

## Asia Pacific HR Newsletter

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As we bring you our fifth Asia Pacific HR update for 2010, we are definitely feeling that the HR hiring market remains very hot. And this heat is being felt right around the region, especially in Singapore, Hong Kong, Australia, China and India. We've also seen significant shuffling in the HR ranks in Japan.

The HR talent market has become the tightest it's been since 2006. The biggest crunch at the moment is with internal talent acquisition specialists, despite the market supply of talent in this space across the region being larger than ever. Finding people with the right skills as well as the right personality attributes is a tough challenge for most organisations, and many have learnt the hard way that outsourcing doesn't necessarily help.

After seeing a run on Compensation & Benefits hiring earlier in 2010 and a similar buoyancy in OD & Learning hires in Q1 and Q2, there is also a recent rush on HR Business Partners. We are seeing a particular thirst for senior sole contributors who work without needing to manage direct teams but who can leverage a large team of specialists to get the job done. Such profiles are particularly in demand with large, matrix organisations, who are always on the look-out for people who can demonstrate their survival in similar organisational models previously.

Our team has been busy with networking events around the Asia Pacific region in the past two months. We hosted a get-together of Japan HR leaders at the GE headquarters in Tokyo in July. In August we spent two days with a select group of APAC HR leaders from the financial services sector in Hong Kong discussing how the current vibrant economic indicators are affecting HR hiring. Our APAC HR leaders lunch in Singapore was very popular this month on the topic of "Positive Politics: How to Enhance the Performance of the Regional HR Team". And next week some of The Chapman Consulting Group team are in China, where we are involved in presenting to thirty China and Greater China Heads of Talent & OD. This function will be hosted at the Standard Chartered Bank China headquarters in Shanghai.

As we move into our third year, The Chapman Consulting Group has produced its annual summary of HR hiring activities (see here). This interesting report shows the breakdown of our HR hiring activities across the various countries in the region, as well as a summary of our activity by industry sector, HR position, level of seniority, percentage of travel, and a variety of other indicators. Apart from giving you a better sense of how our HR-focused search organisation is developing, it also reveals a lot about the greater Asia Pacific HR market and the types of HR roles that are being hired.

Visit our homepage on [www.chapmancg.com](http://www.chapmancg.com) to participate in our latest HR Study for August – in this edition we study how your HR organisation is handling this current market uptick.

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

- [The Impact of Politics on Human Resources Teams across Asia \(pdf\)](#)
- [The Chapman Consulting Group Annual Activity Report, August 2010 \(pdf\)](#)
- [2010 Quarter 2 Salaries Rise for Resourcing, OD and Training Professionals \(pdf\)](#)
- [Developing Your HR Career Plan – Building Your Roadmap \(pdf\)](#)
- [Critical First Steps in Your New Position \(pdf\)](#)
- [Japan's Place Within the International HR Matrix: What's Working and What's Not? \(pdf\)](#)

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

- [I'm doing a Regional HR Director role but always seem to be on a plane. How can I still do a high level HR role but avoid the constant travel?](#)
- [Which organisations or industries have the best quality HR practices in the region? I'm tired of my company not investing in HR and I want to find somewhere that takes HR seriously.](#)
- [I'm based in India in a senior HR position and am keen to move to Singapore. What considerations should I have to maximise my chances of securing the right position?](#)
- [How successful are HR outsourcing arrangements? What do they potentially mean for my HR team?](#)
- [I've worked for my whole HR career in the technology space. I know I'm very marketable in this sector but I'm ready for a change to a new industry. How should I go about this?](#)
- [I feel there is a conflict of interest in working with the same search firm on my company's HR hiring needs as I'm using for my own personal HR career advice. Do you agree?](#)
- [How often do you see global HR roles based out of locations like Singapore, Hong Kong, China or Australia?](#)
- [I am looking to hire HR talent from outside Asia into the region, but I want them on local terms. How should I find HR talent who will be comfortable moving here on non-expatriate terms?](#)
- [My organisation is keen to hire Asian HR talent that is currently outside of the region, perhaps in North America or Europe, and bring them home. How realistic is this?](#)
- [We are a start-up organisation with 200 employees. I'm the CEO and I think it is time we had an HR Director. What sort of person should we look for?](#)

