

# Hudson

Great people. Great performance.

**TECHNOLOGY**

# Talent trends

Hiring demand and salaries in mainland  
China and Singapore

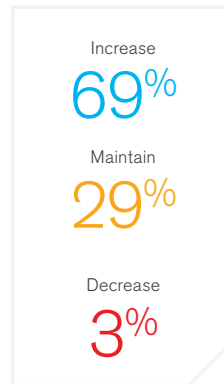
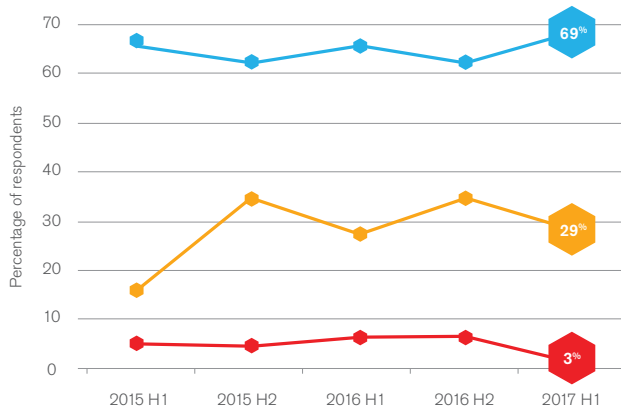
**H2 2017**



# Talent demand

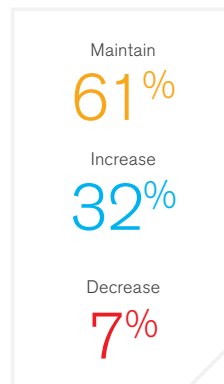
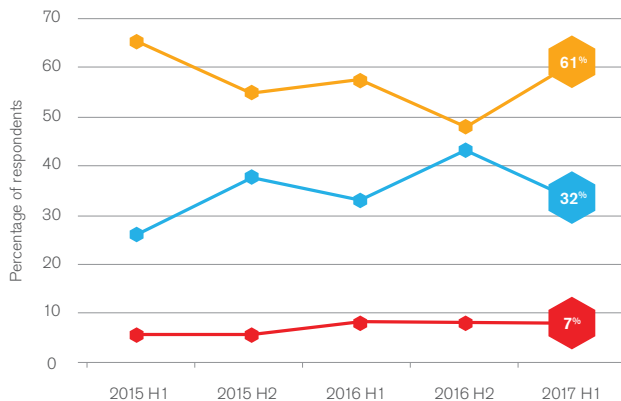
Technology teams expanding in China;  
cautious approach in Singapore

## Permanent hiring expectations in China



More than two-thirds of employers surveyed in China are increasing headcount. With the increase in the prevalence of e-commerce and cloud solutions, businesses are turning to technology professionals to assist in reaching domestic and overseas markets and developing the infrastructure and operations to support these shifts.

