



Market overview

Looking firstly at Hong Kong, job growth over the last few years has largely been driven by major infrastructure projects in China. This trend continues and will ensure high vacancy activity for senior project management, property investment and fund and asset management professionals to oversee the finance, engineering and build elements of projects, from either a fly-in/fly-out basis or from afar.

In addition to projects from China, more recently the reinvigoration of the economy in Macau and buoyant conditions locally have helped to create jobs. This is confirmed by a South China Morning Post survey earlier this year that found a quarterly increase in construction related jobs of 76.8 percent. Although this was a definite peak, this trend looks set to continue throughout 2008 in Hong Kong with the commencement of several major projects, such as new MTR projects and developments in West Kowloon and South East Kowloon.

Singapore's market is also extremely active with over \$12billion (SGD) of construction works currently underway and another \$8billion in the design stage. In addition, Singapore is fast becoming a regional hub for engineering and architectural design and outsourced business to the Middle East, China and South East Asia. This will provide a steady flow of construction and property work over the next three to five years, adding to an already acute shortage of personnel, from architecture and engineering through to professional construction and trades and labour.

Positions in demand

Given current vacancy activity in Hong Kong and Singapore, jobs growth has created particular hotspots of candidate demand. In most demand are architects, engineers, construction managers and project managers at various levels.

Individuals with exposure to large-scale mixed-use developments will be highly sought after. Meanwhile high investment from foreign and local investors in China is increasing the need for investment managers, fund analysts and asset managers in the PRC to ensure that investments are managed effectively.

Investment in other Asian countries such as Vietnam and India is also creating a market surge with demand subsequently increasing for candidates with strong capabilities in those markets to undertake senior, high profile roles encompassing all disciplines involved in developing large-scale mixed-use developments and city centres.

Salary trends

The recruitment of technical and labour candidates from other East Asian neighbours is keeping some salaries under control at present, at least in Singapore. However where skills are not readily available from regional sources, 'expats' are still being imported to supplement local management. As a result the gap remains between local and expatriate salaries, albeit a gap that is slowly closing as expatriate packages are replaced with all-inclusive local equivalents.

The high level of work coming on line, both in construction and the heavy industrial/oil and gas sector, and the resulting skill shortages that this will produce, are critical contributors to salary rises. These are predicted to rise, in some cases by as much as 20 percent next year. With ongoing market strength expected to continue there will be considerable upward pressure on salaries as the year progresses.

Recruiting trends

While historically employers have preferred direct media advertising or the use of local headhunting firms to source staff, a lack of suitably qualified applicants has seen companies turn to experienced

international recruitment agencies, such as Hays Construction & Property, to source the appropriate staff. This enables an employer to compliment quality local hires with access to regional and international markets. While the bad news for employers is that skills are increasingly thin on the ground globally, worldwide labour markets are becoming more flexible and a great number of excellent construction professionals are entering the region in search of a new work experience.

Another consequence of the increasing demand for skills will be an increase in the use of temporary staff or contractors. As recruitment activity increases and skills become scarce, project timelines will start to suffer if appropriately skilled and experienced staff cannot be sourced. Accessing qualified, experienced individuals that are maximising their earnings in short-term contracts will be one way to achieve this.

The construction and property industry faces a challenging year ahead to keep up with the growing demands of Singapore and Hong Kong's construction and property markets. While opportunities abound, balancing increasing costs of payroll driven up by skill shortages with stringent project timelines and tight budgets will be key to a successful year.



Architecture	Graduate Architect	Architect 2-5 Years	Architect 5-10 Years	Associate / Senior Associate	Principal / Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	15 - 25k 3.0k +	25 - 35k 5.0 - 7.0k	35 - 55k 7.0 - 10.0k	55 - 85k 12.0 - 16.0k	85k + 16.0k +

Architecture	Graduate Interior Designer	Interior Designer 2-5 years	Interior Designer 5-10 years	Senior Interior Designer	Design Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	15 - 25k 3.0 - 4.0k	25 - 35k 4.0 - 5.0k	35 - 45k 5.0 - 7.0k	45 - 65k 7.0 - 10.0k	65k + 12.0k +

