

A woman with long dark hair, wearing a dark blue or black coat, is standing in profile, looking down at a tablet computer she is holding with both hands. The background is a blurred cityscape at night, with numerous lights from buildings and streetlights creating a bokeh effect. The overall color palette is dark with highlights of blue, green, and white from the lights.

ROBERT WALTERS 2016 HR SERIES KEY SALARY & HR MANAGEMENT TRENDS

AUSTRALIA BELGIUM BRAZIL CHINA FRANCE GERMANY HONG KONG INDONESIA
IRELAND JAPAN LUXEMBOURG MALAYSIA NETHERLANDS NEW ZEALAND SINGAPORE
SOUTH AFRICA SOUTH KOREA SPAIN SWITZERLAND TAIWAN THAILAND UAE
UNITED KINGDOM UNITED STATES VIETNAM

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AGENDA



**ROBERT
WALTERS
OVERVIEW**



**HIRING TRENDS
IN CHINA & KEY
FUNCTIONS**



**SALARY TRENDS
ANALYSIS**

A photograph of a modern building's interior atrium. The space is characterized by glass railings on upper levels and large glass windows on the ground floor. The lighting is a mix of warm yellow and orange tones from the interior lights, and cooler blue and purple tones from ambient lighting. The architecture is clean and contemporary.

ROBERT WALTERS OVERVIEW

ROBERT WALTERS

ABOUT ROBERT WALTERS

- International professional recruitment specialist with offices spanning **24 countries**
- **3 offices in China:** Beijing, Shanghai and Suzhou
- Named The Best International Recruitment Company (China) at the inaugural Recruitment International Asia Awards China
- Market sectors we recruit in:

Accounting &
Finance

Banking &
Financial
Services

Human
Resources

Information
Technology

Operations &
Manufacturing

Sales &
Marketing

Supply Chain &
Quality
Management

GLOBAL SALARY SURVEY 2016

- The **Global Salary Survey 2016** is in its **17th edition**
- Compiled by our dedicated research division, the Salary Survey is based on **an analysis of placements** made across our network of offices and specialist disciplines **during the course of 2015**
- One of the **most comprehensive reviews** of global recruitment trends and salary levels available
- The **Robert Walters Salary Checker App** allows professionals to check their salary levels against market rates and track salary trends over the last 3 years
- Drawing on data from the Robert Walters Global Salary Survey, the Salary Checker App contains a database of salaries and contract rates by **role and sector** for key markets **across 24 countries**





2016 GLOBAL SALARY SURVEY

ROBERT WALTERS



HIRING TRENDS IN CHINA & KEY FUNCTIONS

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CHINA 2015 OVERVIEW

CHALLENGES

- Fewer new positions as companies scaled back expansion plans
- The rising costs of operating in China led to apparent slowdown in hiring in the manufacturing sector

OPPORTUNITIES

- The 'Internet Plus' strategy rapidly increased the demand for IT and Internet-related talent
- The pharmaceuticals and healthcare industries also showed promising growth
- Efforts from the government to promote industry and product upgrade created jobs for talent with strong technical skills

4%

Year-on-year increase
in the number of jobs
advertised in Q1-Q3
2015



CHINA 2016 FORECAST

CHALLENGES

- Companies will remain cautious with expansion and hiring

OPPORTUNITIES

- As the recruitment market continues to mature and evolve, there will be less 'job-hopping'
- Demand for top talent outstrips supply, particularly for bilingual professionals with regional experience
- The IT industry remains a key driver for growth; the pharmaceuticals and healthcare industries will also continue to develop
- Efforts in industry and product upgrade will create new opportunities in the manufacturing sector

10-20%
Average salary
increment for job-
movers in 2016



ACCOUNTING & FINANCE

2016 FORECAST

- Finance continues to transform from a reporting function to one supporting business decisions
- Increasing expectation for senior finance professionals to be involved in steering the strategic direction of the business

WHERE ARE THE JOBS?

