

# 2015 MARKET UPDATE

## +15%

Average salary increment for candidates moving jobs



Increased hiring from foreign SMEs due to their flexibility in making changes



Professionals with a solid engineering background in high demand as organisations sought to enhance product quality

## AT A GLANCE SUPPLY CHAIN & OPERATIONS

**“AS MORE ORGANISATIONS SOUGHT TO ACHIEVE COST EFFICIENCY BY CONSOLIDATING THEIR RESOURCES, THERE WAS AN INCREASE IN REGIONAL-LEVEL QUALITY, SOURCING AND PURCHASING POSITIONS. MORE COMPANIES ALSO HIRED FUNCTION HEADS TO CENTRALISE FUNCTIONS THAT WERE ORIGINALLY SPREAD OUT IN DIFFERENT PLANTS.”**

There was a strong demand for supply chain and operations professionals in the first half of 2015. Although large corporates were relatively conservative in their recruitment activity due to the uncertainty in the global economy, automotive companies and parts suppliers remained active in hiring as the sector experienced continued growth. We also saw increased hiring from foreign small and medium-sized enterprises (SMEs) as these companies were more flexible in making changes to position themselves for growth in a rapidly-developing market.

As organisations sought to achieve cost efficiency by consolidating their resources, there was an increase in regional-level quality and purchasing positions. China's position as a global sourcing centre also created more global sourcing roles, as more companies established sourcing centres of excellence to review their existing supplier portfolios and realign supply sources of different regions to save on cost. We saw a similar trend in the operations space and companies hired function heads – such as plant managers and operations managers – to centralise functions that were originally spread out in different plants.

With the rising operating cost in China, organisations also shifted their focus to producing quality products that were less labour-intensive. This drove the demand for R&D specialists with a solid engineering background.

Professionals with experience in the area of electrical and hybrid vehicles were particularly sought-after to cope with the increased consumer demand for such environmentally friendly vehicles. Some companies sold their plastic parts business unit to invest in the electronic component business in view of its promising growth potential.

We anticipate similar hiring trends throughout the rest of the year, with technically-strong supply chain and operations professionals in particular demand as companies continue to upgrade their products. More plants will also automate their production lines by using robots and will require automation managers with strong product knowledge to design automation processes.

As the job market will remain active, candidates moving jobs will likely command salary increments of 10-20%. However, professionals are becoming more selective in choosing their employers and will consider factors such as career progression opportunities, as well as the product offerings and profitability of the business. It is important for hiring managers to highlight these aspects during the recruitment process in order to attract and secure their desired talent.

## ABOUT ROBERT WALTERS

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- Human Resources
- Information Technology
- Operations & Manufacturing
- Sales & Marketing
- Supply Chain & Quality Management

## CONTACT US

Please get in touch to discuss your recruitment needs.



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## SUZHOU SALARY TABLE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)
<b>Engineering</b>	
R&D Director	800k - 1.6m
Engineering Director	600k - 1.3m
R&D Manager	500 - 650k
Engineering Manager	450 - 650k
Project Manager	250 - 500k
ME Engineer	150 - 300k
<b>Operations &amp; Lean</b>	
General Manager	1.0 - 2.0m
Regional Operations Director	1.0 - 1.5m
Regional Lean Director	900k - 1.2m
Plant Manager	500 - 800k
Production Manager	250 - 400k
Production Manager - Chemical	300 - 500k
<b>Quality &amp; EHS</b>	
Regional Quality Director	700k - 1.5m
Regional RA & QA Director	800k - 1.5m
EHS Manager	300 - 600k
SQE Manager	300 - 500k
Quality Manager	300 - 550k
Customer Quality Manager	250 - 400k
<b>Supply Chain Management &amp; Procurement</b>	
Supply Chain VP	1.5 - 2.0m
Supply Chain Director	700k - 1.1m
Global Commodity Director	500 - 750k
Supply Chain Manager	350 - 600k

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

## SHANGHAI SALARY TABLE

ROLE	PERMANENT SALARY PER ANNUM CNY (¥)
<b>Operations &amp; Manufacturing</b>	
Head of Operations	1.2 - 1.5m
Operations Manager	600k - 1.0m
Lean Manager	350 - 550k
<b>Supply Chain &amp; Quality</b>	
Procurement Director	800k - 1.5m
Supply Chain Director	800k - 2.0m
Quality Director	700k - 1.2m
Supply Chain Manager	400 - 600k
Quality Manager	400 - 650k
Sourcing Manager	400 - 600k
Logistics Manager	300 - 500k

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

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For more information on the Asia Job Index, please visit [www.asiajobindex.com](http://www.asiajobindex.com)