## Permanent hiring expectations in Singapore

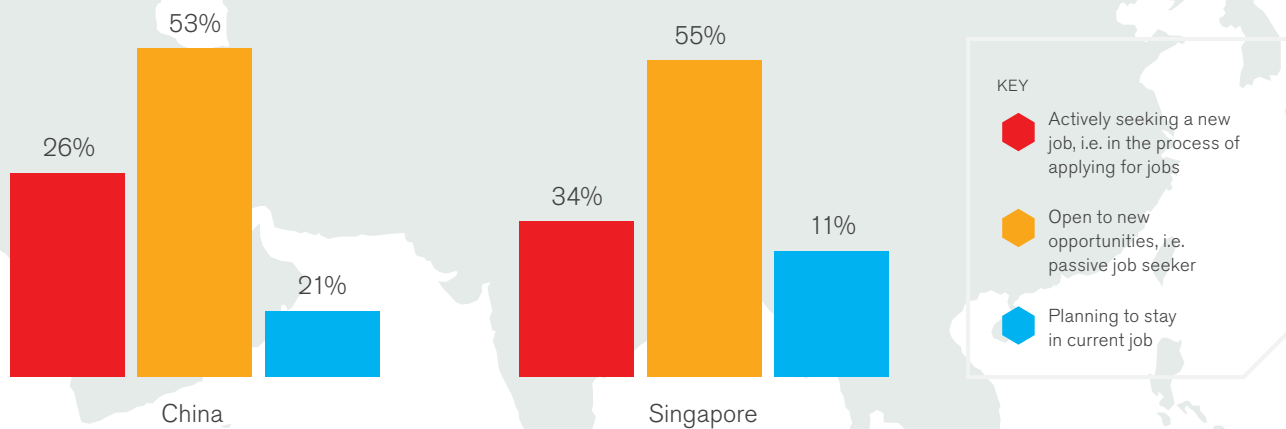


While most employers surveyed intend to increase or maintain headcount, many organizations are taking a 'wait and see' attitude to the economy right now following a slowdown in economic growth in 2016.<sup>1</sup> However, IT is still seen as a critical function to drive business growth, helping to support hiring in this function.

# Talent supply

Opportunities for those with business partnering skills

## Employee intentions



### China

Professionals looking for new jobs tend to be seeking salary increases, career progression or upskilling in areas such as cloud computing or big data. We are seeing that professionals are more willing to talk to recruiters about opportunities even if they are happy in their current role.

### Singapore

While the figures suggest that many candidates are on the move, it is likely that many of them are facing potential retrenchment and are therefore looking for new opportunities, but not because they necessarily want to, and we're expecting a cautious attitude to continue throughout 2017. There will continue to be strong competition for top candidates with niche skillsets.

# Hiring challenges: China

Technical skills the No. 1 hiring challenge across China

45%

of technology hiring managers in China say it is harder or much harder to **find top talent** than it was 12 months ago

## Top 5 hiring challenges



## What are the main reasons for these challenges?

- 1 Limited budget – cannot provide a better remuneration package to the right candidate
- 2 Long recruitment process – candidates take other offers before you can finalize your offer
- 3 Talent shortage in the market due to requirements of niche skillset
- 4 Employer brand – organization not attractive enough to prospective hires
- 5 Economic uncertainty – candidates preferring to stay with current employer

In a highly competitive market, qualified professionals have high expectations around salary. For example, we're seeing strong demand for cloud expertise, yet there is a lack of qualified candidates for these roles, and salaries are increasing in this sector in most markets across China.

In Beijing, salaries are increasing fast for big data specialists, and in Guangzhou the startup business market and launch of new projects are for the most part pushing salaries up.

In Shanghai, salaries are still increasing – but at a slower rate than in the past.



## Most in-demand job functions:

1. Security
2. Cloud Architect
3. Data Architect
4. IT management
5. Infrastructure



## Most in-demand technical skills:

1. Software development (big data, cloud solutions)
2. Java
3. IT operation support for cloud-based solutions
4. Solutions architecture design
5. Software application



## Most in-demand soft skills:

1. Learning agility
2. Drive for results
3. Innovative thinking
4. Data literacy
5. Negotiation and influencing skills

## Organizations seeking technology opportunities

Chinese businesses are very aware of the opportunities and advantages that are emerging from the technology market, particularly surrounding big data, consumer insight, security and cloud computing, and so much of the hiring in the technology sector throughout 2017 will be driven by these trends.

## Cybersecurity top of mind

With constant media coverage of cyberattacks, cybersecurity is a key concern for IT leaders across China. However, sourcing cybersecurity talent has been a consistently difficult task and we expect this to remain challenging in the coming year.

## Soft skills necessary for technology professionals

A highly sought-after skill in technology professionals is the ability to explain technical concepts to stakeholders, customers and coworkers, and also to relate well to others in teams and manage conflict, especially in more senior roles.

