

## “The construction and engineering industry increased its acceleration of localisation during 2009.”

### Hong Kong

We expect the construction industry to continue to build momentum as more infrastructure projects come on line. This will create high demand for experienced engineers with exposure to rail transport and infrastructure related projects in particular.

Given the increase in large infrastructure projects and high-end mixed-use developments in the Asia region, professional candidates, especially those who possess both Chinese and English language skills, will be extremely desirable to both international and local companies.

This is positive news for the many Hong Kong and Chinese nationals who are now looking to return home from places such as North America, the United Kingdom and Australia. Given the recent financial crisis most countries are favouring local candidates as a cost saving measure.

There has been little movement in salaries. The exception to this is within civil and structural construction where salaries are set to rise. As a number of large infrastructure projects peak towards the middle to end of 2010, demand will again outweigh supply.

Employers are looking for stability and commitment from candidates. They are always very wary of those who jump from job to job as it makes them question their commitment and whether they can truly invest in the candidate's career and their future.

Candidates should make sure they research the company they've applied for a job with. Ask questions in the interview about their career growth opportunities, responsibilities, projects they'll work on, as well as anything else that will influence their decision to stay longer.

### Singapore

Singapore's construction sector remained steady throughout the downturn given the ongoing flow of government-funded construction projects including rail (MRT), road and reclamation works. The most significant change has been a decline in the private building sector which has virtually ceased recruiting while both new commercial and residential projects remain on hold. 2010 will be crucial to this sector to determine whether these projects will be given approval to proceed. If not, we will see a construction industry very heavily dominated by infrastructure works.

There is a strong and constant demand for middle management and senior specialists such as quantity surveyors, construction managers and senior engineers to help strengthen existing teams and upper management. The big demand on the engineering side comes from tunnel, geotechnical, civil and structural engineers. Little demand exists for HVAC, electrical or mechanical engineers. Again this is a reflection of the construction market, as demand has shifted from commercial and residential projects to infrastructure work.

The salary expectations of foreign executives seeking a role in Singapore are beyond most organisations within the construction industry. We expect salary movements will be moderate with no significant increases in the early part of 2010. However we may see an increment in annual bonuses, dependent on the growth of the sector.

Competition to retain experienced individuals has increased. Both candidate and employer interest in temporary assignments has also risen.

With supply higher than demand at present, candidates are encouraged to have realistic salary expectations and develop their core skill set and expertise by updating qualifications and site certificates.

### China

The Chinese construction market has shifted dramatically over the past year. High-end commercial and mixed-used projects previously provided a lot of senior level, high paying opportunities to expatriates. Many of these projects were delayed or cancelled due to the global financial crisis, leaving many of these candidates out of work. The focus has now shifted to large-scale industrial investments. Companies focused on automobiles, pharmaceutical, food processing, cosmetics and other high-end consumer goods are eyeing China's mass market.

The construction and engineering industry increased its acceleration of localisation during 2009. Local candidates with technological skills are now in high demand. As global companies continue to cut costs, local candidates are replacing more expensive expatriates. However given the uncertainty in the market, many local candidates do not feel comfortable changing positions at this time.

Employers are not willing to offer monetary incentives to attract employees. Instead those with the money to invest are looking for deals. Many expatriates find themselves settling for drastically lower salaries or returning to their home country.

Many employers have implemented cost-cutting measures in their projects such as localisation of their staff. In this market, many people are being promoted early and are offered positions they are not qualified to do.

We advise candidates to make a slow and intelligent decision about where and when to change their jobs. Seek advice from an expert recruitment consultant to determine if the position you are taking is right for you.

Construction Civil

|           | Foreperson | Site Engineer | Project Engineer | Design Manager | Project Manager |
|-----------|------------|---------------|------------------|----------------|-----------------|
| Hong Kong | N/A        | 300 - 420     | 420 - 540        | 600 - 900      | 540 - 900       |
| Singapore | 48 - 72    | 42 - 54       | 48 - 72          | 78 +           | 72 - 96         |
| China     | 78 - 104   | 104 - 130     | 130 - 169        | N/A            | 325 - 390       |

|           | Senior Project Manager | Construction Manager | Resident Technical Officer | Planner   | Estimator |
|-----------|------------------------|----------------------|----------------------------|-----------|-----------|
| Hong Kong | 900 +                  | 720 - 1,500          | N/A                        | 420 - 840 | 360 - 720 |
| Singapore | 96 +                   | 84 - 120             | 48 - 66                    | 72 - 96   | 60 - 84   |
| China     | 416 - 520              | 156 - 234            | N/A                        | N/A       | 78 - 104  |

|           | Contracts Administrator / Quantity Surveyor - Entry-level | Contracts Administrator / Quantity Surveyor - Senior |
|-----------|---|--|
| Hong Kong | 240 - 360   | 360 - 780  |
| Singapore | 36 - 48   | 66 - 84  |
| China     | 91 - 195  | 455 - 585  |

