

Asia Pacific HR Newsletter

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In our penultimate Asia Pacific Japan HR update for 2010, we can report that HR movements are slowing down slightly coming into Quarter 4. Some might say "at last", as this spells the first marginal slowdown in this dynamic region for almost 18 months. However the reduction seems mainly due to business cycles, since a) many organisations are simply holding back on adding more headcount/hiring spend after a buoyant year of talent acquisition; and b) many practitioners are reluctant to move so late in the year, at the risk of foregoing their bonuses, especially since fewer companies are paying sign-on bonuses these days. The financial services sector is definitely putting the brakes on the fastest, which should come as no surprise given the speed at which they've been hiring in 2010. A number of tier 1 banks now have total hiring freezes. Many HR Leaders in these banks continue to engage in proactive discussions on their anticipated Quarter 1 and 2, 2011 hiring needs, recognising there could be a rush for good talent early next year.

In the past two months since our last update, the demand for the talent acquisition and organisational development/learning skill-sets has continued to be very strong, especially in Hong Kong, Singapore and Tokyo. HR Contractors across all disciplines have also been sought after. A number of global HR leaders have been up-skilling their Japan operations in the last quarter, and we have seen a continued demand for top tier Japanese HR leaders. We are also seeing continued movement of high potential Indian HR talent, particularly within the banking and technology sectors, into regional headquarter roles in Singapore, China and Hong Kong. Most of this Indian talent is making the move with help from their existing employers.

In other news, Ben Davies is now with us from Korn/Ferry International, and has been actively involved in regional work and in mentorship to our HR network. We recently published two interesting reports, firstly on recent HR Salary Trends in a few of the region's hot-spot locations (see [here](#)), and secondly on the website activity that our homepage www.chapmancg.com has enjoyed over the last 12 months (see [here](#)). And finally, the popularity of our HR Leaders networking sessions has grown considerably in the last quarter. In September, we hosted a gathering of 15 Regional HR Leaders in Singapore to discuss changes in their HR delivery models versus last year, and later co-hosted a similar event in Shanghai. We've also just co-hosted three HR Leadership lunches in Hong Kong which were well attended by Regional HR Leaders and Regional Heads of Talent from the major banks, as well as from technology, life sciences and FMCG. The Japan series of HR lunches moves up a notch, with four more HR Leader sessions taking place later this month. And in the future, the Chapman Consulting Group will be co-hosting four different HR Leader gatherings in Mumbai in early January 2011.

Visit our homepage on www.chapmancg.com to participate in our latest HR Study for November – in this edition we study how your HR organisation is handling the issue of Diversity & Inclusion (D&I) in the region.

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

- [The Chapman Consulting Group Extends its HR Leadership Series to India](#)
- [The Chapman Consulting Group Continues to Build Profile in Hong Kong](#)
- [The Japan HR Practice at The Chapman Consulting Group To Co-Host Four HR Leaders Lunches in Tokyo](#)
- [2010 Quarter 3 Salaries Remain Steady](#)
- [Asia Human Resources in 2010 Returns to 'Normal' Territory after a Tumultuous 2009](#)
- [The Chapman Consulting Group Website Activity Report, September 2010](#)
- [China HR Leaders meet to discuss 'Leadership Matters' in Shanghai](#)

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

- [I'm based in Dubai and am keen to further my HR career experience in Asia. Do multinationals ever look to hire HR talent from Dubai into Asia?](#)
- [I'm interested in the Hospitality sector, however I've heard that HR is quite operational. What's your view on the sector?](#)
- [I hear that the FMCG sector is one of the best to work in for the sophistication of its HR practices. Can you comment more?](#)
- [I'm a specialist HRIS practitioner and ultimately I want to break out of this field into a broader HR role. How should I do this?](#)
- [Do HR qualifications improve my marketability?](#)
- [What general advice would you give me when interviewing for an HR position?](#)
- [For the last fifteen years I've had a successful HR career and am now a Regional HR Director. However, I want to take a year's sabbatical for the sake of my children. Will this hurt my chances of securing future employment?](#)
- [I'd like to meet HR leaders from my employer's competitors to find out more about what they're doing - but I'm concerned about confidentiality and sharing trade secrets. What's the solution?](#)
- [I've just changed HR jobs and I'm three months in. I think I've made a mistake with this move but is it too early to move on?](#)
- [I'm being asked to move from Asia to the global headquarters in the United States to take up a Global HR Business Partner role. How should I optimise this move from a career standpoint?](#)
- [I'm seeing more regional roles out of Asia Pacific Japan also covering the Middle East. Is this broader regional coverage becoming more common?](#)

