



# ROBERT WALTERS SALES & MARKETING MARKET UPDATE QUARTER TWO 2009

## IT & TELECOMMUNICATIONS MARKET UPDATE

Quarter 2 started with an upbeat outlook of the Hong Kong job market as local and US authorities released positive news on hiring activities, employment figures and a recovering stock market. IT&T companies started hiring again to fill the openings they had planned for last year.

The hiring needs for sales and marketing professionals in the IT and telecommunications sector focused primarily on replacement hires, rather than increasing headcount. Although some companies in Hong Kong were still facing headcount freezes, there was still hiring due to expansion in emerging markets such as China and India.

Due to the global financial crisis, IT software and application vendors within the banking and finance sector experienced a slowdown in hiring. Headcount restrictions were still in place, although some niche openings which require special management approval have emerged over the last quarter.

We expect established IT companies will continue to approach the recruitment market with caution in the second half of 2009. However, new companies looking to expand their operations in Asia Pacific will increase headcount in order to retain control over their sales activities.

### 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 sales & marketing roles in the technology sector 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 SALES & MARKETING CANDIDATES

A selection of our currently available sales & marketing professionals in the technology sector is included below. If you would like to discuss these candidates further, please contact **Hilly Dannaoui** on **+852 2103 5333** or **James Fok** on **+852 2103 5341**.

### SALES DIRECTOR

**\$1,500,000**

Fluent in English and Chinese, this candidate has more than 10 years' sales experience in the telecommunications industry where he leads a small team covering the Hong Kong market, focusing mainly on multinational corporations. This intelligent and mature sales professional has a proven track record in sales, and experience selling to global multinationals with significant presence across Asia.

### REGIONAL SALES DIRECTOR

**\$1,500,000**

Having worked in a senior sales management role and as a business development executive in a few multi-national financial data companies, this candidate has more than 15 years' sales and management experience within the financial data industry. This seasoned, business-savvy candidate also has a proven track record in developing new businesses from scratch and is well-connected with the banking & financial services industry in the region.

### SENIOR BUSINESS DEVELOPMENT MANAGER

**\$1,200,000**

This overseas educated MBA candidate is a seasoned business development professional with over 12 years' hi-tech industry experience. With a background working for a leading software vendor, her overseas experience includes the UK, Japan and Greater China. A confident and assured candidate, she is fluent in English, Cantonese and Mandarin.

### SENIOR SALES MANAGER

**\$1,000,000**

This internationally educated candidate is highly aggressive, outgoing and has an excellent understanding of telecom products. With over eight years' account management experience in a leading global telecommunications carrier, this seasoned sales manager consistently meets her revenue targets. She has a strong network with both wholesale and corporate businesses in the global environment, and is currently looking for a new challenge.

## 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 sales & marketing contract assignments.

For more information or to discuss your temporary recruitment challenges, please contact the Contract Division Manager **Sommer Owens** on **+852 2103 5343** or **sommer.owens@robertwalters.com.hk**

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