# Hiring challenges: Singapore

## Talent shortage the major cause for hiring challenges

**27%** of technology hiring managers in Singapore say it is harder to **find top talent** than it was 12 months ago

### Top 5 hiring challenges



### What are the main reasons for these challenges?

- 1 Talent shortage in the market due to requirements of niche skillset
- 2 Limited budget – cannot provide a better remuneration package to the right candidate
- 3 Business performance – hiring freeze/HR approvals/lack of budget to recruit new staff
- 4 Long recruitment process – candidates take other offers before you can finalize your offer
- 5 Employer brand – organization not attractive enough to prospective hires

Being a smaller market, there is continuous competition in Singapore for niche skillsets and top technology talent, especially in an uncertain economic climate. The slowdown in Singapore's economic growth last year<sup>1</sup> has also created internal hiring challenges, such as limited budget and hiring freezes.



## Most in-demand job functions:

1. IT business partnering
2. Cyber security management
3. Software development manager (Digital)
4. Data specialist
5. Business intelligence/Analytics



## Most in-demand technical skills:

1. ERP
2. Digital transformation
3. Cyber security/IT security and risk management
4. Data/Information architecture/big data
5. Software development



## Most in-demand soft skills:

1. Critical thinking
2. Stakeholder engagement
3. Negotiation and influencing skills
4. Driving and managing change
5. Drive for results

## Business partnering skills in demand

As organizations seek to become leaner and more efficient, business partnering is being expected from many functions, including IT. Leaders are seeking technology professionals who can make the IT function more business relevant and also make a direct impact on the business. Accordingly, salaries for these roles are increasing as organizations are willing to pay for top talent.

## Interpersonal skills essential within technology

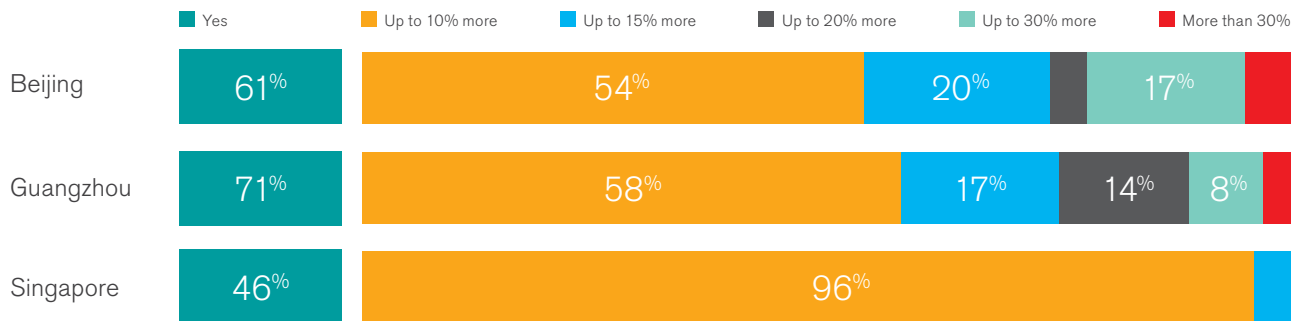
As the IT function takes a more proactive approach in making technology a key part of business strategy, stakeholder management, negotiation and influencing skills feature strongly on the desired soft skills in this hiring area.

# Pay expectations

Employers mostly expect to pay more to attract and retain IT professionals

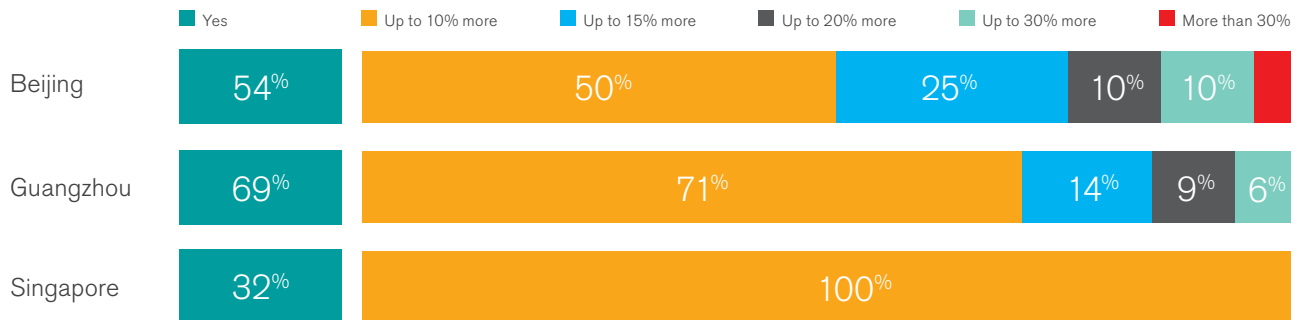
## Do you expect to pay more to attract new hires?

