

“With the economy recovering, now is a good time for employers to recruit ambitious and talented individuals who are looking for career enhancement.”

Hong Kong

Having seen an increase in available candidate numbers, employers became more specific in their requirements in order to hire the best talent even if that means it costs more. Due to this and as with other countries in the region the interview process can be extended to three up to potentially five rounds. However with recruitment now back on the agenda, competition for talent will mean that some of these lengthy processes will need to be reviewed.

Toward the end of 2009 demand for System Analysts was high as employers developed their back end functions and servers to facilitate their growth plans for the coming 12 months.

The senior end of the market has not yet shown signs of movement however this should change as new strategies emerge from a wide range of industries following the uncertainty over the past 12 to 18 months. New management within IT will be expected to once again look at efficiency, productivity and new methods or technology to give the company a competitive edge while reducing costs.

Over the course of 2009 salaries remained static. However with 2010 looking more positive it is expected that salaries will rise again with expected levels between 10 and 15 per cent.

With the economy recovering, now could be a good time for employers to recruit ambitious and talented individuals who are looking for career enhancement.

Singapore

Cost cutting in the first half of 2009 was followed by a welcome increase in vacancies in the second half of the year. Restructures, the creation of new roles and a willingness to recruit for vacant roles fuelled this activity. Employers recruited various skills across application, infrastructure and technical sales and activity is expected to continue throughout 2010.

For most of 2009 candidates preferred the security of their current role. However by late 2009 confidence had returned and they began to look for new opportunities. Given improving conditions, they recognised that new challenging jobs were available, and this also helped increase overall recruitment momentum.

When creating a new role, employers often combine multiple responsibilities in the job function. Employers now expect only the best candidate that closely matches the required skills and who is prepared to accept additional responsibilities. As a result, employers are conducting up to four interviews to ensure they select the best talent.

There will be ongoing demand for application support staff, infrastructure-related roles and technical sales candidates who can manage pre-sales through to post sales and project delivery. There's also been consistent demand for senior managers with a consulting background. Most industries need sales professionals at all levels, including internal and external IT Solution providers.

During 2010 base salaries are expected to increase by 10 to 15 per cent. The increase will be as high as 20 per cent for senior managers with good experience in consulting; this is because companies seek good technical sales professionals in their specialism.

Candidates need to be patient and work with a recruiting expert to find the right job with the right level of compensation. They could also take the time to improve their soft skills and accept additional responsibilities.

China

China's IT jobs market remained relatively strong despite a major drop in IT headcounts and projects within the banking and finance industry. In the face of economic conditions, the country maintained this strength due to its popularity as a base for Global Shared Service Centres. Companies continue to establish their technical centres locally in order to support global IT projects and infrastructures. Most of these centres are established in second tier cities, which has created jobs for local candidates.

English communication skills remain vital to securing a position in such a centre. Java/J2EE and Microsoft .NET candidates with the latest framework and methodologies are in high demand. In network and infrastructure, virtualisation technology is becoming increasingly popular, with VMWare and Citrix the market leaders.

Given the general economic environment of 2009, salaries did not rise. Expatriate packages were reduced and now are rarely offered. Instead of employing an expatriate, employers prefer returnees who have studied abroad and possess international experience. While these returnees receive higher salaries than local candidates, their package is still less than the traditional expatriate package and thus is a cost-effective measure for employers.

Candidates seeking a new role should take up latest certifications on technologies and project management methodologies. In addition, improving their English oral communication skills will broaden their opportunities to work with MNCs.

Japan

Following a challenging 12 months and a substantial decline in the number of jobs, economic stability did return by the end of 2009. This generated confidence across all industries and prompted employers to start hiring IT staff again, albeit gradually. In addition to the stabilising economy, the decision to recruit was also motivated by the desire to hire the best talent before competitors.

Vacancies will vary from company to company. System Engineers, Presales Engineers, Support Engineers, and the Managers of such functions have been sought. PM and Director level positions have also been recruited. The telecommunication industry has been very active. Due to high demand of wireless technology the telecom industry will keep investing infrastructure for such technology in coming years.

Salaries remained flat during 2009 and there will be little movement in 2010. Candidates with extensive experience and a strong track record may command a salary increase. Clients will continue searching for the best talent in the market. Clients will continue to pay competitively for candidates who show key strengths in areas that they perceive as weak in their organisation.

Given the cautious approach to hiring, the recruitment process is more in-depth and consequently decisions are taking much longer compared to previous years. Employers often require additional interviews or references in order to be certain of a candidate's past track record.

