

HAYS Information Technology

Market overview

The defining feature of Asia's information technology sector is rapid expansion, which is ensuring hiring activity continues to grow and the market remains incredibly buoyant.

Despite the sub-prime meltdown in the US and the macro-economic outlook for housing in the UK and Australia, our clients in Asia are very upbeat about the year ahead. We expect increasing headcounts and increasing salaries across Hong Kong, Singapore and China with a slower but still buoyant outlook for Japan in 2008.

Positions in demand

IT consultants and presales engineers with IT expertise in areas such as UNIX, Windows, Networking and storage are in hot demand from both vendors and IT consulting firms.

Developers remain in high demand with java, C++ and C# (on both Windows and Unix platforms) the most sought after skills. Employers want candidates with a deep level of exposure to multiple technologies and the ability and innovation to come up with increasingly complex solutions to match business demands.

A recent hotspot has emerged for bilingual project managers who have been involved in full cycle projects from inception to implementation. The replacement of legacy systems with open platform (Unix / Windows) systems has created demand for these skills. Storage requirements have also grown, especially in China, and local pre-post sales engineers are in big demand across the region.

Salary trends

Salaries continue their upward movement for IT engineers in the Japanese market, although increased rates depend on individual company performance. Unfortunately Japanese companies continue to under perform compared to their Asian counterparts, so this trend is not as pronounced as it could be.

A dramatic increase in salaries across the rest of Asia has occurred, with Singapore and Hong Kong leading the way with increases as high as 30 to 40 percent in certain circumstances, such as for Unix/Storage related technologies which are in peak demand.

Recruiting trends

Candidates in Japan are primarily interested in job security, work environment and respect for their boss. While salary is an important factor in a candidate's decision making, it is often not the deciding factor, and employers need to promote their employment opportunity accordingly. Given the rapid growth, in other parts of Asia salary has become the number one factor, followed by career growth. Therefore those employers with compelling growth stories, interesting technology solutions and attractive salary packages are attracting the premium candidates.

Given current market conditions, counter offers have become more prevalent across the region. Many employers, caught unaware by a resigning staff member, offer large salary increases in an attempt to retain their skills. In some cases these counter offers are far higher than the candidate's other job offer.

Advice to candidates

The technology sector remains one of the most buoyant sectors for contract recruitment. Contract roles in IT tend to cover primarily infrastructure but also development and project management. Though generally these roles pay the same as permanent roles, employers are willing to accept candidates with lower skill sets for fixed term positions. Therefore the contract avenue represents an attractive option for candidates looking to up-skill before taking on a permanent position.



Analyst Programmer	MS.Net / J2EE	VB6 / ASP / SQL /Delphi / C++	Oracle Forms / Reports	
	Typical Salary	Typical Salary	Typical Salary	
Hong Kong	200 - 350k	300 - 500k	400 - 550k	
Singapore	60 - 90k	70 - 100k	60 - 90k	
China	150 - 250k	110 - 190k	130 - 180k	
Japan	12 - 14m	12 - 14m	12 - 14m	

Senior Analyst Programmer	MS.Net / J2EE	VB6 / ASP / SQL /Delphi / C++	Oracle Forms / Reports	
	Typical Salary	Typical Salary	Typical Salary	
Hong Kong	350 - 750k	500 - 850k	550 - 700k	
Singapore	80 - 120k	90 - 130k	90 - 130k	
China	120 - 240k	140 - 300k	160 - 210k	
Japan	14 - 16m	14 - 16m	14 - 16m	

Data Specialists	Data Architect	DBA	Data Modeller	Data Warehouse Consultant
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	550 - 750k	950k - 1.3m	400 - 610k	500 - 800k
Singapore	110 - 160k	90 - 140k	70 - 100k	90 - 140k
China	180 - 260k	300 - 420k	120 - 200k	210 - 290k
Japan	15 - 20m	12 - 16m	12 - 14m	10 - 12m

