

ROBERT WALTERS IT & TELECOM INDUSTRY MARKET UPDATE QUARTER ONE 2009

The year started with negative perceptions of the Hong Kong job market, shown by local news of business closures and the global financial crisis. For Hong Kong, January 2009 had little new job openings, mainly due to the holidays sandwiching last year's Christmas and Chinese New Year. Also, companies with business ties to USA or Europe waited for the 2008 quarter four consumer data, and especially the Christmas sales turnover.

Fortunately, both global and local governments started spending to stimulate the economy and companies in Hong Kong started to recruit aggressively in February. Unless it is a key function, organisations will fill their projects as contract job opportunities to reduce permanent headcount staff. Firm involved in manufacturing, logistics, pharmaceuticals and petrochemical sectors move toward outsourcing non-core IT functions.

The retail sector is getting more agile to react to changing market forces accurately and quickly. CRM (Customer Relationship Management) solutions help retailers to identify and cultivate loyalty with high-value customers. IT professionals with CRM, data analytics and retail business process can analyse customer behaviour and deliver an improved shopping experience to customers. Increased customer demand will see jobs in IT infrastructure, content (video streaming) management and interactive user experience area.

There is still a stable demand of revenue-generate position such as Sales and business development. IT & Telecom companies still has hiring needs for replacements or even new headcount due.

Quoted from the IDC's *Asia-Pacific Quarterly Enterprise Server Tracker*, it indicates a 4.6% year-on-year decline in server shipments for Q4 2008, marking the first drop since 2002, or after 25 consecutive quarters of growth. Experts said with the downturn, there will be a greater demand for outsourcing as companies strive to cut costs. The data centre players (data centre providers, telecom carriers and systems integrators) will improve existing data centres facilities to support regional customer operations needs. Companies will look for candidates with experience in vendor, contract and relationship management, when recruiting mid- to senior-level IT professionals in 2009.

There is an increase in SOX compliance / IT audit, help desk / technical support and IT infrastructure networking overall. There is also continued strong demand for candidates with experience in project management, service delivery, business analysis, network implementation and infrastructure consolidation in 2009.

SALARY SURVEY

ROLE	2009 PERMANENT SALARY PER ANNUM \$HK
Sales Director	\$900k+
Sales Manager	\$600 – 800k
Business Development Director	\$900k+
Business Development Manager	\$500 – 800k
Marketing Director	\$600 – 800k+
Marketing Manager	\$400 – 700k
Product Marketing Director	\$800 – 1.0m+
Product Marketing Manager	\$500 – 800k
Product Director	\$800 – 1.0m+
Product Manager	\$500 – 800k

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

CONTACT US

To discuss your general recruitment needs in the IT and telecom industry, 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 technology sector. To reserve a copy call **Nicole Lui** on **+852 2103 5344** or **nicole.lui@robertwalters.com.hk**

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HOT CANDIDATES IN THE IT & TELECOM INDUSTRY

A selection of our currently available professionals in the IT and telecom sector is included below. If you would like to discuss these candidates further, please contact **Daniel Cheah** on **+852 2103 5329** or **Hilly Dannaoui** on **+852 2103 5333**.

HEAD OF SALES

\$2,000,000

This passionate senior professional has as an excellent track record in managing the sales functions of leading multinationals within the financial services in Asia who possess outstanding strategic and people management capabilities. Recently working for the professional services unit of a leading provider of data analytics, he has P&L accountability for its Japan business and he leads a team with 20 sales, relationship management, client service and advisory professionals. He is also responsible for the directed international and Asia-based support for delivering professional services, data, research and risk modelling projects totalling US\$25 million in annual sales.

SECURITY SOLUTIONS DIRECTOR, ASIA PACIFIC

\$1,250,000

This security solutions expert has more than 15 years' experience in information security. He is equipped with in-depth knowledge in broad range of security technologies including network security, application vulnerabilities, ethical hacking, access control, service provider security and security operations. He has skills that combine technical expertise with good commercial acumen and has worked with high profile customers across Asia. This candidate has strong presentation and communication skills, and is fluent in English, Cantonese and Mandarin.

REGIONAL SALES MANAGER

\$800,000

This overseas educated candidate is currently working for a leading international networking vendor and is now seeking a new and challenging opportunity. With responsibilities for Hong Kong, China and Korea, this candidate has over eight years' experience within the financial services, telecommunications and government sectors in a number of different roles. With an impressive sales track record, this candidate will potentially be a valuable asset to any business.

REGIONAL SAP PROJECT LEAD & QA

\$700,000

This top-tier candidate has seven years' SAP R/3 enterprise resource planning and business process re-engineering project experience. She was the Lead SCM Consultant in over 10 full cycle SAP project implementations for both domestic and multinational companies in the retail and supply chain industries. Experienced in SAP ASAP implementation methodology, ABAP workbench, SAPscript, LSMW, BAPI, BADI, ALE, IDOC, RF (Mobile Data Entry). She is also fluent in SAP material and management (MM), sales and distribution (SD), services management (SM), financial accounting and controlling (FICO), retail solution (IS-Retail), business information warehouse (BW) and best practices (SBP). She is an expert in SAP supply chain management and retail industry solution, and understands customers' needs from a business perspective. She speaks fluent English, Cantonese and Mandarin.

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 **Sommer Owens** on **+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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