Jobseekers should act quickly when an offer is received. In the current market it is difficult to compare several job opportunities simultaneously. Given levels of candidate availability, when an offer is made, it is advisable to make a decision sooner rather than later.

Analyst Programmer

	MS.Net / J2EE	VB6 / ASP / SQL / Delphi / C++	Oracle Forms / Reports
Hong Kong	350 - 450	350 - 550	300 - 500
Singapore	36 - 55	36 - 48	36 - 60
China	130 - 220	120 - 220	130 - 220
Japan	6 - 10	7 - 10	8 - 12

Senior Analyst Programmer

	MS.Net / J2EE	VB6 / ASP / SQL / Delphi / C++	Oracle Forms / Reports
Hong Kong	500 - 600	400 - 550	450 - 600
Singapore	40 - 60	40 - 60	60 - 80
China	150 - 260	140 - 250	160 - 280
Japan	8 - 12	8 - 12	8 - 12

Data Specialists

	Data Architect	Database Administrator	Data Modeller	Data Warehouse Consultant
Hong Kong	500 - 750	400 - 550	400 - 650	400 - 650
Singapore	72 - 130	72 - 130	100 - 150	60 - 120
China	200 - 330	200 - 350	200 - 330	180 - 320
Japan	8 - 12	8 - 15	7 - 12	6 - 10

Management roles

	Development Team Leader	Development Manager
Hong Kong	900 - 1,500	1,000 - 2,000
Singapore	90 - 150	150 - 220
China	220 - 400	300 - 550
Japan	8 - 15	10 - 16

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

WAN

	Cisco Engineer	Voice / Comms Engineer	Network Design	Technical Architect	Solutions & Enterprise Architect	NOC Engineer
Hong Kong	450 - 600	400 - 600	450 - 600	650 - 750	850 - 1,000	N/A
Singapore	36 - 60	36 - 60	72 - 120	70 - 120	80 - 150	48 - 60
China	150 - 230	150 - 250	150 - 250	190 - 400	200 - 450	N/A
Japan	7 - 12	7 - 12	7 - 12	8 - 15	8 - 15	N/A

Systems Administration

	Unix Admin	Sybase / Oracle / MS SQL DBA	Storage Engineer	Voice Engineer	Network Engineer	Windows (Wintel) Admin
Hong Kong	480 - 600	450 - 600	500 - 700	350 - 500	480 - 600	350 - 550
Singapore	48 - 82	60 - 120	48 - 80	48 - 72	42 - 120	48 - 80
Japan	8 - 15	8 - 16	8 - 15	6 - 8	7 - 15	7 - 14

Technical Specialist

	Security Engineer	Security Consultant	Messaging Specialist	Unix Consultant	Pre Sales Engineer
Hong Kong	500 - 600	600 - 800	600 - 800	400 - 600	400 - 600
Singapore	60 - 100	60 - 96	60 - 90	72 - 120	80 - 130
China	170 - 300	220 - 420	220 - 400	200 - 300	200 - 300
Japan	7 - 14	6 - 12	7 - 14	7 - 14	8 - 14

Management roles

	Helpdesk Manager	Network Manager	IT Manager
Hong Kong	400 - 850	400 - 800	500 - 1,200
Singapore	66 - 120	72 - 130	80 - 150
China	200 - 400	250 - 450	400 - 800
Japan	8 - 12	8 - 14	12 - 18

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Analysis & Project

	Technical Business Administration	Business / Process Analyst	Systems Analyst
Hong Kong	550 - 750	450 - 800	400 - 700
Singapore	100 - 150	100 - 130	72 - 100
China	220 - 320	220 - 320	180 - 250
Japan	8 - 10	8 - 10	8 - 10

	Project Manager	Project / Program Director	IT Audit
Hong Kong	600 - 1,500	1,000 - 2,000	350 - 550
Singapore	80 - 150	150 - 250	80 - 150
China	150 - 400	400 - 800	200 - 350
Japan	8 - 12	8 - 14	8 - 11

ERP / CRM

	PeopleSoft Technical	PeopleSoft Functional	Basis Administration	SAP Analyst
Hong Kong	550 - 750	550 - 700	350 - 500	350 - 550
Singapore	70 - 120	90 - 150	80 - 110	60 - 150
China	200 - 350	250 - 400	180 - 300	180 - 300
Japan	8 - 12	7 - 12	7 - 10	8 - 14

