

hong kong

Our supply chain, procurement & logistics team specialises in placing candidates with a few years' experience to general management level into Hong Kong and South China based roles in the following areas across finance, commerce and industry:

- Supply Chain Management
- Logistics/Transportation
- Procurement/Purchasing
- Sourcing/Merchandising
- QA/QC
- Sales, Key Account Management and Operations for third party logistics
- Corporate Real Estate, Facilities and Premises Management

market overview

2006 saw high levels of recruitment activity across all roles and positions. Compared with 2005, we have seen increased confidence in adding new staff to management teams at both local and regional levels. Specifically, international buying and sourcing offices, third party logistics companies and the banking industry have shown the most growth in recruitment.

Salary growth has been moderate across the function, with above average increases witnessed in third party logistics, particularly for candidates with business development, key account management and logistics backgrounds. A shortage of qualified candidates has also driven up salaries for roles such as corporate procurement/strategic sourcing managers (across industry, but driven by banking), as well as candidates who possess technical skills combined with business experience and strong management abilities (for e.g. QA managers, manufacturing managers, product sourcing/procurement managers).

Although in many instances, preference is given to candidates with local language skills, the sustained period of growth in the industry has resulted in a reasonably buoyant market for expatriate/foreign candidates, albeit many of whom are employed on local terms, or semi-local terms (i.e. some housing assistance on top of market package). This is especially true for general management roles, senior roles in procurement, product sourcing/merchandising, third party logistics industry, as well as for senior technical and manufacturing positions.

supply chain, logistics & procurement

Mid to senior level professionals within the supply chain and logistics field have been in consistent demand throughout 2006. Due to the increased prominence and awareness of this profession, we have seen a trend of hiring more highly educated and skilled candidates with related industry experience for mid to senior management roles across industry. Procurement candidates for manufacturing industries located in Hong Kong and South China continue to be highly sought after, especially those with specific commodity experience and high level of mobility within the region.

product sourcing

Whilst to some extent sourcing and buying offices are locating higher numbers of employees in both southern China and Shanghai, those with corporate headquarters, or significant operations in Hong Kong, have shown a marked increase in recruitment activity across sourcing and merchandising divisions, as well as in technical areas. High turnover, especially amongst mid level staff, continues to be an issue facing many companies in the industry. Candidates are generally willing to move for modest increases in compensation or status. Top tier candidates who have more stable work histories are often receiving multiple offers after deciding to move on. For this reason, competition between EU/UK and US orientated companies for high caliber managers has been particularly intense.

third party logistics

Despite further consolidation among the big players, this segment continues to grow rapidly and showed a high level of hiring activity during 2006. Recruitment activity has been driven, to some degree, by the uncertainty created by merger and acquisition activity in the industry, but also by many market players embarking on new and replacement hiring programmes.

corporate services

2006 was an exceptionally active year for the recruitment of professionals in the fields of corporate real estate, facilities / premises management and strategic sourcing. This was driven by high growth rates in the banking industry throughout Asia, and the corresponding need for additional office space. Many organisations are appreciating the value that strategic sourcing can add to their business in the region, and as a result, they are recruiting more highly qualified and experienced candidates to lead this function.

There are no signs of a drop off in hiring activity for 2007. A number of organisations have forecast significant (10-20%) increases in headcount for the forthcoming year, hence we should see a general continuation of 2006 market conditions. Highly qualified mid management candidates with international exposure, local language skills, and a stable work history will continue to be in short supply, especially in the fields of product sourcing, strategic sourcing and technical areas. Salary levels may begin to rise more rapidly in response to the overall demand for top caliber professionals to drive business growth in the region.

salaries | hong kong | supply chain, procurement & logistics

Role	Permanent salary per annum \$HK
Head of Procurement (10+ yrs' exp)	\$1.2 – 1.7m
Senior Procurement Manager (7+ yrs' exp)	\$700 – 950k
Senior Procurement Specialist/Buyer/Ass. Manager (5+ yrs' exp)	\$400 – 650k
Supply Chain Head (10+ yrs' exp)	\$1.0 – 1.5m
Supply Chain Manager (7+ yrs' exp)	\$600 – 900k
Senior Supply Chain Planner/Analyst/Project Lead (5+ yrs' exp)	\$450 – 700k
Logistics Head (10+ yrs' exp)	\$1.0 – 1.3m
Logistics Manager (7+ yrs' exp)	\$400 – 700k
Transportation Manager (7+ yrs' exp)	\$500 – 800k
Senior Logistics Specialist (5+ yrs' exp)	\$400 – 550k
Third Party Logistics	
Operations/Logistics Director (10+ yrs' exp)	\$1.0 – 1.5m
Operations/Logistics Manager (7+ yrs' exp)	\$600 – 900k
Regional Key Account Manager (5+ yrs' exp)	\$450 – 750k
Key Account Manager (3+ yrs' exp)	\$350 – 550k
Sales Director (12+ yrs' exp)	\$1.2 – 1.5m
Sales Manager (6+ yrs' exp)	\$500 – 800k
Buying/Sourcing/Merchandising	
Managing Director/General Manager/Global Sourcing Head (15+ yrs' exp)	\$1.8 – 2.5m
General Merchandising Manager/Merchandising Director (10+ yrs' exp)	\$900 – 1.4m
Category/Merchandising Manager (7+ yrs' exp)	\$480 – 800k
Product Manager/Senior Merchandiser (4+ yrs' exp)	\$350 – 450k
Corporate Services – Banking and Finance	
VP Procurement (10+ yrs' exp)	\$1.0 – 1.5m
AVP Procurement (6+ yrs' exp)	\$500 – 800k
VP Real Estate/Leasing (8+ yrs' exp)	\$750 – 1m
AVP Real Estate/Leasing (5+ yrs' exp)	\$500 – 700k
VP Property/Facilities Management (10+ yrs' exp)	\$800 – 1.0m
AVP Property/Facilities Management (5+ yrs' exp)	\$450 – 650k
Senior Project Manager – Premises (10+ yrs' exp)	\$600 – 900k
Project Manager – Premises (7+ yrs' exp)	\$450 – 650k
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.	

