



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

MARKET UPDATE

There have been a number of signs indicating the beginning of a recovery in the job market, including fewer redundancies, a number of new operations being established in Hong Kong, and hiring freezes gradually being eased. However, hiring activity in the second quarter for supply chain related roles remained at a low level, although it was up slightly when compared with the previous six months. Salary levels have been noticeably affected as many companies offer candidates significantly reduced base salaries, particularly if they have been out of work. We have also noticed a number of candidates accepting positions out of necessity; many of whom are not committed for the long term and remain active in the market whilst in employment, and will most likely leave when a better opportunity arises. Top tier candidates appeared slightly more open when considering any potential move but were generally still in short supply for many job openings. Although hiring processes remained lengthy in many cases, some companies have started displaying a greater sense of urgency, both when hiring replacement roles and new headcounts.

Sourcing and trading offices appear to have stabilised, judging from significantly fewer redundancies being evident. High level supply chain planners are in some demand as companies look to drive process efficiencies to greater levels. Apparel sourcing & development candidates with very specific product knowledge, and candidates who have experience in improving quality management systems business wide, are also sought after.

The manufacturing sector remained relatively quiet. However, a number of companies which have previously implemented wide redundancy programmes have also been actively hiring as they look for less costly replacements, or candidates with different skill sets. The logistics and shipping industry remained depressed although a few new roles did emerge late in the quarter, indicating that the worst is probably over. Senior corporate procurement and supply chain roles are still relatively scarce, although there were some newly created positions in the last few weeks of Q2.

Although many companies have returned to a 'business as usual' status, they are still uncertain of what lies ahead in the short term. This uncertainty may result in new hiring remaining limited for the remainder of 2009.

CONTACT US

To discuss the supply chain, logistics & procurement 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 SUPPLY CHAIN, LOGISTICS & PROCUREMENT CANDIDATES

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**.

HEAD OF PROCUREMENT, APAC

\$1,700,000

This US-educated professional who has extensive experience in the China market leads all strategic procurement efforts for a renowned FORTUNE 100 company across the region. A trilingual candidate, he has transformed the company from a reactive tactical purchasing culture to one that is now regarded as an industry model case study for developing strategic indirect procurement within a complex organisation.

MERCHANDISING DIRECTOR – HARD LINES

\$1,200,000

This Canadian-educated candidate leads all hard lines sourcing for a well known FORTUNE 100 company. He has demonstrated success in building and leading a large team across Asia. He has also developed and executed an integrated sourcing strategy, and managed many major projects. The candidate has shown consistent career progression with his current company over the last seven years and has now decided to look for a new role that can offer bigger responsibilities and a new challenge.

REGIONAL SUPPLY CHAIN MANAGER

\$700,000

MBA educated in the UK, this candidate has worked across FMCG, industrial and high tech industries. An accomplished leader, this candidate currently heads the large Asian Supply Chain team for an MNC. He is multilingual and has demonstrable success managing projects across all facets of the supply chain. This high performer has also successfully led strategy and development for the company's China Supply Chain operations.

SENIOR QA MANAGER

\$600,000

This energetic and talented young quality manager with a strong engineering background is currently working for a consumer electronics company in Hong Kong. Having spent nearly 10 years in the industry, this Six Sigma qualified candidate has a proven track record in improving productivity and process flow by applying lean manufacturing philosophy. He has also developed the people skills and operational experience to manage and drive a regional team.

MERCHANDISE MANAGER (APPAREL)

\$500,000

This UK-educated, trilingual candidate has 10 years' experience in the apparel and textile industry sourcing for both US & EU markets. The candidate is suitable for positions requiring a wide knowledge of China based vendors with a strong ability to lead a merchandising team.

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 **Anthony Modrich** at **+852 2103 5346** or **anthony.modrich@robertwalters.com.hk**

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