

SOUTHERN CHINA MARKET UPDATE 2016



AT A GLANCE SOUTHERN CHINA

“ STRONG CANDIDATES REMAIN HIGHLY SOUGHT AFTER AS ORGANISATIONS IN SOUTHERN CHINA LOOK TO UPSKILL THEIR TEAMS TO STAY COMPETITIVE IN THE MARKET.”



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The ability to adapt and react to changing market landscape and business demands are highly sought after by companies across sectors

SOUTHERN CHINA OVERVIEW

As a global manufacturing hub, the recruitment market in Southern China was somewhat impacted by the slowdown in the country's import and export trading in 2015. However, there were still pockets of growth driven by the need from organisations to upskill their teams to maintain their competitiveness in the market. Technology companies and high-end manufacturers were also less affected by the economic slowdown, thanks to the continued transformation of the Chinese economy to one that is led by innovation and consumption which puts a growing emphasis on technological developments.

In 2016, we anticipate stable hiring levels with demands mainly driven by replacement and strategic hiring. As the manufacturing sector continues to shift away from mass production to one that produces more varied goods in smaller quantity, companies will seek talent with more advanced skill sets to help diversify their product offerings and increase profit margins. As the market landscape continues to evolve, professionals who are adaptive and can react to changes in the market quickly will be highly sought after by companies across sectors.

Due to a slowing economy, professionals will be less likely to command significant salary increases in 2016. Some are willing to accept the same salary to move to a more promising company or position. However, strong candidates with in-demand skill sets may still be able to receive increments as high as 20-30% when switching jobs. In areas where talent shortages are acute, employers might consider professionals from Hong Kong, Taiwan and Southeast Asia to fill the positions.

As professionals place increasing emphasis on the growth potential and job security of a role and the business, hiring managers should be aware of the macro economic situation and their company's positioning in the market. This will help them identify and recruit the talent that are most suitable for the organisation's growth plans, as well as formulate effective retention strategies that clearly address their employees' career goals and motivations.

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ACCOUNTING & FINANCE

As achieving cost efficiency remains a key focus for companies in Southern China, accounting and finance professionals with experience in cost control and internal audit will be most in demand in 2016. Commercial acumen and financial planning & analysis are also sought-after skill sets, as organisations increasingly look for candidates who can approach issues from a commercial perspective and help steer the strategic direction of the business.

SUPPLY CHAIN

In the supply chain function, quality assurance and control candidates will be in high demand as companies seek to move away from low-end manufacturing and enhance their product quality. Professionals with in-depth understanding of overall supply chain management will also be sought for their ability to help identify areas of cost saving. Apart

from technical skills, hiring managers will also look for professionals with good English communication skills and leadership qualities as succession planning is an emerging priority for many companies.

ENGINEERING & OPERATIONS

Product development is high on the agenda for manufacturers as they aim to increase their profit margins by developing more diverse and high-quality product offerings. As a result, engineering and research and development (R&D) specialists with solid technical backgrounds will remain highly sought after, particularly those who have experience working overseas in hi-tech companies. Due to the promising growth of technology, telecommunications and consumer electronics businesses in the region, electronics, electrical and mechanical are in particular talent-short areas where hiring managers are more open to bringing in professionals from Hong Kong, Taiwan and Southeast Asia.

ACCOUNTING & FINANCE SALARY TABLE

ROLE	PERMANENT SALARY PER ANNUM (¥)	
	2015	2016
Head of Finance	1.0 - 2.5m	1.1 - 2.6m
Finance Director	700k - 1.0m	750k - 1.1m
Plant Financial Controller	350 - 650k	350 - 750k
Senior Finance Manager	400 - 750k	400 - 800k
Finance Manager	300 - 450k	320 - 500k

SUPPLY CHAIN SALARY TABLE

ROLE	PERMANENT SALARY PER ANNUM (¥)	
	2015	2016
Supply Chain Director	700k - 1.2m	800k - 1.4m
Supply Chain Manager	400 - 550k	400 - 600k
Sourcing Director	700k - 1.2m	800k - 1.2m
Sourcing Manager	400 - 550k	400 - 500k
Quality Director	800k - 1.4m	850k - 1.5m
Quality Manager	400 - 550k	450 - 600k
Logistics Manager	350 - 450k	300 - 400k

ENGINEERING & OPERATIONS SALARY TABLE

ROLE	PERMANENT SALARY PER ANNUM (¥)	
	2015	2016
Managing Director	1.3 - 2.0m	1.3 - 1.8m
Operations Director/Plant General Manager	850k - 1.5m	800k - 1.4m
Plant Manager/Factory General Manager	600k - 1.0m	600 - 850k
Engineering Director	600 - 800k	600 - 800k
Project Manager	350 - 550k	350 - 500k
Operations Manager	400 - 550k	400 - 600k
Manufacturing Engineering Manager	350 - 450k	350 - 450k

NB: Figures are basic exclusive of benefits and bonuses unless otherwise specified