Construction Building

|           | Foreperson | Site Engineer | Project Engineer | Design Manager |
|-----------|------------|---------------|------------------|----------------|
| Hong Kong | N/A        | 240 - 360     | 360 - 420        | 480 - 870      |
| Singapore | 48 - 72    | 42 - 54       | 48 - 72          | 78 +           |
| China     | 78 - 104   | 104 - 130     | 130 - 169        | N/A            |

|           | Project Manager | Senior Project Manager | Construction Manager | Planner   |
|-----------|-----------------|------------------------|----------------------|-----------|
| Hong Kong | 480 - 840       | 840 +                  | 600 - 1,200          | 360 - 780 |
| Singapore | 72 - 96         | 96 +                   | 84 - 120             | 72 - 96   |
| China     | 325 - 390       | 416 - 520              | 156 - 234            | N/A       |

|           | Estimator | Contracts Administrator / Quantity Surveyor - Entry-level | Contracts Administrator / Quantity Surveyor - Senior |
|-----------|-----------|---|--|
| Hong Kong | 360 - 720 | 240 - 360   | 360 - 780  |
| Singapore | 60 - 84   | 36 - 48   | 54 +   |
| China     | 78 - 104  | 91 - 195  | 455 - 585  |

Construction Development

|           | Development Manager | Project Manager | Business Development Manager | Development Director |
|-----------|---------------------|-----------------|------------------------------|----------------------|
| Hong Kong | 600 - 1,020         | 540 - 900       | 480 - 720                    | 1,020 +              |
| Singapore | 120 - 180           | 102 - 120       | 120 - 144                    | 180 +                |
| China     | 390 - 520           | 325 - 455       | 260 - 780                    | 780 +                |

Notes

- Typical Salary Range in '000 (excluding Japan which is stated in millions)
- All Salaries are representative of the total package value • Salaries are represented in local currencies

## Engineering

### Design Consultancy - Building Services

|                  | CAD Design Drafter | CAD Manager | Graduate Design Engineer | Design Engineer | Senior Design Engineer |
|------------------|--------------------|-------------|--------------------------|-----------------|------------------------|
| <b>Hong Kong</b> | 240 - 420          | 360 - 540   | 200 - 280                | 280 - 440       | 400 - 600              |
| <b>Singapore</b> | 30 - 42            | 42 - 60     | 30 - 36                  | 48 - 60         | 60 - 84                |

|                  | Principal Design Engineer | Project Manager | Associate / Senior Associate | Principal / Director | Resident Engineer |
|------------------|---------------------------|-----------------|------------------------------|----------------------|-------------------|
| <b>Hong Kong</b> | 500 - 700                 | 420 - 840       | 600 - 960                    | 960 +                | 400 - 660         |
| <b>Singapore</b> | 96 +                      | 72 - 96         | 96 - 120                     | 120 +                | 78 - 96           |

### Design Consultancy - Civil & Structural

|                  | CAD Design Drafter | CAD Manager | Graduate / Design Engineer | Design Engineer | Senior Design Engineer |
|------------------|--------------------|-------------|----------------------------|-----------------|------------------------|
| <b>Hong Kong</b> | 240 - 420          | 360 - 540   | 200 - 280                  | 300 - 440       | 440 - 650              |
| <b>Singapore</b> | 30 - 42            | 42 - 60     | 30 - 36                    | 48 - 72         | 72 - 96                |

|                  | Principal Design Engineer | Project Manager | Associate / Senior Associate | Principal / Director | Resident Engineer |
|------------------|---------------------------|-----------------|------------------------------|----------------------|-------------------|
| <b>Hong Kong</b> | 550 - 800                 | 420 - 900       | 600 - 990                    | 960 +                | 400 - 800         |
| <b>Singapore</b> | 102 +                     | 84 - 102        | 96 - 120                     | 120 +                | 78 - 96           |

### Notes

- Typical Salary Range in '000 (excluding Japan which is stated in millions)
- All Salaries are representative of the total package value • Salaries are represented in local currencies