Architecture	CAD Drafter	Landscape Architect 2-5 years	Landscape Architect 5-10 years	Director Of Landscape	Urban Designer Planner
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	15 - 30k 3.0 - 6.0k	20 - 30k 5.0 - 7.0k	30 - 65k 7.0 - 10.0k	65k + 10.0k +	35 - 65k 5.0 - 7.0k

CONSTRUCTION & PROPERTY | ENGINEERING

Building Services Design Consultancy	CAD Drafter - Design Drafter	CAD Manager	Graduate / Junior Design Engineer	Intermediate - Senior Design Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	25 - 35k	35 - 45k	25 - 35k	35 - 55k
Singapore	2.5 - 3.5k	4.0 - 5.0k	3.0 - 4.5k	4.5 - 6.0k

Building Services Design Consultancy	Associate / Senior Associate	Principal / Director
	Typical Salary	Typical Salary
Hong Kong	55 - 85k	85k +
Singapore	6.0 - 9.0k	9.0 - 12.0k

Building Services Contractor	Estimator - Senior Estimator	Project Manager	Senior Project Manager	Operations Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	35 - 65k	35 - 65k	65 - 85k	85k +
Singapore	4.0 - 7.0k	5.0 - 8.0k	7.0 - 9.0k	9.0k +

Civil & Structural	Drafter	Civil Designer Drafter	Civil / Structural Engineer	Client Side Representative / Resident Engineer
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	15 - 30k	25 - 45k	25 - 65k	35 - 55k
Singapore	2.5 - 3.5k	2.5 - 4.0k	4.0 - 7.0k	5.0 - 7.0k

Civil & Structural	Structural / Civil Project Engineer	Associate	Group Manager / Principal
	Typical Salary	Typical Salary	Typical Salary
Hong Kong	30 - 60k	55 - 75k	75k +
Singapore	4.0 - 6.0k	6.0 - 9.0k	9.0k +

Construction Civil	Foreperson	Site Engineer	Project Engineer	Project Manager	Senior Project Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	N/A	25 - 35k	35 - 55k	45 - 75k	75k +
Singapore	3.0 - 6.0k	3.0 - 4.0k	4.0 - 6.0k	6.0 - 9.0k	9.0k +
Construction Civil	Estimator	Construction Manager	Contracts Administrator / Quantity Surveyor - Junior	Contracts Administrator / Quantity Surveyor - Senior	Design Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	35 - 65k	60 - 120k	25 - 35k	35 - 75k	50 - 100k
Singapore	4.0 - 6.0k	7.0 - 11.0k	2.5 - 4.0k	4.0 - 8.0k	6.0 - 10.0k
Construction Building	Site Engineer	Project Engineer	Project Manager	Estimator	Construction Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	25 - 35k	35 - 55k	45 - 75k	35 - 65k	60 - 120k
Singapore	3.0 - 4.0k	4.0 - 6.0k	6.0 - 9.0k	4.0 - 6.0k	7.0 - 11.0k
Construction Building	Contracts Administrator / Quantity Surveyor - Junior	Contracts Administrator / Quantity Surveyor - Senior	Design Manager	Site Manager	
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	
Hong Kong	25 - 35k	35 - 75k	50 - 100k	30 - 60k	
Singapore	2.5 - 4.0k	4.0 - 8.0k	6.0 - 10.0k	6.0 - 10.0k	
Construction Development	Development Manager	Project Manager	Business Development Manager	Development Director	
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	
Hong Kong	80 - 125k	50 - 80k	60k +	125k +	
Singapore	10 - 17k	8 - 12k	9 - 12.5k	16k +	

CONSTRUCTION & PROPERTY | PROPERTY

Property	Property Manager 2 - 5 Yrs	Property Manager 5 - 10 Yrs	Property Manager 10 Yrs +	Property Manager Director	Asset Manager 2 - 5 Yrs
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	14 - 22k 2.5 - 3.5k	22 - 35k 3.5 - 5.5k	35 - 60k 5.5 - 7.0k	60k + 7.0k +	20 - 35k 4.0 - 6.0k

Property	Asset Manager 5 - 10 Yrs	Asset Manager 10 Yrs +	Asset Manager Director	Leasing Manager 2 - 5 Yrs	Leasing Manager 5 - 10 Yrs
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	35 - 60k 6.0 - 8.0k	60 - 80k 8.0 - 12.0k	80k + 12.0k +	15 - 22k 2.5 - 3.5k	22 - 35k 3.5 - 5.5k

