



# ROBERT WALTERS SUPPLY CHAIN, LOGISTICS & PROCUREMENT MARKET UPDATE QUARTER ONE 2009

## MARKET UPDATE

Hiring activity for supply chain related roles in the first quarter has been at the lowest levels for a number of years. This was coupled with numerous companies making between 5% to 15% of their workforces redundant, and several complete closures. However, there was a definite trend of hiring increasing post Chinese New Year. The number of candidates out of work has increased markedly at junior to mid management levels. At senior levels, whilst there has been an increase, it doesn't appear to be dramatic at this stage. Many international companies have announced that there will be no salary increases this year, and many have been instructed by head office to freeze all hiring unless business critical. Whilst it could be expected that the dramatic change in economic conditions since last year would result in a much stronger pool of qualified candidates on the market, in general this hasn't occurred for a number of reasons. Top tier candidates are being much more cautious in any move, candidates getting made redundant tend to be ones that were not meeting expectations, and top performers are being more closely monitored and supported.

The strongest trend we have noticed is that many companies are using this period to re-evaluate their current structures and headcounts, and seeing it as an opportunity to bring in a higher level of talent in place of non performers, or simply to cull poor performers. Whilst traditionally Hong Kong has not offered a lot of contract & interim positions for professionals, this is slowly starting to change as companies see the benefits of a more flexible workforce, and candidates are more willing to accept shorter term assignments.

Sourcing and trading offices have seen somewhat of a shakeup, following the mixed performance of retailers and brands. The number of unemployed merchandisers has grown dramatically, and a number of companies are currently reviewing their operational structures with a view to making further changes. Trading companies and buying agents face the most uncertainty as their principals re-evaluate sourcing strategy. The hiring we have seen has been mainly for mid-level sourcing management candidates with very specific category experience, and a continuation of demand for mid to senior level quality management professionals, generally to replace existing staff. Manufacturing has probably been amongst the hardest hit by slumping consumer and industrial demand, with some sectors such as chemicals and suppliers to the automotive industry being particularly affected. The one area within this sector we have seen a growing demand for is for candidates with specific business and process improvement implementation experience. The 3PL and shipping industry continues to be very quiet with the only real roles being recruited those for very niche positions such as critical key account managers, and experts within WMS and distribution systems.

Attempting to forecast what is ahead for the next quarter and beyond is very difficult as most companies are not speculating as to how much further economic conditions may deteriorate. General sentiment is that it is hard to see things improving markedly until 2010. What was apparent from meeting with numerous industry players was that companies are preparing to react quickly to further economic changes, whether that be by hiring, or firing.

## CONTACT US

To discuss the supply chain, logistics & procurement market or your general recruitment needs, please contact:

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### **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 supply chain sector. To reserve a copy call **Anthony Modrich** at **+852 2103 5346** or **anthony.modrich@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.

# ROBERT WALTERS

## SUPPLY CHAIN, LOGISTICS & PROCUREMENT

ROLE	2009 PERMANENT SALARY PER ANNUM \$HK
General Merchandising Manager/Merchandising Director (10+ yrs' exp)	\$1.0 – 1.6m
Category/Merchandising Manager (7+ yrs' exp)	\$500 – 800k
Product Manager/Senior Merchandiser (4+ yrs' exp)	\$350 – 450k
Senior Procurement Manager (7+ yrs' exp)	\$800 – 1.1m
Supply Chain Manager (7+ yrs' exp)	\$650 – 900k
Senior Supply Chain Planner/Analyst/Project Lead (5+ yrs' exp)	\$450 – 700k
Logistics Manager (7+ yrs' exp)	\$400 – 700k
Quality Assurance Manager (7+ yrs' exp)	\$500 – 700k
Supplier Quality Manager (7+ yrs' exp)	\$500 – 600k
Compliance Manager (7+ yrs' exp)	\$400 – 580k

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

A selection of our currently available supply chain, logistics & procurement professionals is included below. If you would like to discuss these candidates further, please contact **Anthony Modrich** on **+852 2103 5346** or **Bonnie Chan** on **+852 2103 5376**.

### GLOBAL SOURCING MANAGER

**\$1,800,000**

This MBA-educated candidate set up and now manages the Hong Kong based global direct sourcing office for a US-based retail group. Covering a wide product range including hardlines and apparel, the office has grown to over 50 staff including the Shanghai representative office. This candidate is a US citizen with native Mandarin language skills and is now seeking a new Hong Kong or China based role.

### SUPPLY CHAIN DIRECTOR

**\$1,000,000**

MBA qualified from the UK, this candidate has worked across FMCG, industrial and high technology industries. An accomplished leader who currently heads the large Asian supply chain team for a multinational company. This multilingual candidate has demonstrable success in managing projects across all facets of the supply chain, as well as leading strategy and development for the China supply chain operations.

### REGIONAL BUSINESS PROCESS MANAGER

**\$900,000**

This US educated trilingual candidate has worked across numerous industries in both a consulting and in-house capacity. He is currently in a regional role overseeing the business process improvement and quality management teams for a European multinational. Experienced in Lean, Six Sigma, BPR, a range of ERP systems and different project management methodologies.

### QUALITY ASSURANCE MANAGER

**\$650,000**

This Masters educated senior quality professional has worked across numerous product categories covering both hard and soft lines. He has worked for retailers, brands and most recently for a global luxury goods company. Good staff management experience, and also covers CSR and EHS matters. Good knowledge of setting up QA systems. He is seeking a head of quality role that offers the opportunity to manage a sizable team, or a start up.

### SOURCING MANAGER

**\$650,000**

This trilingual candidate has over 10 years' sourcing experience in Asia for US multinationals across various product categories. Initially from an engineering background, this candidate has moved from a technical sourcing role to a leadership position, heading up the Asian strategic sourcing team for a well-known retail brand. The candidate is now looking for a similar role in an international company with operations in Hong Kong or China.

### REGIONAL LOGISTICS MANAGER

**\$550,000**

This candidate has extensive vendor management experience with 3PL's; has project managed a SAP implementation across APAC and leads a regional team of supply chain analysts and support staff. Regional experience was gained managing both strategy and operations for a well known US multinational including extensive time abroad. Trilingual, this candidate has excellent presentation and communication skills.