If yes, how much more do you expect to pay for people (for the same profile) you're hiring today than a year ago?



## Do you expect you will need to give more in pay rises to retain staff?

If yes, how much more do you expect you will need to give in pay increases to retain employees than you did a year ago?



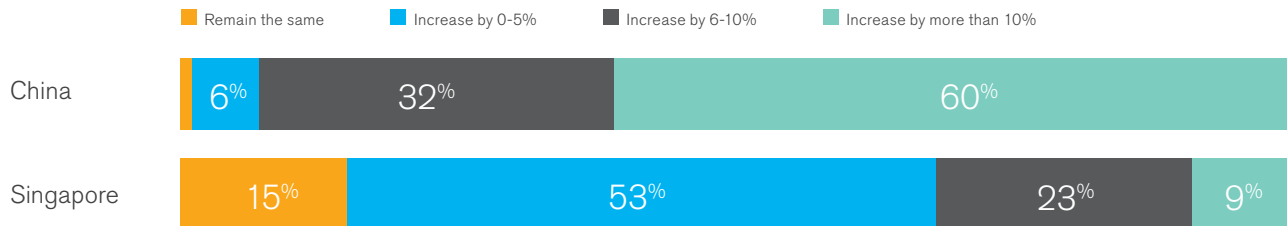


# Employee expectations

**38%** of technology employees across Asia believe they are **paid less** than market rate

**42%** would still remain in their current role if they **receive a pay rise** in the next 12 months

## Expectations of pay in the next 12 months



## Alternatives to pay rises

Employees indicated they would consider swapping the following for a pay rise:

### China

1. Housing allowance
2. Children's education
3. Health/Medical benefits

### Singapore

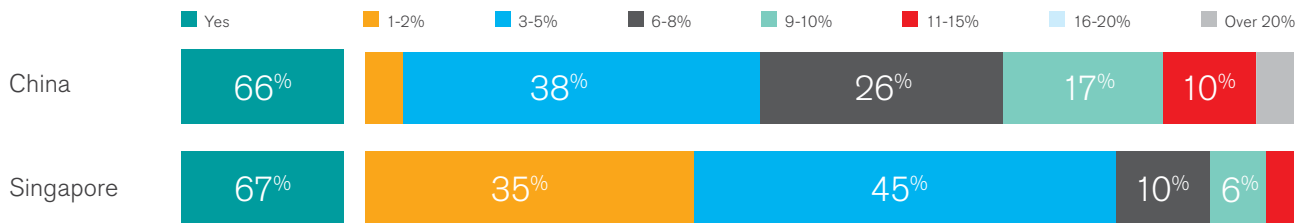
1. Health/Medical benefits
2. Pension
3. Housing allowance

# Pay increases: Asia

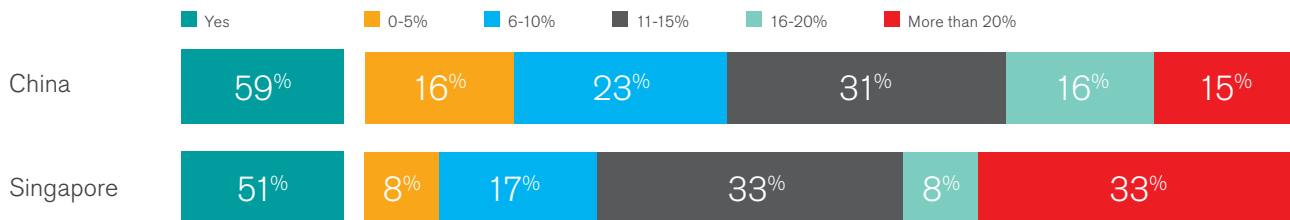
Six out of 10 employees unsatisfied with pay increases



