

## Asia Pacific Japan HR Newsletter

July 09

Matthew Chapman  
Managing Director  
**The Chapman Consulting Group**

Singapore, 10 July 2009

In our last update, we discussed the positive sentiments towards HR hiring that were starting to creep back into markets across the Asia Pacific Japan region. Now a month later, our sense is that the HR market is continuing to show slow recovery in Singapore, Hong Kong, Australia, China, Thailand, Malaysia and India. The ever-present market demand for strong HR talent in countries such as Vietnam and Indonesia mean that these markets have felt only a lighter slowdown over the past year. Korea and Taiwan remain relatively quiet in senior HR job creation, and Japan, which we profile this month in our HR Spotlight series (see [here](#)), is also remaining flat.

Evidence of a partial recovery in the HR world can be found in the emergence of a number of new roles being created in the areas of talent acquisition, organisational development and training across the region. Interestingly, some of these roles are replacing positions that were hastily cut late last year, although we are noticing that these 'replacement' positions are being hired at a less senior level than they were in past. We expect this trend of 'down-spec'ing to be popular as a continued cost saving measure, as companies seek to swap established talent with high-potential practitioners who can scale-up as roles grow in scope again in the future.

Over the last three to six months, we have been approached by a significant number of Asian talent out around the world on international assignment looking to return 'home' to Asia. These individuals fear that they won't necessarily be able to get the right role back in an Asia-based regional headquarter setting with their existing employer, due to downsizing. We also had unprecedented levels of interest from foreign HR talent from all corners of the world on HR careers in Asia. This interest is being driven largely by Asia being seen as a future bright spot from a career perspective, and also the perception of a faster recovery in this part of the world. As one HR practitioner mentioned at a recent Regional HR Heads lunch that we hosted (see [here](#)), it's increasingly being seen as a prerequisite for Global HR Heads to have spent some time on the ground in Asia.

Visit our homepage on [www.chapmancg.com](http://www.chapmancg.com) to participate in our latest HR Study for June 09 - this looks at the most important qualities you look for in your regional or global HR leader.

Click [here](#) for more Thought Leadership Articles added in the last month, or follow the links to our latest ones below:

- 8 Jul 2009: [Regional HR Leaders Discuss Leadership Priorities \(pdf\)](#)
- 2 Jul 2009: [When HR Practitioners Change Jobs, It's the Challenge That Matters \(pdf\)](#)
- 24 Jun 2009: [June 2009 Market Update: Life Returns to HR Hiring in Several Markets \(pdf\)](#)
- 15 Jun 2009: [Spotlight on HR in Japan \(pdf\)](#)

Click [here](#) to review our regularly-updated Expert HR Q&A forum, which this month includes the following guest contributions:

- [Sandeep Girotra](#): HR, Korea, Banking & Financial Services
- [TM George](#): HR, Australia / India, Industrial & Manufacturing
- [Kerry O'Shea](#): Talent Acquisition, Japan, Pharmaceutical & Life Sciences
- [Effendi Ibnoe](#): HR, Indonesia, Banking & Financial Services
- [Yi Wang](#): HR, China, Banking & Financial Services
- [Gopikrishna Madhavan](#): HR, UAE, Banking & Financial Services
- [Sandy Ng](#): Talent Acquisition, Singapore, Hospitality & Leisure
- [Austen Sharp](#): HR, Australia, Banking & Financial Services
- [Ross Hargreaves](#): HR, Hong Kong, Professional Services & Consulting
- [PNSV Narasimham](#): HR, India, Banking & Financial Services
- [Alec Bashinsky](#): HR, Australia, Professional Services & Consulting

Click [here](#) to browse a sample of the Current HR Positions that our team is leading, or follow the links to a selection below:

- Shortlisting: [Vice President of HR, Asia & International](#), Based in Singapore
- Shortlisting: [Vietnam-based Group HR Leader](#), Based in Danang
- Interviewing: [Senior Manager, Organisational Development, APAC](#), Based in Singapore
- Shortlisting: [HR Business Head, Taiwan](#), Based in Taipei
- Upcoming: [SVP of HR, Philippines](#), Based in Manila
- Shortlisting: [China HR Director](#), Based in Shanghai
- Upcoming: [HR Leader, Korea](#), Based in Seoul
- Interviewing: [C&B Leader, Asia Pacific](#), Based in Singapore
- Upcoming: [Senior HR Manager, Singapore and APAC/Europe](#), Based in Singapore
- Shortlisting: [Regional HR Business Lead, Middle East](#), Based in Dubai
- Interviewing: [Senior Regional HR Manager](#), Based in Singapore
- Interviewing: [Hong Kong Head of HR](#), Based in Hong Kong
- Shortlisting: [Global Head of Talent Management](#), Based in Singapore
- Finalising: [Asia Pacific HR Projects Lead](#), Based in Singapore
- Upcoming: [Head of Learning and Development, APAC](#), Based in Singapore
- Shortlisting: [Head of HR - Investment Banking, Thailand](#), Based in Bangkok
- Upcoming: [Private Banking HR Lead, Asia Pacific](#), Based in Singapore
- Interviewing: [Global Senior HR Director](#), Based in Singapore

From the Chapman Consulting Group team