

## Asia Pacific HR Newsletter

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The HR market in Asia Pacific has resumed its 2010-like surge, now that we are through bonus season. We're again seeing widespread movement, partly due to the usual 'chair-swapping' that takes place at this time of the year. HR bonuses are softer in 2011 than 2010, particularly in the banking sector. We reported in our last update at the end of January, that hiring in the banking sector remained restrained in comparison to 2010. This still continues to be the case, with many banks having a strong bench strength of HR talent that they have built up in 2010. We are still seeing hiring taking place where a gap opens, but there is definitely less non-essential HR hiring going on in this sector. Across non-banking sectors, HR business partner and talent acquisition searches remain very buoyant. And after a huge spike in the first three quarters of 2010, followed by a dip, C&B roles have also returned and we're seeing more top-end roles this time, as compared with the mid to senior roles that we saw last year.

The China HR market has been keeping us very busy of late. We've been involved in a number of regional HR leadership searches there, as several multinationals have chosen to re-position their regional headquarters to Shanghai. We've yet to see a trend of regional headquarters shifting wholesale to China, but the industrial/manufacturing sector is still the one area where we are seeing this getting more common. For most other sectors, Singapore and Hong Kong continue to be the most common locations, and there is widespread availability of international HR talent in both locations. In line with what seems to be the continual reorganisation of business and HR models in Asia, we've had a lot of OD and change management/transformation positions on lately. Quite a number of these have been year-long projects, which have proved appealing to new talent arriving from non-Asian markets where contracting is more common.

In internal news, The Chapman Consulting Group was recently featured in a 10-minute television news segment on Channel NewsAsia, where we were discussing HR headhunting in the age of social media. To view the segment, see [www.youtube.com/ChapmanCG](http://www.youtube.com/ChapmanCG). Also we're happy to announce that Sarah Ettershank has recently joined our core executive team as an Associate Director. To view our new team, see [here](#).

With the recent earthquake, tsunami, and ongoing nuclear worries in Japan, The Chapman Consulting Group has been keeping close to Japan HR Leaders and Regional/Global Heads of HR covering Japan, offering support by sharing how various companies have been coping with the disaster. Our most recent update was published on Monday, please see further details below:

- March 28: [Two Weeks On: Japan's 'New Reality' \(pdf\)](#)
- March 17: [Japan HR Leaders and the Early Fears of Nuclear Risks \(pdf\)](#)
- March 15: [Japan HR Leaders Quickly Ensure Employee Safety and Business Continuity \(pdf\)](#)
- March 14: [The Immediate Response to Friday's Earthquake \(pdf\)](#)

Speaking of Japan, The Chapman Consulting Group was recently there to host a series of HR Leader roundtables co-hosted by Amazon.com, Intel, SAP, Goldman Sachs and Hilti in **Tokyo**. In February, Matthew Chapman was in **Kathmandu**, Nepal as an invited speaker at the first ever Nepal HR Summit. He spoke on APAC talent acquisition trends. A group of 20 Regional Staffing Heads attended a presentation on Employer Branding, hosted by The Chapman Consulting Group, in February in **Singapore**. Some of our Australian HR alumni participated in The Chapman Consulting Group's Quarter 1 HR APAC Presentation at ANZ Bank in **Melbourne** on 7 March and in **Sydney** at QANTAS on 8 March. And last week some of the ChapmanCG team were in China where we co-hosted three sessions at Royal Sun Alliance, Bank of America Merrill Lynch and Nielsen in **Shanghai** for China Country and Regional HR Leaders. We also have a series of HR leadership sessions coming up in **Hong Kong** this week, and we will be in **London** to meet with Global HR leaders there in April to discuss Asia Pacific HR matters.

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

- [Singapore HR Leaders To Get Even Fitter \(pdf\)](#)
- [China HR Continues its Onward Trajectory \(pdf\)](#)
- [Western Decision-Making Moving East? \(pdf\)](#)
- [Australia-based HR Leaders Meet at ANZ Bank and Qantas \(pdf\)](#)
- [HR Effectiveness and Productivity in Japan: The HR Leaders' Perspective \(pdf\)](#)
- [Respect in the Workplace and Other Factors affecting Employer Branding \(pdf\)](#)
- [The Chapman Consulting Group Participates in a Forum for HR Talent in Nepal \(pdf\)](#)