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

- Upcoming: [Director, Talent Acquisition APAC \(668/TCCG\)](#), based in Singapore
- Interviewing: [Singapore Head of HR \(603/TCCG\)](#), based in Singapore
- Interviewing: [Director of Talent Development, Asia Pacific \(465/TCCG\)](#), based in Singapore
- Interviewing: [APAC HR Business Lead \(467/TCCG\)](#), based in Singapore
- Interviewing: [Regional Talent Management Lead \(571/TCCG\)](#), based in Singapore
- Interviewing: [HR Director, Singapore/SEA/India \(664/TCCG\)](#), based in Singapore
- Interviewing: [VP and Head of Human Resources, Asia Pacific \(601/TCCG\)](#), based in Singapore
- Interviewing: [Regional Head of Organisational Development \(657/TCCG\)](#), based in Singapore
- Shortlisting: [Leader of HR, Singapore \(674/TCCG\)](#), based in Singapore
- Shortlisting: [Group Head of Recruitment \(595/TCCG\)](#), based in Singapore
- Shortlisting: [Regional HR Lead \(683/TCCG\)](#), based in Singapore
- Shortlisting: [HR Transformation Lead, Asia Pacific Japan \(686/TCCG\)](#), based in Singapore
- Shortlisting: [Regional Head of Organisational Development \(684/TCCG\)](#), based in Singapore
- Shortlisting: [Regional Head of C&B \(675/TCCG\)](#), based in Singapore
- Shortlisting: [Head of HR Shared Services, APAC Japan \(651/TCCG\)](#), based in Singapore
- Shortlisting: [Asia Head of HR \(616/TCCG\)](#), based in Singapore
- Finalising: [Regional Head of HR, Technology Organisation \(636/TCCG\)](#), based in Singapore
- Finalising: [Senior Vice President, HR, Wealth Management \(663/TCCG\)](#), based in Singapore
- Finalising: [ASEAN HR Lead \(661/TCCG\)](#), based in Singapore
- Finalising: [Regional Leader of Compensation and Benefits \(578/TCCG\)](#), based in Singapore
- Finalising: [Regional C&B Lead, APAC \(655/TCCG\)](#), based in Singapore
- Finalising: [ASEAN OD Lead \(656/TCCG\)](#), based in Singapore
- Finalising: [Vice President HR, APAC \(658/TCCG\)](#), based in Singapore
- Finalising: [Global Head of Human Resources \(654/TCCG\)](#), based in Singapore
- Finalising: [Resourcing Director, 9 Month Contract \(659/TCCG\)](#), based in Singapore
- Finalising: [Regional HR Team Build \(645/TCCG\)](#), based in Singapore
- Finalising: [Global Contract Recruiting Lead \(625/TCCG\)](#), based in Singapore
- Finalising: [Vice President of Benefits, APAC \(627/TCCG\)](#), based in Singapore

Hong Kong & China

- Upcoming: [Group Head of Human Resources \(695/TCCG\)](#), based in Hong Kong
- Upcoming: [Head of Talent Acquisition, Asia Pacific \(696/TCCG\)](#), based in Hong Kong
- Upcoming: [APAC Head of Grad Recruitment \(697/TCCG\)](#), based in Hong Kong (or Singapore)
- Upcoming: [HR Leader, China \(679/TCCG\)](#), based in Shanghai
- Upcoming: [HR Head Hong Kong \(678/TCCG\)](#), based in Hong Kong
- Upcoming: [OD Consulting Leader \(634/TCCG\)](#), based in Hong Kong (or Singapore)
- Shortlisting: [Vice President of HR, Greater China \(699/TCCG\)](#), based in Shanghai
- Shortlisting: [Hong Kong Head of Human Resources \(558/TCCG\)](#), based in Hong Kong
- Interviewing: [Staffing Head – Key Regional Business Unit \(564/TCCG\)](#), based in Hong Kong
- Finalising: [Vice President of HR, North Asia \(650/TCCG\)](#), based in Hong Kong
- Finalising: [VP of International Assignments & Tax, APAC \(629/TCCG\)](#), based in Hong Kong
- Finalising: [Head of HR, APAC, Private Banking \(630/TCCG\)](#), based in Hong Kong (or Singapore)
- Finalising: [Regional Head of Leadership \(644/TCCG\)](#), based in Hong Kong (or Singapore)

Japan

- Shortlisting: Yokohama-based Japan Country HR Manager (541/TCCG), based in Yokohama
- Shortlisting: Japan HR Business Partner / Country Head of C&B (689/TCCG), based in Tokyo
- Shortlisting: Senior Head of HR, Japan (681/TCCG), based in Tokyo
- Shortlisting: Senior Head of HR, Japan (580/TCCG), based in Tokyo
- Interviewing: Japan HR Leader (405/TCCG), based in Tokyo
- Interviewing: Japan VP of HR, Medium-Sized Company (637/TCCG), based in Tokyo
- Finalising: Japan Head of Training (646/TCCG), based in Tokyo
- Finalising: Head of HR, Japan and South East Asia (590/TCCG), based in Tokyo

Other

- Shortlisting: Executive Vice President of HR, Indonesia (647/TCCG), based in Jakarta
- Shortlisting: Global C&B Lead (666/TCCG), based in Europe
- Interviewing: Executive General Manager, HR, Indonesia (649/TCCG), based in Jakarta

[End]

About Us

The Chapman Consulting Group is an executive search firm dedicated to the Human Resources profession across the Asia Pacific Japan (APJ) region. Headquartered in Singapore, we enjoy strong links to the global and regional headquarters of many of the world's top multinational companies, where we partner directly with both business leaders and HR Heads. Working flexibly across geographical borders to source world-class local and international HR talent, we help build Human Resources leadership teams across 14 countries and across all industry sectors.