\$350 - 550k	\$420 - 600k
Analyst Programmer - VB, ASP, WEB, NET (6+ yrs' exp)	\$500 - 750k	\$600 - 800k
Analyst Programmer - EAI/Developer	\$550k+	\$600 - 800k
Graduate/Analyst - All software (newly qualified)	\$200k+	\$200 - 240k
Mainframe Analyst Programmer (3+ yrs' exp)	\$500k+	\$400 - 600k
Mainframe Analyst Programmer (6+ yrs' exp)	\$650k+	\$600 - 700k
Software Engineer - Java, OO, C++, Delphi (1 - 2 yrs' exp)	\$300 - 450k	\$300 - 450k
Software Engineer - Java, OO, C++, Delphi (3 - 5 yrs' exp)	\$450 - 600k	\$450 - 600k
Software Engineer - Java, OO, C++, Delphi (6+ yrs' exp)	\$550 - 850k	\$600 - 850k
Quality Analyst (QA)	\$500 - 700k	\$500 - 700k
Tester (1 - 3 yrs' exp)	\$350 - 500k	\$350 - 500k
Tester (3 - 5 yrs' exp)	\$500 - 650k	\$500 - 650k
Web Graphic Design/Developer (0 - 3 yrs' exp)	\$180 - 240k	\$240 - 300k
Web Graphic Design/Developer (3+ yrs' exp)	\$240 - 400k	\$360 - 500k

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