

# ROBERT WALTERS TECHNOLOGY (BANKING) MARKET UPDATE QUARTER ONE 2009

## MARKET UPDATE

Although the first quarter of 2009 failed to bring with it clear signs of economic recovery, the good news is that a new market of highly-skilled, highly-flexible resources has emerged to provide firms with an alternative solution to current resourcing challenges.

As restructuring continues, new candidates enter the market on a weekly basis. Those remaining behind are facing increased work loads, being committed to project milestones and service level agreements that were defined when teams were resource rich.

Consequently, the demand for contract and temporary staff has started to increase. At the same time, the number of immediately available technology experts willing to consider contract terms has also grown.

The contracting market in Hong Kong has yet to develop the level of maturity seen in markets such as the UK and Australia, however, with shifting attitudes amongst the candidate pool and growing demand from organisations it is likely 2009 will prove to be the year Hong Kong embraced contracting.

In terms of permanent roles, those firms who have taken this opportunity to recruit with little competition for top talent have adopted agile, streamlined recruitment processes to ensure roles are filled before head count can be put on hold or cancelled.

With regards to bonuses, many candidates have been pleasantly surprised with higher than expected rewards. However, many of those same firms have adopted a deferred payment scheme, both as a retention strategy as well as a cost management technique. As such, it is unlikely that we will see the same post-bonus movement of 2007 and 2008.

## SALARY SURVEY TECHNOLOGY (CONTRACT)

Role	2009 Contract Rate Per Month \$HK
Programme Manager	\$70,000 - \$100,000
Project Manager	\$50,000 - \$90,000
Business Analyst	\$40,000 - \$80,000
Test Manager	\$40,000 - \$70,000
Database Administrator	\$40,000 - \$70,000
Developer	\$35,000 - \$60,000
Network/Systems Engineer	\$35,000 - \$50,000
Application Support Analyst	\$30,000 - \$50,000
Trade Floor Support	\$30,000 - \$50,000
Helpdesk Analyst	\$20,000 - \$30,000

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

## CONTACT US

To discuss the technology market or your general recruitment needs, please contact:

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### INTRODUCING TED HO – CONSULTANT, ROBERT WALTERS IT BANKING DIVISION

Originally from Glasgow, Scotland, Ted joined the Hong Kong office in 2008. He holds a bachelor's degree in Computational Physics from Heriot-Watt University where he gained valuable experience in areas of programming and general exposure in computer technology. Ted's expertise is the placement of candidates across all levels within the technology banking, insurance and asset management sectors.

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## HOT TECHNOLOGY CONTRACTORS

A selection of our immediately available technology professionals from the financial services sector is included below. If you would like to discuss these candidates further, please contact **Sommer Owens** on **+852 2103 5343**.

### BUSINESS ANALYST

**\$50,000 / month**

Having over 10 years' experience in the finance sector, this candidate's career has provided him with in depth knowledge of electronic trading for equity exchanges across the Asia Pacific region, specifically program trading for single-stock and basket trades. As a business analyst, this highly accomplished candidate has been essential to the delivery of a range of projects including OMS implementations, exchange connectivity and position keeping system upgrades. Demonstrating a high degree of confidence and possessing excellent communication skills, this candidate will perform well in any client facing role.

### C# DEVELOPER

**\$46,000 / month**

With more than 10 years' commercial IT experience, this excellent candidate has been working in support and analysis roles for the last five years. He moved from a contract position in cash equities with a European investment bank, to a permanent role supporting traders in a hedge fund. As technical lead, he designed and developed the portfolio valuation system from scratch and also trained new staff. This candidate is currently job hunting due to recent cutbacks.

### DEVELOPER/ APPLICATION SUPPORT ANALYST

**\$37,000 / month**

With more than three years' experience in a dual role of application support and development, this candidate has built up a detailed business and technical understanding of the Fidessa and FIX system infrastructure and Asia equity business trade flow. With excellent communication skills and a positive working attitude, she is keen to explore opportunities that can offer long term career prospects.

### C++ DEVELOPER

**\$35,000 / month**

Having five years' commercial experience in IT, this candidate has been working on-site at a multinational investment bank as a developer, carrying out FIX engine optimisation through the resolution of middleware issues. In addition to development, she was responsible for all integration, regression and performance testing in a complex, multi-tier environment. She is confident with both Java and C++ development. Please note, a work visa is required.

## 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 technology contract assignments.

For more information or to discuss your temporary recruitment challenges, please contact **Sommer Owens** at **+852 2103 5343** or **sommer.owens@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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