Management Roles	Development Team Leader	Development Manager
	Typical Salary	Typical Salary
Hong Kong	800k - 1.2m	800k - 1.5m
Singapore	110 - 180k	170 - 250k
China	200 - 400k	300 - 500k
Japan	15 - 25m	17 - 30m

INFORMATION TECHNOLOGY | INFRASTRUCTURE

WAN	Cisco Engineer	Voice/Comms Engineer	Network Design	Technical Architect	Solutions & Enterprise Architect
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	400 - 550k	400 - 850k	500 - 600k +	700 - 950k +	850k - 1.0m +
Singapore	60 - 100k	50 - 90k	80 - 140k	150 - 230k	160 - 240k +
China	140 - 180k	200 - 350k	200 - 350k	200 - 350k +	200 - 400k
Japan	8 - 16m	8 - 15m	10 - 15m	11 - 18m	10 - 20m

Technical Specialist	Security Engineer	Security Consultant	Messaging Specialist	Unix Consultant
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	400 - 500k	600 - 800k	650 - 810k	350 - 650k
Singapore	60 - 90k	100 - 160k	90 - 130k	80 - 130k
China	160 - 190k	200 - 270k	200 - 310k	130 - 210k
Japan	10 - 14m	12 - 14m	10 - 14m	8 - 14m

Management Roles	Helpdesk Manager	Network Manager	IT Manager
	Typical Salary	Typical Salary	Typical Salary
Hong Kong	600 - 750k	700 - 850k	750k - 1.15m
Singapore	80 - 120k	120 - 180k	90 - 150k
China	150 - 300k	150 - 300k	600k - 1m
Japan	10 - 16m	12 - 16m	20m +

Analysis & Project Role	Technical BA	Business / Process Analyst	Systems Analyst	Project Manager	Project / Program Director
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	400k - 1m	400 - 800k	350 - 510k	400k - 1.5m	1 - 2m
Singapore	80 - 200k	60 - 170k	50 - 130k	120 - 220k	160 - 300k
China	200 - 300k	100 - 200k	110 - 180k	150 - 500k	500k - 1m
Japan	10 - 15m	10 - 15m	10 - 15m	11 - 16m	12 - 20m

ERP / CRM	PeopleSoft Technical	PeopleSoft Functional	ABAP Developer
	Typical Salary	Typical Salary	Typical Salary
Hong Kong	500 - 650k	540 - 700k	480 - 550k
Singapore	80 - 120k	100 - 150k	80 - 170k
China	160 - 210k	170 - 220k	160 - 200k
Japan	N/A	N/A	N/A

ERP / CRM	Basis Administration	SAP Analyst	SAP Functional Consultant
	Typical Salary	Typical Salary	Typical Salary
Hong Kong	350 - 420k	400 - 490k	490 - 600k
Singapore	60 - 120k	75 - 150k	110 - 180k
China	110 - 160k	145 - 170k	160 - 200k
Japan	N/A	11 - 16m	11 - 16m

Management Roles	Service Delivery Manager	Client Relationship Manager	Professional Services Manager	CTO	CIO
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	700k - 1.3m	600 - 700k	1.4 - 1.9m	1.5 - 4.5m	1.4 - 4.4m
Singapore	100 - 180k	90 - 130k	170 - 250k	230 - 500k	350 - 700k
China	300 - 500k	400 - 500k	400 - 600k	600k - 1.2m	600k - 1.1m
Japan	10 - 18m	12 - 15m	12 - 17m	22 - 35m	25 - 40m

Business Development	BDM	Senior BDM	Sales Director	Account Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary
Hong Kong	800k - 2m	1.4 - 1.9m	1.5 - 3m	700k - 1m
Singapore	145 - 250k	180 - 300k	220 - 350k	130 - 180k
China	300 - 500k	400 - 600k	500 - 800k	200 - 350k
Japan	10 - 13m	13 - 16m	15 - 20m	10 - 13m