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

- [What trends are you witnessing in HR as Vietnam experiences such dramatic economic growth?](#)
- [What are you seeing happen with HR salaries in India?](#)
- [How marketable is New Zealand HR talent into the Asia region?](#)
- [Are more organisations moving their regional HR headquarters to China?](#)
- [How do HR jobs pay in Australia relative to Asia?](#)
- [Are all HR positions in Singapore regional?](#)
- [What is Employee Relations and do you see many of these jobs in the market?](#)
- [How can I maximise my success rate in searching for another HR job?](#)

Click [here](#) to browse a sample of the recent searches we've been conducting, or follow the links in the selection below:

#### China

- Shortlisting: [Senior VP of Human Resources \(844/TCCG\)](#), based in Shanghai
- Shortlisting: [VP of Organisational Development, China \(840/TCCG\)](#), based in Shanghai
- Upcoming: [Greater China Vice President of Human Resources \(838/TCCG\)](#), based in Shanghai
- Shortlisting: [China HR Director \(779/TCCG\)](#), based in Shanghai
- Upcoming: [Head of Talent Management, China \(809/TCCG\)](#), based in Shanghai
- Interviewing: [Regional HR Director, Asia Pacific \(782/TCCG\)](#), based in Beijing
- Finalising: [HR Leader, China \(679/TCCG\)](#), based in Shanghai

#### Hong Kong

- Shortlisting: [Lead Consultant, C&B, Asia \(836/TCCG\)](#), based in Hong Kong
- Shortlisting: [VP of Staffing, Investment Banking \(834/TCCG\)](#), based in Hong Kong
- Shortlisting: [VP of Learning and Talent, Global Markets \(800/TCCG\)](#), based in Hong Kong
- Interviewing: [Senior Vice President, APAC Head of Talent \(785/TCCG\)](#), based in Hong Kong

## Singapore

- Shortlisting: SEA Head of Shared Services (842/TCCG), based in Singapore
- Shortlisting: Singapore and ASEAN Head of C&B (817/TCCG), based in Singapore
- Shortlisting: Singapore Head of Human Capital Management (772/TCCG), based in Singapore
- Interviewing: Head of HR - APAC (824/TCCG), based in Singapore
- Upcoming: Group HR President (833/TCCG), based in Singapore
- Shortlisting: Vice President, Employee Relations, APAC (832/TCCG), based in Singapore
- Interviewing: Regional Head of C&B (825/TCCG), based in Singapore
- Shortlisting: Executive Staffing Lead, Asia (12 month contract) (762/TCCG), based in Singapore
- Finalising: 12 Month Interim HR Director Assignment (765/TCCG), based in Singapore
- Shortlisting: Regional Graduate Recruitment Lead (623/TCCG), based in Singapore
- Interviewing: Executive Vice President of HR (805/TCCG), based in Singapore
- Shortlisting: Regional OD and HR Business Partnering Lead (821/TCCG), based in Singapore
- Shortlisting: Regional Vice President HR APAC (827/TCCG), based in Singapore
- Shortlisting: Regional Head of HR (828/TCCG), based in Singapore
- Interviewing: SVP of Learning and Talent, APAC (807/TCCG), based in Singapore
- Interviewing: Regional HR Director, South Asia (819/TCCG), based in Singapore
- Finalising: Head of Resourcing, APAC (818/TCCG), based in Singapore
- Finalising: HR Head, Singapore (6 month contract) (799/TCCG), based in Singapore
- Interviewing: ASEAN HR Director (778/TCCG), based in Singapore
- Interviewing: Regional VP HR (786/TCCG), based in Singapore
- Shortlisting: Regional Head of C&B (797/TCCG), based in Singapore
- Upcoming: Regional Head of Organisational Development (796/TCCG), based in Singapore
- Finalising: Regional OD Director, APAC (657/TCCG), based in Singapore
- Interviewing: Regional Employee Relations Director (705/TCCG), based in Singapore
- Finalising: Regional HR Director, Asia Pacific (687/TCCG), based in Singapore

## Japan

- Upcoming: Japan Head of HR, Consumer Financial Services (811/TCCG), based in Tokyo
- Interviewing: Replacement Head of HR, Japan (810/TCCG), based in Tokyo
- Shortlisting: Japan Country HR Manager (775/TCCG), based in Tokyo
- Finalising: Japan Country HR Lead (759/TCCG), based in Tokyo

## India

- Shortlisting: Interim HR Director, India (837/TCCG), based in Mumbai
- Upcoming: Head of HR, India (829/TCCG), based in New Delhi

## Other

- Shortlisting: Korea Head of OD and Talent (845/TCCG), based in Seoul
- Finalising: HR Director, Thailand (789/TCCG), based in Bangkok
- Interviewing: Country VP HR, Taiwan (798/TCCG), based in Taipei

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## 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.