



MARKET OVERVIEW

Employment Conditions

Hiring activity across the engineering and supply chain industries has increased considerably over the last year. Improving economic conditions and rising trade volumes are prompting many businesses to increase headcount, in many cases up to pre-economic downturn levels. Of the companies surveyed for this employment forecast, over half reported increasing their employee numbers in the last six months.

Replacing lost headcount is the hiring focus of most companies, however there is also a marked improvement in new jobs being created, particularly within the service, manufacturing, financial and environmental sectors.

Most hiring activity remains largely unaffected by market conditions in the US and Europe, as companies continue to employ local talent and shift final signoff processes to Hong Kong.

Many top performers are starting to consider their next career move in response to improved market conditions. In most cases this involves passively scanning the market for potential opportunities, as opposed to a strong motivation to leave their current position.

Skills In Demand

Rising global demand from the retail sector is increasing the requirement for specialists in sourcing and procurement.

As companies aim to streamline their supply chain and logistic processes, Supply Chain Managers and Logistic Planning Managers are also increasingly required.

Businesses are increasingly looking to Process Improvement Managers and Quality and Compliance Managers to help develop efficiencies and devise more cost effective processes to improve the company's bottom line.

Salary Expectations

Most companies are reviewing the salaries of their engineering and supply chain professionals. Some 58% of employers surveyed expect employee salaries to increase in the next six months. Base salaries are likely to increase by an average of 3–4%, with higher rises expected for top performing professionals.

Employment Outlook

The improvement in business and consumer confidence is still in its early stages, so a steady increase in hiring activity is expected over the next six months. Of the companies surveyed for this report, over 60% intend to increase employee numbers within this period.

As consumer confidence improves in Europe and North America, the demand for merchandising and sourcing talent in Asia will continue to grow, particularly within Hong Kong. Professionals in this sector are required to help businesses source and procure goods at more competitive prices, as well as build stronger business relationships with manufacturers in China, Vietnam and India.

ADVICE FOR EMPLOYERS

To attract and retain top performers, employers should:

- Offer strong career development prospects
- Provide opportunities for exposure to the business
- Offer competitive base salaries in line with market rates
- Provide confidence in the stability of the company

ADVICE FOR JOB SEEKERS

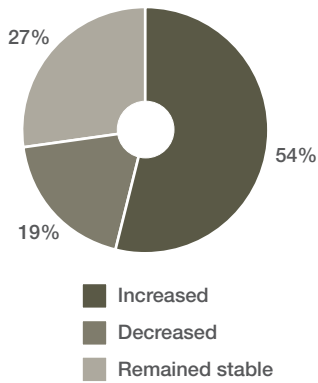
Job seekers planning to change roles in the next six months should:

- Be clear about their motivations to move roles
- Balance the short-term gains of a move with the medium to long term benefits
- Investigate the career development opportunities on offer
- Be prepared to follow through with an offer they are satisfied with

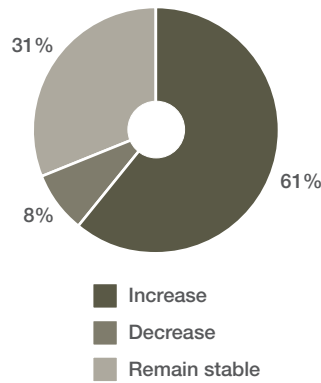


MARKET RESEARCH RESULTS

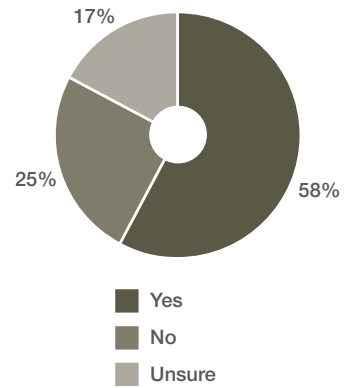
How have your employee numbers changed over the last six months?



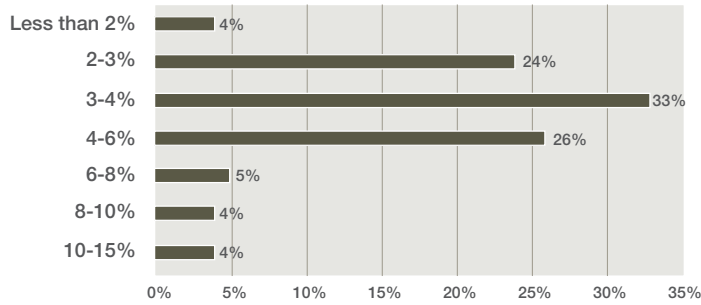
How will your employee numbers change over the next six months?