	SAP Functional Consultant	ABAP Developer	Oracle Developer	ERP Project Manager
Hong Kong	450 - 650	350 - 550	600 - 800	N/A
Singapore	70 - 140	48 - 85	60 - 100	110 - 180
China	200 - 350	180 - 280	200 - 350	450 - 650
Japan	8 - 12	8	7 - 12	8 - 12

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Management roles

	Data Centre Manager	Service Delivery Manager	Client Relationship Manager	Professional Services Manager
Hong Kong	800 - 1,000	850 - 1,500	650 - 800	1,500 - 2,500
Singapore	90 - 150	150 - 250	150 - 220	130 - 220
China	250 - 400	300 - 500	250 - 450	430 - 600
Japan	10 - 20	10 - 20	10 - 20	10 - 20

	IT Director	Chief Information Officer	Project Manager	Director Network Operations
Hong Kong	1,500 - 2,500	2,000 - 3,000	N/A	N/A
Singapore	220 - 350	300 - 500	80 - 180	120 - 220
China	600 - 1,000	700 - 1,500	300 - 550	350 - 650
Japan	15 - 40	20 - 40	8 - 15	13 - 18

Business Development

	Manager	Senior Manager	Sales Director	Account Manager
Hong Kong	750 - 950	1,000 - 2,000	1,500 - 2,500	600 - 800
Singapore	60 - 130	90 - 180	200 - 450	60 - 130
China	250 - 400	350 - 700	500 - 1,000	250 - 400
Japan	8 - 12	12 - 20	15 - 40	16 +

	Presales Consultant	Presales Manager	Technical Sales Manager	Industry Consultants
Hong Kong	350 - 550	450 - 700	N/A	N/A
Singapore	80 - 180	150 - 230	170 - 230	350 - 600
China	250 - 450	300 - 500	400 - 600	250 - 450
Japan	8 - 13	10 - 14	N/A	N/A

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Information Technology

Telecom | Development

Billing

	Development	Integration	Support	Architect	Business	Analyst Manager
Singapore	60 - 120	72 - 130	60 - 100	72 - 130	80 - 120	80 - 150

CRM

	Development	Integration	Support	Architect	Business	Analyst Manager
Singapore	72 - 120	72 - 110	60 - 100	72 - 150	80 - 120	90 - 150

SDP

	Development	Integration	Support	Architect	Business	Analyst Manager
Singapore	72 - 130	80 - 130	72 - 110	90 - 150	72 - 120	80 - 160

OSS

	Development	Integration	Support	Architect	Business	Analyst Manager
Singapore	72 - 120	60 - 110	60 - 120	80 - 150	75 - 120	90 - 180

BSS

	Development	Integration	Support	Architect	Business	Analyst Manager
Singapore	72 - 100	60 - 120	60 - 100	80 - 140	72 - 110	80 - 160

VAS

	Development	Integration	Support	Architect	Business	Analyst Manager
Singapore	72 - 100	60 - 110	60 - 120	80 - 140	72 - 120	80 - 150

EAI

	Development	Integration	Support	Architect	Business	Analyst Manager
Singapore	72 - 100	72 - 110	60 - 100	100 - 140	80 - 120	100 - 180

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Telecom | Infrastructure

MPLS Network

	Engineer	Integration	Support	Architect	Presales	Manager
Singapore	48 - 120	60 - 80	60 - 90	72 - 140	80 - 150	90 - 160

Fixed and Mobile Network

	Engineer	Integration	Support	Architect	Presales	Manager
Singapore	48 - 100	60 - 90	60 - 100	72 - 130	90 - 150	90 - 140

BTS / Microwave

	Field Service Engineer	Senior Engineer	Lead	Manager
Singapore	50 - 70	60 - 80	72 - 110	90 - 110

VAS Network

	Engineer	Senior Engineer	Manager
Singapore	72 - 120	80 - 110	90 - 120

Telecom | Business

Analysis & Project

	Business Transformation	Project Manager	Project / Program Director
Singapore	100 - 190	80 - 150	150 - 250

Management roles

	Service Delivery Manager	Managed Services Manager	Chief Solution Architect	Director Services
Singapore	140 - 250	140 - 230	180 - 290	300 - 400

Business Development

	Senior Manager	Account Manager	Presales Consultant	Presales Manager	Technical Sales Manager	Industry Consultants
Singapore	90 - 180	60 - 120	80 - 150	130 - 200	170 - 230	350 - 600

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