## Did you receive an increase to your base salary in the past 12 months?



## Did you receive a bonus in the past 12 months?



SALARY GUIDE:

# Technology

# Salary guide: Technology

## BEIJING (RMB '000)

	Years of experience		
	5-8 years	8-12 years	12 years or above
<b>General Management</b>			
Chief Technology Officer (CTO)	N/A	N/A	1,000 - 2,500
Chief Information Officer (CIO)	N/A	N/A	1,000 - 1,700
Chief IT Operations Officer (COO)	N/A	N/A	1,000 - 1,300
Chief Data Officer (CDO)	N/A	N/A	900 - 1,500
Chief Information Security Officer (CISO)	N/A	N/A	1,000 - 2,000
IT Management	400 - 550	550 - 800	800 - 1,500
IT Business Partnership	350 - 500	500 - 650	650 - 900
<b>Application Management</b>			
Enterprise Application Implementation (CRM, SAP, Oracle)	300 - 450	450 - 600	600 - 1,000
Project Management	300 - 450	450 - 550	550 - 750
Program Management	350 - 500	500 - 700	700 - 850
Functional Consultancy (SAP, Oracle)	300 - 450	450 - 600	600 - 750
<b>Software Development</b>			
Software Development (Java, C#, C/C++, .Net)	250 - 450	450 - 650	650 - 950
Front-end Engineering	300 - 450	450 - 650	650 - 800
Back-end Engineering	300 - 450	450 - 650	650 - 800
Mobile/Web Software Development	300 - 400	400 - 600	600 - 750
Solutions Architecture	350 - 450	450 - 700	700 - 900
Software Engineering	300 - 450	450 - 600	600 - 800
UED and UI	300 - 400	400 - 650	650 - 800
Development Operation	300 - 400	400 - 650	650 - 800
Quality Assurance and Testing	250 - 400	400 - 600	600 - 750

## BEIJING (RMB '000)

	Years of experience		
	5-8 years	8-12 years	12 years or above
<b>Infrastructure and Network</b>			
Infrastructure Management	300 - 400	400 - 700	700 - 1,000
Infrastructure Architecture	300 - 400	400 - 650	650 - 950
Network Administration	250 - 350	350 - 500	500 - 700
System Administration	250 - 350	350 - 500	500 - 700
Database Administration	250 - 350	350 - 500	500 - 700
IT Change and Transformation	300 - 400	400 - 600	600 - 850
<b>Information Security</b>			
Information Security (Infrastructure, Application)	300 - 450	450 - 750	750 - 1,000
Cyber Security	300 - 450	450 - 750	750 - 1,000
IT Auditing	300 - 450	450 - 600	600 - 800
IT Governance and Control	300 - 450	450 - 600	600 - 800
<b>IT Administration</b>			
Helpdesk and IT Support	250 - 350	350 - 500	500 - 750
IT Operation Management	300 - 450	450 - 650	650 - 900
IT Services Management	300 - 450	450 - 650	650 - 900
IT Training	200 - 300	300 - 500	500 - 650
<b>Business Intelligence and Big Data</b>			
Business Intelligence	300 - 400	400 - 700	700 - 900
IT Business Analysis	250 - 400	400 - 650	650 - 750
Data Analysis	300 - 400	400 - 550	550 - 650
Data Mining	250 - 350	350 - 550	550 - 650
Data Science and Data Statistics	250 - 350	350 - 550	550 - 1,000
Data Engineering	300 - 400	400 - 650	650 - 800
Data Modelling	250 - 350	350 - 650	650 - 800

