

“The outlook for the next 12 months is positive with most companies aiming to grow rather than reduce headcount.”

Hong Kong

The property market has improved significantly compared to 12 months ago. A lot of projects that were stalled have now been resumed. This means many candidates who were made redundant have again secured employment.

The main focus remains on China with new development projects in second and third tier cities. Those working in Hong Kong seem to be more receptive to moving for these opportunities than the many Hong Kong and Chinese nationals now returning home from overseas.

Professionals in project management, surveying, leasing, property and facility management, as well as sales & marketing are in high demand throughout the emerging property markets in Hong Kong and China. With the increase in large-scale development projects across Asia, candidates who can speak both Mandarin & English with PRC experience will be highly sought-after by both international and local companies.

Salaries in general will remain fairly static over the next 12 months. However those with solid experience in PRC and willing to relocate to China may experience slight salary increases.

Companies are more understanding of the importance of branding and how they can utilise it to attract the best talent. This has become a key focus as the marketplace is increasingly competitive. Candidates are primarily attracted to companies where they can see long term career growth opportunities.

As the property trend is continuously pointing towards China, candidates are advised to factor in relocation as one of the options for the next career development move.

Singapore

The local market is entering a critical stage in its recovery that will determine how quickly it rebounds. Many larger developers have placed new and ongoing projects on hold, although there is an optimistic feeling that Chinese New Year will mark a turning point and projects will again be allowed to commence.

Continuous recruiting activity is taking place within facilities management as employers invest in the maintenance of buildings and more building owners or investors outsource the management of these buildings to property management companies.

As competition to recruit and retain experienced individuals increases, the use of international recruiting experts is rising to service needs quickly and effectively.

The architecture industry is yet to rebound and firms are struggling to maintain headcount against the decline in projects.

Salary movements will be moderate, with no significant increases expected in the early part of 2010. Salaries at the senior level are driven predominantly by increased demand for experienced property professionals to strengthen regional offices and projects located in geographies outside Singapore.

Candidates trained in energy efficiency, LEED and sustainability receive a lot of attention. Experienced candidates are generally from Australia and the UK. We expect more employers to prefer candidates trained in this area, or who are able to perform energy audits on existing buildings.

China

The property market is improving with opportunities on the rise over the last several months. Cities such as Shanghai however are dotted with many unfinished projects; such as the pair of incomplete six star hotels in Xian Tian Di. There will be some movement here as the government is pressuring developers to clean up the city prior to the 2010 Expo which is themed "Better City, Better Life".

So, finishing existing and delayed projects will be where the property market grows in the coming year. As a result there will be increasing demand for candidates experienced in development and project management. In particular, Asset Managers, Site/Project Managers and Contract managers will be needed to close out the projects, plus there will be an increase in demand for Sales/Leasing and Retail Managers to work on new developments.

There has been a dramatic shift away from relocating Asia Expats into China. Property Developers now seek people with hands on experience in China. The trend of localising is extremely efficient as not only is it less expensive, local candidates tend to perform better given their experience. Even people with rich experiences in Hong Kong and Singapore tend to have a high fall out rate and are becoming less effective in China.

Therefore roles for expats will continue to decrease while localisation is increasing demands for local and returning Chinese. As you'd expect, salaries will increase for local candidates but decrease for expats.

Our advice for Western expat candidates is that you should begin looking for opportunities outside of China and Hays has a strong network that can help. Asia Expats should come to China first prior to looking for work as they will find more opportunities in China. Now is a good time for local candidates to change as they are in more demand than ever.

Japan

Surprisingly, the first six months of 2009 were positive for this sector. High quality candidates were immediately available and forward-thinking firms made opportunistic hires. By the end of the year, companies had become more stable. While they are recruiting, companies are now much more selective in the candidates they consider.

Certain brokerage companies have indicated the only area that did suffer during the financial crisis was investment sales. However toward the end of 2009 there were an increasing number of deals in the pipeline. There is an excess of Class A assets on the market and provided financing is structured correctly a lot of firms will invest in 2010.

In high demand are Facilities and Asset Managers as companies consolidate costs internally and closely manage their portfolios to gain the best possible results. Valuation, Leasing and Asset Management were also strong performers with many companies looking to maximise cash flow and manage the cost of their investment portfolios. This is set to continue in 2010.