Property	Leasing Manager 10 Yrs +	Leasing Manager Director	Acquisitions Surveyor / Manager 2 - 5 Yrs	Acquisitions Surveyor / Manager 5 - 10 Yrs	Acquisitions Surveyor / Manager 10 Yrs +
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	35 - 60k 5.5 - 7.0k	60k + 7.0k +	20 - 30k 3.5 - 5.0k	30 - 50k 5.0 - 7.0k	50 - 70k 7.0 - 10.0k

Property	Acquisitions Surveyor / Manager Director	Centre Manager - Retail 5 - 10 Yrs	Centre Manager - Retail 10 Yrs +	Facilities Manager - soft services 2 - 5 Yrs	Facilities Manager - soft services 5 - 10 Yrs
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	70k + 10.0k +	35 - 55k 5.0 - 7.0k	55k + 7.0k +	15 - 22k 3.0 - 4.0k	22 - 38k 4.0 - 6.0k

Property	Facilities Manager - soft services 10 Yrs +	Quantity Surveying 2 - 5 Yrs	Quantity Surveying 5 - 10 Yrs	Quantity Surveying 10 Yrs +
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	38k + 6.0 - 8.0k	15 - 24k 2.5 - 4.0k	24 - 40k 4.0 - 7.0k	40k + 7.0k +

Property	Property Investment Analyst / Manager 2-5Yrs	Property Investment Analyst / Manager 5-10Yrs	Property Investment Analyst / Manager 10Yrs +	Project Manager - consulting client side 2 - 5 Yrs	Project Manager - consulting client side 5 - 10 Yrs
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong Singapore	25 - 42k 4.0 - 5.5k	42 - 65k 5.5 - 8.0k	65k + 8.0k +	25 - 35k 3.5 - 5.0k	35 - 50k 5.0 - 8.0k

Property	Senior PM - consulting client side 10 Yrs +	Project Manager - consulting client side Director / Head
	Typical Salary	Typical Salary
Hong Kong Singapore	50 - 80k 8.0 - 12.0k	80k + 12.0k +

CONSTRUCTION & PROPERTY | OIL & GAS

Engineering Design	Mechanical	Electrical	Process	Civil Structure
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Graduate	3,000	3,000	3,000	3,000
Engineer (2-5yrs)	4,000 - 5,000	4,000 - 5,000	4,000 - 5,000	4,000 - 5,000
Senior Engineer (5-10yrs)	6,000 - 8,000	6,000 - 8,000	6,000 - 8,000	6,000 - 8,000
Lead Engineer (10 yrs +)	8,000 - 12,000	8,000 - 12,000	10,000 - 12,000	10,000 - 12,000
Engineering Manager	12,000 +	12,000 +	12,000 +	12,000 +
Project Engineer	4,000 - 10,000	4,000 - 10,000	4,000 - 10,000	4,000 - 10,000
Project Manager	10,000 +	10,000 +	10,000 +	10,000 +

Construction	Onshore	Offshore
	Typical Salary	Typical Salary
Graduate	3,000	3,000
Engineer	4,000 - 6,000	6,000 - 8,000
Project Engineer	6,000 - 10,000	8,000 - 11,000
Project Manager	10,000 +	11,000 +

Manufacturing	Design	Project	Production
	Typical Salary	Typical Salary	Typical Salary
Graduate	3,000	3,000	3,000
Engineer (2-5yrs)	3,000 - 4,000	3,000 - 4,000	3,000 - 4,000
Senior Engineer (5-10yrs)	4,000 - 5,000	4,000 - 5,000	4,000 - 5,000
Lead Engineer (10 yrs +)	5,000 +	5,000 +	5,000 +
Manager	8,000+	8,000+	8,000 +

Project Services	1-2 yrs	2-5 yrs	5-10 yrs	10 years plus	Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Planner	3,000	4,000 - 6,000	6,000 - 9,000	10,000 +	10,000 +
Cost Engineer	3,000	4,000 - 6,000	6,000 - 8,000	9,000 +	10,000 +
Contracts Engineer/Administrator	3,000	4,000 - 6,000	6,000 - 9,000	10,000 +	10,000 +
Procurement	3,000	4,000 - 6,000	6,000 - 7,000	9,000 +	10,000 +

International Salary Surveys

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