**GUANGZHOU (RMB '000)**

	Years of experience		
	5-8 years	8-12 years	12 years or above
<b>General Management</b>			
Chief Technology Officer (CTO)	N/A	N/A	1,000 - 2,500
Chief Information Officer (CIO)	N/A	N/A	1,000 - 2,000
Chief IT Operation Officer (COO)	N/A	N/A	1,000 - 1,500
Chief Data Officer (CDO)	N/A	N/A	900 - 1,800
Chief Information Security Officer (CISO)	N/A	N/A	1,000 - 2,000
IT Management	350 - 550	550 - 800	800 - 1,200
IT Business Partnership	350 - 500	500 - 700	700 - 900
<b>Application Management</b>			
Enterprise Application Implementation (CRM, SAP, Oracle)	300 - 450	450 - 600	600 - 1,000
Project Management	300 - 450	450 - 550	550 - 750
Program Management	350 - 500	500 - 700	700 - 850
Functional Consultancy (SAP, Oracle)	300 - 450	450 - 600	600 - 750
<b>Software Development</b>			
Software Development (Java, C#, C/C++, .Net)	250 - 450	450 - 650	650 - 950
Front-end Engineering	300 - 450	450 - 650	650 - 800
Back-end Engineering	300 - 450	450 - 650	650 - 800
Mobile/Web Software Development	300 - 400	400 - 600	600 - 750

## GUANGZHOU (RMB '000)

	Years of experience		
	5-8 years	8-12 years	12 years or above
<b>Software Development</b>			
Solutions Architecture	350 - 550	550 - 700	700 - 900
Software Engineering	300 - 450	450 - 600	600 - 800
UED and UI	300 - 450	450 - 650	650 - 800
Development Operation	300 - 450	450 - 650	650 - 800
Quality Assurance and Testing	250 - 400	400 - 600	600 - 750
<b>Infrastructure and Network</b>			
Infrastructure Management	300 - 500	500 - 650	700 - 1,200
Infrastructure Architecture	300 - 500	500 - 650	650 - 1,000
Network Administration	250 - 350	350 - 500	500 - 800
System Administration	250 - 350	350 - 500	500 - 750
Database Administration	250 - 350	350 - 500	500 - 750
IT Change and Transformation	300 - 400	400 - 600	600 - 850
<b>Information Security</b>			
Information Security (Infrastructure, Application)	300 - 450	450 - 800	800 - 1,200
Cyber Security	300 - 450	450 - 800	800 - 1,500
IT Auditing	300 - 450	450 - 800	800 - 1,200
IT Governance and Control	300 - 450	450 - 800	800 - 1,200
<b>IT Administration</b>			
Helpdesk and IT Support	250 - 350	350 - 500	500 - 750
IT Operation Management	300 - 450	450 - 650	650 - 900
IT Services Management	300 - 450	450 - 650	650 - 900
IT Training	250 - 350	350 - 500	500 - 650

**GUANGZHOU (RMB '000)**

	Years of experience		
	5-8 years	8-12 years	12 years or above
<b>Business Intelligence and Big Data</b>			
Business Intelligence	300 - 400	400 - 700	700 - 900
IT Business Analysis	250 - 400	400 - 650	650 - 800
Data Analysis	200 - 400	400 - 550	550 - 700
Data Mining	250 - 350	350 - 550	550 - 700
Data Science and Data Statistics	250 - 350	350 - 550	550 - 850
Data Engineering	300 - 400	400 - 650	650 - 750
Data Modelling	250 - 350	350 - 650	650 - 750



## SINGAPORE (SGD '000)

### General Management

Chief Technology Officer (CTO)	250 - 500
Chief Information Officer (CIO)	250 - 450
Chief Data Officer (CDO)	180 - 300
Chief Information Security Officer (CISO)	180 - 350

### Years of experience

	8-12 years	12 years or above
IT Management	120 - 150	150 - 300
IT Business Partnership	120 - 150	150 - 300

### Application Management

Enterprise Application Implementation (CRM, SAP, Oracle)	90 - 120	120 - 150
Project Management	90 - 110	110 - 150
Program Management	120 - 150	150 - 200
Functional Consultancy (SAP, Oracle)	90 - 120	120 - 150

### Software Development

Software Development (Java, C#, C/C++, .Net)	80 - 110	110 - 170
Mobile/Web Software Development	90 - 120	120 - 170
Solutions Architecture	100 - 140	140 - 190
Software Engineering	100 - 120	120 - 170

