

ROBERT WALTERS BANKING FINANCE MARKET UPDATE QUARTER ONE 2009

MARKET UPDATE

The start of 2009 has been interesting for the finance, compliance, risk and audit areas of financial institutions. As with most areas of finance, these departments have all been affected by the cuts resulting from the economic crisis, particularly at the junior to middle levels. The upside for control departments however, was that the market has started calling for stricter controls and practices with financial institutions and products. This meant that candidates with specific knowledge and skills in the areas of compliance, risk, finance and audit will be in high demand to satisfy new regulations imposed from both inside and outside the business. Many of the roles which were seen as more of a client facing function are increasingly calling for candidates with experience in control or risk to satisfy the requests of wary investors.

The consensus of the market is that moving into quarter two, we will still see an emphasis on control positions due to the influence of governments on financial institutions and legislation imposed to control product and procedures.

SALARY SURVEY

ROLE	2009 PERMANENT SALARY PER ANNUM \$HK		
	1-4 yrs' exp	5-8 yrs' exp	8+ yrs' exp
Financial Control	\$400 – 500k	\$550 – 850k	\$900 – 1.2m+
Internal Audit/Risk	\$360 – 450k	\$500 – 800k	\$900 – 1.2m+
Accounting Policy	\$400 – 500k	\$550 – 850k	\$900 – 1.2m+
Compliance	\$400 – 600k	\$550 – 1.0m	\$900 – 1.3m+

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

CONTACT US

To discuss the finance roles in the banking sector or your general recruitment needs, please contact:

Matthew Bennett
Director

+852 2103 5335
matthew.bennett@robertwalters.com.hk

Christina Lau
Senior Consultant

+852 2103 5371
christina.lau@robertwalters.com.hk

Tanya Pooley
Consultant

+852 2103 5375
tanya.pooley@robertwalters.com.hk

Robert Walters Salary Survey 2009

Celebrating its tenth year in 2009, the Robert Walters Global Salary Survey provides insight into salary packages and the latest market trends across the banking sector.

To reserve a copy call **Matthew Bennett** on **+852 2103 5335** or **matthew.bennett@robertwalters.com.hk**

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HOT BANKING FINANCE CANDIDATES

A selection of our currently available banking finance professionals is included below. If you would like to discuss these candidates further, please contact **Christina Lau** on +852 2103 5371 or **Tanya Pooley** on +852 2103 5375.

COMPLIANCE OFFICER

\$1,300,000

This candidate has strong experience on compliance policies, surveillance and system controls. Her product exposure includes origination, capital markets, principle investments and private equity. Highly rated by the market, she is well presented and has excellent communication skills. She is a top tier individual who possesses a strong cultural awareness and is extremely qualified to add immediate value to any organisation.

AVP DERIVATIVES RISK MANAGEMENT

\$1,100,000

Educated in the US and Hong Kong, this CFA holder presents himself as a mature and professional candidate. With over five years' investment banking experience, he has worked with Asian corporate clients to customise derivatives based cash flow and liability hedging solutions. He has also been responsible for the transaction cycle which includes generating new solutions, preparing marketing documents and looking at internal controls.

SENIOR CHANGE MANAGER

\$1,000,000

This Australian CPA has at least 15 years' experience in the financial services industry and began his career within IT projects before joining a large European bank as their Head of Equities Change Management. His responsibilities have included front to back processing, operational risk management initiatives and global client code standardisations

AVP GROUP AUDIT

\$600,000

This candidate has been working as an Internal Auditor in the global markets division of a European investment bank for almost a year. Prior to that, he spent five years in one of the Big 4s, covering investment banking, retail banking, asset management, hedge fund and mutual fund. He has solid experience in treasury cycle and HKMA returns. He also dealt with SFC on compliance issues. This candidate speaks fluent English, Cantonese and Mandarin.

SENIOR ASSOCIATE OPERATIONAL RISK MANAGEMENT

\$400,000

This Australian educated candidate has been working in the banking industry for over three years. He is currently an Analyst in the operational risk division of a large European Bank. Prior to that, he spent more than a year in the research and development department of a Chinese bank. He comes across as confident and professional candidate with a well rounded education and solid work experience.

FINDING IT HARD TO SOURCE CONTRACT PROFESSIONALS FOR YOUR BUSINESS REQUIREMENTS?

WE HAVE THE ANSWERS FOR YOU.

In response to volatile market conditions and stringent cost control initiatives, contracting has become a popular staffing solution in Hong Kong. This is part of an overall resourcing strategy by multinationals to employ a flexible talent workforce. At Robert Walters, we have a large selection of high calibre candidates who are immediately available for contract assignments.

For more information or to discuss your temporary recruitment challenges, please contact **Matthew Bennett** on +852 2103 5335 or matthew.bennett@robertwalters.com.hk

Robert Walters is a leading, international recruitment consultancy placing high calibre professionals into permanent, contract and temporary positions at all levels of seniority. In Hong Kong we specialise in the accounting, banking & finance, business support, human resources, information technology, sales & marketing, supply chain, logistics & procurement sectors. With a developed network of offices spanning five continents, we work with leading financial institutions, multinational corporations, smaller enterprises, business start ups and the public sector.

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