

Asia Pacific Japan HR Newsletter

March / April 2010

Matthew Chapman

Managing Director

The Chapman Consulting Group

It has been a tremendously busy first quarter in 2010 for HR hiring across the region. We are in a profession that is seeing high growth right now. As soon as the new year started, there was a fast pick-up in HR hiring across Asia Pacific Japan. This trend accelerated as we moved towards the Lunar New Year, stopped for a week, then grew even stronger into March and April, coinciding with bonus payments.

There are two broad trends behind this recent upturn in HR hiring across the region. One is that companies are still being cost-conscious, and need to see 'value for money' in their HR leadership. So they are choosing to get a greater return on investment in certain HR positions by moving aside under-performers and putting stronger people in the role at the same level. The other is where the head-count for an HR position that was previously seen as 'non-essential' has finally been granted given the rebound of positive economic sentiment and confidence.

The banking sector has surged forward again and the catch-up hiring has extended beyond the learning and OD positions we reported in our last update; we are now also seeing buoyancy in Generalist HR hiring. The sentiment is not back up to 2006/7 levels, but we have been surprised at the speed with which this sector has rebounded and we are confident that this upward trend is set to continue.

The Japanese HR hiring market is showing signs of strong recovery and Oscar Fuchs has spent most of March in Tokyo working on Japan HR assignments. Also in March, The Chapman Consulting Group welcomed Garrett Weiner to our Regional HR Search team to focus on our work in the Hong Kong and China markets. Garrett has been busy networking across our HR friends in these markets. And just in the last week, we welcomed Dale Cosgrave to help with Singapore-based Financial Services HR appointments. Dale is well-known in this field, and will be a great addition to our team.

We also hosted regional roundtable lunches in Singapore in March and April. Our March lunch, for 15 Regional HR Heads, looked at what HR initiatives are being prioritised at a time when we are seeing a strong uptick immediately after a sharp downturn. Our April lunch, with 16 Regional C&B Heads, focused on the latest compensation issues being seen across industries in Asia.

Visit our homepage on www.chapmancg.com to participate in our latest HR Study for March/April – in this edition we study the frequency of your regional HR team meetings.

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

- [2010 Quarter 1 Salaries Remain Stable Despite Market Growth \(pdf\)](#)
- [Dale Cosgrave joins The Chapman Consulting Group \(pdf\)](#)
- [Regional C&B Leaders Discuss the Implications of Market Movements on C&B Strategy \(pdf\)](#)
- [Considerations When Hiring Your Next Regional HR Leader in China \(pdf\)](#)
- [Japan HR Directors' Changing Relationship with Regional and Global Headquarters \(pdf\)](#)
- [The 10 Most Proactive Strategies HR practitioners Can Use to Manage Their Careers \(pdf\)](#)
- [What Can HR Directors Do When the Economy Can't Decide If It's Up Or Down? \(pdf\)](#)
- [Garrett Weiner joins The Chapman Consulting Group with Greater China Focus \(pdf\)](#)

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

- [I have the top HR job in my company and there's no next step for me. What should I do?](#)
- [I am being pressured to gain more regional experience, is this necessary?](#)
- [Do all regional HR jobs involve significant travel?](#)
- [How important is an international assignment to my career development?](#)
- [What's the difference between 'Talent Acquisition' to 'Strategic Staffing'?](#)
- [HR titles - how important are they?](#)
- [Will moving from a team leader into a sole contributor HR role harm my marketability?](#)
- [I want to break into the banking sector. What's the most straightforward way to do this?](#)
- [How important is it to have specialist HR experience in addition to generalist experience?](#)
- [I want to shift my HR career to China. What's the easiest way to get there?](#)
- [How are C&B jobs picking up in the banking sector in Singapore and Hong Kong?](#)
- [How do I successfully transition back home after an international HR assignment?](#)
- [When giving referees, who is best?](#)
- [Does everyone expect to move HR jobs at a salary increment?](#)

