

ROBERT WALTERS TECHNOLOGY (BANKING) MARKET UPDATE QUARTER TWO 2009

MARKET UPDATE

With early signs of improvement emerging from the global economy, the second quarter of 2009 has seen an end to substantial restructuring by the majority of firms in the banking sector. While organisations undergoing mergers or divestitures are still reconciling resource plans, the volume of new candidates entering the market as a result of redundancy has slowed significantly.

On the demand side, companies have continued to utilise contractors as a way of alleviating pressure on depleted teams. Firms are viewing contractors as a practical retention strategy for key staff. By providing additional support to high performers, there is less risk that valued team members will become burnt out and also frees up their time to work on more interesting projects, thereby adding to job satisfaction.

Selective permanent recruitment has been taking place, predominantly amongst firms that are looking to raise the level of skills and experience in the organisation while maintaining their net headcount position. Salary levels have been holding steady.

With the supply of candidates continuing to outweigh demand, a trend has emerged amongst technology candidates from the banking sector, to broaden their job search to other industries. This change in candidate sentiment has been well received, especially by companies in the professional services, software vendor and public sectors.

In general, the view of the recruitment market is optimistic but remains conservative. Many managers are formulating recruitment plans in preparation of anticipated headcount. The big question is - when will that headcount be released?

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	\$40,000 - \$70,000
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:

**Sommer Owens
Manager**

+852 2103 5343
sommer.owens@robertwalters.com.hk

**Cleo Guilford
Consultant**

+852 2103 5306
cleo.guilford@robertwalters.com.hk

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HOT TECHNOLOGY CONTRACTORS

A selection of our 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** or **Cleo Guilford** on **+852 2103 5306**.

TRADE FLOOR SUPPORT (CONTRACTOR) IMMEDIATELY AVAILABLE

\$30,000 PER MONTH

Charming candidate with extensive experience providing trade floor and desktop support gained across a wide range of organisations in Australia as well as Hong Kong. Her previous assignments included working in the banking sector and as such, she has the necessary experience to perform well in a dynamic trading environment, while her current contract is with a buy-side. With this project drawing to a close, this skilled professional is now seeking a contract or permanent assignment that will utilise her technical knowledge and problem solving skills.

JAVA DEVELOPER (CONTRACTOR) IMMEDIATELY AVAILABLE

\$40,000 PER MONTH

Highly experienced Java developer with proven team lead abilities and technical strengths across core Java, J2EE, Weblogic and Websphere. For the past three years he has been working on a range of front office applications for a global wealth management platform upgrade. He has a solid understanding of the business processes surrounding securities trading across front and middle office. Due to a corporate restructure, this talented developer is now immediately available and actively seeking both permanent and contract opportunities.

VBA DEVELOPER IMMEDIATELY AVAILABLE

\$480,000 PER ANNUM

A Computer Science Master's degree holder with two and a half years' front office experience developing and maintaining trading systems, spreadsheets and pricing models for Equity Derivatives products using VBA and C++. With experience gained from a high level of interaction with users across front to back office including traders, product structurers and operational staff, this high energy and professionally presented junior candidate will be able to transition well into any dynamic working environment.

OMS DEVELOPER AVAILABLE 1ST OF AUGUST

\$600,000 PER ANNUM

A senior developer with over nine years' C++ development experience, with approximately seven years' gained in the financial services sector. He currently develops and maintains the Cash Equities trading platform and associated applications for a global investment bank, using a variety of technologies including Java, C++, C#, UNIX, SQL Server and Oracle Databases. This highly confident candidate displays a strong work ethic and competency in all facets of the SDLC.

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 the Contract Division Manager **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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