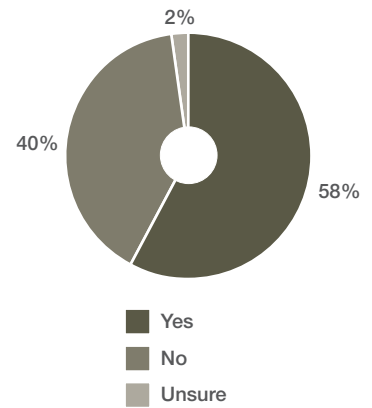
Do you expect to see an increase in employee salaries in the next six months?



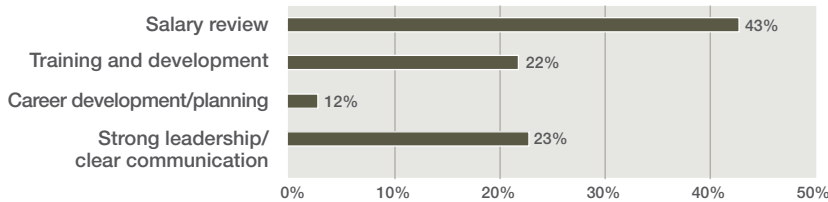
What will the average percentage salary increase be?



Do you think a professional skills shortage will become an issue for your company in the next 12 months?



Which retention strategies will your company be focusing on over the next six months?





SALARY TABLES **ENGINEERING**

ROLE	EXPERIENCE	HK\$' 000
ENGINEERING		
Director/VP	15+ years	920-1.3 million
Manager	10+ years	610-920
Assistant Manager	6-8+ years	460-620
Mech/Chem/Elec	4-7+ years	350-620
MANUFACTURING/OPERATIONS		
Chief Operations Officer	15-20+ years	1.3-1.8 million
Director/Vice President	15+ years	900-1.5 million
Plant/Factory Manager	10-12+ years	610-1.1 million
Production/Assembly Manager	7-10+ years	500-720
QUALITY & LEAN MANUFACTURING		
Quality Director/Vice President	15+ years	1-1.5 million
Quality Manager	6-10+ years	510-1 million
Continuous Improvement Director	15+ years	900-1.2 million
Six Sigma Leader	6-10+ years	500-820
PROJECTS		
Project/Program Director	8-15+ years	810-1 million
Project/Program Manager	5-8+ years	410-820

Please note:

Salaries indicated are inclusive of superannuation, but exclusive of bonus/incentive schemes.



SALARY TABLES PROCUREMENT & SUPPLY CHAIN

ROLE	EXPERIENCE	HK\$' 000
PROCUREMENT		
Purchasing Officer	3-6+ years	350-570
Procurement Manager	6-10+ years	610-920
Country Head/Regional Manager	8-12+ years	910-1.2 million
Regional Vice President/Director	12-15+ years	1.1-1.8 million
SUPPLY CHAIN		
Inventory/Planning	4-7+ years	300-520
Assistant Supply Chain Manager	9+ years	500-620
Supply Chain Manager	8-12+ years	720-930
Regional Vice President/Director	15+ years	1.2-1.6 million
LOGISTICS/WAREHOUSING/DISTRIBUTION		
Assistant Manager	3-6+ years	300-460
Manager	5-8+ years	450-720
Senior Manager	8-12+ years	600-930
Director/Vice President	15+ years	900-1.4 million
PRODUCT MANAGEMENT		
Product Manager	3-6 years	400-550
Category Controller	6-8 years	550-800
Product Director	10+ years	800-1.2 million
SUPPLY CHAIN/LOGISTICS		
Assistant Manager	2-5 years	250-450
Manager	5-8 years	450-800
Country Manager	8-10 years	800-1.2 million
Regional Director/Vice President	12+ years	1.2-1.8 million
WAREHOUSING/DISTRIBUTION/INVENTORY		
Inventory Controller	4-6 years	350-450
Distribution Manager	5-7 years	450-600
Regional Distribution Manager	8-10 years	600-900
MANUFACTURING & PRODUCTION		
Material Planning & Control Manager	5+ years	300-550
Production Manager	6-8 years	400-700
Factory/Plant Manager	8-10 years	700-1 million
General Manager	12+ years	1-1.8 million
QUALITY/COMPLIANCE/TECHNICAL SERVICES		
Product Technologists	3-6 years	200-450
Manager	6-8 years	450-650
Senior Manager	8-10 years	650-850
Director	12+ years	900-1.3 million
DESIGN/PRODUCT DEVELOPMENT		
Designer	2-5 years	150-360
Senior Designer	5-7 years	360-520
Manager	7-10 years	520-650
Senior Manager	10+ years	600-900
Chief Designer	8+ years	700-1 million
Director	12+ years	1-1.5 million

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