



# ROBERT WALTERS HUMAN RESOURCES & BUSINESS SUPPORT MARKET UPDATE QUARTER TWO 2009

## MARKET UPDATE

The human resources and business support markets have picked up, particularly towards the latter part of the quarter. However it remains to be seen if this is a function of the annual recruitment cycle - which traditionally sees the busiest period between the months of April and June; or if it is an effect of a larger recovery in the job market. Nonetheless, there is anecdotal evidence to suggest that there is increasing positive sentiment in the market place.

Within the human resources sector, there is an even distribution of vacancies across both generalist and specialist roles. However, the majority of positions are at junior to mid level, with very few director level positions. Interestingly, many financial services companies, including several investment banks, are starting to hire more human resources professionals, a relatively rare occurrence in the preceding two quarters. Some of these companies may still be in the process of making redundancies in specific areas of the business but are able to make key strategic hires where they are able to justify their decision, indicating that many of the stringent hiring restrictions implemented in late '08 or early '09 may have been lifted.

In business support, we have also seen a pick up in vacancies on the banking and finance side, particularly for senior secretaries to C-level directors. There is an increase in vacancies within investment banks, and several consumer and corporate banks which have been growing in the region have continued to hire. New hedge funds which moved into the market place have also been making key hires. Secretarial roles in the commerce sector however, remain relatively low.

Although there are a large number of job seekers, those who are currently in employment are reluctant to switch careers as they are concerned about job stability, and it is increasingly difficult to convince candidates to accept new job offers in these uncertain times. The problem is further compounded by the length of time companies take to make hiring decisions, with the recruitment process being protracted over several months and additional approvals being sought.

### RETAIN TOP PERFORMERS – HIRE A CONTRACTOR

Despite the many redundancies that have affected most organisations across Hong Kong, people who have remained employed are typically staff worth retaining. However, the detrimental impact of downsizing on these employees include a significant increase in workload; feelings of disenchantment with employers; loss of motivation due to uncertainty over the future of their role in the organisation; and a weakening of company culture.

How do contractors help? There are a number of benefits offered by contract resources. Firstly, after the initial ramp-up period contractors can significantly reduce the volume of work being managed by individuals. Secondly, contractors free up high performers to spend more time on strategic initiatives rather than routine tasks. Thirdly, the fact that senior management has invested in additional help sends a clear message to staff that their struggle has been noticed. Last but not least, contractors can provide a much needed lift to morale by bringing fresh ideas into the team.

Hence by utilising contract staff, firms can emerge from the current resource dilemma with a stronger company culture and ideally retain their top performers.

## CONTACT US

To discuss the human resources and business support market or your general recruitment needs, please contact:

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**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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## HOT HR & BUSINESS SUPPORT CANDIDATES

A selection of our immediately available HR and business support professionals is included below. If you would like to discuss these candidates further, please contact **Vincent Romano** on +852 2103 5336 or **Genevieve Wong** on +852 2103 5360 or **Cecilia Yeung** on +852 2103 5373.

### CONTRACT

#### C&B MANAGER

**\$720,000**

This personable candidate is a strong senior HR specialist who has experience within payroll and employee relations. A high flyer with good communication skills, she has a solid investment banking background and has developed her expertise in HR with the same investment bank throughout her entire career. Previously, she used to lead a team of three to four staff, focusing on C&B and employee relations for the North Asia Region. Now available immediately due to a redundancy exercise, she is open to both contract and permanent positions.

#### EXECUTIVE ASSISTANT

**\$540,000**

This candidate is a professional Executive Assistant with eight years' experience in the banking and finance industry. She has assisted senior level executives such as the CEO and Chairman, and supported both expat and local executives. She speaks excellent English, Cantonese and Mandarin and is able to type in traditional Chinese and English.

#### EXECUTIVE SECRETARY

**\$480,000**

This candidate is a polished and focused Executive Secretary with over 10 years' experience in the banking and commercial industry. This professional lady has supported up to 10 managers previously in multinational companies. She can type in both Chinese and English and has advanced PC skills. She has a positive attitude and is fluent in Cantonese and English. Now available immediately, she is open to both contract and permanent positions.

### PERM

#### HR GENERALIST

**\$500,000**

This trilingual HR generalist with eight years' experience is currently with a well known international FMCG company. She has been with the company for four years during which she has moved up from HR Officer to Assistant HR Manager. She now wears two hats, doubling as HR Manager for Hong Kong and Organisational Development specialist for the Greater China region. She has good communication and presentation skills and presents herself as someone who can be relied upon to deliver effective results. She is ready to move on and is actively seeking out new opportunities which can take her career to the next level.

#### HR PROJECTS MANAGER

**\$540,000**

This candidate is an Australian-Japanese girl who speaks native English and Japanese. She has been involved in strategic HR projects in Sydney and Hong Kong, and has experience in global initiatives, legal and compliance, and employee relations operations. In Hong Kong, she has been involved in due diligence projects and L&D functions for an international bank. This candidate is available immediately and will require a work visa.

## 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 HR and business support contract assignments.

For more information or to discuss your temporary recruitment challenges, please contact **Carly Adams** at +852 2103 5361 or [carly.adams@robertwalters.com.hk](mailto:carly.adams@robertwalters.com.hk)

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