## SINGAPORE (SGD '000)

	Years of experience	
	8-12 years	12 years or above
<b>Software Development</b>		
UED and UI	90 - 130	130 - 180
Development Operation	90 - 130	130 - 180
Quality Assurance and Testing	90 - 110	110 - 160
<b>Infrastructure and Network</b>		
Infrastructure Management	90 - 140	140 - 200
Infrastructure Architecture	90 - 130	130 - 200
Network Administration	70 - 100	100 - 130
System Administration	70 - 100	100 - 140
Database Administration	70 - 100	100 - 140
IT Change and Transformation	90 - 110	110 - 180
<b>Information Security</b>		
Information Security (Infrastructure, Application)	100 - 150	150 - 180
Cyber Security	110 - 160	160 - 200
IT Auditing	100 - 120	120 - 180
IT Governance and Control	100 - 120	120 - 180

## SINGAPORE (SGD '000)

	Years of experience	
	8-12 years	12 years or above
<b>IT Administration</b>		
Helpdesk and IT Support	70 - 90	90 - 120
IT Operations Management	70 - 100	100 - 130
IT Services Management	70 - 100	100 - 130
IT Training	70 - 90	90 - 120
<b>Business Intelligence and Big Data</b>		
Business Intelligence	100 - 140	140 - 200
IT Business Analysis	80 - 120	120 - 150
Data Analysis	100 - 140	140 - 180
Data Mining	100 - 140	140 - 180
Data Science and Data Statistics	100 - 150	150 - 200
Data Engineering	100 - 150	150 - 200
Data Modelling	100 - 140	140 - 180

This salary guide is a compilation of salary and market information provided by Hudson consultants, clients, candidates and other sources across Asia. Information was gathered by drawing on the extensive knowledge of our specialist recruitment consultants across Hudson's specialist practice groups. Salary ranges are approximate guides only. They relate to base salaries and exclude superannuation/bonuses/incentive schemes/stock options.

## Singapore

Grace Tham  
Associate Director  
+65 6430 5522  
grace.tham@hudson.com  
GRACE SHERINE THAM KENG FUNG  
Registration No. R1442448

Kelly Chua  
Executive Consultant  
+65 6430 5530  
Kelly.Chua@hudson.com  
CHUA KEOW POR  
Registration No R1105253

## Shanghai

Tracy Shi  
Manager  
+86 21 2321 7805  
tracy.shi@hudson.com

## Beijing

Tatiana Lyskova  
Manager  
+86 10 6564 1830  
tatiana.lyskova@hudson.com

## Guangzhou

Yanson Chen  
Managing Consultant  
+86 20 8212 9108  
yanson.chen@hudson.com

## Methodology

Hudson undertook quantitative research with hiring managers and employees across Asia to analyze the talent landscape and provide insights on what employers might expect in 2017 and beyond.

We canvassed the views of almost 3,500 Asian employers and employees in March 2017, across multiple job functions. From these findings we developed this report for the technology and IT profession – a combination of the survey findings and Hudson's specialist insights on the hiring landscape.

Percentages don't always total 100% because respondents could select more than one option for certain questions.

## Hudson Technology

Hudson's specialist recruitment consultants have the in-depth market knowledge of salaries, job titles and hiring trends to ensure you achieve the best outcome for your organization at the appropriate remuneration.

We build highly nurtured and engaged pools of select talent so you can find the right person quickly. This means greater speed and precision in placements, and higher satisfaction for both clients and candidates.

Our proprietary assessment tools and techniques will help you find candidates with the right technical skills and capabilities for the role and for your team, so you can achieve higher performance and superior business results.

Hudson Global Resources (Singapore) Pte Ltd  
EA Licence Number: 03C4590

Hudson Global Resources (Hong Kong) Ltd  
EA Licence Number: 50842

Hudson Recruitment (Shanghai) Ltd  
EA Licence Number: 沪人社31000000015号

# Hudson

Great people. Great performance.