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

- Finalising: [Principal Consultant, Learning & Development \(621/TCCG\)](#), based in Singapore
- Shortlisting: [Part-time Asia Pacific HR Lead \(12 month contract\) \(617/TCCG\)](#), based in Singapore
- Interviewing: [Director of Talent Development, Asia Pacific \(465/TCCG\)](#), based in Singapore
- Interviewing: [Regional HR Director, Asia Pacific \(604/TCCG\)](#), based in Singapore
- Finalising: [Senior Director of Compensation and Benefits \(512/TCCG\)](#), based in Singapore
- Shortlisting: [Singapore Head of HR \(603/TCCG\)](#), based in Singapore
- Shortlisting: [ASEAN HR Lead \(358/TCCG\)](#), based in Singapore
- Interviewing: [Group Head of Recruitment \(595/TCCG\)](#), based in Singapore
- Interviewing: [South East Asia OD Director \(599/TCCG\)](#), based in Singapore
- Interviewing: [VP of Human Resources, Asia Pacific \(601/TCCG\)](#), based in Singapore
- Shortlisting: [Regional Head of Human Resources, Asia Pacific \(258/TCCG\)](#), based in Singapore
- Shortlisting: [Regional Business Unit Head \(524/TCCG\)](#), based in Singapore
- Finalising: [Regional HR Director, Asia Pacific \(521/TCCG\)](#), based in Singapore
- Interviewing: [VP of Shared Services, Asia Pacific \(525/TCCG\)](#), based in Singapore
- Shortlisting: [Regional HR Business Lead, Asia \(523/TCCG\)](#), based in Singapore
- Finalising: [Head of Training Operations \(539/TCCG\)](#), based in Singapore
- Interviewing: [Regional Leader of Compensation and Benefits \(578/TCCG\)](#), based in Singapore
- Interviewing: [Global HR Business Lead \(537/TCCG\)](#), based in Singapore
- Interviewing: [Chief HR Officer \(583/TCCG\)](#), based in Singapore
- Interviewing: [Interim Staffing Lead \(584/TCCG\)](#), based in Singapore
- Interviewing: [Vice President and Head, HR, Asia Pacific Japan \(585/TCCG\)](#), based in Singapore
- Interviewing: [VP of Talent Attraction and Retention, APJ \(587/TCCG\)](#), based in Singapore

#### Japan

- Interviewing: [Japan VP of Campus Recruitment \(589/TCCG\)](#), based in Tokyo
- Upcoming: [Japan Director of HR \(622/TCCG\)](#), based in Tokyo
- Finalising: [Japan Head of HR, Post-Merger Integration Expert \(602/TCCG\)](#), based in Tokyo
- Interviewing: [Head of HR, Japan and South East Asia \(590/TCCG\)](#), based in Tokyo

#### Hong Kong & China

- Upcoming: [Hong Kong Head of Human Resources \(558/TCCG\)](#), based in Hong Kong
- Upcoming: [Talent Management Lead, APAC \(608/TCCG\)](#), based in Hong Kong
- Shortlisting: [HR Leader of Tomorrow \(593/TCCG\)](#), based in Singapore or Hong Kong
- Finalising: [VP HR APAC \(596/TCCG\)](#), based in Hong Kong
- Interviewing: [Regional HR Director, Greater China \(348/TCCG\)](#), based in Shanghai
- Upcoming: [Strategic HR Business Partner \(549/TCCG\)](#), based in Shanghai or Hong Kong
- Shortlisting: [Head of Talent Acquisition, APAC \(553/TCCG\)](#), based in Hong Kong

#### Other

- Interviewing: [Head of HR, Indonesia \(369/TCCG\)](#), based in Jakarta
- Interviewing: [Head of HR, India \(396/TCCG\)](#), based in Mumbai

Hope that you've enjoyed our latest update.

All the best  
Matt and team.