

# 2015 MARKET UPDATE

## +20%

Average salary increment for professionals switching jobs



Software engineers and developers experienced in developing mobile applications highly sought-after



Growth of internet finance drove the demand for data professionals and internet security specialists

## AT A GLANCE INFORMATION TECHNOLOGY

**“IT PROFESSIONALS WILL REMAIN IN STRONG DEMAND WITH THE GOVERNMENT’S ‘INTERNET PLUS’ STRATEGY AND AN INCREASINGLY NUMBER OF TECHNOLOGY START-UPS IN THE COUNTRY. COMPANIES SHOULD EMPHASISE FACTORS SUCH AS GROWTH POTENTIAL OF THE BUSINESS AND CAREER PROGRESSION OPPORTUNITIES IN ORDER TO ATTRACT AND RETAIN TOP TALENT.”**

The IT recruitment market was buoyant in the first half of 2015, with a majority of positions being new headcounts. The government introduced the ‘Internet Plus’ strategy to encourage the integration of internet technologies with manufacturing and business to drive economic growth. There was also an increasing number of local and foreign, technology-focused start-ups and these favourable conditions fuelled the demand for IT professionals.

As the Internet sector continued to mature, companies sought product and operations managers with expertise in user experience to develop better products and improve the workflow of the systems and platforms. There was also a high demand for software engineers with experience in android and iOS systems, as well as developers with PHP and Python knowledge to create mobile applications.

Internet finance was another growth area, with more commercial companies offering financial services and banks expanding their product offerings online. As more transactions and trading were done online, financial services firms saw the opportunity in developing and using big data. This drove the demand for data specialists who

could perform quantitative analysis with the data collected. Internet security experts were also highly sought-after as organisations had to ensure sufficient protection of data and compliance with regulatory rules.

We anticipate these trends to continue throughout the rest of 2015, and the recruitment market will likely become more competitive. As areas such as Internet finance are relatively new, there is a limited supply of talent with the required skill sets and experience. Hiring managers would have to be flexible and focus more on the potential of the candidates instead of their background.

In this talent-short market, job movers will likely command salary increments of 20% and many start-ups often include stock options as part of the remuneration package. With a wide range of options available to them, high-calibre professionals are looking beyond monetary factors when deciding on their next career move. It is important for hiring managers to emphasise factors such as growth potential of the business and career progression opportunities in order to attract and retain top talent.

## ABOUT ROBERT WALTERS

Robert Walters is one of the world's leading specialist professional recruitment consultancies with offices spanning 24 countries and regions.

In China, we specialise in placing high-calibre professionals on a permanent basis in:

- Accounting & Finance
- Banking & Financial Services
- Human Resources
- Information Technology
- Operations & Manufacturing
- Sales & Marketing
- Supply Chain & Quality Management

## SALARY TABLE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)
<b>Management</b>	
Regional IT Director	1.0 - 1.8m
Regional SAP Director	1.0 - 1.9m
Application Director	500k - 1.3m
Consulting Director	450k - 1.2m
IT Security Director	550k - 1.0m
<b>PMO</b>	
IT Advisor	450 - 650k
Commercial Systems Manager	380 - 700k
IT Security Manager	350 - 450k
Project Management Officer	300 - 600k
Service Manager	300 - 500k
Software Development Manager	300 - 500k
IT System Process Owner	300 - 500k
Application Manager	300 - 600k
BI Manager	250 - 500k
IT Auditor	250 - 600k
<b>ERP</b>	
SAP Manager	400 - 700k
SAP Consultant	230 - 500k
Business Analyst	220 - 600k
IT Consultant	250 - 800k
<b>Infrastructure</b>	
Senior Infrastructure Manager	400 - 900k
Data Centre Manager	350 - 550k
Infrastructure Manager	210 - 420k
Help Desk Support	120 - 250k
<b>Development</b>	
Software Architect	400k - 1.3m
Senior Software Developer	250 - 500k
UI Designer	180 - 350k
<b>Internet</b>	
Front-End Developer	100 - 300k
Mobile Developer	120 - 400k
Algorithm Lead	400 - 700k
Data Statistics	200 - 500k
Product Manager	150 - 400k

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

## CONTACT US

Please get in touch to discuss your recruitment needs.



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The Robert Walters 2015 Global Salary Survey, now in its 16th year, offers a full report on the latest salaries and market trends across the globe. Compiled on an annual basis, the Robert Walters Global Salary Survey is recognised as one of the most comprehensive and highest quality surveys in the market.

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