- As companies seek to reduce costs, professionals with this experience and shared services centre expertise will be in high demand
- Bilingual talent with strong technical skills and commercial acumen will be highly sought after

15-20%
Average salary
increment for job-
movers



BANKING & FINANCIAL SERVICES

2016 FORECAST

- Due to economic uncertainties, banks will remain cautious about hiring and focus mainly on filling replacement roles
- Non-traditional areas, such as wealth management, asset management and internet finance, will continue to grow

WHERE ARE THE JOBS?

- Firms will seek relationship managers to help grow revenue
- Continued hiring in the risk, compliance and audit functions, with credit and operational risk being particular growth areas
- Candidates with strong language skills, an understanding of the Chinese market and the latest regulations will be highly sought after

10-20%
Average salary
increment for job-
movers



HUMAN RESOURCES

2016 FORECAST

- Strong demand for bilingual HR professionals
- MNCs will seek talent who understands the Chinese perspective and can balance it with international best practice

WHERE ARE THE JOBS?

- The shift towards specialisation within HR functions will drive the demand for specialists in areas such as talent acquisition and HR systems
- More APAC regional-level roles as more MNCs set up regional offices in China

10-15%
Average salary
increment for job-
movers



INFORMATION TECHNOLOGY

2016 FORECAST

- Continued growth in the digital, mobile, e-commerce and Internet-related areas, including Internet finance
- Companies will increasingly focus on the ability of candidates to add value to the business when hiring

WHERE ARE THE JOBS?

- Product and operations managers with expertise in user experience in high demand to develop better products
- Internet finance firms seek professionals with experience in coding, risk control, internet security and data analysis
- Business relationship managers who can work across business units to identify IT needs will also be sought after

15-20%
Average salary
increment for job-
movers



ENGINEERING & OPERATIONS

2016 FORECAST

- More organisations will set up R&D centres in China to achieve product upgrade and develop products for the growing Chinese consumers
- Greater focus on quality issues and environmental, health and safety

WHERE ARE THE JOBS?

- Increase in regional roles and corporate-based positions as companies focus on improving processes and controlling costs by centralising resources
- Plant-level roles will mainly be replacement-based

10-20%
Average salary
increment for job-
movers



SALES & MARKETING – FMCG

2016 FORECAST

- More imported goods producers will enter the market in response to growing demand for quality products
- Companies will seek adaptable professionals experienced in dealing with changing markets and new strategies due to increasing market volatility

WHERE ARE THE JOBS?

- E-commerce, communications and digital marketing specialists in high demand with growing importance of digitalisation and e-commerce
- Sales candidates with distribution experience also in demand

20-30%
Average salary
increment for job-
movers



SALES & MARKETING – INDUSTRIAL

2016 FORECAST

- The sector will remain active and candidate-driven

WHERE ARE THE JOBS?

- Companies will seek mid-level key account, business development and sales managers to help drive revenue

10-18%
Average salary
increment for job-
movers



SALES & MARKETING – PROFESSIONAL SERVICES

2016 FORECAST

- Continued growth of the sector as China continues to move towards a service-led economy
- More solutions-orientated companies will enter the market, or move their headquarters or core business to the country

WHERE ARE THE JOBS?

- Specialist service providers will seek bilingual professionals who are familiar with the market, understand client resources and have strong communication and leadership skills

20-30%
Average salary
increment for job-
movers



SALES & MARKETING – RETAIL & LUXURY

2016 FORECAST

- The market will remain stable with slight growth
- Luxury brands are increasingly using customer insights to maintain relationships with VIPs, and are investing more in e-commerce and digital operations

WHERE ARE THE JOBS?

- As brands need to attract customers via physical outlets, store managers and visual merchandising specialists will remain in demand

10-20%
Average salary
increment for job-
movers



PROCUREMENT & SUPPLY CHAIN

2016 FORECAST

- Companies will look for professionals with specialist technical backgrounds to help improve supplier quality

WHERE ARE THE JOBS?

- Increase in regional roles and corporate-based positions as companies focus on improving efficiency and centralising resources
- Increase in purchasing positions as organisations seek to improve supplier and vendor management and keep costs down in the early stages of the production process
- Plant-level roles will mainly be replacement-based

10-20%
Average salary
increment for job-
movers



SALARY TRENDS ANALYSIS

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COMPARISON OF SALARY INCREMENTS FOR JOB-MOVERS DURING 2011-2016

