

Asia Pacific Japan HR Newsletter

August / September 09

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In this August/September edition of our Asia Pacific Japan round-up for the HR profession, we're discussing the uptick in HR hiring in the region. This is the third successive month in which we've reported optimism in hiring trends for Human Resources practitioners. More organisations are starting to release headcount restrictions for critical HR positions, some of which had remained unfilled for the last 9-12 months or had been care-taken by an internal candidate as an interim solution. The hottest markets remain India, China, Vietnam and Indonesia. In the more mature markets of Singapore and Hong Kong, we are still seeing organisations continue to utilise their existing HR resources more intensively, although there has been a marked increase in the number of interim or contract HR hires.

It's interesting to see that more of the HR searches we are involved in are requiring us to adopt a truly regionalised approach to sourcing HR talent. We're increasingly being called on to look beyond the HR talent currently residing in the country where a role is to be located, and to supplement this in-country talent with high-potential mobile HR talent elsewhere in the region. This mirrors the flexible cross-border approach that a number of leading edge organisations practice in their own internal HR talent pipeline planning, where it's also common to see roles based where the best candidate is rather than the other way around. It will be interesting to see where this trend takes us in five years time. We could be looking at a much more competitive regional HR market, and one where HR talent is expected to be mobile to be competitive.

We've also done some analysis on the HR searches that we've been involved in during the past 12 months. See [here](#) (or download this [pdf](#)) to see which HR specialisations and industries were most popular, as well as which locations have been busiest. You'll see a sample breakdown of travel requirements per role, the proportion of permanent HR jobs to interim roles, reporting lines and locations of the global headquarters. It makes for an interesting read.

Visit our homepage on www.chapmancg.com to participate in our latest HR Study for August 09 - this looks at your company's policy on counter-offering high-potential employees when they submit their resignation.

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

- 3 Aug 2009: [Recent Poll Results: What HR Practitioners need from their HR Leaders \(pdf\)](#)
- 12 Aug 2009: [Regional Resourcing Heads Discuss: Justifying the Long-term Value of the Resourcing Team \(pdf\)](#)

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

- [Paul Huyhn](#): HR, Vietnam, Professional Services & Consulting
- [Louis Hua](#): HR Operations & Shared Services, Singapore, Banking & Financial Services
- [Jiunn-Jye Lee](#): Compensation & Benefits, Singapore, IT & Telecommunications
- [Lillian Liu](#): HR, China, IT & Telecommunications
- [Rob Jack](#): HR, China, Banking & Financial Services
- [Jeremy Caird](#): Compensation & Benefits, Singapore, Industrial & Manufacturing
- [What are the top issues currently facing a regional Employee Relations leader in the Technology sector?](#)
- [Why is HR networking so important in an HR practitioner's role in Asia?](#)
- [Should you detail the reasons for leaving your HR jobs in your résumé?](#)
- [Why is it that headhunters sometimes can't provide me with a job description of the role I'm interviewing for?](#)
- [What are some of the areas that you notice that HR Leaders neglect when being interviewed themselves?](#)

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: [M&A HR Project Specialist \(293/TCCG\)](#), based in Singapore
- Interviewing: [HR Lead, Singapore \(292/TCCG\)](#), based in Singapore
- Shortlisting: [ASEAN HR Lead \(291/TCCG\)](#), based in Singapore
- Upcoming: [Regional Head of Human Resources, Asia Pacific \(258/TCCG\)](#), based in Singapore
- Shortlisting: [Senior Vice President, Japan \(289/TCCG\)](#), based in Tokyo
- Shortlisting: [Part-time Asia Pacific HR Lead \(12 month contract\)](#), based in Singapore
- Shortlisting: [Interim Recruitment Lead, ASEAN \(283/TCCG\)](#), based in Singapore
- Shortlisting: [Head of HR, Malaysia \(285/TCCG\)](#), based in Kuala Lumpur
- Interviewing: [Japan Country HR Manager \(288/TCCG\)](#), based in Tokyo
- Shortlisting: [Senior HR Business Lead, Asia Pacific \(281/TCCG\)](#), based in Singapore
- Shortlisting: [Senior HR Director, Global \(280/TCCG\)](#), based in Singapore
- Shortlisting: [Global Vice President of HR \(274/TCCG\)](#), based in Singapore
- Shortlisting: [Leader of HR, Singapore \(263/TCCG\)](#), based in Singapore
- Interviewing: [Regional HR Director, Asia \(286/TCCG\)](#), based in Kuala Lumpur
- Interviewing: [Senior HRIS Manager, Asia Pacific \(265/TCCG\)](#), based in Singapore
- Interviewing: [Senior Manager, Regional OD & Learning \(266/TCCG\)](#), based in Singapore
- Interviewing: [Senior HR Projects Lead, Asia Pacific \(264/TCCG\)](#), based in Singapore
- Shortlisting: [Head of Talent, Asia and Middle East \(260/TCCG\)](#), based in Singapore
- Interviewing: [Learning and Development Lead, APAC \(211/TCCG\)](#), based in Shanghai
- Shortlisting: [Senior Manager, Executive Compensation, South East Asia \(278/TCCG\)](#), based in Singapore
- Shortlisting: [Head of Leadership Development, ASEAN \(276/TCCG\)](#), based in Singapore
- Shortlisting: [Learning & Development Lead, South East Asia \(273/TCCG\)](#), based in Singapore
- Interviewing: [Asia Pacific VP of Human Resources \(272/TCCG\)](#), based in Shanghai
- Shortlisting: [Interim HR Projects Manager \(269/TCCG\)](#), based in Singapore
- Interviewing: [Director of Learning & Development, APAC \(270/TCCG\)](#), based in Singapore
- Finalising: [Talent Acquisition Director - Asia Pacific, Middle East & Africa \(268/TCCG\)](#), based in Mumbai

From the Chapman Consulting Group team