



**HONG KONG**

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## SUPPLY CHAIN, PROCUREMENT & LOGISTICS

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

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

### Market Overview

2007 saw a continuation of the buoyant industry-wide hiring activity of the past few years. Specifically, newly created sourcing operations, the expansion of strategic procurement teams and companies requiring regional supply chain and logistics managers were key drivers in the market. In particular high demand was seen for quality assurance and apparel sourcing managers with specific product and market knowledge. Strategic procurement teams being developed across finance and commercial organisations resulted in a continued shortage of high calibre candidates with specific commodity experience. The third party logistics & shipping industry continued to grow, although hiring slowed toward the end of 2007. The forecast within the third party logistics (3PL) industry is for most future headcount growth to be directed toward the Mainland.

Although a number of companies with offices in Hong Kong have moved a significant percentage of their staff to China, these losses were offset by the set up of new operations. The apparel industry continued to lead the way with organic growth, consistent employee churn and new market entrants driving hiring activity.

The reported average annual salary increase across the industry remained at around 5%. However, for top tier candidates, 10-20% increases proved more common. There is nothing to suggest that this will change in 2008, with top candidates retaining a salary premium.

The market for expatriate or foreign candidates remained steady during 2007. The sourcing industry (covering QA, sourcing & merchandising, product development and general management positions) also remained a key employer of foreign talent, especially at senior levels. There remained a shortage of senior strategic procurement talent and although Mandarin speakers were being sought wherever possible, non-Chinese speaking candidates with relevant Asia experience proved extremely marketable. Within third party logistics, professionals with a proven track record in the management of relationships both across and outside Asia where highly sought-after.

We anticipate 2008 to follow a similar path to the previous two years. Strong economic growth coupled with competition for a small talent pool will continue to drive recruitment activity. Multi-lingual managers with international and specialist industry experience and a demonstrable track record of working cross region will be in the highest demand.

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ROLE	PERMANENT SALARY PER ANNUM \$HK	
	2007	2008
Head of Procurement (10+ yrs' exp)	\$1.2 - 1.7m	<b>\$1.2 - 2.0m</b>
Senior Procurement Manager (7+ yrs' exp)	\$700 - 950k	<b>\$800 - 1.1m</b>
Senior Procurement Specialist/Buyer/Ass. Manager (5+ yrs' exp)	\$400 - 650k	<b>\$450 - 650k</b>
Supply Chain Head (10+ yrs' exp)	\$1.0 - 1.5m	<b>\$1.0 - 1.5m</b>
Supply Chain Manager (7+ yrs' exp)	\$600 - 900k	<b>\$650 - 900k</b>
Senior Supply Chain Planner/Analyst/Project Lead (5+ yrs' exp)	\$450 - 700k	<b>\$450 - 700k</b>
Logistics Head (10+ yrs' exp)	\$1.0 - 1.3m	<b>\$1.0 - 1.3m</b>
Logistics Manager (7+ yrs' exp)	\$400 - 700k	<b>\$400 - 700k</b>
Transportation Manager (7+ yrs' exp)	\$500 - 800k	<b>\$500 - 800k</b>
Senior Logistics Specialist (5+ yrs' exp)	\$400 - 550k	<b>\$400 - 550k</b>
<b>Third Party Logistics</b>		
Operations/Logistics Director (10+ yrs' exp)	\$1.0 - 1.5m	<b>\$1.0 - 1.5m</b>
Operations/Logistics Manager (7+ yrs' exp)	\$600 - 900k	<b>\$600 - 900k</b>
Regional Key Account Manager (5+ yrs' exp)	\$450 - 750k	<b>\$500 - 800k</b>
Key Account Manager (3+ yrs' exp)	\$350 - 550k	<b>\$400 - 550k</b>
Sales Director (12+ yrs' exp)	\$1.2 - 1.5m	<b>\$1.2 - 1.5m</b>
Sales Manager (6+ yrs' exp)	\$500 - 800k	<b>\$500 - 800k</b>
<b>Buying/Sourcing/Merchandising</b>		
Managing Director/General Manager/Global Sourcing Head (15+ yrs' exp)	\$1.8 - 2.5m	<b>\$2.0 - 3.0m</b>
General Merchandising Manager/Merchandising Director (10+ yrs' exp)	\$900 - 1.4m	<b>\$1.0 - 1.6m</b>
Category/Merchandising Manager (7+ yrs' exp)	\$480 - 800k	<b>\$500 - 800k</b>
Product Manager/Senior Merchandiser (4+ yrs' exp)	\$350 - 450k	<b>\$350 - 450k</b>
<b>Corporate Services - Banking and Finance</b>		
VP Procurement (10+ yrs' exp)	\$1.0 - 1.5m	<b>\$1.0 - 1.5m</b>
AVP Procurement (6+ yrs' exp)	\$500 - 800k	<b>\$550 - 900k</b>
VP Real Estate/Leasing ( 8+ yrs' exp)	\$750 - 1m	<b>\$900 - 1.3m</b>
AVP Real Estate/Leasing (5+ yrs' exp)	\$500 - 700k	<b>\$600 - 800k</b>
VP Property/Facilities Management (10+ yrs' exp)	\$800 - 1.0m	<b>\$800 - 1.0m</b>
AVP Property/Facilities Management (5+ yrs' exp)	\$450 - 650k	<b>\$500 - 650k</b>
Senior Project Manager - Premises (10+ yrs' exp)	\$600 - 900k	<b>\$600 - 900k</b>
Project Manager - Premises (7+ yrs' exp)	\$450 - 650k	<b>\$450 - 650k</b>
NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.		