

Asia Pacific HR Newsletter

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As we hit the middle of 2010, many in the HR community are feeling the pressure of keeping up with the sheer volume of work, as optimism and growth continue in almost all industry sectors in the region. At The Chapman Consulting Group we have also been extremely busy coping with the growth in HR hiring month on month in almost all geographical markets in Asia, particularly in Singapore, Hong Kong, Japan, India, China and Indonesia. For the first time since the downturn of 2009, we are now seeing companies hire proactively for new positions, rather than just fill existing vacant roles. Many of these positions are being hired as permanent positions, but some companies are preferring to use contractors and other flexible HR resources for short-term projects ranging from three to 12 months. We have seen this most commonly in the HR Business Partner, OD/Talent and Staffing specialisations.

We've reported in the last two updates that the hiring for Compensation & Benefits (C&B) practitioners had been spectacularly strong for the first half of this year. We're happy to report that this trend appears to be normalising. There has been much seat-switching and the resulting tightness for C&B talent in most geographies has seen some sizeable salary increases for C&B talent. However, prudent C&B practitioners have been moving more for job enlargement, greater challenge or new industry exposure, rather than for salary jumps.

In the past two months we've seen the return of more Regional and Sub-Regional Head of HR searches reporting into global stakeholders. While some of these searches have been as a result of movements, many have been as a result of companies starting to up-scale their HR leadership position, or return the role back to the size it was before the downturn. As we suggested in previous newsletters, many companies had been happy to downgrade regional head positions during the recent downturn, and the return of senior roles in the market is a good indication that the positive sentiment in the market should be here to stay.

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

- [Is Japanese HR talent becoming more desirable for regional HR positions? \(pdf\)](#)
- [Employment Contracts in China – To Terminate Or Not To Terminate? \(pdf\)](#)
- [HR Hiring Continues to Grow into 2010 \(pdf\)](#)
- [Regional Talent Acquisition Leaders meet to discuss the Optimisation of the 'Modern-Day' In-House Recruitment Team \(pdf\)](#)

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

- [How are regional HR organisations being structured across Asia Pacific Japan?](#)
- [I am about to be offered an HR job but I'm not ready to accept, what should I do?](#)
- [I'm a C&B Director and want to shift into an HR Generalist role, how should I make this change?](#)
- [Do HR contracting jobs exist right across the Asia Pacific Japan region?](#)
- [I'm a foreigner based in Hong Kong and my expatriate assignment is ending, what should I do?](#)
- [How should I tailor my HR résumé specifically for the Asia Pacific Japan region?](#)
- [I am deciding between an in-house HR role and a role with an HR consulting firm. Which is best?](#)
- [How realistic is it to expect an increment when you shift HR jobs?](#)
- [What work/life balance strategies have you seen Regional HR practitioners employ successfully?](#)
- [How does the role of an 'HR Business Partner' differ from that of an 'HR Manager'?](#)
- [I sent my HR résumé directly to an online job advertisement, how can I ensure I'm considered?](#)
- [I want to start networking, but what are the most useful HR networks to be part of?](#)
- [How long are HR practitioners staying in their jobs for now across the Asia Pacific Japan region?](#)
- [How important is regional HR experience? Does it make you more marketable?](#)
- [How is the role of a Recruitment Manager changing?](#)
- [How important is the right HR leader in attracting good quality HR staff in the region?](#)

Our website has been very busy and we've tried to keep it updated with the latest status of searches that our team is currently handling. Click [here](#) to browse a sample of these, or follow the links to a selection below:

Singapore

- Shortlisting: [Head of People and Culture, APAC \(572/TCCG\)](#), based in Singapore
- Shortlisting: [Regional Talent Management Lead \(571/TCCG\)](#), based in Singapore
- Upcoming: [Interim HR Lead \(6 months\) \(542/TCCG\)](#), based in Singapore
- Shortlisting: [Head of Talent Acquisition and Talent Development \(536/TCCG\)](#), based in Singapore
- Shortlisting: [APAC HR Business Lead \(467/TCCG\)](#), based in Singapore
- Shortlisting: [Head of Technology Staffing \(554/TCCG\)](#), based in Singapore
- Shortlisting: [Global HR Business Lead \(537/TCCG\)](#), based in Singapore
- Interviewing: [Global HR Business Lead \(450/TCCG\)](#), based in Singapore
- Shortlisting: [Regional Head of Human Resources, Asia Pacific \(258/TCCG\)](#), based in Singapore
- On Offer: [Global Training and Development Partner \(462/TCCG\)](#), based in Singapore
- Upcoming: [Senior Talent Assessment Consultant \(533/TCCG\)](#), based in Singapore
- Shortlisting: [Senior Director of Compensation and Benefits \(512/TCCG\)](#), based in Singapore
- On Offer: [South East Asia HR Operations Director \(496/TCCG\)](#), based in Singapore
- Interviewing: [Vice President of HR, Technology and Operations \(513/TCCG\)](#), based in Singapore
- Finalising: [Global C&B Manager \(417/TCCG\)](#), based in Singapore
- Finalising: [C&B Leader, Asia Pacific Japan \(365/TCCG\)](#), based in Singapore
- On Offer: [Regional HR Director \(406/TCCG\)](#), based in Singapore

Hong Kong & China

- Shortlisting: Human Resources Manager for Infrastructure and Risk (530/TCCG), based in Hong Kong
- Shortlisting: Hong Kong Human Resources Director (577/TCCG), based in Hong Kong
- Upcoming: Staffing Head – Key Regional Business Unit (564/TCCG), based in Hong Kong
- Shortlisting: Regional Head of Recruitment (552/TCCG), based in Hong Kong
- Upcoming: Hong Kong Head of Human Resources (558/TCCG), based in Hong Kong
- Upcoming: Strategic Business Partner (549/TCCG), based in Hong Kong and/or Shanghai
- Finalising: Lead HR Relationship Manager, Technology & Operations (499/TCCG), based in Hong Kong
- Shortlisting: Lead Talent Development Director for Asia (501/TCCG), based in Hong Kong

Japan

- Shortlisting: Regional Head of Training, Japan & Korea (566/TCCG), based in Tokyo
- Shortlisting: Senior Head of HR, Japan (580/TCCG), based in Tokyo
- Interviewing: Head of Talent and Staffing, Japan (579/TCCG), based in Tokyo
- Interviewing: Head of HR, Japan Headquarter Operations (555/TCCG), based in Tokyo
- Shortlisting: Head of HR for Japan & Korea (532/TCCG), based in Tokyo
- Interviewing: Director of Human Resources, Japan (323/TCCG), based in Tokyo

Other

- Shortlisting: VP HR, Malaysia (562/TCCG), based in Kuala Lumpur
- Shortlisting: Head of HR, Malaysia (557/TCCG), based in Kuala Lumpur
- Interviewing: Head of C&B, Europe/Middle East/Africa/APAC (540/TCCG), based in Kuala Lumpur
- Shortlisting: Head of HR, Indonesia (559/TCCG), based in Jakarta
- Finalising: Vice President of HR, Indonesia (451/TCCG), based in Jakarta
- Interviewing: Head of HR, Indonesia (369/TCCG), based in Jakarta
- Shortlisting: Head of Staffing, India (574/TCCG), based in Mumbai
- Finalising: Vice President of HR, India (514/TCCG), based in Mumbai
- Shortlisting: Head of HR, India (516/TCCG), based in Mumbai
- Interviewing: Head of HR, India (396/TCCG), based in Mumbai

Have a successful June and July.

Warm regards,
Matt and team