Recruiting processes moved quickly in early 2009 as companies acted to secure staff rather than lose headcount approval. By the end of the year, the pace had returned to normal.

Despite positive activity, salaries reduced during 2009 by between 10 to 35 per cent on average. However, there have been a number of very senior roles that paid market rate or above. There was consequently huge candidate competition for these positions.

The outlook for the next 12 months is positive with most companies aiming to grow rather than reduce head count. Passive and active candidates should consider 2010 with some excitement. High real estate deal activity should lead to a prosperous year for all. More opportunities should arise, but competition for the high quality roles will remain.

Property

	Manager (2-5yrs)	Manager (5-10yrs)	Senior Manager	Head Property Management	GM Property Management
Hong Kong	180 - 264	264 - 480	420 - 800	800 - 1,200	960 - 1,500
Singapore	36 - 48	48 - 72	72 - 84	96 +	N/A
China	96 - 180	180 - 360	360 - 600	600 +	600 +
Japan	N/A	N/A	N/A	N/A	N/A

	Centre Manager - Retail (5-10yrs)	Centre Manager - Retail (10+yrs)	Facilities Manager - soft services (2-5yrs)	Facilities Manager - soft services (5-10yrs)	Facilities Manager - soft services (10+yrs)
Hong Kong	420 - 696	696 +	180 - 264	264 - 540	480 - 800
Singapore	60 - 84	84 +	36 - 48	60 - 96	96
China	240 - 360	360 - 600	180 - 300	300 - 420	420 +
Japan	N/A	N/A	6 - 9	8 - 14	14 - 17

	Facilities Director (10+yrs)	Leasing Manager (2-5yrs)	Leasing Manager (5-10yrs)	Senior Leasing Manager	Leasing Director
Hong Kong	800 +	180 - 276	276 - 480	420 - 660	660 - 1,000
Singapore	120 +	36 - 48	48 - 72	84 - 96	96 +
China	400 +	120 - 216	216 - 360	360 - 600	600 +
Japan	N/A	5 - 8	8 - 14	14 - 20	20 +

	Asset Manager (2-5yrs)	Asset Manager (5-10yrs)	Senior Asset Manager	Asset Management Director / Head
Hong Kong	240 - 360	360 - 720	720 - 1,000	1,000 - 2,000
Singapore	60 - 72	72 - 96	96 - 140	140 +
China	240 - 360	360 - 600	600 - 840	840 +
Japan	9 - 12	12 - 15	15 - 16	16 - 20

	Property Investment Analyst	Property Investment Manager	Property Investment Associate	Property Investment Director
Hong Kong	300 - 480	480 - 780	780 - 1,000	1,000 +
Singapore	N/A	N/A	N/A	N/A
China	180 - 480	480 - 720	720 +	N/A
Japan	N/A	N/A	N/A	N/A

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

Property

Property

	Acquisitions Surveyor / Manager (2-5yrs)	Acquisitions Surveyor / Manager (5-10yrs)	Senior Acquisitions Surveyor / Manager	Acquisitions Director
Hong Kong	240 - 360	360 - 700	700 - 960	960 +
China	240 - 360	360 - 600	600 - 840	840 +
Japan	8 - 10	10 - 15	15 - 20	20 +

	Quantity Surveyor - Unqualified (2-5yrs)	Quantity Surveyor - Qualified (5-10yrs)	Senior Quantity Surveyor - Qualified	Quantity Surveyor - Qualified Director
Hong Kong	240 - 360	360 - 600	600 - 960	960 +
Singapore	36 - 54	54 - 78	78	140 +
China	144 - 300	300 - 480	480 +	N/A
Japan	4 - 6	6 - 9	9 - 11	N/A

Property - Client Side

	Project Coordinator	Assistant Project Manager	Project Manager	Senior Project Manager	Projects Director
Hong Kong	144 - 360	420 - 600	600 - 960	960 - 1,200	1,200+
Singapore	48 - 72	72 - 96	96 - 132	144 - 180	180 +
China	240 - 360	360 - 600	600 - 840	N/A	840 +
Japan	5 - 7.5	7.5 - 10.5	11 - 16	14 - 20	20 - 22

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