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

Singapore

- Shortlisting: [Singapore HR Lead \(470/TCCG\)](#), based in Singapore
- Shortlisting: [Regional HR Director \(468/TCCG\)](#), based in Singapore
- Interviewing: [Regional Head of C&B, \(307/TCCG\)](#), based in Singapore
- Shortlisting: [APAC HR Business Lead \(467/TCCG\)](#), based in Singapore
- Shortlisting: [SEA Compensation and Benefits Lead \(340/TCCG\)](#), based in Singapore
- Interviewing: [ASEAN HR Lead \(358/TCCG\)](#), based in Singapore
- Interviewing: [Asia Comms and HR Programmes Head \(192/TCCG\)](#), based in Singapore
- Shortlisting: [Regional Head of Human Resources, APAC \(258/TCCG\)](#), based in Singapore
- Upcoming: [Regional C&B Director \(464/TCCG\)](#), based in Singapore
- Interviewing: [Regional Head of HR Shared Services \(466/TCCG\)](#), based in Singapore
- Shortlisting: [Global Training and Development Partner \(462/TCCG\)](#), based in Singapore
- Upcoming: [Director of Talent Development, Asia Pacific \(465/TCCG\)](#), based in Singapore
- Upcoming: [Regional Executive Recruitment Lead \(460/TCCG\)](#), based in Singapore
- Finalising: [VP of HR, Institutional Banking, APAC \(459/TCCG\)](#), based in Singapore
- Shortlisting: [Senior HRIS Manager, Asia Pacific \(265/TCCG\)](#), based in Singapore
- Interviewing: [Global HR Business Lead \(450/TCCG\)](#), based in Singapore
- Interviewing: [ASEAN HR Lead \(449/TCCG\)](#), based in Singapore
- Interviewing: [Regional OD Head \(448/TCCG\)](#), based in Singapore
- Interviewing: [Executive Director of HR, Tech & Support \(442/TCCG\)](#), based in Singapore
- Interviewing: [C&B Director, APAC \(438/TCCG\)](#), based in Singapore
- Finalising: [Regional OD & HR Business Partnering Lead \(429/TCCG\)](#), based in Singapore
- Shortlisting: [Global C&B Manager \(417/TCCG\)](#), based in Singapore
- Interviewing: [Regional SEA HR Business Lead \(444/TCCG\)](#), based in Singapore
- Interviewing: [Regional HR Director \(406/TCCG\)](#), based in Singapore

Japan

- Shortlisting: North Asia Head of HR (443/TCCG), based in Tokyo or Shanghai
- Interviewing: Japan HR Director, Industrial Sector (479/TCCG), based in Tokyo
- Shortlisting: Sales HR Lead (488/TCCG), based in Osaka
- Shortlisting: Japan Head of HR, Large Investment Bank (478/TCCG), based in Tokyo
- Interviewing: Japan VP of Learning & Development (476/TCCG), based in Tokyo
- Interviewing: Successor to the HR Director, Japan (454/TCCG), based in Tokyo

Hong Kong & China

- Upcoming: Principal HR Consultant (492/TCCG), based in Hong Kong
- Interviewing: Greater China HR Director (334/TCCG), based in Shanghai
- Interviewing: Regional HR Director, Greater China (348/TCCG), based in Shanghai
- Shortlisting: APAC HR Business Partnering Lead (452/TCCG), based in Shanghai
- Shortlisting: HR Lead, Greater China (458/TCCG), based in Hong Kong
- Upcoming: Regional Head of Human Resources (472/TCCG), based in Hong Kong
- Interviewing: Regional Business Unit Head of HR (441/TCCG), based in Hong Kong

Other

- Shortlisting: Head of HR, The Philippines (471/TCCG), based in Manila
- Finalising: Vice President, HR, Global Markets (397/TCCG), based in Mumbai
- Shortlisting: HR Director, Malaysia (332/TCCG), based in Kuala Lumpur
- Shortlisting: Vice President of HR, Indonesia (451/TCCG), based in Jakarta
- Finalising: Head of HR, the Philippines (416/TCCG), based in Manila
- Interviewing: Head of HR, India (396/TCCG), based in Mumbai

Have a successful April and May.

Warm regards,
Matt and team